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Management



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Academy of Management, Montreal 2010

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← Demand for skilled project managers is skyrocketing.

The current gap in supply is only going to get worse.

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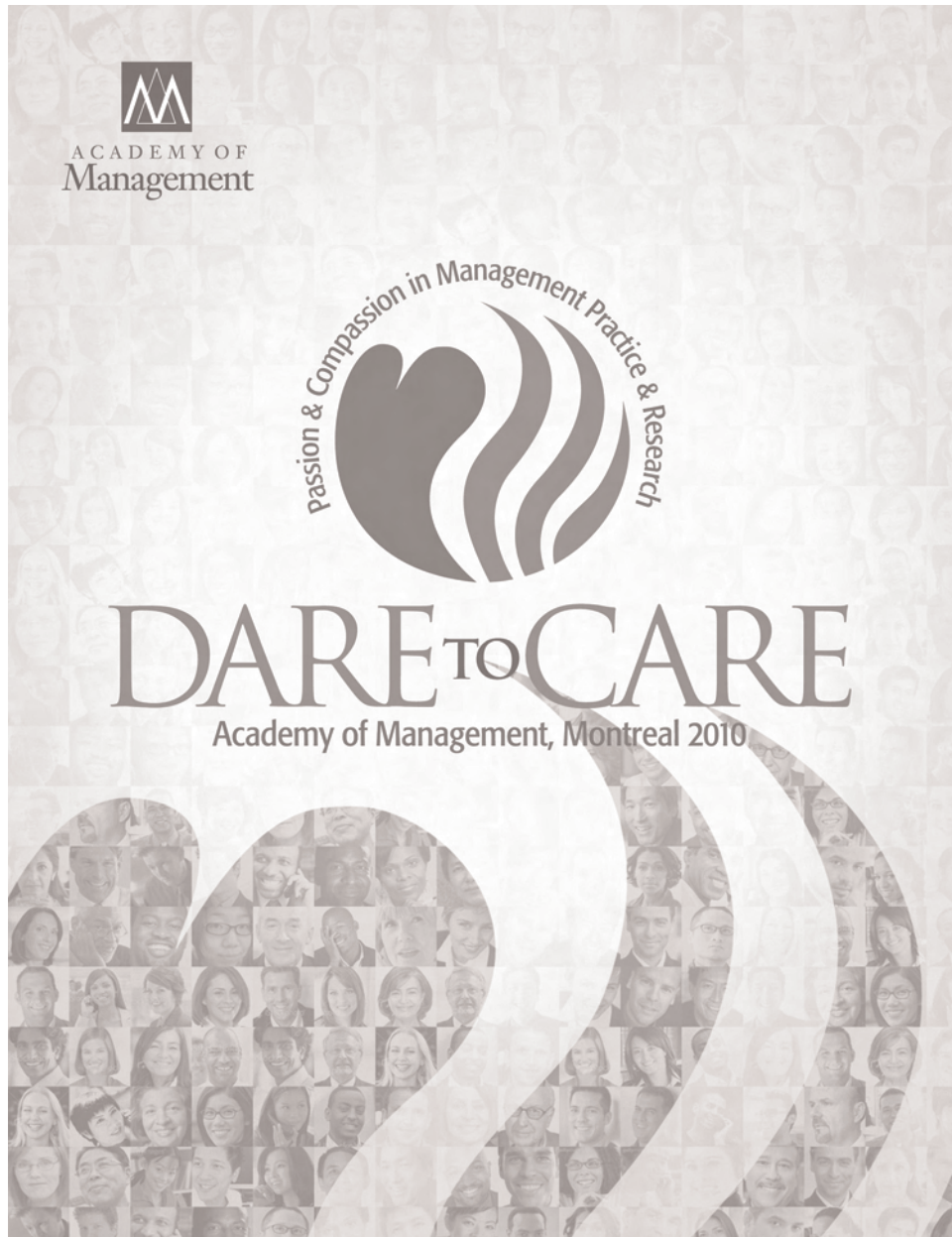


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1. Figure in U.S. dollars. Source: *Managing Capital Projects for Competitive Advantage*, McKinsey Quarterly
2. Figure in U.S. dollars. Source: Anderson Economic Group
3. Source: Anderson Economic Group
4. Source: U.S. General Accounting Office (GAO)

Academy of Management 2010 Annual Meeting



<http://annualmeeting.aomonline.org/2010/>

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Welcome to the 2010 AOM Annual Meeting in Montreal

On behalf of the thousands of AOM members and staff who have worked so hard in the past year to organize the 2010 program, we welcome you to Montreal for the 70th Annual Meeting of the Academy of Management. With approximately 19,000 members from over 100 nations, the Academy of Management's mission is to build a vibrant and supportive community of scholars by significantly expanding opportunities to connect and explore ideas. We aspire to inspire and enable a better world through scholarship and teaching about management and organizations. Our Annual Meeting provides a forum for us to share our research experiences, exchange teaching resources, and discuss the implications of our work for practice. It is also an occasion to create and renew friendships, and to develop our professional skills and contacts.

2010 Theme: "Dare to Care: Passion and Compassion in Management Practice and Research"

The theme of the 2010 meeting in Montréal is designed to encourage members of the Academy of Management to be bold in considering the roles of "caring, passion, and compassion" in our teaching, research, service, and practice. The theme encourages us to consider the implications for research and practice if the managers' role is to enhance the wellbeing of, and generate value for, all stakeholders (including customers, employees, and the public) and not only for the shareholders or for themselves.

This theme challenges us to consider the changes that will occur to organizational forms and processes if and when managers truly integrate passion for their work with compassion for those impacted by their work. The theme likewise invites us to explore the new teaching content and pedagogy that will be required if we seek to motivate our students to think about broader social contributions or value creation, rather than only financial returns as measures of success. It is our hope that this year's conference will push us to examine how our scholarly pursuits would be different if passion and compassion defined our scholarly endeavors. This year's theme dares us to challenge the status quo and to explore new paradigms that put humanity at the forefront of our economic decisions and activities. We invite you to explore these ideas by attending the All-Academy Theme Program on Sunday, as well as many other theme-related sessions in the Professional Development Workshops and Scholarly Program.



Anne S. Tsui
2010 Program Chair



Ming-Jer Chen
2010 PDW Chair

Five Days of Exciting Programs

The Annual Meeting offers many opportunities to participate and learn during FIVE FULL DAYS of activities and events, divided into three parts:

Friday and Sunday: Professional Development Workshops offered by 32 divisions, interest groups, and special committees
Sunday: All-Academy Theme Program presenting symposia and PDWs on theme-related topics
Monday and Tuesday: Scholarly programs comprised of symposia and paper sessions

We particularly hope you will be able to attend the following exciting events, which are free and open to all registrants:

All-Academy Opening Session:

Sunday, August 8, 8:00 – 11:00 AM.

Salle, Le Centre Sheraton

- Buffet Breakfast, Awards Ceremony, Presidential Address

All-Academy Closing Reception:

Tuesday, August 10, 5:00 – 7:00 PM.

Room 710AB, Le Palais Des Congres

- Special Performance by Aerialist Caroline Petrement
Social and fellowship

Program Participants

The Annual Meeting celebrates the work of all who participate in it. The 2010 Call for Submissions elicited 6,430 proposals for Scholarly Papers and Symposia, plus 442 proposals for Professional Development Workshops. Evaluating these 6,872 submissions required the effort of 5,433 volunteer reviewers. We thank you all for helping us create the final program, which involves more than 8,000 individual participants.

Enjoy Montreal

The 2010 Annual Meeting will be hosted by the wonderful city of Montreal, Canada. Located on the shores of Lake Ontario, the city of Montreal is rich in beauty, culture, and history, and is particularly known for its progressive outlook. We invite everyone to explore this wonderful city and enjoy everything it has to offer. Welcome!

Academy Program Highlights

All-Academy Session Highlights:

New Member Orientation (two sessions)
Friday, August 6, and Saturday, August 7, 5:30 - 7:00 PM, Le Palais Des Congres, 524B

President's Reception for New and International Members
Saturday, August 7, 7:00 - 9:00 PM, Hilton Montreal Bonaventure, Portage

All-Academy Welcome Breakfast
Sunday, August 8, 8:00 - 9:00 AM, Le Centre Sheraton, Salle

AOM Presidential Address & Awards Ceremony
Sunday, August 8, 9:00 - 11:00 AM, Le Centre Sheraton, Salle

All-Academy Closing Reception featuring an Extraordinary Performance by Aerialist Caroline Petrement
Tuesday, August 10, 5:00 - 7:00 PM, Le Palais Des Congres, 710AB

All-Academy Theme Session Highlights:

Experiencing Passion and Compassion in Montreal (an offsite tour)
Sunday, August 8, 11:30AM – 12:00 PM, Le Palais Des Congres, 524A

The Future of Doctoral Education
Sunday, August 8, 11:30AM - 1:30PM, Le Palais Des Congres, 511B

Daring to Care: Scholarship that Supports the Courage of Our Convictions
Sunday, August 8, 11:30AM - 1:30PM, Le Palais Des Congres, 511A

The Value of Caring: Successfully deploying and sustaining strategies around Care
Sunday, August 8, 11:30AM - 1:30PM, Le Palais Des Congres, 516B

Daring to Care at Southwest Airlines: Inspiration for New Theorizing about Empowerment and Beyond
Sunday, August 8, 11:30AM - 1:00PM, Le Palais Des Congres, 516C

The Future of Management Education
Sunday, August 8, 2:00 – 4:00PM, Le Palais Des Congres, 511B

Passion for Action: Daring to Create Actionable Research
Sunday, August 8, 2:00 - 5:30PM, Le Palais Des Congres, 511C

Creating a Caring Economics: Theory, Research, and Practice
Sunday, August 8, 4:15 - 5:45PM, Le Palais Des Congres, 516C

Division Program Highlights:

BUSINESS POLICY & STRATEGY (BPS)

Irwin Outstanding Educator Award in Honor of Anita McGahan
Sunday, August 8th, 6:00pm-8:00pm at Palais des Congres: Room 516C

Distinguished Speaker: Anita McGahan, Professor and Rotman Chair in Management, U. of Toronto

The BPS Division's 2010 Irwin Outstanding Educator Award honors a person who has made exemplary contributions to teaching at the MBA and Executive levels. Prof. McGahan has taught courses in strategy at the University of Toronto, Harvard Business School, London Business School and Boston University. At each university and at all levels of teaching, Professor McGahan has received rewards for outstanding teaching. She is consistently ranked as among the best faculty in every program in which she teaches. Prof. McGahan developed five new courses (both required and elective) between 1999 and 2006, each of which earned very high ratings and achieved strong – even unprecedented – course evaluations. Faculty who teach these courses are also rated highly by their students, and numerous colleagues laud her contributions to their own teaching. Over the years, Prof. McGahan has served as a mentor to many faculty members and has devoted endless hours to helping them develop as educators. Not only do her students benefit from her outstanding classroom teaching, but the students of instructors she has mentored have also benefitted greatly from her unselfish guidance. We hope you will join us in honoring Anita McGahan's outstanding achievements in teaching. The session will feature presentations by colleagues of the honoree, and will conclude with comments from Prof. McGahan. A reception will follow.

Wiley-Blackwell Outstanding Dissertation Award Finalists
Monday, August 9th, 1:15pm-2:45pm at Palais des Congres: Room 519A
Organizer: Tammy Madsen, Santa Clara U.

Finalist Presenters: Felipe Csaszar, INSEAD; Chuck Eesley, Stanford U.; Denisa Mindruta, HEC Paris; Alexander Oettl, Georgia Institute of Technology; Yi Tang, Hong Kong Polytechnic U.; Yen Tran, Copenhagen Business School.

This session showcases the research of the Wiley-Blackwell Outstanding Dissertation Award Finalists. Following an introduction by Tammy Madsen, BPS Division Chair-Elect, each finalist will make a short presentation of his or her research. The award winner will be announced at the BPS Business Meeting later in the day. 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 9th and Tuesday, August 10th

Academy Program Highlights

The 2010 BPS Program again includes conference tracks covering seven domains within the strategy field. Sessions for a given track are scheduled sequentially in the same room during the scholarly program on Monday and Tuesday. The aim is to nurture build smaller academic communities within the larger BPS community. The number of sessions per track varies. The tracks and track chairs for 2010 are:

Alliances & Networks

Africa Arino, IESE
Palais des Congrès: Room 510B

Competitive Heterogeneity

Jan Rivkin, Harvard U.
Palais des Congrès: Room 510A

Corporate Governance

Mason Carpenter, U. of Wisconsin-Madison
Palais des Congrès: Room 519A

Firm Boundaries & Corporate Strategy

Nicholas Argyres, Washington U. in St. Louis
Palais des Congrès: Room 518C

Industry Dynamics

Mike Lenox, U. of Virginia
Palais des Congrès: Room 513D

Innovation and Strategic Renewal

Alfonso Gambardella, Bocconi U.
Palais des Congrès: Room 513F

Strategy Process & Change

Annette Ranft, Florida State U.
Palais des Congrès: Room 513C

CAREERS (CAR)

The Careers Division has a diverse and exciting program this year. In addition to the many original and intellectually stimulating sessions in our overall program, we would like to highlight the following in particular:

We are especially pleased to offer the CAR Doctoral Consortium and would like to welcome Doctoral Candidates with an interest in careers to join us for this interesting and innovative session.

CAR Doctoral Consortium: Academic Careers: Thinking Ahead and Internationally

Saturday, August 7, 8:00 - 11:00AM, Le Centre Sheraton, Kafka

The early stages of an academic career present multiple and diverse challenges for junior scholars. The aim of this Doctoral Consortium, therefore, is to provide participants with an opportunity to network with a diverse range of experienced scholars in the CAR division. The participating scholars are at different career stages and have a broad range of professional experiences and backgrounds. In this regard they will provide informative and supportive insight into the different dimensions of an academic career as well as exploring themes relating to

effective career management, life-balance, international mobility and interpretations of success in academia. The consortium will also be followed by a joint lunch with GDO in order to facilitate further networking and collegiality.

Another session not to be missed is:

Re-Inventing Retirement: New Pathways, New Arrangements and New Meanings

Tuesday, August 10, 11:30AM - 1:00PM, Le Centre Sheraton, Jarry

Chair: **Mary Dean Lee**; McGill U.;

Discussant: **Hugh P. Gunz**; U. of Toronto;

Coordinator: **Leisa Sargent**; U. of Melbourne;

A dramatic wave of aging employees on the cusp of retirement is building in workplaces around the developed world. From the lowliest workers to executives, unprecedented numbers will reach traditional retiring ages over the coming decades, raising critical issues for sustainable labour and talent management. In the 20 years from 2005 the proportion of Europeans who are over 60 will rise from 22% to 29%, of Americans over 60 from 17% to 24%, of Canadians, Australians and New Zealanders over 60 from 18% to 27%, and of Japanese over 60 from 26% to 35% (United Nations 2007). This symposium seeks to spark debate about the extent to which there are meaningful and significant changes underway in how people are retiring. The four presentations employ multiple theoretical and methodological perspectives to aid our understanding of the changing nature and complexity of retirement both from the perspective of the retiree as well as HR practices in organisations. Our symposium has two objectives: First to provide an opportunity for cross-fertilisation of ideas by drawing on both careers perspectives and HR perspectives on retirement, thus providing a fresh outlook on institutional arrangements and novel pathways such as unretirement. Second is to examine how relevant and meaningful today are the old assumptions that decline and disengagement are an inevitable function of biological ageing? Is retirement being 're-invented'? The symposium has notable practical implications for career development, HR practice, and reconsidering the dynamics of the construction and meaning of retirement.

Finally, a particularly important highlight of this year's CAR program is the Everett Cherrington Hughes Award speech by **Barbara S. Lawrence** from the University of California:

The Importance of the Not-Everyday on Making Sense of Careers

Monday, August 9, 3:00 - 4:30PM, Le Centre Sheraton, Jarry

CONFLICT MANAGEMENT (CM)

From Destructive Interpersonal Conflicts to Compassionate Relationships: Bridging the Divide From Conflict to Compassion

Saturday, August 7, 10:15AM - 1:15PM, Le Centre

Academy Program Highlights

Sheraton, Salon C

Organizer: Jana L. Raver; Queen's U.
Panelist: Wayne E Baker; U. of Michigan; Julian Barling; Queen's U.; Kurt T Dirks; Washington U. in St. Louis; Christine L. Porath; Georgetown U.; Ryan Quinn; U. of Virginia; Laura Morgan Roberts; Georgia State U.; Sandra L. Robinson; U. of British Columbia; Thomas M. Tripp; Washington State U.

There has been a great deal of attention to destructive interpersonal conflicts in recent years (e.g., incivility, aggression, bullying, harassment), yet there has simultaneously been increased attention to positive relationships at work; these two domains of research and practice rarely meet and inform each other. Scholarship on destructive conflicts frequently proceeds with an emphasis upon reducing negative acts, but without a concomitant emphasis upon building compassionate relationships. Similarly, scholarship on positive relationships frequently proceeds with an emphasis upon building high-quality interpersonal connections, but without much attention to destructive interpersonal dynamics that may limit the success of these endeavors. This year's conference theme ("Dare to Care") provides us with an excellent opportunity to reflect upon how these domains of scholarship and practice may better learn from each other. As such, the goal of this PDW is to bring together scholars who have studied the constructive and destructive sides of interpersonal relations in organizations, to share ideas, and to work collaboratively to shape the future of the field. This will be a highly interactive session where panelists will briefly comment on key thought questions, followed by plenty of time for audience questions and roundtable discussion opportunities. The aim is to help panelists and attendees establish high-quality relationships that bridge traditional boundaries, and to ensure everyone leaves with new ideas and new collaborators who can work together to improve the quality of employees' interpersonal connections at work.

Powerful and Unpersuaded: The Implications of Power for Confidence, Advice Taking, and Accuracy (Kelly E. See, New York U.; Naomi B. Rothman, U. of Illinois; and Jack B. Soll, Duke U.)

Appearing in Divisional Paper Session, **Avoiding Toxic Relationships: Power & Interpersonal Associations Among Individuals**

Monday, August 9, 11:30 - 1:00PM, Le Centre Sheraton, Joyce.

This highlighted paper was selected as the recipient of our Division's *Best Paper Award - Empirical or Theoretical* and is included in the proceedings. Using a multi-method approach, the authors examine the effects of power on willingness to take advice from others. Since the decisions made by powerful individuals in business, government, and other leadership roles have some of the most serious and broad-reaching consequences for organizations and society, understanding whether and how power affects advice taking is critical. The authors consistently find that power is positively related to confidence in judgment and negatively related to advice taking. In a field survey, working professionals

who rated themselves as having more power over resources and decisions in their organization were reported by their coworkers as engaging in less advice taking, and the mediating mechanism for this relationship was elevated confidence in one's judgment. An experiment provided causal evidence that priming a high power mindset increased confidence in one's initial answers, which resulted in less actual advice taking behavior and less accurate final judgments. The investigation reveals that power can exacerbate the tendency for people to overweight their own judgment, such that the most powerful decision makers can also be the least accurate.

Forgiveness at Work (a Showcase Symposium)

(Laurie J. Barclay, Wilfred Laurier U., Robert Bies, Georgetown U., Susan E. Brodt, Queen's U., Ryan Fehr, U. of Maryland, Michele J. Gelfand, U. of Maryland, Caren Khoury, York U., Kyle Nash, York U., Lukas Neville, Queen's U., Tyler G. Okimoto, Yale U., Curtis Phillips, York U., Alexander Santelli, Columbia U., Ward Struthers, York U., Thomas M. Tripp, Washington State U., Michael Wenzel; Flinders U. of South Australia).

Monday, August 9, 8:00 - 9:30AM, Le Centre Sheraton, Joyce.

This highlighted symposium draws together researchers with a common interest in the role forgiveness plays in organizational life. The symposium's contributors present a range of empirical research examining how and when forgiveness unfolds in the workplace, and how it influences the organization and its members. Struthers, Khoury, Phillips, Nash and Santelli present the results of two studies highlighting the role that power plays in forgiveness in labour disputes. Bies, Tripp and Barclay describe how forgiveness fits in a 'sequence of virtues', with justice as a precondition for forgiveness to emerge. Tyler and Wenzel, by contrast, apply the lens of restorative justice to the question of forgiveness, describing how forgiveness might itself contribute to perceptions of justice. Neville and Brodt present data on how observing others forgive influence the attitudes and behavioural intentions of teammates, and Fehr and Gelfand present data showing how forgiveness can yield positive effects on creative task performance. The symposium is structured to encourage the audience's input, questions and feedback, and a provocative and interactive session is expected.

ENTREPRENEURSHIP (ENT)

This year again sees an extremely rich selection of thematic PDWs, Paper Sessions and Symposia on Theory, Method, and a range of topical areas of interest for those in the Entrepreneurship Division, or those just interested in entrepreneurship.

The Entrepreneurship Division has put together various sessions in line with this year's main conference theme. Obsession and passion contribute productively towards entrepreneurship through their combined impact on sustained entrepreneurial action, as explored in the following highly interesting session which includes contributions from colleagues across three continents:

Academy Program Highlights

Entrepreneurial Passion (Session #843)
Monday, August 9, 11:30AM - 1:00PM, Le Palais Des
Congres, 514B

Methodological issues present a number of important challenges for entrepreneurship researchers. Among this year's sessions that highlight novel approaches that will be attractive to Academy members in Entrepreneurship and many other divisions we present a symposium on brain-based research that provides a new arsenal of tools that allows the re-examination of long-held but possibly incomplete theories, and to develop more robust theories that can model the complexity of human behavior within an organization:

Next Steps in Brain-Based Research and the Firm: From Entrepreneurship to Organization Behavior (Program session #1628)
Tuesday, August 10, 1:15 - 2:45PM, Le Palais Des
Congres, 510D

Several important theoretical developments have recently been made in Entrepreneurship. They are: Bricolage, Discovery and Creation, Effectuation, and Entrepreneurial Orientation. One of the highlights of this year's PDW program is devoted to discussion of these different theoretical areas:

Four Distinct Theoretical Perspectives in Entrepreneurship - Entrepreneurship Theory (PDW Session #182)
Saturday, August 7, 8:00 – 10:30 AM, Le Palais Des
Congres, 515 B

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

ENT Business Meeting (Program Session #1233)
Monday, August 9, 6:30 - 7:30PM, Le Palais Des
Congres, 516C

Come and see what's happening in the division, and take advantage of the reception [session #1250] that will take place immediately following the Business Meeting in Le Palais Des Congres, 520 AB!

HEALTH CARE MANAGEMENT (HCM)

The HCM division has a diverse and intriguing program this year, and we hope you will join our PDW and Scholarly sessions.

Our PDW program on Friday and Saturday 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 interested in learning how organization and management researchers can take advantage of opportunities to build careers and expertise through development of a portfolio of federally funded grants. A panel of academic experts will focus on the question: How to grow and

sustain an academic/research career using federal grants. Audience participation will be encouraged to provide additional perspectives, questions, and success stories during the moderator panel discussion.

Becoming a Leader in Management and Organization Research through Federally Funded Grants

Saturday, August 7, 12:00 - 2:00PM, The Queen
Elizabeth, Hochelaga 4

Our Scholarly program on Monday and Tuesday will include traditional paper sessions, divisional roundtable sessions, cross-divisional paper sessions, and discussion paper sessions. In addition, there will be symposia sessions jointly sponsored by other divisions that we hope you will find engaging. We particularly encourage you to attend the presentation by this year's **HCM Distinguished Speaker, Ann Lynch, who is the Associate Director General, Clinical Operations and Nursing Affairs, McGill University Health Centre in Montreal.** She will be talking about her role as part of the executive team at this Canadian academic medical centre that is leading important change initiatives that are making a difference for health professionals and patients. Immediately following Ann Lynch's talk, we will hold our HCM division annual business meeting, and after that, we hope you will join us for our HCM division reception. All location information is listed below. Hope to see you there!

HCM Distinguished Speaker, Ann Lynch, McGill University Health Centre, Montreal *Transforming Health Care for the Future: The McGill University Health Centre Experience*

Monday, August 9, 4:45 - 6:15PM, The Queen Elizabeth,
Hochelaga 3

HCM Business Meeting

Monday, August 9, 6:30 - 7:30PM, The Queen Elizabeth,
Hochelaga 3

HCM Reception

Monday, August 9, 7:30 - 9:30PM, The Queen Elizabeth,
Mackenzie

HUMAN RESOURCES (HR)

The Human Resources Division program includes a number of interesting and innovative workshops, papers sessions, and symposia. Below we highlight three examples of our outstanding sessions with broad appeal to HR division members as well as the Academy at large.

Do You See What I See? Bridging Disciplinary Divides in Human Capital Scholarship

Program Session #: 292

Scheduled: Saturday, August 7, 1:00 - 4:30PM, Le
Centre Sheraton, Drummond center

Overview: This workshop is for those interested in the role of human capital or "people" in firm value creation. Within management, human capital is examined from a trinity of disciplinary perspectives (economics,

Academy Program Highlights

psychology, sociology). Although not often discussed, each discipline has unique views about what human capital is, what theoretical assumptions hold, and what constitutes theoretical and methodological “excellence” for multilevel scholarship. On the one hand, these differences provide untapped opportunities to improve the rigor of human capital scholarship. On the other hand, if unacknowledged, these differences can cause havoc and miscommunication during research and publication processes. The purpose of this PDW is to build awareness about these differences and the knowledge required to navigate these disciplinary divides as researchers and reviewers. Respected scholars will walk participants through the theoretical, methodological, and epistemological traditions of their discipline relative to human capital. The focus will be on acknowledging and potentially spanning disciplinary traditions to capture the insights that each discipline can offer. In addition, there will be the following community-building activities. First, there will be opportunities to talk one-to-one with participants who work from “different” disciplinary traditions (e.g., a psychologist and economist may pair up). Second, we will dialogue with a panel of senior scholars about the challenges of conducting this research and seeing it through to publication. To provide these opportunities, registrations will be limited to 50 participants. To register, complete a brief survey about your disciplinary background and research interests: <http://itybityurl.com/9>. Questions may be directed to Janice Molloy at molloyj@msu.edu.

Return on Investment in Human, Social and Psychological Capital: The Search for Yeti

Program Session #: 34

Scheduled: Friday, August 6, 8:30AM - 12:30PM, Le Centre Sheraton, Drummond center

Overview: Much like the Abominable Snowman whose footprints are everywhere but is nowhere to be seen, discussion of human, social and psychological capital continues to proliferate in management literature and within corporate annual reports. Unfortunately, evidence for the existence of and return on investment (ROI) in these and other related forms of human-oriented intangible assets often rely on non-binding and non-measurable (as well as idiosyncratic) postulates resistant to calculation and therefore nearly impossible to use for any comparative market valuation. This workshop will address ongoing problems in researching human, social and psychological capital and practical problems of measuring these forms of capital within organizational settings. The workshop will also create a forum for discussing emerging academic approaches and best practices in defining, measuring and developing human, social and psychological capital. Using a panel discussion, this workshop draws from the insights of exceptional scholars and practitioners.

Knowledge in Organizations: Acquisition, Sharing, and Utilization

Program Session #: 962

Scheduled: Monday, August 9, 1:15 - 2:45PM, Le Centre Sheraton, Salon C

Overview: This session comprises three interesting papers focused on managing knowledge in organizations. The specific papers address a range of topics within this general area such as examining the impacts of team-based HRM systems and empowering leadership on knowledge acquisition and sharing; developing a typology of how knowledge-in-practice is acquired, developed, and retained; and proposing a knowledge-based theoretical approach to cultural/organizational integration in mergers and acquisitions.

IBEROAMERICAN ACADEMY OF MANAGEMENT (IAM)

Our PDW program includes a number of interesting and innovative sessions designed for participants at all stages of their careers. While all deserve highlighting, here are three that have particularly broad appeal:

GLOBE in Iberoamerica: A Research Agenda

Saturday, August 7, from 1:00 to 3:30 PM, Le Centre Sheraton, Salon 1

The purpose of this workshop is to promote the research developed by GLOBE in Iberoamerica. The goal will be to discuss what GLOBE has accomplished as well as its plans for the future. We believe that this workshop will be of help to scholars involved in international research, particularly those doing research in Iberoamerican countries. A section of this workshop will be devoted to questions and answers.

Issues in Iberoamerican Research

Saturday, August 7, from 3:45 to 5:45 PM, Le Centre Sheraton, Salon 1

The purpose of this workshop is to share best practices in publishing research in top management journals. Emphasis will be given to research about Iberoamerica. A selected group of scholars will share their experiences of researching, writing up research, and publishing in top level journals.

Notes from the Field: Strategies for Success in Iberoamerican HRM Research

Friday, August 6, from 2:30 to 4:00 PM, Le Centre Sheraton, Salon 8

The goal of this PDW is to provide a forum where Iberoamerican HRM researchers can continue to develop ties and collaborations while sharing their experiences and successful methodological and research design strategies. Topics to be presented and discussed will include: successfully establishing access for research in Iberoamerican countries, engaging key constituencies in research projects, providing access to individuals, and maximizing participation. The overall objective is that attendees will become engaged and energized, contribute their own experiences, and share their successful research strategies.

In addition, our PDWs feature a diversity of interactive and thought-provoking topics such as Managing Systems of Innovation: New Challenges to Decision

Academy Program Highlights

Makers who Dare to Care in Iberoamerica, What Economic Actors have Learnt from the Recession? An HR Perspective, and Development of International Research Networks in Emerging Countries. We are also pleased to co-sponsor several interdisciplinary sessions including *How to Negotiate Your (First) Job Offer*, *Social Media and Spirituality: Fostering Passion and Compassion in Management and Organizations*, and *The Past, Present, and Future of International Business and Management*.

Finally, be sure to attend our business meeting to provide input into IAM's ongoing programming and governance on Saturday at 6:00 PM (Le Centre Sheraton, Salon 1). Also be sure to come and network with us during our dinner on Saturday at 8:00 PM. If you have questions about our program, please contact Fernanda Garcia at fgarcia6@utep.edu.

INTERNATIONAL MANAGEMENT (IMD)

The IM team has assembled an exciting and innovative program. We start Thursday afternoon with a guided walking tour of Old Montreal (see webpage for details). Our PDW sessions span all areas of International Management and integrate numerous perspectives. Xavier Martin and Jennifer Spencer have organized outstanding doctoral and junior faculty consortia, and Susan Feinberg has assembled a great team for the paper development workshop. Friday night meet division leaders at our **PDW Welcome** (Session #156 Le Centre Sheraton Salon 4). Immediately afterwards, executive committee members will lead small groups to **"Dinner on the Town"** at restaurants with lots of local 'flavor'.

Saturday 10:15 in Le Centre Sheraton Salon 8, we have a special conference-themed PDW #245: **Business Development Workshops: Best Practices and a "Train the Trainer" Session Focusing on Haiti**. This workshop discusses how to create and deliver business development workshops in emerging markets that teach "ABCs" of business and economic development to would-be entrepreneurs, NGO volunteers, and government officials. We start with AOM scholars discussing their experience with these workshops around the world. Then Mr. Benariba, Senior Consultant at SAJE Montréal-Centre, leads the "Train the Trainer" session focusing on Haiti, which will teach Haitian volunteers how to run these workshops. Several firms sponsor the volunteers' travel; in turn they will organize workshops upon returning to Haiti, and write short cases on their experience. We hope this workshop provides a template for leveraging AOM members' knowledge to promote economic development around the world.

We also wish to highlight special conference program sessions. Sunday we have several All-Academy Themed symposia including Session #492: **Honoring the Life and Contributions of CK Prahalad** (Sunday 3:00-4:30PM Le Centre Sheraton Salle Ballroom center). Joseph Bower, Yves Doz, Stuart Hart, and Anil Gupta will lead robust discussion of the pioneering research of this gifted scholar. Many other scholarly sessions cele-

brate Montreal's truly international nature, including Session #1431: **Crossing Cultures – The Passion and Compassion, the Power and Complexity of the Montreal Mosaic** (Tuesday 9:45-11:15AM Sheraton Salle Ballroom Center). This session will feature lively discussion and debate on the evolution of Quebec society, and how Montreal's rich history of biculturalism has shaped management of its organizations.

Please join the IM executive committee Monday 7:00-8:00AM at the **International Management Division Thought Leadership Café** (#569 Le Centre Sheraton in Salle Ballroom east). Come and enjoy informal conversations with some of the division's most innovative thought leaders! Do not miss the IM Division Social, which has become a premier social event of the conference. This year we continue our tradition by offering live music, dancing, great food, and art—all in keeping with the beat of multicultural fusion at the Montreal Musee des Beaux Arts. Join us offsite Monday 8:00-11:30PM at the Montreal Museum of Modern Art. See you in Montreal!

INTERNATIONAL THEME COMMITTEE (ITC)

Green Teaching: A forum for sharing ideas on incorporating environmental awareness in our teaching
Friday, August 6, 9:00 - 11:00AM, Le Centre Sheraton, Salon 5

Chair: Professor Celeste Brotheridge, ESG-UQAM

A substantial amount of information is available (virtually and otherwise) on how to teach environmental awareness as a topic at all levels of the educational system. But, much less information and guidance regarding what can we do, in the process of teaching, to model environmental sensitivity and awareness. Participants are invited to share their personal challenges and practices regarding green teaching.

Developing Multinational and Multilingual Learning Resources

Saturday, August 7, 3:30 - 6:30PM, Le Centre Sheraton, Salle Ballroom east

Chair: Associate Professor Charles Wankel, St. John's U., New York, with over 20 countries represented.

As people in business increasingly find that they are able to collaborate with a larger number of stakeholders in an ever increasing set of nations, it becomes incumbent upon management educators to develop and provide effective learning resources to support this. The use of new technologies for the creation of international learner experiences such as the three-dimensional immersive Second Life virtual world and social networking software is a focus.

Family Business Identity, Urban Education and Economic Development: Any link?

Friday, August 6, 10:00AM - 12:00PM, Le Centre Sheraton, Hemon

Chair: Professor Rosa Nelly Trevinyo-Rodriguez, Tecnológico de Monterrey, Campus Monterrey.

Academy Program Highlights

The underperformance of public school students, and teachers, is a well documented problem that several governments from emergent and emerging economies face and deal with constantly. Drawing on the literature from urban education, sociology, family counseling, and family business, we propose based on a systems' theory perspective that the strong presence of long-lasting family firms in the city community is complementary to the ongoing efforts to improve the urban education problems.

MANAGEMENT CONSULTING (MC) Distinguished Speaker - The Creative Economy and Beyond: Art Transforming Apathy into Action

Monday, August 9, 5:00 - 6:30 PM, Delta Centre-Ville, Cartier A

"Only by investing in the artistry of our humanity will we create the peaceful, prosperous planet we deserve."
"Twenty-first century society yearns for a leadership of possibility; a leadership based more on hope, aspiration, and innovation than on the replication of historical patterns of constrained pragmatism. Luckily, such a leadership is possible today. For the first time in history, leaders can work backward from their aspirations and imagination rather than forward from the past. The gap between what people can imagine and what they can accomplish has never been smaller. Responding to the challenges and yearnings of the 21st century demands anticipatory creativity. Designing options worthy of implementation calls for levels of inspiration and passionate creativity that, until recently, have been more the domain of artists and artistic processes than the domain of most managers. The time is right for artistic imagination to co-create the leadership that the world deserves." Nancy J. Adler, S Bronfman Chair in Management, McGill University & Artist Montreal, Canada

Two Contemporary Approaches from Europe and US: Contributions to Management History

Tuesday, August 10, 1:15 - 2:45 PM, Delta Centre-Ville, Verriere B

Chair: Peter Sorensen, Benedictine U.
Coordinator: Therese F. Yaeger, Benedictine U.
Participants: Anthony F. Buono, Bentley U.; Flemming Poulfelt, Copenhagen Business School; Marc Bonnet, ISEOR, U. of Lyon 3

How can consulting manage passion and compassion in family-owned companies?

Friday, August 6, 6:00 – 8:00 PM, Delta Centre-Ville, Verriere A

Organizer: Terry R Armstrong; Colorado Technical U.; Henri Savall; ISEOR, U. of Lyon 3
Chair: Michel Peron; ISEOR / U. of Paris Sorbonne
Facilitator: Rickie A. Moore; EM Lyon
Introduction: Vincent Cristallini; ISEOR, U. of Lyon 3
Presenter: Laurent Cappelletti; ISEOR, IAE - U. of Lyon 3; Veronique Zardet; ISEOR, U. of Lyon 3; Frantz Datry; ISEOR, U. of Lyon 3; Olivier Voyant; ISEOR, U. of Lyon

3; Marc Bonnet; ISEOR, U. of Lyon 3

How can management consultants avoid the traps of siding with family or non-family members when conducting the engagement? This PDW session is designed to expose academics or management consultants to innovative methods which infuse again passion and dynamism in family owned companies. In particular, the PDW session will show how to set up a focus group exclusively devoted to unstated family problems dealing with passion and compassion, as a supplement to the other aspects of the intervention.

MANAGEMENT EDUCATION AND DEVELOPMENT (MED)

This year MED has an exciting and diverse schedule of papers, symposia and PDWs. Given our practical focus, we would like to alert you to these excellent workshops:

"What if I don't care? Exploring care-based classroom norms and behaviors" will give participants a sense of what an ethics of care and pedagogical caring involve and how the caring process can be manifested in the pedagogical context on Friday, August 6 from 8:00 to 10:00 a.m. at the Le Palais Des Congres, 513C.

"Extreme Teaching: Making a Big Class Smaller" will provide insight into strategies and techniques for engaging large classes of students and making the teaching more personal. This session will be held from noon to 2:00 p.m. at the Le Palais Des Congres, 513C.

"Shakespeare's Witches" at the Le Palais Des Congres, 512D, from 2:00 to 4:00 p.m. on Saturday, August 7th, will engage participants in the use of drama to depict conflict situations and the thoughts of the greatest business thinkers to interpret them.

"Teaching Design Thinking for Innovation" offers participants a hands-on classroom experience that exposes them to the basic principles and complete cycle of Design Thinking and its application in management education on Saturday from 10:30 a.m. to 2:00 p.m. at the Le Palais Des Congres, 519B.

MED Open Meetings and Social Events

Please make special plans to attend a highlight of this year's conference — our co-sponsored reception with NDSC (session 377). This is taking place on Saturday from 6:00 to 8:00 p.m. at the Irish Embassy 1234 rue Bishop (Crescent district) (514) 875-8777! Please join us for good food and great networking with friends and colleagues on a wonderful evening!

Our business meeting is taking place on Monday between 6:00 and 7.30 PM in Room 516D of Le Palais Des Congres. At this meeting, you can hear what the division has been doing this year, what it plans to do next year, have your say, and congratulate the winners of our awards. After the business meeting, we have our social with drinks and food. All MED members are welcome to join us in Room 520CF of Le Palais Des Congres from 7.30 PM. We hope you can make it.

Academy Program Highlights

MANAGEMENT HISTORY (MH)

This key word for this year's Management History Program is—timely. Our sessions- both pre-conference and scholarly paper- provide a valuable perspective on what management history can tell us about several current societal issues as well as providing a range of topics of interest to all types of management scholars. The PDW lineup includes well-regarded standards and some fantastic new additions. For instance, on Saturday, we have several co-sponsored and sole-sponsored PDWs occupying a range of topic areas from managing the dissertation process, to a conversation with 20 journal editors; how to get published, and even an interview with Tim Mescon (Saturday, August 7, 12:30 - 2:30PM, Le Palais Des Congres, 510C) designed to trace the history of the Entrepreneurship Division.

On to the paper sessions, health care has dominated both political and business new throughout the year. Ever wonder about how we got to the current state of affairs in health care management? We offer a session **"Perspectives on Health Care: Histories of Health Management and Implications for the Present"** (Monday, August 9, 9:45 - 11:15 AM, The Queen Elizabeth, Gatineau) that considers the history of how health care has evolved and what this history can tell us about the future of health care management.

Another program highlight not to be missed is the symposium: **A Conversation with Ed Schein: The Leader as Helper** (Monday, August 9, 1:15 - 2:45 PM, The Queen Elizabeth, Hochelaga 1). This session is in a bigger room this year given the overflow crowds in Chicago for this event!

We even have a session on public sector reform and immigration history (yet another hot topic this year) along with offerings on leadership history, business histories across the globe, and a group of papers that consider how the 'great minds' of management were influenced early in their careers. This year's program truly offers something for management scholars of all inclinations. See you there!

ORGANIZATIONAL BEHAVIOR (OB)

The OB division has a wide array of exciting Professional Development Workshops (PDWs), Paper Sessions and Symposia this year. 272 in total! We hope you will join us for what promises to be a first-rate program, including a number of sessions focused on this year's theme: passion and compassion.

On Friday and Saturday we will have PDWs that address the full spectrum of career-related issues (e.g., *"Advice for Pre-Dissertation Doctoral Students," "Research Tips and Strategies from Prolific Junior Faculty," "Advice on Advancing to Full Professor,"* and *"Sustaining Passion"*). There will also be several great teaching-focused workshops, as well as a wide array of research-related PDWs. Three in particular that we recommend, as they relate directly to this year's confer-

ence theme, are: *"Understanding More about Passion at Work," "Daring to Care about Diversity: Building Bridges to Positive Organizational Scholarship,"* and *"Passion and Compassion in Management Education: Building Lifetime Relationships with Students."* We would also like to call attention to an innovative PDW on Saturday afternoon that is aimed at strengthening connections between scholarly research and practice: *"Research in Practice: A View from the Trenches."*

One of the highlights of the OB division's program is the *Lifetime Achievement Award Address* on Tuesday morning, where we honor the achievements and contributions of this year's recipient, Terence R. Mitchell, who will be the Distinguished Speaker. This will be followed by our popular *Making Connections Coffee Hour*. This is an opportunity for division members, new and old, to mingle and make new connections.

We also hope that you will be able to join us at the *OB Division Awards and Social Hour* on Monday evening. At this annual event, we will celebrate our award winners, offer thanks to the members who have served the division in the last year (especially our dedicated reviewers!), and have a chance to see old friends and meet new ones.

Research in Practice: A View from the Trenches
Saturday, August 7, 1:15 - 3:15 PM

Le Centre Sheraton: Salle Ballroom East

Abstract:

Interest in improving connections between scholarly research and practice has grown in the Academy in recent years. Yet, the goal of integrating research with practice poses a conundrum: organizations typically look to scholars to deliver research relevant to practice, while scholars reprimand practitioners for failing to translate and apply their findings. Few mechanisms exist that help us bridge this gap. Joint research partnerships between practitioners and academics are one way of avoiding these pitfalls, yet true partnerships are challenging and rare due to the difficulty of designing and implementing studies that meet the twin high bars of theoretical contribution and practical application, as well as aligning all the appropriate incentives. This PDW will focus on the perspective required to develop research that is of substantive interest to scholars and practitioners alike. Through a panel presentation with academics at various career stages and practitioners who have engaged in research collaborations "across the aisle," we call attention to some of the most pressing issues facing academics and practitioners who are interested in building research collaborations. Then, through interactive break-out sessions, we'll pose questions to participants — daring the group to tackle some of the trickiest roadblocks, share insights, and design ways to facilitate more successful collaborations going forward.

OB Division Awards and Social Hour
Monday, August 9, 6:30 - 8:30 PM
Le Centre Sheraton: Salle Ballroom West

Lifetime Achievement Award Address: Terence R.

Academy Program Highlights

Mitchell, U. of Washington

Tuesday, August 10, 9:00 - 10:10 AM
Le Centre Sheraton: Salle Ballroom West

OB Division Making Connections Coffee Hour

Tuesday, August 10, 10:10 - 11:10 AM
Le Centre Sheraton: Salle Ballroom West

ORGANIZATIONAL COMMUNICATIONS AND INFORMATION SYSTEMS (OCIS)

The OCIS division would like to invite you to the following sessions. Join us also for the **OCIS keynote: Stephen Barley (Stanford University) will talk about "IT in the Wild"** on

Monday, August 9, 4:45 - 6:15PM, Le Palais Des Congres, 511C. Please check out the online program at <http://program.aonline.org/> to get the full listing of OCIS sessions and activities!

The Rising of Crowdsourcing in Management Research: How to Attract, Motivate, and Organize the Crowd (Monday, August 9, 1:15 - 2:45PM, Le Palais Des Congres, 511D): As an emerging phenomenon on the web, crowdsourcing affords businesses an innovative yet cost effective way to solve scientific problems or to perform mundane, laborious tasks. It has also attracted increasingly more attention from organizational and information systems scholars. Our symposium includes four presentations that each examines a particular type of crowd sourcing initiative and associated opportunities and challenges. By bringing together papers from economic, behavioral, and strategic perspectives, our goal is to share and cross-fertilize ideas, stimulate fruitful discussion, and promote future research around the phenomenon. Specifically, the panelists will present papers that explore: (1) the design of open contests to attract a large and diverse crowd at taskCN, (2) task and incentive designs to improve work quality in online marketplaces for work like Amazon Mechanical Turk, (3) the design of reputation systems and contestant performance in software development competition at TopCoder.com, (4) problem definition and knowledge transfer in open and distributed innovation like InnoCentive. Following these presentations, an interactive panel and audience discussion will create a forum for identifying fruitful research opportunities and advancing our understanding of effective ways to design, manage, and benefit from crowdsourcing initiatives.

Making Management Knowledge Connections Through Online Social Networking Sites
Management Connections Online (Tuesday, August 10, 9:45 - 11:15AM, Le Palais Des Congres, 511D): Online social networking sites are becoming increasingly popular means by which people communicate with others. Sites such as Facebook, Twitter, and LinkedIn have user bases growing at impressive rates. While the popular press coverage of online social networking sites has focused attention on celebrities and teenagers,

significant professional communities have been growing within online social networking. Both management scholars and practitioners have turned to online social networking sites to connect with each other, sharing management knowledge and experiences. These connections have also been made across the research-practice gap, as social media allows easier connections between people on both sides. Practitioners can talk to researchers directly to gain the latest in management knowledge. Researchers, in turn can talk to practitioners about what is really happening in organizations and what issues are most salient, informing what research is most needed. Social networking sites are a great medium for such connections, offering the potential to radically change how management knowledge and experiences are communicated between practice and science. This panel consists of academics and practitioners who are making such connections through social media and want to share how valuable such connections can be. Our panelists will discuss how they got involved in online social networking sites and how one gets connected to other management scholars/practitioners through them. We will also look to the future and predict how online social networking sites will grow and change, as well as what opportunities may arise for those who work in organizations and those who study organizations.

Making the Most of Digital Text Data: Opportunities, Challenges, and Best Practice

(Saturday, August 7, 8:00 - 10:00AM, Le Palais Des Congres, 512A): OCIS also presents a PDW on making the most of digital text data. This Professional Development Workshop examines the challenges and opportunities for management researchers who use digital text data, i.e. text data collected from various online or electronic sources. Digital text data can help management researchers shed new light on important topics in management research such as communication, collaboration, or innovation. However, research that employs digital text data is still relatively new and management researchers seek guidelines to make the most of these data in a meaningful, effective, and ethical way. The PDW aims at identifying and addressing some of the main methodological issues related to the use of digital text data. The organizers and presenters will discuss their own experiences of analyzing digital text data. From a highly interactive session, it is expected that certain best practices on how to responsibly and effectively harness digital text data will emerge.

ORGANIZATIONAL DEVELOPMENT AND CHANGE (ODC)

Welcome to the 2010 ODC Division Program!

The program begins with 50 PDW sessions, including traditional favorites and innovative newcomers. There are a range of sessions on leadership and leadership development; organizational change, diagnosis, and design; positive organizational scholarship; strategy-in-practice; engagement and human, social, and psychological capital; OD and social innovation; OD in healthcare; psychodynamics and OD; high-impact

Academy Program Highlights

change exercises; consulting and coaching; play; dance; personal growth and transformation; and doing, writing, and publishing research that is rigorous and relevant. It is a spectacular line up.

Of particular interest is a PDW session Saturday afternoon sponsored by the ODC Division Executive Committee on *Shaping the ODC Division Narrative: Honoring the Legacy and Appreciating Shifts, Changes and Evolving Directions*. This is an opportunity to join your fellow ODC members and a distinguished panel of ODC leaders past, present, and future in a high-engagement summit format to discuss new trends in the field and to help shape the future and direction of the Division. This will occur Saturday August 7, 3:15 - 5:15PM in Le Centre Sheraton, Salon B. It will be followed by an *ODC Doctoral Student and New Member Reception* from 6:00 - 8:00PM in Le Centre Sheraton, Joyce. Doctoral Students and Academy members from all Divisions and Interest Groups are cordially invited to the reception.

The scholarly program includes some 70 papers and 25 symposia featuring a wide range of change-related topics and perspectives. Don't miss our kick-off session on Monday morning. We have invited high-impact change scholars, such as Julia Balogun, Andrew Van De Ven, Ann Langley, Martha Feldman and Susan Mohrman, and asked them to challenge the foundations of change and discuss the role of values in their research on organizational change and development. Jeffrey Ford will be leading the discussion and the session is from 8.00 - 9.30 AM in Le Centre Sheraton, Salon A. Another exciting highlight you will want to make sure to attend is the *ODC Distinguished Speaker, Michael Beer from Harvard Business School*. Drawing on his extensive research base and close collaboration with practitioners, he will be addressing "High Performance, High Commitment: How to Develop a Resilient Organization for Sustained Advantage" in Le Centre Sheraton, Salon A from 3:00 - 4.30 PM on Monday, August 9. The ODC Business Meeting follows in Salon 4, Le Centre Sheraton and as usual it is open for all members. Finally make sure to attend our social reception Monday evening in Salon A, Le Centre Sheraton from 6:30 PM.

OPERATIONS MANAGEMENT (OM)

Operations Management (OM) refers producing the products and services that the company sells. Within organizations and as an academic discipline, OM interfaces with many disciplines including human resources, strategy, organizational behavior, environmental health and safety, and social sustainability. Whether you are a diehard OM-er or someone from another area who would like to explore how your scholarship and teaching can inform and be informed by OM, we invite you to participate in the OM program this year.

In addition to our Doctoral and Junior Faculty Consortium, the OM Division has a full schedule of PDW workshops. Our first workshop is one that you won't want to miss! It takes place on Friday afternoon with a visit to Bombardier Aerospace, including a discussion of

the company's recent value management initiatives along with a facility tour. We have numerous workshops scheduled on Saturday, including sessions on project management, health care, academic service learning, public-private interface, and supply chain management. Our final workshop is on Saturday evening at 5:00 PM, which includes a panel discussion involving members of the *Academy of Management Review* editorial board, on publishing OM theory - this is another session you won't want to miss!

Value Management in Aerospace Manufacturing/ Company Visit

Friday, August 6, 1:30 - 5:00 PM, Offsite at Bombardier Aerospace

Contributing to Management Theory through Operations Management Perspectives

Saturday, August 7, 5:00 - 7:00 PM, Le Palais Des Congres, 513C

Scholarly sessions begin Sunday night, August 8, with the *Journal of Operations Management* Best Paper Session. JOM is the premier journal in the OM field. Authors of all three Best Paper Award nominees will present their work. Papers this year deal with operational hedging, healthcare performance and transactional and relational mechanisms for managing buyer-supplier relationships.

Product-based manufacturers are increasingly adding of services to their conventional product-based offerings (i.e. "servitization"). Success stories have reinforced the message a tautly-coupled combination of product and services leads to increased market share and differentiation from competitors. Rolls-Royce Aerospace is just one example of a business which, through their offerings such as Total Care and Power-by-the-hour, generates over 50% of revenue from product-service contracts. However as with most trends, the reality is much more nuanced. Therefore on Monday, we present a symposium that deals with some the "paradoxes" inherent in servitization.

Journal of Operations Management (JOM) Best Paper Session

Sunday, August 8, 3:00 - 4:30PM, Le Palais Des Congres, 513B

Symposium: New Evidence in the Service Paradox

Monday, August 9, 11:30AM - 1:00PM, Le Palais Des Congres, 516B



ACADEMY OF Management

Strategic Plan

Vision: We inspire and enable a better world through our scholarship and teaching about management and organizations.

Mission: To build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas.

Values: Our mission is guided by key values:

- We value high quality research, teaching, and practice in the field of management and organization
- We cultivate and advocate ethical behavior in all of aspects of our work
- We provide a dynamic and supportive community for all of our members, embracing the full diversity of our backgrounds and experiences
- We respect each of our members' voices and seek to amplify their ideas
- We build cooperative relationships with other institutions committed to the advancement of scholarship and teaching about management and organization.

Strategic Intent Statements:

Internationalization: The Academy of Management is inspired by the breadth of its international membership. In all of our activities, we value and respect our diversity and strive to leverage it to support our mutual learning. Further, we recognize and seek opportunities to collaborate with kindred organizations for mutual benefit. We embrace the challenge of advancing our scholarship and teaching worldwide.

Professional Impact: The Academy of Management encourages our members to make a positive difference in the world by supporting scholarship that matters. We encourage and facilitate dialogue with practice that will enhance the world's social and economic well-being. Tending to the next generation of scholars, we help our members educate their students to be resourceful and responsible leaders. In all, we are a premier network of scholars who care about the enduring impact of our work.

State of the Profession: We live in a demanding and dynamic environment, an environment that both challenges our profession and offers opportunities for growth and innovation. We help define what it means to be a management and organization scholar in our changing world. Looking to practice, we help define what it means to be a leader in contemporary society. In collaboration with our stakeholders, we work to remove barriers and create opportunities to realize our professional aspirations.

Academy Management: The Academy of Management is distinguished by its many small communities that together ask and answer a range of important scholarly questions. The Academy is united by an abiding passion for excellence in the creation and dissemination of management and organization knowledge. To sustain the long-term health of our professional association, we will a) provide a portfolio of member-responsive services that supports our strategic initiatives; b) manage our finances in a fiscally responsible manner, allowing us to be at once responsive to our members' needs and ready to seize opportunities as they appear; and c) maintain governance mechanisms that are capable of balancing the interests of a large, volunteer-based organization and its many constituent communities.

Join us for light refreshments and to learn more at a
Town Hall Session on Sunday, August 8
from 3:30-5pm in Drummond E at Le Centre Sheraton Montréal.

The Academy of Management has embarked on a strategic planning process to make a difference for members and the world.

The Prompt for Planning

Some years had passed since our last conversation about how to remain indispensable to the membership. Leaders had come and gone, the Academy had grown and become more diverse, and the world had changed—as did the immediate environment in which our members now find themselves.

In response, the Academy's leadership, with broad input from members, engaged in a strategic planning effort to shape our association for years to come.

Learn more about the Strategic Plan for tomorrow's Academy at <http://strategicplan.aomonline.org>.

Pace University is proud to partner with the Academy of Management and host its offices on our Briarcliff Manor, New York campus.



For 103 years, Pace University has offered its students a high quality education for the professions tightly integrated with a core of liberal learning. A private university, Pace has campuses in New York City and Westchester County, New York, enrolling nearly 13,000 students in bachelor's, master's, and doctoral programs in its Lubin School of Business, Dyson College of

Arts and Sciences, Lienhard School of Nursing, School of Education, School of Law, and Seidenberg School of Computer Science and Information Systems.



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Special Thanks

Division and Interest Group Program Chairs

Ansgar Richter, Management Consulting Division
Arthur Jue, Management Spirituality and Religion Interest Group
Barry Goldman, Conflict Management Division
Chester Spell, Management History Division
Diana Bilimoria, Gender & Diversity in Organizations Division
Elizabeth Wolfe Morrison, Organizational Behavior Division
Inger Stensaker, Organization Development and Change Division
Jon Billsberry, Management Education and Development Division
Jorge Rivera, Organizations and the Natural Environment Division
Kimberley Roussin Isett, Public and Nonprofit Division
Manju Ahuja, Organizational Communication and Information Systems Division
Mark Griffin, Research Methods, Division
Mark Martinko, Managerial and Organizational Cognition Division
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Nicholas Argyles, Business Policy and Strategy Division
Paul Olk, Technology & Innovation Management

Division
Sarah Stookey, Critical Management Studies Division
Shawn Berman, Social Issues in Management Division
Svetlana Khapova, Careers Division
Thomas Gattiker, Operations Management Division
Trish Reay, Health Care Management Division

Division, Interest Group, and Committee Professional Development Workshop Chairs

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Alexandre Faria, Critical Management Studies Division
Andrew Hoffman, Organization and the Natural Environment Division
Anil Nair, Asia Academy of Management
Arvids A. Ziedonis, Technology and Innovation Management Division
Barbara Ritter, Teaching Theme Committee
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David Audretsch, Entrepreneurship Division
Elizabeth Davidson, Organizational Communication and Information Systems Division
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Gwendolyn Combs, Gender and Diversity in Organizations Division

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Greetings from the Mayor of Montreal



Bienvenue à Montréal à tous les participants de la rencontre 2010 de l'Academy of Management!

Je voudrais d'emblée féliciter les organisateurs de ce rendez-vous pour le choix judicieux du thème. En période de difficulté économique, il est plus important que jamais pour les leaders de la société de prendre leur rôle à cœur et de donner le maximum d'eux-mêmes. Les vrais leaders sont ceux qui savent faire des choix difficiles et travaillent, au-delà de leurs responsabilités et talents de gestionnaires, pour le bien-être à long terme de leur collectivité.

Je ne doute pas que vos échanges seront des plus fructueux et je vous souhaite le meilleur séjour dans notre ville.

I would like to welcome all participants in the Academy of Management's Annual Meeting to Montréal!

I would also like to congratulate the organizers of this conference for their judicious choice of theme. At a time of economic difficulty, it is more important than ever for our society's leaders to take their roles to heart and contribute to their fullest. True leaders are those who know how to make tough choices and who work—beyond their duties and skills as managers—toward the long-term well-being of their communities.

I am certain that your deliberations will prove productive and I wish you an excellent stay in our city.

A handwritten signature in black ink, which appears to read "Gérald Tremblay". The signature is fluid and cursive.

Gérald Tremblay
Maire de Montréal
Mayor of Montréal

Montréal 

Welcome to Montreal!

Welcome to Montreal!

The Local Arrangements Committee of the Academy of Management welcomes you to Montreal and the 2010 meeting! We hope you enjoy the presentations, special events, consortia, and all the pleasures Montreal has to offer. All Academy of Management events and sessions will be held at the Palais des Congrès de Montreal, The Fairmont Queen Elizabeth, Le Centre Sheraton, and the Delta Centre-Ville. We also hope you will be able to spend some time exploring our dynamic and exciting city! Here is some information you may find helpful in planning your visit.

About Montreal

Montréal is one of the oldest cities in North America and is located in the south of the beautiful province of Québec, in Canada. It is situated on an island and it is home to 1.9 million inhabitants (with 3.8 million people in the broader metropolitan area). A gateway to the Americas, Montréal is a fascinating city. Its typically North American vitality is the perfect match for its European-inspired way of life. Truly an international city, it is multilingual, pluralistic, cosmopolitan, and diverse. All communities come together and contribute to the city's rich, sophisticated heritage and vivacious atmosphere. This is why Montréal is one of Canada's most enduring and enjoyable living experiences.

According to the recent results from the 2009 preliminary rankings of the International Congress and Convention Association, Montréal is now North America's Number One host city for international association events. Montréal ranks first among all North American destinations, ahead of major U.S. and Canadian cities including New York, Boston, San Francisco, Washington, Miami and Chicago, as well as Vancouver and Toronto.

Helpful Information

Transportation:

Airport: Montreal Trudeau Airport (<http://www.admtl.com/passager/Home.aspx>) is the major international airport in Montreal.

How to get to downtown? You can get a taxi or limo at the arrivals level at the airport, where a dispatcher will assist you. No reservation is required. From Airport to downtown (where the convention center is located), there is a flat fare for taxi (\$38).

Since March 2010, it is also possible to reach downtown Montreal using the 747 express bus at the rate of \$7 (<http://www.stm.info/English/bus/planibus/747.pdf>).

Taxi: Within the city, it is very easy to get a taxi in the street. Given that it is usually very difficult to find parking spaces, and parking fees are expensive in the downtown area, taxis can be a convenient option to get around.

Metro and Bus: Montreal has a good public transportation system. You can go to pretty much everywhere by using the Metro (subway) and Bus. Please check out the website for fares and routes: <http://www.stm.info/English/a-somm.htm>.

Bixi: You can also enjoy "bike riding" to get around the city. There are stations that you can begin and return a bike in the city. One day fare is \$5. Please check out the website for Bixi — <http://montreal.bixi.com/rolling-with-bixi/how-it-works>.

Weather: Montreal's summers are warm, at times hot and humid with an average high temperatures of 24 - 26°C (74 - 79°F) and lows of 13 - 16°C (55 - 60°F), but temperatures frequently reach or could exceed 30°C (86°F) (source: Wikipedia) .

Language: Montreal is in the province of Quebec, in which the official language is French. However, you don't have to worry about the language because most of the people here are bilingual. Especially people in the city are fluent in both English and French. When a taxi driver or a sales person in a store says "Bonjour," you can simply respond to the person with "Hi!" Then they will follow up with English.

Currency: The Canadian currency is the Canadian dollar, which is divided into 100 cents. There are 5, 10, 20, 50, and 100 dollar bills. One and two dollar bills have been replaced by coins, sometimes referred to as "Loonies" (the bird on the \$1 is a loon) and "Toonies" (\$2).

Restaurants: Montreal is known for its cuisine: Bistros, pubs and restaurants serve food from all over the planet, enough to satisfy every palate, appetite and budget. There are so many great restaurants (especially for European cuisines). You can check out the website <http://www.restomontreal.ca> to make the best selection for what you are looking for.

Things to do: Lots of things are going on during the summer including a variety of festivals. Please check out the official website for tourist information:

Tourism portal: <http://www.tourisme-montreal.org/>

City Tour: There are some must-see tourist sites in Montreal such as Old Montreal, Notre-Dame Basilica (Basilique Notre-Dame de Montreal), Saint Joseph Oratory, Mont Royal, and the Olympic Park. Riding a city tour bus can be a good option to avoid the hassle of parking.

Underground City: You can walk the underground city in which many shops and restaurants are located.

Others: You can also check out other entertainment events:

Place des Arts for classical entertainment:
<http://www.pda.qc.ca/index.en.html>

Gillette Entertainment Group for Bell Center and other entertainment: <http://www.geg.ca/en/>

Montreal Museum of Fine Arts:
<http://www.mbam.qc.ca/en/index.html>

Montreal's nature's museum:
http://ville.montreal.qc.ca/portal/page?_pageid=5557,27853619&_dad=portal&_schema=PORTAL

Casino de Montreal:
<http://www.casinosduquebec.com/montreal/en/home#/UniversDuCasino/Video/>

Excursion or Tour: Many tourist attractions outside of Montreal are within a driving distance. You can plan on a short excursion or a tour before or after the conference.

Quebec City: A three-hour drive away. This historic city is really beautiful and unique. You will regret if you do not visit this city! A day-trip tourist bus is also available.

Whale watching: In August, you can also plan on a longer tour to the Northern part of Quebec for whale watching. If you plan to have a family trip, and your family likes to have an adventure in an exotic region, this

can be a unique experience that your kids will love. Please check out the information:
<http://www.tadoussac.com/EN/tourismeeng/cruises.htm>

Ottawa: A two-hour drive away. This is Canada's capital city. The city is peaceful, clean, and beautiful, and the parliament building is nice to see.

Montreal Local Arrangements Committee

The Local Arrangements Committee members are ready to assist you.

David Oliver–LAC Co-Chair
Heather Vough – LAC Co-Chair

Gwyneth Edwards
Celeste Grimard-Brotheridge
Gilbert Babin
Carol-Ann Tetrault-Sirsly
Taïeb Hafsi
Magda Donia
Jisun Yu
Melanie Robinson
Maria Carolina Saffie-Robertson
Ampro Jimenez
Alfred Jaeger
Farashahi Mehdi
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Brian King

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American Airlines	5180AI	800-433-1790
Hertz Rentals	CV#031C0015	800-654-2240
Enterprise	32H7476	800-593-0505

Montreal Hotel Map



DOWNTOWN MONTRÉAL

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Palais des congrès de Montréal (Montréal Convention Centre)

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Society for Human Resource Management (SHRM)

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

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:

Michal Grajek: The Impact of ISO 9000 Diffusion on Trade and FDI: A New Institutional Analysis. *Journal of International Business Studies* 39(4): 613–633, (with J. Clougherty).

Konstantin Korotov: Citius, Altius, Fortius: Challenges of Accelerated Development of Leadership Talent in the Russian Context. *Organizational Dynamics* 37(3): 277–287.

Francis de Véricourt: Call Center Outsourcing

Contract Analysis and Choice. *Management Science* 54(2): 354–368, (with Z. Aksin and F. Karaesmen).

Luc Wathieu: Attention Arousal through Price Partitioning. *Marketing Science* 27(2): 236–246, (with M. Bertini).

WU (Vienna University of Economics and Business)

WU 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 WU's Executive Academy has just recently been accredited by AMBA. The Financial Times has ranked WU's International Business program at place 16 in Europe, and WU's EMBA program came in on 41st rank worldwide in 2009.

WU's program portfolio ranges from undergraduate (Bachelor in Business, Economics & Social Sciences / Bachelor in Business Law) to graduate degree programs at the master and PhD level. WU offers 4 Master programs taught entirely in English: Quantitative Finance, Strategy, Innovation & Management Control, Supply Chain Management, and International Management/CEMS. WU's German master's programs include Finance & Accounting, Management, Socio-Economics, Economics, Information Systems, Business Education as well as Business Law. Additionally, WU will soon be launching new master's programs in Information Systems (in English), International Business (in English), Marketing and Public Policy. 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 23% of its 25,200 degree students are foreign citizens. Additionally, about 700 exchange students annually choose WU and the city of Vienna as their destination for a foreign exchange. With over 210 partner universities in 57 countries around the world, 9 annual summer universities 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 15 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!

The University of Western Ontario Richard Ivey School of Business

Since 1922, Ivey has been a leader in business education. Our faculty are renowned for their teaching excellence and world-class relevant business research; our students are bright, ambitious and enthusiastic; and our alumni have filled the top echelons of major corporations in Canada and around the world. Ivey's distinctive approach ensures that solving complex business issues is at the heart of the learning process. We are distinguished by our Cross-Enterprise Leadership approach that marks just one of the many ways we are a leader in management education. Cross-Enterprise Leadership is a ground-breaking approach to both teaching and research that goes beyond traditional silos to span the entire business enterprise. Now in its 5th year the momentum is growing and having a profound impact not only within Ivey but across the academic and business worlds.

Research & Scholarly Activity

One of the most important roles for any business school is the generation of intellectual capital that has relevance to today's managers. Ivey's mission is to foster research excellence that enhances our role as a world-class centre of research excellence in the global, knowledge-based economy, and is distinguished by its focus on practical managerial problems and the implications of these findings for senior executives. Our research strategy also encourages faculty to focus on high impact research in top ranked peer reviewed journals. Four Cross-Enterprise Leadership Centres help facilitate faculty working together in cross-disciplinary research projects.

Despite demanding teaching and administrative responsibilities, Ivey faculty members are not only highly productive researchers, but are also active case writers. Faculty are encouraged to write new cases for their courses each year to ensure a continuous stream of relevant fresh material for our teaching programs, and allow students to experience the current realities of the business world.

PhD program

Ivey's PhD students are an outstanding group of young scholars. Many have won external scholarships and have already produced award-winning dissertations and research papers. Our Ph.D. Program reflects the orientation of the School: a genuine interest in the issues confronting managers and students of management, as well as a desire to help them understand these issues. Our students are well trained in research methods and pursue rigour, but not at the loss of relevance. Teaching excellence is also highly valued and we formally train our students in teaching materials development and classroom delivery. While we have strongly shared core values, diversity is embraced particularly with our PhD students whose background and interests are varied and provides the basis for a vibrant and enriched educational experience.

TO GOD GO FOUNDATION

Human dignity can and should be reconciled with competitive economic profits. The «To God Go Foundation » dedicates itself to support and promote a management approach, a model aiming at reaching this objective.

Our plant employees have called it «Our Project»: a global management approach, translating into a number of specific activities led by management, offered to employees on a voluntary basis.

This is a value driven approach, fostered mainly by values of respect, brotherhood, solidarity, humility, truth and authenticity, justice, responsibility, efficiency and the capacity to listen to others, including openness to spirituality and transcendence. No question: all have a strong humanizing and spiritualizing effect.

This experimentation has been conducted over more than 40 years. And it has been researched by Dr. J.-Robert Ouimet in his Doctoral thesis, defended at Fribourg University in Switzerland, under the title: «Spirituality in Management reconciles human well-being, productivity, profits».

The Foundation offers conferences on this model, organizes plant tours and management meetings, supports the drafting of business cases, runs seminars with executives and management, researchers and teachers.

Thus far, it has published the biography of Dr. Ouimet in French and Polish. His biography is translated in English under the title «Everything has been entrusted to you». Spanish and Romanian versions have also been completed and are ready for publication. The booklet «An Organization that shines», is a good and short description of «Our Project »'s experience.

The Foundation is proud to sponsor «The Academy of Management's International Conference » held in Montreal. It has been associated with the MSR division (Management, Spirituality and Religion) for a number of years.

At the Conference, Dr. J.-Robert Ouimet, President of the Foundation, will lead a professional development workshop on the experience of «Our Project » (www.our-project.org) and the components of this management model. It will be followed by a plant tour and discussion with management on site.

Professor André L. Delbecq, in his foreword to the Summary of Dr. Ouimet's thesis has written: «academics interested in the interface between management, spirituality and religion will be informed so as to better understand the many nuances required for embedding a religious ethos within an organizational setting».
Montreal, 2010

Gold Sponsors

Tulane University ***A.B. Freeman School of Business***

Tulane University is one of the country's leading private research institutions. Founded in 1834 in New Orleans, as the Medical College of Louisiana, the University is now home to 11 schools and colleges as well as almost 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.

About HEC Montréal

HEC Montréal was the first business school in North America to hold the three most prestigious accreditations in management education: AACSB International (United States), EQUIS (Europe) and AMBA (United Kingdom). The School has over 12,000 students in its 38 management study programs, from the undergraduate to post-graduate levels, including MBA programs, and employs close to 260 professors. HEC Montréal plays a leadership role in research thanks to some fifty research units (including 25 chairs), carries out projects throughout the world and is dedicated to training executives and senior managers. In the past one hundred years, the School has trained more than 65,000 students in a wide variety of management fields. www.hec.ca

Silver Sponsor

Concordia University's John Molson School of Business

Concordia University was established in 1974 following the merger of its two founding institutions, Loyola College and Sir George Williams University. In November 2000, the university's Faculty of Commerce and Administration was named the John Molson School of Business to recognize the generosity of the Molson Family and the Molson Foundation. The school is named after John Molson (1763-1836), famed Canadian entrepreneur and philanthropist.

JMSB is among the largest business schools in Canada with over 8,000 undergraduate and graduate students; 144 full-time and 188 part-time faculty members; and 37,700 alumni worldwide. The school's research centers offer expertise in sustainable enterprise, governance, small business and entrepreneurial studies, family enterprise, negotiation, community entrepreneurship, business process innovations, and innovation in business finance.

JMSB programs are recognized for their academic rigor and emphasis on responsible management. The 2009

Corporate Knights survey ranked the MBA program first in Quebec and third in Canada for curriculum excellence and integration of issues related to sustainability. The Aspen Institute's *Beyond Grey Pinstripes* survey ranked JMSB second in Quebec and third in Canada for the quality of the MBA program and emphasis on social and environmental stewardship in business.

JMSB is also committed to nurturing the potential of tomorrow's business leaders with a solid theoretical and practical foundation. For a third consecutive year, a study by l'École des Mines de Paris found that across Canada, JMSB alumni hold the highest number of CEO positions in Global Fortune 500 companies.

www.johnmolson.concordia.ca

Bronze Sponsor

Simon Fraser University Business

SFU Business is the Faculty of Business Administration at Simon Fraser University in Metro Vancouver, British Columbia, Canada. Founded in 1965, SFU is home to the oldest Executive MBA (EMBA) program in Canada. By 1982, the business discipline had grown to sufficient size to become its own distinct faculty at the university, creating the Faculty of Business Administration, and the Bachelor of Business Administration (BBA) degree.

The business school operates on all three Simon Fraser University campuses, with over 3100 undergraduate BBA students in the Vancouver suburbs of Burnaby and Surrey; over 250 MBA and graduate students in the Segal Graduate School of Business in downtown Vancouver; non-credit programs at the director, executive and management levels; and a Ph.D. program.

The past decade has been marked by the launch of the Management of Technology MBA program, the Master of Financial Risk Management program, and a full-time MBA designed for early career graduates with a non-business undergraduate degree.

SFU Business has achieved international accreditation from the Association to Advance Collegiate Schools of Business (AACSB) and the European Quality Improvement System (EQUIS). The school has also committed to integrating the United Nations-supported Principles for Responsible Management Education (PRME).

SFU Business faculty members are recognized internationally for strengths in a number of disciplines. The school ranks among the best in Canada in a number of research-centric international business school rankings.

Pewter Sponsors

Carnegie Mellon University Tepper School of Business

The Tepper School of Business at Carnegie Mellon University offers one of the world's highest-rated graduate business degrees, owing its success to a focus on innovation throughout all aspects of its research and academic programs. Founded in 1949, Carnegie Mellon's business school is recognized as the pioneer of management science and an analytical approach to decision-making and problem solving. The Tepper School offers undergraduate business and economics programs, MBA, Master's in Computational Finance and Ph.D. programs. Despite being among the smallest of the leading business schools, the Tepper School's proud heritage and faculty legacy include seven Nobel laureates—an accomplishment unsurpassed by any business school worldwide. The school's groundbreaking research, particularly in the areas of corporate finance, macroeconomics, and operations research continues to serve as the basis for business decisions and academic models. Founded as the Graduate School of Industrial Administration, Carnegie Mellon University's business school was renamed the Tepper School of Business in 2004 following a generous \$55 million gift from alumnus David A. Tepper.

To learn more, visit www.tepper.cmu.edu

The University of South Alabama Mitchell School of Business

The Mitchell College of Business at the University of South Alabama provides AACSB accredited business education to qualified undergraduate and graduate students. Located in Mobile, AL on the beautiful Gulf of Mexico, the University of South Alabama is the fastest growing university in Alabama. The College offers undergraduate majors in Accounting, Finance, Management, and Marketing, as well as the MBA and Masters in Accounting. The Mitchell MBA program is ranked 10th in part-time programs in the South. Its students earned some of the nation's highest scores on the 2010 ETS MBA Field Exam. The College's mission is to support regional economic development and contribute to the continuing success of the University. This is accomplished through quality instruction, faculty scholarship, and external services. Our recently remodeled classrooms are updated with modern technology including SMART boards and projection systems, and the entire college was WiFi enabled. The new Joseph & Rebecca Mitchell Learning Resource Center houses the business library, the John B. Saint Financial Analysis Center, and

cutting edge computer labs. The College is home to the Center for Real Estate Studies, Small Business Development Center, and the Center for Business and Economic Research. We invite you to investigate the Mitchell College for your educational needs. <http://www.southalabama.edu/mcob/about.html>

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For complete information, please contact David Turnipseed, AOM Director of Sponsorships, at turnipseed@usouthal.edu.

The Academy of Management Wishes to Recognize the AOM 2010 Leadership University Sponsors

University of Michigan Ross School of Business

(Supporting AOM President James P. Walsh)

The Ross School of Business at the University of Michigan offers a dynamic, general management curriculum consistently ranked among the world's leading business programs. Founded in 1924, the Ross School is committed to action-based learning, an approach to instruction that exposes both students and faculty to real-world challenges faced by actual businesses and organizations. The goal is to prepare graduates to lead diverse teams, consider the role of business in society, and build organizational cultures that foster innovation. As of fall 2009, nearly 3,100 students were enrolled in the school's eight degree programs: BBA, Full-time MBA, Part-time MBA (evening and weekend formats), Executive MBA, Global MBA, Master of Supply Chain Management, Master of Accounting, and PhD. Ross students have access to premier programs and faculty at the University of Michigan through dual degrees, minors, and electives in engineering, law, the life sciences, and more. Ross also houses research institutes and centers that provide extraordinary thought leadership and learning opportunities. They are committed to hands-on experience in sustainable business (Erb Institute for Global Sustainable Enterprise), entrepreneurship (Zell Lurie Institute for Entrepreneurial Studies), operations excellence (Tauber Institute for Global Operations), and emerging economies (William Davidson Institute), to name a few. In addition, the school delivers open-enrollment and custom executive education programs worldwide. In January 2009 the Ross School opened a 270,000-square-foot, state-of-the-art facility. The building recently earned a Silver designation in Leadership in Energy and Environmental Design (LEED) by the U.S. Green Building Council.

Arizona State University W.P. Carey School of Business

(Supporting AOM Vice President and Program Chair, Anne S. Tsui)

The W. P. Carey School of Business at Arizona State University is one of the largest business schools in the United States with 299 faculty, 1,800 graduate students and more than 8,700 undergraduates. The school is internationally recognized for its leadership in business education and is highly regarded for its renowned faculty and their research productivity.

The W. P. Carey School is headquartered on ASU's Tempe campus, adjacent to Phoenix, Arizona, the fifth largest city in the U.S. Classes and program services also are offered at satellite locations throughout greater Phoenix. The metro area provides students with access to companies in high-tech, aerospace, financial services,

manufacturing, telecommunications, transportation and tourism-related service industries. The thriving population also supports an active cultural environment and a wide range of professional sports.

University of Virginia The Darden School of Business

(Supporting AOM Vice President Elect and Program Chair Elect, Ming-Jer Chen)

The Darden School of Business improves society by developing principled leaders for the world of practical affairs. The School follows a three-pronged approach to achieving its mission – student-centered learning, thought leadership and active engagement with the business community. Like all major business schools, Darden understands that business is increasingly complex and requires the ability to operate in the context of the broader society. Darden students start by learning to master the foundations of business. This is no longer enough; today's business environment requires graduates to have the ability to address issues that cross functional boundaries with global perspective, an innovative and entrepreneurial mind-set, ethical grounding, commitment to diversity, respect for sustainability, and technological sophistication.

Darden's first priority is teaching and learning. Its top-rated faculty develops leaders through a highly engaged learning process that requires active student participation. The School has created a community and environment that reinforces this. Darden's distinctive educational approach results in graduates who have a real world understanding of global business, decision making skills biased toward action, a collaborative approach to leadership, and personal integrity. The students are able to build on traditional functional skills, determine the inter-connections across the organization, and engage their colleagues, resulting in effective enterprise leadership.

Darden is committed to creating new knowledge. Faculty members are pre-eminent scholars whose research advances managerial practice. In addition, Darden has several research centers of excellence that focus on key issues that drive today's economy and management practices. The centers leverage faculty research in entrepreneurship and innovation, business ethics, and international issues. Darden commitment to scholarship includes creating innovative teaching materials. The faculty creates most of the material used in Darden classrooms, and the School is a leading provider of cases and simulations used at other top business schools.

Darden maintains a strong link with business, constantly engaging with practicing managers in a variety of ways. Faculty members teach executives who enroll in short programs for leadership development. Faculty work with executives world-wide to help them address pressing business problems. This experience and perspective is invaluable in informing the School's research and teaching.

McGill University

(Supporting AOM Local Arrangement Committee Co-Chair Heather Vough)

Founded in 1821, McGill University is one of the world's leading research-intensive universities, with 11 faculties, 300 programs, and more than 34,000 students. It is one of the most internationally diverse universities, with students and faculty from more than 160 countries. McGill continues to be acclaimed as one of the world's top 20 universities in the prestigious Times Higher Education-QS World University assessment.

McGill's Desautels Faculty of Management is among the world's most recognized international business schools. Desautels has 11 academic programs with 3,500 students at the undergraduate, masters, executive, and doctoral levels. The Faculty is home to several research centres and institutes, including the Marcel Desautels Institute for Integrated Management, which supports integrated management research and curriculum development, and the McGill Executive Institute, which provides business seminars and custom executive education. Nearly half of the Faculty's students and 80% of its tenured and tenure-track professors come from outside of Canada, creating a truly rich global learning environment. The Desautels Faculty of Management stresses an integrated and interdisciplinary approach to management education designed to build responsible, world-wise managers and leaders.

HEC Montréal

(Supporting AOM Local Arrangement Committee Co-Chair David Oliver)

HEC Montréal is an international business school whose exceptional teaching and research, combined with its relevance and drive for innovation, have allowed it to stand out from the pack since 1907.

[Michel Patry, Director, HEC Montréal](#)
[HEC Montréal, over 100 years of excellence](#)
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Our Commitment

A New Breed of Managers

With an openness to globalization, HEC Montréal is dedicated to fostering ongoing leadership in teaching, research, technology and multilingualism in order to prepare students for their future roles as managers and management experts, and, ultimately, to help them become active contributors to society.

An appreciation of the world's cultures, ethical behaviour, academic excellence, leadership and an enterprising spirit are just a few of the qualities that HEC Montréal tries to instill in its students.

HEC Montréal at a glance:

More than 12,000 [students](#)

3803 [international students](#), 30.8% of the student body

63000 [graduates](#) worldwide since 1907

More than 250 [professors](#)

More than 35 [study programs](#) in Management, from the B.B.A. to the PhD

[International accreditations](#): AACSB International, AMBA and EQUIS

[Canadian accreditations](#): CA-IT, CMA, Canadian Information Processing Society

The [HEC Montreal's MBA](#), in the [Forbes](#) Top 10, the [AméricaEconomía](#) Top 20 in 2009 and the [Expansión](#) international ranking in 2010.

HEC Montréal [Master's in Administration](#) in the [Financial Times](#) Ranking Top 25 in 2009.

[For more facts and figures](#)

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.

2010 Academy of Management Exhibitor Relations Committee

Jel Erica Hampson, Registrar
The Academy of Management
Email: jhampson@pace.edu
Tel: (914) 944-2985
Fax: (914) 923-2636

Company	Booth Number (s)	Company	Booth Number (s)	Company	Booth Number (s)
ABC-CLIO - Praeger Publishers ..	606	Harvard Business Publishing	218,	SAGE	415, 417, 419
ActiveScholar LLC	317	220, 222		Society for Human Resource	
Association Book Exhibit	214	Human Relations	421	Management.....	401, 500
Berrett-Koehler Publishers...409, 508		IAP - Information Age Publishing Inc.		South-Western Cengage Learning	
Business Expert Press.....SMALL		216		523, 622	
BOOTH		Innovative Learning Solutions.....	306,	Springer.....	204, 206
California Management Review...608		308		Stanford University Press.....	507
Cambridge University Press	414	Interpretive Simulations	200	STOCK-TRAK.....	210
Capsim	601	Ivey Publishing.....	502	StratX Simulations.....	407
CEO-Academy.biz.....	515	John Wiley & Sons	301, 303, 305,	Stylus Publishing.....	506
Darden Business Publishing.....	319	307, 309		The MIT Press	420
ecch	600	M.E. Sharpe, Inc.	408	The Secretan Center Inc.....	SHARED
Edward Elgar Publishing.....	400, 402	McGraw-Hill/Irwin.615, 617, 619, 621		BOOTH	
EFMD - European Foundation for		Oxford University Press	403, 405	University Readers, Inc.....	509
Management Development	406	Palgrave Macmillan	207, 209	Virginia Tech - Pamplin College of	
Elsevier	315	Pearson	603, 605, 607	Business	609
Emerald Group Publishing Inc.	201,	Philosophy Documentation Center			
300		SHARED BOOTH			
Ethics Game	215	Project Management Institute	212		
ExperiencePoint - Business		Psychology Press	522		
Simulations	404	Rotman School of Management &			
Flat World Knowledge.....	620	Rotman/UTP Publishing	202		
Forio Simulations	316	Routledge.....	518, 520		
Gower Publishing.....	501	Routledge Journals.....	514, 516		

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 6
 Hours: 9:00 a.m. - 5:00 p.m.

EXHIBITS HOURS

(open to all delegates wearing conference badges):
Saturday, August 7
 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 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.

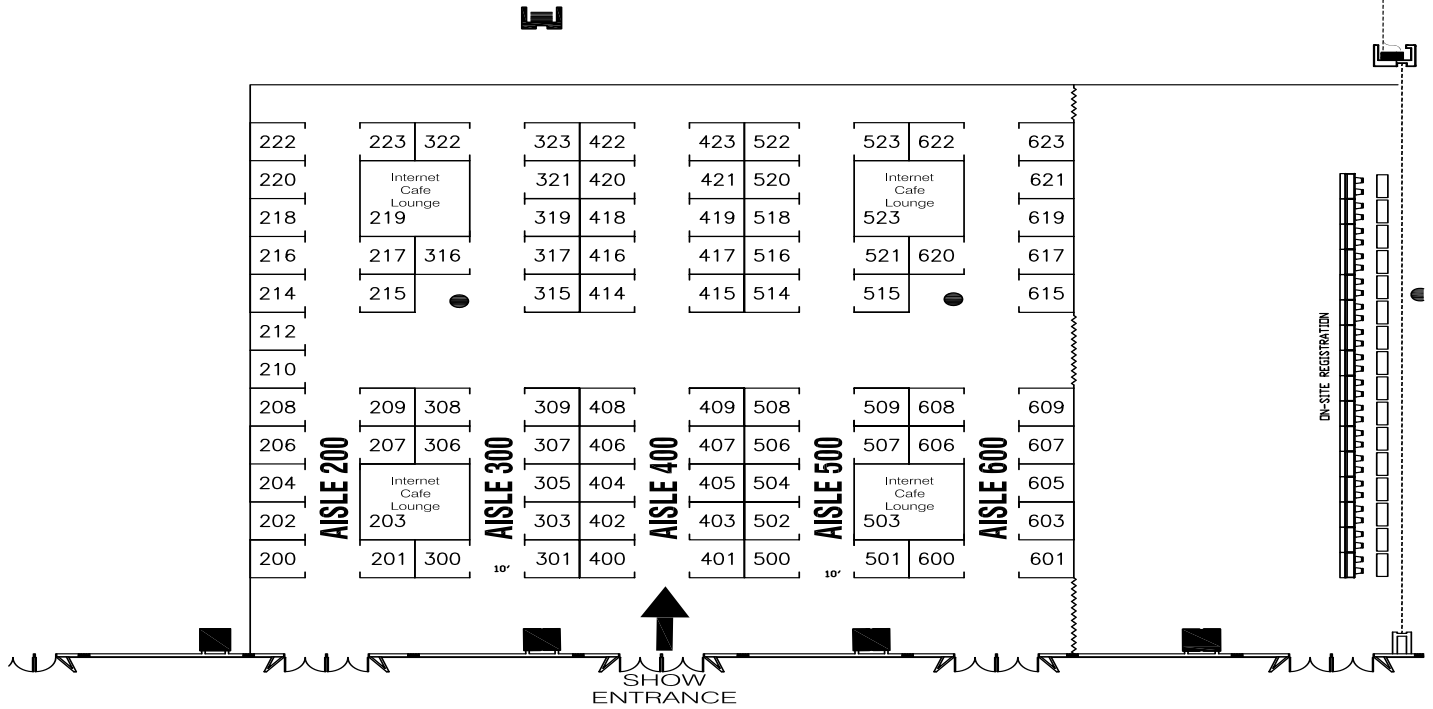
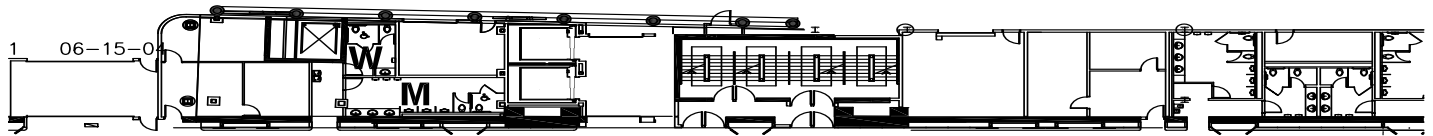
Monday, August 9

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.

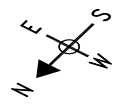
BOOTH DISMANTLING HOURS

(open only to exhibitors wearing badges):
Monday, August 10
 Hours: 5:00 p.m. - 8:00 p.m.

Academy of Management Annual Conference Palais des Congres Montreal, Canada August 6-8, 2010



SHOW NAME & DATE(S) ACADEMY OF MANAGEMENT ANNUAL CONFERENCE AUGUST 6-8, 2010 SHOW #: 09-03392-10 REVISION DATE: 03-26-10	FACILITY: PALAIS DU CONGRESS ROOM/HALL: 220 C & D RE: Michael Odagala AISLE WIDTH: UNLESS OTHERWISE NOTED 10' Aisles 10' Main Aisle	IN-LINE BOOTHS:	BOOTH SIZE: UNLESS OTHERWISE NOTED 10' X 10'	NOTES: NONE	COPYRIGHT: George Fern Company Exhibitor Corporate Program Exhibitor Nationwide 701 WYOMING, KANSAS CITY, MISSOURI 64104 (816) 321-8822 FAX (816) 471-1822 E-Mail: kandrwan@georgefern.com
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OFFICE OF HUMAN RESOURCES

POSITION ANNOUNCEMENT

POSITION TITLE: Assistant Professor of Management
PERSONNEL STATUS: PIN/Faculty
DEPARTMENT: Management, Marketing, and Public Administration (MMPA)

Responsibilities: Provides instruction for both undergraduate and graduate business courses in the area of Management, particularly undergraduate courses in Principles of Management, Human Resources, Conflict Management and Labor Management; contributes to growing scholarly activities in the School of Business and University governance through participation in different committees.

Qualifications: Ph.D. or DBA in Business Administration and should have experience teaching a variety of general management courses; must have a strong commitment to excellence in teaching, scholarship, service and technology application in the classroom; effective communication skills are essential; demonstrated current success in grantsmanship preferred. Candidates, who will complete their Ph.D. degree by summer 2010, will also be considered.

~~~~~  
**POSITION TITLE:** Assistant Professor of Marketing  
**PERSONNEL STATUS:** PIN/Faculty  
**DEPARTMENT:** Management, Marketing, and Public Administration (MMPA)

**Responsibilities:** Provides instruction for undergraduate and graduate courses in Consumer Behavior, Marketing Research, Retailing, and/or Supply Chain Management; contributes to the growing level of scholarly activities in the School of Business, by advising/assisting students and sharing the responsibility of School and University governance through committee participation.

**Qualifications:** PhD or DBA in Marketing required; excellent communication skills and a strong commitment to excellence in teaching, service and technology application in the classroom required; a record of infusing globalization and online education into their courses and both practical and teaching experiences preferred; experience writing grants that were funded preferred. Candidates, who will complete their PhD degree by summer 2010, will also be considered.

~  
**APPLICATIONS:** Interested and qualified applicants should submit two copies of a cover letter, resume/curriculum vitae, letter of interest and teaching philosophy, official transcript(s), along with an application and at least three (3) letters of reference. Email or mail all documents to:

Office of Human Resources  
Bowie State University  
14000 Jericho Park Road  
Bowie, MD 20715  
JOBS@bowiestate.edu

**Bowie State University is an Equal Opportunity/Affirmative Action Employer**

To download the BSU Faculty application, go to [http://www.bowiestate.edu/about/cabinet/admin\\_finance/HR/HRForms/](http://www.bowiestate.edu/about/cabinet/admin_finance/HR/HRForms/)

*In accordance with the Jean Cleary Act of 2000, you are advised to contact the Bowie State University Campus Police Office for Disclosure of Criminal Incidents that occur on our campus.*

## Placement Services

### **Director:**

James Dulebohn, Michigan State University

### **Associate Director:**

La Verne Hairston Higgins, Eastern Michigan University

### **Assistant Director:**

Joyce Heames, West Virginia University

### **Placement Coordinator:**

Wendy Kramer, Keystone College

### **Online Placement Services**

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

### **Onsite Placement Services Registration**

*Location:* Hilton Montréal Bonaventure, 900 de La Gauchetiere W. Montréal, QC H5A 1E4, Canada

*Room:* Fontaine C

*Hours:* Saturday, August 7  
8:00 am – 4:30 pm

Sunday, August 8  
8:00 am – 4:30 pm

Monday, August 9  
8:00 am – 4:30 pm

### **Interview Tables**

*Location:* Hilton Montréal Bonaventure, 900 de La Gauchetiere W. Montréal, QC H5A 1E4, Canada

*Rooms:* Fontaine D-H, Frontenac, Fundy, Longueuil, Pointe-Aux-Trembles, Jacques-Cartier

*Hours:* Saturday, August 7  
8:00 am – 8:00 pm

Sunday, August 8  
8:00 am – 8:00 pm

Monday, August 9  
8:00 am – 8:00 pm

Tuesday, August 10  
CLOSED – Please do not schedule interviews in this location

Placement Services for the 2010 annual meeting will be located in the Hilton Montréal Bonaventure, 900 de La Gauchetiere W. Montréal, QC H5A 1E4, Canada. 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 Montréal 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 Montréal 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 Montréal. They are located mainly in large rooms (25 tables/room) and will be available from Saturday, August 7th until Monday, August 9th. 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.aonline.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 6th, 3:00 - 4:30PM, Delta Centre-ville in the Auditorium

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, Delta Centre-ville in the Auditorium

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  
 Jeffrey Bentley, University at Buffalo (State University of New York)  
 Jeremy Bernerth, Auburn University  
 Janice Black, Cal State Bakersfield  
 Robyn Brouer, University at Buffalo (State University of New York)  
 Carolyn Chavez, New Mexico State University  
 ChiaYen Chiu, University at Buffalo (State University of New York)  
 Kay Devine, Athabasca University  
 Claudia Ferrante, USAF Academy  
 Geralyn McClure Franklin, University of South Florida, St Petersburg  
 Crissie Frye, Eastern Michigan University  
 Ann Gregory, American University-Bulgaria  
 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  
 Christian Kiewitz, University of Dayton  
 Ida Kutschera, Bellarmine University  
 Nancy McIntyre, West Virginia University  
 Wei Liu, University of Maryland  
 John Martin, USAF Academy  
 Marianne Miller, Virginia Commonwealth University  
 Alison McConnell, University at Buffalo (State University of New York)  
 Stephanie Newell, Eastern Michigan University  
 Michael Pickerell, Eastern Michigan University  
 Beth Polin, Ohio State University  
 Maiyuwai Reeves, University at Buffalo (State University of New York)  
 Theodore Rosen, George Washington University  
 Mike Ryan, Bellarmine University  
 Brooke Shaughnessy, University at Buffalo (State University of New York)  
 Scott Sherman, Texas A&M, Corpus Christi  
 Lisa Stickney, University of Baltimore  
 Charlotte Sutton, Auburn University  
 Darren Treadway, University at Buffalo (State University of New York)  
 Jack Walker, Texas Tech University  
 Angela Wallace, 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  
 Janice Witt-Smith, Winston-Salem State University  
 Jun Yang, University at Buffalo (State University of New York)  
 Tom Zagenczyk, Clemson University

## Placement Activities

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

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

## Excerpt from the Academy's Code of Ethical Conduct

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

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

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

## The William H. Newman Award

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

tive contribution to knowledge based on rigorous and creative research designs. Committee members include: Kevin Corley, Arizona State U., Royston Greenwood, U. of Alberta, Susan E. Jackson, Rutgers U., Wm Gerard Sanders, Rice U., Dayna Simpson, Oregon State U., Jennifer Spencer, The George Washington U.

Here are the 2010 William H. Newman Award Nominees:

### **BPS**

*The Contingent Value of Initial Collaborations for the Establishment of Later Autonomous Operations.*  
Louis Mulotte, Tilburg U.

### **CAR**

*Why They Stay: The Ideal Selves of Persistent Women Engineers*  
Kathleen Relihan Buse, Case Western Reserve U.  
Eugene Allen Pierce, Case Western Reserve U.

### **CMS**

*Suffering at Gunpoint: From Consumer of Catastrophes to Witness in Action*  
Bent M. Sørensen, Copenhagen Business School

### **ENT**

*Economic Returns to Social Responsibility for New Ventures: The Importance of Future Orientation*  
Taiyuan Wang, Instituto de Empresa Business School

### **GDO**

*Mothers' Psychological Contracts: Does Supervisor Breach Explain Intention to Leave the Workforce?*  
Whitney Botsford Morgan, U. of Houston-Downtown

### **HCM**

*Where the Rubber Meets the Road: Middle Managers' Role in Innovation Implementation*  
Sarah Abigail Birken, U. of North Carolina, Chapel Hill

### **HR**

*Employee Reactions to Performance Appraisal: A Meta-Analysis and Test of the Due Process Model*  
Shaun Pichler, California State U., Fullerton

### **IM**

*Seeking help from host country nationals: Does it impact expatriate adjustment?*  
Ashish Mahajan, U. of Windsor

### **MC**

*Helping People Help Themselves. Dynamics of Local Ownership of Tough Issues.*  
Hans Vermaak, Twynstra Management Consultants

### **MH**

*Passion and Compassion as a Latecomer: The Early History of the Seibu Department Stores*  
Toyoko Sato, Copenhagen Business School

### **MOC**

*Differences between making decisions for the self versus for others: A reversal of choice overload*  
Evan Polman, Cornell U.

### **MSR**

*Stigma Theory and Religion in the Workplace*  
Stanley Bruce Thomson, St. George's U.

### **OB**

*Better Lagged Than Never: The Lagged Effects of Process Interventions on Group Decisions*  
Colin M. Fisher, Harvard U.

### **OCIS**

*Layered Collaboration: A sociotechnical theory of organization in open source software development*  
James Howison, Carnegie Mellon U.

### **ODC**

*The Interaction of Contributive and Absorptive Capacities in Post-Acquisition Integration*  
Helene Loe Colman, Fafo

### **OM**

*Cannot Make Do without You: Outsourcing in Knowledge-Intensive New Firms and Supplier Networks*  
Ajay Bhalla, Cass Business School, City U.  
Siri Ann Terjesen, Indiana U., Bloomington

### **OMT**

*Sparing Boards Will Pay Even Less And Openhanded Boards Will Pay Even More*  
David H. Zhu, Arizona State U.

### **ONE**

*Why so Demanding? Firm Capabilities and an Environmental Regulator Acting Strategically*  
Adam Fremeth, Ivey School of Business

### **PNP**

*A Behavioral Model of Public Sector Innovation*  
Torsten Oliver Salge, Ruhr U., Bochum

### **SIM**

*The Multinational Corporation and the Purpose of the Firm: A Boundaries-Based Theory*  
Donal Crilly, INSEAD

### **TIM**

*Inbound Mobility, Inertia, and Obsolescence*  
Amit Jain, National U. of Singapore

## 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, Rosa Nelly Trevinyo Rodriguez, TEC de Monterrey, EGADE.

Here are the 2010 Carolyn Dexter Award nominees:

### **BPS**

*National Institutional Differences And Performance Of International Venture Capital Syndicates*

Jing Li, Simon Fraser U., Yong Li, U. at Buffalo, SUNY, Ilan Vertinsky, U. of British Columbia, Lifang Zhang, Xiamen U.

### **CM**

*CEO's Paternalistic Leadership and TMT Decision Effectiveness: The Mediating Role of TMT Conflicts*

Lu Chen, U. of Electronic Science and Technology of China, Runtian Jing, U. of Electronic Science and Technology of China, Baiyin Yang, Tsinghua U.

### **CMS**

*The researcher as The Other: a Post-Colonial interpretation of the Brazilian Borat*

Rafael Alcadipani, EAESP-FGV, Alexandre Reis Rosa, EAESP-FGV

### **ENT**

*How Does Experience of Previous Entrepreneurial Failure Impact Future Entrepreneurship?*

Yasuhiro Yamakawa, Babson College

### **GDO**

*Women in Uniform: Reflections on Male Domination and Symbolic Violence in the Military Organization*

Alexandre Reis Rosa, EAESP-FGV, Mozar José de Brito, UFLA

### **HCM**

*A New Mode of Organizing in Health Care?: UK Cancer Services and Governmentality*

Ewan Ferlie, King's College, Gerald McGivern, Royal Holloway, U. of London, Louise Fitzgerald, Manchester Business School,

### **HR**

*The Implications of Magnitude, Timing, and Realization of Workforce Downsizing on Firm Profitability*

Matthias F. Brauer, U. of St. Gallen

### **IM**

*Scientific Mindfulness: A Foundation for Future Themes in International Business*

Karsten Jonsen, IMD, Edward McDonough, Northeastern U., Martha L. Maznevski, IMD, David C. Thomas, Simon Fraser U., Iris Berdrow, Bentley U., Joerg Dietz, U. of Lausanne, Catherine T Kwantes, U. of Windsor, Svjetlana

Madzar, U. of Minnesota, Sully

Taylor, Portland State U., Todd J.

Weber, U. of Nebraska-Lincoln, Mila

B. Lazarova, Simon Fraser U., Mary

M. Maloney, U. of St. Thomas, Julia

Gluesing, Wayne State U., Sue

Canney Davison, Pipal International,

Nakiye Boyacigiller, Sabanci U.

### **MC**

*Feeling Responsible Versus Acting Responsibly*

Amaranta Karssiens, akarssie, Claartje van der Linden, R.A.A.K.

Consultancy, Celeste P. M.

Wilderom, U. of Twente

### **MED**

*Developing Responsible Global Leaders Through Integrated Service Learning - Program Ulysses at PWC*

Nicola M. Pless, ESADE, Thomas

Maak, ESADE, Guenter K. Stahl,

WU Vienna/INSEAD

### **MH**

*National Embeddedness of German Managers' Organizational Know-how in the Inter-war Period*

Erich Frese, U. of Cologne

## The Carolyn Dexter Award

### **MOC**

*The Influence of Relationship and Task Conflict on Transactive Memory in Intercultural Context*  
Lu Li, USC

### **MSR**

*Theorizing 'The Whole Person: An empirical study on the nature of 'being' in organizations* Marjolein Lips-Wiersma, U. of Canterbury, Albert J. Mills, St. Mary's U.

### **OCIS**

*The Effects of Diversity and Repeat Collaboration on Performance in Distributed Nanoscientist Teams*  
Meikuan Huang, Northwestern U., Yun Huang, Northwestern U., Drew Margolin, USC, Katherine Ognyanova, USC, Cuihua Shen, USC, Noshir Contractor, Northwestern U.

### **ODC**

*A Comparative Analysis of Societal Compassion in Response to the Tsunami vs. Hurricane Katrina*  
Latha Poonamallee, Michigan Technological U., Anita Howard, Case Western Reserve U.

### **ONE**

*Why do firms become green? The influence of internationalization on the environmental strategy*  
Javier Aguilera-Caracuel, U. of Granada, J. Alberto Aragón-Correa, U. of Granada (Spain), Nuria Esther Hurtado-Torres, U. of Granada (Spain), Jose Manuel De la Torre-Ruiz, U. of Granada (Spain)

### **PNP**

*Putting the Brakes on Impact: A Contingency Framework for Measuring Social Performance*  
Alnoor Ebrahim, Harvard U., Kasturi Rangan, Harvard U.

### **TIM**

*"R&D-intensive SMEs in Europe: What Do We Know about Them?"*  
Raquel Ortega-Argilés, Instituto Superior Tecnico, Lesley Potters, U. Utrecht School of Economics, Peter Voigt, European Commission - JRC - Institute for Prospective Technological Studies

# 2010 Academy of Management Annual Meeting Statistics

Table 1: Submissions by Sponsors

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

| Division/<br>Interest<br>Group | Papers<br>Submitted | Division<br>Accepted | Division<br>Roundtable<br>Accepted | Cross<br>Division<br>Accepted | Discussion<br>Accepted | Proceedings<br>Acceptance | Symposia<br>Submitted | Symposia<br>Accepted | Showcase<br>Symposia | PDWs<br>Submitted | PDWs<br>Accepted |    |
|--------------------------------|---------------------|----------------------|------------------------------------|-------------------------------|------------------------|---------------------------|-----------------------|----------------------|----------------------|-------------------|------------------|----|
| BPS                            | 696                 | 161                  | 155                                | 16                            | 34                     | 37                        | 47                    | 30                   | 5                    | 24                |                  | 22 |
| CAR                            | 94                  | 13                   | 5                                  | 0                             | 10                     | 6                         | 25                    | 17                   | 2                    | 10                |                  | 9  |
| CM                             | 84                  | 20                   | 19                                 | 0                             | 4                      | 4                         | 28                    | 15                   | 1                    | 7                 |                  | 5  |
| CMS                            | 95                  | 13                   | 5                                  | 0                             | 4                      | 5                         | 19                    | 14                   | 1                    | 11                |                  | 11 |
| ENT                            | 510                 | 90                   | 125                                | 13                            | 25                     | 25                        | 20                    | 12                   | 2                    | 25                |                  | 19 |
| GDO                            | 182                 | 25                   | 30                                 | 7                             | 9                      | 9                         | 30                    | 16                   | 3                    | 13                |                  | 11 |
| HCM                            | 153                 | 33                   | 28                                 | 0                             | 7                      | 7                         | 11                    | 6                    | 1                    | 16                |                  | 13 |
| HR                             | 332                 | 53                   | 44                                 | 7                             | 14                     | 16                        | 75                    | 43                   | 5                    | 22                |                  | 19 |
| IAM                            | 0                   | 0                    | 0                                  | 0                             | 0                      | 0                         | 0                     | 0                    | 0                    | 7                 |                  | 6  |
| IM                             | 413                 | 103                  | 74                                 | 11                            | 19                     | 18                        | 33                    | 21                   | 3                    | 23                |                  | 17 |
| ITC                            | 0                   | 0                    | 0                                  | 0                             | 0                      | 0                         | 0                     | 0                    | 0                    | 4                 |                  | 4  |
| MC                             | 52                  | 9                    | 14                                 | 2                             | 2                      | 3                         | 11                    | 5                    | 1                    | 17                |                  | 11 |
| MED                            | 162                 | 33                   | 24                                 | 0                             | 8                      | 9                         | 26                    | 11                   | 1                    | 29                |                  | 18 |
| MEN                            | 0                   | 0                    | 0                                  | 0                             | 0                      | 0                         | 0                     | 0                    | 0                    | 0                 |                  | 0  |
| MH                             | 54                  | 6                    | 14                                 | 5                             | 3                      | 3                         | 8                     | 3                    | 0                    | 5                 |                  | 5  |
| MOC                            | 199                 | 45                   | 49                                 | 0                             | 9                      | 11                        | 39                    | 13                   | 1                    | 3                 |                  | 3  |
| MSR                            | 70                  | 13                   | 6                                  | 0                             | 4                      | 4                         | 4                     | 2                    | 1                    | 18                |                  | 15 |
| NDSC                           | 0                   | 0                    | 0                                  | 0                             | 0                      | 0                         | 0                     | 0                    | 0                    | 2                 |                  | 2  |
| OB                             | 828                 | 235                  | 114                                | 23                            | 42                     | 41                        | 150                   | 84                   | 8                    | 20                |                  | 20 |
| OCIS                           | 172                 | 33                   | 45                                 | 6                             | 9                      | 10                        | 18                    | 9                    | 1                    | 7                 |                  | 7  |
| ODC                            | 157                 | 23                   | 24                                 | 0                             | 7                      | 7                         | 37                    | 21                   | 2                    | 24                |                  | 19 |
| OM                             | 117                 | 27                   | 21                                 | 0                             | 6                      | 6                         | 5                     | 2                    | 0                    | 10                |                  | 8  |
| OMT                            | 587                 | 161                  | 117                                | 12                            | 32                     | 32                        | 79                    | 43                   | 5                    | 19                |                  | 19 |
| ONE                            | 103                 | 25                   | 22                                 | 5                             | 5                      | 5                         | 11                    | 4                    | 3                    | 14                |                  | 10 |
| PNP                            | 140                 | 24                   | 30                                 | 8                             | 6                      | 7                         | 9                     | 4                    | 1                    | 8                 |                  | 7  |
| PTC                            | 0                   | 0                    | 0                                  | 0                             | 0                      | 0                         | 0                     | 0                    | 0                    | 8                 |                  | 6  |
| RM                             | 86                  | 21                   | 12                                 | 0                             | 7                      | 5                         | 18                    | 11                   | 1                    | 25                |                  | 22 |
| SIM                            | 293                 | 80                   | 44                                 | 8                             | 15                     | 16                        | 33                    | 18                   | 2                    | 10                |                  | 10 |
| TIM                            | 498                 | 100                  | 102                                | 12                            | 24                     | 24                        | 36                    | 23                   | 2                    | 20                |                  | 14 |
| TTC                            | 0                   | 0                    | 0                                  | 0                             | 0                      | 0                         | 0                     | 0                    | 0                    | 13                |                  | 7  |
| Totals                         | 6088                | 1380                 | 1233                               | 235                           | 305                    | 305                       | 808                   | 456                  | 52                   | 442               |                  |    |

Table 2: Sessions & Participants

Table 3: Affiliations with 30+ Participants

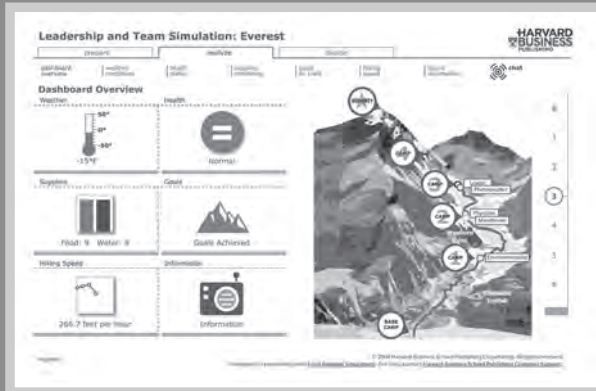
Table 4: Participant Country Representation

| Sessions              | Total        |
|-----------------------|--------------|
| Caucus                | 88           |
| Free Session          | 12           |
| Meeting               | 211          |
| Paper Session         | 822          |
| PDW Workshop          | 368          |
| Social Event          | 66           |
| Symposium             | 257          |
| All Sessions          | 1,824        |
| <b>Participants:</b>  | <b>Total</b> |
| People on Program     | 8,650        |
| Countries Represented | 79           |

| Affiliation Name*                          |
|--------------------------------------------|
| Harvard U.                                 |
| U. of Michigan                             |
| U. of Pennsylvania                         |
| Texas A&M U.                               |
| Case Western Reserve U.                    |
| Cornell U.                                 |
| U. of Illinois, Urbana-Champaign           |
| U. of Minnesota                            |
| Michigan State U.                          |
| INSEAD                                     |
| Stanford U.                                |
| National U. of Singapore                   |
| Rutgers U.                                 |
| U. of St. Gallen                           |
| Copenhagen Business School                 |
| George Washington U.                       |
| U. of Toronto                              |
| Tilburg U.                                 |
| York U.                                    |
| Carnegie Mellon U.                         |
| IESE Business School                       |
| U. of Southern California                  |
| Arizona State U.                           |
| Boston College                             |
| Pennsylvania State U.                      |
| Rotterdam School of Management, Erasmus U. |
| Massachusetts Institute of Technology      |
| U. of Houston                              |
| Ohio State U.                              |
| Bocconi U.                                 |
| Northwestern U.                            |
| U. of Queensland                           |
| Concordia U.                               |
| New York U.                                |
| U. of Central Florida                      |
| U. of Texas, Austin                        |

| Country*       | Count | Country*           | Count | Country*           | Count |
|----------------|-------|--------------------|-------|--------------------|-------|
| ARGENTINA      | 6     | IRELAND            | 33    | RUSSIAN FEDERATION | 4     |
| AUSTRALIA      | 262   | ISRAEL             | 65    | SAUDI ARABIA       | 3     |
| AUSTRIA        | 50    | ITALY              | 138   | SINGAPORE          | 103   |
| BARBADOS       | 1     | JAPAN              | 53    | SLOVENIA           | 7     |
| BELGIUM        | 83    | JORDAN             | 1     | SOUTH AFRICA       | 18    |
| BOLIVIA        | 1     | KENYA              | 3     | SOUTH KOREA        | 84    |
| BOTSWANA       | 1     | KOREA, REPUBLIC OF | 2     | SPAIN              | 174   |
| BRAZIL         | 68    | KUWAIT             | 1     | SWEDEN             | 39    |
| CANADA         | 664   | LATVIA             | 3     | SWITZERLAND        | 156   |
| CHILE          | 4     | LEBANON            | 12    | TAIWAN             | 170   |
| CHINA          | 180   | LIECHTENSTEIN      | 1     | THAILAND           | 3     |
| COLOMBIA       | 5     | LITHUANIA          | 1     | TURKEY             | 11    |
| COSTA RICA     | 2     | MACAU              | 6     | UGANDA             | 2     |
| CYPRUS         | 5     | MACEDONIA          | 1     | UKRAINE            | 1     |
| CZECH REPUBLIC | 1     | MALAWI             | 1     | UNITED ARAB        |       |
| DENMARK        | 83    | MALAYSIA           | 1     | EMIRATES           | 8     |
| ECUADOR        | 1     | MALTA              | 1     | UNITED KINGDOM     | 498   |
| EGYPT          | 2     | MEXICO             | 13    | UNITED STATES      | 4,357 |
| ESTONIA        | 1     | MONACO             | 1     | YUGOSLAVIA         | 1     |
| FINLAND        | 74    | NETHERLANDS        | 311   |                    |       |
| FRANCE         | 208   | NEW ZEALAND        | 48    |                    |       |
| GERMANY        | 340   | NIGERIA            | 3     |                    |       |
| GHANA          | 1     | NORWAY             | 45    |                    |       |
| GREECE         | 18    | OMAN               | 4     |                    |       |
| GRENADA        | 1     | PAKISTAN           | 5     |                    |       |
| HONG KONG      | 89    | PERU               | 6     |                    |       |
| HUNGARY        | 4     | PHILIPPINES        | 3     |                    |       |
| ICELAND        | 1     | POLAND             | 5     |                    |       |
| INDIA          | 58    | PORTUGAL           | 27    |                    |       |
| INDONESIA      | 1     | ROMANIA            | 2     |                    |       |

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



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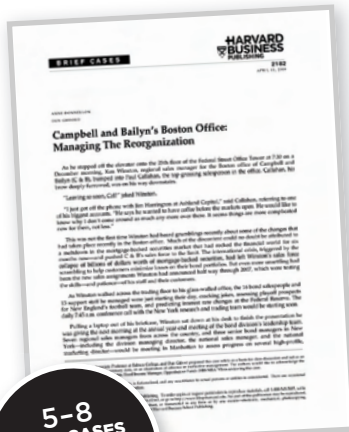


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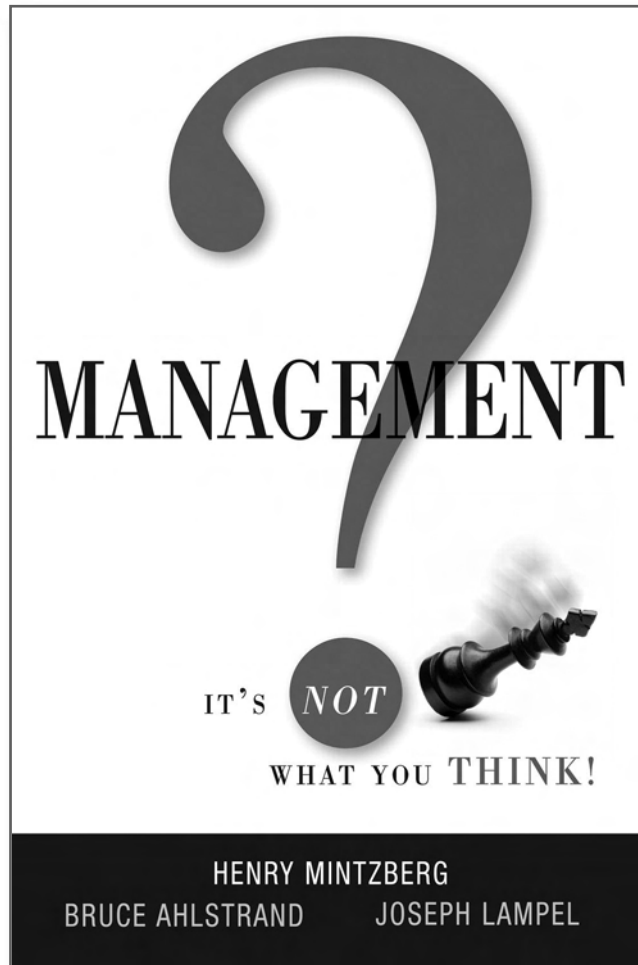
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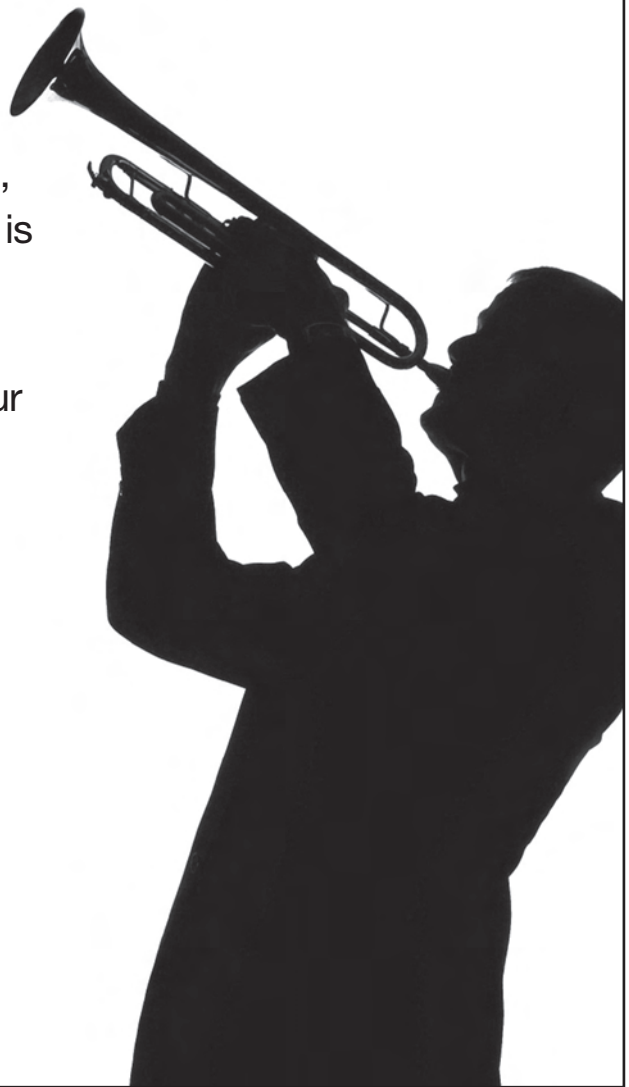
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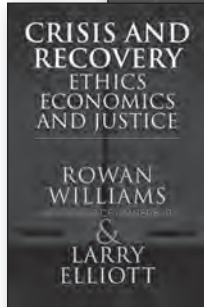
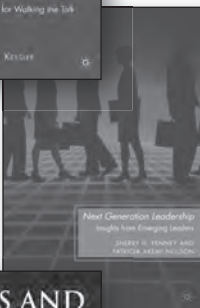
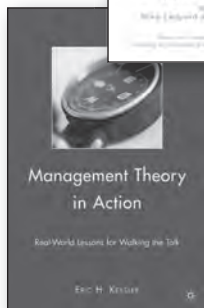
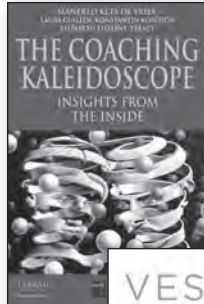
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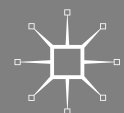
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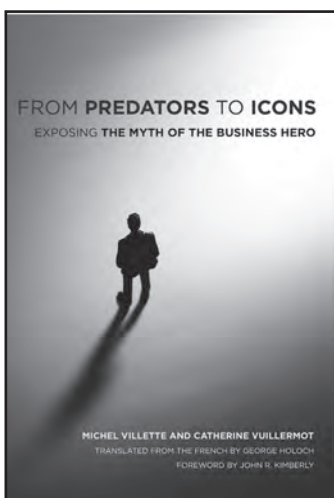
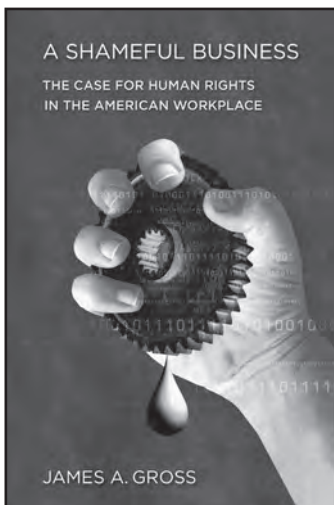


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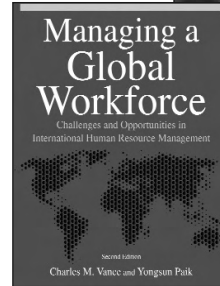
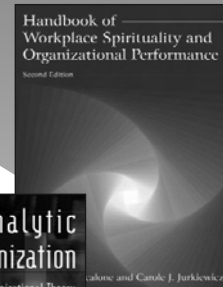
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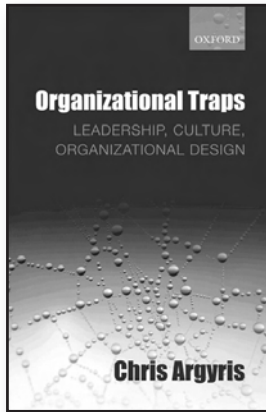
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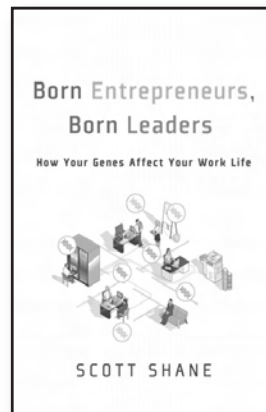


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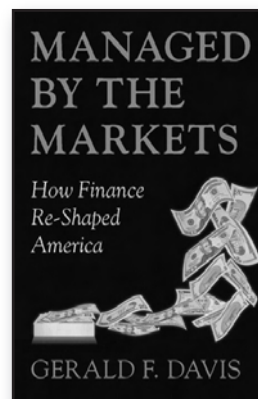
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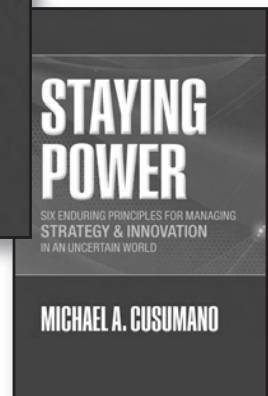
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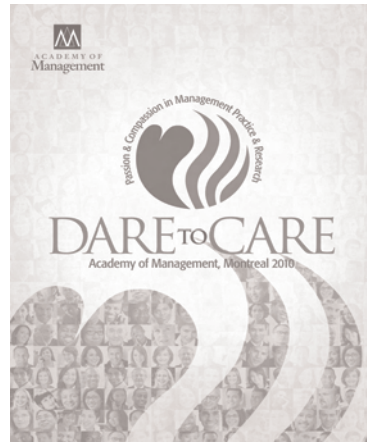
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## Abbreviations used in the Program Guide

### Divisions & Interest Groups

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







### Other Abbreviations

|      |                                      |
|------|--------------------------------------|
| AAA  | All Academy Activities               |
| AAC  | Affiliate Activities & Committees    |
| AAM  | Asia Academy of Management           |
| AAT  | All Academy Theme                    |
| CAU  | Caucuses                             |
| CDP  | CrossDivisional Paper Sessions       |
| DISC | Discussion Paper Sessions            |
| DRP  | Divisional Roundtable Paper Sessions |
| IAM  | Iberoamerican Academy of Management  |
| ICW  | In-Conjunction With Activities       |
| ITC  | International Theme Committee        |
| JS   | Joint Symposia                       |
| MEN  | Mentoring Committee                  |
| NDSC | New Doctoral Student Consortium      |
| PTC  | Practice Theme Committee             |
| SHCS | Showcase Symposia                    |
| TTC  | Teaching Theme Committee             |

### Hotels and Other Locations

|     |                             |
|-----|-----------------------------|
| DEL | Delta Centre-Ville          |
| FMT | The Queen Elizabeth         |
| HIL | Hilton Montreal Bonaventure |
| HR  | Hyatt Regency Montreal      |
| MCC | Le Palais Des Congres       |
| OS  | Off Site                    |
| SHE | Le Centre Sheraton          |

### Symbols

|                                                                                     |                                      |
|-------------------------------------------------------------------------------------|--------------------------------------|
|  | Theme-oriented paper or session      |
|  | Teaching-oriented session            |
|  | Management Practice-oriented session |
|  | International-oriented session       |
|  | Research-oriented session            |
|  | Selected for Best Paper Proceedings  |

| Friday Morning, August 6, 2010              |                                                  |      |      |                                                  |       |       |             |
|---------------------------------------------|--------------------------------------------------|------|------|--------------------------------------------------|-------|-------|-------------|
|                                             | 8:00                                             | 8:30 | 9:00 | 9:30                                             | 10:00 | 10:30 | 11:00 11:30 |
| DEL: Cartier A                              | 28 RMM/MOC/OB: Studying Sensemaking              |      |      | 68 RM and cosponsors: Against Significance Tests |       |       |             |
| DEL: Cartier B                              | 45 MC: Soaring to Make a Difference              |      |      | 77 RM: Survey through                            |       |       |             |
| DEL: St-Charles                             | 35 MC: The New Change Management                 |      |      |                                                  |       |       |             |
| DEL: St-Laurent                             | 29 RM and cosponsors: Content Analysis Research  |      |      |                                                  |       |       |             |
| DEL: Verriere A                             | 69 RM/OB/MC/OMT: Complexity in Human Systems     |      |      |                                                  |       |       |             |
| DEL: Verriere B                             | 61 RM: Using CAQDAS                              |      |      |                                                  |       |       |             |
| SHE: Drummond center                        | 34 HR/OB/ODC: ROI Human, Social, & Psych Cap     |      |      |                                                  |       |       |             |
| SHE: Drummond east                          | 8 CAR: Third Sector Career Passion               |      |      | 71 ODC/MC: High Impact Change Exercises          |       |       |             |
| SHE: Drummond west                          | 24 ODC: Beyond Leadership                        |      |      | 72 IMM/ED/OB/HR: Responsible Globa               |       |       |             |
| SHE: Jarry                                  | 15 HR/OB/OCIS: Elancing                          |      |      |                                                  |       |       |             |
| SHE: Joyce                                  | 56 HR/IM/OB/AAM: International HRM in India      |      |      |                                                  |       |       |             |
| SHE: Kafka                                  | 25 ODC: Insider Action Research                  |      |      | 64 IAM/HR: Economic Actors & Recession           |       |       |             |
| SHE: Lamartine                              | 33 HR/IM: Global HR Best Practices               |      |      |                                                  |       |       |             |
| SHE: Musset                                 | 21 OB/MSR: Positive Management Education         |      |      | 67 OB/HR: Inclusive Leadership                   |       |       |             |
| SHE: Salle Ballroom east                    | 55 GDO/HR: Incorporating Social Justice          |      |      |                                                  |       |       |             |
| SHE: Salon 2                                | 57 ITC/ENT: Urban Settings & Family Firms        |      |      |                                                  |       |       |             |
| SHE: Salon 3                                | 12 GDO/SIM: Moving toward Diversity 2.0?         |      |      | 63 GDO/MEN/HR/OB: Diversity Publishing Workshop  |       |       |             |
| SHE: Salon 4                                | 43 IM/ENT: Entrepreneurship                      |      |      | 76 ODC: Care-Based                               |       |       |             |
| SHE: Salon 5                                | 44 ITC/MED: Green teaching                       |      |      | 75 OB/ENT/BPS:                                   |       |       |             |
| SHE: Salon 6                                | 53 CMS: Case Competition                         |      |      |                                                  |       |       |             |
| SHE: Salon 7                                | 42 IM/BPS: ICG Database Project                  |      |      |                                                  |       |       |             |
| SHE: Salon A                                | 16 IAM/TIM: "Managing Complex Systems"           |      |      | 52 OB/GDO: Appreciating Strengths                |       |       |             |
| SHE: Salon B                                | 20 OB: Research Productivity Process             |      |      |                                                  |       |       |             |
| SHE: Salon C                                | 17 IM/BPS: Developing country MNCs               |      |      | 73 OB/HR/ODC/CM: OB Research                     |       |       |             |
| MCC: 343 A-C                                | 2 AAA: 2010 LAC                                  |      |      |                                                  |       |       |             |
| MCC: 510A                                   | 5 BPS: BPS Doctoral Consortium I                 |      |      |                                                  |       |       |             |
| MCC: 510B                                   | 6 BPS/ODC/RM/OCIS: Strategy as Discourse         |      |      |                                                  |       |       |             |
| MCC: 511A                                   | 59 OMT/HR/TIM/BPS: Talent & Technology Brokerage |      |      |                                                  |       |       |             |
| MCC: 511B                                   | 7 BPS/OMT: Behavioral Strategy                   |      |      |                                                  |       |       |             |
| MCC: 511E                                   | 70 AAA: Self-Assessment of Knowledge             |      |      |                                                  |       |       |             |
| MCC: 512A                                   | 26 OMT: Innovations in Org Sci                   |      |      |                                                  |       |       |             |
| MCC: 512B                                   | 22 OCIS: OCIS Junior Faculty Consortium          |      |      |                                                  |       |       |             |
| MCC: 512C                                   | 23 OCIS: OCIS Doctoral Consortium                |      |      |                                                  |       |       |             |
| MCC: 512F                                   | 31 BPS: BPS Dissertation Consortium              |      |      |                                                  |       |       |             |
| MCC: 512G                                   | 46 OMT/CMS: System Theory                        |      |      | 79                                               |       |       |             |
| MCC: 512H                                   | 47 PTC/OB/ODC/OMT: Extreme change                |      |      |                                                  |       |       |             |
| MCC: 513A                                   | 74 NDSC: Business School                         |      |      |                                                  |       |       |             |
| MCC: 513C                                   | 18 MED/SIM/MSR/OB: What if I don't care          |      |      | 65 MED/CMS: Reflexive Management                 |       |       |             |
| MCC: 513D                                   | 60 OMT/ODC: The Land of Make Believe             |      |      |                                                  |       |       |             |
| MCC: 513F                                   | 62 TTC/GDO: From Student to Caring Manager       |      |      |                                                  |       |       |             |
| MCC: 515B                                   | 49 TTC: Teaching with Technology                 |      |      |                                                  |       |       |             |
| MCC: 516A                                   | 54 ENT/TTC: SE and Sustainability in MBA         |      |      |                                                  |       |       |             |
| MCC: 516B                                   | 37 OMT: OMT Junior Faculty Consortium            |      |      |                                                  |       |       |             |
| MCC: 516D                                   | 38 OMT/MOC: OMT/MOC Doctoral Consortium          |      |      |                                                  |       |       |             |
| MCC: 524A                                   | 3 AAA: Membership                                |      |      |                                                  |       |       |             |
| MCC: Exhibit Hall 220 CD                    | 4 AAA: Conference Registration...                |      |      |                                                  |       |       |             |
| OS: Concordia University                    | 10 ENT: ENT Junior Faculty Consortium            |      |      |                                                  |       |       |             |
| OS: Concordia University-John Molson School | 11 ENT: ENT Doctoral Consortium                  |      |      |                                                  |       |       |             |
| OS: Molson Coors Brewing Company            | 50 HR: HR Corporate Tour                         |      |      |                                                  |       |       |             |
| OS: Montreal Electronic Arts Studio         | 48 TIM: EA Montreal Site Visit                   |      |      |                                                  |       |       |             |
| FMT: Chaudiere                              | 36 MSR: Person's dignity and profits             |      |      |                                                  |       |       |             |
| FMT: Harricana                              | 9 CMS: CMS Doctoral Consortium                   |      |      |                                                  |       |       |             |
| FMT: Hochelaga 2                            | 27 PNP/BPS/MC: Stakeholder Interactions          |      |      |                                                  |       |       |             |
| FMT: Hochelaga 3                            | 41 HCM/OM: Measuring Unit Performance            |      |      |                                                  |       |       |             |

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

|                  |                                                            |                                              |
|------------------|------------------------------------------------------------|----------------------------------------------|
| FMT: Hochelaga 4 | <b>32</b> HCM/HR: HRM:performance in health care           |                                              |
| FMT: Hochelaga 5 | <b>40</b> SIM: SIM Doctoral Consortium                     | →                                            |
| FMT: Hochelaga 6 | <b>13</b> HCM: Cultivating Leaders that Care               | <b>51</b> HCM: Leadership and Implementation |
| FMT: Mackenzie   | <b>30</b> SIM and cosponsors: Poverty Alleviation Research | <b>78</b> SIM/BPS: Passion →                 |
| FMT: Matapedia   |                                                            | <b>58</b> MSR: Leading from the Margins      |
| FMT: Peribonca   | ← AAA: BOG Meeting                                         | →                                            |
| FMT: Richelieu   | <b>39</b> ONE and cosponsors: Sustainable Global           |                                              |
| FMT: St-Charles  | <b>19</b> MSR/OB: Integrating spirituality                 | <b>66</b> MH: New Member Workshop            |
| FMT: St-Maurice  | <b>14</b> HCM: HCM PDW Consortium                          | →                                            |



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|----------------------------------|-------|-------|------|-----------------------------|--------------------------------------|-------------------------------------------|------|------|------|---------------------------------------------------------|
|                                  | 12:00 | 12:30 | 1:00 | 1:30                        | 2:00                                 | 2:30                                      | 3:00 | 3:30 | 4:00 | 4:30                                                    |
| DEL: Auditorium                  |       |       |      |                             |                                      |                                           |      |      |      | <b>126</b> AAA: Ins/Outs of Faculty Recruiting          |
| DEL: Cartier A                   | ←     |       |      |                             |                                      |                                           |      |      |      | <b>146</b> →                                            |
| DEL: Cartier B                   |       |       |      | ← RM: Survey through mobile |                                      |                                           |      |      |      |                                                         |
| DEL: St-Charles                  |       |       |      |                             |                                      |                                           |      |      |      | <b>89</b> MOC/BPS/PNP/PTC: Cognitive Conversations      |
| DEL: Verriere A                  | ←     |       |      |                             | <b>95</b> RM: Hybrid Research Method |                                           |      |      |      | <b>123</b> MC/ODC: Aspiring Management Consultant       |
| DEL: Verriere B                  |       |       |      |                             |                                      | <b>109</b> RM: Interdisciplinary research |      |      |      | <b>135</b> RM/OB: Identity Research →                   |
| SHE: Drummond center             | ←     |       |      |                             |                                      |                                           |      |      |      | <b>96</b> AAM: Fallacy of Composition: Japan            |
| SHE: Drummond east               | ←     |       |      |                             |                                      |                                           |      |      |      | <b>131</b> OB/HR: Internet Connections                  |
| SHE: Drummond west               | ←     |       |      |                             |                                      |                                           |      |      |      | <b>98</b> OB/HR/ODC: The Future of Job Design           |
| SHE: Jarry                       |       |       |      |                             |                                      |                                           |      |      |      | <b>139</b> OB: OB Doctoral →                            |
| SHE: Joyce                       |       |       |      |                             |                                      |                                           |      |      |      | ← IM/MED/OB/HR: Responsible Global Leaders              |
| SHE: Lamartine                   | ←     |       |      |                             |                                      |                                           |      |      |      | <b>105</b> HR/OB: Engaging Encounters                   |
| SHE: Musset                      | ←     |       |      |                             |                                      |                                           |      |      |      | <b>145</b> ODC/MC →                                     |
| SHE: Salle Ballroom center       |       |       |      |                             |                                      |                                           |      |      |      | <b>88</b> IM: Global Leadership                         |
| SHE: Salle Ballroom east         |       |       |      |                             |                                      |                                           |      |      |      | <b>122</b> ODC: OD Social Innovations                   |
| SHE: Salle Ballroom west         |       |       |      |                             |                                      |                                           |      |      |      | ← HR: Ambassadors Program                               |
| SHE: Salon 1                     |       |       |      |                             |                                      |                                           |      |      |      | <b>119</b> ODC/OB: Bridging OD & Leadership             |
| SHE: Salon 2                     |       |       |      |                             |                                      |                                           |      |      |      | ← ODC: ODC Doctoral Consortium                          |
| SHE: Salon 3                     | ←     |       |      |                             |                                      |                                           |      |      |      | <b>112</b> GDO/IMS/SIM/PTC: The regulation of diversity |
| SHE: Salon 4                     | ←     |       |      |                             |                                      |                                           |      |      |      | <b>134</b> IM: LOF of International Studies             |
| SHE: Salon 5                     | ←     |       |      |                             |                                      |                                           |      |      |      | <b>116</b> OB: From Junior to Full                      |
| SHE: Salon 6                     | ←     |       |      |                             |                                      |                                           |      |      |      | <b>100</b> AAM/IM/HR: Korean HRM                        |
| SHE: Salon 7                     | ←     |       |      |                             |                                      |                                           |      |      |      | <b>92</b> IAM/AAM/IM: Research Networks                 |
| SHE: Salon 8                     | ←     |       |      |                             |                                      |                                           |      |      |      | GDO/MEN/HR/OB: Diversity                                |
| SHE: Salon A                     | ←     |       |      |                             |                                      |                                           |      |      |      | <b>129</b> IM: IM Paper Development Workshop            |
| SHE: Salon B                     | ←     |       |      |                             |                                      |                                           |      |      |      | ODC: Care-Based Practices                               |
| SHE: Salon C                     | ←     |       |      |                             |                                      |                                           |      |      |      | <b>117</b> ODC: Diagnosis and Performance               |
| MCC: 343 A-C                     | ←     |       |      |                             |                                      |                                           |      |      |      | OB/ENT/BPS: Business                                    |
| MCC: 510A                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>107</b> CAR/HR/OB: Careers in the Rough              |
| MCC: 510B                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>137</b> CAR: Teaching Careers →                      |
| MCC: 510D                        | ←     |       |      |                             |                                      |                                           |      |      |      | CMS:                                                    |
| MCC: 511A                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>101</b> ODC/MSR: Awakening the Dreamer               |
| MCC: 511C                        | ←     |       |      |                             |                                      |                                           |      |      |      | IM/BPS: ICG                                             |
| MCC: 511E                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>113</b> IM/HR: Cross cultural research               |
| MCC: 511F                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>141</b> HR/ODC: HR →                                 |
| MCC: 512A                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>120</b> IAM/HR/IM: Iberoamerican HRM                 |
| MCC: 512B                        | ←     |       |      |                             |                                      |                                           |      |      |      | OB/GDO: Appreciating Strengths                          |
| MCC: 512C                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>110</b> CAR/TTC: Teaching Careers Together           |
| MCC: 512F                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>142</b> ODC/MC: →                                    |
| MCC: 512G                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>87</b> GDO/HR: Work-Life Research Methods            |
| MCC: 512H                        | ←     |       |      |                             |                                      |                                           |      |      |      | OB/HR/ODC/CM: OB                                        |
| MCC: 513A                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>121</b> IM/BPS/RMAAM: Research in Emerging Markets   |
| MCC: 513B                        | ←     |       |      |                             |                                      |                                           |      |      |      | AAA: 2010 LAC                                           |
| MCC: 513C                        | ←     |       |      |                             |                                      |                                           |      |      |      | BPS: BPS Doctoral Consortium I                          |
| MCC: 513D                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>132</b> OMT: Organizational Learning                 |
| MCC: 513E                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>114</b> MED/IM: Generating Student CSR Passion       |
| MCC: 513F                        | ←     |       |      |                             |                                      |                                           |      |      |      | OMT/HR/TIM/BPS:                                         |
| MCC: 513G                        | ←     |       |      |                             |                                      |                                           |      |      |      | OCIS: OCIS Joint Consortia Lunch                        |
| MCC: 513H                        | ←     |       |      |                             |                                      |                                           |      |      |      | AAA:                                                    |
| MCC: 513I                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>99</b> AAA: AMLE Writers Workshop                    |
| MCC: 513J                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>127</b> AAA: AMLE Reviewers Workshop                 |
| MCC: 513K                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>138</b> ENT/RM/OMT: →                                |
| MCC: 513L                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>130</b> MED: Business Honors Program                 |
| MCC: 513M                        | ←     |       |      |                             |                                      |                                           |      |      |      | OCIS: OCIS Junior Faculty Consortium                    |
| MCC: 513N                        | ←     |       |      |                             |                                      |                                           |      |      |      | OCIS: OCIS Doctoral Consortium                          |
| MCC: 513O                        | ←     |       |      |                             |                                      |                                           |      |      |      | BPS: BPS Dissertation Consortium                        |
| MCC: 513P                        | ←     |       |      |                             |                                      |                                           |      |      |      | MED: Teaching International Student                     |
| MCC: 513Q                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>136</b> BPS/MOC/OMT: The →                           |
| MCC: 513R                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>90</b> PTC/TIM/OB/ONE: Hurdles to innovation         |
| MCC: 513S                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>143</b> →                                            |
| MCC: 513T                        | ←     |       |      |                             |                                      |                                           |      |      |      | NDSC: Business                                          |
| MCC: 513U                        | ←     |       |      |                             |                                      |                                           |      |      |      | MED/OB: Extreme Teaching                                |
| MCC: 513V                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>118</b> MED/BPS: Simulating Strategy                 |
| MCC: 513W                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>97</b> MED: Teaching EBMgt                           |
| MCC: 513X                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>86</b> ENT/RM: The 3rd Annual EO3 Workshop           |
| MCC: 513Y                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>103</b> TTC: Teaching Adults                         |
| MCC: 513Z                        | ←     |       |      |                             |                                      |                                           |      |      |      | OMT: OMT Junior Faculty Consortium                      |
| MCC: 514A                        | ←     |       |      |                             |                                      |                                           |      |      |      | <b>133</b> OMT: OMT Teaching Roundtables                |
| MCC: 514B                        | ←     |       |      |                             |                                      |                                           |      |      |      | OMT/MOC: OMT/MOC Doctoral Consortium                    |
| MCC: 514C                        | ←     |       |      |                             |                                      |                                           |      |      |      | AAA: Membership                                         |
| MCC: 514D                        | ←     |       |      |                             |                                      |                                           |      |      |      | TIM: TIM Junior Faculty Consortium                      |
| MCC: 514E                        | ←     |       |      |                             |                                      |                                           |      |      |      | TIM: TIM Doctoral Consortium I                          |
| MCC: 514F                        | ←     |       |      |                             |                                      |                                           |      |      |      | AAA: Conference Registration...                         |
| MCC: Exhibit Hall 220 CD         | ←     |       |      |                             |                                      |                                           |      |      |      | <b>108</b> OM/MC/ODC/TIM: Bombardier Aerospace Visit    |
| OS: Bombardier Aerospace         | ←     |       |      |                             |                                      |                                           |      |      |      | ENT: ENT Junior Faculty Consortium                      |
| OS: Concordia University         | ←     |       |      |                             |                                      |                                           |      |      |      |                                                         |

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

|                                                                  |                                                      |                                                       |                                                       |
|------------------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------|
| OS: Concordia University-John Molson and ENR Doctoral Consortium |                                                      |                                                       |                                                       |
| OS: Galerie MX                                                   |                                                      | <b>115</b> MSR: Leadership Insight                    |                                                       |
| OS: Molson Coors Brewing Company                                 | ← HR: HR Corporate Tour                              |                                                       |                                                       |
| OS: TBA                                                          |                                                      |                                                       | <b>144</b> HR: HR →                                   |
| OS: University of Quebec in Montreal                             |                                                      | <b>102</b> ONE/SIM: CSR and SD research in French     | →                                                     |
| FMT: Chaudiere                                                   | ← MSR: Person's dignity and profits                  |                                                       |                                                       |
| FMT: Harricana                                                   | ← CMS: CMS Doctoral                                  | <b>104</b> HCM/RM: Survey Research Methods            |                                                       |
| FMT: Hochelaga 2                                                 |                                                      | <b>106</b> ONE/SIM/MED/TIM/PTC: Sust. Bus. in Virtual |                                                       |
| FMT: Hochelaga 3                                                 | ← HCM/OM: Measuring                                  |                                                       |                                                       |
| FMT: Hochelaga 4                                                 | <b>91</b> CMS: The CMS PhD                           |                                                       | <b>125</b> SIM/ONE/TTC: Teaching Responsibility: PRME |
| FMT: Hochelaga 5                                                 | ← SIM: SIM Doctoral Consortium                       |                                                       | →                                                     |
| FMT: Hochelaga 6                                                 |                                                      | <b>111</b> CMS/OMT/SIM: CSR with a Critical Edge      | <b>140</b> CMS/RW/OMT: →                              |
| FMT: Mackenzie                                                   | ← SIM/BPS: Passion for Sustainability                |                                                       |                                                       |
| FMT: Matapedia                                                   | <b>94</b> ONE: ONE Doctoral Consortium               |                                                       | →                                                     |
| FMT: Peribonca                                                   | ← AAA: BOG Meeting                                   |                                                       | →                                                     |
| FMT: Richelieu                                                   |                                                      | <b>128</b> CMS/GDO: VIDA: Women Scholars and CMS      |                                                       |
| FMT: St-Charles                                                  | ← <b>93</b> MH/MED/BPS: Strategic and Living History |                                                       | <b>124</b> ONE/BPS/ENT: Case Laboratory →             |
| FMT: St-Maurice                                                  | ← HCM: HCM PDW Consortium                            |                                                       |                                                       |

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

| <b>Friday Evening, August 6, 2010</b> |      |      |      |      |      |      |                                                |
|---------------------------------------|------|------|------|------|------|------|------------------------------------------------|
|                                       | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 8:30                                      |
| DEL: Auditorium                       |      |      |      |      |      |      | <b>150</b> AAA: Placement for Applicants       |
| DEL: Cartier A                        |      |      |      |      |      |      | ← RM/OMT/BPS: QualitativeComparativeAnalysis   |
| DEL: Verriere A                       |      |      |      |      |      |      | ← <b>157</b> MC: Consulting in Family Business |
| DEL: Verriere B                       |      |      |      |      |      |      | ← RM/OB: Identity                              |
| HIL: Lasalle                          |      |      |      |      |      |      | <b>164</b> ICW: Mgt Scholars and Singapore     |
| SHE: Drummond east                    |      |      |      |      |      |      | ← OB: OB Doctoral Consortium Friday            |
| SHE: Drummond west                    |      |      |      |      |      |      | <b>148</b> OB: OB JFW Friday                   |
| SHE: Jarry                            |      |      |      |      |      |      | ← ODC/MC: Publish Qualitative Research         |
| SHE: Kafka                            |      |      |      |      |      |      | <b>154</b> ODC/MC: Organizational Diagnosis    |
| SHE: Lamartine                        |      |      |      |      |      |      | ← <b>156</b> IM: IM PDW Welcome                |
| SHE: Salle Ballroom east              |      |      |      |      |      |      | ← IM: LOF of                                   |
| SHE: Salon 3                          |      |      |      |      |      |      | ← IM: IM Paper                                 |
| SHE: Salon 4                          |      |      |      |      |      |      | <b>156</b> IM: IM PDW Welcome                  |
| SHE: Salon 5                          |      |      |      |      |      |      | ← CAR: Teaching Careers to                     |
| SHE: Salon 7                          |      |      |      |      |      |      | ← HR/ODC: HR Shared Services and               |
| SHE: Salon A                          |      |      |      |      |      |      | ← ODC/MC: Workplace as Playspace               |
| SHE: Salon C                          |      |      |      |      |      |      | <b>155</b> GDO: GDO Pre-Conference Social Hour |
| MCC: 510A                             |      |      |      |      |      |      | ← BPS: BPS Doctoral                            |
| MCC: 510B                             |      |      |      |      |      |      | ← OMT: <b>158</b> OCIS: Paper                  |
| MCC: 511E                             |      |      |      |      |      |      | <b>162</b> ICW: Reception                      |
| MCC: 511F                             |      |      |      |      |      |      | ← ENT/RM/OMT: Entrepreneurial Panels Update    |
| MCC: 512F                             |      |      |      |      |      |      | <b>149</b> BPS: Reigniting Diversification     |
| MCC: 512G                             |      |      |      |      |      |      | ← BPS/MOC/OMT: The Power of Representations    |
| MCC: 512H                             |      |      |      |      |      |      | ← PTC/GDO/ODC: Leadership and Tango            |
| MCC: 513D                             |      |      |      |      |      |      | <b>153</b> MED/NDSC: MED Writers Workshop      |
| MCC: 516C                             |      |      |      |      |      |      | <b>159</b> OMT: Meet OMT Reception             |
| MCC: 524B                             |      |      |      |      |      |      | <b>151</b> AAA: New Member Orientation         |
| MCC: 524C                             |      |      |      |      |      |      | ← TIM: TIM Junior Faculty                      |
| MCC: 525B                             |      |      |      |      |      |      | ← TIM: TIM Doctoral Consortium                 |
| OS: TBA                               |      |      |      |      |      |      | <b>152</b> CM: CM Doctoral Consortium Social   |
| OS: Irish Embassy                     |      |      |      |      |      |      | <b>163</b> NDSC: NDSC Friday Night Social      |
| OS: TBA                               |      |      |      |      |      |      | ← HR: HR Div JFC Pre Session Dinner            |
| OS: TBA                               |      |      |      |      |      |      | <b>160</b> OCIS: OCIS PhD Consortium Dinner    |
| OS: TBA                               |      |      |      |      |      |      | <b>161</b> OCIS: OCIS Jr Faculty Consortium    |
| OS: U. of Quebec in Montreal          |      |      |      |      |      |      | ← ONE/SIM: CSR and SD                          |
| FMT: Hochelaga 3                      |      |      |      |      |      |      | <b>147</b> MSR: MSR DSNF Consortium            |
| FMT: Hochelaga 5                      |      |      |      |      |      |      | ← SIM: SIM Doctoral Consortium                 |
| FMT: Hochelaga 6                      |      |      |      |      |      |      | ← CMS/RM/OMT: Philosophical Found. of          |
| FMT: Matapedia                        |      |      |      |      |      |      | ← ONE: ONE Doctoral                            |
| FMT: Peribonca                        |      |      |      |      |      |      | ← AAA: BOG Meeting                             |
| FMT: Richelieu                        |      |      |      |      |      |      | ← CMS/GDO:                                     |
| FMT: St-Charles                       |      |      |      |      |      |      | ← ONE/BPS/ENT: Case                            |

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

## Saturday Morning, August 7, 2010

|                          | 8:00                                                    | 8:30 | 9:00 | 9:30                                                  | 10:00                                             | 10:30                                                     | 11:00                                | 11:30 |
|--------------------------|---------------------------------------------------------|------|------|-------------------------------------------------------|---------------------------------------------------|-----------------------------------------------------------|--------------------------------------|-------|
| DEL: Cartier A           | <b>211</b> RM: Ask The Experts: Qual. Res.              |      |      |                                                       |                                                   | <b>252</b> RM: Synthesis and EBMgt                        |                                      | →     |
| DEL: Cartier B           | <b>194</b> MOC: Cognition in the Rough                  |      |      |                                                       |                                                   |                                                           |                                      |       |
| DEL: Les Courants        |                                                         |      |      |                                                       |                                                   |                                                           | <b>260</b> RMBPS/ENT: Panel Data and | →     |
| DEL: St-Charles          | <b>212</b> RM: Ask the Experts: Quantitative            |      |      |                                                       |                                                   | <b>246</b> MC: Paradigmatic Keys to PhD                   |                                      | →     |
| DEL: St-Laurent          | <b>191</b> MC: MCD Doctoral Consortium                  |      |      |                                                       |                                                   |                                                           |                                      |       |
| DEL: Verriere A          |                                                         |      |      |                                                       | <b>231</b> MC/ODC: Syst.Structural Constellations |                                                           |                                      |       |
| DEL: Verriere B          | <b>192</b> MC: Benevolence and MC                       |      |      |                                                       |                                                   | <b>253</b> RM: Data Analysis Package R                    |                                      |       |
| HIL: Fontaine C          | <b>217</b> AAA: Placement Services                      |      |      |                                                       |                                                   |                                                           |                                      | →     |
| HR: Anjou                |                                                         |      |      | <b>227</b> ICW: ASQ Editors Meeting                   |                                                   |                                                           |                                      |       |
| SHE: Drummond center     | <b>190</b> IM/HR: Cultural Intelligence + beyond        |      |      |                                                       |                                                   | <b>259</b> ITC/MED: Fulbright Scholar                     |                                      | →     |
| SHE: Drummond east       | <b>197</b> OB: OB Doctoral Consortium Sat.              |      |      |                                                       |                                                   |                                                           |                                      | →     |
| SHE: Drummond west       | <b>198</b> OB: OB JFW Saturday                          |      |      |                                                       |                                                   |                                                           |                                      | →     |
| SHE: Jarry               | <b>187</b> HR: HR Doctoral Student Consortium           |      |      |                                                       |                                                   |                                                           |                                      | →     |
| SHE: Joyce               |                                                         |      |      |                                                       |                                                   | <b>236</b> HR/ODC/OB: Leadership Succession               |                                      |       |
| SHE: Kafka               | <b>177</b> CAR/NDSC: CAR Doctoral Consortium            |      |      |                                                       |                                                   |                                                           |                                      |       |
| SHE: Lamartine           |                                                         |      |      | <b>225</b> CM: CM Doctoral Consortium                 |                                                   |                                                           |                                      | →     |
| SHE: Musset              | <b>219</b> HR: HR Div Jr Faculty Consortium             |      |      |                                                       |                                                   |                                                           |                                      | →     |
| SHE: Salle Ballroom east |                                                         |      |      | <b>228</b> OB/HR/CAR/CM: Halfway There, But Now What? |                                                   |                                                           |                                      | →     |
| SHE: Salle Ballroom west |                                                         |      |      |                                                       |                                                   |                                                           | <b>272</b> AAA:                      | →     |
| SHE: Salon 1             |                                                         |      |      |                                                       | <b>233</b> OB/HR/BPS/ODC/ENT/CM: Being a Leader   |                                                           |                                      | →     |
| SHE: Salon 2             | <b>171</b> AAM/OB: Passion at work                      |      |      |                                                       |                                                   | <b>258</b> HR/ITC/IM: Comparative HRM                     |                                      | →     |
| SHE: Salon 3             | <b>201</b> ODC: ODC Doctoral Consortium                 |      |      |                                                       |                                                   |                                                           |                                      | →     |
| SHE: Salon 4             | <b>189</b> IM: IM Doctoral Consortium                   |      |      |                                                       |                                                   |                                                           |                                      | →     |
| SHE: Salon 5             | <b>220</b> IM: IM Junior Faculty Consortium             |      |      |                                                       |                                                   |                                                           |                                      | →     |
| SHE: Salon 6             | <b>202</b> ODC/MC/OB: Psychodynamics and OD             |      |      |                                                       |                                                   |                                                           |                                      | →     |
| SHE: Salon 7             | <b>218</b> GDO: 2010 GDO Doctoral Consortium            |      |      |                                                       |                                                   |                                                           |                                      | →     |
| SHE: Salon 8             | <b>188</b> HR: HR in a Management Curriculum            |      |      |                                                       |                                                   | <b>245</b> IM: Business Development Workshops             |                                      | →     |
| SHE: Salon A             | <b>178</b> CM and cosponsors: Negotiate Your Job        |      |      |                                                       |                                                   |                                                           | <b>269</b> OB and                    | →     |
| SHE: Salon B             |                                                         |      |      |                                                       | <b>234</b> CAR: Academia as a Second Career       |                                                           |                                      |       |
| SHE: Salon C             | <b>176</b> CAR: Career Development in Academia          |      |      |                                                       |                                                   | <b>242</b> CM/OB/HR/GDO/OCIS: From Conflict to            |                                      | →     |
| MCC: 343 A-C             | <b>166</b> AAA: 2010 LAC                                |      |      |                                                       |                                                   |                                                           |                                      | →     |
| MCC: 510A                | <b>172</b> BPS: BPS Doctoral Consortium II              |      |      |                                                       |                                                   |                                                           |                                      | →     |
| MCC: 510B                |                                                         |      |      |                                                       |                                                   | <b>255</b> TIM/IM: Borderless Innovation                  |                                      |       |
| MCC: 510C                | <b>210</b> PTC/TIM/ITC: How to Manage Knowledge         |      |      |                                                       |                                                   | <b>243</b> ENT/BPS/TIM: Entrepreneurial Capabilities      |                                      |       |
| MCC: 510D                |                                                         |      |      |                                                       |                                                   | <b>251</b> PTC and cosponsors: When Relevance is also     |                                      | →     |
| MCC: 511B                | <b>175</b> BPS/TIM/OMT/IM: Managing Alliance Portfolios |      |      |                                                       |                                                   |                                                           | <b>264</b> BPS/OMT/MOC:              | →     |
| MCC: 511C                |                                                         |      |      |                                                       |                                                   |                                                           | <b>265</b> BPS/OMT/TIM:              | →     |
| MCC: 511D                | <b>173</b> BPS: BPS New Faculty Consortium              |      |      |                                                       |                                                   |                                                           |                                      | →     |
| MCC: 511E                | <b>214</b> TIM: TIM Junior Faculty Consortium           |      |      |                                                       |                                                   |                                                           |                                      |       |
| MCC: 511F                |                                                         |      |      |                                                       |                                                   | <b>241</b> BPS/ENT/OB/OM: Motivation and Strategy         |                                      |       |
| MCC: 512A                | <b>200</b> OCIS/RM/OMT/TIM: Digital text data           |      |      |                                                       |                                                   | <b>244</b> ENT/RM: Psychology of Entrepreneurship         |                                      | →     |
| MCC: 512B                | <b>205</b> OMT: Paper Development Workshop              |      |      |                                                       |                                                   |                                                           |                                      |       |
| MCC: 512C                | <b>215</b> TIM: TIM Doctoral Consortium II              |      |      |                                                       |                                                   |                                                           |                                      |       |
| MCC: 512D                | <b>184</b> ENT/RM: Simulation in Entrepreneurship       |      |      |                                                       |                                                   |                                                           |                                      | →     |
| MCC: 512E                | <b>193</b> MED/NDSC/CAR: Dare to Care About Your Career |      |      |                                                       |                                                   |                                                           |                                      |       |
| MCC: 512F                | <b>167</b> AAA: Membership Committee Meeting            |      |      |                                                       |                                                   |                                                           |                                      |       |
| MCC: 512G                | <b>216</b> TTC/MED/NDSC: Daring To Care About Teaching  |      |      |                                                       |                                                   | <b>256</b> TTC/MED: Online Teaching Best Practices        |                                      |       |
| MCC: 512H                | <b>174</b> BPS/OB/HR/CM/OM: Experimental Methods        |      |      |                                                       |                                                   |                                                           | <b>267</b> MED: Learning             | →     |
| MCC: 513B                | <b>204</b> OM/HCM/TIM: Thoughts in HealthCare           |      |      |                                                       |                                                   | <b>249</b> OM/PNP: Caring Through Operations              |                                      |       |
| MCC: 513C                |                                                         |      |      |                                                       |                                                   | <b>250</b> OMT/TIM/OMT/BPS: Mgmt Public-Private Interface |                                      |       |
| MCC: 513D                |                                                         |      |      |                                                       |                                                   |                                                           | <b>261</b> ENT/MED:                  | →     |
| MCC: 513F                |                                                         |      |      |                                                       |                                                   | <b>247</b> MED/HR: O*NETdata & learning outcomes          |                                      |       |
| MCC: 514A                | <b>221</b> OM: OM Doctoral/ Jr Fac Consortium           |      |      |                                                       |                                                   |                                                           |                                      | →     |
| MCC: 514C                |                                                         |      |      |                                                       |                                                   | <b>238</b> BPS: Knowledge Flows in Big Science            |                                      | →     |
| MCC: 515A                |                                                         |      |      |                                                       |                                                   | <b>230</b> OMT/ODC/OCIS: Organizational Artifacts         |                                      |       |

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|                                           |                                                               |                                                    |
|-------------------------------------------|---------------------------------------------------------------|----------------------------------------------------|
| MCC: 515B                                 | <b>182</b> ENT: Entrepreneurship Theory                       |                                                    |
| MCC: 515C                                 | <b>206</b> OMT: OMT Dissertation Workshop                     | <b>271</b> TIM/BPS/OM: →                           |
| MCC: 516A                                 | <b>199</b> OCIS/IM/BPS: Academy's E-Media                     |                                                    |
| MCC: 516B                                 | <b>222</b> OMT and cosponsors: New Perspectives on Org. Sci.  | →                                                  |
| MCC: 516C                                 | <b>196</b> NDSC: NDSC                                         | →                                                  |
| MCC: 516D                                 |                                                               | <b>273</b> TIM: Pas →                              |
| MCC: 518B                                 | <b>183</b> ENT/AAM/IM: Social Capital                         | <b>266</b> ENT/PNP/SIM: →                          |
| MCC: 519B                                 | <b>203</b> OM: Project Management Talent Gap                  | <b>257</b> MED/TIM/BPS: Teaching Design Thinking → |
| MCC: 524A                                 | <b>168</b> AAA: Membership                                    | →                                                  |
| MCC: 524C                                 | <b>229</b> OMT and cosponsors: Intro to Social Networks       |                                                    |
| MCC: 525A                                 | <b>224</b> AAA: AOM Journals                                  |                                                    |
| MCC: Exhibit Hall 220 CD                  | <b>169</b> AAA: Conference Registration...                    | →                                                  |
| MCC: Exhibit Hall 220 CD                  | <b>170</b> AAA: Exhibits                                      | →                                                  |
| MCC: Exhibit Hall 220 CD Conference Break |                                                               | <b>240</b> AAA: →                                  |
| OS: Concordia University                  |                                                               | <b>262</b> ONE: Boundary-Spanning →                |
| OS: John Molson School of Business        | <b>180</b> ENT: ENT Doctoral Consortium                       | →                                                  |
| OS: Concordia University                  | <b>181</b> ENT: ENT Junior Faculty Consortium                 | →                                                  |
| OS: Thomson House                         |                                                               | <b>239</b> OCIS/OMT: Studying sociomateriality →   |
| OS: Tyndale St-Georges Community Centre   | <b>226</b> GDO/SIM/PNP: Daring to Show We Care                |                                                    |
| FMT: Chaudiere                            |                                                               | <b>263</b> PNP/BPS/MC: →                           |
| FMT: Duluth                               | <b>232</b> MSR: Discerning Meaningful Work                    |                                                    |
| FMT: Hochelaga 3                          | <b>213</b> SIM/ONE/MED/CMS: How Do You Teach THAT?!           | <b>254</b> SIM/ONE: SIM/ONE Junior Faculty →       |
| FMT: Hochelaga 4                          | <b>186</b> HCM/ODC: POS in Healthcare                         | <b>237</b> PNP/ENT: Government 4 Business          |
| FMT: Hochelaga 5                          | <b>179</b> CMS/MED/ODC/IM/SIM: What's Wrong With This Picture |                                                    |
| FMT: Hochelaga 6                          | <b>208</b> ONE/SIM/GDO: Questions We Ask                      | <b>268</b> MSR/MC: Mindful →                       |
| FMT: Mackenzie                            | <b>195</b> MSR/OB: Ask Inner Consultant                       | <b>248</b> MH: Managing the Dissertation           |
| FMT: Matapedia                            | <b>207</b> ONE: ONE Doctoral Consortium. Day 2                | →                                                  |
| FMT: Richelieu                            | <b>223</b> PNP: PNP PhD Student Consortium                    | →                                                  |
| FMT: St-Charles                           | <b>185</b> HCM/HR: Int'l HR in Health Care                    | <b>235</b> HCM: Exploring the Journey              |
| FMT: St-Maurice                           | <b>209</b> PNP/OMT/BPS/PTC: Cross Sector Partnerships         | <b>270</b> PNP: Internation →                      |

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

## Saturday Afternoon, August 7, 2010

|                            | 12:00                                             | 12:30 | 1:00                                             | 1:30 | 2:00                             | 2:30                                            | 3:00 | 3:30                             | 4:00 | 4:30 |
|----------------------------|---------------------------------------------------|-------|--------------------------------------------------|------|----------------------------------|-------------------------------------------------|------|----------------------------------|------|------|
| DEL: Bonsecours            | 290 RM: Using Cases to Build Theory               |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| DEL: Cartier A             | ← RM: Synthesis and EBMgt                         |       | 307 RM: Collaborative Research                   |      |                                  |                                                 |      |                                  |      |      |
| DEL: Cartier B             |                                                   |       |                                                  |      |                                  | 324 RM/OB/BPS/TIM: Innovative                   |      | 360 MC/OB/ODC: →                 |      |      |
| DEL: Les Courants          | ← RM/BPS/ENT:                                     |       | 295 MOC/OB/MEN/ITC: Scholarly Passion            |      | 344 RM: Moderation and Mediation |                                                 |      |                                  |      |      |
| DEL: Regence B             | 356 MOC: Think About It                           |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| DEL: St-Charles            | ← MC: Paradigmatic Keys to                        |       | 308 RM/OMT/OB/MOC/ODC: Unleashing Generativity   |      |                                  | 351 MC/HR/ODC: Coaching for →                   |      |                                  |      |      |
| DEL: St-Laurent            | 279 RM and cosponsors: Process Research Methods   |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| DEL: Verriere A            | 335 MC/MED/ODC: Consulting Course Design          |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| DEL: Verriere B            | 291 RM/OMT/BPS/MOC: Conducting "Gioia"            |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| HIL: Fontaine C            | ← AAA: Placement Services                         |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Drummond center       | ← ITC/MED:                                        |       | 292 HR/BPS/ENT/OMT/OB: Human Capital Scholarship |      |                                  | 364 →                                           |      |                                  |      |      |
| SHE: Drummond east         | ← OB: OB Doctoral Consortium Sat.                 |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Drummond west         | ← OB: OB JFW Saturday                             |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Jarry                 | ← HR: HR Doctoral Student Consortium              |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Joyce                 | ← ODC/MC: Future OD Consulting Roles              |       |                                                  |      |                                  | 334 GDO/CAR/HR/MEN: Sage Scholars Care          |      |                                  |      |      |
| SHE: Kafka                 | 312 ODC/GDO/OB: Leadership for (Latina) Women     |       |                                                  |      |                                  | 354 GDO/OB/HR: Bridging →                       |      |                                  |      |      |
| SHE: Lamartine             | ← CM: CM Doctoral Consortium                      |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Musset                | ← HR: HR Div Jr Faculty Consortium                |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Salle Ballroom center | ← HR: SHRM Networking Lunch                       |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Salle Ballroom east   | ← OB/HR/CAR/CM:                                   |       | 299 OB/PTC: Research in practice                 |      |                                  | 346 ITC/IM: Multinational Learning →            |      |                                  |      |      |
| SHE: Salle Ballroom west   | ← AAA: Sustaining business                        |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Salon 1               | ← ODC/PTC:                                        |       | 293 IAM/IM: GLOBE in Iberoamerica                |      |                                  | 349 IAM/IM: Iberoamerican researc →             |      |                                  |      |      |
| SHE: Salon 2               | ← HR/ITC/IM: Comparative HRM                      |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Salon 3               | ← ODC: ODC Doctoral Consortium                    |       |                                                  |      |                                  | 321 CM: Caring approaches to conflict           |      | 362 →                            |      |      |
| SHE: Salon 4               | ← IM: IM Doctoral Consortium                      |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Salon 4&5             | 355 IM: IM Meet the Editors                       |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Salon 5               | ← IM: IM Junior Faculty Consortium                |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Salon 6               | ← ODC/MC/OB: Psychodynamics and OD                |       | 322 HR/OB: Pre-Dissertation Workshop             |      |                                  |                                                 |      |                                  |      |      |
| SHE: Salon 7               | ← GDO: 2010 GDO Doctoral Consortium               |       |                                                  |      |                                  | 359 GDO/TTC/OB: →                               |      |                                  |      |      |
| SHE: Salon 8               | ← IM: Business Development Workshops              |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| SHE: Salon A               | ← OB and cosponsors: Craft of                     |       | 300 AAM/HR/IM: Strategic HR in US and China      |      |                                  | 350 IM/BPS/HCM: Health Care & →                 |      |                                  |      |      |
| SHE: Salon B               | ← HR/RM: Multi-Level Models in HRM                |       |                                                  |      |                                  | 342 ODC: ODC Division Narrative                 |      |                                  |      |      |
| SHE: Salon C               | ← CM/OB/HR/GDO/OCIS:                              |       | 306 OB/HR/OMT: OB Teaching                       |      |                                  | 341 OB/HR/CM/ODC: New Member                    |      |                                  |      |      |
| MCC: 343 A-C               | ← AAA: 2010 LAC                                   |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| MCC: 510A                  | ← BPS: BPS Doctoral                               |       | 297 BPS: BPS Managing Your Dissertation          |      |                                  |                                                 |      |                                  |      |      |
| MCC: 510B                  | ← TI:                                             |       | 282 BPS/OB/ENT/OMT: Prospect Theory              |      |                                  | 317 ENT/OMT: Business Support System            |      |                                  |      |      |
| MCC: 510C                  | ← T:                                              |       | 286 ENT/MH: History of Entrepreneurship          |      |                                  | 331 TTC/MED: Preparing Ph.D.'s to Teach →       |      |                                  |      |      |
| MCC: 510D                  | ← PTC and cosponsors: When                        |       |                                                  |      |                                  | 303 MED/TTC: Effective Instruction              |      | 352 TIM/OMT/BPS: Project-based → |      |      |
| MCC: 511B                  | ← BPS/OMT/MOC: Event-Based Strategizing           |       |                                                  |      |                                  | 325 TIM/MH: Editor PDW                          |      | 365 →                            |      |      |
| MCC: 511C                  | ← BPS/OMT/TIM: M&A as a Research Context          |       |                                                  |      |                                  | 333 BPS/TIM/IM/ENT: External Knowledge Sourcing |      |                                  |      |      |
| MCC: 511D                  | ← BPS: BPS New Faculty Consortium                 |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| MCC: 511E                  | 280 TIM: Research commercialization               |       |                                                  |      |                                  | 338 OMT/RM/OB: Having Impact with Ethnography → |      |                                  |      |      |
| MCC: 511F                  | ← D:                                              |       | 283 BPS/TIM/OMT/ENT/RM: Patent Data              |      |                                  | 348 BPS/OMT/RM/TIM/ENT: →                       |      |                                  |      |      |
| MCC: 512A                  | ← ENT/RM:                                         |       |                                                  |      |                                  | 343 PTC/MED/OCIS: Action Research and →         |      |                                  |      |      |
| MCC: 512B                  | 357 OMT/RM/BPS: →                                 |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| MCC: 512C                  | 281 TIM/BPS: OpenScience/Sci-based Business       |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| MCC: 512D                  | ← ENT/M:                                          |       | 314 MED: Shakespeare's Witches                   |      |                                  |                                                 |      |                                  |      |      |
| MCC: 512E                  | 289 OMT/MOC/CMS/OB: Emotions and Institutionalism |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| MCC: 512G                  | ← T:                                              |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| MCC: 512H                  | ← MED: Learning Style                             |       | 310 TIM/BPS: Ecosystems and Innovation           |      |                                  |                                                 |      |                                  |      |      |
| MCC: 513B                  | ← D:                                              |       |                                                  |      |                                  | 332 BPS/OMT: Corporate Development Modes →      |      |                                  |      |      |
| MCC: 513C                  | ← D:                                              |       |                                                  |      |                                  | 330 OM/MED/TIM: New Approaches to Project Mgmt  |      |                                  |      |      |
| MCC: 513D                  | ← ENT/MED:                                        |       |                                                  |      |                                  |                                                 |      |                                  |      |      |
| MCC: 513E                  | 337 OCIS/HCM: Collaborations for innovation       |       |                                                  |      |                                  | 336 MED/NDSC/OB: Teaching/Learning Scholarship  |      |                                  |      |      |
| MCC: 513F                  | ← M:                                              |       | 285 ENT: Adv Ent Scholarship thru Books          |      |                                  | 327 ENT/RM: Entrepreneurship Data               |      |                                  |      |      |

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

|                                           |                                                     |                                                            |                                                |
|-------------------------------------------|-----------------------------------------------------|------------------------------------------------------------|------------------------------------------------|
| MCC: 514A                                 | ← OM: OM Doctoral/ Jr Fac Consortium                |                                                            |                                                |
| MCC: 514B                                 |                                                     | <b>311</b> TTC/MED/OB: Designing and Assessing Teams       |                                                |
| MCC: 514C                                 | ← BPS:                                              | <b>302</b> ICW: JME Editorial                              |                                                |
| MCC: 515A                                 | ←                                                   |                                                            |                                                |
| MCC: 515C                                 | ← TIM/BPS/OM: Design-Based Innovation               |                                                            |                                                |
| MCC: 516A                                 |                                                     | <b>301</b> BPS: Quality in Strategy Research               | →                                              |
| MCC: 516B                                 | ← OMT and cosponsors: New Perspectives on Org. Sci. |                                                            |                                                |
| MCC: 516C                                 | ← NDSC: NDSC                                        |                                                            |                                                |
| MCC: 516D                                 | ← TIM: Past Division Chairs Lunch                   |                                                            |                                                |
| MCC: 518A                                 |                                                     | <b>294</b> ICW: USASBE Board Meeting                       |                                                |
| MCC: 518B                                 | ← ENT/PNP/SIM: Social Entrepreneurship              |                                                            |                                                |
| MCC: 518C                                 |                                                     | <b>323</b> OMT/TIM/ENT: Innovation and evolution           | →                                              |
| MCC: 519B                                 | ← MED/TIM/BPS: Teaching Design Thinking             | <b>319</b> MED: Second Life in MED & Research              |                                                |
| MCC: 524A                                 | ← AAA: Membership                                   |                                                            |                                                |
| MCC: 524C                                 |                                                     | <b>296</b> OMT/OB/BPS/RM/OCIS: Advanced Networks PDW       |                                                |
| MCC: Exhibit Hall 220 CD                  | ← AAA: Exhibits                                     |                                                            |                                                |
| MCC: Exhibit Hall 220 CD                  | ← AAA: Conference Registration...                   |                                                            |                                                |
| MCC: Exhibit Hall 220 CD Conference Break |                                                     | <b>326</b> AAA:                                            |                                                |
| OS: Concordia University                  | ← ONE: Boundary-                                    |                                                            |                                                |
| OS: John Molson School of Business        | ← ENT: ENT Doctoral Consortium                      |                                                            |                                                |
| OS: Concordia University                  | ← ENT: ENT Junior Faculty Consortium                |                                                            |                                                |
| OS: Thomson House                         | ← OCIS/OMT: Studying sociomateriality               |                                                            |                                                |
| FMT: Chaudiere                            | ← PNP/BPS/MC:                                       |                                                            | <b>358</b> CMS: Arts- →                        |
| FMT: Duluth                               |                                                     | <b>313</b> AAA: Chairs, Fac. &                             |                                                |
| FMT: Harricana                            |                                                     | <b>340</b> AAA: 2010 Program Chairs' Meeting               |                                                |
| FMT: Hochelaga 2                          | <b>284</b> CMS/MSR/ODC: Meltdown.Daring             | <b>316</b> CMS/CAR/IM/OB: Global careers                   | <b>353</b> CMS/OMT/GDO/HR: Transformative      |
| FMT: Hochelaga 3                          | ← SIM/ONE: SIM/ONE Junior Faculty                   |                                                            | <b>339</b> ONE and cosponsors: Green Economy → |
| FMT: Hochelaga 4                          | ← HCM: Research through Funded Grants               | <b>320</b> ONE/CMS/SIM/OMT: Sustainability Theory Creation |                                                |
| FMT: Hochelaga 5                          | <b>287</b> MH/MC: Getting Involved                  | <b>329</b> MSR: Zen, Creativity and Koans                  |                                                |
| FMT: Hochelaga 6                          | ← MSR/MC: Mindful                                   | <b>305</b> MSR/CM/GDO/IAM: Social Media & Spirituality     |                                                |
| FMT: Jolliet                              |                                                     | <b>304</b> MSR: MSR DSNF Consortium                        | →                                              |
| FMT: Mackenzie                            | ← <b>288</b> MSR: Mindful Management                | <b>328</b> MH: Getting Published                           |                                                |
| FMT: Matapedia                            | ← ONE: ONE Doctoral                                 | <b>298</b> MSR: Strategic deception and values             | <b>347</b> PNP/MED: Experiential Learning      |
| FMT: Richelieu                            | ← PNP: PNP PhD Student Consortium                   |                                                            | <b>363</b> →                                   |
| FMT: St-Charles                           | ← HCM: Experiential Learning                        | <b>318</b> HCM: Getting Feedback                           | <b>361</b> HCM: →                              |
| FMT: St-Maurice                           | ← PNP: International Nonprofit                      | <b>309</b> SIM: Manuscript Development                     | <b>345</b> SIM: Ask the Experts                |

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

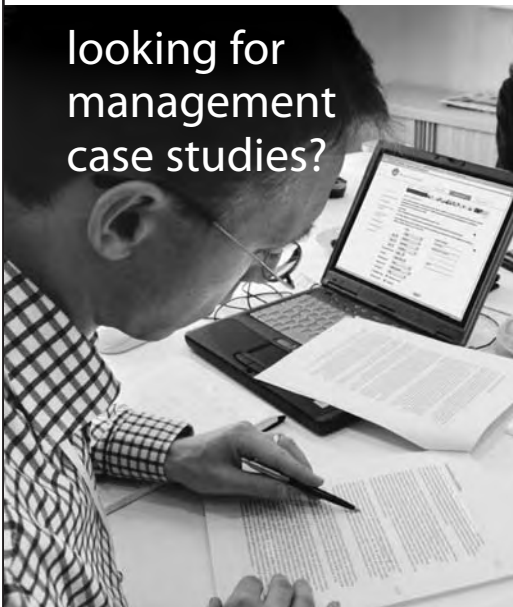
## Saturday Evening, August 7, 2010

|                                  | 5:00                                                            | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 |
|----------------------------------|-----------------------------------------------------------------|------|------|------|------|------|------|------|
| DEL: Cartier B                   | ← MC/OB/ODC: Approaches for change                              |      |      |      |      |      |      |      |
| DEL: Les Courants                | ← RM:                                                           |      |      |      |      |      |      |      |
| DEL: Lounge at Chez Antoine      | <b>392</b> CAR: CAR PDW Social                                  |      |      |      |      |      |      |      |
| DEL: Regence B                   | ← MOC: Think                                                    |      |      |      |      |      |      |      |
| DEL: St-Charles                  | ← MC/HR/ODC:                                                    |      |      |      |      |      |      |      |
| HIL: Portage                     | <b>391</b> AAA: President's Reception                           |      |      |      |      |      |      |      |
| SHE: Drummond center             | ← ODC/MED/MC/OB: Sustaining Passion                             |      |      |      |      |      |      |      |
| SHE: Drummond east               | ← OB: OB <b>376</b> CM/OB/SIM: Teaching Ethics and Leadership   |      |      |      |      |      |      |      |
| SHE: Drummond west               | <b>384</b> IM: IM PDW Reception                                 |      |      |      |      |      |      |      |
| SHE: Jarry                       | ← HR: HR <b>375</b> CAR/IM/ITC/PTC: Not At My Place!            |      |      |      |      |      |      |      |
| SHE: Joyce                       | <b>388</b> ODC: ODC Reception                                   |      |      |      |      |      |      |      |
| SHE: Kafka                       | ← GDO/OB/HR: Bridging Diversity & POS                           |      |      |      |      |      |      |      |
| SHE: Lamartine                   | <b>371</b> OB/MEN/RM: Advancing Leadership Research             |      |      |      |      |      |      |      |
| SHE: Musset                      | ← HR: HR Div Jr                                                 |      |      |      |      |      |      |      |
| SHE: Salle Ballroom center       | <b>373</b> HR/OB: HR/OB Member Reception                        |      |      |      |      |      |      |      |
| SHE: Salle Ballroom east         | ← ITC/IM: Multinational Learning                                |      |      |      |      |      |      |      |
| SHE: Salle Ballroom west         | <b>383</b> ICW: Human Relations Reception                       |      |      |      |      |      |      |      |
| SHE: Salon 1                     | ← IAM/IM: Iberoamerican <b>382</b> IAM: Business Meeting        |      |      |      |      |      |      |      |
| SHE: Salon 3                     | ← GDO/CMS/RM: Institutional Ethnography                         |      |      |      |      |      |      |      |
| SHE: Salon 4&5                   | ← IM: IM Meet                                                   |      |      |      |      |      |      |      |
| SHE: Salon 6                     | ← HR/OB: Pre- <b>374</b> CAR/HR: Addressing Reviewers' Comments |      |      |      |      |      |      |      |
| SHE: Salon 7                     | ← GDO/TTC/OB: LGBTQ Teaching                                    |      |      |      |      |      |      |      |
| SHE: Salon 8                     | ← IM:                                                           |      |      |      |      |      |      |      |
| SHE: Salon A                     | ← IM/BPS/HCM: Health Care &                                     |      |      |      |      |      |      |      |
| SHE: Salon B                     | ← ODC:                                                          |      |      |      |      |      |      |      |
| SHE: Salon C                     | <b>367</b> IMA/AM/IAM: The Past, Present and Future             |      |      |      |      |      |      |      |
| MCC: 510A                        | ← BPS:                                                          |      |      |      |      |      |      |      |
| MCC: 510B                        | ← ENT/OM                                                        |      |      |      |      |      |      |      |
| MCC: 510C                        | ← TTC/MED: Preparing                                            |      |      |      |      |      |      |      |
| MCC: 510D                        | ← TIM/OMT/BPS: <b>385</b> MED: Using Technologies for Learning  |      |      |      |      |      |      |      |
| MCC: 511A                        | <b>389</b> OCIS: OCIS PhD and member reception                  |      |      |      |      |      |      |      |
| MCC: 511B                        | ← TIM/OM/OMT/ODC/BPS: Open Innovation with Suppliers            |      |      |      |      |      |      |      |
| MCC: 511C                        | ← BPS/TIM/OMT <b>377</b> OMT: Blogging as a Bridge Tool         |      |      |      |      |      |      |      |
| MCC: 511D                        | ← BPS: BPS                                                      |      |      |      |      |      |      |      |
| MCC: 511E                        | ← OMT/RM/OB: Having Impact                                      |      |      |      |      |      |      |      |
| MCC: 511F                        | ← BPS/OMT/OMT/OMT:                                              |      |      |      |      |      |      |      |
| MCC: 512A                        | ← PTC/MED/OCIS: Action Research and                             |      |      |      |      |      |      |      |
| MCC: 512B                        | ← OMT/RM/BPS: Simulation in Org. Theory                         |      |      |      |      |      |      |      |
| MCC: 513B                        | ← BPS/OMT: Corporate                                            |      |      |      |      |      |      |      |
| MCC: 513C                        | <b>369</b> OM/RM: Publishing OM Theory                          |      |      |      |      |      |      |      |
| MCC: 513F                        | <b>378</b> BPS: BPS Mid-Career Workshop                         |      |      |      |      |      |      |      |
| MCC: 516A                        | ← BPS: Quality in Strategy                                      |      |      |      |      |      |      |      |
| MCC: 516B                        | ← OMT and                                                       |      |      |      |      |      |      |      |
| MCC: 518C                        | ← OMT/TIM/ENT: Innovation and                                   |      |      |      |      |      |      |      |
| MCC: 519B                        | ← MED:                                                          |      |      |      |      |      |      |      |
| MCC: 520 AB                      | <b>379</b> BPS: Meet the BPS                                    |      |      |      |      |      |      |      |
| MCC: 520 C                       | <b>387</b> NDSC: NDSC/MED Reception                             |      |      |      |      |      |      |      |
| MCC: 520C.                       | <b>386</b> MED: NDSC/MED Reception                              |      |      |      |      |      |      |      |
| MCC: 524B                        | <b>372</b> AAA: New Member Orientation                          |      |      |      |      |      |      |      |
| OS: Montreal Museum of Fine Arts | <b>380</b> ENT: ENT Social-Musee des beaux-arts →               |      |      |      |      |      |      |      |
| OS: TBA                          | <b>396</b> IAM: Dinner →                                        |      |      |      |      |      |      |      |
| FMT: Chaudiere                   | ← CMS: Arts-practice Based CMS                                  |      |      |      |      |      |      |      |
| FMT: Duluth                      | <b>390</b> SIM: SIM and SBE                                     |      |      |      |      |      |      |      |
| FMT: Harricana                   | <b>366</b> AAA: 2011 Program Chairs' Meeting                    |      |      |      |      |      |      |      |
| FMT: Hochelaga 1                 | <b>394</b> ONE: ONE Welcome Reception                           |      |      |      |      |      |      |      |

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

|                  |                                     |                                       |
|------------------|-------------------------------------|---------------------------------------|
| FMT: Hochelaga 2 | ←                                   |                                       |
| FMT: Hochelaga 3 | ← ONE and cosponsors: Green Economy | 393 CMS: CMS Welcome Social           |
| FMT: Hochelaga 4 | ←                                   |                                       |
| FMT: Hochelaga 6 |                                     | 381 HCM: HCM PDW Reception            |
| FMT: Jolliet     | ← MSR: MSR DSNF Consortium          |                                       |
| FMT: Mackenzie   | 368 MSR: Passion & Dispassion       |                                       |
| FMT: Marquette   |                                     | 395 GDO: LGBT and Friends Reception → |
| FMT: Matapedia   | ← PNP/MED:                          |                                       |
| FMT: Richelieu   | ← MSR/OB/SIM: Sin and grace         |                                       |
| FMT: St-Charles  | ← HCM: Grantwriting for Success     |                                       |
| FMT: St-Maurice  | 370 SIM: Research Roundtables       |                                       |

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## Sunday Morning, August 8, 2010

|                                           | 8:00 | 8:30                                       | 9:00 | 9:30                                         | 10:00                                          | 10:30                                       | 11:00                           | 11:30               |                   |
|-------------------------------------------|------|--------------------------------------------|------|----------------------------------------------|------------------------------------------------|---------------------------------------------|---------------------------------|---------------------|-------------------|
| DEL: St-Laurent                           |      |                                            |      |                                              |                                                |                                             |                                 |                     | <b>442</b> ICW: → |
| HIL: Fontaine C                           |      | <b>407</b> AAA: Placement Services         |      |                                              |                                                |                                             |                                 |                     | →                 |
| HR: Anjou                                 |      |                                            |      |                                              | <b>413</b> ICW: EJIM informal meeting          |                                             |                                 |                     |                   |
| HR: Picardie                              |      | <b>406</b> ICW: IESE Alumni                |      |                                              |                                                |                                             |                                 |                     |                   |
| SHE: Drummond west                        |      |                                            |      |                                              |                                                |                                             | <b>419</b> AAM/IM/BPS/ENT: Meet |                     | →                 |
| SHE: Kafka                                |      |                                            |      |                                              |                                                |                                             |                                 | <b>421</b> AAA:     | →                 |
| SHE: Lamartine                            |      |                                            |      |                                              |                                                |                                             | <b>420</b> AAA: Div/IG Incomi   |                     | →                 |
| SHE: Salle Ballroom                       |      | <b>400</b> AAA: All-Academy                |      | <b>408</b> AAA: President's Address & Awards |                                                |                                             |                                 |                     |                   |
| SHE: Salon 1                              |      |                                            |      |                                              |                                                | <b>417</b> ICW: JMI Editorial Board         |                                 |                     |                   |
| SHE: Salon 3                              |      | <b>405</b> ICW: CDI meeting                |      |                                              |                                                |                                             |                                 |                     |                   |
| SHE: Salon 6                              |      |                                            |      |                                              |                                                | <b>418</b> OM: OM Exec Comm                 |                                 |                     |                   |
| MCC: 343 A-C                              |      | <b>401</b> AAA: 2010 LAC                   |      |                                              |                                                |                                             |                                 |                     | →                 |
| MCC: 510A                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>422</b> AAT: The | →                 |
| MCC: 510B                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>423</b> AAT:     | →                 |
| MCC: 510C                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>424</b> AAT: Dar | →                 |
| MCC: 510D                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>425</b> AAT:     | →                 |
| MCC: 511A                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>426</b> AAT:     | →                 |
| MCC: 511B                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>427</b> AAT: The | →                 |
| MCC: 511C                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>428</b> AAT: Car | →                 |
| MCC: 511E                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>429</b> AAT:     | →                 |
| MCC: 511F                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>430</b> AAT: The | →                 |
| MCC: 513E                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>431</b> AAT:     | →                 |
| MCC: 513F                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>432</b> AAT: A   | →                 |
| MCC: 516A                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>433</b> AAT:     | →                 |
| MCC: 516B                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>434</b> AAT: The | →                 |
| MCC: 516C                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>435</b> AAT:     | →                 |
| MCC: 518A                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>436</b> AAT:     | →                 |
| MCC: 518B                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>437</b> AAT:     | →                 |
| MCC: 518C                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>438</b> AAT: Got | →                 |
| MCC: 519A                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>439</b> AAT:     | →                 |
| MCC: 519B                                 |      |                                            |      |                                              |                                                |                                             |                                 | <b>440</b> AAT:     | →                 |
| MCC: 521A                                 |      | <b>409</b> AAA: AMR Editors Only Meeting   |      |                                              |                                                |                                             |                                 |                     |                   |
| MCC: 522B                                 |      |                                            |      |                                              |                                                | <b>416</b> AAC: Southwest AOM Meeting       |                                 |                     |                   |
| MCC: 523A                                 |      |                                            |      |                                              |                                                | <b>412</b> AAC: Midwest AOM Meeting         |                                 |                     |                   |
| MCC: 523B                                 |      |                                            |      |                                              | <b>410</b> AAA: AMJ Editors' Meeting           |                                             |                                 |                     |                   |
| MCC: 524A                                 |      | <b>402</b> AAA: Membership                 |      |                                              |                                                |                                             |                                 |                     | →                 |
| MCC: 524A - Hospitality Suite             |      |                                            |      |                                              |                                                |                                             |                                 | <b>441</b> AAT:     |                   |
| MCC: 524C                                 |      |                                            |      |                                              |                                                | <b>415</b> AAA: AMR Editorial Board Meeting |                                 |                     |                   |
| MCC: Exhibit Hall 220 CD                  |      | <b>403</b> AAA: Conference Registration... |      |                                              |                                                |                                             |                                 |                     | →                 |
| MCC: Exhibit Hall 220 CD                  |      | <b>404</b> AAA: Exhibits                   |      |                                              |                                                |                                             |                                 |                     | →                 |
| MCC: Exhibit Hall 220 CD Conference Break |      |                                            |      |                                              |                                                | <b>414</b> AAA:                             |                                 |                     |                   |
| FMT: Gatineau                             |      | ← ONE: ONE EC Meeting                      |      |                                              |                                                |                                             |                                 |                     | →                 |
| FMT: Hochelaga 2                          |      |                                            |      |                                              | <b>411</b> ICW: Organization Studies Board Mtg |                                             |                                 |                     |                   |

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

| <b>Sunday Afternoon, August 8, 2010</b> |       |                                       |      |      |      |                                              |      |      |      |                                                                            |
|-----------------------------------------|-------|---------------------------------------|------|------|------|----------------------------------------------|------|------|------|----------------------------------------------------------------------------|
|                                         | 12:00 | 12:30                                 | 1:00 | 1:30 | 2:00 | 2:30                                         | 3:00 | 3:30 | 4:00 | 4:30                                                                       |
| DEL: Cartier A                          |       |                                       |      |      |      |                                              |      |      |      | <b>493</b> MC: Executive Committee Meeting                                 |
| DEL: St-Laurent                         |       | ← ICW: ET&P Luncheon                  |      |      |      |                                              |      |      |      |                                                                            |
| DEL: Verriere B                         |       |                                       |      |      |      |                                              |      |      |      | <b>513</b> RM: Executive committee                                         |
| HIL: Fontaine C                         |       | ← AAA: Placement Services             |      |      |      |                                              |      |      |      |                                                                            |
| HIL: Lasalle                            |       |                                       |      |      |      |                                              |      |      |      | <b>526</b> ICW: →                                                          |
| HR: Alfred-Rouleau A                    |       |                                       |      |      |      |                                              |      |      |      | <b>517</b> ICW: OrgSci Editorial                                           |
| HR: Alfred-Rouleau B                    |       |                                       |      |      |      | <b>476</b> ICW: ASQ Editorial                |      |      |      |                                                                            |
| HR: Alfred-Rouleau C                    |       |                                       |      |      |      |                                              |      |      |      | <b>491</b> ICW: ASQ Reception                                              |
| HR: Anjou                               |       |                                       |      |      |      |                                              |      |      |      | <b>477</b> ICW: OrgSci Editor Meeting                                      |
| HR: Argenteuil                          |       |                                       |      |      |      |                                              |      |      |      | <b>453</b> ICW: Organization Ed Board Mtg                                  |
| HR: Picardie                            |       |                                       |      |      |      |                                              |      |      |      | <b>463</b> ICW: 2010 OMJ                                                   |
| SHE: Drummond east                      |       |                                       |      |      |      |                                              |      |      |      | <b>450</b> AAA: AOM Leadership Forum                                       |
| SHE: Drummond west                      |       | ←                                     |      |      |      |                                              |      |      |      | <b>508</b> HR: Executive Committee Meeting                                 |
| SHE: Joyce                              |       | ← AAA: PD&CR Training for Prog Chairs |      |      |      |                                              |      |      |      |                                                                            |
| SHE: Kafka                              |       | ← AAA: 2011 PDW                       |      |      |      |                                              |      |      |      | <b>506</b> GDO: Executive Committee Meeting                                |
| SHE: Lamartine                          |       | ←                                     |      |      |      |                                              |      |      |      | <b>504</b> CM: Conflict                                                    |
| SHE: Musset                             |       |                                       |      |      |      |                                              |      |      |      | <b>451</b> AAA: PD Training for PDW Chairs                                 |
| SHE: Salle Ballroom center              |       |                                       |      |      |      |                                              |      |      |      | <b>492</b> IM: CK Prahalad Memorial                                        |
| SHE: Salle Ballroom east                |       |                                       |      |      |      |                                              |      |      |      | <b>472</b> ICW: NLS Business <b>490</b> ICW: Leadership                    |
| SHE: Salle Ballroom west                |       |                                       |      |      |      |                                              |      |      |      | <b>516</b> ICW: NLS Award                                                  |
| SHE: Salon 2                            |       |                                       |      |      |      |                                              |      |      |      | <b>462</b> HR: HR Division Dissertation Winne                              |
| SHE: Salon 3                            |       |                                       |      |      |      |                                              |      |      |      | <b>499</b> AAA: Ethics Committee Meeting                                   |
| SHE: Salon 4                            |       |                                       |      |      |      |                                              |      |      |      | <b>511</b> ODC: ODC EB                                                     |
| SHE: Salon 5                            |       |                                       |      |      |      |                                              |      |      |      | <b>471</b> CAR: CAR Executive Committee                                    |
| SHE: Salon 6                            |       |                                       |      |      |      |                                              |      |      |      | <b>527</b> IM: IM →                                                        |
| SHE: Salon BC                           |       | ← ITC: ITC Executive Business Meeting |      |      |      |                                              |      |      |      | <b>479</b> ITC: Carolyn Dexter                                             |
| MCC: 343 A-C                            |       | ← AAA: 2010 LAC                       |      |      |      |                                              |      |      |      |                                                                            |
| MCC: 510A                               |       | ← AAT: The Social in the Physical     |      |      |      |                                              |      |      |      | <b>496</b> AAT: Reinventing International Mana                             |
| MCC: 510B                               |       | ← AAT: What can                       |      |      |      | <b>455</b> AAT: Compassion Outside the Lines |      |      |      | <b>485</b> AAT: Leading With CO-Passion                                    |
| MCC: 510C                               |       | ← AAT: Dare to Care:                  |      |      |      | <b>456</b> AAT: Care: The Global Experience  |      |      |      | <b>522</b> AAT: Making →                                                   |
| MCC: 510D                               |       | ← AAT: Managerialism                  |      |      |      |                                              |      |      |      |                                                                            |
| MCC: 511A                               |       | ← AAT: Daring to Care                 |      |      |      |                                              |      |      |      | <b>480</b> AAT: Artistic Passion Igniting Work                             |
| MCC: 511B                               |       | ← AAT: The Future of Doctoral Edu.    |      |      |      |                                              |      |      |      | <b>468</b> AAT: Future of Management Education <b>523</b> AAT: Future of → |
| MCC: 511C                               |       | ← AAT: Can Compassion be Taught?      |      |      |      |                                              |      |      |      | <b>469</b> AAT: Passion for Action                                         |
| MCC: 511D                               |       |                                       |      |      |      |                                              |      |      |      | <b>481</b> AAT: Scholarship in Global Academy                              |
| MCC: 511E                               |       | ← AAT: Capitalism & the Mgt. Academy  |      |      |      |                                              |      |      |      | <b>497</b> AAT: Passion for the Arts →                                     |
| MCC: 511F                               |       | ← AAT: The Ethics of                  |      |      |      | <b>457</b> AAT: Stakeholder Management       |      |      |      | <b>486</b> AAT: Strategy in Emerging Markets                               |
| MCC: 513B                               |       |                                       |      |      |      |                                              |      |      |      | <b>494</b> OM: JOM Best Paper Session <b>528</b> OM: OM →                  |
| MCC: 513C                               |       |                                       |      |      |      |                                              |      |      |      | <b>470</b> AAT: Why and How of Meaning at                                  |
| MCC: 513D                               |       | ← AAA: Division                       |      |      |      |                                              |      |      |      | <b>512</b> OMT: OMT Executive Committee                                    |
| MCC: 513E                               |       | ← AAT: Japanese-style                 |      |      |      | <b>458</b> AAT: CSR in China                 |      |      |      | <b>487</b> AAT: Listening                                                  |
| MCC: 513F                               |       | ← AAT: A Passion                      |      |      |      |                                              |      |      |      | <b>514</b> AAT: Poverty Alleviation                                        |
| MCC: 514A                               |       |                                       |      |      |      |                                              |      |      |      | <b>448</b> AAC: EAMI Advisory Board Meeting                                |
| MCC: 514B                               |       |                                       |      |      |      |                                              |      |      |      | <b>503</b> BPS: BPS Exec Committee                                         |
| MCC: 514C                               |       |                                       |      |      |      |                                              |      |      |      | <b>500</b> AAA: SAP Executive Committee                                    |
| MCC: 515A                               |       |                                       |      |      |      |                                              |      |      |      | <b>495</b> TIM: TIM Executive Committee                                    |
| MCC: 515C                               |       |                                       |      |      |      |                                              |      |      |      | <b>454</b> ICW: CGIR Editorial Board Meeting <b>518</b> OCIS: OCIC Exec. → |
| MCC: 516A                               |       | ← AAT: Showing That You Care          |      |      |      |                                              |      |      |      | <b>498</b> AAT: Developing Next Gen Leaders →                              |
| MCC: 516B                               |       | ← AAT: The Value of Caring            |      |      |      | <b>465</b> AAT: Organization of Care Work    |      |      |      |                                                                            |
| MCC: 516C                               |       | ← AAT: Southwest                      |      |      |      | <b>466</b> AAT: Teaching Compassion          |      |      |      | <b>524</b> AAT: Creating a →                                               |
| MCC: 516DE                              |       | ← AAA: AMJ Editorial Board            |      |      |      | <b>461</b> AAA: Academy of Management        |      |      |      | <b>509</b> ICW: Journal of Management Meeting                              |
| MCC: 518A                               |       | ← AAT: Innovative Mentoring Models    |      |      |      |                                              |      |      |      | <b>482</b> AAT: Human Values and Sustainability                            |
| MCC: 518B                               |       | ← AAT: Moral decision-                |      |      |      | <b>459</b> AAT: Organizing for Compassion    |      |      |      | <b>529</b> →                                                               |
| MCC: 518C                               |       | ← AAT: Got Chocolate?                 |      |      |      | <b>460</b> AAT: Inter-cultural Trust         |      |      |      | <b>488</b> AAT: Compassion Research Incubator                              |
| MCC: 519A                               |       | ← AAT: Design Inquiry for Management  |      |      |      |                                              |      |      |      |                                                                            |

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|                                           |                                              |                                             |              |
|-------------------------------------------|----------------------------------------------|---------------------------------------------|--------------|
| MCC: 519B                                 | ← AAT: Does Decision Making Research         | <b>515</b> AAT: Encore Careers              | →            |
| MCC: 522B                                 |                                              | <b>502</b> AAC: SMA Board Meeting           |              |
| MCC: 522C                                 | <b>467</b> AAC: Western AOM Meeting          |                                             |              |
| MCC: 523A                                 |                                              | <b>501</b> AAA: AMLE Board Meeting          |              |
| MCC: 523B                                 | ← ICW: JAME Meeting                          | <b>484</b> AAA: AMP Editorial Board Meeting |              |
| MCC: 524A                                 | ← AAA: Membership                            |                                             |              |
| MCC: 524B                                 |                                              | <b>505</b> ENT: ENT Executive Committee     |              |
| MCC: 524C                                 | <b>452</b> AAA: AOM Fellows                  |                                             |              |
| MCC: 525B                                 | <b>449</b> ICW: GOM ERB Meeting              | <b>478</b> ICW: JABS ERB Meeting            |              |
| MCC: Exhibit Hall 220 CD                  | ← AAA: Exhibits                              |                                             |              |
| MCC: Exhibit Hall 220 CD                  | ← AAA: Conference Registration...            |                                             |              |
| MCC: Exhibit Hall 220 CD Conference Break |                                              | <b>483</b> AAA:                             |              |
| FMT: Bersimis                             |                                              | <b>520</b> SIM: Business & Society          | ERB          |
| FMT: Chaudiere                            | <b>464</b> PNP: Executive Committee Meeting  |                                             |              |
| FMT: Gatineau                             | ← ONE: ONE EC Meeting                        |                                             |              |
| FMT: Hochelaga 1                          | <b>473</b> ICW: 2010 POS Gathering           |                                             |              |
| FMT: Hochelaga 3                          |                                              | <b>489</b> CMS: CMS Business Meeting        | <b>530</b> → |
| FMT: Hochelaga 5                          |                                              | <b>507</b> HCM: HCM Executive Meeting       |              |
| FMT: Hochelaga 6                          |                                              | <b>510</b> MH: MH EC Meeting                |              |
| FMT: Marquette                            |                                              | <b>519</b> PNP: Business Meeting            | →            |
| FMT: Matapedia                            | <b>474</b> ICW: JLOS Editorial Board Meeting |                                             |              |
| FMT: Peribonca                            |                                              | <b>521</b> SIM: SIM Salon:                  |              |
| FMT: Richelieu                            | <b>475</b> ICW: AKMS Meeting                 |                                             |              |
| FMT: St-Charles                           |                                              | <b>525</b> ICW:                             | →            |

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**For courses in:**


- Business essentials
- Introduction to business
- Small business management
- General business

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**For courses in:**

- Small business management
- Retailing
- Entrepreneurship

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Exclusive partners with: 

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



| <b>Sunday Evening, August 8, 2010</b> |                                                                                      |      |      |      |      |      |           |
|---------------------------------------|--------------------------------------------------------------------------------------|------|------|------|------|------|-----------|
|                                       | 5:00                                                                                 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 8:30 |
| DEL: Cartier B                        | <b>552</b> MOC: MOC Executive Committee                                              |      |      |      |      |      |           |
| DEL: St-Laurent                       | <b>557</b> ICW: Singapore Management Uni                                             |      |      |      |      |      |           |
| HIL: Lasalle                          | ← ICW: Russia Management                                                             |      |      |      |      |      |           |
| HR: Alfred-Rouleau B                  | <b>550</b> ICW: Ifera@AOM 2010                                                       |      |      |      |      |      |           |
| HR: Anjou                             | <b>536</b> ICW: Management Learning Jnl Mtg                                          |      |      |      |      |      |           |
| SHE: Drummond east                    | <b>548</b> ICW: MFCA Meeting                                                         |      |      |      |      |      |           |
| SHE: Drummond west                    | <b>559</b> ICW: MFCA Reception                                                       |      |      |      |      |      |           |
| SHE: Kafka                            | ← GDO:                                                                               |      |      |      |      |      |           |
| SHE: Salle Ballroom center            | <b>555</b> ICW: PolyU MM - Cocktail Reception                                        |      |      |      |      |      |           |
| SHE: Salle Ballroom east              | <b>547</b> HR: Business Meeting/Reception                                            |      |      |      |      |      |           |
| SHE: Salle Ballroom west              | <b>534</b> ICW: NLS Reception                                                        |      |      |      |      |      |           |
| SHE: Salon 1                          | <b>533</b> CM: Conflict Management                                                   |      |      |      |      |      |           |
| SHE: Salon 2                          | <b>549</b> ICW: HR / Supply Chain Reception                                          |      |      |      |      |      |           |
| SHE: Salon 4                          | ← ODC: ODC                                                                           |      |      |      |      |      |           |
| SHE: Salon 4&5                        | <b>560</b> ICW: MIR Reception                                                        |      |      |      |      |      |           |
| SHE: Salon 6                          | ← IM: IM Committee Chairs <b>551</b> IM: IM EC Meeting                               |      |      |      |      |      |           |
| MCC: 510A                             | ←                                                                                    |      |      |      |      |      |           |
| MCC: 510C                             | ← AAT: Making Caring                                                                 |      |      |      |      |      |           |
| MCC: 511B                             | ← AAT: Future of                                                                     |      |      |      |      |      |           |
| MCC: 511C                             | ← AAT: Passion                                                                       |      |      |      |      |      |           |
| MCC: 511D                             | ← AAT:                                                                               |      |      |      |      |      |           |
| MCC: 511E                             | ← AAT: Passion for                                                                   |      |      |      |      |      |           |
| MCC: 513B                             | ← OM: OM Division Business                                                           |      |      |      |      |      |           |
| MCC: 513F                             | ←                                                                                    |      |      |      |      |      |           |
| MCC: 515C                             | ← OCIS: OCIC Exec. Comm.                                                             |      |      |      |      |      |           |
| MCC: 516A                             | ← AAT: Developing                                                                    |      |      |      |      |      |           |
| MCC: 516C                             | ← AAT: Creating a <b>544</b> BPS: Irwin Educator Award                               |      |      |      |      |      |           |
| MCC: 516DE                            | ← ICW: Journal                                                                       |      |      |      |      |      |           |
| MCC: 518A                             | ← AAT:                                                                               |      |      |      |      |      |           |
| MCC: 518B                             | ← AAT: Passion for work                                                              |      |      |      |      |      |           |
| MCC: 519A                             | ← AAT: Design                                                                        |      |      |      |      |      |           |
| MCC: 519B                             | ← AAT: Encore                                                                        |      |      |      |      |      |           |
| MCC: 520 AB                           | <b>542</b> TIM: TIM Division Business & Social                                       |      |      |      |      |      |           |
| MCC: 520 C                            | <b>554</b> OM: OM Division Social                                                    |      |      |      |      |      |           |
| MCC: 522B                             | ← AAC: SMA                                                                           |      |      |      |      |      |           |
| MCC: 522C                             | <b>531</b> AAA: AMP Editors Only                                                     |      |      |      |      |      |           |
| OS: Galerie MX                        | <b>537</b> MC: Social Hour                                                           |      |      |      |      |      |           |
| OS: Restaurant La Coupole             | <b>565</b> MC: Members & Friends Dinner →                                            |      |      |      |      |      |           |
| OS: St. Georges Anglican Church       | <b>532</b> AAM: AAM Board Meeting <b>543</b> AAM: AAM Social                         |      |      |      |      |      |           |
| OS: TBA                               | <b>546</b> GDO: GDO Executive Committee Dinner                                       |      |      |      |      |      |           |
| OS: TBA.                              | <b>545</b> CM: Conflict Management Division Social...                                |      |      |      |      |      |           |
| FMT: Bersimis                         | ← SIM: Business                                                                      |      |      |      |      |      |           |
| FMT: Duluth                           | <b>538</b> MSR: JMSR Meeting <b>553</b> MSR: MSR BUSINESS <b>561</b> MSR: MSR SOCIAL |      |      |      |      |      |           |
| FMT: Gatineau                         | ← ONE: ONE EC                                                                        |      |      |      |      |      |           |
| FMT: Hochelaga 1                      | <b>563</b> AAA: President's Reception →                                              |      |      |      |      |      |           |
| FMT: Hochelaga 3                      | ← CMS: Contribution to Practice                                                      |      |      |      |      |      |           |
| FMT: Hochelaga 4                      | <b>564</b> ICW: HKUST Reception →                                                    |      |      |      |      |      |           |
| FMT: Hochelaga 6                      | <b>556</b> ICW: IACMR Reception                                                      |      |      |      |      |      |           |
| FMT: Mackenzie                        | <b>535</b> ICW: ESMT Reception                                                       |      |      |      |      |      |           |
| FMT: Marquette                        | ← PNP: Business Meeting                                                              |      |      |      |      |      |           |
| FMT: Matapedia                        | <b>539</b> SIM: SIM Best <b>562</b> SIM: PMPP                                        |      |      |      |      |      |           |
| FMT: Richelieu                        | <b>541</b> SIM: IABS Executive Board Meeting                                         |      |      |      |      |      |           |
| FMT: St-Charles                       | ← ICW: IACMR Business Meeting                                                        |      |      |      |      |      |           |
| FMT: St-Laurent                       | <b>540</b> ICW: Ivey Alumni Reception                                                |      |      |      |      |      |           |
| FMT: St-Maurice                       | <b>558</b> PNP: Division social                                                      |      |      |      |      |      |           |

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

# Monday Morning, August 9, 2010

|                            | 7:30                            | 8:00                                              | 8:30 | 9:00 | 9:30 | 10:00                                           | 10:30 | 11:00 |
|----------------------------|---------------------------------|---------------------------------------------------|------|------|------|-------------------------------------------------|-------|-------|
| DEL: Cartier A             |                                 | <b>639</b> MC: Consulting Imagery                 |      |      |      | <b>750</b> MC/HR/MED: Executive Coaching        |       |       |
| DEL: Cartier B             |                                 | <b>645</b> MOC: Explaining the creative proces    |      |      |      | <b>720</b> CMS/RM: Complicated Ethnography      |       |       |
| DEL: Les Courants          |                                 |                                                   |      |      |      | <b>756</b> MOC: MOC Welcome Session             |       |       |
| DEL: Regence A             | ← ICW: Christian                |                                                   |      |      |      |                                                 |       |       |
| DEL: St-Charles            |                                 | <b>646</b> MOC: Impacts of culture                |      |      |      |                                                 |       |       |
| DEL: St-Laurent            |                                 | <b>680</b> RM: Content analysis                   |      |      |      | <b>789</b> RM: Agreement and equivalence        |       |       |
| DEL: Verriere A            |                                 | <b>647</b> MOC: Human and Org Change              |      |      |      | <b>755</b> MH: Culture and Management History   |       |       |
| DEL: Verriere B            |                                 | <b>640</b> MC: Knowledge-Intensive Firms          |      |      |      | <b>749</b> MC: Leadership Consulting Training   |       |       |
| HIL: Fontaine C            |                                 | <b>690</b> AAA: Placement Services                |      |      |      |                                                 |       | →     |
| HR: Alfred-Rouveau A       |                                 | <b>599</b> CDP: Org Env & Multiple Stakeholder    |      |      |      | <b>710</b> CDP: Corp. Strategies and MNCs       |       |       |
| HR: Alfred-Rouveau B       |                                 | <b>600</b> CDP: Founder Equity to IPO Valuatio    |      |      |      | <b>711</b> CDP: How To Succeed in New Venture   |       |       |
| HR: Alfred-Rouveau C       |                                 | <b>601</b> CDP: Knowledge-based View              |      |      |      | <b>712</b> CDP: Driving Innovation              |       |       |
| HR: Anjou                  |                                 | <b>602</b> CDP: Artistic Creation                 |      |      |      | <b>713</b> CDP: Teaching vs. Researching        |       |       |
| HR: Argenteuil, Table 1    |                                 | <b>603</b> CDP: Supply Chain Management           |      |      |      | <b>714</b> CDP: Mgmt & Org Theories in History  |       |       |
| HR: Argenteuil, Table 2    |                                 | <b>604</b> CDP: Service Learning & Customizati    |      |      |      | <b>715</b> CDP: Caring for Good Healthcare      |       |       |
| HR: Picardie               |                                 | <b>605</b> CDP: Leading from the Top              |      |      |      | <b>716</b> CDP: Leadership Perceptions & Ties   |       |       |
| SHE: Drummond center       |                                 | <b>666</b> ODC: Leading with Compassion           |      |      |      | <b>772</b> ODC: Institutional Change            |       |       |
| SHE: Drummond east         |                                 | <b>632</b> HR/OB/MED: Leader/Employee Development |      |      |      | <b>744</b> HR/OB: Socialization Content/Context |       |       |
| SHE: Drummond west         |                                 | <b>625</b> GDO/HR/OB: Diversity & Discrimination  |      |      |      | <b>737</b> GDO/CMS: "Wives of the Organization" |       |       |
| SHE: Garcia                |                                 | <b>634</b> IM: Trust and Legitimacy in IM         |      |      |      | <b>745</b> IM: CQ                               |       |       |
| SHE: Jarry                 |                                 | <b>590</b> CAR/OB: Career Success in Europe       |      |      |      | <b>700</b> CAR/IM/HR: Global Careers            |       |       |
| SHE: Joyce                 |                                 | <b>607</b> CM/OB/MOC: Forgiveness at Work         |      |      |      | <b>718</b> CM/OB: Disentangling Power & Status  |       |       |
| SHE: Kafka                 |                                 | <b>623</b> GDO: Work-Life Issues & Careers        |      |      |      | <b>735</b> GDO: Preferences and Biases          |       |       |
| SHE: Lamartine             |                                 | <b>624</b> GDO: GDO Welcome Coffee/Tea            |      |      |      | <b>736</b> GDO: Group Performance               |       |       |
| SHE: Musset                |                                 | <b>628</b> HR: Positive Psychology                |      |      |      | <b>740</b> HR: Validity of measures             |       |       |
| SHE: Salle Ballroom center |                                 | <b>635</b> IM: Non-Market Strategies              |      |      |      | <b>748</b> IM/HR: Leading Multicultural Teams   |       |       |
| SHE: Salle Ballroom east   | ← IM: IMD Cafe                  | <b>636</b> IM: Alliances and Networks in IM       |      |      |      | <b>746</b> IM: Social Capital Networks in IM    |       |       |
| SHE: Salle Ballroom west   |                                 | <b>629</b> HR: Hr Division Awards Presentatio     |      |      |      |                                                 |       |       |
| SHE: Salon 1               |                                 | <b>606</b> CM/OB: Hierarchy and Relationships     |      |      |      | <b>717</b> CM: Justice & Conflict               |       |       |
| SHE: Salon 2               |                                 | <b>630</b> HR: Top Mgt Strategic HR               |      |      |      | <b>741</b> HR: Work-family balance              |       |       |
| SHE: Salon 3               |                                 | <b>589</b> CAR: Career Strategies                 |      |      |      | <b>773</b> ODC: Safety, Risk, and Reliability   |       |       |
| SHE: Salon 4               |                                 | <b>637</b> IM: Cultural Values and Beyond         |      |      |      | <b>742</b> HR: Employee Development             |       |       |
| SHE: Salon 5               |                                 | <b>649</b> OB: Individual Differences             |      |      |      | <b>800</b> OB: Thank You Coffee                 |       |       |
| SHE: Salon 6               |                                 | <b>650</b> OB: Violation, Repair, Forgiveness     |      |      |      | <b>758</b> OB: Ethical and Unethical Behavior   |       |       |
| SHE: Salon 7               |                                 | <b>667</b> ODC: Transformational Leadership       |      |      |      | <b>774</b> ODC: Trust, Fairness, and Change     |       |       |
| SHE: Salon 8               |                                 | <b>651</b> OB: Cooperation and Helping            |      |      |      | <b>759</b> OB: Work-Family Conflict             |       |       |
| SHE: Salon A               |                                 | <b>668</b> ODC: Challenging Change Values         |      |      |      | <b>699</b> CAR: Are Careers "Boundaryless"?     |       |       |
| SHE: Salon B               |                                 | <b>638</b> IM/MSR/ODC: Mindfulness and Leadership |      |      |      | <b>747</b> IM: Culture and Foreignness          |       |       |
| SHE: Salon C               |                                 | <b>631</b> HR: Strategic HR & Performance         |      |      |      | <b>743</b> HR: Recruitment                      |       |       |
| MCC: 343 A-C               |                                 | <b>575</b> AAA: 2010 LAC                          |      |      |      |                                                 |       | →     |
| MCC: 510A                  |                                 | <b>579</b> BPS: Gathering Resources               |      |      |      | <b>691</b> BPS: Modelling RBV & Comp Advantage  |       |       |
| MCC: 510B                  |                                 | <b>588</b> BPS/OMT: Conflicts of Interest         |      |      |      | <b>697</b> BPS/OMT: Interdependent Learning     |       |       |
| MCC: 510C                  |                                 | <b>617</b> ENT: Family Firms 1                    |      |      |      | <b>729</b> ENT: Family Firms 2                  |       |       |
| MCC: 510D                  |                                 | <b>618</b> ENT: Ethics                            |      |      |      | <b>730</b> ENT: Risk Taking                     |       |       |
| MCC: 511A                  |                                 | <b>619</b> ENT: International Capabilities        |      |      |      | <b>731</b> ENT: Regions                         |       |       |
| MCC: 511B                  |                                 | <b>688</b> TIM/OMT/BPS: Competing Trajectories    |      |      |      | <b>793</b> TIM: Top Management and Innovation   |       |       |
| MCC: 511C                  |                                 | <b>662</b> OCIS: al Worlds/Online Communit        |      |      |      | <b>769</b> OCIS: Healthcare & Travel Industries |       |       |
| MCC: 511D                  |                                 | <b>663</b> OCIS: Strategic IT Adoption            |      |      |      | <b>771</b> OCIS/RM: When the Data are Documents |       |       |
| MCC: 511E                  |                                 | <b>683</b> TIM: Firm-level Adoption               |      |      |      | <b>794</b> TIM: Alliances with Rivals           |       |       |
| MCC: 511F                  |                                 | <b>580</b> BPS: Strategic Change                  |      |      |      | <b>776</b> OMT: Knowledge Processes             |       |       |
| MCC: 512A                  | ← ICW: FBR Review Board Meeting |                                                   |      |      |      | <b>799</b> ICW: O&E ERB Meeting                 |       |       |
| MCC: 512B                  |                                 |                                                   |      |      |      | <b>701</b> CAU: Expanding Education across the  |       |       |
| MCC: 512E - Table 1        |                                 | <b>609</b> DISC: Failures in Joint Efforts        |      |      |      | <b>721</b> DISC: RBV: theoretical extensions    |       |       |
| MCC: 512E - Table 2        |                                 | <b>610</b> DISC: MED and Teaching                 |      |      |      | <b>722</b> DISC: Entrepreneurial Orientation    |       |       |
| MCC: 512F - Table 1        |                                 | <b>611</b> DISC: OMT and Interfirm Relationship   |      |      |      | <b>723</b> DISC: OMT and Sensemaking            |       |       |

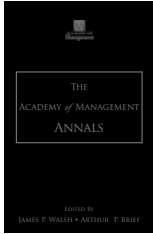
Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

|                                           |                                                         |                                                       |
|-------------------------------------------|---------------------------------------------------------|-------------------------------------------------------|
| MCC: 512F - Table 2                       | <b>612</b> DISC: Administrative Innovation              | <b>724</b> DISC: Innovativeness Interface             |
| MCC: 512G - Table 1                       | <b>613</b> DISC: International HRM                      | <b>725</b> DISC: Control Mechanisms in MNEs           |
| MCC: 512G - Table 2                       | <b>614</b> DISC: MOC and Context                        | <b>726</b> DISC: MOC Relationships & Performanc       |
| MCC: 512H - Table 1                       | <b>615</b> DISC: Transformational Leadership            | <b>727</b> DISC: Innovative Group Topics              |
| MCC: 512H - Table 2                       | <b>616</b> DISC: Strategic Human Resources              | <b>728</b> DISC: Family Businesses and Position       |
| MCC: 513A                                 | <b>684</b> TIM: Incumbents and Late Entrants            | <b>795</b> TIM: Patent Value                          |
| MCC: 513B                                 | <b>685</b> TIM: Capturing External Value                | <b>796</b> TIM: International Knowledge Flows         |
| MCC: 513C                                 | <b>581</b> BPS: Strategic Risk-Taking                   | <b>784</b> OMT/BPS/CMS: Meetings in Strategy Practice |
| MCC: 513D                                 | <b>582</b> BPS: Knowledge Spillovers                    | <b>692</b> BPS: Platform-Based Markets                |
| MCC: 513E                                 | <b>686</b> TIM: Technology and Accreditation            | <b>777</b> OMT: Crisis and Adaptation                 |
| MCC: 513F                                 | <b>583</b> BPS: Innovation Investment                   | <b>698</b> BPS/OMT/TIM: Organizing Ambidexterity      |
| MCC: 514A                                 | <b>620</b> ENT: Networks 1                              | <b>732</b> ENT: Networks 2                            |
| MCC: 514B                                 | <b>621</b> ENT: Finance - Context                       | <b>733</b> ENT: Strategic Entrepreneurship            |
| MCC: 514C                                 | <b>664</b> OCIS: Rethinking Workplace Design            | <b>778</b> OMT: Top Management Teams                  |
| MCC: 515A                                 | <b>584</b> BPS: Industry Dynamics                       | <b>693</b> BPS: Interorganization Relationship        |
| MCC: 515B                                 | <b>585</b> BPS: Competitive Interaction                 | <b>694</b> BPS: Strategy as Practice                  |
| MCC: 515C                                 | <b>665</b> OCIS: Richness to Methodologies              | <b>770</b> OCIS: Changing Nature of Work/Proces       |
| MCC: 516A                                 | <b>675</b> OMT/BPS/CMS: Theory and Social Reality       | <b>797</b> TIM: Co-Creating Knowledge                 |
| MCC: 516B                                 | <b>669</b> OM: Innovative data and methods              | <b>775</b> OM: Strategy & Process                     |
| MCC: 516C                                 | <b>687</b> TIM: Video Game Industry Evolution           | <b>798</b> TIM/OMT: Organizing for Innovation         |
| MCC: 516D                                 | <b>641</b> MED: Leadership development                  | <b>753</b> MED/TIM: Virtual Collaboration Lessons     |
| MCC: 516E                                 | <b>642</b> MED: Groups and Teams                        | <b>751</b> MED: Business Scholarship                  |
| MCC: 518A                                 | <b>670</b> OMT: Agency and Institutions                 | <b>779</b> OMT: Organizational Ecology                |
| MCC: 518B                                 | <b>671</b> OMT: Status and Status Effects               | <b>780</b> OMT: Networks in Organizations             |
| MCC: 518C                                 | <b>586</b> BPS: Diversification Strategy                | <b>695</b> BPS: Understanding Mergers                 |
| MCC: 519A                                 | <b>587</b> BPS: CEO Narcissism                          | <b>696</b> BPS: Strategic Decision-Making             |
| MCC: 519B                                 | <b>672</b> OMT: Discourse & Culture                     | <b>781</b> OMT: Social Networks                       |
| MCC: 520 C                                | ← ICW: ESCP Europe Breakfast                            |                                                       |
| MCC: 520 DE                               | <b>573</b> ICW: OBTS Breakfast Reception                |                                                       |
| MCC: 520A                                 | ← TIM: TIM Breakfast                                    |                                                       |
| MCC: 520B                                 | <b>633</b> ICW: WU Breakfast Reception                  |                                                       |
| MCC: 521A                                 | <b>591</b> CAU: Identity and related issues             | <b>702</b> CAU: Dare to Listen                        |
| MCC: 521B                                 | <b>592</b> CAU: Cross-level Discretion                  | <b>703</b> CAU: Evidence-Based Management             |
| MCC: 521C                                 | <b>593</b> CAU: Diaspora Investment                     | <b>704</b> CAU: Entrepreneurial Passion               |
| MCC: 522A                                 | <b>594</b> CAU: Entrepreneurship meets Art              | <b>705</b> CAU: Behavioral Integrity Incubator        |
| MCC: 522B                                 | <b>595</b> CAU: Strategic Sustainability                | <b>706</b> CAU: OD for International Actions          |
| MCC: 522C                                 | <b>596</b> CAU: Daring to Care for Justice              | <b>707</b> CAU: Minorities in Management              |
| MCC: 523A                                 | <b>597</b> CAU: Love, Work & Woman Entrepreneur         | <b>708</b> CAU: IT in Developing Countries            |
| MCC: 523B                                 | <b>598</b> CAU: Human capital, RBV, and SHRM            | <b>709</b> CAU: Developmental Networks Caucus         |
| MCC: 524A                                 | <b>576</b> AAA: Membership →                            |                                                       |
| MCC: 524B                                 | <b>673</b> OMT: OMT Distinguished Scholar               | <b>782</b> OMT: Interorganizational Networks          |
| MCC: 524C                                 | <b>674</b> OMT: Entrepreneurship                        | <b>783</b> OMT: Financial Industry                    |
| MCC: 525A                                 | <b>643</b> MED: Responsible Mgt Education               | <b>752</b> MED: Student Outcomes                      |
| MCC: 525B                                 | <b>622</b> ENT: Environment and Context                 | <b>734</b> ENT: Learning                              |
| MCC: Exhibit Hall 220 CD                  | <b>578</b> AAA: Exhibits →                              |                                                       |
| MCC: Exhibit Hall 220 CD                  | <b>577</b> AAA: Conference Registration... →            |                                                       |
| MCC: Exhibit Hall 220 CD Conference Break | <b>801</b> AAA:                                         |                                                       |
| FMT: Bersimis                             | <b>652</b> OB: Networks and Teams                       | <b>760</b> OB: Drivers of Creativity                  |
| FMT: Chaudiere                            | <b>678</b> PNP: International Organizations             | <b>787</b> PNP: Collaboration and Partnerships        |
| FMT: Duluth                               | ← MSR: MSR <b>676</b> ONE: OB & the environment II      | <b>785</b> ONE: Environmental self-regulation         |
| FMT: Gatineau                             | <b>644</b> MH: Leaders, Executives, and Coach           | <b>754</b> MH: Perspectives on Health Care            |
| FMT: Grand Salon                          | <b>656</b> OB/HR: Aggression in the Workplace           | <b>765</b> OB/CAR: Identity and Work-Life             |
| FMT: Harricana                            | <b>648</b> MSR: MSR & Org. Behavior Roundtable          | <b>757</b> MSR: Religiosity & Mgmt Roundtable         |
| FMT: Hochelaga 1                          | <b>689</b> AAA: AOM Affiliates & Associates             |                                                       |
| FMT: Hochelaga 2                          | <b>659</b> OB/ODC: When things go wrong                 | <b>766</b> OB/OMT: Money in Organizations             |
| FMT: Hochelaga 3                          | <b>608</b> CMS: Japanese Compassion Management          | <b>719</b> CMS: Leader Development & Identity         |
| FMT: Hochelaga 4                          | <b>626</b> HCM: Well-Being of HC Workers                | <b>738</b> HCM: Quality Improvement in HC             |
| FMT: Hochelaga 5                          | <b>681</b> SIM: Eth Climate and Leadership              | <b>790</b> SIM: Phil Ethics                           |
| FMT: Hochelaga 6                          | <b>574</b> SIM: SIM <b>682</b> SIM: Sensemaking and CSR | <b>792</b> SIM/ONE: Global Compact (2000-2010)        |

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

|                 |                                                     |                                                 |
|-----------------|-----------------------------------------------------|-------------------------------------------------|
| FMT: Jolliet    | <b>657</b> OB/HR/HRM: Helping: What's in it for me? | <b>768</b> OB/RM/HR: Measuring Ora'l Justice    |
| FMT: Mackenzie  | <b>658</b> OB/MOC/CM: Meta-Perceptions/Meta-        | <b>767</b> OB/ONE: Green Shoots in PEB Research |
| FMT: Marquette  | <b>653</b> OB: Leader Member Exchange               | <b>761</b> OB: About the Self                   |
| FMT: Matapedia  | <b>677</b> ONE: Climate change management           | <b>786</b> ONE/SIM/CMS: Cultivating Exclusion   |
| FMT: Nicolet    | <b>654</b> OB: Social Exchange                      | <b>762</b> OB: Individual Differences           |
| FMT: Peribonca  | <b>679</b> PNP: The Sector Debate                   | <b>788</b> PNP: Multiple Layers of Identity     |
| FMT: Richelieu  | <b>655</b> OB: Leaders and Followers                | <b>763</b> OB: Leadership and Emotions          |
| FMT: St-Charles | <b>627</b> HCM: Health System Change                | <b>739</b> HCM: Care For Patients & Providers   |
| FMT: St-Laurent | <b>572</b> AAA: Current/Incoming Committees         | <b>791</b> SIM: Ethical Leadership              |
| FMT: St-Maurice | <b>660</b> OB/TIM: Creativity as a Process          | <b>764</b> OB: Followership                     |

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

# Monday Early Afternoon, August 9, 2010

|                            | 11:30                                             | 12:00 | 12:30                        | 1:00 | 1:30 | 2:00                                              | 2:30 |   |
|----------------------------|---------------------------------------------------|-------|------------------------------|------|------|---------------------------------------------------|------|---|
| DEL: Bonsecours            |                                                   |       |                              |      |      | <b>972</b> MOC: Decision making                   |      |   |
| DEL: Cartier A             | <b>861</b> MC: Consulting Firms                   |       |                              |      |      | <b>969</b> MC: Entrepreneurship in PSFs           |      |   |
| DEL: Cartier B             | <b>866</b> MOC: Organizational Cognition          |       |                              |      |      | <b>973</b> MOC: Creativity and optimizing         |      |   |
| DEL: Regence A             |                                                   |       | <b>908</b> ICW: JOB Luncheon |      |      |                                                   |      |   |
| DEL: St-Charles            | <b>867</b> MOC: Role of affect                    |       |                              |      |      | <b>974</b> MOC: Knowledge Management              |      |   |
| DEL: St-Laurent            | <b>896</b> RM/OB: Innovat Tech in Research Meth   |       |                              |      |      | <b>1007</b> RM/OB/OMT: Should Be Bayesians        |      |   |
| DEL: Verriere A            | <b>868</b> MOC: Emotions & OCBs                   |       |                              |      |      | <b>975</b> MOC: Organizational identity           |      |   |
| DEL: Verriere B            | <b>862</b> MC: Using Consulting Services          |       |                              |      |      | <b>1006</b> RM: Close up research                 |      |   |
| HIL: Fontaine C            | ← AAA: Placement Services                         |       |                              |      |      |                                                   |      | → |
| HR: Alfred-Rouleau A       | <b>822</b> CDP: Corporate-Level Strategies        |       |                              |      |      | <b>929</b> CDP: Institutional Influences          |      |   |
| HR: Alfred-Rouleau B       | <b>823</b> CDP: New Firms Dynamics                |       |                              |      |      | <b>930</b> CDP: Org. Signaling and Reputation     |      |   |
| HR: Alfred-Rouleau C       | <b>824</b> CDP: Get, Use, and Pass Knowledge      |       |                              |      |      | <b>931</b> CDP: Networks and Innovations          |      |   |
| HR: Anjou                  | <b>825</b> CDP: Conflict & Workplace Harassmen    |       |                              |      |      | <b>932</b> CDP: Construct & Scale Development     |      |   |
| HR: Argenteuil, Table 1    | <b>826</b> CDP: Cost of Caring                    |       |                              |      |      | <b>933</b> CDP: Knowledge, Res & Prod in Mgmt     |      |   |
| HR: Argenteuil, Table 2    | <b>827</b> CDP: How to Shape Mgmt Res Today?      |       |                              |      |      | <b>934</b> CDP: Education, Learning and Aquilit   |      |   |
| HR: Picardie               | <b>828</b> CDP: Social Capital & Exchange         |       |                              |      |      | <b>935</b> CDP: Prestige, Power, and Status       |      |   |
| SHE: Drummond center       | <b>883</b> ODC: Commitment to Change              |       |                              |      |      | <b>989</b> ODC: Technological Change              |      |   |
| SHE: Drummond east         | <b>855</b> HR/OB/OMT: Advancing Strategic HRM     |       |                              |      |      | <b>963</b> HR/CAR: Contingent Labor across Firms  |      |   |
| SHE: Drummond west         | <b>848</b> GDO/OB/CAR: Experienced Work-          |       |                              |      |      | <b>953</b> GDO: Gendered Communication Styles     |      |   |
| SHE: Garcia                | <b>856</b> IM: National Culture and IOB           |       |                              |      |      | <b>964</b> IM: Boundary Spanning in IM            |      |   |
| SHE: Jarry                 | <b>812</b> CAR/IM: Cross Cultural Mentoring       |       |                              |      |      | <b>920</b> CAR/MED/MC: Careers, Leadership,       |      |   |
| SHE: Joyce                 | <b>829</b> CM: Power & Relationships              |       |                              |      |      | <b>937</b> CM/OB/SIM: (Un)caring Employees        |      |   |
| SHE: Kafka                 | <b>845</b> GDO: Women Leaders & Development       |       |                              |      |      | <b>954</b> GDO: Board of Directors Diversity      |      |   |
| SHE: Lamartine             | <b>846</b> GDO: Firm Performance Effects          |       |                              |      |      | <b>955</b> GDO: Diversity Climate Effects         |      |   |
| SHE: Musset                | <b>852</b> HR: Innovation                         |       |                              |      |      | <b>959</b> HR: Social Skills & Performance        |      |   |
| SHE: Salle Ballroom center | <b>857</b> IM: IB Qualitative Research            |       |                              |      |      | <b>965</b> IM: Networks and Knowledge             |      |   |
| SHE: Salle Ballroom east   | <b>858</b> IM: Institutional Perspectives         |       |                              |      |      | <b>966</b> IM: Knowledge, R&D, Entrepreneurs      |      |   |
| SHE: Salle Ballroom west   |                                                   |       |                              |      |      | <b>1020</b> HR: HR Division Ice                   | →    |   |
| SHE: Salon 1               | <b>847</b> GDO/CMS: Future of Diversity Studies   |       |                              |      |      | <b>956</b> GDO/IM: Muslim Majority Countries      |      |   |
| SHE: Salon 2               | <b>853</b> HR: Global HR                          |       |                              |      |      | <b>960</b> HR: Strategic HR & Performance         |      |   |
| SHE: Salon 3               | <b>811</b> CAR: Life Spillovers                   |       |                              |      |      | <b>961</b> HR: Performance appraisal              |      |   |
| SHE: Salon 4               | <b>859</b> IM: FDI and Emerging Markets           |       |                              |      |      | <b>967</b> IM: Cross-Cultural Communication       |      |   |
| SHE: Salon 5               | <b>884</b> ODC: Reactions to Change               |       |                              |      |      | <b>990</b> ODC: Contagious Passion                |      |   |
| SHE: Salon 6               | <b>870</b> OB: Procedural Justice                 |       |                              |      |      | <b>977</b> OB: Identity and Identification        |      |   |
| SHE: Salon 7               | <b>830</b> CM: Organizational Conflict            |       |                              |      |      | <b>936</b> CM: The Psychology of Negotiation: New |      |   |
| SHE: Salon 8               | <b>871</b> OB: Idiosyncratic Work Arrangement     |       |                              |      |      | <b>978</b> OB: Citizenship Behavior               |      |   |
| SHE: Salon A               | <b>885</b> ODC: Sensemaking in Education          |       |                              |      |      | <b>991</b> ODC/MC: Alternative Practice Pathways  |      |   |
| SHE: Salon B               | <b>860</b> IM: Firm Performance                   |       |                              |      |      | <b>968</b> IM/BPS: Regional Multinationals        |      |   |
| SHE: Salon C               | <b>854</b> HR: Turnover                           |       |                              |      |      | <b>962</b> HR: Knowledge                          |      |   |
| MCC: 343 A-C               | ← AAA: 2010 LAC                                   |       |                              |      |      |                                                   |      | → |
| MCC: 510A                  | <b>802</b> BPS: Strategic Positioning             |       |                              |      |      | <b>911</b> BPS: Dynamics of Capabilities          |      |   |
| MCC: 510B                  | <b>809</b> BPS/SIM: Humanizing Strategy           |       |                              |      |      | <b>919</b> BPS/OMT/IM: New Directions for Corp.   |      |   |
| MCC: 510C                  | <b>839</b> ENT: Family Firms 3                    |       |                              |      |      | <b>948</b> ENT: Management Buyouts                |      |   |
| MCC: 510D                  | <b>840</b> ENT: Nascents                          |       |                              |      |      | <b>952</b> ENT/IM/BPS: Partnerships and           |      |   |
| MCC: 511A                  | <b>841</b> ENT: Social Entrepreneurship           |       |                              |      |      | <b>949</b> ENT: Effectuation                      |      |   |
| MCC: 511B                  | <b>907</b> TIM/ENT: Launching Nascent Innovations |       |                              |      |      | <b>1013</b> TIM: Individual Ties and Innovation   |      |   |
| MCC: 511C                  | <b>882</b> OCIS/OMT/TIM: Entangled Reality        |       |                              |      |      | <b>986</b> OCIS: Commercial Networks              |      |   |
| MCC: 511D                  | <b>880</b> OCIS: Behavior in Online Communities   |       |                              |      |      | <b>988</b> OCIS/TIM/OB: The Rising of             |      |   |
| MCC: 511E                  | <b>901</b> TIM: Capital and Innovation            |       |                              |      |      | <b>1014</b> TIM: Intermediaries and Innovation    |      |   |
| MCC: 511F                  | <b>902</b> TIM: Managing Innovative Behavior      |       |                              |      |      | <b>1015</b> TIM: National System and Innovation   |      |   |
| MCC: 512B                  | <b>813</b> CAU: A European Perspective on SIM     |       |                              |      |      |                                                   |      |   |
| MCC: 512E - Table 1        | <b>832</b> DISC: Industry evolution               |       |                              |      |      | <b>940</b> DISC: Cooperation and networks         |      |   |
| MCC: 512E - Table 2        |                                                   |       |                              |      |      | <b>941</b> DISC: Entrepreneurship and Economics   |      |   |
| MCC: 512F - Table 1        | <b>833</b> DISC: OMT and Capital                  |       |                              |      |      | <b>942</b> DISC: OMT and Structure                |      |   |
| MCC: 512F - Table 2        | <b>834</b> DISC: Collaboration and Innovation     |       |                              |      |      | <b>943</b> DISC: Strategy and technology mgmt     |      |   |

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

|                                           |                                                 |                                                  |
|-------------------------------------------|-------------------------------------------------|--------------------------------------------------|
| MCC: 512G - Table 1                       | <b>835</b> DISC: Chinese MNEs                   | <b>944</b> DISC: Emerging market MNEs' performan |
| MCC: 512G - Table 2                       | <b>836</b> DISC: Knowledge and Skills           | <b>945</b> DISC: Change Processes and Practices  |
| MCC: 512H - Table 1                       | <b>837</b> DISC: Conflict & Conflict Management | <b>946</b> DISC: Stress and Coping               |
| MCC: 512H - Table 2                       | <b>838</b> DISC: Staffing                       | <b>947</b> DISC: Org. Strategy and Turnover      |
| MCC: 513A                                 | <b>903</b> TIM: IP and Strategic Alliances      | <b>994</b> OMT: Alliances and Cooperation        |
| MCC: 513B                                 | <b>904</b> TIM: Online Consumer Innovation      | <b>1016</b> TIM: Innovation Search               |
| MCC: 513C                                 | <b>803</b> BPS: Surprises & Change              | <b>918</b> BPS/ODC/OMT: Middle management &      |
| MCC: 513D                                 | <b>804</b> BPS: Competitive Signaling           | <b>912</b> BPS: Industry Dynamics                |
| MCC: 513E                                 | <b>887</b> OMT: Careers and Entrepreneurship    | <b>1002</b> OMT/SIM/BPS: Private Military and    |
| MCC: 513F                                 | <b>805</b> BPS: Organizing for Innovation       | <b>913</b> BPS: Commercialization                |
| MCC: 514A                                 | <b>842</b> ENT: Business Models 1               | <b>950</b> ENT: Orientation 1                    |
| MCC: 514B                                 | <b>843</b> ENT: Passion                         | <b>951</b> ENT: Finance 1                        |
| MCC: 514C                                 | <b>888</b> OMT: Interorganizational Learning    | <b>995</b> OMT: Power and Institutions           |
| MCC: 515A                                 | <b>806</b> BPS: Networks                        | <b>914</b> BPS: Capabilities-Based View          |
| MCC: 515B                                 | <b>807</b> BPS: Resource-Based View             | <b>915</b> BPS: Innovation                       |
| MCC: 515C                                 | <b>881</b> OCIS: Crossing Boundaries            | <b>987</b> OCIS: Change and Dynamic Capabilitie  |
| MCC: 516A                                 | <b>905</b> TIM: Managing Ambidexterity          | <b>1017</b> TIM: Managing Scientists             |
| MCC: 516B                                 | <b>886</b> OM: Symposium: Service Paradox       | <b>992</b> OM: Services                          |
| MCC: 516C                                 | <b>906</b> TIM: Integrating in Open Innovation  | <b>1018</b> TIM: Strategic Alliance Innovation   |
| MCC: 516D                                 | <b>863</b> MED: MED Keynote Address             | <b>970</b> MED: Coaching and Mentoring           |
| MCC: 516E                                 | <b>864</b> MED: Student Evaluation              | <b>1001</b> OMT/ONE/SIM: Climate Change: Game    |
| MCC: 518A                                 | <b>889</b> OMT: Stock Analysts' Decisions       | <b>1000</b> OMT/HR: Changing Jobs                |
| MCC: 518B                                 | <b>890</b> OMT: Institutional Pluralism         | <b>996</b> OMT: Context of Entrepreneurship      |
| MCC: 518C                                 | <b>808</b> BPS: Mergers & Acquisitions          | <b>916</b> BPS: International Strategy           |
| MCC: 519A                                 | <b>810</b> BPS/TIM/OMT: Anchor Firms and        | <b>917</b> BPS: Dissertation Award               |
| MCC: 519B                                 |                                                 | <b>997</b> OMT: Evolution and Forms              |
| MCC: 520 C                                |                                                 | <b>910</b> MED: Past Chairs Lunch & Exec Meet    |
| MCC: 520 DE                               | <b>909</b> ICW: JMS Editorial Working Lunch     |                                                  |
| MCC: 521A                                 | <b>814</b> CAU: Millennials' Values             | <b>921</b> CAU: A quest for values               |
| MCC: 521B                                 | <b>815</b> CAU: Strategy and randomness         | <b>922</b> CAU: Culture and Performance          |
| MCC: 521C                                 | <b>816</b> CAU: Entrepreneurship Research       | <b>923</b> CAU: Bricolage Effectuation Improv    |
| MCC: 522A                                 | <b>817</b> CAU: Measurement of Emotions         | <b>924</b> CAU: Absence of Compassion            |
| MCC: 522B                                 | <b>818</b> CAU: Stakeholder & Sustainability    | <b>925</b> CAU: Compassionate Operations         |
| MCC: 522C                                 | <b>819</b> CAU: Caring with a Conscience        | <b>926</b> CAU: Study Abroad Programs            |
| MCC: 523A                                 | <b>820</b> CAU: When better means more          | <b>927</b> CAU: A Global Culture                 |
| MCC: 523B                                 | <b>821</b> CAU: HR Standards and Research       | <b>928</b> CAU: Tensions in contemporary HR      |
| MCC: 524A                                 | ← AAA: Membership                               | →                                                |
| MCC: 524B                                 | <b>891</b> OMT: Innovation and Fields           | <b>998</b> OMT: Learning and Unlearning          |
| MCC: 524C                                 | <b>892</b> OMT: Technology & Institutions       | <b>999</b> OMT: Professional Service Firms       |
| MCC: 525A                                 | <b>865</b> MED: Learning                        | <b>1019</b> AAA: AOM Editors                     |
| MCC: 525B                                 | <b>844</b> ENT: Social Entrepreneurship         | <b>993</b> OM: SCM Relationship & Governance     |
| MCC: Exhibit Hall 220 CD                  | ← AAA: Conference Registration...               | →                                                |
| MCC: Exhibit Hall 220 CD                  | ← AAA: Exhibits                                 | →                                                |
| MCC: Exhibit Hall 220 CD Conference Break |                                                 | <b>1021</b> AAA:                                 |
| FMT: Bersimis                             | <b>872</b> OB: Team Learning                    | <b>979</b> OB: Local Context in Global Teams     |
| FMT: Chaudiere                            | <b>894</b> PNP: Social Network Analysis         | <b>1004</b> PNP: Emotions and Attitudes          |
| FMT: Duluth                               | <b>897</b> SIM: New Directions CSR Roudtable    | <b>1008</b> SIM: New Directions Stakeholder Thy  |
| FMT: Gatineau                             | <b>873</b> OB: Positive Org. Scholarship        |                                                  |
| FMT: Grand Salon                          | <b>877</b> OB/OMT: Relational Social Capital    | <b>983</b> OB/CM: Wisdom through Emotions        |
| FMT: Harricana                            | <b>849</b> HCM: Organizing for Efficiency       | <b>938</b> CMS: Roundtable #2                    |
| FMT: Hochelaga 1                          |                                                 | <b>971</b> MH: A Conversation with Ed Schein     |
| FMT: Hochelaga 2                          | <b>869</b> MSR: PASSION & COMPASSION IN MSR     | <b>976</b> MSR/CAR: Calling & Vocation           |
| FMT: Hochelaga 3                          | <b>831</b> CMS: New Historicism                 | <b>939</b> CMS: Social Theories                  |
| FMT: Hochelaga 4                          | <b>850</b> HCM: Integrated Service Delivery     | <b>958</b> HCM/ODC/RM: Studying Health Care      |
| FMT: Hochelaga 5                          | <b>898</b> SIM: Corp Gov                        | <b>1009</b> SIM: Env Perf & Sustainability       |
| FMT: Hochelaga 6                          | <b>899</b> SIM: CSR Theorizing                  | <b>1010</b> SIM: Eth Dec Making                  |
| FMT: Jolliet                              | <b>879</b> OB/OMT/MOC: Narratives in Identity   | <b>985</b> OB/ODC/OCIS: Space that Works         |
| FMT: Mackenzie                            | <b>878</b> OB/OMT: Social Networks in OB        | <b>1012</b> SIM/ENT: Organizations and           |
| FMT: Marquette                            |                                                 | <b>980</b> OB: Emergent Leadership               |

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

|                 |                                                 |                                              |
|-----------------|-------------------------------------------------|----------------------------------------------|
| FMT: Matapedia  | <b>893</b> ONE/OMT/BPS: Environmental Standards | <b>1003</b> ONE: International Env. strategy |
| FMT: Nicolet    | <b>874</b> OB: Supervisor Support               | <b>981</b> OB: New Directions in Diversity   |
| FMT: Peribonca  | <b>895</b> PNP: Leadership                      | <b>1005</b> PNP: Whole Network Research      |
| FMT: Richelieu  | <b>875</b> OB: Leadership: The Dark Side        | <b>982</b> OB: Leadership and Creativity     |
| FMT: St-Charles | <b>851</b> HCM: Professional Practice Change    | <b>957</b> HCM: Safety and Quality in HC     |
| FMT: St-Laurent | <b>900</b> SIM: Meaningful Work                 | <b>1011</b> SIM: Values in the Workplace     |
| FMT: St-Maurice | <b>876</b> OB/HR: Motivation and Creativity     | <b>984</b> OB/HR: Leadership and Wellbeing   |

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# Monday Late Afternoon, August 9, 2010

|                            | 3:00                                             | 3:30 | 4:00 | 4:30 | 5:00                                             | 5:30 | 6:00                        |
|----------------------------|--------------------------------------------------|------|------|------|--------------------------------------------------|------|-----------------------------|
| DEL: Cartier A             | <b>1077</b> MC: Consultant-Client Relationship   |      |      |      | <b>1224</b> MC: Distinguished Speaker            |      |                             |
| DEL: Cartier B             | <b>1081</b> MOC: Creativity and antecedents      |      |      |      | <b>1184</b> MOC: Social construction             |      |                             |
| DEL: Les Courants          |                                                  |      |      |      |                                                  |      | <b>1229</b> RM: RM Business |
| DEL: Regence B             |                                                  |      |      |      | <b>1185</b> MOC: Biases in Cognition             |      |                             |
| DEL: St-Charles            | <b>1082</b> MOC: Transactive Memory              |      |      |      |                                                  |      |                             |
| DEL: St-Laurent            | <b>1123</b> SIM/ONE: Greening Universities       |      |      |      |                                                  |      |                             |
| DEL: Verriere A            | <b>1083</b> MOC: Team performance                |      |      |      | <b>1186</b> MOC: Internal/external forces        |      |                             |
| DEL: Verriere B            | <b>1118</b> RM: Improving measurement            |      |      |      | <b>1212</b> RM: construct clarification          |      |                             |
| HIL: Fontaine C            | ← AAA: Placement Services                        |      |      |      |                                                  |      |                             |
| HR: Alfred-Rouleau A       | <b>1040</b> CDP: Niche Theories of a Firm        |      |      |      | <b>1150</b> CDP: Organizational Performance      |      |                             |
| HR: Alfred-Rouleau B       | <b>1041</b> CDP: Theorizing Entrepreneurship     |      |      |      | <b>1151</b> CDP: Tensions/Paradoxes in ENT       |      |                             |
| HR: Alfred-Rouleau C       | <b>1042</b> CDP: Innovation in New Industries    |      |      |      | <b>1152</b> CDP: Knowledge Sharing & Learning    |      |                             |
| HR: Anjou                  | <b>1043</b> CDP: Public Sector Reform            |      |      |      | <b>1153</b> CDP: Impression Management           |      |                             |
| HR: Argenteuil, Table 1    | <b>1044</b> CDP: Managing Careers                |      |      |      | <b>1154</b> CDP: Organizational Citizenship      |      |                             |
| HR: Argenteuil, Table 2    | <b>1045</b> CDP: MNCs and Offshore Outsourcing   |      |      |      | <b>1155</b> CDP: Negotiations, Trust & Percepti  |      |                             |
| HR: Picardie               | <b>1046</b> CDP: Cognition and Identity in Mgmt  |      |      |      | <b>1156</b> CDP: Cognition and Sensemaking       |      |                             |
| SHE: Drummond center       | <b>1100</b> ODC: Culbert's Influence             |      |      |      | <b>1140</b> CAR: Mentoring and Coaching at Work  |      |                             |
| SHE: Drummond east         | <b>1071</b> HR/CAR: Workplace Features &         |      |      |      | <b>1179</b> HR/IM: Improving Lives and Knowledge |      |                             |
| SHE: Drummond west         | <b>1065</b> GDO/OB: Cross-Cultural Diversity     |      |      |      | <b>1174</b> GDO/CMS/OMT: Caring is Daring?       |      |                             |
| SHE: Garcia                | <b>1072</b> IM: IM Research                      |      |      |      | <b>1180</b> IM: Individual Level Outcomes        |      |                             |
| SHE: Jarry                 | <b>1031</b> CAR: Hughes Award                    |      |      |      | <b>1141</b> CAR: Careers Division Business Meet  |      |                             |
| SHE: Joyce                 | <b>1048</b> CM/OB: Intra-Group Conflict          |      |      |      | <b>1157</b> CM: Dynamics of Team Conflict        |      |                             |
| SHE: Kafka                 | <b>1063</b> GDO: Stigmatized Identities          |      |      |      | <b>1172</b> GDO: Diversity Policies/Initiatives  |      |                             |
| SHE: Lamartine             | <b>1064</b> GDO/CAR/OB: Gender Stereotyping and  |      |      |      | <b>1173</b> GDO: GDO Townhall Meeting            |      |                             |
| SHE: Musset                | <b>1068</b> HR: Job Attitudes                    |      |      |      | <b>1176</b> HR: Interpersonal dysfunction        |      |                             |
| SHE: Salle Ballroom center | <b>1076</b> IM/OB/RM: National Culture &         |      |      |      | <b>1181</b> IM: Dissertation Award               |      |                             |
| SHE: Salle Ballroom east   | <b>1085</b> OB: Trust within Organizations       |      |      |      | <b>1188</b> OB: Organizational Justice           |      |                             |
| SHE: Salle Ballroom west   | <b>1020</b> HR: HR Division Ice Cream Social     |      |      |      |                                                  |      |                             |
| SHE: Salon 1               | <b>1073</b> IM: Location Selection               |      |      |      | <b>1182</b> IM: Corporate Strategy IM            |      |                             |
| SHE: Salon 2               | <b>1069</b> HR: Pay and Performance              |      |      |      | <b>1177</b> HR: Empowerment                      |      |                             |
| SHE: Salon 4               | <b>1074</b> IM: IHRM                             |      |      |      | <b>1202</b> ODC: ODC Business Meeting            |      |                             |
| SHE: Salon 5               | <b>1101</b> ODC: Knowledge and Learning          |      |      |      | <b>1189</b> OB: Emotional Intelligence           |      |                             |
| SHE: Salon 6               | <b>1086</b> OB: Groups: Conflict and Decisions   |      |      |      | <b>1190</b> OB: Power: Effects                   |      |                             |
| SHE: Salon 7               | <b>1047</b> CM: Negotiations & Tactics           |      |      |      | <b>1158</b> CM: Leaders & Conflict               |      |                             |
| SHE: Salon 8               | <b>1087</b> OB: Stress and Exhaustion            |      |      |      | <b>1191</b> OB: Employee Proactivity             |      |                             |
| SHE: Salon A               | <b>1102</b> ODC: ODC Distinguished Speaker       |      |      |      |                                                  |      |                             |
| SHE: Salon B               | <b>1075</b> IM: MNE Innovation and Change        |      |      |      | <b>1183</b> IM: BAH Award                        |      |                             |
| SHE: Salon C               | <b>1070</b> HR: Dark Side                        |      |      |      | <b>1178</b> HR/CAR: Employee Benefits & Supports |      |                             |
| MCC: 343 A-C               | ← AAA: 2010 LAC                                  |      |      |      |                                                  |      |                             |
| MCC: 510A                  | <b>1030</b> BPS/TIM/OMT: Positioning for         |      |      |      | <b>1131</b> BPS: Firm Heterogeneity              |      |                             |
| MCC: 510B                  | <b>1028</b> BPS/OMT/TIM: Ambidexterity and       |      |      |      | <b>1132</b> BPS: Network Performance Effects     |      |                             |
| MCC: 510C                  | <b>1058</b> ENT: Time-Based Strategies           |      |      |      | <b>1168</b> ENT: Learning                        |      |                             |
| MCC: 510D                  | <b>1059</b> ENT: Opportunities in China          |      |      |      | <b>1130</b> AAA: SAP                             |      |                             |
| MCC: 511A                  | <b>1060</b> ENT: International Contexts          |      |      |      | <b>1169</b> ENT: Family Firm Identity            |      |                             |
| MCC: 511B                  | <b>1128</b> TIM/BPS: Innovation Through Sport    |      |      |      | <b>1218</b> TIM: Technology Trajectory           |      |                             |
| MCC: 511C                  | <b>1099</b> OCIS/TIM: Perceptions in GDTs        |      |      |      | <b>1201</b> OCIS: OCIS Keynote Speaker           |      |                             |
| MCC: 511D                  | <b>1097</b> OCIS: Improving Performance          |      |      |      | <b>1225</b> ICW: Northeastern-Moscow State       |      | →                           |
| MCC: 511E                  | <b>1124</b> TIM: Good News, Bad News and Rumors  |      |      |      | <b>1219</b> TIM: Teams and Innovation            |      |                             |
| MCC: 511F                  | <b>1105</b> OMT: Gov. & Top Mgmt Processes       |      |      |      | <b>1205</b> OMT: Networks, Innovations & Change  |      |                             |
| MCC: 512E - Table 1        | <b>1051</b> DISC: Organizational configurations  |      |      |      | <b>1160</b> DISC: Diversification and performanc |      |                             |
| MCC: 512E - Table 2        |                                                  |      |      |      | <b>1161</b> DISC: Value and Venture Creation     |      |                             |
| MCC: 512F - Table 1        | <b>1052</b> DISC: OMT and Executives             |      |      |      | <b>1162</b> DISC: OMT and Context                |      |                             |
| MCC: 512F - Table 2        | <b>1053</b> DISC: Innovating in emerging economi |      |      |      | <b>1163</b> DISC: Knowledge resources for inno.  |      |                             |
| MCC: 512G - Table 1        | <b>1054</b> DISC: Modes/patterns of int'lization |      |      |      | <b>1164</b> DISC: Comparative Studies in Diversi |      |                             |
| MCC: 512G - Table 2        | <b>1055</b> DISC: Culture Change/Change Leadersh |      |      |      | <b>1165</b> DISC: Psychology of Entrepreneurship |      |                             |

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



|                                      |                                                   |                                                  |
|--------------------------------------|---------------------------------------------------|--------------------------------------------------|
| MCC: 512H - Table 1                  | <b>1056</b> DISC: Teamwork                        | <b>1166</b> DISC: Employee Motivation            |
| MCC: 512H - Table 2                  | <b>1057</b> DISC: Performance Issues              | <b>1167</b> DISC: Entrepreneurship and Technoloq |
| MCC: 513A                            | <b>1106</b> OMT: Mobility and Recruitment         | <b>1220</b> TIM: Project Management              |
| MCC: 513B                            | <b>1125</b> TIM: Government and Innovation        | <b>1221</b> TIM: Value Chain Specialization      |
| MCC: 513C                            | <b>1022</b> BPS: Emotions, Aspirations & Option   | <b>1133</b> BPS: Strategic Planning & Process    |
| MCC: 513D                            | <b>1023</b> BPS: Competitive Dynamics             | <b>1134</b> BPS: Dynamic Capabilities & Rivalry  |
| MCC: 513E                            | <b>1113</b> OMT/MOC/HCM: Engaging with Rules      |                                                  |
| MCC: 513F                            | <b>1029</b> BPS/TIM/ENT: Markets for Ideas        | <b>1135</b> BPS: Open Innovation                 |
| MCC: 514A                            | <b>1061</b> ENT: Knowledge                        | <b>1170</b> ENT: Growth                          |
| MCC: 514B                            | <b>1062</b> ENT: Finance 2                        | <b>1171</b> ENT: Survival and Success            |
| MCC: 514C                            | <b>1114</b> OMT/OB/ODC: Exploring Contextual      |                                                  |
| MCC: 515A                            | <b>1024</b> BPS: Knowledge-Based View             | <b>1136</b> BPS: Organization & Politics         |
| MCC: 515B                            | <b>1025</b> BPS: Strategic Entrepreneurship       | <b>1137</b> BPS: Technology Strategy             |
| MCC: 515C                            | <b>1098</b> OCIS: Institutions, Markets, Economy  | <b>1206</b> OMT: Stakeholders and Governance     |
| MCC: 516A                            | <b>1126</b> TIM: Innovative Excellence            | <b>1222</b> TIM: Diffusion Models                |
| MCC: 516B                            | <b>1103</b> OM: SCM Performance                   | <b>1203</b> OM: SCM Relationships                |
| MCC: 516C                            | <b>1127</b> TIM: TIM Best Dissertation Paper      | <b>1223</b> TIM: TIM Distinguished Speaker       |
| MCC: 516D                            | <b>1079</b> MED/ODC: Transfer of learning success | <b>1228</b> MED: MED Business                    |
| MCC: 516E                            | <b>1078</b> MED: Inquiry Approaches               |                                                  |
| MCC: 518A                            | <b>1107</b> OMT: Unequal America                  | <b>1207</b> OMT: Organizational Design           |
| MCC: 518B                            | <b>1108</b> OMT: Movements and Organizations      |                                                  |
| MCC: 518C                            | <b>1026</b> BPS: Strategy & Institutions          | <b>1138</b> BPS: Non-Market Strategy             |
| MCC: 519A                            | <b>1027</b> BPS: Governance Across Borders        | <b>1139</b> BPS: Boards & Directors              |
| MCC: 519B                            | <b>1109</b> OMT: Legitimacy and Trust             | <b>1208</b> OMT: Institutional Logics            |
| MCC: 520 AB                          |                                                   | <b>1129</b> ENT: Ghanghua School of Management   |
| MCC: 521A                            | <b>1032</b> CAU: The Dark Side of Caring          | <b>1142</b> CAU: "Compassion" in Operations      |
| MCC: 521B                            | <b>1033</b> CAU: Complexity Conundrums            | <b>1143</b> CAU: Research Agendas and IP Policy  |
| MCC: 521C                            | <b>1034</b> CAU: Innovation and exaptation        | <b>1144</b> CAU: Nonlinear entrepreneurship      |
| MCC: 522A                            | <b>1035</b> CAU: RepNet                           | <b>1145</b> CAU: Biological Basis of Behavior    |
| MCC: 522B                            | <b>1036</b> CAU: Applying the Practice Lens       | <b>1146</b> CAU: VC Investments in Cleantech     |
| MCC: 522C                            | <b>1037</b> CAU: PRME and SoTL                    | <b>1147</b> CAU: Network for Learning            |
| MCC: 523A                            | <b>1038</b> CAU: Self-Initiated Expatriation      | <b>1148</b> CAU: Women on Boards                 |
| MCC: 523B                            | <b>1039</b> CAU: Dare to Care                     | <b>1149</b> CAU: Biculturals in the MNC          |
| MCC: 524A                            | ← AAA: Membership                                 |                                                  |
| MCC: 524B                            | <b>1110</b> OMT: Ownership and Governance         |                                                  |
| MCC: 524C                            | <b>1111</b> OMT: Institutionalization             |                                                  |
| MCC: 525A                            | <b>1112</b> OMT: Status Research                  | <b>1209</b> OMT: Categories and Identities       |
| MCC: 525B                            | <b>1104</b> OM: China & International             | <b>1204</b> OM: Flexibility and Innovation       |
| MCC: Exhibit Hall 220 CD             | ← AAA: Exhibits                                   |                                                  |
| MCC: Exhibit Hall 220 CD             | ← AAA: Conference Registration...                 |                                                  |
| MCC: Exhibit Hall 220 CD Conf. Break | <b>1021</b> AAA:                                  |                                                  |
| OS: Concordia College                |                                                   | <b>1227</b> HR: Research and →                   |
| FMT: Bersimis                        | <b>1092</b> OB/HCM: Teamwork in Care Teams        | <b>1192</b> OB: Emerging Temporal Trends         |
| FMT: Chaudiere                       | <b>1116</b> PNP: Job Satisfaction                 | <b>1213</b> SIM: Shareholders and CSR RT         |
| FMT: Duluth                          | <b>1119</b> SIM: Sustainability                   | <b>1214</b> SIM: Financial Crisis                |
| FMT: Gatineau                        | <b>1088</b> OB: Employee Voice Behavior           | <b>1226</b> MH: MH Business                      |
| FMT: Grand Salon                     | <b>1093</b> OB/HR: Passion and Proactivity        | <b>1197</b> OB/CM/HR: Abusive Supervisor         |
| FMT: Harricana                       | <b>1049</b> CMS: Roundtable #1...                 | <b>1159</b> CMS: Roundtable #3                   |
| FMT: Hochelaga 1                     | <b>1094</b> OB/HR: Supervisor Support             | <b>1199</b> OB/HR/MED: Interpersonal Skills      |
| FMT: Hochelaga 2                     | <b>1084</b> MSR: MSR Theory Building              | <b>1187</b> MSR: Leadership and Spirituality     |
| FMT: Hochelaga 3                     | <b>1050</b> CMS: Equality at work                 | <b>1175</b> HCM: HCM Distinguished Speaker       |
| FMT: Hochelaga 4                     | <b>1066</b> HCM: Institutional Change in HC       |                                                  |
| FMT: Hochelaga 5                     | <b>1122</b> SIM/ONE: The ISO 26000 SR Standard    | <b>1215</b> SIM: Dysfunctional Workplaces        |
| FMT: Hochelaga 6                     | <b>1120</b> SIM: CSP-CFP                          | <b>1216</b> SIM: Firm-Stakeholder Dyads          |
| FMT: Jolliet                         | <b>1095</b> OB/HR: Empowerment Research           | <b>1200</b> OB/IM/RM: Contextualizing Energy     |
| FMT: Mackenzie                       | <b>1121</b> SIM: Ee issues                        | <b>1217</b> SIM: SIM Division Business Meeting   |
| FMT: Marquette                       | <b>1089</b> OB: Leadership Across Levels          | <b>1193</b> OB: Leadership Research              |
| FMT: Matapedia                       | <b>1115</b> ONE: OB & the environment             | <b>1210</b> ONE: ONE Business Meeting...         |
| FMT: Nicolet                         | <b>1090</b> OB: Workplace Politics                | <b>1194</b> OB: Knowledge Sharing                |

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

|                 |                                                |                                                 |
|-----------------|------------------------------------------------|-------------------------------------------------|
| FMT: Peribonca  | <b>1117</b> PNP: The Adequacy of our Theory    | <b>1211</b> PNP: Business meeting               |
| FMT: Richelieu  | <b>1091</b> OB: Ethical Leadership             | <b>1195</b> OB: Transformational Leadership     |
| FMT: St-Charles | <b>1067</b> HCM: Healthy Healthcare Workforce? | <b>1196</b> OB: Predicting Job Success          |
| FMT: St-Laurent | <b>1080</b> MH: Influencing Great Minds        |                                                 |
| FMT: St-Maurice | <b>1096</b> OB/HR/MOC: Implicit Followership   | <b>1198</b> OB/HR: CQ and Intercultural Contact |

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

## Monday Evening, August 9, 2010

|                                   | 6:30                                          | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 |
|-----------------------------------|-----------------------------------------------|------|------|------|------|------|------|-------|
| DEL: Cartier A                    | <b>1237</b> MC: Business Meeting              |      |      |      |      |      |      |       |
| DEL: Cartier B                    | <b>1239</b> MOC: MOC Business                 |      |      |      |      |      |      |       |
| DEL: Les Courants                 | <b>1229</b> RM: RM Business                   |      |      |      |      |      |      |       |
| DEL: Regence B                    | <b>1254</b> MOC: MOC Social Hour              |      |      |      |      |      |      |       |
| DEL: St-Laurent                   | <b>1247</b> RM: RM Social Hour                |      |      |      |      |      |      |       |
| SHE: Drummond east                | <b>1258</b> ICW: Weatherhead Reception        |      |      |      |      |      |      |       |
| SHE: Drummond west                | <b>1251</b> GDO: GDO Social Hour              |      |      |      |      |      |      |       |
| SHE: Salle Ballroom center        | <b>1236</b> IM: IM Business Meeting           |      |      |      |      |      |      |       |
| SHE: Salle Ballroom east          | <b>1232</b> CAR: Careers Division Social Hour |      |      |      |      |      |      |       |
| SHE: Salle Ballroom west          | <b>1241</b> OB: OB Awards & Social            |      |      |      |      |      |      |       |
| SHE: Salon A                      | <b>1243</b> ODC: ODC Division Reception       |      |      |      |      |      |      |       |
| SHE: Salon C                      | <b>1234</b> GDO: GDO Business                 |      |      |      |      |      |      |       |
| MCC: 510A                         | <b>1231</b> BPS: BPS Business                 |      |      |      |      |      |      |       |
| MCC: 510D                         | <b>1230</b> AAA: SAP Reception and Business   |      |      |      |      |      |      |       |
| MCC: 511C                         | <b>1242</b> OCIS: OCIS Business               |      |      |      |      |      |      |       |
| MCC: 511D                         | ← ICW: Northeastern-Moscow State              |      |      |      |      |      |      |       |
| MCC: 511F                         | <b>1255</b> OCIS: OCIS Social Hour            |      |      |      |      |      |      |       |
| MCC: 516C                         | <b>1233</b> ENT: ENT Business                 |      |      |      |      |      |      |       |
| MCC: 516D                         | <b>1228</b> MED: MED Business                 |      |      |      |      |      |      |       |
| MCC: 520 AB                       | <b>1250</b> ENT: ENT Social Reception         |      |      |      |      |      |      |       |
| MCC: 520 DE                       | <b>1248</b> BPS: BPS Social                   |      |      |      |      |      |      |       |
| MCC: 520CF                        | <b>1253</b> MED: MED Social                   |      |      |      |      |      |      |       |
| MCC: 524B                         | <b>1244</b> OMT: OMT Business                 |      |      |      |      |      |      |       |
| MCC: 524C                         | <b>1256</b> OMT: OMT Social Hour              |      |      |      |      |      |      |       |
| OS: Concordia College             | <b>1227</b> HR: Research and Practice         |      |      |      |      |      |      |       |
| OS: Montreal Museum of Modern Art | <b>1257</b> IM: IM Social →                   |      |      |      |      |      |      |       |
| FMT: Harricana                    | <b>1240</b> MSR: MSR PIPELINE                 |      |      |      |      |      |      |       |
| FMT: Hochelaga 2                  | <b>1249</b> CMS: CMS Main Social              |      |      |      |      |      |      |       |
| FMT: Hochelaga 3                  | <b>1235</b> HCM: HCM Business                 |      |      |      |      |      |      |       |
| FMT: Hochelaga 4                  | <b>1245</b> ONE: ONE/SIM Social...            |      |      |      |      |      |      |       |
| FMT: Hochelaga 4.                 | <b>1246</b> SIM: SIM/ONE Reception            |      |      |      |      |      |      |       |
| FMT: Mackenzie                    | <b>1252</b> HCM: HCM Division Reception       |      |      |      |      |      |      |       |
| FMT: St-Laurent                   | <b>1238</b> MH: Management History Social     |      |      |      |      |      |      |       |

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

## Tuesday Morning, August 10, 2010

|                            | 7:30            | 8:00                                                | 8:30                                 | 9:00 | 9:30 | 10:00                                               | 10:30 | 11:00 |
|----------------------------|-----------------|-----------------------------------------------------|--------------------------------------|------|------|-----------------------------------------------------|-------|-------|
| DEL: Bonsecours            |                 | <b>1326</b> IM: Emerging Economies in IM            |                                      |      |      | <b>1433</b> IM: Political Risk and the MNE          |       |       |
| DEL: Cartier A             |                 |                                                     |                                      |      |      | <b>1434</b> IM: HQ/ Subsidiary Relations            |       |       |
| DEL: Cartier B             |                 | <b>1331</b> MOC: Cognitive Processes                |                                      |      |      | <b>1440</b> MOC: Trust                              |       |       |
| DEL: St-Charles            |                 | <b>1333</b> MOC/OB/OMT: Micro and Macro in Identity |                                      |      |      | <b>1441</b> MOC: Workplace Entitlement              |       |       |
| DEL: St-Laurent            |                 | <b>1365</b> RM: Refining theory                     |                                      |      |      | <b>1476</b> RM: Valuing management research         |       |       |
| DEL: Verriere A            |                 | <b>1332</b> MOC: Social Identity                    |                                      |      |      | <b>1442</b> MOC: Social Construction                |       |       |
| DEL: Verriere B            |                 | <b>1354</b> ODC: Institutions and Interventions     |                                      |      |      | <b>1460</b> ODC: Enablers of Connection             |       |       |
| DEL: Vitre                 | ← MC: Executive |                                                     |                                      |      |      |                                                     |       |       |
| HR: Alfred-Rouveau A       |                 | <b>1288</b> CDP: CSR & (Ethical) Decision Makin     |                                      |      |      | <b>1397</b> CDP: The Darkside of Ethics             |       |       |
| HR: Alfred-Rouveau B       |                 | <b>1289</b> CDP: Leadership & Gender in ENT         |                                      |      |      | <b>1398</b> CDP: Affects of Gender on Inno & Ch     |       |       |
| HR: Alfred-Rouveau C       |                 | <b>1290</b> CDP: Chinese Firms Management           |                                      |      |      | <b>1399</b> CDP: Keys to Business Success           |       |       |
| HR: Anjou                  |                 | <b>1291</b> CDP: Applying Research Methods          |                                      |      |      | <b>1400</b> CDP: Diffusion of Diverse Ideas         |       |       |
| HR: Argenteuil, Table 1    |                 |                                                     |                                      |      |      | <b>1401</b> CDP: Factors Affecting Turnover         |       |       |
| HR: Argenteuil, Table 2    |                 | <b>1292</b> CDP: Gender Effects on Career Choic     |                                      |      |      | <b>1402</b> CDP: Managing Work Family Boundary      |       |       |
| HR: Picardie               |                 | <b>1293</b> CDP: Groups at Work                     |                                      |      |      | <b>1403</b> CDP: What Happened to Academia?         |       |       |
| SHE: Drummond center       |                 | <b>1352</b> ODC: Emotions and Change                |                                      |      |      | <b>1461</b> ODC/IM: OD in the Global Context        |       |       |
| SHE: Drummond east         |                 | <b>1317</b> HR: Absenteeism & Turnover              |                                      |      |      | <b>1425</b> HR: Compensation                        |       |       |
| SHE: Drummond west         |                 | <b>1314</b> GDO/OB: Generational Diversity          |                                      |      |      | <b>1422</b> GDO/HR: Work, Gender Inequity & India   |       |       |
| SHE: Garcia                |                 | <b>1277</b> CAR: Emotions and Careers               |                                      |      |      | <b>1430</b> IM: Leadership Across Cultures          |       |       |
| SHE: Jarry                 |                 | <b>1279</b> CAR/HR/OB: Work-Life Balance            |                                      |      |      | <b>1388</b> CAR/GDO/IM: Self-Initiated Expatriation |       |       |
| SHE: Joyce                 |                 | <b>1294</b> CM: Conflict & Grievances               |                                      |      |      | <b>1404</b> CM: Interpersonal Conflict              |       |       |
| SHE: Kafka                 |                 | <b>1312</b> GDO: Gender and Networking              |                                      |      |      | <b>1420</b> GDO: Stereotypes and Their Effects      |       |       |
| SHE: Lamartine             |                 | <b>1313</b> GDO: Attraction and Hiring              |                                      |      |      | <b>1421</b> GDO: Gender, Mentoring, Negotiating     |       |       |
| SHE: Musset                |                 | <b>1321</b> HR/MED: Career theory for HRM           |                                      |      |      | <b>1428</b> HR/IM: HRM in the Middle East           |       |       |
| SHE: Salle Ballroom center |                 | <b>1323</b> IM: IM Entrepreneurship                 |                                      |      |      | <b>1431</b> IM: Montreal Cultural Mosaic            |       |       |
| SHE: Salle Ballroom east   |                 | <b>1335</b> OB: Employee Commitment                 |                                      |      |      | <b>1444</b> OB: Perceived Org. Support              |       |       |
| SHE: Salle Ballroom west   |                 |                                                     | <b>1376</b> OB: Lifetime Achievement |      |      | <b>1486</b> OB: Making Connections                  |       |       |
| SHE: Salon 1               |                 | <b>1324</b> IM: Multicultural Teams                 |                                      |      |      | <b>1435</b> IM/OB/RM: The New GLOBE Study           |       |       |
| SHE: Salon 2               |                 | <b>1318</b> HR: Selection                           |                                      |      |      | <b>1426</b> HR: Training                            |       |       |
| SHE: Salon 3               |                 | <b>1278</b> CAR: Working Mothers and Fathers        |                                      |      |      | <b>1386</b> CAR: Career Success                     |       |       |
| SHE: Salon 4               |                 | <b>1319</b> HR: Global workplace diversity          |                                      |      |      | <b>1427</b> HR: Absenteeism & Turnover              |       |       |
| SHE: Salon 5               |                 | <b>1336</b> OB: Motivation and Feedback             |                                      |      |      | <b>1445</b> OB: Collectivism                        |       |       |
| SHE: Salon 6               |                 | <b>1337</b> OB: Psychological Contracts             |                                      |      |      | <b>1446</b> OB: Times are Tough                     |       |       |
| SHE: Salon 7               |                 | <b>1353</b> ODC: Performance and Results            |                                      |      |      | <b>1459</b> ODC: Capabilities and Capacities        |       |       |
| SHE: Salon 8               |                 | <b>1295</b> CM/OB/MOC: Extrinsic Affect Regulation  |                                      |      |      | <b>1387</b> CAR: Developmental Relationships        |       |       |
| SHE: Salon A               |                 | <b>1338</b> OB: Cross-Cultural OB                   |                                      |      |      | <b>1447</b> OB: Social Networks                     |       |       |
| SHE: Salon B               |                 | <b>1325</b> IM: Entry Mode and Performance          |                                      |      |      | <b>1432</b> IM: Risk and Uncertainty                |       |       |
| SHE: Salon C               |                 | <b>1320</b> HR: Cross-level Strategic HR            |                                      |      |      | <b>1429</b> HR/OCIS: Emerging Issues in eHRM        |       |       |
| MCC: 343 A-C               |                 | <b>1265</b> AAA: 2010 LAC                           |                                      |      |      |                                                     |       | →     |
| MCC: 510A                  |                 | <b>1268</b> BPS: Economics and Strategy             |                                      |      |      | <b>1382</b> BPS/ENT: Mobility and Entrepreneurship  |       |       |
| MCC: 510B                  |                 | <b>1269</b> BPS: Alliance Governance Modes          |                                      |      |      | <b>1377</b> BPS: Alliance Contract Design           |       |       |
| MCC: 510C                  |                 | <b>1306</b> ENT: Business Angels                    |                                      |      |      | <b>1414</b> ENT: Venture Capital                    |       |       |
| MCC: 510D                  |                 | <b>1307</b> ENT: Growth                             |                                      |      |      | <b>1415</b> ENT: Strategy                           |       |       |
| MCC: 511A                  |                 | <b>1308</b> ENT: Competition                        |                                      |      |      | <b>1419</b> ENT/MH/RM: Building Theory with History |       |       |
| MCC: 511B                  |                 | <b>1375</b> TIM/OMT/BPS: Absorptive Capacity        |                                      |      |      | <b>1481</b> TIM: Coupling and Innovation            |       |       |
| MCC: 511C                  |                 | <b>1349</b> OCIS: IT Implementation                 |                                      |      |      | <b>1456</b> OCIS: Knowledge Sharing/Online Comm.    |       |       |
| MCC: 511D                  |                 | <b>1351</b> OCIS/HR: Realizing an HRIS's Potential  |                                      |      |      | <b>1457</b> OCIS: Management Connections Online     |       |       |
| MCC: 511E                  |                 | <b>1370</b> TIM: New Venture Performance            |                                      |      |      | <b>1482</b> TIM: Isomorphism and Knowledge          |       |       |
| MCC: 511F                  |                 | <b>1356</b> OMT: Ecological Studies                 |                                      |      |      | <b>1463</b> OMT: Ecological Research                |       |       |
| MCC: 512A                  |                 | <b>1322</b> ICW: Berkeley Breakfast                 |                                      |      |      |                                                     |       |       |
| MCC: 512E - Table 1        |                 | <b>1298</b> DISC: Dynamic contingencies/strategi    |                                      |      |      | <b>1407</b> DISC: Parent-subsidiary alignment       |       |       |
| MCC: 512E - Table 2        |                 | <b>1299</b> DISC: Trends in Entrepreneurship        |                                      |      |      |                                                     |       |       |
| MCC: 512F - Table 1        |                 | <b>1300</b> DISC: OMT and Norms                     |                                      |      |      | <b>1408</b> DISC: OMT and Learning                  |       |       |
| MCC: 512F - Table 2        |                 | <b>1301</b> DISC: Using the Internet to innovate    |                                      |      |      | <b>1409</b> DISC: Gov't - Business Collaboration    |       |       |
| MCC: 512G - Table 1        |                 | <b>1302</b> DISC: GDO and Follower Outcomes         |                                      |      |      | <b>1410</b> DISC: GDO and Work Groups               |       |       |

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

|                          |                                                                |                                                   |
|--------------------------|----------------------------------------------------------------|---------------------------------------------------|
| MCC: 512G - Table 2      | <b>1303</b> DISC: OCIS and Processes                           | <b>1411</b> DISC: OCIS and People                 |
| MCC: 512H - Table 1      | <b>1304</b> DISC: Deviance                                     | <b>1412</b> DISC: Leader Attributes and Behavior  |
| MCC: 512H - Table 2      | <b>1305</b> DISC: CSR and reputation                           | <b>1413</b> DISC: Ethical Behavior in Org.        |
| MCC: 513A                | <b>1371</b> TIM: New Product Innovation                        | <b>1483</b> TIM: Technology Adoption Decisions    |
| MCC: 513B                | <b>1372</b> TIM: Organizing for Innovation                     | <b>1484</b> TIM: Alliances and Distance           |
| MCC: 513C                | <b>1270</b> BPS: Industry Analysis                             | <b>1378</b> BPS: Diversification                  |
| MCC: 513D                | <b>1271</b> BPS: Top Management Teams II                       | <b>1379</b> BPS: Alliances                        |
| MCC: 513E                | <b>1357</b> OMT: Organizational Mortality                      | <b>1464</b> OMT: Interpersonal Influence          |
| MCC: 513F                | <b>1272</b> BPS: Ownership & Control                           | <b>1384</b> BPS/OMT/MOC: Markets and Symbols      |
| MCC: 514A                | <b>1309</b> ENT: Corporate Spin-Outs                           | <b>1416</b> ENT: Opportunities                    |
| MCC: 514B                | <b>1310</b> ENT: Careers                                       | <b>1417</b> ENT: Nascents                         |
| MCC: 514C                | <b>1358</b> OMT: Governance Processes                          | <b>1465</b> OMT: Innovations in Governance        |
| MCC: 515A                | <b>1273</b> BPS: Upper Echelon & Capital Market                | <b>1380</b> BPS: Political Strategy               |
| MCC: 515B                | <b>1274</b> BPS: CEO Pay                                       | <b>1381</b> BPS: Top Management Teams I           |
| MCC: 515C                | <b>1350</b> OCIS: Distributive Teams                           | <b>1458</b> OCIS: Interpersonal Communication     |
| MCC: 516A                | <b>1359</b> OMT: Knowledge Sharing & Learning                  | <b>1466</b> OMT: Exploration and Exploitation     |
| MCC: 516B                | <b>1355</b> OM: Knowledge Chains                               | <b>1462</b> OM: Symposium: Experiments in OM      |
| MCC: 516C                | <b>1373</b> TIM: Ambidexterity and Performance                 | <b>1485</b> TIM/ENT: Strategic Innovation in SMEs |
| MCC: 516D                | <b>1327</b> MED: Publish or Perish                             | <b>1436</b> MED: Coaching with Compassion         |
| MCC: 516E                | <b>1328</b> MED: Learning in Context                           | <b>1437</b> MED: Student Characteristics          |
| MCC: 518A                | <b>1360</b> OMT: Discourse and Identity                        | <b>1467</b> OMT: Organizational Routines          |
| MCC: 518B                | <b>1361</b> OMT: Creativity and Improvisation                  | <b>1468</b> OMT: Search, Learning & Performance   |
| MCC: 518C                | <b>1275</b> BPS: Capabilities & Governance                     | <b>1383</b> BPS/ENT: Organization Economics       |
| MCC: 519A                | <b>1276</b> BPS: Faces of Governance                           | <b>1385</b> BPS/OMT/OB: How Adaptive are CEOs?    |
| MCC: 519B                | <b>1362</b> OMT: Networks and Change                           | <b>1469</b> OMT: Leadership and Power             |
| MCC: 521A                | <b>1280</b> CAU: Empathy & Management Education                | <b>1389</b> CAU: Mindfulness Meditation           |
| MCC: 521B                | <b>1281</b> CAU: Health Care or Health Service                 | <b>1390</b> CAU: Frederick Taylor                 |
| MCC: 521C                | <b>1282</b> CAU: Franchising Research                          | <b>1391</b> CAU: Social Capital & Entrepreneurs   |
| MCC: 522A                | <b>1283</b> CAU: Inter-firm trust                              | <b>1392</b> CAU: Daring to Coach Leaders          |
| MCC: 522B                | <b>1284</b> CAU: Communities and Sustainability                | <b>1393</b> CAU: Africa Management Research       |
| MCC: 522C                | <b>1285</b> CAU: Impact of Learning and Knowing                | <b>1394</b> CAU: Recognizing Professionalism      |
| MCC: 523A                | <b>1286</b> CAU: ROI for Leadership Development                | <b>1395</b> CAU: Leadership in extreme contexts   |
| MCC: 523B                | <b>1287</b> CAU: Strategic Human Capital                       | <b>1396</b> CAU: Knowledge Transfer Project       |
| MCC: 524A                | <b>1266</b> AAA: Membership                                    | →                                                 |
| MCC: 524B                | <b>1363</b> OMT: Social Capital and Capability                 | <b>1470</b> OMT: Sustainability and CSR           |
| MCC: 524C                | <b>1374</b> TIM: University-Industry Alliances                 | <b>1471</b> OMT: Leadership: Theory & Research    |
| MCC: 525A                | ← MED: MED Exec <b>1329</b> MED: Role of Business Schools      | <b>1438</b> MED: Online Learning                  |
| MCC: 525B                | <b>1311</b> ENT: Innovation                                    | <b>1418</b> ENT: Creation                         |
| MCC: Exhibit Hall 220 CD | <b>1267</b> AAA: Conference Registration...                    | →                                                 |
| FMT: Bersimis            | <b>1339</b> OB: Emotional Intelligence                         | <b>1474</b> PNP: Multiple Facets of Contracting   |
| FMT: Chaudiere           | <b>1366</b> SIM: Cross-Sector Partnerships                     | <b>1477</b> SIM: MNCs Roundtable                  |
| FMT: Duluth              | ← MSR: MSR <b>1472</b> ONE: Bus. Str and the environment       |                                                   |
| FMT: Gatineau            | <b>1340</b> OB: Perspectives on Leadership                     | <b>1448</b> OB: Charisma                          |
| FMT: Grand Salon         | <b>1341</b> OB: Diversity and Climate                          | <b>1449</b> OB: Fake It Till You Make It          |
| FMT: Harricana           | <b>1296</b> CMS: Constructing Meaning                          | <b>1405</b> CMS: CMS Keynote                      |
| FMT: Hochelaga 1         | <b>1348</b> OB/OMT: Trust & Transparency                       | <b>1453</b> OB/CAR: Job Search and Unemployment   |
| FMT: Hochelaga 2         | <b>1334</b> MSR: MSR and Workplace Culture                     | <b>1443</b> MSR: MSR in Business Contexts         |
| FMT: Hochelaga 3         | <b>1297</b> CMS/MSR/HCM: Restoring Care to Health              | <b>1406</b> CMS: Producing, Distributing, Consu   |
| FMT: Hochelaga 4         | <b>1315</b> HCM: Leadership and Decision-Making                | <b>1424</b> HCM/GDO: Healthcare Diversity Mgmt.   |
| FMT: Hochelaga 5         | <b>1367</b> SIM: CSR Dynamism                                  | <b>1478</b> SIM: CSR Measurement                  |
| FMT: Hochelaga 6         | <b>1264</b> SIM: SIM <b>1368</b> SIM: Eth Dec Making           | <b>1480</b> SIM/OB: Organizational Collusion      |
| FMT: Jolliet             | <b>1342</b> OB: Mistreatment and Power                         | <b>1455</b> OB/HR/IM: Cross-Cultural Justice      |
| FMT: Mackenzie           | <b>1369</b> SIM: CEOs, Family Firms, & CSR                     | <b>1479</b> SIM: Why Do Firms Exist and Whom Do   |
| FMT: Marquette           | ← AAA: AOM Past <b>1343</b> OB: Role Conflict and Role Demands | <b>1450</b> OB: Conservation of Resources         |
| FMT: Matapedia           | <b>1344</b> OB: Genetics and OB                                | <b>1473</b> ONE: Institutions and Env. protecti   |
| FMT: Nicolet             | <b>1345</b> OB: Attitudes and Perceptions                      | <b>1451</b> OB: Temporal Issues in Teams          |
| FMT: Peribonca           | <b>1364</b> PNP/OMT/SIM: Measuring Social                      | <b>1475</b> PNP: Community in Theory              |
| FMT: Richelieu           | <b>1346</b> OB: Creativity: Cross Level                        | <b>1452</b> OB: Newcomer Adaption                 |
| FMT: St-Charles          | <b>1316</b> HCM: Information Tech and Change                   | <b>1423</b> HCM: Hospital Performance             |

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

|                 |            |                                           |                                                |
|-----------------|------------|-------------------------------------------|------------------------------------------------|
| FMT: St-Laurent | ← HCM: HCM | <b>1330</b> MH: What Have the Women Done? | <b>1439</b> MH: Newness and Management History |
| FMT: St-Maurice |            | <b>1347</b> OB: Authentic Leadership      | <b>1454</b> OB/HR: Leadership and EI           |



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## Tuesday Early Afternoon, August 10, 2010

|                            | 11:30                                                | 12:00 | 12:30 | 1:00 | 1:30                                                 | 2:00 | 2:30 |   |
|----------------------------|------------------------------------------------------|-------|-------|------|------------------------------------------------------|------|------|---|
| DEL: Bonsecours            | <b>1540</b> IM: Institutional Distance in IM         |       |       |      | <b>1645</b> IM: Government and MNE                   |      |      |   |
| DEL: Cartier B             | <b>1543</b> MOC: Cognitive Schema                    |       |       |      | <b>1651</b> MOC: Intuition/Dual Process              |      |      |   |
| DEL: St-Charles            | <b>1545</b> MOC/GDO/OB: Interpersonal Moments at     |       |       |      | <b>1652</b> MOC: Perception of Social Networks       |      |      |   |
| DEL: St-Laurent            | <b>1581</b> RM: introduction to SEM                  |       |       |      | <b>1686</b> RM: social contexts                      |      |      |   |
| DEL: Verriere A            | <b>1544</b> MOC: Decision making                     |       |       |      | <b>1653</b> MOC: How organizations learn             |      |      |   |
| DEL: Verriere B            | <b>1582</b> RM: Complex data                         |       |       |      | <b>1647</b> MC/ODC: Major Approaches: AI & SEAM      |      |      |   |
| HR: Alfred-Rouleau A       | <b>1503</b> CDP: Bad Behavior                        |       |       |      | <b>1612</b> CDP: Committing to Org. Culture          |      |      |   |
| HR: Alfred-Rouleau B       | <b>1504</b> CDP: Ambivalence and Compliance          |       |       |      | <b>1613</b> CDP: The Future of HR Practices          |      |      |   |
| HR: Alfred-Rouleau C       | <b>1505</b> CDP: Inter-Org. Collaborations           |       |       |      | <b>1614</b> CDP: Online Communities and IT           |      |      |   |
| HR: Anjou                  | <b>1506</b> CDP: Agency Problems & Conflicts         |       |       |      |                                                      |      |      |   |
| HR: Argenteuil, Table 1    | <b>1507</b> CDP: Int'l & Tech Strategy               |       |       |      |                                                      |      |      |   |
| HR: Picardie               | <b>1508</b> CDP: Interpersonal Exchanges             |       |       |      | <b>1615</b> CDP: Older Employees' Performance        |      |      |   |
| SHE: Drummond center       | <b>1565</b> ODC/OMT: Social Movements Inside & Out   |       |       |      | <b>1671</b> ODC: ROCD: Current Trajectories          |      |      |   |
| SHE: Drummond east         | <b>1531</b> HR: Work-family balance                  |       |       |      | <b>1638</b> HR: Cross-levels HR                      |      |      |   |
| SHE: Drummond west         | <b>1528</b> GDO/SIM: Women on Boards & Female        |       |       |      | <b>1635</b> GDO/HR: Mistreatment Affecting Work      |      |      |   |
| SHE: Garcia                | <b>1535</b> IM: Geographic Scope                     |       |       |      | <b>1641</b> IM: International Expansion Proce        |      |      |   |
| SHE: Jarry                 | <b>1495</b> CAR/HR: Re-Inventing Retirement          |       |       |      | <b>1603</b> CAR/MED: Coaching Future Leaders         |      |      |   |
| SHE: Joyce                 | <b>1509</b> CM/OB/SIM: Behavioral Integrity Outcomes |       |       |      | <b>1616</b> CM: Conflict & Teams                     |      |      |   |
| SHE: Kafka                 | <b>1526</b> GDO: Workplace Inequalities & Bias       |       |       |      | <b>1633</b> GDO: Masculinity & Male Domination       |      |      |   |
| SHE: Lamartine             | <b>1527</b> GDO: Turnover & Diversity Climates       |       |       |      | <b>1634</b> GDO: Women's Global Leadership           |      |      |   |
| SHE: Musset                | <b>1532</b> HR: Terminating employees                |       |       |      | <b>1617</b> CM/OB: Rivalry                           |      |      |   |
| SHE: Salle Ballroom center | <b>1536</b> IM: Corporate Governance                 |       |       |      | <b>1642</b> IM: Distance and MNCs                    |      |      |   |
| SHE: Salle Ballroom east   | <b>1547</b> OB: Job Embeddedness                     |       |       |      | <b>1655</b> OB: Envy and Forgiveness                 |      |      |   |
| SHE: Salon 1               | <b>1537</b> IM: MNE Innovation Capabilities          |       |       |      | <b>1643</b> IM: MNE Knowledge Flows                  |      |      |   |
| SHE: Salon 2               | <b>1533</b> HR: Recruitment                          |       |       |      | <b>1639</b> HR: Innovation                           |      |      |   |
| SHE: Salon 4               | <b>1534</b> HR: Motivation                           |       |       |      | <b>1644</b> IM: Blended Identities & IM              |      |      |   |
| SHE: Salon 5               | <b>1548</b> OB: Creativity                           |       |       |      | <b>1656</b> OB: Judgment and Decision Making         |      |      |   |
| SHE: Salon 6               | <b>1549</b> OB: Power and Status                     |       |       |      | <b>1657</b> OB: Exhaustion and Burnout               |      |      |   |
| SHE: Salon 7               | <b>1564</b> ODC: Sensemaking                         |       |       |      | <b>1672</b> ODC: CEO Succession                      |      |      |   |
| SHE: Salon 8               | <b>1550</b> OB: Affect and Emotions at Work          |       |       |      | <b>1658</b> OB: Meaningfulness of Work               |      |      |   |
| SHE: Salon A               | <b>1551</b> OB: Person-Environment Fit               |       |       |      | <b>1659</b> OB: Incivility and Toxic Emotions        |      |      |   |
| SHE: Salon B               | <b>1538</b> IM: IJVs                                 |       |       |      | <b>1646</b> IM/OB: Individuals in Transitions        |      |      |   |
| SHE: Salon C               | <b>1539</b> IM: Offshoring                           |       |       |      | <b>1640</b> HR/OB/CAR: Core Self-Evaluations at Work |      |      |   |
| MCC: 343 A-C               | ← AAA: 2010 LAC                                      |       |       |      |                                                      |      |      | → |
| MCC: 510A                  | <b>1568</b> OMT: Interorganizational Relations       |       |       |      | <b>1602</b> BPS/TIM: Financial Meltdown Revisited    |      |      |   |
| MCC: 510B                  | <b>1487</b> BPS: Knowledge through Relationship      |       |       |      | <b>1594</b> BPS: Alliance Portfolios                 |      |      |   |
| MCC: 510C                  | <b>1520</b> ENT: Finance                             |       |       |      | <b>1627</b> ENT: Affect                              |      |      |   |
| MCC: 510D                  | <b>1521</b> ENT: Exits                               |       |       |      | <b>1628</b> ENT: Brain-Based Org. Research           |      |      |   |
| MCC: 511A                  | <b>1522</b> ENT: Theory Building                     |       |       |      | <b>1629</b> ENT: Teams                               |      |      |   |
| MCC: 511B                  | <b>1592</b> TIM/OMT: Standards and Dominant Designs  |       |       |      | <b>1697</b> TIM/OB: Exploration and Exploitation     |      |      |   |
| MCC: 511C                  | <b>1561</b> OCIS: Org. and Social Impacts of IT      |       |       |      | <b>1670</b> OCIS: Communication in Teams             |      |      |   |
| MCC: 511D                  | <b>1562</b> OCIS: Knowledge Management Technolog     |       |       |      | <b>1673</b> ODC/OCIS/OMT: Change Conversation        |      |      |   |
| MCC: 511E                  | <b>1587</b> TIM: Emerging Firms and Routines         |       |       |      | <b>1691</b> TIM: Knowledge Across Boundaries         |      |      |   |
| MCC: 511F                  | <b>1569</b> OMT: Governing Boards                    |       |       |      | <b>1692</b> TIM: Open Innovation                     |      |      |   |
| MCC: 512E - Table 1        | <b>1512</b> DISC: Evolving organizational forms      |       |       |      | <b>1619</b> DISC: Perspective on Manager Choices     |      |      |   |
| MCC: 512E - Table 2        | <b>1513</b> DISC: MED and Method                     |       |       |      | <b>1620</b> DISC: Operations and Influence           |      |      |   |
| MCC: 512F - Table 1        | <b>1514</b> DISC: Relationships in career mgt        |       |       |      | <b>1621</b> DISC: Leader-Member Exchanges            |      |      |   |
| MCC: 512F - Table 2        | <b>1515</b> DISC: Strategy & the PNP Sectors         |       |       |      | <b>1622</b> DISC: Testing and Measurements           |      |      |   |
| MCC: 512G - Table 1        | <b>1516</b> DISC: Health Care Management & Syste     |       |       |      | <b>1623</b> DISC: Health Care Mgmt & Relationshi     |      |      |   |
| MCC: 512G - Table 2        | <b>1517</b> DISC: The Environment                    |       |       |      | <b>1624</b> DISC: Learning from History              |      |      |   |
| MCC: 512H - Table 1        | <b>1518</b> DISC: Individual & Org Performance       |       |       |      | <b>1625</b> DISC: Job Perceptions & Attitudes        |      |      |   |
| MCC: 512H - Table 2        | <b>1519</b> DISC: Stakeholder issues                 |       |       |      | <b>1626</b> DISC: Social repair & micro-business     |      |      |   |
| MCC: 513A                  | <b>1588</b> TIM: Knowledge Flows and Spillovers      |       |       |      | <b>1693</b> TIM: R&D Investment Outcomes             |      |      |   |
| MCC: 513B                  | <b>1589</b> TIM: Service Innovation                  |       |       |      | <b>1694</b> TIM: Coalition and Network Dynamics      |      |      |   |
| MCC: 513C                  | <b>1488</b> BPS: International Strategy              |       |       |      | <b>1595</b> BPS: Firm Growth and Divestment          |      |      |   |

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

|                          |                                                   |                                                   |
|--------------------------|---------------------------------------------------|---------------------------------------------------|
| MCC: 513D                | <b>1489</b> BPS: Firm Boundaries & Governance     | <b>1596</b> BPS: Mergers & Acquisitions           |
| MCC: 513E                | <b>1570</b> OMT: Professional Careers & Firms     | <b>1681</b> OMT/TIM: Routines and Artefacts       |
| MCC: 513F                | <b>1494</b> BPS/ENT/HR: Strategic Human Capital   | <b>1601</b> BPS/SIM: Re-tooling Agency Theory     |
| MCC: 514A                | <b>1523</b> ENT: Research Spin-Outs               | <b>1630</b> ENT: Contexts                         |
| MCC: 514B                | <b>1524</b> ENT: Family Firms 1                   | <b>1631</b> ENT: Family Firms 2                   |
| MCC: 514C                | <b>1571</b> OMT: Trust and Organizations          | <b>1680</b> OMT/BPS: Aspirations for Aspirations  |
| MCC: 515A                | <b>1490</b> BPS: Planning & Implementation        | <b>1597</b> BPS: Managerial Cognition             |
| MCC: 515B                | <b>1491</b> BPS: Top Management Performance       | <b>1598</b> BPS: Boards of Directors              |
| MCC: 515C                | <b>1563</b> OCIS: Online Communities              | <b>1593</b> AAA: Membership Debriefing Meeting    |
| MCC: 516A                | <b>1590</b> TIM: Design in Modular Organization   | <b>1695</b> TIM: Knowledge Integration            |
| MCC: 516B                | <b>1566</b> OM: Project Management                | <b>1674</b> OM: Lean and Green                    |
| MCC: 516C                | <b>1591</b> TIM: Industry Architecture            | <b>1696</b> TIM: Innovation Styles                |
| MCC: 516D                | <b>1542</b> MED/BPS: Design Thinking              | <b>1650</b> MED/ODC/MC: ONA: Impacting Practice   |
| MCC: 516E                | <b>1541</b> MED: MBA Experience                   | <b>1648</b> MED: Distance Learning                |
| MCC: 518A                | <b>1572</b> OMT: Categorization                   | <b>1676</b> OMT: Social Construction Processes    |
| MCC: 518B                | <b>1573</b> OMT: Learning Simulations             | <b>1677</b> OMT: Social structure & creativity    |
| MCC: 518C                | <b>1492</b> BPS: CEO Pay                          | <b>1599</b> BPS: Vertical Boundaries of Firms     |
| MCC: 519A                | <b>1493</b> BPS: Challenges to Top Management     | <b>1600</b> BPS: Power, Hubris, and Influence     |
| MCC: 519B                | <b>1574</b> OMT: Legitimation and Translation     | <b>1675</b> OM: Innovation & NPD                  |
| MCC: 521A                | <b>1496</b> CAU: Humanistic Management            | <b>1604</b> CAU: Inclusion in Organizations       |
| MCC: 521B                | <b>1497</b> CAU: So you want to write a book?     | <b>1605</b> CAU: Professional Social Media Use    |
| MCC: 521C                | <b>1498</b> CAU: Caring about family firms        | <b>1606</b> CAU: Innovating the organization      |
| MCC: 522A                | <b>1499</b> CAU: Hard Facts on Soft Skills        | <b>1607</b> CAU: Stress at work and suicides      |
| MCC: 522B                | <b>1500</b> CAU: LMX Convergence                  | <b>1608</b> CAU: Resourcing Infrastructure        |
| MCC: 522C                |                                                   | <b>1609</b> CAU: The Professional Doctorate       |
| MCC: 523A                | <b>1501</b> CAU: Collectivist Leadership          | <b>1610</b> CAU: Shared Leadership Caucus         |
| MCC: 523B                | <b>1502</b> CAU: Publishing Latin America         | <b>1611</b> CAU: Creating AoM Chapter for MENA    |
| MCC: 524A                | ← AAA: Membership                                 | →                                                 |
| MCC: 524B                | <b>1575</b> OMT: Stigma and Legitimacy            | <b>1678</b> OMT: Categories and Markets           |
| MCC: 524C                | <b>1576</b> OMT: Capabilities and Knowledge       | <b>1679</b> OMT: Multiple Logics                  |
| MCC: 525A                | <b>1567</b> OM: Supply Chain Risk                 | <b>1649</b> MED: Sustainability                   |
| MCC: 525B                | <b>1525</b> ENT: Corporate Venturing              | <b>1632</b> ENT: Alliances                        |
| MCC: Exhibit Hall 220 CD | ← AAA: Conference Registration...                 | →                                                 |
| FMT: Bersimis            | <b>1579</b> PNP: Exploring Decision Making        | <b>1683</b> PNP: Accountability in Context        |
| FMT: Chaudiere           | <b>1583</b> SIM: Base of the Pyramid              | <b>1687</b> SIM: CSR in China Roundtable          |
| FMT: Duluth              | <b>1577</b> ONE: Env. policy and Business         | <b>1684</b> PNP: Nonprofit Performance            |
| FMT: Gatineau            | <b>1552</b> OB: Transformational Leadership       | <b>1660</b> OB: Abusive Leadership                |
| FMT: Grand Salon         | <b>1560</b> OB/SIM/HR: Advances in Ostracism      | <b>1667</b> OB/CM/ENT: Revenge in Organizations   |
| FMT: Harricana           | <b>1510</b> CMS: The "I" in Organization & Theo   | <b>1661</b> OB: Citizenship Behavior              |
| FMT: Hochelaga 1         | <b>1559</b> OB/IM: Work Family Conflict           | <b>1662</b> OB: Perspectives on Misfit            |
| FMT: Hochelaga 2         | <b>1546</b> MSR: Passion and Calling              | <b>1654</b> MSR: Intelligence and Measurement     |
| FMT: Hochelaga 3         | <b>1511</b> CMS: Political Economy                | <b>1618</b> CMS: Passion Ethics Globalization     |
| FMT: Hochelaga 4         | <b>1530</b> HCM/MED: Knowledge Exchange           | <b>1636</b> HCM: Let's Focus on Patients          |
| FMT: Hochelaga 5         | <b>1584</b> SIM: CSR, Euro Perspectives           | <b>1688</b> SIM: Regulation                       |
| FMT: Hochelaga 6         | <b>1586</b> SIM/OB: Lying, cheating, and stealing | <b>1690</b> SIM/OB/CM: Behavioral Ethics Approach |
| FMT: Jolliet             | <b>1557</b> OB/HR: Change-Oriented Behaviors      | <b>1668</b> OB/CM/ODC: Trust and Performance      |
| FMT: Mackenzie           | <b>1585</b> SIM/MH: Canadian CSR                  | <b>1689</b> SIM: Stakeholder Networks             |
| FMT: Marquette           | <b>1553</b> OB: Stress and Coping                 | <b>1663</b> OB: Balancing Work and Non-Work       |
| FMT: Matapedia           | <b>1578</b> ONE: Environmental strategies         | <b>1682</b> ONE: Sustainable Development          |
| FMT: Nicolet             | <b>1554</b> OB: Shared Cognition within Teams     | <b>1664</b> OB: Feedback Seeking                  |
| FMT: Peribonca           | <b>1580</b> PNP: Volunteers                       | <b>1685</b> PNP/CMS/SIM: Development Management   |
| FMT: Richelieu           | <b>1555</b> OB: Speaking Up in Teams              | <b>1665</b> OB: Team Creativity                   |
| FMT: St-Charles          | <b>1529</b> HCM: Supporting Healthcare Workers    | <b>1637</b> HCM: Nursing Home Performance         |
| FMT: St-Laurent          | <b>1556</b> OB: Customer Service                  | <b>1666</b> OB: Time and Temporal Dynamics        |
| FMT: St-Maurice          | <b>1558</b> OB/HR/MOC: Relationships & Creativity | <b>1669</b> OB/MOC/HR: Shared Leadership          |

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



| <b>Tuesday Late Afternoon, August 10, 2010</b> |                                                                  |
|------------------------------------------------|------------------------------------------------------------------|
|                                                | 3:00      3:30      4:00      4:30      5:00      5:30      6:00 |
| DEL: Bonsecours                                | <b>1747</b> IM: Internationalization & MNE                       |
| DEL: Cartier B                                 | <b>1751</b> MOC: Risk                                            |
| DEL: St-Charles                                | <b>1753</b> MOC/OB: Hope in organizations                        |
| DEL: St-Laurent                                | <b>1788</b> RM: finance and quality                              |
| DEL: Verriere A                                | <b>1752</b> MOC: Top Mgmt teams                                  |
| DEL: Verriere B                                | <b>1720</b> CMS: Caring to teach                                 |
| HR: Alfred-Rouleau A                           | <b>1714</b> CDP: Philanthropic Motivations                       |
| HR: Alfred-Rouleau B                           | <b>1715</b> CDP: Entrepreneurial Ventures                        |
| HR: Alfred-Rouleau C                           | <b>1716</b> CDP: Orientations and Their Effects                  |
| HR: Picardie                                   | <b>1717</b> CDP: Messy Research and Its Methods                  |
| SHE: Drummond center                           | <b>1774</b> ODC/OMT/OB: Positive Social Change                   |
| SHE: Drummond east                             | <b>1739</b> HR: Interviewing                                     |
| SHE: Drummond west                             | <b>1736</b> GDO/IM/HR: Women Leaders                             |
| SHE: Garcia                                    | <b>1743</b> IM: FDI                                              |
| SHE: Jarry                                     | <b>1706</b> CAR/HR/GDO: Relationships in Context                 |
| SHE: Joyce                                     | <b>1718</b> CM: Conflict & Culture                               |
| SHE: Kafka                                     | <b>1734</b> GDO: Diversity at Different Levels                   |
| SHE: Lamartine                                 | <b>1735</b> GDO: Pregnancy and Motherhood                        |
| SHE: Musset                                    | <b>1773</b> ODC/OB/HR: Adaptability at Work                      |
| SHE: Salle Ballroom center                     | <b>1744</b> IM: Emerging Economies                               |
| SHE: Salle Ballroom east                       | <b>1755</b> OB: Coordination within Teams                        |
| SHE: Salon 1                                   | <b>1745</b> IM: Human Capital and Knowledge                      |
| SHE: Salon 2                                   | <b>1740</b> HR: Talent & Performance                             |
| SHE: Salon 3                                   | <b>1705</b> CAR: Careers in Transition                           |
| SHE: Salon 4                                   | <b>1741</b> HR: Compensation decisions                           |
| SHE: Salon 5                                   | <b>1756</b> OB: Goal Orientation                                 |
| SHE: Salon 6                                   | <b>1757</b> OB: Work Stressors and Health                        |
| SHE: Salon 7                                   | <b>1746</b> IM: Export Performance                               |
| SHE: Salon 8                                   | <b>1758</b> OB: Citizenship Behavior: Outcomes                   |
| SHE: Salon A                                   | <b>1759</b> OB: Antisocial Behavior                              |
| SHE: Salon B                                   | <b>1748</b> IM/HR/OB: Biculturals in Organizations               |
| SHE: Salon C                                   | <b>1742</b> HR/OB: Passion and Sport                             |
| MCC: 343 A-C                                   | ← AAA: 2010 LAC                                                  |
| MCC: 510A                                      | <b>1698</b> BPS: Pharmaceutical Strategy                         |
| MCC: 510B                                      | <b>1699</b> BPS: Exploration Alliances                           |
| MCC: 510C                                      | <b>1729</b> ENT: Networks                                        |
| MCC: 510D                                      | <b>1730</b> ENT: Careers                                         |
| MCC: 511A                                      | <b>1731</b> ENT: Opportunities                                   |
| MCC: 511B                                      | <b>1793</b> TIM: Search Strategies and Outcomes                  |
| MCC: 511C                                      | <b>1770</b> OCIS: Conflict Resolution and Laught                 |
| MCC: 511D                                      | <b>1772</b> OCIS/OB/HR: Employee Virtual Work                    |
| MCC: 511E                                      | <b>1794</b> TIM: Integrating Information in NPD                  |
| MCC: 511F                                      | <b>1776</b> OMT: Institutional Change                            |
| MCC: 512E - Table 1                            | <b>1721</b> DISC: Conflict Management                            |
| MCC: 512E - Table 2                            | <b>1722</b> DISC: Operations and Systems                         |
| MCC: 512F - Table 1                            | <b>1723</b> DISC: Workforce and career planning                  |
| MCC: 512F - Table 2                            | <b>1724</b> DISC: Better methods for theorizing                  |
| MCC: 512G - Table 1                            | <b>1725</b> DISC: Advances in CMS                                |
| MCC: 512G - Table 2                            | <b>1726</b> DISC: Spirituality and Organizations                 |
| MCC: 512H - Table 1                            | <b>1727</b> DISC: Decision Making in Organizatio                 |
| MCC: 512H - Table 2                            | <b>1728</b> DISC: Assessing/Managing Ethics                      |
| MCC: 513A                                      | <b>1795</b> TIM: Strategic Value of Patents                      |
| MCC: 513B                                      | <b>1796</b> TIM: Customer - Market Orientation                   |
| MCC: 513C                                      | <b>1700</b> BPS: Strategic Positioning                           |
| MCC: 513D                                      | <b>1701</b> BPS: Organizational Learning                         |

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

|                          |                                                    |                                        |
|--------------------------|----------------------------------------------------|----------------------------------------|
| MCC: 513E                | <b>1782</b> OMT/OB/BPS: Social Capital             |                                        |
| MCC: 513F                | <b>1702</b> BPS: M&A as a Strategy Vehicle         |                                        |
| MCC: 514A                | <b>1732</b> ENT: Environmental                     |                                        |
| MCC: 514B                | <b>1733</b> ENT: Minorities                        |                                        |
| MCC: 514C                | <b>1783</b> OMT/ODC: Settlements and Change        |                                        |
| MCC: 515A                | <b>1703</b> BPS: Governance & Leadership           |                                        |
| MCC: 515B                | <b>1775</b> OM: Contingency SCM Research           |                                        |
| MCC: 515C                | <b>1797</b> TIM: Alliance Portfolio Diversity      |                                        |
| MCC: 516A                | <b>1777</b> OMT: Innovation and Creativity         |                                        |
| MCC: 516B                | <b>1780</b> OMT/BPS/TIM: Identity, Categories,     |                                        |
| MCC: 516D                | <b>1749</b> MED: Leadership Education              |                                        |
| MCC: 516E                | <b>1750</b> MED: Assessing Performance             |                                        |
| MCC: 518B                | <b>1778</b> OMT: Innovation and Institutions       |                                        |
| MCC: 518C                | <b>1704</b> BPS: Analyzing long term strategy      |                                        |
| MCC: 519B                | <b>1781</b> OMT/CAR: Embeddedness of               |                                        |
| MCC: 521A                | <b>1707</b> CAU: Errors and Patient Safety         |                                        |
| MCC: 521B                | <b>1708</b> CAU: Faculty Gender & Faculty Rank     |                                        |
| MCC: 521C                | <b>1709</b> CAU: New Venture Panels                |                                        |
| MCC: 522A                | <b>1710</b> CAU: Intuition in organizations        |                                        |
| MCC: 522C                | <b>1711</b> CAU: Indian Academy of Management      |                                        |
| MCC: 523A                | <b>1712</b> CAU: Authentic Leadership Caucus       |                                        |
| MCC: 523B                | <b>1713</b> CAU: Management Scholars and India     |                                        |
| MCC: 524A                | ← AAA: Membership                                  |                                        |
| MCC: 524C                | <b>1779</b> OMT: Organizational Routines           |                                        |
| MCC: 525A                | <b>1771</b> OCIS: IT Management Function           |                                        |
| MCC: 710AB               |                                                    | <b>1798</b> AAA: AA Closing Reception  |
| MCC: Exhibit Hall 220 CD | ← AAA: Conference Registration...                  |                                        |
| FMT: Bersimis            | <b>1786</b> PNP: Organizational Change             |                                        |
| FMT: Chaudiere           | <b>1789</b> SIM: The Impact of Boards of Directors |                                        |
| FMT: Duluth              | <b>1784</b> ONE: Sustainable Development II...     |                                        |
| FMT: Gatineau            | <b>1760</b> OB: Leader Member Exchange             |                                        |
| FMT: Grand Salon         | <b>1767</b> OB/CM: Dare to be Fair                 |                                        |
| FMT: Harricana           | <b>1754</b> MSR: MSR Executive Committee Mtg       |                                        |
| FMT: Hochelaga 1         | <b>1768</b> OB/HR/GDO: Qualitative Work-Family     |                                        |
| FMT: Hochelaga 2         | <b>1761</b> OB: Resource Allocation                |                                        |
| FMT: Hochelaga 3         | <b>1719</b> CMS: Constructing Identity             | <b>1799</b> CMS: CMS Executive Meeting |
| FMT: Hochelaga 4         | <b>1738</b> HCM/TIM: Health Technologies and Care  |                                        |
| FMT: Hochelaga 5         | <b>1790</b> SIM: CSR Outside the US                |                                        |
| FMT: Hochelaga 6         | <b>1791</b> SIM: Sys Change & Soc Repair           |                                        |
| FMT: Jolliet             | <b>1762</b> OB: Mixed Method Justice Research      |                                        |
| FMT: Mackenzie           | <b>1792</b> SIM/OB/ENT: Business In Adverse        |                                        |
| FMT: Marquette           | <b>1763</b> OB: New Directions in Turnover         |                                        |
| FMT: Matapedia           | <b>1785</b> ONE: Env. Str. & performance measur    |                                        |
| FMT: Nicolet             | <b>1764</b> OB: Organizational Climate             |                                        |
| FMT: Peribonca           | <b>1787</b> PNP/OMT/OB: What do Boards do?         |                                        |
| FMT: Richelieu           | <b>1765</b> OB: Team Development                   |                                        |
| FMT: St-Charles          | <b>1737</b> HCM: Professional Decision-Making      |                                        |
| FMT: St-Laurent          | <b>1766</b> OB: Socialization of Newcomers         |                                        |
| FMT: St-Maurice          | <b>1769</b> OB/RM: Creative Process                |                                        |

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





# All Academy Activities

Program Chair: Anne S. Tsui, Arizona State U.  
 Professional Development Workshop Chair: Ming-Jer Chen, U. of Virginia  
 Program Manager: Jimmy Le, Academy of Management  
 Program Coordinator: Valerie Concepcion, Academy of Management

| Day        | Start      | #          | Location                | Session Information                                 |                               |
|------------|------------|------------|-------------------------|-----------------------------------------------------|-------------------------------|
| Fri        | 7:00am     | <b>1</b>   | FMT:Peribonca           | Board of Governors' Meeting                         |                               |
|            | 8:00am     | <b>2</b>   | MCC:343 A-C             | Montreal 2010 LAC                                   |                               |
|            |            | <b>3</b>   | MCC:524A                | AOM Membership                                      |                               |
|            |            | <b>4</b>   | MCC:Exhibit Hall 220 CD | Conference Registration                             |                               |
|            | 10:30am    | <b>70</b>  | MCC:511E                | Self-Assessment of Knowledge                        |                               |
|            | 1:00pm     | <b>99</b>  | MCC:511E                | 2010 AMLE Writers Workshop                          |                               |
|            | 3:00pm     | <b>126</b> | DEL:Auditorium          | The Ins and Outs of Faculty Recruiting              |                               |
|            |            | <b>127</b> | MCC:511E                | 2010 AMLE Reviewers Workshop                        |                               |
|            | 5:30pm     | <b>150</b> | DEL:Auditorium          | Placement for Applicants                            |                               |
|            |            | <b>151</b> | MCC:524B                | New Member Orientation: Session 1                   |                               |
|            | Sat        | 8:00am     | <b>166</b>              | MCC:343 A-C                                         | Montreal 2010 LAC             |
| <b>167</b> |            |            | MCC:512F                | Membership Committee Opening Meeting & Breakfast    |                               |
| <b>168</b> |            |            | MCC:524A                | AOM Membership                                      |                               |
| <b>169</b> |            |            | MCC:Exhibit Hall 220 CD | Conference Registration                             |                               |
| <b>170</b> |            |            | MCC:Exhibit Hall 220 CD | Conference Exhibits                                 |                               |
| 8:30am     |            | <b>217</b> | HIL:Fontaine C          | Placement Services                                  |                               |
| 9:00am     |            | <b>224</b> | MCC:525A                | AOM Journals Committee Meeting                      |                               |
| 10:15am    |            | <b>240</b> | MCC:Exhibit Hall 220 CD | Conference Break                                    |                               |
| 11:30am    |            | <b>272</b> | HR:Alfred-Rouleau C     | Sustaining business                                 |                               |
| 2:00pm     |            | <b>313</b> | FMT:Duluth              | Chairs, Fac. & Discussants                          |                               |
| 2:45pm     |            | <b>326</b> | MCC:Exhibit Hall 220 CD | Conference Break                                    |                               |
| 3:15pm     |            | <b>340</b> | FMT:Harricana           | 2010 Program Chairs' Meeting                        |                               |
| 5:00pm     |            | <b>366</b> | FMT:Harricana           | 2011 Program Chairs' Meeting                        |                               |
| 5:30pm     |            | <b>372</b> | MCC:524B                | New Member Orientation: Session 2                   |                               |
| 7:00pm     |            | <b>391</b> | HIL:Portage             | President's Reception                               |                               |
| Sun        |            | 8:00am     | <b>400</b>              | SHE:Salle Ballroom                                  | All-Academy Welcome Breakfast |
|            |            |            | <b>401</b>              | MCC:343 A-C                                         | Montreal 2010 LAC             |
|            |            |            | <b>402</b>              | MCC:524A                                            | AOM Membership                |
|            |            |            | <b>403</b>              | MCC:Exhibit Hall 220 CD                             | Conference Registration       |
|            | <b>404</b> |            | MCC:Exhibit Hall 220 CD | Conference Exhibits                                 |                               |
|            | 8:30am     | <b>407</b> | HIL:Fontaine C          | Placement Services                                  |                               |
|            | 9:00am     | <b>408</b> | SHE:Salle Ballroom      | President's Address & Awards                        |                               |
|            |            | <b>409</b> | MCC:521A                | AMR Editors Only Meeting                            |                               |
|            |            | <b>410</b> | MCC:523B                | AMJ Editors' Meeting                                |                               |
|            |            | <b>414</b> | MCC:Exhibit Hall 220 CD | Conference Break                                    |                               |
|            | 10:30am    | <b>415</b> | MCC:524C                | AMR Editorial Board Meeting                         |                               |
|            | 11:15am    | <b>420</b> | SHE:Lamartine           | Div/IG Incoming Chairs                              |                               |
|            | 11:30am    | <b>421</b> | SHE:Kafka               | 2011 PDW Chairs Meeting                             |                               |
|            | 12:00pm    | <b>443</b> | SHE:Joyce               | PD&CR Training for Prog Chairs                      |                               |
|            |            | <b>444</b> | MCC:513D                | Division Treasurers' Meeting                        |                               |
|            |            | <b>445</b> | MCC:516DE               | AMJ Editorial Board                                 |                               |
|            | 1:00pm     | <b>450</b> | SHE:Drummond east       | AOM Leadership Forum                                |                               |
|            |            | <b>451</b> | SHE:Musset              | Program Developer Training Session for PDW Chairs   |                               |
|            |            | <b>452</b> | MCC:524C                | AOM Fellows Group Committee on Membership Meeting   |                               |
|            | 1:30pm     | <b>461</b> | MCC:516DE               | Academy of Management Journal Editorial Board Me... |                               |
|            | 2:45pm     | <b>483</b> | MCC:Exhibit Hall 220 CD | Conference Break                                    |                               |
|            | 3:00pm     | <b>484</b> | MCC:523B                | AMP Editorial Board Meeting                         |                               |
|            | 3:30pm     | <b>499</b> | SHE:Salon 3             | AOM Ethics Committee Meeting                        |                               |
|            |            | <b>500</b> | MCC:514C                | SAP Executive Committee Meeting                     |                               |
|            |            | <b>501</b> | MCC:523A                | AMLE Board Meeting                                  |                               |
|            | 5:00pm     | <b>531</b> | MCC:522C                | AMP Editors Only                                    |                               |

All Academy Activities

| Day        | Start   | #           | Location                | Session Information                                 |
|------------|---------|-------------|-------------------------|-----------------------------------------------------|
| <b>Sun</b> | 8:00pm  | <b>563</b>  | FMT:Hochelaga 1         | President's Reception (Invitation Only)             |
| <b>Mon</b> | 7:30am  | <b>572</b>  | FMT:St-Laurent          | Current/Incoming Committees                         |
|            | 8:00am  | <b>575</b>  | MCC:343 A-C             | Montreal 2010 LAC                                   |
|            |         | <b>576</b>  | MCC:524A                | AOM Membership                                      |
|            |         | <b>577</b>  | MCC:Exhibit Hall 220 CD | Conference Registration                             |
|            |         | <b>578</b>  | MCC:Exhibit Hall 220 CD | Conference Exhibits                                 |
|            | 8:30am  | <b>689</b>  | FMT:Hochelaga 1         | AOM Affiliates & Associates                         |
|            |         | <b>690</b>  | HIL:Fontaine C          | Placement Services                                  |
|            | 10:15am | <b>801</b>  | MCC:Exhibit Hall 220 CD | Conference Break                                    |
|            | 2:00pm  | <b>1019</b> | MCC:525A                | AOM Editors Meeting w/ Board Representatives (In... |
|            | 2:45pm  | <b>1021</b> | MCC:Exhibit Hall 220 CD | Conference Break                                    |
|            | 4:45pm  | <b>1130</b> | MCC:510D                | SAP                                                 |
|            | 6:30pm  | <b>1230</b> | MCC:510D                | SAP Reception and Business Meeting                  |
| <b>Tue</b> | 7:00am  | <b>1259</b> | FMT:Marquette           | AOM Past Presidents Breakfast.                      |
|            | 8:00am  | <b>1265</b> | MCC:343 A-C             | Montreal 2010 LAC                                   |
|            |         | <b>1266</b> | MCC:524A                | AOM Membership                                      |
|            |         | <b>1267</b> | MCC:Exhibit Hall 220 CD | Conference Registration                             |
|            | 1:15pm  | <b>1593</b> | MCC:515C                | Membership Debriefing Meeting                       |
|            | 5:00pm  | <b>1798</b> | MCC:710AB               | All-Academy Closing Reception                       |

# Affiliate Activities & Committees

Program Chair: Anne S. Tsui, Arizona State U.  
 Professional Development Workshop Chair: Ming-Jer Chen, U. of Virginia  
 Program Manager: Jimmy Le, Academy of Management  
 Program Coordinator: Valerie Concepcion, Academy of Management

| Day     | Start   | #          | Location                                     | Session Information                                                         |
|---------|---------|------------|----------------------------------------------|-----------------------------------------------------------------------------|
| Fri     | 8:00am  | <b>16</b>  | SHE:Salon A                                  | IAM: "Managing Complex Systems"                                             |
|         | 9:00am  | <b>44</b>  | SHE:Salon 5                                  | ITC: Green teaching                                                         |
|         |         | <b>47</b>  | MCC:512H                                     | PTC: Managing change in the aftermath of extreme events                     |
|         |         | <b>49</b>  | MCC:515B                                     | TTC: Teaching with Technology                                               |
|         | 10:00am | <b>57</b>  | SHE:Hemon                                    | ITC: Urban Settings & Family Firms                                          |
|         |         | <b>62</b>  | MCC:513F                                     | TTC: From Millennial Business Student to Caring Manager                     |
|         | 10:15am | <b>64</b>  | SHE:Kafka                                    | IAM: Economic Actors & Recession                                            |
|         | 11:00am | <b>74</b>  | MCC:513A                                     | NDSC: Would you care to be business school dean?                            |
|         | 12:15pm | <b>90</b>  | MCC:512H                                     | PTC: Hurdles to innovation                                                  |
|         | 12:30pm | <b>92</b>  | SHE:Hemon                                    | IAM: Research Networks                                                      |
|         | 12:45pm | <b>96</b>  | SHE:Drummond center                          | AAM: Fallacy of Composition: Japan                                          |
|         | 1:00pm  | <b>100</b> | SHE:Salon 1                                  | AAM: Korean HRM                                                             |
|         |         | <b>103</b> | MCC:515B                                     | TTC: The Business of Teaching about Business to Adults                      |
|         | 2:30pm  | <b>120</b> | SHE:Salon 8                                  | IAM: Iberoamerican HRM Research                                             |
|         | 4:20pm  | <b>143</b> | MCC:512H                                     | PTC: Leadership and Tango                                                   |
|         | 7:00pm  | <b>163</b> | OS:Irish Embassy                             | NDSC: NDSC Friday Night Social                                              |
| Sat     | 8:00am  | <b>171</b> | SHE:Hemon                                    | AAM: Understanding more about passion at work                               |
|         |         | <b>196</b> | MCC:516C                                     | NDSC: New Doctoral Student Consortium                                       |
|         |         | <b>210</b> | MCC:510C                                     | PTC: How to Manage Knowledge                                                |
|         |         | <b>216</b> | MCC:512G                                     | TTC: Daring To Care About Teaching                                          |
|         | 10:15am | <b>251</b> | MCC:510D                                     | PTC: When Relevance is also Rigor                                           |
|         |         | <b>256</b> | MCC:512G                                     | TTC: Online Teaching Best Practices                                         |
|         | 10:45am | <b>259</b> | SHE:Drummond center                          | ITC: Fulbright Scholar Program                                              |
|         | 1:00pm  | <b>293</b> | SHE:Salon 1                                  | IAM: GLOBE in Iberoamerica: A Research Agenda                               |
|         | 1:30pm  | <b>300</b> | SHE:Salon A                                  | AAM: Strategic HR in US and China                                           |
|         |         | <b>311</b> | MCC:514B<br>MCC:512B                         | TTC: Designing and Assessing Teams<br>PTC: Practice Theme Committee Meeting |
|         |         | <b>331</b> | MCC:510C                                     | TTC: Preparing Ph.D.'s to Teach                                             |
|         | 3:15pm  | <b>343</b> | MCC:512A                                     | PTC: Action Research and Learning                                           |
|         | 3:30pm  | <b>346</b> | SHE:Salle Ballroom east                      | ITC: Multinational Learning                                                 |
|         | 3:45pm  | <b>349</b> | SHE:Salon 1                                  | IAM: Issues in Iberoamerican Research                                       |
|         | 5:00pm  |            | MCC: 520F                                    | PTC: PTC Welcoming Reception                                                |
|         | 6:00pm  | <b>382</b> | SHE:Salon 1                                  | IAM: Business Meeting                                                       |
|         |         | <b>387</b> | MCC:520 C                                    | NDSC: NDSC/MED Reception                                                    |
|         | 8:00pm  | <b>396</b> | OS:TBA                                       | IAM: Dinner with Iberoamerican Scholars                                     |
|         | Sun     | 10:00am    | <b>412</b>                                   | MCC:523A                                                                    |
| 10:30am |         | <b>416</b> | MCC:522B                                     | AAC: Southwest Academy of Management Officers Meeting                       |
| 11:00am |         | <b>419</b> | SHE:Drummond west                            | AAM: Meet the Editors of APJM                                               |
| 12:00pm |         | <b>447</b> | SHE:Salon BC                                 | ITC: ITC Executive Business Meeting                                         |
| 12:30pm |         | <b>448</b> | MCC:514A                                     | AAC: EAMI Advisory Board Meeting                                            |
| 2:00pm  |         | <b>467</b> | MCC:522C                                     | AAC: Western Academy of Management Officers Meeting                         |
|         |         | <b>479</b> | SHE:Salon BC                                 | ITC: Carolyn Dexter Award Reception                                         |
| 3:30pm  |         | <b>502</b> | MCC:522B                                     | AAC: SMA Board Meeting                                                      |
| 5:00pm  |         | <b>532</b> | OS:St. Georges Anglican Church (Parish Hall) | AAM: AAM and APJM Boards and APJM Editors Meeting                           |
| 6:00pm  |         | <b>543</b> | OS:St. Georges Anglican Church (Parish Hall) | AAM: AAm Social                                                             |

# All Academy Theme

Program Chair: Joshua D Margolis, Harvard U.

| Day    | Start   | #      | Location                     | Session Information                             |          |                                         |
|--------|---------|--------|------------------------------|-------------------------------------------------|----------|-----------------------------------------|
| Sun    | 11:30am | 422    | MCC:510A                     | The Social in the Physical                      |          |                                         |
|        |         | 423    | MCC:510B                     | What can nurses teach you about management?     |          |                                         |
|        |         | 424    | MCC:510C                     | Dare to Care: Older Workers                     |          |                                         |
|        |         | 425    | MCC:510D                     | Managerialism, managing and their discontents   |          |                                         |
|        |         | 426    | MCC:511A                     | Daring to Care                                  |          |                                         |
|        |         | 427    | MCC:511B                     | The Future of Doctoral Education                |          |                                         |
|        |         | 428    | MCC:511C                     | Can Compassion be Taught?                       |          |                                         |
|        |         | 429    | MCC:511E                     | Capitalism & the Mgt. Academy                   |          |                                         |
|        |         | 430    | MCC:511F                     | The Ethics of Publication                       |          |                                         |
|        |         | 431    | MCC:513E                     | Japanese-style management                       |          |                                         |
|        |         | 432    | MCC:513F                     | A Passion Making a Difference                   |          |                                         |
|        |         | 433    | MCC:516A                     | Showing That You Care                           |          |                                         |
|        |         | 434    | MCC:516B                     | The Value of Caring                             |          |                                         |
|        |         | 435    | MCC:516C                     | Southwest Airlines Dare Care                    |          |                                         |
|        |         | 436    | MCC:518A                     | Innovative Mentoring Models                     |          |                                         |
|        |         | 437    | MCC:518B                     | Moral decision-making                           |          |                                         |
|        |         | 438    | MCC:518C                     | Got Chocolate?                                  |          |                                         |
|        |         | 439    | MCC:519A                     | Design Inquiry for Management                   |          |                                         |
|        |         | 440    | MCC:519B                     | Does Decision Making Research                   |          |                                         |
|        |         | 441    | MCC:524A - Hospitality Suite | Experiencing Passion and Compassion in Montreal |          |                                         |
|        |         | 1:15pm |                              | 455                                             | MCC:510B | Compassion Outside the Lines            |
|        |         |        |                              | 456                                             | MCC:510C | Dare to Care: The Global Experience     |
|        |         |        |                              | 457                                             | MCC:511F | Stakeholder Management                  |
|        |         |        |                              | 458                                             | MCC:513E | CSR in China                            |
|        |         |        |                              | 459                                             | MCC:518B | Organizing for Compassion               |
|        |         |        |                              | 460                                             | MCC:518C | Inter-cultural Trust                    |
|        |         | 1:35pm |                              | 465                                             | MCC:516B | Organization of Care Work               |
|        |         |        |                              | 466                                             | MCC:516C | Teaching Compassion                     |
|        |         | 2:00pm |                              | 468                                             | MCC:511B | The Future of Management Education      |
|        |         |        |                              | 469                                             | MCC:511C | Passion for Action                      |
|        |         |        |                              | 470                                             | MCC:513C | Why and How of Meaning at Work          |
|        |         | 2:20pm |                              | 480                                             | MCC:511A | Artistic Passion Igniting Work          |
|        |         |        |                              | 481                                             | MCC:511D | Scholarship in Global Academy           |
|        |         |        |                              | 482                                             | MCC:518A | Human Values and Sustainabilit          |
|        |         | 3:00pm |                              | 485                                             | MCC:510B | Passion/Compassion in Change Leadership |
|        |         |        |                              | 486                                             | MCC:511F | Strategy in Emerging Markets            |
|        |         |        |                              | 487                                             | MCC:513E | Listening                               |
|        |         |        |                              | 488                                             | MCC:518C | Compassion Research Incubator           |
|        |         | 3:05pm |                              | 496                                             | MCC:510A | Reinventing International Mana          |
|        |         |        |                              | 497                                             | MCC:511E | Passion for the Arts                    |
|        |         |        |                              | 498                                             | MCC:516A | Developing Next Gen Leaders             |
| 3:35pm |         | 514    | MCC:513F                     | Poverty Alleviation                             |          |                                         |
|        |         | 515    | MCC:519B                     | Encore Careers                                  |          |                                         |
| 4:15pm |         | 522    | MCC:510C                     | Making Caring Less Daring                       |          |                                         |
|        |         | 523    | MCC:511B                     | Future of Business Education                    |          |                                         |
|        |         | 524    | MCC:516C                     | Creating a Caring Economics                     |          |                                         |
| 4:45pm |         | 529    | MCC:518B                     | Passion for work                                |          |                                         |
|        |         |        | MCC:511F                     | Dare-to-Care Devils                             |          |                                         |



# Showcase Symposia

Program Chair: Anne S. Tsui, Arizona State U.  
 Professional Development Workshop Chair: Ming-Jer Chen, U. of Virginia  
 Program Manager: Jimmy Le, Academy of Management  
 Program Coordinator: Valerie Concepcion, Academy of Management

| Day    | Start   | #                         | Location                                          | Session Information                                      |
|--------|---------|---------------------------|---------------------------------------------------|----------------------------------------------------------|
| Mon    | 8:00am  | 607                       | SHE:Joyce                                         | SHCS: Forgiveness at Work                                |
|        |         | 625                       | SHE:Drummond west                                 | SHCS: Diversity & Discrimination                         |
|        |         | 659                       | FMT:Hochelaga 2                                   | SHCS: When things go wrong                               |
|        |         | 688                       | MCC:511B                                          | SHCS: Competing Trajectories                             |
|        | 9:45am  | 691                       | MCC:510A                                          | SHCS: Modelling RBV & Comp Advantage                     |
|        |         | 700                       | SHE:Jarry                                         | SHCS: Global Careers: Content, Choices, and Consequences |
|        |         | 744                       | SHE:Drummond east                                 | SHCS: Socialization Content and Context: New Directions  |
|        |         | 748                       | SHE:Salle Ballroom center                         | SHCS: Leading Multicultural Teams                        |
|        |         | 753                       | MCC:516D                                          | SHCS: Virtual Collaboration Lessons                      |
|        |         | 766                       | FMT:Hochelaga 2                                   | SHCS: Money in Everyday Life and in Organizations        |
|        |         | 767                       | FMT:Mackenzie                                     | SHCS: Green Shoots in PEB Research                       |
|        |         | 768                       | FMT:Jolliet                                       | SHCS: Measuring Org'l Justice                            |
|        |         | 771                       | MCC:511D                                          | SHCS: When the Data are Documents                        |
|        |         | 786                       | FMT:Matapedia                                     | SHCS: Cultivating Exclusion                              |
|        | 11:30am | 876                       | FMT:St-Maurice                                    | SHCS: Motivation and Creativity                          |
|        |         | 879                       | FMT:Jolliet                                       | SHCS: Narratives in Identity                             |
|        |         | 893                       | FMT:Matapedia                                     | SHCS: Environmental Standards                            |
|        |         | 896                       | DEL:St-Laurent                                    | SHCS: Innovat Tech in Research Meth                      |
|        |         | 907                       | MCC:511B                                          | SHCS: Launching Nascent Innovations                      |
|        | 1:15pm  | 958                       | FMT:Hochelaga 4                                   | SHCS: Doing Longitudinal Studies of Health Care Change   |
|        |         | 976                       | FMT:Hochelaga 2                                   | SHCS: Calling & Vocation                                 |
|        |         | 991                       | SHE:Salon A                                       | SHCS: Alternative Practice Pathways                      |
|        |         | 995                       | MCC:514C                                          | SHCS: Power and Institutions                             |
|        |         | 996                       | MCC:518B                                          | SHCS: Context of Entrepreneurship                        |
| 1001   |         | MCC:516E                  | SHCS: Climate Change: Game Rules                  |                                                          |
| 1007   |         | DEL:St-Laurent            | SHCS: Why We All Should Be Bayesians              |                                                          |
| 1012   |         | FMT:Mackenzie             | SHCS: Business Organizations and Communities      |                                                          |
| 3:00pm | 1028    | MCC:510B                  | SHCS: Ambidexterity and Capabilities              |                                                          |
|        | 1029    | MCC:513F                  | SHCS: Markets for Ideas                           |                                                          |
|        | 1030    | MCC:510A                  | SHCS: Positioning for Advantage: Value Minus Cost |                                                          |
|        | 1076    | SHE:Salle Ballroom center | SHCS: National Culture & Leadership               |                                                          |
| 4:45pm | 1174    | SHE:Drummond west         | SHCS: Caring is Daring?                           |                                                          |
| Tue    | 8:00am  | 1279                      | SHE:Jarry                                         | SHCS: Work-Life Balance                                  |
|        |         | 1333                      | DEL:St-Charles                                    | SHCS: Micro and Macro in Identity                        |
|        | 9:45am  | 1382                      | MCC:510A                                          | SHCS: Mobility and Entrepreneurship                      |
|        |         | 1384                      | MCC:513F                                          | SHCS: Markets and Symbols                                |
|        | 11:30am | 1494                      | MCC:513F                                          | SHCS: Strategic Human Capital                            |
|        |         | 1560                      | FMT:Grand Salon                                   | SHCS: New Advances in Ostracism Research                 |
|        |         | 1585                      | FMT:Mackenzie                                     | SHCS: Canadian CSR                                       |
|        | 1:15pm  | 1642                      | SHE:Salle Ballroom center                         | SHCS: Distance and MNCs                                  |
|        |         | 1647                      | DEL:Verriere B                                    | SHCS: Major Approaches: AI & SEAM                        |
|        |         | 1673                      | MCC:511D                                          | SHCS: Change Conversation                                |
|        |         | 1685                      | FMT:Peribonca                                     | SHCS: The Future of Development Management               |
|        | 3:00pm  | 1768                      | FMT:Hochelaga 1                                   | SHCS: Qualitative Work-Family                            |
|        |         | 1773                      | SHE:Musset                                        | SHCS: Adaptability at Work                               |

# Cross Division Papers

Program Chair: Peggy M. Lee, Arizona State U.

| Day    | Start   | #                      | Location                                                | Session Information                                     |
|--------|---------|------------------------|---------------------------------------------------------|---------------------------------------------------------|
| Mon    | 8:00am  | 599                    | HR:Alfred-Rouleau A                                     | CDP: Org Env & Multiple Stakeholder                     |
|        |         | 600                    | HR:Alfred-Rouleau B                                     | CDP: From Founder Equity to IPO Valuation               |
|        |         | 601                    | HR:Alfred-Rouleau C                                     | CDP: Knowledge-based View                               |
|        |         | 602                    | HR:Anjou                                                | CDP: Artistic Creation: Creativity in Artistic Context  |
|        |         | 603                    | HR:Argenteuil, Table 1                                  | CDP: Supply Chain Management: Perspectives and Outcomes |
|        |         | 604                    | HR:Argenteuil, Table 2                                  | CDP: Service Learning & Customizati                     |
|        |         | 605                    | HR:Picardie                                             | CDP: Leading from the Top                               |
|        | 9:45am  | 710                    | HR:Alfred-Rouleau A                                     | CDP: Corporate Strategies, MNCs and Emerging Economies  |
|        |         | 711                    | HR:Alfred-Rouleau B                                     | CDP: New Ventures: What Does It Take to Succeed?        |
|        |         | 712                    | HR:Alfred-Rouleau C                                     | CDP: Driving Innovation: It's Not Just R&D!             |
|        |         | 713                    | HR:Anjou                                                | CDP: Management Education: Teaching vs. Researching     |
|        |         | 714                    | HR:Argenteuil, Table 1                                  | CDP: Mgmt & Org Theories in History                     |
|        |         | 715                    | HR:Argenteuil, Table 2                                  | CDP: Taking Care to Provide Good Healthcare             |
|        |         | 716                    | HR:Picardie                                             | CDP: Leadership Perceptions & Ties                      |
|        | 11:30am | 822                    | HR:Alfred-Rouleau A                                     | CDP: Corporate-Level Strategies                         |
|        |         | 823                    | HR:Alfred-Rouleau B                                     | CDP: New Firms Dynamics                                 |
|        |         | 824                    | HR:Alfred-Rouleau C                                     | CDP: Knowledge: Getting It, Using It, and Passing It On |
|        |         | 825                    | HR:Anjou                                                | CDP: Conflict and Workplace Harassment                  |
|        |         | 826                    | HR:Argenteuil, Table 1                                  | CDP: Cost of Caring                                     |
|        |         | 827                    | HR:Argenteuil, Table 2                                  | CDP: How to Shape Mgmt Res Today?                       |
|        |         | 828                    | HR:Picardie                                             | CDP: Social Capital and Social Exchange                 |
| 1:15pm | 929     | HR:Alfred-Rouleau A    | CDP: Institutional Influences                           |                                                         |
|        | 930     | HR:Alfred-Rouleau B    | CDP: Org. Signaling and Reputation                      |                                                         |
|        | 931     | HR:Alfred-Rouleau C    | CDP: Networks, Knowledge Sharing, and Innovations       |                                                         |
|        | 932     | HR:Anjou               | CDP: Construct & Scale Development                      |                                                         |
|        | 933     | HR:Argenteuil, Table 1 | CDP: Knowledge, Research and Productivity in Management |                                                         |
|        | 934     | HR:Argenteuil, Table 2 | CDP: Education, Learning and Agilit                     |                                                         |
|        | 935     | HR:Picardie            | CDP: Prestige, Power, and Status                        |                                                         |
| 3:00pm | 1040    | HR:Alfred-Rouleau A    | CDP: Niche Theories of a Firm                           |                                                         |
|        | 1041    | HR:Alfred-Rouleau B    | CDP: Theorizing Entrepreneurship                        |                                                         |
|        | 1042    | HR:Alfred-Rouleau C    | CDP: Innovation in New Industries                       |                                                         |
|        | 1043    | HR:Anjou               | CDP: Public Sector Reform, Immigration History          |                                                         |
|        | 1044    | HR:Argenteuil, Table 1 | CDP: Managing Careers                                   |                                                         |
|        | 1045    | HR:Argenteuil, Table 2 | CDP: MNCs and Offshore Outsourcing                      |                                                         |
|        | 1046    | HR:Picardie            | CDP: Cognition and Identity in Management               |                                                         |
| 4:45pm | 1150    | HR:Alfred-Rouleau A    | CDP: Organizational Performance                         |                                                         |
|        | 1151    | HR:Alfred-Rouleau B    | CDP: Tensions and Paradoxes in Entrepreneurship         |                                                         |
|        | 1152    | HR:Alfred-Rouleau C    | CDP: Knowledge Production, Sharing, and Learning        |                                                         |
|        | 1153    | HR:Anjou               | CDP: Impression Management                              |                                                         |
|        | 1154    | HR:Argenteuil, Table 1 | CDP: Organizational Citizenship                         |                                                         |
|        | 1155    | HR:Argenteuil, Table 2 | CDP: Negotiations, Trust and Perceptions                |                                                         |
|        | 1156    | HR:Picardie            | CDP: Consequences of Cognition and Sensemaking          |                                                         |
| Tue    | 8:00am  | 1288                   | HR:Alfred-Rouleau A                                     | CDP: CSR and (Ethical) Decision Making                  |
|        |         | 1289                   | HR:Alfred-Rouleau B                                     | CDP: Leadership & Gender in ENT                         |
|        |         | 1290                   | HR:Alfred-Rouleau C                                     | CDP: Chinese Firms Management                           |
|        |         | 1291                   | HR:Anjou                                                | CDP: Applying Research Methods                          |
|        |         | 1292                   | HR:Argenteuil, Table 2                                  | CDP: Gender Effects on Career Choic                     |
|        |         | 1293                   | HR:Picardie                                             | CDP: Groups at Work                                     |
|        |         | 9:45am                 | 1397                                                    | HR:Alfred-Rouleau A                                     |
|        | 1398    |                        | HR:Alfred-Rouleau B                                     | CDP: Gender, Entrepreneurship, Innovation, and Change   |
|        | 1399    |                        | HR:Alfred-Rouleau C                                     | CDP: Keys to Business Success                           |
|        | 1400    |                        | HR:Anjou                                                | CDP: Diffusion of Diverse Ideas                         |
|        | 1401    |                        | HR:Argenteuil, Table 1                                  | CDP: Factors Affecting Turnover and Work Behavior       |
|        | 1402    |                        | HR:Argenteuil, Table 2                                  | CDP: Managing Work Family Boundary                      |
|        | 1403    |                        | HR:Picardie                                             | CDP: Academia: What Really Happens in our World?        |

| <b>Day</b> | <b>Start</b> | <b>#</b>    | <b>Location</b>        | <b>Session Information</b>                            |
|------------|--------------|-------------|------------------------|-------------------------------------------------------|
| <b>Tue</b> | 11:30am      | <b>1503</b> | HR:Alfred-Rouleau A    | CDP: Bad Behavior                                     |
|            |              | <b>1504</b> | HR:Alfred-Rouleau B    | CDP: Ambivalence and Compliance: Is It All Bad?       |
|            |              | <b>1505</b> | HR:Alfred-Rouleau C    | CDP: Inter-Org. Collaborations                        |
|            |              | <b>1506</b> | HR:Anjou               | CDP: Agency Problems & Conflicts                      |
|            |              | <b>1507</b> | HR:Argenteuil, Table 1 | CDP: Int'l & Tech Strategy                            |
|            |              | <b>1508</b> | HR:Picardie            | CDP: Interpersonal Exchanges                          |
|            | 1:15pm       | <b>1612</b> | HR:Alfred-Rouleau A    | CDP: Commitments to Climates, Nature and People       |
|            |              | <b>1613</b> | HR:Alfred-Rouleau B    | CDP: The Future of HR Practices                       |
|            |              | <b>1614</b> | HR:Alfred-Rouleau C    | CDP: Online Communities, IT and Organizing            |
|            |              | <b>1615</b> | HR:Picardie            | CDP: Older Employees' Performance                     |
|            | 3:00pm       | <b>1714</b> | HR:Alfred-Rouleau A    | CDP: Philanthropic Motivations                        |
|            |              | <b>1715</b> | HR:Alfred-Rouleau B    | CDP: Goals, Commitments, and Entrepreneurial Ventures |
|            |              | <b>1716</b> | HR:Alfred-Rouleau C    | CDP: Orientations and Their Effects                   |
|            |              | <b>1717</b> | HR:Picardie            | CDP: Messy Research and Its Methods                   |

# Discussion Papers

Program Chair: Thomas E Becker, U. of Delaware

| Day     | Start  | #                  | Location                                              | Session Information                             |
|---------|--------|--------------------|-------------------------------------------------------|-------------------------------------------------|
| Mon     | 8:00am | 609                | MCC:512E - Table 1                                    | DISC: Making sense of failures in joint efforts |
|         |        | 610                | MCC:512E - Table 2                                    | DISC: MED and Teaching                          |
|         |        | 611                | MCC:512F - Table 1                                    | DISC: OMT and Interfirm Relationships           |
|         |        | 612                | MCC:512F - Table 2                                    | DISC: Administrative Innovation                 |
|         |        | 613                | MCC:512G - Table 1                                    | DISC: International HRM                         |
|         |        | 614                | MCC:512G - Table 2                                    | DISC: MOC and Context                           |
|         |        | 615                | MCC:512H - Table 1                                    | DISC: Transformational Leadership               |
|         |        | 616                | MCC:512H - Table 2                                    | DISC: Strategic Human Resources                 |
|         | 9:45am | 721                | MCC:512E - Table 1                                    | DISC: RBV: theoretical extensions and tests     |
|         |        | 722                | MCC:512E - Table 2                                    | DISC: Entrepreneurial Orientation               |
|         |        | 723                | MCC:512F - Table 1                                    | DISC: OMT and Sensemaking                       |
|         |        | 724                | MCC:512F - Table 2                                    | DISC: Innovativeness Interface                  |
|         |        | 725                | MCC:512G - Table 1                                    | DISC: Control Mechanisms in MNEs                |
|         |        | 726                | MCC:512G - Table 2                                    | DISC: MOC Relationships and Performance         |
|         |        | 727                | MCC:512H - Table 1                                    | DISC: Innovative Group Topics                   |
|         |        | 728                | MCC:512H - Table 2                                    | DISC: Family Businesses and Family Position     |
| 11:30am | 832    | MCC:512E - Table 1 | DISC: Industry evolution                              |                                                 |
|         | 833    | MCC:512F - Table 1 | DISC: OMT and Capital                                 |                                                 |
|         | 834    | MCC:512F - Table 2 | DISC: Collaboration and innovation performance        |                                                 |
|         | 835    | MCC:512G - Table 1 | DISC: Institutional influences on Chinese MNEs        |                                                 |
|         | 836    | MCC:512G - Table 2 | DISC: Managing Diverse Knowledge and Skills           |                                                 |
|         | 837    | MCC:512H - Table 1 | DISC: Conflict and Conflict Management                |                                                 |
|         | 838    | MCC:512H - Table 2 | DISC: Staffing                                        |                                                 |
|         | 1:15pm | 940                | MCC:512E - Table 1                                    | DISC: Cooperation and networks                  |
| 941     |        | MCC:512E - Table 2 | DISC: Entrepreneurship and Economics                  |                                                 |
| 942     |        | MCC:512F - Table 1 | DISC: OMT and Structure                               |                                                 |
| 943     |        | MCC:512F - Table 2 | DISC: Strategy and technology management              |                                                 |
| 944     |        | MCC:512G - Table 1 | DISC: Emerging market MNEs' performance effects       |                                                 |
| 945     |        | MCC:512G - Table 2 | DISC: Change Processes and Practices                  |                                                 |
| 946     |        | MCC:512H - Table 1 | DISC: Stress and Coping                               |                                                 |
| 947     |        | MCC:512H - Table 2 | DISC: Organizational Strategy and Turnover            |                                                 |
| 3:00pm  | 1051   | MCC:512E - Table 1 | DISC: Organizational configurations for ambidexterity |                                                 |
|         | 1052   | MCC:512F - Table 1 | DISC: OMT and Executives                              |                                                 |
|         | 1053   | MCC:512F - Table 2 | DISC: Innovating in emerging economies                |                                                 |
|         | 1054   | MCC:512G - Table 1 | DISC: Modes and patterns of internationalization      |                                                 |
|         | 1055   | MCC:512G - Table 2 | DISC: Culture Change and Change Leadership            |                                                 |
|         | 1056   | MCC:512H - Table 1 | DISC: Teamwork                                        |                                                 |
|         | 1057   | MCC:512H - Table 2 | DISC: Performance Issues                              |                                                 |
| 4:45pm  | 1160   | MCC:512E - Table 1 | DISC: Diversification and performance                 |                                                 |
|         | 1161   | MCC:512E - Table 2 | DISC: Value and Venture Creation                      |                                                 |
|         | 1162   | MCC:512F - Table 1 | DISC: OMT and Context                                 |                                                 |
|         | 1163   | MCC:512F - Table 2 | DISC: Knowledge resources for innovation              |                                                 |
|         | 1164   | MCC:512G - Table 1 | DISC: Comparative Studies in Diversity                |                                                 |
|         | 1165   | MCC:512G - Table 2 | DISC: The Psychology of Entrepreneurship              |                                                 |
|         | 1166   | MCC:512H - Table 1 | DISC: Employee Motivation                             |                                                 |
|         | 1167   | MCC:512H - Table 2 | DISC: Entrepreneurship and Technology                 |                                                 |
| Tue     | 8:00am | 1298               | MCC:512E - Table 1                                    | DISC: Dynamic contingencies of strategies       |
|         |        | 1299               | MCC:512E - Table 2                                    | DISC: Current Trends in Entrepreneurship        |
|         |        | 1300               | MCC:512F - Table 1                                    | DISC: OMT and Norms                             |
|         |        | 1301               | MCC:512F - Table 2                                    | DISC: Using the Internet to innovate            |
|         |        | 1302               | MCC:512G - Table 1                                    | DISC: GDO and Follower Outcomes                 |
|         |        | 1303               | MCC:512G - Table 2                                    | DISC: OCIS and Processes                        |
|         |        | 1304               | MCC:512H - Table 1                                    | DISC: Deviance                                  |
|         |        | 1305               | MCC:512H - Table 2                                    | DISC: CSR and reputation                        |

| <b>Day</b>  | <b>Start</b> | <b>#</b>           | <b>Location</b>                                | <b>Session Information</b>                          |                                                        |
|-------------|--------------|--------------------|------------------------------------------------|-----------------------------------------------------|--------------------------------------------------------|
| <b>Tue</b>  | 9:45am       | <b>1407</b>        | MCC:512E - Table 1                             | DISC: Parent-subsidiary alignment                   |                                                        |
|             |              | <b>1408</b>        | MCC:512F - Table 1                             | DISC: OMT and Learning                              |                                                        |
|             |              | <b>1409</b>        | MCC:512F - Table 2                             | DISC: Government-Business Collaborations            |                                                        |
|             |              | <b>1410</b>        | MCC:512G - Table 1                             | DISC: GDO and Work Groups                           |                                                        |
|             |              | <b>1411</b>        | MCC:512G - Table 2                             | DISC: OCIS and People                               |                                                        |
|             |              | <b>1412</b>        | MCC:512H - Table 1                             | DISC: Leader Attributes and Behavior                |                                                        |
|             |              |                    | <b>1413</b>                                    | MCC:512H - Table 2                                  | DISC: Ethical behavior within and across organizations |
|             | 11:30am      | <b>1512</b>        | MCC:512E - Table 1                             | DISC: Evolving organizational forms                 |                                                        |
|             |              | <b>1513</b>        | MCC:512E - Table 2                             | DISC: MED and Method                                |                                                        |
|             |              | <b>1514</b>        | MCC:512F - Table 1                             | DISC: Relationships in career management            |                                                        |
|             |              | <b>1515</b>        | MCC:512F - Table 2                             | DISC: Strategy and the Public and Nonprofit Sectors |                                                        |
|             |              | <b>1516</b>        | MCC:512G - Table 1                             | DISC: Health Care Management and Systems            |                                                        |
|             |              | <b>1517</b>        | MCC:512G - Table 2                             | DISC: The Environment                               |                                                        |
|             |              |                    | <b>1518</b>                                    | MCC:512H - Table 1                                  | DISC: Individual and Organizational Performance        |
|             |              |                    | <b>1519</b>                                    | MCC:512H - Table 2                                  | DISC: Stakeholder issues                               |
|             | 1:15pm       | <b>1619</b>        | MCC:512E - Table 1                             | DISC: Agency perspective on managerial choices      |                                                        |
|             |              | <b>1620</b>        | MCC:512E - Table 2                             | DISC: Operations and Influence                      |                                                        |
|             |              | <b>1621</b>        | MCC:512F - Table 1                             | DISC: Leader-Member Exchanges                       |                                                        |
| <b>1622</b> |              | MCC:512F - Table 2 | DISC: Testing and Assessing Measurements       |                                                     |                                                        |
| <b>1623</b> |              | MCC:512G - Table 1 | DISC: Health Care Management and Relationships |                                                     |                                                        |
| <b>1624</b> |              | MCC:512G - Table 2 | DISC: Learning from History                    |                                                     |                                                        |
|             |              | <b>1625</b>        | MCC:512H - Table 1                             | DISC: Job Perceptions, Attitudes, and Attachments   |                                                        |
|             |              | <b>1626</b>        | MCC:512H - Table 2                             | DISC: Social repair through micro-business          |                                                        |
| 3:00pm      | <b>1721</b>  | MCC:512E - Table 1 | DISC: Conflict Management                      |                                                     |                                                        |
|             | <b>1722</b>  | MCC:512E - Table 2 | DISC: Operations and Systems                   |                                                     |                                                        |
|             | <b>1723</b>  | MCC:512F - Table 1 | DISC: Workforce and career planning            |                                                     |                                                        |
|             | <b>1724</b>  | MCC:512F - Table 2 | DISC: Better methods for better theorizing     |                                                     |                                                        |
|             | <b>1725</b>  | MCC:512G - Table 1 | DISC: Advances in Critical Management Studies  |                                                     |                                                        |
|             | <b>1726</b>  | MCC:512G - Table 2 | DISC: Spirituality and Organizations           |                                                     |                                                        |
|             |              | <b>1727</b>        | MCC:512H - Table 1                             | DISC: Decision Making in Organizations              |                                                        |
|             |              | <b>1728</b>        | MCC:512H - Table 2                             | DISC: Assessing and managing ethics perceptions     |                                                        |

# Caucuses

Program Chair: Hui Liao, U. of Maryland, College Park

| Day    | Start   | #        | Location                                                | Session Information                                  |
|--------|---------|----------|---------------------------------------------------------|------------------------------------------------------|
| Mon    | 8:00am  | 591      | MCC:521A                                                | CAU: Identity and related issues                     |
|        |         | 592      | MCC:521B                                                | CAU: Managerial Discretion across Levels of Analysis |
|        |         | 593      | MCC:521C                                                | CAU: Diaspora Investment & Entrepreneurship          |
|        |         | 594      | MCC:522A                                                | CAU: Entrepreneurship meets Art                      |
|        |         | 595      | MCC:522B                                                | CAU: The Strategic Imperative of Sustainability      |
|        |         | 596      | MCC:522C                                                | CAU: Daring to Care for Justice                      |
|        |         | 597      | MCC:523A                                                | CAU: Love, Work & Woman Entrepreneur                 |
|        |         | 598      | MCC:523B                                                | CAU: Human capital, RBV, and SHRM                    |
|        | 9:45am  | 701      | MCC:512B                                                | CAU: Expanding Education across the                  |
|        |         | 702      | MCC:521A                                                | CAU: Dare to Listen                                  |
|        |         | 703      | MCC:521B                                                | CAU: Evidence-Based Management                       |
|        |         | 704      | MCC:521C                                                | CAU: Entrepreneurial Passion                         |
|        |         | 705      | MCC:522A                                                | CAU: Behavioral Integrity Incubator                  |
|        |         | 706      | MCC:522B                                                | CAU: OD for International Actions                    |
|        |         | 707      | MCC:522C                                                | CAU: Minorities in Management                        |
|        |         | 708      | MCC:523A                                                | CAU: IT in Developing Countries                      |
|        |         | 709      | MCC:523B                                                | CAU: Developmental Networks Caucus                   |
|        | 11:30am | 813      | MCC:512B                                                | CAU: A European Perspective on SIM                   |
|        |         | 814      | MCC:521A                                                | CAU: Millennials' Values                             |
| 815    |         | MCC:521B | CAU: Strategy and randomness                            |                                                      |
| 816    |         | MCC:521C | CAU: Future for Entrepreneurship Research               |                                                      |
| 817    |         | MCC:522A | CAU: Measurement of Emotions                            |                                                      |
| 818    |         | MCC:522B | CAU: Stakeholder & Sustainability                       |                                                      |
| 819    |         | MCC:522C | CAU: Caring with a Conscience                           |                                                      |
| 820    |         | MCC:523A | CAU: When better means more                             |                                                      |
| 821    |         | MCC:523B | CAU: HR Standards and Research                          |                                                      |
| 1:15pm |         | 921      | MCC:521A                                                | CAU: A quest for values                              |
|        | 922     | MCC:521B | CAU: Culture and Performance                            |                                                      |
|        | 923     | MCC:521C | CAU: Bricolage Effectuation Improv                      |                                                      |
|        | 924     | MCC:522A | CAU: Absence of Compassion                              |                                                      |
|        | 925     | MCC:522B | CAU: Compassionate Operations                           |                                                      |
|        | 926     | MCC:522C | CAU: Study Abroad Programs                              |                                                      |
|        | 927     | MCC:523A | CAU: A Global Culture                                   |                                                      |
|        | 928     | MCC:523B | CAU: Tensions in contemporary HR                        |                                                      |
| 3:00pm | 1032    | MCC:521A | CAU: The Dark Side of Caring                            |                                                      |
|        | 1033    | MCC:521B | CAU: Complexity Conundrums                              |                                                      |
|        | 1034    | MCC:521C | CAU: Innovation and exaptation                          |                                                      |
|        | 1035    | MCC:522A | CAU: RepNet: The (Personal) Reputation Research Network |                                                      |
|        | 1036    | MCC:522B | CAU: Applying the Practice Lens                         |                                                      |
|        | 1037    | MCC:522C | CAU: PRME and SoTL                                      |                                                      |
|        | 1038    | MCC:523A | CAU: Self-Initiated Expatriation                        |                                                      |
|        | 1039    | MCC:523B | CAU: Dare to Care                                       |                                                      |
| 4:45pm | 1142    | MCC:521A | CAU: "Compassion" in Operations                         |                                                      |
|        | 1143    | MCC:521B | CAU: Research Agendas and IP Policy                     |                                                      |
|        | 1144    | MCC:521C | CAU: Nonlinear entrepreneurship                         |                                                      |
|        | 1145    | MCC:522A | CAU: Biological Basis of Behavior                       |                                                      |
|        | 1146    | MCC:522B | CAU: VC Investments in Cleantech                        |                                                      |
|        | 1147    | MCC:522C | CAU: Network for Learning                               |                                                      |
|        | 1148    | MCC:523A | CAU: Women on Boards                                    |                                                      |
|        | 1149    | MCC:523B | CAU: Biculturals in the MNC                             |                                                      |

| Day         | Start       | #           | Location                                            | Session Information                                    |
|-------------|-------------|-------------|-----------------------------------------------------|--------------------------------------------------------|
| Tue         | 8:00am      | <b>1280</b> | MCC:521A                                            | CAU: Empathy & Management Education                    |
|             |             | <b>1281</b> | MCC:521B                                            | CAU: Health Care or Health Service                     |
|             |             | <b>1282</b> | MCC:521C                                            | CAU: Franchising Research                              |
|             |             | <b>1283</b> | MCC:522A                                            | CAU: Inter-firm Trust: Toward an Integrative Framework |
|             |             | <b>1284</b> | MCC:522B                                            | CAU: Communities and Sustainability                    |
|             |             | <b>1285</b> | MCC:522C                                            | CAU: Impact of Learning and Knowing                    |
|             |             | <b>1286</b> | MCC:523A                                            | CAU: ROI for Leadership Development                    |
|             |             | <b>1287</b> | MCC:523B                                            | CAU: How Strategic Human Capital Creates Value         |
|             | 9:45am      | <b>1389</b> | MCC:521A                                            | CAU: Mindfulness Meditation                            |
|             |             | <b>1390</b> | MCC:521B                                            | CAU: Frederick Taylor                                  |
|             |             | <b>1391</b> | MCC:521C                                            | CAU: Social Capital & Entrepreneurs                    |
|             |             | <b>1392</b> | MCC:522A                                            | CAU: Daring to Coach Leaders                           |
|             |             | <b>1393</b> | MCC:522B                                            | CAU: Africa Management Research                        |
|             |             | <b>1394</b> | MCC:522C                                            | CAU: Recognizing Professionalism                       |
|             |             | <b>1395</b> | MCC:523A                                            | CAU: Leadership in extreme contexts                    |
|             |             | <b>1396</b> | MCC:523B                                            | CAU: Knowledge Transfer Project                        |
|             | 11:30am     | <b>1496</b> | MCC:521A                                            | CAU: Humanistic Management                             |
|             |             | <b>1497</b> | MCC:521B                                            | CAU: So you want to write a book?                      |
|             |             | <b>1498</b> | MCC:521C                                            | CAU: Caring about family firms                         |
|             |             | <b>1499</b> | MCC:522A                                            | CAU: Hard Facts on Soft Skills                         |
|             |             | <b>1500</b> | MCC:522B                                            | CAU: LMX Convergence                                   |
| <b>1501</b> |             | MCC:523A    | CAU: Collectivist Leadership                        |                                                        |
| <b>1502</b> |             | MCC:523B    | CAU: Publishing Latin America                       |                                                        |
| 1:15pm      | <b>1604</b> | MCC:521A    | CAU: Inclusion in Organizations                     |                                                        |
|             | <b>1605</b> | MCC:521B    | CAU: Professional Social Media Use                  |                                                        |
|             | <b>1606</b> | MCC:521C    | CAU: Organizational and Managerial Innovation       |                                                        |
|             | <b>1607</b> | MCC:522A    | CAU: Stress at work and suicides                    |                                                        |
|             | <b>1608</b> | MCC:522B    | CAU: Resourcing Infrastructure                      |                                                        |
|             | <b>1609</b> | MCC:522C    | CAU: The Professional Doctorate                     |                                                        |
|             | <b>1610</b> | MCC:523A    | CAU: Shared Leadership Caucus                       |                                                        |
|             | <b>1611</b> | MCC:523B    | CAU: Creating AoM Chapter for MENA                  |                                                        |
| 3:00pm      | <b>1707</b> | MCC:521A    | CAU: Errors and Patient Safety                      |                                                        |
|             | <b>1708</b> | MCC:521B    | CAU: Faculty Gender & Faculty Rank                  |                                                        |
|             | <b>1709</b> | MCC:521C    | CAU: New Venture Panels                             |                                                        |
|             | <b>1710</b> | MCC:522A    | CAU: Intuition in organizations                     |                                                        |
|             | <b>1711</b> | MCC:522C    | CAU: Indian Academy of Management                   |                                                        |
|             | <b>1712</b> | MCC:523A    | CAU: Authentic Leadership Caucus                    |                                                        |
|             | <b>1713</b> | MCC:523B    | CAU: Management Scholars and India – An Open Dialog |                                                        |

# Business Policy & Strategy

Program Chair: Nicholas Argyres, Washington U. in St. Louis  
 Professional Development Workshop Chair: Jeffrey J. Reuer, Purdue U.

| Day     | Start   | #      | Location            | Session Information                             |
|---------|---------|--------|---------------------|-------------------------------------------------|
| Fri     | 8:00am  | 5      | MCC:510A            | BPS Doctoral Consortium I                       |
|         |         | 6      | MCC:510B            | Analyzing Strategy as Discourse                 |
|         |         | 7      | MCC:511B            | Behavioral Strategy                             |
|         |         | 17     | SHE:Salon C         | Developing country MNCs                         |
|         |         | 27     | FMT:Hochelaga 2     | Stakeholder Interactions                        |
|         |         | 29     | DEL:St-Laurent      | Content Analysis Research                       |
|         |         | 30     | FMT:Mackenzie       | Poverty Alleviation Research                    |
|         | 8:30am  | 31     | MCC:512F            | BPS Dissertation Consortium                     |
|         |         | 39     | FMT:Richelieu       | Sustainable Global Enterprise                   |
|         | 9:00am  | 42     | SHE:Salon 7         | ICG Database Project                            |
|         | 10:00am | 59     | MCC:511A            | Talent & Technology Brokerage                   |
|         | 10:15am | 68     | DEL:Cartier A       | Null Hypothesis Significance Testing            |
|         | 11:15am | 75     | SHE:Salon 5         | Business School Centers                         |
|         |         | 78     | FMT:Mackenzie       | Passion for Sustainability                      |
|         | 12:15pm | 89     | DEL:St-Charles      | Cognitive Conversations about Caring            |
|         | 12:30pm | 93     | FMT:St-Charles      | Strategic and Living History                    |
|         | 2:15pm  | 118    | MCC:513C            | Simulating Strategy                             |
|         | 2:30pm  | 121    | SHE:Salon C         | Promise and Perils of Emerging Markets Research |
|         | 2:45pm  | 124    | FMT:St-Charles      | Case Laboratory on Corporate Sustainability     |
|         | 4:00pm  | 136    | MCC:512G            | The Power of Representations                    |
|         | 4:30pm  | 146    | DEL:Cartier A       | Qualitative Comparative Analysis (QCA)          |
|         | 5:15pm  | 149    | MCC:512F            | Reigniting Diversification                      |
|         | Sat     | 8:00am | 172                 | MCC:510A                                        |
| 173     |         |        | MCC:511D            | BPS New Faculty Consortium                      |
| 174     |         |        | MCC:512H            | Experimental Methods in Management Research     |
| 175     |         |        | MCC:511B            | Managing Alliance Portfolios                    |
| 178     |         |        | SHE:Salon A         | How to Negotiate Your (First) Job Offer         |
| 199     |         |        | MCC:516A            | Academy's E-Media                               |
| 8:30am  |         | 209    | FMT:St-Maurice      | Cross Sector Partnerships                       |
|         |         | 222    | MCC:516B            | New Perspectives on Organization Science        |
| 9:00am  |         | 229    | MCC:524C            | Introduction to Social Networks Analysis        |
| 9:30am  |         | 233    | SHE:Salon 1         | Being a Leader                                  |
| 10:00am |         | 238    | MCC:514C            | Knowledge Flows in Big Science                  |
| 10:15am |         | 241    | MCC:511F            | Motivation and Strategy                         |
|         |         | 243    | MCC:510C            | Entrepreneurial Capabilities                    |
|         |         | 250    | MCC:513C            | Management at the Public-Private Interface      |
| 10:30am |         | 257    | MCC:519B            | Teaching Design Thinking for Innovation         |
| 10:45am |         | 260    | DEL:Les Courants    | Panel Data and Estimation 101                   |
| 11:00am |         | 263    | FMT:Chaudiere       | Stakeholders in PNP Strategy                    |
| 11:15am |         | 264    | MCC:511B            | Event-Based Strategizing                        |
|         |         | 265    | MCC:511C            | M&A as a Research Context                       |
|         |         | 269    | SHE:Salon A         | The 18th Annual Craft of Reviewing Workshop     |
|         |         | 271    | MCC:515C            | Design-Based Innovation: Domains of Application |
| 12:15pm |         | 279    | DEL:St-Laurent      | Doing, Writing and Publishing Process Research  |
|         |         | 281    | MCC:512C            | OpenScience/Sci-based Business                  |
| 12:30pm |         | 282    | MCC:510B            | Prospect Theory                                 |
|         |         | 283    | MCC:511F            | Patent Data                                     |
|         |         | 291    | DEL:Verriere B      | Conducting "Gioia Methodology"                  |
| 1:00pm  |         | 292    | SHE:Drummond center | Human Capital Scholarship                       |
|         |         | 296    | MCC:524C            | Advanced Networks PDW                           |
| 1:15pm  |         | 297    | MCC:510A            | BPS Managing Your Dissertation Workshop         |
| 1:30pm  |         | 301    | MCC:516A            | What is Quality in Strategy Research?           |
|         |         | 310    | MCC:512H            | Firms, Ecosystems and Innovation                |



| Day        | Start              | #                             | Location                                                | Session Information                                     |
|------------|--------------------|-------------------------------|---------------------------------------------------------|---------------------------------------------------------|
| Sat        | 2:30pm             | <b>324</b>                    | DEL:Cartier B                                           | Innovative Methods for Studying Decision-Making         |
|            | 3:00pm             | <b>332</b>                    | MCC:513B                                                | Corporate Development Modes                             |
|            |                    | <b>333</b>                    | MCC:511C                                                | External Knowledge Sourcing                             |
|            |                    | <b>339</b>                    | FMT:Hochelaga 3                                         | Green Economy                                           |
|            | 3:45pm             | <b>348</b>                    | MCC:511F                                                | Competitive Advantage & V-P-C                           |
|            |                    | <b>350</b>                    | SHE:Salon A                                             | Health Care & Competition                               |
|            |                    | <b>352</b>                    | MCC:510D                                                | Project-based Entrepreneurship                          |
|            | 4:00pm             | <b>357</b>                    | MCC:512B                                                | Simulation in Organization Theory                       |
|            | 4:45pm             | <b>365</b>                    | MCC:511B                                                | Open Innovation with Suppliers                          |
|            | 6:00pm             | <b>378</b>                    | MCC:513F                                                | BPS Mid-Career Workshop                                 |
| <b>379</b> |                    | MCC:520 AB                    | Meet the BPS Officers                                   |                                                         |
| Sun        | 11:00am            | <b>419</b>                    | SHE:Drummond west                                       | Meet the Editors of APJM                                |
|            | 3:30pm             | <b>503</b>                    | MCC:514B                                                | BPS Executive Committee Meeting                         |
|            | 6:00pm             | <b>544</b>                    | MCC:516C                                                | Irwin Educator Award                                    |
| Mon        | 8:00am             | <b>579</b>                    | MCC:510A                                                | Gathering, Trading, & Deploying Resources               |
|            |                    | <b>580</b>                    | MCC:511F                                                | DRP: Strategic Change                                   |
|            |                    | <b>581</b>                    | MCC:513C                                                | Strategic Risk-Taking                                   |
|            |                    | <b>582</b>                    | MCC:513D                                                | Knowledge Spillovers & Transfers                        |
|            |                    | <b>583</b>                    | MCC:513F                                                | Innovation Investment                                   |
|            |                    | <b>584</b>                    | MCC:515A                                                | DRP: Industry Dynamics                                  |
|            |                    | <b>585</b>                    | MCC:515B                                                | DRP: Competitive Interaction                            |
|            |                    | <b>586</b>                    | MCC:518C                                                | Diversification Strategy                                |
|            |                    | <b>587</b>                    | MCC:519A                                                | CEO Narcissism, Power & Influence                       |
|            |                    | <b>588</b>                    | MCC:510B                                                | JS: Conflicts of Interest                               |
|            |                    | <b>600</b>                    | HR:Alfred-Rouleau B                                     | CDP: From Founder Equity to IPO Valuation               |
|            |                    | <b>603</b>                    | HR:Argenteuil, Table 1                                  | CDP: Supply Chain Management: Perspectives and Outcomes |
|            |                    | <b>609</b>                    | MCC:512E - Table 1                                      | DISC: Making sense of failures in joint efforts         |
|            |                    | <b>675</b>                    | MCC:516A                                                | JS: Theory and Social Reality                           |
|            | <b>688</b>         | MCC:511B                      | SHCS: Competing Trajectories                            |                                                         |
|            | 9:45am             | <b>691</b>                    | MCC:510A                                                | SHCS: Modelling RBV & Comp Advantage                    |
|            |                    | <b>692</b>                    | MCC:513D                                                | Competitive Dynamics in Platform-Based Markets          |
|            |                    | <b>693</b>                    | MCC:515A                                                | DRP: Inter-Organizational Relationships                 |
|            |                    | <b>694</b>                    | MCC:515B                                                | DRP: Strategy as Practice                               |
|            |                    | <b>695</b>                    | MCC:518C                                                | Understanding Mergers & Acquisitions                    |
|            |                    | <b>696</b>                    | MCC:519A                                                | DRP: Strategic Decision-Making                          |
|            |                    | <b>697</b>                    | MCC:510B                                                | JS: Interdependent Learning                             |
|            |                    | <b>698</b>                    | MCC:513F                                                | JS: Organizing Ambidexterity                            |
|            |                    | <b>710</b>                    | HR:Alfred-Rouleau A                                     | CDP: Corporate Strategies, MNCs and Emerging Economies  |
|            |                    | <b>712</b>                    | HR:Alfred-Rouleau C                                     | CDP: Driving Innovation: It's Not Just R&D!             |
|            | <b>721</b>         | MCC:512E - Table 1            | DISC: RBV: theoretical extensions and tests             |                                                         |
|            | <b>784</b>         | MCC:513C                      | JS: The Role of Meetings in Strategy Practice           |                                                         |
|            | 11:30am            | <b>802</b>                    | MCC:510A                                                | Strategic Positioning & Firm Performance                |
|            |                    | <b>803</b>                    | MCC:513C                                                | Schizophrenia, Surprises & Change                       |
|            |                    | <b>804</b>                    | MCC:513D                                                | Competitive Signaling                                   |
|            |                    | <b>805</b>                    | MCC:513F                                                | Organizing for Innovation                               |
|            |                    | <b>806</b>                    | MCC:515A                                                | DRP: Networks                                           |
|            |                    | <b>807</b>                    | MCC:515B                                                | DRP: Resource-Based View                                |
|            |                    | <b>808</b>                    | MCC:518C                                                | Managing Mergers, Acquisitions & Diversitures           |
| <b>809</b> |                    | MCC:510B                      | JS: Humanizing Strategy: Letting the "Messiness" In     |                                                         |
| <b>810</b> |                    | MCC:519A                      | JS: Anchor Firms and Development                        |                                                         |
| <b>824</b> |                    | HR:Alfred-Rouleau C           | CDP: Knowledge: Getting It, Using It, and Passing It On |                                                         |
| <b>832</b> | MCC:512E - Table 1 | DISC: Industry evolution      |                                                         |                                                         |
| <b>893</b> | FMT:Matapedia      | SHCS: Environmental Standards |                                                         |                                                         |

| Day    | Start                  | #          | Location            | Session Information                                   |                      |                                 |
|--------|------------------------|------------|---------------------|-------------------------------------------------------|----------------------|---------------------------------|
| Mon    | 1:15pm                 | 911        | MCC:510A            | Dynamics of Capabilities & Resources                  |                      |                                 |
|        |                        | 912        | MCC:513D            | Industry Dynamics: Entry, Growth, & Exit              |                      |                                 |
|        |                        | 913        | MCC:513F            | Commercialization                                     |                      |                                 |
|        |                        | 914        | MCC:515A            | DRP: Capabilities-Based View                          |                      |                                 |
|        |                        | 915        | MCC:515B            | DRP: Innovation                                       |                      |                                 |
|        |                        | 916        | MCC:518C            | International Strategy                                |                      |                                 |
|        |                        | 917        | MCC:519A            | Wiley Blackwell Dissertation Award Finalists          |                      |                                 |
|        |                        | 918        | MCC:513C            | JS: Theorizing the Strategic Middle Manager           |                      |                                 |
|        |                        | 919        | MCC:510B            | JS: New Directions for Corp. Gov.                     |                      |                                 |
|        |                        | 930        | HR:Alfred-Rouleau B | CDP: Org. Signaling and Reputation                    |                      |                                 |
|        |                        | 940        | MCC:512E - Table 1  | DISC: Cooperation and networks                        |                      |                                 |
|        |                        | 952        | MCC:510D            | JS: Partnerships and International                    |                      |                                 |
|        |                        | 968        | SHE:Salon B         | JS: Regional Multinationals                           |                      |                                 |
|        |                        | 1002       | MCC:513E            | JS: Private Military and Security                     |                      |                                 |
|        |                        | 3:00pm     |                     | 1022                                                  | MCC:513C             | Emotions, Aspirations & Option  |
|        |                        |            |                     | 1023                                                  | MCC:513D             | Competitive Dynamics & Rivalry  |
|        |                        |            |                     | 1024                                                  | MCC:515A             | DRP: Knowledge-Based View       |
|        |                        |            |                     | 1025                                                  | MCC:515B             | DRP: Strategic Entrepreneurship |
|        |                        |            |                     | 1026                                                  | MCC:518C             | Strategy & Institutions         |
| 1027   | MCC:519A               |            |                     | Governance Across Political & National Borders        |                      |                                 |
| 1028   | MCC:510B               |            |                     | SHCS: Ambidexterity and Capabilities                  |                      |                                 |
| 1029   | MCC:513F               |            |                     | SHCS: Markets for Ideas                               |                      |                                 |
| 1030   | MCC:510A               |            |                     | SHCS: Positioning for Advantage: Value Minus Cost     |                      |                                 |
| 1040   | HR:Alfred-Rouleau A    |            |                     | CDP: Niche Theories of a Firm                         |                      |                                 |
| 1041   | HR:Alfred-Rouleau B    |            |                     | CDP: Theorizing Entrepreneurship                      |                      |                                 |
| 1042   | HR:Alfred-Rouleau C    |            |                     | CDP: Innovation in New Industries                     |                      |                                 |
| 1045   | HR:Argenteuil, Table 2 |            |                     | CDP: MNCs and Offshore Outsourcing                    |                      |                                 |
| 1051   | MCC:512E - Table 1     |            |                     | DISC: Organizational configurations for ambidexterity |                      |                                 |
| 1128   | MCC:511B               |            |                     | JS: Innovation Through Sport                          |                      |                                 |
| 4:45pm |                        | 1131       | MCC:510A            | The Dynamics of Firm Heterogeneity                    |                      |                                 |
|        |                        | 1132       | MCC:510B            | Network Performance Effects                           |                      |                                 |
|        |                        | 1133       | MCC:513C            | New Research on Strategic Planning & Process          |                      |                                 |
|        |                        | 1134       | MCC:513D            | Dynamic Capabilities & Rivalry                        |                      |                                 |
|        |                        | 1135       | MCC:513F            | Open Innovation                                       |                      |                                 |
|        |                        | 1136       | MCC:515A            | DRP: Strategic Organization and Politics              |                      |                                 |
|        |                        | 1137       | MCC:515B            | DRP: Technology Strategy                              |                      |                                 |
|        |                        | 1138       | MCC:518C            | Non-Market Strategy                                   |                      |                                 |
|        |                        | 1139       | MCC:519A            | Boards & Directors                                    |                      |                                 |
|        |                        | 1160       | MCC:512E - Table 1  | DISC: Diversification and performance                 |                      |                                 |
|        |                        | 6:30pm     | 1231                | MCC:510A                                              | BPS Business Meeting |                                 |
| 7:30pm | 1248                   | MCC:520 DE | BPS Social          |                                                       |                      |                                 |
| Tue    | 8:00am                 | 1268       | MCC:510A            | Economics and Strategy                                |                      |                                 |
|        |                        | 1269       | MCC:510B            | Alliance Governance Modes                             |                      |                                 |
|        |                        | 1270       | MCC:513C            | DRP: Industry Analysis                                |                      |                                 |
|        |                        | 1271       | MCC:513D            | DRP: Top Management Teams II                          |                      |                                 |
|        |                        | 1272       | MCC:513F            | Roles of Analysts, Ownership & Control                |                      |                                 |
|        |                        | 1273       | MCC:515A            | DRP: Upper Echelons & Capital Markets                 |                      |                                 |
|        |                        | 1274       | MCC:515B            | DRP: CEO Pay                                          |                      |                                 |
|        |                        | 1275       | MCC:518C            | Capabilities & Governance Choice                      |                      |                                 |
|        |                        | 1276       | MCC:519A            | Faces of Governance                                   |                      |                                 |
|        |                        | 1289       | HR:Alfred-Rouleau B | CDP: Leadership & Gender in ENT                       |                      |                                 |
|        |                        | 1298       | MCC:512E - Table 1  | DISC: Dynamic contingencies of strategies             |                      |                                 |
|        |                        | 1301       | MCC:512F - Table 2  | DISC: Using the Internet to innovate                  |                      |                                 |
|        |                        | 1375       | MCC:511B            | JS: Absorptive Capacity as a Multilevel Construct     |                      |                                 |

| Day    | Start                  | #       | Location           | Session Information                              |          |                                                |
|--------|------------------------|---------|--------------------|--------------------------------------------------|----------|------------------------------------------------|
| Tue    | 9:45am                 | 1377    | MCC:510B           | Alliance Contract Design                         |          |                                                |
|        |                        | 1378    | MCC:513C           | DRP: Diversification                             |          |                                                |
|        |                        | 1379    | MCC:513D           | DRP: Alliances                                   |          |                                                |
|        |                        | 1380    | MCC:515A           | DRP: Political Strategy                          |          |                                                |
|        |                        | 1381    | MCC:515B           | DRP: Top Management Teams I                      |          |                                                |
|        |                        | 1382    | MCC:510A           | SHCS: Mobility and Entrepreneurship              |          |                                                |
|        |                        | 1383    | MCC:518C           | JS: Real Options: Taking Stock and Looking Ahead |          |                                                |
|        |                        | 1384    | MCC:513F           | SHCS: Markets and Symbols                        |          |                                                |
|        |                        | 1385    | MCC:519A           | JS: How Adaptive are CEOs?                       |          |                                                |
|        |                        | 1407    | MCC:512E - Table 1 | DISC: Parent-subsidiary alignment                |          |                                                |
|        |                        | 11:30am |                    | 1487                                             | MCC:510B | Creating Knowledge through Relationships       |
|        |                        |         |                    | 1488                                             | MCC:513C | DRP: International Strategy & Emerging Markets |
|        |                        |         |                    | 1489                                             | MCC:513D | DRP: Firm Boundaries & Governance Choice       |
|        |                        |         |                    | 1490                                             | MCC:515A | DRP: Planning & Implementation                 |
| 1491   | MCC:515B               |         |                    | DRP: Top Management Team Performance             |          |                                                |
| 1492   | MCC:518C               |         |                    | Determinants and Consequences of CEO Pay         |          |                                                |
| 1493   | MCC:519A               |         |                    | Challenges to Top Management                     |          |                                                |
| 1494   | MCC:513F               |         |                    | SHCS: Strategic Human Capital                    |          |                                                |
| 1505   | HR:Alfred-Rouleau C    |         |                    | CDP: Inter-Org. Collaborations                   |          |                                                |
| 1507   | HR:Argenteuil, Table 1 |         |                    | CDP: Int'l & Tech Strategy                       |          |                                                |
| 1512   | MCC:512E - Table 1     |         |                    | DISC: Evolving organizational forms              |          |                                                |
| 1542   | MCC:516D               |         |                    | JS: Design Thinking                              |          |                                                |
| 1:15pm |                        |         |                    | 1594                                             | MCC:510B | Alliance Portfolios                            |
|        |                        |         |                    | 1595                                             | MCC:513C | DRP: Firm Growth and Divestment                |
|        |                        | 1596    | MCC:513D           | DRP: Mergers and Acquisitions                    |          |                                                |
|        |                        | 1597    | MCC:515A           | DRP: Managerial Cognition                        |          |                                                |
|        |                        | 1598    | MCC:515B           | DRP: Boards of Directors                         |          |                                                |
|        |                        | 1599    | MCC:518C           | Vertical Boundaries of Firms                     |          |                                                |
|        |                        | 1600    | MCC:519A           | Power, Hubris, and Influence                     |          |                                                |
|        |                        | 1601    | MCC:513F           | JS: Agency Theory: Re-tooling and Re-tasking     |          |                                                |
|        |                        | 1602    | MCC:510A           | JS: Financial Meltdown Revisited                 |          |                                                |
|        |                        | 1619    | MCC:512E - Table 1 | DISC: Agency perspective on managerial choices   |          |                                                |
|        |                        | 1680    | MCC:514C           | JS: Aspirations for Aspirations                  |          |                                                |
|        |                        | 3:00pm  |                    | 1698                                             | MCC:510A | The Where and When of Pharmaceutical Strategy  |
|        |                        |         |                    | 1699                                             | MCC:510B | Exploration Alliances                          |
|        |                        |         |                    | 1700                                             | MCC:513C | DRP: Strategic Positioning                     |
| 1701   | MCC:513D               |         |                    | DRP: Organizational Learning                     |          |                                                |
| 1702   | MCC:513F               |         |                    | M&A as a Strategy Vehicle                        |          |                                                |
| 1703   | MCC:515A               |         |                    | DRP: Corporate Governance & Leadership           |          |                                                |
| 1704   | MCC:518C               |         |                    | Gaining Traction on Analyzing Long Term Strategy |          |                                                |
| 1780   | MCC:516B               |         |                    | JS: Identity, Categories, Networks               |          |                                                |
| 1782   | MCC:513E               |         |                    | JS: Explorations in Social Capital Research      |          |                                                |

# Careers

Program Chair: Svetlana Khapova, VU U. Amsterdam  
Professional Development Workshop Chair: Julia Richardson, York U.

| Day     | Start       | #                       | Location                     | Session Information                                      |                                                   |
|---------|-------------|-------------------------|------------------------------|----------------------------------------------------------|---------------------------------------------------|
| Fri     | 8:00am      | <b>8</b>                | SHE:Drummond east            | Third Sector Career Passion                              |                                                   |
|         | 1:30pm      | <b>107</b>              | SHE:Salon 5                  | Careers in the Rough                                     |                                                   |
|         | 2:00pm      | <b>110</b>              | SHE:Salon A                  | Teaching Careers Together                                |                                                   |
|         | 4:00pm      | <b>137</b>              | SHE:Salon 5                  | Teaching About Careers to Executives                     |                                                   |
| Sat     | 8:00am      | <b>176</b>              | SHE:Salon C                  | Career Development in Academia                           |                                                   |
|         |             | <b>177</b>              | SHE:Kafka                    | CAR Doctoral Consortium                                  |                                                   |
|         |             | <b>178</b>              | SHE:Salon A                  | How to Negotiate Your (First) Job Offer                  |                                                   |
|         |             | <b>193</b>              | MCC:512E                     | Dare to Care About Your Career                           |                                                   |
|         | 9:00am      | <b>228</b>              | SHE:Salle Ballroom east      | Halfway There, But Now What?                             |                                                   |
|         | 9:45am      | <b>234</b>              | SHE:Salon B                  | Academia as a Second Career                              |                                                   |
|         | 11:15am     | <b>269</b>              | SHE:Salon A                  | The 18th Annual Craft of Reviewing Workshop              |                                                   |
|         | 2:15pm      | <b>316</b>              | FMT:Hochelaga 2              | Global careers from a critical perspective               |                                                   |
|         | 3:00pm      | <b>334</b>              | SHE:Joyce                    | Sage Scholars Care                                       |                                                   |
|         | 5:45pm      | <b>374</b>              | SHE:Salon 6                  | Daring to Respond? Addressing Reviewers' Comments        |                                                   |
|         |             | <b>375</b>              | SHE:Jarry                    | Not At My Place!                                         |                                                   |
|         | 7:00pm      | <b>392</b>              | DEL:Lounge at Chez Antoine   | CAR PDW Social Event                                     |                                                   |
|         | Sun         | 2:00pm                  | <b>471</b>                   | SHE:Salon 5                                              | CAR Executive Committee Meeting                   |
|         | Mon         | 8:00am                  | <b>589</b>                   | SHE:Salon 3                                              | DRP: Career Strategies and Managerial Advancement |
|         |             | <b>590</b>              | SHE:Jarry                    | JS: Career Success in Europe                             |                                                   |
|         |             | <b>602</b>              | HR:Anjou                     | CDP: Artistic Creation: Creativity in Artistic Context   |                                                   |
| 9:45am  |             | <b>699</b>              | SHE:Salon A                  | Are Careers "Boundaryless"?                              |                                                   |
|         |             | <b>700</b>              | SHE:Jarry                    | SHCS: Global Careers: Content, Choices, and Consequences |                                                   |
|         |             | <b>711</b>              | HR:Alfred-Rouleau B          | CDP: New Ventures: What Does It Take to Succeed?         |                                                   |
|         |             | <b>713</b>              | HR:Anjou                     | CDP: Management Education: Teaching vs. Researching      |                                                   |
|         |             | <b>765</b>              | FMT:Grand Salon              | JS: Identity and Work-Life                               |                                                   |
| 11:30am |             | <b>811</b>              | SHE:Salon 3                  | DRP: Life Spillovers: Work, Life and Career              |                                                   |
|         |             | <b>812</b>              | SHE:Jarry                    | JS: Cross Cultural Mentoring                             |                                                   |
|         |             | <b>828</b>              | HR:Picardie                  | CDP: Social Capital and Social Exchange                  |                                                   |
|         |             | <b>848</b>              | SHE:Drummond west            | JS: Experienced Work-Flexibility                         |                                                   |
| 1:15pm  |             | <b>920</b>              | SHE:Jarry                    | JS: Careers, Leadership, Coaching                        |                                                   |
|         |             | <b>963</b>              | SHE:Drummond east            | JS: Contingent Labor across Firms                        |                                                   |
|         |             | <b>976</b>              | FMT:Hochelaga 2              | SHCS: Calling & Vocation                                 |                                                   |
| 3:00pm  |             | <b>1031</b>             | SHE:Jarry                    | Everett Cherrington Hughes Award                         |                                                   |
|         |             | <b>1044</b>             | HR:Argenteuil, Table 1       | CDP: Managing Careers                                    |                                                   |
|         |             | <b>1046</b>             | HR:Picardie                  | CDP: Cognition and Identity in Management                |                                                   |
|         |             | <b>1064</b>             | SHE:Lamartine                | JS: Gender Stereotyping and Bias                         |                                                   |
|         |             | <b>1071</b>             | SHE:Drummond east            | JS: Workplace Features & Wellbeing                       |                                                   |
| 4:45pm  |             | <b>1140</b>             | SHE:Drummond center          | Effective Mentoring and Coaching at Work                 |                                                   |
|         |             | <b>1141</b>             | SHE:Jarry                    | Careers Division Business Meeting                        |                                                   |
|         |             | <b>1178</b>             | SHE:Salon C                  | JS: Employee Benefits & Supports                         |                                                   |
| 6:30pm  | <b>1232</b> | SHE:Salle Ballroom east | Careers Division Social Hour |                                                          |                                                   |
| Tue     | 8:00am      | <b>1277</b>             | SHE:Dickens                  | Emotions and Career Orientations                         |                                                   |
|         |             | <b>1278</b>             | SHE:Salon 3                  | DRP: Careers of Working Mothers and Fathers              |                                                   |
|         |             | <b>1279</b>             | SHE:Jarry                    | SHCS: Work-Life Balance                                  |                                                   |
|         |             | <b>1291</b>             | HR:Anjou                     | CDP: Applying Research Methods                           |                                                   |
|         | 9:45am      | <b>1386</b>             | SHE:Salon 3                  | DRP: Advances in Career Success Research                 |                                                   |
|         |             | <b>1387</b>             | SHE:Salon 8                  | Careers and Developmental Relationships                  |                                                   |
|         |             | <b>1388</b>             | SHE:Jarry                    | JS: Self-Initiated Expatriation                          |                                                   |
|         |             | <b>1401</b>             | HR:Argenteuil, Table 1       | CDP: Factors Affecting Turnover and Work Behavior        |                                                   |
|         |             | <b>1453</b>             | FMT:Hochelaga 1              | JS: Job Search and Unemployment: Integrating Theories    |                                                   |
|         | 11:30am     | <b>1495</b>             | SHE:Jarry                    | JS: Re-Inventing Retirement                              |                                                   |
|         |             | <b>1508</b>             | HR:Picardie                  | CDP: Interpersonal Exchanges                             |                                                   |
|         |             | <b>1514</b>             | MCC:512F - Table 1           | DISC: Relationships in career management                 |                                                   |

| Day | Start  | #           | Location           | Session Information                                 |
|-----|--------|-------------|--------------------|-----------------------------------------------------|
| Tue | 1:15pm | <b>1603</b> | SHE:Jarry          | JS: Coaching Future Leaders                         |
|     |        | <b>1615</b> | HR:Picardie        | CDP: Older Employees' Performance                   |
|     |        | <b>1621</b> | MCC:512F - Table 1 | DISC: Leader-Member Exchanges                       |
|     |        | <b>1640</b> | SHE:Salon C        | JS: New Insights into Core Self-Evaluations at Work |
|     | 3:00pm | <b>1705</b> | SHE:Salon 3        | DRP: Careers in Transition                          |
|     |        | <b>1706</b> | SHE:Jarry          | JS: Relationships in Context                        |
|     |        | <b>1723</b> | MCC:512F - Table 1 | DISC: Workforce and career planning                 |
|     |        | <b>1781</b> | MCC:519B           | JS: Embeddedness of Opportunity                     |

# Conflict Management

Program Chair: Barry M Goldman, U. of Arizona  
 Professional Development Workshop Chair: Zoe Barsness, U. of Washington, Tacoma

| Day | Start       | #               | Location                         | Session Information                                 |
|-----|-------------|-----------------|----------------------------------|-----------------------------------------------------|
| Fri | 10:45am     | <b>73</b>       | SHE:Salon C                      | OB Research Incubator                               |
|     | 5:30pm      | <b>152</b>      | OS:TBA                           | Conflict Management Doctoral Consortium Social      |
| Sat | 8:00am      | <b>174</b>      | MCC:512H                         | Experimental Methods in Management Research         |
|     |             | <b>178</b>      | SHE:Salon A                      | How to Negotiate Your (First) Job Offer             |
|     | 9:00am      | <b>225</b>      | SHE:Lamartine                    | CM Doctoral Consortium                              |
|     |             | <b>228</b>      | SHE:Salle Ballroom east          | Halfway There, But Now What?                        |
|     |             | <b>229</b>      | MCC:524C                         | Introduction to Social Networks Analysis            |
|     | 9:30am      | <b>233</b>      | SHE:Salon 1                      | Being a Leader                                      |
|     | 10:15am     | <b>242</b>      | SHE:Salon C                      | From Conflict to Compassion                         |
|     | 1:30pm      | <b>305</b>      | FMT:Hochelaga 6                  | Social Media & Spirituality                         |
|     | 2:30pm      | <b>321</b>      | SHE:Salon 3                      | Caring approaches to conflict                       |
|     | 3:15pm      | <b>341</b>      | SHE:Salon C                      | OB New Member Networking and Research Forum         |
|     | 5:45pm      | <b>376</b>      | SHE:Drummond east                | Teaching Ethics and Leadership                      |
| Sun | 3:30pm      | <b>504</b>      | SHE:Lamartine                    | Conflict Management Division Executive Committee... |
|     | 5:00pm      | <b>533</b>      | SHE:Salon 1                      | Conflict Management Business Meeting                |
|     | 6:00pm      | <b>545</b>      | OS:TBA.                          | Conflict Management Division Social                 |
| Mon | 8:00am      | <b>606</b>      | SHE:Salon 1                      | JS: Hierarchy and Relationships                     |
|     |             | <b>607</b>      | SHE:Joyce                        | SHCS: Forgiveness at Work                           |
|     |             | <b>658</b>      | FMT:Mackenzie                    | JS: Meta-Perceptions/Meta-Accuracy                  |
|     | 9:45am      | <b>717</b>      | SHE:Salon 1                      | The Quest for Justice: Justice and Conflict         |
|     |             | <b>718</b>      | SHE:Joyce                        | JS: Disentangling Power & Status                    |
|     | 11:30am     | <b>825</b>      | HR:Anjou                         | CDP: Conflict and Workplace Harassment              |
|     |             | <b>829</b>      | SHE:Joyce                        | Power & Relationships                               |
|     |             | <b>830</b>      | SHE:Salon 7                      | DRP: Organizational Conflict: New Insights          |
|     | 1:15pm      | <b>936</b>      | SHE:Salon 7                      | DRP: The Psychology of Negotiation: New Directions  |
|     |             | <b>937</b>      | SHE:Joyce                        | JS: (Un)caring Employees                            |
|     |             | <b>983</b>      | FMT:Grand Salon                  | JS: Wisdom through Emotions                         |
|     | 3:00pm      | <b>1047</b>     | SHE:Salon 7                      | DRP: Tactical Considerations in Negotiations        |
|     |             | <b>1048</b>     | SHE:Joyce                        | JS: Intra-Group Conflict                            |
|     | 4:45pm      | <b>1153</b>     | HR:Anjou                         | CDP: Impression Management                          |
|     |             | <b>1154</b>     | HR:Argenteuil, Table 1           | CDP: Organizational Citizenship                     |
|     |             | <b>1155</b>     | HR:Argenteuil, Table 2           | CDP: Negotiations, Trust and Perceptions            |
|     |             | <b>1157</b>     | SHE:Joyce                        | Dynamics of Team Conflict                           |
|     | <b>1158</b> | SHE:Salon 7     | DRP: Leaders & Conflict          |                                                     |
|     | <b>1197</b> | FMT:Grand Salon | JS: Abusive Supervisor Behaviors |                                                     |
| Tue | 8:00am      | <b>1290</b>     | HR:Alfred-Rouleau C              | CDP: Chinese Firms Management                       |
|     |             | <b>1294</b>     | SHE:Joyce                        | Conflict & Grievances                               |
|     |             | <b>1295</b>     | SHE:Salon 8                      | JS: Extrinsic Affect Regulation                     |
|     | 9:45am      | <b>1404</b>     | SHE:Joyce                        | Working Through Interpersonal Conflict              |
|     | 11:30am     | <b>1503</b>     | HR:Alfred-Rouleau A              | CDP: Bad Behavior                                   |
|     |             | <b>1506</b>     | HR:Anjou                         | CDP: Agency Problems & Conflicts                    |
|     |             | <b>1508</b>     | HR:Picardie                      | CDP: Interpersonal Exchanges                        |
|     |             | <b>1509</b>     | SHE:Joyce                        | JS: Behavioral Integrity Outcomes                   |
|     | 1:15pm      | <b>1616</b>     | SHE:Joyce                        | Conflict & Teams                                    |
|     |             | <b>1617</b>     | SHE:Musset                       | JS: Rivalry                                         |
|     |             | <b>1667</b>     | FMT:Grand Salon                  | JS: Revenge in (and toward!) Organizations          |
|     |             | <b>1668</b>     | FMT:Jolliet                      | JS: Trust and Performance                           |
|     |             | <b>1690</b>     | FMT:Hochelaga 6                  | JS: Behavioral Ethics Approach                      |
|     | 3:00pm      | <b>1718</b>     | SHE:Joyce                        | Cross-Cultural Aspects of Conflict                  |
|     |             | <b>1721</b>     | MCC:512E - Table 1               | DISC: Conflict Management                           |
|     | <b>1767</b> | FMT:Grand Salon | JS: Dare to be Fair              |                                                     |

# Critical Management Studies

Program Chair: Sarah Stookey, Central Connecticut State U.  
Professional Development Workshop Chair: Alex Faria, EBAPE-FGV

| Day    | Start       | #                 | Location                | Session Information                                     |
|--------|-------------|-------------------|-------------------------|---------------------------------------------------------|
| Fri    | 8:00am      | <b>9</b>          | FMT:Harricana           | CMS Doctoral Consortium                                 |
|        | 8:30am      | <b>39</b>         | FMT:Richelieu           | Sustainable Global Enterprise                           |
|        | 9:00am      | <b>46</b>         | MCC:512G                | System Theory                                           |
|        | 10:00am     | <b>53</b>         | SHE:Salon 6             | Dark Side IX" Case Competition                          |
|        | 10:15am     | <b>65</b>         | MCC:513C                | Reflexive Management Education                          |
|        | 12:30pm     | <b>91</b>         | FMT:Hochelaga 4         | The Critical Management Studies PhD                     |
|        | 2:00pm      | <b>111</b>        | FMT:Hochelaga 6         | CSR with a Critical Edge                                |
|        | 3:00pm      | <b>128</b>        | FMT:Richelieu           | VIDA: Women Scholars and CMS                            |
|        | 4:15pm      | <b>140</b>        | FMT:Hochelaga 6         | Philosophical Found. of OT                              |
| Sat    | 8:00am      | <b>179</b>        | FMT:Hochelaga 5         | What's Wrong With This Picture                          |
|        |             | <b>213</b>        | FMT:Hochelaga 3         | How Do You Teach THAT?!                                 |
|        | 12:30pm     | <b>284</b>        | FMT:Hochelaga 2         | Meltdown:Daring Without Caring                          |
|        |             | <b>289</b>        | MCC:512E                | Bringing Emotions (Back) Into Institutional Theory      |
|        | 2:15pm      | <b>316</b>        | FMT:Hochelaga 2         | Global careers from a critical perspective              |
|        |             | <b>320</b>        | FMT:Hochelaga 4         | Creating Sustainability Theory for Organisations        |
|        | 4:00pm      | <b>353</b>        | FMT:Hochelaga 2         | Transformative Education                                |
|        | 4:15pm      | <b>358</b>        | FMT:Chaudiere           | Arts-practice Based CMS                                 |
|        | 4:45pm      | <b>362</b>        | SHE:Salon 3             | Institutional Ethnography                               |
|        | 7:00pm      | <b>393</b>        | FMT:Hochelaga 3         | CMS Welcome Social                                      |
| Sun    | 3:00pm      | <b>489</b>        | FMT:Hochelaga 3         | CMS Business Meeting                                    |
|        | 4:45pm      | <b>530</b>        | FMT:Hochelaga 3         | CMS Theme Session - Contributions to Practice           |
| Mon    | 8:00am      | <b>605</b>        | HR:Picardie             | CDP: Leading from the Top                               |
|        |             | <b>608</b>        | FMT:Hochelaga 3         | Japanese Compassion Management                          |
|        |             | <b>675</b>        | MCC:516A                | JS: Theory and Social Reality                           |
|        | 9:45am      | <b>715</b>        | HR:Argenteuil, Table 2  | CDP: Taking Care to Provide Good Healthcare             |
|        |             | <b>719</b>        | FMT:Hochelaga 3         | Leader Development & Identity                           |
|        |             | <b>720</b>        | DEL:Cartier B           | JS: Complicated Ethnography                             |
|        |             | <b>737</b>        | SHE:Drummond west       | JS: "Wives of the Organization"                         |
|        |             | <b>784</b>        | MCC:513C                | JS: The Role of Meetings in Strategy Practice           |
|        |             | <b>786</b>        | FMT:Matapedia           | SHCS: Cultivating Exclusion                             |
|        | 11:30am     | <b>824</b>        | HR:Alfred-Rouleau C     | CDP: Knowledge: Getting It, Using It, and Passing It On |
|        |             | <b>831</b>        | FMT:Hochelaga 3         | New Historicism in Organizational Studies               |
|        |             | <b>847</b>        | SHE:Salon 1             | JS: Future of Diversity Studies                         |
|        | 1:15pm      | <b>935</b>        | HR:Picardie             | CDP: Prestige, Power, and Status                        |
|        |             | <b>938</b>        | FMT:Harricana           | DRP: Roundtable #2                                      |
|        |             | <b>939</b>        | FMT:Hochelaga 3         | Approaches to Social Theorizing                         |
|        | 3:00pm      | <b>1044</b>       | HR:Argenteuil, Table 1  | CDP: Managing Careers                                   |
|        |             | <b>1049</b>       | FMT:Harricana           | DRP: Roundtable #1                                      |
|        |             | <b>1050</b>       | FMT:Hochelaga 3         | Equality at work                                        |
|        | 4:45pm      | <b>1152</b>       | HR:Alfred-Rouleau C     | CDP: Knowledge Production, Sharing, and Learning        |
|        | <b>1159</b> | FMT:Harricana     | DRP: Roundtable #3      |                                                         |
|        | <b>1174</b> | SHE:Drummond west | SHCS: Caring is Daring? |                                                         |
| 7:30pm | <b>1249</b> | FMT:Hochelaga 2   | CMS Main Social         |                                                         |
| Tue    | 8:00am      | <b>1292</b>       | HR:Argenteuil, Table 2  | CDP: Gender Effects on Career Choic                     |
|        |             | <b>1296</b>       | FMT:Harricana           | Constructing Meaning                                    |
|        |             | <b>1297</b>       | FMT:Hochelaga 3         | JS: Restoring Care to Health Care                       |
|        | 9:45am      | <b>1400</b>       | HR:Anjou                | CDP: Diffusion of Diverse Ideas                         |
|        |             | <b>1405</b>       | FMT:Harricana           | CMS Keynote                                             |
|        |             | <b>1406</b>       | FMT:Hochelaga 3         | Producing, Distributing, Consuming                      |
|        | 11:30am     | <b>1510</b>       | FMT:Harricana           | Locating the "I" in Organization and Theory             |
|        |             | <b>1511</b>       | FMT:Hochelaga 3         | Political Economy of Organizations                      |
|        | 1:15pm      | <b>1618</b>       | FMT:Hochelaga 3         | Passion Ethics Globalization                            |
|        |             | <b>1685</b>       | FMT:Peribonca           | SHCS: The Future of Development Management              |

| <b>Day</b> | <b>Start</b> | <b>#</b>    | <b>Location</b>    | <b>Session Information</b>                    |
|------------|--------------|-------------|--------------------|-----------------------------------------------|
| <b>Tue</b> | 3:00pm       | <b>1717</b> | HR:Picardie        | CDP: Messy Research and Its Methods           |
|            |              | <b>1719</b> | FMT:Hochelaga 3    | Constructing Identity                         |
|            |              | <b>1720</b> | DEL:Verriere B     | Caring to teach                               |
|            |              | <b>1725</b> | MCC:512G - Table 1 | DISC: Advances in Critical Management Studies |
|            | 5:30pm       | <b>1799</b> | FMT:Hochelaga 3    | CMS Executive Meeting                         |



# Entrepreneurship

Program Chair: Mike Wright, U. of Nottingham

Professional Development Workshop Chair: David Audretsch, Indiana U., Bloomington

| Day        | Start      | #          | Location                                              | Session Information                                   |                                           |
|------------|------------|------------|-------------------------------------------------------|-------------------------------------------------------|-------------------------------------------|
| Fri        | 8:00am     | <b>10</b>  | OS:Concordia University                               | ENT Junior Faculty Consortium (+ dinner) (OFFSITE)    |                                           |
|            |            | <b>11</b>  | OS:Concordia University-John Molson School of Busines | ENT Doctoral Consortium (+dinner)                     |                                           |
|            |            | (OFFSITE)  |                                                       |                                                       |                                           |
|            |            | <b>29</b>  | DEL:St-Laurent                                        | Content Analysis Research                             |                                           |
|            |            |            | <b>30</b>                                             | FMT:Mackenzie                                         | Poverty Alleviation Research              |
|            | 9:00am     | <b>43</b>  | SHE:Salon 4                                           | Entrepreneurship                                      |                                           |
|            | 10:00am    | <b>54</b>  | MCC:516A                                              | SE and Sustainability in MBA                          |                                           |
|            |            | <b>57</b>  | SHE:Hemon                                             | Urban Settings & Family Firms                         |                                           |
|            | 10:15am    | <b>68</b>  | DEL:Cartier A                                         | Null Hypothesis Significance Testing                  |                                           |
|            | 11:15am    | <b>75</b>  | SHE:Salon 5                                           | Business School Centers                               |                                           |
|            | 12:15pm    | <b>86</b>  | MCC:513F                                              | The 3rd Annual EO3 Workshop                           |                                           |
|            | 2:45pm     | <b>124</b> | FMT:St-Charles                                        | Case Laboratory on Corporate Sustainability           |                                           |
|            | 4:00pm     | <b>138</b> | MCC:511F                                              | Entrepreneurial Panels Update                         |                                           |
|            | Sat        | 8:00am     | <b>180</b>                                            | OS:Concordia University-John Molson School of Busines | ENT Doctoral Consortium (OFFSITE)         |
| <b>181</b> |            |            | OS:Concordia University.                              | ENT Junior Faculty Consortium (OFFSITE)               |                                           |
| <b>182</b> |            |            | MCC:515B                                              | Entrepreneurship Theory                               |                                           |
| <b>183</b> |            |            | MCC:518B                                              | Social Capital                                        |                                           |
| <b>184</b> |            |            | MCC:512D                                              | Simulation in Entrepreneurship                        |                                           |
| 9:00am     |            | <b>229</b> | MCC:524C                                              | Introduction to Social Networks Analysis              |                                           |
| 9:30am     |            | <b>233</b> | SHE:Salon 1                                           | Being a Leader                                        |                                           |
| 9:45am     |            | <b>237</b> | FMT:Hochelaga 4                                       | Government 4 Business                                 |                                           |
| 10:15am    |            | <b>241</b> | MCC:511F                                              | Motivation and Strategy                               |                                           |
|            |            | <b>243</b> | MCC:510C                                              | Entrepreneurial Capabilities                          |                                           |
|            |            | <b>244</b> | MCC:512A                                              | Psychology of Entrepreneurship                        |                                           |
| 10:45am    |            | <b>260</b> | DEL:Les Courants                                      | Panel Data and Estimation 101                         |                                           |
| 11:00am    |            | <b>261</b> | MCC:513D                                              | Entrepreneurship Bootcamp-Vets                        |                                           |
| 11:15am    |            | <b>266</b> | MCC:518B                                              | Social Entrepreneurship                               |                                           |
|            |            | <b>269</b> | SHE:Salon A                                           | The 18th Annual Craft of Reviewing Workshop           |                                           |
| 12:15pm    |            | <b>279</b> | DEL:St-Laurent                                        | Doing, Writing and Publishing Process Research        |                                           |
| 12:30pm    |            | <b>282</b> | MCC:510B                                              | Prospect Theory                                       |                                           |
|            |            | <b>283</b> | MCC:511F                                              | Patent Data                                           |                                           |
|            |            | <b>285</b> | MCC:513F                                              | Adv Ent Scholarship thru Books                        |                                           |
|            |            | <b>286</b> | MCC:510C                                              | History of Entrepreneurship                           |                                           |
|            |            | 1:00pm     | <b>292</b>                                            | SHE:Drummond center                                   | Human Capital Scholarship                 |
| 2:15pm     |            | <b>317</b> | MCC:510B                                              | Business Support System                               |                                           |
| 2:30pm     |            | <b>323</b> | MCC:518C                                              | Innovation and evolution                              |                                           |
| 2:45pm     |            | <b>327</b> | MCC:513F                                              | Longitudinal Data for Entrepreneurship Research       |                                           |
| 3:00pm     |            | <b>333</b> | MCC:511C                                              | External Knowledge Sourcing                           |                                           |
|            |            | <b>339</b> | FMT:Hochelaga 3                                       | Green Economy                                         |                                           |
| 3:45pm     |            | <b>348</b> | MCC:511F                                              | Competitive Advantage & V-P-C                         |                                           |
| 6:00pm     |            | <b>380</b> | OS:Montreal Museum of Fine Arts                       | ENTSocial-Musee des beaux-arts                        |                                           |
| Sun        |            | 11:00am    | <b>419</b>                                            | SHE:Drummond west                                     | Meet the Editors of APJM                  |
|            |            | 3:30pm     | <b>505</b>                                            | MCC:524B                                              | ENT Executive Committee Meeting           |
| Mon        |            | 8:00am     | <b>600</b>                                            | HR:Alfred-Rouleau B                                   | CDP: From Founder Equity to IPO Valuation |
|            |            |            | <b>617</b>                                            | MCC:510C                                              | Family Firms 1                            |
|            |            |            | <b>618</b>                                            | MCC:510D                                              | Ethics and Sustainability                 |
|            |            |            | <b>619</b>                                            | MCC:511A                                              | International Capabilities                |
|            | <b>620</b> |            | MCC:514A                                              | DRP: Social Capital and Networks 1                    |                                           |
|            | <b>621</b> |            | MCC:514B                                              | DRP: Entrepreneurial Finance - Context                |                                           |
|            | <b>622</b> |            | MCC:525B                                              | DRP: Environment and Context                          |                                           |

| Day    | Start         | #                                            | Location                                        | Session Information                               |
|--------|---------------|----------------------------------------------|-------------------------------------------------|---------------------------------------------------|
| Mon    | 9:45am        | 711                                          | HR:Alfred-Rouleau B                             | CDP: New Ventures: What Does It Take to Succeed?  |
|        |               | 722                                          | MCC:512E - Table 2                              | DISC: Entrepreneurial Orientation                 |
|        |               | 728                                          | MCC:512H - Table 2                              | DISC: Family Businesses and Family Position       |
|        |               | 729                                          | MCC:510C                                        | Family Firms 2: Family Commitment and Stewardship |
|        |               | 730                                          | MCC:510D                                        | Entrepreneurial Risk Taking and Persistence       |
|        |               | 731                                          | MCC:511A                                        | Regions and Clusters                              |
|        |               | 732                                          | MCC:514A                                        | DRP: Social Capital and Networks 2                |
|        |               | 733                                          | MCC:514B                                        | DRP: Strategic Entrepreneurship                   |
|        |               | 734                                          | MCC:525B                                        | DRP: Learning and Affect                          |
|        | 11:30am       | 823                                          | HR:Alfred-Rouleau B                             | CDP: New Firms Dynamics                           |
|        |               | 839                                          | MCC:510C                                        | Family Firms 3: Finance and Governance            |
|        |               | 840                                          | MCC:510D                                        | Nascent Entrepreneurs                             |
|        |               | 841                                          | MCC:511A                                        | Social Entrepreneurship                           |
|        |               | 842                                          | MCC:514A                                        | DRP: Business Models and Processes                |
|        |               | 843                                          | MCC:514B                                        | DRP: Entrepreneurial Passion                      |
|        |               | 844                                          | MCC:525B                                        | DRP: Social Entrepreneurship                      |
|        | 907           | MCC:511B                                     | SHCS: Launching Nascent Innovations             |                                                   |
|        | 1:15pm        | 931                                          | HR:Alfred-Rouleau C                             | CDP: Networks, Knowledge Sharing, and Innovations |
|        |               | 941                                          | MCC:512E - Table 2                              | DISC: Entrepreneurship and Economics              |
| 948    |               | MCC:510C                                     | Management Buyouts, Family and Entrepreneurship |                                                   |
| 949    |               | MCC:511A                                     | Effectuation                                    |                                                   |
| 950    |               | MCC:514A                                     | DRP: Entrepreneurial Orientation                |                                                   |
| 951    |               | MCC:514B                                     | DRP: Entrepreneurial Finance 1                  |                                                   |
| 952    |               | MCC:510D                                     | JS: Partnerships and International              |                                                   |
| 1012   | FMT:Mackenzie | SHCS: Business Organizations and Communities |                                                 |                                                   |
| 3:00pm | 1029          | MCC:513F                                     | SHCS: Markets for Ideas                         |                                                   |
|        | 1041          | HR:Alfred-Rouleau B                          | CDP: Theorizing Entrepreneurship                |                                                   |
|        | 1058          | MCC:510C                                     | Time-Based Strategies                           |                                                   |
|        | 1059          | MCC:510D                                     | Opportunities in China                          |                                                   |
|        | 1060          | MCC:511A                                     | International Entrepreneurship: Contexts        |                                                   |
|        | 1061          | MCC:514A                                     | DRP: Knowledge and Capabilities                 |                                                   |
|        | 1062          | MCC:514B                                     | DRP: Entrepreneurial Finance 2                  |                                                   |
| 4:30pm | 1129          | MCC:520 AB                                   | Ghanghua School of Management                   |                                                   |
| 4:45pm | 1151          | HR:Alfred-Rouleau B                          | CDP: Tensions and Paradoxes in Entrepreneurship |                                                   |
|        | 1161          | MCC:512E - Table 2                           | DISC: Value and Venture Creation                |                                                   |
|        | 1165          | MCC:512G - Table 2                           | DISC: The Psychology of Entrepreneurship        |                                                   |
|        | 1167          | MCC:512H - Table 2                           | DISC: Entrepreneurship and Technology           |                                                   |
|        | 1168          | MCC:510C                                     | Learning and Entrepreneurial Experience         |                                                   |
|        | 1169          | MCC:511A                                     | Exploring Identity Issues in Family Firms       |                                                   |
|        | 1170          | MCC:514A                                     | DRP: Growth                                     |                                                   |
|        | 1171          | MCC:514B                                     | DRP: Survival and Success                       |                                                   |
| 6:30pm | 1233          | MCC:516C                                     | ENT Business Meeting                            |                                                   |
| 7:30pm | 1250          | MCC:520 AB                                   | ENT Social Reception                            |                                                   |
| Tue    | 8:00am        | 1289                                         | HR:Alfred-Rouleau B                             | CDP: Leadership & Gender in ENT                   |
|        |               | 1299                                         | MCC:512E - Table 2                              | DISC: Current Trends in Entrepreneurship          |
|        |               | 1306                                         | MCC:510C                                        | Business Angels                                   |
|        |               | 1307                                         | MCC:510D                                        | Growth                                            |
|        |               | 1308                                         | MCC:511A                                        | Competition, Rivalry and Growth                   |
|        |               | 1309                                         | MCC:514A                                        | DRP: Corporate Spin-Outs                          |
|        |               | 1310                                         | MCC:514B                                        | DRP: Entrepreneurial Careers and Intentions       |
|        |               | 1311                                         | MCC:525B                                        | Innovation and Entrepreneurship                   |

| <b>Day</b>  | <b>Start</b> | <b>#</b>        | <b>Location</b>                            | <b>Session Information</b>                            |
|-------------|--------------|-----------------|--------------------------------------------|-------------------------------------------------------|
| <b>Tue</b>  | 9:45am       | <b>1382</b>     | MCC:510A                                   | SHCS: Mobility and Entrepreneurship                   |
|             |              | <b>1383</b>     | MCC:518C                                   | JS: Real Options: Taking Stock and Looking Ahead      |
|             |              | <b>1398</b>     | HR:Alfred-Rouleau B                        | CDP: Gender, Entrepreneurship, Innovation, and Change |
|             |              | <b>1414</b>     | MCC:510C                                   | Venture Capital, Business Angels and Doing Deals      |
|             |              | <b>1415</b>     | MCC:510D                                   | Venture Development and Strategy                      |
|             |              | <b>1416</b>     | MCC:514A                                   | DRP: Opportunities                                    |
|             |              | <b>1417</b>     | MCC:514B                                   | DRP: Nascent Entrepreneurs                            |
|             |              | <b>1418</b>     | MCC:525B                                   | New Venture Creation                                  |
|             |              | <b>1419</b>     | MCC:511A                                   | JS: Building Theory with History                      |
|             | <b>1485</b>  | MCC:516C        | JS: Strategic Innovation in SMEs           |                                                       |
|             | 11:30am      | <b>1494</b>     | MCC:513F                                   | SHCS: Strategic Human Capital                         |
|             |              | <b>1505</b>     | HR:Alfred-Rouleau C                        | CDP: Inter-Org. Collaborations                        |
|             |              | <b>1520</b>     | MCC:510C                                   | Financing Entrepreneurial Ventures                    |
|             |              | <b>1521</b>     | MCC:510D                                   | Exits from Entrepreneurial Ventures                   |
|             |              | <b>1522</b>     | MCC:511A                                   | Approaches to Theory Building and Testing             |
|             |              | <b>1523</b>     | MCC:514A                                   | DRP: Research Spin-Outs                               |
|             |              | <b>1524</b>     | MCC:514B                                   | DRP: Family Firms 1                                   |
|             | <b>1525</b>  | MCC:525B        | Corporate Venturing                        |                                                       |
|             | 1:15pm       | <b>1627</b>     | MCC:510C                                   | Affect and Entrepreneurship                           |
| <b>1628</b> |              | MCC:510D        | Brain-Based Org. Research                  |                                                       |
| <b>1629</b> |              | MCC:511A        | Entrepreneurial Teams                      |                                                       |
| <b>1630</b> |              | MCC:514A        | DRP: Institutional Contexts                |                                                       |
| <b>1631</b> |              | MCC:514B        | DRP: Family Firms 2                        |                                                       |
| <b>1632</b> |              | MCC:525B        | Entrepreneurship and Alliances             |                                                       |
| 3:00pm      | <b>1667</b>  | FMT:Grand Salon | JS: Revenge in (and toward!) Organizations |                                                       |
|             | <b>1729</b>  | MCC:510C        | New Venture Networks                       |                                                       |
|             | <b>1730</b>  | MCC:510D        | Entrepreneurial Careers                    |                                                       |
|             | <b>1731</b>  | MCC:511A        | Opportunities and their Value              |                                                       |
|             | <b>1732</b>  | MCC:514A        | DRP: Environmental Factors                 |                                                       |
|             | <b>1733</b>  | MCC:514B        | DRP: Ethnicity and Gender                  |                                                       |
|             | <b>1792</b>  | FMT:Mackenzie   | JS: Business In Adverse Conditions         |                                                       |

# Gender & Diversity in Organizations

Program Chair: Diana Bilimoria, Case Western Reserve U.  
Professional Development Workshop Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln

| Day        | Start       | #                 | Location                               | Session Information                                |
|------------|-------------|-------------------|----------------------------------------|----------------------------------------------------|
| Fri        | 8:00am      | <b>12</b>         | SHE:Salon 3                            | Moving toward Diversity 2.0?                       |
|            | 9:45am      | <b>52</b>         | SHE:Salon A                            | Appreciating Strengths                             |
|            | 10:00am     | <b>55</b>         | SHE:Salle Ballroom east                | Incorporating Social Justice                       |
|            |             | <b>62</b>         | MCC:513F                               | From Millennial Business Student to Caring Manager |
|            | 10:15am     | <b>63</b>         | SHE:Salon 3                            | Diversity Publishing Workshop                      |
|            | 12:15pm     | <b>87</b>         | SHE:Salon B                            | Current Research Methods in Work-Life Research     |
|            | 2:00pm      | <b>112</b>        | SHE:Salle Ballroom center              | The regulation of diversity                        |
|            | 3:00pm      | <b>128</b>        | FMT:Richelieu                          | VIDA: Women Scholars and CMS                       |
|            | 4:20pm      | <b>143</b>        | MCC:512H                               | Leadership and Tango                               |
|            | 6:00pm      | <b>155</b>        | SHE:Salon C                            | GDO Pre-Conference Social Hour                     |
|            | Sat         | 8:00am            | <b>178</b>                             | SHE:Salon A                                        |
| <b>208</b> |             |                   | FMT:Hochelaga 6                        | Questions We Ask                                   |
| 8:30am     |             | <b>218</b>        | SHE:Salon 7                            | 2010 GDO Doctoral Consortium (Invitation Only)     |
| 9:00am     |             | <b>226</b>        | OS:Tyndale St-Georges Community Centre | Daring to Show We Care                             |
| 10:15am    |             | <b>242</b>        | SHE:Salon C                            | From Conflict to Compassion                        |
| 11:15am    |             | <b>269</b>        | SHE:Salon A                            | The 18th Annual Craft of Reviewing Workshop        |
| 1:30pm     |             | <b>305</b>        | FMT:Hochelaga 6                        | Social Media & Spirituality                        |
| 1:45pm     |             | <b>312</b>        | SHE:Kafka                              | Leadership for (Latina) Women                      |
| 3:00pm     |             | <b>334</b>        | SHE:Joyce                              | Sage Scholars Care                                 |
| 4:00pm     |             | <b>353</b>        | FMT:Hochelaga 2                        | Transformative Education                           |
|            |             | <b>354</b>        | SHE:Kafka                              | Bridging Diversity & POS                           |
| 4:15pm     |             | <b>359</b>        | SHE:Salon 7                            | LGBTQ Teaching Incubator: Care, Dare, Share        |
| 4:45pm     |             | <b>362</b>        | SHE:Salon 3                            | Institutional Ethnography                          |
| 8:00pm     |             | <b>395</b>        | FMT:Marquette                          | LGBT and Friends Reception                         |
| Sun        |             | 3:30pm            | <b>506</b>                             | SHE:Kafka                                          |
|            | 6:00pm      | <b>546</b>        | OS:TBA                                 | GDO Executive Committee Dinner                     |
| Mon        | 8:00am      | <b>623</b>        | SHE:Kafka                              | DRP: Work-Life Issues and Careers                  |
|            |             | <b>624</b>        | SHE:Lamartine                          | GDO Welcome Coffee/Tea                             |
|            |             | <b>625</b>        | SHE:Drummond west                      | SHCS: Diversity & Discrimination                   |
|            | 9:45am      | <b>712</b>        | HR:Alfred-Rouleau C                    | CDP: Driving Innovation: It's Not Just R&D!        |
|            |             | <b>735</b>        | SHE:Kafka                              | DRP: Preferences and Biases                        |
|            |             | <b>736</b>        | SHE:Lamartine                          | Diversity and Group Performance                    |
|            |             | <b>737</b>        | SHE:Drummond west                      | JS: "Wives of the Organization"                    |
|            | 11:30am     | <b>845</b>        | SHE:Kafka                              | DRP: Women's Leadership and Leadership Development |
|            |             | <b>846</b>        | SHE:Lamartine                          | Firm Performance Effects of Diversity              |
|            |             | <b>847</b>        | SHE:Salon 1                            | JS: Future of Diversity Studies                    |
|            |             | <b>848</b>        | SHE:Drummond west                      | JS: Experienced Work-Flexibility                   |
|            | 1:15pm      | <b>932</b>        | HR:Anjou                               | CDP: Construct & Scale Development                 |
|            |             | <b>953</b>        | SHE:Drummond west                      | Gendered Communication Styles                      |
|            |             | <b>954</b>        | SHE:Kafka                              | DRP: Diversity on Corporate Boards of Directors    |
|            |             | <b>955</b>        | SHE:Lamartine                          | Diversity Climate and Its Effects on Employees     |
|            |             | <b>956</b>        | SHE:Salon 1                            | JS: Muslim Majority Countries                      |
|            | 3:00pm      | <b>1063</b>       | SHE:Kafka                              | DRP: Stigmatized Identities                        |
|            |             | <b>1064</b>       | SHE:Lamartine                          | JS: Gender Stereotyping and Bias                   |
|            |             | <b>1065</b>       | SHE:Drummond west                      | JS: Cross-Cultural Diversity                       |
|            | 4:45pm      | <b>1164</b>       | MCC:512G - Table 1                     | DISC: Comparative Studies in Diversity             |
|            |             | <b>1172</b>       | SHE:Kafka                              | DRP: Diversity Policies and Initiatives            |
|            |             | <b>1173</b>       | SHE:Lamartine                          | GDO Townhall Meeting                               |
|            |             | <b>1174</b>       | SHE:Drummond west                      | SHCS: Caring is Daring?                            |
| 6:30pm     | <b>1234</b> | SHE:Salon C       | GDO Business Meeting                   |                                                    |
| 7:30pm     | <b>1251</b> | SHE:Drummond west | GDO Social Hour                        |                                                    |

| Day | Start   | #           | Location               | Session Information                                   |
|-----|---------|-------------|------------------------|-------------------------------------------------------|
| Tue | 8:00am  | <b>1302</b> | MCC:512G - Table 1     | DISC: GDO and Follower Outcomes                       |
|     |         | <b>1312</b> | SHE:Kafka              | DRP: Gender Differences in Networking                 |
|     |         | <b>1313</b> | SHE:Lamartine          | Attraction and Hiring                                 |
|     |         | <b>1314</b> | SHE:Drummond west      | JS: Generational Diversity                            |
|     | 9:45am  | <b>1388</b> | SHE:Jarry              | JS: Self-Initiated Expatriation                       |
|     |         | <b>1398</b> | HR:Alfred-Rouleau B    | CDP: Gender, Entrepreneurship, Innovation, and Change |
|     |         | <b>1402</b> | HR:Argenteuil, Table 2 | CDP: Managing Work Family Boundary                    |
|     |         | <b>1410</b> | MCC:512G - Table 1     | DISC: GDO and Work Groups                             |
|     |         | <b>1420</b> | SHE:Kafka              | DRP: Stereotypes and Their Effects                    |
|     |         | <b>1421</b> | SHE:Lamartine          | Gender, Mentoring, Negotiating                        |
|     |         | <b>1422</b> | SHE:Drummond west      | JS: Work, Gender Inequity & India                     |
|     |         | <b>1424</b> | FMT:Hochelaga 4        | JS: Healthcare Diversity Mgmt.                        |
|     | 11:30am | <b>1526</b> | SHE:Kafka              | DRP: Inequalities and Biases in the Workplace         |
|     |         | <b>1527</b> | SHE:Lamartine          | Turnover & Diversity Climates                         |
|     |         | <b>1528</b> | SHE:Drummond west      | JS: Women on Boards & Female CEOs                     |
|     |         | <b>1545</b> | DEL:St-Charles         | JS: Interpersonal Moments at Work                     |
|     | 1:15pm  | <b>1615</b> | HR:Picardie            | CDP: Older Employees' Performance                     |
|     |         | <b>1633</b> | SHE:Kafka              | DRP: Masculinity & Male Domination                    |
|     |         | <b>1634</b> | SHE:Lamartine          | Women's Global Leadership                             |
|     |         | <b>1635</b> | SHE:Drummond west      | JS: Mistreatment Affecting Work                       |
|     | 3:00pm  | <b>1706</b> | SHE:Jarry              | JS: Relationships in Context                          |
|     |         | <b>1715</b> | HR:Alfred-Rouleau B    | CDP: Goals, Commitments, and Entrepreneurial Ventures |
|     |         | <b>1734</b> | SHE:Kafka              | DRP: Diversity at Different Levels                    |
|     |         | <b>1735</b> | SHE:Lamartine          | Pregnancy and Motherhood                              |
|     |         | <b>1736</b> | SHE:Drummond west      | JS: Women Leaders International                       |
|     |         | <b>1768</b> | FMT:Hochelaga 1        | SHCS: Qualitative Work-Family                         |

# Health Care Management

Program Chair: Trish Reay, U. of Alberta  
Professional Development Workshop Chair: Jami Leanne Dellifraire, U. of Texas

| Day     | Start   | #               | Location                  | Session Information                                    |                                     |
|---------|---------|-----------------|---------------------------|--------------------------------------------------------|-------------------------------------|
| Fri     | 8:00am  | 13              | FMT:Hochelega 6           | Cultivating Leaders that Care                          |                                     |
|         |         | 14              | FMT:St-Maurice            | HCM Doctoral Student and Junior Faculty Consortium     |                                     |
|         | 8:30am  | 32              | FMT:Hochelega 4           | HRM-performance in health care                         |                                     |
|         | 9:00am  | 41              | FMT:Hochelega 3           | Measuring Unit Performance                             |                                     |
|         | 9:45am  | 51              | FMT:Hochelega 6           | Leadership and Implementation                          |                                     |
| Sat     | 8:00am  | 104             | FMT:Harricana             | Survey Research Methods                                |                                     |
|         |         | 185             | FMT:St-Charles            | Int'l HR in Health Care                                |                                     |
|         |         | 186             | FMT:Hochelega 4           | POS in Healthcare                                      |                                     |
|         | 9:45am  | 204             | MCC:513B                  | Thoughts in HealthCare                                 |                                     |
|         |         | 235             | FMT:St-Charles            | Exploring the Journey                                  |                                     |
|         | 12:00pm | 274             | FMT:Hochelega 4           | Research through Funded Grants                         |                                     |
|         | 2:00pm  | 275             | FMT:St-Charles            | Experiential Learning                                  |                                     |
|         |         | 315             | SHE:Hemon                 | OD in Healthcare                                       |                                     |
|         | 2:15pm  | 318             | FMT:St-Charles            | Getting Feedback                                       |                                     |
|         | 3:00pm  | 337             | MCC:513D                  | Collaborations for innovation                          |                                     |
|         | 3:45pm  | 350             | SHE:Salon A               | Health Care & Competition                              |                                     |
|         | 4:30pm  | 361             | FMT:St-Charles            | Grantwriting for Management Scholars in Healthcare     |                                     |
|         | 6:00pm  | 381             | FMT:Hochelega 6           | HCM PDW Reception                                      |                                     |
|         | Sun     | 3:30pm          | 507                       | FMT:Hochelega 5                                        | HCM Executive Meeting               |
|         | Mon     | 8:00am          | 599                       | HR:Alfred-Rouleau A                                    | CDP: Org Env & Multiple Stakeholder |
| 626     |         |                 | FMT:Hochelega 4           | Well-Being of Healthcare Workers                       |                                     |
| 627     |         |                 | FMT:St-Charles            | DRP: Health System Change                              |                                     |
| 9:45am  |         | 715             | HR:Argenteuil, Table 2    | CDP: Taking Care to Provide Good Healthcare            |                                     |
|         |         | 738             | FMT:Hochelega 4           | Quality Improvement in Health Care                     |                                     |
|         |         | 739             | FMT:St-Charles            | DRP: Dare to Care About Patients and Providers         |                                     |
| 11:30am |         | 826             | HR:Argenteuil, Table 1    | CDP: Cost of Caring                                    |                                     |
|         |         | 849             | FMT:Harricana             | DRP: Organizing for Efficiency                         |                                     |
|         |         | 850             | FMT:Hochelega 4           | Integrated Service Delivery in Healthcare              |                                     |
|         |         | 851             | FMT:St-Charles            | DRP: Professional Practice Innovation                  |                                     |
| 1:15pm  |         | 957             | FMT:St-Charles            | DRP: Safety and Quality in Healthcare                  |                                     |
|         |         | 958             | FMT:Hochelega 4           | SHCS: Doing Longitudinal Studies of Health Care Change |                                     |
| 3:00pm  |         | 1042            | HR:Alfred-Rouleau C       | CDP: Innovation in New Industries                      |                                     |
|         |         | 1066            | FMT:Hochelega 4           | Institutional Change in Health Care                    |                                     |
|         |         | 1067            | FMT:St-Charles            | DRP: A Healthy Healthcare Workforce?                   |                                     |
|         |         | 1092            | FMT:Bersimis              | JS: Teamwork in Care Teams                             |                                     |
|         |         | 1113            | MCC:513E                  | JS: Engaging with Rules                                |                                     |
| 4:45pm  | 1175    | FMT:Hochelega 3 | HCM Distinguished Speaker |                                                        |                                     |
| 6:30pm  | 1235    | FMT:Hochelega 3 | HCM Business Meeting      |                                                        |                                     |
| 7:30pm  | 1252    | FMT:Mackenzie   | HCM Division Reception    |                                                        |                                     |
| Tue     | 7:00am  | 1260            | FMT:St-Laurent            | HCM Networking Breakfast                               |                                     |
|         | 8:00am  | 1288            | HR:Alfred-Rouleau A       | CDP: CSR and (Ethical) Decision Making                 |                                     |
|         |         | 1297            | FMT:Hochelega 3           | JS: Restoring Care to Health Care                      |                                     |
|         |         | 1315            | FMT:Hochelega 4           | Leadership and Decision-Making in Healthcare           |                                     |
|         |         | 1316            | FMT:St-Charles            | Information Technology and Healthcare Change           |                                     |
|         | 9:45am  | 1403            | HR:Picardie               | CDP: Academia: What Really Happens in our World?       |                                     |
|         |         | 1423            | FMT:St-Charles            | Studying Hospital Performance                          |                                     |
|         |         | 1424            | FMT:Hochelega 4           | JS: Healthcare Diversity Mgmt.                         |                                     |
|         | 11:30am | 1503            | HR:Alfred-Rouleau A       | CDP: Bad Behavior                                      |                                     |
|         |         | 1516            | MCC:512G - Table 1        | DISC: Health Care Management and Systems               |                                     |
|         |         | 1529            | FMT:St-Charles            | Supporting Healthcare Workers: Dare to Care            |                                     |
|         |         | 1530            | FMT:Hochelega 4           | JS: Knowledge Exchange                                 |                                     |

| <b>Day</b>  | <b>Start</b> | <b>#</b>       | <b>Location</b>              | <b>Session Information</b>                     |
|-------------|--------------|----------------|------------------------------|------------------------------------------------|
| <b>Tue</b>  | 1:15pm       | <b>1614</b>    | HR:Alfred-Rouleau C          | CDP: Online Communities, IT and Organizing     |
|             |              | <b>1623</b>    | MCC:512G - Table 1           | DISC: Health Care Management and Relationships |
|             |              | <b>1636</b>    | FMT:Hochelaga 4              | Let's Focus on Patients                        |
|             | 3:00pm       | <b>1637</b>    | FMT:St-Charles               | Nursing Home Quality and Performance           |
| <b>1737</b> |              | FMT:St-Charles | Professional Decision-Making |                                                |
|             |              | <b>1738</b>    | FMT:Hochelaga 4              | JS: Health Technologies and Care               |

# Human Resources

Program Chair: Murray R. Barrick, Texas A&M U.  
Professional Development Workshop Chair: Wendy R. Boswell, Texas A&M U.

| Day    | Start   | #      | Location                        | Session Information                               |                                            |
|--------|---------|--------|---------------------------------|---------------------------------------------------|--------------------------------------------|
| Fri    | 8:00am  | 15     | SHE:Jarry                       | Elancing is Changing the Nature of Work Worldwide |                                            |
|        | 8:30am  | 32     | FMT:Hochelaga 4                 | HRM-performance in health care                    |                                            |
|        |         | 33     | SHE:Lamartine                   | Global HR Best Practices                          |                                            |
|        |         | 34     | SHE:Salle Ballroom center       | ROI Human, Social, & Psych Cap                    |                                            |
|        | 9:30am  | 50     | OS:Molson Coors Brewing Company | HR Corporate Tour                                 |                                            |
|        | 10:00am | 55     | SHE:Salle Ballroom east         | Incorporating Social Justice                      |                                            |
|        |         | 56     | SHE:Joyce                       | International HRM in India                        |                                            |
|        |         | 59     | MCC:511A                        | Talent & Technology Brokerage                     |                                            |
|        | 10:15am | 63     | SHE:Salon 3                     | Diversity Publishing Workshop                     |                                            |
|        |         | 64     | SHE:Kafka                       | Economic Actors & Recession                       |                                            |
|        |         | 67     | SHE:Musset                      | Inclusive Leadership                              |                                            |
|        | 10:45am | 72     | SHE:Drummond west               | Responsible Global Leaders                        |                                            |
|        |         | 73     | SHE:Salon C                     | OB Research Incubator                             |                                            |
|        | 12:00pm | 80     | SHE:Lamartine                   | Ambassadors Program                               |                                            |
|        | 12:15pm | 87     | SHE:Salon B                     | Current Research Methods in Work-Life Research    |                                            |
|        | 12:45pm | 98     | SHE:Drummond east               | The Future of Job Design                          |                                            |
|        | 1:00pm  | 100    | SHE:Salon 1                     | Korean HRM                                        |                                            |
|        | 1:15pm  | 105    | SHE:Jarry                       | Engaging Encounters                               |                                            |
|        | 1:30pm  | 107    | SHE:Salon 5                     | Careers in the Rough                              |                                            |
|        | 2:00pm  | 113    | SHE:Salon 7                     | Cross cultural research                           |                                            |
|        | 2:30pm  | 120    | SHE:Salon 8                     | Iberoamerican HRM Research                        |                                            |
|        | 3:00pm  | 131    | SHE:Drummond center             | Internet Connections                              |                                            |
|        | 4:15pm  | 141    | SHE:Salon 7                     | Human Resource Shared Services and HR Value       |                                            |
| 4:30pm | 144     | OS:TBA | HR Div JFC Pre Session Dinner   |                                                   |                                            |
| Sat    | 8:00am  | 174    | MCC:512H                        | Experimental Methods in Management Research       |                                            |
|        |         | 185    | FMT:St-Charles                  | Int'l HR in Health Care                           |                                            |
|        |         | 187    | SHE:Jarry                       | HR Division Doctoral Student Consortium           |                                            |
|        |         | 188    | SHE:Salon 8                     | HR in a Management Curriculum                     |                                            |
|        |         | 190    | SHE:Drummond center             | Cultural Intelligence + beyond                    |                                            |
|        | 8:30am  | 219    | SHE:Musset                      | HR Division Junior Faculty Consortium             |                                            |
|        | 9:00am  | 228    | SHE:Salle Ballroom east         | Halfway There, But Now What?                      |                                            |
|        | 9:30am  | 233    | SHE:Salon 1                     | Being a Leader                                    |                                            |
|        | 9:45am  | 236    | SHE:Joyce                       | Leadership Succession                             |                                            |
|        | 10:15am | 242    | SHE:Salon C                     | From Conflict to Compassion                       |                                            |
|        |         | 247    | MCC:513F                        | O*NETdata & learning outcomes                     |                                            |
|        | 10:45am | 258    | SHE:Hemon                       | Comparative HRM                                   |                                            |
|        | 11:15am | 269    | SHE:Salon A                     | The 18th Annual Craft of Reviewing Workshop       |                                            |
|        | 12:00pm | 276    | SHE:Salle Ballroom center       | SHRM Networking Lunch                             |                                            |
|        |         | 277    | SHE:Salon B                     | Application of Multi-Level Models to HRM Research |                                            |
|        | 1:00pm  | 292    | SHE:Drummond center             | Human Capital Scholarship                         |                                            |
|        | 1:30pm  | 300    | SHE:Salon A                     | Strategic HR in US and China                      |                                            |
|        |         | 306    | SHE:Salon C                     | OB Teaching Incubator                             |                                            |
|        | 2:30pm  | 322    | SHE:Salon 6                     | Pre-Dissertation HR Doctoral Student Workshop     |                                            |
|        | 3:00pm  | 334    | SHE:Joyce                       | Sage Scholars Care                                |                                            |
|        | 3:15pm  | 341    | SHE:Salon C                     | OB New Member Networking and Research Forum       |                                            |
|        | 3:45pm  | 351    | DEL:St-Charles                  | Coaching for Change                               |                                            |
|        | 4:00pm  | 353    | FMT:Hochelaga 2                 | Transformative Education                          |                                            |
|        |         | 354    | SHE:Kafka                       | Bridging Diversity & POS                          |                                            |
|        | 5:30pm  | 373    | SHE:Salle Ballroom center       | HR and OB Members Welcome Reception               |                                            |
|        | 5:45pm  | 374    | SHE:Salon 6                     | Daring to Respond? Addressing Reviewers' Comments |                                            |
|        | Sun     | 1:30pm | 462                             | SHE:Hemon                                         | HR Division Dissertation Winne             |
|        |         | 3:30pm | 508                             | SHE:Drummond west                                 | HR Division Executive Committee Meeting    |
|        |         | 6:00pm | 547                             | SHE:Salle Ballroom east                           | HR Division Business Meeting and Reception |



| Day | Start       | #               | Location                           | Session Information                                      |
|-----|-------------|-----------------|------------------------------------|----------------------------------------------------------|
| Mon | 8:00am      | <b>616</b>      | MCC:512H - Table 2                 | DISC: Strategic Human Resources                          |
|     |             | <b>625</b>      | SHE:Drummond west                  | SHCS: Diversity & Discrimination                         |
|     |             | <b>628</b>      | SHE:Musset                         | Positive Psychology in the Workplace                     |
|     |             | <b>629</b>      | SHE:Salle Ballroom west            | Hr Division Awards Presentatio                           |
|     |             | <b>630</b>      | SHE:Hemon                          | DRP: Strategic HR, A Top Management Perspective          |
|     |             | <b>631</b>      | SHE:Salon C                        | Strategic HR & Performance                               |
|     |             | <b>632</b>      | SHE:Drummond east                  | JS: Leader/Employee Development                          |
|     |             | <b>656</b>      | FMT:Grand Salon                    | JS: Daring to Face Aggression, Caring to Understand It   |
|     |             | <b>657</b>      | FMT:Jolliet                        | JS: Helping: What's in it for me?                        |
|     | 9:45am      | <b>700</b>      | SHE:Jarry                          | SHCS: Global Careers: Content, Choices, and Consequences |
|     |             | <b>740</b>      | SHE:Musset                         | Validity of measures                                     |
|     |             | <b>741</b>      | SHE:Hemon                          | DRP: Work-family balance                                 |
|     |             | <b>742</b>      | SHE:Salon 4                        | DRP: Employee Development                                |
|     |             | <b>743</b>      | SHE:Salon C                        | Recruitment                                              |
|     |             | <b>744</b>      | SHE:Drummond east                  | SHCS: Socialization Content and Context: New Directions  |
|     |             | <b>748</b>      | SHE:Salle Ballroom center          | SHCS: Leading Multicultural Teams                        |
|     |             | <b>750</b>      | DEL:Cartier A                      | JS: New Perspectives in Executive Coaching               |
|     |             | <b>768</b>      | FMT:Jolliet                        | SHCS: Measuring Org'l Justice                            |
|     | 11:30am     | <b>825</b>      | HR:Anjou                           | CDP: Conflict and Workplace Harassment                   |
|     |             | <b>838</b>      | MCC:512H - Table 2                 | DISC: Staffing                                           |
|     |             | <b>852</b>      | SHE:Musset                         | Strategic HR and Innovation                              |
|     |             | <b>853</b>      | SHE:Hemon                          | DRP: Global Strategic HR                                 |
|     |             | <b>854</b>      | SHE:Salon C                        | Turnover                                                 |
|     |             | <b>855</b>      | SHE:Drummond east                  | JS: Advancing Strategic HRM                              |
|     |             | <b>876</b>      | FMT:St-Maurice                     | SHCS: Motivation and Creativity                          |
|     | 1:15pm      | <b>947</b>      | MCC:512H - Table 2                 | DISC: Organizational Strategy and Turnover               |
|     |             | <b>959</b>      | SHE:Musset                         | Social Skills & Performance                              |
|     |             | <b>960</b>      | SHE:Hemon                          | DRP: Strategic HR & Performance                          |
|     |             | <b>961</b>      | SHE:Salon 3                        | DRP: Performance appraisal                               |
|     |             | <b>962</b>      | SHE:Salon C                        | Knowledge                                                |
|     |             | <b>963</b>      | SHE:Drummond east                  | JS: Contingent Labor across Firms                        |
|     |             | <b>984</b>      | FMT:St-Maurice                     | JS: Transformational Leadership and Wellbeing            |
|     |             | <b>1000</b>     | MCC:518A                           | JS: Changing Jobs                                        |
|     | 2:30pm      | <b>1020</b>     | SHE:Salle Ballroom west            | HR Division Ice Cream Social.                            |
|     | 3:00pm      | <b>1046</b>     | HR:Picardie                        | CDP: Cognition and Identity in Management                |
|     |             | <b>1057</b>     | MCC:512H - Table 2                 | DISC: Performance Issues                                 |
|     |             | <b>1068</b>     | SHE:Musset                         | Job Attitudes                                            |
|     |             | <b>1069</b>     | SHE:Hemon                          | DRP: Compensation and Performance                        |
|     |             | <b>1070</b>     | SHE:Salon C                        | Dark Side                                                |
|     |             | <b>1071</b>     | SHE:Drummond east                  | JS: Workplace Features & Wellbeing                       |
|     |             | <b>1093</b>     | FMT:Grand Salon                    | JS: Passion and Proactivity                              |
|     |             | <b>1094</b>     | FMT:Hochelaga 1                    | JS: Supervisor Support                                   |
|     |             | <b>1095</b>     | FMT:Jolliet                        | JS: Empowerment Research                                 |
|     | <b>1096</b> | FMT:St-Maurice  | JS: Implicit Followership Theories |                                                          |
|     | 4:45pm      | <b>1154</b>     | HR:Argenteuil, Table 1             | CDP: Organizational Citizenship                          |
|     |             | <b>1176</b>     | SHE:Musset                         | Interpersonal dysfunction                                |
|     |             | <b>1177</b>     | SHE:Hemon                          | DRP: Empowerment in Organizations                        |
|     |             | <b>1178</b>     | SHE:Salon C                        | JS: Employee Benefits & Supports                         |
|     |             | <b>1179</b>     | SHE:Drummond east                  | JS: Improving Lives and Knowledge                        |
|     |             | <b>1197</b>     | FMT:Grand Salon                    | JS: Abusive Supervisor Behaviors                         |
|     |             | <b>1198</b>     | FMT:St-Maurice                     | JS: CQ and Intercultural Contact                         |
|     | <b>1199</b> | FMT:Hochelaga 1 | JS: Interpersonal Skills           |                                                          |
|     | 6:00pm      | <b>1227</b>     | OS:Concordia College               | Research and Practice                                    |

| Day    | Start   | #                   | Location                                               | Session Information                                |
|--------|---------|---------------------|--------------------------------------------------------|----------------------------------------------------|
| Tue    | 8:00am  | 1279                | SHE:Jarry                                              | SHCS: Work-Life Balance                            |
|        |         | 1291                | HR:Anjou                                               | CDP: Applying Research Methods                     |
|        |         | 1317                | SHE:Drummond east                                      | Antecedents of absenteeism and turnover            |
|        |         | 1318                | SHE:Hemon                                              | DRP: Selection                                     |
|        |         | 1319                | SHE:Salon 4                                            | DRP: Workplace diversity in the global marketplace |
|        |         | 1320                | SHE:Salon C                                            | Strategic HR: Cross-level Influences               |
|        |         | 1321                | SHE:Musset                                             | JS: Career theory for HRM                          |
|        | 9:45am  | 1351                | MCC:511D                                               | JS: Realizing an HRIS's Potential                  |
|        |         | 1422                | SHE:Drummond west                                      | JS: Work, Gender Inequity & India                  |
|        |         | 1425                | SHE:Drummond east                                      | Compensation                                       |
|        |         | 1426                | SHE:Hemon                                              | DRP: Employee Training and Learning                |
|        |         | 1427                | SHE:Salon 4                                            | DRP: Absenteeism & Turnover                        |
|        |         | 1428                | SHE:Musset                                             | JS: HRM in the Middle East                         |
|        |         | 1429                | SHE:Salon C                                            | JS: Emerging Issues in eHRM                        |
|        |         | 1454                | FMT:St-Maurice                                         | JS: Leadership and EI                              |
|        | 11:30am | 1455                | FMT:Jolliet                                            | JS: Cross-Cultural Justice                         |
|        |         | 1494                | MCC:513F                                               | SHCS: Strategic Human Capital                      |
|        |         | 1495                | SHE:Jarry                                              | JS: Re-Inventing Retirement                        |
|        |         | 1506                | HR:Anjou                                               | CDP: Agency Problems & Conflicts                   |
| 1531   |         | SHE:Drummond east   | Work-family balance                                    |                                                    |
| 1532   |         | SHE:Musset          | Terminating employees                                  |                                                    |
| 1533   |         | SHE:Hemon           | DRP: Recruitment: Methods and Outcomes                 |                                                    |
| 1534   |         | SHE:Salon 4         | DRP: Motivation                                        |                                                    |
| 1557   |         | FMT:Jolliet         | JS: Change-Oriented Behaviors                          |                                                    |
| 1:15pm | 1558    | FMT:St-Maurice      | JS: Relationships & Creativity                         |                                                    |
|        | 1560    | FMT:Grand Salon     | SHCS: New Advances in Ostracism Research               |                                                    |
|        | 1612    | HR:Alfred-Rouleau A | CDP: Commitments to Climates, Nature and People        |                                                    |
|        | 1613    | HR:Alfred-Rouleau B | CDP: The Future of HR Practices                        |                                                    |
|        | 1635    | SHE:Drummond west   | JS: Mistreatment Affecting Work                        |                                                    |
|        | 1638    | SHE:Drummond east   | Cross-levels Strategic HR                              |                                                    |
|        | 1639    | SHE:Hemon           | DRP: Innovation                                        |                                                    |
|        | 1640    | SHE:Salon C         | JS: New Insights into Core Self-Evaluations at Work    |                                                    |
| 3:00pm | 1669    | FMT:St-Maurice      | JS: Shared Leadership                                  |                                                    |
|        | 1706    | SHE:Jarry           | JS: Relationships in Context                           |                                                    |
|        | 1736    | SHE:Drummond west   | JS: Women Leaders International                        |                                                    |
|        | 1739    | SHE:Drummond east   | Interviewing Candidates: Structure and Outcomes        |                                                    |
|        | 1740    | SHE:Hemon           | DRP: Managing Talent, Predicting Performance           |                                                    |
|        | 1741    | SHE:Salon 4         | DRP: Compensation: Making decisions about pay          |                                                    |
|        | 1742    | SHE:Salon C         | JS: Passion and Sport                                  |                                                    |
|        | 1748    | SHE:Salon B         | JS: Biculturals in Organizations                       |                                                    |
|        | 1768    | FMT:Hochelaga 1     | SHCS: Qualitative Work-Family                          |                                                    |
|        | 1772    | MCC:511D            | JS: Virtual Work and Employee Outcomes: New Directions |                                                    |
|        | 1773    | SHE:Musset          | SHCS: Adaptability at Work                             |                                                    |

# International Management

Program Chair: Mary Yoko Brannen, INSEAD  
Professional Development Workshop Chair: John Mezias, U. of Miami

| Day     | Start   | #                 | Location                     | Session Information                                |                                |
|---------|---------|-------------------|------------------------------|----------------------------------------------------|--------------------------------|
| Fri     | 8:00am  | 17                | SHE:Salon C                  | Developing country MNCs                            |                                |
|         |         | 30                | FMT:Mackenzie                | Poverty Alleviation Research                       |                                |
|         | 8:30am  | 33                | SHE:Lamartine                | Global HR Best Practices                           |                                |
|         |         | 39                | FMT:Richelieu                | Sustainable Global Enterprise                      |                                |
|         | 9:00am  | 42                | SHE:Salon 7                  | ICG Database Project                               |                                |
|         |         | 43                | SHE:Salon 4                  | Entrepreneurship                                   |                                |
|         | 10:00am | 56                | SHE:Joyce                    | International HRM in India                         |                                |
|         | 10:45am | 72                | SHE:Drummond west            | Responsible Global Leaders                         |                                |
|         | 12:15pm | 88                | SHE:Joyce                    | Global Leadership                                  |                                |
|         | 12:30pm | 92                | SHE:Hemon                    | Research Networks                                  |                                |
|         | 1:00pm  | 100               | SHE:Salon 1                  | Korean HRM                                         |                                |
|         | 2:00pm  |                   | 112                          | SHE:Salle Ballroom center                          | The regulation of diversity    |
|         |         |                   | 113                          | SHE:Salon 7                                        | Cross cultural research        |
|         |         |                   | 114                          | MCC:510D                                           | Generating Student CSR Passion |
|         | 2:30pm  | 120               | SHE:Salon 8                  | Iberoamerican HRM Research                         |                                |
|         |         | 121               | SHE:Salon C                  | Promise and Perils of Emerging Markets Research    |                                |
|         | 3:00pm  | 129               | SHE:Salon 3                  | IM Paper Development Workshop                      |                                |
|         | 3:30pm  | 134               | SHE:Salle Ballroom east      | LOF of International Studies                       |                                |
|         | 6:00pm  | 156               | SHE:Salon 4                  | PDW Welcome                                        |                                |
|         | Sat     | 8:00am            | 175                          | MCC:511B                                           | Managing Alliance Portfolios   |
| 178     |         |                   | SHE:Salon A                  | How to Negotiate Your (First) Job Offer            |                                |
| 179     |         |                   | FMT:Hochelaga 5              | What's Wrong With This Picture                     |                                |
| 183     |         |                   | MCC:518B                     | Social Capital                                     |                                |
| 189     |         |                   | SHE:Salon 4                  | IM Doctoral Consortium                             |                                |
| 190     |         |                   | SHE:Drummond center          | Cultural Intelligence + beyond                     |                                |
| 199     |         |                   | MCC:516A                     | Academy's E-Media                                  |                                |
| 8:30am  |         | 220               | SHE:Salon 5                  | IM Junior Faculty Consortium                       |                                |
| 10:15am |         | 245               | SHE:Salon 8                  | Business Development Workshops                     |                                |
|         |         | 255               | MCC:510B                     | Borderless Innovation                              |                                |
| 10:45am |         | 258               | SHE:Hemon                    | Comparative HRM                                    |                                |
| 11:15am |         | 269               | SHE:Salon A                  | The 18th Annual Craft of Reviewing Workshop        |                                |
| 1:00pm  |         | 293               | SHE:Salon 1                  | GLOBE in Iberoamerica: A Research Agenda           |                                |
| 1:30pm  |         | 300               | SHE:Salon A                  | Strategic HR in US and China                       |                                |
| 2:15pm  |         | 316               | FMT:Hochelaga 2              | Global careers from a critical perspective         |                                |
| 3:00pm  |         | 333               | MCC:511C                     | External Knowledge Sourcing                        |                                |
| 3:30pm  |         | 346               | SHE:Salle Ballroom east      | Multinational Learning                             |                                |
| 3:45pm  |         | 349               | SHE:Salon 1                  | Issues in Iberoamerican Research                   |                                |
|         |         | 350               | SHE:Salon A                  | Health Care & Competition                          |                                |
| 4:00pm  |         | 355               | SHE:Salon 4&5                | IM Consortia Meet the Editors Panel                |                                |
| 5:00pm  | 367     | SHE:Salon C       | The Past, Present and Future |                                                    |                                |
| 5:45pm  | 375     | SHE:Jarry         | Not At My Place!             |                                                    |                                |
| 6:00pm  | 384     | SHE:Drummond west | IM PDW Reception             |                                                    |                                |
| Sun     | 11:00am | 419               | SHE:Drummond west            | Meet the Editors of APJM                           |                                |
|         | 3:00pm  | 492               | SHE:Salle Ballroom center    | Honoring the Life and Contributions of CK Prahalad |                                |
|         | 4:30pm  | 527               | SHE:Salon 6                  | IM Meeting with Committee Chairs                   |                                |
|         | 6:00pm  | 551               | SHE:Salon 6                  | IM Executive Committee Meeting                     |                                |
| Mon     | 7:00am  | 569               | SHE:Salle Ballroom east      | IM Division Thought Leadership Cafe                |                                |

| Day    | Start   | #                         | Location                                         | Session Information                                      |                                   |
|--------|---------|---------------------------|--------------------------------------------------|----------------------------------------------------------|-----------------------------------|
| Mon    | 8:00am  | 599                       | HR:Alfred-Rouleau A                              | CDP: Org Env & Multiple Stakeholder                      |                                   |
|        |         | 613                       | MCC:512G - Table 1                               | DISC: International HRM                                  |                                   |
|        |         | 634                       | SHE:Dickens                                      | Trust and Legitimacy in IM                               |                                   |
|        |         | 635                       | SHE:Salle Ballroom center                        | Non-Market Strategies in International Business          |                                   |
|        |         | 636                       | SHE:Salle Ballroom east                          | DRP: Alliances and Networks in IM                        |                                   |
|        |         | 637                       | SHE:Salon 4                                      | DRP: Cultural Values and Beyond                          |                                   |
|        |         |                           | 638                                              | SHE:Salon B                                              | JS: Mindfulness and Leadership    |
|        | 9:45am  | 700                       | SHE:Jarry                                        | SHCS: Global Careers: Content, Choices, and Consequences |                                   |
|        |         | 710                       | HR:Alfred-Rouleau A                              | CDP: Corporate Strategies, MNCs and Emerging Economies   |                                   |
|        |         | 725                       | MCC:512G - Table 1                               | DISC: Control Mechanisms in MNEs                         |                                   |
|        |         | 745                       | SHE:Dickens                                      | International Experience and Cultural Intelligence       |                                   |
|        |         | 746                       | SHE:Salle Ballroom east                          | DRP: Social Capital Networks in IM                       |                                   |
|        |         | 747                       | SHE:Salon B                                      | Culture and Foreignness                                  |                                   |
|        |         |                           | 748                                              | SHE:Salle Ballroom center                                | SHCS: Leading Multicultural Teams |
|        | 11:30am | 812                       | SHE:Jarry                                        | JS: Cross Cultural Mentoring                             |                                   |
|        |         | 832                       | MCC:512E - Table 1                               | DISC: Industry evolution                                 |                                   |
|        |         | 835                       | MCC:512G - Table 1                               | DISC: Institutional influences on Chinese MNEs           |                                   |
|        |         | 856                       | SHE:Dickens                                      | National Culture and IOB                                 |                                   |
|        |         | 857                       | SHE:Salle Ballroom center                        | IB Qualitative Research                                  |                                   |
|        |         | 858                       | SHE:Salle Ballroom east                          | DRP: Institutional Perspectives                          |                                   |
|        |         | 859                       | SHE:Salon 4                                      | DRP: Outward and Incoming FDI in Emerging Markets        |                                   |
|        |         | 860                       | SHE:Salon B                                      | Key Factors Affecting MNE Performance                    |                                   |
| 1:15pm | 919     | MCC:510B                  | JS: New Directions for Corp. Gov.                |                                                          |                                   |
|        | 929     | HR:Alfred-Rouleau A       | CDP: Institutional Influences                    |                                                          |                                   |
|        | 935     | HR:Picardie               | CDP: Prestige, Power, and Status                 |                                                          |                                   |
|        | 944     | MCC:512G - Table 1        | DISC: Emerging market MNEs' performance effects  |                                                          |                                   |
|        | 952     | MCC:510D                  | JS: Partnerships and International               |                                                          |                                   |
|        | 956     | SHE:Salon 1               | JS: Muslim Majority Countries                    |                                                          |                                   |
|        | 964     | SHE:Dickens               | Boundary Spanning in IM                          |                                                          |                                   |
|        | 965     | SHE:Salle Ballroom center | Networks and Knowledge                           |                                                          |                                   |
|        | 966     | SHE:Salle Ballroom east   | DRP: Knowledge, R&D, Entrepreneurs               |                                                          |                                   |
|        |         | 967                       | SHE:Salon 4                                      | DRP: Cross-Cultural Communication                        |                                   |
|        |         | 968                       | SHE:Salon B                                      | JS: Regional Multinationals                              |                                   |
| 3:00pm | 1054    | MCC:512G - Table 1        | DISC: Modes and patterns of internationalization |                                                          |                                   |
|        | 1072    | SHE:Dickens               | IM Research                                      |                                                          |                                   |
|        | 1073    | SHE:Salon 1               | Location Selection                               |                                                          |                                   |
|        | 1074    | SHE:Salon 4               | DRP: IHRM                                        |                                                          |                                   |
|        | 1075    | SHE:Salon B               | MNE Innovation and Change                        |                                                          |                                   |
|        |         | 1076                      | SHE:Salle Ballroom center                        | SHCS: National Culture & Leadership                      |                                   |
| 4:45pm | 1151    | HR:Alfred-Rouleau B       | CDP: Tensions and Paradoxes in Entrepreneurship  |                                                          |                                   |
|        | 1152    | HR:Alfred-Rouleau C       | CDP: Knowledge Production, Sharing, and Learning |                                                          |                                   |
|        | 1179    | SHE:Drummond east         | JS: Improving Lives and Knowledge                |                                                          |                                   |
|        | 1180    | SHE:Dickens               | Individual Level Outcomes                        |                                                          |                                   |
|        | 1181    | SHE:Salle Ballroom center | Barry Richardson Dissertation Award Session      |                                                          |                                   |
|        | 1182    | SHE:Salon 1               | Corporate Strategy IM                            |                                                          |                                   |
|        | 1183    | SHE:Salon B               | BAH Award                                        |                                                          |                                   |
|        |         | 1200                      | FMT:Jolliet                                      | JS: Contextualizing Energy                               |                                   |
|        | 6:30pm  | 1236                      | SHE:Salle Ballroom center                        | International Management Division Business Meeting       |                                   |
|        | 8:00pm  | 1257                      | OS:Montreal Museum of Modern Art                 | IM Social                                                |                                   |
| Tue    | 8:00am  | 1290                      | HR:Alfred-Rouleau C                              | CDP: Chinese Firms Management                            |                                   |
|        |         | 1323                      | SHE:Salle Ballroom center                        | International Entrepreneurship and Innovation            |                                   |
|        |         | 1324                      | SHE:Salon 1                                      | Multicultural Teams                                      |                                   |
|        |         | 1325                      | SHE:Salon B                                      | Entry Mode Choice and Performance of MNEs                |                                   |
|        |         | 1326                      | DEL:Bonsecours                                   | DRP: Emerging Economies in IM                            |                                   |

| Day         | Start           | #           | Location                  | Session Information                                   |                           |                                                 |
|-------------|-----------------|-------------|---------------------------|-------------------------------------------------------|---------------------------|-------------------------------------------------|
| Tue         | 9:45am          | <b>1388</b> | SHE:Jarry                 | JS: Self-Initiated Expatriation                       |                           |                                                 |
|             |                 | <b>1428</b> | SHE:Musset                | JS: HRM in the Middle East                            |                           |                                                 |
|             |                 | <b>1430</b> | SHE:Dickens               | Leadership Across Cultures                            |                           |                                                 |
|             |                 | <b>1431</b> | SHE:Salle Ballroom center | Montreal Cultural Mosaic                              |                           |                                                 |
|             |                 | <b>1432</b> | SHE:Salon B               | Risk and Uncertainty in International Business        |                           |                                                 |
|             |                 | <b>1433</b> | DEL:Bonsecours            | DRP: Political Risk and the Multinational Enterprise  |                           |                                                 |
|             |                 | <b>1434</b> | DEL:Cartier A             | DRP: HQ/ Subsidiary Relations                         |                           |                                                 |
|             |                 | <b>1435</b> | SHE:Salon 1               | JS: The New GLOBE Study                               |                           |                                                 |
|             |                 | <b>1455</b> | FMT:Joliet                | JS: Cross-Cultural Justice                            |                           |                                                 |
|             |                 | <b>1461</b> | SHE:Drummond center       | JS: OD in the Global Context                          |                           |                                                 |
|             |                 | 11:30am     |                           | <b>1507</b>                                           | HR:Argenteuil, Table 1    | CDP: Int'l & Tech Strategy                      |
|             |                 |             |                           | <b>1535</b>                                           | SHE:Dickens               | Global Strategy and Geographic Scope of the MNE |
|             |                 |             |                           | <b>1536</b>                                           | SHE:Salle Ballroom center | Corporate Governance and the MNE                |
| <b>1537</b> | SHE:Salon 1     |             |                           | MNE Innovation Capabilities                           |                           |                                                 |
| <b>1538</b> | SHE:Salon B     |             |                           | International Joint Ventures                          |                           |                                                 |
| <b>1539</b> | SHE:Salon C     |             |                           | Offshoring and Business Process Integration           |                           |                                                 |
| <b>1540</b> | DEL:Bonsecours  |             |                           | DRP: Institutional Distance and Foreignness Revisited |                           |                                                 |
| <b>1559</b> | FMT:Hochelaga 1 |             |                           | JS: Work Family Conflict                              |                           |                                                 |
| 1:15pm      |                 | <b>1641</b> | SHE:Dickens               | International Expansion Processes and the MNE         |                           |                                                 |
|             |                 | <b>1642</b> | SHE:Salle Ballroom center | SHCS: Distance and MNCs                               |                           |                                                 |
|             |                 | <b>1643</b> | SHE:Salon 1               | Firm Level Knowledge Flows and the MNE                |                           |                                                 |
|             |                 | <b>1644</b> | SHE:Salon 4               | DRP: Blended Identities and International Management  |                           |                                                 |
|             |                 | <b>1645</b> | DEL:Bonsecours            | DRP: Corporate Governance Issues and the MNE          |                           |                                                 |
|             |                 | <b>1646</b> | SHE:Salon B               | JS: Individuals in Transitions                        |                           |                                                 |
| 3:00pm      |                 | <b>1717</b> | HR:Picardie               | CDP: Messy Research and Its Methods                   |                           |                                                 |
|             |                 | <b>1736</b> | SHE:Drummond west         | JS: Women Leaders International                       |                           |                                                 |
|             |                 | <b>1743</b> | SHE:Dickens               | Foreign Direct Investment                             |                           |                                                 |
|             |                 | <b>1744</b> | SHE:Salle Ballroom center | Emerging Economies and International Business         |                           |                                                 |
|             |                 | <b>1745</b> | SHE:Salon 1               | Human Capital and Knowledge Creation in the MNE       |                           |                                                 |
|             |                 | <b>1746</b> | SHE:Salon 7               | MNE Export Performance                                |                           |                                                 |
|             |                 | <b>1747</b> | DEL:Bonsecours            | DRP: Internationalization Process and MNE Performance |                           |                                                 |
|             |                 | <b>1748</b> | SHE:Salon B               | JS: Biculturals in Organizations                      |                           |                                                 |

# Management Consulting

Program Chair: Ansgar Richter, European Business School  
Professional Development Workshop Chair: Therese F. Yaeger, Benedictine U.

| Day    | Start       | #                  | Location                        | Session Information                               |
|--------|-------------|--------------------|---------------------------------|---------------------------------------------------|
| Fri    | 8:00am      | <b>27</b>          | FMT:Hochelaga 2                 | Stakeholder Interactions                          |
|        | 8:30am      | <b>35</b>          | DEL:St-Charles                  | Engagement Is The New Change Management           |
|        | 9:00am      | <b>45</b>          | DEL:Cartier B                   | Soaring to Make a Difference                      |
|        | 10:15am     | <b>69</b>          | DEL:Verriere A                  | Complexity in Human Systems                       |
|        | 10:30am     | <b>71</b>          | SHE:Drummond east               | High Impact Change Exercises                      |
|        | 1:30pm      | <b>108</b>         | OS:Bombardier Aerospace         | Bombardier Aerospace Visit                        |
|        | 2:45pm      | <b>123</b>         | DEL:Verriere A                  | Aspiring Management Consultant                    |
|        | 4:15pm      | <b>142</b>         | SHE:Salon A                     | Workplace as Playspace                            |
|        | 4:30pm      | <b>145</b>         | SHE:Jarry                       | Publish Qualitative Research                      |
|        | 5:30pm      | <b>154</b>         | SHE:Kafka                       | Organizational Diagnosis                          |
| 6:00pm | <b>157</b>  | DEL:Verriere A     | Consulting in Family Business   |                                                   |
| Sat    | 8:00am      | <b>191</b>         | DEL:St-Laurent                  | MCD Doctoral Consortium                           |
|        |             | <b>192</b>         | DEL:Verriere B                  | Benevolence and MC                                |
|        |             | <b>202</b>         | SHE:Salon 6                     | Psychodynamics and OD                             |
|        | 9:30am      | <b>231</b>         | DEL:Verriere A                  | Syst.Structural Constellations                    |
|        | 10:15am     | <b>246</b>         | DEL:St-Charles                  | Paradigmatic Keys to PhD                          |
|        | 11:00am     | <b>263</b>         | FMT:Chaudiere                   | Stakeholders in PNP Strategy                      |
|        | 11:15am     | <b>268</b>         | FMT:Hochelaga 6                 | Mindful Leadership Consulting                     |
|        | 12:00pm     | <b>278</b>         | SHE:Joyce                       | Future OD Consulting Roles in a 24/7 World        |
|        | 12:30pm     | <b>287</b>         | FMT:Hochelaga 5                 | Getting Involved                                  |
|        | 2:00pm      | <b>315</b>         | SHE:Hemon                       | OD in Healthcare                                  |
|        | 3:00pm      | <b>335</b>         | DEL:Verriere A                  | Consulting Course Design                          |
|        | 3:45pm      | <b>351</b>         | DEL:St-Charles                  | Coaching for Change                               |
|        | 4:15pm      | <b>360</b>         | DEL:Cartier B                   | Approaches for change                             |
|        | 4:45pm      | <b>364</b>         | SHE:Drummond center             | Sustaining Passion                                |
| Sun    | 3:00pm      | <b>493</b>         | DEL:Cartier A                   | Executive Committee Meeting                       |
|        | 5:00pm      | <b>537</b>         | OS:Galerie MX                   | MC Division Social Hour                           |
|        | 8:00pm      | <b>565</b>         | OS:Restaurant La Coupole        | MC Members & Friends Dinner                       |
| Mon    | 8:00am      | <b>604</b>         | HR:Argenteuil, Table 2          | CDP: Service Learning & Customizati               |
|        |             | <b>639</b>         | DEL:Cartier A                   | The Consulting Imagery                            |
|        |             | <b>640</b>         | DEL:Verriere B                  | DRP: Knowledge-Intensive Firms                    |
|        | 9:45am      | <b>749</b>         | DEL:Verriere B                  | DRP: Leadership, Consulting and Training          |
|        |             | <b>750</b>         | DEL:Cartier A                   | JS: New Perspectives in Executive Coaching        |
|        | 11:30am     | <b>836</b>         | MCC:512G - Table 2              | DISC: Managing Diverse Knowledge and Skills       |
|        |             | <b>861</b>         | DEL:Cartier A                   | Opening the Black Box of Consulting Firms         |
|        |             | <b>862</b>         | DEL:Verriere B                  | DRP: Using Consulting Services                    |
|        | 1:15pm      | <b>920</b>         | SHE:Jarry                       | JS: Careers, Leadership, Coaching                 |
|        |             | <b>969</b>         | DEL:Cartier A                   | Entrepreneurship in PSFs                          |
|        |             | <b>991</b>         | SHE:Salon A                     | SHCS: Alternative Practice Pathways               |
| 3:00pm | <b>1077</b> | DEL:Cartier A      | Consultant-Client Relationships |                                                   |
| 5:00pm | <b>1224</b> | DEL:Cartier A      | Distinguished Speaker           |                                                   |
| 6:30pm | <b>1237</b> | DEL:Cartier A      | MC Division Business Meeting    |                                                   |
| Tue    | 7:00am      | <b>1261</b>        | DEL:Vitré                       | MC Division Executive Committee Meeting           |
|        | 9:45am      | <b>1401</b>        | HR:Argenteuil, Table 1          | CDP: Factors Affecting Turnover and Work Behavior |
|        | 1:15pm      | <b>1647</b>        | DEL:Verriere B                  | SHCS: Major Approaches: AI & SEAM                 |
|        |             | <b>1650</b>        | MCC:516D                        | JS: ONA: Impacting Practice                       |
| 3:00pm | <b>1722</b> | MCC:512E - Table 2 | DISC: Operations and Systems    |                                                   |

# Management Education & Development

Program Chair: Jon Billsberry, Coventry U.

Professional Development Workshop Chair: Toni Ungaretti, Johns Hopkins U.

| Day     | Start      | #          | Location                        | Session Information                                 |                                |
|---------|------------|------------|---------------------------------|-----------------------------------------------------|--------------------------------|
| Fri     | 8:00am     | <b>18</b>  | MCC:513C                        | What if I don't care                                |                                |
|         | 9:00am     | <b>44</b>  | SHE:Salon 5                     | Green teaching                                      |                                |
|         | 10:15am    | <b>65</b>  | MCC:513C                        | Reflexive Management Education                      |                                |
|         | 10:45am    | <b>72</b>  | SHE:Drummond west               | Responsible Global Leaders                          |                                |
|         | 11:45am    | <b>79</b>  | MCC:512G                        | Teaching International Student                      |                                |
|         | 12:00pm    | <b>81</b>  | MCC:513C                        | "Extreme Teaching": Making a Big Class Smaller      |                                |
|         | 12:30pm    | <b>93</b>  | FMT:St-Charles                  | Strategic and Living History                        |                                |
|         | 12:45pm    | <b>97</b>  | MCC:513D                        | Teaching EBMgt                                      |                                |
|         | 1:15pm     | <b>106</b> | FMT:Hochelaga 2                 | Sust. Bus. in Virtual Env's.                        |                                |
|         | 2:00pm     | <b>114</b> | MCC:510D                        | Generating Student CSR Passion                      |                                |
|         | 2:15pm     | <b>118</b> | MCC:513C                        | Simulating Strategy                                 |                                |
|         | 3:00pm     | <b>130</b> | MCC:512A                        | Best Practices for a Business Honors Program        |                                |
|         | 5:30pm     | <b>153</b> | MCC:513D                        | MED Writers Workshop                                |                                |
|         | Sat        | 8:00am     | <b>179</b>                      | FMT:Hochelaga 5                                     | What's Wrong With This Picture |
|         |            |            | <b>193</b>                      | MCC:512E                                            | Dare to Care About Your Career |
|         |            | <b>213</b> | FMT:Hochelaga 3                 | How Do You Teach THAT?!                             |                                |
|         |            | <b>216</b> | MCC:512G                        | Daring To Care About Teaching                       |                                |
| 10:15am |            | <b>247</b> | MCC:513F                        | O*NETdata & learning outcomes                       |                                |
|         |            | <b>256</b> | MCC:512G                        | Online Teaching Best Practices                      |                                |
| 10:30am |            | <b>257</b> | MCC:519B                        | Teaching Design Thinking for Innovation             |                                |
| 10:45am |            | <b>259</b> | SHE:Drummond center             | Fulbright Scholar Program                           |                                |
| 11:00am |            | <b>261</b> | MCC:513D                        | Entrepreneurship Bootcamp-Vets                      |                                |
| 11:15am |            | <b>267</b> | MCC:512H                        | Learning Style Differences                          |                                |
| 1:30pm  |            | <b>303</b> | MCC:510D                        | Effective Instruction                               |                                |
|         |            | <b>311</b> | MCC:514B                        | Designing and Assessing Teams                       |                                |
| 2:00pm  |            | <b>314</b> | MCC:512D                        | Shakespeare's Witches                               |                                |
| 2:15pm  |            | <b>319</b> | MCC:519B                        | Second Life in MED & Research                       |                                |
| 2:45pm  |            | <b>330</b> | MCC:513C                        | New Approaches to the Project Management Course     |                                |
|         |            | <b>331</b> | MCC:510C                        | Preparing Ph.D.'s to Teach                          |                                |
| 3:00pm  |            | <b>335</b> | DEL:Verriere A                  | Consulting Course Design                            |                                |
|         |            | <b>336</b> | MCC:513E                        | Teaching/Learning Scholarship                       |                                |
| 3:15pm  |            | <b>343</b> | MCC:512A                        | Action Research and Learning                        |                                |
| 3:30pm  |            | <b>347</b> | FMT:Matapedia                   | Experiential Learning                               |                                |
| 4:45pm  |            | <b>364</b> | SHE:Drummond center             | Sustaining Passion                                  |                                |
| 6:00pm  | <b>385</b> | MCC:510D   | Using Technologies for Learning |                                                     |                                |
|         | <b>386</b> | MCC:520C.  | NDSC/MED Reception              |                                                     |                                |
| Mon     | 8:00am     | <b>604</b> | HR:Argenteuil, Table 2          | CDP: Service Learning & Customizati                 |                                |
|         |            | <b>610</b> | MCC:512E - Table 2              | DISC: MED and Teaching                              |                                |
|         |            | <b>632</b> | SHE:Drummond east               | JS: Leader/Employee Development                     |                                |
|         |            | <b>641</b> | MCC:516D                        | Leadership development                              |                                |
|         |            | <b>642</b> | MCC:516E                        | Knowledge and Learning in Groups and Teams          |                                |
|         |            | <b>643</b> | MCC:525A                        | DRP: Responsible Mgt Education                      |                                |
|         | 9:45am     | <b>713</b> | HR:Anjou                        | CDP: Management Education: Teaching vs. Researching |                                |
|         |            | <b>715</b> | HR:Argenteuil, Table 2          | CDP: Taking Care to Provide Good Healthcare         |                                |
|         |            | <b>750</b> | DEL:Cartier A                   | JS: New Perspectives in Executive Coaching          |                                |
|         |            | <b>751</b> | MCC:516E                        | Business Scholarship                                |                                |
|         |            | <b>752</b> | MCC:525A                        | DRP: Student Outcomes                               |                                |
|         |            | <b>753</b> | MCC:516D                        | SHCS: Virtual Collaboration Lessons                 |                                |
|         | 11:30am    | <b>863</b> | MCC:516D                        | MED Keynote Address                                 |                                |
|         |            | <b>864</b> | MCC:516E                        | Evaluations, Reactions and Satisfaction             |                                |
|         |            | <b>865</b> | MCC:525A                        | DRP: Learning                                       |                                |
|         | 1:00pm     | <b>910</b> | MCC:520 C                       | Past Chairs Lunch & Exec Meet                       |                                |

| Day | Start   | #    | Location               | Session Information                                     |
|-----|---------|------|------------------------|---------------------------------------------------------|
| Mon | 1:15pm  | 920  | SHE:Jarry              | JS: Careers, Leadership, Coaching                       |
|     |         | 932  | HR:Anjou               | CDP: Construct & Scale Development                      |
|     |         | 933  | HR:Argenteuil, Table 1 | CDP: Knowledge, Research and Productivity in Management |
|     |         | 934  | HR:Argenteuil, Table 2 | CDP: Education, Learning and Agilit                     |
|     |         | 970  | MCC:516D               | Coaching and Mentoring                                  |
|     | 3:00pm  | 1078 | MCC:516E               | Inquiry Approaches                                      |
|     |         | 1079 | MCC:516D               | JS: Transfer of learning success                        |
|     | 4:45pm  | 1199 | FMT:Hochelaga 1        | JS: Interpersonal Skills                                |
|     | 6:00pm  | 1228 | MCC:516D               | MED Business Meeting and Awards Presentation            |
|     | 7:30pm  | 1253 | MCC:520CF              | MED Social Event                                        |
| Tue | 7:00am  | 1262 | MCC:525A               | MED Executive Committee Planning Meeting                |
|     | 8:00am  | 1292 | HR:Argenteuil, Table 2 | CDP: Gender Effects on Career Choic                     |
|     |         | 1321 | SHE:Musset             | JS: Career theory for HRM                               |
|     |         | 1327 | MCC:516D               | Publish or Perish                                       |
|     |         | 1328 | MCC:516E               | Learning in Context                                     |
|     |         | 1329 | MCC:525A               | DRP: Role of Business Schools                           |
|     | 9:45am  | 1436 | MCC:516D               | Coaching with Compassion                                |
|     |         | 1437 | MCC:516E               | Student Characteristics                                 |
|     |         | 1438 | MCC:525A               | DRP: Critical Perspectives on Online Learning           |
|     | 11:30am | 1508 | HR:Picardie            | CDP: Interpersonal Exchanges                            |
|     |         | 1513 | MCC:512E - Table 2     | DISC: MED and Method                                    |
|     |         | 1530 | FMT:Hochelaga 4        | JS: Knowledge Exchange                                  |
|     |         | 1541 | MCC:516E               | Adult Education and the MBA Experience                  |
|     |         | 1542 | MCC:516D               | JS: Design Thinking                                     |
|     | 1:15pm  | 1603 | SHE:Jarry              | JS: Coaching Future Leaders                             |
|     |         | 1648 | MCC:516E               | Does Place Matter? Distance, Online and E-learning      |
|     |         | 1649 | MCC:525A               | DRP: Sustainability and the Consequences of Actions     |
|     |         | 1650 | MCC:516D               | JS: ONA: Impacting Practice                             |
|     | 3:00pm  | 1749 | MCC:516D               | New Perspectives on Leadership Education                |
|     |         | 1750 | MCC:516E               | Assessing Performance: Students and Courses             |



# Management History

Program Chair: Chester S. Spell, Rutgers U.  
Professional Development Workshop Chair: Patrick J. Murphy, DePaul U.

| Day | Start   | #           | Location               | Session Information                            |
|-----|---------|-------------|------------------------|------------------------------------------------|
| Fri | 10:15am | <b>66</b>   | FMT:St-Charles         | New Member Workshop                            |
|     | 12:30pm | <b>93</b>   | FMT:St-Charles         | Strategic and Living History                   |
| Sat | 10:15am | <b>248</b>  | FMT:Mackenzie          | Managing the Dissertation Process              |
|     | 12:15pm | <b>279</b>  | DEL:St-Laurent         | Doing, Writing and Publishing Process Research |
|     | 12:30pm | <b>286</b>  | MCC:510C               | History of Entrepreneurship                    |
|     |         | <b>287</b>  | FMT:Hochelaga 5        | Getting Involved                               |
|     | 2:30pm  | <b>325</b>  | MCC:511B               | Editor PDW                                     |
|     | 2:45pm  | <b>328</b>  | FMT:Mackenzie          | Getting Published                              |
| Sun | 3:30pm  | <b>510</b>  | FMT:Hochelaga 6        | MH Executive Committee Meeting                 |
| Mon | 8:00am  | <b>644</b>  | FMT:Gatineau           | Leaders, Executives, and Coach                 |
|     | 9:45am  | <b>714</b>  | HR:Argenteuil, Table 1 | CDP: Mgmt & Org Theories in History            |
|     |         | <b>754</b>  | FMT:Gatineau           | Perspectives on Health Care                    |
|     |         | <b>755</b>  | DEL:Verriere A         | DRP: Culture and Management History            |
|     | 11:30am | <b>827</b>  | HR:Argenteuil, Table 2 | CDP: How to Shape Mgmt Res Today?              |
|     | 1:15pm  | <b>971</b>  | FMT:Hochelaga 1        | A Conversation with Ed Schein                  |
|     | 3:00pm  | <b>1043</b> | HR:Anjou               | CDP: Public Sector Reform, Immigration History |
|     |         | <b>1080</b> | FMT:St-Laurent         | DRP: Influencing Great Minds                   |
|     | 5:30pm  | <b>1226</b> | FMT:Gatineau           | Management History Business Meeting            |
|     | 6:30pm  | <b>1238</b> | FMT:St-Laurent         | Management History Social                      |
| Tue | 8:00am  | <b>1330</b> | FMT:St-Laurent         | DRP: What Have the Women Done?                 |
|     | 9:45am  | <b>1419</b> | MCC:511A               | JS: Building Theory with History               |
|     |         | <b>1439</b> | FMT:St-Laurent         | DRP: Newness and Management History            |
|     | 11:30am | <b>1585</b> | FMT:Mackenzie          | SHCS: Canadian CSR                             |
|     | 1:15pm  | <b>1624</b> | MCC:512G - Table 2     | DISC: Learning from History                    |

# Management Spirituality & Religion

Program Chair: Arthur L. Jue, U. of Phoenix  
 Professional Development Workshop Chair: Michelle French, Mount St. Mary's College

| Day     | Start   | #                  | Location                             | Session Information                             |                                   |
|---------|---------|--------------------|--------------------------------------|-------------------------------------------------|-----------------------------------|
| Fri     | 8:00am  | 18                 | MCC:513C                             | What if I don't care                            |                                   |
|         |         | 19                 | FMT:St-Charles                       | Integrating spirituality in the MBA curriculum  |                                   |
|         |         | 21                 | SHE:Musset                           | Positive Management Education                   |                                   |
|         | 8:30am  | 36                 | FMT:Chaudiere                        | Person's dignity and profits                    |                                   |
|         | 10:00am | 58                 | FMT:Matapedia                        | Leading from the Margins                        |                                   |
|         | 1:00pm  | 101                | SHE:Salon 6                          | Awakening the Dreamer                           |                                   |
|         | 2:00pm  | 115                | OS:Galerie MX                        | Leadership Insight                              |                                   |
|         | 5:00pm  | 147                | FMT:Hochelega 3                      | MSR DSNF Consortium                             |                                   |
|         | Sat     | 7:00am             | 165                                  | FMT:Duluth                                      | MSR Morning Meditation Session    |
|         |         | 8:00am             | 195                                  | FMT:Mackenzie                                   | Ask Inner Consultant              |
| 9:30am  |         | 232                | FMT:Duluth                           | Discerning Meaningful Work                      |                                   |
| 11:15am |         | 268                | FMT:Hochelega 6                      | Mindful Leadership Consulting                   |                                   |
| 12:30pm |         | 284                | FMT:Hochelega 2                      | Meltdown:Daring Without Caring                  |                                   |
|         |         | 288                | FMT:Mackenzie                        | Mindful Management                              |                                   |
| 1:15pm  |         | 298                | FMT:Matapedia                        | Strategic deception and values                  |                                   |
| 1:30pm  |         | 304                | FMT:Jolliet                          | MSR DSNF Consortium                             |                                   |
|         |         | 305                | FMT:Hochelega 6                      | Social Media & Spirituality                     |                                   |
| 2:45pm  |         | 329                | FMT:Hochelega 5                      | Zen, Creativity and Koans                       |                                   |
| 4:45pm  |         | 363                | FMT:Richelieu                        | Sin and grace                                   |                                   |
| 5:00pm  |         | 368                | FMT:Mackenzie                        | Passion & Dispassion                            |                                   |
| Sun     |         | 7:00am             | 399                                  | FMT:Duluth                                      | MSR Morning Meditation Session    |
|         |         | 5:00pm             | 538                                  | FMT:Duluth                                      | JMSR Meeting                      |
|         |         | 6:00pm             | 553                                  | FMT:Duluth                                      | MSR BUSINESS MEETING              |
|         | 7:00pm  | 561                | FMT:Duluth                           | MSR SOCIAL                                      |                                   |
|         | Mon     | 7:00am             | 570                                  | FMT:Duluth                                      | MSR Morning Meditation Session    |
| 8:00am  |         | 638                | SHE:Salon B                          | JS: Mindfulness and Leadership                  |                                   |
|         |         | 648                | FMT:Harricana                        | DRP: MSR and Organizational Behavior Roundtable |                                   |
| 9:45am  |         | 757                | FMT:Harricana                        | DRP: Religiosity and Management Roundtable      |                                   |
| 11:30am |         | 823                | HR:Alfred-Rouleau B                  | CDP: New Firms Dynamics                         |                                   |
|         |         | 869                | FMT:Hochelega 2                      | PASSION & COMPASSION IN MSR                     |                                   |
| 1:15pm  |         | 976                | FMT:Hochelega 2                      | SHCS: Calling & Vocation                        |                                   |
| 3:00pm  |         | 1041               | HR:Alfred-Rouleau B                  | CDP: Theorizing Entrepreneurship                |                                   |
|         |         | 1084               | FMT:Hochelega 2                      | MSR Theory Building                             |                                   |
| 4:45pm  |         | 1187               | FMT:Hochelega 2                      | Leadership and Spirituality                     |                                   |
| 6:30pm  |         | 1240               | FMT:Harricana                        | MSR PIPELINE PAPER SESSION                      |                                   |
| Tue     |         | 7:00am             | 1263                                 | FMT:Duluth                                      | MSR Morning Meditation Session    |
|         |         | 8:00am             | 1297                                 | FMT:Hochelega 3                                 | JS: Restoring Care to Health Care |
|         |         | 1334               | FMT:Hochelega 2                      | MSR and Workplace Culture                       |                                   |
|         | 9:45am  | 1397               | HR:Alfred-Rouleau A                  | CDP: The Darkside of Ethics                     |                                   |
|         |         | 1400               | HR:Anjou                             | CDP: Diffusion of Diverse Ideas                 |                                   |
|         |         | 1443               | FMT:Hochelega 2                      | MSR in Business Contexts                        |                                   |
|         | 11:30am | 1546               | FMT:Hochelega 2                      | Passion and Calling                             |                                   |
|         | 1:15pm  | 1612               | HR:Alfred-Rouleau A                  | CDP: Commitments to Climates, Nature and People |                                   |
|         |         | 1654               | FMT:Hochelega 2                      | Intelligence and Measurement                    |                                   |
|         | 3:00pm  | 1714               | HR:Alfred-Rouleau A                  | CDP: Philanthropic Motivations                  |                                   |
|         |         | 1716               | HR:Alfred-Rouleau C                  | CDP: Orientations and Their Effects             |                                   |
|         | 1726    | MCC:512G - Table 2 | DISC: Spirituality and Organizations |                                                 |                                   |
|         | 1754    | FMT:Harricana      | MSR Executive Committee Meeting      |                                                 |                                   |

# Managerial & Organizational Cognition

Program Chair: Mark J. Martinko, Florida State U.  
Professional Development Workshop Chair: Rhonda K. Reger, U. of Maryland

| Day    | Start   | #              | Location                                  | Session Information                                |
|--------|---------|----------------|-------------------------------------------|----------------------------------------------------|
| Fri    | 8:00am  | 28             | DEL:Cartier A                             | Studying Sensemaking: A Methodological Toolkit     |
|        |         | 29             | DEL:St-Laurent                            | Content Analysis Research                          |
|        | 8:30am  | 38             | MCC:516D                                  | OMT/MOC Doctoral Consortium                        |
|        | 12:15pm | 89             | DEL:St-Charles                            | Cognitive Conversations about Caring               |
|        | 4:00pm  | 136            | MCC:512G                                  | The Power of Representations                       |
| Sat    | 8:00am  | 194            | DEL:Cartier B                             | Cognition in the Rough Workshop                    |
|        | 8:30am  | 222            | MCC:516B                                  | New Perspectives on Organization Science           |
|        | 11:15am | 264            | MCC:511B                                  | Event-Based Strategizing                           |
|        | 12:30pm | 289            | MCC:512E                                  | Bringing Emotions (Back) Into Institutional Theory |
|        |         | 291            | DEL:Verriere B                            | Conducting "Gioia Methodology"                     |
|        | 1:00pm  | 295            | DEL:Les Courants                          | Scholarly Passion                                  |
|        | 1:30pm  | 308            | DEL:St-Charles                            | Unleashing Generativity                            |
|        | 4:00pm  | 356            | DEL:Regence B                             | Think About It. . .Over a Beer or a Glass of Wine  |
| Sun    | 6:00pm  | 552            | DEL:Cartier B                             | MOC Executive Committee Meeting                    |
| Mon    | 8:00am  | 601            | HR:Alfred-Rouleau C                       | CDP: Knowledge-based View                          |
|        |         | 607            | SHE:Joyce                                 | SHCS: Forgiveness at Work                          |
|        |         | 614            | MCC:512G - Table 2                        | DISC: MOC and Context                              |
|        |         | 645            | DEL:Cartier B                             | Explaining the creative proces                     |
|        |         | 646            | DEL:St-Charles                            | The effects of culture on decision processes       |
|        |         | 647            | DEL:Verriere A                            | DRP: The Dynamics of Organizational Change         |
|        |         | 658            | FMT:Mackenzie                             | JS: Meta-Perceptions/Meta-Accuracy                 |
|        | 9:45am  | 726            | MCC:512G - Table 2                        | DISC: MOC Relationships and Performance            |
|        |         | 756            | DEL:Les Courants                          | MOC Welcome Session                                |
|        | 11:30am | 836            | MCC:512G - Table 2                        | DISC: Managing Diverse Knowledge and Skills        |
|        |         | 866            | DEL:Cartier B                             | Organizational Cognition                           |
|        |         | 867            | DEL:St-Charles                            | Role of affect                                     |
|        |         | 868            | DEL:Verriere A                            | DRP: Emotions & OCBs                               |
|        |         | 879            | FMT:Jolliet                               | SHCS: Narratives in Identity                       |
|        | 1:15pm  | 972            | DEL:Bonsecours                            | DRP: Decision making                               |
|        |         | 973            | DEL:Cartier B                             | Creativity and optimizing opportunities            |
|        |         | 974            | DEL:St-Charles                            | Decision Making: The Role of Complexity and Biases |
|        |         | 975            | DEL:Verriere A                            | DRP: Organizational identity                       |
|        | 3:00pm  | 1046           | HR:Picardie                               | CDP: Cognition and Identity in Management          |
|        |         | 1081           | DEL:Cartier B                             | Creativity: Definition and antecedents             |
|        |         | 1082           | DEL:St-Charles                            | Transactive Memory                                 |
|        |         | 1083           | DEL:Verriere A                            | DRP: The role of cognition in team performance     |
|        |         | 1096           | FMT:St-Maurice                            | JS: Implicit Followership Theories                 |
|        | 4:45pm  | 1113           | MCC:513E                                  | JS: Engaging with Rules                            |
|        |         | 1153           | HR:Anjou                                  | CDP: Impression Management                         |
|        |         | 1155           | HR:Argenteuil, Table 2                    | CDP: Negotiations, Trust and Perceptions           |
|        |         | 1156           | HR:Picardie                               | CDP: Consequences of Cognition and Sensemaking     |
| 1184   |         | DEL:Cartier B  | The many faces of social construction     |                                                    |
| 6:30pm | 1185    | DEL:Regence B  | Exploring the Role of Biases in Cognition |                                                    |
|        | 1186    | DEL:Verriere A | DRP: Internal/external forces             |                                                    |
|        | 1239    | DEL:Cartier B  | MOC Business Meeting                      |                                                    |
| 7:30pm | 1254    | DEL:Regence B  | MOC Social Hour                           |                                                    |
| Tue    | 8:00am  | 1295           | SHE:Salon 8                               | JS: Extrinsic Affect Regulation                    |
|        |         | 1331           | DEL:Cartier B                             | Cognitive Processes                                |
|        |         | 1332           | DEL:Verriere A                            | DRP: Social Identity                               |
|        |         | 1333           | DEL:St-Charles                            | SHCS: Micro and Macro in Identity                  |

| Day | Start   | #           | Location            | Session Information                                   |
|-----|---------|-------------|---------------------|-------------------------------------------------------|
| Tue | 9:45am  | <b>1384</b> | MCC:513F            | SHCS: Markets and Symbols                             |
|     |         | <b>1398</b> | HR:Alfred-Rouleau B | CDP: Gender, Entrepreneurship, Innovation, and Change |
|     |         | <b>1440</b> | DEL:Cartier B       | The dimensions and consequences of trust              |
|     |         | <b>1441</b> | DEL:St-Charles      | Workplace Entitlement                                 |
|     |         | <b>1442</b> | DEL:Verriere A      | DRP: Social Construction, Meaning and Symbolism       |
|     | 11:30am | <b>1504</b> | HR:Alfred-Rouleau B | CDP: Ambivalence and Compliance: Is It All Bad?       |
|     |         | <b>1508</b> | HR:Picardie         | CDP: Interpersonal Exchanges                          |
|     |         | <b>1543</b> | DEL:Cartier B       | Cognitive Schema                                      |
|     |         | <b>1544</b> | DEL:Verriere A      | DRP: Decision making                                  |
|     |         | <b>1545</b> | DEL:St-Charles      | JS: Interpersonal Moments at Work                     |
|     |         | <b>1558</b> | FMT:St-Maurice      | JS: Relationships & Creativity                        |
|     | 1:15pm  | <b>1651</b> | DEL:Cartier B       | Intuition/Dual Process                                |
|     |         | <b>1652</b> | DEL:St-Charles      | Perception of Social Networks                         |
|     |         | <b>1653</b> | DEL:Verriere A      | DRP: Creativity: How organizations learn              |
|     |         | <b>1669</b> | FMT:St-Maurice      | JS: Shared Leadership                                 |
|     | 3:00pm  | <b>1715</b> | HR:Alfred-Rouleau B | CDP: Goals, Commitments, and Entrepreneurial Ventures |
|     |         | <b>1751</b> | DEL:Cartier B       | The upside and downside of risk                       |
|     |         | <b>1752</b> | DEL:Verriere A      | DRP: Top Mgmt teams                                   |
|     |         | <b>1753</b> | DEL:St-Charles      | JS: Hope in organizations                             |

# Operations Management

Program Chair: Thomas F. Gattiker, Boise State U.  
Professional Development Workshop Chair: Karen Chinander Dye, Florida Atlantic U.

| Day    | Start      | #           | Location                | Session Information                                     |
|--------|------------|-------------|-------------------------|---------------------------------------------------------|
| Fri    | 9:00am     | <b>41</b>   | FMT:Hochelaga 3         | Measuring Unit Performance                              |
|        | 1:30pm     | <b>108</b>  | OS:Bombardier Aerospace | Bombardier Aerospace Visit                              |
| Sat    | 8:00am     | <b>174</b>  | MCC:512H                | Experimental Methods in Management Research             |
|        |            | <b>203</b>  | MCC:519B                | Project Management Talent Gap                           |
|        |            | <b>204</b>  | MCC:513B                | Thoughts in HealthCare                                  |
|        | 8:30am     | <b>221</b>  | MCC:514A                | OM Doctoral/ Jr Fac Consortium                          |
|        | 10:15am    | <b>241</b>  | MCC:511F                | Motivation and Strategy                                 |
|        |            | <b>249</b>  | MCC:513B                | Caring Through Operations                               |
|        |            | <b>250</b>  | MCC:513C                | Management at the Public-Private Interface              |
|        | 11:15am    | <b>271</b>  | MCC:515C                | Design-Based Innovation: Domains of Application         |
|        | 12:15pm    | <b>279</b>  | DEL:St-Laurent          | Doing, Writing and Publishing Process Research          |
|        | 2:45pm     | <b>330</b>  | MCC:513C                | New Approaches to the Project Management Course         |
|        | 4:45pm     | <b>365</b>  | MCC:511B                | Open Innovation with Suppliers                          |
| 5:00pm | <b>369</b> | MCC:513C    | Publishing OM Theory    |                                                         |
| Sun    | 10:30am    | <b>418</b>  | SHE:Salon 6             | OM Executive Committee and Officers Meeting             |
|        | 3:00pm     | <b>494</b>  | MCC:513B                | JOM Best Paper Session                                  |
|        | 4:30pm     | <b>528</b>  | MCC:513B                | OM Division Business Meeting                            |
|        | 6:00pm     | <b>554</b>  | MCC:520 C               | Operations Management (OM) Division Social              |
| Mon    | 8:00am     | <b>601</b>  | HR:Alfred-Rouleau C     | CDP: Knowledge-based View                               |
|        |            | <b>603</b>  | HR:Argenteuil, Table 1  | CDP: Supply Chain Management: Perspectives and Outcomes |
|        |            | <b>604</b>  | HR:Argenteuil, Table 2  | CDP: Service Learning & Customizati                     |
|        |            | <b>669</b>  | MCC:516B                | Innovative data and methods                             |
|        | 9:45am     | <b>775</b>  | MCC:516B                | Strategy & Process Management                           |
|        | 11:30am    | <b>886</b>  | MCC:516B                | New Evidence in the Service Paradox                     |
|        | 1:15pm     | <b>992</b>  | MCC:516B                | Service and Servitization                               |
|        |            | <b>993</b>  | MCC:525B                | DRP: SCM Relationship & Governance                      |
|        | 3:00pm     | <b>1042</b> | HR:Alfred-Rouleau C     | CDP: Innovation in New Industries                       |
|        |            | <b>1045</b> | HR:Argenteuil, Table 2  | CDP: MNCs and Offshore Outsourcing                      |
|        |            | <b>1103</b> | MCC:516B                | Supply Chain Performance                                |
|        |            | <b>1104</b> | MCC:525B                | DRP: China & International                              |
|        | 4:45pm     | <b>1203</b> | MCC:516B                | Supply Chain Relationships                              |
|        |            | <b>1204</b> | MCC:525B                | DRP: Flexibility and Innovation                         |
| Tue    | 8:00am     | <b>1355</b> | MCC:516B                | Knowledge Chains                                        |
|        | 9:45am     | <b>1399</b> | HR:Alfred-Rouleau C     | CDP: Keys to Business Success                           |
|        |            | <b>1462</b> | MCC:516B                | Symposium: Experiments in OM                            |
|        | 11:30am    | <b>1505</b> | HR:Alfred-Rouleau C     | CDP: Inter-Org. Collaborations                          |
|        |            | <b>1507</b> | HR:Argenteuil, Table 1  | CDP: Int'l & Tech Strategy                              |
|        |            | <b>1566</b> | MCC:516B                | Project Management                                      |
|        |            | <b>1567</b> | MCC:525A                | DRP: Supply Chain Risk                                  |
|        | 1:15pm     | <b>1620</b> | MCC:512E - Table 2      | DISC: Operations and Influence                          |
|        |            | <b>1674</b> | MCC:516B                | Lean and Green                                          |
|        |            | <b>1675</b> | MCC:519B                | Innovation & New Product Development                    |
|        | 3:00pm     | <b>1722</b> | MCC:512E - Table 2      | DISC: Operations and Systems                            |
|        |            | <b>1775</b> | MCC:515B                | DRP: Contingency SCM Research                           |

# Organization & Management Theory

Program Chair: Matthew Kraatz, U. of Illinois

Professional Development Workshop Chair: Christine Beckman, U. of California, Irvine

| Day | Start   | #   | Location            | Session Information                                |
|-----|---------|-----|---------------------|----------------------------------------------------|
| Fri | 8:00am  | 7   | MCC:511B            | Behavioral Strategy                                |
|     |         | 26  | MCC:512A            | Mathematical Innovations in Organizational Science |
|     |         | 29  | DEL:St-Laurent      | Content Analysis Research                          |
|     | 8:30am  | 37  | MCC:516B            | OMT Junior Faculty Consortium                      |
|     |         | 38  | MCC:516D            | OMT/MOC Doctoral Consortium                        |
|     |         | 39  | FMT:Richelieu       | Sustainable Global Enterprise                      |
|     | 9:00am  | 46  | MCC:512G            | System Theory                                      |
|     |         | 47  | MCC:512H            | Managing change in the aftermath of extreme events |
|     | 10:00am | 59  | MCC:511A            | Talent & Technology Brokerage                      |
|     |         | 60  | MCC:513D            | The Land of Make Believe                           |
|     | 10:15am | 68  | DEL:Cartier A       | Null Hypothesis Significance Testing               |
|     |         | 69  | DEL:Verriere A      | Complexity in Human Systems                        |
|     | 2:00pm  | 111 | FMT:Hochelega 6     | CSR with a Critical Edge                           |
|     | 3:00pm  | 132 | MCC:510B            | Organizational Learning                            |
|     |         | 133 | MCC:516C            | OMT Teaching Roundtables                           |
|     | 4:00pm  | 136 | MCC:512G            | The Power of Representations                       |
|     |         | 138 | MCC:511F            | Entrepreneurial Panels Update                      |
|     | 4:15pm  | 140 | FMT:Hochelega 6     | Philosophical Found. of OT                         |
|     | 4:30pm  | 146 | DEL:Cartier A       | Qualitative Comparative Analysis (QCA)             |
|     | 6:00pm  | 159 | MCC:516C            | Meet OMT Reception                                 |
| Sat | 8:00am  | 175 | MCC:511B            | Managing Alliance Portfolios                       |
|     |         | 178 | SHE:Salon A         | How to Negotiate Your (First) Job Offer            |
|     |         | 200 | MCC:512A            | Digital text data                                  |
|     |         | 205 | MCC:512B            | Jr. Faculty Paper Development Workshop             |
|     |         | 206 | MCC:515C            | OMT Dissertation Proposal Workshop                 |
|     |         | 209 | FMT:St-Maurice      | Cross Sector Partnerships                          |
|     | 8:30am  | 222 | MCC:516B            | New Perspectives on Organization Science           |
|     | 9:00am  | 229 | MCC:524C            | Introduction to Social Networks Analysis           |
|     |         | 230 | MCC:515A            | Organizational Artifacts                           |
|     | 10:00am | 239 | OS:Thomson House    | Studying sociomateriality                          |
|     | 10:15am | 250 | MCC:513C            | Management at the Public-Private Interface         |
|     |         | 251 | MCC:510D            | When Relevance is also Rigor                       |
|     | 11:15am | 264 | MCC:511B            | Event-Based Strategizing                           |
|     |         | 265 | MCC:511C            | M&A as a Research Context                          |
|     | 12:15pm | 279 | DEL:St-Laurent      | Doing, Writing and Publishing Process Research     |
|     | 12:30pm | 282 | MCC:510B            | Prospect Theory                                    |
|     |         | 283 | MCC:511F            | Patent Data                                        |
|     |         | 289 | MCC:512E            | Bringing Emotions (Back) Into Institutional Theory |
|     |         | 291 | DEL:Verriere B      | Conducting "Gioia Methodology"                     |
|     | 1:00pm  | 292 | SHE:Drummond center | Human Capital Scholarship                          |
|     |         | 296 | MCC:524C            | Advanced Networks PDW                              |
|     | 1:30pm  | 306 | SHE:Salon C         | OB Teaching Incubator                              |
|     |         | 308 | DEL:St-Charles      | Unleashing Generativity                            |
|     | 2:15pm  | 317 | MCC:510B            | Business Support System                            |
|     |         | 320 | FMT:Hochelega 4     | Creating Sustainability Theory for Organisations   |
|     | 2:30pm  | 323 | MCC:518C            | Innovation and evolution                           |
|     | 3:00pm  | 332 | MCC:513B            | Corporate Development Modes                        |
|     |         | 338 | MCC:511E            | Having Impact with Ethnography                     |
|     |         | 339 | FMT:Hochelega 3     | Green Economy                                      |
|     | 3:45pm  | 348 | MCC:511F            | Competitive Advantage & V-P-C                      |
|     |         | 352 | MCC:510D            | Project-based Entrepreneurship                     |
|     | 4:00pm  | 353 | FMT:Hochelega 2     | Transformative Education                           |
|     |         | 357 | MCC:512B            | Simulation in Organization Theory                  |

| Day     | Start         | #                             | Location                     | Session Information                                  |
|---------|---------------|-------------------------------|------------------------------|------------------------------------------------------|
| Sat     | 4:45pm        | 365                           | MCC:511B                     | Open Innovation with Suppliers                       |
|         | 5:45pm        | 377                           | MCC:511C                     | Blogging as a Bridge Tool                            |
| Sun     | 3:30pm        | 512                           | MCC:513D                     | OMT Executive Committee Meeting                      |
| Mon     | 8:00am        | 588                           | MCC:510B                     | JS: Conflicts of Interest                            |
|         |               | 601                           | HR:Alfred-Rouleau C          | CDP: Knowledge-based View                            |
|         |               | 611                           | MCC:512F - Table 1           | DISC: OMT and Interfirm Relationships                |
|         |               | 670                           | MCC:518A                     | Agency and Institutions                              |
|         |               | 671                           | MCC:518B                     | Understanding Status and Status Effects              |
|         |               | 672                           | MCC:519B                     | DRP: Discourse, Culture, and Sensemaking             |
|         |               | 673                           | MCC:524B                     | OMT Breakfast and Distinguished Scholar              |
|         |               | 674                           | MCC:524C                     | Institutional Perspectives on Entrepreneurship       |
|         | 688           | MCC:511B                      | SHCS: Competing Trajectories |                                                      |
|         | 9:45am        | 697                           | MCC:510B                     | JS: Interdependent Learning                          |
|         |               | 698                           | MCC:513F                     | JS: Organizing Ambidexterity                         |
|         |               | 711                           | HR:Alfred-Rouleau B          | CDP: New Ventures: What Does It Take to Succeed?     |
|         |               | 723                           | MCC:512F - Table 1           | DISC: OMT and Sensemaking                            |
|         |               | 766                           | FMT:Hochelaga 2              | SHCS: Money in Everyday Life and in Organizations    |
|         |               | 776                           | MCC:511F                     | DRP: Knowledge Processes                             |
|         |               | 777                           | MCC:513E                     | Crisis, Attention, and Adaptation                    |
|         |               | 778                           | MCC:514C                     | Top Management Teams                                 |
|         |               | 779                           | MCC:518A                     | New Research in Organizational Ecology               |
|         |               | 780                           | MCC:518B                     | Networks in Organizations                            |
|         |               | 781                           | MCC:519B                     | DRP: Social Networks: Antecedents and Consequences   |
| 782     |               | MCC:524B                      | Interorganizational Networks |                                                      |
| 11:30am |               | 783                           | MCC:524C                     | Financial Industry                                   |
|         |               | 784                           | MCC:513C                     | JS: The Role of Meetings in Strategy Practice        |
|         |               | 798                           | MCC:516C                     | JS: Organizing for Innovation                        |
|         |               | 810                           | MCC:519A                     | JS: Anchor Firms and Development                     |
|         |               | 822                           | HR:Alfred-Rouleau A          | CDP: Corporate-Level Strategies                      |
|         |               | 828                           | HR:Picardie                  | CDP: Social Capital and Social Exchange              |
|         |               | 833                           | MCC:512F - Table 1           | DISC: OMT and Capital                                |
|         |               | 855                           | SHE:Drummond east            | JS: Advancing Strategic HRM                          |
|         |               | 877                           | FMT:Grand Salon              | JS: Relational Social Capital                        |
|         |               | 878                           | FMT:Mackenzie                | JS: Social Networks in OB                            |
|         |               | 879                           | FMT:Jolliet                  | SHCS: Narratives in Identity                         |
|         |               | 882                           | MCC:511C                     | JS: Entangled Reality                                |
|         |               | 887                           | MCC:513E                     | Careers and Entrepreneurship                         |
|         |               | 888                           | MCC:514C                     | Interorganizational Learning                         |
|         |               | 889                           | MCC:518A                     | Social Explanations for Stock Analysts' Decisions    |
|         |               | 890                           | MCC:518B                     | Institutional Pluralism                              |
|         |               | 891                           | MCC:524B                     | Innovation and Fields                                |
|         |               | 892                           | MCC:524C                     | DRP: Technology, Institutions, and Innovation        |
| 893     | FMT:Matapedia | SHCS: Environmental Standards |                              |                                                      |
| 1:15pm  |               | 918                           | MCC:513C                     | JS: Theorizing the Strategic Middle Manager          |
|         |               | 919                           | MCC:510B                     | JS: New Directions for Corp. Gov.                    |
|         |               | 932                           | HR:Anjou                     | CDP: Construct & Scale Development                   |
|         |               | 942                           | MCC:512F - Table 1           | DISC: OMT and Structure                              |
|         |               | 994                           | MCC:513A                     | DRP: Alliances and Interorganizational Cooperation   |
|         |               | 995                           | MCC:514C                     | SHCS: Power and Institutions                         |
|         |               | 996                           | MCC:518B                     | SHCS: Context of Entrepreneurship                    |
|         |               | 997                           | MCC:519B                     | DRP: Evolutionary Processes and Organizational Forms |
|         |               | 998                           | MCC:524B                     | Learning and Unlearning: New Theory and Evidence     |
|         |               | 999                           | MCC:524C                     | Professional Service Firms                           |
|         |               | 1000                          | MCC:518A                     | JS: Changing Jobs                                    |
|         |               | 1001                          | MCC:516E                     | SHCS: Climate Change: Game Rules                     |
|         |               | 1002                          | MCC:513E                     | JS: Private Military and Security                    |
|         |               | 1007                          | DEL:St-Laurent               | SHCS: Why We All Should Be Bayesians                 |

| Day    | Start    | #                                               | Location                                             | Session Information                                    |
|--------|----------|-------------------------------------------------|------------------------------------------------------|--------------------------------------------------------|
| Mon    | 3:00pm   | 1028                                            | MCC:510B                                             | SHCS: Ambidexterity and Capabilities                   |
|        |          | 1030                                            | MCC:510A                                             | SHCS: Positioning for Advantage: Value Minus Cost      |
|        |          | 1040                                            | HR:Alfred-Rouleau A                                  | CDP: Niche Theories of a Firm                          |
|        |          | 1045                                            | HR:Argenteuil, Table 2                               | CDP: MNCs and Offshore Outsourcing                     |
|        |          | 1052                                            | MCC:512F - Table 1                                   | DISC: OMT and Executives                               |
|        |          | 1105                                            | MCC:511F                                             | DRP: Governance and Top Management Processes           |
|        |          | 1106                                            | MCC:513A                                             | DRP: Interorganizational Mobility and Recruitment      |
|        |          | 1107                                            | MCC:518A                                             | Unequal America                                        |
|        |          | 1108                                            | MCC:518B                                             | Social Movements and Organizations                     |
|        |          | 1109                                            | MCC:519B                                             | DRP: Building and Repairing Legitimacy and Trust       |
|        |          | 1110                                            | MCC:524B                                             | Ownership and Governance: International Studies        |
|        |          | 1111                                            | MCC:524C                                             | Diffusion and Institutionalization                     |
|        |          | 1112                                            | MCC:525A                                             | DRP: Status Research                                   |
|        |          | 1113                                            | MCC:513E                                             | JS: Engaging with Rules                                |
|        | 1114     | MCC:514C                                        | JS: Exploring Contextual Paradoxes                   |                                                        |
|        | 4:45pm   | 675                                             | MCC:518B                                             | JS: Theory and Social Reality                          |
|        |          | 1150                                            | HR:Alfred-Rouleau A                                  | CDP: Organizational Performance                        |
|        |          | 1156                                            | HR:Picardie                                          | CDP: Consequences of Cognition and Sensemaking         |
|        |          | 1162                                            | MCC:512F - Table 1                                   | DISC: OMT and Context                                  |
|        |          | 1174                                            | SHE:Drummond west                                    | SHCS: Caring is Daring?                                |
| 1205   |          | MCC:511F                                        | DRP: Networks, Innovation, and Change                |                                                        |
| 1206   |          | MCC:515C                                        | DRP: Stakeholders, Conflict and Governance           |                                                        |
| 1207   |          | MCC:518A                                        | Innovations in the Study of Organizational Design    |                                                        |
| 1208   |          | MCC:519B                                        | DRP: Institutional Logics and their implications     |                                                        |
| 1209   |          | MCC:525A                                        | DRP: Categories and Identities                       |                                                        |
| 6:30pm | 1244     | MCC:524B                                        | OMT Business Meeting and Artifact                    |                                                        |
| 7:30pm | 1256     | MCC:524C                                        | OMT Social Hour                                      |                                                        |
| Tue    | 8:00am   | 1292                                            | HR:Argenteuil, Table 2                               | CDP: Gender Effects on Career Choice                   |
|        |          | 1300                                            | MCC:512F - Table 1                                   | DISC: OMT and Norms                                    |
|        |          | 1333                                            | DEL:St-Charles                                       | SHCS: Micro and Macro in Identity                      |
|        |          | 1348                                            | FMT:Hochelaga 1                                      | JS: Trust & Transparency                               |
|        |          | 1356                                            | MCC:511F                                             | DRP: Ecological Studies of Competition and Cooperation |
|        |          | 1357                                            | MCC:513E                                             | Organizational Mortality                               |
|        |          | 1358                                            | MCC:514C                                             | Governance Processes                                   |
|        |          | 1359                                            | MCC:516A                                             | DRP: Knowledge Sharing and Learning                    |
|        |          | 1360                                            | MCC:518A                                             | Discourse and Identity Construction                    |
|        |          | 1361                                            | MCC:518B                                             | Creativity and Improvisation                           |
|        |          | 1362                                            | MCC:519B                                             | Interpersonal Networks in the Context of Change        |
|        |          | 1363                                            | MCC:524B                                             | Social Capital and Organizational Capabilities         |
|        |          | 1364                                            | FMT:Peribonca                                        | JS: Measuring Social Performance                       |
|        | 1375     | MCC:511B                                        | JS: Absorptive Capacity as a Multilevel Construct    |                                                        |
|        | 9:45am   | 1384                                            | MCC:513F                                             | SHCS: Markets and Symbols                              |
|        |          | 1385                                            | MCC:519A                                             | JS: How Adaptive are CEOs?                             |
|        |          | 1408                                            | MCC:512F - Table 1                                   | DISC: OMT and Learning                                 |
| 1463   |          | MCC:511F                                        | DRP: Contemporary Research in Organizational Ecology |                                                        |
| 1464   |          | MCC:513E                                        | Interpersonal Influence                              |                                                        |
| 1465   |          | MCC:514C                                        | Innovations in Governance                            |                                                        |
| 1466   |          | MCC:516A                                        | DRP: Exploration and Exploitation                    |                                                        |
| 1467   |          | MCC:518A                                        | Organizational Routines: New Theory and Research     |                                                        |
| 1468   | MCC:518B | Search, Learning, and Performance               |                                                      |                                                        |
| 1469   | MCC:519B | Leadership and Power in Organizational Contexts |                                                      |                                                        |
| 1470   | MCC:524B | Sustainability and Social Responsibility        |                                                      |                                                        |
| 1471   | MCC:524C | DRP: Leadership: Theory and Research            |                                                      |                                                        |



| Day         | Start         | #                      | Location                                            | Session Information                             |
|-------------|---------------|------------------------|-----------------------------------------------------|-------------------------------------------------|
| Tue         | 11:30am       | <b>1504</b>            | HR:Alfred-Rouleau B                                 | CDP: Ambivalence and Compliance: Is It All Bad? |
|             |               | <b>1565</b>            | SHE:Drummond center                                 | JS: Social Movements Inside & Out               |
|             |               | <b>1568</b>            | MCC:510A                                            | Interorganizational Relations                   |
|             |               | <b>1569</b>            | MCC:511F                                            | DRP: Research on Governing Boards               |
|             |               | <b>1570</b>            | MCC:513E                                            | Professional Careers & Firms                    |
|             |               | <b>1571</b>            | MCC:514C                                            | Trust in and between Organizations              |
|             |               | <b>1572</b>            | MCC:518A                                            | Categorization and Its Consequences             |
|             |               | <b>1573</b>            | MCC:518B                                            | Organizational Learning Simulations             |
|             |               | <b>1574</b>            | MCC:519B                                            | Legitimation and Translation                    |
|             |               | <b>1575</b>            | MCC:524B                                            | Symbols, Stigma, and Legitimacy                 |
|             | <b>1576</b>   | MCC:524C               | DRP: Organizational Capabilities and Knowledge      |                                                 |
|             | <b>1592</b>   | MCC:511B               | JS: Standards and Dominant Designs                  |                                                 |
|             | 1:15pm        | <b>1673</b>            | MCC:511D                                            | SHCS: Change Conversation                       |
|             |               | <b>1676</b>            | MCC:518A                                            | Social Construction Processes                   |
|             |               | <b>1677</b>            | MCC:518B                                            | Social structure & creativity                   |
|             |               | <b>1678</b>            | MCC:524B                                            | Categories and Markets                          |
|             |               | <b>1679</b>            | MCC:524C                                            | DRP: Multiple Logics in Institutional Fields    |
|             |               | <b>1680</b>            | MCC:514C                                            | JS: Aspirations for Aspirations                 |
|             | 3:00pm        | <b>1681</b>            | MCC:513E                                            | JS: Artefacts at the Centre of Routines         |
| <b>1774</b> |               | SHE:Drummond center    | JS: Positive Social Change                          |                                                 |
| <b>1776</b> |               | MCC:511F               | DRP: Institutional Change and Persistence           |                                                 |
| <b>1777</b> |               | MCC:516A               | DRP: Innovation and Creativity                      |                                                 |
| <b>1778</b> |               | MCC:518B               | Innovation and Change in Institutional Contexts     |                                                 |
| <b>1779</b> |               | MCC:524C               | DRP: New Insights on Organizational Routines        |                                                 |
| <b>1780</b> |               | MCC:516B               | JS: Identity, Categories, Networks                  |                                                 |
| <b>1781</b> |               | MCC:519B               | JS: Embeddedness of Opportunity                     |                                                 |
| <b>1782</b> |               | MCC:513E               | JS: Explorations in Social Capital Research         |                                                 |
| <b>1783</b> |               | MCC:514C               | JS: Conflict, Settlements, and Institutional Change |                                                 |
| <b>1787</b> | FMT:Peribonca | JS: What do Boards do? |                                                     |                                                 |

# Organization Development & Change

Program Chair: Inger G. Stensaker, NHH Norw. Schl of Economics and Business Adm.  
 Professional Development Workshop Chair: James D Ludema, Benedictine U.

| Day     | Start   | #      | Location                | Session Information                                    |
|---------|---------|--------|-------------------------|--------------------------------------------------------|
| Fri     | 8:00am  | 6      | MCC:510B                | Analyzing Strategy as Discourse                        |
|         |         | 24     | SHE:Drummond west       | Beyond Leadership                                      |
|         |         | 25     | SHE:Kafka               | Exploring Insider Action Research                      |
|         | 8:30am  | 34     | SHE:Drummond center     | ROI Human, Social, & Psych Cap                         |
|         | 9:00am  | 47     | MCC:512H                | Managing change in the aftermath of extreme events     |
|         | 10:00am | 60     | MCC:513D                | The Land of Make Believe                               |
|         | 10:15am | 68     | DEL:Cartier A           | Null Hypothesis Significance Testing                   |
|         | 10:30am | 71     | SHE:Drummond east       | High Impact Change Exercises                           |
|         | 10:45am | 73     | SHE:Salon C             | OB Research Incubator                                  |
|         | 11:15am | 76     | SHE:Salon 4             | Care-Based Practices                                   |
|         | 12:00pm | 83     | SHE:Musset              | ODC Doctoral Consortium (Invitation Only)              |
|         | 12:45pm | 98     | SHE:Drummond east       | The Future of Job Design                               |
|         | 1:00pm  | 101    | SHE:Salon 6             | Awakening the Dreamer                                  |
|         | 1:30pm  | 108    | OS:Bombardier Aerospace | Bombardier Aerospace Visit                             |
|         | 2:00pm  | 117    | SHE:Salon 4             | Diagnosis and Performance                              |
|         | 2:15pm  | 119    | SHE:Lamartine           | Bridging OD & Leadership                               |
|         | 2:30pm  | 122    | SHE:Joyce               | OD Social Innovations                                  |
|         | 2:45pm  | 123    | DEL:Verriere A          | Aspiring Management Consultant                         |
|         | 4:15pm  | 141    | SHE:Salon 7             | Human Resource Shared Services and HR Value            |
|         |         | 142    | SHE:Salon A             | Workplace as Playspace                                 |
|         | 4:20pm  | 143    | MCC:512H                | Leadership and Tango                                   |
|         | 4:30pm  | 145    | SHE:Jarry               | Publish Qualitative Research                           |
|         | 5:30pm  | 154    | SHE:Kafka               | Organizational Diagnosis                               |
|         | Sat     | 8:00am | 179                     | FMT:Hochelaga 5                                        |
| 186     |         |        | FMT:Hochelaga 4         | POS in Healthcare                                      |
| 201     |         |        | SHE:Salon 3             | ODC Doctoral Consortium (invitation only)              |
| 202     |         |        | SHE:Salon 6             | Psychodynamics and OD                                  |
| 9:00am  |         | 230    | MCC:515A                | Organizational Artifacts                               |
| 9:30am  |         | 231    | DEL:Verriere A          | Syst.Structural Constellations                         |
|         |         | 233    | SHE:Salon 1             | Being a Leader                                         |
| 9:45am  |         | 236    | SHE:Joyce               | Leadership Succession                                  |
| 10:15am |         | 251    | MCC:510D                | When Relevance is also Rigor                           |
| 12:00pm |         | 278    | SHE:Joyce               | Future OD Consulting Roles in a 24/7 World             |
| 12:15pm |         | 279    | DEL:St-Laurent          | Doing, Writing and Publishing Process Research         |
| 12:30pm |         | 284    | FMT:Hochelaga 2         | Meltdown:Daring Without Caring                         |
| 1:30pm  |         | 308    | DEL:St-Charles          | Unleashing Generativity                                |
| 1:45pm  |         | 312    | SHE:Kafka               | Leadership for (Latina) Women                          |
| 2:00pm  |         | 315    | SHE:Hemon               | OD in Healthcare                                       |
| 3:00pm  |         | 335    | DEL:Verriere A          | Consulting Course Design                               |
| 3:15pm  |         | 341    | SHE:Salon C             | OB New Member Networking and Research Forum            |
|         |         | 342    | SHE:Salon B             | ODC Division Narrative                                 |
| 3:45pm  |         | 351    | DEL:St-Charles          | Coaching for Change                                    |
| 4:15pm  |         | 360    | DEL:Cartier B           | Approaches for change                                  |
| 4:45pm  |         | 364    | SHE:Drummond center     | Sustaining Passion                                     |
|         |         | 365    | MCC:511B                | Open Innovation with Suppliers                         |
| 6:00pm  |         | 388    | SHE:Joyce               | ODC Doctoral Student and New Member Reception          |
| Sun     |         | 3:30pm | 511                     | SHE:Salon 4                                            |
| Mon     | 8:00am  | 602    | HR:Anjou                | CDP: Artistic Creation: Creativity in Artistic Context |
|         |         | 638    | SHE:Salon B             | JS: Mindfulness and Leadership                         |
|         |         | 659    | FMT:Hochelaga 2         | SHCS: When things go wrong                             |
|         |         | 666    | SHE:Drummond center     | Leading with Compassion                                |
|         |         | 667    | SHE:Salon 7             | DRP: Transformational Leadership and Change            |
|         |         | 668    | SHE:Salon A             | Challenging Change Values                              |

| Day    | Start   | #                   | Location                           | Session Information                                     |
|--------|---------|---------------------|------------------------------------|---------------------------------------------------------|
| Mon    | 9:45am  | 772                 | SHE:Drummond center                | Institutional Perspectives on Change                    |
|        |         | 773                 | SHE:Salon 3                        | Organizational Safety, Risk, and Reliability            |
|        |         | 774                 | SHE:Salon 7                        | DRP: Trust, Fairness, and Effective Change              |
|        | 11:30am | 826                 | HR:Argenteuil, Table 1             | CDP: Cost of Caring                                     |
|        |         | 883                 | SHE:Drummond center                | Commitment to Change                                    |
|        |         | 884                 | SHE:Salon 5                        | DRP: Reactions to Change                                |
|        |         | 885                 | SHE:Salon A                        | Sensemaking in Education                                |
|        | 1:15pm  | 918                 | MCC:513C                           | JS: Theorizing the Strategic Middle Manager             |
|        |         | 934                 | HR:Argenteuil, Table 2             | CDP: Education, Learning and Agilit                     |
|        |         | 945                 | MCC:512G - Table 2                 | DISC: Change Processes and Practices                    |
|        |         | 958                 | FMT:Hochelaga 4                    | SHCS: Doing Longitudinal Studies of Health Care Change  |
|        |         | 985                 | FMT:Jolliet                        | JS: Space that Works                                    |
|        |         | 989                 | SHE:Drummond center                | Enacting Technological Change and Innovation            |
|        |         | 990                 | SHE:Salon 5                        | DRP: Contagious Passion and Compassionate Truth-telling |
|        | 3:00pm  | 1040                | HR:Alfred-Rouveau A                | CDP: Niche Theories of a Firm                           |
|        |         | 1055                | MCC:512G - Table 2                 | DISC: Culture Change and Change Leadership              |
|        |         | 1079                | MCC:516D                           | JS: Transfer of learning success                        |
|        |         | 1100                | SHE:Drummond center                | Culbert's Influence                                     |
|        |         | 1101                | SHE:Salon 5                        | DRP: Knowledge Transfer and Learning During Change      |
|        |         | 1102                | SHE:Salon A                        | ODC Distinguished Speaker: Michael Beer                 |
| 1114   |         | MCC:514C            | JS: Exploring Contextual Paradoxes |                                                         |
| 4:45pm | 1202    | SHE:Salon 4         | ODC Business Meeting               |                                                         |
| 6:30pm | 1243    | SHE:Salon A         | ODC Division Reception             |                                                         |
| Tue    | 8:00am  | 1293                | HR:Picardie                        | CDP: Groups at Work                                     |
|        |         | 1352                | SHE:Drummond center                | Emotions and Social Identities During Change            |
|        |         | 1353                | SHE:Salon 7                        | Performance and Results-Oriented Leadership             |
|        |         | 1354                | DEL:Verriere B                     | Institutions and Interventions                          |
|        | 9:45am  | 1398                | HR:Alfred-Rouveau B                | CDP: Gender, Entrepreneurship, Innovation, and Change   |
|        |         | 1459                | SHE:Salon 7                        | Dynamic Capabilities and Change Capacity                |
|        |         | 1460                | DEL:Verriere B                     | Enablers of Connection                                  |
|        |         | 1461                | SHE:Drummond center                | JS: OD in the Global Context                            |
|        | 11:30am | 1505                | HR:Alfred-Rouveau C                | CDP: Inter-Org. Collaborations                          |
|        |         | 1564                | SHE:Salon 7                        | Social Interaction and Sensemaking                      |
|        |         | 1565                | SHE:Drummond center                | JS: Social Movements Inside & Out                       |
|        | 1:15pm  | 1613                | HR:Alfred-Rouveau B                | CDP: The Future of HR Practices                         |
|        |         | 1647                | DEL:Verriere B                     | SHCS: Major Approaches: AI & SEAM                       |
|        |         | 1650                | MCC:516D                           | JS: ONA: Impacting Practice                             |
|        |         | 1668                | FMT:Jolliet                        | JS: Trust and Performance                               |
|        |         | 1671                | SHE:Drummond center                | ROCD: Current Trajectories                              |
|        |         | 1672                | SHE:Salon 7                        | CEO Succession                                          |
|        | 3:00pm  | 1673                | MCC:511D                           | SHCS: Change Conversation                               |
|        |         | 1714                | HR:Alfred-Rouveau A                | CDP: Philanthropic Motivations                          |
|        |         | 1773                | SHE:Musset                         | SHCS: Adaptability at Work                              |
| 1774   |         | SHE:Drummond center | JS: Positive Social Change         |                                                         |
|        |         | 1783                | MCC:514C                           | JS: Conflict, Settlements, and Institutional Change     |

# Organizational Behavior

Program Chair: Elizabeth Wolfe Morrison, New York U.  
Professional Development Workshop Chair: Michelle K. Duffy, U. of Minnesota

| Day | Start   | #   | Location                | Session Information                                |
|-----|---------|-----|-------------------------|----------------------------------------------------|
| Fri | 8:00am  | 15  | SHE:Jarry               | Elancing is Changing the Nature of Work Worldwide  |
|     |         | 18  | MCC:513C                | What if I don't care                               |
|     |         | 19  | FMT:St-Charles          | Integrating spirituality in the MBA curriculum     |
|     |         | 20  | SHE:Salon B             | Research Productivity Process                      |
|     |         | 21  | SHE:Musset              | Positive Management Education                      |
|     |         | 28  | DEL:Cartier A           | Studying Sensemaking: A Methodological Toolkit     |
|     |         | 29  | DEL:St-Laurent          | Content Analysis Research                          |
|     | 8:30am  | 34  | SHE:Drummond center     | ROI Human, Social, & Psych Cap                     |
|     | 9:00am  | 47  | MCC:512H                | Managing change in the aftermath of extreme events |
|     | 9:45am  | 52  | SHE:Salon A             | Appreciating Strengths                             |
|     | 10:00am | 56  | SHE:Joyce               | International HRM in India                         |
|     | 10:15am | 63  | SHE:Salon 3             | Diversity Publishing Workshop                      |
|     |         | 67  | SHE:Musset              | Inclusive Leadership                               |
|     |         | 68  | DEL:Cartier A           | Null Hypothesis Significance Testing               |
|     |         | 69  | DEL:Verriere A          | Complexity in Human Systems                        |
|     | 10:45am | 72  | SHE:Drummond west       | Responsible Global Leaders                         |
|     |         | 73  | SHE:Salon C             | OB Research Incubator                              |
|     | 11:15am | 75  | SHE:Salon 5             | Business School Centers                            |
|     | 12:00pm | 81  | MCC:513C                | "Extreme Teaching": Making a Big Class Smaller     |
|     | 12:15pm | 90  | MCC:512H                | Hurdles to innovation                              |
|     | 12:45pm | 98  | SHE:Drummond east       | The Future of Job Design                           |
|     | 1:15pm  | 105 | SHE:Jarry               | Engaging Encounters                                |
|     | 1:30pm  | 107 | SHE:Salon 5             | Careers in the Rough                               |
|     | 2:00pm  | 116 | SHE:Salle Ballroom west | From Junior to Full                                |
|     | 2:15pm  | 119 | SHE:Lamartine           | Bridging OD & Leadership                           |
|     | 3:00pm  | 131 | SHE:Drummond center     | Internet Connections                               |
|     | 3:45pm  | 135 | DEL:Verriere B          | Identity Research Methods                          |
|     | 4:00pm  | 139 | SHE:Drummond east       | OB Doctoral Consortium Friday                      |
|     | 5:00pm  | 148 | SHE:Drummond west       | OB JFW Friday                                      |
| Sat | 8:00am  | 171 | SHE:Hemon               | Understanding more about passion at work           |
|     |         | 174 | MCC:512H                | Experimental Methods in Management Research        |
|     |         | 178 | SHE:Salon A             | How to Negotiate Your (First) Job Offer            |
|     |         | 195 | FMT:Mackenzie           | Ask Inner Consultant                               |
|     |         | 197 | SHE:Drummond east       | OB Doctoral Consortium Sat.                        |
|     |         | 198 | SHE:Drummond west       | OB JFW Saturday                                    |
|     |         | 202 | SHE:Salon 6             | Psychodynamics and OD                              |
|     | 8:30am  | 222 | MCC:516B                | New Perspectives on Organization Science           |
|     | 9:00am  | 228 | SHE:Salle Ballroom east | Halfway There, But Now What?                       |
|     |         | 229 | MCC:524C                | Introduction to Social Networks Analysis           |
|     | 9:30am  | 233 | SHE:Salon 1             | Being a Leader                                     |
|     | 9:45am  | 236 | SHE:Joyce               | Leadership Succession                              |
|     | 10:15am | 241 | MCC:511F                | Motivation and Strategy                            |
|     |         | 242 | SHE:Salon C             | From Conflict to Compassion                        |
|     |         | 251 | MCC:510D                | When Relevance is also Rigor                       |
|     | 11:15am | 269 | SHE:Salon A             | The 18th Annual Craft of Reviewing Workshop        |
|     | 12:15pm | 279 | DEL:St-Laurent          | Doing, Writing and Publishing Process Research     |
|     |         | 282 | MCC:510B                | Prospect Theory                                    |
|     | 12:30pm | 289 | MCC:512E                | Bringing Emotions (Back) Into Institutional Theory |
|     |         | 292 | SHE:Drummond center     | Human Capital Scholarship                          |
|     |         | 295 | DEL:Les Courants        | Scholarly Passion                                  |
|     | 1:00pm  | 296 | MCC:524C                | Advanced Networks PDW                              |
|     |         | 299 | SHE:Salle Ballroom east | Research in Practice: A View from the Trenches     |

| Day     | Start           | #                                                 | Location                    | Session Information                                     |
|---------|-----------------|---------------------------------------------------|-----------------------------|---------------------------------------------------------|
| Sat     | 1:30pm          | 306                                               | SHE:Salon C                 | OB Teaching Incubator                                   |
|         |                 | 308                                               | DEL:St-Charles              | Unleashing Generativity                                 |
|         |                 | 311                                               | MCC:514B                    | Designing and Assessing Teams                           |
|         | 1:45pm          | 312                                               | SHE:Kafka                   | Leadership for (Latina) Women                           |
|         | 2:15pm          | 316                                               | FMT:Hochelaga 2             | Global careers from a critical perspective              |
|         | 2:30pm          | 322                                               | SHE:Salon 6                 | Pre-Dissertation HR Doctoral Student Workshop           |
|         |                 | 324                                               | DEL:Cartier B               | Innovative Methods for Studying Decision-Making         |
|         | 3:00pm          | 336                                               | MCC:513E                    | Teaching/Learning Scholarship                           |
|         |                 | 338                                               | MCC:511E                    | Having Impact with Ethnography                          |
|         | 3:15pm          | 341                                               | SHE:Salon C                 | OB New Member Networking and Research Forum             |
|         | 4:00pm          | 354                                               | SHE:Kafka                   | Bridging Diversity & POS                                |
|         | 4:15pm          | 359                                               | SHE:Salon 7                 | LGBTQ Teaching Incubator: Care, Dare, Share             |
|         |                 | 360                                               | DEL:Cartier B               | Approaches for change                                   |
|         | 4:45pm          | 363                                               | FMT:Richelieu               | Sin and grace                                           |
|         |                 | 364                                               | SHE:Drummond center         | Sustaining Passion                                      |
|         | 5:15pm          | 371                                               | SHE:Lamartine               | Advancing Leadership Research                           |
|         | 5:30pm          | 373                                               | SHE:Salle Ballroom center   | HR and OB Members Welcome Reception                     |
|         | 5:45pm          | 376                                               | SHE:Drummond east           | Teaching Ethics and Leadership                          |
|         | Mon             | 8:00am                                            | 590                         | SHE:Jarry                                               |
| 602     |                 |                                                   | HR:Anjou                    | CDP: Artistic Creation: Creativity in Artistic Context  |
| 604     |                 |                                                   | HR:Argenteuil, Table 2      | CDP: Service Learning & Customizati                     |
| 605     |                 |                                                   | HR:Picardie                 | CDP: Leading from the Top                               |
| 606     |                 |                                                   | SHE:Salon 1                 | JS: Hierarchy and Relationships                         |
| 607     |                 |                                                   | SHE:Joyce                   | SHCS: Forgiveness at Work                               |
| 615     |                 |                                                   | MCC:512H - Table 1          | DISC: Transformational Leadership                       |
| 625     |                 |                                                   | SHE:Drummond west           | SHCS: Diversity & Discrimination                        |
| 632     |                 |                                                   | SHE:Drummond east           | JS: Leader/Employee Development                         |
| 649     |                 |                                                   | SHE:Salon 5                 | DRP: Individual Differences                             |
| 650     |                 |                                                   | SHE:Salon 6                 | Violation, Repair and Forgiveness                       |
| 651     |                 |                                                   | SHE:Salon 8                 | Cooperation and Helping                                 |
| 652     |                 |                                                   | FMT:Bersimis                | Networks and Teams                                      |
| 653     |                 |                                                   | FMT:Marquette               | DRP: Leader Member Exchange                             |
| 654     |                 |                                                   | FMT:Nicolet                 | Social Exchange                                         |
| 655     |                 |                                                   | FMT:Richelieu               | Leaders and Followers                                   |
| 656     |                 |                                                   | FMT:Grand Salon             | JS: Daring to Face Aggression, Caring to Understand It  |
| 657     |                 |                                                   | FMT:Jolliet                 | JS: Helping: What's in it for me?                       |
| 658     |                 |                                                   | FMT:Mackenzie               | JS: Meta-Perceptions/Meta-Accuracy                      |
| 659     |                 |                                                   | FMT:Hochelaga 2             | SHCS: When things go wrong                              |
| 660     |                 | FMT:St-Maurice                                    | JS: Creativity as a Process |                                                         |
| 9:45am  |                 | 711                                               | HR:Alfred-Rouveau B         | CDP: New Ventures: What Does It Take to Succeed?        |
|         |                 | 716                                               | HR:Picardie                 | CDP: Leadership Perceptions & Ties                      |
|         |                 | 718                                               | SHE:Joyce                   | JS: Disentangling Power & Status                        |
|         |                 | 727                                               | MCC:512H - Table 1          | DISC: Innovative Group Topics                           |
|         |                 | 744                                               | SHE:Drummond east           | SHCS: Socialization Content and Context: New Directions |
|         |                 | 758                                               | SHE:Salon 6                 | Ethical and Unethical Behavior                          |
|         |                 | 759                                               | SHE:Salon 8                 | Work-Family Conflict                                    |
|         |                 | 760                                               | FMT:Bersimis                | Individual and Contextual Drivers of Creativity         |
|         |                 | 761                                               | FMT:Marquette               | DRP: About the Self                                     |
|         |                 | 762                                               | FMT:Nicolet                 | Individual Differences and Job Performance              |
|         |                 | 763                                               | FMT:Richelieu               | Leadership and Emotions                                 |
|         |                 | 764                                               | FMT:St-Maurice              | Followership                                            |
|         | 765             | FMT:Grand Salon                                   | JS: Identity and Work-Life  |                                                         |
| 766     | FMT:Hochelaga 2 | SHCS: Money in Everyday Life and in Organizations |                             |                                                         |
| 767     | FMT:Mackenzie   | SHCS: Green Shoots in PEB Research                |                             |                                                         |
| 768     | FMT:Jolliet     | SHCS: Measuring Org'l Justice                     |                             |                                                         |
| 10:00am | 800             | SHE:Salon 5                                       | Thank You Coffee            |                                                         |

| Day    | Start           | #                                             | Location                                   | Session Information                          |
|--------|-----------------|-----------------------------------------------|--------------------------------------------|----------------------------------------------|
| Mon    | 11:30am         | 837                                           | MCC:512H - Table 1                         | DISC: Conflict and Conflict Management       |
|        |                 | 848                                           | SHE:Drummond west                          | JS: Experienced Work-Flexibility             |
|        |                 | 855                                           | SHE:Drummond east                          | JS: Advancing Strategic HRM                  |
|        |                 | 870                                           | SHE:Salon 6                                | Procedural Justice                           |
|        |                 | 871                                           | SHE:Salon 8                                | Flexible and Idiosyncratic Work Arrangements |
|        |                 | 872                                           | FMT:Bersimis                               | Team Learning                                |
|        |                 | 873                                           | FMT:Gatineau                               | Positive Organizational Scholarship          |
|        |                 | 874                                           | FMT:Nicolet                                | The Importance of Supervisor Support         |
|        |                 | 875                                           | FMT:Richelieu                              | Leadership: The Dark Side                    |
|        |                 | 876                                           | FMT:St-Maurice                             | SHCS: Motivation and Creativity              |
|        | 877             | FMT:Grand Salon                               | JS: Relational Social Capital              |                                              |
|        | 878             | FMT:Mackenzie                                 | JS: Social Networks in OB                  |                                              |
|        | 879             | FMT:Jolliet                                   | SHCS: Narratives in Identity               |                                              |
|        | 896             | DEL:St-Laurent                                | SHCS: Innovat Tech in Research Meth        |                                              |
|        | 1:15pm          | 930                                           | HR:Alfred-Rouleau B                        | CDP: Org. Signaling and Reputation           |
|        |                 | 935                                           | HR:Picardie                                | CDP: Prestige, Power, and Status             |
|        |                 | 937                                           | SHE:Joyce                                  | JS: (Un)caring Employees                     |
|        |                 | 946                                           | MCC:512H - Table 1                         | DISC: Stress and Coping                      |
|        |                 | 977                                           | SHE:Salon 6                                | Identity and Identification                  |
|        |                 | 978                                           | SHE:Salon 8                                | Citizenship Behavior                         |
| 979    |                 | FMT:Bersimis                                  | Local Context in Global, Virtual Teams     |                                              |
| 980    |                 | FMT:Marquette                                 | DRP: Emergent Leadership                   |                                              |
| 981    |                 | FMT:Nicolet                                   | New Directions in Diversity Research       |                                              |
| 982    |                 | FMT:Richelieu                                 | Leadership and Creativity                  |                                              |
| 983    | FMT:Grand Salon | JS: Wisdom through Emotions                   |                                            |                                              |
| 984    | FMT:St-Maurice  | JS: Transformational Leadership and Wellbeing |                                            |                                              |
| 985    | FMT:Jolliet     | JS: Space that Works                          |                                            |                                              |
| 988    | MCC:511D        | JS: The Rising of Crowdsourcing               |                                            |                                              |
| 1007   | DEL:St-Laurent  | SHCS: Why We All Should Be Bayesians          |                                            |                                              |
| 3:00pm | 1044            | HR:Argenteuil, Table 1                        | CDP: Managing Careers                      |                                              |
|        | 1048            | SHE:Joyce                                     | JS: Intra-Group Conflict                   |                                              |
|        | 1056            | MCC:512H - Table 1                            | DISC: Teamwork                             |                                              |
|        | 1064            | SHE:Lamartine                                 | JS: Gender Stereotyping and Bias           |                                              |
|        | 1065            | SHE:Drummond west                             | JS: Cross-Cultural Diversity               |                                              |
|        | 1076            | SHE:Salle Ballroom center                     | SHCS: National Culture & Leadership        |                                              |
|        | 1085            | SHE:Salle Ballroom east                       | DRP: Trust within Organizations            |                                              |
|        | 1086            | SHE:Salon 6                                   | Conflict and Decision Making within Groups |                                              |
|        | 1087            | SHE:Salon 8                                   | Sources of Stress and Exhaustion           |                                              |
|        | 1088            | FMT:Gatineau                                  | Employee Voice Behavior                    |                                              |
|        | 1089            | FMT:Marquette                                 | DRP: Leadership Across Levels              |                                              |
|        | 1090            | FMT:Nicolet                                   | Workplace Politics                         |                                              |
|        | 1091            | FMT:Richelieu                                 | Ethical Leadership                         |                                              |
|        | 1092            | FMT:Bersimis                                  | JS: Teamwork in Care Teams                 |                                              |
|        | 1093            | FMT:Grand Salon                               | JS: Passion and Proactivity                |                                              |
|        | 1094            | FMT:Hochelaga 1                               | JS: Supervisor Support                     |                                              |
|        | 1095            | FMT:Jolliet                                   | JS: Empowerment Research                   |                                              |
|        | 1096            | FMT:St-Maurice                                | JS: Implicit Followership Theories         |                                              |
|        | 1114            | MCC:514C                                      | JS: Exploring Contextual Paradoxes         |                                              |

| Day  | Start           | #                                | Location                                              | Session Information                                     |
|------|-----------------|----------------------------------|-------------------------------------------------------|---------------------------------------------------------|
| Mon  | 4:45pm          | 1150                             | HR:Alfred-Rouveau A                                   | CDP: Organizational Performance                         |
|      |                 | 1155                             | HR:Argenteuil, Table 2                                | CDP: Negotiations, Trust and Perceptions                |
|      |                 | 1166                             | MCC:512H - Table 1                                    | DISC: Employee Motivation                               |
|      |                 | 1188                             | SHE:Salle Ballroom east                               | DRP: Organizational Justice                             |
|      |                 | 1189                             | SHE:Salon 5                                           | DRP: Emotional Intelligence: New Questions and Measures |
|      |                 | 1190                             | SHE:Salon 6                                           | Power: New Insights into its Effects                    |
|      |                 | 1191                             | SHE:Salon 8                                           | New Angles on Employee Proactivity                      |
|      |                 | 1192                             | FMT:Bersimis                                          | Emerging Temporal Trends                                |
|      |                 | 1193                             | FMT:Marquette                                         | DRP: New Methods and Measures for Leadership Research   |
|      |                 | 1194                             | FMT:Nicolet                                           | Knowledge and Knowledge Sharing                         |
|      |                 | 1195                             | FMT:Richelieu                                         | Transformational Leadership                             |
|      |                 | 1196                             | FMT:St-Charles                                        | DRP: Predicting Job Success: Skills and Competencies    |
|      |                 | 1197                             | FMT:Grand Salon                                       | JS: Abusive Supervisor Behaviors                        |
| 1198 | FMT:St-Maurice  | JS: CQ and Intercultural Contact |                                                       |                                                         |
| 1199 | FMT:Hochelaga 1 | JS: Interpersonal Skills         |                                                       |                                                         |
| 1200 | FMT:Jolliet     | JS: Contextualizing Energy       |                                                       |                                                         |
|      | 6:30pm          | 1241                             | SHE:Salle Ballroom west                               | OB Division Awards and Social Hour                      |
| Tue  | 8:00am          | 1279                             | SHE:Jarry                                             | SHCS: Work-Life Balance                                 |
|      |                 | 1290                             | HR:Alfred-Rouveau C                                   | CDP: Chinese Firms Management                           |
|      |                 | 1295                             | SHE:Salon 8                                           | JS: Extrinsic Affect Regulation                         |
|      |                 | 1304                             | MCC:512H - Table 1                                    | DISC: Deviance                                          |
|      |                 | 1314                             | SHE:Drummond west                                     | JS: Generational Diversity                              |
|      |                 | 1333                             | DEL:St-Charles                                        | SHCS: Micro and Macro in Identity                       |
|      |                 | 1335                             | SHE:Salle Ballroom east                               | DRP: Employee Commitment                                |
|      |                 | 1336                             | SHE:Salon 5                                           | DRP: Motivation and Feedback                            |
|      |                 | 1337                             | SHE:Salon 6                                           | Psychological Contracts                                 |
|      |                 | 1338                             | SHE:Salon A                                           | Cross-Cultural Perspectives on OB                       |
|      |                 | 1339                             | FMT:Bersimis                                          | Emotional Intelligence                                  |
|      |                 | 1340                             | FMT:Gatineau                                          | Perspectives on Leadership                              |
|      |                 | 1341                             | FMT:Grand Salon                                       | Diversity and Climate                                   |
|      |                 | 1342                             | FMT:Jolliet                                           | Mistreatment and Power                                  |
|      |                 | 1343                             | FMT:Marquette                                         | DRP: Role Conflict and Role Demands                     |
|      |                 | 1344                             | FMT:Matapedia                                         | Genetics and OB                                         |
|      |                 | 1345                             | FMT:Nicolet                                           | Attitudes and Perceptions about Work                    |
|      |                 | 1346                             | FMT:Richelieu                                         | Cross-Level Models of Creativity                        |
| 1347 | FMT:St-Maurice  | Authentic Leadership             |                                                       |                                                         |
| 1348 | FMT:Hochelaga 1 | JS: Trust & Transparency         |                                                       |                                                         |
|      | 9:00am          | 1376                             | SHE:Salle Ballroom west                               | Lifetime Achievement Address                            |
|      | 9:45am          | 1385                             | MCC:519A                                              | JS: How Adaptive are CEOs?                              |
|      |                 | 1399                             | HR:Alfred-Rouveau C                                   | CDP: Keys to Business Success                           |
|      |                 | 1402                             | HR:Argenteuil, Table 2                                | CDP: Managing Work Family Boundary                      |
|      |                 | 1412                             | MCC:512H - Table 1                                    | DISC: Leader Attributes and Behavior                    |
|      |                 | 1435                             | SHE:Salon 1                                           | JS: The New GLOBE Study                                 |
|      |                 | 1444                             | SHE:Salle Ballroom east                               | DRP: Perceived Organizational Support                   |
|      |                 | 1445                             | SHE:Salon 5                                           | DRP: Collectivism                                       |
|      |                 | 1446                             | SHE:Salon 6                                           | Times are Tough                                         |
|      |                 | 1447                             | SHE:Salon A                                           | Social Networks and Social Capital                      |
|      |                 | 1448                             | FMT:Gatineau                                          | Charisma and Charismatic Leadership                     |
|      |                 | 1449                             | FMT:Grand Salon                                       | Fake It Till You Make It                                |
|      |                 | 1450                             | FMT:Marquette                                         | DRP: Conservation of Resources                          |
|      |                 | 1451                             | FMT:Nicolet                                           | Temporal Issues in Teams                                |
|      | 1452            | FMT:Richelieu                    | Newcomer Adaption                                     |                                                         |
|      | 1453            | FMT:Hochelaga 1                  | JS: Job Search and Unemployment: Integrating Theories |                                                         |
|      | 1454            | FMT:St-Maurice                   | JS: Leadership and EI                                 |                                                         |
|      | 1455            | FMT:Jolliet                      | JS: Cross-Cultural Justice                            |                                                         |
|      | 1480            | FMT:Hochelaga 6                  | JS: Organizational Collusion                          |                                                         |
|      | 10:10am         | 1486                             | SHE:Salle Ballroom west                               | OB Making Connections Coffee                            |

| Day  | Start                   | #                                | Location                | Session Information                                   |
|------|-------------------------|----------------------------------|-------------------------|-------------------------------------------------------|
| Tue  | 11:30am                 | 1504                             | HR:Alfred-Rouleau B     | CDP: Ambivalence and Compliance: Is It All Bad?       |
|      |                         | 1509                             | SHE:Joyce               | JS: Behavioral Integrity Outcomes                     |
|      |                         | 1518                             | MCC:512H - Table 1      | DISC: Individual and Organizational Performance       |
|      |                         | 1545                             | DEL:St-Charles          | JS: Interpersonal Moments at Work                     |
|      |                         | 1547                             | SHE:Salle Ballroom east | DRP: Job Embeddedness                                 |
|      |                         | 1548                             | SHE:Salon 5             | DRP: New Insights into Creativity                     |
|      |                         | 1549                             | SHE:Salon 6             | Power and Status                                      |
|      |                         | 1550                             | SHE:Salon 8             | Affect and Emotions at Work                           |
|      |                         | 1551                             | SHE:Salon A             | Person-Environment Fit                                |
|      |                         | 1552                             | FMT:Gatineau            | Effects of Transformational Leadership                |
|      |                         | 1553                             | FMT:Marquette           | DRP: Stress and Coping                                |
|      |                         | 1554                             | FMT:Nicolet             | Shared Cognition within Teams                         |
|      |                         | 1555                             | FMT:Richelieu           | Speaking Up and Speaking Out in Teams                 |
|      |                         | 1556                             | FMT:St-Laurent          | DRP: May I Help You? Perspectives on Customer Service |
|      |                         | 1557                             | FMT:Jolliet             | JS: Change-Oriented Behaviors                         |
|      |                         | 1558                             | FMT:St-Maurice          | JS: Relationships & Creativity                        |
|      |                         | 1559                             | FMT:Hochelaga 1         | JS: Work Family Conflict                              |
|      |                         | 1560                             | FMT:Grand Salon         | SHCS: New Advances in Ostracism Research              |
|      |                         | 1586                             | FMT:Hochelaga 6         | JS: Lying, cheating, and stealing                     |
|      |                         |                                  | 1:15pm                  | 1617                                                  |
| 1625 | MCC:512H - Table 1      |                                  |                         | DISC: Job Perceptions, Attitudes, and Attachments     |
| 1640 | SHE:Salon C             |                                  |                         | JS: New Insights into Core Self-Evaluations at Work   |
| 1646 | SHE:Salon B             |                                  |                         | JS: Individuals in Transitions                        |
| 1655 | SHE:Salle Ballroom east |                                  |                         | DRP: Envy and Forgiveness in the Workplace            |
| 1656 | SHE:Salon 5             |                                  |                         | DRP: Judgment and Decision Making                     |
| 1657 | SHE:Salon 6             |                                  |                         | Exhaustion and Burnout                                |
| 1658 | SHE:Salon 8             |                                  |                         | Meaningfulness of Work and Work as a Calling          |
| 1659 | SHE:Salon A             |                                  |                         | Incivility and Toxic Emotions at Work                 |
| 1660 | FMT:Gatineau            |                                  |                         | Abusive Leadership                                    |
| 1661 | FMT:Harricana           |                                  |                         | Citizenship Behavior                                  |
| 1662 | FMT:Hochelaga 1         |                                  |                         | Perspectives on Misfit                                |
| 1663 | FMT:Marquette           |                                  |                         | DRP: Balancing Work and Non-Work                      |
| 1664 | FMT:Nicolet             |                                  |                         | How am I doing? Perspectives on Feedback Seeking      |
| 1665 | FMT:Richelieu           |                                  |                         | Team Creativity                                       |
| 1666 | FMT:St-Laurent          |                                  |                         | DRP: Time and Temporal Dynamics                       |
| 1667 | FMT:Grand Salon         |                                  |                         | JS: Revenge in (and toward!) Organizations            |
| 1668 | FMT:Jolliet             |                                  |                         | JS: Trust and Performance                             |
| 1669 | FMT:St-Maurice          |                                  |                         | JS: Shared Leadership                                 |
| 1690 | FMT:Hochelaga 6         |                                  |                         | JS: Behavioral Ethics Approach                        |
| 1697 | MCC:511B                | JS: Exploration and Exploitation |                         |                                                       |



| <b>Day</b> | <b>Start</b> | <b>#</b>    | <b>Location</b>         | <b>Session Information</b>                             |
|------------|--------------|-------------|-------------------------|--------------------------------------------------------|
| <b>Tue</b> | 3:00pm       | <b>1727</b> | MCC:512H - Table 1      | DISC: Decision Making in Organizations                 |
|            |              | <b>1742</b> | SHE:Salon C             | JS: Passion and Sport                                  |
|            |              | <b>1748</b> | SHE:Salon B             | JS: Biculturals in Organizations                       |
|            |              | <b>1753</b> | DEL:St-Charles          | JS: Hope in organizations                              |
|            |              | <b>1755</b> | SHE:Salle Ballroom east | DRP: Coordination within Teams                         |
|            |              | <b>1756</b> | SHE:Salon 5             | DRP: Goal Orientation                                  |
|            |              | <b>1757</b> | SHE:Salon 6             | Work Stressors and Employee Health                     |
|            |              | <b>1758</b> | SHE:Salon 8             | Outcomes of Organizational Citizenship Behavior        |
|            |              | <b>1759</b> | SHE:Salon A             | Aggression and Antisocial Behavior                     |
|            |              | <b>1760</b> | FMT:Gatineau            | Leader Member Exchange                                 |
|            |              | <b>1761</b> | FMT:Hochelaga 2         | Resource Allocation                                    |
|            |              | <b>1762</b> | FMT:Jolliet             | Mixed Method Justice Research                          |
|            |              | <b>1763</b> | FMT:Marquette           | DRP: New Directions in Turnover                        |
|            |              | <b>1764</b> | FMT:Nicolet             | Organizational Climate                                 |
|            |              | <b>1765</b> | FMT:Richelieu           | Team Development                                       |
|            |              | <b>1766</b> | FMT:St-Laurent          | DRP: Socialization of Organizational Newcomers         |
|            |              | <b>1767</b> | FMT:Grand Salon         | JS: Dare to be Fair                                    |
|            |              | <b>1768</b> | FMT:Hochelaga 1         | SHCS: Qualitative Work-Family                          |
|            |              | <b>1769</b> | FMT:St-Maurice          | JS: Creative Process                                   |
|            |              | <b>1772</b> | MCC:511D                | JS: Virtual Work and Employee Outcomes: New Directions |
|            |              | <b>1773</b> | SHE:Musset              | SHCS: Adaptability at Work                             |
|            |              | <b>1774</b> | SHE:Drummond center     | JS: Positive Social Change                             |
|            |              | <b>1782</b> | MCC:513E                | JS: Explorations in Social Capital Research            |
|            |              | <b>1787</b> | FMT:Peribonca           | JS: What do Boards do?                                 |
|            |              | <b>1792</b> | FMT:Mackenzie           | JS: Business In Adverse Conditions                     |

# Organizational Communication & Information Systems

Program Chair: Manju K Ahuja, U. of Louisville

Professional Development Workshop Chair: Elizabeth Davidson, U. of Hawaii at Manoa

| Day     | Start   | #           | Location                                       | Session Information                                 |                                     |
|---------|---------|-------------|------------------------------------------------|-----------------------------------------------------|-------------------------------------|
| Fri     | 8:00am  | 6           | MCC:510B                                       | Analyzing Strategy as Discourse                     |                                     |
|         |         | 15          | SHE:Jarry                                      | Elancing is Changing the Nature of Work Worldwide   |                                     |
|         |         | 22          | MCC:512B                                       | OCIS Junior Faculty Consortium                      |                                     |
|         |         | 23          | MCC:512C                                       | OCIS Division Doctoral Consortium                   |                                     |
|         | 12:00pm | 82          | MCC:511C                                       | OCIS Joint Consortia Lunch                          |                                     |
|         | 6:00pm  | 158         | MCC:510B                                       | OCIS International Paper Development Workshop       |                                     |
|         | 6:30pm  | 160         | OS:TBA                                         | OCIS Doctoral Consortium Dinner and Networking      |                                     |
| Sat     | 8:00am  | 178         | SHE:Salon A                                    | How to Negotiate Your (First) Job Offer             |                                     |
|         |         | 199         | MCC:516A                                       | Academy's E-Media                                   |                                     |
|         |         | 200         | MCC:512A                                       | Digital text data                                   |                                     |
|         |         | 222         | MCC:516B                                       | New Perspectives on Organization Science            |                                     |
|         | 9:00am  | 229         | MCC:524C                                       | Introduction to Social Networks Analysis            |                                     |
|         |         | 230         | MCC:515A                                       | Organizational Artifacts                            |                                     |
|         | 10:00am | 239         | OS:Thomson House                               | Studying sociomateriality                           |                                     |
|         | 10:15am | 242         | SHE:Salon C                                    | From Conflict to Compassion                         |                                     |
|         | 1:00pm  | 296         | MCC:524C                                       | Advanced Networks PDW                               |                                     |
|         | 3:00pm  | 337         | MCC:513D                                       | Collaborations for innovation                       |                                     |
|         | 3:15pm  | 343         | MCC:512A                                       | Action Research and Learning                        |                                     |
|         | 6:30pm  | 389         | MCC:511A                                       | OCIS PhD and member reception                       |                                     |
|         | Sun     | 4:00pm      | 518                                            | MCC:515C                                            | OCIS Executive Committee Meeting    |
|         | Mon     | 8:00am      | 661                                            | MCC:511C                                            | Virtual Worlds/Online Communities   |
|         |         |             | 662                                            | MCC:511C                                            | OCIS Kick-Off Continental Breakfast |
| 663     |         |             | MCC:511D                                       | Strategic IT Adoption                               |                                     |
| 664     |         |             | MCC:514C                                       | Rethinking Workplace Design                         |                                     |
| 665     |         |             | MCC:515C                                       | DRP: Adding Richness to Our Methodologies           |                                     |
| 9:45am  |         | 769         | MCC:511C                                       | Healthcare &Travel Industries                       |                                     |
|         |         | 770         | MCC:515C                                       | DRP: Changing Nature of Work and Processes          |                                     |
|         |         | 771         | MCC:511D                                       | SHCS: When the Data are Documents                   |                                     |
| 11:30am |         | 880         | MCC:511D                                       | Behavior in Online Communities                      |                                     |
|         |         | 881         | MCC:515C                                       | DRP: Crossing Boundaries                            |                                     |
|         |         | 882         | MCC:511C                                       | JS: Entangled Reality                               |                                     |
| 1:15pm  |         | 929         | HR:Alfred-Rouleau A                            | CDP: Institutional Influences                       |                                     |
|         |         | 931         | HR:Alfred-Rouleau C                            | CDP: Networks, Knowledge Sharing, and Innovations   |                                     |
|         |         | 985         | FMT:Jolliet                                    | JS: Space that Works                                |                                     |
|         |         | 986         | MCC:511C                                       | Commercial Networks                                 |                                     |
|         |         | 987         | MCC:515C                                       | DRP: Change and Dynamic Capabilities                |                                     |
|         |         | 988         | MCC:511D                                       | JS: The Rising of Crowdsourcing                     |                                     |
| 3:00pm  |         | 1045        | HR:Argenteuil, Table 2                         | CDP: MNCs and Offshore Outsourcing                  |                                     |
|         |         | 1097        | MCC:511D                                       | Improving Performance                               |                                     |
|         |         | 1098        | MCC:515C                                       | DRP: Institutions, Markets, and Economy             |                                     |
|         | 1099    | MCC:511C    | JS: Perceptions in GDTs                        |                                                     |                                     |
| 4:45pm  | 1156    | HR:Picardie | CDP: Consequences of Cognition and Sensemaking |                                                     |                                     |
|         | 1201    | MCC:511C    | OCIS Keynote Speaker                           |                                                     |                                     |
| 6:30pm  | 1242    | MCC:511C    | OCIS Business Meeting                          |                                                     |                                     |
| 7:30pm  | 1255    | MCC:511F    | OCIS Social Hour                               |                                                     |                                     |
| Tue     | 8:00am  | 1293        | HR:Picardie                                    | CDP: Groups at Work                                 |                                     |
|         |         | 1303        | MCC:512G - Table 2                             | DISC: OCIS and Processes                            |                                     |
|         |         | 1349        | MCC:511C                                       | IT Implementation                                   |                                     |
|         |         | 1350        | MCC:515C                                       | DRP: Distributive Teams and Development Communities |                                     |
|         |         | 1351        | MCC:511D                                       | JS: Realizing an HRIS's Potential                   |                                     |

| <b>Day</b> | <b>Start</b> | <b>#</b>    | <b>Location</b>     | <b>Session Information</b>                             |
|------------|--------------|-------------|---------------------|--------------------------------------------------------|
| <b>Tue</b> | 9:45am       | <b>1411</b> | MCC:512G - Table 2  | DISC: OCIS and People                                  |
|            |              | <b>1429</b> | SHE:Salon C         | JS: Emerging Issues in eHRM                            |
|            |              | <b>1456</b> | MCC:511C            | Knowledge Sharing in Online Communities                |
|            |              | <b>1457</b> | MCC:511D            | Management Connections Online                          |
|            |              | <b>1458</b> | MCC:515C            | DRP: Interpersonal Communication                       |
|            | 11:30am      | <b>1561</b> | MCC:511C            | Organizational and Social Impacts of IT                |
|            |              | <b>1562</b> | MCC:511D            | Knowledge Management Technologies                      |
|            |              | <b>1563</b> | MCC:515C            | DRP: Online Communities and Communities of Practice    |
|            | 1:15pm       | <b>1614</b> | HR:Alfred-Rouleau C | CDP: Online Communities, IT and Organizing             |
|            |              | <b>1623</b> | MCC:512G - Table 1  | DISC: Health Care Management and Relationships         |
|            |              | <b>1670</b> | MCC:511C            | Communication in Teams                                 |
|            |              | <b>1673</b> | MCC:511D            | SHCS: Change Conversation                              |
|            | 3:00pm       | <b>1770</b> | MCC:511C            | Conflict Resolution and Laughter                       |
|            |              | <b>1771</b> | MCC:525A            | DRP: IT Management Function                            |
|            |              | <b>1772</b> | MCC:511D            | JS: Virtual Work and Employee Outcomes: New Directions |

# Organizations & the Natural Environment

Program Chair: Jorge Rivera, George Washington U.

Professional Development Workshop Chair: Andrew J. Hoffman, U. of Michigan

| Day     | Start   | #                                                    | Location                                                        | Session Information                                                                                                                       |                                                                                                                             |
|---------|---------|------------------------------------------------------|-----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Fri     | 8:00am  | <b>30</b>                                            | FMT:Mackenzie                                                   | Poverty Alleviation Research                                                                                                              |                                                                                                                             |
|         | 8:30am  | <b>39</b>                                            | FMT:Richelieu                                                   | Sustainable Global Enterprise                                                                                                             |                                                                                                                             |
|         | 12:15pm | <b>90</b>                                            | MCC:512H                                                        | Hurdles to innovation                                                                                                                     |                                                                                                                             |
|         | 12:30pm | <b>94</b>                                            | FMT:Matapedia                                                   | ONE Doctoral Consortium                                                                                                                   |                                                                                                                             |
|         | 1:00pm  | <b>102</b>                                           | OS:University of Quebec in Montreal                             | CSR and SD research in French                                                                                                             |                                                                                                                             |
|         | 1:15pm  | <b>106</b>                                           | FMT:Hochelaga 2                                                 | Sust. Bus. in Virtual Env's.                                                                                                              |                                                                                                                             |
|         | 2:45pm  | <b>124</b><br><b>125</b>                             | FMT:St-Charles<br>FMT:Hochelaga 4                               | Case Laboratory on Corporate Sustainability<br>Teaching Responsibility: PRME                                                              |                                                                                                                             |
| Sat     | 8:00am  | <b>207</b><br><b>208</b><br><b>213</b>               | FMT:Matapedia<br>FMT:Hochelaga 6<br>FMT:Hochelaga 3             | ONE Doctoral Consortium, Day 2<br>Questions We Ask<br>How Do You Teach THAT?!                                                             |                                                                                                                             |
|         | 10:15am | <b>251</b><br><b>254</b>                             | MCC:510D<br>FMT:Hochelaga 3                                     | When Relevance is also Rigor<br>SIM/ONE Junior Faculty Consortium                                                                         |                                                                                                                             |
|         | 11:00am | <b>262</b>                                           | OS:Concordia University                                         | Boundary-Spanning for Sustain                                                                                                             |                                                                                                                             |
|         | 2:15pm  | <b>320</b>                                           | FMT:Hochelaga 4                                                 | Creating Sustainability Theory for Organisations                                                                                          |                                                                                                                             |
|         | 3:00pm  | <b>339</b>                                           | FMT:Hochelaga 3                                                 | Green Economy                                                                                                                             |                                                                                                                             |
|         | 7:00pm  | <b>394</b>                                           | FMT:Hochelaga 1                                                 | ONE Welcome Reception                                                                                                                     |                                                                                                                             |
|         | 4:00am  | <b>398</b>                                           | FMT:Gatineau                                                    | ONE Executive Committee Meeting                                                                                                           |                                                                                                                             |
|         | Mon     | 8:00am                                               | <b>599</b><br><b>676</b><br><b>677</b>                          | HR:Alfred-Rouleau A<br>FMT:Duluth<br>FMT:Matapedia                                                                                        | CDP: Org Env & Multiple Stakeholder<br>DRP: Organizational behavior and the Environment II<br>Climate change management     |
| 9:45am  |         | <b>767</b><br><b>785</b><br><b>786</b><br><b>792</b> | FMT:Mackenzie<br>FMT:Duluth<br>FMT:Matapedia<br>FMT:Hochelaga 6 | SHCS: Green Shoots in PEB Research<br>DRP: Environmental self-regulation<br>SHCS: Cultivating Exclusion<br>JS: Global Compact (2000-2010) |                                                                                                                             |
| 11:30am |         | <b>893</b>                                           | FMT:Matapedia                                                   | SHCS: Environmental Standards                                                                                                             |                                                                                                                             |
| 1:15pm  |         | <b>930</b><br><b>1001</b><br><b>1003</b>             | HR:Alfred-Rouleau B<br>MCC:516E<br>FMT:Matapedia                | CDP: Org. Signaling and Reputation<br>SHCS: Climate Change: Game Rules<br>International environmental strategy                            |                                                                                                                             |
| 3:00pm  |         | <b>1115</b><br><b>1122</b><br><b>1123</b>            | FMT:Matapedia<br>FMT:Hochelaga 5<br>DEL:St-Laurent              | Organizational behavior and the environment<br>JS: The ISO 26000 SR Standard<br>JS: Greening Universities                                 |                                                                                                                             |
| 4:45pm  |         | <b>1164</b><br><b>1210</b>                           | MCC:512G - Table 1<br>FMT:Matapedia                             | DISC: Comparative Studies in Diversity<br>ONE Business Meeting                                                                            |                                                                                                                             |
| 6:30pm  |         | <b>1245</b>                                          | FMT:Hochelaga 4                                                 | ONE/SIM Social                                                                                                                            |                                                                                                                             |
| Tue     |         | 8:00am                                               | <b>1288</b>                                                     | HR:Alfred-Rouleau A                                                                                                                       | CDP: CSR and (Ethical) Decision Making                                                                                      |
|         |         | 9:45am                                               | <b>1402</b><br><b>1472</b><br><b>1473</b>                       | HR:Argenteuil, Table 2<br>FMT:Duluth<br>FMT:Matapedia                                                                                     | CDP: Managing Work Family Boundary<br>DRP: Business strategy & the Environment<br>Institutions and environmental protection |
|         |         | 11:30am                                              | <b>1517</b><br><b>1577</b><br><b>1578</b>                       | MCC:512G - Table 2<br>FMT:Duluth<br>FMT:Matapedia                                                                                         | DISC: The Environment<br>DRP: Environmental policy and Business<br>Environmental strategies                                 |
|         |         | 1:15pm                                               | <b>1612</b><br><b>1682</b>                                      | HR:Alfred-Rouleau A<br>FMT:Matapedia                                                                                                      | CDP: Commitments to Climates, Nature and People<br>Sustainable Development                                                  |
|         |         | 3:00pm                                               | <b>1784</b><br><b>1785</b>                                      | FMT:Duluth<br>FMT:Matapedia                                                                                                               | DRP: Sustainable Development II<br>Environmental strategy and performance measure                                           |

# Public & Nonprofit

Program Chair: Kimberley Roussin Isett, Columbia U.  
Professional Development Workshop Chair: Eric C. Martin, Eastern Connecticut State U.

| Day    | Start         | #                                                  | Location                                       | Session Information                                   |
|--------|---------------|----------------------------------------------------|------------------------------------------------|-------------------------------------------------------|
| Fri    | 8:00am        | 27                                                 | FMT:Hochelaga 2                                | Stakeholder Interactions                              |
|        |               | 30                                                 | FMT:Mackenzie                                  | Poverty Alleviation Research                          |
|        | 12:15pm       | 89                                                 | DEL:St-Charles                                 | Cognitive Conversations about Caring                  |
| Sat    | 8:00am        | 209                                                | FMT:St-Maurice                                 | Cross Sector Partnerships                             |
|        | 8:30am        | 223                                                | FMT:Richelieu                                  | PNP PhD Student Consortium                            |
|        | 9:00am        | 226                                                | OS:Tyndale St-Georges Community Centre         | Daring to Show We Care                                |
|        | 9:45am        | 237                                                | FMT:Hochelaga 4                                | Government 4 Business                                 |
|        | 10:15am       | 249                                                | MCC:513B                                       | Caring Through Operations                             |
|        |               | 251                                                | MCC:510D                                       | When Relevance is also Rigor                          |
|        | 11:00am       | 263                                                | FMT:Chaudiere                                  | Stakeholders in PNP Strategy                          |
|        | 11:15am       | 266                                                | MCC:518B                                       | Social Entrepreneurship                               |
|        |               | 270                                                | FMT:St-Maurice                                 | International Variations of Nonprofit Scholarship     |
|        | 3:30pm        | 347                                                | FMT:Matapedia                                  | Experiential Learning                                 |
| Sun    | 1:30pm        | 464                                                | FMT:Chaudiere                                  | PNP Executive Committee Meeting                       |
|        | 4:00pm        | 519                                                | FMT:Marquette                                  | PNP Business Meeting and Awards Ceremony              |
|        | 6:30pm        | 558                                                | FMT:St-Maurice                                 | PNP Division Social                                   |
| Mon    | 8:00am        | 678                                                | FMT:Chaudiere                                  | DRP: International Organizations                      |
|        |               | 679                                                | FMT:Peribonca                                  | The Sector Debate                                     |
|        | 9:45am        | 712                                                | HR:Alfred-Rouleau C                            | CDP: Driving Innovation: It's Not Just R&D!           |
|        |               | 716                                                | HR:Picardie                                    | CDP: Leadership Perceptions & Ties                    |
|        |               | 787                                                | FMT:Chaudiere                                  | DRP: Collaboration and Partnerships                   |
|        |               | 788                                                | FMT:Peribonca                                  | The Multiple Layers of Identity                       |
|        | 11:30am       | 822                                                | HR:Alfred-Rouleau A                            | CDP: Corporate-Level Strategies                       |
|        |               | 823                                                | HR:Alfred-Rouleau B                            | CDP: New Firms Dynamics                               |
|        |               | 894                                                | FMT:Chaudiere                                  | DRP: Applications in Social Network Analysis          |
|        |               | 895                                                | FMT:Peribonca                                  | Leadership                                            |
|        | 1:15pm        | 932                                                | HR:Anjou                                       | CDP: Construct & Scale Development                    |
|        |               | 1004                                               | FMT:Chaudiere                                  | DRP: Emotions and Attitudes in the Workplace          |
|        |               | 1005                                               | FMT:Peribonca                                  | Whole Network Research                                |
| 3:00pm | 1043          | HR:Anjou                                           | CDP: Public Sector Reform, Immigration History |                                                       |
|        | 1116          | FMT:Chaudiere                                      | DRP: Job Satisfaction                          |                                                       |
| 1117   | FMT:Peribonca | Exploring the Adequacy of Public Management Theory |                                                |                                                       |
| Tue    | 8:00am        | 1364                                               | FMT:Peribonca                                  | JS: Measuring Social Performance                      |
|        | 9:45am        | 1409                                               | MCC:512F - Table 2                             | DISC: Government-Business Collaborations              |
|        |               | 1474                                               | FMT:Bersimis                                   | Multiple Facets of Contracting                        |
|        |               | 1475                                               | FMT:Peribonca                                  | Community in Theory/Theory in Community               |
|        | 11:30am       | 1506                                               | HR:Anjou                                       | CDP: Agency Problems & Conflicts                      |
|        |               | 1515                                               | MCC:512F - Table 2                             | DISC: Strategy and the Public and Nonprofit Sectors   |
|        |               | 1579                                               | FMT:Bersimis                                   | Exploring Decision Making                             |
|        |               | 1580                                               | FMT:Peribonca                                  | Volunteers: Motivation, Commitment, and Attitudes     |
|        | 1:15pm        | 1683                                               | FMT:Bersimis                                   | Accountability in Disparate Contexts                  |
|        |               | 1684                                               | FMT:Duluth                                     | DRP: Measuring Performance in the Nonprofit Sector    |
|        |               | 1685                                               | FMT:Peribonca                                  | SHCS: The Future of Development Management            |
|        | 3:00pm        | 1715                                               | HR:Alfred-Rouleau B                            | CDP: Goals, Commitments, and Entrepreneurial Ventures |
|        |               | 1786                                               | FMT:Bersimis                                   | Organizational Change and Renewal                     |
|        |               | 1787                                               | FMT:Peribonca                                  | JS: What do Boards do?                                |

# Research Methods

Program Chair: Mark A. Griffin, U. of Western Australia  
Professional Development Workshop Chair: Lisa Schurer Lambert, Georgia State U.

| Day        | Start          | #                                   | Location               | Session Information                               |                                               |
|------------|----------------|-------------------------------------|------------------------|---------------------------------------------------|-----------------------------------------------|
| Fri        | 8:00am         | <b>6</b>                            | MCC:510B               | Analyzing Strategy as Discourse                   |                                               |
|            |                | <b>28</b>                           | DEL:Cartier A          | Studying Sensemaking: A Methodological Toolkit    |                                               |
|            |                | <b>29</b>                           | DEL:St-Laurent         | Content Analysis Research                         |                                               |
|            | 10:00am        | <b>61</b>                           | DEL:Verriere B         | Using CAQDAS                                      |                                               |
|            | 10:15am        | <b>68</b>                           | DEL:Cartier A          | Null Hypothesis Significance Testing              |                                               |
|            |                | <b>69</b>                           | DEL:Verriere A         | Complexity in Human Systems                       |                                               |
|            | 11:15am        | <b>77</b>                           | DEL:Cartier B          | Survey through mobile phone                       |                                               |
|            | 12:15pm        | <b>86</b>                           | MCC:513F               | The 3rd Annual EO3 Workshop                       |                                               |
|            | 12:30pm        | <b>95</b>                           | DEL:Verriere A         | Hybrid Research Method                            |                                               |
|            | 1:15pm         | <b>104</b>                          | FMT:Harricana          | Survey Research Methods                           |                                               |
|            | 1:30pm         | <b>109</b>                          | DEL:Verriere B         | Interdisciplinary research                        |                                               |
|            | 2:30pm         | <b>121</b>                          | SHE:Salon C            | Promise and Perils of Emerging Markets Research   |                                               |
|            | 3:45pm         | <b>135</b>                          | DEL:Verriere B         | Identity Research Methods                         |                                               |
|            | 4:00pm         | <b>138</b>                          | MCC:511F               | Entrepreneurial Panels Update                     |                                               |
|            | 4:15pm         | <b>140</b>                          | FMT:Hochelaga 6        | Philosophical Found. of OT                        |                                               |
|            | 4:30pm         | <b>146</b>                          | DEL:Cartier A          | Qualitative Comparative Analysis (QCA)            |                                               |
| Sat        | 8:00am         | <b>184</b>                          | MCC:512D               | Simulation in Entrepreneurship                    |                                               |
|            |                | <b>200</b>                          | MCC:512A               | Digital text data                                 |                                               |
|            |                | <b>211</b>                          | DEL:Cartier A          | Ask The Experts: Qualitative Research Methods     |                                               |
|            |                | <b>212</b>                          | DEL:St-Charles         | Ask the Experts: Quantitative Research Methods    |                                               |
|            | 9:00am         | <b>229</b>                          | MCC:524C               | Introduction to Social Networks Analysis          |                                               |
|            | 10:15am        | <b>244</b>                          | MCC:512A               | Psychology of Entrepreneurship                    |                                               |
|            |                | <b>252</b>                          | DEL:Cartier A          | Systematic Review and Research Synthesis          |                                               |
|            |                | <b>253</b>                          | DEL:Verriere B         | Data Analysis Package R                           |                                               |
|            | 10:45am        | <b>260</b>                          | DEL:Les Courants       | Panel Data and Estimation 101                     |                                               |
|            | 11:15am        | <b>269</b>                          | SHE:Salon A            | The 18th Annual Craft of Reviewing Workshop       |                                               |
|            | 12:00pm        | <b>277</b>                          | SHE:Salon B            | Application of Multi-Level Models to HRM Research |                                               |
|            | 12:15pm        | <b>279</b>                          | DEL:St-Laurent         | Doing, Writing and Publishing Process Research    |                                               |
|            | 12:30pm        | <b>283</b>                          | MCC:511F               | Patent Data                                       |                                               |
|            |                | <b>290</b>                          | DEL:Bonssecours        | Using case-studies to build theory                |                                               |
|            |                | <b>291</b>                          | DEL:Verriere B         | Conducting "Gioia Methodology"                    |                                               |
|            | 1:00pm         | <b>296</b>                          | MCC:524C               | Advanced Networks PDW                             |                                               |
|            | 1:30pm         | <b>307</b>                          | DEL:Cartier A          | Collaborative Research                            |                                               |
|            |                | <b>308</b>                          | DEL:St-Charles         | Unleashing Generativity                           |                                               |
|            | 2:30pm         | <b>324</b>                          | DEL:Cartier B          | Innovative Methods for Studying Decision-Making   |                                               |
|            | 2:45pm         | <b>327</b>                          | MCC:513F               | Longitudinal Data for Entrepreneurship Research   |                                               |
|            | 3:00pm         | <b>338</b>                          | MCC:511E               | Having Impact with Ethnography                    |                                               |
|            | 3:15pm         | <b>344</b>                          | DEL:Les Courants       | Methods for Integrating Moderation and Mediation  |                                               |
|            | 3:45pm         | <b>348</b>                          | MCC:511F               | Competitive Advantage & V-P-C                     |                                               |
|            | 4:00pm         | <b>357</b>                          | MCC:512B               | Simulation in Organization Theory                 |                                               |
|            | 4:45pm         | <b>362</b>                          | SHE:Salon 3            | Institutional Ethnography                         |                                               |
|            | 5:00pm         | <b>369</b>                          | MCC:513C               | Publishing OM Theory                              |                                               |
|            | 5:15pm         | <b>371</b>                          | SHE:Lamartine          | Advancing Leadership Research                     |                                               |
|            | Sun            | 3:30pm                              | <b>513</b>             | DEL:Verriere B                                    | Research Methods Division Executive Committee |
|            | Mon            | 8:00am                              | <b>657</b>             | FMT:Jolliet                                       | JS: Helping: What's in it for me?             |
|            |                |                                     | <b>680</b>             | DEL:St-Laurent                                    | Expanding the content of content analysis     |
| 9:45am     |                | <b>714</b>                          | HR:Argenteuil, Table 1 | CDP: Mgmt & Org Theories in History               |                                               |
|            |                | <b>720</b>                          | DEL:Cartier B          | JS: Complicated Ethnography                       |                                               |
|            |                | <b>768</b>                          | FMT:Jolliet            | SHCS: Measuring Org'l Justice                     |                                               |
|            |                | <b>771</b>                          | MCC:511D               | SHCS: When the Data are Documents                 |                                               |
| <b>789</b> | DEL:St-Laurent | Assessing agreement and equivalence |                        |                                                   |                                               |

| Day         | Start       | #                | Location                           | Session Information                                     |
|-------------|-------------|------------------|------------------------------------|---------------------------------------------------------|
| Mon         | 11:30am     | <b>824</b>       | HR:Alfred-Rouleau C                | CDP: Knowledge: Getting It, Using It, and Passing It On |
|             |             | <b>827</b>       | HR:Argenteuil, Table 2             | CDP: How to Shape Mgmt Res Today?                       |
|             |             | <b>896</b>       | DEL:St-Laurent                     | SHCS: Innovat Tech in Research Meth                     |
|             | 1:15pm      | <b>933</b>       | HR:Argenteuil, Table 1             | CDP: Knowledge, Research and Productivity in Management |
|             |             | <b>958</b>       | FMT:Hochelaga 4                    | SHCS: Doing Longitudinal Studies of Health Care Change  |
|             |             | <b>1006</b>      | DEL:Verriere B                     | DRP: Close up research                                  |
|             |             | <b>1007</b>      | DEL:St-Laurent                     | SHCS: Why We All Should Be Bayesians                    |
|             | 3:00pm      | <b>1076</b>      | SHE:Salle Ballroom center          | SHCS: National Culture & Leadership                     |
|             |             | <b>1118</b>      | DEL:Verriere B                     | DRP: Improving measurement reliability and validity     |
|             | 4:45pm      | <b>1150</b>      | HR:Alfred-Rouleau A                | CDP: Organizational Performance                         |
|             | <b>1200</b> | FMT:Jolliet      | JS: Contextualizing Energy         |                                                         |
|             | <b>1212</b> | DEL:Verriere B   | DRP: Construct clarification       |                                                         |
| 6:00pm      | <b>1229</b> | DEL:Les Courants | Research Methods Business Meeting  |                                                         |
| 7:00pm      | <b>1247</b> | DEL:St-Laurent   | Research Methods Social Hour       |                                                         |
| Tue         | 8:00am      | <b>1291</b>      | HR:Anjou                           | CDP: Applying Research Methods                          |
|             |             | <b>1365</b>      | DEL:St-Laurent                     | Refining theory with research methods                   |
|             | 9:45am      | <b>1401</b>      | HR:Argenteuil, Table 1             | CDP: Factors Affecting Turnover and Work Behavior       |
|             |             | <b>1419</b>      | MCC:511A                           | JS: Building Theory with History                        |
|             |             | <b>1435</b>      | SHE:Salon 1                        | JS: The New GLOBE Study                                 |
|             |             | <b>1476</b>      | DEL:St-Laurent                     | Valuing management research                             |
|             | 11:30am     | <b>1503</b>      | HR:Alfred-Rouleau A                | CDP: Bad Behavior                                       |
|             |             | <b>1581</b>      | DEL:St-Laurent                     | introduction to SEM                                     |
|             |             | <b>1582</b>      | DEL:Verriere B                     | Models for complex data                                 |
|             | 1:15pm      | <b>1622</b>      | MCC:512F - Table 2                 | DISC: Testing and Assessing Measurements                |
|             |             | <b>1686</b>      | DEL:St-Laurent                     | Understanding social contexts                           |
|             | 3:00pm      | <b>1717</b>      | HR:Picardie                        | CDP: Messy Research and Its Methods                     |
|             |             | <b>1724</b>      | MCC:512F - Table 2                 | DISC: Better methods for better theorizing              |
|             |             | <b>1769</b>      | FMT:St-Maurice                     | JS: Creative Process                                    |
| <b>1788</b> |             | DEL:St-Laurent   | Financial and quality control data |                                                         |

# Social Issues in Management

Program Chair: Shawn Berman, U. of New Mexico  
Professional Development Workshop Chair: Virginia Gerde, Duquesne U.

| Day     | Start           | #          | Location                                              | Session Information                                  |
|---------|-----------------|------------|-------------------------------------------------------|------------------------------------------------------|
| Fri     | 8:00am          | 12         | SHE:Salon 3                                           | Moving toward Diversity 2.0?                         |
|         |                 | 18         | MCC:513C                                              | What if I don't care                                 |
|         |                 | 30         | FMT:Mackenzie                                         | Poverty Alleviation Research                         |
|         | 8:30am          | 39         | FMT:Richelieu                                         | Sustainable Global Enterprise                        |
|         |                 | 40         | FMT:Hochelega 5                                       | Doctoral Consortium                                  |
|         | 11:15am         | 78         | FMT:Mackenzie                                         | Passion for Sustainability                           |
|         | 1:00pm          | 102        | OS:University of Quebec in Montreal                   | CSR and SD research in French                        |
|         | 1:15pm          | 106        | FMT:Hochelega 2                                       | Sust. Bus. in Virtual Env's.                         |
|         | 2:00pm          | 111        | FMT:Hochelega 6                                       | CSR with a Critical Edge                             |
|         |                 | 112        | SHE:Salle Ballroom center                             | The regulation of diversity                          |
|         | 2:45pm          | 125        | FMT:Hochelega 4                                       | Teaching Responsibility: PRME                        |
|         | Sat             | 8:00am     | 179                                                   | FMT:Hochelega 5                                      |
| 208     |                 |            | FMT:Hochelega 6                                       | Questions We Ask                                     |
| 213     |                 |            | FMT:Hochelega 3                                       | How Do You Teach THAT?!                              |
| 9:00am  |                 | 226        | OS:Tyndale St-Georges Community Centre                | Daring to Show We Care                               |
| 10:15am |                 | 254        | FMT:Hochelega 3                                       | SIM/ONE Junior Faculty Consortium                    |
| 11:15am |                 | 266        | MCC:518B                                              | Social Entrepreneurship                              |
| 1:30pm  |                 | 309        | FMT:St-Maurice                                        | Manuscript Development                               |
| 2:15pm  |                 | 320        | FMT:Hochelega 4                                       | Creating Sustainability Theory for Organisations     |
| 3:15pm  |                 | 345        | FMT:St-Maurice                                        | Ask the Experts                                      |
| 4:45pm  |                 | 363        | FMT:Richelieu                                         | Sin and grace                                        |
| 5:00pm  |                 | 370        | FMT:St-Maurice                                        | SIM Research Roundtables                             |
| 5:45pm  |                 | 376        | SHE:Drummond east                                     | Teaching Ethics and Leadership                       |
| 6:30pm  | 390             | FMT:Duluth | SIM and SBE Keynote Speaker                           |                                                      |
| Sun     | 1:30pm          |            | FMT:Harricana                                         | SIM Executive Committee Meeting                      |
|         | 4:00pm          | 520        | FMT:Bersimis                                          | Business & Society Editorial Board Meeting           |
|         |                 | 521        | FMT:Peribonca                                         | SIM Salon: As or Fs for A Journal Lists?             |
|         | 5:00pm          | 539        | FMT:Matapedia                                         | SIM Division Best Dissertation Award Finalists       |
|         | 5:30pm          | 541        | FMT:Richelieu                                         | IABS Executive Board Meeting                         |
|         | 7:00pm          | 562        | FMT:Matapedia                                         | PMPP                                                 |
| Mon     | 7:30am          | 574        | FMT:Hochelega 6                                       | SIM Welcome                                          |
|         | 8:00am          | 681        | FMT:Hochelega 5                                       | Ethical Climate and Ethical Leadership               |
|         |                 | 682        | FMT:Hochelega 6                                       | Sensemaking and Corporate Social Responsibility      |
|         | 9:45am          | 786        | FMT:Matapedia                                         | SHCS: Cultivating Exclusion                          |
|         |                 | 790        | FMT:Hochelega 5                                       | Philosophical Ethics and Organizations               |
|         |                 | 791        | FMT:St-Laurent                                        | DRP: Ethical Leadership                              |
|         |                 | 792        | FMT:Hochelega 6                                       | JS: Global Compact (2000-2010)                       |
|         | 11:30am         | 809        | MCC:510B                                              | JS: Humanizing Strategy: Letting the "Messiness" In  |
|         |                 | 828        | HR:Picardie                                           | CDP: Social Capital and Social Exchange              |
|         |                 | 897        | FMT:Duluth                                            | DRP: New Directions CSR Roudtable                    |
|         |                 | 898        | FMT:Hochelega 5                                       | Corporate Governance                                 |
|         |                 | 899        | FMT:Hochelega 6                                       | CSR Theorizing                                       |
|         |                 | 900        | FMT:St-Laurent                                        | DRP: Creating Meaningful Work Roundtable             |
|         |                 | 1:15pm     | 937                                                   | SHE:Joyce                                            |
|         | 1001            |            | MCC:516E                                              | SHCS: Climate Change: Game Rules                     |
|         | 1002            |            | MCC:513E                                              | JS: Private Military and Security                    |
|         | 1008            |            | FMT:Duluth                                            | DRP: New Directions in Stakeholder Theory Roundtable |
|         | 1009            |            | FMT:Hochelega 5                                       | Environmental Performance and Sustainability         |
| 1010    | FMT:Hochelega 6 |            | Eth Dec Making                                        |                                                      |
| 1011    | FMT:St-Laurent  |            | DRP: Understanding Values in the Workplace Roundtable |                                                      |
| 1012    | FMT:Mackenzie   |            | SHCS: Business Organizations and Communities          |                                                      |



| Day     | Start  | #                   | Location                                              | Session Information                                    |                                           |
|---------|--------|---------------------|-------------------------------------------------------|--------------------------------------------------------|-------------------------------------------|
| Mon     | 3:00pm | 1043                | HR:Anjou                                              | CDP: Public Sector Reform, Immigration History         |                                           |
|         |        | 1119                | FMT:Duluth                                            | DRP: Going Green: Issues in Sustainability Roundtable  |                                           |
|         |        | 1120                | FMT:Hochelaga 6                                       | CSP-CFP                                                |                                           |
|         |        | 1121                | FMT:Mackenzie                                         | Issues at Work: Focus on Employees                     |                                           |
|         |        | 1122                | FMT:Hochelaga 5                                       | JS: The ISO 26000 SR Standard                          |                                           |
|         | 4:45pm | 1123                | DEL:St-Laurent                                        | JS: Greening Universities                              |                                           |
|         |        | 1213                | FMT:Chaudiere                                         | DRP: Shareholders and CSR RT                           |                                           |
|         |        | 1214                | FMT:Duluth                                            | DRP: Understanding the Financial Crisis Roundtable     |                                           |
|         |        | 1215                | FMT:Hochelaga 5                                       | Dysfunctional Workplaces                               |                                           |
|         |        | 1216                | FMT:Hochelaga 6                                       | Firm-Stakeholder Dyads                                 |                                           |
|         | 6:30pm | 1217                | FMT:Mackenzie                                         | SIM Division Business Meeting                          |                                           |
|         |        | 1246                | FMT:Hochelaga 4.                                      | SIM/ONE Joint Reception                                |                                           |
|         |        | 1264                | FMT:Hochelaga 6                                       | SIM Division Welcome Session                           |                                           |
|         | Tue    | 7:30am              | 1264                                                  | FMT:Hochelaga 6                                        | SIM Division Welcome Session              |
|         |        | 8:00am              | 1288                                                  | HR:Alfred-Rouveau A                                    | CDP: CSR and (Ethical) Decision Making    |
|         |        |                     | 1292                                                  | HR:Argenteuil, Table 2                                 | CDP: Gender Effects on Career Choic       |
|         |        |                     | 1305                                                  | MCC:512H - Table 2                                     | DISC: CSR and reputation                  |
|         |        |                     | 1364                                                  | FMT:Peribonca                                          | JS: Measuring Social Performance          |
|         |        |                     | 1366                                                  | FMT:Chaudiere                                          | DRP: Cross-Sector Partnerships Roundtable |
| 1367    |        |                     | FMT:Hochelaga 5                                       | Dynamic Views of Corporate Social Responsibility       |                                           |
| 1368    |        |                     | FMT:Hochelaga 6                                       | Eth Dec Making                                         |                                           |
| 1369    |        |                     | FMT:Mackenzie                                         | CEOs, Family Firms, & CSR                              |                                           |
| 9:45am  |        | 1397                | HR:Alfred-Rouveau A                                   | CDP: The Darkside of Ethics                            |                                           |
|         |        | 1400                | HR:Anjou                                              | CDP: Diffusion of Diverse Ideas                        |                                           |
|         |        | 1403                | HR:Picardie                                           | CDP: Academia: What Really Happens in our World?       |                                           |
|         |        | 1413                | MCC:512H - Table 2                                    | DISC: Ethical behavior within and across organizations |                                           |
|         |        | 1477                | FMT:Chaudiere                                         | DRP: MNCs Roundtable                                   |                                           |
|         |        | 1478                | FMT:Hochelaga 5                                       | Corporate Social Responsibility and Measurement        |                                           |
|         |        | 1479                | FMT:Mackenzie                                         | Why Do Firms Exist and Whom Do They Serve?             |                                           |
|         |        | 1480                | FMT:Hochelaga 6                                       | JS: Organizational Collusion                           |                                           |
| 11:30am |        | 1509                | SHE:Joyce                                             | JS: Behavioral Integrity Outcomes                      |                                           |
|         |        | 1519                | MCC:512H - Table 2                                    | DISC: Stakeholder issues                               |                                           |
|         | 1528   | SHE:Drummond west   | JS: Women on Boards & Female CEOs                     |                                                        |                                           |
|         | 1560   | FMT:Grand Salon     | SHCS: New Advances in Ostracism Research              |                                                        |                                           |
|         | 1583   | FMT:Chaudiere       | DRP: Discussing Base of the Pyramid Issues Roundtable |                                                        |                                           |
|         | 1584   | FMT:Hochelaga 5     | CSR, Euro Perspectives                                |                                                        |                                           |
|         | 1585   | FMT:Mackenzie       | SHCS: Canadian CSR                                    |                                                        |                                           |
|         | 1586   | FMT:Hochelaga 6     | JS: Lying, cheating, and stealing                     |                                                        |                                           |
| 1:15pm  | 1601   | MCC:513F            | JS: Agency Theory: Re-tooling and Re-tasking          |                                                        |                                           |
|         | 1614   | HR:Alfred-Rouveau C | CDP: Online Communities, IT and Organizing            |                                                        |                                           |
|         | 1626   | MCC:512H - Table 2  | DISC: Social repair through micro-business            |                                                        |                                           |
|         | 1685   | FMT:Peribonca       | SHCS: The Future of Development Management            |                                                        |                                           |
|         | 1687   | FMT:Chaudiere       | DRP: CSR in China Roundtable                          |                                                        |                                           |
|         | 1688   | FMT:Hochelaga 5     | Institutions and Regulation                           |                                                        |                                           |
|         | 1689   | FMT:Mackenzie       | Stakeholder Networks                                  |                                                        |                                           |
|         | 1690   | FMT:Hochelaga 6     | JS: Behavioral Ethics Approach                        |                                                        |                                           |
| 3:00pm  | 1728   | MCC:512H - Table 2  | DISC: Assessing and managing ethics perceptions       |                                                        |                                           |
|         | 1789   | FMT:Chaudiere       | DRP: The Impact of Boards of Directors Roundtable     |                                                        |                                           |
|         | 1790   | FMT:Hochelaga 5     | CSR Outside the US                                    |                                                        |                                           |
|         | 1791   | FMT:Hochelaga 6     | Sys Change & Soc Repair                               |                                                        |                                           |
|         | 1792   | FMT:Mackenzie       | JS: Business In Adverse Conditions                    |                                                        |                                           |

# Technology & Innovation Management

Program Chair: Paul Olk, Denver U.

Professional Development Workshop Chair: Arvids A Ziedonis, U. of Michigan, Ann Arbor

| Day     | Start   | #      | Location                           | Session Information                              |
|---------|---------|--------|------------------------------------|--------------------------------------------------|
| Fri     | 8:00am  | 16     | SHE:Salon A                        | "Managing Complex Systems"                       |
|         | 9:00am  | 48     | OS:Montreal Electronic Arts Studio | Site Visit to Electronic Arts Studio in Montreal |
|         | 10:00am | 59     | MCC:511A                           | Talent & Technology Brokerage                    |
|         | 10:15am | 68     | DEL:Cartier A                      | Null Hypothesis Significance Testing             |
|         | 12:00pm | 84     | MCC:524C                           | TIM Junior Faculty Consortium I                  |
|         |         | 85     | MCC:525B                           | TIM Doctoral Consortium I                        |
|         | 12:15pm | 90     | MCC:512H                           | Hurdles to innovation                            |
|         | 1:15pm  | 106    | FMT:Hochelaga 2                    | Sust. Bus. in Virtual Env's.                     |
|         | 1:30pm  | 108    | OS:Bombardier Aerospace            | Bombardier Aerospace Visit                       |
|         | Sat     | 8:00am | 175                                | MCC:511B                                         |
|         |         | 178    | SHE:Salon A                        | How to Negotiate Your (First) Job Offer          |
|         |         | 200    | MCC:512A                           | Digital text data                                |
|         |         | 204    | MCC:513B                           | Thoughts in HealthCare                           |
|         |         | 210    | MCC:510C                           | How to Manage Knowledge                          |
|         |         | 214    | MCC:511E                           | TIM Junior Faculty Consortium II                 |
|         |         | 215    | MCC:512C                           | TIM Doctoral Consortium II                       |
| 8:30am  |         | 222    | MCC:516B                           | New Perspectives on Organization Science         |
| 10:15am |         | 243    | MCC:510C                           | Entrepreneurial Capabilities                     |
|         |         | 250    | MCC:513C                           | Management at the Public-Private Interface       |
|         |         | 255    | MCC:510B                           | Borderless Innovation                            |
| 10:30am |         | 257    | MCC:519B                           | Teaching Design Thinking for Innovation          |
| 11:15am |         | 265    | MCC:511C                           | M&A as a Research Context                        |
|         |         | 271    | MCC:515C                           | Design-Based Innovation: Domains of Application  |
| 11:30am |         | 273    | MCC:516D                           | Past Division Chairs Lunch                       |
| 12:15pm |         | 279    | DEL:St-Laurent                     | Doing, Writing and Publishing Process Research   |
|         |         | 280    | MCC:511E                           | Research commercialization                       |
|         |         | 281    | MCC:512C                           | OpenScience/Sci-based Business                   |
| 12:30pm |         | 283    | MCC:511F                           | Patent Data                                      |
| 1:30pm  |         | 310    | MCC:512H                           | Firms, Ecosystems and Innovation                 |
| 2:30pm  |         | 323    | MCC:518C                           | Innovation and evolution                         |
|         |         | 324    | DEL:Cartier B                      | Innovative Methods for Studying Decision-Making  |
|         |         | 325    | MCC:511B                           | Editor PDW                                       |
| 2:45pm  |         | 330    | MCC:513C                           | New Approaches to the Project Management Course  |
| 3:00pm  |         | 333    | MCC:511C                           | External Knowledge Sourcing                      |
|         |         | 339    | FMT:Hochelaga 3                    | Green Economy                                    |
| 3:45pm  |         | 348    | MCC:511F                           | Competitive Advantage & V-P-C                    |
|         |         | 352    | MCC:510D                           | Project-based Entrepreneurship                   |
| 4:45pm  |         | 365    | MCC:511B                           | Open Innovation with Suppliers                   |
| Sun     |         | 3:00pm | 495                                | MCC:515A                                         |
|         | 5:30pm  | 542    | MCC:520 AB                         | TIM Division Business Meeting and Social Event   |
| Mon     | 7:00am  | 571    | MCC:520A                           | TIM Breakfast Meeting                            |
|         | 8:00am  | 601    | HR:Alfred-Rouleau C                | CDP: Knowledge-based View                        |
|         |         | 612    | MCC:512F - Table 2                 | DISC: Administrative Innovation                  |
|         |         | 660    | FMT:St-Maurice                     | JS: Creativity as a Process                      |
|         |         | 683    | MCC:511E                           | Firm-level Adoption of Innovations               |
|         |         | 684    | MCC:513A                           | DRP: Incumbents and Late Entrants                |
|         |         | 685    | MCC:513B                           | Capturing External Value                         |
|         |         | 686    | MCC:513E                           | Technology and Accreditation                     |
|         |         | 687    | MCC:516C                           | Video Game Industry Evolution                    |
|         |         | 688    | MCC:511B                           | SHCS: Competing Trajectories                     |

| Day | Start  | #       | Location            | Session Information                                |                                                      |
|-----|--------|---------|---------------------|----------------------------------------------------|------------------------------------------------------|
| Mon | 9:45am | 698     | MCC:513F            | JS: Organizing Ambidexterity                       |                                                      |
|     |        | 724     | MCC:512F - Table 2  | DISC: Innovativeness Interface                     |                                                      |
|     |        | 753     | MCC:516D            | SHCS: Virtual Collaboration Lessons                |                                                      |
|     |        | 793     | MCC:511B            | Top Management, Learning and Innovation            |                                                      |
|     |        | 794     | MCC:511E            | Working with Competitors: Alliances with Rivals    |                                                      |
|     |        | 795     | MCC:513A            | DRP: The Strategic Management of Patent Value      |                                                      |
|     |        | 796     | MCC:513B            | International Knowledge Flows and Innovation       |                                                      |
|     |        | 797     | MCC:516A            | DRP: Co-Creating Knowledge                         |                                                      |
|     |        |         | 798                 | MCC:516C                                           | JS: Organizing for Innovation                        |
|     |        | 11:30am | 810                 | MCC:519A                                           | JS: Anchor Firms and Development                     |
|     |        |         | 834                 | MCC:512F - Table 2                                 | DISC: Collaboration and innovation performance       |
|     |        |         | 882                 | MCC:511C                                           | JS: Entangled Reality                                |
|     |        |         | 901                 | MCC:511E                                           | Capital and Innovation                               |
|     |        |         | 902                 | MCC:511F                                           | DRP: Managerial Control and Innovative Behavior      |
|     |        |         | 903                 | MCC:513A                                           | DRP: IP and Strategic Alliances                      |
|     |        |         | 904                 | MCC:513B                                           | Online Consumers and Innovation                      |
|     |        |         | 905                 | MCC:516A                                           | DRP: Managing Ambidexterity                          |
|     |        | 1:15pm  | 906                 | MCC:516C                                           | Open Innovation, Integration and Performance         |
|     |        |         | 907                 | MCC:511B                                           | SHCS: Launching Nascent Innovations                  |
|     |        |         | 929                 | HR:Alfred-Rouleau A                                | CDP: Institutional Influences                        |
|     |        |         | 931                 | HR:Alfred-Rouleau C                                | CDP: Networks, Knowledge Sharing, and Innovations    |
|     |        |         | 943                 | MCC:512F - Table 2                                 | DISC: Strategy and technology management             |
|     |        |         | 988                 | MCC:511D                                           | JS: The Rising of Crowdsourcing                      |
|     |        |         | 1013                | MCC:511B                                           | Individuals, Ties and Firm Innovation                |
|     |        |         | 1014                | MCC:511E                                           | Intermediaries and Innovation                        |
|     |        | 3:00pm  | 1015                | MCC:511F                                           | DRP: National Systems and Innovation                 |
|     |        |         | 1016                | MCC:513B                                           | Innovation Search and Performance                    |
|     |        |         | 1017                | MCC:516A                                           | DRP: Herding Cats? Managing Scientists and Academics |
|     | 1018   |         | MCC:516C            | Learning and Innovation in Strategic Alliances     |                                                      |
|     | 1028   |         | MCC:510B            | SHCS: Ambidexterity and Capabilities               |                                                      |
|     | 1029   |         | MCC:513F            | SHCS: Markets for Ideas                            |                                                      |
|     | 4:45pm | 1030    | MCC:510A            | SHCS: Positioning for Advantage: Value Minus Cost  |                                                      |
|     |        | 1053    | MCC:512F - Table 2  | DISC: Innovating in emerging economies             |                                                      |
|     |        | 1099    | MCC:511C            | JS: Perceptions in GDTs                            |                                                      |
|     |        | 1124    | MCC:511E            | What's the Word? Good News, Bad News and Rumors    |                                                      |
|     |        | 1125    | MCC:513B            | Government Policy and Innovation                   |                                                      |
|     |        | 1126    | MCC:516A            | DRP: Managing for Innovative Excellence            |                                                      |
|     |        | 1127    | MCC:516C            | TIM Best Dissertation Paper Session                |                                                      |
|     |        | 1128    | MCC:511B            | JS: Innovation Through Sport                       |                                                      |
|     | 8:00am | 1152    | HR:Alfred-Rouleau C | CDP: Knowledge Production, Sharing, and Learning   |                                                      |
|     |        | 1163    | MCC:512F - Table 2  | DISC: Knowledge resources for innovation           |                                                      |
|     |        | 1218    | MCC:511B            | Technology Trajectory and Reorientation            |                                                      |
|     |        | 1219    | MCC:511E            | Team Development and Innovation                    |                                                      |
|     |        | 1220    | MCC:513A            | DRP: Project Management and Success                |                                                      |
|     |        | 1221    | MCC:513B            | Value Chain Specialization and International Trade |                                                      |
|     |        | 1222    | MCC:516A            | DRP: Product and Technology Diffusion Models       |                                                      |
|     |        | 1223    | MCC:516C            | TIM -- Distinguished Speaker Session               |                                                      |
| Tue | 8:00am | 1288    | HR:Alfred-Rouleau A | CDP: CSR and (Ethical) Decision Making             |                                                      |
|     |        | 1293    | HR:Picardie         | CDP: Groups at Work                                |                                                      |
|     |        | 1301    | MCC:512F - Table 2  | DISC: Using the Internet to innovate               |                                                      |
|     |        | 1370    | MCC:511E            | New Venture Performance                            |                                                      |
|     |        | 1371    | MCC:513A            | DRP: Creating New Product Innovation               |                                                      |
|     |        | 1372    | MCC:513B            | Organizing for Innovation                          |                                                      |
|     |        | 1373    | MCC:516C            | Ambidexterity and Performance                      |                                                      |
|     |        | 1374    | MCC:524C            | DRP: Managing University-Industry Collaborations   |                                                      |
|     |        | 1375    | MCC:511B            | JS: Absorptive Capacity as a Multilevel Construct  |                                                      |

| Day         | Start       | #                   | Location                                        | Session Information                               |
|-------------|-------------|---------------------|-------------------------------------------------|---------------------------------------------------|
| Tue         | 9:45am      | <b>1403</b>         | HR:Picardie                                     | CDP: Academia: What Really Happens in our World?  |
|             |             | <b>1481</b>         | MCC:511B                                        | Coupling and Innovation                           |
|             |             | <b>1482</b>         | MCC:511E                                        | Institutional Pressure, Isomorphism and Knowledge |
|             |             | <b>1483</b>         | MCC:513A                                        | DRP: Technology Adoption Decisions                |
|             |             | <b>1484</b>         | MCC:513B                                        | Strategic Alliances and Physical Distance         |
|             |             | <b>1485</b>         | MCC:516C                                        | JS: Strategic Innovation in SMEs                  |
|             | 11:30am     | <b>1587</b>         | MCC:511E                                        | Emerging Firms and the Creation of Routines       |
|             |             | <b>1588</b>         | MCC:513A                                        | DRP: Knowledge Flows and Spillovers               |
|             |             | <b>1589</b>         | MCC:513B                                        | Service Innovation                                |
|             |             | <b>1590</b>         | MCC:516A                                        | DRP: Design Choices in Modular Organizations      |
|             |             | <b>1591</b>         | MCC:516C                                        | Industry Architecture                             |
|             |             | <b>1592</b>         | MCC:511B                                        | JS: Standards and Dominant Designs                |
|             | 1:15pm      | <b>1602</b>         | MCC:510A                                        | JS: Financial Meltdown Revisited                  |
|             |             | <b>1613</b>         | HR:Alfred-Rouleau B                             | CDP: The Future of HR Practices                   |
|             |             | <b>1681</b>         | MCC:513E                                        | JS: Artefacts at the Centre of Routines           |
|             |             | <b>1691</b>         | MCC:511E                                        | Knowledge Across Boundaries                       |
|             |             | <b>1692</b>         | MCC:511F                                        | DRP: Managing Open Innovation                     |
|             |             | <b>1693</b>         | MCC:513A                                        | DRP: R&D Investments and Their Outcomes           |
|             |             | <b>1694</b>         | MCC:513B                                        | Coalitions, Position, and Network Dynamics        |
| <b>1695</b> |             | MCC:516A            | DRP: Knowledge Integration and Innovation       |                                                   |
| <b>1696</b> |             | MCC:516C            | Innovation Styles: Contrasts and Similarities   |                                                   |
| <b>1697</b> |             | MCC:511B            | JS: Exploration and Exploitation                |                                                   |
| 3:00pm      | <b>1716</b> | HR:Alfred-Rouleau C | CDP: Orientations and Their Effects             |                                                   |
|             | <b>1738</b> | FMT:Hochelaga 4     | JS: Health Technologies and Care                |                                                   |
|             | <b>1780</b> | MCC:516B            | JS: Identity, Categories, Networks              |                                                   |
|             | <b>1793</b> | MCC:511B            | Search Strategies and Outcomes                  |                                                   |
|             | <b>1794</b> | MCC:511E            | Integrating Information in NPD                  |                                                   |
|             | <b>1795</b> | MCC:513A            | DRP: Strategic Value of Patents                 |                                                   |
|             | <b>1796</b> | MCC:513B            | Consequences of Customer and Market Orientation |                                                   |
|             | <b>1797</b> | MCC:515C            | DRP: Alliance Portfolio Diversity               |                                                   |

# In Conjunction With Activities

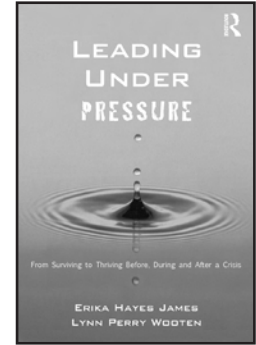
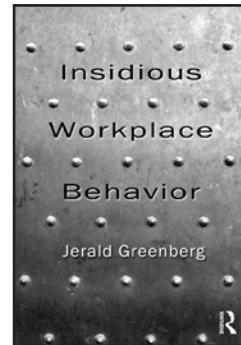
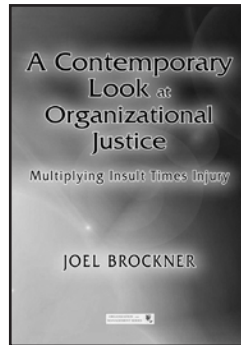
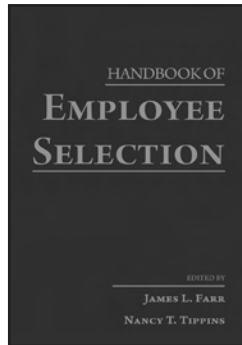
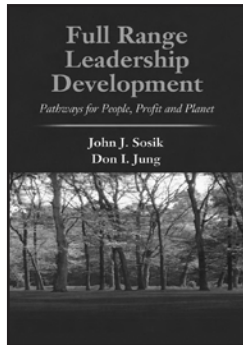
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| Day    | Start      | #                         | Location                                          | Session Information                               |
|--------|------------|---------------------------|---------------------------------------------------|---------------------------------------------------|
| Fri    | 7:00pm     | <b>162</b>                | MCC:511E                                          | Ewing Marion Kauffman Foundation Reception        |
|        | 7:30pm     | <b>164</b>                | HIL:Lasalle                                       | Management Scholars and Singapore                 |
| Sat    | 9:00am     | <b>227</b>                | HR:Anjou                                          | Administrative Science Quarterly Editors Meeting  |
|        | 1:00pm     | <b>294</b>                | MCC:518A                                          | USASBE Mid-year Board Meeting                     |
|        | 1:30pm     | <b>302</b>                | MCC:514C                                          | JME Editorial Board Meeting                       |
|        | 6:00pm     | <b>383</b>                | SHE:Salle Ballroom west                           | Human Relations Reviewers' Reception              |
|        | 9:00pm     | <b>397</b>                | HR:Alfred-Rouleau A                               | ANZAM Dessert Reception                           |
| Sun    | 8:00am     | <b>405</b>                | SHE:Salon 3                                       | CDI meeting                                       |
|        |            | <b>406</b>                | HR:Picardie                                       | IESE Alumni Breakfast                             |
|        | 9:00am     | <b>411</b>                | FMT:Hochelaga 2                                   | Organization Studies Editorial Board Meeting      |
|        | 10:00am    | <b>413</b>                | HR:Anjou                                          | EJIM informal meeting                             |
|        | 10:30am    | <b>417</b>                | SHE:Salon 1                                       | JMI Editorial Board                               |
|        | 11:30am    | <b>442</b>                | DEL:St-Laurent                                    | ET&P Luncheon                                     |
|        | 12:00pm    | <b>446</b>                | MCC:523B                                          | JAME Meeting                                      |
|        | 12:30pm    | <b>449</b>                | MCC:525B                                          | GOM ERB Meeting                                   |
|        | 1:00pm     | <b>453</b>                | HR:Argenteuil                                     | Organization editorial board meeting              |
|        |            | <b>454</b>                | MCC:515C                                          | CGIR Editorial Board Meeting                      |
|        | 1:30pm     | <b>463</b>                | HR:Picardie                                       | 2010 OMJ Meeting                                  |
|        | 2:00pm     | <b>472</b>                | SHE:Salle Ballroom east                           | Network of Leadership Scholars Business Meeting   |
|        |            | <b>473</b>                | FMT:Hochelaga 1                                   | 2010 POS Gathering                                |
|        |            | <b>474</b>                | FMT:Matapedia                                     | JLOS Editorial Board Meeting                      |
|        |            | <b>475</b>                | FMT:Richelieu                                     | AKMS Meeting                                      |
|        |            | <b>476</b>                | HR:Alfred-Rouleau B                               | ASQ Editorial Board Meeting                       |
|        |            | <b>477</b>                | HR:Anjou                                          | Organization Science Senior Editors' Meeting      |
|        |            | <b>478</b>                | MCC:525B                                          | JABS ERB Meeting                                  |
|        | 3:00pm     | <b>490</b>                | SHE:Salle Ballroom east                           | The Leadership Quarterly Board Meeting            |
|        |            | <b>491</b>                | HR:Alfred-Rouleau C                               | Administrative Science Quarterly Reception        |
|        | 3:30pm     | <b>509</b>                | MCC:516DE                                         | Journal of Management Meeting                     |
|        | 4:00pm     | <b>516</b>                | SHE:Salle Ballroom west                           | Network of Leadership Scholars Award Presentation |
|        |            | <b>517</b>                | HR:Alfred-Rouleau A                               | OrgSci Editorial Reception                        |
|        | 4:30pm     | <b>525</b>                | FMT:St-Charles                                    | IACMR Business Meeting                            |
|        |            | <b>526</b>                | HIL:Lasalle                                       | Russia and CIS Management Research Group Meeting  |
|        | 5:00pm     | <b>534</b>                | SHE:Salle Ballroom west                           | Network of Leadership Scholars Reception          |
|        |            | <b>535</b>                | FMT:Mackenzie                                     | ESMT Reception                                    |
|        |            | <b>536</b>                | HR:Anjou                                          | Management Learning Journal IEB Meeting           |
|        | 5:30pm     | <b>540</b>                | FMT:St-Laurent                                    | Ivey Alumni Reception                             |
|        | 6:00pm     | <b>548</b>                | SHE:Drummond east                                 | Management Faculty of Color Association Meeting   |
|        |            | <b>549</b>                | SHE:Hemon                                         | HRM and the Supply Chain Special Issue Reception  |
|        |            | <b>550</b>                | HR:Alfred-Rouleau B                               | IFERA @ Academy of Management, Montreal, 2010     |
| 6:30pm | <b>555</b> | SHE:Salle Ballroom center | PolyU MM - Cocktail Reception                     |                                                   |
|        | <b>556</b> | FMT:Hochelaga 6           | IACMR Reception                                   |                                                   |
|        | <b>557</b> | DEL:St-Laurent            | Singapore Management University                   |                                                   |
| 7:00pm | <b>559</b> | SHE:Drummond west         | Management Faculty of Color Association Reception |                                                   |
|        | <b>560</b> | SHE:Salon 4&5             | MIR Reception                                     |                                                   |
| 8:00pm | <b>564</b> | FMT:Hochelaga 4           | HKUST Reception                                   |                                                   |
| Mon    | 7:00am     | <b>566</b>                | DEL:Regence A                                     | Christian Management Scholars Network Breakfast   |
|        |            | <b>567</b>                | MCC:512A                                          | FBR Review Board Meeting                          |
|        |            | <b>568</b>                | MCC:520 C                                         | Presentation of ESCP Europe Business School       |
|        | 7:30am     | <b>573</b>                | MCC:520 DE                                        | OBTS Breakfast Reception                          |
|        | 8:00am     | <b>633</b>                | MCC:520B                                          | WU Vienna Breakfast Reception                     |
|        | 10:00am    | <b>799</b>                | MCC:512A                                          | O&E ERB Meeting                                   |

| <b>Day</b> | <b>Start</b> | <b>#</b>    | <b>Location</b>   | <b>Session Information</b>        |
|------------|--------------|-------------|-------------------|-----------------------------------|
| <b>Mon</b> | 12:30pm      | <b>908</b>  | DEL:Regence A     | JOB Luncheon                      |
|            |              | <b>909</b>  | MCC:520 DE        | JMS Editorial Board Working Lunch |
|            | 5:30pm       | <b>1225</b> | MCC:511D          | Northeastern-Moscow State         |
|            | 8:30pm       | <b>1258</b> | SHE:Drummond east | Weatherhead Reception             |
| <b>Tue</b> | 8:00am       | <b>1322</b> | MCC:512A          | Haas Alumni Reception             |

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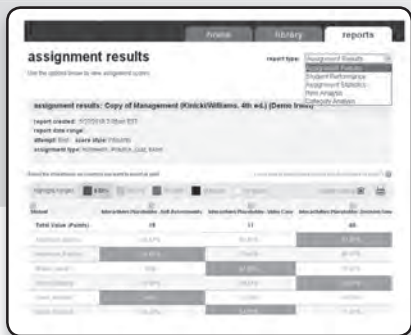
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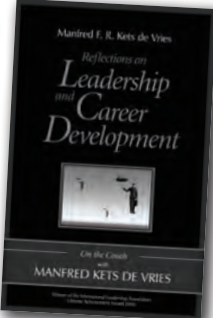
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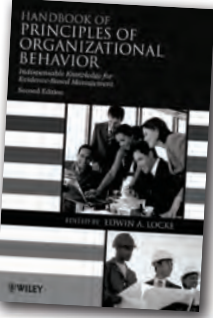
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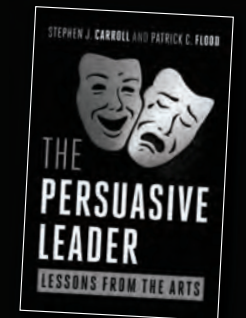
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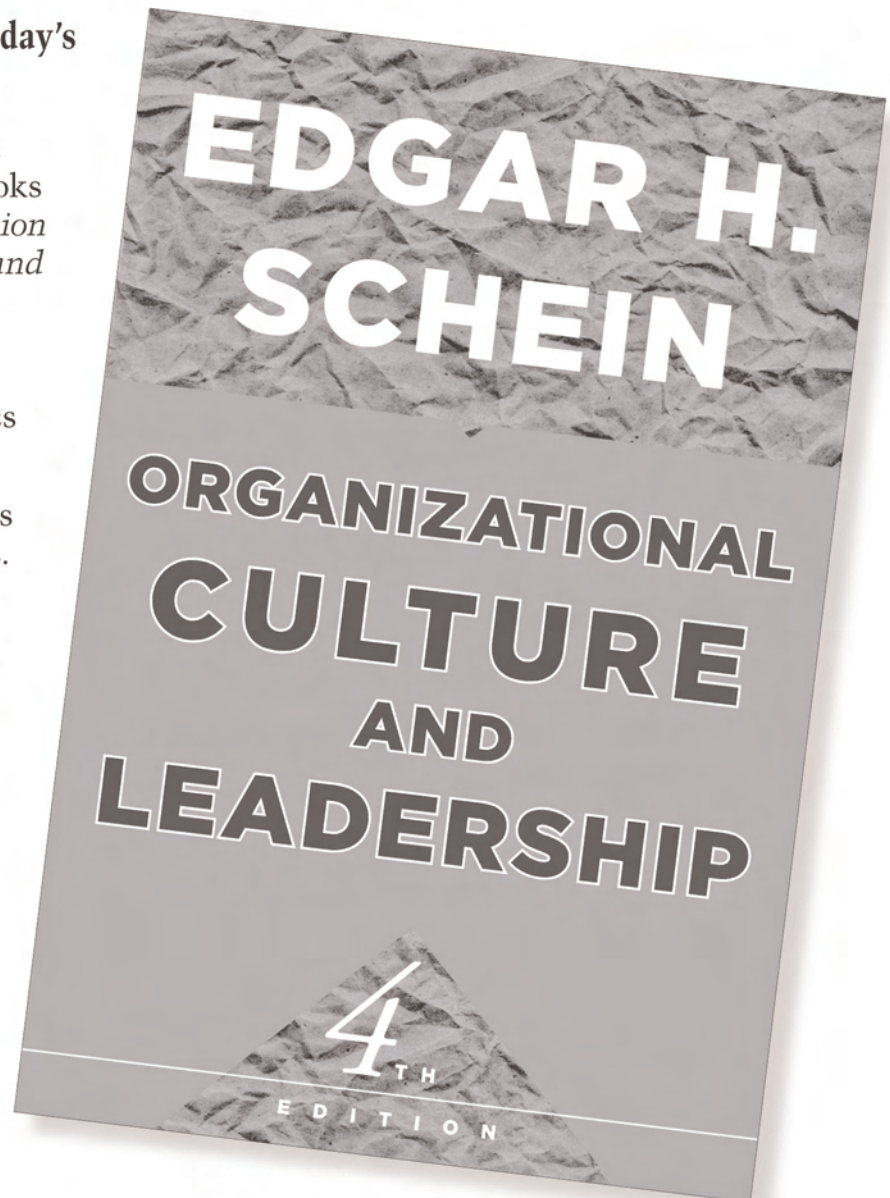
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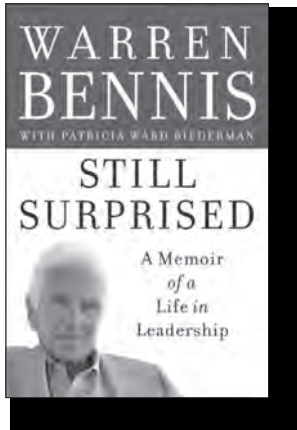


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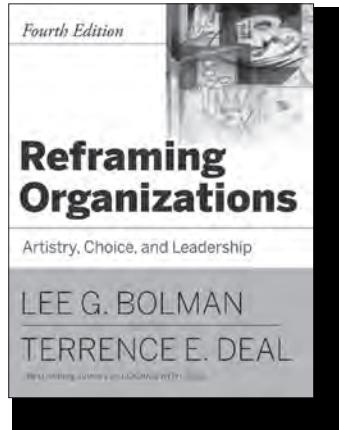
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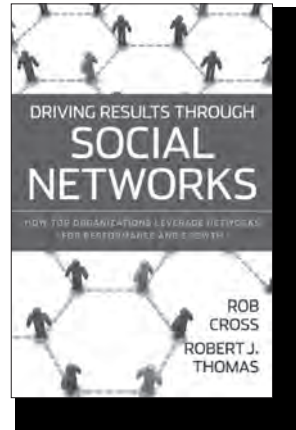
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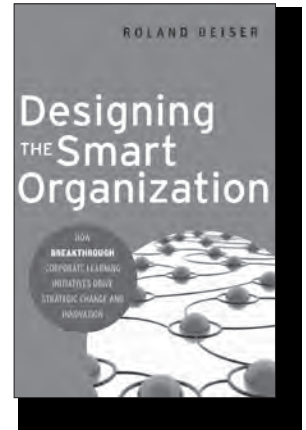
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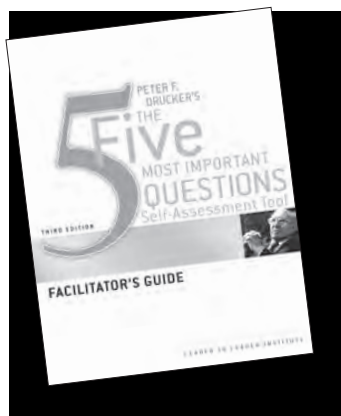
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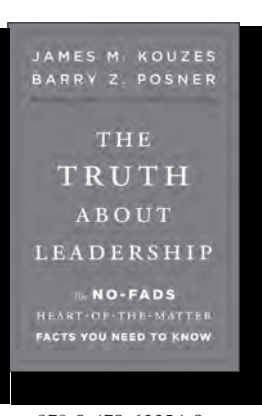
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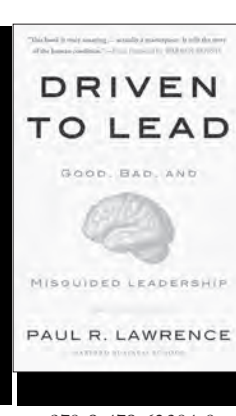
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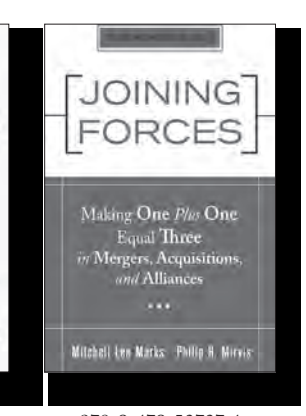
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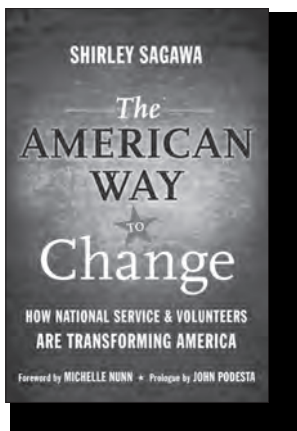
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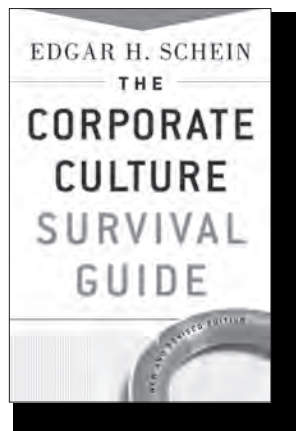
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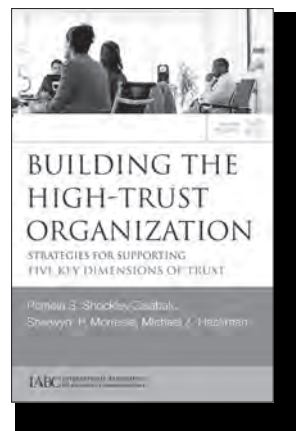
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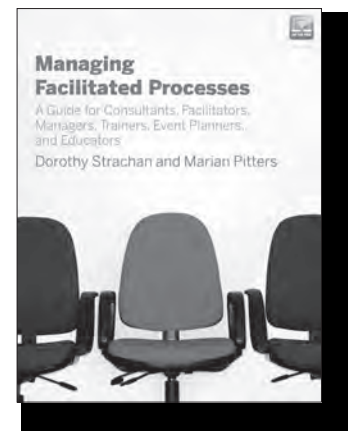
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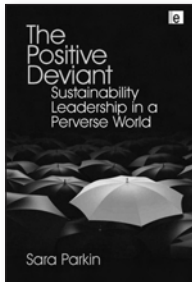
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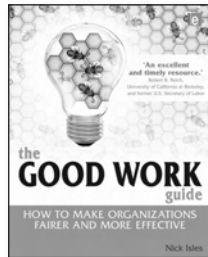
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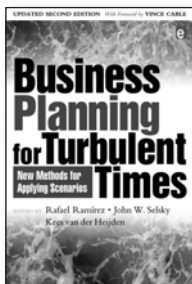
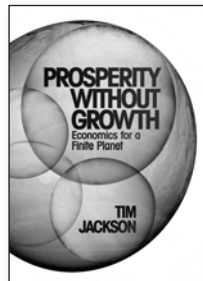
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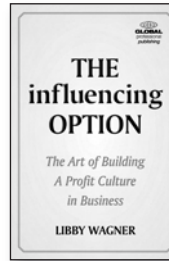
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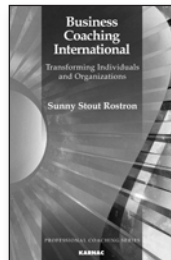
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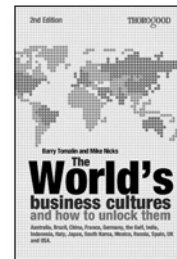


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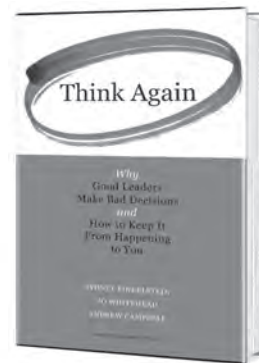
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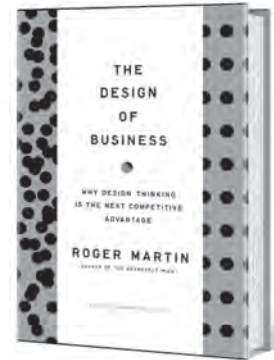
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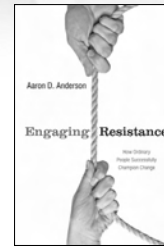
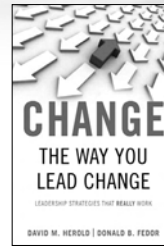
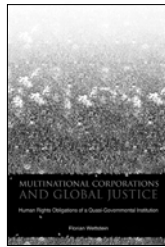
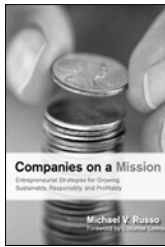
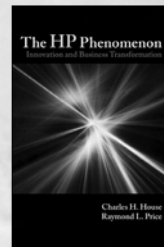
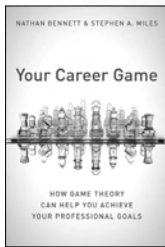
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## Friday 7:00AM

**1 : (AAA) Board of Governors' Meeting**

7:00am - 6:00pm The Queen Elizabeth: Peribonca  
 Organizer: **James P. Walsh**, U. of Michigan, Ann Arbor

## Friday 8:00AM

**2 : (AAA) Montreal 2010 LAC**

8:00am - 5:00pm Le Palais Des Congres: 343 A-C  
 Organizers: **Heather C. Vough**, McGill U.; **David Oliver**, HEC Montreal

**3 : (AAA) AOM Membership**


8:00am - 5:00pm Le Palais Des Congres: 524A  
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 Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.  
 Organizer: **Stephanie Case Henagan**, Northern Illinois U.

**4 : (AAA) Conference Registration**

8:00am - 5:00pm Le Palais Des Congres: Exhibit Hall 220 CD  
 Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

**5   (BPS) BPS Doctoral Consortium I**

8:00am - 6:00pm Le Palais Des Congres: 510A  
 By invitation only.  
 Chairs: **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign; **Benjamin A. Campbell**, Ohio State U.  
 Presenters: **Russell Coff**, Emory U.; **Alfonso Gambardella**, Bocconi U.; **Javier Gimeno**, INSEAD; **William S Hesterly**, U. of Utah; **Michael A. Hitt**, Texas A&M U.; **Jonathan O'Brien**, Rensselaer Polytechnic Institute; **Annette L. Ranft**, Florida State U.; **Govert Vroom**, IESE Business School; **Todd Zenger**, Washington U. in St Louis

**6  (BPS, ODC, RM, OCIS) Analyzing Strategy as Discourse**



8:00am - 11:30am Le Palais Des Congres: 510B  
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>July 31, 2010</b>.  
 Organizers: **Julia Balogun**, Lancaster U. Management School; **Chahrazad Abdallah**, U. of London, Birkbeck  
 Distinguished Speaker: **James Taylor**, U. of Montreal  
 Discussant: **Richard Whittington**, Said Business School  
 Presenters: **Ann Langley**, HEC Montreal; **Cynthia Hardy**, Melbourne U.; **Steve Maguire**, McGill U.; **Linda Rouleau**, HEC Montreal; **Eero Vaara**, Hanken School of Economics; **Saku Mantere**, Hanken School of Economics; **Claus D Jacobs**, U. of St. Gallen; **Helene Giroux**, HEC Montreal; **Pascale Daigle**, HEC Montréal  
 Participants: **Julia Balogun**, Lancaster U. Management School; **Chahrazad Abdallah**, U. of London, Birkbeck

**7  (BPS, OMT) Behavioral Strategy: Prominent Questions, Paper Development**

8:00am - 12:00pm Le Palais Des Congres: 511B  
 Pre-registration is required.

Chairs: **Sheen S. Levine**, Singapore Management U.; **Shayne Gary**, U. of New South Wales

Participants: **Wayne E Baker**, U. of Michigan; **Rachel Croson**, U. of Texas, Dallas; **Jerker C. Denrell**, U. of Oxford; **Michael Lenox**, U. of Virginia; **Dan Lovallo**, Sydney U.; **Michael J. Prietula**, Emory U.; **Edward Zajac**, Northwestern U.; **Teppo Felin**, Brigham Young U.

**8   (CAR) Career with Passion and Compassion-Working in the Third Sector**

8:00am - 10:00am Le Centre Sheraton: Drummond east  
 This interactive PDW explores career issues that individuals encounter in the third sector.  
 Organizer: **Noeleen Doherty**, Cranfield U.  
 Presenters: **Barbara A. Ribbens**, Western Illinois U.; **Mary Tschirhart**, North Carolina State U.

**9   (CMS) CMS Doctoral Consortium**

8:00am - 1:00pm The Queen Elizabeth: Harricana  
 Chair: **Alex Faria**, EBAPE-FGV

**10 : (ENT) ENT Junior Faculty Consortium (+ dinner) (OFFSITE)**

8:00am - 5:00pm Offsite: Concordia University  
 Offsite, Concordia University, John Molson School of Business, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8, Phone: 514-848-2424

**11 : (ENT) ENT Doctoral Consortium (+dinner) (OFFSITE)**

8:00am - 5:00pm Offsite: Concordia University-John Molson School of Business  
 Offsite, Concordia University - John Molson School of Business, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8, Phone: 514-848-2424

**12  (GDO, SIM) Moving Toward Diversity 2.0? Exploring the "State of the Art" of Our Diversity Pedagogies**

8:00am - 10:00am Le Centre Sheraton: Salon 3  
 Please contact **Marcy Crary** ([lcrary@bentley.edu](mailto:lcrary@bentley.edu)) by <b>July 1, 2010</b> to obtain the approval code. Additional registration is required at <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.  
 Organizers: **Stacy Blake-Beard**, Simmons College; **Judith A. Clair**, Boston College; **Marcy Crary**, Bentley U.; **Lynda L Moore**, Simmons School of Management  
 Facilitators: **Douglas Creed**, U. of Rhode Island; **Martin N. Davidson**, U. of Virginia; **Robin Ely**, Harvard U.; **Tammy MacLean**, Suffolk U.; **Patrick F. McKay**, Rutgers U.; **Valerie L. Myers**, U. of Michigan; **Duncan Spelman**, Bentley U.; **Marcus Maharg Stewart**, Bentley U.

**13   (HCM) Cultivating Future Leaders that Care by Using Creative Teaching Tools and Techniques**

8:00am - 9:30am The Queen Elizabeth: Hochelaga 6  
 Each of the PDW presenters will serve as facilitators to moderate round table discussions by attendees. The goals of this session are to share innovative teaching techniques especially those that emphasize the role of passion in management. Participants will explore collaborative opportunities to exchange information. As such, each facilitator will lead the discussion regarding creative teaching tools and will take notes of the round table discussion and will then be responsible for presenting the ideas at his/her table at the end of the PDW.  
 Coordinator: **Reid Oetjen**, U. of Central Florida

**Presenters:** Jon Chilingirian, Brandeis U.; Renee Brent Hotchkiss, Georgia Southern U.; Brenda Freshman, California School of Professional Psychology

#### 14 📖📍📍: (HCM) HCM Doctoral Student and Junior Faculty Consortium

8:00am - 5:00pm The Queen Elizabeth: St-Maurice

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>July 31, 2010</b>.*

**Participants:** Jami Leanne DelliFraine, U. of Texas; Leonard H. Friedman, George Washington U.; Timothy Hoff, U. at Albany, SUNY; Grant T. Savage, U. of Missouri; Stephen James O'Connor, U. of Alabama, Birmingham; Christopher Johnson, Texas A&M Health Science Center; Margarete Arndt, Clark U.; Kathleen Montgomery, U. of California, Riverside; Barbara Bigelow, Clark U.; Robert Weech-Maldonado, U. of Alabama, Birmingham; Diane Brannon, Pennsylvania State U.; Eric S. Williams, U. of Alabama; L Michele Issel, U. of Illinois, Chicago

#### 15 📍➔📍: (HR, OB, OCIS) Elancing is Changing the Nature of Work Worldwide

8:00am - 11:00am Le Centre Sheraton: Jarry

*Please bring your laptop computers to the PDW so you can experience Elancing first-hand.*

**Presenters:** Herman Aguinis, Indiana U., Bloomington; Solo O. Lawal, Indiana U., Bloomington

#### 16 ➔: (IAM, TIM) Managing Systems of Innovation: New Challenges to Decision Makers who Dare to Care in Iberoamerica"

8:00am - 9:30am Le Centre Sheraton: Salon A

**Organizer:** Carlos Aguirre Bastos, National Academy of Sciences of Bolivia

#### 17 ➔📍: (IM, BPS) Developing Country Multinational Companies: What Can We Learn From Them?

8:00am - 10:30am Le Centre Sheraton: Salon C

**Organizer:** Alvaro Cuervo-Cazurra, U. of South Carolina

**Presenters:** Alvaro Cuervo-Cazurra, U. of South Carolina; Jean-Francois Hennart, Tilburg U.; Yadong Luo, U. of Miami; Klaus Meyer, U. of Bath; Ravi Ramamurti, Northeastern U.; Rosalie L. Tung, Simon Fraser U.

#### 18 🗣️: (MED, SIM, MSR, OB) "What if I don't care?" Exploring care-based classroom norms and behaviors

8:00am - 10:00am Le Palais Des Congres: 513C

**Chair:** Thomas F Hawk, Frostburg State U.

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

#### 19 📖🗣️: (MSR, OB) Integrating spirituality in the MBA curriculum

8:00am - 10:00am The Queen Elizabeth: St-Charles

**Presenters:** Richard Peregoy, U. of Dallas Graduate School of Management; J. Lee Whittington, U. of Dallas

#### 20 📍: (OB) The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty

8:00am - 12:00pm Le Centre Sheraton: Salon B

**Chairs:** Diane Bergeron, Case Western Reserve U.; Abbie J. Shipp, Texas A&M U.

**Presenters:** Adam M. Grant, Wharton School; Amy E. Colbert, U. of Iowa; Francesca Gino, U. of North Carolina, Chapel Hill; Hui

Liao, U. of Maryland, College Park; Scott Sonenshein, Rice U.; Daniel Scott DeRue, U. of Michigan

**Participants:** Ethan Burris, U. of Texas, Austin; David Mayer, U. of Michigan; Mo Wang, U. of Maryland, College Park

#### 21 📖🗣️🗣️: (OB, MSR) Passion and Compassion in Management Education: Building Lifetime Relationships with Students

8:00am - 10:00am Le Centre Sheraton: Musset

**Organizer:** Fahri Karakas, McGill U.

#### 22 📖📍: (OCIS) OCIS Junior Faculty Consortium

8:00am - 5:00pm Le Palais Des Congres: 512B

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The cost to register is \$60.00. The deadline to register online is <b>August 4, 2010</b>.*

**Organizer:** Brian S. Butler, U. of Pittsburgh

**Presenters:** Alain Pinsonneault, McGill U.; Susan Winter, National Science Foundation; Mark Keil, Georgia State U.; Brian T Pentland, Michigan State U.; Maris G. Martinsons, City U. of Hong Kong & Pacific Rim Institute for Studies of Management

#### 23 📍: (OCIS) OCIS Division Doctoral Consortium

8:00am - 5:00pm Le Palais Des Congres: 512C

*The Doctoral Consortium is by invitation only. Applications are coordinated by Elizabeth Davidson.*

**Organizer:** Elizabeth Davidson, U. of Hawaii at Manoa

**Presenters:** Natalia Levina, New York U.; Daniel Robey, Georgia State U.; Noshir Contractor, Northwestern U.; Mike Chiasson, Advanced Institute of Management Research/Lancaster U. Management School; Andrea B. Hollingshead, U. of Southern California

#### 24 🗣️: (ODC) Beyond Leadership: Leadership as a Performance-Driven Strategy

8:00am - 10:30am Le Centre Sheraton: Drummond west

**Presenters:** Claudy Jules, Accenture, LLP; Lisa Finkelstein, Accenture, LLP

#### 25 📖🗣️➔🗣️📍: (ODC) Exploring Insider Action Research

8:00am - 10:00am Le Centre Sheraton: Kafka

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 15, 2010</b>.*

**Facilitator:** Robert M Sloyan, Benedictine U.

**Moderator:** David Coghlan, Trinity College Dublin

#### 26 📍: (OMT) Mathematical Innovations in Organizational Science

8:00am - 10:00am Le Palais Des Congres: 512A

**Chair:** Richard M Burton, Duke U.

**Presenters:** Lex Donaldson, Australian School of Business; Thomas Powell, Said Business School; Peter Klaas, Aarhus School of Business, Aarhus U.; Jane Qiu, Australian School of Business

#### 27 🗣️➔📍: (PNP, BPS, MC) Developing an Understanding of Stakeholder Dynamics in Public Policy Analysis

8:00am - 11:00am The Queen Elizabeth: Hochelaga 2

**Organizer:** Colin Eden, Strathclyde U.

**Participants:** **George Richardson**, U. at Albany, SUNY; **David Andersen**, U. at Albany, SUNY; **Fran Ackermann**, Strathclyde U.; **R. Karl Rethemeyer**, U. at Albany, SUNY; **Thomas Corbett**, Sandia National Laboratories; **Stephen Conrad**, Sandia National Laboratories; **Ignacio J. Martinez-Moyano**, Argonne National Laboratory; **Rick C. Mathews**, National Center for Security and Preparedness

**28** : (RM, MOC, OB) **Studying Sensemaking: A Methodological Toolkit**

8:00am - 10:00am Delta Centre-Ville: Cartier A

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.*

**Chair:** **Marlys K. Christianson**, U. of Toronto

**Participants:** **Sally Maitlis**, U. of British Columbia; **James Douglas Orton**, Project on National Security Reform; **Claus Rerup**, U. of Western Ontario; **Jenny W. Rudolph**, Harvard Medical School; **Timothy J. Vogus**, Vanderbilt U.; **Mary J. Waller**, York U.

**29** : (RM, MOC, OMT, OB, BPS, ENT) **Content Analysis in Organizational Research: Techniques and Applications**

8:00am - 10:00am Delta Centre-Ville: St-Laurent

**Organizers:** **Lori Kiyatkin**, Towson U.; **Michael D. Pfarrer**, U. of Georgia; **Moriah A. Meyskens**, Florida International U.

**Presenters:** **Mark Thomas Kennedy**, U. of Southern California; **Rhonda K. Reger**, U. of Maryland; **Klaus Weber**, Northwestern U.; **Violina Rindova**, U. of Texas, Austin; **Paula Marie O'Kane**, U. of Otago; **Anastasiya A. Zavyalova**, U. of Maryland, College Park; **Goce Andreovski**, Queen's School of Business, Canada

**Participants:** **Tim Pollock**, Pennsylvania State U.; **Vilmos F. Misangyi**, Pennsylvania State U.; **Theodore L. Waldron**, Baylor U.; **Frankie J. Weinberg**, U. of Georgia; **Chris C. Eldredge**, U. of Georgia; **Ryan M. Vogel**, U. of Georgia; **Patricia G. Vidal**, U. Presbiteriana Mackenzie; **Funda Sezgi**, IESE Business School; **Kristopher Deininger**, U. of Maryland; **Fan Wu**, U. of Magdeburg; **Jean-Baptiste Litrico**, Queen's School of Business, Canada; **Karoline Strauss**, U. of Sheffield; **Daniel S. Wong**, U. of Maryland, College Park; **Erin G. Pleggenkuhle-Miles**, U. of Texas, Dallas; **George A. Hrivnak**, Bond U.

**30** : (SIM, ONE, PNP, IM, ENT, BPS, ITC) **Navigating the Tensions in Poverty Alleviation Research: Scholarly Rigor vs. Practical Relevance**

8:00am - 11:00am The Queen Elizabeth: Mackenzie

**Organizers:** **Kevin McKague**, York U.; **Moriah A. Meyskens**, Florida International U.

**Participants:** **Geoff Archer**, Royal Roads U.; **Harry G. Barkema**, Rotterdam School of Management, Erasmus U.; **Alain Berranger**, Schulich School of Business; **Oana Branzei**, U. of Western Ontario; **Lisa Calvano**, Franklin & Marshall College; **James Calvin**, Johns Hopkins U.; **Douglas J. Gilbert**, U. of Phoenix; **Minna Halme**, Helsinki School of Economics; **David Graham Hyatt**, Case Western Reserve U.; **Lisa Jones-Christensen**, U. of North Carolina, Chapel Hill; **Jill Kickul**, New York U.; **Geoff Kistruck**, The Ohio State U.; **Ted London**, U. of Michigan; **Johanna Mair**, IESE Business School; **Mark B. Milstein**, Cornell U.; **Bruce Paton**, Monterey Institute of International Studies; **Miguel Rivera-Santos**, Babson College; **Christian Seelos**, IESE Business School; **Siri Ann Terjesen**, Indiana U., Bloomington; **Warner P. Woodworth**, Brigham Young U.; **Ethel R. Vesper**, U. of Phoenix; **Nilay Yajnik**, NMIMS U.; **Samer Abdelnour**, Ivey School of Business; **Joshua**

**Ault**, U. of South Carolina; **Niels Billou**, ESMT; **Marlene J Le Ber**, U. of Western Ontario; **Arno Kourula**, Aalto U.; **Jae Hwan Lee**, Texas Tech U.; **Paula Linna**, Aalto U., School of Economics; **Leif Willard Lundmark**, U. of Utah; **Bruce Martin**, McMaster U.; **Francois Perrot**, Ecole Polytechnique; **Shuan SadreGhazi**, United Nations U. / Maastricht U.; **Ute Stephan**, K.U.Leuven; **Chris Sutter**, Ohio State U.; **Matt Murphy**, ESADE

**Friday 8:30AM**

**31** : (BPS) **BPS Dissertation Consortium**

8:30am - 5:00pm Le Palais Des Congres: 512F

*By invitation only.*

**Chairs:** **Wilbur Chung**, U. of Maryland, College Park; **Bennet A. Zelner**, Duke U.

**Participants:** **Jeff Furman**, Boston U.; **David Hsu**, Wharton School; **Deepak Somaya**, U. of Illinois, Urbana-Champaign; **Mark J Zbaracki**, The U. of Western Ontario

**32** : (HCM, HR) **Research on HRM & performance in health care: How to apply and measure constructs in health care?!**

8:30am - 11:30am The Queen Elizabeth: Hochelaga 4

**Organizers:** **Jaap Paauwe**, Tilburg U.; **Monique Veld**, Erasmus U. **Distinguished Speaker:** **Louise Fitzgerald**, Manchester Business School

**Participants:** **Lisa Hisae Nishii**, Cornell U.; **David E Guest**, King's College London; **Martina Buljac**, Erasmus U. of Rotterdam; **Patrick Christopher Flood**, Dublin City U.; **Christopher Harris**, Tilburg U.; **Kees van Wijk**, Erasmus U. of Rotterdam; **Paul Boselie**, Tilburg U.

**33** : (HR, IM) **The Global Downturn: Emerging HR Best Practices and Capabilities**

8:30am - 11:30am Le Centre Sheraton: Lamartine

**Chairs:** **Liza Castro Christiansen**, Henley Business School; **Karin Sanders**, U. Twente, The Netherlands

**Facilitators:** **Pawan S. Budhwar**, Aston U.; **Sumita Raghuram**, Pennsylvania State U.

**Presenters:** **Luk Smeyers**, inostix; **Alfredo Behrens**, FIA; **Jiwen Song**, Renmin U. of China; **David Ulrich**, U. of Michigan

**34** : (HR, OB, ODC) **Return on Investment in Human, Social and Psychological Capital: The Search for Yeti**

8:30am - 12:30pm Le Centre Sheraton: Salle Ballroom center

**Organizers:** **Carolyn M. Youssef**, Bellevue U.; **Paul Poppler**, Bellevue U.; **Ernest E Stark**, Bellevue U.; **Jennifer Moss**, Bellevue U.; **Steve Farner**, Bellevue U.

**Moderators:** **Carolyn M. Youssef**, Bellevue U.; **Paul Poppler**, Bellevue U.

**Participants:** **John W Boudreau**, Center for Effective Organizations; **Gary P. Latham**, U. of Toronto; **Fred Luthans**, U. of Nebraska, Lincoln; **Wayne E Baker**, U. of Michigan; **Timothy D. Hodges**, Gallup; **Mike Echols**, Bellevue U.; **Jennifer Moss**, Bellevue U.; **Boyce Byerly**, Capital Analytics

**35** : (MC) **Engagement Is The New Change Management**

8:30am - 12:00pm Delta Centre-Ville: St-Charles

**Chairs:** **Richard Axelrod**, Organization Consultant; **Emily Axelrod**, Organization Consultant

**36** (MSR) Reconciling Human Dignity and Competitive Economic Profits

8:30am - 4:00pm The Queen Elizabeth: Chaudiere

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>June 20, 2010</b>.**Distinguished Speaker: J.-Robert Ouimet, Ouimet-Cordon Bleu, Inc.**Coordinator: Gaston Ovila Sauve, To God Go Foundation**Participant: Andrius Valevicius, U. of Sherbrooke***37** (OMT) Organization and Management Theory (OMT) Junior Faculty Consortium

8:30am - 2:30pm Le Palais Des Congres: 516B

*Please contact Damon Phillips ([damon.phillips@chicagobooth.edu](mailto:damon.phillips@chicagobooth.edu)) for pre-registration information.**Facilitator: Martin Gargiulo, INSEAD**Coordinator: Damon J Phillips, U. of Chicago**Participants: Ruth V. Aguilera, U. of Illinois, Urbana-Champaign;**Robert J David, McGill U.; Pamela R Haunschild, U. of Texas,**Austin; Rakesh Khurana, Harvard U.; Tai-Young Kim, SKK**Graduate School of Business; Marc-David L Seidel, U. of British**Columbia; Wesley Sine, Cornell U.; Giuseppe Soda, Bocconi U.**and SDA Bocconi School of Management; Jesper B Sorensen,**Stanford U.; Olav Sorenson, Yale School of Management; Silviya**Svejenova, ESADE; Pamela S. Tolbert, Cornell U.; Filippo Carlo**Wezel, U. of Lugano; Ian O. Williamson, U. of Melbourne***38** (OMT, MOC) Organization and Management Theory/ Managerial and Organizational Cognition Doctoral Consortium

8:30am - 2:30pm Le Palais Des Congres: 516D

*Pre-registration required. Email Nelson Phillips**([n.phillips@imperial.ac.uk](mailto:n.phillips@imperial.ac.uk)) or Kevin Corley ([Kevin.Corley@asu.edu](mailto:Kevin.Corley@asu.edu))**for more information and to obtain the approval code. Additional**registration is required at <https://secure.aomonline.org/PDWReg>.**The deadline to register online is <b>July 15, 2010</b>.**Organizers: Nelson Phillips, Imperial College London; Kevin G.**Corley, Arizona State U.**Facilitators: Mary Ann Glynn, Boston College; David Oliver, HEC**Montreal; Davide Ravasi, Bocconi U.; George P. Huber, U. of**Texas, Austin; Morela Hernandez, U. of Washington; Bill McEvily,**U. Toronto; Michael Lounsbury, U. of Alberta; Pablo Martin de**Holan, IE and INCAE; Donald Lange, Arizona State U.; Anne**Fleischer, U. of Toronto; Andrew V. Shipilov, INSEAD**Speakers: Walter W Powell, Stanford U.; Donald A Palmer, U. of**California, Davis**Presenters: Roy R Suddaby, Alberta U.; Danny Miller, HEC**Montreal / U. of Alberta***39** (ONE, OMT, BPS, SIM, IM, CMS) Sustainable Global Enterprise: Building Research on Caring and Daring MNEs

8:30am - 10:00am The Queen Elizabeth: Richelieu

*Organizers: Aarti Sharma, U. of South Florida; Min-Dong Paul**Lee, U. of South Florida**Presenters: Stuart Hart, Cornell U.; Ans Kolk, U. of Amsterdam;**Sanjay Sharma, John Molson School of Business; Sandra**Waddock, Boston College***40** (SIM) Doctoral Consortium

8:30am - 6:00pm The Queen Elizabeth: Hochelaga 5

*Pre-registration is required. The deadline to register is July, 10, 2010.**Organizers: Stephen Brammer, U. of Bath; Harry J Van Buren, U. of New Mexico*

## Friday 9:00AM

**41** (HCM, OM) Measuring Hospital Unit Performance - Strategic Planning and Performance Improvement

9:00am - 1:00pm The Queen Elizabeth: Hochelaga 3

*Organizers: Millicent F. Nelson, Middle Tennessee State U.;**Richard J Tarpey, Middle Tennessee State U.**Participants: Matrecia S.L. James, Jacksonville U.;**Velma Roberts, Florida A & M U.;**Emma Metcalf, VA Tennessee Valley Health System***42** (IM, BPS) International Corporate Governance Database Project

9:00am - 1:00pm Le Centre Sheraton: Salon 7

*Pre-registration is required for this workshop. To register online,**please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.**Chairs: Greg Bell, U. of Dallas; William Q Judge, Old Dominion U.;**Till Talaulicar, Witten/Herdecke U.;**Alessandro Zattoni, Bocconi U.***43** (IM, ENT) Promoting Entrepreneurship and Private Enterprise in Developing Economies

9:00am - 11:00am Le Centre Sheraton: Salon 4

*Presenters: David Ahlstrom, Chinese U. of Hong Kong; Garry D**Bruton, Texas Christian U.;**Zhujun Ding, Chinese U. of Hong Kong;**Linda Chang Wang, Michigan State U.**Participants: James J Kennelly, Skidmore College;**Kuang-Shih Yeh, National Sun Yat-sen U.***44** (ITC, MED) Green teaching: A forum for sharing ideas on incorporating environmental awareness in our teaching

9:00am - 11:00am Le Centre Sheraton: Salon 5


*Chair: Céleste M. Brotheridge, ESG-UQAM**Participants: Jacqueline L. Power, Odette School of Business;**Jaime Ruiz-Gutierrez, U. de los Andes, Colombia;**Nikos Bozionelos, Athens U. of Economics and Business;**Bernhardus Johannes Van Hoff, U. de los Andes***45** (MC) Soaring to Make a Difference

9:00am - 11:00am Delta Centre-Ville: Cartier B

*Participants: Dalitso Samson Sulamoyo, IACAA/Benedictine U.;**Gina Hinrichs, Capella U.;**Tiffany Yates, Benedictine U. at Springfield;**Jacqueline M. Stavros, Lawrence Technological U.;**Patricia Ritzler Malone, Lawrence Technology U.***46** (OMT, CMS) System Theory, its Rise, Failure and Renewal for Organizational Theory Building

9:00am - 11:30am Le Palais Des Congres: 512G

*We aim to bring together international system theorists and others to**discuss ways of regain system theory's original strength and renew**the concept.**Chairs: Andre Reichel, U. of Stuttgart, Germany;**Lukas Scheiber, U. of Stuttgart, Germany**Speakers: Steffen Roth, U. de Genève; Ralf Wetzel, Bern U. of**Applied Sciences; Charles Heckscher, Rutgers U.*

**47**   : (PTC, OB, ODC, OMT) **Managing change in the aftermath of extreme events**



9:00am - 12:00pm Le Palais Des Congres: 512H

**Coordinators:** David Buchanan, Cranfield U.; David Denyer, Cranfield U.**Participants:** Elena P. Antonacopoulou, U. of Liverpool; Gregory A. Bigley, U. of Washington; Dominic Elliott, U. of Liverpool; Robert P. Gephart, U. of Alberta; Clare Kelliher, Cranfield U.; Carole Lalonde, U. Laval; Martina K. Linnenluecke, U. of Queensland; Laurie Milton, U. of Calgary; Colin Pilbeam, Cranfield U.; Rangaraj Ramanujam, Vanderbilt U.; Kuo Frank Yu, City U. of Hong Kong**48** : (TIM) **Site Visit to Electronic Arts Studio in Montreal**




9:00am - 12:00pm Offsite: Montreal Electronic Arts Studio

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 15, 2010</b>.***Organizer:** Russell Fralich, HEC Montreal**49** : (TTC) **Teaching with Technology: Bring High Tech and High Touch Passion to Teaching and Learning**



9:00am - 12:00pm Le Palais Des Congres: 515B

**Organizer:** Randall G. Sleeth, Virginia Commonwealth U.**Presenters:** Joseph E Champoux, Emeritus U. of New Mexico; Bonnie S. O'Neill, Marquette U.; Joan L. Weiner, Drexel U.; Randall B. Dunham, U. of Wisconsin, Madison**Friday 9:30AM****50**  : (HR) **HR Corporate Tour: Trip to Molson Coors Brewing Company**

9:30am - 1:30pm Offsite: Molson Coors Brewing Company

*Pre-registration required. To register online, visit <https://secure.aomonline.org/PDWReg>. The deadline to register is July 1, 2010. Cost is \$30.***Organizer:** Wendy R. Boswell, Texas A&M U.**Friday 9:45AM****51**   : (HCM) **Leadership to Facilitate Evidence-Based Practice Implementation in Healthcare Organizations**

9:45am - 11:45am The Queen Elizabeth: Hochelaga 6

**Coordinator:** Gregory A. Aarons, U. of California, San Diego  
**Participants:** Mark G. Ehrhart, San Diego State U.; Jonathan Horowitz, University of California, San Diego**52**  : (OB, GDO) **Appreciating Strengths: Strengths and AI: a practical approach and theoretical model for flourishing**

9:45am - 1:45pm Le Centre Sheraton: Salon A

**Presenters:** Jan Elsner, No Affiliation; Barbara Heilemann, Monash U.**Friday 10:00AM****53** : (CMS) **Dark Side IX" Case Competition**




10:00am - 12:30pm Le Centre Sheraton: Salon 6

*Now in its ninth year, the Dark Side Case Competition, sponsored by the Critical Management Studies (CMS) Division is designed to**encourage and acknowledge the development of cases that provide reflection and debate on the "dark side" of contemporary capitalism. Critical cases constitute a fundamental challenge and radical alternative to mainstream conceptual frames. In this session, five finalists will present their cases.***Organizers:** Mary Godwyn, Babson College; Todd Bridgman, Victoria Management School; Sarah Stookey, Central Connecticut State U.**Participants:** Albert J. Mills, St. Mary's U.; Emmanuel Raufflet, HEC Montreal; Debapratim Purkayastha, ICMR Center for Management Research; Heide Weigand, Saint Mary's U.; Stewart Hamilton, IMD, Lausanne; Anna Eckardt, IMD, Lausanne; Sonya A. Grier, American U.; Guillaume D. Johnson, U. of Witwatersrand**54** : (ENT, TTC) **Social Entrepreneurship and Sustainability in the MBA Program: Design, Curriculum and Pedagogy**

10:00am - 12:00pm Le Palais Des Congres: 516A

**Organizer:** Jill Kickul, New York U.**Presenters:** Siri Ann Terjesen, Indiana U., Bloomington; Donald F Kuratko, Indiana U.; Hans Taparua, Preferred Brands International; Sanjay Rupani, Direct Involvement; John Whitman, Babson College**Participant:** Norris F. Krueger, Max Planck Institute of Economics**55** : (GDO, HR) **Incorporating Social Justice Issues in Diversity Training Programs**


10:00am - 12:00pm Le Centre Sheraton: Salle Ballroom east

**Facilitators:** Marilyn Y. Byrd, U. of Mary Hardin-Baylor; Chaunda Scott, Oakland U.**56**   : (HR, IM, OB, AAM) **HRM Systems, Talent Management, Organizational Culture and Expatriates in the Indian Context**


10:00am - 12:00pm Le Centre Sheraton: Joyce

**Chairs:** Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U. Chicago**Participants:** Jyotsna Bhatnagar, Management Development Institute; Naresh Khatri, U. of Missouri, Columbia; Jossy Mathew, Middlesex U.**57**   : (ITC, ENT) **Family Business Identity, Urban Education and Economic Development: Any link?**

10:00am - 12:00pm Le Centre Sheraton: Hemon

**Chair:** Rosa Nelly Trevinyo-Rodriguez, Tecnológico de Monterrey, Campus Monterrey**Moderator:** Hung-Bin Ding, Loyola U. Maryland**Discussants:** Eric-Hans Kramer, Netherlands Defense Academy; Panikkos Zata Poutziouris, CIIM Business School; Kandarp Mehta, IESE Business School; David Pastoriza-Rivas, HEC Montreal; Desiree Verweij, Netherlands Defense Academy; Sergio Madero, Tecnológico de Monterrey, Campus Monterrey**58** : (MSR) **Leading from the Margins: The Role of the Prophet in Transformational Leadership**

10:00am - 12:00pm The Queen Elizabeth: Matapedia

**Presenters:** Anthony L. Blair, Eastern U.; Jo Ann Kunz, Eastern U.**59** : (OMT, HR, TIM, BPS) **Unveiling the Process of Brokerage for External Talent and Technology**

10:00am - 1:00pm Le Palais Des Congres: 511A

This workshop requires pre-registration. Please register at <https://secure.aonline.org/PDWReg>. The deadline for registration is <b>1 August 2010</b>. After registration the participants will receive an e-mail from the workshop organizer (Marko Coh, [mcoh.phd2006@london.edu](mailto:mcoh.phd2006@london.edu)) with further details.

Organizer: **Marko Coh**, London Business School  
Chair: **Felipe Monteiro**, U. of Pennsylvania  
Facilitators: **Peter Cappelli**, U. of Pennsylvania; **Andrew B. Hargadon**, U. of California, Davis; **David Obstfeld**, U. of California, Irvine; **Isabel Fernandez-Mateo**, London Business School; **Tim Pollock**, Pennsylvania State U.

**60** 📖 (OMT, ODC) **The Land of Make Believe - Examining Our Management Myths Through Greek Mythology**

10:00am - 12:00pm Le Palais Des Congres: 513D

Facilitators: **Peter Bemski**, Regis U.; **Peter Bemski**, Regis U.; **Steven D. Berkshire**, Central Michigan U.

**61** 📖 📧 (RM) **Using Computer Assisted Qualitative Data Analysis Software III: Making the Software Work for You**

10:00am - 11:30am Delta Centre-Ville: Verriere B

Organizer: **Paula Marie O'Kane**, U. of Otago  
Presenters: **Anand Narasimhan**, IMD; **Jane Kirsten Lê**, Aston U.; **Anne D. Smith**, U. of Tennessee, Knoxville; **Rodrigo Bandeira-de-Mello**, EAESP-FGV, Fundação Getúlio Vargas; **Martin McCracken**, U. of Ulster

**62** 📖 🗣️ (TTC, GDO) **From Millennial Business Student to Caring Manager**

10:00am - 12:00pm Le Palais Des Congres: 513F

Facilitators: **Fonda Na'Desh**, Na'Desh & Associates; **Janet McCollum**, Pennsylvania College of Technology; **Joseph C. Holler**, Wilmington College

**Friday 10:15AM**

**63** 📖 📧 (GDO, MEN, HR, OB) **Coalition For Faculty Diversity Publishing Workshop**

10:15am - 1:15pm Le Centre Sheraton: Salon 3

Deadline for submission of manuscripts is <b>June 1st, 2010</b>. Please contact **Raymond Trau** ([raymond.trau@sydney.edu.au](mailto:raymond.trau@sydney.edu.au)) for manuscript submission and registration approval code. To register online, please visit <https://secure.aonline.org/PDWReg>. The deadline to register online is <b>July 1st, 2010</b>.

Organizer: **Raymond N. C. Trau**, U. of Sydney  
Chairs: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Robin Ely**, Harvard U.  
Discussants: **Tammy D. Allen**, U. of South Florida; **Derek R. Avery**, Temple U.; **Jennifer L. Berdahl**, U. of Toronto; **Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology; **Judith A. Clair**, Boston College; **Martin N. Davidson**, U. of Virginia; **Alicia A. Grandey**, Pennsylvania State U.; **Charmine E. J. Hartel**, U. of Queensland; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Katherine Klein**, U. of Pennsylvania; **Alison M. Konrad**, U. of Western Ontario; **David A. Kravitz**, George Mason U.; **Barbara S. Lawrence**, U. of California, Los Angeles; **Patrick F. McKay**, Rutgers U.; **Stella M. Nkomo**, U. of South Africa; **Mustafa F Ozbilgin**, U. of East Anglia; **Elaine Yakura**, Michigan State U.; **Maureen A. Scully**, U. of Massachusetts

**64** 📖 📧 (IAM, HR) **What Economic Actors have Learnt from the Recession? An HR Perspective**

10:15am - 11:45am Le Centre Sheraton: Kafka

Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.

Organizer: **Lourdes Susaeta**, IESE Business School  
Distinguished Speakers: **Enrique Taracena**, IPADE Mexico; **Wilson Aparecido Costa de Amorim**, U. de São Paulo  
Chair: **Jose Ramon Pin**, IESE Business School  
Facilitators: **Guido Stein**, IESE Business School; **Maria Jesus Belizon**, IESE Business School  
Speakers: **Jose Ramon Pin**, IESE Business School; **Marisa Aguirre Nieto**, PAD - U. de Piura; **Carlos Martí**, IESE Business School; **Erica Helena Salvaj**, ESE Graduate Business School, U. de los Andes, Chile; **Angela Gallifa**, IESE Business School; **Hector O. Rocha**, IAE Business School - Austral U.; **Maria Jesus Belizon**, IESE Business School; **Guido Stein**, IESE Business School; **Alma Lazo**, IPADE, Mexico; **Sandra Idrovo**, INALDE, U. de la Sabana; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Eugenio Ávila Pedrozo**, U. Federal do Rio Grande do Sul - UFRGS - Porto Alegre - RS- BRASIL; **Lourdes Susaeta**, IESE Business School; **Alvaro Espejo**, U. Adolfo Ibanez

**65** 📖 🗣️ (MED, CMS) **Daring to Care: Learning, Teaching and Being Reflexive in Management Education**

10:15am - 11:45am Le Palais Des Congres: 513C

Chair: **Paul Hibbert**, Strathclyde U.  
Facilitators: **Ann L Cunliffe**, U. of New Mexico; **Sharon M. Livesey**, Fordham U.; **Kevin Orr**, U. of Hull

**66** (MH) **Introduction to the Academy and the Management History Division: How to Get Involved**

10:15am - 12:15pm The Queen Elizabeth: St-Charles

Organizer: **Regina A. Greenwood**, Nova Southeastern U.  
Participants: **Peter B Petersen**, Johns Hopkins U.; **Mary Edie Mobley**, Louisiana State U.; **David A Lamond**, Victoria U.; **Jane Whitney Gibson**, Nova Southeastern U.

**67** 📖 🗣️ (OB, HR) **Inclusive Leadership and Idiosyncrasy Credit: A Retrospective View and Critique with Edwin Hollander**

10:15am - 11:45am Le Centre Sheraton: Musset

Discussant: **Thomas H. Stone**, Oklahoma State U.  
Speaker: **Edwin P Hollander**, Baruch College

**68** 📖 📧 📖 (RM, BPS, OB, OMT, TIM, ENT, ODC) **Null Hypothesis Significance Testing**

10:15am - 12:15pm Delta Centre-Ville: Cartier A

Presenters: **William H. Starbuck**, U. of Oregon; **Andreas Schwab**, Iowa State U.; **Bruce Thompson**, Texas A&M U.

**69** 📖 📧 (RM, OB, MC, OMT) **Empirical Exploration of Complexity in Human Systems: Data collection & interpretation techniques**

10:15am - 12:15pm Delta Centre-Ville: Verriere A

Organizer: **James K. Hazy**, Adelphi U.  
Participants: **David Snowden**, Cognitive Edge Ltd; **Max Boisot**, U. of Birmingham; **Pierpaolo Andriani**, Durham Business School

**Friday 10:30AM**



**70 : (AAA) Self-Assessment of Knowledge: Reflections on and Reactions to Sitzmann et al's (2010) Article**

10:30am - 12:30pm Le Palais Des Congres: 511E

The workshop will be 2 hours in length. The tentative structure for workshop will be as follows. First, the authors will discuss of the development process for Sitzmann et al.'s article. Second, the essay authors will describe their initial reactions to the article and how they developed their essays. Third, we will have a time for structured interactions between the panelists, leaving ample time for questions and commentary from the audience. We plan to conclude the session with a discussion of potential "next steps" for scholars, institutions, management learning and education and SOTL research as a result of the conversation that these articles generate. Consistent with our intent for the session of broadening the impact of AMLE's articles, we would welcome the opportunity for this session to be recorded so that it could be disseminated amongst our membership and beyond.

**Panelists:** Steven Armstrong, U. of Hull; Bradford S Bell, Cornell U.; Kenneth G. Brown, U. of Iowa; Jessica Federman, Cornell U.; Cynthia Fukami, U. of Denver; Traci Sitzmann, Advanced Distributed Learning; Karen Mann, Dalhousie U.; Lori J. Carrell, U. of Wisconsin Oshkosh

**Organizers:** J B Arbaugh, U. of Wisconsin, Oshkosh; Myrtle P. Bell, U. of Texas, Arlington

**71 📖👤➔: (ODC, MC) "That was Great!" High Impact Exercises for Teaching or Consulting on Organizational Change**

10:30am - 12:30pm Le Centre Sheraton: Drummond east

**Participants:** Gavin M. Schwarz, U. of New South Wales; Ian Palmer, RMIT U.; Richard Dunford, U. of Sydney; Anthony F. Buono, Bentley U.; Kenneth W. Kerber, Kerber & Associates; Robert J Marshak, American U.; Gary Wagenheim, Simon Fraser U.

**Friday 10:45AM****72 📖👤➔🗣️: (IM, MED, OB, HR) Developing Responsible Global Leaders: Frameworks, Experiences and Techniques**

10:45am - 3:45pm Le Centre Sheraton: Drummond west

**Organizers:** Guenter K. Stahl, WU Vienna/INSEAD; Mark E. Mendenhall, U. of Tennessee, Chattanooga

**Distinguished Speakers:** C K Prahalad, U. of Michigan; Michael Lord Hastings of Scarisbrick, KPMG

**Facilitators:** Yih-teen Lee, IESE Business School; Lite Nartey, U. of Pennsylvania; Mikael Sondergaard, U. of Aarhus; Davina E. Vora, State U. of New York, New Paltz; Chei Hwee Chua, U. of South Carolina

**Presenters:** Iris Berdrow, Bentley U.; Allan Bird, Northeastern U.; Paul Evans, INSEAD; Mansour Javidan, Thunderbird; Thomas Maak, ESADE; Martha L Maznevski, IMD; Gary Oddou, California State U. San Marcos; Joyce Osland, San Jose State U.; Nicola M. Pless, ESADE; Sim B. Sitkin, Duke U.

**73 📖👤➔: (OB, HR, ODC, CM) "Help, I'm Stuck": Organizational Behavior Research Incubator**

10:45am - 1:15pm Le Centre Sheraton: Salon C

Additional registration is required at

<https://secure.aomonline.org/PDWRReg>. Please contact the

workshop organizer(s) to obtain the approval code. The deadline to register online is <b>August 4, 2010</b>.

**Facilitators:** Mark A. Griffin, U. of Western Australia; Mark C. Bolino, U. of Oklahoma; Joyce Bono, U. of Minnesota; David A Hofmann, U. of North Carolina, Chapel Hill; Stephane Cote, U. of Toronto; Arthur P. Brief, U. of Utah; Deanne N. DenHartog, U. of Amsterdam; Jing Zhou, Rice U.; Blake E. Ashforth, Arizona State U.

**Coordinators:** Lisa Dragoni, Cornell U.; Brent Smith, Rice U.; Adam M. Grant, Wharton School

**Friday 11:00AM****74 ➔: (NDSC) Would you care to be business school dean?**

11:00am - 1:00pm Le Palais Des Congres: 513A

**Participant:** Julie A. Davies, Warwick U.

**Friday 11:15AM****75 📖➔: (OB, ENT, BPS) Business School Centers: Best Practices and Lessons Learned**

11:15am - 1:15pm Le Centre Sheraton: Salon 5

**Organizer:** Chris J. Sablinski, U. of the Pacific

**Participants:** Michael Camp, Ohio State U.; Paul Jerde, U. of Colorado, Boulder; Thomas Lee, Foster School of Business, U. of Washington; Stefanie E Naumann, U. of the Pacific; dt ogilvie, Rutgers U.; Patrick J. Murphy, DePaul U.; Jeffrey Miles, U. of the Pacific; Chris J. Sablinski, U. of the Pacific; Craig Richard Seal, U. of the Pacific; Yong Su, Fudan U.; Omar Toulan, McGill U.; Cheng-Hua Tzeng, Fudan U.; Xin Yao, U. of Colorado, Boulder

**76 📖👤➔🗣️: (ODC) Care-Based Practices: An Emergent Conversation on Creating and Sustaining Care in Action**

11:15am - 1:45pm Le Centre Sheraton: Salon 4

**Chairs:** Bonnie Richley, Case Western Reserve U.; Simon L. Dolan, ESADE; Tony Lingham, Case Western Reserve U.

**77 📖: (RM) Mobile phone: A powerful research tool for event sampling and panel survey**

11:15am - 1:15pm Delta Centre-Ville: Cartier B

**Organizers:** Zhaoli Song, National U. of Singapore; Xian Li, National U. of Singapore

**78 📖➔🗣️📖: (SIM, BPS) Passion for Sustainability: A Continuance of Scholarship**

11:15am - 2:45pm The Queen Elizabeth: Mackenzie

Contact the chair, Debbie de Lange, at [ddelange@suffolk.edu](mailto:ddelange@suffolk.edu) to join this PDW. Pre-register early. Work begins months in advance of the conference.

**Chair:** Debbie Elizabeth de Lange, Suffolk U.

**Facilitators:** Patricia G. Vidal, U. Presbiteriana MacKenzie; Claire

A. Simmers, Saint Joseph's U.; Timo Busch, ETH Zurich

**Participants:** Tom Cooper, Memorial U. of Newfoundland;

Josephine Stomp, U. of Windsor; Susan L. Young, Ohio State U.;

Olga Voronina Hawn, Duke U.; Adela Jana McMurray, Royal

Melbourne Institute of Technology U.; Mary Finney, Ohio U.;

Denise Cardoso Pereira, Foundation for Sustainable Development;

Anne Marie Stoughton, Benedictine U.; Bobby Banerjee, U. of

Western Sydney; Laurie Ingraham, U. of Calgary; Natalie

Slawinski, Memorial U. of Newfoundland; Jonatan Pinkse, U. of

Amsterdam; Marco Antonio Figueiredo Milani Filho, Mackenzie

Presbyterian U., **Sukhbir Kaur Sandhu**, U. of South Australia, **Daniel Armanos**, Stanford U., **Javier Delgado-Ceballos**, U. of Granada, **Madeline Toubiana**, York U.

*the workshop organizers for the approval code. The deadline to register online is <b>August 4, 2010</b>.*

*Organizers: **Preet Banerjee**, Brandeis U.; **Andrea Prencipe**, U. G. d'Annunzio*

### Friday 11:45AM

#### 79 : (MED) Can We Fix It? Yes We Can!: Daring to Care About Teaching in a Multicultural Classroom Environment

11:45am - 1:45pm Le Palais Des Congres: 512G

Organizer: **Amy L. Kenworthy**, Bond U.

Presenters: **Amy L. Kenworthy**, Bond U.; **George A. Hrivnak**, Bond U.

Participant: **Louise J. Mulligan**, Bond U.

### Friday 12:00PM

#### 80 : (HR) HRM Ambassadors Program, International Case Book and Research Project

12:00pm - 2:00pm Le Centre Sheraton: Lamartine

Panelists: **Michal Biron**, Tilburg U. & U. of Haifa; **Bard Kuvaas**, BI Norwegian School of Management; **Stephen T.T. Teo**, Curtin U. of Technology; **Scott L. Martin**, Yayed U.; **Brosh M. Teucher**, INCAE; **Maria Rotundo**, U. of Toronto; **Eleni Stavrou**, U. of Cyprus; **Deanne N. DenHartog**, U. of Amsterdam; **Dorothy Mpabanga**, U. of Botswana; **Radha R. Sharma**, Management Development Institute; **Yaping Gong**, Hong Kong U. of Science and Technology; **Marion Festing**, ESCP Europe; **Olga Epitropaki**, ALBA Graduate Business School & Aston Business School; **Rita Campos Cunha**, U. Nova de Lisboa; **Robert Kaše**, U. of Ljubljana

Organizers: **James C. Hayton**, SDA Bocconi / Bocconi U.; **Karin Sanders**, U. Twente, The Netherlands

Chair: **Liza Castro Christiansen**, Henley Business School

Moderator: **Steve Werner**, U. of Houston

#### 81 : (MED, OB) "Extreme Teaching": Making a Big Class Smaller

12:00pm - 2:00pm Le Palais Des Congres: 513C

Chair: **Martin L. Fogelman**, U. at Albany, SUNY

Presenter: **Samuel Ferrara**, U-Albany

Participants: **Martin L. Fogelman**, U. at Albany, SUNY; **Mark E. O'Donnell**, York College of Pennsylvania

#### 82 : (OCIS) OCIS Joint Doctoral and Junior Faculty Consortia Lunch

12:00pm - 1:30pm Le Palais Des Congres: 511C

OCIS will host a lunch for participants in the Junior Faculty and Doctoral Consortia. Mentors and attendees are invited to attend.

#### 83 : (ODC) ODC Doctoral Consortium (Invitation Only)

12:00pm - 5:00pm Le Centre Sheraton: Musset

5:00pm – 9:00 pm additional activities (including dinner) in separate locations

Host: **Ronald Fry**, Case Western Reserve U.

#### 84 : (TIM) TIM Junior Faculty Consortium I

12:00pm - 6:00pm Le Palais Des Congres: 524C

#### 85 : (TIM) TIM Doctoral Consortium I

12:00pm - 6:00pm Le Palais Des Congres: 525B

Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. Please contact

### Friday 12:15PM

#### 86 : (ENT, RM) Current Research and Development of the Entrepreneurial Orientation (EO) Construct.

12:15pm - 2:45pm Le Palais Des Congres: 513F

Chair: **Jeffrey Matthew Pollack**, U. of Richmond

Facilitators: **Ayman Tarabishy**, George Washington U.; **Nathan S. Hartman**, John Carroll U.; **Erik Monsen**, Max Planck Institute of Economics; **Sherylynn Roberts**, U. of Texas, Arlington; **William John Wales**, James Madison U.; **Roxanne Zolin**, Queensland U. of Technology

Presenters: **Per Davidsson**, Queensland U. of Technology; **Daniel T. Holt**, Mississippi State U.; **Johan Wiklund**, Syracuse U.; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

#### 87 : (GDO, HR) Current Research Methods in Work-Life Research

12:15pm - 4:15pm Le Centre Sheraton: Salon B

Coordinators: **Alysa Dawn Lambert**, Indiana U. Southeast; **Mila B. Lazarova**, Simon Fraser U.; **Lori A. Muse**, California State U., Fullerton; **Monique Valcour**, EDHEC Business School

Presenters: **Mireia Las Heras**, U. of Navarra, Spain; **Melissa Mazmanian**, U. of California, Irvine; **Steven A. Y. Poelmans**, IESE Business School; **Patricia Vincent Roehling**, Hope College; **Sharyn Lyn Stanko**, U. of Oregon; **Spela Trefalt**, Simmons School of Management; **Joy Pixley**, U. of California, Irvine; **Heather Hofmeister**, RWTH Aachen U.; **Alysa Dawn Lambert**, Indiana U. Southeast; **Mila B. Lazarova**, Simon Fraser U.; **Lori A. Muse**, California State U., Fullerton; **Monique Valcour**, EDHEC Business School

#### 88 : (IM) Dilemmas in Global Leadership Research: Identifying Challenges and Exploring Solutions

12:15pm - 2:15pm Le Centre Sheraton: Joyce

Chair: **Rachel Clapp-Smith**, Purdue U., Calumet

Facilitator: **Schon Beechler**, U. of Michigan

Coordinator: **Gretchen Vogelgesang**, State U. of New York, New Paltz

Presenters: **Fred O. Walumbwa**, Arizona State U.; **Mary F. Sully de Luque**, Thunderbird; **Miriam Erez**, Technion Israel Institute of Technology; **Joyce Osland**, San Jose State U.; **Mary B Teagarden**, Thunderbird School of Global Management; **Alon Lisak**, Technion Israel Institute of Technology; **David E Bowen**, Thunderbird

#### 89 : (MOC, BPS, PNP, PTC) Cognitive Conversations about Caring

12:15pm - 2:45pm Delta Centre-Ville: St-Charles

This PDW is for those interested in exploring the nature of strategic conversations in caring organisations.

Chair: **Anne S. Huff**, Technical U. München

Discussant: **Mark Jenkins**, Cranfield U.

#### 90 : (PTC, TIM, OB, ONE) Dare to innovate by taking care of hurdles to innovation

12:15pm - 3:15pm Le Palais Des Congres: 512H

**Organizers:** Edeltraud Guenther, Technische U. Dresden; **Anne-Karen Hueske**, Technische U. Dresden; **Peter Kesting**, Aarhus U.  
**Facilitators:** Katharina Hoelzle, Berlin Institute of Technology;  
**Martina K. Linnenluecke**, U. of Queensland; **Klaus Moeller**, U. of Goettingen; **Lutz Preuss**, Royal Holloway, U. of London; **Riina Pulkkinen**, Tampere U.

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### Friday 12:30PM

#### 91 : (CMS) The Critical Management Studies PhD

12:30pm - 2:30pm The Queen Elizabeth: Hochelaga 4

**Organizer:** Deborah Jones, Victoria U. of Wellington

**Discussant:** Alessia Contu, U. of Warwick

**Presenters:** Campbell Jones, U. of Leicester; **Alison Mary Henderson**, U. of Waikato; **Rafael Alcadipani**, EAESP-FGV; **Jessica Heineman-Pieper**, George Mason U.

#### 92 : (IAM, AAM, IM) Development of International Research Networks in Emerging Countries

12:30pm - 3:30pm Le Centre Sheraton: Hemon

**Chairs:** Gaston Fornes, ESIC BUSINESS & MARKETING SCHOOL; **Guillermo Cardoza**, Instituto de Empresa Business School

**Presenters:** Belen Lopez Vazquez, ESIC BUSINESS & MARKETING SCHOOL; **Song Xu**, Anhui U. of Finance & Economics; **Ning Xu**, Nanjing U.

**Participants:** Ping Li, Shandong U. of Technology; **Camelia Ilie**, ESADE; **Vanina Farber**, CENTRUM Catolica, Pontificia U. Catolica del Peru

#### 93 : (MH, MED, BPS) Building a Strategic and Living History: A Sample Approach Using Ethnographic Research

12:30pm - 2:30pm The Queen Elizabeth: St-Charles

**Coordinators:** Kenneth R Thompson, DePaul U.; **Karl Moore**, McGill U.; **Linda Wing**, U. of Phoenix

#### 94 : (ONE) ONE Doctoral Consortium

12:30pm - 6:00pm The Queen Elizabeth: Matapedia

Additional registration is required at

<https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 15, 2010</b>.

**Organizers:** Anke Arnaud, Embry-Riddle Aeronautical U.; **Stephanie Berger**, Concordia U.; **Luc Pierre Bres**, Ecole des HEC, Montreal / Tele-U.; **Hajar Fatemi-Shariatpanahi**, Concordia U.; **Jason Good**, U. of Michigan; **Krista Gullo**, U. of Michigan; **Ruthairat Protpakorn**, Pennsylvania State U.; **Catalin Ratiu**, Concordia U.; **Sara B. Soderstrom**, Northwestern U.; **Melissa Paschall**, U. of St. Gallen

**Participants:** Andrew J. Hoffman, U. of Michigan; **Lynne Andersson**, Temple U.; **Amelia C. Clarke**, U. of Waterloo; **Tobias Hahn**, Euromed Management School Marseille; **Raymond L.**

**Paquin**, Concordia U.; **Aarti Sharma**, U. of South Florida; **Heiko Spitzack**, Cranfield U.; **Judith Louise Walls**, John Molson School of Business, Concordia U.; **Nicole Darnall**, George Mason U.; **Carolyn P. Egri**, Simon Fraser U.; **Klaus Weber**, Northwestern U.; **Mark B. Milstein**, Cornell U.; **Sanjay Sharma**, John Molson School of Business; **John M Jermier**, U. of South Florida; **Michael Lenox**, U. of Virginia; **P Devereaux Jennings**, U. of Alberta; **Stephanie Bertels**, Simon Fraser U.; **Jennifer Howard-Grenville**, U. of Oregon; **Bryan W Husted**, York U.; **Robert Sroufe**, Duquesne U.;

**Timo Busch**, ETH Zurich; **Stuart Hart**, Cornell U.; **Alfred Allen Marcus**, U. of Minnesota; **Madeleine Pullman**, Portland State U.; **Paul Shrivastava**, Concordia U.; **Michael V. Russo**, U. of Oregon; **Garry D Bruton**, Texas Christian U.

#### 95 : (RM) Examples of Hybrids of Quantitative and Qualitative Research Methods

12:30pm - 2:30pm Delta Centre-Ville: Verriere A

**Presenters:** Robert P. Gephart, U. of Alberta; **Michel Peron**, ISEOR / U. of Paris Sorbonne; **Veronique Zardet**, ISEOR, U. of Lyon 3; **Frantz Datry**, ISEOR, U. of Lyon 3; **Henri Savall**, ISEOR, U. of Lyon 3; **Marc Bonnet**, ISEOR, U. of Lyon 3

**Participant:** Olivier Voyant, ISEOR, U. of Lyon 3

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### Friday 12:45PM

#### 96 : (AAM) Fallacy of Composition in Japanese Business: Linking Micro- and Macro-level Issues

12:45pm - 2:45pm Le Centre Sheraton: Drummond center

**Chairs:** Toshihiro Kanai, Kobe U.; **Shige Makino**, Chinese U. of Hong Kong

**Discussants:** Shigeru Asaba, Gakushuin U.; **Thomas Roehl**, Western Washington U.

**Presenters:** Shige Makino, Chinese U. of Hong Kong; **Ryuta Suzuki**, Kobe U.; **Norihiko Takeuchi**, Aoyama Gakuin U.; **Christina L Ahmadjian**, Hitotsubashi U.

#### 97 : (MED) Evidence-Based Management: A New Approach to Teaching the Practice of Management

12:45pm - 2:45pm Le Palais Des Congres: 513D

**Organizer:** Eric Barends, Vrije U. Amsterdam

**Presenters:** Rob B. Briner, U. of London; **Wendelien Van Eerde**, U. of Amsterdam Business School; **Dirk Ubbink**, Amsterdam U. Medical School; **Barbara Janssen**, TEN HAVE Change Management

#### 98 : (OB, HR, ODC) The Future of Job Design

12:45pm - 3:45pm Le Centre Sheraton: Drummond east

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.

**Organizers:** Adam M. Grant, Wharton School; **Yitzhak Fried**, Syracuse U.; **Sharon K. Parker**, U. of Western Australia  
**Presenters:** Greg R. Oldham, Tulane U.; **Denise M. Rousseau**, Carnegie Mellon U.; **Gary Johns**, Concordia U.; **Alicia A. Grandey**, Pennsylvania State U.; **Frederick P. Morgeson**, Michigan State U.; **Robert Alan Baron**, Oklahoma State U.; **John Cordery**, U. of Western Australia; **Ronald F. Piccolo**, Crummer Graduate School of Business, Rollins College; **Stephen E. Humphrey**, Pennsylvania State U.; **Justin Berg**, U. of Pennsylvania

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### Friday 1:00PM

#### 99 : (AAA) 2010 AMLE Writers Workshop

1:00pm - 3:00pm Le Palais Des Congres: 511E

To be considered for participation in the workshop, you need to submit a preliminary manuscript. Preliminary manuscripts will be due to the AMLE office ([amle@aom.pace.edu](mailto:amle@aom.pace.edu)) by May 17, 2010, and notification of acceptance will occur on or before June 15, 2010. Please note that accepted manuscripts and authors will not be listed in the Academy program.

**Organizer:** J B Arbaugh, U. of Wisconsin, Oshkosh

**Facilitators:** **Holly H Brower**, Wake Forest U.; **Lisa A. Burke**, U. of Tennessee, Chattanooga; **Anne Marie Francesco**, Hong Kong Baptist U.; **Alvin Hwang**, Pace U.; **David Jacobs**, Morgan State U.; **Amy L. Kenworthy**, Bond U.; **Tim O Peterson**, North Dakota State U.; **Robert S. Rubin**, DePaul U.; **Marcus Maharg Stewart**, Bentley U.; **Christine Quinn Trank**, Texas Tech U.

**100** 🌐➔📄: (AAM, IM, HR) **The Influence of Globalization on Korean Human Resource Management: Challenges and Opportunities**

1:00pm - 4:00pm Le Centre Sheraton: Salon 1

**Organizer:** **Yongsun Paik**, Loyola Marymount U.

**Presenters:** **Johngseok Bae**, Korea U.; **Sung-Choon Kang**, Seoul National U.; **Hyeong-Deug Kim**, Simon Fraser U.; **Hyeon Jeong Park**, Georgia State U.; **Rosalie L. Tung**, Simon Fraser U.; **Sunghoon Kim**, U. of New South Wales

**101** 📄🌐➔🗣️: (ODC, MSR) **Awakening the Dreamer: Sustainability, Social Justice and Healthy Spirit at Humanity's Crossroads**

1:00pm - 5:00pm Le Centre Sheraton: Salon 6

*For additional information, please contact the program coordinator, Kit Tennis, at [Kit@SanchezTennisAssociates.com](mailto:Kit@SanchezTennisAssociates.com), +1-303-449-5921.*

**Discussant:** **Tarek Hatem**, American U. in Cairo

**Coordinator:** **Christopher Tennis**, Sanchez Tennis & Associates, LLC

**102** 📄📄: (ONE, SIM) **Improving the dissemination and creation of scholarly research on CSR and SD in French**

1:00pm - 6:00pm Offsite: University of Quebec in Montreal

*University of Quebec in Montreal (in the Salle des Boiseries, located in the Judith-Jasmin Pavillon, local J-2810) from 1p.m. to 6p.m. on Friday August 6th.*

**Organizer:** **Marie-France B. Turcotte**, U. du Québec à Montreal

**Speakers:** **Jacques Robert Igalens**, IAE de Toulouse; **Louis Raymond**, U. du Québec à Trois-Rivières; **Olivier Boiral**, U. Laval; **Frederique Dejean**, Conservatoire National des Arts et Métiers; **Emmanuel Raufflet**, HEC Montreal; **Corinne Gendron**, UQAM; **Jean-Pascal Gond**, HEC Montreal / Nottingham U.; **Jean Pasquero**, U. Quebec

**103** 📄: (TTC) **The Business of Teaching about Business to Adults**

1:00pm - 3:00pm Le Palais Des Congres: 515B

**Presenters:** **Leslie Dinauer**, U. of Maryland U. College; **Claudine Schweber**, U. of Maryland U. College

**Friday 1:15PM**

**104** 📄: (HCM, RM) **Current Trends in the Survey Methods of Organizational Research**

1:15pm - 3:15pm The Queen Elizabeth: Harricana

**Chair:** **Juliet A. Davis**, U. of Alabama

**Participants:** **Jane Banaszak-Holl**, U. of Michigan; **Keith G Provan**, U. of Arizona/ Tilburg U.; **Thomas D'Aunno**, Columbia U.; **Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill

**105** 🌐➔📄: (HR, OB) **Engaging Encounters: Talent Management, Employee Engagement and the Researcher Practitioner "Bridge"**

1:15pm - 4:15pm Le Centre Sheraton: Jarry

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.*

**Organizers:** **Marielle Sonnenberg**, Tilburg U. / Accenture; **Kerry Grigg**, Monash U.

**Presenters:** **Paul Sparrow**, Lancaster U.; **Graeme Martin**, U. of Glasgow; **John W Boudreau**, Center for Effective Organizations; **Elaine Farndale**, Penn State U. & Tilburg U.

**106** 📄📄🗣️: (ONE, SIM, MED, TIM, PTC) **Sustainable Business Practices: Experiential Learning in Virtual Environments**

1:15pm - 3:15pm The Queen Elizabeth: Hochelaga 2

**Organizers:** **William H. Prado**, Green Mountain College; **Irene Henriques**, York U.; **Anna B. Kayes**, Stevenson U.

**Presenters:** **Irene Henriques**, York U.; **Carrie Spagnola Doyle**, Pearson Learning Solutions; **Erik Styles**, Pearson Learning Solutions; **William Prensky**, The FutureWork Institute, Inc.; **William H. Prado**, Green Mountain College; **Anna B. Kayes**, Stevenson U.

**Friday 1:30PM**

**107** 📄: (CAR, HR, OB) **Careers in the Rough: A Research Development Workshop**

1:30pm - 3:30pm Le Centre Sheraton: Salon 5

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.*

**Chair:** **Holly Slay**, Seattle U.

**Participants:** **Jeffrey H. Greenhaus**, Drexel U.; **Sherry E. Sullivan**, Bowling Green State U.; **Stacy Blake-Beard**, Simmons College; **Kimberly Eddleston**, Northeastern U.; **Hugh P. Gunz**, U. of Toronto; **Berrin Erdogan**, Portland State U.; **Maury Peiperl**, IMD; **Peter A. Heslin**, Southern Methodist U.; **Barbara S. Lawrence**, U. of California, Los Angeles

**108** 🗣️: (OM, MC, ODC, TIM) **Value Management in Aerospace Manufacturing/ Company Visit**

1:30pm - 5:00pm Offsite: Bombardier Aerospace

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>.*

**Organizer:** **Isabelle Dostaler**, John Molson School of Business, Concordia U.

**109** 📄📄: (RM) **Developing interdisciplinary researchers: Caring for those who dare**

1:30pm - 3:30pm Delta Centre-Ville: Verriere B

**Chair:** **Paul Hibbert**, Strathclyde U.

**Facilitator:** **Frank Siedlok**, Strathclyde U.

**Friday 2:00PM**

**110** 📄🗣️📄: (CAR, TTC) **Teaching Careers Together - Developing a Careers Studies Teaching Community**

2:00pm - 4:00pm Le Centre Sheraton: Salon A

**Organizers:** **Michael B. Arthur**, Suffolk U.; **Tania Casado**, U. of Sao Paulo - USP; **Suzanne C. de Janasz**, U. of Mary Washington; **Konstantin Korotov**, ESMT; **Wolfgang Mayrhofer**, WU Vienna  
**Hosts:** **Svetlana Khapova**, VU U. Amsterdam; **Hetty Van Emmerik**, Maastricht U.; **Julia Richardson**, York U.

**111** : (CMS, OMT, SIM) **Cutting to the Core of Corporate Social Responsibility: Approaches With a Critical Edge**

2:00pm - 4:00pm The Queen Elizabeth: Hochelaga 6

**Chairs:** Raza A Mir, William Paterson U.; Pushkala Prasad, Skidmore College**Presenters:** James J Kennelly, Skidmore College; C Gopinath, Suffolk U.; Maureen A. Scully, U. of Massachusetts; Anshuman Prasad, U. of New Haven; Christopher Whann, Empire State College, State U. of New York**112** : (GDO, IM, SIM, PTC) **The Regulation of Diversity Management : Towards a Typology**

2:00pm - 5:00pm Le Centre Sheraton: Salle Ballroom center

*Cross-country workshop involving 12 countries spanning 4 continents to build a common framework to categorize diversity policies at all levels.***Organizer:** Alain Klarsfeld, Groupe ESC Toulouse Business School  
**Participants:** Regine Bendl, Vienna U. of Economics and Business Administration; Gwendolyn M. Combs, U. of Nebraska, Lincoln; Annie Cornet, HEC; Claudia J. Ferrante, U.S. Air Force Academy; Rana Haq, Laurentian U.; I-Chieh Hsu, National Changhua U. of Education; Roswitha Hofmann, Vienna U. of Economics and Business Administration; Alain Klarsfeld, Groupe ESC Toulouse Business School; Iris Koall, U. of Dortmund; Waheeda Lillevik, College of New Jersey; Eddy S. Ng, Dalhousie U.; Stella M. Nkomo, U. of South Africa; Renate Ortlieb, Graz U.; Mustafa F Ozbilgin, U. of East Anglia; Barbara Sieben, Freie U. Berlin; Jawad Syed, U. of Kent; Ahu Tatli, U. of London; Marloes L. van Engen, Tilburg U.; Patrizia Zanoni, Hasselt U.**113** : (IM, HR) **Challenges and Opportunities in Cross-Cultural Research using International Networks**

2:00pm - 4:00pm Le Centre Sheraton: Salon 7

**Chair:** Emma Parry, Cranfield U.**Presenters:** Eleni Stavrou, U. of Cyprus; Chris Brewster, U. of Reading; Hilla Peretz, ORT Braude College; Koen Dewettinck, Vlerick Leuven Gent Management School; Françoise Dany, EM Lyon; Ruth Alas, Estonian Business School  
**Participant:** Amnon Caspi, Bar Ilan U.**114** : (MED, IM) **Generating Student Passion for Corporate Social Responsibility Using FIPSE Grants**

2:00pm - 4:00pm Le Palais Des Congres: 510D

**Organizer:** Barbara A. Ribbens, Western Illinois U.**Participants:** Gordon P. Rands, Western Illinois U.; Stephen Axley, Western Illinois U.; Michael Gurdon, U. of Vermont; Vicky St-Germain, ArcelorMittal Montréal; Geneviève Comeau, U. of Ottawa; Jean Roy, U. of Sherbrooke**115** : (MSR) **Leadership Insight: Contemplative Reflection Through Art, Music and Sacred Writing**

2:00pm - 4:00pm Offsite: Galerie MX

*<b>The Workshop will take place at Galerie mx (333 Viger, Montreal - corner of Viger & deBleury) across the street from the Palais des Congres (the main Academy meeting venue). Participation is limited and pre-registration is required. To register, please send email to christine.bataille@mail.mcgill.ca to obtain an approval code.</b>*  
**Chairs:** Nancy J Adler, McGill U.; Andre L Delbecq, Santa Clara U.**Facilitators:** Michelle L Buck, Northwestern U.; Pamela Lirio, McGill U.; Christine Bataille, McGill U.; Troy Anderson, Carlton U.**116** : (OB) **From Junior to Full: Advice on Advancing to Full Professor**

2:00pm - 4:00pm Le Centre Sheraton: Salle Ballroom west

**Chairs:** Gilad Chen, U. of Maryland; Christopher O. L. H. Porter, Texas A&M U.**Presenters:** Jason Colquitt, U. of Florida; Angelo DeNisi, Tulane U.; Jeffrey R. Edwards, U. of North Carolina; Katherine Klein, U. of Pennsylvania; Randall S. Peterson, London Business School**117** : (ODC) **Dare to Care: Using Traditional Concepts to Diagnose and Improve Performance**

2:00pm - 4:00pm Le Centre Sheraton: Salon 4

**Presenters:** Judith Gebhardt, U. of Maryland, College Park; Thomas Hilton Olson, U. of Southern California**Friday 2:15PM****118** : (MED, BPS) **Simulating Strategy: Do management simulations help students become effective decision-makers?**

2:15pm - 4:15pm Le Palais Des Congres: 513C

*This workshop addresses pedagogical aspects of software-based simulations as an experiential method to teach strategic decision-making skills.***Organizer:** Ali Taleb, HEC Montreal**Chair:** Serge Poisson de Haro, HEC Montreal**Facilitators:** Taïeb Hafsi, HEC Montreal; David Oliver, HEC Montreal; Martine Vézina, HEC Montréal**Speakers:** Daniel Paul, Paris Dauphine U.; Thibaut Bardou, U. Paris Dauphine, CREPA / U. of Geneva, HEC; Joseph Wolfe, Experiential Adventures LLC**119** : (ODC, OB) **I Never Knew You Cared: Forging a Rapprochement Between OD and Leadership Studies**

2:15pm - 5:15pm Le Centre Sheraton: Lamartine

**Organizers:** Gail T Fairhurst, U. of Cincinnati; Eric Guthey, Copenhagen Business School; Clifford Oswick, Queen Mary, U. of London.; Robert J Marshak, American U.; James Gustafson, Benedictine U.; Jude G. Olson, Lockheed Martin Aeronautics Company; Mary Uhl-Bien, U. of Nebraska**Chairs:** Brad Jackson, U. of Auckland; David Stephen Grant, U. of Sydney**Friday 2:30PM****120** : (IAM, HR, IM) **Notes from the Field: Strategies for Success in Iberoamerican HRM Research**





2:30pm - 4:00pm Le Centre Sheraton: Salon 8

**Chairs:** Patricia G Martinez, Loyola Marymount U.; Monica C. Gavino, Saint Xavier U.**Presenters:** Carlos J. Alsua, U. of Alaska, Anchorage; Nathalie Castano, Wayne State U.; Anabella Davila, Tecnológico de Monterrey; Sergio Madero, Tecnológico de Monterrey, Campus Monterrey; Stanley Malos, San Jose State U.; Miguel R. Olivas-Lujan, Clarion U. of PA & Tec de Monterrey; Mary F. Sully de Luque, Thunderbird; Marta M. Elvira, IESE Business School**121** : (IM, BPS, RM, AAM) **Promise and Perils of Emerging Markets Research**

2:30pm - 5:00pm Le Centre Sheraton: Salon C

**Chair:** Tarun Khanna, Harvard U.

**Participants:** Catherine Thomas, Columbia Business School; Minyuan Zhao, U. of Michigan; Susan Perkins, Northwestern U.; Santiago Mingo, U. of Miami; Ishtiaq Pasha Mahmood, National U. of Singapore; Sea Jin Chang, National U. of Singapore

**122**    : (ODC) OD Social Innovations: Incubating NGOs, Synergizing Research

2:30pm - 4:30pm Le Centre Sheraton: Joyce

*This session focuses on using OD to radically change the world by empowering the poor.*

**Participant:** Warner P. Woodworth, Brigham Young U.

**Friday 2:45PM**

**123**  : (MC, ODC) The Care And Feeding Of The Aspiring Management Consultant: Preparing The Profession For Its Future

2:45pm - 5:15pm Delta Centre-Ville: Verriere A

**Chair:** Thomas C. Head, Roosevelt U. Chicago-Schaumburg




**Participants:** Peter Sorensen, Benedictine U.; Joanne C Preston, Colorado Technical U.; Terry R Armstrong, Colorado Technical U.; Flemming Poufelt, Copenhagen Business School; Susan M. Adams, Bentley U.; Ralph Haug, Roosevelt U.

**124**    : (ONE, BPS, ENT) Case Laboratory on Corporate Sustainability

2:45pm - 5:45pm The Queen Elizabeth: St-Charles

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is <b>August 4, 2010</b>.*

**Panelists:** Christian Seelos, IESE Business School; Kevin McKague, York U.; Patricia Marquez, U. of San Diego; Jose P Devasia, Indian Institute of Management, Bangalore  
**Organizer:** Liudmila Nazarkina, EBS/U. St. Gallen  
**Facilitator:** Kate Kearins, Auckland U. of Technology  
**Coordinator:** Jost Hamschmidt, oikos foundation

**125**   : (SIM, ONE, TTC) Teaching Corporate Responsibility: The Principles for Responsible Management Education

2:45pm - 4:45pm The Queen Elizabeth: Hochelega 4

*Short presentations by Buono and Eder-Hansen. Uses moderated roundtable discussions allowing attendees to share experiences and best practices.*

**Participants:** Andreas Rasche, U. of Warwick; Patricia Werhane, DePaul U.; Anthony F. Buono, Bentley U.; Jonas Eder-Hansen, Copenhagen Business School

**Friday 3:00PM**

**126** : (AAA) The Ins and Outs of Faculty Recruiting

3:00pm - 4:30pm Delta Centre-Ville: Auditorium

**Organizer:** James Hamilton Dulebohn, Michigan State U.

**Presenters:** Mary Jo Jackson, U. of South Florida St. Petersburg, Nancy McIntyre, U. of West Virginia

**127** : (AAA) 2010 AMLE Reviewers Workshop


3:00pm - 5:00pm Le Palais Des Congres: 511E

*The workshop will be 2 hours in length. The workshop will have two parts: (1) a brief presentation and discussion of the similarities and differences of reviewing discipline-based vs. learning and education-oriented management research, and (2) small group discussions of*

*reviews of the originally submitted versions of selected AMLE Research and Reviews and Essay articles led by AMLE Editorial Board members. The workshop will be primarily devoted to receiving specific feedback on reviews of these manuscripts submitted by respective participants in advance of the workshop. This workshop is targeted primarily toward junior scholars and current or aspiring AMLE ad hoc reviewers, but AMLE Editorial Board members and more senior scholars certainly are welcome. Pre-Registration for workshop by June 15, 2010 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](mailto:amle@aom.pace.edu)) to register for the workshop.*

**Organizer:** J B Arbaugh, U. of Wisconsin, Oshkosh

**Facilitators:** John A. Ballard, College of Mount St. Joseph; Joy E. Beatty, U. of Michigan, Dearborn; Erich C. Dierdorff, DePaul U.; Nancy DiTomaso, Rutgers U.; Jacob Eisenberg, U. College Dublin; Scott D. Graffin, U. of Georgia; Ansgar Richter, European Business School; Craig Richard Seal, U. of the Pacific; James C Spee, U. of Redlands; Joann Krauss Williams, Judson College

**128** : (CMS, GDO) VIDA: Women Scholars and Critical Management Practices

3:00pm - 5:30pm The Queen Elizabeth: Richelieu

**Organizers:** Alessia Contu, U. of Warwick; Sadhvi Dar, Queen Mary U. of London

**Presenters:** Jessica Heineman-Pieper, George Mason U.; Deborah Jones, Victoria U. of Wellington; Jean Helms Mills, St. Mary's U.; Pauline Fatien, U. of Lyon Management School; Sarah Stookey, Central Connecticut State U.



**129**  : (IM) International Management Division Paper Development Workshop

3:00pm - 5:30pm Le Centre Sheraton: Salon 3

*This workshop is By Invitation Only. Please contact the workshop organizer(s) to obtain the approval code to register online at <https://secure.aomonline.org/PDWRReg>. The deadline to register online is <b>August 4, 2010</b>.*

**Facilitators:** Robert E. Hoskisson, Rice U.; J Myles Shaver, U. of Minnesota; Paul M Vaaler, U. of Minnesota; David C. Thomas, Simon Fraser U.

**Coordinator:** Susan Feinberg, Rutgers U.





**130**  : (MED) Best Practices for a Business Honors Program

3:00pm - 5:00pm Le Palais Des Congres: 512A

**Organizer:** Eric H Kessler, Pace U.

**Facilitator:** Ira Bruce Sprotzer, Rider U.

**Participants:** Eric H Kessler, Pace U.; Kristine Morley, Texas A&M U.; Ron Bramhall, U. of Oregon; William D Schneper, Florida International U.; Rudolph J Sanchez, California State U. Fresno; Marta Szabo White, Georgia State U.; Lynne Andersson, Temple U.; Timothy Greenlee, Miami U. Ohio; Jonathan Scott, Fox School of Business & Management; Carol Venable, San Diego State U.

**131**    : (OB, HR) Making and Managing Connections to Colleagues, Employees and Students through Online Social Networks

3:00pm - 5:00pm Le Centre Sheraton: Drummond center

**Presenters:** Richard N. Landers, Old Dominion U.; Gordon Bruce Schmidt, Michigan State U.

**132** 🗄️: (OMT) Competences and Organizational Learning: A Roundtable Discussion

3:00pm - 5:30pm Le Palais Des Congres: 510B

**Organizers:** Rosana Silveira Reis, U. of Bologna - UNIBO; Ylenia Curzi, U. of Modena and Reggio Emilia**Chair:** Tommaso Maria Fabbri, U. of Modena and Reggio Emilia**133** 🗄️: (OMT) OMT Teaching Roundtables

3:00pm - 5:00pm Le Palais Des Congres: 516C

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 1, 2010</b>.*

**Organizers:** Gerald F Davis, U. of Michigan; Ellen R. Auster, York U.**Presenters:** Howard Aldrich, U. of North Carolina; Ellen R. Auster, York U.; Jane E. Dutton, U. of Michigan; Mary Ann Glynn, Boston College; Ha Hoang, ESSEC Business School - Paris; Anand Narasimhan, IMD; Charles A O'Reilly, Stanford U.; Tim Pollock, Pennsylvania State U.; Jim Fairbank, Pennsylvania State U., Erie; Ronald S. Burt, U. of Chicago; Gregory Fairchild, U. of Virginia; Tor Hernes, Copenhagen Business School; Filipe Manuel Simoes Dos Santos, INSEAD; Michael L. Tushman, Harvard U.**Friday 3:30PM****134** →: (IM) The Liability of Foreignness of International Studies: Publishing in Premier Management Journals

3:30pm - 5:30pm Le Centre Sheraton: Salle Ballroom east

**Facilitator:** Stewart R. Miller, U. of Texas, San Antonio**Participants:** Lorraine Eden, Texas A&M U.; Tatiana Kostova, U. of South Carolina; Kendall Roth, U. of South Carolina; Paul M Vaaler, U. of Minnesota**Friday 3:45PM****135** 🗄️: (RM, OB) Methodological Challenges of Identity Research: Inquiring, Interpreting, and (Re)telling

3:45pm - 5:45pm Delta Centre-Ville: Verriere B

**Organizers:** Jina Mao, Boston U.; Amy M. Gannon, Boston U.**Presenters:** Michel Anteby, Harvard U.; Stacy Blake-Beard, Simmons College; Glen E. Kreiner, Pennsylvania State U.; Sally Maitlis, U. of British Columbia; Laura Morgan Roberts, Georgia State U.**Friday 4:00PM****136** 🗄️🗣️🗄️: (BPS, MOC, OMT) The Power of Representations: From Visualization, Maps and Categories to Dynamic Tools

4:00pm - 7:00pm Le Palais Des Congres: 512G

**Organizers:** Michael G. Jacobides, London Business School; Massimo Warglien, U. Ca' Foscari of Venice**Participants:** Giovanni Gavetti, Harvard U.; Joseph Porac, New York U.; Freek Vermeulen, London Business School; Gabriel Szulanski, INSEAD; Patricia G Clifford, McKinsey & Co.**137** 🗄️🗣️→: (CAR) Teaching About Careers to Executives

4:00pm - 6:00pm Le Centre Sheraton: Salon 5

**Organizers:** Svetlana Khapova, VU U. Amsterdam; Konstantin Korotov, ESMT**Presenters:** Manfred F.R. Kets De Vries, INSEAD; Elizabeth Florent-Treacy, INSEAD; Andreas Bernhardt, European School of Management and Technology, Berlin; Yoav Vardi, Tel Aviv U.; Sherry E. Sullivan, Bowling Green State U.; Polly Parker, U. of Queensland; Michael B. Arthur, Suffolk U.; Yuval Engel, VU U. Amsterdam; Chen Fliesher, VU U. Amsterdam; Robbert Lunsingh Scheurleer, VU Amsterdam; Maury Peiperl, IMD**138** →🗄️: (ENT, RM, OMT) Business Creation Panel Studies: The 2010 International Update

4:00pm - 7:00pm Le Palais Des Congres: 511F

**Workshop Outline:** Introduction (10 min) Country Summaries (10 minutes) Discussants (10 minutes) Open Discussion (20 minutes)**Chair:** Paul D Reynolds, George Mason U.**Discussants:** Howard Aldrich, U. of North Carolina; David Audretsch, Indiana U., Bloomington; Mahesh P Bhave, Alliant International U.**Presenters:** Per Davidsson, Queensland U. of Technology; Yuli Zhang, Nankai U.; Vyacheslav Dombrovsky, Stockholm School of Economics, Riga; Jolanda Hessels, EIM / Erasmus School of Economics; Gry Agnete Alsos, Nordland Research Institute; Mikael J Samuelsson, Stockholm School of Economics; Richard Curtin, U. of Michigan, Ann Arbor; Rolf Sternberg, U. of Hannover; E.J. Reedy, Kauffman Foundation; Yvon Gasse, U. Laval; Yang Jun, Nankai U.**139** 🗄️🗄️: (OB) Organizational Behavior Doctoral Consortium Friday - Invitation Only

4:00pm - 7:00pm Le Centre Sheraton: Drummond east

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 9, 2010</b>.*

**Facilitators:** Gregory A. Bigley, U. of Washington; Deanne N.**DenHartog**, U. of Amsterdam; Charmine E. J. Hartel, U. of Queensland; Frederick P. Morgeson, Michigan State U.**Coordinators:** Suzanne S. Masterson, U. of Cincinnati; Sharon K.**Parker**, U. of Western Australia**Speaker:** Elaine C. Hollensbe, U. of Cincinnati**Friday 4:15PM****140** 🗄️: (CMS, RM, OMT) Philosophical Foundations of Organizational Research

4:15pm - 6:15pm The Queen Elizabeth: Hochelaga 6

**Chair:** Raza A Mir, William Paterson U.**Participants:** Ali Mir, New York Institute of Technology; Campbell Jones, U. of Leicester; Bobby Banerjee, U. of Western Sydney; Andre Spicer, U. of Warwick; Teppo Felin, Brigham Young U.**141** 🗄️: (HR, ODC) Human Resource Shared Services and HR Value

4:15pm - 6:15pm Le Centre Sheraton: Salon 7

**Organizers:** Tanya Bondarouk, U. Twente, The Netherlands; David P. Lepak, Rutgers U.**Moderators:** Janet H. Marler, U. at Albany, SUNY; Richard D. Johnson, U. at Albany, SUNY; Emma Parry, Cranfield U.**Presenters:** Jaap Pauwe, Tilburg U.; Fang Lee Cooke, Manchester Business School; Elaine Farndale, Penn State U. & Tilburg U.

**142** (ODC, MC) Workplace as Playspace: New Metaphors and Mindsets for Innovating, Learning and Changing

4:15pm - 6:15pm Le Centre Sheraton: Salon A

Facilitators: **Pamela Meyer**, DePaul U.; **Frank J. Barrett**, Naval Postgraduate School; **Cate Creede**, The Potential Group**Friday 4:20PM****143** (PTC, GDO, ODC) Impassioned Leadership: Embodying 21st Century Leadership Practice through Tango

4:20pm - 6:20pm Le Palais Des Congres: 512H

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.Chairs: **Jason R Pierce**, Indiana U., Bloomington; **Pamela Lirio**, McGill U.Participants: **Michelle L Buck**, Northwestern U.; **Carmelo Cennamo**, IE Business School; **Burak Koyuncu**, IE Business School; **Poppy L Mcleod**, Cornell U.**Friday 4:30PM****144** (HR) HR Division Junior Faculty Consortium: Ice-Breaker and Dinner

4:30pm - 7:30pm Offsite: TBA

Pre-registration required at <https://secure.aomonline.org/PDWReg>. Please contact organizer for approval code. Deadline to register is June 15, 2010.Organizers: **Miguel Quinones**, Southern Methodist U.; **Theresa M. Glomb**, U. of Minnesota; **Ingrid Fulmer**, U. of South Carolina**145** (ODC, MC) Publishing Qualitative Research in Scholarly Journals

4:30pm - 7:30pm Le Centre Sheraton: Jarry

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.Presenters: **Julia Balogun**, Lancaster U. Management School; **Marianne W. Lewis**, U. of Cincinnati; **Catherine A Maritan**, Syracuse U.; **Lotte Luscher**, Clavis Consulting  
Participant: **Quy Nguyen Huy**, INSEAD**146** (RM, OMT, BPS) Qualitative Comparative Analysis (QCA)

4:30pm - 6:30pm Delta Centre-Ville: Cartier A

Organizers: **Ruth V. Aguilera**, 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 5:00PM****147** (MSR) MSR Doctoral Student and New Faculty Consortium - Friday

5:00pm - 7:00pm The Queen Elizabeth: Hochelaga 3

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>. A \$25.00 fee will be charged to defray expenses.Hosts: **Keiko Krahnke**, U. of Northern Colorado; **Debu Mukerji**, Macquarie U.Chairs: **Emmett E. Perry**, Rockhurst U.; **Kay Rudisill**, Oracle Corporation**148** (OB) Organizational Behavior Junior Faculty Workshop Friday -Invitation Only

5:00pm - 9:30pm Le Centre Sheraton: Drummond west

The Workshop requires an application process. For more information, and to obtain the approval code, please contact the organizer, **Amy Wrzesniewski**, at [amy.wrzesniewski@yale.edu](mailto:amy.wrzesniewski@yale.edu) by <b>June 1, 2010</b>. Pre-registration is required for this workshop. To register online, please visit<https://secure.aomonline.org/PDWReg>. The cost to register for both days is \$150.00. The deadline to register online is <b>June 15, 2010</b>.Coordinators: **Amy Wrzesniewski**, Yale U.; **Adam M. Grant**, Wharton SchoolPresenters: **Arthur P. Brief**, U. of Utah; **Joel Brockner**, Columbia U.; **Kimberly D. Elsbach**, U. of California, Davis; **Frank Flynn**, Stanford U.; **Anat Rafaeli**, Technion Israel Institute of Technology; **Barry M Staw**, U. of California, Berkeley; **Linda K. Trevino**, Pennsylvania State U.; **Elizabeth A. Mannix**, Cornell U.; **Sara L Rynes**, U. of Iowa; **Sim B. Sitkin**, Duke U.**Friday 5:15PM****149** (BPS) Reigniting a Passion for Diversification: New Insights from Scholarship and Practice

5:15pm - 7:45pm Le Palais Des Congres: 512F

Chair: **Graham Kenny**, Strategic FactorsPresenters: **Tyson Brighton Mackey**, California State Polytechnic U.; **Federico Marinelli**, CUNEF, Complutense U. of Madrid; **Larry Stimpert**, Colorado College**Friday 5:30PM****150** (AAA) Placement for Applicants

5:30pm - 7:00pm Delta Centre-Ville: Auditorium

Organizer: **James Hamilton Dulebohn**, Michigan State U.Presenters: **Mary Jo Jackson**, U. of South Florida St. Petersburg; **Nancy McIntyre**, U. of West Virginia**151** (AAA) New Member Orientation: Session 1

5:30pm - 7:00pm Le Palais Des Congres: 524B

Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new members to the Academy. Take advantage if this opportunity to learn more about your membership benefits, share ideas about how you can get the most out of your membership, and learn some tips for navigating the meeting in Montreal. There will be refreshments and time for questions at each participative session. There are two (2) orientations offered during the Annual Meeting. Each session offers the same information, so it is only necessary to attend one. If you are unable to attend this session, it will be repeated on Saturday, August 7, 2010 at 5:30 pm.

Organizers: **Stephanie Case Henagan**, Northern Illinois U.; **Kerry Ignatz**, Academy of Management



**152 : (CM) Conflict Management Doctoral Consortium Social**

5:30pm - 7:00pm Offsite: TBA




Organizer: **Zoe Barsness**, U. of Washington, Tacoma**153**  : (MED, NDSC) Management Education and Development Writers Workshop

5:30pm - 8:00pm Le Palais Des Congres: 513D

*Pre-registration is required for this workshop. Please contact the organizers by <b>July 12, 2010</b> to obtain the approval code. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>July 23, 2010</b>.*

*Facilitators:* **Thomas F Hawk**, Frostburg State U.; **Thomas A. Bryant**, Newark School of Theology; **William D Schulte**, Shenandoah U.; **Magid Mazen**, Suffolk U.; **Carolyn Wiley**, Roosevelt U.; **Martin J Hornyak**, U. of West Florida  
*Coordinators:* **Joann Krauss Williams**, Judson College; **James C Spee**, U. of Redlands

*Participants:* **Maria L Nathan**, Lynchburg College; **Renson M Mwangi**, Case Western Reserve U.; **Lakshmi Goel**, U. of North Florida; **Andrew Cardow**, Massey U.; **Quey-Jen Yeh**, National Cheng Kung U.; **Yu-Lin Wang**, National Cheng Kung U.; **Isabelle Dostaler**, John Molson School of Business, Concordia U.; **Varghese P. George**, U. of Massachusetts, Boston; **Davar Rezanian**, Grant MacEwan College; **Indumathi Anandrajana**, Indian Institute of Science; **Yvette Njan Essounga**, Long Island U. Brooklyn Campus; **Roberto Biloslavo**, U. of Primorska; **Melissa J. Knott**, Western New England College; **Rene Birochi**, HEC Montreal; **Kathleen J. Barnes**, East Stroudsburg U.; **Rashmi H. Assudani**, Xavier U.; **Pingying Zhang**, U. of North Florida; **Kamal Fatehi**, Kennesaw State U.; **Hyun-Jung Lee**, London School of Economics

**154**   : (ODC, MC) Teaching Organizational Diagnosis (A Building ODC As An Academic Discipline Workshop)

5:30pm - 7:30pm Le Centre Sheraton: Kafka

Coordinator: **Glenn Varney**, Bowling Green State U.Presenters: **James M McFillen**, Bowling Green State U.; **Deborah Anne O'Neil**, Bowling Green State U.**Friday 6:00PM****155 : (GDO) GDO Pre-Conference Social Hour**

6:00pm - 7:30pm Le Centre Sheraton: Salon C

Division Chair: **Quinetta Roberson**, Villanova U.Program Chair: **Diana Bilimoria**, Case Western Reserve U.Professional Development Workshop Chair: **Gwendolyn M.****Combs**, U. of Nebraska, LincolnDivision Chair-Elect: **David A. Kravitz**, George Mason U.**156 : (IM) PDW Welcome**

6:00pm - 7:00pm Le Centre Sheraton: Salon 4

Organizer: **John Mezas**, U. of Miami**157** : (MC) How Consulting Can Manage Passion and Compassion in Family-Owned Companies ?

6:00pm - 8:00pm Delta Centre-Ville: Verriere A

Organizers: **Terry R Armstrong**, Colorado Technical U.; **Henri Savall**, ISEOR, U. of Lyon 3Introduction: **Vincent Cristallini**, ISEOR, U. of Lyon 3Chair: **Michel Peron**, ISEOR / U. of Paris SorbonneFacilitator: **Rickie A. Moore**, EM LyonPresenters: **Laurent Cappelletti**, ISEOR, IAE - U. of Lyon 3;**Veronique Zardet**, ISEOR, U. of Lyon 3; **Frantz Datry**, ISEOR, U.of Lyon 3; **Olivier Voyant**, ISEOR, U. of Lyon 3; **Marc Bonnet**,

ISEOR, U. of Lyon 3


**158 : (Paper Session) - (OCIS) OCIS International Paper Development Workshop**


6:00pm - 7:00pm Le Palais Des Congres: 510B


*The objective of the Paper Development Workshop is to help authors improve their research for future submission to OCIS or academic journals. Senior OCIS research, as well as other workshop participants, will give authors specific feedback on their work. Authors will need to go through an application process in order to participate in this workshop. In the selection process, preference will be given to papers with either a significant international component (i.e., deal with international issues such as globalization, relay on data collected outside of the U.S., or have at least one co-author located outside of the U.S.) or a theoretical perspective that is not considered mainstream. Please contact the PDW chairs to apply for the workshop.*


*Chairs:* **Paul Hart**, Florida Atlantic U.; **Boh Wai Fong**, Nanyang Technological U.


*Facilitators:* **Marie-Claude Boudreau**, U. of Georgia; **Marina Fiedler**, U. of Munich; **Atreyi Kankanhalli**, National U. of Singapore; **Laurie J. Kirsch**, U. of Pittsburgh; **Carol Stoak Saunders**, U. of Central Florida; **Ulrike Schultze**, Southern Methodist U.; **Mary Beth Watson-Manheim**, U. of Illinois, Chicago


 **New Media in Social Contexts: Toward a Research Model on User Beliefs and Intentions to Use** | **Claudia Loebbecke**, U. of Cologne; **Sandra Weniger**, U. of Cologne


 **Motivations for Mobile Device Usage: Towards a Theory of Technology Dependence** | **Tom Stafford**, U. of Memphis; **Michelle Belton**, U. of Memphis; **Aaron Peevyhouse**, U. of Memphis


 **A Model for Virtual Team Effectiveness: A Transactive Memory Perspective** | **Joy Oguntebi**, Rochester Institute of Technology


 **Passionate About High Reliability Performance? Role of the Control Structure in Virtual Teams** | **Liz Lee-Kelley**, Cranfield School of Management

 **The Role of R&D Consortia in Open Source Software** | **Mario Schaarschmidt**, U. of Koblenz-Landau

 **Information Security Program Effectiveness Across High and Low Task Interdependence Environments** | **Kenneth J. Knapp**, U. of Tampa; **Claudia J. Ferrante**, U.S. Air Force Academy

 **Corporate Communication Challenges in Re-establishing a subsidiary: A multi-contextual approach** | **Lisbeth Clausen**, Copenhagen Business School

 **Staying Connected: Unnecessary Stress From Signals on Technology Use** | **Erin Nicole Hess-Escalante**, UTSA; **Carolee Maureen Rigsbee**, U. of Texas, San Antonio; **Teresa Svacina**, U. of Texas, San Antonio

 **Invisible information systems and complex unprescribed work** | **Joao Cunha**, U. Nova de Lisboa; **Nina Bauer**, U. Nova de Lisboa

📖 Distributed Knowing in Practice Enabled by Knowledge Management Systems: A Case Study | **Lakshmi Goel**, U. of North Florida

The Hidden Power of Social Networks in Communities of Practice | **Smita Chattopadhyay**, Fellow (Indian Institute of Management Bangalore); **Devi Vijay**, Indian Institute of Management, Bangalore

📖 Generating Dynamic Capabilities through Integration of Information Systems and Knowledge Strategies | **James S Denford**, Royal Military College of Canada; **Yolande E Chan**, Queen's U.

Construct of Social Capability in Software Development Teams: A Measurement Model | **Manjari Maheshwari**, Carleton U.; **Uma Kumar**, Carleton U.; **Vinod Kumar**, Carleton U.

→ That's IT: Restructuring Organizational Forms, Interpreting Change | **Roland K. Yeo**, King Fahd U. of Petroleum & Minerals  
Productivity Research As Knowledge Workers Become Their Own CIOs | **David Hudson**, Carleton U.

📖 How Web 2.0 has affected power relations at the individual, group, and organizational level | **Sharon P. McKechnie**, Emmanuel College

#### 159 : (OMT) Meet OMT Reception

6:00pm - 8:00pm Le Palais Des Congres: 516C

Meet the OMT officers and members for some food and drink.

Organizer: **Christine Beckman**, U. of California, Irvine

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#### Friday 6:30PM

#### 160 : (OCIS) OCIS Doctoral Consortium Dinner and Networking

6:30pm - 9:00pm Offsite: TBA

OCIS Doctoral Consortium participants (mentors, PhD students) will attend a hosted dinner following the day's events.

#### 161 : (OCIS) OCIS Junior Faculty Consortium Dinner and Networking

6:30pm - 9:00pm Offsite: TBA.

OCIS Jr Faculty Consortium mentors and attendees will attend a dinner (hosted by registration fee for the consortium) following the day's events.

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#### Friday 7:00PM

#### 162 : (ICW) Ewing Marion Kauffman Foundation Reception

7:00pm - 9:00pm Le Palais Des Congres: 511E

Organizer: **Mette Andersen**, Ewing Marion Kauffman Foundation

#### 163 : (NDSC) New Doctoral Student Consortium Friday Night Social

7:00pm - 9:00pm Offsite: Irish Embassy

An offsite networking opportunity for participants of the New Doctoral Student Consortium from 7pm-9pm on Friday, August 6, 2010 at the Irish Embassy 1234 rue Bishop (Crescent district) (514) 875-8777

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#### Friday 7:30PM

#### 164 : (ICW) Management Scholars and Singapore

7:30pm - 9:30pm Hilton Montreal Bonaventure: Lasalle

Organizer: **Jay Inghwee Chok**, U. of Southern California

## Saturday 7:00AM

**165** : (MSR) MSR Morning Meditation Session

7:00am - 8:00am The Queen Elizabeth: Duluth

*A participative and experiential introduction to meditation for enhancing integral balance, inner wellbeing, positive energy and spiritual vitality.*

Organizer: **Gerald Biberman**, U. of Scranton

## Saturday 8:00AM

**166** : (AAA) Montreal 2010 LAC

8:00am - 5:00pm Le Palais Des Congres: 343 A-C

Organizers: **Heather C. Vough**, McGill U.; **David Oliver**, HEC Montreal

**167** : (AAA) Membership Committee Opening Meeting & Breakfast

8:00am - 10:00am Le Palais Des Congres: 512F

Organizer: **Stephanie Case Henagan**, Northern Illinois U.

**168** : (AAA) AOM Membership

8:00am - 5:00pm Le Palais Des Congres: 524A

Sponsored in part by Carnegie Mellon University, Tepper School of Business

*Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.*

Organizer: **Stephanie Case Henagan**, Northern Illinois U.

**169** : (AAA) Conference Registration

8:00am - 5:00pm Le Palais Des Congres: Exhibit Hall 220 CD

*Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration*

**170** : (AAA) Conference Exhibits

8:00am - 5:00pm Le Palais Des Congres: Exhibit Hall 220 CD

**171** → 📄: (AAM, OB) Understanding more about passion at work

8:00am - 10:30am Le Centre Sheraton: Hemon

Participants: **Yanxia Li**, Fudan U.; **Yi Zhang**, Fudan U.; **Le Tan**, Xi'an Jiaotong U.; **Ping Ping Fu**, Chinese U. of Hong Kong; **He Yi Song**, Xi'an Jiaotong U.; **Yue Hua Xu**, The Chinese U. of Hong Kong; **Yan Jiang**, The Chinese U. of Hong Kong; **Yang Wen Wang**, The Chinese U. of Hong Kong; **Guangtao Yu**, Central U. of Finance and Economics; **Yan Li Wang**, Central U. of Finance and Economics; **Xi Chen**, Xi'an Jiaotong U.; **Yuanyuan Gong**, Chinese U. of Hong Kong

**172** 📄📄: (BPS) BPS Doctoral Consortium II

8:00am - 1:00pm Le Palais Des Congres: 510A

*By invitation only.*

Chairs: **Benjamin A. Campbell**, Ohio State U.; **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign

Presenters: **Russell Coff**, Emory U.; **Alfonso Gambardella**, Bocconi U.; **Javier Gimeno**, INSEAD; **William S Hesterly**, U. of Utah; **Michael A. Hitt**, Texas A&M U.; **Jonathan O'Brien**, Rensselaer Polytechnic Institute; **Annette L. Ranft**, Florida State U.; **Govert Vroom**, IESE Business School; **Todd Zenger**, Washington U. in St Louis

**173** 📄📄: (BPS) BPS New Faculty Consortium

8:00am - 5:30pm Le Palais Des Congres: 511D

*Pre-registration is required.*

Coordinators: **Nicolaj Siggelkow**, U. of Pennsylvania; **Sendil**

**Ethiraj**, U. of Michigan, Ann Arbor

Participants: **Laurence Capron**, INSEAD; **Quy Nguyen Huy**, INSEAD; **Arturs Kalnins**, Cornell U.; **Riitta Katila**, Stanford U.; **David Obstfeld**, U. of California, Irvine; **Dennis Yao**, Harvard U.

**174** 📄: (BPS, OB, HR, CM, OM) Experimental Methods in Management Research

8:00am - 11:00am Le Palais Des Congres: 512H

Participants: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Steve Barr**, North Carolina State U.; **Rachel Croson**, U. of Texas, Dallas; **Beverly B. Tyler**, North Carolina State U.; **Andrew Zacharakis**, Babson College

**175** → 📄: (BPS, TIM, OMT, IM) Managing Alliance Portfolios

8:00am - 11:00am Le Palais Des Congres: 511B

*Pre-registration is required. The registration deadline is <b>August 1, 2010</b>. To register online, please first visit <https://secure.aomonline.org/PDWReg>.*

<b>To complete your registration</b> you are requested to visit the workshop's website at <a

<http://ie.technion.ac.il/AOM2010/>> and provide additional necessary information.

Participants: **Dovev Lavie**, Technion Israel Institute of Technology; **Olga Petrovna Bruyaka**, Virginia Polytechnic Institute; **Jaideep Anand**, Ohio State U.; **Werner Helmut Hoffmann**, WU Vienna; **Prashant Kale**, Rice U.; **Harbir Singh**, U. of Pennsylvania

**176** 📄📄📄: (CAR) Career Development in Academia: Advice and Experiences of Department Chairs

8:00am - 10:00am Le Centre Sheraton: Salon C

*Department chairs offer advice and experiences regarding faculty career development.*

Organizers: **Thomas H. Stone**, Oklahoma State U.; **I. M. Jawahar**, Illinois State U.

Participants: **Kenneth K Eastman**, Oklahoma State U.; **Richard D Arvey**, National U. of Singapore; **Dean Tjosvold**, Lingnan U.; **Vishwanath V. Baba**, McMaster U.

**177** 📄→ 📄: (CAR, NDSC) CAR Doctoral Consortium-Academic Careers: Thinking Ahead and Internationally

8:00am - 11:00am Le Centre Sheraton: Kafka

*Pre-registration required: <https://secure.aomonline.org/PDWReg> contact organizer(s) for approval code. Registration deadline <b>July 31, 2010</b>.*

Organizers: **Julia Richardson**, York U.; **Svetlana Khapova**, VU U. Amsterdam; **Barbara A. Ribbens**, Western Illinois U.

Speakers: **Deborah Anne O'Neil**, Bowling Green State U.; **Jelena Zikic**, York U.; **Hetty Van Emmerik**, Maastricht U.; **Monique Valcour**, EDHEC Business School; **Peter A. Heslin**, Southern Methodist U.

**178** 📄📄📄: (CM, BPS, GDO, IAM, IM, OB, TIM, CAR, OMT, OCIS) How to Negotiate Your (First) Job Offer

8:00am - 11:00am Le Centre Sheraton: Salon A

Panelists: **Jack A Nickerson**, Washington U.; **Corinne Bendersky**, U. of California, Los Angeles; **Melissa C. Thomas-Hunt**, U. of Virginia; **Maura A. Belliveau**, Emory U.; **Sri Zaheer**, U. of Minnesota; **Timothy Michael Devinney**, U. of Technology, Sydney;

**Pri Pradhan Shah**, U. of Minnesota; **Anupama Phene**, George Washington U.

Organizer: **Astrid C. Homan**, VU U. Amsterdam

Distinguished Speaker: **Margaret A. Neale**, Stanford U.

**179** [📺] [🗺️] [👤] [🗣️] [📄]: (CMS, MED, ODC, IM, SIM) **What's Wrong with This Picture? Critical Documentary Film as a Catalyst for Change**

8:00am - 10:00am The Queen Elizabeth: Hochelaga 5

Organizers: **Emma Bell**, U. of Exeter; **John S Hassard**, U. of Manchester; **Pauline Carole Leonard**, U. of Southampton; **Jean Helms Mills**, St. Mary's U.; **Carl Rhodes**, Swansea U.

**180** : (ENT) **ENT Doctoral Consortium (OFFSITE)**

8:00am - 5:00pm Offsite: Concordia University-John Molson School of Business Offsite, Concordia University - John Molson School of Business, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8, Phone: 514-848-2424

**181** : (ENT) **ENT Junior Faculty Consortium (OFFSITE)**

8:00am - 5:00pm Offsite: Concordia University. Offsite, Concordia University, John Molson School of Business, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8, Phone: 514-848-2424.

**182** [📺]: (ENT) **Four Distinct Theoretical Perspectives in Entrepreneurship.**

8:00am - 10:30am Le Palais Des Congres: 515B

Organizer: **Sharon Alvarez**, Ohio State U.

Participants: **Ted Baker**, North Carolina State U.; **Saras D Sarasvathy**, U. of Virginia; **G. T. Lumpkin**, Syracuse U.

**183** [🗺️] [👤] [🗣️]: (ENT, AAM, IM) **Social Capital, Corporate Entrepreneurship and Internationalization in Emerging Economies**

8:00am - 11:00am Le Palais Des Congres: 518B

Organizer: **Eric R Gedajlovic**, Simon Fraser U.

Presenters: **Michael Carney**, Concordia U.; **Benson Honig**, McMaster U.; **Yadong Luo**, U. of Miami; **Mike Peng**, U. of Texas, Dallas; **Shaker A. Zahra**, U. of Minnesota, Twin Cities

**184** [📺]: (ENT, RM) **Using Simulation Experiments to Build and Test Entrepreneurship Theories**

8:00am - 12:30pm Le Palais Des Congres: 512D

Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWRReg>. The cost to register is \$40.00. The deadline to register online is <b>July 26, 2010</b>.

Discussants: **Philip Anderson**, INSEAD; **Olav Sorenson**, Yale School of Management

Coordinator: **G. Christopher Crawford**, U. of Louisville

Presenters: **William Rand**, R. H. Smith School at U. of Maryland; **Michael North**, Argonne National Laboratory; **Martin Ganco**, U. of Illinois, Urbana-Champaign

**185** [🗺️] [👤] [🗣️]: (HCM, HR) **Developing an International Research Agenda for HR in Health Care: The Knowledge to Practice Gap**

8:00am - 9:30am The Queen Elizabeth: St-Charles

Organizer: **Cheryl Rathert**, U. of Missouri

Participants: **Ali Dastmalchian**, U. of Victoria; **Andrew N. Garman**, Rush U.; **Elizabeth Goodrick**, Florida Atlantic U.; **Karin Sanders**,

U. Twente, The Netherlands; **Judy Scully**, Aston U.; **Helen Shipton**, Aston U.; **Claudia Steinke**, U. of Lethbridge

**186** [📺] [🗺️] [👤] [🗣️]: (HCM, ODC) **Linking Positive Organizational Scholarship to Healthcare Management Education**

8:00am - 9:30am The Queen Elizabeth: Hochelaga 4

Participants: **Leonard H. Friedman**, George Washington U.; **Victoria Anne Parker**, Boston U.; **Karen Golden-Biddle**, Boston U.

**187** [📺] [🗺️]: (HR) **HR Division Doctoral Student Consortium**

8:00am - 5:30pm Le Centre Sheraton: Jarry

Registration required at <https://secure.aonline.org/PDWRReg>.

Please contact the organizer for approval code. Deadline to register is Aug 4, 2010.

Organizers: **Jenny M. Hoobler**, U. of Illinois, Chicago; **Bradford S Bell**, Cornell U.; **Frederick P. Morgeson**, Michigan State U. Presenters: **Daniel Scott DeRue**, U. of Michigan; **Nathan Philip Podsakoff**, U. of Arizona; **Marie S. Mitchell**, U. of Georgia; **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Hui Liao**, U. of Maryland, College Park; **Joyce Bono**, U. of Minnesota; **Kenneth G. Brown**, U. of Iowa; **Rebecca A. Thacker**, Ohio U.; **Erich C. Dierdorff**, DePaul U.; **Anthony J Nyberg**, U. of South Carolina; **Ingrid Fulmer**, U. of South Carolina; **Jennifer D. Nahrgang**, Arizona State U.; **Angelo DeNisi**, Tulane U.; **Jose M. Cortina**, George Mason U.; **Carol T. Kulik**, U. of South Australia; **David V. Day**, U. of Western Australia; **John P. Hausknecht**, Cornell U.; **David A Hofmann**, U. of North Carolina, Chapel Hill; **Tammy D. Allen**, U. of South Florida; **Barry Gerhart**, U. of Wisconsin-Madison; **Aleksander P. J. Ellis**, U. of Arizona; **David G. Allen**, U. of Memphis; **Lynn Shore**, San Diego State U.; **Lillian Eby**, U. of Georgia; **Howard J. Klein**, Ohio State U.; **Talya N. Bauer**, Portland State U.; **Rodger Griffeth**, Ohio U.; **K Michele Kacmar**, U. of Alabama; **Steve W. J. Kozlowski**, Michigan State U.; **Jeffery LePine**, U. of Florida; **John Schaubroeck**, Michigan State U.; **Robert J. Vandenberg**, U. of Georgia; **Mark A. Clark**, American U.

**188** [📺]: (HR) **Keeping HR Teaching Relevant in a Management Curriculum**

8:00am - 10:00am Le Centre Sheraton: Salon 8

Facilitator: **Rebecca A. Thacker**, Ohio U.

Presenters: **Thomas Calo**, Salisbury U.; **Wayne F. Cascio**, U. of Colorado, Denver; **Laura Parks**, James Madison U.; **Tanya Bondarouk**, U. Twente, The Netherlands

**189** [📺] [🗺️]: (IM) **International Management Division Doctoral Consortium.**

8:00am - 3:30pm Le Centre Sheraton: Salon 4

Pre-Registration required

Panelists: **Africa Arino**, IESE Business School; **Ya-Ru Chen**, Johnson School of Management, Cornell U.; **Tarun Khanna**, Harvard U.; **J Myles Shaver**, U. of Minnesota; **Sea Jin Chang**, National U. of Singapore; **Tunji Adegbesan**, Lagos Business School; **Xiao-Ping Chen**, U. of Washington; **Wilbur Chung**, U. of Maryland, College Park; **Mark F. Peterson**, Florida Atlantic U.; **Guenter K. Stahl**, WU Vienna/INSEAD; **Mary Zellmer-Bruhn**, U. of Minnesota

Organizer: **Xavier Martin**, Tilburg U.

**190** [🗺️] [👤] [🗣️]: (IM, HR) **Cultural Intelligence (CQ) and Global Mindset – Can We Get Some Light in the International Jungle?**

8:00am - 10:30am Le Centre Sheraton: Drummond center

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.

Organizer: **Cordula Barzantny**, Groupe ESC Toulouse Business School

Distinguished Speaker: **Rabi S. Bhagat**, U. of Memphis

Facilitators: **Steven A. Y. Poelmans**, IESE Business School; **Yih-teen Lee**, IESE Business School

Speakers: **Schon Beechler**, U. of Michigan; **Allan Bird**, Northeastern U.; **Christopher Earley**, U. of Connecticut; **Miriam Erez**, Technion Israel Institute of Technology; **Mansour Javidan**, Thunderbird; **David C. Thomas**, Simon Fraser U.; **Mary Yoko Brannen**, INSEAD; **David E Bowen**, Thunderbird

### 191 (MC) Doctoral Consortium: Different Research Methods and Their Application To Management Consulting

8:00am - 12:00pm Delta Centre-Ville: St-Laurent

MCD Doctoral Consortium

Chair: **Stephanie Hurt**, Meredith College

### 192 (MC) Benevolent approaches in management consulting: Overview, theories and practices

8:00am - 10:00am Delta Centre-Ville: Verriere B

Coordinator: **Carole Lalonde**, U. Laval

Presenters: **Laurent Cappelletti**, ISEOR, IAE - U. of Lyon 3; **Florence Noguera**, U. of Montpellier 1 - ERFI - LARGEPA - Montp. BS; **Cathrine Voynnet Fourboul**, U. of Paris II; **Aline Scouarnec**, IAE de CAEN; **Françoise De Bry**, U. Cath. Lyon; **Sahid Khalla**, U. of Caen - Nimec

### 193 (MED, NDSC, CAR) Dare to Care About Your Career: Questions, Answers and Advice

8:00am - 10:00am Le Palais Des Congres: 512E

Facilitator: **Thomas P. Bradley**, Tarleton State U.

Presenters: **Toni Ungaretti**, Johns Hopkins U.; **Eric G Kirby**, Texas State U.; **Rosa Nelly Trevinyo-Rodriguez**, Tecnológico de Monterrey, Campus Monterrey; **Jacqueline Z Bergman**, Appalachian State U.; **Kenneth S Rhee**, Northern Kentucky U.; **Karim J. Nasr**, U. of Balamand

### 194 (MOC) Cognition in the Rough Workshop

8:00am - 12:00pm Delta Centre-Ville: Cartier B

Additional registration is required at

<https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>August 4, 2010</b>.

Organizers: **Morela Hernandez**, U. of Washington; **David M. Wasieleski**, Duquesne U.; **Jeffrey Bednar**, U. of Michigan  
Participants: **Fran Ackermann**, Strathclyde U.; **Blake E. Ashforth**, Arizona State U.; **Neal M. Ashkanasy**, U. of Queensland; **J. Stuart Bunderson**, Washington U.; **Andrea Casey**, George Washington U.; **Janet M. Dukerich**, U. of Texas, Austin; **Dov Eden**, Tel Aviv U.; **C. Marlana Fiol**, U. of Colorado, Denver; **Peer C. Fiss**, U. of Southern California; **Raghu Garud**, Pennsylvania State U.; **Elizabeth George**, Hong Kong U. of Science and Technology; **Tor Hernes**, Copenhagen Business School; **Gerard P. Hodgkinson**, U. of Leeds; **Susan Houghton**, North Carolina A & T State U.; **George P. Huber**, U. of Texas, Austin; **Lynn A. Isabella**, U. of Virginia; **Glen E. Kreiner**, Pennsylvania State U.; **Theresa K Lant**, Pace U.; **Stephen Mezas**, INSEAD; **Chet Miller**, U. of Houston; **Sucheta Nadkarni**, Drexel U.; **Michael D. Pfarrer**, U. of Georgia; **Rhonda K.**

**Reger**, U. of Maryland; **David R. Schwandt**, George Washington U.; **Sim B. Sitkin**, Duke U.; **David A. Whetten**, Brigham Young U.; **Jenny W. Rudolph**, Harvard Medical School; **Kyle Lewis**, U. of Texas, Austin; **Luis Martins**, U. of Texas, Austin; **Frances J. Milliken**, New York U.; **Violina Rindova**, U. of Texas, Austin

### 195 (MSR, OB) Ask the Inner Consultant: Weaving Passion and Compassion in Life and Work

8:00am - 10:00am The Queen Elizabeth: Mackenzie

Facilitators: **Gerald Biberman**, U. of Scranton; **Joan Marques**, Woodbury U.; **Satinder K Dhiman**, Woodbury U.

### 196 (NDSC) New Doctoral Student Consortium

8:00am - 5:00pm Le Palais Des Congres: 516C

Sponsored by: **ESMT (European School of Management and Technology)**. Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 1, 2010</b>.

Organizers: **Preeti Wadhwa**, U. of Kansas; **Jeffrey B. Paul**, Oklahoma State U.; **Adam Wood**, U. of Southern California; **David M Quisenberry**, U. of Nebraska-Lincoln; **Sean Rogers**, Rutgers U.

### 197 (OB) Organizational Behavior Doctoral Consortium Saturday Program - Invitation Only

8:00am - 5:30pm Le Centre Sheraton: Drummond east

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 9, 2010</b>.

Facilitators: **Samuel Aryee**, Aston U.; **Yehuda Baruch**, U. of East Anglia; **Gail T Fairhurst**, U. of Cincinnati; **Kristin Byron**, Syracuse U.; **Jason Colquitt**, U. of Florida; **Jose M. Cortina**, George Mason U.; **Brian R. Dineen**, U. of Kentucky; **Elizabeth George**, Hong Kong U. of Science and Technology; **Lucy L. Gilson**, U. of Connecticut; **Markus Groth**, U. of New South Wales; **Karen Jansen**, U. of Virginia; **Cynthia Lee**, Northeastern U.; **Shalini Khazanchi**, Rochester Institute of Technology; **Kyle Lewis**, U. of Texas, Austin; **Robert C Liden**, U. of Illinois, Chicago; **Mark J. Martinko**, Florida State U.; **Daniel J. McAllister**, National U. of Singapore; **I. M. Jawahar**, Illinois State U.; **Robert Moorman**, Creighton U.; **Christopher O. L. H. Porter**, Texas A&M U.; **Scott Seibert**, U. of Iowa; **Christina E. Shalley**, Georgia Institute of Technology; **Lynn Shore**, San Diego State U.; **Jo Silvester**, City U. London; **Roy R Suddaby**, Alberta U.; **Susan M. Taylor**, U. of Maryland; **Amanuel G. Tekleab**, Wayne State U.; **Bennett J. Tepper**, Georgia State U.; **Nick Turner**, U. Manitoba; **Mary Uhl-Bien**, U. of Nebraska; **Elizabeth Eve Umphress**, Texas A&M U.; **Linn Van Dyne**, Michigan State U.; **Steffanie L. Wilk**, Ohio State U.; **Wendelien Van Eerde**, U. of Amsterdam Business School; **Kurt T Dirks**, Washington U. in St. Louis; **David V. Day**, U. of Western Australia

Coordinators: **Suzanne S. Masterson**, U. of Cincinnati; **Sharon K. Parker**, U. of Western Australia

Speakers: **Murray R. Barrick**, Texas A&M U.; **Talya N. Bauer**, Portland State U.; **Amy L. Kristof-Brown**, U. of Iowa; **Kenneth G. Brown**, U. of Iowa

### 198 (OB) Organizational Behavior Junior Faculty Workshop Saturday - Invitation Only




8:00am - 5:00pm Le Centre Sheraton: Drummond west

The Workshop requires an application process. For more information, and to obtain the approval code, please contact the

organizer, Amy Wrzesniewski, at [amy.wrzesniewski@yale.edu](mailto:amy.wrzesniewski@yale.edu) by <b>June 1, 2010</b>. Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. The cost to register for both days is \$150.00. The deadline to register online is <b>June 15, 2010</b>.

Coordinators: **Amy Wrzesniewski**, Yale U.; **Adam M. Grant**, Wharton School




Presenters: **Arthur P. Brief**, U. of Utah; **Joel Brockner**, Columbia U.; **Kimberly D. Elsbach**, U. of California, Davis; **Frank Flynn**, Stanford U.; **Anat Rafaeli**, Technion Israel Institute of Technology; **Barry M Staw**, U. of California, Berkeley; **Linda K. Trevino**, Pennsylvania State U.; **Elizabeth A. Mannix**, Cornell U.; **Peter A. Bamberger**, Tel Aviv U.; **Linn Van Dyne**, Michigan State U.; **Gerardo Okhuysen**, U. of Utah; **Gilad Chen**, U. of Maryland; **Terry A. Beehr**, Central Michigan U.; **Sim B. Sitkin**, Duke U.; **J. Stuart Bunderson**, Washington U.; **Sara L Rynes**, U. of Iowa; **Gerald F Davis**, U. of Michigan

**199**   : (OCIS, IM, BPS) **Supporting Management Education through the Academy's E-Media and New Collaborative Technologies**

8:00am - 11:30am Le Palais Des Congres: 516A

Chair: **Charles Wankel**, St. John's U., New York

Presenters: **Gerhard Apfelthaler**, California Lutheran U.; **Darlene Alexander-Houle**, U. of Phoenix, Hewlett Packard; **Andre S. Avramchuk**, Fielding Graduate U.; **David C Croson**, Southern Methodist U.; **Nicole Cundiff**, U. of Alaska - Fairbanks; **Alev M Efendioglu**, U. of San Francisco; **Pauline Egan**, St. John's U.; **Ralph Hanke**, Bowling Green State U.; **Tim R. Holcomb**, Florida State U.; **William H. A. Johnson**, Penn State Erie U.; **John G Joos**, Nova Southeastern U.; **Arthur L. Jue**, U. of Phoenix; **Leon F. Kenman**, Thunderbird Graduate School of International Management; **Peggy D. Lee**, Indiana U., Indianapolis; **Amanda Martin**, Leading Innovation Pty Ltd; **Jim Nelson**, Southern Illinois U. Carbondale; **Peter Odrakiewicz**, Poznan U. College of Business; **Ron Ophir**, York U.; **Timothy F. O'Shannassy**, RMIT U.; **Kira Kristal Reed**, Syracuse U.; **John L Shields**, U. of Sydney; **Jurate Stanaityte**, Stockholm U.; **Robert David Stephens**, Shippensburg U.; **James A F Stoner**, Fordham U.; **Mile Terziovski**, U. of Melbourne; **Vu Nguyen Tran**, Pepperdine U.; **Raymond N. C. Trau**, U. of Sydney; **Kim-Chi Wakefield Trinh**, National U. of Singapore; **Hetty Van Emmerik**, Maastricht U.; **Charles Wankel**, St. John's U., New York; **Frank Werner**, Fordham U.; **BJ Zirger**, U. of Cincinnati; **Dianne Deborah Murphy**, U. of Wisconsin – Milwaukee; **Sarfraz A Mian**, State U. of New York, Oswego; **Maria Ferrara**, Parthenope U. of Naples, **Maria Fernando**, U. of Wollongong

**200**   : (OCIS, RM, OMT, TIM) **Making the Most of Digital Text Data: Opportunities, Challenges, and Best Practices**

8:00am - 10:00am Le Palais Des Congres: 512A




Organizers: **Emmanuelle Vaast**, Long Island U.; **Ping Wang**, U. of Maryland

Participants: **Manuel Arriaga**, New York U.; **Evgeny A. Kaganer**, Louisiana State U.; **Bonnie Nardi**, U. of California, Irvine; **Cathy Urquhart**, manchester metropolitan U. business school; **Eleanor Wynn**, Intel Corporation

**201** : (ODC) **ODC Doctoral Consortium (invitation only)**

8:00am - 2:00pm Le Centre Sheraton: Salon 3

Host: **Ronald Fry**, Case Western Reserve U.

**202**   : (ODC, MC, OB) **Bringing the Psychodynamic Approach and OD together to Enrich Meaningful Change**

8:00am - 2:00pm Le Centre Sheraton: Salon 6

Additional registration is required at

<https://secure.aonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.

Coordinator: **Leopold S Vansina**, Professional Development International




Participants: **Edgar H. Schein**, Massachusetts Institute of Technology; **Sandra Schruijer**, U. of Utrecht; **Thomas N. Gilmore**, Center for Applied Research; **Warner Burke**, Columbia U.

**203** : (OM) **A Win-Win for Business and Academia: Closing the Talent Gap in Project Management**

8:00am - 10:00am Le Palais Des Congres: 519B


Moderator: **Carla M. Messikomer**, Project Management Institute

Participants: **Brian Hobbs**, U. du Québec à Montréal; **Carla M. Messikomer**, Project Management Institute; **Mario Bourgault**, École Polytechnique de Montréal; **Audrey Curtis**, Stevens Institute of Technology

**204**   : (OM, HCM, TIM) **Emerging Thoughts on Innovation, Efficiency and Quality in HealthCare**

8:00am - 10:00am Le Palais Des Congres: 513B

Participants: **Gokul Bhandari**, Odette School of Business; **David M Dilts**, Vanderbilt U.; **Anne Snowdon**, U. of Windsor; **Catalin C. Chiuurciu**, Romanian College of Physicians; **Carol Kolga**, Kingston General Hospital; **K. Kellie Leitch**, Richard Ivey School of Business, The U. of Western Ontario; **Barbara Tiessen**, U. of Windsor

**205**  : (OMT) **Jr. Faculty Paper Development Workshop**

8:00am - 10:00am Le Palais Des Congres: 512B

Pre-registration required. Please submit extended abstracts (up to 3000 words) to Candace Jones ([jonescq@bc.edu](mailto:jonescq@bc.edu)). Additional registration is required at <https://secure.aonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>June 30, 2010</b>.

Organizers: **Candace Jones**, Boston College; **Eero Vaara**, Hanken School of Economics; **W. L. Dougan**, U. of Wisconsin, Whitewater  
Presenters: **Philippe M. Monin**, EM Lyon; **Joep Cornelissen**, U. of Leeds; **Deborah J Dougherty**, Rutgers U.; **Mark Ebers**, U. zu Koeln; **Saku Mantere**, Hanken School of Economics; **Clifford Oswick**, Queen Mary, U. of London; **Janne Tienari**, Helsinki School of Economics; **Eric WK Tsang**, U. of Texas, Dallas; **Gautam Ahuja**, U. of Michigan; **Kimberly D. Elsbach**, U. of California, Davis; **Fabrizio Perretti**, Bocconi U.; **Trish Reay**, U. of Alberta

**206** : (OMT) **OMT Dissertation Proposal Workshop**

8:00am - 11:00am Le Palais Des Congres: 515C

Additional registration is required at

<https://secure.aonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 15, 2010</b>.

Organizer: **Henrich R. Greve**, INSEAD



Presenters: **C.R. Bob Hinings**, U. of Alberta; **Elaine Romanelli**, Georgetown U.

Participants: **Ronald S. Burt**, U. of Chicago; **Walter W Powell**, Stanford U.; **Howard Aldrich**, U. of North Carolina; **Royston Greenwood**, U. of Alberta

**207** : (ONE) ONE Doctoral Consortium, Day 2  
8:00am - 1:00pm The Queen Elizabeth: Matapedia



**208** : (ONE, SIM, GDO) Applying Feminist Deconstruction to Research on Business and its Environments

8:00am - 11:00am The Queen Elizabeth: Hochelaga 6  
Host: **Garima Sharma**, Case Western Reserve U.  
Presenters: **Susan S. Case**, Case Western Reserve U.; **Jamie Hendry**, Bucknell U.; **Ante Glavas**, U. of Notre Dame

**209**  : (PNP, OMT, BPS, PTC) Lessons and Questions from Practice: Cross Sector Partnerships for Sustainable Development

8:00am - 11:00am The Queen Elizabeth: St-Maurice  
Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.


Organizers: **David Graham Hyatt**, Case Western Reserve U.; **Marlene J Le Ber**, U. of Western Ontario  
Facilitators: **Arno Kourula**, Aalto U.; **Jacob Park**, Green Mountain College; **Amelia C. Clarke**, U. of Waterloo; **Jason Jesurum Jay**, Massachusetts Institute of Technology  
Discussants: **Ted London**, U. of Michigan; **Jonathan P Doh**, Villanova U.; **John W Selsky**, U. of South Florida; **Ans Kolk**, U. of Amsterdam; **Barbara Gray**, Pennsylvania State U.; **Jonathan Lewis Johnson**, U. of Arkansas; **May Seitanidi**, Brunel U.; **Mary Tschirhart**, North Carolina State U.; **Oana Branzei**, U. of Western Ontario; **Hildy Teegen**, U. of South Carolina; **Patricia Marquez**, U. of San Diego

**210**  : (PTC, TIM, ITC) How to Manage Knowledge: Learning from a Global Comprehensive Knowledge Management Survey


8:00am - 10:00am Le Palais Des Congres: 510C  
Chair: **A. D. Amar**, Seton Hall U.  
Presenters: **A. D. Amar**, Seton Hall U.; **Elayne Coakes**, U. of Westminster

**211** : (RM) Ask The Experts: Qualitative Research Methods

8:00am - 10:00am Delta Centre-Ville: Cartier A  
Chair: **Raza A Mir**, William Paterson U.  
Participants: **Sanjay Jain**, Santa Clara U.; **Mark de Rond**, Cambridge U.; **Christopher B. Bingham**, U. of North Carolina, Chapel Hill; **Paula Jarzabkowski**, Aston U.

**212** : (RM) Ask the Experts: Quantitative Research Methods

8:00am - 10:00am Delta Centre-Ville: St-Charles  
Organizer: **Lisa Schurer Lambert**, Georgia State U.  
Presenters: **Brian Boyd**, Arizona State U.; **Stephanie L. Castro**, Florida Atlantic U.; **Gordon W Cheung**, Chinese U. of Hong Kong; **Mark Gavin**, Oklahoma State U.; **Jodi S. Goodman**, U. of Connecticut; **Timothy Hinkin**, Cornell U.; **Michael Jensen**, U. of Michigan; **James M. LeBreton**, Purdue U.; **Michael Lounsbury**, U. of Alberta; **Daniel A. Newman**, U. of Illinois, Urbana-Champaign; **Chester A. Schriesheim**, U. of Miami; **Robert J. Vandenberg**, U. of Georgia; **Heidi Wechtler**, Sorbonne Business School / IAE Paris; **James Westphal**, U. of Michigan; **Jim Combs**, Florida State U.

**213** : (SIM, ONE, MED, CMS) We Know it's Important, But How Do You Teach That?! Pedagogical Techniques in SIM-Related Courses

8:00am - 10:00am The Queen Elizabeth: Hochelaga 3  
Organizers: **Tara L. Ceranic**, U. of San Diego; **Barrie E. Litzky**, Pennsylvania State U., Great Valley  
Participants: **Jill Ann Brown**, Lehigh U.; **Lisa Calvano**, Franklin & Marshall College; **Johanne Grosvold**, U. of Bath; **Michael E Johnson-Cramer**, Bucknell U.; **Deborah Kidder**, U. of Hartford; **Marc O. Orlitzky**, Pennsylvania State U., Altoona


**214** : (TIM) TIM Junior Faculty Consortium II

8:00am - 12:00pm Le Palais Des Congres: 511E

**215** : (TIM) TIM Doctoral Consortium II

8:00am - 12:00pm Le Palais Des Congres: 512C

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizers for the approval code. The deadline to register online is <b>August 4, 2010</b>.

**216** : (TTC, MED, NDSC) Passionately & Strategically Walking A Controversial Path: Daring To Care About Teaching & Learning

8:00am - 10:00am Le Palais Des Congres: 512G

Organizer: **Amy L. Kenworthy**, Bond U.  
Presenters: **Joy E. Beatty**, U. of Michigan, Dearborn; **Suzanne C. de Janasz**, U. of Mary Washington; **D Christopher Kayes**, George Washington U.; **Kathy Lund Dean**, Idaho State U.; **Amy L. Kenworthy**, Bond U.; **Jennifer S. A. Leigh**, Nazareth College; **Jane V. Wheeler**, Bowling Green State U.



### Saturday 8:30AM

**217** : (AAA) Placement Services

8:30am - 4:30pm Hilton Montreal Bonaventure: Fontaine C

Placement Services - Registration and Information

Organizers: **James Hamilton Dulebohn**, Michigan State U.; **Wendy Kramer**, Keystone College

**218**  : (GDO) 2010 GDO Doctoral Consortium (Invitation Only)

8:30am - 4:00pm Le Centre Sheraton: Salon 7

This program is invitation only. To apply, please send a CV and a brief statement of interest to organizers **Robyn Berkley** ([rberkle@siue.edu](mailto:rberkle@siue.edu)) or **Joy Beatty** ([jebeatty@umd.umich.edu](mailto:jebeatty@umd.umich.edu)) by <b>July 15, 2010</b>. Once approved, you will be given an approval code to complete your registration at <https://secure.aomonline.org/PDWReg>. The deadline to complete your online registration is <b>August 4, 2010</b>.

Chairs: **Joy E. Beatty**, U. of Michigan, Dearborn; **Robyn A. Berkley**, Southern Illinois U., Edwardsville  
Speakers: **Derek R. Avery**, Temple U.; **Lynn Bowes-Sperry**, Western New England College; **Marta B. Calas**, U. of Massachusetts, Amherst; **Jeffrey H. Greenhaus**, Drexel U.; **Eden King**, George Mason U.; **Susan L. Kirby**, Texas State U.; **David A. Kravitz**, George Mason U.; **Jamie J. Ladge**, Northeastern U.; **Gerardo Okhuysen**, U. of Utah; **Amy Randel**, San Diego State U.; **Linda Smircich**, U. of Massachusetts, Amherst; **Mustafa F Ozbilgin**, U. of East Anglia; **Miguel M. Unzueta**, U. of California, Los Angeles; **Susan Vinnicombe**, Cranfield U.; **Ian O. Williamson**,


U. of Melbourne; **Alison M. Konrad**, U. of Western Ontario; **David B. Zoogah**, Morgan State U.

**219**  : (HR) **HR Division Junior Faculty Consortium**

8:30am - 5:30pm Le Centre Sheraton: Musset

*Pre-registration required at <https://secure.aomonline.org/PDWReg>. Please contact organizer for approval code. Deadline to register is June 15, 2010.*

**Organizers:** **Miguel Quinones**, Southern Methodist U.; **Theresa M. Glomb**, U. of Minnesota; **Ingrid Fulmer**, U. of South Carolina  
**Presenters:** **Jason D. Shaw**, U. of Minnesota; **Wendy R. Boswell**, Texas A&M U.; **David P. Lepak**, Rutgers U.; **Paul E. Tesluk**, U. of Maryland; **Kenneth G. Brown**, U. of Iowa; **John Hollenbeck**, Michigan State U.

**220**  : (IM) **International Management Division Junior Faculty Consortium**

8:30am - 3:30pm Le Centre Sheraton: Salon 5

**Panelists:** **Donald L. Ferrin**, Singapore Management U.; **Carolina Gomez**, Florida International U.; **Jean-Francois Hennart**, Tilburg U.; **Tatiana Kostova**, U. of South Carolina; **Martha L. Maznevski**, IMD; **Anupama Phene**, George Washington U.; **Liesl Riddle**, George Washington U.; **Jasjit Singh**, INSEAD; **Stephen B Tallman**, U. of Richmond; **Hildy Teegen**, U. of South Carolina; **Eleanor Westney**, Schulich School of Business; **Sri Zaheer**, U. of Minnesota







**Organizer:** **Jennifer Spencer**, George Washington U.

**221**  : (OM) **Operations Management (OM) Division Doctoral Student and Junior Faculty Consortium**

8:30am - 4:00pm Le Palais Des Congres: 514A

*Open to Junior Faculty and Doctoral Students by application and admission only. Please see the call for applications at <http://om.aomonline.org/>*

**Organizers:** **Thomas Choi**, Arizona State U.; **Zhaohui Wu**, Oregon State U.

**222**      : (OMT, OB, MOC, TIM, BPS, OCIS) **New Perspectives on Organization Science**

8:30am - 5:30pm Le Palais Des Congres: 516B

*This PDW will engage participants in a discussion about the state of organization science, and explore topics and areas ripe for attention and re-direction. The workshop will be organized around a collection of essays by the Senior Editors of Organization Science on important topics for the field. During the workshop the editors will share the observations and insights they have acquired through their editorial work, highlight emerging trends, and discuss and debate with workshop participants how organization science can and should change in coming years. The 4 sessions are: (1) 8:30 -10 am: Cross the Great Divide: Comparing Economic and Sociological Approaches to Organizational Analysis (Tolbert, Dacis, Argyres, Werder); (2) 10:30 am-12:00: More Than A Method: Theories and Understandings of Organizations (Burton, Borgatti, Bechky, McEvily); (3) 1:30-3 pm: Learning and Memory in Organizations (Lewis, Bunderson, Argote); (4) 3:30-5 pm: Organizing Innovation and Knowledge Creation (Majchrzak, Dougherty, Shapira)*

**Participants:** **Bill McEvily**, U. Toronto; **Ann Majchrzak**, U. of Southern California; **Deborah J Dougherty**, Rutgers U.; **Zur Shapira**, New York U.; **Kyle Lewis**, U. of Texas, Austin; **J. Stuart Bunderson**, Washington U.; **Ray Reagans**, Carnegie Mellon U.; **Linda Argote**, Carnegie Mellon U.; **Richard M Burton**, Duke U.; **Stephen Borgatti**, U. of Kentucky; **Beth Bechky**, U. of California,

Davis; **Pamela S. Tolbert**, Cornell U.; **Tina Dacin**, Queen's U.; **Nicholas Argyres**, Washington U. in St. Louis; **Axel V. Werder**, Technical U., Berlin; **Ella Miron-Spektor**, Carnegie Mellon U.; **Robert J David**, McGill U.; **Wesley Sine**, Cornell U.

**223**  : (PNP) **2010 Public and Nonprofit Division Doctoral Student Professional Development Consortium**

8:30am - 4:30pm The Queen Elizabeth: Richelieu

*Participants must apply to participate in this PDW. Please contact Deneen Hatmaker or Amy Smith ([deneen.hatmaker@uconn.edu](mailto:deneen.hatmaker@uconn.edu) / [amy.smith@umb.edu](mailto:amy.smith@umb.edu))*

**Chairs:** **Deneen M. Hatmaker**, U. of Connecticut; **Amy E. Smith**, U. of Massachusetts, Boston

**Presenters:** **Erica Gabrielle Foldy**, New York U.; **Rosemary O'Leary**, Syracuse U.; **R. Karl Rethemeyer**, U. at Albany, SUNY; **Bradley E. Wright**, U. of North Carolina, Charlotte

**Participants:** **John Brothers**, Northeastern U. / Harvard U.; **Natalia Ermasova**, Indiana U.; **Marc Esteve**, ESADE; **Patsy Kraeger**, Arizona State U.; **Bruce Martin**, McMaster U.; **John C. Ronquillo**, U. of Georgia; **Yongjin Sa**, American U.; **Khalidoun Abou Assi**, Syracuse U.; **Tara Kolar Bryan**, Virginia Tech U.; **Neal Buckwater**, Indiana U.; **Curtis D Child**, Indiana U., Bloomington; **Lewis Faulk**, Georgia State U.; **Kathleen Gallagher**, U. of Colorado, Denver; **Kendra Jason**, U. of North Carolina, Chapel Hill; **Robin Lemaire**, U. of Arizona; **Jennifer Miller**, U. of North Carolina, Chapel Hill; **Matt Murphy**, ESADE; **Manabu Nakashima**, U. at Albany, SUNY; **William Resh**, American U.; **Megan Elizabeth Tompkins-Stange**, Stanford U./U. of Michigan

**Saturday 9:00AM**

**224** : (AAA) **AOM Journals Committee Meeting**

9:00am - 10:00am Le Palais Des Congres: 525A

**Organizer:** **Susan Zaid**, Academy of Management




**225**  : (CM) **Developing the Pipeline: Research Strategies to Accelerate Tenure and Foster a Successful Career**

9:00am - 5:00pm Le Centre Sheraton: Lamartine

*Faculty must nominate students. Please contact Zoe Barsness, [zib@uw.edu](mailto:zib@uw.edu) to nominate. Any student specializing in a CM domain topic may attend.*

**Panelists:** **Kristina Diekmann**, U. of Utah; **Peter H Kim**, U. of Southern California; **Keith Murnighan**, Northwestern U.; **Margaret A. Neale**, Stanford U.; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Randall S. Peterson**, London Business School; **Linda L. Putnam**, U. of California, Santa Barbara; **Harris Sondak**, U. of Utah; **Ann Tenbrunsel**, U. of Notre Dame; **Catherine Tinsley**, Georgetown U.; **Gerben A. Van Kleef**, U. of Amsterdam; **Mark Weber**, U. of Toronto; **Laurie R. Weingart**, Carnegie Mellon U.; **Jing Zhou**, Rice U.

**Organizer:** **Zoe Barsness**, U. of Washington, Tacoma

**226**   : (GDO, SIM, PNP) **Daring to Show We Care: "Rolling up Our Sleeves and Getting Our Hands Dirty"**

9:00am - 12:00pm Offsite: Tyndale St-Georges Community Centre

*This workshop is open to all. For planning purposes please pre-register by contacting C. Douglas Johnson at [cjohnson@ggc.edu](mailto:cjohnson@ggc.edu) by <b>Friday, July 23, 2010</b>. Additional registration is required at <https://secure.aomonline.org/PDWReg>. The deadline to register*



online is <b>August 4, 2010</b>. Meeting room: Sheraton Joyce room 9 am.

Coordinators: **Quinetta Roberson**, Villanova U.; **C Douglas Johnson**, Georgia Gwinnett College; **Jacky Sylvain**, Georgia Gwinnett College

### 227 : (ICW) Administrative Science Quarterly Editors Meeting

9:00am - 12:00pm Hyatt Regency Montreal: Anjou

Organizer: **Sally A. Iacovelli**, Administrative Science Quarterly

### 228 : (OB, HR, CAR, CM) Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (2nd Annual)

9:00am - 1:00pm Le Centre Sheraton: Salle Ballroom east

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.

Organizers: **David Mayer**, U. of Michigan; **Cindy P. Zapata**, Georgia Institute of Technology; **Suzanne S. Masterson**, U. of Cincinnati

Participants: **Daniel Scott DeRue**, U. of Michigan; **Carol T. Kulik**, U. of South Australia; **Daniel A. Newman**, U. of Illinois, Urbana-Champaign; **Randal S. Peterson**, London Business School; **Paul E. Tesluk**, U. of Maryland; **James R. Detert**, Cornell U.

### 229 : (OMT, OB, BPS, RM, OCIS, ENT, CM) Introduction to Social Networks Analysis

9:00am - 12:00pm Le Palais Des Congres: 524C

Organizer: **Giuseppe Labianca**, U. of Kentucky

Coordinators: **Daniel Halgin**, U. of Kentucky; **Rich DeJordy**, Northeastern U.; **Maxim Sytch**, U. of Michigan; **Theresa Floyd**, U. of Kentucky

### 230 : (OMT, ODC, OCIS) Uncovering the Multiplicity of Organizational Artifacts

9:00am - 12:30pm Le Palais Des Congres: 515A

Bring an organizational artifact (or photo) from your research that continues to puzzle you. We will analyze it in round table conversations.

Participants: **Stefan Meisiek**, U. Nova de Lisboa; **Joao Cunha**, U. Nova de Lisboa; **Michel Anteby**, Harvard U.; **Daved Barry**, Nova U., Lisbon; **Steven S Taylor**, Worcester Polytechnic Institute; **Elizabeth M. Gerber**, Northwestern U.; **Matt Statler**, NYU

## Saturday 9:30AM

### 231 : (MC, ODC) "Systemic Structural Constellations"-A New Form of Consulting Using Body Impressions and Feelings

9:30am - 12:00pm Delta Centre-Ville: Verriere A

Chair: **Kurt Motamedi**, Pepperdine U.

Presenters: **Marlies Garbsch**, Garbsch Consulting; **Doris Wilhelmer**, AIT Austrian Institute of Technology

### 232 : (MSR) Keeping Academic Work Meaningful: what do you care for in your work?

9:30am - 12:00pm The Queen Elizabeth: Duluth

Practical exercises that provide an opportunity for reflection and assist with giving hands and feet to meaningful work.

Organizer: **Marjolein Lips-Wiersma**, U. of Canterbury

### 233 : (OB, HR, BPS, ODC, ENT, CM) Being A Leader and the Effective Exercise of Leadership: An Ontological Model

9:30am - 12:30pm Le Centre Sheraton: Salon 1

Interactive workshop

Organizer: **Katalin Takacs Haynes**, Texas A&M U.

Presenters: **Werner Erhard**, Independent; **Michael C. Jensen**, Harvard U.; **Kari LaPrele Granger**, U.S. Air Force Academy

## Saturday 9:45AM

### 234 : (CAR) Teaching at a Business School as a Second Career: Opportunities and Challenges

9:45am - 11:45am Le Centre Sheraton: Salon B

Chairs: **Elliot A. Fishman**, Stevens Institute of Technology; **John Blenkinsopp**, U. of Teesside

Presenters: **Paul Witman**, California Lutheran U.; **Steve McKenna**, School of Human Resource Management

### 235 : (HCM) Exploring the Journey from Dissertation to Tenure through Networking

9:45am - 11:45am The Queen Elizabeth: St-Charles

Facilitators: **Margarete Arndt**, Clark U.; **Jon Chilingerian**, Brandeis U.; **Kathleen Montgomery**, U. of California, Riverside; **Rebecca Wells**, U. of North Carolina; **Myron D Fottler**, U. of Central Florida; **James D. Bramble**, Creighton U.

Coordinator: **Barbara Bigelow**, Clark U.

Participant: **Grant T. Savage**, U. of Missouri

### 236 : (HR, ODC, OB) Leadership Succession and Retention: What Do We Know?

9:45am - 11:45am Le Centre Sheraton: Joyce

Sponsored by Society for Human Resource Management and the Society for Human Resource Management Foundation

Organizer: **Nancy A. Woolever**, Society for Human Resource Management

Chair: **William Schiemann**, Metrus Group

Discussants: **Peter Cappelli**, U. of Pennsylvania; **Joseph G.**

**Rosse**, U. of Colorado, Boulder; **Wayne F. Cascio**, U. of Colorado, Denver

### 237 : (PNP, ENT) Passion for Enterprises and Competitiveness: the Managerial Flow of Public Policies

9:45am - 11:45am The Queen Elizabeth: Hochelega 4

Organizer: **Veronica Vecchi**, Bocconi U.

Chair: **Elio Borgonovi**, Bocconi U.

Participants: **Angel Saz-Carranza**, ESADE; **Eric C. Martin**, Eastern Connecticut State U.; **Manuela Brusoni**, Bocconi U.; **Adrian T.H. Kuah**, U. of Bradford; **Veronica Vecchi**, Bocconi U.

## Saturday 10:00AM

### 238 : (BPS) The Passion that Binds: Coordinating Knowledge Flows in Big Science

10:00am - 12:30pm Le Palais Des Congres: 514C

Pre-registration is required.

Coordinator: **Martin Ihrig**, U. of Pennsylvania

Participants: **Max Boisot**, U. of Birmingham; **Ian C MacMillan**, U. of Pennsylvania; **Markus Nordberg**, European Organization for Nuclear Research; **Mariann Jelinek**, College of William & Mary; **Agusti Canals**, U. Oberta de Catalunya



**239** : (OCIS, OMT) **Materiality in Organizational Studies: Mapping the Territory**

10:00am - 5:00pm Offsite: Thomson House  
*Pre-registration is required for this workshop. Please contact the workshop organizers to obtain the approval code. To register online, please visit <https://secure.aomonline.org/PDWReg>. The cost to register is \$50.00. The deadline to register online is August 4, 2010.*  
**Organizers:** Anne-Laure Fayard, Imperial College/Polytechnic Institute of New York U.; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **Samer Faraj**, McGill U.




**Saturday 10:15AM**

**240** : (AAA) **Conference Break**




10:15am - 10:45am Le Palais Des Congres: Exhibit Hall 220 CD Conference Break

**241**  : (BPS, ENT, OB, OM) **Motivation and Strategy: Rationality, Goals, Emotions, Passion, Opportunism and Value Creation**

10:15am - 12:15pm Le Palais Des Congres: 511F  
**Organizer:** Xavier Castañer, U. of Lausanne  
**Participants:** Michael Bashshur, U. Pompeu Fabra; Philip Bromiley, U. of California, Irvine; Ramon Casadesus-Masanell, Harvard U.; Lex Donaldson, Australian School of Business; Susan C. Schneider, HEC U. of Geneva

**242**   : (CM, OB, HR, GDO, OCIS) **From Destructive Interpersonal Conflicts to Compassionate Relationships: Bridging the Divide**


10:15am - 1:15pm Le Centre Sheraton: Salon C  
*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>July 28, 2010</b>.*  
**Panelists:** Wayne E Baker, U. of Michigan; Julian Barling, Queen's U.; Kurt T Dirks, Washington U. in St. Louis; Christine L. Porath, Georgetown U.; Ryan Quinn, U. of Virginia; Laura Morgan Roberts, Georgia State U.; Sandra L. Robinson, U. of British Columbia; Thomas M. Tripp, Washington State U.  
**Organizer:** Jana L. Raver, Queen's U.

**243**   : (ENT, BPS, TIM) **Entrepreneurial Capabilities: Understanding their Domain, Texture, and Role in Diverse Settings**




10:15am - 12:15pm Le Palais Des Congres: 510C  
**Organizer:** Shaker A. Zahra, U. of Minnesota, Twin Cities  
**Speakers:** Sondos Gamal Abdelgawad, ESADE; Sharon Alvarez, Ohio State U.; Nachiket Bhawe, U. of Minnesota, Twin Cities; Jeroen Kraaijenbrink, U. of Twente; Barbara Larraneta, U. Pablo de Olavide; Alexander McKelvie, Syracuse U.; Silviya Svejnova, ESADE; Shaker A. Zahra, U. of Minnesota, Twin Cities

**244** : (ENT, RM) **Mind Matters: The Future of Research on the Psychology of Entrepreneurship**




10:15am - 12:45pm Le Palais Des Congres: 512A  
**Organizers:** Susan Coombes, Virginia Commonwealth U.; Matthew W. Rutherford, Virginia Commonwealth U.  
**Chair:** Jeffrey Matthew Pollack, U. of Richmond  
**Facilitators:** Robert Alan Baron, Oklahoma State U.; J Robert Baum, U. of Maryland; Michael Frese, National U. of Singapore; Robert D Hisrich, Thunderbird

**245**   : (IM) **Business Development Workshops: Best Practices & a "Train the Trainer" Session Focusing on Haiti**


10:15am - 5:15pm Le Centre Sheraton: Salon 8  
**Organizer:** John Mezias, U. of Miami  
**Facilitator:** Abderrahmane Benariba, SAJE Montréal-Centre

**246**   : (MC) **DARE TO CARE: Using A NEW PARADIGM to SUCCESSFULLY COMPLETE the Doctoral Journey**

10:15am - 1:15pm Delta Centre-Ville: St-Charles  
**Organizer:** Joseph Baugh, Capella U.  
**Chair:** Marilyn E Harris, Capella U.  
**Discussant:** Katherine Eugenie Dew, Hodges U.  
**Presenter:** Anne Saber Halicom, Capella U.  
**Participants:** Matias C Santana, Capella U.; Guilan Wang, Roger Williams U.; Maurine Nelson, Adult Learning Institute; Cande Tschetter, Capella U.; Jerry Beck, Capella U.; Shelia Brown, Capella U.

**247**   : (MED, HR) **Using the Department of Labor's O\*NET Database on Job Requirements to Develop Learning Outcomes**




10:15am - 12:15pm Le Palais Des Congres: 513F  
**Coordinators:** Kenneth R Thompson, DePaul U.; Daniel J Koys, DePaul U.

**248**  : (MH) **Managing the Dissertation Process**




10:15am - 12:15pm The Queen Elizabeth: Mackenzie  
**Chair:** Julia Teahen, Baker College  
**Presenters:** Richard T. Mowday, Eugene, OR; Stephanie Case Henagan, Northern Illinois U.; John Humphreys, Texas A&M U. - Commerce; David A Lamond, Victoria U.

**249**  : (OM, PNP) **Caring Through Operations: An Academic Service-Learning Approach**

10:15am - 12:15pm Le Palais Des Congres: 513B  
*Pre-registration required. Please email Ravi Behara (rbehara@fau.edu) by July 30 to register.*  
**Facilitator:** Ravi S. Behara, Florida Atlantic U.

**250**   : (OM, TIM, OMT, BPS) **Management at the Public-Private Interface**

10:15am - 12:15pm Le Palais Des Congres: 513C  
**Organizer:** Nuno A Gil, Manchester Business School  
**Discussant:** Peter G Klein, U. of Missouri  
**Presenters:** Glenn Ballard, U. of California, Berkeley; Andrew Davies, Imperial College London; Donald Lessard, Massachusetts Institute of Technology; Jochen Markard, Cirus - Innovation Research in Utility Sectors; Jeffrey Lee Funk, National U. of Singapore

**251**   : (PTC, OMT, OB, ODC, PNP, ONE) **When Relevance is also Rigor: Making Practice Tangible for Scholars and Practitioners.**

10:15am - 1:15pm Le Palais Des Congres: 510D  
**Organizers:** Elena P. Antonacopoulou, U. of Liverpool; Kuo Frank Yu, City U. of Hong Kong  
**Presenters:** Nic Beech, U. of St Andrews, UK; Regina F. Bento, U. of Baltimore, Merrick School of Business; Nakiye Boyacigiller, Sabanci U.; Mary Yoko Brannen, INSEAD; Murray Dalziel, U. of Liverpool; Thomas Samuel Eberle, U. of St. Gallen; Terri Egan, Pepperdine U.; Robert MacIntosh, U. of Glasgow; Maris G.

**Martinsons**, City U. of Hong Kong & Pacific Rim Institute for Studies of Management; **Margaret E Phillips**, Pepperdine U.; **Sonja A. Sackmann**, U. Bundeswehr, Munich

**252** 📄📊: (RM) **Systematic Review and Research Synthesis**

10:15am - 1:15pm Delta Centre-Ville: Cartier A

Organizers: **David Denyer**, Cranfield U.; **Rob B. Briner**, U. of London

**253** 📄📊: (RM) **Introducing Organizational Researchers to R: A Cutting-Edge, Free, Open Source Data Analysis Package**

10:15am - 12:15pm Delta Centre-Ville: Verriere B

*Hands-on learning format. Download and install R (available free of charge at <http://cran.r-project.org/>) Bring your laptop computers to the workshop. Additional registration is required at <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.*

Presenters: **Steven A. Culpepper**, U. of Colorado, Denver; **Herman Aguinis**, Indiana U., Bloomington

**254** 📄📊: (SIM, ONE) **SIM/ONE Junior Faculty Consortium**

10:15am - 2:15pm The Queen Elizabeth: Hochelaga 3

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 26, 2010</b>.*

Coordinators: **Kathleen Getz**, American U.; **Stephanie Bertels**, Simon Fraser U.

Participants: **Michael L. Barnett**, Oxford U.; **Laquita C Blockson**, College of Charleston; **Frances E Bowen**, U. of Calgary; **Oana Branzei**, U. of Western Ontario; **Mark Cordano**, Ithaca College; **Andrew Crane**, York U.; **Heather Elms**, American U.; **Jennifer J Griffin**, George Washington U.; **Irene Henriques**, York U.; **Pursej Heugens**, RSM Erasmus U.; **Jennifer Howard-Grenville**, U. of Oregon; **Andrew King**, Dartmouth U./Harvard U.; **Ans Kolk**, U. of Amsterdam; **Jeanne M Logsdon**, U. of New Mexico; **Lori Verstegen Ryan**, San Diego State U.; **Mark P Sharfman**, U. of Oklahoma; **Sanjay Sharma**, John Molson School of Business; **Sandra Waddock**, Boston College; **James Weber**, Duquesne U.; **Stephen Brammer**, U. of Bath; **Rolf Wuestenhagen**, U. of St. Gallen; **Frank den Hond**, VU U. Amsterdam

**255** 📄➔📊: (TIM, IM) **Borderless Innovation: Integrating industrialized and developing economies**

10:15am - 12:15pm Le Palais Des Congres: 510B

Facilitator: **Gita Surie**, Adelphi U.

Presenters: **David Audretsch**, Indiana U., Bloomington; **Jeff Furman**, Boston U.; **Dan Breznitz**, Georgia Tech; **Megan MacGarvie**, Boston U.

**256** 📄: (TTC, MED) **Online Teaching Best Practices: Faculty Role, Assignment Design, Feedback, and Grading**

10:15am - 12:15pm Le Palais Des Congres: 512G

Participants: **Christina A. Hannah**, U. of Maryland U. College; **Barbara A. Ritter**, Coastal Carolina U.; **Toni Ungaretti**, Johns Hopkins U.

**Saturday 10:30AM**

**257** 📄📊: (MED, TIM, BPS) **Teaching Design Thinking for Innovation**

10:30am - 2:00pm Le Palais Des Congres: 519B

*Additional registration is required at*

*<https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>July 15, 2010</b>. Please contact the workshop organizer(s) to obtain the approval code.*

Organizers: **Katharina Hoelzle**, Berlin Institute of Technology; **Ulrich Weinberg**, Hasso Plattner Institute, School of Design Thinking

Facilitators: **Hanswerner Dreissigacker**, SAP; **Philipp Schaefer**, IDEO

**Saturday 10:45AM**

**258** 📄➔📊: (HR, ITC, IM) **Comparative Human Resource Management - Current Status and Future Developments**

10:45am - 1:45pm Le Centre Sheraton: Hemon

Chairs: **Wolfgang Mayrhofer**, WU Vienna; **Chris Brewster**, U. of Reading

Participants: **Barry Gerhart**, U. of Wisconsin-Madison; **Yih-teen Lee**, IESE Business School; **B. Sebastian Reiche**, IESE Business School; **Javier Quintanilla**, IESE Business School; **Allen D Engle**, Eastern Kentucky U.; **Marion Festing**, ESCP Europe; **Geoffrey Wood**, U. of Sheffield

**259** 📄➔📊: (ITC, MED) **The Fulbright Scholar Program: A World of Opportunities for Faculty and Professionals**

10:45am - 12:45pm Le Centre Sheraton: Drummond center

Participant: **Andy Riess**, Council for International Exchange of Scholars

**260** 📄: (RM, BPS, ENT) **Panel Data and Estimation 101**

10:45am - 12:45pm Delta Centre-Ville: Les Courants

Presenters: **Lawrence A. Plummer**, U. of Oklahoma - Norman; **Simon C Parker**, Ivey School of Business

**Saturday 11:00AM**

**261** 📄📊: (ENT, MED) **Caring about Wounded Warriors: The Entrepreneurship Bootcamp for Veterans with Disabilities (EBV)**

11:00am - 1:00pm Le Palais Des Congres: 513D

Organizer: **Valerie Ellen Mock**, Worcester Polytechnic Institute

Moderator: **Frank Hoy**, Worcester Polytechnic Institute

Participants: **Mike Haynie**, Syracuse U.; **Fred R. Blass**, Florida State U.; **Christopher Earley**, U. of Connecticut

**262** 📄📊: (ONE) **Dare to Care: Boundary-Spanning Activities for More Sustainable Organizations**

11:00am - 1:00pm Offsite: Concordia University

*John Molson School of Business Room number: MB 14.250 Address:*

*1450 Guy Street Montreal, Quebec H3H 0A1*

Participants: **Cathy Rusinko**, Philadelphia U.; **Suzanne Benn**, Macquarie U.; **Patrick Crittenden**, Macquarie Graduate School of Management; **Linda M Sama**, St. John's U.; **Stephanie Welcomer**, U. of Maine; **Tim Williams**, Westpac Banking Corp.; **Clare Le Roy**, Macquarie U.

**263** 📄📊📊: (PNP, BPS, MC) **Passion & Compassion in Public & Nonprofit Strategic Planning: Getting Stakeholders into Strategy**

11:00am - 1:00pm The Queen Elizabeth: Chaudiere  
**Chair: Graham Kenny**, Strategic Factors  
**Presenters: Melanie Cohen**, U.S. Department of Housing & Urban Development; **Robert Sheehan**, U. of Maryland, College Park; **Geoffery Seaver**, National Defense U.; **Bethany Blakey**, U.S. Department of Transportation

**Saturday 11:15AM**

**264** → 📄: (BPS, OMT, MOC) **Flashpoints, Crossroads, and Fateful Choices: Towards an Event-Based View of Strategizing**

11:15am - 2:15pm Le Palais Des Congres: 511B  
**Organizers: Joseph Lampel**, City U. London; **Jamal Shamsie**, Michigan State U.  
**Participants: Lakshmi Balachandra**, Boston College; **Moshe Farjoun**, York U.; **Raghu Garud**, Pennsylvania State U.; **Benson Honig**, McMaster U.; **Alan D. Meyer**, U. of Oregon; **William H. Starbuck**, U. of Oregon

**265** 📄: (BPS, OMT, TIM) **Using M&A as a Context to Study Knowledge Transfer & Collaboration across Organizational Boundaries**

11:15am - 2:45pm Le Palais Des Congres: 511C  
*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWRReg>. The deadline to register online is <b>August 4, 2010</b>.*  
**Organizers: Saikat Chaudhuri**, U. of Pennsylvania; **Phanish Puranam**, London Business School  
**Participants: Harbir Singh**, U. of Pennsylvania; **Gautam Ahuja**, U. of Michigan; **Maurizio Zollo**, Bocconi U.; **Freerk Vermeulen**, London Business School; **Guenther K. Stahl**, WU Vienna/INSEAD; **Melissa Graebner**, U. of Texas, Austin; **Samina Karim**, Boston U.; **Xavier Castañer**, U. of Lausanne; **Giovanni Valentini**, Bocconi U.

**266** 📄 🗣️ 📄: (ENT, PNP, SIM) **Social Entrepreneurship: Future Directions in Education and Research**

11:15am - 3:15pm Le Palais Des Congres: 518B  
*Additional registration is required at <https://secure.aomonline.org/PDWRReg>. The deadline to register online is <b>August 4, 2010</b>.*  
**Organizers: Christine Katharina Volkman**, U. Wuppertal; **Susan Mueller**, U. of St. Gallen; **Liudmila Nazarkina**, EBS/U. St. Gallen  
**Participants: Robert S. D'Intino**, Rowan U.; **Alain Fayolle**, E.M. Lyon; **Steven Ney**, Jacobs U. Bremen; **Moriah A. Meyskens**, Florida International U.; **Chris Steyaert**, U. of St. Gallen; **Markus Beckmann**, Leuphana U. Lueneburg

**267** 📄: (MED) **Caring about Student Learning through Accommodating Learning Style Differences**

11:15am - 1:15pm Le Palais Des Congres: 512H  
**Participant: Thomas F Hawk**, Frostburg State U.

**268** 🗣️ → 🗣️: (MSR, MC) **Enhancing Compassion Through Embodied Awareness – An Approach to Mindful Leadership and Consulting**

11:15am - 1:15pm The Queen Elizabeth: Hochelaga 6  
*Participants can experience moments of embodied awareness, discuss their work in this area and use these practices when consulting with organizations.*  
**Facilitator: Susan Skjei**, Naropa U.  
**Coordinator: Kathryn Goldman Schuyler**, Alliant International U.

**269** 🗣️ 📄: (OB, RM, HR, CAR, IM, GDO, BPS, ENT) **The 18th Annual Craft of Reviewing Workshop**

11:15am - 1:15pm Le Centre Sheraton: Salon A  
**Coordinator: Kim Gower**, Virginia Commonwealth U.  
**Presenters: James M. LeBreton**, Purdue U.; **Tjai M. Nielsen**, George Washington U.; **Yehuda Baruch**, U. of East Anglia; **Ethlyn Anne Williams**, Florida Atlantic U.

**270** → 📄: (PNP) **International Variations of Nonprofit Scholarship**

11:15am - 1:15pm The Queen Elizabeth: St-Maurice  
**Organizer: Wenjue Lu Knutsen**, Queen's U.  
**Facilitators: Ralph Brower**, Florida State U.; **Chao Guo**, U. of Georgia; **Haoming Huang**, China Association for NGO Cooperation  
**Speakers: Kirsten Grønberg**, Indiana U.; **Michael Hall**, Imagine Canada; **Ming Wang**, Tsinghua U.; **Agnes Meinhard**, Ryerson U.

**271** 🗣️ 📄: (TIM, BPS, OM) **Design-Based Innovation: Domains of Application**

11:15am - 2:15pm Le Palais Des Congres: 515C  
**Organizers: Celine Abecassis-Moedas**, U. Catolica Portuguesa; **Sihem Ben Mahmoud-Jouini**, HEC Paris; **Ileana Stigliani**, Imperial College Business School  
**Presenters: Sebastian Fixson**, Babson College; **Victor P. Seidel**, U. of Oxford; **Patrick K Stacey**, Imperial College Business School; **Bojan Angelov**, Polytechnic Institute of New York U.

**Saturday 11:30AM**

**272** 🗣️ → 🗣️ 📄: (AAA) **Sustaining Business: A Meeting of Management Scholars and Entrepreneurs**

11:30am - 3:30pm Hyatt Regency Montreal: Alfred-Rouleau C  
*A total of 14 topics relevant to sustaining a business have been identified for organizing the roundtables. As well, 37 management scholars have agreed to serve as resource persons in their areas of expertise. We encourage additional AOM conference participants to join this core group of management scholars in working with entrepreneurs on a hands-on basis.*  
**Organizers: Céleste M. Brotheridge**, ESG-UQAM; **Patrick J. Murphy**, DePaul U.; **Gwyneth Edwards**, Concordia U.  
**Distinguished Speaker: Reginald J. Saulnier**, Avalon Corporate Solutions  
**Participants: Tom Mierzwa**, U. of Maryland U. College; **Frank Bares**, ICN Business School; **T Russell Crook**, U. of Tennessee, Knoxville; **Linda Dyer**, Concordia U.; **Claire Ouellette**, Visaction; **Eileen Fischer**, York U.; **Jean Piché**, ESG-UQAM; **Jeffrey Matthew Pollack**, U. of Richmond; **John G. Vongas**, John Molson School of Business; **Sergio Janczak**, U. of Western Ontario; **Michael Carney**, Concordia U.; **Peter T. Bryant**, IE Business School; **Dingkun Ge**, China Europe International Business School; **Pramodita Sharma**, Concordia U.; **Alexandra Dawson**, John Molson School of Business, Concordia U.; **Carol Reeves**, U. of Arkansas; **Dan A. Seni**, ESG-UQAM; **Ronald J. Abraira**, Concordia U.; **Micheline Renault**, ESG-UQAM; **Michel Grenier**, ESG-UQAM; **Helena Yli-Renko**, U. of Southern California; **Geoff Archer**, Royal Roads U.; **Jean-Claude Marchand**, ESG-UQAM; **Clay Dibrell**, U. of Mississippi; **Enrique Nunez**, St. Peter's College; **Richard Gottschall**, John Molson School of Business; **Angelo Soares**, ESG-UQAM; **Robert Brent Anderson**, Hill/Levene Schools of Business, U. of Regina; **Leo Paul Dana**, U. of Canterbury; **Bob Kayseas**, First nations U. of Canada; **Andrew Lewis Maxwell**, U. of

Waterloo; **Sylvie Paré**, ESG-UQAM; **Maria L Nathan**, Lynchburg College; **Michel Cossette**, HEC/CIRANO, Montreal; **Brett Anitra Gilbert**, Texas A&M U.; **Nick Lovatsis**, Avalon Corporate Solutions

**273** 🗨️: (TIM) **TIM Past Division Chairs and Endowed Chairs Committee Luncheon**

11:30am - 1:30pm Le Palais Des Congres: 516D

<b>This session is for Past Division Chairs of the TIM Division and a select group of Endowed Chairs interested in TIM type research.</b> Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 15, 2010</b>. Chairs: **Shawn M. Carraher**, Minot State U.; **Shawn M. Carraher**, Minot State U.

**Saturday 12:00PM**

**274** 🗨️📄: (HCM) **Becoming a Leader in Management and Organization Research through Federally Funded Grants**

12:00pm - 2:00pm The Queen Elizabeth: Hochelaga 4

Coordinator: **Sharon Topping**, U. of Southern Mississippi  
Participants: **Thomas F Hilton**, National Institute on Drug Abuse; **Jacqueline Meszaros**, National Science Foundation; **Joanna Jiang**, Agency for Healthcare Research and Quality; **Robert Weech-Maldonado**, U. of Alabama, Birmingham; **Gregory A. Aarons**, U. of California, San Diego; **Sharon Topping**, U. of Southern Mississippi

**275** 🗨️📄: (HCM) **Integration of Experiential Learning Opportunities in Healthcare Education**

12:00pm - 2:00pm The Queen Elizabeth: St-Charles

Participants: **Shital Shah**, Rush U.; **Amy Yarbrough Landry**, U. of Alabama, Birmingham; **Dawn Oetjen**, U. of Central Florida; **Andrew N. Garman**, Rush U.

**276** 🗨️📄📄: (HR) **SHRM Networking Lunch**

12:00pm - 1:30pm Le Centre Sheraton: Salle Ballroom center

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>. Coordinator: **Nancy A. Woolever**, Society for Human Resource Management

**277** 🗨️📄: (HR, RM) **Application of Multi-Level Models to HRM Research**

12:00pm - 3:00pm Le Centre Sheraton: Salon B

Presenters: **Mark Gavin**, Oklahoma State U.; **David A Hofmann**, U. of North Carolina, Chapel Hill; **Jeffrey B Vancouver**, Ohio U.

**278** 🗨️📄➔📄: (ODC, MC) **Future OD Consulting Roles in a 24/7 World**

12:00pm - 2:00pm Le Centre Sheraton: Joyce

Chair: **Larry E. Greiner**, U. of Southern California  
Participants: **Kurt Motamedi**, Pepperdine U.; **David Jamieson**, Jamieson Consulting Group, Inc.; **Ilse Ennsfellner**, Ennsfellner Consulting

**Saturday 12:15PM**

**279** 🗨️📄: (RM, BPS, OMT, ODC, OB, ENT, TIM, MH, OM) **Doing, Writing and Publishing Process Research**

12:15pm - 4:15pm Delta Centre-Ville: St-Laurent

Separate registration is required for Parts 1 and 2 of this workshop. To register online, please visit

<https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>August 4, 2010</b>.

Organizers: **Ann Langley**, HEC Montreal; **Clive Smallman**, Lincoln U., New Zealand

Facilitators: **Julia Balogun**, Lancaster U. Management School; **Jennifer Howard-Grenville**, U. of Oregon

Discussants: **Martha S. Feldman**, U. of California, Irvine; **Haridimos Tsoukas**, ALBA & Warwick Business School; **Andrew H. Van de Ven**, U. of Minnesota

Speakers: **Tor Hernes**, Copenhagen Business School; **Paula Jarzabkowski**, Aston U.; **Scott Sonenshein**, Rice U.; **Karen Golden-Biddle**, Boston U.

**280** 🗨️📄: (TIM) **Research on university research commercialization: approaches, methodologies, and data sources**

12:15pm - 2:45pm Le Palais Des Congres: 511E

Organizers: **Riccardo Fini**, Free U. Bozen-Bolzano; **Nicola Lacetera**, Case Western Reserve U.; **Markus Perkmann**, Imperial College London

Presenters: **Mike Wright**, U. of Nottingham; **Philippe Mustar**, MINES ParisTech; **Maryann P Feldman**, U. of Georgia; **Jeannette Colyvas**, Northwestern U.

**281** ➔🗨️📄: (TIM, BPS) **Open Science and its implications for science-based business**

12:15pm - 2:15pm Le Palais Des Congres: 512C

Organizer: **Henry Sauermann**, Georgia Institute of Technology  
Distinguished Speaker: **Fiona Murray**, Massachusetts Institute of Technology

Presenters: **Jeff Furman**, Boston U.; **Carolyn Haeussler**, U. of Munich

**Saturday 12:30PM**

**282** 🗨️📄: (BPS, OB, ENT, OMT) **Prospect Theory in Strategy Research: Meeting the Challenges and Developing the Potential**

12:30pm - 2:00pm Le Palais Des Congres: 510B

Participants: **Jean McGuire**, Louisiana State U.; **R. Michael Holmes Jr.**, Louisiana State U.; **Cynthia E. Devers**, Tulane U.; **Tim R. Holcomb**, Florida State U.; **Philip Bromiley**, U. of California, Irvine

**283** ➔🗨️📄: (BPS, TIM, OMT, ENT, RM) **Measuring Knowledge Flows: Patent and Non-Patent Data**

12:30pm - 3:30pm Le Palais Des Congres: 511F

Organizers: **Jasjit Singh**, INSEAD; **Alexander Oettl**, Georgia Institute of Technology

Discussant: **Dietmar Harhoff**, U. of Munich

Presenters: **Stefan Wagner**, Ludwig Maximilians U.; **Kwanghui Lim**, U. of Melbourne; **Kenneth G Huang**, Singapore Management U.; **Jasjit Singh**, INSEAD; **Alexander Oettl**, Georgia Institute of Technology; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor

**284** 🗨️📄➔🗨️📄: (CMS, MSR, ODC) **Non-Economic Dimensions of Financial Meltdown: A Multidisciplinary Analysis of Subterranean Dynamics**

12:30pm - 2:00pm The Queen Elizabeth: Hochelaga 2

Presenters: **Jessica Heineman-Pieper**, George Mason U.; **Tojo Thatchenkery**, George Mason U.; **Sangeeta Parameshwar**, U. of Illinois, Springfield; **Param Srikantia**, Baldwin Wallace College

**285** [📖] (ENT) **Advancing Entrepreneurship Scholarly Development: Textbooks, Monographs, and Edited Volumes**

12:30pm - 2:30pm Le Palais Des Congres: 513F  
 Discussant: **Andrew Zacharakis**, Babson College  
 Coordinator: **Andrew C. Corbett**, Rensselaer Polytechnic Institute  
 Participant: **G. T. Lumpkin**, Syracuse U.

**286** [📖] [🌐] [🗺️] (ENT, MH) **History of Entrepreneurship Steps Toward Legitimacy: Interview with Tim Mescon**

12:30pm - 2:30pm Le Palais Des Congres: 510C  
 Coordinator: **Barbara Jean Bird**, American U.

**287** (MH, MC) **Getting Involved in Professional Development and Service to the Profession**

12:30pm - 2:30pm The Queen Elizabeth: Hochelaga 5  
 Organizer: **Regina A. Greenwood**, Nova Southeastern U.  
 Chair: **Silvia Ines Monserrat**, U. Nacional del Centro  
 Participants: **Franz T. Lohrke**, Brock School of Business, Samford U.; **John Humphreys**, Texas A&M U. - Commerce; **Richard T. Mowday**, Eugene, OR; **Terrell G. Manyak**, Nova Southeastern U.; **Robert C. Ford**, U. of Central Florida

**288** [🗣️] (MSR) **Passion and Compassion: How Mindfulness Disciplines Enhance Professional Performance**

12:30pm - 2:30pm The Queen Elizabeth: Mackenzie  
 Presenter: **Patton Hyman**, Tail of the Tiger, Inc.  
 Participant: **Patton Hyman**, Tail of the Tiger, Inc.

**289** [🗣️] [📖] (OMT, MOC, CMS, OB) **Bringing Emotions (Back) Into Institutional Theory**

12:30pm - 3:30pm Le Palais Des Congres: 512E  
 Organizers: **Bryant A Hudson**, Florida Atlantic U.; **Douglas Creed**, U. of Rhode Island; **Rich DeJordy**, Northeastern U.; **Jaco Lok**, AGSM-Australian School of Business; **Peter Cebon**, U. of Melbourne  
 Distinguished Speaker: **W. Richard (Dick) Scott**, Stanford U.

**290** [📖] (RM) **Using case-studies to build theory**

12:30pm - 3:00pm Delta Centre-Ville: Bonsecours  
 Organizer: **Jyoti Bachani**, Saint Mary's College of California  
 Participants: **Vijaya L Narapareddy**, Denver U.; **Chi Anyansi-Archibong**, North Carolina A&T State U.; **Mikael Sondergaard**, U. of Aarhus

**291** [🗣️] [🗺️] (RM, OMT, BPS, MOC) **The "Gioia Methodology" for conducting inductive qualitative analysis: Development and application**

12:30pm - 2:30pm Delta Centre-Ville: Verriere B  
 There are two parts: presentation and interactive round-tables. Participants will discuss with experienced users the "Gioia methodology".  
 Host: **Nelson Phillips**, Imperial College London  
 Distinguished Speaker: **Dennis A. Gioia**, Pennsylvania State U.  
 Coordinator: **Anand Narasimhan**, IMD  
 Participants: **Kevin G. Corley**, Arizona State U.; **Karsten Jonsen**, IMD

**Saturday 1:00PM**

**292** [🗣️] (HR, BPS, ENT, OMT, OB) **Do You See What I See? Bridging Disciplinary Divides in Human Capital Scholarship**

1:00pm - 4:30pm Le Centre Sheraton: Drummond center  
 Workshop Organizers: **Janice Molloy**, Michigan State University; **Clint Chadwick**, University of Kansas; **Rob Ployhart**, University of South Carolina  
 Chairs: **Janice C. Molloy**, Michigan State U.; **Clinton Chadwick**, U. of Alabama, Huntsville  
 Speakers: **Jay B Barney**, Ohio State U.; **John E. Delery**, U. of Arkansas; **Steve W. J. Kozlowski**, Michigan State U.; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Patrick Wright**, Cornell U.  
 Presenters: **Robert E Ployhart**, U. of South Carolina; **M. Diane Burton**, Massachusetts Institute of Technology

**293** [🗣️] [🗺️] (IAM, IM) **GLOBE in Iberoamerica: A Research Agenda**

1:00pm - 3:30pm Le Centre Sheraton: Salon 1  
 Presenter: **Mansour Javidan**, Thunderbird

**294** (ICW) **USASBE Mid-year Board Meeting**

1:00pm - 5:00pm Le Palais Des Congres: 518A  
 USASBE Mid-year Board Meeting  
 Organizer: **Becky Gann**, USASBE

**295** [🗣️] [🗣️] [🗣️] (MOC, OB, MEN, ITC) **Keeping the Passion Alive: Maintaining Passion over Your Academic Career**

1:00pm - 3:00pm Delta Centre-Ville: Les Courants  
 Facilitators: **Marie T. Dasborough**, U. of Miami; **Mark J. Martinko**, Florida State U.  
 Participants: **Gary P. Latham**, U. of Toronto; **Denise M. Rousseau**, Carnegie Mellon U.; **Neal M. Ashkanasy**, U. of Queensland; **Fred Luthans**, U. of Nebraska, Lincoln

**296** [🗣️] (OMT, OB, BPS, RM, OCIS) **Advanced Networks PDW: Theoretical And Empirical Applications Of Social Network Analysis**

1:00pm - 5:00pm Le Palais Des Congres: 524C  
 Email **Theresa Floyd** ([theresa.floyd@uky.edu](mailto:theresa.floyd@uky.edu)) with research interests and whether you want to attend the SIENA workshop or breakout session.  
 Organizers: **Giuseppe Labianca**, U. of Kentucky; **Theresa Floyd**, U. of Kentucky  
 Coordinators: **Daniel J. Brass**, U. of Kentucky; **Andrew V. Shipilov**, INSEAD; **Jonathan Lewis Johnson**, U. of Arkansas

**Saturday 1:15PM**

**297** [🗣️] (BPS) **BPS Managing Your Dissertation Workshop**

1:15pm - 5:15pm Le Palais Des Congres: 510A  
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>July 9, 2010</b>.</p>
 Coordinator: **Mario Schijven**, Texas A&M U.  
 Participants: **J.P. Eggers**, New York U.; **Felipe Monteiro**, U. of Pennsylvania; **Metin Sengul**, Boston College; **Jochen Schweitzer**, U. of Technology, Sydney; **Siegfried P. Gudergan**, U. of Technology, Sydney; **Xavier Martin**, Tilburg U.; **Sarah Kaplan**, U.

of Toronto; **Andrew V. Shipilov**, INSEAD; **Freek Vermeulen**, London Business School

**298** 🗣️: (MSR) **Compassion in business: Managing strategic deception through universal spiritual values**

1:15pm - 3:15pm The Queen Elizabeth: Matapedia

**Presenters:** **Isaac Wanasika**, Monfort College of Business, U. of Northern Colorado; **Keiko Krahnke**, U. of Northern Colorado

**299** 🗣️📄: (OB, PTC) **Research in Practice: A View from the Trenches**

1:15pm - 3:15pm Le Centre Sheraton: Salle Ballroom east

*Pre-registration is required. To register online, visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>July 31, 2010</b>.*

**Chairs:** **Kathryn Dekas**, Google; **Jennifer Kurkoski**, Google  
**Presenters:** **Teresa M Amabile**, Harvard U.; **Jean M. Bartunek**, Boston College; **Cade Massey**, Yale U.; **Jason Colquitt**, U. of Florida; **Jennifer Kurkoski**, Google; **Lynn B. Miller**, Center for Creative Leadership

**Saturday 1:30PM**

(PTC) **Practice Theme Committee Meeting**

1:30pm - 3:00pm Le Palais Des Congres: 512B

**Organizers:** **Elena P. Antonacopoulou**, U. of Liverpool, **Kuo Frank Yu**, City U. of Hong Kong

**300** 🗣️➔🗣️: (AAM, HR, IM) **Using Interactive Computer Simulations to teach Strategic HR in the US and China**

1:30pm - 3:30pm Le Centre Sheraton: Salon A

**Coordinator:** **Steven D. Maurer**, Old Dominion U.  
**Presenters:** **Anne Marie Francesco**, Hong Kong Baptist U.; **Vincent Cho**, Hong Kong Polytechnic U.

**301** 📄: (BPS) **What is Quality in Strategy Research?**

1:30pm - 6:00pm Le Palais Des Congres: 516A

**Organizers:** **Brian S. Silverman**, U. of Toronto; **Rachelle Sampson**, U. of Maryland

**Participants:** **Juan Alcacer**, Harvard U.; **Ramon Casadesus-Masanell**, Harvard U.; **Witold Jerzy Henisz**, U. of Pennsylvania; **Anne Marie Knott**, Washington U. in St Louis; **Joanne Oxley**, U. of Toronto; **Jan W. Rivkin**, Harvard U.; **Peter W Roberts**, Emory U.; **Michael Ryall**, U. of Toronto

**302** : (ICW) **Journal of Management Education Editorial Board Meeting**

1:30pm - 2:30pm Le Palais Des Congres: 514C

*By invitation only*

**Organizer:** **Jane Schmidt-Wilk**, Maharishi U.

**303** 📄: (MED, TTC) **Designing Effective Instruction with Passion and Accountability**

1:30pm - 3:30pm Le Palais Des Congres: 510D

*This session provides both novice and veteran teachers with insights into teaching effectiveness from a variety of perspectives.*  
**Coordinator:** **Toni Ungaretti**, Johns Hopkins U.

**Presenters:** **Kenneth R Thompson**, DePaul U.; **Heather Tillberg-Webb**, Johns Hopkins U.; **Daniel J Koys**, DePaul U.; **Thomas P. Bradley**, Tarleton State U.

**304** 🗣️📄: (MSR) **MSR Doctoral Student and New Faculty Consortium - Saturday**

1:30pm - 7:00pm The Queen Elizabeth: Jolliet

*This session is a continuation of the program begun on Friday. There is a \$25 pre-registration fee for participation on either day or the full event. Pre-registration is required for this workshop at <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.*

**Hosts:** **Keiko Krahnke**, U. of Northern Colorado; **Debu Mukerji**, Macquarie U.; **Michelle French**, Mount St. Mary's College  
**Distinguished Speaker:** **Andre L Delbecq**, Santa Clara U.  
**Chairs:** **Emmett E. Perry**, Rockhurst U.; **Kay Rudisill**, Oracle Corporation  
**Participants:** **Kathy Lund Dean**, Idaho State U.; **Robert A Giacalone**, Temple U.; **Louis W. (Jody) Fry**, Tarleton State U.; **Margaret Benefiel**, Andover Newton Theological School; **Lee Robbins**, Golden Gate U.; **Judith A. Neal**, U. of Arkansas, Fayetteville

**305** 🗣️➔🗣️📄: (MSR, CM, GDO, IAM) **Social Media & Spirituality: Fostering Passion & Compassion in Mgmt & Orgs**

1:30pm - 3:30pm The Queen Elizabeth: Hochelaga 6

**Organizer:** **Arthur L. Jue**, U. of Phoenix

**Presenter:** **Mary Ellen Kassotakis**, Oracle USA, Inc.

**306** 📄: (OB, HR, OMT) **OB Teaching Incubator**

1:30pm - 3:00pm Le Centre Sheraton: Salon C

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.*

**Coordinators:** **Robert Litchfield**, Washington and Jefferson College; **Michael D. Johnson**, U. of Washington; **Ronald F. Piccolo**, Crummer Graduate School of Business, Rollins College

**307** 🗣️➔📄: (RM) **Academic-Practitioner Collaborative Research: Hands-on Experiences, Approaches, and Methods**

1:30pm - 4:30pm Delta Centre-Ville: Cartier A

*Interactive session to discuss collaborative research and to learn from the practices and experiences of others.*

**Organizers:** **Rita Kowalski**, Work Life Consulting LLC; **Stefan Krummacker**, Leibniz U. Hannover; **Holger Schiele**, U. of Twente; **Jeroen Kraaijenbrink**, U. of Twente  
**Facilitators:** **Rita Kowalski**, Work Life Consulting LLC; **Stefan Krummacker**, Leibniz U. Hannover; **Jeroen Kraaijenbrink**, U. of Twente; **Holger Schiele**, U. of Twente  
**Presenters:** **Andrew H. Van de Ven**, U. of Minnesota; **Gerard P. Hodgkinson**, U. of Leeds; **Klaus-Peter Wiedmann**, Leibniz U. Hannover; **Anne S. Huff**, Technical U. München; **Holger Schiele**, U. of Twente; **Petra Hoffman**, U. of Twente  
**Participant:** **Kathrin M Moeslein**, U. of Erlangen-Nuremberg

**308** 📄: (RM, OMT, OB, MOC, ODC) **Unleashing Generativity: Moments of Aliveness, Inspiration and Imagination in Qualitative Research**

1:30pm - 3:30pm Delta Centre-Ville: St-Charles

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.*


**Coordinators:** **Jane E. Dutton**, U. of Michigan; **Arne Carlsen**, SINTEF Technology and Society  
**Participants:** **Kjersti Bjorkeng**, SINTEF Industrial Management; **Marlys K. Christianson**, U. of Toronto; **Stewart Clegg**, U. of

Technology, Sydney; **Karen Golden-Biddle**, Boston U.; **Libby Hemphill**, U. of Michigan; **Sally Maitlis**, U. of British Columbia

**309** : (SIM) **Manuscript Development Workshop: SIM/ONE Research Mentoring**

1:30pm - 3:00pm The Queen Elizabeth: St-Maurice  
Pre-registration is required by June 1, 2010 (email to [waldman@asu.edu](mailto:waldman@asu.edu)). Applications will be screened and acceptances sent by July 1, 2010.

Chairs: **David A. Waldman**, Arizona State U.; **Pursey Heugens**, RSM Erasmus U.

**310** : (TIM, BPS) **Firms, Ecosystems and Innovation**


1:30pm - 3:30pm Le Palais Des Congres: 512H  
Additional registration is required at <https://secure.aonline.org/PDWRReg>. The deadline to register online is <b>August 4, 2010</b>.

Discussants: **Ron Adner**, Dartmouth College; **Carliss Baldwin**, Harvard U.; **Allan N Afuah**, U. of Michigan; **John Paul MacDuffie**, U. of Pennsylvania; **William G Mitchell**, Duke U.  
Coordinators: **Anne Parmigiani**, U. of Oregon; **Rahul Kapoor**, U. of Pennsylvania

**311** : (TTC, MED, OB) **TTC Best Practices: Effectively Designing and Assessing Team Projects**

1:30pm - 3:30pm Le Palais Des Congres: 514B  
Facilitators: **Kim Gower**, Virginia Commonwealth U.; **Barbara A. Ritter**, Coastal Carolina U.; **Christina A. Hannah**, U. of Maryland U. College; **Rajnandini Pillai**, California State U. San Marcos; **Patricia R. Hedberg**, U. of St. Thomas

**Saturday 1:45PM**

**312** : (ODC, GDO, OB) **Leadership for (Latina) Women: Cultural Upbringing and The role of Renewal, Agency and Passion**

1:45pm - 3:45pm Le Centre Sheraton: Kafka  
Interactive workshop with self-assessment exercises, values card sort, reflections, personal goal-setting, and opportunities to share with colleagues.

Presenters: **Tracey L. Cantarutti**, Benedictine U.; **Graciela Kenig**, DePaul U.


**Saturday 2:00PM**

**313** : (AAA) **2010 Session Chairs, Facilitators & Discussants Meeting**

2:00pm - 3:00pm The Queen Elizabeth: Duluth  
Program Manager: **Jimmy Le**, Academy of Management  
Program Chair: **Anne S. Tsui**, Arizona State U.  
Program Coordinator: **Valerie Concepcion**, Academy of Management  
Professional Development Workshop Chair: **Ming-Jer Chen**, U. of Virginia


**314** : (MED) **Shakespeare's Witches**

2:00pm - 4:00pm Le Palais Des Congres: 512D  
Host: **Viktor Dorfler**, Strathclyde U.  
Participants: **Zoltan Baracskai**, Doctus Co.; **Jolan Velencei**, Budapest U. of Technology and Economics


**315** : (ODC, HCM, MC) **Truly Daring to Care: Organization Development Enabling Transformation in Healthcare**

2:00pm - 4:00pm Le Centre Sheraton: Hemon  
Organizers: **Jason A. Wolf**, The Beryl Institute/American U.; **Rosa M. Colon-Kolacko**, Benedictine U/Christiana Care Health System  
Speakers: **David Coghlan**, Trinity College Dublin; **James Robert Langabeer**, U. of Texas, Houston; **Deborah Anne O'Neil**, Bowling Green State U.; **Margaret M. Hopkins**, U. of Toledo

**Saturday 2:15PM**

**316** : (CMS, CAR, IM, OB) **Global careers from a critical perspective**

2:15pm - 3:45pm The Queen Elizabeth: Hochelaga 2  
Chair: **Christina Reis**, U. of New Haven  
Participants: **Hugo Gaggiotti**, Bristol Business School; **Torkild Thanem**, Stockholm U.; **Sammy Showail**, American U. of Beirut

**317** : (ENT, OMT) **Dare to Care from the Venture Idea to the Succession: Can Business Support Systems Perform the Task?**

2:15pm - 5:15pm Le Palais Des Congres: 510B  
Among the presenters and discussants, there are scholars and policy makers from 6 countries.  
Chairs: **Sergio Janczak**, U. of Western Ontario; **Frank Bares**, ICN Business School

Discussants: **Simon C Parker**, Ivey School of Business; **Alain Fayolle**, E.M. Lyon; **Louis Jacques Filion**, HEC Montreal; **Mark P Rice**, Babson College; **Kevin Francis Mole**, U. of Warwick; **Rudy Aernoudt**, Catholic U. Leuven  
Participant: **Kariv Dafna**, The College of Management, Rishon Lezion

**318** : (HCM) **Moving Your Work to the Next Step: Getting Feedback from the Experts**

2:15pm - 4:15pm The Queen Elizabeth: St-Charles  
Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWRReg>. The deadline to register online is <b>August 4, 2010</b>.  
Coordinator: **Christopher Johnson**, Texas A&M Health Science Center

Participants: **Christy Harris Lemak**, U. of Michigan; **Robert Weech-Maldonado**, U. of Alabama, Birmingham; **Grant T. Savage**, U. of Missouri; **Thomas D'Aunno**, Columbia U.; **Jane Banaszak-Holl**, U. of Michigan; **Margarete Arndt**, Clark U.; **Sharon Topping**, U. of Southern Mississippi; **Jean-louis Denis**, ENAP; **Larry Gamm**, Texas A&M Health Science Center; **Timothy Hoff**, U. at Albany, SUNY; **Louise Fitzgerald**, Manchester Business School

**319** : (MED) **Virtual Worlds (Second Life) In Management Education & Research**

2:15pm - 5:15pm Le Palais Des Congres: 519B  
This session will include one participant who will participate via Second Life.  
Coordinator: **Peggy D. Lee**, Indiana U., Indianapolis  
Participants: **Andrea Hornett**, Strategic Consultant; **Poppy L Mcleod**, Cornell U.

**320** : (ONE, CMS, SIM, OMT) **Creating Sustainability Theory for Organisations**

2:15pm - 5:15pm The Queen Elizabeth: Hochelaga 4



Facilitator: **Robert Perey**, Macquarie U.

Participants: **Carolyn P. Egri**, Simon Fraser U.; **Bobby Banerjee**, U. of Western Sydney; **Suzanne Benn**, Macquarie U.; **John M Jermier**, U. of South Florida; **Mark Starik**, George Washington U.; **Kate Kearins**, Auckland U. of Technology; **Gordon P. Rands**, Western Illinois U.

### Saturday 2:30PM

#### 321 (CM) Conflict Management : Empathic Practices for Creating Passionate Individuals in Times of Change

2:30pm - 4:30pm Le Centre Sheraton: Salon 3

Facilitator: **Scott Comber**, Dalhousie U.

#### 322 (HR, OB) Pre-Dissertation HR Doctoral Student Workshop

2:30pm - 5:30pm Le Centre Sheraton: Salon 6

Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. The deadline to register online is **August 1, 2010**.

Panelists: **Anthony J Nyberg**, U. of South Carolina; **Anuradha Ramesh**, U. of Maryland, College Park; **Jeff Ericksen**, Michigan State U.; **Stephen G Green**, Purdue U.; **Rebecca R. Kehoe**, Cornell U.; **K. Michele Kacmar**, U. of Alabama; **Hui Liao**, U. of Maryland, College Park; **Jessica Methot**, U. of Florida; **Jennifer D. Nahrgang**, Arizona State U.

Chairs: **David P. Lepak**, Rutgers U.; **Sandy J. Wayne**, U. of Illinois, Chicago

#### 323 (OMT, TIM, ENT) Synergies Among Technological Innovation, Entrepreneurship, and Organizational Evolution

2:30pm - 6:00pm Le Palais Des Congres: 518C

Organizer: **William H. Starbuck**, U. of Oregon

Participants: **Philip Anderson**, INSEAD; **C. Marlena Fiol**, U. of Colorado, Denver; **Raghu Garud**, Pennsylvania State U.; **Michael A. Hitt**, Texas A&M U.; **Suresh Kotha**, U. of Washington, Seattle; **Alan D. Meyer**, U. of Oregon; **Saras D Sarasvathy**, U. of Virginia; **Charles C. Snow**, Pennsylvania State U.; **James P. Walsh**, U. of Michigan, Ann Arbor; **Ray Zammuto**, U. of Queensland

#### 324 (RM, OB, BPS, TIM) Innovative Methods for Studying Decision-Making

2:30pm - 4:00pm Delta Centre-Ville: Cartier B

Facilitators: **Andrew Lewis Maxwell**, U. of Waterloo; **Denis A. Gregoire**, Georgia State U.

Discussant: **Richard T. Harrison**, Queen's U. Belfast

Presenters: **Alice De Koning**, Salem State College; **Richard Sudek**, Chapman U.; **Maw-Der Foo**, U. of Colorado, Boulder; **Marilyn A. Uy**, U. of Victoria; **David W. Williams**, U. of Tennessee

#### 325 (TIM, MH) Journal Editors and Research: Please come visit with 20 journal editors

2:30pm - 4:30pm Le Palais Des Congres: 511B

Coordinator: **Shawn M. Carraher**, Minot State U.

### Saturday 2:45PM

#### 326 : (AAA) Conference Break

2:45pm - 3:15pm Le Palais Des Congres: Exhibit Hall 220 CD Conference Break

#### 327 (ENT, RM) Longitudinal Data for Entrepreneurship Research

2:45pm - 4:45pm Le Palais Des Congres: 513F

Chair: **E.J. Reedy**, Kauffman Foundation

Participants: **Jon Eckhardt**, U. of Wisconsin, Madison; **Brian Headd**, U.S. Small Business Administration; **Javier Miranda**, U.S. Census Bureau; **Dave Talon**, Bureau of Labor Statistics

#### 328 (MH) Getting Published: Scholarly articles, books, conference presentations, and case studies

2:45pm - 4:45pm The Queen Elizabeth: Mackenzie

Chair: **Julia Teahen**, Baker College

Presenters: **Jane Whitney Gibson**, Nova Southeastern U.; **Peter B Petersen**, Johns Hopkins U.; **David A Lamond**, Victoria U.; **Edward F. Murphy**, Embry Riddle Aeronautical U.; **John Humphreys**, Texas A&M U. - Commerce

#### 329 (MSR) The Dilemmas of Management: Zen, Creativity and Koans

2:45pm - 4:45pm The Queen Elizabeth: Hochelaga 5

Distinguished Speaker: **Albert Low**, Montreal Zen Center

Facilitator: **Ronald E Purser**, San Francisco State U.

#### 330 (OM, MED, TIM) New Approaches to the Project Management Course

2:45pm - 4:45pm Le Palais Des Congres: 513C

Organizer: **John E. Ettl**, Rochester Institute of Technology

Discussant: **Diane H. Parente**, Pennsylvania State U., Erie

Participants: **Monica Adya**, Marquette U.; **Russell W. Robbins**, U. of Pittsburgh

#### 331 (TTC, MED) Dare to Care about Teaching?

#### Yes We Can! How to Prepare Doctoral Students to Teach

2:45pm - 5:45pm Le Palais Des Congres: 510C

Organizer: **D. Anthony Butterfield**, U. of Massachusetts, Amherst

Chair: **Roy J. Lewicki**, Ohio State U.

Presenters: **Robert Marx**, U. of Massachusetts, Amherst; **Judith R Gordon**, Boston College; **Anne White Harrington**, U. of Michigan  
Participants: **Joseph E Garcia**, Western Washington U.; **Jeffrey A Kappen**, U. of Massachusetts, Amherst

### Saturday 3:00PM

#### 332 (BPS, OMT) Multiple Corporate Development Modes: Choice, Intertemporal Relationships, and Performance

3:00pm - 6:00pm Le Palais Des Congres: 513B

Pre-registration is required for this workshop. Contact **Tony Tong** ([tong.tong@colorado.edu](mailto:tong.tong@colorado.edu)) for more information and to obtain the approval code. To register online, please visit <https://secure.aonline.org/PDWReg>. The deadline to register online is **August 4, 2010**.

Organizers: **Xavier Castañer**, U. of Lausanne; **Tony W. Tong**, U. of Colorado

Participants: **Xavier Martin**, Tilburg U.; **Roberto Ragozzino**, U. of Texas, Dallas; **Edward Zajac**, Northwestern U.

#### 333 (BPS, TIM, IM, ENT) Towards an Integrated View of External Knowledge Sourcing

3:00pm - 5:30pm Le Palais Des Congres: 511C

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.

Organizer: **Thomas Kluefer**, U. of Pennsylvania  
 Chair: **Felipe Monteiro**, U. of Pennsylvania  
 Presenters: **Gary Dushnitsky**, London Business School; **Harbir Singh**, U. of Pennsylvania; **Bruno Cassiman**, IESE Business School; **Gautam Ahuja**, U. of Michigan; **Ashish Arora**, Duke U.; **Juan Alcacer**, Harvard U.; **Felipe Monteiro**, U. of Pennsylvania

**334** (GDO, CAR, HR, MEN) **Scholars Who Dared to Care: Insights from Sage Scholarly Contribution Awardees**

3:00pm - 5:00pm Le Centre Sheraton: Joyce  
*Distinguished Speakers:* **Kathryn M. Bartol**, U. of Maryland, College Park; **Marta B. Calas**, U. of Massachusetts, Amherst; **Robin Ely**, Harvard U.; **Jeffrey H. Greenhaus**, Drexel U.; **Barbara A. Gutek**, U. of Arizona; **Alison M. Konrad**, U. of Western Ontario; **Ellen Ernst Kossek**, Michigan State U.; **Carol T. Kulik**, U. of South Australia; **Dorothy Perrin Moore**, Citadel; **Stella M. Nkomo**, U. of South Africa; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Linda Smircich**, U. of Massachusetts, Amherst  
 Chair: **C Douglas Johnson**, Georgia Gwinnett College  
 Moderator: **DeMarcus A. Pegues**, U. of Tennessee, Chattanooga

**335** (MC, MED, ODC) **Design and Teaching of a Management Consulting Course—Discipline Courses Are Not Sufficient**

3:00pm - 5:00pm Delta Centre-Ville: Verriere A  
 Chair: **Larry E. Greiner**, U. of Southern California  
 Participants: **Flemming Poulfelt**, Copenhagen Business School; **Thomas Hilton Olson**, U. of Southern California; **Susan M. Adams**, Bentley U.; **Alberto Zanzi**, Suffolk U.; **Paul N. Friga**, U. of North Carolina, Chapel Hill

**336** (MED, NDSC, OB) **Enhancing the Scholarship of Teaching and Learning through Publication: A Conversation**

3:00pm - 5:00pm Le Palais Des Congres: 513E  
 Chairs: **Christina G Cataldo**, George Washington U.; **Peter McNamara**, U. College Dublin  
 Discussant: **Richard J. Klimoski**, George Mason U.  
 Speakers: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Ann L. Cunliffe**, U. of New Mexico; **Jane Schmidt-Wilk**, Maharishi U.; **David A. Whetten**, Brigham Young U.; **Jacob Eisenberg**, U. College Dublin

**337** (OCIS, HCM) **Collaborations for knowledge exchange in IT enabled service innovation**

3:00pm - 5:00pm Le Palais Des Congres: 513D  
 Chairs: **Eivor Oborn**, U. of London; **Panos Constantinides**, Frederick U. Cyprus  
 Discussant: **Nir Menachemi**, U. of Alabama, Birmingham  
 Presenters: **Michael Barrett**, U. of Cambridge; **C.R. Bob Hinings**, U. of Alberta; **Darrell E. Burke**, U. of Alabama, Birmingham; **Mike Chiasson**, Advanced Institute of Management Research/Lancaster U. Management School

**338** (OMT, RM, OB) **Being There/Being Them: Having Impact with Ethnography**

3:00pm - 6:00pm Le Palais Des Congres: 511E

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.

Organizers: **Alexandra Michel**, U. of Southern California; **Michel Anteby**, Harvard U.  
 Participants: **Martha S. Feldman**, U. of California, Irvine; **Katherine C. Kellogg**, Massachusetts Institute of Technology; **Karen D Locke**, College of William & Mary; **John Weeks**, IMD; **Mark J Zbaracki**, The U. of Western Ontario; **Mark de Rond**, Cambridge U.

**339** (ONE, ENT, BPS, OMT, TIM, ITC) **Dare to Care About the Green Economy: Setting the Agenda for Future Research**

3:00pm - 7:00pm The Queen Elizabeth: Hochelaga 3  
 Chair: **Alfred Allen Marcus**, U. of Minnesota  
 Coordinator: **Israel Drori**, College of Management, Israel  
 Participants: **Benson Honig**, McMaster U.; **Rocki-Lee DeWitt**, U. of Vermont; **Jan M. W. N. Lepoutre**, Vlerick Leuven Gent Management School; **Michael Lenox**, U. of Virginia; **Ravi Madhavan**, U. of Pittsburgh; **Donald Siegel**, U. at Albany, SUNY; **Paul Shrivastava**, Concordia U.; **Siri Ann Terjesen**, Indiana U.; **Bromington**; **Magali Delmas**, U. of California, Los Angeles; **Rolf Wuestenhagen**, U. of St. Gallen; **Mike Wright**, U. of Nottingham; **Itai Sened**, Washington U. in St Louis

**Saturday 3:15PM**

**340** (AAA) **2010 Program Chairs' Meeting**

3:15pm - 4:45pm The Queen Elizabeth: Harricana  
 Organizers: **Anne S. Tsui**, Arizona State U.; **Jimmy Le**, Academy of Management; **Valerie Concepcion**, Academy of Management

**341** (OB, HR, CM, ODC) **OB New Member Networking and Research Forum**

3:15pm - 4:45pm Le Centre Sheraton: Salon C  
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>August 4, 2010</b>.  
 Organizers: **Jennifer D. Nahrgang**, Arizona State U.; **David M. Sluss**, U. of South Carolina

**342** (ODC) **Shaping the ODC Division Narrative: Honoring the Legacy and Appreciating Shifts, Changes and Evolving Directions**

3:15pm - 5:15pm Le Centre Sheraton: Salon B  
 Join your fellow ODC members and a distinguished panel of ODC leaders past, present, and future to discuss new trends in ODC membership and to help shape the future and direction of the Division.  
 Organizers: **Ann E. Feyerherm**, Pepperdine U.; **Ronald Fry**, Case Western Reserve U.; **Inger G. Stensaker**, NHH Norw. Schl of Economics and Business Adm.; **James D Ludema**, Benedictine U.; **Jeffrey D Ford**, Ohio State U.

**343** (PTC, MED, OCIS) **Action Research and Experiential Learning Exemplars**

3:15pm - 6:15pm Le Palais Des Congres: 512A  
 Bridging the Action-Research and Rigor-Relevance Gaps in Management Research and Development

*Participants:* **Maris G. Martinsons**, City U. of Hong Kong & Pacific Rim Institute for Studies of Management; **Aelita G Brivins**, Cross Cultural Consultant & Study Tour Organizer

**344** 📄: (RM) **Methods for Integrating Moderation and Mediation**

3:15pm - 5:15pm Delta Centre-Ville: Les Courants

*Presenter:* **Jeffrey R. Edwards**, U. of North Carolina

**345** 📄: (SIM) **Ask the Experts**

3:15pm - 4:45pm The Queen Elizabeth: St-Maurice

*No Pre-registration required.*

*Chairs:* **David A. Waldman**, Arizona State U.; **Donald Siegel**, U. at Albany, SUNY

**Saturday 3:30PM**

**346** 📄➔: (ITC, IM) **Developing Multinational and Multilingual Learning Resources**

3:30pm - 6:30pm Le Centre Sheraton: Salle Ballroom east

*Chairs:* **Charles Wankel**, St. John's U., New York; **Dorothy Mpabanga**, U. of Botswana; **Dima Jamali**, American U. of Beirut; **Youssef Ahmad Youssef**, UNISUL U. do Sul de Santa Catarina; **Leslie Stager Jacques**, Massey U. Auckland; **Peter Odrakiewicz**, Poznan U. College of Business

*Presenters:* **Rashmi H. Assudani**, Xavier U.; **Allan Claudius Queiroz Barbosa**, Federal U. of Minas Gerais, Brazil; **Regine Bendl**, Vienna U. of Economics and Business Administration; **Mark Brown**, Bradley U.; **Maria Teresa de la Garza Carranza**, Instituto Tecnológico de Celaya; **Magda Donia**, Concordia U.; **Pauline Egan**, St. John's U.; **Bjarne Espedal**, Norwegian School of Econ. and Bus. Admin.; **Elaine Farnedale**, Penn State U. & Tilburg U.; **Celine Gainet**, UCLA Visiting Scholar - Sorbonne Business School; **Susana Asela Garduno Roman**, ESCA Sto Tomás IPN; **Cristina Marie Giannantonio**, Chapman U.; **Roulla Hagen**, Nottingham Trent U.; **Barton Halpern**, U.S. Army; **Rana Haq**, Laurentian U.; **Janet Hazel Hesketh**, U. of KwaZulu-Natal; **I-Chieh Hsu**, National Changhua U. of Education; **Amy Elizabeth Hurley-Hanson**, Chapman U.; **Dima Jamali**, American U. of Beirut; **Arthur L. Jue**, U. of Phoenix; **Hamid H Kazeroony**, Walden U.; **Louise Kelly**, Alliant International U.; **Nancy E. Landrum**, U. of Arkansas, Little Rock; **David Lewin**, U. of California, Los Angeles; **Waheeda Lillevik**, College of New Jersey; **Anna Lupina Wegener**, U. of Geneva; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II; **Marjorie L McInerney**, Marshall U.; **Dorothy Mpabanga**, U. of Botswana; **Eddy S. Ng**, Dalhousie U.; **Peter Odrakiewicz**, Poznan U. College of Business; **Jacob Park**, Green Mountain College; **Larry Pate**, U. of North Dakota; **Mario Pezzillo Iacono**, U. degli Studi di Napoli Federico II; **Christina Reis**, U. of New Haven; **Bonnie Richley**, Case Western Reserve U.; **Cynthia Roberts**, Purdue U., North Central; **Val Samonis**, SEMI Online and Lansbridge U.; **Toyoko Sato**, Copenhagen Business School; **Kaspar Philipp Schattke**, Technische U. München; **Jörg Seeliger**, Technische U. München; **Mariam Shebaya**, Aston U. UK; **Leslie Stager Jacques**, Massey U. Auckland; **Jurate Stanaityte**, Stockholm U.; **James A F Stoner**, Fordham U.; **Augustin Suessmair**, U. of Lueneburg; **Fu-Sheng Tsai**, Cheng Shiu U.; **Denise Tsang**, Henley Business School; **Shay Tzafir**, U. of Haifa; **Vlad Vaiman**, Reykjavik U.; **Jose G Vargas-Hernández**, U. Center For economic and Managerial Sciences, U. of Guadalajara; **Nilay Yajnik**, NMIMS U.; **Charles Wankel**, St. John's U., New York;

**Frank Werner**, Fordham U.; **Youssef Ahmad Youssef**, UNISUL U. do Sul de Santa Catarina; **Ambika Zutshi**, Deakin U.; **Alexandra Dawson**, John Molson School of Business, Concordia U.; **Cordula Barzantny**, Groupe ESC Toulouse Business School; **Jocelyne Gélinas**, U. dU. Québec à Chicoutimi; **Kay Rudisill**, Oracle Corporation; **Peggy D. Lee**, Indiana U., Indianapolis; **Liza Castro Christiansen**, Henley Business School; **Andrew E Michael**, Intercollege Lamaca; **Maria L Nathan**, Lynchburg College; **Maria L Nathan**, Lynchburg College; **Kim-Chi Wakefield Trinh**, National U. of Singapore; **Patrick L. Onsando**, Moi U.; **Radha Sharma**, Management Development Institute, **Elvira Lucy Haezendonck**, U. of Brussels

**347** 📄➔🗣️: (PNP, MED) **Passion and Compassion in the Classroom and Beyond: Experiential Learning International**

3:30pm - 5:30pm The Queen Elizabeth: Matapedia

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 1, 2010</b>.*

*Organizers:* **Eileen Kwesiga**, Bryant U.; **Katharina Spraul**, U. of Mannheim

*Moderators:* **Madan Annavarjula**, Bryant U.; **James Segovis**, Bryant U.; **Marshall Wilson Pattie**, James Madison U.

**Saturday 3:45PM**

**348** 📄🗣️➔📄: (BPS, OMT, RM, TIM, ENT) **Competitive Advantage: Theoretical Challenges and Insights from Value-Price-Cost Approaches**

3:45pm - 5:45pm Le Palais Des Congres: 511F

*Pre-registration is strongly encouraged for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.*

*Moderator:* **Paul Louis Drevich**, U. of Alabama  
*Discussants:* **Steven Postrel**, U. of California, Los Angeles; **Mike Ryall**, U. of Toronto

*Presenters:* **Tammy L. Madsen**, Santa Clara U.; **Marvin B Lieberman**, U. of California, Los Angeles; **Scott L. Newbert**, Villanova U.; **Gordon Walker**, Southern Methodist U.

**349** ➔📄: (IAM, IM) **Issues in Iberoamerican Research**

3:45pm - 5:45pm Le Centre Sheraton: Salon 1

*Panelists:* **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Herman Aguinis**, Indiana U., Bloomington; **Pascual Berrone**, IESE Business School; **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Julio O. DeCastro**, Babson College; **Luis R. Gomez-Mejia**, Arizona State U.; **Mauro F Guillen**, U. of Pennsylvania; **Martin Larraza-Kintana**, U. Pública de Navarra; **Vicente Salas-Fumas**, Zaragoza U.; **Juan I. Sanchez**, Florida International U.

**350** 🗣️➔📄: (IM, BPS, HCM) **EJIM Research Forum: National Health Care and Competitiveness: Economics, Culture, and Strategy**

3:45pm - 6:00pm Le Centre Sheraton: Salon A

*Organizer:* **Vlad Vaiman**, Reykjavik U.

*Chair:* **Joseph L. C. Cheng**, U. of Illinois, Urbana-Champaign

*Discussant:* **Henry Mintzberg**, McGill U.

*Presenters:* **John R Kimberly**, U. of Pennsylvania; **John Child**, Birmingham U.; **Andrew Thomas McLellan**, White House Office of National Drug Control; **Hernan Montenegro**, Pan American Health Organization

**351** (MC, HR, ODC) **Coaching for Change: Powerful Questions for Organizational Transformation**

3:45pm - 5:45pm Delta Centre-Ville: St-Charles

**Presenters:** John L. Bennett, Queens U. of Charlotte; Mary Wayne Bush, Pepperdine U.

**352** (TIM, OMT, BPS) **Towards a project-based view of innovation and entrepreneurship: beyond project management III**

3:45pm - 5:45pm Le Palais Des Congres: 510D

**Organizers:** Florian A. Täube, European Business School; Lars Frederiksen, Imperial College London

**Distinguished Speaker:** Andrea Prencipe, U. G. d'Annunzio

**Discussants:** Gino Cattani, New York U.; Andrew Davies, Imperial College London

**Presenters:** Candace Jones, Boston College; Mark Lorenzen, Copenhagen Business School; Andreas Schwab, Iowa State U.; Paul Skilton, Arizona State U.; Jonas Söderlund, Linköping U.; Bradley R Staats, U. of North Carolina, Chapel Hill

**Participants:** Robert S. Huckman, Harvard U.; Fredrik Tell, Linköping U.

**Division Chair:** Richard Blackburn, U. of North Carolina, Chapel Hill

**Program Chair:** Mark J. Martinko, Florida State U.

**Facilitators:** Gerard P. Hodgkinson, U. of Leeds; Morela Hernandez, U. of Washington; Kevin G. Corley, Arizona State U.; Sally Maitlis, U. of British Columbia; Frank C Schultz, U. of California, Berkeley; Luis Martins, U. of Texas, Austin

**357** (OMT, RM, BPS) **Simulation in Organization Theory**

4:00pm - 6:30pm Le Palais Des Congres: 512B

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. Please send the requested material (paper and abstract) to the workshop organizer, Simon Rodan ([simon.rodan@sjsu.edu](mailto:simon.rodan@sjsu.edu)). You will be sent an approval code if your submission is accepted (we are limited to 40 places).*

*The deadline to register online is July 15, 2010.*

**Organizer:** Simon A. Rodan, San Jose State U.

**Discussants:** Richard M Burton, Duke U.; Richard Harrison, U. of Texas, Dallas; Michael G. Jacobides, London Business School; Sheen S. Levine, Singapore Management U.; Michael J. Prietula, Emory U.; Melissa A Schilling, New York U.

**Saturday 4:00PM**

**353** (CMS, OMT, GDO, HR) **Challenging Organizations: Towards Transformative Action**

4:00pm - 5:30pm The Queen Elizabeth: Hochelega 2

**Organizers:** Pauline Fatien, U. of Lyon Management School; Rafael Alcadipani, EAESP-FGV

**Presenters:** Nidhi Srinivas, New School U.; Raffi Duymedjian, Grenoble Ecole de Management; Dominique Steiler, Grenoble Ecole de Management

**354** (GDO, OB, HR) **Daring to Care about Diversity: Building Bridges to Positive Organizational Scholarship**

4:00pm - 6:30pm Le Centre Sheraton: Kafka

**Organizers:** Laura Morgan Roberts, Georgia State U.; Lynn Wooten, U. of Michigan; Martin N. Davidson, U. of Virginia

**Participants:** Modupe Akinola, Harvard U.; Gwendolyn M. Combs, U. of Nebraska, Lincoln; Sandra Cha, McGill U.; Stephanie J Creary, Boston College; Erika H. James, U. of Virginia; Katherine Klein, U. of Pennsylvania; Ellen Ernst Kossek, Michigan State U.; David A. Kravitz, George Mason U.; Denise Lewin Loyd, Massachusetts Institute of Technology; Debra Meyerson, Stanford U.; Ryan Quinn, U. of Virginia; Valerie L. Myers, U. of Michigan

**355** (IM) **IM Consortia Meet the Editors Panel**

4:00pm - 5:30pm Le Centre Sheraton: Salon 4&5

*Pre-Registration required.*

**Coordinator:** Jennifer Spencer, George Washington U.

**356** (MOC) **Think About It . . . Over a Beer or a Glass of Wine**

4:00pm - 5:30pm Delta Centre-Ville: Regence B

*Meet your MOC executive committee members and discuss how you can help contribute to a stronger and more vibrant community of MOC scholars.*

**Hosts:** Jeffrey Bednar, U. of Michigan; Timothy J. Vogus, Vanderbilt U.; Andac Arikian, Florida Atlantic U.; Charles Watson, George Washington U.

**Contact:** Rhonda K. Reger, U. of Maryland

**Saturday 4:15PM**

**358** (CMS) **Taking Critical Management Studies into the Field: Arts-practice Based Organization Research**

4:15pm - 6:15pm The Queen Elizabeth: Chaudiere

**Organizer:** Wood Martin, U. of York

**Participants:** Stephen A. Linstead, U. of York; Niina Koivunen, U. of Vaasa

**359** (GDO, TTC, OB) **LGBTQ Teaching Incubator: Care, Dare, Share**

4:15pm - 6:15pm Le Centre Sheraton: Salon 7

*Pre-registration is required for this workshop. Contact the organizers ([rberkle@siue.edu](mailto:rberkle@siue.edu) or [ophir@yorku.ca](mailto:ophir@yorku.ca)) by <b>July 15, 2010</b> to submit teaching materials and to obtain the approval code to register online. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.*

**Chairs:** Robyn A. Berkley, Southern Illinois U., Edwardsville; Ron Ophir, York U.

**Facilitators:** Alicia Boisnier, Suffolk U.; Tammy MacLean, Suffolk U.; Jeffrey A Mello, Barry U.; JD Schramm, Stanford U.

**360** (MC, OB, ODC) **Learning to work with multiple perspectives on change**

4:15pm - 6:15pm Delta Centre-Ville: Carlier B

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

**Saturday 4:30PM**

**361** (HCM) **Grantwriting for Management Scholars in Healthcare**

4:30pm - 6:00pm The Queen Elizabeth: St-Charles

**Organizer:** Timothy R. Huerta, Texas Tech U.

**Moderator:** Timothy R. Huerta, Texas Tech U.

**Presenters:** Carol Winkelman, Wink Consulting; Debra H Weiner, Winkelman & Associates Consulting

## Saturday 4:45PM

**362** (GDO, CMS, RM) **Institutional Ethnography in Feminist Organizational Research: A Session with Dorothy E. Smith**

4:45pm - 7:45pm Le Centre Sheraton: Salon 3

Pre-registration is required for this workshop. To register online, please visit <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.

Participants: **Emily T. Porschitz**, U. of Massachusetts, Amherst; **Kristina A. Bourne**, U. of Wisconsin – Eau Claire; **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst; **Vanessa C M Chio**, U. of Washington, Tacoma

**363** (MSR, OB, SIM) **Responding to human failure: An exploration of sin and grace in organizations**

4:45pm - 7:15pm The Queen Elizabeth: Richelieu

Chair: **Michael Palanski**, Rochester Institute of Technology

Participants: **Stacy L Jackson**, Hope College; **Mitchell J. Neubert**, Baylor U.; **Alexander Bolinger**, U. of Utah; **Margaret Diddams**, Seattle Pacific U.; **Patrick Wright**, Cornell U.

**364** (ODC, MED, MC, OB) **Sustaining Passion: Managing the Intrinsic Rewards that Keep Us Caring**

4:45pm - 7:45pm Le Centre Sheraton: Drummond center

Organizer: **Kenneth W Thomas**, Naval Postgraduate School, Emeritus

Facilitators: **Joan Finley**, Benedictine U.; **Susan Lawler**, Rush U.

Participants: **Walter G Tymon Jr.**, Villanova U.; **Jacques Forest**, ESG-UQAM; **Bruce Vincent**, New West Institute, Principal

**365** (TIM, OM, OMT, ODC, BPS) **Innovation with Suppliers: Research Perspectives and Strategic Practices**

4:45pm - 7:15pm Le Palais Des Congres: 511B

Organizers: **Holger Schiele**, U. of Twente; **Frank T. Piller**, RWTH Aachen U.

Participants: **Joel West**, San Jose State U.; **Stephan M. Wagner**, Swiss Federal Institute of Technology Zurich, ETH

## Saturday 5:00PM

**366** (AAA) **2011 Program Chairs' Meeting**

5:00pm - 7:00pm The Queen Elizabeth: Harricana

Organizers: **Ming-Jer Chen**, U. of Virginia; **Jimmy Le**, Academy of Management; **Valerie Concepcion**, Academy of Management

**367** (IM, AAM, IAM) **The Past, Present and Future of International Business and Management**

5:00pm - 7:30pm Le Centre Sheraton: Salon C

If you contact us after 6/15 at [Adv.Intl.Mgt@gmail.com](mailto:Adv.Intl.Mgt@gmail.com) we will forward a link to material in the volume for preparation for the session.

Organizers: **Timothy Michael Deviney**, U. of Technology, Sydney; **Laszlo Tihanyi**, Texas A&M U.

Facilitators: **Greg Bell**, U. of Dallas; **Julian Birkinshaw**, London Business School; **Masud Chand**, Wichita State U.; **Rian Drogendijk**, Uppsala U.; **Igor Filatotchev**, City U. London; **Ajai S Gaur**, Rutgers U.; **Roberto Gamarra**, Lewis U.; **Shaista Ehsan Khilji**, George Washington U.; **Vikas Kumar**, Sydney U.; **Michael J. Mol**, U. of Warwick; **Ram Mudambi**, Temple U.; **Rene Olie**, Rotterdam School of Management, Erasmus U.; **Abdul A Rasheed**,

U. of Texas, Arlington; **Robert Salomon**, New York U.; **David C. Thomas**, Simon Fraser U.; **Luis Vives**, ESADE; **Lena Zander**, Uppsala U.; **Elizabeth Davis**, George Washington U.  
 Discussants: **Thomas A. Stewart**, Booz & Company; **Art Kleiner**, Booz & Company / strategy+business; **Anand P. Raman**, Harvard Business School

**368** (MSR) **PASSION AND DISPASSION The journey from rationality to spirituality (and back?): a French odyssey**

5:00pm - 7:00pm The Queen Elizabeth: Mackenzie

Participants will join a team from CIFFOP Université Paris II to explore managing spiritually within and without the bounded rationality frame.

Chair: **Cathrine Voynnet Fourboul**, U. of Paris II

Facilitator: **Nathalie Estellat**, U. of Paris II

Discussant: **Quentin Lefebvre**, U. of Paris

Coordinator: **Yochanan Altman**, London Metropolitan U.

Speaker: **Jacques Rojot**, U. of Paris II

Presenter: **Lynne Sedgmore**, Centre for Excellence in Leadership

Participant: **Frank Bournois**, U. of Pantheon Assas Paris II

**369** (OM, RM) **Contributing to Management Theory from Operations Management Perspectives**

5:00pm - 7:00pm Le Palais Des Congres: 513C

Participants: **Elliot Bendoly**, Emory U.; **Amy Hillman**, Arizona State U.; **Ram Narasimhan**, Michigan State U.; **Gerardo Okhuysen**, U. of Utah; **John E. Ettl**, Rochester Institute of Technology; **Jeffery LePine**, U. of Florida

**370** (SIM) **SIM Research Roundtables**

5:00pm - 6:30pm The Queen Elizabeth: St-Maurice

No pre-registration needed. See the SIM listserv in Spring 2010 for more information. Contact **Virginia Gerde** ([gerdev@duq.edu](mailto:gerdev@duq.edu))

Organizer: **Virginia Gerde**, Duquesne U.

## Saturday 5:15PM

**371** (OB, MEN, RM) **Advancing Leadership Research: A Mentoring Session with Passion and Compassion**

5:15pm - 7:15pm Le Centre Sheraton: Lamartine

Participants must submit a research proposal to **Dr. Marie Dasborough** by <b>July 5, 2010</b> ([m.dasborough@miami.edu](mailto:m.dasborough@miami.edu)) before registering for this PDW. In the email submission, participants should indicate if they are a doctoral student or junior faculty member. They should also indicate their top 3 preferences for who they would like to work with from the list of senior leader scholars.

Once the research proposal has been received, participants will then receive an approval code so they can register online. Pre-registration is required at <https://secure.aomonline.org/PDWReg>. The deadline to register online is <b>July 10, 2010</b>.

Facilitator: **Marie T. Dasborough**, U. of Miami

Participants: **Michael Mumford**, U. of Oklahoma; **Gary Yukl**, U. at Albany, SUNY; **David V. Day**, U. of Western Australia; **Claudia C. Coglisier**, Texas Tech U.; **Ken Parry**, Bond U.; **William L. Gardner**, Texas Tech U.; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Chester A. Schriesheim**, U. of Miami

## Saturday 5:30PM

**372 : (AAA) New Member Orientation: Session 2**

5:30pm - 7:00pm Le Palais Des Congres: 524B

Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new members to the Academy. Take advantage if this opportunity to learn more about your membership benefits, share ideas about how you can get the most out of your membership, and learn some tips for navigating the meeting in Montreal. There will be refreshments and time for questions at each participative session. There are two (2) orientations offered during the Annual Meeting. Each session offers the same information, so it is only necessary to attend one. Organizers: **Stephanie Case Henagan**, Northern Illinois U.; **Kerry Ignatz**, Academy of Management

**373 : (HR, OB) HR and OB Members Welcome Reception**

5:30pm - 7:00pm Le Centre Sheraton: Salle Ballroom center

This reception is sponsored by John Wiley

Organizers: **Maria Kraimer**, U. of Iowa; **Maria Rotundo**, U. of Toronto

Chairs: **Michelle K. Duffy**, U. of Minnesota; **Wendy R. Boswell**, Texas A&M U.

**Saturday 5:45PM**

**374 → (CAR, HR) Daring to Respond? Addressing Reviewers' Comments**

5:45pm - 7:45pm Le Centre Sheraton: Salon 6

With moves towards a more international academy, participating editors represent publications from a broad range of countries and academic fields.

Organizer: **Monica Therese Kennedy**, U. of Canberra, Australia

Facilitator: **Deborah A. Blackman**, U. of Canberra

Presenters: **Stephen Leybourne**, Boston U.; **Pawan S. Budhwar**, Aston U.; **Kevin George Hindle**, Deakin U.; **Richard T. Harrison**, Queen's U. Belfast; **I. M. Jawahar**, Illinois State U.; **Simon Downes**, Newcastle U.; **Allan Macpherson**, De Montfort

**375 (CAR, IM, ITC, PTC) Not At My Place! Tales and Insights About Career Tactics That Don't Fly Across Cultures**

5:45pm - 7:45pm Le Centre Sheraton: Jarry

Pre-registration is encouraged to support logistical planning. Please send a brief email to Peter Heslin at heslin@cox.smu.edu. Thanks!

Chair: **Peter A. Heslin**, Southern Methodist U.

Presenters: **Yehuda Baruch**, U. of East Anglia; **Nikos Bozionelos**, Athens U. of Economics and Business; **Suzanne Chan-Serafin**, U. of New South Wales; **Katleen E. M. De Stobbeleir**, Vlerick Leuven Gent Management School; **Barbara Demel**, WU Vienna; **Ans De Vos**, Vlerick Leuven Gent Management School; **Cherlyn Skromme Granrose**, Berry College; **Hugh P. Gunz**, U. of Toronto; **Peter A. Heslin**, Southern Methodist U.; **Ute-Christine Klehe**, U. of Amsterdam; **Mireia Las Heras**, U. of Navarra, Spain; **Wolfgang Mayrhofer**, WU Vienna; **Julia Richardson**, York U.; **Scott Seibert**, U. of Iowa; **Vitaliy Skripkin**, Southern Methodist U.; **Martin A. Steinbereithner**, Vienna U. of Econ & Bus Admin; **Christina Sue-Chan**, City U. of Hong Kong; **Daniel Tzabbar**, U. of Central Florida; **Monique Valcour**, EDHEC Business School; **Lu Wang**, U. of New South Wales; **Ian O. Williamson**, U. of Melbourne; **Jelena Zikic**, York U.

**376 (CM, OB, SIM) Teaching Leadership and Ethics in a New High-Stakes Resource Allocation Game: The Kidney Exercise**

5:45pm - 7:45pm Le Centre Sheraton: Drummond east

Pre-registration is required for this workshop. To register online, please visit <https://secure.aonline.org/PDWReg>. The deadline to register online is <b>August 4, 2010</b>.

Distinguished Speaker: **Adam D. Galinsky**, Northwestern U.

Facilitator: **Astrid C. Homan**, VU U. Amsterdam

**377 (OMT) Blogging as a Tool for Bridging Research, Teaching and Practice**

5:45pm - 7:45pm Le Palais Des Congres: 511C

Organizers: **Chris Marquis**, Harvard U.; **Andrew J. Hoffman**, U. of Michigan

Presenters: **Brayden G King**, Northwestern U.; **Teppo Felin**, Brigham Young U.; **Daniel Beunza**, Columbia U.; **David Levy**, U. of Massachusetts, Boston; **Karim R. Lakhani**, Harvard U.; **Maxim Sytch**, U. of Michigan

**Saturday 6:00PM**

**378 (BPS) BPS Mid-Career Workshop**

6:00pm - 9:00pm Le Palais Des Congres: 513F

By invitation only.

Panelists: **Jay B Barney**, Ohio State U.; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Melissa A Schilling**, New York U.; **Sri Zaheer**, U. of Minnesota; **Michael A. Hitt**, Texas A&M U.

Coordinators: **Laszlo Tihanyi**, Texas A&M U.; **Parthiban David**, American U.

**379 : (BPS) Meet the BPS Officers**

6:00pm - 7:00pm Le Palais Des Congres: 520 AB

Division Chair: **Joanne Oxley**, U. of Toronto

Program Chair: **Nicholas Argyres**, Washington U. in St. Louis

Professional Development Workshop Chair: **Jeffrey J. Reuer**, Purdue U.

Division Chair-Elect: **Tammy L. Madsen**, Santa Clara U.

Past Chair: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign

**380 : (ENT) ENT Social Event Musee des beaux-arts de Montreal/Montreal Museum of Fine Arts**

6:00pm - 10:00pm Offsite: Montreal Museum of Fine Arts

Saturday, August 7, 6-10pm, at the Musee des beaux-arts de

Montreal: [www.mmfa.qc.ca](http://ent.aonline.org/) For details and how to register go to <http://ent.aonline.org/>

**381 : (HCM) HCM PDW Reception**

6:00pm - 8:00pm The Queen Elizabeth: Hochelaga 6

Sponsors: *The Association of University Programs in Health*

*Administration, The University of Texas Fleming Center for*

*Healthcare Management*

Organizer: **Jami Leanne DelliFraine**, U. of Texas

**382 : (IAM) Business Meeting**

6:00pm - 7:00pm Le Centre Sheraton: Salon 1

Presiding: **Julio O. DeCastro**, Babson College

**383 : (ICW) Human Relations Reviewers' Reception**

6:00pm - 8:00pm Le Centre Sheraton: Salle Ballroom west

*Human Relations is delighted to be hosting our annual AoM*

*reception to thank our reviewers, authors and other friends of the*

*journal for their support and contributions to the journal's success.*

We look forward to revealing the winners of the Paper of the Year 2009 Award and the Reviewer of the Year Award at the reception.  
Organizer: **Claire Castle**, Human Relations

**384 : (IM) International Management Division Professional Development Workshop Reception**

6:00pm - 8:00pm Le Centre Sheraton: Drummond west  
Organizer: **John Mezas**, U. of Miami

**385 📖➔: (MED) Using Information and Communication Technologies in the Remote and Traditional Classrooms.**

6:00pm - 7:30pm Le Palais Des Congres: 510D  
Organizers: **Yuliya V. Ivanova**, U. of Alaska Southeast; **Jyoti Bachani**, Saint Mary's College of California  
Participants: **Jonathan F. Anderson**, U. of Alaska Southeast; **Linda MacGrain Herkenhoff**, St. Mary's College

**386 : (MED) New Doctoral Student Consortium/Management Education and Development Division Reception**

6:00pm - 8:00pm Le Palais Des Congres: 520C.  
All members of NDSC and MED are invited to this reception.  
Chairs: **Julie I Hancock**, U. of Memphis; **Toni Ungaretti**, Johns Hopkins U.

**387 : (NDSC) New Doctoral Student Consortium/Management Education and Development Division Reception**

6:00pm - 8:00pm Le Palais Des Congres: 520 C

Chairs: **Julie I Hancock**, U. of Memphis; **Toni Ungaretti**, Johns Hopkins U.

**388 : (ODC) ODC Doctoral Student and New Member Reception**

6:00pm - 8:00pm Le Centre Sheraton: Joyce  
Doctoral Students and Academy members from all Divisions and Interest Groups welcome!  
Hosts: **Ann E. Feyerherm**, Pepperdine U.; **Ronald Fry**, Case Western Reserve U.

**Saturday 6:30PM**

**389 : (OCIS) OCIS Doctoral Consortium Reception and OCIS member networking**

6:30pm - 8:00pm Le Palais Des Congres: 511A  
OCIS will host a reception for PhD students attending the consortium. All OCIS members and interested AoM participants are encouraged to attend.

**390 📖📧➔📧: (SIM) SIM and SBE Keynote Speaker: Toby Heaps of Corporate Knights**

6:30pm - 7:30pm The Queen Elizabeth: Duluth  
Organizer: **Jeremy Moon**, U. of Nottingham

**Saturday 7:00PM**

**391 : (AAA) President's Reception for New and International Members**

7:00pm - 9:00pm Hilton Montreal Bonaventure: Portage  
Sponsored by Simon Fraser University Business  
Please join the Academy President, Membership Committee and other Academy volunteers and leaders for an evening of

conversation, networking, and most importantly FUN! Drinks and light hor'dourves will be served.

Host: **James P. Walsh**, U. of Michigan, Ann Arbor

**392 📖: (CAR) CAR PDW Social Event**

7:00pm - 8:00pm Delta Centre-Ville: Lounge at Chez Antoine  
CAR Welcomes all members for an informal get-together to catch up with friends and colleagues. Vouchers for drinks are available from the Division Chair **Hetty Van Emmerik**, PDW Chair, **Julia Richardson** or Program Chair **Svetlana Khapova** at the bar. Looking forward to seeing you there. The Lounge at Chez Antoine on the Lobby Level of the Delta Centre-Ville, Delta Centre Village, 777 University Street Montréal, Quebec, H3C 3Z7

**393 : (CMS) CMS Welcome Social**

7:00pm - 9:00pm The Queen Elizabeth: Hochelaga 3  
Program Chair: **Sarah Stookey**, Central Connecticut State U.

**394 📖: (ONE) ONE Welcome Reception**

7:00pm - 9:00pm The Queen Elizabeth: Hochelaga 1

**(PTC) Practice Theme Committee Welcoming Reception and Awards**

5:00pm - 7:00pm Le Palais Des Congres: 520F  
Organizers: **Elena P. Antonacopoulou**, U. of Liverpool, **Kuo Frank Yu**, City U. of Hong Kong

**Saturday 8:00PM**

**395 : (GDO) All in the Family: Annual Reception for LGBT Persons and Friends at the Academy**

8:00pm - 10:00pm The Queen Elizabeth: Marquette  
Allies, friends, gay, lesbian, bisexual and transgendered persons invited. Sponsored by the University of Utah  
Organizers: **Gerardo Okhuysen**, U. of Utah; **Ron Ophir**, York U.

**396 : (IAM) Dinner with Iberoamerican Scholars**

8:00pm - 10:30pm Offsite: TBA  
It will be held offsite.  
Professional Development Workshop Chair: **María Fernanda Garcia**, U. of Texas at El Paso

**Saturday 9:00PM**

**397 : (ICW) ANZAM Dessert Reception**

9:00pm - 11:00pm Hyatt Regency Montreal: Alfred-Rouleau A  
Organizer: **Neal M. Ashkanasy**, U. of Queensland

**Sunday 4:00AM**

**398 : (ONE) ONE Executive Committee Meeting**

4:00am - 5:30pm The Queen Elizabeth: Gatineau

**Sunday 7:00AM**

**399 : (MSR) MSR Morning Meditation Session**

7:00am - 8:00am The Queen Elizabeth: Duluth

*A participative and experiential introduction to meditation for enhancing integral balance, inner wellbeing, positive energy and spiritual vitality.*

Organizer: **Gerald Biberman**, U. of Scranton

**Sunday 8:00AM**

**400 : (AAA) All-Academy Welcome Breakfast**

8:00am - 9:00am Le Centre Sheraton: Salle Ballroom

*Sponsored by: "To God Go" Foundation. 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.*

*See the special visual presentation "Leading Images: The Artistry of Leadership" by artist and management professor Nancy J. Adler of McGill University, Canada, with music composed by Silja Suntola of Aalto University, Finland*

**401 : (AAA) Montreal 2010 LAC**

8:00am - 5:00pm Le Palais Des Congres: 343 A-C

Organizers: **Heather C. Vough**, McGill U.; **David Oliver**, HEC Montreal

**402 : (AAA) AOM Membership**

8:00am - 5:00pm Le Palais Des Congres: 524A

*Sponsored in part by Carnegie Mellon University, Tepper School of Business*

*Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.*

Organizer: **Stephanie Case Henagan**, Northern Illinois U.

**403 : (AAA) Conference Registration**

8:00am - 5:00pm Le Palais Des Congres: Exhibit Hall 220 CD

*Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration*

**404 : (AAA) Conference Exhibits**

8:00am - 5:00pm Le Palais Des Congres: Exhibit Hall 220 CD

**405 : (ICW) Career Development International - Editorial Advisory Board meeting and breakfast**

8:00am - 10:00am Le Centre Sheraton: Salon 3

*Professor Jim Jawahar and Dr Hetty van Emmerik extend an invitation to all Editorial Advisory Board members of Career Development International to join them for a breakfast meeting. Discussion items are expected to include a review of the past year, journal scope, submissions, usage and performance in rankings. More information to follow. Please note - breakfast will be provided for all attendees.*

Organizer: **Nancy Rolph**, Emerald Group Publishing Limited

**406 : (ICW) IESE Alumni Breakfast**

8:00am - 9:00am Hyatt Regency Montreal: Picardie

Organizer: **Trinidad Fernandez**, IESE Business School

**Sunday 8:30AM**

**407 : (AAA) Placement Services**

8:30am - 4:30pm Hilton Montreal Bonaventure: Fontaine C

*Placement Services - Registration and Information*

Organizers: **James Hamilton Dulebohn**, Michigan State U.; **Wendy Kramer**, Keystone College

**Sunday 9:00AM**

**408 : (AAA) Academy of Management Presidential Address and Awards Ceremony**

9:00am - 11:00am Le Centre Sheraton: Salle Ballroom

*Sponsored by: Concordia University, John Molson School of Business*

**409 : (AAA) AMR Editors Only Meeting**

9:00am - 10:30am Le Palais Des Congres: 521A

**410 : (AAA) Academy of Management Journal Editors' Meeting (By Invitation Only)**

9:00am - 10:30am Le Palais Des Congres: 523B

Organizer: **R. Duane Ireland**, Texas A&M U.

**411 : (ICW) Organization Studies Editorial Board Meeting**

9:00am - 11:30am The Queen Elizabeth: Hochelega 2

Organizer: **Michael Lounsbury**

Organizer: **Michael Lounsbury**, U. of Alberta

**Sunday 10:00AM**

**412 : (AAC) Midwest Academy of Management Officers Meeting**

10:00am - 12:00pm Le Palais Des Congres: 523A

**413 : (ICW) European Journal of International Management (EJIM) informal meeting**

10:00am - 11:30am Hyatt Regency Montreal: Anjou

Organizer: **Vlad Vaiman**, Reykjavik U.

**Sunday 10:15AM**

**414 : (AAA) Conference Break**

10:15am - 10:45am Le Palais Des Congres: Exhibit Hall 220 CD Conference Break

**Sunday 10:30AM**

**415 : (AAA) Academy of Management Review Editorial Board Meeting**

10:30am - 12:00pm Le Palais Des Congres: 524C

**416 : (AAC) Southwest Academy of Management Officers Meeting**

10:30am - 12:00pm Le Palais Des Congres: 522B

**417 : (ICW) Journal of Management Inquiry Editorial Board Meeting**

10:30am - 12:00pm Le Centre Sheraton: Salon 1

Organizer: **Marvin Washington**, U. Alberta

SUNDAY



**418 : (OM) OM Executive Committee and Officers Meeting**  
10:30am - 11:30am Le Centre Sheraton: Salon 6  
*Specifically intended for officer discussion. Others welcome; however, the OM div. business mtng. (at 4:30) is designed for the membership as a whole.*

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**Sunday 11:00AM**

**419** 📖: (AAM, IM, BPS, ENT) **Meet the Editors of Asia Pacific Journal of Management**  
11:00am - 12:30pm Le Centre Sheraton: Drummond west

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**Sunday 11:15AM**

**420 : (AAA) Meeting with Incoming Division/Interest Group Chairs (2010-2011)**  
11:15am - 12:15pm Le Centre Sheraton: Lamartine

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**Sunday 11:30AM**

**421 : (AAA) 2011 Professional Development Workshop Chairs Meeting**  
11:30am - 1:00pm Le Centre Sheraton: Kafka  
**Presenters:** Jimmy Le, Academy of Management; Valerie Conception, Academy of Management

**422** 📖👉🗣️📖: (AAT) **The Social in the Physical. From Management Research Findings to Artifacts**  
11:30am - 3:00pm Le Palais Des Congres: 510A  
*The Social in the Physical- From Management Research Findings to Artifacts by Scholar-Artists Who Dare to Care' is an innovative PDW that aims to offer you a first-hand experience in becoming a Management Artist by increasing your ability for artistic expression. Link your passion with artistic expression to increase the management learning and teaching experiences of your students and research publics by challenging conventional understanding of how teaching and learning can be facilitated. Dare to care about the usefulness and impact of management research findings in and for society, as an experience that conveys knowledge and sensuous appreciation. Develop the ability to be elastic in your perceptions and actions as a researcher. Organizers and panelists include May M. Seitanidi (Brunel University), Sandra Waddock (Boston College), Mary Jo Hatch (University of Virginia), Lawrence J. Lad (Butler University), and Dawn R. Elm (St. Thomas University). The PDW will also show-case work from Prof. Ed Freeman (University of Virginia) and Prof. Nancy Adler (McGill University). The PDW format will convey transformation in the process by involving the participants in their own art making (as a reflective and insight gathering process), which will enrich their personal range of expression increasing the potential for passion and compassion. If you want to participate choose one of the following themes: Change v. Continuity; Collaboration v. Conflict; Rhetoric v. Reality; Theory v. Practice Choose one of your published papers and bring it along at the PDW. Write down in 2 sentences (max.) what the central message of your paper is and bring the paper and the sentences with you. The PDW will function as an incubator for management scholars across the Academy of Management who want to transform their experience and those of others through their work. We look forward to your participation! Best Regards, May Seitanidi and Sandra Waddock*  
**Organizer:** May Seitanidi, Brunel U.

**Presenters:** Sandra Waddock, Boston College; Mary Jo Hatch, Copenhagen Business School; Lawrence J Lad, Butler U.; Dawn R Elm, U. of St. Thomas; May Seitanidi, Brunel U.

**423** 🗣️📖📖: (AAT) **What can nurses teach you about management?**

11:30am - 1:00pm Le Palais Des Congres: 510B  
**Chairs:** Damien Contandriopoulos, U. of Montreal; Danielle D'Amour, U. of Montreal; Carl-Ardy Dubois, U. of Montreal  
**Speakers:** Greta Cummings, U. of Alberta; Ginette Rodger, The Ottawa Hospital; Mary Ferguson-Par  , U. Health Network

**424** 🗣️🗣️: (AAT) **Passionate Older Workers in the Compassionate Work Environment**

11:30am - 1:00pm Le Palais Des Congres: 510C  
**Organizer:** Najung Kim, Boston College  
**Chair:** Najung Kim, Boston College  
**Discussant:** Barbara S. Lawrence, U. of California, Los Angeles  
**Rough Landing: Post-Retirement Unemployment Experience | Gangaram Singh, San Diego State U.**  
**Older Workers in Multigenerational Teams | Philip H. Mirvis, Center for Corporate Citizenship**  
**The Careers Perspective on Older Workers | Douglas T. Hall, Boston U.; Elana Feldman, Boston U.**  
**'Who I Am, What I Do, and Where I Belong' Revisited: Older Workers' Identity Change and Their Work | Najung Kim, Boston College**

**425** 📖👉🗣️📖: (AAT) **Managerialism, managing and their discontents**

11:30am - 1:30pm Le Palais Des Congres: 510D  
**Chair:** Nidhi Srinivas, New School U.  
**Participants:** Henry Mintzberg, McGill U.; Martin Parker, U. of Leicester; Bill Cooke, Lancaster U.

**426** 🗣️📖📖: (AAT) **Daring to Care: Scholarship that Supports the Courage of Our Convictions**

11:30am - 1:30pm Le Palais Des Congres: 511A  
*Although pre-registration is not required, please email christine.bataille@mail.mcgill.ca to confirm your participation in the Workshop (so we can prepare adequate materials)*  
**Chair:** Nancy J Adler, McGill U.  
**Facilitators:** Troy Anderson, Carlton U.; Christine Bataille, McGill U.  
**Discussant:** James P. Walsh, U. of Michigan, Ann Arbor  
**Presenters:** Hans Hansen, Texas Tech U.; Ian Mitroff, Alliant International U.

**427 : (AAT) The Future of Doctoral Education**

11:30am - 1:30pm Le Palais Des Congres: 511B  
**Moderator:** Donald C. Hambrick, Pennsylvania State U.  
**Participants:** Gerald F Davis, U. of Michigan; John Hollenbeck, Michigan State U.; Denise M. Rousseau, Carnegie Mellon U.; Melissa C. Thomas-Hunt, U. of Virginia; Michael L. Tushman, Harvard U.

**428** 📖👉🗣️📖: (AAT) **Can Compassion be Taught? Spiritual Perspectives and Practices for Leadership Development**

11:30am - 1:30pm Le Palais Des Congres: 511C  
**Participants (alphabetical order):** Kathryn Goldman Schuyler is associate professor of Organization Psychology at Alliant

International University, senior teacher of the Feldenkrais Method of Somatic Education, practitioner of Tibetan Buddhism, and a long-time leadership consultant. *Stuart Lord* is President of Naropa University, a Buddhist inspired liberal arts college. He holds a Doctorate of Ministry, has been involved with service learning for decades, and has worked with programs that aid under-resourced communities throughout the US, and in developing nations around the world including Bangladesh, Nicaragua, the Philippines, and Sierra Leone. *Prasad Kaipa* has worked extensively as a leadership and organization development consultant in Silicon Valley and is the founding Executive Director of the Center for Leadership, Innovation and Change (CLIC) of the Indian School of Business in Hyderabad, which brings the ancient wisdom traditions into executive development. *Subhanu Saxena* is head of Global Marketing and Sales for the Pharmaceuticals Division of Novartis, with an engineering degree from Oxford and experience in investment banking and management consulting. Given his global executive role, he brings a unique blend of ancient philosophy and global business perspectives. *Peter Senge* is internationally known and respected for his writing and consulting on organizational learning and systems change. The Harvard Business Review identified his book *The Fifth Discipline: The Art and Practice of the Learning Organization* (1990) as one of the seminal management books of the last 75 years. His current work focuses on the contribution of Presence in creating what is needed in the world and on business and social change toward sustainability. *Susan Skjei* has studied and practiced Buddhism for decades, was Vice President of Learning for a Fortune 1000 company, is a founding member of the ALIA Institute, and is currently director of the Authentic Leadership program at Naropa University. *Chair: Kathryn Goldman Schuyler*, Alliant International U. *Coordinator: Susan Skjei*, Naropa U. *Presenters: Prasad Kaipa*, Indian School of Business / Kaipa Group; *Subhanu Saxena*, Novartis Pharmaceuticals; *Stuart Lord*, Naropa U.; *Peter M. Senge*, Society of Organizational Learning

**429** 📖👤➔🗺️: (AAT) **Evolving Roles of the (Honest and Dishonest) Businessman and the Government in the 21st Century**

11:30am - 2:00pm Le Palais Des Congres: 511E  
*Chairs: Hildy Teegen*, U. of South Carolina; *Hildy Teegen*, U. of South Carolina  
*Participants: Jay B Barney*, Ohio State U.; *Rajshree Agarwal*, U. of Illinois, Urbana-Champaign; *Yaron Brook*, Ayn Rand Institute; *Raj Sisodia*, Bentley U.; *John Allison*, BB&T Foundation

**430** 🗺️: (AAT) **Ethics in the Publication Process: Policy, Practice, and Consequences**

11:30am - 1:00pm Le Palais Des Congres: 511F  
*Organizer: Jeffrey R. Edwards*, U. of North Carolina  
*Participants: J B Arbaugh*, U. of Wisconsin, Oshkosh; *Linda Argote*, Carnegie Mellon U.; *Neal Ashkanasy*, U. of Queensland; *Talya N. Bauer*, Portland State U.; *Richard A Bettis*, U. of North Carolina, Chapel Hill; *Garry D Bruton*, Texas Christian U.; *Gerard P Cachon*, U. of Pennsylvania; *Lorraine Eden*, Texas A&M U.; *Amy Hillman*, Arizona State U.; *R. Duane Ireland*, Texas A&M U.; *Steve W. J. Kozlowski*, Michigan State U.; *Frederick P. Morgeson*, Michigan State U.; *Hayagreeva Rao*, Stanford U.; *John Schaubroeck*, Michigan State U.; *Robert J. Vandenberg*, U. of Georgia

**431** 🗺️➔🗺️: (AAT) **Passion, compassion and social power: Rethinking Japanese-style management**

11:30am - 1:00pm Le Palais Des Congres: 513E  
*Organizers: Katsuki Aoki*, Kanto Gakuin U.; *Toru Kiyomiya*, Seinan Gakuin U.  
*Discussant: Rick Delbridge*, Cardiff U.  
 The strategy of visualization in Japanese-style problem solving activities | *Katsuki Aoki*, Kanto Gakuin U.; *Masayasu Takahashi*, Meiji U.  
 Management control in practice | *Takahito Kondo*, Nagasaki U.; *Motokazu Udagawa*, Nagasaki U.  
 Paradoxical effect of Japanese-style management on the macro-economic system | *Toshitsugu Takai*, Muroran Institute of Technology  
 A critical study on Compassion Management in Japanese companies | *Yasushi Fukuhara*, Senshu U.

**432** 📖👤➔🗺️: (AAT) **A Passion for Making a Difference: Daring, Caring & Delivering Impact Through Collaborative Research**

11:30am - 1:00pm Le Palais Des Congres: 513F  
*Organizer: Elena P. Antonacopoulou*, U. of Liverpool  
*Chair: Robin Wensley*, U. of Warwick  
*Moderator: Howard Thomas*, U. of Warwick  
*Discussant: Thomas G. Cummings*, U. of Southern California  
*Speakers: Elena P. Antonacopoulou*, U. of Liverpool; *Paul Francis John Oliver*, Conduco Consulting; *Susan A. Mohrman*, U. of Southern California; *Mike Fenlon*, PricewaterhouseCoopers LLP; *Denise M. Rousseau*, Carnegie Mellon U.

**433** 🗺️🗺️: (AAT) **Showing That You Care: Exploring the Experiences of Listeners and Listenees**

11:30am - 3:00pm Le Palais Des Congres: 516A  
*Organizers: Denise Potosky*, Pennsylvania State U.; *Avraham N. Kluger*, Hebrew U. of Jerusalem  
*Facilitators: Dean Tjosvold*, Lingnan U.; *Xinru Wu*, Lingnan U.

**434** 🗺️➔🗺️: (AAT) **The Value of Caring: Successfully deploying and sustaining strategies around Care**

11:30am - 1:30pm Le Palais Des Congres: 516B  
*Organizers: Kate Hughes*, Macquarie U.; *Elliot Bendoly*, Emory U.  
*Participant: Nancy E. Landrum*, U. of Arkansas, Little Rock

**435** 🗺️: (AAT) **Daring to Care at Southwest Airlines: Inspiration for New Theorizing about Empowerment and Beyond**

11:30am - 1:00pm Le Palais Des Congres: 516C  
*Chair: Kathryn M. Bartol*, U. of Maryland, College Park  
*Facilitator: Paul E. Tesluk*, U. of Maryland  
 Daring to Care at Southwest Airlines | *James F. Parker*, Former CEO, Southwest Airlines Co.  
 From Empowering Leadership to Daring to Care | *John Mathieu*, U. of Connecticut  
 How Psychological Empowerment May Enable Daring to Care | *Gretchen M. Spreitzer*, U. of Michigan, Ann Arbor  
 Daring to Care Through Shared Team Leadership | *Paul E. Tesluk*, U. of Maryland  
 Distilling Southwest Airlines Practice to Inform Daring to Care: Role of Relational Coordination | *Jody Hoffer Gittel*, Brandeis U.

Leader Encouragement of Passion and Compassion: Multiple Ingredients for Daring to Care | **Kathryn M. Bartol**, U. of Maryland, College Park

**436** 🗨️: (AAT) **Daring to Care for Early Career Faculty: Innovative Models to Support Transition and Foster Success**

11:30am - 2:00pm Le Palais Des Congres: 518A

*Pre-registration for this workshop is not required, but for planning purposes we would like to know how many attendees we can expect. Please email session organizer, Elizabeth McCrea (Dr.McCrea@gmail.com) by July 31st, if you are interested in attending this workshop*

**Organizers:** **Darren Good**, Christopher Newport U.; **Elizabeth A. McCrea**, Seton Hall U.; **Meredith H. Myers**, U. of Pennsylvania  
**Speakers:** **Karen E Boroff**, Seton Hall U.; **Jennifer Tosti-Kharas**, San Francisco State U.; **Jason Z Yin**, Seton Hall U.; **Anthony M Sadler**, Seton Hall U.; **Michael Valdez**, Seton Hall U.

**437** 🗨️: (AAT) **Moral Decision Making in Organizations: Empirical Insights and Practical Guidance**

11:30am - 1:00pm Le Palais Des Congres: 518B

**Chairs:** **Brian Whitaker**, Morehead State U.; **Lindsey Godwin**, Morehead State U.

**Discussant:** **Virginia K. Bratton**, Montana State U.

Individual and Contextual Influences on Moral Imagination in the Workplace | **Brian Whitaker**, Morehead State U.; **Lindsey Godwin**, Morehead State U.; **Sara Bradley**, Morehead State U.  
An Empirical Exploration of the Meaning of Virtues | **David S. Bright**, Wright State U.; **Jacqueline M. Stavros**, Lawrence Technological U.

Professional Moral Courage and Ethical Decision-making: A Competency Based Approach | **Leslie Elizabeth Sekerka**, Menlo College; **Richard P. Bagozzi**, U. of Michigan

Moral Openness in Organizations: Empirical Insights | **Jason Stansbury**, Calvin College

**438** 🗨️📄: (AAT) **Got Chocolate?: A staged reading of "Cow Going Abstract", a play about finding your passion**

11:30am - 1:00pm Le Palais Des Congres: 518C

**Organizer:** **Steven S Taylor**, Worcester Polytechnic Institute  
Cow Going Abstract | **Steven S Taylor**, Worcester Polytechnic Institute

**439** 📄🗨️🗨️: (AAT) **Design Inquiry and the Future of Management Scholarship**

11:30am - 5:30pm Le Palais Des Congres: 519A

**Organizers:** **Sabine Junginger**, Lancaster U.; **Elizabeth M. Gerber**, Northwestern U.; **Youngjin Yoo**, Temple U.

**Chair:** **Georges Romme**, Eindhoven U. of Technology

**Presenters:** **Jennifer Whyte**, U. of Reading; **David Denyer**, Cranfield U.

**440** →📄: (AAT) **Does Decision Making Research Matter?: Some Issues and Remedies**

11:30am - 3:30pm Le Palais Des Congres: 519B

**Participant:** **Paul Charles Nutt**, Ohio State U.

**441** 🗨️→📄: (AAT) **Experiencing Passion and Compassion in Montreal**

11:30am - 12:00pm Le Palais Des Congres: 524A - Hospitality Suite

*This session involves a tour of Montreal. Attendees are to meet in room 524A at the Les Palais Des Congrest at 8:00 AM. We will then leave as a group.*

**Organizers:** **Paul Shrivastava**, Concordia U.; **Raymond L. Paquin**, Concordia U.; **Stephanie Berger**, Concordia U.

**Participants:** **Jean Pasquero**, U. Quebec; **Corinne Gendron**, UQAM; **Emmanuel Raufflet**, HEC Montreal

**442** : (ICW) **Entrepreneurship Theory and Practice Editorial Board Luncheon**

11:30am - 2:00pm Delta Centre-Ville: St-Laurent

**Organizer:** **Ray Bagby**, Baylor U.

**Sunday 12:00PM**

**443** : (AAA) **Program Developer & Centralized Review System Training Session for Program Chairs**

12:00pm - 3:00pm Le Centre Sheraton: Joyce

**Organizer:** **Valerie Concepcion**, Academy of Management

**Presenters:** **Gabriel Bramson**, Academy of Management; **Matthew L. Suppa**, Academy of Management; **BJ Zirger**, U. of Cincinnati

**444** : (AAA) **Division Treasurers' Meeting**

12:00pm - 1:00pm Le Palais Des Congres: 513D

**Organizers:** **Anne S. Tsui**, Arizona State U.; **Heather Crowe**, Academy of Management

**445** : (AAA) **Academy of Management Journal Editorial Board Meeting-Outgoing**

12:00pm - 1:30pm Le Palais Des Congres: 516DE

**446** : (ICW) **Journal of Applied Management and Entrepreneurship Editorial Board Meeting**

12:00pm - 2:00pm Le Palais Des Congres: 523B

**Organizer:** **Jane Whitney Gibson**, Nova Southeastern U.

**447** : (ITC) **International Theme Committee (ITC)Executive Business Meeting**

12:00pm - 2:00pm Le Centre Sheraton: Salon BC

*All ITC members, including Chairs, are encouraged to attend.*

*Guests interested in the ITC are welcome to attend.*

**Organizer:** **Adela Jana McMurray**, Royal Melbourne Institute of Technology U.

**Chair:** **Benson Honig**, McMaster U.

**Sunday 12:30PM**

**448** : (AAC) **Eastern Academy of Management International Advisory Board**

12:30pm - 2:00pm Le Palais Des Congres: 514A

**449** : (ICW) **Group & Organization Management Journal Editorial Review Board Meeting**

12:30pm - 2:00pm Le Palais Des Congres: 525B

**Organizer:** **Cynthia Nalevanko**, Sage Publications

**Sunday 1:00PM**

**450** : (AAA) **Academy Leadership Forum: Workshop for Division Officers and Board Members**

1:00pm - 3:00pm Le Centre Sheraton: Drummond east

**BY INVITATION ONLY**

Organizers: **James P. Walsh**, U. of Michigan, Ann Arbor; **Susan E. Jackson**, Rutgers U.; **Anne S. Tsui**, Arizona State U.; **Ming-Jer Chen**, U. of Virginia

**451 : (AAA) Program Developer Training Session for PDW Chairs**

1:00pm - 3:30pm Le Centre Sheraton: Musset  
Presenters: **Valerie Concepcion**, Academy of Management; **Gabriel Bramson**, Academy of Management

**452 : (AAA) AOM Fellows Group Committee on Membership Meeting**

1:00pm - 2:00pm Le Palais Des Congres: 524C

**453 : (ICW) Organization editorial board meeting**

1:00pm - 2:30pm Hyatt Regency Montreal: Argenteuil  
Organizer: **Anton Viesel**, Sage Publications, U.K.

**454 : (ICW) Corporate Governance: An International Review - Editorial Board Meeting**

1:00pm - 3:00pm Le Palais Des Congres: 515C  
Organizer: **William Q Judge**, Old Dominion U.

**Sunday 1:15PM**

**455 → (AAT) Compassion Outside the Lines: Tapping Informal Organizations to Accomplish Worthy Goals**

1:15pm - 2:45pm Le Palais Des Congres: 510B  
Moderator: **Art Kleiner**, Booz & Company / strategy+business  
Participants: **Jon Katzenbach**, Booz & Company; **Zia Khan**, Rockefeller Foundation; **Michael Useem**, U. of Pennsylvania

**456 → (AAT) Dare to Care: The Global Experience**

1:15pm - 2:45pm Le Palais Des Congres: 510C  
Participants: **Therese F. Yaeger**, Benedictine U.; **Peter Sorensen**, Benedictine U.; **Marc Bonnet**, ISEOR, U. of Lyon 3; **Anthony F. Buono**, Bentley U.; **Flemming Poulfelt**, Copenhagen Business School; **Dalitso Samson Sulamoyo**, IACAA/Benedictine U.; **Xu Zhang**, Dalian U. of Technology

**457 → (AAT) Stakeholder Management: Taking Stock and Looking Ahead**

1:15pm - 2:45pm Le Palais Des Congres: 511F  
Organizer: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign  
Discussant: **Robert A. Phillips**, U. of Richmond  
Participants: **Graham Kenny**, Strategic Factors; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Heli Wang**, Hong Kong U. of Science and Technology; **Andrew C Wicks**, U. of Virginia; **Hossam Zeitoun**, U. of Zurich; **Margit Osterloh**, U. of Zurich

**458 → (AAT) When is it Strategic to be Compassionate? Corporate Social Responsibility Practices in China**

1:15pm - 2:45pm Le Palais Des Congres: 513E  
Organizers: **Chris Marquis**, Harvard U.; **Cuili Qian**, Hong Kong U. of Science and Technology; **Na Ni**, Hong Kong Polytechnic U.  
Chair: **Douglas Guthrie**, New York U.  
Discussant: **Michael A. Santoro**, Rutgers U.  
Dynamic Alignment between Strategy and Corporate Social Responsibility: Experiences from China | **Cheng-Hua Tzeng**, Fudan U.; **Yong Su**, Fudan U.

Corporate Social Responsibility in the Residential Built Environment Industry in China | **Qinghua Zhu**, Dalian U. of Technology; **Tielin Zhao**, Dalian U. of Technology; **Joseph Sarkis**, Clark U.

Chinese Firms' Corporate Social Responsibility Following the Sichuan Earthquake | **Chris Marquis**, Harvard U.; **Cuili Qian**, Hong Kong U. of Science and Technology; **Na Ni**, Hong Kong Polytechnic U.

An Examination of the Patterns of Corporate Social Responsibility Practices in Hong Kong | **Na Ni**, Hong Kong Polytechnic U.; **Carlos Wing-Hung Lo**, Hong Kong Polytechnic U.

**459 → (AAT) Organizing for Compassion: Compassion in Management Practice and Research**

1:15pm - 2:45pm Le Palais Des Congres: 518B  
Organizer: **Bernice Ledbetter**, Pepperdine U.  
Themes, Frameworks, and Research on Compassion and Spirituality | **Gerald Biberman**, U. of Scranton; **Lee Robbins**, Golden Gate U.

The Case of Compassionate Downsizing: Tomasso Corporation | **Judith A. Neal**, U. of Arkansas, Fayetteville  
Case The Kingdom of Tonga: Compassionate Leadership | **Arthur L. Jue**, U. of Phoenix

Masagane Treatment Program in South Africa | **Bernice Ledbetter**, Pepperdine U.

**460 → (AAT) Inter-cultural Relationships: Trust Across Cultural Boundaries**

1:15pm - 2:45pm Le Palais Des Congres: 518C  
Chairs: **Justin Kraemer**, Rutgers U.; **Peter Ping Li**, Copenhagen Business School  
The Role of Trustworthiness in Expatriate-Local Relationship-building | **Justin Kraemer**, Rutgers U.; **Chao C. Chen**, Rutgers U.

The Role of Agency Beliefs on Trust Across Cultures | **Letty Yan Yee Kwan**, U. of Illinois, Urbana-Champaign; **Ying-Yi Hong**, Nanyang Technological U.

Cross-Cultural Trust in Trade and Investment: Indian Diaspora in the U.S. and Canada | **Masud Chand**, Wichita State U.; **Rosalie L. Tung**, Simon Fraser U.

The emics and etics of Trust: Understanding Trust Across Cultures | **Nicole Gillespie**, Melbourne Business School, U. of Melbourne; **Donald L. Ferrin**, Singapore Management U.

**Sunday 1:30PM**

**461 : (AAA) Academy of Management Journal Editorial Board Meeting - INCOMING**

1:30pm - 3:00pm Le Palais Des Congres: 516DE

**462 → (Paper Session) - (HR) HR Division: SHRM Foundation Dissertation Grant Award and Ralph Alexander Dissertation Award Winners.**

1:30pm - 3:30pm Le Centre Sheraton: Hemon  
**Saba Colakoglu**, "Enhancing Subsidiary Absorptive Capacity: The Role of Knowledge Acquisition Practices and Intellectual Capital"; **Jennifer D. Nahrgang**, "Understanding Leadership Emergence: A Longitudinal Investigation as Groups Develop Over Time"; **Prajya Rakshit Vidyarthi**, "Antecedents of Job Embeddedness: A Multi-level

*Examination of Social Exchange Relationships and Organizational Culture*; Yingchun (Irene) Wang, "Employee Reactions to Merit Pay Raises"; Jeremy A. Yip, "Emotions, Emotional Intelligence, and Decision Making"; Rebecca R. Kehoe, "A Social Capital Model of New Product Launch Performance"; Anuradha Ramesh, "Culture and Job Embeddedness: Understanding the Factors that Influence Employee Turnover

Chair: **Murray R. Barrick**, Texas A&M U.

Presenters: **Saba Colakoglu**, Berry College; **Jennifer D. Nahrgang**, Arizona State U.; **Prajya Rakshit Vidyarthi**, U. of Illinois, Chicago; **Yingchun Wang**, U. of Minnesota, Twin Cities; **Jeremy Yip**, U. of Toronto; **Rebecca R. Kehoe**, Cornell U.; **Anuradha Ramesh**, U. of Maryland, College Park

#### **463** : (ICW) **Organization Management Journal Meet the Editors/Editorial Board Meeting**

1:30pm - 2:30pm Hyatt Regency Montreal: Picardie

*We expect various of our 12 co-editors plus Editor-in-Chief along with some members of our Editorial Board will be present to talk about the state of Organization Management Journal and how we hope the Journal will continue to develop.*

Organizer: **William P. Ferris**, Western New England College

#### (SIM) **SIM Executive Committee Meeting**

1:30pm - 4:00pm The Queen Elizabeth: Harricana

#### **464** : (PNP) **PNP Executive Committee Meeting**

1:30pm - 3:30pm The Queen Elizabeth: Chaudiere

### Sunday 1:35PM

#### **465** → 🗺️: (AAT) **The Occupational and Organizational Structuration of Direct Care Work in an International Context**

1:35pm - 3:05pm Le Palais Des Congres: 516B

Organizers: **Marta M. Elvira**, IESE Business School; **Carlos Rodriguez-Lluesma**, IESE Business School

Facilitator: **Denise M. Rousseau**, Carnegie Mellon U.

Presenters: **Carrie R. Leana**, U. of Pittsburgh; **Jody Hoffer Gittel**, Brandeis U.; **Anne Douglass**, U. of Massachusetts, Boston; **Ha Hoang**, ESSEC Business School - Paris; **Thomas D'Aunno**, Columbia U.; **Alexander Maas**, U. For Humanistics

#### **466** 🗺️: (AAT) **Teaching Compassion: Helping Students to Recognize and Care for Others**

1:35pm - 3:05pm Le Palais Des Congres: 516C

Organizer: **Nancy Hauserman**, U. of Iowa

Participants: **Amy E. Colbert**, U. of Iowa; **Adam M. Grant**, Wharton School; **Matt C Bloom**, U. of Notre Dame

### Sunday 2:00PM

#### **467** : (AAC) **Western Academy of Management Officers Meeting**

2:00pm - 3:30pm Le Palais Des Congres: 522C

#### **468** : (AAT) **The Future of Management Education**

2:00pm - 4:00pm Le Palais Des Congres: 511B

Participants: **Margaret A. Neale**, Stanford U.; **Rakesh Khurana**, Harvard U.; **Henry Mintzberg**, McGill U.; **Judy Olian**, U. of California, Los Angeles

#### **469** 🗺️: (AAT) **Passion for Action: Daring to Create Actionable Research**

2:00pm - 5:30pm Le Palais Des Congres: 511C

Facilitator: **Sara L Rynes**, U. of Iowa

Presenters: **Jean M. Bartunek**, Boston College; **Amy C. Edmondson**, Harvard U.; **Andrew J. Hoffman**, U. of Michigan; **Susan A. Mohrman**, U. of Southern California; **Michael L. Tushman**, Harvard U.

#### **470** 🗺️: (AAT) **The Why and How of Finding Meaning At Work: Insights from Multiple Disciplines**

2:00pm - 3:30pm Le Palais Des Congres: 513C

Chair: **David Ulrich**, U. of Michigan

Participants: **Kim Cameron**, U. of Michigan; **Lynda Gratton**, London Business School; **Benjamin Schneider**, Valtera Corp & U. of Maryland Emeritus; **Tammy Erickson**, nGenera; **Sally Maitlis**, U. of British Columbia

#### **471** : (CAR) **CAR Executive Committee Meeting**

2:00pm - 3:30pm Le Centre Sheraton: Salon 5

Division Chair: **Hetty Van Emmerik**, Maastricht U.

Program Chair: **Svetlana Khapova**, VU U. Amsterdam

Professional Development Workshop Chair: **Julia Richardson**, York U.

Division Chair-Elect: **Suzanne C. de Janasz**, U. of Mary Washington

#### **472** : (ICW) **Network of Leadership Scholars Business Meeting**

2:00pm - 3:00pm Le Centre Sheraton: Salle Ballroom east

Organizer: **Jimmy Le**, Academy of Management

#### **473** : (ICW) **Annual Positive Organizational Scholarship Gathering**

2:00pm - 3:30pm The Queen Elizabeth: Hochelaga 1

Organizer: **Lynn Wooten**, U. of Michigan

#### **474** : (ICW) **Journal of Leadership and Organizational Studies Editorial Board Meeting**

2:00pm - 3:30pm The Queen Elizabeth: Matapedia

Organizer: **Julia Teahen**, Baker College

#### **475** : (ICW) **Meeting for Association of Korean Management Scholars**

2:00pm - 4:00pm The Queen Elizabeth: Richelieu

Organizer: **Shung Shin**, Washington State U.

#### **476** : (ICW) **Administrative Science Quarterly Editorial Board Meeting**

2:00pm - 3:00pm Hyatt Regency Montreal: Alfred-Rouleau B

Organizer: **Sally A. Iacovelli**, Administrative Science Quarterly

#### **477** : (ICW) **Organization Science Senior Editors' Meeting**

2:00pm - 3:30pm Hyatt Regency Montreal: Anjou

Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

#### **478** : (ICW) **Journal of Applied Behavioral Science Editorial Review Board Meeting**

2:00pm - 3:30pm Le Palais Des Congres: 525B

Organizer: **Cynthia Nalevanko**, Sage Publications

#### **479** : (ITC) **Carolyn Dexter Award Reception**

2:00pm - 3:00pm Le Centre Sheraton: Salon BC

Carolyn Dexter Award Reviewers, Nominees, and Past Winners. Award announcements with celebratory drinks and finger food.

Organizer: **Adela Jana McMurray**, Royal Melbourne Institute of Technology U.

Chairs: **Benson Honig**, McMaster U.; **Rosa Nelly Treviño-Rodríguez**, Tecnológico de Monterrey, Campus Monterrey

**Sunday 2:20PM**

**480** 🗂️👤🗣️📄: (AAT) **Artistic Passion Igniting Workplace Action Spaces for Social Creativity**

2:20pm - 4:20pm Le Palais Des Congres: 511A

Although pre-registration is not required, please email [christine.bataille@mail.mcgill.ca](mailto:christine.bataille@mail.mcgill.ca) to confirm your participation in the symposium (so we can prepare adequate materials)

Chair: **Nancy J Adler**, McGill U.

Facilitators: **Christine Bataille**, McGill U.; **Troy Anderson**, Carlton U.

Discussant: **Edgar H. Schein**, Massachusetts Institute of Technology

Presenters: **Ariane Berthoin Antal**, Social Science Research Center Berlin (WZB); **Victor Friedman**, Max Stern Academic College of Emek Yezreel; **André Sobczak**, Audencia Nantes School of Management; **Danica Purg**, IEDC - Bled School of Management

**481** 🗂️👤🗣️📄: (AAT) **Sustaining Scholarship Excellence in a Global Academy**

2:20pm - 5:20pm Le Palais Des Congres: 511D

TARGET AUDIENCE: Deans, faculty, and doctoral students who are interested in making their research more impactful and also desire to shape the direction of evolution of business scholarship in their institutions. WORKSHOP OBJECTIVES: To provide a forum for an interactive discussion on some critical issues that affect the relevance of scholarship in business schools and for identifying practical approaches to sustaining great scholarship in a global academy. Specifically, the workshop participants should be able to: a)

To gain a perspective of the different dimensions of the scholarship debate and the urgency and the need for bridging the divide between teaching/research, and relevance/rigor; b) To identify costs and benefits of engaged scholarship; c) To develop specific ideas and action plans for creating context-rich research approach in their sphere of influence that can revitalize management research in a global economy;

Organizer: **Charles Dhanaraj**, Indiana U., Bloomington

Moderators: **Vincent Mangematin**, Grenoble Ecole Management;

**Sougata Ray**, IIM Calcutta / Infosys Technologis Limited

Presenters: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Charles Baden-Fuller**, City U. London; **Tarun Khanna**, Harvard U.; **Arie Y. Lewin**, Duke U.; **Yadong Luo**, U. of Miami; **Ajit Rangnekar**, Indian School of Business; **Andrew H. Van de Ven**, U. of Minnesota; **Roderick E White**, Ivey School of Business; **Changqi Wu**, Peking U.

**482** 🗂️👤🗣️📄: (AAT) **The Role of Human Values in Sustainability: A Curriculum Challenge for Business Schools**

2:20pm - 5:20pm Le Palais Des Congres: 518A

Presenters: **Mary Catherine Gentile**, Giving Voice to Values; **Eric Howard**, Fulbright Academy of Science & Technology

Participants: **Dan Twomey**, Fairleigh Dickinson U.; **Christine M. Farias**, Fairleigh Dickinson U.; **Peter Roche**, The London Perret Roche Group; **Gerard F Farias**, Fairleigh Dickinson U.

**Sunday 2:45PM**

**483** : (AAA) **Conference Break**

2:45pm - 3:15pm Le Palais Des Congres: Exhibit Hall 220 CD Conference Break

**Sunday 3:00PM**

**484** : (AAA) **Academy of Management Perspectives Editorial Board Meeting**

3:00pm - 4:30pm Le Palais Des Congres: 523B

**485** 🗂️👤🗣️📄: (AAT) **Passion/Compassion in Change Leadership**

3:00pm - 4:30pm Le Palais Des Congres: 510B

Chair: **George Marvin Neely**, Southern

Participants: **Richard L McCline**, Southern U.; **John J. Fernandes**, AACSB International

**486** 🗂️👤🗣️📄: (AAT) **Entrepreneurial Strategies in Low Income Countries: How Our Scholarship Can Change the World**

3:00pm - 4:30pm Le Palais Des Congres: 511F

Organizer: **Aaron Chatterji**, Duke U.

Speakers: **William G Mitchell**, Duke U.; **Jay B Barney**, Ohio State U.; **Allan N Afuah**, U. of Michigan

**487** 🗂️👤🗣️📄: (AAT) **Listening**

3:00pm - 4:30pm Le Palais Des Congres: 513E

Listening Theory | **Avraham N. Kluger**, Hebrew U. of Jerusalem

Which Communication Technique is the Most Under-

Appreciated in Leadership? Hint: Answer in Title | **Will Felps**, Erasmus U. Rotterdam; **Niels van Quaquebeke**, Erasmus U. Rotterdam

Taking Advantage and Taking Care: Active Listening, Caring, and Negotiator Honesty and Deception | **Edward Eli Kass**, U. of California, Berkeley

Constructive Controversy for Mutual Listening | **Dean Tjosvold**, Lingnan U.

What Listeners Do: Listening as a Complex Multidimensional Process | **Denise Potosky**, Pennsylvania State U.

The Impact of Confirming and Disconfirming Managerial Communication on Employee Emotions | **Pat Sniderman**, Ryerson U.

**488** 🗂️👤🗣️📄: (AAT) **Compassion Research Incubator: Emerging Perspectives on the Scholarship and Practice of Compassion**

3:00pm - 5:00pm Le Palais Des Congres: 518C

Organizers: **Jason Kanov**, Western Washington U.; **Jacoba Lilius**, Queen's U. Canada

When and How Employees Lend a Hand: Facilitators of

Compassion Outside of Work | **Jane E. Dutton**, U. of Michigan; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Emily Heaphy**, Boston U.; **John Paul Stephens**, U. of Michigan, Ann Arbor

In Search of Silver Linings: How Chronic Downsizing Agents Generate Positive Self-States | **Judith A. Clair**, Boston

College; **Jamie J. Ladge**, Northeastern U.; **Richard Donald Cotton**, Boston College  
 Leveraging Compassion as a Key for Effective Coaching | **Ellen Van Oosten**, Case Western Reserve U.  
 Compassion in Executives' Lives | **Andre S. Avramchuk**, Fielding Graduate U.  
 Communicating Care: Understanding the Role of Compassion in Caregiving and Human Service Work | **Katherine Miller**, Texas A&M U., College Station  
 Delivering Compassion and Receiving Grief: Some Direct Care Workers Give Better Than They Get | **Quita Y. Keller**, U. of Pittsburgh

**489 : (CMS) CMS Business Meeting**  
 3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 3  
 Division Chair-Elect: **Craig Prichard**, Massey U.

**490 : (ICW) The Leadership Quarterly Board Meeting**  
 3:00pm - 4:00pm Le Centre Sheraton: Salle Ballroom east  
 Sponsor: **Elsevier**  
 Organizer: **Jimmy Le**, Academy of Management

**491 : (ICW) Administrative Science Quarterly Reception**  
 3:00pm - 5:00pm Hyatt Regency Montreal: Alfred-Rouleau C  
 Organizer: **Sally A. Iacovelli**, Administrative Science Quarterly

**492 : (IM) Honoring the Life and Contributions of CK Prahalad**  
 3:00pm - 4:30pm Le Centre Sheraton: Salle Ballroom center  
 Organizer: **Mary Yoko Brannen**, INSEAD  
 Participants: **Joseph Bower**, Harvard U.; **Yves Doz**, INSEAD; **Stuart Hart**, Cornell U.; **Anil K Gupta**, INSEAD and U. of Maryland

**493 : (MC) Executive Committee Meeting**  
 3:00pm - 4:30pm Delta Centre-Ville: Cartier A  
 Organizers: **Ansgar Richter**, European Business School; **Ginka Toegel**, IMD

**494 :** (Paper Session) - (OM) **Journal of Operations Management (JOM) Best Paper Session**  
 3:00pm - 4:30pm Le Palais Des Congres: 513B  
 The three nominees for the 2009 JOM Best Paper Award will present their papers. The award winner will be announced.  
 Hosts: **Ken Boyer**, Ohio State U.; **Morgan Swink**, Michigan State U.

Operational hedging against adverse circumstances | **Dan Weiss**, Tel Aviv U.; **Michael Maher**, U. of California, Davis  
 Performance Analysis of a Focused Hospital Unit: The Case of an Integrated Trauma Center | **Nancy Hyer**, Vanderbilt U.; **Urban Wemmerlov**, -; **John A Morris Jr.**, Vanderbilt U.  
 Governing Buyer-Supplier Relationships Through Transactional and Relational Mechanisms: Evidence from China | **Yi Liu**, Xi'an Jiaotong U.; **Yadong Luo**, U. of Miami; **Ting Liu**, Xi'an Jiaotong U.

**495 : (TIM) TIM Executive Committee Meeting**  
 3:00pm - 4:30pm Le Palais Des Congres: 515A  
 Meeting for the executive committee members  
 Past President: **Paul Almeida**, Georgetown U.  
 Division Chair: **Shawn M. Carraher**, Minot State U.  
 Program Chair: **Paul Oik**, Denver U.

Professional Development Workshop Chair: **Arvids A Ziedonis**, U. of Michigan, Ann Arbor  
 Division Chair-Elect: **Fernando Suarez**, Boston U.  
 Presenters: **Darlene Alexander-Houle**, U. of Phoenix, Hewlett Packard; **Preeta Banerjee**, Brandeis U.; **Russell Fralich**, HEC Montreal; **Hans Georg Gemuenden**, Berlin Institute of Technology; **Corey Phelps**, HEC Paris; **Andrea Precipe**, U. G. d'Annunzio; **Daniel Snow**, Harvard U.; **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **BJ Zirger**, U. of Cincinnati

**Sunday 3:05PM**

**496 :** (AAT) **Reinventing International Management Educational Administration and Facilitation**  
 3:05pm - 5:05pm Le Palais Des Congres: 510A  
 Chair: **Hamid H Kazeroony**, Walden U.  
 Presenters: **Ambika Zutshi**, Deakin U.; **Doug Kinney**, Pearson eCollege; **Ernestina Giudici**, Cagliari U.; **Agata Stachowicz-Stanusch**, Silesian U. of Technology; **Carolyn Wiley**, Roosevelt U.; **Denise Tsang**, Henley Business School; **Joo-Seng Tan**, Nanyang Technological U.; **Constance Van Horne**, Zayed U.; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Leslie Stager Jacques**, Massey U. Auckland; **Ruth Alas**, Estonian Business School; **Peter Odrakiewicz**, Poznan U. College of Business

**497 :** (AAT) **Passion for the Arts: Daring to Share All our Talents in the Classroom and the Office**  
 3:05pm - 5:35pm Le Palais Des Congres: 511E  
 Chairs: **Maury Peiperl**, IMD; **Suzanne C. de Janasz**, U. of Mary Washington  
 Participants: **Mary Jo Hatch**, Copenhagen Business School; **Michael Morris**, U. of New Haven; **Joseph Dobson**, Western Illinois U.

**498 :** (AAT) **Leading with Purpose and Passion: Developing Next Gen Leaders Via Global Service**  
 3:05pm - 5:35pm Le Palais Des Congres: 516A  
 Host: **Philip H. Mirvis**, Center for Corporate Citizenship  
 Participants: **Kevin Thompson**, IBM Corporate Service Corp; **Kate Ahern**, CDC Development Solutions

**Sunday 3:30PM**

**499 : (AAA) AOM Ethics Committee Meeting**  
 3:30pm - 5:00pm Le Centre Sheraton: Salon 3  
 Organizer: **Terese M. Loncar**, Academy of Management

**500 : (AAA) SAP Executive Committee Meeting**  
 3:30pm - 5:00pm Le Palais Des Congres: 514C

**501 : (AAA) Academy of Management Learning and Education Editorial Board Meeting**  
 3:30pm - 5:00pm Le Palais Des Congres: 523A

(AAA) **Town Hall: Academy of Management Strategic Plan**  
 3:30pm - 5:00pm Le Sheraton Centre: Drummond East  
 Facilitator: **James P. Walsh**, U. of Michigan, Ann Arbor  
 Join Academy of Management President Jim Walsh and other AOM leaders in conversation about the vision, mission, and intents of the AOM Strategic Plan. Learn how the plan was developed, offer feedback, and discover ways that you can get involved in shaping the future of the Academy. Be a part of the journey to inspire and

SUNDAY

enable a better world through scholarship and teaching. Light refreshments will be served.

**502 : (AAC) Southern Management Association Executive Board Meeting**

3:30pm - 5:30pm Le Palais Des Congres: 522B

**503 : (BPS) BPS Executive Committee Meeting**

3:30pm - 5:00pm Le Palais Des Congres: 514B

**504 : (CM) Conflict Management Division Executive Committee Meeting**

3:30pm - 4:30pm Le Centre Sheraton: Lamartine

**505 : (ENT) ENT Executive Committee Meeting**

3:30pm - 5:00pm Le Palais Des Congres: 524B

*Division Chair:* Eileen Fischer, York U.

*Program Chair:* Mike Wright, U. of Nottingham

*Professional Development Workshop Chair:* David Audretsch, Indiana U., Bloomington

*Division Chair-Elect:* Per Davidsson, Queensland U. of Technology

*Past Chair:* Ronald K. Mitchell, Texas Tech U.

**506 : (GDO) GDO Executive Committee Meeting**

3:30pm - 5:30pm Le Centre Sheraton: Kafka

*Division Chair:* Quinetta Roberson, Villanova U.

*Program Chair:* Diana Bilimoria, Case Western Reserve U.

*Professional Development Workshop Chair:* Gwendolyn M.

Combs, U. of Nebraska, Lincoln

*Division Chair-Elect:* David A. Kravitz, George Mason U.

**507 : (HCM) HCM Executive Meeting**

3:30pm - 5:00pm The Queen Elizabeth: Hochelaga 5

*Division Chair:* Robert Weech-Maldonado, U. of Alabama, Birmingham

*Program Chair:* Trish Reay, U. of Alberta

*Professional Development Workshop Chair:* Jami Leanne

DelliFraine, U. of Texas

*Division Chair-Elect:* Eric S. Williams, U. of Alabama

*Past Chair:* Christy Harris Lemak, U. of Michigan

**508 : (HR) HR Division Executive Committee Meeting**

3:30pm - 5:00pm Le Centre Sheraton: Drummond west

*Division Chair:* Howard J. Klein, Ohio State U.

*Program Chair:* Murray R. Barrick, Texas A&M U.

*Professional Development Workshop Chair:* Wendy R. Boswell, Texas A&M U.

*Division Chair-Elect:* John E. Delery, U. of Arkansas

*Past Chair:* Sandy J. Wayne, U. of Illinois, Chicago

**509 : (ICW) Journal of Management Editorial Board Meeting \*by invitation only**

3:30pm - 5:30pm Le Palais Des Congres: 516DE

*Organizer:* Talya N. Bauer, Portland State U.

**510 : (MH) MH Executive Committee Meeting**

3:30pm - 5:00pm The Queen Elizabeth: Hochelaga 6

**511 : (ODC) ODC Executive Board Meeting**

3:30pm - 5:30pm Le Centre Sheraton: Salon 4

**512 : (OMT) OMT Executive Committee Meeting**

3:30pm - 5:00pm Le Palais Des Congres: 513D

**513 : (RM) Research Methods Division Executive Committee**

3:30pm - 5:00pm Delta Centre-Ville: Verriere B

**Sunday 3:35PM**

**514 : (AAT) The Role of Organizational Theory and Practice in Poverty Alleviation: Commerce with Compassion**

3:35pm - 5:05pm Le Palais Des Congres: 513F

*Organizers:* Camille Pradies, Boston College; Ryan L. Raffaelli, Boston College

*Chairs:* Mary Ann Glynn, Boston College; Michael G. Pratt, Boston College

*Participants:* Carrie R. Leana, U. of Pittsburgh; Julie Battilana, Harvard U.; Silvia Dorado, U. of Rhode Island; Andrew Spicer, U. of South Carolina

**515 : (AAT) Senior Scholars Encore Careers in Daring and Caring**

3:35pm - 5:35pm Le Palais Des Congres: 519B

*Chairs:* Robert C. Ford, U. of Central Florida; Richard T. Mowday, Eugene, OR

*Presenters:* Benjamin Schneider, Valtera Corp & U. of Maryland Emeritus; Martin G Evans, U. of Toronto; Lotte Bailyn, Massachusetts Institute of Technology

**Sunday 4:00PM**

**516 : (ICW) Network of Leadership Scholars Award Presentation**

4:00pm - 5:00pm Le Centre Sheraton: Salle Ballroom west

*Organizer:* Jimmy Le, Academy of Management

**517 : (ICW) Organization Science Editorial Review Board Meeting & Reception**

4:00pm - 5:00pm Hyatt Regency Montreal: Alfred-Rouleau A

*Organizer:* Jennifer Kukawa, Carnegie Mellon U.

**518 : (OCIS) OCIS Executive Committee Meeting**

4:00pm - 6:00pm Le Palais Des Congres: 515C

**519 : (PNP) PNP Business Meeting and Awards Ceremony**

4:00pm - 6:30pm The Queen Elizabeth: Marquette

**520 : (SIM) Business & Society Editorial Board Meeting**

4:00pm - 5:30pm The Queen Elizabeth: Bersimis

*Organizer:* Duane Windsor, Rice U.

**521 : (SIM) SIM Salon: As or Fs for A Journal Lists?**

4:00pm - 5:00pm The Queen Elizabeth: Peribonca

*Leading scholars in SIM debate and discuss the utility of "A" journal lists, as more and more schools lean towards adopting them.*

*Chair:* Barry M Mitnick, U. of Pittsburgh

*Presenter:* Mark P Sharfman, U. of Oklahoma

**Sunday 4:15PM**

**522 : (AAT) Making Caring Less Daring: Overcoming the Challenges of Compassion**

4:15pm - 5:45pm Le Palais Des Congres: 510C

*Organizer:* Adam M. Grant, Wharton School

*Dilemmas of Compassion in Organizations | Sally Maitlis, U. of British Columbia*



Compassionate Idiosyncratic Deals For Workers in Need | **Denise M. Rousseau**, Carnegie Mellon U.  
 Not Let In On the Secret to Success: Mentoring about Board Norms for Women and Ethnic Minorities | **James Westphal**, U. of Michigan; **Michael McDonald**, U. of Central Florida  
 One Extra Mile Too Many: Living With and Relieving the Burden of Good Citizenship | **Mark C. Bolino**, U. of Oklahoma; **Jaron Harvey**, U. of Oklahoma  
 Good Soldiers on the Firing Line: The Link between Guilt and Support for Layoffs | **Frank Flynn**, Stanford U.; **Rebecca L. Schaumberg**, Stanford U.  
 Can Corporations Care? And for whom? | **Gerald F Davis**, U. of Michigan

**523** 📖🗺️👤: (AAT) **The Future of Business Education: Time for New Foundation Reports 50 Years After Carnegie and Ford?**

4:15pm - 5:45pm Le Palais Des Congres: 511B

*Chair:* **Lars Engwall**, Uppsala U.

*Discussant:* **Javier San Juan**, l'Oréal Canada

*Participants:* **Matthias Kipping**, York U.; **Rakesh Khurana**, Harvard U.; **John R Kimberly**, U. of Pennsylvania; **Deszö Horváth**, Schulich School of Business; **Eleanor Westney**, Schulich School of Business

**524** : (AAT) **Creating a Caring Economics: Theory, Research, and Practice**

4:15pm - 5:45pm Le Palais Des Congres: 516C

*Keynote Speaker:* **Riane Eisler**, Center for Partnership Studies

*Chair:* **Jeanne Wirtenberg**, Fairleigh Dickinson U.

*Discussants:* **Peter M. Senge**, Society of Organizational Learning; **Jay B Barney**, Ohio State U.; **Jane E. Dutton**, U. of Michigan

**Sunday 4:30PM**

**525** : (ICW) **International Association for Chinese Management Research (IACMR) Business Meeting**

4:30pm - 6:30pm The Queen Elizabeth: St-Charles

*All AOM attendees are welcome.*

*Organizer:* **Xin Yao**, U. of Colorado, Boulder

**526** : (ICW) **Russia and CIS Management Research Group Meeting**

4:30pm - 6:00pm Hilton Montreal Bonaventure: Lasalle

*This is a meeting of the Russian Management Research Group. Anyone is welcomed to attend. The meeting aims to provide an opportunity for people interested in research focusing on management in Russia and the CIS to have a chance to meet. In addition, it will provide attendees with a chance to discuss what are the most important topics to be investigated today, how to overcome challenges of doing research in the region, and who has similar research interests and thus might be a potential new co-author.*

*Organizer:* **Carl Fey**, Stockholm School of Economics

**527** : (IM) **IM Meeting with Committee Chairs**

4:30pm - 6:00pm Le Centre Sheraton: Salon 6

**528** : (OM) **Operations Management (OM) Division Business Meeting**

4:30pm - 6:00pm Le Palais Des Congres: 513B

*All Division members and others with an interest in OM are encouraged to attend*

**Sunday 4:45PM**

**529** 🗺️👤: (AAT) **Passion for work: its definition, measure, consequences and antecedents**

4:45pm - 6:15pm Le Palais Des Congres: 518B

*Organizers:* **Jacques Forest**, ESG-UQAM; **Robert J. Vallerand**, UQAM

The dualistic model of passion: Implication for the definition and measurement of passion for work | **Robert J. Vallerand**, UQAM

Understanding the impact of passion at work on burnout and intention to quit | **Nathalie Houffort**, ENAP

Character strengths' use as an antecedent to harmonious passion for work | **Jacques Forest**, ESG-UQAM; **Charles Benabou**, ESG-UQAM; **Laurence Crevier-Braud**, UQAM; **Éliane Bergeron**, UQAM; **Geneviève A. Mageau**, U. de Montréal

Entrepreneurial passion: Sources and sustenance | **Melissa S. Cardon**, Pace U.; **Michael J Glauser**, Westminster College

(AAT) **Tightrope Walking Dare-to-Care Devils: Difference Makers, Edgewalkers, and Intellectual Shamans**

4:45pm - 6:15pm Le Palais Des Congres: 511F

*Organizer:* **Sandra Waddock**, Boston College

*Presenters:* **Stuart Hart**, Cornell U.; **Andrew Hoffman**, U. of Michigan; **Judith A. Neal**, U. of Arkansas, Fayetteville; **Mauricio Zollo**, Bocconi U.; **Sandra Waddock**, Boston College; **Erica L. Steckler**, Boston College.

**530** 🗺️👤: (CMS) **CMS Theme Session - Contributions to Practice**

4:45pm - 6:15pm The Queen Elizabeth: Hochelaga 3

Contributions to Practice | **Marianna Fotaki**, Manchester U.; **Richard Hull**, Newcastle U., UK; **Ana-Maria Peredo**, U. of Victoria, Centre for Co-operative and Community-Based Economy

*Division Chair-Elect:* **Craig Prichard**, Massey U.

**Sunday 5:00PM**

**531** : (AAA) **Academy of Management Perspectives Editors Only (By Invitation Only)**

5:00pm - 6:30pm Le Palais Des Congres: 522C

**532** : (AAM) **AAM and APJM Boards and APJM Editors Meeting**

5:00pm - 6:00pm Offsite: St. Georges Anglican Church (Parish Hall)

*St. Georges Anglican Church (Parish Hall) 1101 Rue Stanley Street Montreal, QcH3B 2S6*

**533** : (CM) **Conflict Management Business Meeting**

5:00pm - 6:00pm Le Centre Sheraton: Salon 1

*Open to all interested parties*

**534** : (ICW) **Network of Leadership Scholars Reception**

5:00pm - 6:00pm Le Centre Sheraton: Salle Ballroom west

*Sponsors:* Elsevier; *Institute for Innovative Leadership at University of Nebraska*

*Organizer:* **Mary Uhl-Bien**, U. of Nebraska

**535** : (ICW) **ESMT European School of Management and Technology Reception**

5:00pm - 7:00pm The Queen Elizabeth: Mackenzie  
Organizer: **Hannes Graef**, ESMT

**536 : (ICW) Management Learning Journal IEB Meeting**

5:00pm - 7:00pm Hyatt Regency Montreal: Anjou  
Organizer: **Sarah Gundry**, U. of Bath

**537 : (MC) MC Division Social Hour**

5:00pm - 7:00pm Offsite: Galerie MX  
Art Exhibition "Reality in Translation: Going Beyond the Dehydrated Language of Management" by Nancy J. Adler (Galerie MX, 333 Viger, Montréal)  
Organizers: **Ansgar Richter**, European Business School; **Ginka Toegel**, IMD  
Presenter: **Nancy J Adler**, McGill U.

**538 : (MSR) Journal of Management Spirituality & Religion: Editorial Board Meeting**

5:00pm - 6:00pm The Queen Elizabeth: Duluth

**539 ☒: (Paper Session) - (SIM) SIM Division Best Dissertation Award Finalists**

5:00pm - 6:00pm The Queen Elizabeth: Matapedia  
This session features the 3 finalists for the SIM Best Dissertation Award. The winner will be announced at the conclusion of the session.  
Chair: **James E. Mattingly**, U. of Northern Iowa

**Sunday 5:30PM**

**540 : (ICW) Richard Ivey School of Business, PhD Alumni Reception**

5:30pm - 8:00pm The Queen Elizabeth: St-Laurent  
Attention Ivey Alumni! This is the fourth annual reception of the Ivey community at AOM – an event not to miss. We have had a wonderful response from alumni in our first three years. Building on last year's success, there will be the opportunity for a ring ceremony for those PhDs that missed their graduation. Appetizers and refreshments will be made available. 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: **Karin Schnarr**, Ivey School of Business

**541 : (SIM) IABS Executive Board Meeting**

5:30pm - 8:30pm The Queen Elizabeth: Richelieu  
Organizer: **Jamie Hendry**, Bucknell U.

**542 : (TIM) TIM Division Business Meeting and Social Event**

5:30pm - 7:30pm Le Palais Des Congres: 520 AB  
Past President: **Paul Almeida**, Georgetown U.  
Division Chair: **Shawn M. Carraher**, Minot State U.  
Program Chair: **Paul Oik**, Denver U.  
Professional Development Workshop Chair: **Arvids A Ziedonis**, U. of Michigan, Ann Arbor  
Division Chair-Elect: **Fernando Suarez**, Boston U.  
Presenters: **Darlene Alexander-Houle**, U. of Phoenix, Hewlett Packard; **Preeta Banerjee**, Brandeis U.; **Russell Fralich**, HEC Montreal; **Hans Georg Gemuenden**, Berlin Institute of Technology; **Corey Phelps**, HEC Paris; **Andrea Prencipe**, U. G. d'Annunzio; **Daniel Snow**, Harvard U.; **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **BJ Zirger**, U. of Cincinnati

**Sunday 6:00PM**

**543 : (AAM) Asia Academy of Management & Asia Pacific Journal of Management Reception**

6:00pm - 8:00pm Offsite: St. Georges Anglican Church (Parish Hall)  
St. Georges Anglican Church (Parish Hall) 1101 Rue Stanley Street Montreal, QcH3B 2S6

**544 : (BPS) 2010 Irwin Outstanding Educator Award in Honor of Anita McGahan**

6:00pm - 8:00pm Le Palais Des Congres: 516C

**545 : (CM) Conflict Management Division Social**

6:00pm - 8:00pm Offsite: TBA.  
Offsite Event. Location TBA

**546 : (GDO) GDO Executive Committee Dinner**

6:00pm - 8:00pm Offsite: TBA  
Dinner for Executive Committee Members Only. Location to be determined by Division Chair  
Division Chair: **Quinetta Roberson**, Villanova U.  
Program Chair: **Diana Bilimoria**, Case Western Reserve U.  
Professional Development Workshop Chair: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln  
Division Chair-Elect: **David A. Kravitz**, George Mason U.

**547 : (HR) HR Division Business Meeting and Reception**

6:00pm - 8:30pm Le Centre Sheraton: Salle Ballroom east  
Business meeting for the HR Division followed by division reception  
Division Chair: **Howard J. Klein**, Ohio State U.  
Program Chair: **Murray R. Barrick**, Texas A&M U.  
Professional Development Workshop Chair: **Wendy R. Boswell**, Texas A&M U.  
Division Chair-Elect: **John E. Delery**, U. of Arkansas  
Past Chair: **Sandy J. Wayne**, U. of Illinois, Chicago

**548 : (ICW) Management Faculty of Color Association Meeting**

6:00pm - 7:00pm Le Centre Sheraton: Drummond east  
Organizer: **Janice Witt Smith**, Winston-Salem State U.

**549 : (ICW) HRM and the Supply Chain Special Issue Reception**

6:00pm - 7:30pm Le Centre Sheraton: Hemon  
Organizer: **Mary E. Graham**, Clarkson U.

**550 : (ICW) IFERA @ Academy of Management, Montreal, 2010**

6:00pm - 8:00pm Hyatt Regency Montreal: Alfred-Rouleau B  
As an international organization dedicated to providing a platform for scholars interested in family business, IFERA is pleased to host the "4th Annual Meet & Greet Cocktail" at the 2010 Academy of Management meetings in the beautiful city of Montreal. You are invited to join us for a cocktail or two, great company and intriguing discussions.  
Organizer: **Elias Hadjielias**, Ifera Office Management

**551 : (IM) IM Executive Committee Meeting**

6:00pm - 7:30pm Le Centre Sheraton: Salon 6  
Division Chair: **Anil K Gupta**, INSEAD and U. of Maryland  
Program Chair: **Mary Yoko Brannen**, INSEAD  
Chair: **John Mezas**, U. of Miami  
Participant: **Hae-Jung Hong**, ESSEC

*Past Chairs:* **Tatiana Kostova**, U. of South Carolina; **Seung Ho "Sam" Park**, SKOLKOVO Institute for Emerging Market Studies

**552 : (MOC) MOC Executive Committee Meeting**

6:00pm - 7:30pm Delta Centre-Ville: Cartier B

*Division Chair:* **Richard Blackburn**, U. of North Carolina, Chapel Hill

*Program Chair:* **Mark J. Martinko**, Florida State U.

*Professional Development Workshop Chair:* **Rhonda K. Reger**, U. of Maryland

*Division Chair-Elect:* **Gerard P. Hodgkinson**, U. of Leeds

**553 : (MSR) MSR BUSINESS MEETING**

6:00pm - 7:00pm The Queen Elizabeth: Duluth

**554 : (OM) Operations Management (OM) Division Social**

6:00pm - 7:30pm Le Palais Des Congres: 520 C

**Sunday 6:30PM**

**555 : (ICW) Cocktail Reception - Department of Management and Marketing, the Hong Kong Polytechnic University**

6:30pm - 8:30pm Le Centre Sheraton: Salle Ballroom center

*Organizer:* **Xu Huang**, Hong Kong Polytechnic U.

**556 : (ICW) International Association for Chinese Management Research Reception**

6:30pm - 7:30pm The Queen Elizabeth: Hochelaga 6

*All AOM attendees are welcome.*

*Organizer:* **Xin Yao**, U. of Colorado, Boulder

**557 : (ICW) Singapore Management University**

6:30pm - 8:30pm Delta Centre-Ville: St-Laurent

*Organizer:* **Priscilla Kumari A**, Singapore Management U.

**558 : (PNP) PNP Division Social**

6:30pm - 8:00pm The Queen Elizabeth: St-Maurice

**Sunday 7:00PM**

**559 : (ICW) Management Faculty of Color Association Reception**

7:00pm - 9:00pm Le Centre Sheraton: Drummond west

*Organizer:* **Janice Witt Smith**, Winston-Salem State U.


**560 : (ICW) 50 Years Management International Review; Reception**

7:00pm - 9:00pm Le Centre Sheraton: Salon 4&5

*Organizer:* **Gisela Boettcher**, Gabler Publishing

**561 : (MSR) MSR SOCIAL**

7:00pm - 8:00pm The Queen Elizabeth: Duluth

**562 : (Paper Session) - (SIM) SIM "Push Panel": 2010 Focus: Preston & Post's Private Management and Public Policy - Celebrating 35 Years of its Publication and Pushing it Ideas Forward**

7:00pm - 9:00pm The Queen Elizabeth: Matapedia

*In the Push Panel tradition, 5 papers suggest ways to push/develop the rich ideas of classic works. A reception honoring Lee & Jim will begin at 7 pm.*

*Organizer:* **Shawn Berman**, U. of New Mexico

*Presenters:* **Paul Dunn**, Brock U.; **Jennifer J Griffin**, George Washington U.; **Michael E Johnson-Cramer**, Bucknell U.; **John F Mahon**, U. of Maine; **Sybill Sachs**, U. of Applied Sciences, Zurich

**Sunday 8:00PM**

**563 : (AAA) President's Reception (Invitation Only)**

8:00pm - 10:00pm The Queen Elizabeth: Hochelaga 1

*INVITATION ONLY!*

**564 : (ICW) The Reception of The Hong Kong University of Science and Technology, AOM 2010**

8:00pm - 10:00pm The Queen Elizabeth: Hochelaga 4

*Organizer:* **Jiatao Li**, Hong Kong U. of Science and Technology

**565 : (MC) MC Members & Friends Dinner**

8:00pm - 11:00pm Offsite: Restaurant La Coupole

*Guest Speakers:* **Henry Mintzberg**, **John Cleghorn** Professor of Management Studies, McGill University and **Nancy J. Adler**, **S. Bronfman Chair in Management**, McGill University *Pre-registration required, see MCD website (<http://division.aomonline.org/mc/>)*

*Organizers:* **Ginka Toegel**, IMD; **Rickie A. Moore**, EM Lyon

*Speakers:* **Henry Mintzberg**, McGill U.; **Nancy J Adler**, McGill U.

**Monday 7:00AM**

**566 : (ICW) Christian Management Scholars Network Breakfast**

7:00am - 8:00am Delta Centre-Ville: Regence A  
*An RSVP is not necessary, but it is appreciated to help us forecast attendance. RSVP to Mitchell\_Neubert@baylor.edu*  
 Organizer: **Mitchell J. Neubert**, Baylor U.

**567 : (ICW) Family Business Review (FBR Advisory & Review Boards Meeting)**

7:00am - 8:30am Le Palais Des Congres: 512A  
 Organizer: **Pramodita Sharma**, Concordia U.

**568 : (ICW) Presentation of ESCP Europe Business School**

7:00am - 9:00am Le Palais Des Congres: 520 C  
*ESCP Europe is both a high-level school of management with international scope and a large-scale European institution, including five campuses in Paris, Berlin, London, Madrid and Torino. It was founded in Paris in 1819 and, since then, has educated generations of leaders, contributing to the fine reputation it enjoys today. Each year ESCP Europe welcomes 4,000 students and a similar number of top-level executives. Research is a major priority at ESCP Europe. Across the multi-campus structure 125 full-time faculty members are working on the creation of new knowledge. The aim is to contribute new insights to the national and international academic communities on the one side and to provide innovative contents for teaching on the other side.*  
 Organizer: **Christine Rocque**, ESCP Europe

**569 : (IM) IM Division Thought Leadership Cafe**

7:00am - 8:00am Le Centre Sheraton: Salle Ballroom east

**570 : (MSR) MSR Morning Meditation Session**

7:00am - 8:00am The Queen Elizabeth: Duluth  
*A participative and experiential introduction to meditation for enhancing integral balance, inner wellbeing, positive energy and spiritual vitality.*  
 Organizer: **Gerald Biberman**, U. of Scranton

**571 : (TIM) TIM Breakfast Meeting**

7:00am - 8:00am Le Palais Des Congres: 520A  
 Hosts: **Shawn M. Carraher**, Minot State U.; **Fernando Suarez**, Boston U.; **Paul Oik**, Denver U.; **Arvids A Ziedonis**, U. of Michigan, Ann Arbor; **Hans Georg Gemuenden**, Berlin Institute of Technology; **Andrea Prencipe**, U. G. d'Annunzio

**Monday 7:30AM**

**572 : (AAA) Current and Incoming Heads and Members of Academy Committees.**

7:30am - 9:00am The Queen Elizabeth: St-Laurent  
 Organizer: **Susan E. Jackson**, Rutgers U.

**573 : (ICW) OBTS Teaching Society for Management Educators Breakfast Reception**

7:30am - 9:00am Le Palais Des Congres: 520 DE  
*The Board of Directors of the OBTS Teaching Society for Management Educators invites all OBTS members and interested others to a breakfast reception. Please join us for your morning*

*beverage, a bite to eat, and collegial conversation about teaching and learning.*

Organizer: **Jeanie Mannheimer Forray**, Western New England College

**574 : (SIM) SIM Division Welcome Session and Welcome to New Members**

7:30am - 8:00am The Queen Elizabeth: Hochelaga 6  
 Division Chair: **Ann K. Buchholtz**, U. of Georgia  
 Program Chair: **Shawn Berman**, U. of New Mexico

**Monday 8:00AM**

**575 : (AAA) Montreal 2010 LAC**

8:00am - 5:00pm Le Palais Des Congres: 343 A-C  
 Organizers: **Heather C. Vough**, McGill U.; **David Oliver**, HEC Montreal

**576 : (AAA) AOM Membership**

8:00am - 5:00pm Le Palais Des Congres: 524A  
 Sponsored in part by Carnegie Mellon University, Tepper School of Business  
*Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.*  
 Organizer: **Stephanie Case Henagan**, Northern Illinois U.

**577 : (AAA) Conference Registration**

8:00am - 5:00pm Le Palais Des Congres: Exhibit Hall 220 CD  
*Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration*

**578 : (AAA) Conference Exhibits**

8:00am - 5:00pm Le Palais Des Congres: Exhibit Hall 220 CD

**579 : (Paper Session) - (BPS) Gathering, Trading, & Deploying Resources**

8:00am - 9:30am Le Palais Des Congres: 510A  
 Chair: **David M. Townsend**, North Carolina State U.  
 ☞ Strong Recipes/Weak Ingredients: Human Capital Bricolage and Competing with Limited Advantages | **Ted Baker**, North Carolina State U.; **Tim Pollock**, Pennsylvania State U.; **Harry J Sapienza**, U. of Minnesota  
 → ☞ Betting on the Underdog: Bricolage as an Engine of Resource Advantage | **Paul Richard Steffens**, Queensland U. of Technology; **Ted Baker**, North Carolina State U.; **Julienne Marie Senyard**, Queensland U. of Technology  
 ☞ ☞ College Football Recruiting: A Test of Factor Market Competition Theory | **Scott Soltis**, U. of Kentucky; **Chris Sterling**, U. of Kentucky; **Stephen Borgatti**, U. of Kentucky; **Walter J Ferrier**, U. of Kentucky  
 ☞ Explaining Resource Trading: How Bilateral Lack of Information Sustains Trade in Factor Markets | **Michael Christensen**, U. of Southern Denmark; **Thorbjorn Knudsen**, U. of Southern Denmark; **Nils Stieglitz**, U. of Southern Denmark

**580 : (DRP Session) - (BPS) Strategic Change**

8:00am - 9:30am Le Palais Des Congres: 511F  
 Facilitator: **Jeffrey A. Martin**, U. of Texas, Austin  
 ☞ ☞ Organizational Architecture and Corporate Adaptation: Exploring the Social Side of Modularity | **Andreea Noemi**

MONDAY

- Kiss**, Groningen U.; **Pamela S. Barr**, Georgia State U.; **Rajiv Nag**, Georgia State U.
- 📖 Burr Under the Saddle: How Media Coverage Influences Strategic Change | **Michael K. Bednar**, U. of Illinois; **Steven Boivie**, U. of Arizona; **Nicholas Ryan Prince**, U. Illinois
- 👉📖 One for All? Agency Theory and R&D Investments in Change of CG System | **Sanghoon Lee**, Yonsei U.; **Taeyoung Yoo**, Hankuk U. of Foreign Studies
- 📖 Deep Dive: The Role of Top Management in Bringing System-wide Changes to an Organization | **Howard Yu**, Harvard U.
- 📖 Induced Variation in Administrative Systems: Experimenting with Contexts for Innovation | **Adrian Atilio Caldart**, AESE Portugal; **Roberto Vassolo**, Austral U.; **Luciana Silvestri**, Harvard U.
- 581** 📖: (Paper Session) - (BPS) **Strategic Risk-Taking**  
8:00am - 9:30am Le Palais Des Congres: 513C  
Chair: **Anatoly F. Kandel**, Caldwell College
- 📖 Perspectives on Uncertainty-Reducing Strategies | **Anatoly F. Kandel**, Caldwell College
- 📖 A Longitudinal Multilevel Study of Strategic Risk-Taking: Effects of Time, Firm, and Industry | **Elizabeth Lim**, The U. of Texas at Dallas
- 📖 What Mechanisms Lie behind Symbolic Management? Evidence from Corporate Environmental Management | **Eun-Hee Kim**, George Washington U.; **Thomas P Lyon**, U. of Michigan
- 582** 📖: (Paper Session) - (BPS) **Knowledge Spillovers & Transfers**  
8:00am - 9:30am Le Palais Des Congres: 513D  
Chair: **Hans T. W. Frankort**, City U. London
- 📖 Differential Impact of Alliance and Cluster Technological Resources on Breakthrough Innovation | **Manish K. Srivastava**, Michigan Technological U.; **Devi R Gnyawali**, Virginia Polytechnic Institute; **Stephen B Tallman**, U. of Richmond
- 📖👉📖 Localized Knowledge Spillovers and Wage Differences | **Alfonso Gambardella**, Bocconi U.; **Marco Giarratana**, U. Carlos III de Madrid
- 📖 The Co-evolution of Capabilities and Cooperation: The Case of the UK Water Industry | **Lars Frederiksen**, Imperial College London; **Andrew Davies**, Imperial College London; **Jens K Roehrich**, Imperial College London
- 📖 Beyond Boundary Spanners: Bridge Network as a Device for Transferring Collectively Held Knowledge | **Zheng Jane Zhao**, U. of Kansas
- 583** 📖: (Paper Session) - (BPS) **Innovation Investment, Divestment & Firm Performance**  
8:00am - 9:30am Le Palais Des Congres: 513F  
Chair: **Eric Benschetler**, Temple U.
- 📖 Organizational Capital Revisited: How Adjustment Costs from Investment in IT Create Economic Value | **Alfredo Martin-Oliver**, Banco de España; **Vicente Salas-Fumas**, Zaragoza U.
- 📖 Accumulation and Depreciation of R&D Resources | **Wendy Li**, Bureau of Economic Analysis; **Mariko Sakakibara**, U. of California, Los Angeles
- 📖📖 Divestitures for Innovation | **Caterina Moschieri**, Catholic U. of Portugal
- 📖 IQ and the R&D Market Value Puzzle | **Anne Marie Knott**, Washington U. in St Louis; **Chieh-Chung James Yen**, Washington U. in St. Louis
- 584** 📖: (DRP Session) - (BPS) **Industry Dynamics**  
8:00am - 9:30am Le Palais Des Congres: 515A  
Facilitator: **Regina A. Greenwood**, Nova Southeastern U.
- 👉📖 Reproductive Selection and Strategic Management: Theory and Field Study | **Jaakko Aspara**, Aalto U. School of Economics; **Juha-Antti Lamberg**, Helsinki U. of Technology; **Arjo Laukia**, Helsinki U. of Technology; **Henrikki Tikkanen**, Aalto U. School of Economics
- 📖📖 Understanding How Timing Affects Performance: The Dynamics of Temporal Congruence and Contingency | **David M. Gomulya**, U. of Washington, Seattle
- 👉📖 Explaining the Relationship Between Dynamic Environments and Firm Performance | **Marne L. Arthaud-Day**, Kansas State U.; **David R. King**, Marquette U.; **Jeffrey S Hornsby**, Kansas State U.; **Chwen Sheu**, Kansas State U.
- Winning Consumer Trust and Loyalty in Distrust-Dominated Environments: A Consumer Perspective | **Rachel Y. Talton**, Case Western Reserve U.
- The Effect of Risk Propensity on Response to Dissatisfying Channel Relationships | **Maartje F. van Sambeek**, Radboud U. Nijmegen; **Olivier Furrer**, Radboud U. Nijmegen; **Brian Vincent Tjemkes**, VU U. Amsterdam
- 585** 📖: (DRP Session) - (BPS) **Competitive Interaction**  
8:00am - 9:30am Le Palais Des Congres: 515B  
Facilitator: **Rosamaria Cox Moura-leite**, Salamanca U.
- 📖 Experience Effects and Order of Market Entry in the Mutual Fund Industry | **Bernadine Johnson Dykes**, U. of Delaware; **Gerry McNamara**, Michigan State U.
- 👉📖 An Investigation for Competitive Uncertainty, Competitive Nonconformity, and Competitive Advantage | **Kuo-Feng Huang**, National Chengchi U.; **Chiao-Kai Lien**, National Chengchi U.; **Szu-Lun Yang**, National Chengchi U.
- 📖 Making Friends with Enemy's Friends: Infiltrating Alliances and Stock Market Reaction | **Kwangho Kim**, City U. of Hong Kong; **Wenpin Tsai**, Pennsylvania State U.
- 📖 Competitive Effects from Innovative Organizational Forms: The Case of Ambulatory Surgery Centers | **Kathleen Carey**, U.S. Department of Veterans Affairs; **James F Burgess**, U.S. Department of Veterans Affairs; **Gary J. Young**, Boston U.
- 📖 A Normative Perspective on the Boundaries of Strategic Management | **Richard L Priem**, U. of Wisconsin, Milwaukee; **Sali Li**, U. of Wisconsin Milwaukee
- 586** 📖: (Paper Session) - (BPS) **Diversification Strategy**  
8:00am - 9:30am Le Palais Des Congres: 518C  
Chair: **Natarajan Balasubramanian**, Syracuse U.
- 📖 Unique Demand Complementarities - A Demand-based Theory of Diversification | **Jens Schmidt**, Aalto U.; **Thomas Keil**, Aalto U.

The Bureaucratic Costs of Related Diversification | **Shyam Kumar**, Rensselaer Polytechnic Institute  
 Resource Attributes, Diversification and Performance | **Heather Berry**, U. of Pennsylvania; **Ohad Ref**, Hebrew U. of Jerusalem  
 Industry Multi-Factors and Diversification Strategy: Evidence from Chinese Listed Companies (WITHDRAWN) | **Xin Yang**, Tsinghua U.; **Zhanming Jin**, Tsinghua U.

**587** (Paper Session) - (BPS) **CEO Narcissism, Power & Influence**

8:00am - 9:30am Le Palais Des Congres: 519A

Chair: **Lavagnon A. Ika**, U. du Québec en Outaouais

Are Narcissistic CEOs More Effective in Overcoming Incumbent Inertia than Non-Narcissistic CEOs? | **Wolf-Christian Gerstner**, International Institute for Management Development; **Andreas Koening**, International Institute for Management Development; **Albrecht Enders**, International Institute for Management Development; **Adelheid Susanne Esslinger**, U. of Erlangen-Nuremberg; **Susanne Fleischhacker**, U. Erlangen-Nuremberg

CEO Personality, Capability Cues, and Risk-Taking: How Narcissists React To Successes and Stumbles | **Arijit Chatterjee**, ESSEC; **Donald C. Hambrick**, Pennsylvania State U.

Winning Isn't Everything: Effects of Power, Reputation, and Expectations in NBA Coach Dismissals | **Donald J. Schepker**, U. of Kansas; **Vincent L. Barker**, U. of Kansas

Influences on Firm Policies: Theoretical Reasoning and Variance Decomposition Based Empirical Test | **Dirk Schiereck**, Darmstadt U. of Technology; **Ruth Maria Stock**, Darmstadt U. of Technology; **Bjoern Six**, Darmstadt U. of Technology

**588** JS: (BPS, OMT) **Managers, Owners and Ownership Heterogeneity: Conflicts of Interest and Ways Toward Reconciliation**

8:00am - 9:30am Le Palais Des Congres: 510B

Chairs: **Kate Sikavica**, U. of Munich; **Amy Hillman**, Arizona State U.; **Anja Christine Tuschke**, U. of Munich

Discussant: **Edward Zajac**, Northwestern U.

What Do Stockholders Think They Want: Ownership and Political Party Identification, 1998-2008 | **Gerald F Davis**, U. of Michigan; **Natalie C. Cotton**, U. of Michigan

CEO Psychological Ownership and Interest Alignment: Implications for Corporate Diversification | **Kate Sikavica**, U. of Munich; **Anja Christine Tuschke**, U. of Munich; **Amy Hillman**, Arizona State U.

Corporate Entrepreneurship in Family-Owned Firms | **Luis R. Gomez-Mejia**, Arizona State U.; **Robert E. Hoskisson**, Rice U.; **Marianna Makri**, U. of Miami; **Joanna Tochman Campbell**, Texas A&M U.

Common Institutional Ownership and Competitive Activity | **Brian Connelly**, Auburn U.; **Laszlo Tihanyi**, Texas A&M U.; **S Trevis Certo**, Arizona State U.

Strategies by Social Activists and Corporations in the Shareholder Resolution Process | **Kathleen Rehbein**, Marquette U.; **Jeanne M Logsdon**, U. of New Mexico

**589** (DRP Session) - (CAR) **Career Strategies and Managerial Advancement**

8:00am - 9:30am Le Centre Sheraton: Salon 3

Chair: **Ghadir Ishqaidef**, U. of Kansas

Discussant: **Barbara A. Ribbens**, Western Illinois U.

The Benefits of Using Career Strategies | **Maria Järnlström**, U. of Vaasa; **Marko Kohtamäki**, U. of Vaasa

Exploring Networking in Organizations as a Self-managed Strategy for Career Advancement | **Sowon Kim**, HEC U. of Geneva

Managerial Career Advancement in a Boundaryless Context: The Pivotal Role of Boundary Crossings | **Zheng Chen**, U. of Connecticut; **John F. Veiga**, U. of Connecticut; **Gary N. Powell**, U. of Connecticut

Career Mobility and Promotion of Professionals: Are Complex Organization Gatekeepers to Top Position | **Christiane Zobel**, U. of Cologne; **Ludwig Kuntz**, U. of Cologne

When Passion, Patience and Persistence Are Not Enough: Strategies for Senior Management Careers | **Uma Devi Jogulu**, Deakin U.; **Ruth Rentschler**, Deakin U.

**590** JS: (CAR, OB) **European Perspectives on Career Success: Empirical Investigations in Different Settings**

8:00am - 9:30am Le Centre Sheraton: Jarry

Organizers: **Katharina Chudzikowski**, WU Vienna; **Hugh P. Gunz**, U. of Toronto; **Marijke Verbruggen**, Katholieke U. Leuven

Chair: **Hugh P. Gunz**, U. of Toronto

Discussant: **Hugh P. Gunz**, U. of Toronto

What "Career Success" Means to Individuals in Europe – An Empirical Analysis | **Martin Gubler**, Loughborough U.; **John Arnold**, Loughborough U.; **Ruth Hartley**, Loughborough U.; **Crispin Coombs**, Loughborough U.

Career Success of Expatriates and Flexpatriates: A Qualitative Study of Austrian Managers | **Barbara Demel**, WU Vienna

Crossing Boundaries and Career Success: A study of Business Graduates in Austria and Belgium | **Katharina Chudzikowski**, WU Vienna; **Marijke Verbruggen**, Katholieke U. Leuven

Beyond Organization and Self: The Importance of Reference Groups for Defining Career Success | **Marius Gerber**, ETH Zurich; **Cécile Tschopp**, ETH Zurich; **Gudela Grote**, ETH Zurich

**591** CAU: (CAU) **Creating the Management Climate for Compassion: Identity and related issues**

8:00am - 9:30am Le Palais Des Congres: 521A

Organizers: **Monika Hudson**, U. of San Francisco; **Atira Cherise Charles**, Florida State U.

**592** CAU: (CAU) **Managerial Discretion across Levels of Analysis**

8:00am - 9:30am Le Palais Des Congres: 521B

Organizer: **Craig Crossland**, U. of Texas, Austin

Participants: **Donald C. Hambrick**, Pennsylvania State U.; **Jiatao Li**, Hong Kong U. of Science and Technology; **Timothy J. Quigley**, Pennsylvania State U.; **Yi Tang**, Hong Kong Polytechnic U.; **Jinyong Daniel Zyung**, U. of Texas, Austin

**593** CAU: (CAU) **Diaspora Investment & Entrepreneurship**

8:00am - 9:30am Le Palais Des Congres: 521C

*In this caucus, we aim to develop a network of scholars interested in or currently engaged in research in this area and disseminate materials related to teaching and research on this topic. Thereby, this caucus serves as a teaser and precursor to the 2011 International Business Research Forum organized by the Fox School at Temple University and an accompanying Special Issue of the Journal of International Management guest edited by the organizers of this caucus. Topics to be discussed include diaspora investment/entrepreneurship motivation and impact, the transnational management and operational processes of diaspora investors and entrepreneurs, and the specific challenges and opportunities associated with diaspora investment and entrepreneurship.*

**Organizers:** Liesl Riddle, George Washington U.; Florian A. Täube, European Business School

**Participants:** Ajay K. Agrawal, U. of Toronto; Marleen Dieleman, National U. of Singapore; Kate Gillespie, U. of Texas, Austin; Masaaki Kotabe, Temple U.; Mark Lorenzen, Copenhagen Business School; Ramana Nanda, Harvard U.; Tjai M. Nielsen, George Washington U.; Alexander Oettl, Georgia Institute of Technology; Anupama Phene, George Washington U.; Nelson Phillips, Imperial College London; Ravi Ramamurti, Northeastern U.; Jeffrey A. Robinson, Rutgers U.; Petra Sonderegger, Indian Institute of Management, Bangalore; Jennifer Spencer, George Washington U.; Paul Tracey, U. of Cambridge; Xin Yao, U. of Colorado, Boulder; Paul Almeida, Georgetown U.

**594** [Icon] [Icon] [Icon] CAU: (CAU) "Making A Dent in the Universe" – Understanding Entrepreneurship through Art

8:00am - 9:30am Le Palais Des Congres: 522A

*What can we learn from art? What theories, techniques adopt from artists, artistic movements, music, poetry; Impressionism, Expressionism, Dadaism, Action Art, Concept Art, the Movida, Jazz improvisation, Living Theatre, contemporary urban avant-garde projects, to name an insufficient few, and – last but not least – from life itself? Let's share relationships between art and the entrepreneurial process, away from classical equilibrium-based understandings, toward creative process views inspired from a broad range of relevant and seemingly irrelevant perspectives.*

**Organizers:** Jacqueline Fendt, ESCP Europe; Sylvain Pierre Bureau, ESCP Europe

**595** [Icon] [Icon] [Icon] CAU: (CAU) The Strategic Imperative of Sustainability

8:00am - 9:30am Le Palais Des Congres: 522B

*We propose to initiate a dialogue to bring together researchers and practitioners across disciplines, who thereafter could develop an interdisciplinary research agenda to holistically address the issues and attempt to integrate theory and practices that can further our evolution towards a sustainable society. This caucus recognizes the inherent importance of sustainability to all business strategy in the years to come. We seek to reconceptualize organizations to fully integrate sustainability considerations into the core strategy around which managerial decisions are taken. To this effect, we have set up a web group (<http://groups.yahoo.com/group/strategy-sustainability/?yguid=82480175>) that will commence the conversations amongst those interested in the topic, and we hope to bring together the discussion threads during the caucus meeting at Montreal. NBS (Network of Business Sustainability) supports this initiative to bring together international researchers and practitioners engaged in furthering sustainability initiatives, and the discussion*

*forum will migrate to their website (<http://www.nbs.net>) after the caucus to allow the caucus members to continue their collaborative efforts.*

**Organizers:** Sujit Sur, Dalhousie U.; Carol-Ann Tetrault Sirsly, Carleton U.

**596** [Icon] [Icon] CAU: (CAU) Dilemmas and Opportunities for Teaching Ethics During the Global Financial Crisis

8:00am - 9:30am Le Palais Des Congres: 522C

**Organizers:** Dima Jamali, American U. of Beirut; Jennifer S. A. Leigh, Nazareth College

**597** [Icon] [Icon] CAU: (CAU) Love, Work and the Woman Entrepreneur: A Look across Nations and Cultures

8:00am - 9:30am Le Palais Des Congres: 523A

**Organizers:** Anna Nikina, Grenoble Ecole de Management; Lois Shelton, California State U. Northridge

**598** [Icon] CAU: (CAU) Human capital and firm performance – Future directions for the RBV and Strategic HRM overlap

8:00am - 9:30am Le Palais Des Congres: 523B

*Given that this field is, by nature, one that has emerged from the "vast middle ground between micro and macro," the purposes of the caucus will be to further build a pluralistic community of scholars that draw on human capital, RBV, and strategic HR theories simultaneously (Ployhart, 2004:140). Further, we hope that this caucus will stimulate new research ideas and encourage discussions well past the actual caucus session.*

**Coordinators:** Aaron Hill, Oklahoma State U.; Rhett Andrew Brymer, Texas A&M U.

**599** : (Paper Session) - (CDP) Organizational Environment and Multiple Stakeholders

8:00am - 9:30am Hyatt Regency Montreal: Alfred-Rouleau A

**Chair:** Forrest Briscoe, Pennsylvania State U.

[Icon] **ONE:** Building Legitimacy through Environmental

Discourses: A Multi-Stakeholder Perspective | **Deborah Philippe**, HEC Lausanne; **Alain Debenedetti**, U. Paris Est

[Icon] **HCM:** Structuration in the Health Care Sector: Social Interaction Focusing on Stakeholder Interests | **Adelheid Susanne Esslinger**, U. of Erlangen-Nuremberg; **Susanne Fleischhacker**, U. Erlangen-Nuremberg; **Jan Mammen**, Friedrich-Alexander-U. Erlangen-Nuremberg; **Ludwig Luetkes**, Friedrich-Alexander-U. Erlangen-Nuremberg

**IM:** Stakeholder Engagement: Transforming CSR From Principled Rhetoric To Theoretically Grounded Practice | **Lite Nartey**, U. of Pennsylvania

**600** : (Paper Session) - (CDP) From Founder Equity to IPO Valuation

8:00am - 9:30am Hyatt Regency Montreal: Alfred-Rouleau B

**Chair:** Olav Sorenson, Yale School of Management

[Icon] **BPS:** The First Deal: The Division of Founder Equity in New Ventures | **Noam Wasserman**, Harvard U.; **Thomas Hellman**, U. of British Columbia

[Icon] **ENT:** State Ownership and IPO Valuation: A Signaling Perspective on the Transition Economy of China | **William P. Wan**, Texas Tech U.; **Daphne W. Yiu**, Chinese U. of Hong Kong; **Xiaodan Wang**, Texas Tech U.

MONDAY

- 📖 **ENT:** Slack Resources and IPO Valuation in High-Tech Firms | **Fariss T Mousa**, James Madison U.; **Richard Reed**, Cleveland State U.
- ➔ 📖 **ENT:** Entrepreneurial Development Stages' Impact on Technology-Based SMEs' Strategic Pricing | **Jonas Kaiser**, RWTH Aachen U.; **Timo Moeller**, RWTH Aachen U.

**601 : (Paper Session) - (CDP) Knowledge-based View, Absorptive Capacity, and Knowledge Integration Over Time and Space**

8:00am - 9:30am Hyatt Regency Montreal: Alfred-Rouveau C  
 Chair: **Heechun Kim**, Georgia State U.

- OM:** The Role of Relative Absorptive Capacity in Improving Suppliers' Operational Performance | **Haithem Nagati**, Rouen Business School; **Claudia Rebolledo**, HEC Montréal
- ➔ 📖 **MOC:** Understanding knowledge integration over time and space | **Rosana Silveira Reis**, U. of Bologna - UNIBO; **Ylenia Curzi**, U. of Modena and Reggio Emilia
- ➔ 📖 **OMT:** Knowledge-Based Theory: Relationship between Internationalization and Top Executive's Job Prospect | **Rimi Zakaria**, Florida International U.
- 🗣️ **TIM:** The Drivers of Learning-by-Doing and Process Innovation: Evidence from Swiss Manufacturing Firms | **Marcel Bogers**, U. of Southern Denmark

**602 : (Paper Session) - (CDP) Artistic Creation: Creativity in Artistic Context**

8:00am - 9:30am Hyatt Regency Montreal: Anjou  
 Chair: **Jeffrey Loewenstein**, U. of Texas, Austin

- CAR:** Fall at the First Gate? Identity Tournaments in Creative Industries | **Raina A. Brands**, U. of Cambridge; **Martin J. Kilduff**, U. of Cambridge
- 🗣️ **ODC:** Balancing Notions of Creativity Between Artistic and Organizational Concepts | **Leslie Stager Jacques**, Massey U. Auckland
- 📖 **OB:** What Inhibits Organizational Change?: The Study of an Orchestra on the Brink | **Michael Mauskopf**, U. of Michigan
- 📖 **OB:** Making It Up As We Go: A Conceptual Model of the Improvisation Process in Organizations | **Tal G. Zarankin**, Radford U.; **Shuhong Wang**, Radford U.

**603 : (Paper Session) - (CDP) Supply Chain Management: Perspectives and Outcomes**

8:00am - 9:30am Hyatt Regency Montreal: Argenteuil, Table 1  
 Chair: **Stephan Vachon**, HEC Montreal

- 📖 **BPS:** Three Core Strategy Logic Perspectives on Supply Chain Management | **Carolee Maureen Rigsbee**, U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio
- ➔ 📖 **OM:** Supply Risk Management in Financial Crises – A Multiple Case-Study Approach | **Constantin Blome**, European Business School; **Tobias Schoenherr**, Michigan State U.
- 📖 **OM:** Testing an Integrated Supply Risk Management System | **Holger Schiele**, U. of Twente; **Petra Hoffmann**, U. of Twente

**604 : (Paper Session) - (CDP) Service Learning, Service Customization, and Service Professionals**

8:00am - 9:30am Hyatt Regency Montreal: Argenteuil, Table 2  
 Chair: **Larry Menor**, U. of Western Ontario

- 📖 **MC:** Governance of Professional Service Firms: A Configurational Approach | **Dirk Harlacher**, Boston Consulting Group; **Markus R. Reihlen**, Leuphana U. of Lueenburg
- 📖 **OM:** Service customization through dramaturgy | **Ian P. McCarthy**, Simon Fraser U.; **Leyland Pitt**, Simon Fraser U.; **Pierre Berthon**, Bentley U.
- 📖 ➔ 🗣️ **MED:** Examining the Impact of Service Learning on Leadership Development | **Victoria Calvert**, Mount Royal U.; **Paul Varella**, Mount Royal U.
- ➔ 📖 **OB:** Deus Ex Machina? Career Progress and the Benefits of Knowledge Management for Service Professionals | **Charles D. Galunic**, INSEAD; **Kishore Sengupta**, INSEAD; **Jennifer Louise Petriglieri**, INSEAD

**605 : (Paper Session) - (CDP) Leading from the Top: How Leaders Influence Organizational Effectiveness**

8:00am - 9:30am Hyatt Regency Montreal: Picardie  
 Chair: **Katherine Xin**, CEIBS

- OB:** Performance Implications of Top Executives' Core Self-Evaluation and Strategic Behaviors | **Ruth Maria Stock**, Darmstadt U. of Technology; **Julia Dorothee Roederer**, Technical U. Darmstadt
- 📖 **OB:** Examining CEO Leadership, Culture, and Firm Effectiveness in Small- to Medium-Sized Enterprises. | **Angelo J. Kinicki**, Arizona State U.; **Mel Fugate**, Southern Methodist U.; **Chad Hartnell**, Arizona State U.; **Patricia Corner**, Auckland U. of Technology
- 📖 **CMS:** Ideals, Prototypes, and Selves: Thinking About Leadership Through a Psychoanalytic Lens | **Gazi Islam**, Inspec Institute of Education and Research
- OB:** CEO Fairness Orientation and Organizational Competitiveness: An Integrative Framework | **Tomoki Sekiguchi**, Osaka U.

**606 📖 JS: (CM, OB) Hierarchy and Relationships: Perception and Behavior in Hierarchical Relationships**

8:00am - 9:30am Le Centre Sheraton: Salon 1  
 Chairs: **Sebastien Brion**, U. of California, Berkeley; **M. Ena Inesi**, London Business School

- The Perceptual World of Status: Believing is Seeing (and Hearing) | **Nathan Pettit**, Cornell U.; **Niro Sivanathan**, London Business School
- How Power is Lost: Illusions of Alliance Among the Powerful | **Sebastien Brion**, U. of California, Berkeley; **Cameron Anderson**, U. of California, Berkeley
- Power and Psychological Distance | **M. Ena Inesi**, London Business School; **Deborah Gruenfeld**, Stanford U.
- Power, the Self, and Others | **Brianna Barker Caza**, U. of Illinois, Urbana-Champaign; **Larissa Z. Tiedens**, Stanford U.; **Fiona Lee**, U. of Michigan
- The Persuasive Appeal of Stigma | **Michael Norton**, Harvard Business School; **Elizabeth W. Dunn**, U. of British Columbia; **Dana Carney**, Columbia Business School; **Dan Ariely**, Duke U.

**607 🗣️ 📖 SHCS: (CM, OB, MOC) Forgiveness at Work**

8:00am - 9:30am Le Centre Sheraton: Joyce  
 Organizers: **Lukas B. Neville**, Queen's School of Business, Canada; **Susan E. Brodt**, Queen's U.



On the (Un)intended Consequences of Forgiveness: Creativity After Conflict | **Ryan Fehr**, U. of Maryland, College Park; **Michele J. Gelfand**, U. of Maryland  
 Third-Party Responses to Observing Forgiveness | **Lukas B. Neville**, Queen's School of Business, Canada; **Susan E. Brodt**, Queen's U.  
 Justice and Forgiveness: The Sequencing of Virtues | **Robert Bies**, Georgetown U.; **Thomas M. Tripp**, Washington State U.; **Laurie J. Barclay**, Wilfrid Laurier U.  
 How Forgiveness Restores a Sense of Justice Following Interpersonal & Intergroup Transgressions | **Tyler G. Okimoto**, Yale U.; **Michael Wenzel**, Flinders U. of South Australia  
 The Role of Victims' Perceived Power in Unforgiveness and Forgiveness Within Organizations | **Ward Struthers**, York U.; **Caren Houry**, York U.; **Curtis Phills**, York U.; **Kyle Nash**, York U.; **Alexander Santelli**, Columbia U.

**608** → 🗄️🗣️📖: (CMS) Exploring Organizational Discourse of Passion and Compassion in Japanese Management

8:00am - 9:30am Le Palais Des Congres: Hochelaga 3  
 Discussant: **Paul Adler**, U. of Southern California  
 Coordinators: **Toru Kiyomiya**, Seinan Gakuin U.; **Katsuki Aoki**, Kanto Gakuin U.  
 Participants: **Thomas Lennerfors**, Royal Institute of Technology, Stockholm; **Masato Yotsumoto**, Kanto Gakuin U.; **Toshio Takagi**, Okinawa U.; **Takahiro Enjoji**, Tokyo Fuji U.

**609** : (Paper Session) - (DISC) Making sense of failures in joint efforts

8:00am - 9:30am Le Palais Des Congres: 512E - Table 1  
 Discussant: **Annette L. Ranft**, Florida State U.  
 🗄️🗣️→🗣️🗄️🗣️🗄️🗣️: **BPS: Why Strategic Alliances are Unstable and Where Do They Move Towards** | **Guangxi Zhang**, City U. of Hong Kong  
 🗄️🗣️: **BPS: The Behavioral Foundations of Strategic Alliance Failure** | **Yu-Chieh Chao**, National Taiwan U.  
**BPS: Failure in Exploration versus Failure in Exploitation: Evidence from Multiple Case Studies** | **Junghyun Suh**, Seoul National U.

**610** : (Paper Session) - (DISC) MED and Teaching

8:00am - 9:30am Le Palais Des Congres: 512E - Table 2  
 Discussant: **Kenneth R Thompson**, DePaul U.  
 🗄️🗣️: **MED: The Role of Stories for Sensemaking and Sensegiving in Jazz as a Cultural Field** | **Michael Humphreys**, U. of Nottingham; **Andy Lockett**, U. of Nottingham; **Deniz Ucbasaran**, Nottingham U.  
 🗄️🗣️: **MED: Teaching business ethics: Where's the passion?** | **John F. Hulpke**, Hong Kong U. of Science and Technology  
 🗄️🗣️: **MED: A content analysis of strategic management textbooks** | **Steve Gove**, Virginia Tech; **Hanko K. Zeitzmann**, Virginia Tech; **David Thornblad**, Virginia Tech  
 🗄️🗣️: **MED: A Graphic Novel Approach to Teaching Strategic Management** | **Brandon Randolph-Seng**, Texas Tech U.; **Jeremy Collin Short**, Texas Tech U.

**611** : (Paper Session) - (DISC) OMT and Interfirm Relationships

8:00am - 9:30am Le Palais Des Congres: 512F - Table 1

Discussant: **Rita Drieghe Kosnik**, Trinity U.  
 → 🗄️🗣️: **OMT: Cultural change following M&A - A closer, grounded look** | **Satu Päivi Teerikangas**, Aalto U.; **Olivier Irrmann**, HEC Montreal  
 → 🗣️: **OMT: Inter-organizational Network Studies - a Literature Review of Methodology** | **Carsten Bergenholtz**, Aarhus U.; **Christian Waldström**, Aarhus U.  
 🗄️🗣️: **OMT: The Complex Structure of Signals and the Influence of Receivers' Variance on Signal Interpretation** | **Azi Gera**, Drexel U.  
 🗄️🗣️: **OMT: A Firm-Agent Contingency Theory of Firm Behaviors in Vertical Inter-firm Relationships** | **Chanchai Tangpong**, North Dakota State U.; **Kuo-Ting Hung**, Suffolk U.; **Jin Li**, North Dakota State U.

**612** : (Paper Session) - (DISC) Enabling, adopting, and diffusing administrative innovation

8:00am - 9:30am Le Palais Des Congres: 512F - Table 2  
 Discussant: **Sheen S. Levine**, Singapore Management U.  
**TIM: The Adoption Process of a Business Model Innovation: the Case of the Low-cost Carrier Model in China** | **Liting Liang**, Manchester Institute of Innovation Research, Manchester Business School  
**TIM: I Adopted, Therefore I am: When Organizations are Responsive to Diffusing Management Innovation** | **Jun Li**, Rutgers U.  
 → 🗄️🗣️**TIM: Enabling Market-Driven Business Model Innovations: A Comparative Study** | **Solomon Russom Habtay**, U. of Witwatersrand

**613** : (Paper Session) - (DISC) International HRM

8:00am - 9:30am Le Palais Des Congres: 512G - Table 1  
 Discussant: **B. Sebastian Reiche**, IESE Business School  
 → **IM: Anglo-saxon multinational companies' HRM policies and subsidiary contexts** | **Dr. Aloysius Marcus Newenham-Kahindi**, U. of Saskatchewan  
 → **IM: Self-initiated expatriates: Acquired demographics and reasons to relocate** | **Jan Selmer**, Aarhus U.; **Jakob Lauring**, Aarhus U.; **Anders Klitmøller**, Aarhus U.  
**IM: In Pursuit of the Muse: A Temporal Approach to Creativity in International Assignments** | **Dilek Yunlu**, U. of Wisconsin Milwaukee

**614** : (Paper Session) - (DISC) MOC and Context

8:00am - 9:30am Le Palais Des Congres: 512G - Table 2  
 Discussant: **Paul Harvey**, U. of New Hampshire  
**MOC: Avoiding Context Traps: Making 'Invisible' Context Salient** | **James F. Nebus**, U. of North Carolina, Charlotte; **Kah-Hin Chai**, National U. of Singapore  
 → 🗄️🗣️**MOC: Career Experiences and Diasporic Identities: A Study of Indian Research Scientists** | **Laurie Cohen**, Loughborough U.; **MN Ravishankar**, Loughborough U.; **Joanne Duberley**, U. of Birmingham UK  
 🗄️🗣️**MOC: Pursuing a Sustainable Future: Proposing a Model of Facilitated Rural Network Development** | **Felicity Kelliher**, Waterford Institute of Technology; **Mary Theresa Holden**, Waterford Institute of Technology; **Pat Lynch**, Waterford Institute of Technology; **Elaine Aylward**, Waterford Institute of Technology

MONDAY

**615 : (Paper Session) - (DISC) Transformational Leadership**

8:00am - 9:30am Le Palais Des Congres: 512H - Table 1

*Discussant:* **Thomas E Becker**, U. of Delaware

📖 **OB:** Job Burnout, Work Unit Transformational Leadership and Interpersonal Helping | **Yuwen Liu**, ChungHsing U.; **Leanne E Atwater**, U. of Houston; **Hsi-An Shih**, National Cheng Kung U.

📖 **OB:** Leadership Aspirations: The Role of Personality, Transformational Leadership and Empowerment | **Amy Jane Hawkes**, U. of Queensland; **Julie Duck**, U. of Queensland

**OB:** Transformational and transactional leadership: The impact of regulatory focus | **Melvyn R. W. Hamstra**, UofGroningen; **Kai Sassenberg**, Knowledge Media Research Centre Tuebingen; **Nico W. Van Yperen**, U. of Groningen; **Barbara Wisse**, UofGroningen

📖 **OB:** A longitudinal study on transformational leadership and upward influence tactics | **Olga Epitropaki**, ALBA Graduate Business School & Aston Business School; **Robin Martin**, Aston Business School

**616 : (Paper Session) - (DISC) Strategic Human Resources**

8:00am - 9:30am Le Palais Des Congres: 512H - Table 2

*Discussant:* **David K. Palmer**, U. of Nebraska at Kearney

📖 **HR:** The role of intrinsic human resource management in the performance of small firms | **Mathew R Allen**, Northeastern U.; **Jeff Ericksen**, Michigan State U.; **Christopher Collins**, Cornell U.

**HR:** Steering employees' affective commitment: a shared responsibility of line managers and HR department | **Caroline Gilbert**, Katholieke U. Leuven; **Sophie De Winne**, Lessius Hogeschool - K.U.Leuven

📖 **HR:** Constraints of Line Managers' HR Performance: The Impact of Organizational Characteristics | **Anna Christina Nehles**, U. of Twente; **Maarten J. van Riemsdijk**, U. of Twente; **Jan C Looise**, U. of Twente

📖 **HR:** Strategic Human Resource Management and Intellectual Capital in Professional Service Firms | **Martina Gianecchini**, U. of Padova; **Paolo Gubitta**, U. of Padova

**617 : (Paper Session) - (ENT) Family Firms 1:****Entrepreneurship, Networks and Culture**

8:00am - 9:30am Le Palais Des Congres: 510C

*Chair:* **Jon C. Carr**, Texas Christian U.

→ 📖 **Family Ties in Entrepreneurs' Social Networks and New Venture Success: Handle with Care.** | **Jean-Luc Arregle**, EDHEC; **Bat Batjargal**, Harvard U./Peking U.; **Michael A. Hitt**, Texas A&M U.; **Justin W. Webb**, Oklahoma State U.; **Toyah L. Miller**, Indiana U., Bloomington

📖 **Entrepreneurial Orientation and Family Business Outcomes: Two Competing Configurational Models** | **Andy Yu**, U. of Southern Indiana; **G. T. Lumpkin**, Syracuse U.; **Ritch L Sorenson**, U. of St. Thomas; **Keith H. Brigham**, Texas Tech U.; **G. Tyge Payne**, Texas Tech U.

📖 **A Stakeholder Perspective on Nonfamily Employees' Perceptions of Justice in Family Firms** | **Esra Memili**, Mississippi State U.; **John J Shaw**, Jacksonville U.; **Tim Barnett**, Mississippi State U.

**618 : (Paper Session) - (ENT) Ethics and Sustainability**

8:00am - 9:30am Le Palais Des Congres: 510D

*Chair:* **R. Scott Livengood**, U. of Maryland📖 **The Existence, Effects and Contingencies of Ethics-**

**Focused Dynamic Capabilities in US SMEs** | **Richard J Arend**, U. of Missouri - Kansas City

📖 **Economic Returns to Social Responsibility for New Ventures: The Importance of Future Orientation** | **Taiyuan Wang**, Instituto de Empresa Business School

→ 📖 **Sustainable Enterprise Strategies for Net Social Value Creation** | **Dante DiGregorio**, U. of New Mexico

**619 : (Paper Session) - (ENT) International****Entrepreneurship: Capabilities and Constraints**

8:00am - 9:30am Le Palais Des Congres: 511A

*Chair:* **Joseph A LiPuma**, EMLYON Business School

→ 📖 **Constraints, Internationalization and Growth: A Cross-Country Analysis of European SMEs** | **Jolanda Hessels**, EIM / Erasmus School of Economics; **Simon C Parker**, Ivey School of Business

📖 **Does Fortune Favor the Prepared or the Brave Firm?** | **Lucia Naldi**, Jönköping U.

→ 📖 **Constraint or Catalyst? Organisational Capabilities and Entrepreneurial Internationalisation** | **Erkko Autio**, Imperial College Business School; **Bart Clarysse**, Imperial College Business School

**620 : (DRP Session) - (ENT) Social Capital and Networks 1**

8:00am - 9:30am Le Palais Des Congres: 514A

*Chair:* **Blaine Landis**, U. of Cambridge

→ 📖 **Risk, Migration and Networks: A Cross-National Comparison** | **Chuck Eesley**, Stanford U.

📖 **The Wisdom of Entrepreneur-Bank Ties: A Synthesis of Transaction Cost and Embeddedness Perspectives** | **Jonathan O'Brien**, Rensselaer Polytechnic Institute; **Amir Sasson**, BI Norwegian School of Management

📖 **Exploring the Role of Embedded Relationships in the Creation of New Organizations** | **Scott L. Newbert**, Villanova U.; **Erno T. Tornikoski**, Saint-Etienne School of Management; **Narda Quigley**, Villanova U.

→ 📖 **The Impact of Strong Ties on Entrepreneurial Intention: Based on the Mediating Role of Self-Efficacy** | **Yun Chen**, Hubei U. of Economics; **Yuanqiong He**, Huazhong U. of Science & Technology

**Breaking up Is Hard to Do? Personality Effects on Changes to Entrepreneurs' Social Networks** | **Blaine Landis**, U. of Cambridge

**621 : (DRP Session) - (ENT) Entrepreneurial Finance - Context**

8:00am - 9:30am Le Palais Des Congres: 514B

*Chair:* **Jan M. W. N. Lepoutre**, Vlerick Leuven Gent Management School

📖 **Institutional Dynamics and Investing Strategies: Changes in the Venture Capital Sector** | **Dara Szyliowicz**, U. of the Pacific; **Tammy L. Madsen**, Santa Clara U.

→ 📖 **Structural and Relational Influences on Credit Availability to Small and Micro-Enterprises in Uganda** | **Julius Kakuru**, Makerere U.; **Augustine A. Lado**, Clarkson U.

- 📖 Impact of Microfinance on Socioeconomic Status of the Poor: The Case of Malawi | **William J Oliver**, Case Western Reserve U.
- 📖 How Do Philanthropic Venture Capitalists Choose their Portfolio Companies? | **Luisa Alemany**, ESADE Business School; **Mariarosa Scarlata**, ESADE Business School

**622** 📖: (DRP Session) - (ENT) Various Topics in Entrepreneurial Environment and Context

8:00am - 9:30am Le Palais Des Congres: 525B

Chair: **Steven Walter Bradley**, Baylor U.

- 📖 Entrepreneurial Action and Business Ecosystems: Toward a Holistic Model | **Robert L. Porter**, U. of Central Florida; **Cameron Ford**, U. of Central Florida
- 📖 On Rapid Growth of SMEs: The Role of Accumulating Reputation Capital | **Jukka Partanen**, Aalto U. School of Economics; **Sanjay Goel**, U. of Minnesota, Duluth
- 📖 The Contingent Political Linkages on Diversification: The Cases of Family Business Groups | **Hsi-Mei Chung**, I-Shou U.; **Hung-Bin Ding**, Loyola U. Maryland
- 📖 The Contribution of the Spin-Off Process to the Development of Academic Entrepreneurs' Social Capital | **Candido Borges**, U. Federal de Goiás (UFG); **Louis Jacques Filion**, HEC Montreal
- 📖 Capital is Not Enough: Innovation in Developing Economies | **Steven Walter Bradley**, Baylor U.; **Jeffery S. McMullen**, Indiana U., Bloomington; **Kendall Artz**, Baylor U.; **Edward Simiyu**, Jomo Kenyatta Institute of Agriculture & Technology

**623** 📖: (DRP Session) - (GDO) Work-Life Issues and Careers

8:00am - 9:30am Le Centre Sheraton: Kafka

Facilitator: **Beth Ann Livingston**, Cornell U.

- 📖 Interruptions at Work: A Framework for Understanding the Effects of Interruptions on Career Success | **Linda M. Dunn-Jensen**, Indiana U.; **Frances J. Milliken**, New York U.; **Theresa K Lant**, Pace U.
- 📖 When I Think You Think Like I Do: Similarity in Gender Role Traditionalism and Work-Family Outcomes | **Beth Ann Livingston**, Cornell U.
- 📖 The Flexible I-deals Conundrum: A Diversity Perspective | **Shainaz Firfiray**, IE Business School; **Margarita Mayo**, IE Business School
- 📖 Linking Team Resources to Work-Family Enrichment and Satisfaction | **Emily M Hunter**, Hankamer School of Business, Baylor U.; **Sara Jansen Perry**, U. of Houston; **Dawn S. Carlson**, Baylor U.; **Steven Smith**, U. of New Orleans

**624** : (GDO) GDO Welcome Coffee/Tea

8:00am - 9:30am Le Centre Sheraton: Lamartine

Division Chair: **Quinetta Roberson**, Villanova U.

Program Chair: **Diana Bilimoria**, Case Western Reserve U.

Professional Development Workshop Chair: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

Division Chair-Elect: **David A. Kravitz**, George Mason U.

**625** 📖 SHCS: (GDO, HR, OB) Emerging Issues in Research on Diversity and Unfair Discrimination

8:00am - 9:30am Le Centre Sheraton: Drummond west

- Chair: **Lynn Shore**, San Diego State U.
- Discussant: **Jeanette N. Cleveland**, Pennsylvania State U.
- 📖 An Investigation of Fat Attitudes, Social Dominance, and Health Information on Size Discrimination | **Myrtle P. Bell**, U. of Texas, Arlington; **Natasha Wilkins Randle**, Mississippi State U. Meridian; **Jason R. Lambert**, U. of Texas, Arlington; **Tina R Opie**, New York U.; **Pinar Onur Fletcher**, Fletcher and Associates
- 📖 Factors Related to Individuals' Perceptions of Discrimination | **Dianna L. Stone**, U. of Texas, San Antonio; **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Eugene F Stone-Romero**, U. of Texas, San Antonio
- 📖 Employee Age and Work Group Age Diversity in Relation to Turnover and Layoffs | **Marta M. Elvira**, IESE Business School; **Lynn Shore**, San Diego State U.; **Christopher D. Zatzick**, Simon Fraser U.
- 📖 Harassment & Accommodation Experiences of Employees with Disabilities | **Lisa Hisae Nishii**, Cornell U.; **Susanne Bruyere**, Cornell U.

**626** 📖: (Paper Session) - (HCM) Well-Being of Healthcare Workers

8:00am - 9:30am The Queen Elizabeth: Hochelaga 4

Chair: **Margarete Arndt**, Clark U.

- 📖 Who Needs Caring? We Do! Workplace Injury and Its Effect on Home Health Aides. | **Deirdre McCaughey**, Pennsylvania State U.; **Jungyoon Kim**, Pennsylvania State U.; **Gwen E McGhan**, Penn State U.; **Rita A Jablonski**, Penn State U.; **Diane Brannon**, Pennsylvania State U.

**HCM Best Paper Award Nominee**

- 📖 Care and Conflict: Resident-Centered Care Impacts Task and Resident Conflict in Nursing Homes | **Eun Kyung Lee**, U. of Illinois, Urbana-Champaign; **Erik Young**, U. of Illinois, Urbana-Champaign; **WonJoon Chung**, U. of Illinois, Urbana-Champaign
- 📖 Rudeness Rationales: Whatever Were They Thinking? | **Michael Leiter**, Acadia U.; **Heather Spence Laschinger**, U. of Western Ontario; **Arla L Day**, Saint Mary's U.; **Debra Gilin Oore**, St Marys U.

**Winner of HCM Division Best Paper Award**

**627** 📖: (DRP Session) - (HCM) Health System Change

8:00am - 9:30am The Queen Elizabeth: St-Charles

Facilitator: **Eric S. Williams**, U. of Alabama

- 📖 A Theory to Practice Solution for Limited Pediatric Medical Surge Capacity | **Andrew C. Rucks**, U. of Alabama, Birmingham; **Peter M Ginter**, U. of Alabama, Birmingham; **W Jack Duncan**, U. of Alabama, Birmingham; **Martha Slay Wingate**, U. of Alabama, Birmingham; **S. Kenn Beeman**, Mississippi State Department of Health; **Jane Reeves**, Alabama Department of Public Health; **Maury A West**, Alabama Department of Public Health
- 📖 Organizational Disruptions Caused by Technological Failures in Healthcare Delivery Systems | **Patrick Albert Palmieri**, U. San Ignacio de Loyola; **David M. Saettone**, Pacifico Peruano Suiza; **Lori T. Peterson**, Cleveland State U.; **Michel Flit**, Pacifico Peruano Suiza
- 📖 Translation of Science into Medicine in Academic Health Systems: A Review and Research Agenda | **Robert Anthony**, Bentley U.; **Ryn Miake-Lye**, ScienceDriven

MONDAY

- 📖 Trajectories of Innovation in the Health Care Sector: The Case of Belgian Nursing Homes | **Anne-Catherine Moursli**, IESEG School of Management; **Céline Merlin-Brogniart**, Granem, U. d'Angers
- 📖 Hospital-Affiliated & Owned Retail Clinics: Strategic Opportunities & Operational Challenges | **Amer Kaissi**, Trinity U.

**628** 📖: (Paper Session) - (HR) **Positive Psychology in the Workplace**

8:00am - 9:30am Le Centre Sheraton: Musset

Chair: **Sarah Hovind**, U. of Lethbridge

Discussant: **Jing Zhou**, Rice U.

- 📖 HRM practices and employee attitudes: The role of basic need satisfaction | **Elise Marescaux**, Lessius Hogeschool - K.U.Leuven; **Sophie De Winne**, Lessius Hogeschool - K.U.Leuven; **Luc Sels**, Katholieke U. Leuven
- 📖 The Positive Effects of Transformational Leadership on Employee Commitment Over Time | **Brian C. Holtz**, Rutgers U., Camden; **Crystal M. Harold**, Temple U.
- ➔ 🗣️ 📖 High-Performance Work Systems and Employee Creativity | **Samuel Aryee**, Aston U.; **Chris WL Chu**, Stockholm School of Economics; **Zhiqiang Liu**, Hua Zhong U. of Science and Technology

**629** : (HR) **HR Division Welcome Breakfast and Awards Presentation.**

8:00am - 11:00am Le Centre Sheraton: Salle Ballroom west

To kick off the conference, come join your friends and colleagues for breakfast and congratulate the winners of the HR Division Awards.

AGENDA: 8:00-8:30 Breakfast and friendship 8:30-9:30

Presentation of Awards 9:30 Mentoring award presentation, 10:00 Career achievement award presentation, 10:30 Executive award presentation. This year's winners include: 1) Steve Carroll, winner of the Herbert Heneman Jr. Career Achievement Award; 2) Gerald Ferris, winner of the Thomas A. Mahoney Mentoring Award; 3) Kenneth Carrig, winner of the Distinguished HR Executive Award; 4) Remus Ilies, winner of the Early Career Achievement Award; 5) Hui Liao, Keiko Toya, David Lepak, and Ying Hong, winners of the Scholarly Achievement Award for their paper, entitled "Do They See Eye to Eye? Management and Employee Perspectives of High Performance Work Systems and Influence Processes on Service Quality", which was published in the Journal of Applied Psychology in 2009; 6) Shad Morris, Patrick Wright, Jonathan Trevor, Philip Stiles, Gunter Stahl, Scott Snell, Jaap Paauwe, and Elaine Farndale, winners of the International HRM Scholarly Research Award, for their paper entitled "Global Challenges to Replicating HR: The Role of People, Processes, and Systems", which was published in Human Resource Management in 2009; 7) Bert Spector and Ludo Van-der-heyden, winners of the Best Convention Paper, entitled, "The Human Resource Dimension of Business Model Change"; 8) Dong Liu, Terence Mitchell, and Thomas Lee, winners of the Best Student Convention Paper Award, entitled "Job Satisfaction Growth and Voluntary Turnover: A Dynamic Multilevel Investigation"; 9) the winners of the SHRM Foundation Dissertation Grants; and 10) Janet Marler, winner of the HR Division Service Award. We will hear the addresses by Steve Carroll, Gerald Ferris, and Kenneth Carrig at the Awards Ceremony.

Introductions: **Remus Ilies**, Michigan State U.; **Hui Liao**, U. of Maryland, College Park; **Shad S. Morris**, Ohio State U.; **Bert Alan**

**Spector**, Northeastern U.; **Ludo Van-der-heyden**, INSEAD; **Dong Liu**, U. of Washington; **Janet H. Marler**, U. at Albany, SUNY  
 Division Chair: **John E. Delery**, U. of Arkansas  
 Program Chair: **Murray R. Barrick**, Texas A&M U.  
 Distinguished Speakers: **Stephen Carroll**, U. of Maryland; **Gerald R. Ferris**, Florida State U.; **Kan Carrig**, Comcast Cable  
 Chairs: **Howard J. Klein**, Ohio State U.; **Sandy J. Wayne**, U. of Illinois, Chicago; **Wendy R. Boswell**, Texas A&M U.

**630** 📖: (DRP Session) - (HR) **Strategic HR, A Top Management Perspective**

8:00am - 9:30am Le Centre Sheraton: Hemon

Chair: **Preeti Wadhwa**, U. of Kansas

- 📖 Applying UE Theory to Explain Why Firms Adopt HPWS-Theoretical Development and Empirical Examination | **Chiung-wen Tsao**, Tajen U.; **Shyh-jeer Chen**, National Sun Yat-sen U.
- ➔ 📖 How The Components of HR Systems Work Together? | **Kaifeng Jiang**, Rutgers U., Dept. of HRM; **David P. Lepak**, Rutgers U.; **Jia Hu**, U. of Illinois, Chicago; **John E McCarthy**, Rutgers U., Dept. of LSER
- 📖 Antecedents of Human Resource Management System Changes: From the Attention-based Theory | **Tae-Youn Park**, U. of Minnesota; **Jason D. Shaw**, U. of Minnesota; **KiYoung Lee**, U. of Minnesota
- 🗣️ 📖 The Role of the HR Department and Conditions that Affects its Development: Explanations from the Top | **Julia Brandl**, WU Vienna; **Dionne Pohler**, U. of Saskatchewan
- 📖 Big Hat, No Cattle? High Performance Work Systems and Executives' Perceptions of HR Capability | **James P. Guthrie**, U. of Kansas; **Patrick Christopher Flood**, Dublin City U.; **Wenchuan Liu**, Capital U. of Economics and Business; **Sarah MacCurtain**, U. of Limerick; **Claire Armstrong**, U. of Limerick

**631** 📖: (Paper Session) - (HR) **Strategic HR: Exploring the Impact of HR Decisions on Organizational Performance**

8:00am - 9:30am Le Centre Sheraton: Salon C

Chair: **Ian Larkin**, Harvard U.

Discussant: **John E. Delery**, U. of Arkansas

- 📖 Impact of HRM capabilities on the productivity of manufacturing SMEs: A contingency approach | **Bruno Fabi**, U. du Québec à Trois-Rivières; **Richard Lacoursière**, U. du Québec à Trois-Rivières; **Louis Raymond**, U. du Québec à Trois-Rivières; **Josée St-Pierre**, U. du Québec à Trois-Rivières
- ➔ 📖 Low Performance Work Systems? The Deleterious Effects of Formal HRM on Small Firm Labor Productivity | **Clinton Chadwick**, U. of Alabama, Huntsville; **Sean A. Way**, Cornell U.; **Gerry Kerr**, U. of Windsor; **James W. Thacker**, U. of Windsor
- 📖 HIRING FOR STRENGTH, HIRING FOR WEAKNESS: Evidence of Internal Strategic Fit from the NFL | **Andrew Hill**, Harvard U.

**632** 🗣️ 🗣️ 📖 JS: (HR, OB, MED) **Leader and Employee Development Research Advancements: Individual and Contextual Factors**

8:00am - 9:30am Le Centre Sheraton: Drummond east

Chairs: **Karin A. Orvis**, Old Dominion U.; **Todd J. Maurer**, Georgia State U.

Discussant: **Cindy McCauley**, Center for Creative Leadership  
 An Interactionist Approach to Understanding Self-Development Participation | **Gregory P. Leffler**, Old Dominion U.; **Karin A. Orvis**, Old Dominion U.  
 Self-Development as a Complete Self-Instructional System: Role of Social Networks | **Krista L. Ratwani**, Aptima, Inc.; **Stephen J. Zaccaro**, George Mason U.; **Sena Garven**, U.S. Army Research Institute for the Behavioral and Social Sciences; **Elizabeth A. Conjar**, George Mason U.  
 Executive Coaches' and Workers' Beliefs About "Improvability" of Leadership-Relevant Competencies | **Todd J. Maurer**, Georgia State U.; **Michael Lippstreu**, Georgia Institute of Technology; **Timothy A. Judge**, U. of Florida  
 Effectiveness of Management Development Programs: The Influence of the Employee | **Mandy E.G. van der Velde**, Utrecht U.; **Réal M. van Schie**, Management trainee Young Colfield; **Joost Ards**, Berenschot

**633 : (ICW) WU Vienna Breakfast Reception**

8:00am - 10:30am Le Palais Des Congres: 520B  
 Meeting of friends and affiliates of WU Vienna University of Economics and Business  
 Organizer: **Barbara Sporn**, WU Vienna

**634 → 📄: (Paper Session) - (IM) Building Trust and Legitimacy in International Organizations**

8:00am - 9:30am Le Centre Sheraton: Dickens  
 Chair: **Mark E. Mendenhall**, U. of Tennessee, Chattanooga  
 → 📄 Culture, Cognition and Trust: The Relationship between Cognitive Orientations and Trustworthiness | **Miriam Muethel**, WHU - Otto Beisheim School of Management; **Martin Hoegl**, WHU - Otto Beisheim School of Management  
 → 📄 Antecedents of Liability of Foreignness: A Social Psychological Perspective | **Sudhir Nair**, U. of Massachusetts, Amherst; **David Cohen**, U. of Massachusetts, Amherst; **Kimberly Sherman**, U. of Massachusetts, Amherst  
 → 🗣️📄 Corporate Legitimacy Across Contexts: Mapping the Cultural Schemata of Religio-Institutional Actors | **Matthew C. Mitchell**, Drake U.  
 → 🗣️📄 INTERCULTURAL TRUST AND TRUST-BUILDING: Adaptive Learning in Acculturation | **Peter Ping Li**, Copenhagen Business School

**635 → 📄: (Paper Session) - (IM) Non-Market Strategies in International Business**

8:00am - 9:30am Le Centre Sheraton: Salle Ballroom center  
 Chair: **Sergio Janczak**, U. of Western Ontario  
 → 📄 MNE/NGO Strategic Alliances and the Legitimacy of the Firm | **Valentina Marano**, U. of South Carolina; **Pete Tashman**, George Washington U.  
 → 📄 The Role Firms' Political Connections Play in Access to Finance: Coercion or Prop. Rights Protection | **Brian Kelleher Richter**, U. of California, Los Angeles  
 → 🗣️📄 Legal System Voids and WOFS Performance: The Mediating Role of Government RBSs | **George O. White III**, Old Dominion U.; **Anne Canabal**, U. of Maine; **Thomas A. Hemphill**, U. of Michigan - Flint  
 → 🗣️📄 Legal System Contingencies and Determinants of WOFS Relation-Based Strategies | **George O. White III**, Old

Dominion U.; **Thomas A. Hemphill**, U. of Michigan - Flint; **Janice R. Joplin**, Southern Illinois U., Edwardsville

**636 → 📄: (DRP Session) - (IM) New Insights on Alliances and Networks in International Management**

8:00am - 9:30am Le Centre Sheraton: Salle Ballroom east  
 Facilitator: **Bart Vanneste**, INSEAD  
 → 📄 Location Asymmetry versus Knowledge Asymmetry: Governance Determinants of International Alliances | **Sonya H Wen**, Tamkang U.; **Cheng-Min Chuang**, National Taiwan U.  
 → 🗣️📄 Globalization through Alliance Portfolios: Country Configuration and Knowledge Positioning | **Gurneeta Vasudeva**, U. of Minnesota; **Paul Almeida**, Georgetown U.  
 → 📄 Multiparty International Joint Ventures and Multiple Change Processes | **Chris Changwha Chung**, Korea U.; **Paul Beamish**, U. of Western Ontario  
 → 📄 Distance, Subsidiary Autonomy, and the Moderating Effect of Ownership Mode: A TCE Perspective | **Jonas F Puck**, WU Vienna; **Markus K Hödl**, WU Vienna; **Hans-Georg Wolff**, U. of Erlangen-Nuernberg  
 → 📄 LIMITATIONS OF THE NETWORK ORGANIZATION IN MNCs | **Joachim Wolf**, Christian-Albrechts-U. of Kiel; **William G Egelhoff**, Fordham U.

**637 → 📄: (DRP Session) - (IM) Cultural Values Assessments and Beyond in International Management**

8:00am - 9:30am Le Centre Sheraton: Salon 4  
 Facilitator: **Vas Taras**, U. of North Carolina, Greensboro  
 → 📄 Individualism-Collectivism in Hofstede and GLOBE. | **Sunil Venaik**, U. of Queensland; **Paul Anthony Brewer**, U. of Queensland  
 → 🗣️🗣️📄 Beyond Cultural Value Dimensions: A Study of Cross-Cultural Interactions in Multinational Teams | **Aida Hajro**, Brunel U.; **Markus Pudelko**, Tübingen U.  
 → Testing for Measurement Invariance in Cultural Value Orientation: A Multi-Country Comparison | **Vishal K. Gupta**, State U. of New York, Binghamton; **Ayse Banu Goktan**, U. of North Texas; **Suman Niranjana**, SUNY Binghamton; **Gonca Gunay**, Izmir U. of Economics; **Yu Ha Cheung**, Hong Kong Baptist U.; **Ashish Pareek**, DMS, MDS U.  
 → 📄 Variations in Business Ethics Ideologies in the South Pacific | **Chris Robertson**, Northeastern U.; **Jeffery Born**, Northeastern U.; **Dane Blevins**, The U. of Texas at Dallas  
 → 🗣️📄 Online Advertising Effectiveness - Analyzing Cross-Cultural Differences in an Internet Company | **Johannes Grassmann**, RWTH Aachen U.

**638 → 🗣️🗣️📄: (IM, MSR, ODC) Compassion and Mindfulness: Implications of the Buddhist Worldview for Leadership Development**

8:00am - 9:30am Le Centre Sheraton: Salon B  
 Chairs: **Kathryn Goldman Schuyler**, Alliant International U.; **Mark P. Kriger**, Norwegian School of Management  
 Speakers: **Mary Yoko Brannen**, INSEAD; **Louis W. (Jody) Fry**, Tarleton State U.; **Susan Skjei**, Naropa U.

**639 📄📄: (Paper Session) - (MC) The Consulting Imagery**

8:00am - 9:30am Delta Centre-Ville: Cartier A  
 Chair: **Kurt Motamedi**, Pepperdine U.

MONDAY

📖 The Guru-Client Relationship: Shepherd and Flock or Co-Producers of Management Knowledge? | **Claudia Gross**, U. of Nijmegen; **Stefan Heusinkveld**, Radboud U. Nijmegen; **Timothy Clark**, Durham U.

📖 Consultants and Persuasive Argumentation | **Onno Bouwmeester**, VU U. Amsterdam

📖 Materializing the Organization - The Role of Consultants in Processes of Objectification | **Irene Skovgaard Smith**, VU U. Amsterdam

**640** 🗄️➔📖: (DRP Session) - (MC) **Organizational Practices in Knowledge-Intensive Firms**

8:00am - 9:30am Delta Centre-Ville: Verriere B

Facilitator: **Matthew Semadeni**, Indiana U., Bloomington

📖 It's More Than Just a Routine: Management Consulting in Practice | **Alex Wright**, Open U.

🗄️ An Investigation of Cultural Dynamics in Knowledge Intensive Teams | **Sonja A. Sackmann**, U. Bundeswehr, Munich; **Martin Friesl**, Lancaster U.

📖 Retaining Talented Consultants: An Exploration of the HR Business Partner Contribution | **Caroline Tillou**, Groupe ESC Toulouse Business School; **Assâad El Akremi**, U. of Toulouse 1

Exploring the Performance Impact of HPWS in PSFs: A Practices-Resources-Uses Approach | **Na Fu**, Dublin City University Business School; **Janine Bosak**, Dublin City U.; **Tim J Morris**, U. of Oxford

**Winner of the Bentley College/HEC Outstanding Student Paper Award**

➔📖 Strategy-Structure Relationships in Professional Service Firms | **Edgar Ennen**, European Business School; **Klaus Uhlenbruck**, U. of Montana

**641** 🗄️🗄️📖: (Paper Session) - (MED) **Developing Leaders: Interventional, Developmental and Experiential Approaches**

8:00am - 9:30am Le Palais Des Congres: 516D

Chair: **Alan T Belasen**, State U. of New York, Empire State College

🗄️🗄️ The "Live-case" Intervention Method: Leadership Skills through Experiential Learning | **Nicholas Rashford**, Saint Joseph's U.; **Joao Neiva De Figueiredo**, Saint Joseph's U.

📖 Leadership Development: Can Developmental Readiness Explain and Influence Outcomes? | **Mariam Shebaya**, Aston U. UK

📖 An Examination of Vicarious Experiential Learning Across Levels and Tasks | **J Duane Hoover**, Texas Tech U.; **Robert C Giambatista**, Lehigh U.; **Liuba Y. Belkin**, Lehigh U.

**642** 🗄️🗄️📖: (Paper Session) - (MED) **Knowledge and Learning in Groups and Teams**

8:00am - 9:30am Le Palais Des Congres: 516E

Chair: **Cheryl A. Harrison**, Quinnipiac U.

🗄️➔ Making Multicultural Group-Work, Work! | **Peter Robert Woods**, Griffith U.; **Michelle Barker**, Griffith U.; **Raymond Hibbins**, Griffith U.

Knowledge creation in organizations | **Anindita Sen**, LSU

🗄️ Emotionally intelligent norms and their relationship to team learning and performance | **Han-Huei Tsay**, George Washington U.; **D Christopher Kayes**, George Washington U.

**643** 🗄️🗄️➔🗄️📖: (DRP Session) - (MED) **Responsible Management Education and Corporate Social Responsibility**

8:00am - 9:30am Le Palais Des Congres: 525A

Facilitator: **Joy E. Beatty**, U. of Michigan, Dearborn

🗄️➔ The Principles for Responsible Management Education (PRME) - History, Purpose and Implementation | **Andreas Rasche**, U. of Warwick

🗄️🗄️ Where is an Ethics of Care in the Business Ethics and Corporate Social Responsibility Conversations? | **Thomas F Hawk**, Frostburg State U.

➔🗄️🗄️ Developing Responsible Global Leaders Through Integrated Service Learning - Program Ulysses at PWC | **Nicola M. Pless**, ESADE; **Thomas Maak**, ESADE; **Guenter K. Stahl**, WU Vienna/INSEAD

🗄️🗄️ Seeing the Glass Half Full: Using a POS Framework to Teach Leading under Pressure | **Lynn Wooten**, U. of Michigan; **Erika H. James**, U. of Virginia

**644** 📖: (Paper Session) - (MH) **Historical Perspectives on Leaders, Executives, and Coaching**

8:00am - 9:30am The Queen Elizabeth: Gatineau

Chair: **Bahaudin Mujtaba**, Nova Southeastern U.

🗄️🗄️ How Influence Begins: Tracking the Legacy of Functions of The Executive from Earliest Citations | **Laura Singleton**, Boston College

Passion's First Profession: The Arrival of the Coach and the Personification of an Object | **Deryk Stec**, HEC Montreal

🗄️🗄️ Lillian McMurry of Trumpet Records: Authenticity in the Constructive Narcissist Leader | **John Humphreys**, Texas A&M U. - Commerce; **Stephanie Pane-Haden**, Texas A&M U.; **Milorad M. Novicevic**, U. of Mississippi; **Russell W. Clayton**, U. of Mississippi; **Jane Whitney Gibson**, Nova Southeastern U.

**Sage Best Leadership Paper Award**

**645** 📖: (Paper Session) - (MOC) **Explaining the creative process: The roles of social identity, positive relational experience, and regulatory fit**

8:00am - 9:30am Delta Centre-Ville: Cartier B

Facilitator: **Ramon J. Aldag**, U. of Wisconsin, Madison

🗄️🗄️ Positive Relational Experiences and Employee Engagement in Innovative Tasks in the workplace | **Hedva Vinarski-Peretz**, Bar Ilan U.; **Galy Binyamin**, Bar Ilan U.; **Abraham Carmeli**, Bar Ilan U.

🗄️ The Creative Advantage of Activating Multiple Social Identities | **Kevyn Yong**, HEC Paris

🗄️🗄️ Regulatory fit: How individuals progress through the stages of the creative process | **Timothy Mark Basadur**, U. of Illinois, Chicago; **Frederik Beuk**, U. of Illinois, Chicago; **Javier A. Monllor**, DePaul U.

**646** 📖: (Paper Session) - (MOC) **The effects of culture on decision processes**

8:00am - 9:30am Delta Centre-Ville: St-Charles

Facilitator: **Stuart Umpleby**, George Washington U.

The Effects of Cultural Stereotypes on Decision-making Processes in MNCS | **Alexei Koveshnikov**, Hanken School of Economics

- 📖 Cultural Intelligence and Self-Deception | **Valerie Rosenblatt**, U. of Hawaii at Manoa
- 🗣️ 📖 What about me? Perceptions of exclusion and non-minority reactions to multiculturalism | **Victoria C. Plaut**, U. of California, Berkeley; **Flannery G. Stevens**, U. of Michigan; **Laura Buffardi**, U. of Georgia; **Jeffrey Sanchez-Burks**, U. of Michigan

**647** 📖: (DRP Session) - (MOC) **The Dynamics of Organizational Change**

8:00am - 9:30am Delta Centre-Ville: Verriere A

Facilitator: **Jasmin C Lin**, Robert Morris U.

- 🗣️ 📖 If You Can't Express Emotion, Be Funny: Manager Humor and Employee Responses to Workplace Change | **Rachael E. Wells**, Fordham U.
- 🔗 The Generativity of Doubt in Episodes of Organizational Change | **Ian J. Walsh**, U. College Dublin
- 🔗 🗣️ The Change Moment: Emotive Markers Predicting the Onset of Social Movements | **David H. Tobey**, New Mexico State U.; **Michael R Manning**, New Mexico State U.; **Mary M. Nash**, The Nash Group

Winner of MOC Division Best Student Paper Award

Winner of MOC Division Best Boundary Spanning Paper Award

- 📖 Cognitive Barriers to Organizational Change: Causal Inference as the Basis of Belief Incongruence | **Mark P. Healey**, U. of Leeds

**648** 🗣️ → 🗣️ 📖: (DRP Session) - (MSR) **MSR and Organizational Behavior Roundtable**

8:00am - 9:30am The Queen Elizabeth: Harricana

Facilitator: **Sandra King Kauanui**, Florida Gulf Coast U.

- 🗣️ 📖 Considering Implications of Spiritual Power for Organizational Behavior | **Sonia M Goltz**, Michigan Technological U.
- 🗣️ Mindfulness Meditation in the Workplace | **Donald W McCormick**, California State U. Northridge
- 🗣️ A spiritual redesign for responsible managers: from separation to connection | **Walter Baets**, U. of Cape Town; **Erna Oldenboom**, Orakel BV

**649** 📖: (DRP Session) - (OB) **Individual Differences**

8:00am - 9:30am Le Centre Sheraton: Salon 5

Facilitator: **David B. Zoogah**, Morgan State U.

- The Kirton Adaption-Innovation Cognitive Style Inventory: Was it Personality All Along? | **Daniel Von Wittich**, U. of Lausanne; **John Antonakis**, U. of Lausanne
- 📖 The Role of Consistency in Extraversion in Employee Well-being An Experience Sampling Study | **Daniel Heller**, Tel Aviv U.; **Noam Weinblatt**, Tel Aviv U.; **Hila Rachmim-Engel**, Tel Aviv U.
- 📖 Life Satisfaction across the Lifespan: Findings from Two Nationally Representative Panel Studies | **Brendan Baird**, U. of Notre Dame; **Richard E. Lucas**, Michigan State U.
- 📖 Great Man or Great Myth? A Review of the Relationship between Individual Differences and Leadership | **Brian J Hoffman**, U. of Georgia; **David J Woehr**, U. of Tennessee, Knoxville; **Brian D. Lyons**, California State U. Fresno; **Robyn Maldegan**, Texas A&M U., College Station

**650** 📖: (Paper Session) - (OB) **Violation, Repair and Forgiveness**

8:00am - 9:30am Le Centre Sheraton: Salon 6

Chair: **Constant D. Beugre**, Delaware State U.

- Interpersonal Forgiveness and Relational Exchange: Forging a Framework of Dyadic Resilience | **Bryant Thompson**, U. of South Carolina; **Elizabeth C. Ravlin**, U. of South Carolina
- 🗣️ 📖 I Feel Guilty... So We're Sorry: Moral Emotions and Organizational Apology | **Rommel O. Salvador**, U. of Washington Tacoma; **Robert Folger**, U. of Central Florida; **Manuela Priesemuth**, U. of Central Florida
- 📖 Examining the Antecedents and Outcomes of Psychological Contract Breach: An Integrative Perspective | **Upasana Aggarwal**, Indian Institute of Technology
- 🗣️ 📖 The Effects of Psychological Contract Violation on Chinese Executives | **Yongjian Bao**, U. of Lethbridge; **Brad Olson**, U. of Lethbridge; **Satyanarayana Parayitam**, McNeese State U.; **Shuming Zhao**, Nanjing U.

**651** 📖: (Paper Session) - (OB) **Cooperation and Helping**

8:00am - 9:30am Le Centre Sheraton: Salon 8

Chair: **Sophia Vladimirova Marinova**, U. of Illinois, Chicago

- 🔗 The Attribution-Prospect-Empathy-Severity (APES) Model of Helping | **Eileen Chou**, Northwestern U.; **Keith Murnighan**, Northwestern U.
- 📖 Peer-to-Peer Lending: The Power of Positive Word Use | **Jay O'Toole**, U. of Wisconsin, Madison; **Michael P. Ciuchta**, U. of Central Florida
- 🗣️ Relational Reserves as Source of Organizational Resilience: A Prosocial Perspective | **Isaac H Smith**, U. of Utah
- 📖  $P = f(M \times A \times C)$ : A Three-Way Interaction Predicting Team Player Behavior | **Emily David**, U. of Houston; **L A Witt**, U. of Houston

**652** 📖: (Paper Session) - (OB) **Networks and Teams**

8:00am - 9:30am The Queen Elizabeth: Bersimis

Chair: **Donald L. Ferrin**, Singapore Management U.

- 📖 Advice Network in Management Teams: Transformational Leadership and Deep-Level Heterogeneity | **Zhen Zhang**, Arizona State U.; **Suzanne J. Peterson**, Arizona State U.
- 📖 The Contingent Effects of Network Centralization and Team Diversity on Team Performance | **Christian Troester**, Erasmus U. Rotterdam; **Ajay Mehra**, U. of Kentucky
- 🔗 The Lasting Imprint of Teams: Project Teams and Intra-Organizational Network Formation | **Mary M. Maloney**, U. of St. Thomas; **Pri Pradhan Shah**, U. of Minnesota; **Mary Zellmer-Bruhn**, U. of Minnesota
- 🗣️ 📖 Leadership, Norms, and Density of Instrumental Ties in Organizational Groups | **Paul Varella**, Mount Royal U.; **Mansour Javidan**, Thunderbird; **David A. Waldman**, Arizona State U.

**653** 📖: (DRP Session) - (OB) **Effects of Leader Member Exchange on Performance and Other Outcomes**

8:00am - 9:30am The Queen Elizabeth: Marquette

Facilitator: **Laura Erskine**, Illinois State U.

- 🗣️ 📖 Leader-Member Exchange and Organization-Based Self-Esteem: Joint Effects on Employee Performance |

**Yuhee Jung**, Meiji U.; **Norihiko Takeuchi**, Aoyama Gakuin U.; **Tomokazu Takeuchi**, Tokyo Fuji U.

📖 Indirect Effects of Leader-Member Exchange on Outcomes via Role Stressors | **Hoover Edward**, U. of South Florida; **Russell E. Johnson**, U. of South Florida; **Tracy Bales**, U. of South Florida

📖 Goodwill Hunting? The Complex Linkages Between LMX and OCB | **Fang He**, George Washington U.; **Tjai M. Nielsen**, George Washington U.

📖 Effects of LMX on Employee Attitudes: The Role of Need Satisfaction and Autonomous Motivation | **Laura M. Graves**, Clark U.; **Margaret M. Luciano**, Clark U.

**654** 📖: (Paper Session) - (OB) **Social Exchange**

8:00am - 9:30am The Queen Elizabeth: Nicolet

Chair: **Joshua R. Knapp**, U. of Lethbridge

📖 Employee Response To The New 'Deal': Moderating Role Of Social Comparison And Social Exchange | **Anjali Chaudhry**, Saint Xavier U.; **Jiwen Song**, Renmin U. of China

→ 📖 Employees' Perceived Exchange Relationships Based on Sahlins' (1972) Reciprocity Continuum | **Samina Quratul-ain**, U. Paul Cézanne; **Abdul Karim Khan**, U. Paul Cézanne; **Jean-Marie Peretti**, ESSEC

📖 Relational Commitments in Employee-Supervisor Dyads and Employee Job Performance | **Guylaine Landry**, U. of Sherbrooke; **Christian Vandenberghe**, HEC Montreal

**655** 📖: (Paper Session) - (OB) **Leaders and Followers**

8:00am - 9:30am The Queen Elizabeth: Richelieu

Chair: **Jae Uk Chun**, Korea U. Business School

📖 The Role of Follower Agreeableness in Influencing Responses to Transformational Leadership | **Stephen H Courtright**, U. of Iowa; **Amy E. Colbert**, U. of Iowa

→ 📖 The Awestruck Effect: Followers' Emotional Reactions to Transformational Leaders | **Jochen I. Menges**, U. of Cambridge; **Sarah Kern**, U. of Heidelberg

Are Leaders Defined by Followers? Role of Follower's ILT and the Mediating Influence of LMX | **Doug Rahn**, Memorial Health System; **I. M. Jawahar**, Illinois State U.; **Thomas H. Stone**, Oklahoma State U.

📖 Leader Values and Follower Values Congruence as Key Components of Transformational Leadership | **Kevin S. Groves**, Pepperdine U.; **Michael LaRocca**, Pepperdine U.

**656** → 📖JS: (OB, HR) **Daring to Face Aggression, Caring to Understand It**

8:00am - 9:30am The Queen Elizabeth: Grand Salon

Chairs: **Arik Cheshin**, Technion Israel Institute of Technology; **Dorit Efrat-Treister**, Technion Israel Institute of Technology

Discussant: **Anat Rafaeli**, Technion Israel Institute of Technology  
An Attributional Perspective of Aggression in Organizations | **Mark J. Martinko**, Florida State U.; **Scott C. Douglas**, U. of Montana

How Acceptable Is Bullying?: Cultural Differences in 15 Countries | **Jacqueline L. Power**, Odette School of Business; **Céleste M. Brotheridge**, ESG-UQAM; **Silvia Ines Monserrat**, 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 Dublin; **Sergio Madero**, Tecnológico de Monterrey, Campus Monterrey; **Anthony Ugochukwu Obiajulu Nnedum**, Nnamdi Azikiwe U.; **Daria Golebiewska-Tataj**, Warsaw U. of Technology; **Aichia Chuang**, National Taiwan U.; **John Blenkinsopp**, U. of Teesside; **Nikos Bozionelos**, Athens U. of Economics and Business; **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-Sperry**, Western New England College; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tec de Monterrey

Antecedents of Hospital Aggression: Communication Style, Workload and Crowdedness | **Shira Agasi**, Technion Israel Institute of Technology; **Arik Cheshin**, Technion Israel Institute of Technology; **Dorit Efrat-Treister**, Technion Israel Institute of Technology; **Hadar Neshet**, Technion Israel Institute of Technology; **Anat Rafaeli**, Technion Israel Institute of Technology

Just Don't Think About It! Rumination, Reconciliation and Revenge in Response to Workplace Violence | **Karen Rochelle Niven**, U. of Sheffield; **Christine Ann Sprigg**, U. of Sheffield; **Christopher J Armitage**, U. of Sheffield, UK

The Effects of Leadership Relationship Quality and Differentiation on Victims' Appraisals | **Jonathan Edward Booth**, London School of Economics and Political Science; **Theresa M. Glomb**, U. of Minnesota

**657** 📖JS: (OB, HR, RM) **What's In It For Me? Individual, Social, and Performance Outcomes of Helping**

8:00am - 9:30am The Queen Elizabeth: Jolliet

Chairs: **David T. Wagner**, Singapore Management U.; **Linn Van Dyne**, Michigan State U.

How Helping May Play a Role in Reducing Job Insecurity | **Emily Amdurer**, Case Western Reserve U.; **Diane Bergeron**, Case Western Reserve U.

Consequences of Helping on Helper Performance | **Matthias Spitzmueller**, Michigan State U.; **Linn Van Dyne**, Michigan State U.; **David T. Wagner**, Singapore Management U.; **Klodiana Lanaj**, Michigan State U.

But I Do So Much: Citizenship Behaviors and Feelings of Entitlement | **Jaron Harvey**, U. of Oklahoma; **Mark C. Bolino**, U. of Oklahoma

Help-Seeking and Individual Task Performance: Moderating Effect of Help-Seeker's Logics of Action | **Dvora Geller**, The College of Management, Rishon LeZion; **Peter A. Bamberger**, Tel Aviv U.

Interpersonal Outcomes of Citizenship Behavior: A Social Network Approach | **Brent J. Lyons**, Michigan State U.; **Brent A. Scott**, Michigan State U.

**658** 📖JS: (OB, MOC, CM) **I Think You'll Think This is a Great Symposium: Meta-Perceptions Research Within Organizations**

8:00am - 9:30am The Queen Elizabeth: Mackenzie

Chairs: **R Anthony Turner**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia

Meta-Perception, Meta-Accuracy, and Their Value in Organizational Research | **R Anthony Turner**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia; **Shannon L. Rawski**, U. of Nebraska



The Effects of Bias Toward Personal Perspective on Meta-Accuracy | **John Robert Chambers**, U. of Florida; **Nicholas Epley**, U. of Chicago

Do You Know How You Make Other People Feel? Accuracy in Perceptions of Trait Affective Presence | **Noah Eisenkraft**, U. of Pennsylvania; **Hillary Anger Effenbein**, Washington U. in St. Louis

Do I Know Who Trusts Me? Meta-Accuracy Among Teammates Across Three Factors of Trustworthiness | **Rachel Campagna**, Washington U. in St. Louis; **Hillary Anger Effenbein**, Washington U. in St. Louis; **Kurt T Dirks**, Washington U. in St. Louis

**659** **SHCS: (OB, ODC) When Things Go Wrong: Multiple Perspectives of Service Failure and Recovery**

8:00am - 9:30am The Queen Elizabeth: Hochelaga 2

*Chairs:* **Anat Drach-Zahavy**, U. of Haifa; **Dana Yagil**, U. of Haifa  
*Discussant:* **Judith Sylvia MacCormick**, U. of New South Wales  
 On Being Difficult: The Customer's Perspective | **Dana Yagil**, U. of Haifa; **Ido Gal**, U. of Haifa

The Relationship Between Emotional Labor, Employee Hostility and Service Quality | **Hana Medler-Liraz**, Academic College of Tel- Aviv-Yaffo; **Tali Seger**, U. of Haifa

Organizational Climate for Reporting Service Complaints | **Gil Luria**, U. of Haifa; **Dana Yagil**, U. of Haifa; **Ido Gal**, U. of Haifa

Linking Intra-Team Task and Goal Interdependence to Service Climate and Service Behaviors | **Anat Drach-Zahavy**, U. of Haifa; **Anit Somech**, U. of Haifa

Service Recovery as a Function of Perceived Justice in Individualistic vs. Collectivistic Cultures | **Tali Seger**, U. of Haifa; **Inbal Nahum-Shani**, U. of Michigan; **Judith Sylvia MacCormick**, U. of New South Wales

**660** **JS: (OB, TIM) Creativity as a Process, Creativity as a Social Accomplishment**

8:00am - 9:30am The Queen Elizabeth: St-Maurice

*Chairs:* **Reut Livne-Tarandach**, Boston College; **Spencer Harrison**, Boston College

The Effect of Sequential Versus Synchronous Goal Orientation Approaches on Individual Creativity | **Gerard Beenen**, California State U., Fullerton; **Ella Miron-Spektor**, Carnegie Mellon U.; **Linda Argote**, Carnegie Mellon U.

Giving and Seeking Help in Creative Teams: A Field-study at a Design Firm | **Colin M. Fisher**, Harvard U.; **Teresa M Amabile**, Harvard U.; **Julianna Pillemer**, Harvard Business School

Individual Curiosity and Social Processes of Creativity | **Spencer Harrison**, Boston College; **Jacquelyn Guanella**, Arizona State U.

The Chronicle of an Idea | **Miriam Erez**, Technion Israel Institute of Technology; **Michal Lokiec**, Technion Israel Institute of Technology

Word Play: Creative Professionals' Rhetorical and Signaling Strategies | **Candace Jones**, Boston College; **Reut Livne-Tarandach**, Boston College

**661** : (Paper Session) - (OCIS) **Virtual Worlds/Online Communities**

8:00am - 9:30am Le Palais Des Congres: 511C

*Chair:* **John M. Nord**, Bryant and Stratton College  
*Discussant:* **Jon W Beard**, George Mason U.

**Trusting the AVATAR: Antecedents and Moderators of Trust for Using the Virtual World** | **Shirish C Srivastava**, HEC, Paris; **Shalini Chandra**, Nanyang Technological U.

**Influence of Community Design on User Behaviors in Online Communities** | **Marina Fiedler**, U. of Munich; **Marko Sarstedt**, Ludwig Maximilians U.

**Employment Interviews in Virtual Worlds: The Effects of Avatar Appearance on Interviewer Ratings** | **Tara Behrend**, George Washington U.; **Steven Toaddy**, North Carolina State U.; **David Sharek**, North Carolina State U.; **Lori Foster Thompson**, North Carolina State U.

**662** : (OCIS) **OCIS Kick-Off Continental Breakfast**

8:00am - 8:30am Le Palais Des Congres: 511C

**663** : (Paper Session) - (OCIS) **Strategic IT Adoption and New Product Development Teams**

8:00am - 9:30am Le Palais Des Congres: 511D

*Chair:* **Melissa Mazmanian**, U. of California, Irvine  
*Discussant:* **Vandana Ramachandran**, U. of Utah

**Real Options from RFID Adoption: A Strategic Choice Perspective** | **Suparna Goswami**, Technische U. Muenchen (TUM); **Hock-Hai Teo**, National U. of Singapore; **Hock Chuan Chan**, National U. of Singapore; **Helmut Krcmar**, Technische U. Muenchen (TUM)

**Does Individuals' Adoption of New Technologies Supplement or Substitute for Incumbent Technologies?** | **Eric Overby**, Georgia Institute of Technology; **Sam Ransbotham**, Boston College

**"Experience" as Knowledge: Application of Experience in a New Product Development Team** | **Lynne P. Cooper**, Jet Propulsion Laboratory

**664** : (Paper Session) - (OCIS) **Rethinking Workplace Design**

8:00am - 9:30am Le Palais Des Congres: 514C

*Chair:* **Xiumei Zhu**, Purdue U.

*Discussant:* **Alexandre Barsi Lopes**, U. of Cincinnati

**Environment, Aspirations & Teams: Cross-Level Correlates of CEO Internal & External Advice-Seeking** | **Mariano L.M. Heyden**, Rotterdam School of Management, Erasmus U.; **Sebastiaan van Doorn**, RSM Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.

**Technical operators or knowledge workers? Moving management from supervision to revision** | **Roger F.A. van Daalen Fuente**, Lancaster U.; **Paul Raj Devadoss**, Lancaster U.; **Mike Chiasson**, Advanced Institute of Management Research/Lancaster U. Management School

**Designing the Workplace to Promote Communication and Collaboration Opportunity: A Field Study** | **James Stryker**, U. of San Francisco; **George F Farris**, Rutgers U.; **Michael D Santoro**, Lehigh U.

**665** : (DRP Session) - (OCIS) **Adding Richness to Our Methodologies**

8:00am - 9:30am Le Palais Des Congres: 515C

*Facilitator:* **Gavin M. Schwarz**, U. of New South Wales

Identifying Communities of Practice through the application of social network analysis to ICT Data | **Joan T Allatta**, Purdue U.; **Robin Teigland**, Stockholm School of Economics

- 📖 Using Postmortem Reviews to Develop Knowledge and Socialization to Support Knowledge Transfer | **Mark Edward Thorogood**, Nova Southeastern U.
  - 📖 Development of technological frames of reference and the role of institutional logics | **Henrik CJ Linderth**, U. of Skövde
  - 📖 Understanding Health Information Technology Adoption from a Socio-Technical Perspective | **Zhe Qu**, Fudan U.; **Jun Sun**, U. of Texas Pan American
- Incorporating a Rhetorical Perspective into the Theorization of IOS Adoption | **Jimmy Huang**, U. of Warwick; **Carol Hsu**, National Taiwan U.; **Robert D. Galliers**, Bentley U.

**666** 📖🗣️🗣️🗣️: (ODC) **Leading with Compassion? A Question of Development in Changing Organizations**

8:00am - 9:30am Le Centre Sheraton: Drummond center  
 Organizer: **Katrina Suzanne Rogers**, Fielding Graduate U.  
 Chair: **Charles N. Seashore**, Fielding Graduate U.  
 Participants: **Andre S. Avramchuk**, Fielding Graduate U.; **Jude G. Olson**, Lockheed Martin Aeronautics Company; **Thierry Pauchant**, HEC Montreal; **Ilene Carol Wasserman**, ICW Consulting Group

**667** : (DRP Session) - (ODC) **Transformational Leadership and Change**

8:00am - 9:30am Le Centre Sheraton: Salon 7  
 Facilitator: **Richard W. Stackman**, U. of San Francisco  
 Russian Soul and American Freedom: An Exploration of Transformational and Transactional Leadership | **Nancy C. Wallis**, Fielding Graduate U.; **Andrey Zamulin**, St. Petersburg State U.  
 Transformational Leadership and Organizational Culture: Towards Integrating a Multilevel Framework | **Chad Hartnell**, Arizona State U.

🗣️📖 Top Management Leadership in the Turnaround Process | **Conor O' Kane**, National U. of Ireland, Galway; **James A. Cunningham**, National U. of Ireland, Galway

📖 Identifying and Resolving Defects: Approaches to Improving Safety and Operations in Organizations | **John Lyneis**, Massachusetts Institute of Technology

**668** 🗣️: (ODC) **Challenging the Foundations of Change: Do Values Matter?**

8:00am - 9:30am Le Centre Sheraton: Salon A  
 Chair: **Jeffrey D Ford**, Ohio State U.  
 Daring to Care in the Field: Respect and Independence | **Julia Balogun**, Lancaster U. Management School  
 Changing Change Research | **Andrew H. Van de Ven**, U. of Minnesota  
 Dilemmas Never Resolved | **Ann Langley**, HEC Montreal  
 Change Research and 'Positive' Outcomes | **Martha S. Feldman**, U. of California, Irvine  
 The Impact We Have, Intended or Not | **Susan A. Mohrman**, U. of Southern California

**669** 🗣️: (Paper Session) - (OM) **Innovative data and methods**

8:00am - 9:30am Le Palais Des Congres: 516B  
 Chair: **Virpi Turkulainen**, Helsinki U. of Technology  
 🗣️📖 Quality Management Techniques and Hospital Core Process Improvement | **Ken Boyer**, Ohio State U.; **John Gardner**, Ohio State U.; **Sharon Schweikhart**, Ohio State U.

- 📖 Identifying SCM Concepts and Stakeholder Discourse in GM Corporate Blog | **Victor Wilfredo Bohorquez Lopez**, IE Business School; **Angel Diaz**, Instituto de Empresa Business School; **Jose Esteves**, IE Business School
- 🗣️📖 Sequence Effects in Service Bundles: Operational and Marketing Implications | **Michael J Dixon**, Cornell U.; **Rohit Verma**, U. of Utah and Cornell U.

**670** 📖: (Paper Session) - (OMT) **Agency and Institutions**

8:00am - 9:30am Le Palais Des Congres: 518A  
 Chair: **Huseyin Leblebici**, U. of Illinois  
 🗣️📖 Those Who Don't Know Don't Need To Know: On Endogenous Agency In Traditional Institutions | **Mark de Rond**, Cambridge U.; **Jaco Lok**, AGSM-Australian School of Business  
 🗣️📖 Bureaucratic persistence paths: The role of embedded agency | **Sergey E. Osadchiy**, Rotterdam School of Management, Erasmus U.  
 🗣️🗣️📖 A Peopled View of Institutional Work: The Emergence of Commercial Microfinance in Bolivia | **Silvia Dorado**, U. of Rhode Island

**671** 📖: (Paper Session) - (OMT) **Understanding Status and Status Effects**

8:00am - 9:30am Le Palais Des Congres: 518B  
 Chair: **Dali Ma**, Drexel U.  
 🗣️📖 The Real Oscar Curse: The Negative Consequences of Positive Status Shifts | **Michael Jensen**, U. of Michigan; **Heeyon Kim**, U. of Michigan  
 📖 Signaling Status: The Discourses of Comparison within a Hierarchy | **Daniel S. Mason**, U. of Alberta; **Marvin Washington**, U. Alberta; **Ernest Buist**, U. Alberta  
 📖 Status Differentiation and Product Line Expansion: Evidence from the EEPROM Market, 1977-2001 | **David Tan**, Georgetown U.  
 📖 A Cognitive Perspective on the Relationship between Status and Uncertainty | **Francois Herve Collet**, ESADE

**672** 📖: (DRP Session) - (OMT) **Discourse, Culture, and Sensemaking**

8:00am - 9:30am Le Palais Des Congres: 519B  
 Chair: **Micki Eisenman**, Baruch College  
 📖 Legitimacy Through Stories: The Role of Narratives in Legitimizing Mergers and Acquisitions | **Philip T. Roundy**, U. of Texas, Austin  
 Narrative Construction | **Hans Hansen**, Texas Tech U.  
 📖 The Janus Effect of Reification in Management Research | **Alessandro Giudici**, Cranfield School of Management; **Patrick Reinmoeller**, Cranfield U.  
 📖 Taking Visual Meaning Seriously | **Dennis Jancsary**, WU Vienna; **Markus A. Höllerer**, WU Vienna; **Oliver Vettori**, WU Vienna; **Renate E. Meyer**, WU Vienna  
 🗣️🗣️📖 The Organizational Lunch | **Yochanan Altman**, London Metropolitan U.

**673** : (OMT) **OMT Breakfast and Distinguished Scholar**

8:00am - 9:30am Le Palais Des Congres: 524B  
 Introduction: **Christine Beckman**, U. of California, Irvine  
 Division Chair: **Henrich R. Greve**, INSEAD  
 Program Chair: **Matthew Kraatz**, U. of Illinois

*Distinguished Speaker:* **Daniel Levinthal**, U. of Pennsylvania  
New Paper Title Goes Here. |

**674** 📄: (Paper Session) - (OMT) **Institutional Perspectives on Entrepreneurship**

8:00am - 9:30am Le Palais Des Congres: 524C

*Chair:* **Markus Perkmann**, Imperial College London

📄📄 Institutional Beacons as Paths to Cognitive Legitimacy: Yale, IPOs, and the Rise of Venture Capital | **Rory Morgan McDonald**, Stanford U.; **Benjamin L. Hallen**, U. of Maryland, College Park; **Emily Cox**, Stanford U.

📄 Institutional Capabilities and Entrepreneurship: The Development of US Competitive Local Telephony | **Eric J. Neuman**, U. of Illinois, Urbana-Champaign

Arriving at the Starting Line: The Impact of Community and Business Logics on New Banking Ventures | **John Almandoz**, Harvard U.

📄 Creating a Local Wine Industry: The Roles of Translation and Theorization | **Maxim Voronov**, Brock U.; **Dirk De Clercq**, Brock U.; **C.R. Bob Hinings**, U. of Alberta

**676** 📄: (DRP Session) - (ONE) **Organizational behavior and the Environment II**

8:00am - 9:30am The Queen Elizabeth: Duluth

*Chair:* **Mark Cordano**, Ithaca College

🗣️📄 Corporate Leaders' Interests Regarding Sustainability in Management Education | **Matthew Gitsham**, Ashridge Management College; **Timothy Stewart Clark**, Northern Arizona U.

📄 Trading off benefits and sacrifices in willingness to pay for sustainable products | **Dominik Walcher**, Salzburg U.; **Christoph Ihl**, RWTH Aachen U.; **Michael Gugenberger**, Salzburg U.

🗣️📄 Green Practice Implementation: A Technological, Organizational and Environmental Perspective | **Chieh-Yu Lin**, Chang Jung Christian U.; **Yi-Hui Ho**, Chang Jung Christian U.

🗣️📄 Sustainability Mindset Questionnaire (SMQ): Construct Definition and Instrument Development | **Nagaraj Sivasubramaniam**, Duquesne U.; **Donald Murray**, Duquesne U.; **Lauren Zulli**, Duquesne U.; **Erik Johnson**, Duquesne U.

📄 A study of barriers to greening the relief supply chain | **Joseph Sarkis**, Clark U.; **Karen Maria Spens**, Hanken School of Economics; **Gyöngyi Kovács**, Hanken School of Economics

**677** 📄: (Paper Session) - (ONE) **Climate change management**

8:00am - 9:30am The Queen Elizabeth: Matapedia

*Chair:* **Ans Kolk**, U. of Amsterdam

➔🗣️📄 Institutional Plurality and U.S. Corporation's Climate Change Strategies | **Katarina Buhr**, Linköping U.; **Helena Buhr**, U. of Michigan

🗣️➔🗣️📄 Assessing Organizational Resilience to Climate and Weather Extremes: Methodological Pathways | **Martina K. Linnenluecke**, U. of Queensland; **Andrew Griffiths**, U. of Queensland

Companies and Urban Climate Adaptation | **Gail Whiteman**, Rotterdam School of Management, Erasmus U.; **Rene de Vos**, Rotterdam School of Management, Erasmus U.; **F. Stuart**

**Chapin III**, U. of Alaska - Fairbanks; **Vesa Yli-Pelkonen**, U. of Helsinki; **Jari Niemelä**, U. of Helsinki; **Bruce Forbes**, U. of Lapland

📄 Enacting Issues throughout the Value Chain: Climate Change Issues and the Electricity Industry | **Nardia Haigh**, U. Michigan/U. Massachusetts

**678** ➔📄: (DRP Session) - (PNP) **Topics in Foundation and International Organizational Research**

8:00am - 9:30am The Queen Elizabeth: Chaudiere

*Facilitator:* **Eric C. Martin**, Eastern Connecticut State U.

➔📄 Exploratory Factor Analysis of Critical PPP Factors in Transition Countries | **Yongheng Yang**, Tsinghua U.; **Yilin Hou**, U. of Georgia; **Youqiang Wang**, Tsinghua U.; **Wankuan Zhang**, Tsinghua U.

➔📄 Assessing the Socio-Economic Impact of Performing Arts Festivals: A New Theoretical Model | **Gianluigi Mangia**, U. degli Studi di Napoli Federico II; **Paolo Canonico**, U. degli Studi di Napoli Federico II; **Maria Laura Toraldo**, U. degli Studi di Napoli Federico II; **Riccardo Mercurio**, U. degli Studi di Napoli Federico II

🗣️📄 Family and Independent Foundation Giving: Implications of Foundation Governance on Grant Making | **Jasmine McGinnis**, Georgia State U.; **Shena Ashley**, Syracuse U.

📄 The Delivery of Public International and Development Aid | **Natalia Martin Cruz**, U. de Valladolid; **Cesar Gamez Alcalde**, U. Rey Juan Carlos

For the Public Good? A Typology of Independent Foundation Organizational Structures | **Carrie Oelberger**, Stanford U.

**679** 🗣️➔📄: (Paper Session) - (PNP) **Are the Sectors Really Different? The Debate Continues**

8:00am - 9:30am The Queen Elizabeth: Peribonca

*Facilitator:* **James L. Perry**, Indiana U.

📄 A Content Analysis of Profit and Nonprofit Organizations' Job Advertisements | **Rein De Cooman**, Lessius U. College; **Roland Pepermans**, Vrije U. Brussel

🗣️📄 Explaining the Differences of Work Attitudes between Public and Nonprofit Managers | **Chung-An Chen**, U. of Missouri, Kansas City

📄 Standing on the Shoulders of Giants: Public-Private Sector Differences | **Marc Esteve**, ESADE; **Tamyko Ysa**, ESADE

**680** 📄: (Paper Session) - (RM) **Expanding the content of content analysis**

8:00am - 9:30am Delta Centre-Ville: St-Laurent

*Chair:* **Stefan Krummacker**, Leibniz U. Hannover

📄 Crowdsourcing Content Analysis for Behavioral Research: Insights from Mechanical Turk | **Caryn A. Conley**, Florida Atlantic U.; **Jennifer Tosti-Kharas**, San Francisco State U.

📄 Content Analysis as a Research Tool: Ontology, Epistemology and Metasynthesis with SPAD software | **Heidi Wechtler**, Sorbonne Business School / IAE Paris

📄 Computerized Content Analysis: An Iterative Process to Code Qualitative Data Accurately | **Rita Palrecha**, State U. of New York, Binghamton; **William D. Spangler**, State U. of New York, Binghamton; **Francis J. Yammarino**, Binghamton U.

**681** 📄: (Paper Session) - (SIM) **Ethical Climate and Ethical Leadership**

MONDAY

8:00am - 9:30am The Queen Elizabeth: Hochelaga 5

Chair: **Jo Crotty**, Aston U.

Discussant: **Amy Joy Guerber**, U. of Arkansas

📖 Laying an Ethical Foundation: Ethical Practices, Ethical

Climate, and Unethical Behavior | **David Mayer**, U. of

Michigan; **Maribeth Kuenzi**, Southern Methodist U.

🗣️📖 The Ethics Imperative: Aligning Artifacts, Values and

Assumptions in Assisted Living | **Carol Cirka**, Ursinus

College; **Carla M. Messikomer**, Project Management Institute

🗣️📖 Transformational Leadership and Level of Care

Reasoning | **Sheldene K Simola**, Trent U.

📖 The Emergence of Stakeholder Culture: Founder and Early

Stakeholder Imprinting Effects | **Greg Fisher**, U. of

Washington

**682 : (Paper Session) - (SIM) Sensemaking and Corporate Social Responsibility**

8:00am - 9:30am The Queen Elizabeth: Hochelaga 6

Chair: **William N. Ruud**, President - Shippensburg U.

Discussant: **Beth C. Richardson**, St. Joseph's College of Maine

🗣️📖 Between Profit Seeking and Social Responsibility: CSR

As Derridean Supplement | **Cameron Sabadoz**, U. of Toronto

The emergence and evolution of a corporate responsibility

identity orientation | **Erica L. Steckler**, Boston College

🗣️📖 Beyond Daring: Identities, conflicts and structures in

care-giving organizations | **Debabrata Chatterjee**, IIM

Kozhikode, INDIA

🗣️📖 Cognitive Dissonance as a Driver of Corporate Social

Responsibility | **Stelios C. Zyglidopoulos**, U. of Cambridge;

**Sandra Rothenberg**, Rochester Institute of Technology

**683 → 📖: (Paper Session) - (TIM) Firm-level Adoption of Innovations**

8:00am - 9:30am Le Palais Des Congres: 511E

Facilitator: **Rajesh K Tyagi**, HEC Montreal

📖 Market Evolution and Time to Adoption of New

Technologies by Industry Incumbents | **Claudio Giachetti**, U.

Ca' Foscari of Venice; **Gianvito Lanzolla**, Cass Business

School, City U.

🗣️📖 Why Adopt Now? Multiple Case Studies & Survey Studies

Comparing Small, Medium and Large Firms | **Sukanlaya**

**Sawang**, Queensland U. of Technology; **Kerrie Unsworth**, U. of

Western Australia

📖 Wellspring or Distraction? The Influences of Ownership

Change on Innovation Adoption | **Jeffrey Barden**, Foster

School of Business, U. of Washington

**684 → 📖: (DRP Session) - (TIM) The Dynamics of Market Entry: Incumbents and Late Entrants**

8:00am - 9:30am Le Palais Des Congres: 513A

Facilitator: **Mark Jenkins**, Cranfield U.

→ 📖 And the Winner is – Acquired. Entrepreneurship as a

Contest with Acquisition as the Prize | **Joachim Henkel**,

Technical U. Munich; **Thomas Ronde**, Copenhagen Business

School; **Marcus Wagner**, Bureau d' Economie Théorique et

Appliquée

📖 The Faster, The Better?: Strategic Order of Entry and

Technological Applicability in Patent Pools | **Bongsun Kim**,

Korea U. Business School

Incumbents' Responses to Disruptive Innovation: A Case

Study of Three Dutch Newspaper Organizations | **Hans van**

**Moorsel**, Tilburg U.; **Zi-Lin He**, Tilburg U.; **Erik Oltmans**,

Thaesis B.V.; **Theo Huibers**, Thaesis B.V.

📖 First Mover Advantages in Hyper-Dynamic Environments: A

Study of the iPhone Ecosystem | **Arati Srinivasan**, Boston U.;

**Fernando Suarez**, Boston U.

Pioneer Burnout: The Shadow of Radical Product Innovation

in the German Machine Tool Market | **Christina Guenther**,

Max Planck Institute of Economics

**685 → 📖: (Paper Session) - (TIM) Capturing External Value**

8:00am - 9:30am Le Palais Des Congres: 513B

Facilitator: **John S. Chen**, U. of Michigan

📖 Complements and Substitutes in Value Appropriation - An

Empirical Analysis of Patents' Interactions | **Timo Fischer**,

Technical U. München; **Joachim Henkel**, Technical U. Munich

📖 Absorbing External Technological Knowledge:

Organizational Antecedents and Consequences | **Tina**

**Burkhart**, RWTH Aachen U.; **Frank T. Pillier**, RWTH Aachen U.

→ 📖 Gaining it by Giving it Away: Capturing Value in "Mixed"

Appropriability Regimes | **Oliver Alexy**, Imperial College

London; **Markus Reitzig**, London Business School

**686 📖📖: (TIM) Shall Technology Influence the Future of Business School Accreditation: What Does the Future Hold?**

8:00am - 9:30am Le Palais Des Congres: 513E

Chairs: **Shawn M. Carraher**, Minot State U.; **Jane Whitney**

**Gibson**, Nova Southeastern U.

Presenter: **Daniel LeClair**, Association to Advance Collegiate

Schools of Business

**687 → 📖: (Paper Session) - (TIM) Video Game Industry Evolution**

8:00am - 9:30am Le Palais Des Congres: 516C

Facilitator: **Stefan N. Groesser**, U. of St. Gallen

📖 Time-To-Market Capability and Organizational Performance

in the U.S. Video Game Industry | **Eric Zhao**, U. of Alberta;

**Masakazu Ishihara**, U. of Toronto

→ 📖 Evolution of Video Game Devices | **Mirva Peltoniemi**,

Aalto U. School of Science and Technology

📖 The Presence Ladder Model: Evolution of the Game

Console Industry | **Hosung Ahn**, Seoul National U.; **Jaibeom**

**Kim**, Sungkyunkwan U.; **Jiyong Eom**, Joint Global Change

Research Institute, Pacific Northwest National Laboratory

**688 → 📖SHCS: (TIM, OMT, BPS) Trajectories of Technology Emergence: From Convergent Technologies to Distributed Legitimacy**

8:00am - 9:30am Le Palais Des Congres: 511B

Organizers: **Vincent Mangematin**, Grenoble Ecole Management;

**Michael Lounsbury**, U. of Alberta

Into the Void: Institution Bridging and Collective Identity

Emergence in Nanotechnology Exploration | **Michael**

**Lounsbury**, U. of Alberta; **Tyler Earle Wry**, U. of Alberta; **P**

**Devereaux Jennings**, U. of Alberta

New Paradigm or New Label: The Case of Nanotechnology |

**Stine Grodal**, Boston U.

MONDAY

Meaning Mechanisms in Nanotechnology: The Expansion and Contraction of Field Labels | **Nicolas Battard**, Dublin Institute of Technology

Systems of Governing Emerging Technologies: Nanotechnology in Context | **Jennifer Woolley**, Santa Clara U.

Detecting the 'Elusive' Role of Anchor Firms in Nanotech Clusters' Evolution, Cases from Europe | **Giovanni Battista Dagnino**, U. of Catania

Are Institutions of Open Innovation for Governance or Self-Selection? Field Experimental Evidence | **Kevin Boudreau**, London Business School; **Karim R. Lakhani**, Harvard U.

Participation in a Platform Ecosystem: Appropriability, Competition, Access to the Installed Base | **Peng Huang**, Georgia Institute of Technology; **Marco Ceccagnoli**, Georgia Institute of Technology; **Chris Forman**, Carnegie Mellon U.; **DJ Wu**, Georgia Institute of Technology

Toward a General Theory of Platforms | **Annabelle Gawer**, Imperial College London

**Monday 8:30AM**

**689 : (AAA) Breakfast with Academy of Management Affiliates & Associates**

8:30am - 10:00am The Queen Elizabeth: Hochelaga 1  
 AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM. AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, IFSAM, ACACIA  
 Organizer: **James P. Walsh**, U. of Michigan, Ann Arbor

**690 : (AAA) Placement Services**

8:30am - 4:30pm Hilton Montreal Bonaventure: Fontaine C  
 Placement Services - Registration and Information  
 Organizers: **James Hamilton Dulebohn**, Michigan State U.; **Wendy Kramer**, Keystone College

**Monday 9:45AM**

**691 SHCS: (BPS) Modeling Capabilities and the RBV: Formal Tools & Advances in the Theory of Competitive Advantage**

9:45am - 11:15am Le Palais Des Congres: 510A  
 Organizer: **Michael G. Jacobides**, London Business School  
 Customization Cost and "Semi-Permanent Attachment": Revisiting RBV & competitive Implications | **Sidney G. Winter**, U. of Pennsylvania  
 Scale, Scalability, Profits and Rents | **Daniel Levinthal**, U. of Pennsylvania  
 Complexity as an Isolating Mechanism | **Michael Lenox**, U. of Virginia  
 When Heterogeneity of Demand Meets Heterogeneity of Resources: RBV and Positioning | **Ron Adner**, Dartmouth College  
 Capabilities and their Models: Recent Insights from Economics | **Jan W. Rivkin**, Harvard U.  
 Competitive Advantage Revisited: CGT and the RBV | **Michael Ryall**, U. of Toronto

**692 : (BPS) Competitive Dynamics in Platform-Based Markets**

9:45am - 11:15am Le Palais Des Congres: 513D  
 Organizers: **Robert C. Seamans**, New York U.; **Feng Zhu**, U. of Southern California  
 Chair: **Melissa A Schilling**, New York U.  
 Technology Shocks in Two-Sided Markets: The Impact of Craigslist on Local Newspapers | **Robert C. Seamans**, New York U.; **Feng Zhu**, U. of Southern California

**693 : (DRP Session) - (BPS) Inter-Organizational Relationships**

9:45am - 11:15am Le Palais Des Congres: 515A  
 Facilitator: **Brian J. Collins**, U. of Southern Mississippi  
 R&D Alliance Governance and Performance: The Moderating Role of Technological Dynamism | **Hans T. W. Frankort**, City U. London  
 Unpacking the Origins of Interorganizational Relationships: Evidence from the Opera Sector | **Marcello M Mariani**, U. of Bologna; **Gino Cattani**, New York U.  
 The Role of Supplier Autonomy in the Management of Vertical Co-development Relations | **Alan O'Sullivan**, U. of Ottawa  
 Can Tournaments Help Solve Agency Problems In Franchising? | **Bill Gillis**, U. of South Alabama; **Ellen McEwan**, U. of Tennessee, Knoxville; **T Russell Crook**, U. of Tennessee, Knoxville; **Steven C. Michael**, U. of Illinois, Urbana-Champaign  
 The Impact of Own and Others' Resources on Fire Department Performance | **Jay Horwitz**, U. of Toronto

**694 : (DRP Session) - (BPS) Strategy as Practice**

9:45am - 11:15am Le Palais Des Congres: 515B  
 Facilitator: **Alex Wright**, Open U.  
 An Exploratory Study on the Prediction of Firms' Competitive Response | **Xinming Deng**, Wuhan U.; **Shuai Fan**, Huazhong U. of Sci. & Tech. China  
 The Evolving Practice of Strategic Planning | **Basak Yakis-Douglas**, Oxford U.; **Ludovic Cailluet**, U. of Toulouse Graduate School of Management; **Andrei Mogoutov**, Aguidel  
 Middle Managers' Behavior and Strategy Implementation Effectiveness | **Lisa Barton**, Groupe ESC La Rochelle CEREGE; **Veronique Ambrosini**, Birmingham U.  
 A Practice-based View of the Firm | **Harry Sminia**, U. of Sheffield

**695 : (Paper Session) - (BPS) Understanding Mergers & Acquisitions**

9:45am - 11:15am Le Palais Des Congres: 518C  
 Chair: **Donald D Bergh**, Denver U.  
 Riding the Wave: Self-organized Criticality in Merger and Acquisition Waves | **Jason Whan Park**, U. of Pittsburgh; **Benoit Morel**, Carnegie Mellon U.; **Ravi Madhavan**, U. of Pittsburgh  
 Bid Premiums for Acquisitions of IPO Firms | **Jeffrey J. Reuer**, Purdue U.; **Tony W. Tong**, U. of Colorado; **Cheng-Wei Wu**, Purdue U.

MONDAY

Investors as Advisors to Strategic Decisions: A Behavioral Model of Acquisition Due Diligence Length | **Mario Schijven**, Texas A&M U.; **David R. King**, Marquette U.

→ Synergy Sources, Target Autonomy and Integration in Acquisitions | **Xavier Castañer**, U. of Lausanne; **David Souder**, U. of Connecticut

**696** (DRP Session) - (BPS) **Strategic Decision-Making**

9:45am - 11:15am Le Palais Des Congres: 519A

Facilitator: **Jeanne Liedtka**, U. of Virginia

Towards a Theory of Strategic Absenting: Absenting as a Strategic Choice | **Markus H V Vanharanta**, Lancaster U.; **Vishal Talwar**, London School of Economics

Antecedents of Entrepreneurship; Search Behavior, Absorptive Capacity and Decision Comprehensiveness | **Sebastian van Doorn**, RSM Erasmus U.

Intuition in Strategic Decision-making: the Role of Context | **Said Elbanna**, United Arab Emirates U.; **John Child**, Birmingham U.; **Suzana Braga Rodrigues**, Birmingham U.

Individual versus Organizational Experience: An Empirical Investigation in the Private Equity Sector | **Francesco Castellana**, Bocconi U.

**697** JS: (BPS, OMT) **Organizational Learning in an Interdependent World: New Directions**

9:45am - 11:15am Le Palais Des Congres: 510B

Organizers: **Christina Fang**, New York U.; **Ji-hyun Kim**, New York U.

The Signal Importance of Noise | **Michael Macy**, Cornell U. Rivalry, Learning, and Superstitious Beliefs about Competitiveness | **Jerker C. Denrell**, U. of Oxford

Organizing Joint Search | **Thorbjørn Knudsen**, U. of Southern Denmark; **Kannan Srikanth**, Indian School of Business

The Power of Consilience in the Face of Modularity | **Christina Fang**, New York U.; **Ji-hyun Kim**, New York U.

**698** JS: (BPS, OMT, TIM) **Organizing Ambidexterity: Current Challenges and Future Directions**

9:45am - 11:15am Le Palais Des Congres: 513F

Organizers: **Justin J.P. Jansen**, Rotterdam School of Management, Erasmus U.; **Dovev Lavie**, Technion Israel Institute of Technology  
Discussant: **Michael L. Tushman**, Harvard U.

Organizational Context and Ambidexterity at Corporate Venturing Units | **Julian Birkinshaw**, London Business School  
Strategic Leadership and Organizational Ambidexterity | **Zeki Simsek**, U. of Connecticut

Managing and Organizing Ambidexterity across hierarchical levels | **Sebastian Raisch**, U. of St. Gallen

Achieving Ambidexterity within and across organizational boundaries | **Dovev Lavie**, Technion Israel Institute of Technology

**699** → (Paper Session) - (CAR) **Are Careers "Boundaryless"?**

9:45am - 11:15am Le Centre Sheraton: Salon A

Chair: **Tania Casado**, U. of Sao Paulo - USP

Career Mobility and Employee Adaptability: A Lifespan/Life Course Perspective | **Sara-Izabella Geerdes**, Jacobs U. Bremen; **Hannes Zacher**, Jacobs U. Bremen; **Klaus Schömann**,

Jacobs U. Bremen; **Benjamin Godde**, Jacobs U. Bremen; **Ursula M. Staudinger**, Jacobs U. Bremen

The Boundaryless Career: A Productive Concept That May Have Outlived its Usefulness | **Kerr Inkson**, U. of Waikato; **Shiv Ganesh**, U. of Waikato; **Juliet Roper**, U. of Waikato; **Hugh P. Gunz**, U. of Toronto

Innovations in Individual Career Management and Interorganizational Mobility: A Conceptual Framework | **Sally J. Power**, U. of St. Thomas

Narrative as a Basis for Interdisciplinary Conversations in Contemporary Career Studies | **John Blenkinsopp**, U. of Teesside

**700** → SHCS: (CAR, IM, HR) **Global Careers: Content, Choices, and Consequences**

9:45am - 11:15am Le Centre Sheraton: Jarry

Organizers: **Maria Kraimer**, U. of Iowa; **Margaret Shaffer**, U. of Wisconsin, Milwaukee

Facilitator: **David Collings**, National U. of Ireland, Galway

Global Careers: A glossary of meanings and a start of a framework | **Michael Dickmann**, Cranfield U.; **Yehuda Baruch**, U. of East Anglia

On the Declining Significance of Career Considerations in Global Careers | **Arno Haslberger**, Webster U.

The Role of Cultural Intelligence and Global Identity in Predicting International Career Aspirations | **Yih-teen Lee**, IESE Business School; **B. Sebastian Reiche**, IESE Business School; **Dongmei Song**, IESE Business School; **Franz Heukamp**, IESE Business School

International Mobility and Global Careers | **Jean-Luc Cerdin**, ESSEC; **Mila B. Lazarova**, Simon Fraser U.

Business Travelling in a Global Career | **Mina Westman**, Tel Aviv U.; **Shoshi Chen**, Tel Aviv U.; **Dalia Etzion**, Tel Aviv U.

Global Career Success: A review and future research agenda | **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Yu-Ping Chen**, U. of Wisconsin Milwaukee; **Mark C. Bolino**, U. of Oklahoma; **Maria Kraimer**, U. of Iowa

**701** → CAU: (CAU) **Expanding Education across the Globe: Understanding the Role of Faculty Flexpatriates**

9:45am - 11:15am Le Palais Des Congres: 512B

Organizers: **Daria Crawley**, Robert Morris U.; **Charlotte Broaden**, Southern New Hampshire U.

**702** CAU: (CAU) **Dare to Listen, Dare to Be Listened to: Generating New Research on Listening**

9:45am - 11:15am Le Palais Des Congres: 521A

Organizers: **Denise Potosky**, Pennsylvania State U.; **Avraham N. Kluger**, Hebrew U. of Jerusalem

**703** CAU: (CAU) **Evidence-Based Management Collaborative and Friends Annual AOM Gathering**

9:45am - 11:15am Le Palais Des Congres: 521B

Coordinator: **Denise M. Rousseau**, Carnegie Mellon U.

Participant: **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tec de Monterrey

**704** CAU: (CAU) **Caucus Proposal: Entrepreneurial Passion—Powering an Economic Recovery?**

9:45am - 11:15am Le Palais Des Congres: 521C

**Organizers:** Padmakumar Nair, U. of Twente and U. of Texas at Dallas; Michel Ehrenhard, U. of Twente  
**Moderator:** Gregory G Dess, U. of Texas, Dallas  
**Discussants:** Aard J Groen, U. of Twente, NIKOS; Shaker A. Zahra, U. of Minnesota, Twin Cities  
**Participant:** David L Ford Jr, U. of Texas, Dallas

### 705 CAU: (CAU) Behavioral Integrity Research Incubator – Supporting Individual and Collaborative Research

9:45am - 11:15am Le Palais Des Congres: 522A  
**Coordinator:** Tony L Simons, Cornell U.

### 706 CAU: (CAU) Putting Compassion to Task: Applying OD in Non-Traditional Context for Global Sustainability

9:45am - 11:15am Le Palais Des Congres: 522B  
*Sponsors of this caucus represent current or former Executive Board member of ODC division, and the OD Foundation. Caucus will also focus on the OD education and call for more effective preparation of future generations of ODC practitioners to be active on global issues.*

**Organizers:** Raymond Saner, Center For Socio-Economic Development; Lichia Yiu, Centre for Socio-Eco-Nomic Development

**Facilitator:** Steven H. Cady, Bowling Green State U.  
**Discussants:** Kenneth Murrell, U. of West Florida; Larry M. Starr, U. of Pennsylvania

**Participants:** Virginia E Schein, International Consultant; Glenn Varney, Bowling Green State U.; Richard W. Woodman, Texas A&M U.; Chris Worley, U. of Southern California

### 707 CAU: (CAU) Expanding Minority Representation in Management Education

9:45am - 11:15am Le Palais Des Congres: 522C  
**Participants:** Fay Cobb Payton, North Carolina State U.; Tom Stafford, U. of Memphis; Caren Goldberg, American U.; Terry A. Nelson, U. of Memphis; Tiki Suarez-Brown, Florida A&M U.

### 708 CAU: (CAU) Dare to Care: Information Technology in Developing Countries


9:45am - 11:15am Le Palais Des Congres: 523A  
**Organizers:** Luiz Antonio Joia, Escola Brasileira de Administração Pública e de Empresas - Fundação Getulio Vargas; Robert M Davison, City U. of Hong Kong  
**Discussants:** Tojo Thatchenkery, George Mason U.; Gerardo Patriotta, Nottingham U.; Gopakumar Gopalakrishnan, Infosys Technologies Ltd.; Alex Faria, EBAPE-FGV; Ann Majchrzak, U. of Southern California

### 709 CAU: (CAU) Caring and Career Success: Developmental Networks Research Incubator


9:45am - 11:15am Le Palais Des Congres: 523B  
**Organizers:** Richard Donald Cotton, Boston College; Yan Shen, Boston U.


### 710 : (Paper Session) - (CDP) Corporate Strategies, MNCs and Emerging Economies


9:45am - 11:15am Hyatt Regency Montreal: Alfred-Rouleau A  
**Chair:** Hicheon Kim, Korea U.

→  **IM:** Cross-border acquisitions vs. greenfields: The role of ownership and CEO compensation structure | Deepak K

Datta, U. of Texas, Arlington; Martina Musteen, San Diego State U.

 **IM:** Managerial impact of analyst forecasting accuracy and bias: A study of multinational companies | Jing Lin, Saint Joseph's U.; Alfredo J Mauri, Saint Joseph's U.; Joao Neiva De Figueiredo, Saint Joseph's U.


→  **BPS:** Networking Strategy in Emerging Economies: Network Positions and Institutional Contingency | Weilei (Stone) Shi, Baruch College; Sunny Li Sun, U. of Texas, Dallas; Mike Peng, U. of Texas, Dallas

→  **BPS:** Corporate Political Activity of MNCs 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


### 711 : (Paper Session) - (CDP) New Ventures: What Does It Take to Succeed?

9:45am - 11:15am Hyatt Regency Montreal: Alfred-Rouleau B  
**Chair:** Corey Phelps, HEC Paris

 **OMT:** Building Reputation For Technology Startups | Antoaneta Petkova, San Francisco State U.


 **OB:** Too Much of a Good Thing: When Team Level Learning Mitigates Venture Success | Jessica Rottenberger, RWTH Aachen U.


**CAR:** Prior Experience of Corporate Venture Capital Managers and Investment Practices | Gina Dokko, U. of California, Davis; Vibha Gaba, INSEAD

 **ENT:** New Venture Leadership: An Environmental Contingency Approach | James E Wilbanks, U. of Missouri; Douglas Moesel, U. of Missouri; Thomas W. Dougherty, U. of Missouri, Columbia

### 712 : (Paper Session) - (CDP) Driving Innovation: It's Not Just R&D!

9:45am - 11:15am Hyatt Regency Montreal: Alfred-Rouleau C  
**Chair:** Aya S. Chacar, Florida International U.


→  **BPS:** R&D Resources, R&D Management, and Innovation: Evidence of Mediation | Kai Xu, Xi'an Jiaotong U.; David G. Sirmon, Texas A&M U.; Shanxing Gao, Xi'an Jiaotong U.


 **PNP:** Searching for Innovation: Does Openness Really Matter in the Public Sector? | Torsten Oliver Salge, Ruhr U., Bochum; Tomas Enrique Farchi, U. of Oxford; Michael Barrett, U. of Cambridge; Sue Dopson, U. of Oxford

**GDO:** Linking Work Engagement and LMX to Innovative Work Behaviour and Turnover Intentions | Upasana Aggarwal, Indian Institute of Technology; Sumita Dutta, IITB; Shivganesh Bhargava, Indian Institute of Technology; Stacy Blake-Beard, Simmons College

### 713 : (Paper Session) - (CDP) Management Education: Teaching vs. Researching

9:45am - 11:15am Hyatt Regency Montreal: Anjou  
**Chair:** Alnoor Ebrahim, Harvard U.

 **CAR:** E-mentoring in the Classroom: Increasing Student Developmental Initiation and Mentor Satisfaction | Wendy Marcinkus Murphy, Northern Illinois U.

 **MED:** The management academia: A naked carnival | Xin Li, Copenhagen Business School

📖📖**MED**: Instructional Design, Active Learning & Student Performance: Using a Trading Room to Teach Strategy | **Alice C Stewart**, North Carolina A & T State U.; **Susan Houghton**, North Carolina A & T State U.; **Patrick Rogers**, North Carolina A & T State U.

**714 : (Paper Session) - (CDP) Management and Organizational Theories in Historical Contexts**

9:45am - 11:15am Hyatt Regency Montreal: Argenteuil, Table 1

Chair: **Charlotte Ren**, Purdue U., West Lafayette

📖📖**MH**: Relational Counterbalances to Economic Endogamy: A Theory and a Historical Example | **Denis Trapido**, UCI; **Henning Hillmann**, U. of Mannheim

📖**RM**: Sublime views and beautiful explanations: The art and craft of organization theory | **Stefan Meisiek**, U. Nova de Lisboa; **Daved Barry**, Nova U., Lisbon; **Mary Jo Hatch**, Copenhagen Business School

🗣️**MH**: Antecedents & Implications of Uncertainty in Management: Critical Perspective in Historical Context | **Chetan Chawla**, U. of Massachusetts, Amherst; **Mzamo P Mangaliso**, U. of Massachusetts, Amherst; **Bradford J Knipes**, Westfield State College; **Jeffrey Gauthier**, U. of Massachusetts, Amherst

**715 : (Paper Session) - (CDP) Taking Care to Provide Good Healthcare**

9:45am - 11:15am Hyatt Regency Montreal: Argenteuil, Table 2

Chair: **Jacob Park**, Green Mountain College

🗣️📖**HCM**: Searching for Safety: Enabling, Enacting, and Elaborating a Culture of Safety in Health Care | **Timothy J. Vogus**, Vanderbilt U.; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor; **Karl E. Weick**, U. of Michigan, Ann Arbor

📖🗣️📖**MED**: Learning to Lead in the Emergency Department | **Ellen F. Goldman**, George Washington U.; **Margaret Plack**, George Washington U.; **Colleen Roche**, George Washington U.; **Jeffrey Smith**, George Washington U.; **Catherine Turley**, George Washington U.

📖📖**HCM**: Supporting Those Who Dare to Care: 5 Case Studies of High-Performance Work Practices in Healthcare | **Ann Scheck McAlearney**, Ohio State U.; **Andrew N. Garman**, Rush U.; **Paula H. Song**, Ohio State U.; **Megan McHugh**, Health Research & Educational Trust; **Julie Robbins**, Ohio State U.; **Michael I. Harrison**, Agency for Healthcare Research and Quality

📖**CMS**: Daring To Care For 'Some' Others: A Case Of Ethical Subjectivity & Politics In Health Provision | **Alison Pullen**, U. of Technology, Sydney; **Carl Rhodes**, Swansea U.; **Robert Michael McMurray**, U. of York

**716 : (Paper Session) - (CDP) Leadership, Leadership Perceptions, and the Effects of Leadership Ties**

9:45am - 11:15am Hyatt Regency Montreal: Picardie

Chair: **Benjamin M. Galvin**, Arizona State U.

📖**OB**: Peer Group Ties and Executive Compensation Networks | **Matthew L. Pittinsky**, Arizona State U.; **Thomas A DiPrete**, Columbia U.

**OB**: Impact of Board Composition, Top Management, and Trust on Transformational Leader Effectiveness | **Tapan Seth**, Wayne State U.; **Amanuel G. Tekleab**, Wayne State U.

🗣️📖**PNP**: Successful Tacit Knowledge Transfer Among Experts and Leaders in a Higher Education Context | **Melissa R Peet**, U. of Michigan

**717 🗣️📖: (Paper Session) - (CM) The Quest for Justice: Justice and Conflict**

9:45am - 11:15am Le Centre Sheraton: Salon 1

Chair: **Robert Bies**, Georgetown U.

📖**Social Exchange from the Supervisor's Perspective: Does Employee Trustworthiness Predict Justice?** | **Cindy P. Zapata**, Georgia Institute of Technology; **Jesse E. Olsen**, Georgia Institute of Technology

**Winner of CM Division Best Paper Award - Conflict in Context** Relational Self-Construal and the Production of Procedural, Interpersonal and Informational Fairness | **Sheli Sillito**, Brigham Young U.

De/humanized by justice | **Chris M Bell**, York U.; **Careen Khoury**, York U.

**718 📖JS: (CM, OB) Disentangling the Concepts of Power & Status: Antecedents & Consequences of Being High & Feeling Low**

9:45am - 11:15am Le Centre Sheraton: Joyce

Organizers: **Brianna Barker Caza**, U. of Illinois, Urbana-Champaign; **Naomi B. Rothman**, U. of Illinois, Urbana-Champaign  
Discussant: **Joe Magee**, New York U.

Gaining Status But Losing Power: Third Party Reactions to Procedural Justice | **Naomi B. Rothman**, U. of Illinois, Urbana-Champaign; **Sara L. Wheeler-Smith**, New York U.; **Batia Mishan Wiesenfeld**, New York U.

Direct and Interactive Effects of Status and Power on Leader Fairness | **Steven Blader**, New York U.; **Ya-Ru Chen**, Johnson School of Management, Cornell U.

Things are Not Always As They Seem: Power and Status in Critical Care Departments | **Brianna Barker Caza**, U. of Illinois, Urbana-Champaign; **Timothy J. Vogus**, Vanderbilt U.; **Ariel C. Avgar**, U. of Illinois, Urbana-Champaign; **Matthew Grimes**, Vanderbilt U.

Power and the Need for Perceived Competence | **Nathanael Fast**, U. of Southern California, Marshall School of Business; **Deborah Gruenfeld**, Stanford U.

Appeasing Equals: Lateral Deference in E-mail Communication at ENRON | **John J. Sumanth**, U. of North Carolina, Chapel Hill; **Alison Fragale**, U. of North Carolina; **Larissa Z. Tiedens**, Stanford U.; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign

**719 📖: (CMS) Exploring Identity Dynamics as Critical for Leadership Development Research and Practice**

9:45am - 11:15am The Queen Elizabeth: Hochelaga 3

Chairs: **Suzanne M Gagnon**, McGill U.; **Brigid Jan Carroll**, U. of Auckland

Participants: **Jonathan Gosling**, U. of Exeter; **Ann L Cunliffe**, U. of New Mexico; **Polly Parker**, U. of Queensland; **Jamie L. Callahan**, Texas A&M U.; **Stefan Sveningsson**, Lund U.

**720 🗣️➔📖JS: (CMS, RM) Complicating Ethnography for Complicated Organizations**

9:45am - 11:15am Delta Centre-Ville: Cartier B

Chair: **Pushkala Prasad**, Skidmore College



Thickening Thick Descriptions | **Peter Svensson**, Lund U.  
 You're Doing What?!: An Argument for Mixed Methods in the Study of Organizations | **Celeste Wells**, U. of Utah  
 The Nomadic Turn In Ethnography: From Single to Multi-Sited Organizational Inquiry | **Anshuman Prasad**, U. of New Haven;  
**Pushkala Prasad**, Skidmore College  
 Losing Site? Rethinking the Epistemology of Workplace |  
**Karen Lee Ashcraft**, U. of Colorado, Boulder

**721 : (Paper Session) - (DISC) RBV: theoretical extensions and tests**

9:45am - 11:15am Le Palais Des Congres: 512E - Table 1

Discussant: **Koen Heimeriks**, Rotterdam School of Management, Erasmus U.

- 📖 **BPS**: Empirical Validation for the Durable Resource Heterogeneity Assumption in RBV | **Jee-Hae Lim**, U. of Waterloo; **Theophanis C. Stratopoulos**, U. of Waterloo; **Tony Wirjanto**, U. of Waterloo
- 📖 **BPS**: Theoretical Isolation and Symmetry in the Resource-based View | **Niklas Lars Hallberg**, Lund U.
- 📖 **BPS**: Resource Based Determinants of Make-or-Buy Decisions: Resource Transferability and Complementarity | **Werner Helmut Hoffmann**, WU Vienna; **Kerstin Neumann**, WU Vienna; **Gerhard Speckbacher**, WU Vienna
- 📖 **BPS**: Competition and Product Innovation - A Resource Based Analysis | **Natarajan Balasubramanian**, Syracuse U.

**722 : (Paper Session) - (DISC) Entrepreneurial Orientation**

9:45am - 11:15am Le Palais Des Congres: 512E - Table 2

Discussant: **G. T. Lumpkin**, Syracuse U.

- 📖 **ENT**: The Entrepreneurial Orientation (EO) Construct: Assessing its Dynamic Nature | **Daniel T. Holt**, Mississippi State U.; **Jeffrey S Homsby**, Kansas State U.; **Donald F Kuratko**, Indiana U.
- 🗣️ **ENT**: Direct and Indirect Leadership Influences on Employee Creativity in Small & Medium-Sized Enterprises | **Sean McMahon**, U. of Central Florida; **Cameron Ford**, U. of Central Florida
- ➔ **ENT**: When does (not) Entrepreneurial Orientation Lead to New Venture Creation?--- The Case in China | **Jinpei Wu**, Minnesota State U. Moorhead; **Kevin Carlson**, Virginia Tech
- ENT**: The Role of New Entry in Understanding the EO-Performance Relationship in Small Firms | **William John Wales**, James Madison U.; **Alexander McKelvie**, Syracuse U.; **Johan Wiklund**, Syracuse U.

**723 : (Paper Session) - (DISC) OMT and Sensemaking**

9:45am - 11:15am Le Palais Des Congres: 512F - Table 1

Discussant: **W. L. Dougan**, U. of Wisconsin, Whitewater

- OMT**: An Integrated Approach to Organizational Change, Power, and Sensemaking | **Rachida Aissaoui**, U. of Memphis
- 📖 **OMT**: Evolution of Routines: Evidence from Information Technology Portfolio Management | **Prasanna Karhade**, Hong Kong U. of Science and Technology; **Michael Shaw**, U. of Illinois, Urbana-Champaign; **Ramanath Subramanyam**, U. of Illinois, Urbana-Champaign
- ➔ **OMT**: Can Firm Size and Firm Age Moderate the Momentum Impact on Strategic Dimensions of

Persistence? | **Chengli Tien**, National Taiwan Normal U.; **Hong-Jen Charles Chiu**, National Taiwan U.

- 📖 **OMT**: A Half-Century of the Study of Organizations: Examining the Contribution of March & Simon's Classic | **Marc H Anderson**, Iowa State U.

**724 : (Paper Session) - (DISC) Innovativeness viewed from the individual - organizational interface**

9:45am - 11:15am Le Palais Des Congres: 512F - Table 2

Discussant: **Gina Colarelli O'Connor**, Rensselaer Polytechnic Institute

- 📖 **TIM**: Understanding and Managing Initiatives for Innovations—Empirical Evidence of a Conceptual Model | **Dietfried Globocnik**, U. of Graz, Austria
- 📖 **TIM**: Moving at the Edge - How Can an Organization Stay Routinely Innovative? | **Kathrin Sele**, U. of St. Gallen; **Simon Grand**, U. of St. Gallen
- TIM**: Personality, Social Network Position and Individual's Involvement in Innovation Process | **Evgenia Dolgova**, Rotterdam School of Management, Erasmus U.; **Woody Van Olfen**, RSM Erasmus U.

**725 : (Paper Session) - (DISC) Control mechanisms and adoption of practices in MNEs**

9:45am - 11:15am Le Palais Des Congres: 512G - Table 1

Discussant: **Timothy Michael Devinney**, U. of Technology, Sydney

- ➔ **IM**: Board Characteristics and audit fees: why ownership structure matters | **Kurt Desender**, U. Autònoma de Barcelona; **Miguel Garcia-Cestona**, U. Autònoma Barcelona; **Rafel Crespi-Cladera**, U. of Islas Balears; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign
- ➔ **IM**: Environmental uncertainty and marketing control in international HQs-subsidary relationships | **Roland Helm**, Friedrich-Schiller, U. of Jena; **Christian Schmitz**, U. of St. Gallen; **Susanne Kreiter**, Friedrich Schiller U. of Jena; **Michael Dowling**, U. of Regensburg
- ➔ **IM**: Shareholder Orientation in CG Revisited: An Organizational Perspective for Sustained Family Control | **Taeyoung Yoo**, Hankuk U. of Foreign Studies; **Taeyoun Sung**, Yonsei U.
- IM**: Impact of Choice and Mandate on Cross-Border Practice Adoption: An Institutional Theory Approach (WITHDRAWN) | **Kurt Norder**, U. of South Carolina

**726 : (Paper Session) - (DISC) MOC Relationships and Performance**

9:45am - 11:15am Le Palais Des Congres: 512G - Table 2

Discussant: **C Lakshman**, Bordeaux école de Management

- 📖 **MOC**: Understanding the Formation and Utilization of Transactive Memory Systems: A Contingent Approach | **Jing Zhu**, Hong Kong U. of Science and Technology; **Mary Zellmer-Bruhn**, U. of Minnesota
- MOC**: The Extension of Leader-Member Relationship Theory: A Dual Identity Activating Perspective | **Jane Y Jiang**, Department of Management, The Chinese U. of Hong Kong
- MOC**: The impact of CEO change on simple and complex cognition modes | **Kathrin Haberle**, Zeppelin U.

**727 : (Paper Session) - (DISC) Innovative Group Topics**

9:45am - 11:15am Le Palais Des Congres: 512H - Table 1

*Discussant:* **John Hollenbeck**, Michigan State U.

**OB:** Authentic Mentor-Protégé Relationships moderating effect on Culture of Authenticity & Org. Learning | **Bryan J. Deptula**, Florida Atlantic U.; **Ethlyn Anne Williams**, Florida Atlantic U.

🗨️**OB:** Microfinance and Poverty Alleviation: An Opportunity for Organizational Behaviour Research | **Robert Mittelman**, Sprott School of Business, Carleton U.

**OB:** The New Divisionalization of the Modern University through Interdisciplinary Super-Centers | **Susan Marie Biancani**, Stanford U.; **Daniel McFarland**, Stanford U.; **Linus Dahlander**, Stanford U.; **Lindsay Owens**, Stanford U.

**OB:** A Cross-level Model of Viability and Development. | **Michael Kukenberger**, U. of Connecticut; **John Mathieu**, U. of Connecticut; **Thomas Ruddy**, Siemens AG

**728** 🗨️: (Paper Session) - (DISC) **Family Businesses and Family Position**  
9:45am - 11:15am Le Palais Des Congres: 512H - Table 2

*Discussant:* **Benson Honig**, McMaster U.

🗨️**ENT:** Family Social Position and Entrepreneurial Success: The Case of the Wealthiest Chinese Entrepreneurs | **Qian Wang**, Hong Kong U. of Science and Technology

➔ 🗨️**ENT:** Do Family Businesses Dare to Care About Their Stakeholders More Than Non-Family Businesses Do? | **David L. Deephouse**, U. of Alberta; **Peter Jaskiewicz**, U. of Alberta

🗨️**ENT:** Entrepreneurial Action in Family Businesses: The Analysis of Human Capital and Social Capital | **Fabio Matuoka Mizumoto**, Inesper Institute of Education and Research; **M Sylvia Macchione Saes**, U. of Sao Paulo

**729** 🗨️: (Paper Session) - (ENT) **Family Firms 2: Family Commitment and Stewardship**  
9:45am - 11:15am Le Palais Des Congres: 510C

*Chair:* **Kimberly Eddleston**, Northeastern U.

➔ 🗨️ The Determinants of Family Owner-Managers' Affective Organizational Commitment | **Esra Memili**, Mississippi State U.; **Thomas Markus Zellweger**, U. of St. Gallen

🗨️ The Role of Family Involvement in Fostering an Innovation-Supportive Stewardship Culture | **Yannick PM Bammens**, Maastricht U.; **Anita Van Gils**, U. of Maastricht; **Wim Voordeckers**, Hasselt U.

🗨️ Financial Attitudes in Family Firms: Disclosing the Black Box | **Christian Koropp**, WHU – Otto Beisheim School of Management; **Dietmar Grichnik**, WHU - Otto Beisheim School of Management

**730** 🗨️: (Paper Session) - (ENT) **Entrepreneurial Risk Taking and Persistence**  
9:45am - 11:15am Le Palais Des Congres: 510D

*Chair:* **Kevin Francis Mole**, U. of Warwick

🗨️ Passion and Persistence in Entrepreneurship | **Melissa S. Cardon**, Pace U.; **Colleen Kirk**, Pace U.

🗨️ Revisiting Entrepreneurial Risk Taking: Combined Effects of Cognitive Heuristics | **Saulo Barbosa**, EM Lyon; **Alain Fayolle**, E.M. Lyon

🗨️ Do Risk Attitudes Differ within the Group of Entrepreneurs? | **Joern Hendrich Block**, Erasmus U. of Rotterdam; **Philipp G.**

**Sandner**, EXIST Founders' Grant Munich; **Frank Spiegel**, Technical U. München

**731** ➔: (Paper Session) - (ENT) **Regions and Clusters**

9:45am - 11:15am Le Palais Des Congres: 511A

*Chair:* **Brett Anitra Gilbert**, Texas A&M U.

🗨️ Regional Innovation and Entrepreneurial Capabilities as

Drivers of Economic Growth | **José L. González-Pernia**, Orkestra - Basque Institute of Competitiveness; **Iñaki Peña-Legazkue**, Orkestra - Basque Institute of Competitiveness; **Ferran Vendrell-Herrero**, Orkestra - Basque Institute of Competitiveness

🗨️ New Ventures' Alliance Network Structure in Regional Sustainability of Entrepreneurial Activity | **Mike Provan**, GWU-George Washington U.; **Elias Carayannis**, GWU-George Washington U.; **Nathaniel Givens**, U. of Michigan

🗨️ Enriching Strategic Variety in New Ventures through External Knowledge | **Barbara Larraneta**, U. Pablo de Olavide; **Jose Luis Galan**, U. of Seville

**732** 🗨️: (DRP Session) - (ENT) **Social Capital and Networks 2**

9:45am - 11:15am Le Palais Des Congres: 514A

*Chair:* **Isabelle Le Breton-Miller**, HEC Montreal / U. of Alberta

🗨️ Social Capital, Strategic Entrepreneurship and Value Creation | **Tzu-Hsin Liu**, national U. of tainan

➔ 🗨️ Relationship between Entrepreneurial Social Capital and Firm Performance | **Junhua Sun**, Nanjing U.; **Chuanming Chen**, Nanjing U.; **Shaowei Wu**, U. of Hull; **Qian Lu**, National U. of Singapore

🗨️ Venture Legitimacy: A Model of the Diffusion Process | **James M Bloodgood**, Kansas State U.; **Jeffrey S Hornsby**, Kansas State U.; **Richard G. McFarland**, Kansas State U.

🗨️ How Nascent Entrepreneurs Leverage Networks and Resources in a University Incubator | **Steven Tello**, U. of Massachusetts, Lowell; **Yi Yang**, U. of Massachusetts, Lowell; **Scott Latham**, U. of Massachusetts, Lowell

🗨️ Network Structures and Innovative Performance: The Moderating Role of Environmental Uncertainty | **Ming-Chao Wang**, National Cheng Kung U.; **Pei-Chen Chen**, National Cheng Kung U.

**733** 🗨️: (DRP Session) - (ENT) **Strategic Entrepreneurship**

9:45am - 11:15am Le Palais Des Congres: 514B

*Chair:* **Brian S. Anderson**, Indiana U.

Strategic Entrepreneurship: Insights from Multiple

Organizational Theories | **Matthew J. Mazzei**, Auburn U.

🗨️ A Theoretical Model Linking Professional Service Firm Intensity and Corporate Entrepreneurship | **Jonathan Mark Phillips**, George Washington U.; **Jake Messersmith**, George Washington U.

🗨️ Corporate Entrepreneurial Identity and Practices Construction | **Marina Biniari**, Strathclyde U.

🗨️ The Evolution of Strategic Entrepreneurship in an SME: An Entrepreneurial Learning Perspective | **Hsiu Ying Huang**, National Dong Hua U.; **Melody S. M. Seah**, National Taiwan U./Chih Lee Institute of Technology; **Ming-Huei Hsieh**, National Taiwan U.

📖 Beg, Borrow, or Deal: Strategic Entrepreneurs and the Use of Leverage in Nascent Firm Innovation | **Sheryl Winston Smith**, Temple U.

**734** 📖: (DRP Session) - (ENT) Learning and Affect

9:45am - 11:15am Le Palais Des Congres: 525B

Chair: **Paul Johnson**, Oklahoma State U.

- ➔ 📖 Vicarious Learning & Tournament Theory in Predicting Innovative Choices in Successful Entrepreneurs | **Celine Abecassis-Moedas**, U. Catolica Portuguesa; **John E. Ettl**, Rochester Institute of Technology
- 📖 Should We be Less Confident in Entrepreneurial Overconfidence? | **Laurent Vilanova**, U. Lyon 2
- 📖 Discrete Emotions in Entrepreneurship Research: The Multidimensionality of Affect | **Gordon Kwesi Adomda**, Northeastern U.
- 📖 The Influence of Affect and Self-Regulation in the Ideation Process | **Carina Lomborg**, Ecole Polytechnique Fédérale de Lausanne; **Tobias Kollmann**, U. of Duisburg-Essen; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne
- Where Do We Go from Here? Entrepreneurial Recovery and Restart After Failure | **Alan D. Boss**, U. of Washington Bothell; **J Robert Baum**, U. of Maryland; **Henry P. Sims**, U. of Maryland

**735** 📖: (DRP Session) - (GDO) Preferences For and Biases Against Similar/Dissimilar Others

9:45am - 11:15am Le Centre Sheraton: Kafka

Facilitator: **James E. King**, U. of Alabama, Tuscaloosa

- 📖 Too Old to Train or Punish: Exploring the Effects of Age on Causal Attributions | **Cody Brent Cox**, U. of Texas at Brownsville; **Margaret Elizabeth Beier**, Rice U.
- Performance Evaluation and Self-Categorization Theory: The Hidden Cost of Positive Evaluations | **Carolyn Wiethoff**, Indiana U., Bloomington; **Denise E. Williams**, Indiana U. Kelley School
- 📖 Social Dominance Orientation: The Influence of Directives on Leadership Selection | **Aneika L. Simmons**, Sam Houston State U.; **Elizabeth Eve Umphress**, Texas A&M U.
- 🗣️ Impact of Categorical, Numeric & Workgroup Status on Preference Behavior: A Value Threat Approach | **Michelle Duguid**, Washington U. in St Louis; **Denise Lewin Loyd**, Massachusetts Institute of Technology; **Pamela S. Tolbert**, Cornell U.
- Categorization Patterns and Faultlines among Second Generation Immigrants | **Luciana Turchick Hakak**, York U.; **Golnaz Tajeddin**, York U.

**736** 📖: (Paper Session) - (GDO) Diversity and Group Performance

9:45am - 11:15am Le Centre Sheraton: Lamartine

Chair: **Sherry M Thatcher**, U. of Louisville

- 🗣️ Gender Diversity Norms: Influences upon Group Information Elaboration and Performance | **Jana L. Raver**, Queen's U.; **Lisa Hisae Nishii**, Cornell U.; **Alex Vestal**, U. of Central Florida
- ➔ 🗣️ Expanding Insights on the Diversity Climate-Performance link: The Role of Work Group Discrimination | **Stephan Alexander Boehm**, U. of St. Gallen; **David Juergen Gregor Dwertmann**, U. of St. Gallen; **Florian Kunze**, U. of St.

Gallen; **Alexandra Michel**, Work and Organizational Psychology, U. of Heidelberg; **Kizzy M. Parks**, K. Parks Consulting, Inc.

- 📖 The Influence of LMX Differentiation and Diversity on Group Performance | **Yeon Joo Chae**, Yonsei U.; **Kihyun Lee**, Yonsei U.

**737** 🗣️ 📖 JS: (GDO, CMS) Notes from the Underground: "Wives of the Organization" and the Perils of Caring to Dare

9:45am - 11:15am Le Centre Sheraton: Drummond west

Organizer: **Marta B. Calas**, U. of Massachusetts, Amherst

Chair: **Alison M. Konrad**, U. of Western Ontario

- Participants: **Anne S. Huff**, Technical U. München; **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst; **Joyce K Fletcher**, Simmons College; **Anne-Wil Harzing**, U. of Melbourne

**738** 📖: (Paper Session) - (HCM) Quality Improvement in Health Care

9:45am - 11:15am The Queen Elizabeth: Hochelaga 4

Chair: **Shital Shah**, Rush U.

- 📖 Where the Rubber Meets the Road: Middle Managers' Role in Innovation Implementation | **Sarah Abigail Birken**, U. of North Carolina, Chapel Hill
- Winner of HCM Division Best Paper Based on a Dissertation Award

- 🗣️ How Many Minds Does a Team Have? Contextual Ambidexterity and Goal Harmony in Healthcare | **Sridhar Belavadi Seshadri**, Case Western Reserve U.; **Sandy Kristin Piderit**, Naval Postgraduate School; **Radhashyam Giridharadas**, Case Western Reserve U.

HCM Best Paper Award Nominee

- 📖 Financial Incentives and Performance: A Study of Pay-for-Performance in a Professional Organization. | **Gary J. Young**, Boston U.; **Howard Beckman**, Rochester Independent Practice Association; **Errol Baker**, VA Center for Organization, Management and Leadership Research

**739** 🗣️ 📖: (DRP Session) - (HCM) Dare to Care About Patients and Providers

9:45am - 11:15am The Queen Elizabeth: St-Charles

Facilitator: **Victoria Anne Parker**, Boston U.

- Perceived Compassion Among Certified Nursing Assistants: A Study of Mediating Effects | **Jose Proenca**, Widener U.
- 🗣️ Taking 'Care' Of Yourself and Others: Psychometrics of the Resonant Leadership Scale in Healthcare | **Greta Cummings**, U. of Alberta; **Ozden Yurtseven**, U. of Alberta; **Melanie Muise**, U. of Alberta; **Peter Norton**, U. of Calgary; **Carole Estabrooks**, U. of Alberta; **Dwight Harley**, U. of Alberta
- 📖 Integrating Services for Patients with Mental and Substance Use Disorders. What Matters? | **Astrid Brousselle**, U. of Sherbrooke; **Lise Lamothe**, U. of Montreal; **Chantal Sylvain**, U. DE MONTREAL; **Anne Foro**, U. of Montreal; **Michel Perreault**, McGill U.
- 📖 Dare to Care, Care to Perform: IT as a Modernization Engine in an Italian Nursing Home | **Antonio Giangreco**, IESEG School of Management; **Antonio Sebastiano**, U. Carlo Cattaneo; **Andrea Carugati**, Aarhus U.

**740** 📄: (Paper Session) - (HR) **Measurement: Assessing the validity of measures of cultural values, personality, and integrity**

9:45am - 11:15am Le Centre Sheraton: Musset

Chair: **Richard N. Landers**, Old Dominion U.

Discussant: **Kevin Carlson**, Virginia Tech

- ➡️📄 Comparing the Predictive Power of National Culture Distance Measures: Hofstede Versus Project GLOBE | **Kyetaik Oh**, Chung-Ang U.; **Jenna Renae Pieper**, U. of Wisconsin, Madison; **Barry Gerhart**, U. of Wisconsin-Madison
- 📄 Validity of Observer Ratings of Personality: A Meta-analysis | **In-Sue Oh**, U. of Alberta Business School; **Gang Wang**, U. of Iowa; **Michael K Mount**, U. of Iowa
- ➡️📄 The Criterion-Related Validity of Integrity Tests: An Updated Meta-Analysis | **Chad H. Van Iddekinge**, Florida State U.; **Philip L. Roth**, Clemson U.; **Patrick H Raymark**, Clemson U.; **Heather Odle-Dusseau**, Gettysburg College

**741** 📄: (DRP Session) - (HR) **Work-family balance**

9:45am - 11:15am Le Centre Sheraton: Hemon

Chair: **Timothy Golden**, Rensselaer Polytechnic Institute

- 📄 The Roles of Family-friendly Benefits and Work-family Culture in Predicting Work-family Conflict | **Chris A. Henle**, Colorado State U.; **Kelly L Zellars**, U. of North Carolina, Charlotte
- 📄 Making Dollars and Sense: Financial Consequences of Employer-Sponsored Wellness Initiatives | **Christa L. Austin**, McMaster U.; **Catherine E Connelly**, McMaster U.
- 🗨️ Strengthening Employment Relationships: Effects of Work-Hours Misfit on Employee Attitudes | **Michael Sturman**, Cornell U.; **Kate Walsh**, Cornell U.; **Lindsey Zahn**, Cornell U.
- 📄 Do Workers with Work-Family Conflict Hit a "Glass Ceiling?" A Meta-Analytic Study | **Jenny M. Hoobler**, U. of Illinois, Chicago; **Jia Hu**, U. of Illinois, Chicago; **Morgan Wilson**, U. of Illinois, Chicago
- Meeting Scheduling Preferences and Scheduling Satisfaction | **Ariel Maya Lechhook**, Wayne State U.; **Thomas J. Naughton**, Wayne State U.; **James E. Martin**, Wayne State U.

**742** 📄: (DRP Session) - (HR) **Employee Development, Mentoring, and Organizational Capabilities.**

9:45am - 11:15am Le Centre Sheraton: Salon 4

Chair: **Michael J Kavanagh**, U. at Albany, SUNY

- 📄 What Influences Employees to Become Involved in Development Activities? | **Jihn-Chang Joseph Jehng**, National Central U. Taiwan; **Chun-Hsi Vivian Chen**, National Central U. Taiwan; **Hsiao-Wen Liu**, National Central U. Taiwan
- 🗨️ Relationships between Influence Tactics, Mentoring Functions and Mentoring Benefits | **Yu-Chuan Tung**, National Kaohsiung U. of Applied Sciences; **Yi-Ping Lin**, National Kaohsiung Marine U.; **Tusi-Ling Yen**, National Kaohsiung U. of Applied Sciences; **Ruei-Yuan Liao**, National Sun Yat-sen U.
- 📄 Harnessing Boomerang Employees: The Lasting Effects of Mentorship and Recognition | **Brad Harris**, Texas A&M U.; **Abbie J. Shipp**, Texas A&M U.; **Stacie Furst**, U. of Cincinnati; **Benson Rosen**, U. of North Carolina
- ➡️🗨️ Dual Support in Contract Workers' Triangular Employment Relationships | **Robert Buch**, BI Norwegian School of Management; **Bard Kuvaas**, BI Norwegian School of

- Management; **Anders Dysvik**, BI Norwegian School of Management
- 📄 Temporal Analysis of Organisational Capabilities in India's Information Technology (IT) Sector | **Ashish Malik**, The Open Polytechnic of New Zealand; **Stephen Blumenfeld**, Victoria U. of Wellington

**743** 📄: (Paper Session) - (HR) **Recruitment: What attracts applicants to organizations?**

9:45am - 11:15am Le Centre Sheraton: Salon C

Chair: **Todd C. Darnold**, Creighton U.

- Discussant: **Daniel Turban**, U. of Missouri, Columbia
- ➡️📄 What Job Seekers Know vs. Think They Know: Effects of Familiarity on Employer Inferences & Choices | **Cynthia Kay Stevens**, U. of Maryland; **Lisa Dragoni**, Cornell U.; **Meredith F. Burnett**, Florida International U.
- ➡️🗨️ Why are job seekers attracted to socially responsible companies? Testing underlying mechanisms | **David A. Jones**, U. of Vermont; **Chelsea Willness**, Brock U.; **Sarah Madey**, U. of Vermont
- 🗨️ Effects of Prestigious Job Titles in Recruitment Advertisements: A Model and its Empirical Test | **Klaus J. Templer**, Nanyang Technological U.

**744** 📄 SHCS: (HR, OB) **Socialization Content and Context: New Directions**

9:45am - 11:15am Le Centre Sheraton: Drummond east

Chairs: **John Kammeyer-Mueller**, U. of Florida; **Alex L. Rubenstein**, U. of Florida

- ➡️ Getting Newcomers On-Board: What's an Organization to Do? | **Alan M. Saks**, U. of Toronto; **Jamie A. Gruman**, U. of Guelph
- When Good Apples Spoil the Barrel: Predicting the Impact and Acceptance of Newcomers' Ideas | **Francesca Gino**, U. of North Carolina, Chapel Hill; **Talya N. Bauer**, Portland State U.; **Daniel M. Cable**, U. of North Carolina, Chapel Hill; **Berrin Erdogan**, Portland State U.
- Effectively Onboarding New Employees | **Howard J. Klein**, Ohio State U.; **Beth Polin**, Ohio State U.; **Kyra Leigh Sutton**, Auburn U.
- Support, Undermining, and the Newcomer Adjustment Process | **John Kammeyer-Mueller**, U. of Florida; **Connie Wanberg**, U. of Minnesota; **Alex L. Rubenstein**, U. of Florida

**745** ➡️📄: (Paper Session) - (IM) **International Experience and Cultural Intelligence**

9:45am - 11:15am Le Centre Sheraton: Dickens

Chair: **David C. Thomas**, Simon Fraser U.

- ➡️➡️📄 Experiential and Competency Determinants of Transnational Social Capital | **Orly Levy**, IMD; **Maury Peiperl**, IMD; **Cyril Daniel Bouquet**, IMD
- ➡️➡️🗨️ The expatriate's work role as an antecedent of work adjustment in emerging markets | **Markus Kittler**, U. of Stirling; **David Rygl**, Friedrich-Alexander-U. Erlangen-Nuremberg
- ➡️➡️📄 Seeking help from host country nationals: Does it impact expatriate adjustment? | **Ashish Mahajan**, U. of Windsor
- ➡️ The Role of Experiential Learning in the Development of Cultural Intelligence | **Ming Li**, ESC Rennes School of Business; **William H Mobley**, Mobley Group Pacific Ltd.

**746** → 📄: (DRP Session) - (IM) **Social Capital, Networks and Innovation in International Business**

9:45am - 11:15am Le Centre Sheraton: Salle Ballroom east

Facilitator: **Tatiana Kostova**, U. of South Carolina

The Core-Periphery Structure of the Inter-Organizational Inventor Network in India | **Tufool Alnuaimi**, Imperial College Business School; **Gerard George**, Imperial College London

📄 Main Trends in the study of Regional Innovation Systems: an author co-citation analysis | **Giorgia Maria D'Allura**, U. of Catania; **Marco Galvagno**, U. of Catania; **Arabella Mocciano Li Destri**, U. of Palermo

📄 The Effects of Regional Social Capital on Internationalization | **Francesca Masciarelli**, "G. D'Annunzio" U.; **Keld Laursen**, Copenhagen Business School; **Andrea Principe**, U. G. d'Annunzio

→ 📄 Social capital as the source of superior marketing capabilities: A cross-cultural comparison | **Jan Kemper**, RWTH Aachen U.

→ 📄 Business Groups, Networks, and Embeddedness: Alliances in Japanese Electronics, 1985-1998 | **James R Lincoln**, U. of California, Berkeley; **Didier Guillot**, City U. of Hong Kong

**747** → 📄: (Paper Session) - (IM) **Cultural Distance and Foreignness Issues and the MNE**

9:45am - 11:15am Le Centre Sheraton: Salon B

Chair: **Jane E. Salk**, U. of Texas, Dallas

→ 📄 Cultural positions, not cultural distance, affect HQ – subsidiary relations | **Rian Drogendijk**, Uppsala U.; **Ulf Holm**, Uppsala U.

→ Power Motive: A Comparison between the US and China | **Isabel W. Ng**, Shanghai Fudan U.; **David Winter**, U. of Michigan; **Pablo Cardona**, IESE Business School

→ 📄 Hofstede's Masculinity as a Hierarchical Construct | **Jason R Pierce**, Indiana U., Bloomington

→ Countering the Centripetal Force of Agglomeration: Interclusteral Cross-border Alliances | **Anthony Goerzen**, U. of Victoria

**748** → 📄 SHCS: (IM, HR) **Leading Multicultural Teams for Success: A Prism of Perspectives**

9:45am - 11:15am Le Centre Sheraton: Salle Ballroom center

Global Leadership Mindset: The New Narrative | **Shaista Ehsan Khilji**, George Washington U.; **Elizabeth Davis**, George Washington U.; **Maria Cseh**, George Washington U.

Leader Emergence in Multicultural Teams: The Role of Cultural Intelligence | **Elizabeth C. Ravlin**, U. of South Carolina; **Anna Katherine Ward**, U. of South Carolina

The Challenge of the 'In-between' Multinational Team: Is a bicultural leader the answer? | **Christina Lea Butler**, Kingston U.

'What you see is what you get but you ain't seen nothing yet?': A study of incoming leaders of GVTs | **Lena Zander**, Uppsala U.; **Audra I. Mockaitis**, Victoria U. of Wellington; **Peter Zettinig**, Turku School of Economics; **Stephan Gerschewski**, Victoria U. of Wellington

**749** 📄 → 📄: (DRP Session) - (MC) **Leadership, Consulting and Training**

9:45am - 11:15am Delta Centre-Ville: Verriere B

Facilitator: **Anthony F. Buono**, Bentley U.

📄 Experiential International Consulting Education: Lessons Learned from Success And Adversity | **Thomas C. Head**, Roosevelt U. Chicago-Schaumburg; **Ralph Haug**, Roosevelt U.; **Alan G. Krabbenhoft**, Purdue U. North Central; **D. Michael Brown**, Birmingham Business School

📄 📄 📄 Any Concern or Compassion? I.T. Implementation and Consultant's Approach to Generational Variances | **Therese F. Yaeger**, Benedictine U.; **Theresa M Tyranowski**, MidWest Generation

📄 → 📄 Blindness to Improvement: Differential Follower Perceptions of Leader Development | **Ginka Toegel**, IMD

📄 → 📄 Helping People Help Themselves. Dynamics of Local Ownership of Tough Issues. | **Hans Vermaak**, Twynstra Management Consultants

📄 📄 → 📄 Feeling Responsible Versus Acting Responsibly | **Amaranta Karssiens**, akarssie; **Claartje van der Linden**, R.A.A.K. Consultancy; **Celeste P. M. Wilderom**, U. of Twente  
**Winner of the Copenhagen Business School Award for Outstanding Field Report Paper**

**750** 📄 📄 📄 JS: (MC, HR, MED) **New Perspectives in Executive Coaching**

9:45am - 11:15am Delta Centre-Ville: Cartier A

Chair: **Mary Wayne Bush**, Pepperdine U.

Multidimensional Executive Coaching | **Ruth L. Orenstein**, U. of Pennsylvania

Appreciative Coaching | **Jacqueline Binkert**, Appreciative Coaching Collaborative, LLC; **Ann Clancy**, Appreciative Coaching Collaborative, LLC

Executive Coaching and Neuroscience: Coaching with the Brain in Mind | **Linda J Page**, Adler-OISE U. of Toronto

**751** 📄 → 📄: (Paper Session) - (MED) **Who Are We and What Do We Do? Focusing on Business Scholarship**

9:45am - 11:15am Le Palais Des Congres: 516E

Chair: **Richard C. Thompson**, Jones International U.

→ 📄 📄 Disciplinary focus and inter-disciplinary connections: An architecture of business scholarship | **Jie Yan**, Grenoble Ecole de Management; **Charles Dhanaraj**, Indiana U., Bloomington

→ 📄 📄 Tertiary Education Ratings – An Answer Whose Time Has Come | **Ina Freeman**, Groupe ESC La Rochelle CEREGE; **Guillaume Biot-Paquerot**, La Rochelle Business School, IRGO

📄 📄 Approaching Reflexivity through Critical Reflection: Principles, Processes and Problems | **Paul Hibbert**, Strathclyde U.

**752** 📄 📄: (DRP Session) - (MED) **Student Outcomes: Reactions, Performance and Satisfaction**

9:45am - 11:15am Le Palais Des Congres: 525A

Facilitator: **Robert S. Rubin**, DePaul U.

📄 📄 Adhering to routines & structures as the foundation of excellent student performance | **Kathy Lund Dean**, Idaho State U.; **Charles J. Fornaciari**, Florida Gulf Coast U.

📄 "Friend" Requests from Professors and Parents: Does Gender and Culture affect student reactions? | **Katherine A. Karl**, Marshall U.; **Joy Van Eck Peluchette**, U. of Southern

MONDAY

Indiana; **Christopher Schlaegel**, Otto-von-Guericke U. Magdeburg

📖 A Facet Model of Full-time MBA Student Satisfaction: Program Elements and Outcomes | **Teresa J Rothausen**, U. of St. Thomas; **Michael L. DeVaughn**, U. of St. Thomas, St. Paul/Mpls, MN; **John J Sailors**, U. of St. Thomas-Opus College of Business

📖📖📖 The Value of Academic Excellence and Students' Support for Grade Inflation Reform | **Joseph P. Gaspar**, Rutgers U.

**753** 📖📖📖➔📖 SHCS: (MED, TIM) **Lessons Learned from Virtual Collaboration Endeavors**

9:45am - 11:15am Le Palais Des Congres: 516D

Organizers: **Lori K. Long**, Baldwin Wallace College; **Patricia Meglich**, U. of Nebraska at Omaha

Collaboration & Innovation: Using Organizational Development Strategy and Web 2.0 Tools | **Amanda Martin**, Leading Innovation Pty Ltd

Collaborating Virtually: Leading or Following in the Virtual World | **Darlene Alexander-Houle**, U. of Phoenix, Hewlett Packard

Making International Business Management 'Real' for Students: Challenges and Suggestions | **Betty Jane Punnett**, U. of West Indies

Developing Culture Guides for Expatriates Using Virtual Collaboration | **Bernd Kupka**, California State U., Fullerton; **Andre M. Everett**, U. of Otago; **Pavel Strach**, ŠKODA AUTO U.

Preparing for the future: Developing the virtual collaboration skills of students | **Lori K. Long**, Baldwin Wallace College; **Patricia Meglich**, U. of Nebraska at Omaha

**754** 🗣️📖: (Paper Session) - (MH) **Perspectives on Health Care: Histories of Health Management and Implications for the Present**

9:45am - 11:15am The Queen Elizabeth: Gatineau

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

📖 The Prior and his Friars: Managing worship and work, a historical case study in health care. | **Ineke L.C. M. Merks van Brunshot**, Tilburg U.; **Jac L. Geurts**, Tilburg U.

➔📖 Administrators, leaders, managers and their others: the power of words and the words of power | **Mark Learmonth**, U. of Nottingham

📖 Dare to Care?: A Theory of Healthy Behavior in Organizations | **Yekaterina Bezrukova**, Santa Clara U.; **Jamie L. Perry**, Rutgers U.; **Chester S. Spell**, Rutgers U.

**755** ➔📖: (DRP Session) - (MH) **Business histories across the globe: Management culture in different national contexts**

9:45am - 11:15am Delta Centre-Ville: Verriere A

Chair: **Louis Soloff**, Boston College

📖 Back and Forth: Tracing Managerialism in the Administrative History of a Cultural Organization | **Maria Lusiani**, U. of Bologna; **Luca Zan**, U. of Bologna

➔📖 National Embeddedness of German Managers' Organizational Know-how in the Inter-war Period | **Erich Frese**, U. of Cologne

**Journal of Management History Best International Paper Award**

📖 A Multi-Perspective Analysis of Culture and Technology Management: A Korean Case | **Chung-Shing Lee**, Pacific Lutheran U.; **Jonathan C. Ho**, Yuan Ze U.

The Institution and the Individual: Case History of the Canadian Pacific Railway and Canadian Art | **Alison Colleen Minkus**, U. of Alberta Business School

**756** : (MOC) **MOC Welcome Session: Featuring Dennis A. Gioia, Pennsylvania State U**

9:45am - 11:15am Delta Centre-Ville: Les Courants

**757** 📖📖➔🗣️📖: (DRP Session) - (MSR) **Religiosity and Management Roundtable**

9:45am - 11:15am The Queen Elizabeth: Harricana

Facilitator: **Prasad Kaipa**, Indian School of Business / Kaipa Group  
Spiritual Exercises and Managerial Practices: A Study of

Ignatian Executives | **Thierry Pauchant**, HEC Montreal; **Virginie Lecourt**, HEC Montréal et IAE Paris

🗣️📖 Stereotypes and Identity Management Strategies of Christians in the Workplace | **Brent J. Lyons**, Michigan State U.; **Jennifer Wessel**, Michigan State U.; **Sonia Ghumman**, U. of Hawaii at Manoa; **Ann Marie Ryan**, Michigan State U.

An Innovative Executive Formation Program: Sustaining a Religiously-based Vision of Leadership | **William C. McCready**, Ministry Leadership Center; **John Shea**, Ministry Leadership Center; **Laurence J. O'Connell**, Ministry Leadership Center

**758** 📖: (Paper Session) - (OB) **Ethical and Unethical Behavior**

9:45am - 11:15am Le Centre Sheraton: Salon 6

Chair: **Suzanne Chan-Serafin**, U. of New South Wales

📖 Cheating More When the Spoils Are Split | **Scott Wiltermuth**, U. of Southern California

📖 Deservingness and Unethical Behavior in Loss and Gain Frames | **Jessica Schwartz Cameron**, U. of California, Berkeley; **Dale Miller**, Stanford U.; **Benoit Monin**, Stanford U.

📖 Perceived Environmental Uncertainty, Sales Performance and Unethical Intention: Leadership Matters? | **Li-Fang Chou**, National Cheng Kung U.; **Chun-Jung Tseng**, National Sun Yat-sen U.; **Hui-Ching Diana Yeh**, Graduate School of Management, Yuan Zu U.; **Yu-Mei Chiang**, Yuan Ze U./ Hsing Wu College

📖 Consistent with Who I Am: Power Moderates the Impact of Moral Identity on Ethical Decision-Making | **Hee Young Kim**, New York U.; **Dolly Chugh**, New York U.; **Mary Kern**, Baruch College

**759** 📖: (Paper Session) - (OB) **Work-Family Conflict**

9:45am - 11:15am Le Centre Sheraton: Salon 8

Chair: **Stuart Daniel Sidle**, U. of New Haven

🗣️📖 Is It Better To Receive Than To Give? Empathy in the Conflict-Distress Relationship | **Merideth Ferguson**, Baylor U.; **Dawn S. Carlson**, Baylor U.; **Suzanne Zivnuska**, California State U. Chico; **Dwayne Whitten**, Texas A&M U.

➔📖 Impact of Value Congruence on Work-Family Conflict: The Mediating Effect of Work-Related Support | **Ying-Jung Yvonne Yeh**, National Taiwan U. of Science and Technology; **Su-Ying Pan**, National Taiwan U. of Science and Technology; **Jyh-Jer Roger Ko**, National Taiwan U.

→ Reducing the Effects of Work-Family Conflict on Job Satisfaction: the Kind of Commitment Matters | **Marcello Russo**, Parthenope U. of Naples; **Filomena Buonocore**, Parthenope U. of Naples; **Maria Ferrara**, Parthenope U. of Naples

Fairness Perceptions of Work-Life Balance Initiatives: Effects on Counterproductive Work Behaviour. | **T. Alexandra Beauregard**, London School of Economics

**760** : (Paper Session) - (OB) Individual and Contextual Drivers of Creativity

9:45am - 11:15am The Queen Elizabeth: Bersimis

Chair: **Ernestina Giudici**, Cagliari U.

When and How Rewards Increase Creative Performance: A Theoretically-Driven Meta-Analysis | **Kristin Byron**, Syracuse U.; **Shalini Khazanchi**, Rochester Institute of Technology

From A Mirage to an Oasis: Narcissism, Perceived Creativity and Creative Performance | **Jack Anthony Goncalo**, Cornell U.; **Frank Flynn**, Stanford U.; **Sharon Kim**, Cornell U.

A Within-Person Study of Mood, Goal Orientation and Creativity | **March L. To**, U. of Queensland; **Cynthia D Fisher**, Bond U.; **Patricia Ann Rowe**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

Intrinsic and Extrinsic Rewards and Creativity in the Workplace: Reward Importance as a Moderator | **Hye Jung Yoon**, Seoul National U.; **Jin Nam Choi**, Seoul National U.

**761** : (DRP Session) - (OB) About the Self: Self Evaluation, Self Construal and Self Concept

9:45am - 11:15am The Queen Elizabeth: Marquette

Facilitator: **Megan Margaret Gerhardt**, Miami U.

On the Nature of Core Self-Evaluation: A Formative or Reflective Construct? | **Meng Taing**, U. of South Florida; **Russell E. Johnson**, U. of South Florida; **Erin Michelle Jackson**, U. of South Florida

The Impact of Subordinate's Self-Construal on Leader-Member Exchange: A Self Perspective | **Xiao Chen**, Peking U.

Dynamics of Felt Trust at Work: A Self-Conceptual Perspective | **Dora C. Lau**, Chinese U. of Hong Kong; **Long Wai Lam**, U. of Macau; **Shanshan Wen**, Chinese U. of Hong Kong

Tell Them Something Good: The Outcomes of Disclosing Positive News to Coworkers | **Charlice Hurst**, Ivey School of Business; **Timothy A. Judge**, U. of Florida

**762** : (Paper Session) - (OB) Individual Differences and Job Performance

9:45am - 11:15am The Queen Elizabeth: Nicolet

Chair: **Filiz Tabak**, Towson U.

Cross-level Interactions of Individual Conscientiousness, Group Personality, and Emergent States | **Joseph A. Schmidt**, Hay Group; **Joshua S Bourdage**, U. of Calgary; **Babatunde Ogunfowora**, Paul J. Hill school of business, U. of Regina

→ Personality Traits, States, and Work Performance | **Ying Wang**, U. of Sheffield; **Mark A. Griffin**, U. of Western Australia

Reexamining the Validity of Personality: A Meta-Analysis of the Moderating Effects of Job Complexity | **Jonathan Shaffer**, U. of Iowa; **Bennett E. Postlethwaite**, U. of Iowa

Predicting the Form and Direction of Work Role Performance From the Big 5 Model of Personality | **Andrew Neal**, U. of Queensland; **Gillian Bernadette Yeo**, U. of Western Australia; **Annette Koy**, U. of Queensland; **Tania Xiao**, U. of Queensland

**763** : (Paper Session) - (OB) Leadership and Emotions

9:45am - 11:15am The Queen Elizabeth: Richelieu

Chair: **Lu Wang**, U. of New South Wales

Looking Down: The Influence of Contempt And Compassion On Leadership Perceptions | **Shimul Melwani**, U. of Pennsylvania; **Jennifer Mueller**, U. of Pennsylvania; **Jennifer R. Overbeck**, U. of Southern California

Follower Reactions to Leader Affect: How Emotion Valence and Sincerity Shape Leader Effectiveness | **Marion B Eberly**, U. of Washington; **Christina Fong**, U. of Washington

The Influencing Mechanisms of Authentic Leadership on Feedback Seeking: A Cognitive/Emotive Model | **Jing Qian**, Australian National U.; **Xiao Song Lin**, Australian National U.; **Zhen-Xiong Chen**, Australian National U.

A Two-Study Investigation of the Effect of Leaders' Sincerity on Follower Performance | **Arran Caza**, Wake Forest U.; **Gang Zhang**, London Business School; **Lu Wang**, U. of New South Wales; **Yuntao Bai**, Xi'an Jiaotong U.

**764** : (OB) New Theoretical and Empirical Advances in the Study of Followership

9:45am - 11:15am The Queen Elizabeth: St-Maurice

Chair: **Laurent M. Lapiere**, U. of Ottawa

Balance in LMX Relationships: The Role of Authentic Leadership and Followership | **William L. Gardner**, Texas Tech U.; **Claudia C. Cogliser**, Texas Tech U.

Implicit Followership Theories: Investigating the (Mis)matched Relationship | **Melissa K. Carsten**, U. of Nebraska; **Mary Uhl-Bien**, U. of Nebraska

A Research Agenda for an Attributional Perspective of Followership | **Mark J. Martinko**, Florida State U.; **Paul Harvey**, U. of New Hampshire

Leader-Follower Co-Production of Transformational Leadership | **Stefan Krummaker**, Leibniz U. Hannover; **Bernd Vogel**, U. of Reading - Henley Business School

How Can Followers Produce the Leadership They Need? | **Laurent M. Lapiere**, U. of Ottawa; **Nicholas Lane Bremner**, U. of Ottawa

**765** : (OB, CAR) Identity and Work-Life

9:45am - 11:15am The Queen Elizabeth: Grand Salon

Organizers: **Otilia Obodaru**, INSEAD; **Spela Trefalt**, Simmons School of Management

Participants: **Tracy L. Dumas**, The Ohio State U.; **Elaine C. Hollensbe**, U. of Cincinnati; **Otilia Obodaru**, INSEAD; **Lakshmi Ramarajan**, Harvard U.; **Nancy Rothbard**, U. of Pennsylvania; **David M. Sluss**, U. of South Carolina; **Therese Sprinkle**, U. of Cincinnati; **Spela Trefalt**, Simmons School of Management

**766** : (OB, OMT) Money in Everyday Life and in Organizations

9:45am - 11:15am The Queen Elizabeth: Hochelaga 2

Chair: **Senia Maymin**, Stanford U.

Money Makes Money More Important | **Sanford Ely DeVoe**, U. of Toronto; **Jeffrey Pfeffer**, Stanford U.; **Byron Lee**, U. of Toronto

Money Makes People Feel Threatened and Act Defensively | **Kathleen Vohs**, Carlson School of Management; **Jia Liu**, Groningen U.; **Dirk Smeesters**, Erasmus U. Rotterdam

Money and Economic Evaluation in Everyday Decision-Making | **Senia Maymin**, Stanford U.; **Jeffrey Pfeffer**, Stanford U.

The Prosocial Workplace: Prosocial Spending Increases Employee Satisfaction and Job Performance | **Michael Norton**, Harvard Business School; **Lalin Anik**, Harvard Business School; **Lara Ankin**, U. of British Columbia; **Jordi Quoidbach**, U. of Liege; **Elizabeth W. Dunn**, U. of British Columbia

**767** → SHCS: (OB, ONE) **Green Shoots: New Directions and Opportunities for Workplace Pro-Environmental Behavior Research**

9:45am - 11:15am The Queen Elizabeth: Mackenzie

Organizers: **Matthew C. Davis**, U. of Leeds; **Sally V. Russell**, Griffith U.

Chair: **Julian Barling**, Queen's U.

Integration: The Route to Sustainable Behavior? | **Matthew C. Davis**, U. of Leeds

Engaging Employees in Environmental Initiatives: Is Emotion the Answer? | **Sally V. Russell**, Griffith U.

Organizational Citizenship Behavior and the Environment: An Extension on the Different Forms of OCB | **Julian Barling**, Queen's U.; **Jennifer Robertson**, Queens U. Canada

The Radical with a Temper: How Different Types of Change Agents Experience Negative Emotion | **Katherine A DeCelles**, U. of Michigan; **Scott Sonenshein**, Rice U.; **Andrew J. Hoffman**, U. of Michigan

Where Next for Research into Workplace Pro-Environmental Behavior? An Interactive Discussion | **Julian Barling**, Queen's U.

**768** SHCS: (OB, RM, HR) **Issues in the Measurement of Organizational Justice**

9:45am - 11:15am The Queen Elizabeth: Jolliet

Chair: **Jerald Greenberg**, RAND Corporation

Discussant: **Jerald Greenberg**, RAND Corporation

How Are Informational Justice and Interpersonal Justice Related to Interactional Justice? | **Sylvia G. Roch**, U. at Albany, SUNY; **Linda Shanock**, U. of North Carolina, Charlotte

An Examination of Global, Direct, and Indirect Measures of Justice | **Maureen L. Ambrose**, U. of Central Florida; **Marshall Schminke**, U. of Central Florida

Direct and Indirect Measures of Organizational Justice: A Cross-Cultural Examination | **Joy H Karriker**, East Carolina U.; **Margaret L. Williams**, Wayne State U.; **Flavia Cavazotte**, IBMEC, Rio de Janeiro; **Larry J. Williams**, Wayne State U.

Measuring Organizational (In)Justice | **Jason Colquitt**, U. of Florida; **David Montgomery Long**, U. of Florida; **Jessica Rodell**, U. of Georgia; **Marie D.K. Halvorsen-Ganepola**, U. of Florida

**769** (Paper Session) - (OCIS) **Social Impacts in healthcare and travel industries**

9:45am - 11:15am Le Palais Des Congres: 511C

Chair: **Douglas L. Micklich**, Illinois State U.

Discussant: **Courtney E. Cole**, Ohio U.

→ Grounded Discovery of Practices: Reflections on Challenges of Employing the 'Practice Lens' | **Bijan Azad**, American U. of Beirut; **Nelson King**, American U. of Beirut

→ Reconfiguring Relations of Accountability: The Consequences of Social Media for the Travel Sector | **Susan Scott**, London School of Economics; **Wanda J Orlikowski**, Massachusetts Institute of Technology

→ Impact of Information Technology Investment on Hospital Performance: A Services Perspective | **Mahesh Kumar Ramamani**, Michigan State U.; **Pankaj Setia**, Michigan State U.

**770** (DRP Session) - (OCIS) **Changing Nature of Work and Processes**

9:45am - 11:15am Le Palais Des Congres: 515C

Facilitator: **Anne Quaadgras**, Massachusetts Institute of Technology

→ Coordination and Control: Digital Objects as Infrastructure in Organizational Settings | **Jennifer Whyte**, U. of Reading; **Sunila Lobo**, King Saud U.

→ Developing norms of difference: Managing the potential for constant connectivity | **Melissa Mazmanian**, U. of California, Irvine

→ An Information Theory of Management | **Earl McKinney**, Bowling Green State U.; **Charles Yoos**, Fort Lewis College

→ The Determinants and Impacts of IT patenting in Electronic Business: An Empirical Analysis | **Vijay Dakshinamoorthy**, McGill U.

→ Remote management: Towards a better understanding of managerial distance | **Emmanuelle Andree Leon**, ESCP-EAP European School of Management

**771** SHCS: (OCIS, RM) **When the Data are Documents: Bridging Quantitative and Qualitative Methodologies**

9:45am - 11:15am Le Palais Des Congres: 511D

Chair: **Carsten S. Osterlund**, Syracuse U.

Discussant: **Natalia Levina**, New York U.

Combining Network Science & Textual Content Analysis to Understand Information & Knowledge Networks | **Sinan Aral**, Massachusetts Institute of Technology

Using Natural Language Processing Technology for Qualitative Data Analysis | **Kevin Crowston**, Syracuse U.

Bourdieu's Practice Theory in Organizational Studies: A Call for Quantitative Methods Use | **Manuel Arriaga**, New York U.; **Natalia Levina**, New York U.

Using Documents to Study Virtual Organizing: Then Materiality, Provenance, and Context Matter | **Carsten S. Osterlund**, Syracuse U.; **Steve Sawyer**, Syracuse U.

**772** (Paper Session) - (ODC) **Institutional Perspectives on Change**

9:45am - 11:15am Le Centre Sheraton: Drummond center

Chair: **Danielle Zandee**, Nyenrode Business U.



- 🗂️ Driving Reform and Innovation in Government: It Takes Guerilla Tactics to Slay a Gorilla | **George Kidakwa Makiya**, Case Western Reserve U.; **Richard J Boland**, Case Western Reserve U.; **Eugene Allen Pierce**, Case Western Reserve U.
- 🗂️ Bringing the Individual Into Institutional Change Operationalization of Bourdieu's Habitus | **Thierry Viale**, HEC
- ➔🗂️ Organizational Responses to Institutional Pressure: a Praxeological Approach to Institutionalization | **Toke Bjerregaard**, Aarhus U.

### 773 : (Paper Session) - (ODC) Organizational Safety, Risk, and Reliability

9:45am - 11:15am Le Centre Sheraton: Salon 3

Chair: **Margaret T. Orr**, Bank Street College of Education

- 🗂️ Justifying Decisions: How Discretion Enhances Resilience under Risk and Uncertainty | **Kuo Frank Yu**, City U. of Hong Kong; **Karlene H. Roberts**, U. of California, Berkeley
- 🗂️ Strategic Indigenous Leadership: How do Chinese Leaders Ignite Firm Turnarounds? | **Melody S. M. Seah**, National Taiwan U./Chih Lee Institute of Technology; **Hsiu Ying Huang**, National Dong Hua U.; **Ming-Huei Hsieh**, National Taiwan U.
- 🗂️ Double Jeopardy, CEO Change and Duality in Bankrupt Firms | **Yehia M. Kamel**, American U. of Beirut; **Salim Chahine**, American U. of Beirut

### 774 : (DRP Session) - (ODC) Trust, Fairness, and Effective Change

9:45am - 11:15am Le Centre Sheraton: Salon 7

Facilitator: **Jacqueline M. Stavros**, Lawrence Technological U.

- 🗂️ The Effects of Layoff Fairness and Prior Commitment on Post-Employment Citizenship | **David N. Herda**, North Dakota State U.; **James J. Lavelle**, U. of Texas, Arlington
- ➔🗂️ Procedural Justice and Cooperative Behavior: Passion and Compassion in Innovation | **Kevin Page**, National Australia Group; **Colin Eden**, Strathclyde U.; **Fran Ackermann**, Strathclyde U.
- 🗂️ Trust and Organizational Capacity for Change: A Bibliographic and Conceptual Overview | **Margaret m Rudolf**, MRudolfAssociates
- 🗂️➔🗂️ What Makes Change Implementation Successful? | **Liza Castro Christiansen**, Henley Business School; **Malcolm Higgs**, Southampton U. School of Management
- ➔🗂️ Organizational Democracy and Perceived Corporate Effectiveness: An Exploratory Study | **Subir Verma**, Management Development Institute

### 775 : (Paper Session) - (OM) Strategy & Process Management

9:45am - 11:15am Le Palais Des Congres: 516B

Chair: **Constantin Blome**, European Business School

- 🗂️ Internal Key Account Management in PSM - An Empirical Analysis | **Sandro Reinhardt**, European Business School, Wiesbaden; **Gernot Kaiser**, European Business School, Wiesbaden; **Evi Hartmann**, Friedrich-Alexander-U. of Erlangen-Nuremberg
- 🗂️ The Business Case for Safety: An Exploration of Operational Practices and Worker Safety Outcomes | **Mark Pagell**, York U.; **Clay Dibrell**, U. of Mississippi; **Rachna Shah**,

U. of Minnesota; **Anthony Veltri**, Oregon State U.; **Elisabeth Maxwell**, Oregon State U.

- 🗂️ The Efficacy of Operations Strategy on Financial and Market Measures | **Tobias Schoenherr**, Michigan State U.; **Ram Narasimhan**, Michigan State U.

### 776 🗂️: (DRP Session) - (OMT) Knowledge Processes

9:45am - 11:15am Le Palais Des Congres: 511F

Chair: **Mia Reinholt**, CBS

- 🗂️ Auto-Organizational Memory: Its Micro-Foundations and Effects | **Peter T. Bryant**, IE Business School
- 🗂️ How Entrepreneurial Orientation Affects Knowledge Creation? A Configurational Approach | **Gang Wang**, Xi'an Jiaotong U.; **Fei Yang**, Xi'an Jiaotong U.; **Juan Wang**, Henan Normal U.
- 🗂️ Is Teamwork the Right Way To Go? Exploring Teamwork Processes in Team-based Knowledge Work | **Niclas Erhardt**, U. of Maine
- 🗂️ Knowledge-Conceptualization: A Dynamic Model of the Organizational Knowledge Creation's Front-end | **Hammad Akbar**, U. of East Anglia
- Withholding the Ace: The Individual and Group Performance Effects of Information Hoarding | **James Oldroyd**, SKK Graduate School of Business; **Joel M. Evans**, Sungkyunkwan U.; **Michael G. Hendron**, Brigham Young U.

### 777 🗂️: (Paper Session) - (OMT) Crisis, Attention, and Adaptation

9:45am - 11:15am Le Palais Des Congres: 513E

Chair: **Hille C. Bruns**, Free U. Amsterdam

- ➔🗂️ Learning in Crisis: Reconceptualising Organizational Learning and Crisis Management | **Elena P. Antonacopoulou**, U. of Liverpool; **Zachary Sheaffer**, Ariel U. Centre
- 🗂️ Behavioral Antecedents of Competitive Advantage: Aligning Prediction and Control | **Stephan Billinger**, U. of Southern Denmark; **Jenny Gibb**, U. of Waikato
- ➔🗂️ Prospective Attention: Synchronizing Top-down and Bottom-up Attention to Non-Salient Issues | **Claus Rerup**, U. of Western Ontario

### 778 🗂️: (Paper Session) - (OMT) Top Management Teams: Explaining Actions and Outcomes

9:45am - 11:15am Le Palais Des Congres: 514C

Chair: **Albert Cannella**, Tulane U.

- 🗂️ The Higher They Rise, the Harder They Fall | **Sun Hyun Park**, U. of Michigan; **James Westphal**, U. of Michigan; **Ithai Stern**, Northwestern U.
- 🗂️ CEO Survival and Industry Discretion: An Application of Agency and Job Matching Theories | **James J Cordeiro**, State U. of New York, Brockport; **Tara Shankar Shaw**, State U. of New York, Brockport
- ➔🗂️ War for Talents? Explaining the Rise in Management Compensation | **Katja Rost**, U. of Zurich
- 🗂️ Hanging Together, Together Hung? The Role of Relationship Ties in the Context of CFO Dismissals | **Volker Büttner**, WHU – Otto Beisheim School of Management, Vallendar; **Stefan Hilger**, European Business School; **Ansgar Richter**, European Business School; **Utz Schäffer**, WHU – Otto

Beisheim School of Management, Vallendar; **Kevin Zander**, WHU – Otto Beisheim School of Management, Vallendar

**779** 📄: (Paper Session) - (OMT) **New Research in Organizational Ecology**

9:45am - 11:15am Le Palais Des Congres: 518A

Chair: **Lyda S. Bigelow**, U. of Utah

Market Structure and the Evolution of Niche Overlap

Thickness | **Daniel T Byrd**, Claremont Colleges

📄 The Long-term Influence of Socialistic Imprinting and Inertia on Organizations | **Simon Oertel**, Friedrich Schiller U. of Jena; **Kirsten Thommes**, U. for Health Science, Medical Informatics and Technology Vienna; **Peter Walgenbach**, Friedrich Schiller U. of Jena

📄 Update or Novelty? Organizational Form Relatedness as a Mediator of Density Effects | **Simon Oertel**, Friedrich Schiller U. of Jena

📄 Partner Choice and Niche Expansion in the US TV Industry | **Samira Reis**, U. Carlos III de Madrid

**780** 📄: (Paper Session) - (OMT) **Networks in Organizations**

9:45am - 11:15am Le Palais Des Congres: 518B

Chair: **Yuval Kalish**, Tel Aviv U.

📄 A Spatial Ecology of Structural Holes: Scientists and Communication at a Biotechnology Firm | **Christopher C. Liu**, Harvard U.

📄 What Keeps a Small World Small?: Human Discontinuities and Network Robustness | **Brian Uzzi**, Northwestern U.; **Jarrett Spiro**, INSEAD

➔ 📄 Playing Brokerage: Action and Dynamics of Brokerage Roles in Two Mediated Transactions | **Santi Furnari**, Cass Business School, City U.

🗣️ 📄 Trusted Bridging Ties: A Dyadic Solution to the Brokerage-Closure Dilemma | **Daniel Z. Levin**, Rutgers U.; **Jorge Walter**, George Washington U.; **Melissa M. Appleyard**, Portland State U.

**781** 📄: (DRP Session) - (OMT) **Social Networks:**

**Antecedents and Consequences**

9:45am - 11:15am Le Palais Des Congres: 519B

Chair: **Gianluca Carnabuci**, U. of Lugano

Enacting Embeddedness: How Managerial Interpretations Influence Advice Network Formation | **Ebony N. Bridwell-Mitchell**, Brown U.; **Theresa K Lant**, Pace U.

📄 Between Self-Organizing and Accelerating Networks: Untangling Strategic Networks Cognitive Dynamics | **Gabriella Levanti**, U. of Palermo; **Luigi Cuccia**, U. of Palermo; **Umberto La Commare**, U. of Palermo

📄 The (Non)Sustainability of Brokerage: A Longitudinal Study of Brokered Triads in Innovation Networks | **Francisco Polidoro**, U. of Texas, Austin; **Jonathan Sims**, U. of Texas, Austin

🗣️ ➔ 📄 Strategic Flexibility and Change: The Impact of Social Networks. | **Virginia Fernández**, U. de Granada; **María del Mar Fuentes**, U. Granada; **ANA MARIA BOJICA**, U. of Granada; **Rodrigo Martín-Rojas**, U. of Granada.

My Brother's Keeper: Patterns of Norm Violations in a Virtual World | **Magnus Torfason**, Columbia U.

**782** 📄: (Paper Session) - (OMT) **Cooperation and Conflict in Interorganizational Networks**

9:45am - 11:15am Le Palais Des Congres: 524B

Chair: **Eric J. Neuman**, U. of Illinois, Urbana-Champaign

🗣️ 📄 Where Do Conflictual Ties Come From? | **Maxim Sytch**, U. of Michigan

**Winner of OMT Division Best Paper Award**

📄 Relational Collaboration Among Spatial Multipoint Competitors | **Alessandro Lomi**, U. of Lugano; **Francesca Pallotti**, U. of Lugano

📄 Social Ties, Economic Ties & Third Party Referrals: How Embedded Ties Emerge in Geographic Clusters | **Simone Ferriani**, U. of Bologna; **Fabio Fonti**, Free U. Bozen-Bolzano; **Raffaele Corrado**, U. of Bologna

📄 The Prince and the Pauper: Search and Brokerage in the Initiation of Status-heterophilous Ties | **Andrew V. Shipilov**, INSEAD; **Stan X. Li**, York U.; **Henrich R. Greve**, INSEAD

**783** 📄: (Paper Session) - (OMT) **Sociological Perspectives on the Financial Industry**

9:45am - 11:15am Le Palais Des Congres: 524C

Chair: **Heather Haveman**, U. of California, Berkeley

📄 Terminal Isomorphism: Lessons from Sub-prime Mortgage Origination and Securitization | **Jo-Ellen Pozner**, U. of California, Berkeley; **Mary Kate Stimmler**, U. of California, Berkeley; **Paul M Hirsch**, Northwestern U.

📄 Clannishness, Gossip and the Paradox of Imitation: Hedge Fund Sociality and Investment Returns | **Joon Nak Choi**, Stanford U.

📄 Testing Prescriptions' Interrelatedness in U.S. Financial Markets | **Guilhem Bascle**, Rotterdam School of Management, Erasmus U.; **Annabel-mauve Bonnefous**, REIMS Management School

Mortality Problem of Mimetic Practice in Emerging Fields: Dying to be Legitimate Hedge Funds | **Justin I. Miller**, New York U.

**784** ➔ 📄 JS: (OMT, BPS, CMS) **The Role of Meetings in Strategy Practice**

9:45am - 11:15am Le Palais Des Congres: 513C

Organizer: **David Nils Seidl**, U. of Zurich

Discussant: **Martha S. Feldman**, U. of California, Irvine

Meetings as Bundles of Practices Affecting the Stability/Change of Strategic Orientations | **David Nils Seidl**, U. of Zurich

Meetings as Ritual: Empirical Findings | **Steven W Floyd**, McIntire School of Commerce, U. of Virginia

Discursive Practices in Meetings: a Critical Discourse Perspective | **Winston Kwon**, Lancaster U.; **Ian Michael Clarke**, Newcastle U., UK

Bodies and Artifacts in Meetings: A Video-based Study of Strategic Conversations and Sensemaking | **Curtis LeBaron**, Brigham Young U.; **Richard Whittington**, Said Business School

**785** 📄: (DRP Session) - (ONE) **Environmental self-regulation**

9:45am - 11:15am The Queen Elizabeth: Duluth

Chair: **Nicole Darnall**, George Mason U.

New Institutional Theory and Formal Voluntary Environmental Standardization | **Shady Kanfi**, McGill U.

- ➔ 🗨️ 📄 Does certification really matter? Stakeholder influences and the moderation of business performance | **Vera Ferrón-Vilchez**, U. de Granada; **Nicole Darnall**, George Mason U.; **J. Alberto Aragón-Correa**, U. of Granada (Spain)
- 📄 Coming Clean: The Role of Visibility in Voluntary Environmental Disclosure Strategies | **Cedric Dawkins**, California State Polytechnic U. - Pomona; **John Fraas**, Ashland U.
- ➔ 📄 Environmental Reporting and Media Coverage of Environmental Issues: An Agenda Setting Perspective | **Irene Pollach**, Aarhus U.

**786** ➔ 📄 SHCS: (ONE, SIM, CMS) Cultivating Exclusion: Complexities of Sustainability Certification in the Food Sector

9:45am - 11:15am The Queen Elizabeth: Matapedia

Organizers: **Maarten van der Kamp**, Lancaster U.; **Stephanie Welcomer**, U. of Maine

Identity Construction, Political Activity and Market Structure: The Case of Organic Farming | **Kate Sikavica**, U. of Munich  
 Reproducing standards in organic agriculture: An exploration of how standards come alive | **Maarten van der Kamp**, Lancaster U.

Fair Trade: Does it Live Up to Its Promise? A Case Study of Coffee Producers in Chiapas Mexico | **Sarah A. Bigney**, Independent; **Mark Haggerty**, U. of Maine at Orono; **Stephanie Welcomer**, U. of Maine

Certification of Sustainability Criteria in Food Production: Implications for the Developing World | **Linda M Sama**, St. John's U.

**787** ➔ 🗨️ 📄: (DRP Session) - (PNP) Collaboration and Partnerships

9:45am - 11:15am The Queen Elizabeth: Chaudiere

Facilitator: **Deneen M. Hatmaker**, U. of Connecticut

📄 Stakeholder Influence Strategies: Mobilizing for Collaboration | **David Graham Hyatt**, Case Western Reserve U.; **Jonathan H. Coleman**, Case Western Reserve U.; **Jeffrey Longhofer**, Rutgers U.

➔ 📄 Contract Choice and Prices of Water Distribution in Spain | **Hugo Zarco Jasso**, U. of Navarra

➔ 🗨️ 📄 Governing Development: Partnership-Level Characteristics and the Adoption of Governance Form | **Annekathrin Ellersiek**, Tilburg U.; **Patrick Kenis**, Tilburg U.

Collaborative Preference: The Role of Homophily, Multiplexity and Advantageous Network Position | **Troy A. Voelker**, U. of Houston, Clear Lake; **William Cordell McDowell**, East Carolina U.

➔ 📄 Implementing National Policy at the Local Level: Assessing the Effectiveness of Local Networks | **Esther Klaster**, U. of Twente; **Dennis Muntslag**, U. of Twente; **Michel Ehrenhard**, U. of Twente; **Jeffrey N. Hicks**, U. of Twente

**788** 🗨️ 📄: (Paper Session) - (PNP) The Multiple Layers of Identity

9:45am - 11:15am The Queen Elizabeth: Peribonca

Facilitator: **Leisha DeHart-Davis**, U. of Kansas

📄 Nonprofit Organizational and Work Unit Identification and the Occupational Stress Process | **Cameron John Newton**, Queensland U. of Technology; **Stephen T.T. Teo**, Curtin U. of Technology

➔ 🗨️ 📄 Public Service Motivation and Job Satisfaction: The Role of Fit and Mission Valence | **Edmund C. Stazyk**, American U.

📄 Negotiating Organizational Identity: A Case Study on How a University Responds to Identity Threats | **Bing Ran**, Pennsylvania State U., Harrisburg; **Timothy John Golden**, Pennsylvania State U., Harrisburg

**789** 📄: (Paper Session) - (RM) Assessing agreement and equivalence

9:45am - 11:15am Delta Centre-Ville: St-Laurent

Chair: **Jodi S. Goodman**, U. of Connecticut

📄 Ascertaining observed and unobserved measurement equivalence with MM-IRT-C | **Louis Tay**, U. of Illinois, Urbana-Champaign; **Daniel A. Newman**, U. of Illinois, Urbana-Champaign; **Jeroen K Vermunt**, Tilburg U.

➔ 🗨️ 📄 rWG is not enough: Detecting subgroup disagreement | **Noah Eisenkraft**, U. of Pennsylvania

📄 The Practical Consequences of Null Distribution Choice on rwg | **Rustin D. Meyer**, Georgia Institute of Technology; **Troy Victor Mumford**, Colorado State U.; **Michael A. Campion**, Purdue U.

**790** 📄: (Paper Session) - (SIM) Philosophical Ethics and Organizations

9:45am - 11:15am The Queen Elizabeth: Hochelega 5

Chair: **Patricia Werhane**, DePaul U.

Discussant: **Elizabeth D. Scott**, Eastern Connecticut State U.

🗨️ 📄 Rethinking Organizational Constructs Of Friendship in the Workplace | **Ryan L. Raffaelli**, Boston College

📄 Calculation and compassion: economics and the problem of transplant organs | **Philip Roscoe**, U. of St Andrews

➔ 📄 Business, Ethics, and Psychological Realism | **Miguel Angel Alzola**, Fordham U.

📄 Corporations as Political Actors: A Liberal Response to a Republican Point of View | **Glen Whelan**, Nottingham U.

**791** 🗨️ 📄: (DRP Session) - (SIM) The Role of Ethical Leadership in Creating Caring Organizations Roundtable

9:45am - 11:15am The Queen Elizabeth: St-Laurent

Chair: **Scott J. Reynolds**, U. of Washington

📄 Ethical Leadership and Followers' Citizenship Behavior: The Role of Responsibility and Autonomy | **Karianne Kalshoven**, U. van Amsterdam; **Annebel H.B. De Hoogh**, U. of Amsterdam

📄 Effects of ethical leadership and self esteem on follower citizenship behaviors and deviance | **James B. Avey**, Central Washington U.; **Michael Palanski**, Rochester Institute of Technology; **Fred O. Walumbwa**, Arizona State U.

Opening the Black Box: Linking Ethical Leadership to Employee Performance | **Fred O. Walumbwa**, Arizona State U.; **David Mayer**, U. of Michigan; **Peng Wang**, Miami U. Ohio; **Hui Wang**, Peking U.; **Kristina Marie Workman**, U. of Michigan

📄 Good Citizenship and Ethical Leadership: Interactive Effects of Gender and Organizational Politics | **K Michele**

MONDAY

**Kacmar**, U. of Alabama; **Daniel Gregory Bachrach**, U. of Alabama; **Kenneth J. Harris**, Indiana U., Southeast; **Suzanne Zivnuska**, California State U. Chico

☞ Executive Servant Leadership: A New Scale to Test if Leaders Dare to Care | **Deborah Vidaver-Cohen**, Florida International U.; **Lora L Reed**, Eckerd College; **Scott Colwell**, U. of Guelph

**792** → JS: (SIM, ONE) **Ten Years of Daring to Care: The UN Global Compact (2000-2010) - What Has Been Achieved?**

9:45am - 11:15am The Queen Elizabeth: Hochelaga 6

**Organizers:** **Andreas Rasche**, U. of Warwick; **Malcolm McIntosh**, Griffith U.

**Participants:** **Sandra Waddock**, Boston College; **James E. Post**, Boston U.

**793** → (Paper Session) - (TIM) **Top Management, Learning and Innovation**

9:45am - 11:15am Le Palais Des Congres: 511B

**Facilitator:** **Eugenia Cacciatori**, Bocconi U.

☞ Screening Committee Information-processing Capabilities: Effects on Decision-making Performance | **Wafa Hammedi**, U. of Liege; **Allard C.R. Van Riel**, Radboud U. Nijmegen; **Zuzana Sasovova**, VU U. Amsterdam

☞ Inbound Mobility, Inertia, and Obsolescence | **Amit Jain**, National U. of Singapore

**Stephan Schrader Best Paper Award Finalist**

☞ A Contingency View of External Learning and Radial Innovation in Chinese High-Tech Industry | **Xiaoyun Chen**, U. of Macau; **Yongchuan Bao**, Suffolk U.; **Kevin Zheng Zhou**, Hong Kong U.

**794** → (Paper Session) - (TIM) **Working with Competitors: Alliances with Rivals**

9:45am - 11:15am Le Palais Des Congres: 511E

**Facilitator:** **Christoph Grimpe**, ZEW Centre for European Economic Research

☞ Not Worth Collaborating? The Effect of External Competition on Internal R&D Collaboration | **PuayKhoon Toh**, U. of Minnesota; **Francisco Polidoro**, U. of Texas, Austin

☞ Impacts of a Strategic Alliance with a Rival's Partner on Stock Market Returns | **Kwangho Kim**, City U. of Hong Kong

☞ The Impact of Alliance History with Current Competitors on Innovation Races | **Victor Cui**, U. of British Columbia; **Ilan Vertinsky**, U. of British Columbia

**TIM Division Best Student Paper Award Finalist**

**795** → (DRP Session) - (TIM) **The Strategic Management of Patent Value**

9:45am - 11:15am Le Palais Des Congres: 513A

**Facilitator:** **Martin Steinert**, Stanford U.

☞ The Strategic Importance of the Real World: Connectivity Analysis of the Artificial Disc | **David Barbera**, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV); **Fernando Jimenez-Saez**, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV); **Itziar Castello**, ESADE

☞ From Patent Renewals to Application Survival: Do Portfolio Strategies Play a Role in Patent Length? | **Nicolas van Zeebroeck**, U. Libre de Bruxelles

What Causes Patent Value more Transparent? Evidence of Patent Litigation in PC Chipset Industry | **Chia Yi Liu**, National Taiwan U.

☞ How to Measure Patent Thickets – a Novel Approach | **Georg von Graevenitz**, LMU Munich; **Stefan Wagner**, Ludwig Maximilians U.; **Dietmar Harhoff**, U. of Munich

☞ Aligning the R&D–Patenting Interface and its Impact on NPD Project Outcome | **Martin Fischer**, WHU – Otto Beisheim School of Management

**796** → (Paper Session) - (TIM) **International Knowledge Flows and Innovation**

9:45am - 11:15am Le Palais Des Congres: 513B

**Facilitator:** **Tsungting Chung**, National Yunlin U. of Science & Technology

→ ☞ Payment Schemes, Knowledge Proprietariness, and Internalization in Acquiring Foreign Technology | **Peter J. Sher**, National Chi Nan U.; **Hsin-Yu Shih**, National Chi Nan U.; **Beryl L Kuo**, National Chi Nan U.; **Yi-Chen Lu**, National Taiwan U.; **Chien-Hsin Lin**, Yu Da U.

→ ☞ International Exposure, Product Innovation, and Firm Productivity | **Elena Golovko**, Tilburg U.; **Bruno Cassiman**, IESE Business School

→ ☞ Innovation Capabilities and International Competitiveness of Firms | **Madan Annavarjula**, Bryant U.; **Anup Menon Nandialath**, HEC Paris; **Ramesh Mohan**, Bryant U.

**797** → (DRP Session) - (TIM) **Co-Creating Knowledge**

9:45am - 11:15am Le Palais Des Congres: 516A

**Facilitator:** **Federica Ceci**, U. G. d'Annunzio

☞ Users as Service Innovators | **Pedro Oliveira**, Catholic U. of Portugal - FCEE; **Eric von Hippel**, Massachusetts Institute of Technology

☞ Knowledge Co-creation Strategy in the World of Open Innovation | **Bou-Wen Lin**, National Tsing Hua U.; **Wan Ting Su**, National Tsing Hua U.

☞ Learning-by-Interaction between a Manufacturer and Its Users | **Sung Joo Bae**, U. of Hong Kong

☞ In What Way are Inventions by Users and Independent Inventors Different? | **Christian Lüthje**, Hamburg U. of Technology; **Alexandra Katharina Huener**, Hamburg U. of Technology; **Christoph Stockstrom**, Hamburg U. of Technology

☞ Virtual Co-Creation of New Products and its Impact on Consumers' Product and Brand Relationships | **Johann Fueller**, Innsbruck U. School of Management

**798** JS: (TIM, OMT) **Organizing for Innovation, Revisited: Collaborative Community**

9:45am - 11:15am Le Palais Des Congres: 516C

**Chair:** **Charles C. Snow**, Pennsylvania State U.

**Discussants:** **Andrew H. Van de Ven**, U. of Minnesota; **Paul R Lawrence**, Harvard U.

Collaborative Communities of Firms | **Oystein Fjeldstad**, Norwegian School of Management; **Christopher Lettl**, WU Vienna; **Grant Miles**, U. of North Texas; **Raymond E Miles**, U. of California, Berkeley; **Charles C. Snow**, Pennsylvania State U.

Robust Collaboration at ATLAS, CERN | **Raghu Garud**, Pennsylvania State U.; **Barbara Gray**, Pennsylvania State U.; **Philipp Tuertscher**, WU Vienna

The “New Innovation” And Why Collaborative Community Is Its Foundation | **Paul Adler**, U. of Southern California; **Charles Heckscher**, Rutgers U.; **Lin Chai**, U. of Southern California

### Monday 10:00AM

#### 799 : (ICW) Organization & Environment Editorial Review Board Meeting

10:00am - 11:00am Le Palais Des Congres: 512A

Organizer: **Cynthia Nalevanko**, Sage Publications

#### 800 : (OB) Thank You Coffee

10:00am - 11:00am Le Centre Sheraton: Salon 5

An opportunity for members of the various OB Division committees to connect and relax. Please join us for a coffee.

### Monday 10:15AM

#### 801 : (AAA) Conference Break

10:15am - 10:45am Le Palais Des Congres: Exhibit Hall 220 CD Conference Break

### Monday 11:30AM

#### 802 : (Paper Session) - (BPS) Strategic Positioning & Firm Performance

11:30am - 1:00pm Le Palais Des Congres: 510A

Chair: **David C Croson**, Southern Methodist U.

📄 Spatial Positioning with Heterogeneous Rivals: Evidence from the Chinese Satellite TV Industry | **Richard Wang**, U. of California, Berkeley

📄 Strategic Positioning and Strategic Stability: Does It Matter to Performance? | **Walter Pereira Formosinho Filho**, Pontifical Catholic U. of Rio de Janeiro; **Jorge Ferreira da Silva**, Pontifical Catholic U. of Rio de Janeiro; **Jorge M. T. Carneiro**, Pontifical Catholic U. of Rio de Janeiro

📄 Positioning on a Multi-Attribute Landscape | **Ron Adner**, Dartmouth College; **Felipe A. Csaszar**, INSEAD; **Peter Zemsky**, INSEAD

📄 The Profitability Dynamics of Indian Firms | **Arnab Bhattacharjee**, U. of St Andrews; **Sumit Majumdar**, U. of Texas, Dallas

#### 803 : (Paper Session) - (BPS) Schizophrenia, Surprises & Change

11:30am - 1:00pm Le Palais Des Congres: 513C

Chair: **Allen Amason**, U. of Georgia

📄 How Attributions For Surprise Influence Strategic Change | **Christopher B. Bingham**, U. of North Carolina, Chapel Hill; **Jeray M Haleblan**, U. of California, Riverside

📄 When do New CEOs Bring Strategic Changes of Organizational Designs? | **David H. Weng**, U. of Texas, Dallas; **Zhiang "John" Lin**, U. of Texas, Dallas

📄 Strategic Change and Firm Performance: The Moderating Role of CEO Personality | **Pol Hermann**, Iowa State U.; **Sucheta Nadkarni**, Drexel U.; **Jianhong Chen**, Drexel U.

📄 The Paradox of the Schizophrenic Organization | **Sabine B. Klein**, WHU – Otto Beisheim School of Management, Vallendar

#### 804 : (Paper Session) - (BPS) Competitive Signaling

11:30am - 1:00pm Le Palais Des Congres: 513D

Chair: **Dorota Piaskowska**, U. College Dublin

📄 The Role of Competition and Incentives in Rating Markets | **Paul Seaborn**, U. of Toronto

📄 Threat of Entry, Asymmetric Information and Pricing | **Robert C. Seamans**, New York U.

📄 Do Signals Matter in Competition? The Relationship Between Signals and Reaction Intensity | **Qiang Li**, U. of Maryland - College Park

📄 Reputation, Altruism, and the Benefits of Seller Charity in an Online Marketplace | **Daniel Walter Elfenbein**, Washington U. in St. Louis; **Raymond Fisman**, Columbia U.; **Brian McManus**, U. of North Carolina, Chapel Hill

#### 805 : (Paper Session) - (BPS) Organizing for Innovation

11:30am - 1:00pm Le Palais Des Congres: 513F

Chair: **Curba Morris Lampert**, U. of South Carolina

📄 Task Division in Collaborative Innovation: Managing Task Efficiency, Learning and Coordination | **Yang Fan**, Rotterdam School of Management, Erasmus U.

The Influence of Absorptive Capacity and Employee Turnover on Firm Performance: An Empirical Study | **Nandini Lahiri**, U. of North Carolina, Chapel Hill; **Mona Bahl**, Purdue U., West Lafayette

📄 Coordinating and Competing in Ecosystems: How Organizational Forms Shape New Technology Investments | **Rahul Kapoor**, U. of Pennsylvania; **Joon Mahn Lee**, Wharton School

Vertically-Diversified firms and technology S-curves | **Raja Roy**, Drexel U.; **Mitrabaran Sarkar**, U. of Central Florida

#### 806 : (DRP Session) - (BPS) Networks

11:30am - 1:00pm Le Palais Des Congres: 515A

Facilitator: **Laurence Anthony Marsh**, U. of Texas at El Paso

📄 Effects Of Local Institutions on Product Development and Alliance Formation | **Joseph E Coombs**, Texas A&M U.; **Porcher Taylor**, U. of Richmond

📄 Technology Scope and Alliance Formation in U.S. Biotechnology Firms | **Woojin Yoon**, Seoul National U.; **Jaeyong Song**, Seoul National U.

→ 📄 Stability vs. Change: A Whole Network Perspective to Network Dynamics | **Shu-Ping Li**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Sai Krishna Yayavaram**, National U. of Singapore

📄 A Portfolio Framework for Selecting High-potential Alliance and Complementor Partners | **Jeffrey L Cummings**, Loyola U. Maryland; **Stevan R Holmberg**, American U.

#### 807 : (DRP Session) - (BPS) Resource-Based View

11:30am - 1:00pm Le Palais Des Congres: 515B

Facilitator: **Marco Giarratana**, U. Carlos III de Madrid

📄 Creating Resource Based and Relational Rents: Firms Embracing Opposing Logics | **Bart A.G. Bossink**, VU U.; **Paul W. L. Vlaar**, Vrije U. Amsterdam

📄 Nested Resource-Based Contingency in an Emerging Economy | **Joseph Ofori-Dankwa**, Saginaw Valley State U.; **Scott D Julian**, Wayne State U.; **Yu Liu**, Saginaw Valley State U.

- 📖 The Antecedents and Consequences of Brand-Oriented Companies | **Yen-Tsung Huang**, Tunghai U.; **Ya-Ting Tsai**, Tunghai U.
- 📖 Out of Control: Intangible Resources within the Resource Based View of the Firm | **Tale Skjolsvik**, BI Norwegian School of Management
- 📖 Chicken, Stag, or Rabbit? Strategic Factor Markets and Downstream Competition | **Christian Geisler Asmussen**, Copenhagen Business School

**808** 📖: (Paper Session) - (BPS) **Managing Mergers, Acquisitions & Divestitures**

11:30am - 1:00pm Le Palais Des Congres: 518C

Chair: **Luis Vives**, ESADE

- 📖 The Mechanisms of Knowledge Transfer in M&A | **Paulina Junni**, Hanken School of Economics; **Riikka M Sarala**, U. of North Carolina, Greensboro
- 📖 Selling your Heritage: Legacy Divestitures and the Hidden Costs of Corporate Renewal | **Emilie Feldman**, Wharton School
- 📖 Do investors value uniqueness in corporate strategy? Evidence from Mergers and Acquisitions | **Lubomir Litov**, Washington U. in St Louis; **Todd Zenger**, Washington U. in St Louis
- 📖 Termination Agreements in M&A Contracting | **Cheng-Wei Wu**, Purdue U.; **Jeffrey J. Reuer**, Purdue U.

**809** 🗣️📖 JS: (BPS, SIM) **Humanizing Strategy: Letting the "Messiness" In**

11:30am - 1:00pm Le Palais Des Congres: 510B

Chair: **Jeanne Liedtka**, U. of Virginia

Participants: **Henry Mintzberg**, McGill U.; **Roger L. Martin**, U. of Toronto; **Nathan Shedroff**, California College of the Arts

**810** 🗣️📖 JS: (BPS, TIM, OMT) **The Role of Anchor Firms and Networks in Mobilizing Knowledge for Developing Regions and Countries**

11:30am - 1:00pm Le Palais Des Congres: 519A

Organizers: **Daniela Baglieri**, U. of Messina; **Giovanni Battista Dagnino**, U. of Catania

Chair: **Giovanni Battista Dagnino**, U. of Catania

Discussants: **Maryann P Feldman**, U. of Georgia; **Stephen B Tallman**, U. of Richmond

Chair and Introduction | **Giovanni Battista Dagnino**, U. of Catania

- Discussion 1 - The Policy Makers' Perspective Discussion 2 - The Strategist's Perspective | **Maryann P Feldman**, U. of Georgia; **Stephen B Tallman**, U. of Richmond
- Wrap-Up and Agenda for Future Research (coordinated by the chair) | **Giovanni Battista Dagnino**, U. of Catania
- The Anchoring Act: How Anchor Organizations Shape the Development of Local Industrial Systems | **Gianni G Lorenzoni**, U. of Bologna
- Locally-Headquartered Organizations and Agglomeration Economies in Declining Low Technology Industry | **Pino G. Audia**, Dartmouth College; **Christopher I. Rider**, Emory U.
- David Don't Slay Goliath! Interorganizational Power in a Nanotechnology Cluster Revisited | **Damiano Russo**, U. of Bologna; **Vincent Mangematin**, Grenoble Ecole Management

- Knowledge Dynamics in Nanotech and Biotech Clusters: Who Plays the Anchor Role? | **Daniela Baglieri**, U. of Messina; **Giovanni Battista Dagnino**, U. of Catania
- Anchor Organizations and the Institutional Antecedents of Coopetition | **Luiz F. Mesquita**, Arizona State U. / Inspec; **Laura Poppo**, U. of Kansas

**811** 🗣️📖: (DRP Session) - (CAR) **Life Spillovers: Work, Life and Career**

11:30am - 1:00pm Le Centre Sheraton: Salon 3

Chair: **Eleni Apospori**, Athens U. of Economics and Business

Discussant: **Monique Valcour**, EDHEC Business School

- 📖 Examining the Constructs of Work-Family Positive Spillover and Enrichment | **Aline D. Masuda**, EADA; **Laurel McNall**, State U. of New York, Brockport; **Tammy D. Allen**, U. of South Florida; **Jessica M. Nicklin**, U. of Hartford
- 📖 Life Spillovers: The Impact of Fear of Home Foreclosure on Attitudes Towards Work, Life and Career | **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Karen S. Lyness**, Baruch College; **Doan E. Winkel**, U. of Wisconsin, Milwaukee
- 📖 Testing Relationships of Work and Home Flexibility and Permeability with Cross-Border Spillovers | **MaryAnne Hyland**, Adelphi U.; **David J Prottas**, Adelphi U.
- 📖 Family-Work Enhancement & Commitment: A Moderated Mediation Model of Engagement & Supervisor Support | **Reuben Mondejar**, City U. of Hong Kong; **Mike Ladao**, Hong Kong U. of Science and Technology
- 📖 An Extended Measure of Work-Life Balance Culture: Development and Confirmation of the Measure | **Lisa M Bradley**, Queensland U. of Technology; **Paula Kathleen McDonald**, Queensland U. of Technology; **Kerry Brown**, Southern Cross U.

**812** 🗣️ JS: (CAR, IM) **Cross Cultural Mentoring: Towards an Understanding of International Relationships**

11:30am - 1:00pm Le Centre Sheraton: Jarry

Organizers: **Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo; **Wendy Marcinkus Murphy**, Northern Illinois U.

Discussant: **Monica Higgins**, Harvard U.

- Assessing the State of Cross Cultural Mentoring Research | **John Mezas**, U. of Miami; **Terri A. Scandura**, U. of Miami
- Interactive Effects of Gender, Power-Distance, and Mentoring on Salary: A Cross-Cultural Study | **Aarti Ramaswami**, ESSEC Business School; **Jia-Chi Huang**, Soochow U.; **George Dreher**, Indiana U., Bloomington
- Mentoring Receipt and Employability: How They Relate to Career Success in the Polish ICT Sector | **Nikos Bozionelos**, Athens U. of Economics and Business; **Konstantinos Kostopoulos**, Athens U. of Economics and Business; **Beatrice Van der Heijden**, Radboud U. Nijmegen, the Netherlands; **Claudia Van der Heijde**, Vrije U. Amsterdam; **Olga Epitropaki**, ALBA Graduate Business School & Aston Business School; **Aslaug Mikkelsen**, Stavanger U.; **Izabela Marzec**, Katowice School of Economics (GWSH), Poland; **Dora Scholarios**, U. of Strathclyde; **Esther van der Schoot**, U. of Amsterdam; **Piotr Jedrzejowicz**, Gdynia Maritime U.
- Expatriates' Developmental Networks: A Relational Approach | **Yan Shen**, Boston U.

**813** → 🗨️ 📄 CAU: (CAU) **A European Perspective on Social Issues in Management**

11:30am - 1:00pm Le Palais Des Congres: 512B

*The meeting theme "Dare to Care: Passion & Compassion in Management Practice & Research" encourages us to consider how our work might contribute to the wellbeing of the larger society. This implies to consider the specificities of the different European societies and cultures as a challenge for companies doing business in Europe and for management scholar studying these phenomena. In this sense, this work around the understanding of what implies to take a European perspective on social issues in management is particularly to the point.*

**Organizers:** Celine Gainet, UCLA Visiting Scholar - Sorbonne Business School; **Andreas Georg Scherer**, U. of Zurich  
**Participants:** Dirk Matten, York U.; **David M. Wasieleski**, Duquesne U.; **Domenech Mele**, IESE U. of Navarra; **Jeremy Moon**, U. of Nottingham; **Hans Van Oosterhout**, RSM Erasmus U.; **Jean-Pascal Gond**, HEC Montreal / Nottingham U.

**814** 📄 🗨️ CAU: (CAU) **Caring & Daring: Teaching Millennials about Personal Values, Commitment and Leadership**

11:30am - 1:00pm Le Palais Des Congres: 521A

**Coordinators:** Dale Kalika, Lecturer, Department of Management, W. P. Carey School of Business, Arizona State University  
**Barbara Keats**, Professor, Department of Management, W. P. Carey School of Business, Arizona State University

**Coordinators:** Dale Kalika, Arizona State U.; **Barbara W Keats**, Arizona State U.

**815** 📄 🗨️ CAU: (CAU) **Strategy and randomness**

11:30am - 1:00pm Le Palais Des Congres: 521B

**Organizers:** Chengwei Liu, U. of Cambridge; **Jerker C. Denrell**, U. of Oxford

**Participants:** Howard Aldrich, U. of North Carolina; **Daniel Levinthal**, U. of Pennsylvania; **Mark de Rond**, Cambridge U.; **William H. Starbuck**, U. of Oregon; **Sidney G. Winter**, U. of Pennsylvania

**816** 📄 CAU: (CAU) **Future for Entrepreneurship Research**

11:30am - 1:00pm Le Palais Des Congres: 521C

**Caucus organizer and coordinator (member of AOM):** Louis Jacques Filion  
**Rogers-J.A. Bombardier Chair of Entrepreneurship** HEC Montréal  
3000 ch. Côte-Sainte-Catherine Montréal, QC H3T 2A7  
Canada  
Tel: 514 340-6339 Fax: 514 340-6382 cell 514 923 1957  
louisjacques.filion@hec.ca www.hec.ca/chair.entrepreneurship  
**Organizer:** Louis Jacques Filion, HEC Montreal

**817** 🗨️ 📄 CAU: (CAU) **Measurement of Passion, Compassion and Other Emotions**

11:30am - 1:00pm Le Palais Des Congres: 522A

**Participants:** Prisca Brosi, Technische U. München; **Marcus Armin Drescher**, TUM School of Management

**818** → 🗨️ 📄 CAU: (CAU) **Integrating Stakeholder Care into the Sustainability Agenda**

11:30am - 1:00pm Le Palais Des Congres: 522B

**Organisation:** Cleber Dutra – Edson Queiroz Foundation, UNIFOR, Fortaleza, Brazil (chair / organiser)  
Kumba Jallow – Leicester Business School, De Montfort University, UK (organiser)  
**Organizers:** Cleber Dutra, U. of Fortaleza - UNIFOR; **Kumba Jallow**, De Montfort U.

**Participants:** Luis Felipe M Nascimento, Federal U. of Rio Grande do Sul; **Johannes Fresner**, Graz U.; **Luciano Barin Cruz**, HEC

Montréal; **Eugenio Ávila Pedrozo**, U. Federal do Rio Grande do Sul - UFRGS - Porto Alegre - RS- BRASIL; **Dirk Michael Boehe**, Insper Institute of Education and Research

**819** 🗨️ CAU: (CAU) **Caring with a Conscience: How Do We Teach Dare to Care in the Classroom?**

11:30am - 1:00pm Le Palais Des Congres: 522C

**Organizers:** Sally Sledge, Norfolk State U.; **Angela Miles**, North Carolina A & T State U.

**820** → 🗨️ 📄 CAU: (CAU) **When better means more: value(s) and strategy in globalization 2.0**

11:30am - 1:00pm Le Palais Des Congres: 523A

**Organizers:** Yan Cimon, U. Laval; **Andrew Papadopoulos**, HEC Montreal

**821** 🗨️ 📄 CAU: (CAU) **Using HR Standards to Imbed Academic Research to Business Practices**

11:30am - 1:00pm Le Palais Des Congres: 523B

**Organizers:** Debra J. Cohen, Society for Human Resource Management; **Lee Webster**, Society for Human Resource Management

**822:** (Paper Session) - (CDP) **Corporate-Level Strategies: The Good, Bad, and Ugly**

11:30am - 1:00pm Hyatt Regency Montreal: Alfred-Rouleau A

**Chair:** Melissa Graebner, U. of Texas, Austin

📄 **OMT:** How deals flow: Toward a comprehensive process model of mergers and acquisitions | **Timothy Galpin**, U. of Dallas; **J. Lee Whittington**, U. of Dallas

📄 **PNP:** Cultural Integration or Tissue Rejection? Nonprofit Post-Merger Integration | **James Krauskopf**, Baruch College; **Bin Chen**, Baruch College

📄 **OMT:** The Case for Parenting Advantage: An Analysis of Its Impact on Theory and Practice | **Ulrich Pidun**, Boston Consulting Group; **Matthias Kruehler**, Freiberg U.

**823:** (Paper Session) - (CDP) **New Firms: Founder Equity, Spatial Dynamism and Religious Entrepreneur**

11:30am - 1:00pm Hyatt Regency Montreal: Alfred-Rouleau B

**Chair:** Timothy B Folta, Purdue U.

**MSR:** Taking the Postsecular Turn in Organizational Analysis | **Angela Hope**, St. Mary's U.

→ 📄 **ENT:** The Spatial and Temporal Dynamics of Entrepreneurial Activity: New Firm Creation in Korea | **Richard T. Harrison**, Queen's U. Belfast; **Eunsuk Hong**, Queen's U. Belfast; **In Hyeock Ian Lee**, Western Kentucky U.

🗨️ 📄 **PNP:** Social Entrepreneurship and Religious Congregations: Addressing Health and HIV through Collaboration | **Laura Werber Castaneda**, RAND Corporation; **Peter Mendel**, RAND Corporation; **Kathryn Pitkin Derose**, RAND Corporation

**824:** (Paper Session) - (CDP) **Knowledge: Getting It, Using It, and Passing It On**

11:30am - 1:00pm Hyatt Regency Montreal: Alfred-Rouleau C

**Chair:** Tony W. Tong, U. of Colorado

**RM:** The Role of Meta-analysis in the Development of Knowledge | **MeowLan Evelyn Chan**, National U. of Singapore; **Richard D Arvey**, National U. of Singapore

**BPS:** Middle Managers' Searching for Knowledge: The Repository - Interpersonal Dilemma | **Esther Tippmann**, Dublin Institute of Technology; **Pamela C Sharkey Scott**, Dublin Institute of Technology; **Vincent Mangematin**, Grenoble Ecole Management

→ **BPS:** Emergent Adaptation in Knowledge Transfer: Replication, Improvisation and Re-creation | **Paulo Prochno**, U. of Maryland, College Park; **Eric WK Tsang**, U. of Texas, Dallas

**CMS:** A Critical Approach of the Financial Education Discourse: For an Education Beyond Capital | **Viviane Franco Augustinis**, EBAPE-FGV; **Alessandra Mello Costa**, EBAPE-FGV; **Denise Franca Barros**, EBAPE-FGV

**825 : (Paper Session) - (CDP) Conflict and Workplace Harassment**

11:30am - 1:00pm Hyatt Regency Montreal: Anjou

Chair: **Cindi Baldi**, U. of Texas, Austin

**CM:** Using adaptive theory to investigate conflict in the workplace | **Bernadine VanGramberg**, Victoria U. of Technology; **Julian Teicher**, Monash U.; **Greg J Bamber**, Monash U.

🗣️ **HR:** The Context of Workplace Harassment: HR Practices, Work Environments, and Organizational Factors | **Jana L. Raver**, Queen's U.; **Ingrid C. Chadwick**, Queen's U.; **Jaclyn M. Jensen**, George Washington U.

🗣️ **CM:** Getting to "No": Using Theta and Lambda Worldviews in Conflicts Management | **Isaac Mostovicz**, Janus thinking LTD; **Nada Kakabade**, Professor

**826 : (Paper Session) - (CDP) Hospitals, Abuse Treatment Centers, and Cost of Caring**

11:30am - 1:00pm Hyatt Regency Montreal: Argenteuil, Table 1

Chair: **Stephanie J Creary**, Boston College

🗣️ **ODC:** Deliberate Learning to Improve Performance in Dynamic Service Settings: Evidence from Hospitals | **Ingrid M. Nembhard**, Yale U.; **Anita L. Tucker**, Harvard U.; **Richard Bohmer**, Harvard U.

🗣️ **HCM:** The Costs of Caring: Compassion Fatigue and Health Care Management | **Diane Dodd-McCue**, Virginia Commonwealth U.

🗣️ **HCM:** Configurations of Governing Boards of Substance Abuse Treatment Centers | **Dail Fields**, Regent U.; **Terry C. Blum**, Georgia Institute of Technology

**827 : (Paper Session) - (CDP) Revisiting Past Works: Shaping Management Research Today?**

11:30am - 1:00pm Hyatt Regency Montreal: Argenteuil, Table 2

Chair: **Tarun Khanna**, Harvard U.

🗣️ **RM:** The Effect of Disruptive Power-in-Language on Discourse in 1969: An Analysis of the Chicago 7 Trial | **Robert Brescia**, George Washington U.; **David R. Schwandt**, George Washington U.; **James Douglas Orton**, Project on National Security Reform

→ **MH:** Contextualizing the Hawthorne Works: The 1915 Works Picnic and Other Neglected Factors | **John S Hassard**, U. of Manchester

🗣️ **RM:** Crafting Qualitative Research: Morgan and Smircich 30 years on | **Ann L Cunliffe**, U. of New Mexico

🗣️ **MH:** Chandler Revisited: A Historical Financial Analysis of Chandler's Own Matched and Mismatched Firms | **Kenneth E. Aupperle**, U. of Akron; **William Acar**, Kent State U.; **Debmalya Mukherjee**, U. of Akron  
**Winner of John F. Mee Management History Contribution Award**

**828 : (Paper Session) - (CDP) Social Capital and Social Exchange**

11:30am - 1:00pm Hyatt Regency Montreal: Picardie

Chair: **Jone L. Pearce**, U. of California, Irvine

🗣️ **OMT:** Economic Transactions as Social Interaction: The Costs of Embarrassment | **Avi Goldfarb**, U. of Toronto; **Sampsa Samila**, Brock U.; **Brian S. Silverman**, U. of Toronto

🗣️ **OMT:** Transaction Threshold, Social Capital and Utopia | **Peter Hwang**, National Taiwan U.

**SIM:** Social Capital, CSR and the Web 2.0 | **Matthes Fleck**, U. of St. Gallen; **Christian Fieseler**, U. of St. Gallen

🗣️ **CAR:** Linking Socialization Tactics with Newcomer Adjustment: The Role of Social Exchange Relationship | **Tomokazu Takeuchi**, Tokyo Fuji U.; **Norihiko Takeuchi**, Aoyama Gakuin U.; **Yuhee Jung**, Meiji U.

**829 : (Paper Session) - (CM) Avoiding Toxic Relationships: Power & Interpersonal Associations Among Individuals**

11:30am - 1:00pm Le Centre Sheraton: Joyce

Chair: **Corinne Bendersky**, U. of California, Los Angeles

🗣️ **Powerful and Unpersuaded: The Implications of Power for Confidence, Advice Taking, and Accuracy** | **Kelly E. See**, New York U.; **Naomi B. Rothman**, U. of Illinois, Urbana-Champaign; **Jack B. Soll**, Duke U.  
**Winner of CM Division Best Paper Award - Empirical or Theoretical**

🗣️ **Say it Proudly: Gaining Power by Reappropriating Stigmatizing Labels** | **Adam D. Galinsky**, Northwestern U.; **Cynthia S. Wang**, National U. of Singapore; **Jennifer Whitson**, U. of Texas, Austin

🗣️ **Can Nervous Nelly Negotiate? How Anxiety Causes Negotiators to Exit Early and Make Steep Concessions** | **Alison Wood**, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

**830 : (DRP Session) - (CM) Organizational Conflict: New Insights**

11:30am - 1:00pm Le Centre Sheraton: Salon 7

Facilitator: **Thomas M. Tripp**, Washington State U.

🗣️ **The Impact of Organizational Conflict on Strategy Implementation Tasks** | **Jane Kirsten Lê**, Aston U.; **Paula Jarzabkowski**, Aston U.

🗣️ **Socially Constructed Institutionalization of Conflict Management** | **Leigh Anne Liu**, Georgia State U.; **Linda Inlow**, Georgia State U.

**Why don't They Speak up? Reluctance to Express Prohibitive Voice and Its Mechanisms** | **Xin Wei**, Peking U., P. R. China; **Zhi-Xue Zhang**, Peking U.

🗣️ **Inter-unit Conflict, Conflict Resolution, and Post-Merger Organizational Integration** | **Kangyong Sun**, U. of Minnesota  
**Winner of CM Division Best Student Paper Award**




**831** : (CMS) **New Historicism in Organizational Studies**




11:30am - 1:00pm The Queen Elizabeth: Hochelaga 3

**Organizer:** **Marcelo Bucheli**, U. of Illinois, Urbana-Champaign**Participants:** **Daniel Wadhvani**, U. of the Pacific; **Matthias Kipping**, York U.; **Roy R Suddaby**, Alberta U.; **David A. Kirsch**, U. of Maryland; **Huseyin Leblebici**, U. of Illinois; **Behlul Usdiken**, Sabanci U.**832** : (Paper Session) - (DISC) **Industry evolution**




11:30am - 1:00pm Le Palais Des Congres: 512E - Table 1

**Discussant:** **Michael G. Jacobides**, London Business School→  **IM:** The Evolution of Local Exploratory Networks in the Bangalore IT Cluster | **Federica Angeli**, Maastricht U. India Institute; **Rosa Grimaldi**, U. of Bologna; **Andrea Lipparini**, U. of Bologna→ **BPS:** The Fall and the Fragmentation of National Clusters: Cluster Evolution in Paper and Pulp Industry | **Lauri Pietinalho**, Helsinki U. of Technology; **Joonas M.J. Järvinen**, Helsinki U. of Technology; **Juha-Antti Lamberg**, Helsinki U. of Technology **BPS:** Post-liberalization Industry Consolidation: An Extended Chandlerian Perspective | **Sea Jin Chang**, National U. of Singapore; **Brian Wu**, U. of Michigan, Ann Arbor**833** : (Paper Session) - (DISC) **OMT and Capital**


11:30am - 1:00pm Le Palais Des Congres: 512F - Table 1

**Discussant:** **Jill M. Purdy**, U. of Washington, Tacoma **OMT:** Intellectual Capital Configurations and Value Creation: A Conceptual Model of HR Shared Services | **Jeroen Meijerink**, U. of Twente; **Tanya Bondarouk**, U. Twente, The Netherlands **OMT:** Interests, Social Worlds, and Capital: Structure in a Chamber of Commerce | **Brett Crawford**, Copenhagen Business School; **John Branch**, U. of Michigan **OMT:** Preferential Attachment and Organization Science | **Roopa Raman**, Clemson U.; **Michael J. Prietula**, Emory U.**834** : (Paper Session) - (DISC) **Collaboration and innovation performance**



11:30am - 1:00pm Le Palais Des Congres: 512F - Table 2

**Discussant:** **Edward Levitas**, U. of Wisconsin, Milwaukee**TIM:** How Entrepreneurial Orientation Affects InnovativePerformance through Strategic Alliances | **Yan Yang**, Xi'an Jiaotong U.; **Xu Jiang**, Xi'an Jiaotong U.; **Shanxing Gao**, Xi'an Jiaotong U.; **Fei Yang**, Xi'an Jiaotong U. **TIM:** Marginal and Moderating Effects of Technology Transfer Office on University Licensing Performance | **Zibin Xu**, U. of Missouri - Kansas City; **Jian Qin**, Institute of International Business, TEDA College, Nankai U.→  **TIM:** How Do Competition and R&D Collaboration Impact Innovation Performance? A Contingency Perspective | **Jie Wu**, U. of Macau; **Nitin Pangarkar**, National U. of Singapore **TIM:** Opening up the Ivory Tower. Pasteur Scientists and Scientific Progress in the Advanced Materials. | **Naohiro Shichijo**, Waseda U.; **Silvia Rita Sedita**, U. of Padua; **Yasunori Baba**, U. of Tokyo**835** : (Paper Session) - (DISC) **Institutional influences on Chinese MNEs**


11:30am - 1:00pm Le Palais Des Congres: 512G - Table 1

**Discussant:** **Stephen E Weiss**, York U.→  **IM:** Government Corporation and Globalization: Evidence from China | **Nan Zhou**, U. of Pennsylvania→ **IM:** Home Country Institutions, Relational Ties, and Exporting Strategy of Transition Economy Firms | **Sungjin J. Hong**, U. of Texas, Dallas**IM:** Institutional pressures and ownership-based entry mode: International M&As by Chinese firms | **Zhenzhen Xie**, Hong Kong U. of Science and Technology**Presenter:** **Filippo Carlo Wezel**, U. of Lugano**836** : (Paper Session) - (DISC) **Managing Diverse Knowledge and Skills**



11:30am - 1:00pm Le Palais Des Congres: 512G - Table 2

**Discussant:** **Fran Ackermann**, Strathclyde U.→  **MC:** Professional Competencies of Recruitment Consultants in Taiwan's Temporary Staffing Agencies | **Chu-chen Rosa Yeh**, National Taiwan Normal U.; **Ting-Wun Cheng**, National Taiwan Normal U.; **Shih-Kuang Hou**, National Taiwan Normal U. **MOC:** Managing Workgroup Diversity in R&D: "Isomorphic Variety" for Knowledge Creation | **Yue Wu**, Tokyo Institute of Technology; **Dai Senoo**, Tokyo Institute of Technology**MOC:** Understanding Unsolicited Knowledge: A Problem-Solving Process Framework for Knowledge Exchanges | **Robert C. McNamee**, Rutgers U.; **Daniel Z. Levin**, Rutgers U.**MOC:** Managing Risks with Heedful Interrelating: A Case with Drug Discovery | **Yun Su**, Rutgers U., Newark**837** : (Paper Session) - (DISC) **Conflict and Conflict Management**

11:30am - 1:00pm Le Palais Des Congres: 512H - Table 1

**Discussant:** **Neal M. Ashkanasy**, U. of Queensland **OB:** Argumentativeness and Verbal Aggressiveness as Predictors of Partner-Perceptions of Conflict Styles | **Michael A. Gross**, Colorado State U.; **Laura K Guerrero**, Arizona State U.**OB:** Relational identification and exchange reciprocity: Two separate paths to forgiveness | **Bryant Thompson**, U. of South Carolina**OB:** Impacts of leader emotion management and team conflict on team members' proactive performance: A multilevel perspective | **Eva Maria Schraub**, U. of Heidelberg; **Katja Schanz**, U. of Heidelberg; **Karlheinz Sonntag**, U. of Heidelberg**838** : (Paper Session) - (DISC) **Staffing**

11:30am - 1:00pm Le Palais Des Congres: 512H - Table 2

**Discussant:** **Scott L Martin**, Zayed U. **HR:** Workplace Social Self-Efficacy: Concept, Measure, and Initial Validity Evidence | **Jinyan Fan**, Hofstra U.; **Sayed Islam**, Hofstra U.; **Brianne Weiner**, Hofstra U.; **Monique Alexander**, Hofstra U.; **Cong Liu**, Hofstra U.; **Songpol Kulviwat**, Hofstra U. **HR:** The Drunken Idiot Bias: Consuming Alcohol Reduces Perceived Intelligence | **Scott Rick**, U. of Michigan→  **HR:** The rise of women in HRM: juggling top management diversity and sex stereotypes | **Astrid Reichel**, WU Vienna; **Julia Brandl**, WU Vienna

**839** → 📄: (Paper Session) - (ENT) **Family Firms 3: Finance and Governance**

11:30am - 1:00pm Le Palais Des Congres: 510C

Chair: **Alexandra Dawson**, John Molson School of Business, Concordia U.

- 📄 Markets, Hierarchies and Families: Towards a Transaction Cost Theory of the Family Firm | **Eric R Gedajlovic**, Simon Fraser U.; **Michael Carney**, Concordia U.
- 📄 Formal and Informal Governance Mechanisms in the Internationalisation of Family Firms | **Andrea Calabrò**, Tor Vergata U.; **Donata Mussolino**, Second U. of Naples
- 📄 CEO Succession in Family Firms: The Impact of Departing and Succeeding CEOs on Performance | **Alessandro Minichilli**, Bocconi U.; **Guido Corbetta**, Bocconi U.; **Mattias Nordqvist**, Jönköping U.

**840** 📄: (Paper Session) - (ENT) **Nascent Entrepreneurs**

11:30am - 1:00pm Le Palais Des Congres: 510D

Chair: **Miruna Radu**, Advancia

- 📄 Sense-Making of Nascent Entrepreneurs and the Emergence of Firms | **Jan Brinckmann**, ESADE; **Sung Min Kim**, Loyola U. Chicago
- 📄 Business Model Dynamics: The Central Role of Individual Agency | **Sérgio André Cavalcante**, Aarhus U.; **Peter Kesting**, Aarhus U.; **John P Ulhoi**, Aarhus School of Business, Aarhus U.
- 📄 Entrepreneurial Coaching and Mentoring in Search of Impact | **Miruna Radu**, Advancia; **Renaud Redien-Collet**, Advancia

**841** 📄: (Paper Session) - (ENT) **Social Entrepreneurship**

11:30am - 1:00pm Le Palais Des Congres: 511A

Chair: **Susan Coombes**, Virginia Commonwealth U.

- 📄 Organizational Mechanisms of Inclusive Growth: A Critical Realist Perspective on Scaling | **Christian Seelos**, IESE Business School; **Johanna Mair**, IESE Business School
- 📄 Social and Economic Proclivity of Social Entrepreneurs: Dimensions, Measurement, and Validation | **Robin Stevens**, U. College Ghent; **Nathalie Moray**, U. College Ghent
- 📄 Evaluating Resource Mobilizing Theory for Social Ventures in Constrained International Environments | **Geoffrey Desa**, San Francisco State U.

**842** 📄: (DRP Session) - (ENT) **Business Models and Processes**

11:30am - 1:00pm Le Palais Des Congres: 514A

Chair: **Tucker James Marion**, Northeastern U.

- 📄 The Business Model of the Firm as a Combination of Design Themes | **Steffen Strese**, RWTH Aachen U.
- 📄 Business Model Design, Organizational Structure, and Firm Size: A Test of Performance Implications | **Steffen Strese**, RWTH Aachen U.
- 📄 Entrepreneurship as a Process: Toward Harmonizing Multiple Perspectives | **Peter William Moroz**, Deakin U.; **Kevin George Hindle**, Deakin U.
- 📄 Dynamics of Decision Making in the Entrepreneurial Process | **Brian T. McCann**, Vanderbilt U.; **Govert Vroom**, IESE Business School

- 📄 Untangling Contradictions of Choice versus Chance in the Entrepreneurial Process via Dilemma Theory | **Pi-Shen Seet**, Flinders U. of South Australia

**843** 📄: (DRP Session) - (ENT) **Entrepreneurial Passion**

11:30am - 1:00pm Le Palais Des Congres: 514B

Chair: **Tove Andrea Brink**, U. of Southern Denmark

- 📄 Passion's Contribution to Entrepreneurial Obsession | **Rosemary Fisher**, Swinburne U. of Technology; **Janice Langan-Fox**, Swinburne U. of Technology
- 📄 Entrepreneurial Passion, Self-Efficacy, and Entrepreneurial Intent | **Maija Renko**, U. of Illinois, Chicago; **Laurel F Ofstein**, U. of Illinois, Chicago
- 📄 The Role of Overconfidence, Optimism and Distrust in Explaining Firm Survival | **Sveinn Vidar Gudmundsson**, Groupe ESC Toulouse; **Christian Lechner**, Groupe ESC Toulouse
- 📄 The Psychological Ownership of Entrepreneurial Organizations: Theoretical and Model Development | **David M. Townsend**, North Carolina State U.; **Ronit Yitshaki-Hagai**, Bar Ilan U.; **Dawn R. DeTienne**, Colorado State U.; **Jonathan D. Arthurs**, Washington State U.
- 📄 How does Passion and Compassion Relate to Growth in Entrepreneurial Networks? | **Tove Andrea Brink**, U. of Southern Denmark

**844** 📄: (DRP Session) - (ENT) **Social Entrepreneurship**

11:30am - 1:00pm Le Palais Des Congres: 525B

Chair: **Patricia Corner**, Auckland U. of Technology

- 📄 A Theory of Social E'ship: From Social Problems and Innovations to Social Value Creation & Outcomes | **Joseph P. Eshun**, East Stroudsburg U.; **Jeffrey A. Robinson**, Rutgers U.
- 📄 Taxonomy of Social Values in Social Entrepreneurship: A Human Rights Perspective | **Shoko Kato**, Syracuse U.; **Alejandro Amezcua**, Syracuse U.; **G. T. Lumpkin**, Syracuse U.
- 📄 Social Entrepreneurship: Passion and Compassion as Strategic Drivers for Blended Value Creation | **Markus Beckmann**, Leuphana U. Lueneburg
- 📄 Use of Goal Attainment Scaling in Entrepreneurship Development for Persons with Disabilities | **Bruce Martin**, McMaster U.
- 📄 Scaling Social Innovations: The Case of Gram Vikas | **Imran Chowdhury**, ESSEC Business School - Paris; **Filipe Manuel Simoes Dos Santos**, INSEAD

**845** 📄: (DRP Session) - (GDO) **Women's Leadership and Leadership Development**

11:30am - 1:00pm Le Centre Sheraton: Kafka

Facilitator: **Kara Anne Arnold**, Memorial U. of Newfoundland

- 📄 Do the Numbers Matter? How Senior Women Experience Extreme Gender-Imbalanced Work Environments | **Ruth H.V. Sealy**, Cranfield U.
- 📄 Past Cares in Research Show Results Today: Perceptions of Female Executives' Effectiveness | **Nicole Cundiff**, U. of Alaska - Fairbanks; **Margaret Stockdale**, Southern Illinois U. Carbondale
- 📄 Creating a Safe Environment for Women's Leadership Transformation | **Gelaye Debebe**, George Washington U.

- 📖 Leadership Awareness and Peer Feedback in MBA Teams: A Longitudinal Study of Gender Differences | **Margarita Mayo**, IE Business School; **Maria Kakarika**, IE Business School; **Juan-Carlos Pastor**, Instituto de Empresa Business School
- 📖 Managerial Ethics from a Gender Perspective | **Yona Miller**, the center for academic studies; **Ronit Kark**, Bar Ilan U.; **Noam Zohar**, Bar-Ilan U.

**846** 📖: (Paper Session) - (GDO) **Firm Performance Effects of Diversity**

11:30am - 1:00pm Le Centre Sheraton: Lamartine

Chair: **LeJon Poole**, U. of Alabama, Birmingham

- 📖 Racial Diversity, Competitive Aggressiveness and Firm Performance: A Moderated Mediation Model | **Goce Andreovski**, Queen's School of Business, Canada; **Orlando C. Richard**, U. of Texas, Dallas; **Walter J Ferrier**, U. of Kentucky; **Jason D. Shaw**, U. of Minnesota

- 🗣️ Expertise and Gender as Drivers of Poor Information-Processing During the Financial Crisis | **Katja Rost**, U. of Zurich

- 📖 Why Organizational and Community Diversity Matter: Incivility and Organizational Outcomes | **Eden King**, George Mason U.; **Jeremy Dawson**, Aston U.; **Michael West**, Aston U.; **Veronica Gilrane**, George Mason U.; **Chad Ian Peddie**, George Mason U.; **Lucy Bastin**, Aston U.

**847** → 🗣️ JS: (GDO, CMS) **The Future of Diversity Studies: Realizing the Critical Potential of Diversity in Organizations**

11:30am - 1:00pm Le Centre Sheraton: Salon 1

Chair: **Yvonne Benschop**, Radboud U. Nijmegen

- Participants: **Erica Gabrielle Foldy**, New York U.; **Deborah R. Litvin**, None; **Stella M. Nkomo**, U. of South Africa; **Mustafa F Ozbilgin**, U. of East Anglia; **Patrizia Zanoni**, Hasselt U.

**848** 📖 JS: (GDO, OB, CAR) **The Individual's Experiences of Workplace Flexibility**

11:30am - 1:00pm Le Centre Sheraton: Drummond west

Organizers: **Spela Trefalt**, Simmons School of Management;

**Kimberly Wells**, U.S. Office of Personnel Management

- Managing Flexstyles: Self-Regulation of Work-Life Flexibility and Work-Family Outcomes | **Ellen Ernst Kossek**, Michigan State U.; **Marian Ruderman**, Center for Creative Leadership; **Kelly Hannum**, Center for Creative Leadership; **Phillip W. Braddy**, Center for Creative Leadership

- Who's in Control? The Use of Mobile Technology for Negotiating Working Time | **Elizabeth Hansen**, Harvard Business School; **Melissa Mazmanian**, U. of California, Irvine; **Leslie Perlow**, Harvard U.

- Workplace Flexibility Enactment as an Interpersonal Process | **Spela Trefalt**, Simmons School of Management

- Federal Manager Experiences with Telework: Resistance as Sensemaking | **Kimberly Wells**, U.S. Office of Personnel Management

**849** 📖: (DRP Session) - (HCM) **Organizing for Efficiency**

11:30am - 1:00pm The Queen Elizabeth: Harricana

Facilitator: **Ruth A Anderson**, Duke U.

- 📖 Inter-Organizational Relationships and Ambulatory Care Sensitive Hospitalizations | **Larry R. Hearld**, U. of Alabama,

- Birmingham; **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Jane Banaszak-Holl**, U. of Michigan; **Richard H Price**, U. of Michigan

- 🗣️📖 Early Adopters' Experiences with Electronic Health Records: Long-Term Care Facilities | **Eric W. Ford**, U. of North Carolina - Greensboro; **Barbara J. Cherry**, Texas Tech U.; **Lori T. Peterson**, Cleveland State U.

- 📖 Hospital Length of Stay in Ontario, Canada and Japan: Accounting for Similarities and Differences | **James Tiessen**, Ryerson U.; **Charles McMillan**, Schulich School of Business; **Ken Kato**, Aichi Medical Association Research Institute; **Hirofumi Kambara**, Shizuoka Prefectural General Hospital; **Cliff Nordal**, London Health Sciences Centre

- 🗣️📖 Nursing Home Quality and Financial Performance: Is There a Business Case for Quality? | **Robert Weech-Maldonado**, U. of Alabama, Birmingham; **Alexandre Laberge**, Centers for Medicare and Medicaid Services; **Rohit Pradhan**, U. of Florida; **Christopher Johnson**, Texas A&M Health Science Center; **Zhou Yang**, Emory U.; **Kathy Hyer**, U. of South Florida

**850** 📖: (Paper Session) - (HCM) **Integrated Service Delivery in Healthcare**

11:30am - 1:00pm The Queen Elizabeth: Hochelega 4

Chair: **Barbara Bigelow**, Clark U.

- 📖 Integrating Mental Health and Addiction Services: Challenges and Processes | **Lise Lamothe**, U. of Montreal; **Astrid Brousselle**, U. of Sherbrooke; **Chantal Sylvain**, U. DE MONTREAL; **Anne Foro**, U. of Montreal

- 🗣️📖 Defining and Measuring Integrated Patient Care: Promoting the Next Frontier in Healthcare Delivery | **Sara J. Singer**, Harvard U.; **Jako Burgers**, Radboud U. Nijmegen; **Mark Friedberg**, RAND Corporation; **Meredith Rosenthal**, Harvard School of Public Health; **Lucian Leape**, Harvard School of Public Health; **Eric Schneider**, RAND Corporation  
**Winner of HCM Division Best Theory-to-Practice Paper**

- 📖 A New Mode of Organizing in Health Care?: UK Cancer Services and Governmentality | **Ewan Ferlie**, King's College; **Gerald McGivern**, Royal Holloway, U. of London; **Louise Fitzgerald**, Manchester Business School

**Winner of HCM Best International Paper Award**

**851** 📖: (DRP Session) - (HCM) **Professional Practice Innovation**

11:30am - 1:00pm The Queen Elizabeth: St-Charles

Facilitator: **Dawn Oetjen**, U. of Central Florida

- 📖 Translating Research: Inventors' Educational Background and Technology Licensing from AMCs | **Ayfer H. Ali**, Harvard U.

- 📖 Medical Collaboration for Chronic Care: A Framework for Analysis | **Nassera Touati**, ENAP; **Charo Rodriguez**, McGill U.

- 🗣️→ 📖 Understanding Family Doctors' Experience of Work: A Role Conflict Lens | **Chris O'Riordan**, Waterford Institute of Technology; **Aoife McDermott**, Dublin City U.

- The Theory of Human Error and Physician Discipline | **Myron D Fottler**, U. of Central Florida; **Richard L Bonnell**, Florida Department of Health

- 📖 The Role of Primary Care Team Climate in Diabetes Care | **Justin K Benzer**, VA Boston Healthcare System; **Gary J. Young**, Boston U.; **Katerine Osatuke**, U.S. Department of

MONDAY

Veterans Affairs; **Kelly L Stolzmann**, VA Boston Healthcare System; **Mark Meterko**, VA Boston Healthcare System; **Allison C. Caso**, U.S. Department of Veterans Affairs; **Bert White**, VA Boston Healthcare System; **David C. Mohr**, VA Boston Healthcare System

**852** 📄: (Paper Session) - (HR) **Strategic HR and Innovation**

11:30am - 1:00pm Le Centre Sheraton: Musset

Chair: **Megan Margaret Gerhardt**, Miami U.

Discussant: **Kenneth G. Brown**, U. of Iowa

📄 The Human Resource Dimension of Business Model Change | **Bert Alan Spector**, Northeastern U.; **Ludo Van-derheyden**, INSEAD

📄 How Do HRM Archetypes Effect Firm Innovation and Performance? An Interaction-Mediation Model Test | **Yu Zhou**, Renmin U. of China; **Xiao-yu Liu**, U. of International Business and Economics

📄 Enhancing NPD Performance Through Human Resource Management | **Hsiao-Yun Liang**, National Cheng Kung U.; **Chu-Chun Hsu**, Southern Taiwan U.

**853** → 📄: (DRP Session) - (HR) **Global Strategic HR**

11:30am - 1:00pm Le Centre Sheraton: Hemon

Chair: **Cherrie J. Zhu**, Monash U.

📄 Standardize or Customize: Effects of HRM, Intrafirm Attributes and the Environment on MNC Performance | **Julie Ann Cogin**, AGSM-Australian School of Business; **Ian O. Williamson**, U. of Melbourne

📄 HR Practices and HRM-Performance Link in the Cultural Context | **Sinikka Vanhala**, Helsinki School of Economics; **Ruth Alas**, Estonian Business School

→ 📄 Does collective bargaining affect profits or react to it? Examination of French establishments | **Patrice Laroche**, U. of Nancy 2; **Heidi Wechtler**, Sorbonne Business School / IAE Paris

→ 🗣️ 📄 How Does HRM Enhance Strategic Capabilities?: An Evidence of The Korean Management Consulting Firms | **Andrea Kim**, Rutgers U., Dept. of HRM; **Choonwoo Lee**, U. of Seoul

→ 📄 Manipulating the environment through board members | **Jose Luis Rivas**, ITAM

**854** 📄: (Paper Session) - (HR) **Understanding Turnover: Individual, Organizational, and Market Influences**

11:30am - 1:00pm Le Centre Sheraton: Salon C

Chair: **Marshall Wilson Pattie**, James Madison U.

Discussant: **Rodger Griffith**, Ohio U.

📄 A Moderated Mediation Model of the Relationship between Discretion and Turnover Intentions | **Ariel C. Avgar**, U. of Illinois, Urbana-Champaign; **Kiwook Kwon**, U. of Illinois, Urbana-Champaign; **Niti Pandey**, Purdue U.

📄 A Multilevel Investigation of Turnover Intention Antecedents | **Wan-Jing April Chang**, National Hsinchu U. of Education; **Wan-Jing April Chang**, National Hsinchu U. of Education; **Tung-Chun Huang**, Ching Yun U.

📄 High Performance Work Systems In Low-Wage America: Industry Wages, HRM and Employee Turnover | **James P. Guthrie**, U. of Kansas; **Deepak K Datta**, U. of Texas, Arlington; **Preeti Wadhwa**, U. of Kansas

**855** 📄 JS: (HR, OB, OMT) **Advancing Strategic HRM: Moving Beyond the Micro Macro Divide**

11:30am - 1:00pm Le Centre Sheraton: Drummond east

Organizer: **Dana Minbaeva**, Copenhagen Business School

Chair: **Patrick Wright**, Cornell U.

Discussant: **Barry Gerhart**, U. of Wisconsin-Madison  
A Dynamic Value Appropriation of Differentiated Human Capital | **Shad S. Morris**, Ohio State U.

The Need for Micro-Foundations in SHRM research | **Dana Minbaeva**, Copenhagen Business School

A Process Model of SHRM: A Closer Look at the Role of Employee Perceptions of HR Practices | **Lisa Hisae Nishii**, Cornell U.

HRM and Organizational Outcomes: Using Social Network Perspectives to Explore Underlying Mechanisms | **Robert Kaše**, U. of Ljubljana

**856** → 📄: (Paper Session) - (IM) **The Effect of National Culture Variance on International Organizational Behavior**

11:30am - 1:00pm Le Centre Sheraton: Dickens

Chair: **Malika Richards**, Pennsylvania State U.

→ 📄 A Cross-Cultural Study of Job Choice: The Role of Personal Values | **Jane Giacobbe Miller**, U. of Massachusetts, Amherst; **Melissa S Woodard**, U. of Massachusetts, Amherst; **Chun Guo**, Merrimack College; **Xueting Jiang**, U. of Massachusetts, Amherst; **Kwong Chan**, U. of Massachusetts, Amherst; **Ruth Alas**, Estonian Business School; **Mehmet D Aydin**, Hacettepe U.; **Ana Heloisa da Costa Lemos**, PUC-Rio; **Vilmante Kumpikaite**, Kaunas U. of Technology; **Ming Liu**, Qingdao Technological U.; **Sudhir Nair**, U. of Massachusetts, Amherst

📄 Using GLOBE to Understand HR in Pakistan | **Sadia Nadeem**, FAST\_NU

📄 → 📄 Social Axioms, Values, and Reward Allocation across Cultures | **Valerie Rosenblatt**, U. of Hawaii at Manoa

→ 📄 Organizational Behaviour in China, Africa and Latin America | **Simon Ulrik Kragh**, Copenhagen Business School

**857** → 📄: (IM) **AOM/AIB Joint Symposium: Qualitative Research in International Business**

11:30am - 1:00pm Le Centre Sheraton: Salle Ballroom center

Julian Birkinshaw, Mary Yoko Brannen, Rosalie Tung

Organizers: **Julian Birkinshaw**, London Business School; **Mary Yoko Brannen**, INSEAD; **Rosalie L. Tung**, Simon Fraser U.

JIBS Special Issue on Qualitative Research | **Julian Birkinshaw**, London Business School; **Rosalie L. Tung**, Simon Fraser U.

Qualitative Research for International Business | **Yves Doz**, INSEAD

Combining Grounded Theorizing and Historical Methods: A Proposal to Strengthen the Power of Qualitative Research | **Robert A Burgelman**, Stanford U.

The Casual Ethnography of the Executive Suite: A Dialogue | **Eleanor Westney**, Schulich School of Business; **John Van Maanen**, Massachusetts Institute of Technology

**858** → 📄: (DRP Session) - (IM) **Institutional Perspectives on Internationalization Process and Performance**

11:30am - 1:00pm Le Centre Sheraton: Salle Ballroom east

Facilitator: **Alvaro Cuervo-Cazurra**, U. of South Carolina

MONDAY

- 📖 Institutional Distance, Experience, and Foreign Subsidiary Ownership Structure | **K. Skylar Powell**, U. of Hawaii & East – West Center; **Mooweon Rhee**, U. of Hawaii
- 📖 The Influence of Pro-Social Policies & NGOs on FDI in Developing Countries | **Candace Agrella Martinez**, Saint Louis U.; **Gayle Allard**, IE Business School
- 👤 → 📖 The effect of institutional factors on M&As: Evidence from the European market | **Caterina Moschieri**, Catholic U. of Portugal; **Jose Campa**, IESE Business School
- 📖 Chinese Publicly Listed Firms' Outward FDI Entry Mode Choices: The Effects of Ownership Types | **Qunyong Xie**, U. of Agder
- 📖 Foreign Affiliate Performance: An Institutional Perspective | **Christine M. Chan**, Hong Kong U.

**859** → 📖: (DRP Session) - (IM) **Outward and Incoming FDI in Emerging Markets**

11:30am - 1:00pm Le Centre Sheraton: Salon 4

Facilitator: **Tom Stafford**, U. of Memphis

- 📖 Inward Activities and the Internationalization of Firms: Evidence from China's emerging market | **Geng Cui**, Lingnan U., Hong Kong; **Haiyang Li**, Rice U.
- 📖 Internationalization, Acquisitions and the Emerging Economy Multinational | **Anoop Madhok**, Schulich School of Business
- A Resource Dependence Perspective of Emerging Market Multinationals | **Nolan Gaffney**, U. of Memphis; **Ben L Kedia**, U. of Memphis; **Jack Clampit**, U. of Memphis (CIBER)
- The Internalization of Societal Failures: Strategic, Selective and Responsible | **Jean J Boddewyn**, Baruch College
- 📖 Corruption in Eastern Europe: An anomie perspective | **Ciprian Stan**, U. of Texas, Dallas

**860** → 📖: (Paper Session) - (IM) **Key Factors Affecting MNE Performance**

11:30am - 1:00pm Le Centre Sheraton: Salon B

Chair: **Rachel Clapp-Smith**, Purdue U., Calumet

- 👤 → 📖 Human Factor, Organizational Justice and Organizational Effectiveness in Sub-Saharan Africa | **Moses Acquah**, U. of North Carolina, Greensboro; **Eddy Kurobuza Tukamushaba**, Makerere U.
- 👤 📖 Tolerance is not enough: The moderator role of optimism on perceptions of economic performance | **Miguel Pereira Lopes**, U. Nova de Lisboa; **Miguel Pina Cunha**, U. Nova de Lisboa; **Patricia Jardim Da Palma**, ISPA
- 📖 Reacting to Performance in International Markets: The Rigidity and Learning Paradox | **Luis Filipe Lages**, U. Nova de Lisboa; **José Mata**, U. Nova de Lisboa

**861** 👤 📖: (Paper Session) - (MC) **Opening the Black Box of Consulting Firms**

11:30am - 1:00pm Delta Centre-Ville: Cartier A

Chair: **Aaron Glassenberg**, Harvard Business School

- 📖 Ambiguities and Tensions Over the Creation and Capture of Value From Consultancy Services | **Rory Donnelly**, Birmingham Business School
- 👤 📖 Managing Unstaffed Resources in a Consulting firm: Analysis of a Quasi-Experiment | **Aaron Glassenberg**, Harvard Business School

**Winner of the Bentley College/HEC Outstanding Student Paper Award**

- 👤 📖 The Organization of Internal Management Consultancy: Dynamics, Dimensions and Dilemmas | **Nicholas Wylie**, U. of the West of England; **Andrew Sturdy**, U. of Bristol; **Christopher Wright**, U. of Sydney

**862** 👤 → 📖: (DRP Session) - (MC) **Causes and Effects of Using Management Consulting Services**

11:30am - 1:00pm Delta Centre-Ville: Verriere B

Facilitator: **Frida Perner**, Stockholm School of Economics

- 📖 Why Firms Use Multiple Compensation Consultants to Pay CEOs? | **Rezaul Kabir**, U. of Twente; **Marizah Minhat**, Edinburgh Napier U.
- 📖 The Cultural Embeddedness of Management Advisory Services | **Andreas Werr**, Stockholm School of Economics; **Frida Perner**, Stockholm School of Economics; **Michael Mohe**, U. of Oldenburg; **Stephanie Birkner**, U. of Oldenburg
- 👤 📖 Legitimizing Consultants: Biased Political Actors or Impartial Advisors? | **Ruben van Werven**, VU U. Amsterdam; **Onno Bouwmeester**, VU U. Amsterdam
- Winner of the Benedictine University Award for Outstanding Paper on Ethical Issues in Consulting**
- 👤 Using SEAM to Elevate a Six Sigma Consulting Engagement: An Application of Action Research | **Randall Hayes**, Central Michigan U.; **Lawrence Lepisto**, Central Michigan U.

**863** 📖 👤 → 👤: (Paper Session) - (MED) **MED KEYNOTE: Management Education and Development: Contrasting Academic and Corporate Perspectives**

11:30am - 1:00pm Le Palais Des Congres: 516D

In his keynote address, **Steve Kerr**, Goldman Sachs, will evaluate the relative effectiveness of various academic and corporate approaches to MED.

Division Chair: **Katherine A. Karl**, Marshall U.

Keynote Speaker: **Steven Kerr**, Goldman, Sachs & Co.

**864** 📖 📖: (Paper Session) - (MED) **Evaluations, Reactions and Satisfaction**

11:30am - 1:00pm Le Palais Des Congres: 516E

Chair: **Thomas F Hawk**, Frostburg State U.

- 📖 Information Types in Feedback Reports: Do they Enhance Feedback Reactions in Management Development? | **Marjolein Feys**, Ghent U.; **Frederik Anseel**, Ghent U.; **Bart Wille**, Ghent U.
- 📖 📖 The Effects of Core Self-Evaluations on Learning Motivation and Performance | **Kwanghyun Kim**, Korea U. Business School; **In-Sue Oh**, U. of Alberta Business School; **Dan S. Chiaburu**, Texas A&M U.
- University satisfaction for college students: A validity study of the core self-evaluations scale | **Brian K. Miller**, Texas State U.; **Kay McGlashan Nicols**, Texas State U.

**865** 📖 👤 → 📖: (DRP Session) - (MED) **Learning: Styles, Communities, Communication, Action**

11:30am - 1:00pm Le Palais Des Congres: 525A

Facilitator: **Maria L Nathan**, Lynchburg College

- 📖 👤 📖 Creating Learning Communities in Executive Education: Making the Journey from Teaching to Learning |

MONDAY

**Schon Beechler**, U. of Michigan; **Rachel Ciporen**, Teachers College, Columbia U.; **Lyle Yorks**, Columbia U.

- 📖 The Impact of Action Learning, Reflection, and Design Thinking on Business Students' Learning | **Toni Ungaretti**, Johns Hopkins U.
- 📖 Closing the loop: Ethical character development through action learning at West Point | **Evan Hayden Offstein**, Frostburg State U.; **Ronald L. Dufresne**, St. Joseph's U.
- 📖 The Relationship between Communication Apprehension & Learning Preferences | **Travis Russ**, Fordham U.

**866** 📖: (Paper Session) - (MOC) **Organizational Cognition, Systems, & Dynamics: Strategic Capabilities and Resources**

11:30am - 1:00pm Delta Centre-Ville: Cartier B

Facilitator: **Meikuan Huang**, Northwestern U.

- 🗣️ The Emergence of Dominant Managerial Logics in an Industrial Firm - An Empirical Investigation | **Armi Temmes**, Helsinki School of Economics; **Liisa Valikangas**, Helsinki School of Economics
- Multiple Interacting Minds in Capability Development | **Timo Vuori**, Aalto U.; **Tomi M. M. Laamanen**, Aalto U.
- 📖 My Best Competitor Has the Best Strategies: How Learning Creates Competitive Tautological Biases | **Gary F. Gebhardt**, HEC Montréal; **Gregory S. Carpenter**, Kellogg School of Management; **Ann L. McGill**, U. of Chicago Booth School of Business

**867** 📖: (Paper Session) - (MOC) **Exploring the role of affect: Application to interpersonal relation and organizational outcomes**

11:30am - 1:00pm Delta Centre-Ville: St-Charles

Facilitator: **Antoaneta Petkova**, San Francisco State U.

- 📖 When more control can lead to less positive job attitudes: Self-efficacy versus social support | **Diemo Urbig**, U. of Antwerp; **Erik Monsen**, Max Planck Institute of Economics; **Alan D. Boss**, U. of Washington Bothell; **Wayne Boss**, U. of Colorado, Boulder
- 📖 Complexity theory and affect structure | **Yan Li**, City U. of Hong Kong
- 📖 The Role of Time in Interdependence: Identification and Measurement of the Synchrony Preference | **Sophie Leroy**, U. of Minnesota; **Sally Blount**, New York U.

**868** 📖: (DRP Session) - (MOC) **The role of emotions in organizational citizenship behavior**

11:30am - 1:00pm Delta Centre-Ville: Verriere A

Facilitator: **Ellen F. Goldman**, George Washington U.

- The emotional contagion of changing emotions | **Allan Filipowicz**, INSEAD; **Sigal Barsade**, U. of Pennsylvania; **Shimul Melwani**, U. of Pennsylvania
- 📖 Explaining the effect of Emotional Labor Strategies on Emotional Exhaustion and Well-Being | **Sushanta Kumar Mishra**, Indian Institute of management Indore; **Deepti Bhatnagar**, Indian Institute of Management, Ahmedabad; **Sreelekha Mishra**, Indore Management Institute
- ➔ Je ne Regrette Rien? Variables Related to the Experience of Regret | **Marta Sinclair**, Griffith U.; **Claudia Kuhnle**, Mannheim U.

📖 Emotional Intelligence and Locus of Control Antecedents of Organizational Citizenship Behavior | **David L. Turnipseed**, U. of South Alabama; **Calvin Malcolm Bacon**, U. of South Alabama

- 🗣️ Passion for Profession - Leading Expert Teams in Football and Ballet | **Dagmar Abfalter**, U. of Innsbruck, School of Management; **Julia Mueller**, U. of Innsbruck; **Melanie Hoppe**, U. of Innsbruck, School of Management; **Linda Fitz**, U. of Innsbruck, School of Management

**869** 📖🗣️➔🗣️📖: (MSR) **PASSION AND COMPASSION IN MSR: PAST PRESENT AND FUTURE**

11:30am - 1:00pm The Queen Elizabeth: Hochelaga 2

Chairs: **Sandra King Kauanui**, Florida Gulf Coast U.; **Prasad Kaipa**, Indian School of Business / Kaipa Group

- Presenters: **Alan Wilkins**, Brigham Young U.; **Andre L Delbecq**, Santa Clara U.; **Keiko Krahnke**, U. of Northern Colorado; **Robert E Quinn**, U. of Michigan; **Kim Cameron**, U. of Michigan; **Louis W. (Jody) Fry**, Tarleton State U.; **Gerald Biberman**, U. of Scranton; **Robert A Giacalone**, Temple U.; **Ian Mitroff**, Alliant International U.; **Judith A. Neal**, U. of Arkansas, Fayetteville; **Marjolein Lips-Wiersma**, U. of Canterbury; **Yochanan Altman**, London Metropolitan U.; **Mark P. Kriger**, Norwegian School of Management

**870** 📖: (Paper Session) - (OB) **Procedural Justice**

11:30am - 1:00pm Le Centre Sheraton: Salon 6

Chair: **Tyler G. Okimoto**, Yale U.

- 🗣️ The Effects of Supervisory Interpersonal Justice when Big Brother is Watching | **Bradley J Alge**, Purdue U.; **Erica Anthony**, Purdue U., West Lafayette
- ➔🗣️ Overcoming Negative Reactions to Employment Equity: Participation in Policy Formulation | **Ivona Hideg**, U. of Toronto; **John L Michela**, U. of Waterloo
- 🗣️ Hedging One's Bets: Uncertainty about Continued Success Reduces the Desire for Procedural Fairness | **Phyllis A. Siegel**, Rutgers U.; **Joel Brockner**, Columbia U.; **Batia Mishan Wiesenfeld**, New York U.; **Shu Zhang**, Columbia U.
- 📖 Procedural Justice in Multi-Team Systems: The Mediating Roles of Coordination | **Hyoun Sook Lim**, U. of Connecticut

**871** 📖: (Paper Session) - (OB) **Flexible and Idiosyncratic Work Arrangements**

11:30am - 1:00pm Le Centre Sheraton: Salon 8

Chair: **Elizabeth George**, Hong Kong U. of Science and Technology

- 📖 Idiosyncratic Deals and Organizational Attachment: The Roles of OBSE and Individualism | **Cynthia Lee**, Northeastern U.; **Chun Hui**, U. of Hong Kong; **Jun Liu**, Renmin U. of China
- 📖 How Much Flexibility Is Ideal? The Relationship Between Flexibility I-Deals And Employee Attitudes | **Anjali Chaudhry**, Saint Xavier U.; **Prajya Rakshit Vidyarthi**, U. of Illinois, Chicago; **Smriti Anand**, U. of Illinois, Chicago; **Robert C Liden**, U. of Illinois, Chicago
- 📖 Explication of the Curvilinear Relationship between Extent of Telecommuting and Employee Outcomes | **Nancy Da Silva**, San Jose State U.; **Meghna Virick**, San Jose State U.
- The Team Unbound: Trajectories as a new approach to collaboration | **Mark Mortensen**, Massachusetts Institute of Technology

**872** 📄: (Paper Session) - (OB) **Team Learning**

11:30am - 1:00pm The Queen Elizabeth: Bersimis

**Chair: Christina A. Hannah**, U. of Maryland U. College

📄 Moderators of the Group Learning Goal Orientation--

Performance Relationship | **Lisa Dragoni**, Cornell U.;**Maribeth Kuenzi**, Southern Methodist U.➔ 📄 How Leadership Facilitates Psychological Safety and Learning from Failures in Work Teams | **Reuven Hirak**, Bar Ilan U.; **Abraham Carmeli**, Bar Ilan U.; **Ann Chunyan Peng**, Michigan State U.; **John Schaubroeck**, Michigan State U.📄 Team Learning Goal Orientation, Transactive Memory System and Team Innovation | **Yuan Yi Chen**, Hong Kong Baptist U.; **Xiaomeng Zhang**, American U.; **Ho Kwong Kwan**, Drexel U.; **Guiyao Tang**, Hong Kong Baptist U.; **Shirley WK Lee**, hongkong Baptist U.📄 Learning from Teammates: A Longitudinal Study in the National Hockey League | **Chia-yu Kou**, UCL; **Sarah Harvey**, U. College London**873** 📄: (Paper Session) - (OB) **Positive Organizational Scholarship**

11:30am - 1:00pm The Queen Elizabeth: Gatineau

**Chair: Stefan Krummacker**, Leibniz U. Hannover🗣️ 📄 On the Concept of Virtues and Character Strengths | **Miguel Angel Alzola**, Fordham U.🗣️ 📄 Toward An Inductive Theory Of Positivity In The Workplace: Role of Agency, Malleability & Sociability | **Carolyn M. Youssef**, Bellevue U.; **Fred Luthans**, U. of Nebraska, Lincoln📄 A Review, Synthesis and Meta-Analysis of Positive Psychological Capital | **James B. Avey**, Central Washington U.; **Ketan H. Mhatre**, U. of Nebraska-Lincoln; **Rebecca J Reichard**, Kansas State U.📄 The Impact of Humility on Team Relational Processes and Team Performance | **Bradley Paul Owens**, U. of Michigan; **Drew Mccornack**, U. Washington**874** 📄: (Paper Session) - (OB) **The Importance of Supervisor Support**

11:30am - 1:00pm The Queen Elizabeth: Nicolet

**Chairs: Yu-Mei Huang**, Yu-Da U.; **Jennifer Diamond**, Pennsylvania State U.🗣️ 📄 Support, Work-Family Conflict, & Emotional Exhaustion: Gender & Emotional Intelligence as Moderators | **Soojin Lee**, Seoul National U.; **Eunkyung Park**, Seoul National U.; **Seung Yeon Son**, Seoul National U.; **Heetae Park**, Seoul National U.; **Sung Won Min**, Seoul National U.; **Boyoung Kim**, Seoul National U.📄 Supervisor Support and Customer Orientation: Learning Goal Orientation and Role Clarity as Mediators | **Klaus J. Templer**, Nanyang Technological U.; **Jeffrey C. Kennedy**, Nanyang Technological U.🗣️ 📄 If I Stay there will be Trouble: When Social Support Increases Turnover | **Corinne Coen**, Case Western Reserve U.; **Choi Kyoosang**, Sookmyung Women's U.; **Lisa Vargo Williams**, U. at Buffalo, SUNY📄 When Supervisors Perceive Non-work Support: Test of a Trickle-down Model | **Tsung-Yu Wu**, National Taiwan U. of Science and Technology; **Changya Hu**, National Chengchi U.;**Chun-Chi Yang**, Fu-Jen Catholic U.; **Yu-Wei Hsu**, Northwestern U.; **Yu-Hsuan Wang**, National Chengchi U.**875** 📄: (Paper Session) - (OB) **Leadership: The Dark Side**

11:30am - 1:00pm The Queen Elizabeth: Richelieu

**Chair: Sandra Cha**, McGill U.📄 Abusive Supervision and Organizational Deviance: A Mediated Moderation Model | **Huiwen Lian**, U. of Waterloo; **Lance Ferris**, Singapore Management U.; **Douglas J. Brown**, U. of WaterlooAll that Glitters is not Gold: The Two Sides of Transformational Leadership | **Silke Astrid Eisenbeiß**, LMU Munich📄 Leader Categorization Tendencies in Diverse Teams: The Dark Side of Charismatic Leadership | **Lindred L. Greer**, U. of Amsterdam; **Astrid C. Homan**, VU U. Amsterdam; **Annebel H.B. De Hoogh**, U. of Amsterdam; **Deanne N. DenHartog**, U. of AmsterdamAuthoritarian Leadership and Subordinate Well-Being: How and When Does Leadership Function? | **Wan-Ju Chou**, National Taiwan U.; **Li-Fang Chou**, National Cheng Kung U.; **Bor-Shiuan Cheng**, National Taiwan U.**876** 📄 SHCS: (OB, HR) **Motivation and Creativity**

11:30am - 1:00pm The Queen Elizabeth: St-Maurice

**Organizers: Robert Litchfield**, Washington and Jefferson College; **Lucy L. Gilson**, U. of Connecticut**Discussant: Jing Zhou**, Rice U.The Mediating Role of Creativity Goals: Connecting Creative Self-efficacy and Creative Performance | **Pamela Tierney**, Portland State U.The Incremental-Radical Distinction in Creativity: Goal Orientation and Learning Perspectives | **Sally Siu Yin Cheung**, Hong Kong U. of Science and Technology; **Yaping Gong**, Hong Kong U. of Science and TechnologyLost in Translation: Internal and External Drivers of Novel and Useful Creative Solutions | **Robert Litchfield**, Washington and Jefferson College; **Lucy L. Gilson**, U. of ConnecticutHow Does Bureaucracy Impact on Individual Creativity? A Cross-level Investigation | **Giles Hirst**, Monash U.; **Claudia A. Sacramento**, Aston U.**877** 📄 JS: (OB, OMT) **Internal and External Relational Social Capital: Work/Nonwork Relations and Organizational Outcomes**

11:30am - 1:00pm The Queen Elizabeth: Grand Salon

**Chair: Erin E. Coyne**, Ohio State U.You Are Who You Befriend: Online Social Networks and Perceptions at Work | **Sujin Jang**, Harvard U.; **Lakshmi Ramarajan**, Harvard U.; **Jeffrey T. Polzer**, Harvard U.External Social Network Relational Diversity Spillover on Work Performance | **Erin E. Coyne**, Ohio State U.; **Steffanie L. Wilk**, Ohio State U.Working in my Free Time: The Effects of Social Capital and Work-life Enrichment | **Natalia Lorinkova**, U. of Maryland, College ParkThe Effects of Friendship Social Capital on Job Performance | **Jessica Methot**, U. of Florida

Enriching Effects of Preferences for Integration versus Segmentation: The Role of Social Networks | **Erin E. Coyne**, Ohio State U.; **Nancy Rothbard**, U. of Pennsylvania; **Steffanie L. Wilk**, Ohio State U.

**878** JS: (OB, OMT) **New Frontiers in Social Network Research in Organizational Behavior**

11:30am - 1:00pm The Queen Elizabeth: Mackenzie

Chair: **Katherine Klein**, U. of Pennsylvania

Coordinators: **N Andrew Cohen**, U. of Pennsylvania; **Mathis Schulte**, HEC Paris

Voice Networks: Structures and Implications of the Flow of Ideas to and Around Leaders | **Ethan Burris**, U. of Texas, Austin; **James R. Detert**, Cornell U.; **David A. Harrison**, Pennsylvania State U.; **Sean Martin**, Cornell U.

The Social Networks of Managers and Their Impact on Subordinate Performance and Work Experience | **N Andrew Cohen**, U. of Pennsylvania

Informal Control and Social Hierarchy | **Maurits de Klepper**, Free U.; **Giuseppe Labianca**, U. of Kentucky; **Ed Sleebos**, VU U. Amsterdam

Individual Characteristics and the Dissolution of Friendship Ties in Teams | **Mathis Schulte**, HEC Paris; **Katherine Klein**, U. of Pennsylvania

A Structural Model of Coordination: Dynamically Integrating People, Resources, and Tasks | **David Krackhardt**, Carnegie Mellon U.; **David Dekker**, Erasmus U. Rotterdam

**879** SHCS: (OB, OMT, MOC) **Narratives in Identity Construction: Insights from Research on Individuals and Organizations**

11:30am - 1:00pm The Queen Elizabeth: Joliet

Chairs: **Roxana Barbulescu**, McGill U.; **Jennifer Tosti-Kharas**, San Francisco State U.

Discussant: **Mary Ann Glynn**, Boston College

Moving Away, Moving On, or Staying Locked In: Narratives of Coping with Unemployment | **Roxana Barbulescu**, McGill U.; **Jennifer Tosti-Kharas**, San Francisco State U.; **Herminia Ibarra**, INSEAD

The Disciplining of Prisoners' Identity Narratives: On Making and Being Made | **Sammy Toyoki**, Helsinki School of Economics; **Andrew D. Brown**, U. of Bath

Organizational Identity Formation through a Narrative Lens | **Aimee L. Hamilton**, Pennsylvania State U.; **Dennis A. Gioia**, Pennsylvania State U.

Tales of TEC: Narrating the Identity of the Episcopal Church | **Elaine C. Hollensbe**, U. of Cincinnati; **Glen E. Kreiner**, Pennsylvania State U.; **Mathew L. Sheep**, Illinois State U.; **Niyati Kataria**, Pennsylvania State U.

**880** : (Paper Session) - (OCIS) **Behavior in Online Communities**

11:30am - 1:00pm Le Palais Des Congres: 511D

Chair: **Malayka Klimchak**, Winthrop U.

Discussant: **Steven L. Johnson**, Temple U.

Should I Stay or Should I Go? Continued Participation Intentions in Online Communities | **Steven L. Johnson**, Temple U.

Understanding Unethical Behaviors in Online Environments | **Mohamed Hedi Charki**, EDHEC Business

School; **Emmanuel Josserand**, HEC U. of Geneva; **Nabila BOUKEF CHARKI**, ESDES Business School

The Impact of Diversity on Harnessing the Wisdom of Crowds in Online Collaboration | **Yuqing Ren**, U. of Minnesota; **Jilin Chen**, U. of Minnesota; **John Riedl**, U. of Minnesota

**881** : (DRP Session) - (OCIS) **Crossing Boundaries**

11:30am - 1:00pm Le Palais Des Congres: 515C

Facilitator: **EunJee Kim**, U. of Illinois, Urbana-Champaign

An Empirical Study on Knowledge Stickiness and Knowledge Transfer in Transitional Economy | **Yan Yang**, Xi'an Jiaotong U.; **Gengmiao Zhang**, Xi'an Jiaotong U.; **Yue Gao**, Xi'an U. of Technology

Identity Coherence, Legitimation, and Success: Lessons from Software Startups | **Shaila Miranda**, U. of Oklahoma

Getting closer to the fabric of IT fads and fashions: the case of an IT trade show in France | **François-Xavier de Vaujany**, U. Paris-Dauphine, DRM; **Sabine Carton**, CERAG Laboratory - U. of Grenoble (France); **Carine Dominguez**, Jean Monnet U.

Communication Frequency and Content on Leader Emergence: Does Communication Medium Matter? | **Susan Joy Adams**, Illinois Institute of Technology; **Roya Ayman**, Illinois Institute of Technology; **Sylvia G. Roch**, U. at Albany, SUNY

How Could We Have Missed It? A Process Model of Recognizing Problems | **Anne Quaadgras**, Massachusetts Institute of Technology; **Karen Golden-Biddle**, Boston U.

**882** JS: (OCIS, OMT, TIM) **Entangled Reality: Sociomateriality and Virtual Worlds**

11:30am - 1:00pm Le Palais Des Congres: 511C

Moderator: **Alan D. Meyer**, U. of Oregon

Discussant: **Stephen Barley**, Stanford U.

Presenters: **Nicole Yankelovich**, Sun Microsystems; **Kathryn Aten**, U. of Oregon; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **Ulrike Schultze**, Southern Methodist U.; **Taryn Lyn Stanko**, U. of Oregon

Participant: **Jonathon Richter**, U. of Oregon

**883** : (Paper Session) - (ODC) **Commitment to Change**

11:30am - 1:00pm Le Centre Sheraton: Drummond center

Chair: **Jason A. Wolf**, The Beryl Institute/American U.

Maintaining Employees' Commitment to Organizational Change | **Jiseon Shin**, U. of Maryland, College Park; **Myeong-Gu Seo**, U. of Maryland; **Debra L. Shapiro**, U. of Maryland

Transformational Leadership and Performance under Organizational Change: A Multi-Level Study | **Min Z Carter**, Auburn U.; **Achilles A. Armenakis**, Auburn U.; **Hubert S. Feild**, Auburn U.; **Kevin W. Mossholder**, Auburn U.

Rethinking Leader-Member Exchange (LMX) Theory: A Study of LMX during Times of Change | **Jeremy Bernerth**, Louisiana State U.; **Harvell Jackson Walker**, Texas Tech U.

**884** : (DRP Session) - (ODC) **Reactions to Change**

11:30am - 1:00pm Le Centre Sheraton: Salon 5

Facilitator: **Frances A Viggiani**, Alfred U.

Change Readiness: An Investigation on the Influence of Organizational Clarity and Confidence | **Troy A. Voelker**, U.



of Houston, Clear Lake; **William Cordell McDowell**, East Carolina U.

The Role of Perceived Organizational Support in Times of Uncertainty | **Jeffrey Joseph Haynie**, Auburn U.; **Brian Flynn**, Auburn U.; **Stanley G. Harris**, Auburn U.; **Virajanand Varma**, Auburn U.; **Keith Credo**, Auburn U.; **Dean Vitale**, Air Force Institute of Technology

→ **Changed What and by Whom? Test a Mediation Model of How Employees Appraise Organizational Change** | **Shyhnan Liou**, National Cheng Kung U.; **Szu-Chi Yang**, National Cheng Kung U.; **Zong-Yi Yan**, National Cheng Kung U.

📖 → **Management Concepts and Corporate Leaders - Toward a Landscape of Coevolution** | **Jacqueline Fendt**, ESCP Europe

📖 **Say Cheese: a Case Study of Modernization in Agribusiness** | **Lapo Mola**, U. of Verona; **Cecilia Rossignoli**, U. of Verona; **Walter Fernandez**, Australian National U.; **Andrea Carugati**, Aarhus U.

### 885 📖: (ODC) Sensemaking and Changemaking in an Educational Context

11:30am - 1:00pm Le Centre Sheraton: Salon A

Organizer: **James Conklin**, Concordia U.

Living la Vida Loca: Head and Heart Learning in a Cohort System | **Rosemary Reilly**, Concordia U.; **Andrew Trull**, Concordia U.; **Terry Kyle**, Concordia U.

Learning Through a Paradigm Shift: Sensemaking and Learning During Transformative Change | **James Conklin**, Concordia U.; **Terry Kyle**, Concordia U.; **Colin Robertson**, Concordia U.

Developing Ethical Practice Through Inquiry: It's not Know-What, it's Know-How | **Warren Linds**, Concordia U.; **Andrew Trull**, Concordia U.

An Integral Approach to Developing Coaching Competencies for Students in Human Systems Intervention | **James Gavin**, Concordia U.; **Madeleine Mcbrearty**, Concordia U.

Managing Complexity in a Temporary Learning Organization | **Donald W. De Guerre**, Concordia U.; **James Conklin**, Concordia U.; **Andrew Trull**, Concordia U.; **Terry Kyle**, Concordia U.; **Susan Newman**, Concordia U.

### 886 📖: (OM) New Evidence in the Service Paradox

11:30am - 1:00pm Le Palais Des Congres: 516B

Chair: **Veronica Martinez**, Cranfield School of Management

Discussant: **Andrew Davies**, Imperial College London

New Evidence in the Service Paradox | **Andrew Neely**, Cambridge U.

Managing the e-service paradox: aligning the voice of the provider with the voice of the user | **Larry Menor**, U. of Western Ontario

Product service system (PSS) operations: business models and PSS configurations | **Morgan Swink**, Michigan State U.

Impact of Performance-based Contracting on Product Reliability: An Empirical Analysis | **Morris Cohen**, U. of Pennsylvania

### 887 📖: (Paper Session) - (OMT) Career History, Entrepreneurship, and the Success of New Ventures

11:30am - 1:00pm Le Palais Des Congres: 513E

Chair: **Joseph Broschak**, U. of Arizona

📖 The Individual and the Organization: Locating Knowledge Capabilities in Professional Service Firms | **Y Sekou Bermess**, U. of Texas, Austin; **J. Peter Murmann**, AGSM-Australian School of Business

📖 The Presence of the Past: Career Imprints and Transition to Entrepreneurship | **Aleksandra J Kacperczyk**, U. of Michigan, Ann Arbor

📖 Propagating Heredity: Organizational History and the Sources of Firm Performance | **Ethan Mollick**, U. of Pennsylvania

📖 Using a Community before Going It Alone: Incubating Institutions and Entrepreneurial Occupations | **Victor P. Seidel**, U. of Oxford; **Kelley Packalen**, Queen's U.

### 888 📖: (Paper Session) - (OMT) Interorganizational Learning

11:30am - 1:00pm Le Palais Des Congres: 514C

Chair: **Joeri M. Mol**, U. of Melbourne

📖 To Learn More from You: Objective and Contextual Salience in Vicarious Learning | **Hitoshi Mitsuhashi**, Keio U.

📖 Balancing Knowledge Generation & Protection through Learning-Network Structure and Knowledge Depth | **Yuval Kalish**, Tel Aviv U.; **Amalya L Oliver**, Hebrew U.

🗣️ Beyond Improv Comedy: Advisor Network and Firm Effects on Organizational Improvisation | **Yan Gong**, U. of California, Irvine; **Ann Terlaak**, U. of Wisconsin, Madison

📖 Vicarious Learning and Referent Firm Selection in Firm Dissolution Decisions | **Vibha Gaba**, INSEAD; **Ann Terlaak**, U. of Wisconsin, Madison

### 889 📖: (Paper Session) - (OMT) Social Explanations for Stock Analysts' Decisions

11:30am - 1:00pm Le Palais Des Congres: 518A

Chair: **Yuri Mishina**, Michigan State U.

📖 Pluralistic Ignorance and the Persistence of Positive Analyst Reactions to Repurchase Plans | **David H. Zhu**, Arizona State U.; **James Westphal**, U. of Michigan

📖 Leader of the Pack: Network Position and Information Leadership among Security Analysts | **Anne Fleischer**, U. of Toronto; **Joel A.C. Baum**, U. of Toronto

📖 In the Eyes of the Beholder: Stock Analysts' Following of Family Firms in Taiwan | **Young-Chul Jeong**, U. of Illinois, Urbana-Champaign; **Xiaowei Luo**, INSEAD

### 890 📖: (Paper Session) - (OMT) Organizational Responses to Institutional Pluralism

11:30am - 1:00pm Le Palais Des Congres: 518B

Chair: **Emily S. Block**, U. of Notre Dame

📖 Combining Different Logics in Organizations: A Study of Institutional Change and Strategic Renewal | **Elena Dalpiaz**, Bocconi U.; **Violina Rindova**, U. of Texas, Austin;  **Davide Ravasi**, Bocconi U.

→ 🗣️ 📖 The art of managing conflicting institutional logics: The case of social integration enterprises | **Anne-Claire Pache**, ESSEC Business School

→ 📖 Identity Hybridization: Preserving the Historical Core and Developing an International Identity | **Farah Kodeih**, ESSEC Business School

📖 An Exploration of Multi-Level Paradoxes in State-Owned Enterprises | **Anubha Shekhar Sinha**, Indian Institute of Management, Calcutta, India; **Preet S Aulakh**, York U.; **Sougata Ray**, IIM Calcutta / Infosys Technologis Limited

**891** 📖: (Paper Session) - (OMT) **Institutional Perspectives on Innovation and Field Formation**

11:30am - 1:00pm Le Palais Des Congres: 524B

Chair: **Jennifer Woolley**, Santa Clara U.

📖 To Build or Break Away? Exploring the Antecedents of Category Spanning Nanotechnology Innovation | **Tyler Earle Wry**, U. of Alberta

📖 The More, The Merrier? Resource Mobilization and Field Diversity in Emerging Fields | **Jade Yu-Chieh Lo**, U. of Southern California

📖 Chance, Necessité, et Naïveté: Ingredients to Create a New Organizational Form | **Walter W Powell**, Stanford U.; **Kurt Sandholtz**, Stanford U.

📖 Nanotech Futures: The Cultural Construction of Technological Expectations | **Stine Grodal**, Boston U.; **Nina Granqvist**, Helsinki School of Economics

**892** 📖: (DRP Session) - (OMT) **Technology, Institutions, and Innovation**

11:30am - 1:00pm Le Palais Des Congres: 524C

Chair: **Shahzad Ansari**, U. of Cambridge

📖 Frame Adoption and Adaptation around Online Technologies | **Jennifer G. Irwin**, U. of Oregon

📖 Introduction of 3G Services in India: Looking through the Institutional Glass | **Deepali Sharma**, Indian Institute of Management, Bangalore; **Abhoy Kumar Ojha**, Indian Institute of Management, Bangalore

Nascent Institutional Strategy in Dynamic Fields: The Diffusion of Science and Technology Studies | **Kyle Siler**, Cornell U.

→ 📖 Evolution of a Global Cluster through Network Ties: Evidence from Bangalore IT Cluster | **Amit Karna**, European Business School; **Petra Sonderegger**, Indian Institute of Management, Bangalore; **Florian A. Täube**, European Business School

**893** 📖 SHCS: (ONE, OMT, BPS) **Buying Better Lemons: The Diffusion of Environmental Standards**

11:30am - 1:00pm The Queen Elizabeth: Matapedia

Chair: **Andrea Maria Prado**, New York U.

Discussant: **Andrew King**, Dartmouth U./Harvard U.

Drivers of ISO14001 Certification in Emerging Economies | **Petra Christmann**, Rutgers U.

The Market of Sustainable Certifications: Choosing among Competing Standards | **Andrea Maria Prado**, New York U.

Sustainable Certification of Agricultural Commodities | **Jorge Rivera**, George Washington U.

Finding Your Place in the Food Chain: Effects of Certification on Vertical Disintegration | **Brandon H. Lee**, London Business School

**894** 📖 🗨️: (DRP Session) - (PNP) **Applications in Social Network Analysis**

11:30am - 1:00pm The Queen Elizabeth: Chaudiere

Facilitator: **Jelmer Schalk**, U. of Utrecht

🗨️ 📖 Assessing Board Network Structures in the Nonprofit Sector | **Jurgen Willems**, Free U. Brussels; **Gert Huybrechts**, Free U. Brussels; **Marc Jegers**, Vrije U. Brussel; **Tim Vantilborgh**, Vrije U. Brussel; **Jemima Bidee**, Free U. Brussels

📖 With Friends Like These...Why Terrorist Organizations Ally | **Gary Ackerman**, U. of Maryland; **Victor Asal**, U. of Albany, SUNY; **Hyun Hee Park**, U. at Albany, SUNY; **R. Karl Rethemeyer**, U. at Albany, SUNY

📖 Making Friends and Influencing Careers: Social Integration, Homophily, and Cohort-Wide MPA Courses | **Hyun Hee Park**, U. at Albany, SUNY; **R. Karl Rethemeyer**, U. at Albany, SUNY

📖 Interorganizational Consensus and the Strength of Strong Ties | **Nicole Esparza**, U. of Southern California

📖 Understanding Information Flows during Disasters: Insights from Social Network Analysis | **Branda Nowell**, North Carolina State U.; **Toddi Steelman**, North Carolina State U.; **Deena Bayoumi**, North Carolina State U.

📖 Leadership

11:30am - 1:00pm The Queen Elizabeth: Peribonca  
Facilitator: **Stephen T.T. Teo**, Curtin U. of Technology  
Boundary Crossings: Professional & Situational Influences on Nonprofit Leaders & Their Organizations | **Antoinette La Belle**, Case Western Reserve U.; **Antoinette Somers**, Wayne State U.; **Sheri Perelli**, Case Western Reserve U.

**895** 🗨️ 🗨️: (Paper Session) - (PNP) **Leadership**

11:30am - 1:00pm The Queen Elizabeth: Peribonca

Facilitator: **Stephen T.T. Teo**, Curtin U. of Technology

Boundary Crossings: Professional & Situational Influences on Nonprofit Leaders & Their Organizations | **Antoinette La Belle**, Case Western Reserve U.; **Antoinette Somers**, Wayne State U.; **Sheri Perelli**, Case Western Reserve U.

🗨️ 📖 A Reason to Believe: How the Perceived Social Impact of Work Encourages Performance Information Use | **Donald P. Moynihan**, U. of Wisconsin, Madison; **Sanjay K. Pandey**, Rutgers U.; **Bradley E. Wright**, U. of North Carolina, Charlotte

🗨️ 📖 Daring, Caring, and Morally Courageous Leadership for Human Rights in Burma | **Judith White**, Santa Clara U.

**896** 📖 SHCS: (RM, OB) **Using Innovative Technology in Research Methods: Mapping the Terrain & Exploring the Implications**

11:30am - 1:00pm Delta Centre-Ville: St-Laurent

Organizers: **Jason Azuma**, Boston U.; **Amy M. Gannon**, Boston U.

Discussant: **Brian T Pentland**, Michigan State U.

Survey of Data Collection Technologies: The Who, What, Where, Why, and How | **Amy M. Gannon**, Boston U.; **Jason Azuma**, Boston U.

Surfing for Data: Using Internet-based Ethnographic Methods in Organization Studies | **Felipe Gorenstein Massa**, Boston College

A Gold Mine or a Headache? Methodological Concerns in Collecting Online Social Networking Data | **Emily Amdurer**, Case Western Reserve U.

Reality Mining in Organizations: Using Sensors for Organizational Behavior Research | **Benjamin Nathan Waber**, Massachusetts Institute of Technology

Participants: **Feng Liu**, U. of British Columbia; **Yixin Qiu**, U. of Maryland, College Park

**897** 📖: (DRP Session) - (SIM) **New Directions in Corporate Social Responsibility Roundtable**

11:30am - 1:00pm The Queen Elizabeth: Duluth

Chair: **Barrie E. Litzky**, Pennsylvania State U., Great Valley

- 🗣️📖 The Strategic Evolution of Established CSR Programs: The Next Generation | **Darrell G. Coleman**, U. of Utah; **Karin Fladmoe-Lindquist**, U. of Utah
- 📖 Bounding The Corporate Social Responsibility Construct | **Knud Sinding**, U. of Southern Denmark; **Mark P Sharfman**, U. of Oklahoma; **Philip Peck**, Lund U.
- 📖 Infinito particular: How can CSR be both nation specific and global? | **Marie-France B. Turcotte**, U. du Québec à Montreal; **Marie Hanquez**, UQAM
- 📖 Explaining the Social Purpose of the Corporation: A Theory of Ideology | **Donal Crilly**, INSEAD; **Pamela Sloan**, HEC Montreal
- 📖 Beyond CSR: Structuring Sustainable and Accountable Enterprise for the 21st Century | **Laura Albareda**, Boston College

**898** 📖: (Paper Session) - (SIM) **Corporate Governance**

11:30am - 1:00pm The Queen Elizabeth: Hochelaga 5

Chair: **Lori Versteegen Ryan**, San Diego State U.

Discussant: **Christine Shropshire**, U. of Georgia

- ➔ 📖 Marketing and Institutional Factors Affecting the Adoption of Voluntary Sustainability Reporting | **Ralitz Nikolaeva**, ISCTE-IUL; **Marta Bicho**, ISCTE-IUL

Sustainable Strategic Decoupling in the Compliance With Codes of Good Corporate Governance. | **Mario Krenn**, Louisiana State U.

- 📖 Agency Hazards, Corporate Governance, and Alliance Outcomes | **Jung-Ho Lai**, National Taipei College of Business; **Shao-Chi Chang**, National Cheng Kung U.; **Sheng-Syan Chen**, National Taiwan U.

- 📖 Globalization and the Political Role of the Firm: Implications for Corporate Governance | **Anselm Schneider**, CCRS

**899** 📖: (Paper Session) - (SIM) **Theoretical Development of Corporate Social Responsibility**

11:30am - 1:00pm The Queen Elizabeth: Hochelaga 6

Chair: **Michelle Karen Westermann-Behaylo**, American U.

Discussant: **Will Felps**, Erasmus U. Rotterdam

- ➔ 📖 Is Managerial Entrenchment Always Bad? A CSR Approach | **Josep A. Tribó**, U. of Carlos III Madrid; **Jordi Surroca**, U. Carlos III de Madrid

- 📖 Do we Need a Paradigm Shift in CSR Research? In Defense of an Economic Approach to CSR | **Philipp Schreck**, LMU Munich; **Dominik van Aaken**, LMU Munich

Toward an Institutional Theory of Corporate Social Performance | **Sean Christopher Buchanan**, I. H. Asper School of Business

- ➔ A Global Governance Framework for Corporate Social Responsibility | **Bobby Banerjee**, U. of Western Sydney

**900** 🗣️📖: (DRP Session) - (SIM) **Creating Meaningful Work Roundtable**

11:30am - 1:00pm The Queen Elizabeth: St-Laurent

Chair: **Deborah Vidaver-Cohen**, Florida International U.

- 🗣️📖 The Practice of Virtue in Organizations: Meaningful Work and Persons with Disabilities | **Lizabeth A Barclay**, Oakland U.; **Karen S Markel**, Oakland U.; **Jennifer Ellen Yugo**, Oakland U.; **Ellen L. Chisa**, Franklin Olin College of Engineering

- 🗣️ Whose Responsibility is Meaningful Work? | **Christopher Michaelson**, U. of St. Thomas-Opus College of Business

- 📖 Clarifying The Relationship Between Corporate Social Performance and Work Meaningfulness | **Marc Hoffman Lavine**, U. of Massachusetts, Boston; **Christopher Jay Roussin**, Suffolk U.

- 📖 The Effects Of Moral Efficacy, Moral Courage, And Moral Meaningfulness On Moral Behaviors At Work | **Douglas R May**, U. of Kansas; **Matt Luth**, U. of Kansas; **Catherine E Schwoerer**, U. of Kansas

- 🗣️ Just, Caring & Brave Ethical Organizational Identities: Archetypes, Constraints & Enablers | **Amy Klemm Verbos**, U. of South Dakota

**901** ➔ 📖: (Paper Session) - (TIM) **Innovation from Different Forms of Capital: Human, Social and Institutional**

11:30am - 1:00pm Le Palais Des Congres: 511E

Facilitator: **Giorgia Maria D'Allura**, U. of Catania

- 📖 Leveraging Knowledge through Social Capital to Develop Innovations | **Ana Pérez-Luño**, U. Pablo de Olavide; **Carmen Cabello**, Pablo de Olavide U.; **Antonio Carmona**, Pablo de Olavide U.; **Gloria Cuevas**, Pablo de Olavide U.

- 🗣️➔ Explorative and Exploitative Innovation, Institutional Capital, and Firm Performance | **Jing Zhang**, Iowa State U.; **Poh Kam Wong**, National U. of Singapore; **Yuen Ping Ho**, National U. of Singapore

- 📖 The Mobility of Human Capital and Firm Innovation | **Nada Kobeissi**, Long Island U., C.W. Post; **Iftekhar Hasan**, Rensselaer Polytechnic Institute; **Jiong Sun**, Illinois Institute of Technology; **Haizhi Wang**, Illinois Institute of Technology

- Capabilities, Managerial Ties, and Product Innovation: Evidence of Moderation | **Min Liu**, Donghua U.

**902** ➔ 📖: (DRP Session) - (TIM) **Managerial Control and Innovative Behavior**

11:30am - 1:00pm Le Palais Des Congres: 511F

Facilitator: **Alina Dulipovici**, HEC Montreal

- 📖 Managing for Innovation: The Role of Managerial Control in Supporting Corporate Venturing | **Mathew R Allen**, Northeastern U.; **Gordon Kwesi Adomdza**, Northeastern U.; **Marc Meyer**, Northeastern U.

- 📖 Individual and Contextual Effects on Different Types of Innovation Implementation Behavior | **Jin Wook Chang**, Carnegie Mellon U.

- 📖 Risk and Capabilities: A Multilevel Approach to the Governance of University Licensing Contracts | **Reddi Kotha**, Singapore Management U.; **Tore Opsahl**, Imperial College Business School; **Pascale Crama**, Singapore Management U.

- 📖 A Model of Employee Innovation Behavior: When Organizational Initiatives Do Not Add Up | **Eric Kinnamon**, U. of Memphis; **Frances H. Fabian**, U. of Memphis

**903** ➔ 📖: (DRP Session) - (TIM) **Licensing and Intellectual Property in Strategic Alliances**

11:30am - 1:00pm Le Palais Des Congres: 513A

Facilitator: **Bart Van Looy**, K.U.Leuven

- 🗣️➔ Exploring Licensing Performance through a Capabilities Approach: Evidence from Spain | **Mattia**

MONDAY

**Bianchi**, Politecnico di Milano; **José Lejarra**, U. Carlos III de Madrid

Balancing Your Technology-sourcing Portfolio: When is Diversity Good for You? | **Varesha Van De Vrande**, Rotterdam School of Management, Erasmus U.

China's Intellectual Property Paradox: Inter-firm Collaboration and Innovation Amid Patent Reform | **Dan Jun Wang**, Stanford U.

**TIM Division Best Student Paper Award Finalist**

Sharing Intellectual Property Rights: Economic and Managerial Rationale | **Helene Delerue**, ESG-UQAM

Exploring the Effect of R&D Consortia on Innovation: Evidence from the Global Optical Disc Industry | **Amol M. Joshi**, U. of North Carolina, Chapel Hill; **Atul Nerkar**, U. of North Carolina, Chapel Hill

**904** → (Paper Session) - (TIM) **Online Consumers and Innovation**

11:30am - 1:00pm Le Palais Des Congres: 513B

Facilitator: **Sebastian Gurtner**, U. of Technology Dresden

→ The Directing Audience. How Feedback in a Community of Consumption stimulates New Media Production | **Peter Michael Jaeger**, ETH Zurich; **Stefan Haefliger**, ETH Zurich; **Georg von Krogh**, ETH Zurich

What Drives Continued Online Shopping Behavior? An Integrated Model of ECM, TAM and TPB | **Ming-Chi Lee**, National Pingtung Institute of Commerce; **Su-Wen Chen**, National Pingtung Institute of Commerce

Forecasting the Attractiveness of User-generated Designs via Online Data | **Morten Berg-Jensen**, Aarhus School of Business, Aarhus U.; **Christoph Hienerth**, Copenhagen Business School; **Christopher Lettl**, WU Vienna

**905** → (DRP Session) - (TIM) **Managing Ambidexterity**

11:30am - 1:00pm Le Palais Des Congres: 516A

Facilitator: **Amit Jain**, National U. of Singapore

→ Simulating Temporal Ambidexterity in Environments With Varying Rule Change Frequency | **Andre O. Laplume**, U. Manitoba; **Parshotam Dass**, U. of Manitoba

When do Acquisitions Facilitate Technological Exploration and Exploitation? | **Anupama Phene**, George Washington U.; **Stephen B Tallman**, U. of Richmond; **Paul Almeida**, Georgetown U.

The "Where" & "How" Of Explore & Exploit: Balancing Leadership To Drive Innovation And Performance | **Ann Kowal Smith**, Case Western Reserve U.

**TIM Division Best Student Paper Award Finalist**

When Distant Partners Become Your Closest Friends: Ambidexterity in Cross-Industry Collaboration | **Nicole Alexandra Rosenkranz**, U. of St. Gallen; **Ellen Enkel**, Zeppelin U.

**TIM Division Best Student Paper Award Finalist**

Role of Strategy on Firm's Choice of Offshoring Innovation Exploration and Exploitation Activities | **Silvia Massini**, Manchester Business School; **Nidhida Perm-Ajchariyawong**, Duke U.; **Arie Y. Lewin**, Duke U.

**906** → (Paper Session) - (TIM) **Open Innovation, Integration and Performance**

11:30am - 1:00pm Le Palais Des Congres: 516C

Facilitator: **David Barbera**, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV)

Examining the Impact of the Constituents of Open Innovation on Product Innovation Performance | **Kuang-Peng Hung**, Ming Chuan U.

Coordinating Distributed Innovation Processes: The Automotive and Open Source Software Industries | **Francesco Zirpoli**, U. of Salerno; **Francesco Rullani**, Copenhagen Business School; **Markus C. Becker**, U. of Southern Denmark

Open Innovation and Performance: The Role of Relational Capability, Spillovers, and Resource Slack | **Sanjay R. Sisodiya**, U. of Idaho; **Jean Johnson**, U. of Amsterdam Business School; **Yany Grégoire**, Washington State U.

**907** SHCS: (TIM, ENT) **Launching Nascent Innovations: Challenges and Potential Strategies**

11:30am - 1:00pm Le Palais Des Congres: 511B

Chair: **Rangapriya Kannan-Narasimhan**, U. of California, Los Angeles

Presenters: **Zur Shapira**, New York U.; **Deborah J Dougherty**, Rutgers U.; **Allen Bluedorn**, U. of Missouri; **Stephen Markham**, North Carolina State U.

### Monday 12:30PM

**908** (ICW) **Journal of Organizational Behavior Luncheon and Board Meeting**

12:30pm - 2:30pm Delta Centre-Ville: Regence A

By invitation only

Organizer: **Neal M. Ashkanasy**, U. of Queensland

**909** (ICW) **JMS Editorial Board Working Lunch**

12:30pm - 2:00pm Le Palais Des Congres: 520 DE

The annual JMS Editorial Board Working Lunch

Organizer: **Jo Brudenell**, Journal of Management Studies

### Monday 1:00PM

**910** (MED) **MED Past Chairs' Luncheon and MED Executive Committee Meeting**

1:00pm - 3:00pm Le Palais Des Congres: 520 C

For invitees only: This is a luncheon for invited guests of MED's Past Chairs followed by MED's Executive Committee Meeting.

Host: **Alvin Hwang**, Pace U.

Division Chair: **Katherine A. Karl**, Marshall U.

Program Chair: **Jon Billsberry**, Coventry U.

Professional Development Workshop Chair: **Toni Ungaretti**, Johns Hopkins U.

Division Chair-Elect: **Kenneth R Thompson**, DePaul U.

Secretary: **Margaret M. Hopkins**, U. of Toledo

Treasurer: **V Seshan**, Pepperdine U.

### Monday 1:15PM

**911** (Paper Session) - (BPS) **Dynamics of Capabilities & Resources**

1:15pm - 2:45pm Le Palais Des Congres: 510A

Chair: **Tyson Brighton Mackey**, California State Polytechnic U.

- 📖 The Effects of Dynamic Capability Deployment Speed, Frequency and Timing on Evolutionary Fitness | **Ralf Wilden**, U. of Technology, Sydney
- 📖 Dynamic Capabilities in the Service-Dominant Logic of Marketing: An Examination of Charles Schwab | **Yany Grégoire**, Washington State U.; **John Hulland**, U. of Pittsburgh; **Jeff Radighieri**, Washington State U.; **Sanjay R. Sisodiya**, U. of Idaho
- 📖 Where Do Client-Specific Scope Economies Come From? A Revealed Preference Analysis | **Olivier Chatain**, U. of Pennsylvania
- 📖 Means, Extremes and the Resource Curse | **Fabrice L. Cavarretta**, ESSEC Business School; **Nathan Furr**, Brigham Young U.

**912 📖: (Paper Session) - (BPS) Industry Dynamics: Entry, Growth, & Exit**

1:15pm - 2:45pm Le Palais Des Congres: 513D

Chair: **William M. Tracy**, Rensselaer Polytechnic Institute

- 📖 Searching for an Edge: Competitive Moves and Temporary Advantage Across Two Markets | **Eric L. Chen**, Stanford U.; **Riitta Katila**, Stanford U.; **Rory Morgan McDonald**, Stanford U.; **Kathleen M. Eisenhardt**, Stanford U.
- 📖 Relatedness and Market Exit | **Gwendolyn Kuo-fang Lee**, INSEAD / UF; **Timothy B Folta**, Purdue U.; **Marvin B Lieberman**, U. of California, Los Angeles
- 📖 Performance Implications of Exit Timing in Industry Divestiture Waves | **Matthias F. Brauer**, U. of St. Gallen; **Thomas Stuessi**, U. of St.Gallen
- 📖 Stepping Stones to Firm Growth: Evidence from the Deregulated Railroad Industry | **Michael Pettus**, -; **Yasemin Y Kor**, U. of South Carolina; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Steven C. Michael**, U. of Illinois, Urbana-Champaign

**913 📖: (Paper Session) - (BPS) Entrepreneurship & Commercialization of Innovation**

1:15pm - 2:45pm Le Palais Des Congres: 513F

Chair: **Charlotte Ren**, Purdue U., West Lafayette

- 📖 Bridging the Mutual Knowledge Gap: Coordination and the Commercialization of Radical Science | **Reddi Kotha**, Singapore Management U.; **Kannan Srikanth**, Indian School of Business; **Gerard George**, Imperial College London
- 📖 The Complementarity of Product Development and Technology Licensing | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management; **Holger Ernst**, WHU - Otto Beisheim School of Management

Signals, Amplifiers, and Biopharmaceutical Alliances | **Peter McNamara**, U. College Dublin; **Dorota Piaskowska**, U. College Dublin

**914 📖: (DRP Session) - (BPS) Capabilities-Based View**

1:15pm - 2:45pm Le Palais Des Congres: 515A

Facilitator: **Mari Sako**, Oxford U.

- 📖 Exploiting the Potential of Institution-level Capabilities: The Case of Humanitarian Supply Chains | **Kate Hughes**, Macquarie U.; **Angelina Zubac**, U. of Adelaide
- 📖 The Road to Replication: The Case of Highways Agencies in England and the Netherlands | **Andrew Davies**, Imperial

College London; **Lars Frederiksen**, Imperial College London; **Andreas Hartmann**, U. of Twente

- 📖 A Foreground-Background Model of Capability Discovery | **Christopher Fredette**, Sprott School of Business, Carleton U.; **Oana Branzei**, U. of Western Ontario
- A Dynamic Managerial Capabilities Model of Organizational Ambidexterity | **Ciaran Heavey**, U. College Dublin, Ireland; **Zeki Simsek**, U. of Connecticut
- 📖 The Rise, Diffusion and Development of Dynamic Capabilities: The Role of Influential Authors | **Giada Di Stefano**, Bocconi U.; **Margaret Peteraf**, Dartmouth College; **Gianmario Verona**, Bocconi U.

**915 📖: (DRP Session) - (BPS) Innovation**

1:15pm - 2:45pm Le Palais Des Congres: 515B

Facilitator: **Andre O. Laplume**, U. Manitoba

- 📖 Benefiting from Social Innovation: Implications for Scaling, Sustainability and Strategy | **Peter T. Bryant**, IE Business School
- 📖 Managerial Ties and Product Innovativeness in China: The Moderating Role of Environmental Turbulence | **Yu Gao**, Xi'an Jiaotong U.; **Yue Gao**, Xi'an U. of Technology; **Chengli Shu**, U. of Illinois, Chicago; **Qin Wang**, Xi'an Jiaotong U.
- 📖 What the Cleaning Lady Knows: Learning from Environmental Spills | **Nilanjana Dutt**, Duke U.
- 📖 Drivers of Innovation Orientation of Developing Economy Firms: A Study of the Indian Pharma Industry | **Raveendra Chittoor**, Indian School of Business; **Preet S Aulakh**, York U.; **Sougata Ray**, IIM Calcutta / Infosys Technologis Limited

**916 📖: (Paper Session) - (BPS) International Strategy**

1:15pm - 2:45pm Le Palais Des Congres: 518C

Facilitator: **Santiago Mingo**, U. of Miami

- 📖 Internationalization and Performance: Degree, Duration and Scale of Operation | **Majid Abdi**, York U.
- 📖 Which Experience Matters? Learning Economies in the Foreign Operations of a Fast-Food Chain | **David L. Leibsohn**, California State U., Fullerton; **Arvids A Ziedonis**, U. of Michigan, Ann Arbor
- 📖 Dealing with Information Asymmetry in Cross-border Acquisitions | **Protiti Dastidar**, Temple U.; **Sri Zaheer**, U. of Minnesota
- 📖 Strategies of Entering Transition Economies | **Lyubov A. Bogun**, Odesa Institute of Entrepreneurship and Law

**917 📖: (Paper Session) - (BPS) Wiley Blackwell Dissertation Award Finalists**

1:15pm - 2:45pm Le Palais Des Congres: 519A

Chair: **Tammy L. Madsen**, Santa Clara U.

- 📖 Organizational Structure as a Determinant of Organizational Performance | **Felipe A. Csaszar**, INSEAD
- 📖 A bird known by its note: Identity legitimacy, network dynamics, and actor performance in the Hong Kong film industry, 1970-1997 | **Yi Tang**, Hong Kong Polytechnic U.
- 📖 Organizing Innovation in Turbulent Fashion Markets | **Yen Tran**, Copenhagen Business School
- 📖 A New Taxonomy for Star Scientists: Three Essays | **Alexander Oettl**, Georgia Institute of Technology

MONDAY

- 📖 Markets for Research: A matching approach to university-industry research collaborations | **Min Deng**, U. of Otago
- 📖 Essays on Institutions and Pre-founding Experience: Effects for Technology-Based Entrepreneurs in the U.S. and China | **Chuck Eesley**, Stanford U.

**918** 📖 JS: (BPS, ODC, OMT) **Theorizing the Strategic Middle Manager**

1:15pm - 2:45pm Le Palais Des Congres: 513C  
 Organizer: **Torsten Schmid**, U. of St. Gallen  
 Chair: **Torsten Schmid**, U. of St. Gallen  
 Discussants: **Steven W Floyd**, McIntire School of Commerce, U. of Virginia; **Julia Balogun**, Lancaster U. Management School  
 Middle Managers as Strategy Consumers | **Kimmo Suominen**, Aalto U. School of Science and Technology; **Saku Mantere**, Hanken School of Economics  
 The Role of Middle Management in the Strategy Process: Middle Managers as Strategic Brokers | **Weilei (Stone) Shi**, Baruch College  
 Knowledge-based Theory and Entrepreneurial Competence: A Middle Management Perspective | **Bill Wooldridge**, U. of Massachusetts, Amherst

**919** → 📖 JS: (BPS, OMT, IM) **New Directions for Corporate Governance Research: Configurational and Comparative Approaches**

1:15pm - 2:45pm Le Palais Des Congres: 510B  
 Organizers: **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Peer C. Fiss**, U. of Southern California; **Vilmos F. Misangyi**, Pennsylvania State U.  
 Discussant: **Mason A Carpenter**, U. of Wisconsin, Madison  
 A Fuzzy Set Analysis of Firm-Level Corporate Governance Practices | **Roberto Garcia-Castro**, Carlos III U.; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Miguel A. Ariño**, IESE Business School

Integrating the Monitoring and Resource Provision Functions of Boards: A Configurational Perspective | **Vilmos F. Misangyi**, Pennsylvania State U.; **Abhijith Holehonnur**, The Pennsylvania State U., U. Park

What Combinations of Monitoring Work? Applying Set-Theoretic Methods to Corporate Governance | **John Stanley Marsh**, The Sage Colleges; **Jarrett Emory Kotrozo**, Cali State U., Stanislaus; **Judith Louise Walls**, John Molson School of Business, Concordia U.

A Configurational Analysis of CSR and CSiR among U.S. Listed Firms | **Na Ni**, Hong Kong Polytechnic U.; **Gregory Jackson**, Free U. Berlin; **Jijun Gao**, U. of Manitoba

Foreign IPO Performance in London and New York: A Configurational Perspective | **Greg Bell**, U. of Dallas; **Igor Filatotchev**, City U. London; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

**920** 📖 📖 → 📖 JS: (CAR, MED, MC) **Careers, Leadership Development, and Executive Coaching: Making Connections and Building Bridges**

1:15pm - 2:45pm Le Centre Sheraton: Jarry  
 Organizer: **Konstantin Korotov**, ESMT  
 Distinguished Speaker: **Manfred F.R. Kets De Vries**, INSEAD

The CEO Career and Life 'Recycling' Process | **Manfred F.R. Kets De Vries**, INSEAD

The when and why of tipping points in career development executive education programs | **Elizabeth Florent-Treacy**, INSEAD

Progressing on a Career Track towards a Leadership Role? Thank You, but No, Thank you! | **Konstantin Korotov**, ESMT  
 Wanting to Move Ahead in One's Career: Understanding the Antecedents to the Motivation to Lead | **Laura Guillen**, ESMT

Coaching leaders to get out of their own way | **Susan A David**, Harvard U.

A framework for harnessing multiple theoretical perspectives in coaching for leadership and career | **Carol Kauffman**, Harvard Medical School

**921** 📖 📖 CAU: (CAU) **Personal values versus stock value maximization. Conflicts and solutions.**

1:15pm - 2:45pm Le Palais Des Congres: 521A  
 Dr. **Juan Pablo Stegmann**. (904) 287-4559.  
[jpstegmann@gmail.com](mailto:jpstegmann@gmail.com) **Kenneth Wm. Kury**, Ph.D. (610) 660-1117.  
[kkury@sju.edu](mailto:kkury@sju.edu)  
 Chairs: **Juan Pablo Stegmann**, U. of Maryland U. College; **Juan Pablo Stegmann**, U. of Maryland U. College; **Kenneth Wm. Kury**, Saint Joseph's U.; **Kenneth Wm. Kury**, Saint Joseph's U.  
 Discussants: **Lucy R. Ford**, St. Joseph's U.; **Lucy R. Ford**, St. Joseph's U.; **Patrick Saparito**, Saint Joseph's U.; **Patrick Saparito**, Saint Joseph's U.  
 Participants: **Emad A. Rahim**, Innovative Development Incorporated; **Emad A. Rahim**, Innovative Development Incorporated; **Daina Mazutis**, U. of Western Ontario; **Daina Mazutis**, U. of Western Ontario; **Sylvia Maxfield**, Simmons School of Management; **Sylvia Maxfield**, Simmons School of Management




**922** 📖 📖 📖 CAU: (CAU) **The Power of Character in Business Culture and Performance**

1:15pm - 2:45pm Le Palais Des Congres: 521B  
*Unethical workplace behaviors and incivility were evident in recent scandals. Ethical behaviors stem from value choices, but ethics are not enough. Leaders and managers must understand how individual values and character entwine with organizational culture and affect organizational performance. Without this understanding, business leaders are not able to operationalize ethics and business performance suffers. This caucus supports the AOM Conference Theme of "Dare to Care" by engaging a broad-based discussion about the research and the River of Character model as a road map for building character-based cultures. This program addresses managerial practices that support caring, compassionate cultures, including assessment and alignment of core values as a building block of for cultural transformation, essential leader characteristics in character-based culture, and distinctive competences such as service excellence and relational competence, which depend on organizational character and drive business performance. If we "dare to care" about the people who comprise the culture, we must research, evaluate, and understand culture if we are going to change it. The findings of a recent ethnographic research study that discovered an underlying River of Character common to all organizations serves as the focal point for guiding discussions. Discussions will address links between individual character and organizational values, character, energy, and performance and links*

between character and business outcomes, specifically customer satisfaction, profitability, and sustainability.

Organizer: **Linda Wing**, U. of Phoenix

Speakers: **Ramon L. Benedetto**, U. of Phoenix; **Thomas J Walter**, Tasty Catering, Inc.

**923**    CAU: (CAU) **Unplanned Behavior in Entrepreneurship/Organizational Behavior: Bricolage Effectuation Improvisation**

1:15pm - 2:45pm Le Palais Des Congres: 521C



Organizers: **René Mauer**, RWTH Aachen U.; **Geoff Archer**, Royal Roads U.

Participants: **Craig E. Armstrong**, U. of Alabama; **Ted Baker**, North Carolina State U.; **Frank J. Barrett**, Naval Postgraduate School; **Andrea Carugati**, Aarhus U.; **Mary Crossan**, U. of Western Ontario; **Uzi De Haan**, Technion Israel Institute of Technology; **Keith Hmieleski**, Texas Christian U.; **Norris F. Krueger**, Max Planck Institute of Economics; **Rob van Lambalgen**, U. of Twente, NIKOS; **Judy Matthews**, Queensland U. of Technology; **Alexander McKelvie**, Syracuse U.; **Pamela Meyer**, DePaul U.; **Anne S Miner**, U. of Wisconsin, Madison; **Troy Victor Mumford**, Colorado State U.; **Yolanda A Sarason**, Colorado State U.; **Willem Smit**, IMD; **Dusya M. Vera**, U. of Houston; **Joao Cunha**, U. Nova de Lisboa; **Xin Yao**, U. of Colorado, Boulder

**924**  CAU: (CAU) **The Absence of Compassion at Work: A Discussion of Incivility and Abusive Supervision**

1:15pm - 2:45pm Le Palais Des Congres: 522A

Organizers: **Teri Elkins**, U. of Houston; **Leanne E Atwater**, U. of Houston

**925**   CAU: (CAU) **Compassionate and ethical operations and supply chain management in a carbon neutral world**

1:15pm - 2:45pm Le Palais Des Congres: 522B

Organizers: **SC Lenny Koh**, U. of Sheffield; **Joseph Sarkis**, Clark U.

**926**  CAU: (CAU) **Study Abroad: Program Designs and Learning Outcomes**


1:15pm - 2:45pm Le Palais Des Congres: 522C

Organizer: **Daria Panina**, Texas A&M U.

**927**   CAU: (CAU) **The Possibility of a Global Culture and the Future this will Entail for Cross-Cultural Research**

1:15pm - 2:45pm Le Palais Des Congres: 523A

Organizers: **Nikos Bozionelos**, Athens U. of Economics and Business; **Deli Yang**, Trinity U.

**928**  CAU: (CAU) **"Dare" or Duty?: The "caring" role and other tensions in contemporary HR**

1:15pm - 2:45pm Le Palais Des Congres: 523B

We encourage participants from multiple perspectives to attend. The only prerequisite is an interest in HR as the object rather than the setting of research.

Organizers: **Julia Brandl**, WU Vienna; **Kurt Sandholtz**, Stanford U. Participants: **Elaine Farndale**, Penn State U. & Tilburg U.; **Timothy M. Gardner**, Vanderbilt U.; **David Kryscynski**, Emory U.; **Wolfgang Mayrhofer**, WU Vienna; **Dionne Pohler**, U. of Saskatchewan; **Pamela S. Tolbert**, Cornell U.; **Christopher Wright**, U. of Sydney



**929** : (Paper Session) - (CDP) **Institutional Influences on Entry-Mode, Technology, and Location Decisions**



1:15pm - 2:45pm Hyatt Regency Montreal: Alfred-Rouleau A

Chair: **Donald E. Hatfield**, Virginia Tech

OCIS: Ending the Mending Wall: Exploring Entrepreneur –

Venture Capitalist Co-location in IT Ventures | **Brad N Greenwood**, U. of Maryland, College Park; **Anand Gopal**, U. of Maryland, College Park



  **TIM**: Institutional Lockout of a Technology: The Case of DPR Treatment in Chronic Renal Failure | **David Ahlstrom**, Chinese U. of Hong Kong; **Sanjay Jain**, Santa Clara U.


  **IM**: Isomorphic Influences and Aspiration: Reference Group Choice in Entry Mode Decisions | **Congcong Zheng**, San Diego State U.


**930** : (Paper Session) - (CDP) **Organizational Signaling and Reputation: Getting What We Want!**



1:15pm - 2:45pm Hyatt Regency Montreal: Alfred-Rouleau B

Chair: **Donald Lange**, Arizona State U.

  **BPS**: Lords of the Harvest: Symbolic Signaling and Regulatory Approval of Genetically Modified Organisms | **Shon R Hiatt**, Harvard Business School; **Sangchan Park**, National U. of Singapore

 **ONE**: Framing Corporate Environmentalism: The Narrative Grammar of Environmental Discourses | **Deborah Philippe**, HEC Lausanne; **Pratima Bansal**, U. of Western Ontario

 **OB**: Do reputation systems undermine cooperation? | **Ko Kuwabara**, Columbia Business School



  **BPS**: A Contingency View Of Reputation And Alliance Formation: Venture Capital Syndication In China | **Qian Gu**, National U. of Singapore; **Xiaohui Lu**, National U. of Singapore

**931** : (Paper Session) - (CDP) **Networks, Knowledge Sharing, and Innovations**

1:15pm - 2:45pm Hyatt Regency Montreal: Alfred-Rouleau C

Chair: **Giuseppe Soda**, Bocconi U. and SDA Bocconi School of Management

OCIS: The Informal Networks of Innovation | **Mohammad Hossein Jarrahi**, Doctoral Student; **Steve Sawyer**, Syracuse U.


  **TIM**: Managerial Ties and Corporate Innovativeness: Is Knowledge Creation A Missing Link? | **Chengli Shu**, U. of Illinois, Chicago; **Xu Jiang**, Xi'an Jiaotong U.; **Albert Page**, U. of Illinois, Chicago

ENT: The Role of Social Capital in Overcoming the Liability of Newness in R&D Acquisition Activities | **Keld Laursen**, Copenhagen Business School; **Francesca Masciarelli**, "G. D'Annunzio" U.; **Toke Reichstein**, Copenhagen Business School

**932** : (Paper Session) - (CDP) **Research Methods: Construct and Scale Development in Organizational Behavior and Networks**

1:15pm - 2:45pm Hyatt Regency Montreal: Anjou

Chair: **Phillip H. Kim**, U. of Wisconsin-Madison

 **GDO**: Employee's Perceived Supervisor Paternalism: A Scale Development and Validation | **María Fernanda Garcia**, U. of Texas at El Paso; **Adrienne Colella**, Tulane U.; **María Carmen Triana**, Oregon State U.; **Alexis Nicole Smith**, Tulane U.; **Marla Baskerville Watkins**, Northeastern U.

- 📖📖**MED**: Comprehensive Assessment of Team Member Effectiveness: A Behaviorally Anchored Rating Scale | **Matthew W. Ohland**, Purdue U., West Lafayette; **Lisa G. Bullard**, North Carolina State U.; **Richard M. Felder**, North Carolina State U.; **Cynthia J. Finelli**, U. of Michigan; **Richard A. Layton**, Rose-Hulman Institute of Technology; **Misty L Loughry**, Georgia Southern U.; **Hal R. Pomeranz**, Deer Run Associates; **Douglas G. Schmucker**, Zahl-Ford, Inc.; **David J Woehr**, U. of Tennessee, Knoxville
- 📖**OMT**: From Skew Distributions to Power-law Science | **Pierpaolo Andriani**, Durham Business School; **Bill McKelvey**, U. of California, Los Angeles
- 🗣️📖**PNP**: Sense of Community in Organizational Settings: A New Construct for the Field of Management | **Neil M. Boyd**, Locoming College; **Branda Nowell**, North Carolina State U.

**933 : (Paper Session) - (CDP) Knowledge, Research and Productivity in Management**

- 1:15pm - 2:45pm Hyatt Regency Montreal: Argenteuil, Table 1  
 Chair: **Wouter Stam**, Hong Kong U. of Science and Technology
- 📖**MED**: What Does not Kill You (Sometimes) Makes you Stronger: Productivity Fluctuations of Journal Editors | **Herman Aguinis**, Indiana U., Bloomington; **Gideon P. de Bruin**, U. of Johannesburg; **Danielle Cunningham**, U. of Johannesburg; **Nicole L. Hall**, U. of Johannesburg; **Ryan K. Gottfredson**, Indiana U., Bloomington
- 📖**MED**: Evoking Aesthetic Knowledge in Management Education | **Kathy Mack**, Mercer U.
- 📖**RM**: An analysis of self-reported limitations and future reserach directions in management research | **Stephane Brutus**, Concordia U.

**934 : (Paper Session) - (CDP) Education, Learning and Agility: A Platform for Innovation?**

- 1:15pm - 2:45pm Hyatt Regency Montreal: Argenteuil, Table 2  
 Chair: **Kenneth G. Brown**, U. of Iowa
- 📖**MED**: Examining the Impact of Education on Entrepreneurship Outcomes: A Meta-Analysis | **Jeff McNally**, McMaster U.; **Bruce Martin**, McMaster U.; **Michael John Kay**, Wilfrid Laurier U.
- 📖**ODC**: Towards a Maturity Model for Organizational Future Orientation | **Rene Rohrbeck**, Berlin, U. of Technology  
**Winner of ODC Division Rupert F. Chisholm Best Theory to Practice Paper**
- 🗣️**ODC**: The Culture of Knowledge Generation Team: A Social Learning Perspective | **Velma Lee**, Le Moyne College

**935 : (Paper Session) - (CDP) Prestige, Power, and Status**

- 1:15pm - 2:45pm Hyatt Regency Montreal: Picardie  
 Chair: **Tim Pollock**, Pennsylvania State U.
- OB**: Exploring Antecedents of Intraorganizational Power of Management Accounting Departments | **Marko Reimer**, Technical U. Berlin
- 📖**IM**: How prestigious are you and where do you hail from? The internationalization of US law firms | **K. Skylar Powell**, U. of Hawaii & East-West Center
- 📖**OB**: Power, Status, and Social Hierarchy | **Christopher W Bauman**, Foster School of Business, U. of Washington; **Niro Sivanathan**, London Business School

- 🗣️**CMS**: Out of Control? The Impact of CEO Power and Reward on Economic Relationships and Inequality | **Thomas Clarke**, U. of Technology, Sydney

**936 🗣️📖: (DRP Session) - (CM) The Psychology of Negotiation: New Directions**

- 1:15pm - 2:45pm Le Centre Sheraton: Salon 7  
 Facilitator: **Russell Cropanzano**, U. of Arizona
- 📖**Role Asymmetry in the Relationship between Self-Set Negotiator Goals and Dyad Level Outcomes** | **Edward W. Miles**, Georgia State U.; **Todd J. Maurer**, Georgia State U.
- 🗣️📖**Do Agents Negotiate for the Best (or Worst) Interest of Principals?** | **Sujin Lee**, KAIST; **Leigh Thompson**, Northwestern U.
- 📖**Positive Face Threat Sensitivity and Conflict Aversion in Negotiation** | **Dejun Tony Kong**, Washington U. in St. Louis; **Ece Tuncel**, Webster U.; **Judi McLean Parks**, Washington U. in St Louis
- 📖**Polarized by Palpitation: How Arousal and Construal of Negotiation Predict Subjective Outcomes** | **Ashley Brown**, Massachusetts Institute of Technology; **Jared R. Curhan**, Massachusetts Institute of Technology

**937 📖JS: (CM, OB, SIM) (Un)caring Employees: Exploring the Downside to Interpersonal Relations in Organizations**

- 1:15pm - 2:45pm Le Centre Sheraton: Joyce  
 Chairs: **Jennifer Marie Rodriguez**, Texas A&M U.; **Kathi Miner-Rubino**, Texas A&M U.
- Getting the Short End of the Stick: Exploring the Role of Racioethnicity in Negotiations | **Morela Hernandez**, U. of Washington; **Derek R. Avery**, Temple U.; **Sabrina D Volpone**, U. of Houston
- A Victim of Politics: Workplace Incivility and the Committed Voter | **Jennifer Marie Rodriguez**, Texas A&M U.; **Kathi Miner-Rubino**, Texas A&M U.; **Amanda Pesonen**, Texas A&M U.
- The Effects of Attributions on Target Responses to Abusive Supervision | **Nathan Bowling**, Wright State U.; **Jesse S. Michel**, Florida International U.
- GLOBE Dimensions of Organizational Culture as Predictors of Workplace Incivility | **Amber Smittick**, Texas A&M U.; **Kathi Miner-Rubino**, Texas A&M U.; **Anthony R. Paquin**, Western Kentucky U.
- Fighting Fire with Fire: Organizational Deviance as Resource Replenishment for Incivility Targets | **Merideth Ferguson**, Baylor U.

**938 → 📖: (DRP Session) - (CMS) Roundtable #2**

- 1:15pm - 2:45pm The Queen Elizabeth: Harricana  
 Facilitator: **Jacob Dahl Rendtorff**, Roskilde U.
- 📖**Globalization and Embodiment: Global Workers' Doings, Feelings and Coping Strategies** | **Sara Varlander**, Stockholm U.; **Anna Essén**, Stockholm U.
- 📖**Making workers out of poetry and silence: Voices of labor in Operário em Construção** | **Gazi Islam**, Insper Institute of Education and Research
- 📖**Intensive remedial identity work: How recent French Master Graduates respond to underemployment.** | **Francois Grima**, Paris 12-RMS; **Dominique Glaymann**, U. Paris Est



🗨️📄 Elton Mayo and the Passions of Production | **Stephen A. Linstead**, U. of York

📄 Living in a Culture of Overwork: Why Flexibility is an Insufficient Solution for Work-Life Balance | **Kristina A. Bourne**, U. of Wisconsin – Eau Claire; **Pamela J. Forman**, U. of Wisconsin – Eau Claire

**939** 🗨️📄: (Paper Session) - (CMS) **Approaches to Social Theorizing**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 3

Chair: **Aniket Pankaj Aga**, U. of Southern California

🗨️📄 Does a Joint Academic-Practitioner Review Process

Reconcile Rigor and Relevance? | **Ann-Christine Schulz**, U. of Oldenburg; **Markus Goebel**, U. of Applied Science Fresenius, Hamburg; **Alexander T. Nicolai**, U. of Oldenburg

📄 Critical Realism, Postmodernism, and CMS: Continuing the Debate | **Stephen J Jaros**, Southern U.

🗨️📄 Actor Network Theory, ANTi-History, and Critical Organizational Historiography | **Gabrielle Durepos**, St. Francis Xavier U.; **Albert J. Mills**, St. Mary's U.

**940** : (Paper Session) - (DISC) **Cooperation and networks**

1:15pm - 2:45pm Le Palais Des Congres: 512E - Table 1

Discussant: **Joanne Oxley**, U. of Toronto

📄 **BPS**: Exploring the Link Between Cooperative Strategies, Industry Structure and Firm Performance | **Maud Pindard-Lejarraga**, U. Carlos III de Madrid; **Isabel Gutierrez**, U. Carlos III de Madrid

📄 **BPS**: How to Manage a Network? A Meta-Analysis of Network Management Capabilities and Network Success | **Christoph Bogenstahl**, Berlin Institute of Technology; **Alexander Kock**, Berlin Institute of Technology; **Björn Awe**, Berlin Institute of Technology; **Carsten Schultz**, Berlin Institute of Technology

📄 **BPS**: The Effects of Strategic Needs and Social Networks on Alliance Formation | **Yu-Kai Wang**, Florida International U.; **Chris Changwha Chung**, Korea U.

📄 **BPS**: Alliance Network, TMT's Knowledge Structure and Technological Innovation | **Yang Xu**, Pennsylvania State U.

**941** : (Paper Session) - (DISC) **Entrepreneurship and Economics**

1:15pm - 2:45pm Le Palais Des Congres: 512E - Table 2

Discussant: **Shawn Carraher**, Minot State U.

**ENT**: Returns for Entrepreneurs versus Employees: The Effect of Education and Personal Control | **Mirjam Van Praag**, Amsterdam Center for Entrepreneurship, U. of Amsterdam; **Arjen van Witteloostuijn**, U. of Antwerp; **Justin Van Der Sluis**, U. of Amsterdam

**ENT**: What Turns Knowledge into Innovative Products? The Role of Entrepreneurship | **Joern Hendrich Block**, Erasmus U. of Rotterdam; **Haibo Zhou**, Erasmus U. Rotterdam; **Roy Thurik**, Erasmus U. Rotterdam

📄 **ENT**: Venture Capital Financing of Technology-Based Small Firms (TBSFs) in the UK: The Role of Generalists | **Sarika Pruthi**, King's College London

**942** : (Paper Session) - (DISC) **OMT and Structure**

1:15pm - 2:45pm Le Palais Des Congres: 512F - Table 1

Discussant: **Gregory E. Robbins**, U. of South Florida

**OMT**: Ease of asset transaction and organizational structure in the airline industry | **Robin Julian Hadwick**, U. of Hawaii at Manoa

**OMT**: Diversification, Resource Concentration and Business Group Performance: Evidence from Taiwan | **Chien-Nan Chen**, National Dong Hwa U.; **Wenyi Chu**, National Taiwan U.

📄 **OMT**: The cultural and cognitive role of risk measurement in financial risk taking | **Mary Kate Stimmler**, U. of California, Berkeley

📄 **OMT**: Reconsidering the Role of Individuals in the Information Processing Perspective | **Karynne L. Turner**, Georgia State U.; **Mona V Makhija**, Ohio State U.

**943** : (Paper Session) - (DISC) **Strategy and technology management**

1:15pm - 2:45pm Le Palais Des Congres: 512F - Table 2

Discussant: **Melissa M. Appleyard**, Portland State U.

🗨️➔ **TIM**: The Contingent Solution to the Innovator's Dilemma (WITHDRAWN) | **Juan Pablo Vazquez Sampere**, IE Business School

🗨️ **TIM**: The Market Response of Patent Litigation Announcement towards Defendant and Rival Firms | **Yu-shu Peng**, National Donghwa U.; **Yu-En Lin**, National Dong Hwa U.; **Yi-Jen Yang**, National Dong Hwa U.

📄 **TIM**: Neither Radical nor Incremental: Dual-Stakeholder Perspective of Innovation Management | **Victor Wilfredo Bohorquez Lopez**, IE Business School; **Jose Esteves**, IE Business School

**944** : (Paper Session) - (DISC) **Emerging market MNEs' performance effects**

1:15pm - 2:45pm Le Palais Des Congres: 512G - Table 1

Discussant: **Michael Nippa**, Freiberg U.

➔ **IM**: Regional effects in the internationalization-performance relationship in Chinese firms | **Stephen Chen**, Macquarie U.; **Hao Tan**, Macquarie U.

➔ 📄 **IM**: International Ambidexterity and Performance in Foreign Direct Investment | **Chia-Wen Hsu**, National Chung Cheng U.; **Homin Chen**, National Taiwan U.

➔ **IM**: International Expansion OF SMEs from China. Evidence from Jiangsu Province | **Ning Xu**, Nanjing U.; **Gaston Fornes**, ESIC BUSINESS & MARKETING SCHOOL; **Guillermo Cardoza**, Instituto de Empresa Business School

➔ 📄 **IM**: Fresh Evidence on Learning by Exporting from Indian Pharmaceutical Producers, 1994-2007 | **Chirantan Chatterjee**, Carnegie Mellon U.; **Anand Nandkumar**, Indian School of Business

**945** : (Paper Session) - (DISC) **Change Processes and Practices**

1:15pm - 2:45pm Le Palais Des Congres: 512G - Table 2

Discussant: **Julie Wolfram Cox**, Deakin U.

🗨️📄 **ODC**: The Effect of Evocative Frames Linked to Implicit Storylines on Strategic Decisions | **Robert J Marshak**, American U.; **Loizos Th. Heracleous**, U. of Warwick

🗨️📄 **ODC**: Organization Design and Managing Continuous Change: A Complex Adaptive Practice Theory | **Randal Ford**, Spartanburg Healthcare System

**ODC:** Planned Revolutionary Changes in SOEs: An institutional & historical perspective | **Li Yan**, HEC Montreal; **Taïeb Hafsi**, HEC Montreal; **Shan Lu**, China Road and Bridge Corporation; **Cao Yuquan**, Tianjin Vocational U.

📖 **ODC:** Regulation of Social Construction: Managing Change in Pluralistic Contexts | **Frederic Gilbert**, ESG-UQAM; **Jean-louis Denis**, ENAP; **Marie-Dominique Beaulieu**, U. of Montreal; **Danielle D'Amour**, U. of Montreal; **Johanne Goudreau**, U. of Montreal; **Evelyne Hudon**, U. of Montreal

**946** : (Paper Session) - (DISC) **Stress and Coping**

1:15pm - 2:45pm Le Palais Des Congres: 512H - Table 1

Discussant: **Stephen E. Humphrey**, Pennsylvania State U.

🗣️ **OB:** Passion at Work and Burnout: A Two-Study Test of the Mediating Role of Flow Experiences | **Genevieve L. Lavigne**, UQAM; **Jacques Forest**, ESG-UQAM; **Laurence Crevier-Braud**, UQAM

🗣️ **OB:** Not Simply 'Either Or': How Emotion-Focused & Problem-Focused Coping Determine Mistreatment Outcomes | **Rebecca Theresa Michalak**, U. of Queensland; **Sandra Kiffin-Petersen**, U. of Western Australia

➔ **OB:** Anxiety and Engagement during a Work Simulation: Self-Efficacy as a Moderator of Demand and Control | **Stacey L. Parker**, U. of Queensland; **Nerina L. Jimmieson**, U. of Queensland; **Kathryn M. Johnson**, U. of Queensland

📖 **OB:** Depression and helping behavior at work: The mediating role of employees' perceptions of information | **Clara L. ter Hoeven**, Amsterdam U.; **Marieke L Fransen**, U. of Amsterdam; **Bram Peper**, Erasmus U. Rotterdam

**947** : (Paper Session) - (DISC) **Organizational Strategy and Turnover**

1:15pm - 2:45pm Le Palais Des Congres: 512H - Table 2

Discussant: **Ramon J. Aldag**, U. of Wisconsin, Madison

🗣️ ➔ **HR:** Impulsive Itinerant and Deliberate Departers: Dominant pathways of employee turnover in IT firms | **Ashish Malik**, The Open Polytechnic of New Zealand; **Venkatarman Nilakant**, U. of Canterbury; **Russell Wordsworth**, U. of Canterbury, New Zealand

📖 **HR:** How Employee Turnover Affects Productivity | **Bo H. Eriksen**, U. of Southern Denmark

➔ **HR:** The Hybridisation Of HRM Practices In Tunisian Subsidiaries Of French Multinationals | **Dorra Yahiaoui**, Normandy Business School; **Adel Golli**, Euromed Management

**948** ➔ **OB:** (Paper Session) - (ENT) **Management Buyouts, Family and Entrepreneurship**

1:15pm - 2:45pm Le Palais Des Congres: 510C

Chair: **Carole Howorth**, Lancaster U.

📖 Professionalization of Family Firms through Management Buyout: A Longitudinal Case Study Analysis | **Carole Howorth**, Lancaster U.; **Paul Westhead**, Durham Business School

📖 Entrepreneurial Management in Private Equity Backed Buy-Outs | **Hans Bruining**, Erasmus U.; **Ernst Verwaal**, Erasmus U.

📖 Of Blood, Carrots and Sticks: Comparing Family Firm and LBO Governance Structures. | **Michael Braun**, U. of Montana; **Michael Harrington**, U. of Montana; **Lawrence Zacharias**, U. of

Massachusetts, Amherst; **Scott Latham**, U. of Massachusetts, Lowell

**949** 📖: (Paper Session) - (ENT) **Effectuation**

1:15pm - 2:45pm Le Palais Des Congres: 511A

Chair: **Richard Gottschall**, John Molson School of Business

➔ 📖 Do Strategy Choices Matter for Nascent Firms?

Effectuation in the Early Stages of Venture Creation | **Christophe Garonne**, Queensland U. of Technology; **Per Davidsson**, Queensland U. of Technology

📖 Effectuation Enabled by the Use of Social Media | **Eileen Fischer**, York U.; **Rebecca Reuber**, U. of Toronto

🗣️ 📖 Selling Without Selling Out? Effectuating Social Entrepreneurship through Exit | **Yolanda A Sarason**, Colorado State U.; **Dawn R. DeTienne**, Colorado State U.; **Thomas J Dean**, Colorado State U.

**950** 📖: (DRP Session) - (ENT) **Entrepreneurial Orientation**

1:15pm - 2:45pm Le Palais Des Congres: 514A

Chair: **Jeffrey Matthew Pollack**, U. of Richmond

📖 The Measurement of Entrepreneurial Orientation | **Jeffrey G. Covin**, Indiana U.; **William John Wales**, James Madison U.

➔ 📖 Entrepreneurial Orientation and Performance: The Role of Intra- and Inter-Organizational Contexts | **Haibin Yang**, City U. of Hong Kong; **Gregory G Dess**, U. of Texas, Dallas

📖 Entrepreneurial Orientation and Performance in SMEs: The Effect of Knowledge Acquisition | **ANA MARIA BOJICA**, U. of Granada; **Maria del Mar Fuentes**, U. Granada; **Matilde Ruiz-Arroyo**, U. of Granada; **CARLOS A. ALBACETE-SÁEZ**, U. of Granada; **Virginia Fernández**, U. de Granada

🗣️ ➔ 📖 Entrepreneurial Orientation and Performance in Family-Owned Firms: The Role of Family Management | **Salvatore Sciascia**, IULM U.; **Francesco Chirico**, Texas A&M U.; **Pietro Mazzola**, IULM U.

📖 Entrepreneurial Orientation, Managerial Networking, and New Venture Performance in China | **Dong Wang**, Communication U. of China; **Zhongfeng Su**, Xi'an Jiaotong U.; **En Xie**, Xi'an Jiaotong U.

**951** 📖: (DRP Session) - (ENT) **Entrepreneurial Finance 1**

1:15pm - 2:45pm Le Palais Des Congres: 514B

Chair: **Kandarp Mehta**, IESE Business School

📖 The Ethical Perspective in Conflicts between Entrepreneurs, Angel Investors and Venture Capitalists | **Veroniek Collewaert**, Maastricht U.; **Yves Fassin**, Ghent U.

Venture Capital Investment: Initiating and Revising the Deal | **Meyyappan Narayanan**, U. of Waterloo; **Moren Levesque**, York U.; **Brian P Cozzarin**, U. of Waterloo

📖 Contextual Factors Affecting Perceptions of Goal Alignment in New Ventures | **Ben Lewis**, Cornell U.; **Mathew R Allen**, Northeastern U.; **James H Davis**, U. of Notre Dame

📖 The Role of Fundraising in Investment Decisions of Venture Capital Firms | **Oksana Koryak**, Instituto de Empresa Business School; **Julio O. DeCastro**, Babson College

Determinants of Venture Investment Behavior: A Dual Process Perspective | **Chien Sheng Richard Chan**, U. of Washington; **H. Dennis Park**, U. of Washington

**952** ➔ **JS:** (ENT, IM, BPS) **Examining New-Venture Partnerships and Internationalization Strategies**

1:15pm - 2:45pm Le Palais Des Congres: 510D

**Organizers:** **Manuela N. Hoehn-Weiss**, U. of Washington, Bothell;**Joseph A LiPuma**, EMLYON Business School**Chair:** **Joseph A LiPuma**, EMLYON Business School**Discussant:** **Helena Yli-Renko**, U. of Southern California

Corporate Venture Capital and New Venture

Internationalization: A Dyadic, Configurational Analysis |

**Susan A Hill**, London School of Economics; **Markku V. J.****Maula**, Aalto U.; **Thijs Kwik**, Natixis Private Equity / Holland

Venture Partners

The Effects of Alliances and Corporate Venture Capital on

New-Venture Internationalization | **Manuela N. Hoehn-Weiss**,U. of Washington, Bothell; **Joseph A LiPuma**, EMLYON

Business School

A Longitudinal Study on the Impact of Cross-Border Venture

Capital on Portfolio Company Growth | **Sophie Manigart**,Ghent U.; **Tom R. Vanacker**, Ghent U.; **Ine Paeleman**, Ghent U.

The Effects of Institutional and Experience-based Trust on

International Partner Selection | **Mikko Jääskeläinen**, AaltoU.; **Markku V. J. Maula**, Aalto U.; **Miguel LCJ Meuleman**,Vlerick Leuven Gent Management School; **Mike Wright**, U. of

Nottingham

**953** 🗨️📄: (GDO) **Walk the Talk: How Gendered Communication Styles Impact Status and Prospects of Women**

1:15pm - 2:45pm Le Centre Sheraton: Drummond west

**Chair:** **Laura Ann Ketter**, Tiffin U.**Discussant:** **Deborah Erdos Knapp**, Kent State U.

Women, Status, and Negotiation: A Typology of Nonverbal

Behaviors | **Mary Hogue**, Kent State U.

Agentic Behavior of Women Across Rich and Lean e-

Collaboration | **Cathy Lynn Zeien DuBois**, Kent State U.

Gender and Face to Face versus Electronic Communication:

Perception, Bias and Interpretation | **Laura Ann Ketter**, TiffinU.; **Debra S Gatton**, Tiffin U.**Participant:** **Marina N Astakhova**, Kent State U.**954** 📄: (DRP Session) - (GDO) **Diversity on Corporate Boards of Directors**

1:15pm - 2:45pm Le Centre Sheraton: Kafka

**Facilitator:** **Susan Vinnicombe**, Cranfield U.

The Effects of the Institutional Environment on Gender

Tokenism | **Cory J. Angert**, U. of Houston; **Seemantini****Madhukar Pathak**, U. of Houston

📄 The Many Dimensions of Diversity: Female Appointments

on Nordic Boards | **Aleksandra Gregoric**, CopenhagenBusiness School; **Trond Randoy**, Agder U. College; **Lars****Oxelheim**, Lund U.; **Steen Thomsen**, Copenhagen Business

School

📄 Critical Mass Theory, Board Strategic Tasks and Firm

Innovation: How Do Women Directors Contribute? |

**Mariateresa Torchia**, Tor Vergata U.; **Andrea Calabrò**, TorVergata U.; **Morten Huse**, BI Norwegian School of Management

📄 The Impact of Board Diversity on Corporate Social

Responsibility and Firm Reputation | **Stephen Bear**, Pace U.;**Noushi Rahman**, Pace U.; **Corinne Post**, Lehigh U.**955** 🗨️📄: (Paper Session) - (GDO) **Diversity Climate and Its Effects on Employees**

1:15pm - 2:45pm Le Centre Sheraton: Lamartine

**Chair:** **Marcy Crary**, Bentley U.

📄 Climate Spillover: The Impact of Community and

Organizational Diversity Climates on Work and Life | **Belle****Rose Ragins**, U. of Wisconsin, Milwaukee; **Jorge A. Gonzalez**,U. of Texas Pan American; **Romila Singh**, U. of Wisconsin,

Milwaukee

🗨️📄 Organizational Diversity Climate and Changes in

Perceptions of Societal Discrimination | **C. Ashley Fulmer**,U. of Maryland - College Park; **Cheri Ostroff**, U. of Maryland

📄 Minority Status and Paternalism: Examining the Influence

on Employee Work Experiences and Turnover | **Shanna R****Daniels**, Tulane U.; **Adrienne Colella**, Tulane U.**956** JS: (GDO, IM) **Researching Diversity, Gender and Equal Opportunity in Muslim Majority Countries and Communities**

1:15pm - 2:45pm Le Centre Sheraton: Salon 1

**Chair:** **Lynda L Moore**, Simmons School of Management**Discussant:** **Stella M. Nkomo**, U. of South Africa

The Impact of Islam on the Equal Opportunity Framework in

Pakistan | **Jawad Syed**, U. of Kent

Leadership Research on Women in the Middle East:

Theoretical and Methodological Challenges | **Lynda L****Moore**, Simmons School of Management

Between Secular and Islamic Feminisms: Women,

Empowerment and Development in Arab States | **Beverly****Metcalfe**, U. of Manchester

Conducting Female Entrepreneurship Research in MMCCs:

The Example of UAE | **Yusuf M. Sidani**, American U. of Beirut**957** 📄: (DRP Session) - (HCM) **Safety and Quality in Healthcare**

1:15pm - 2:45pm The Queen Elizabeth: St-Charles

**Facilitator:** **Katie M. White**, U. of Minnesota

📄 Using Responsibilization to Reconfigure Safety Identity in

Governing Safety Cultures | **Garry C Gray**, Harvard U.; **Sara****J. Singer**, Harvard U.

📄 Organizational Learning from Medication Errors:

Accountability vs. Learning | **Michal Tamuz**, SUNY Downstate

Medical Center

🗨️📄 What is the Experience of National Quality Campaigns?

Views from the Field | **Elizabeth Bradley**, Yale U.; **Ingrid M.****Nembhard**, Yale U.; **Christina Yuan**, Yale U.; **Amy Stern**,National Quality Forum; **Jeptha Curtis**, Yale U.; **Brahmajee****Nallamothu**, Cardiovascular Center; **John E Brush Jr.**,Cardiology Consultants, Ltd; **Harlan Krumholz**, Yale U.

📄 Job Satisfaction of Primary Care Team Members and

Quality of Care | **Justin K Benzer**, VA Boston HealthcareSystem; **David C. Mohr**, VA Boston Healthcare System; **Mark****Meterko**, VA Boston Healthcare System; **Kelly L Stolzmann**, VABoston Healthcare System; **Bert White**, VA Boston Healthcare

System

**958** 📄 SHCS: (HCM, ODC, RM) **Doing Longitudinal Studies of Health Care Change**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 4

MONDAY

*Organizers:* **Jean-louis Denis**, ENAP; **Ann Langley**, HEC Montreal  
*Discussant:* **C.R. Bob Hinings**, U. of Alberta

Reflections on Our Longitudinal Study of Healthcare

Organization Change | **Andrew H. Van de Ven**, U. of Minnesota; **John P. Bechara**, U. of Minnesota, Twin Cities; **Kangyong Sun**, U. of Minnesota; **Ricky Leung**, U. of Minnesota  
 Using Longitudinal Narrative Methods to Study a Translational Healthcare Network | **Gerald McGivern**, Royal Holloway, U. of London; **Ewan Ferlie**, King's College; **Sue Dopson**, U. of Oxford; **Louise Fitzgerald**, Manchester Business School

Researching Large-Scale Change in Healthcare: Trouble at the Theory-Data Interface | **Trisha Greenhalgh**, Queen Mary U. of London; **Fraser Macfarlane**, U. of Surrey

Achieving Cumulative Learning From a Longitudinal Research Program on Health Care Change | **Jean-louis Denis**, ENAP; **Ann Langley**, HEC Montreal

**959** 📖: (Paper Session) - (HR) **Social effectiveness: The impact of social skills and social context on performance**

1:15pm - 2:45pm Le Centre Sheraton: Musset

*Chair:* **Laura Parks**, James Madison U.

*Discussant:* **L A Witt**, U. of Houston

📖 Role of Political Skill in the Prediction of Insurance Sales Performance Outcomes | **Gerhard Blicke**, U. of Bonn; **Julia John**, U. of Bonn

📖 Ability to manage resources in the impression management process | **Robyn L. Brouer**, U. at Buffalo, SUNY; **Vickie Coleman Gallagher**, Cleveland State U.; **Angela S. Wallace**, U. at Buffalo, SUNY

📖 Proximal and Distal Variables: The Social Context of Performance Evaluation | **Janice S. Miller**, U. of Wisconsin, Milwaukee; **Amy Klemm Verbos**, U. of South Dakota

**960** 📖: (DRP Session) - (HR) **Strategic HR Practices and Organizational Performance**

1:15pm - 2:45pm Le Centre Sheraton: Hemon

*Chair:* **Beth C. Richardson**, St. Joseph's College of Maine

Flexitime and profitability: The moderating role of organizational business strategies | **Sanford Ely DeVoe**, U. of Toronto; **Byron Lee**, U. of Toronto

📖 People Management Activities in a Financial Service Firm | **Eva Knies**, Utrecht U.; **Peter Leisink**, Utrecht U.

📖 Strategic Integration of HRM and Firm Performance: The Impact of Organizational Effectiveness | **Cherrie J. Zhu**, Monash U.; **Brian Cooper**, Monash U.; **Stanley Bruce Thomson**, St. George's U.; **Helen DeCieri**, Monash U.; **Shuming Zhao**, Nanjing U.

Partnership Climate, High Performance Work Systems and Organizational Effectiveness | **Patrick Christopher Flood**, Dublin City U.; **James P. Guthrie**, U. of Kansas; **Claire Armstrong**, U. of Limerick; **Sarah MacCurtain**, U. of Limerick; **Thaddeus Mkamwa**, Dublin City U.

📖 Profiling HRM in Innovative Firms | **Frances Jørgensen**, Aarhus U.; **Karen Becker**, Queensland U. of Technology; **Paul William Hyland**, Queensland U. of Technology

**961** 📖: (DRP Session) - (HR) **Performance Appraisal: Exploring the validity and impact of different approaches**

1:15pm - 2:45pm Le Centre Sheraton: Salon 3

*Chair:* **Sigalit Ronen**, John Molson School of Business, Concordia U.

📖 The influence of forced distribution ranking systems on organizational performance: A new hope | **Jamie R Wieland**, Illinois State U.; **Rebecca A. Bull Schaefer**, Illinois State U.

📖 The Five Factor Model of Personality and Supervisor, Peer, and Assessor Competency Ratings. | **Stephanie Thomason**, U. of Tampa; **John Bernardin**, Florida Atlantic U.; **Jeffrey S. Kane**, Alliant International U.

📖 Employee Reactions to Performance Appraisal: A Meta-Analysis and Test of the Due Process Model | **Shaun Pichler**, California State U., Fullerton

📖 Sources of Error Variance and Their Effects on Supervisor's Job Performance Ratings | **Michael Sturman**, Cornell U.; **Kevin Murphy**, Penn State U.

📖 Employment-oriented Personality Measures and Sex-based Differential Prediction of Performance | **Christopher Berry**, Texas A&M U.; **Anita Kim**, Texas A&M U., College Station; **Ying Wang**, U. of Sheffield; **Rebecca Thompson**, Texas A&M U., College Station

**962** 📖: (Paper Session) - (HR) **Knowledge in Organizations: Acquisition, Sharing, and Utilization**

1:15pm - 2:45pm Le Centre Sheraton: Salon C

*Chair:* **Steven D. Berkshire**, Central Michigan U.

*Discussant:* **Eduardo Salas**, U. of Central Florida

📖 Rethinking the Nature of Knowledge for Management Research: Implications for SHRM | **Derrick McIver**, U. of Texas, San Antonio; **Indu Ramachandran**, U. of Texas, San Antonio; **Mark L. Lengnick-Hall**, U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

📖 Using Team-Based HRM Systems and Empowering Leadership to Support Knowledge Acquisition and Sharing | **Chih-Hsun Chuang**, national U. of Taiwan; **Susan E. Jackson**, Rutgers U.; **Yuan Jiang**, Indiana-Purdue

📖 HR Issues in Post-Acquisition Integration: A knowledge-based approach | **C Lakshman**, Bordeaux école de Management

**963** 📖 JS: (HR, CAR) **Cross-Organizational Complexities in the Use of Contingent Labor**

1:15pm - 2:45pm Le Centre Sheraton: Drummond east

*Chair:* **Sandra Fisher**, Clarkson U.

*Facilitator:* **Christina L. Stamper**, Western Michigan U.

The moderating effect of client identification on temporary workers' CWBs | **Catherine E Connelly**, McMaster U.; **Daniel G. Gallagher**, James Madison U.

Differential Outcomes of Dual Identification – A Case of the Indian Call Center Industry | **Diya Das**, Bryant U.; **Pamela Brandes**, Syracuse U.

Who is an Employer in the Triangular Employment Relationship? | **Katherine Hannan Wears**, Clarkson U.; **Sandra Fisher**, Clarkson U.

Ambiguities, tensions and inconsistencies in management of people across organisational boundaries | **Mick Marchington**, U. of Manchester; **Damian Grimshaw**, U. of Manchester; **Jill Rubery**, U. of Manchester

**964** → 📄: (Paper Session) - (IM) **Cognitive Complexity, Biculturals and Boundary-Spanning in International Management**

1:15pm - 2:45pm Le Centre Sheraton: Dickens

Chair: **Dominie Garcia**, San Jose State U.

- 📄 Correlates of Bicultural Identity Integration of Host Country National Employees in MNCs | **Siyuan Huang**, Tsinghua U.
- 📄 Linchpins of the multinational: Functions, resources and types of boundary spanners within the MNC | **Wilhelm Barner-Rasmussen**, Hanken School of Economics; **Mats Ehrnrooth**, Hanken School of Economics; **Alexei Koveshnikov**, Hanken School of Economics; **Kristiina Mäkelä**, Hanken School of Economics
- 📄 Who talks to Whom in Workgroups: The Impact of Cultural Composition on Communication Networks | **Sigrid Khorram**, German U. in Cairo; **Davina E. Vora**, State U. of New York, New Paltz; **Mourad Dakhli**, American U. of Kuwait
- 📄 Do expatriates become more cognitively complex? Evidence from a longitudinal field study | **Anthony Fee**, U. of Sydney; **Steven Lu**, Sydney U.; **Sid Gray**, U. of Sydney

**965** → 📄: (Paper Session) - (IM) **Networks and Knowledge Transfer in International Management**

1:15pm - 2:45pm Le Centre Sheraton: Salle Ballroom center

Chair: **Ashish Mahajan**, U. of Windsor

- Foreign Market Commitment Revisited – The Neglected Role of Network Resources | **Ohad Ref**, Hebrew U. of Jerusalem; **Niron Hashai**, Hebrew U.; **Leonid Bakman**, Hebrew U.
- 📄 Parent Company's Benefits from Reverse Knowledge Transfer: The Role of the Liability of Newness | **Larissa Rabbiosi**, Copenhagen Business School; **Grazia D. Santangelo**, U. of Catania
- 📄 International R&D networks, home country environment, global trade linkages and firm innovation | **Anupama Phene**, George Washington U.; **Srividya Jandhyala**, George Washington U.
- 📄 A Longitudinal Study of International R&D Networks in the Consumer Electronics Industry | **Mario Glowik**, Wildau UAS; **Jonas F Puck**, WU Vienna

**966** → 📄: (DRP Session) - (IM) **Knowledge Flows, Exploratory R&D and Transnational Entrepreneurs in MNCs**

1:15pm - 2:45pm Le Centre Sheraton: Salle Ballroom east

Facilitator: **Gabriel Szulanski**, INSEAD

- 📄 Geographic Proximity and Innovation Type: The Moderating Role of Potential Absorptive Capacity | **Rene Olie**, Rotterdam School of Management, Erasmus U.; **Elko Klijn**, VU U. Amsterdam
- 📄 When knowledge flows globally - location choice for standard developing activities | **Anke Piepenbrink**, Rutgers U.
- 📄 When do overseas R&D centers conduct exploratory research? Evidence from Japanese Multinationals | **Kazuhiro Asakawa**, Keio U.
- 📄 Understanding the 'Pull' of Transnational Entrepreneurship | **Francine Schlosser**, U. of Windsor; **Gerry Kerr**, U. of Windsor

- 📄 Global production of technology in China: Assessment of coinvented patents | **Jennifer H. Chen**, Nanhua U.; **Chiao-hui Chang**, National Taiwan U.; **Show-Ling Jang**, National Taiwan U.

**967** → 📄: (DRP Session) - (IM) **Cross-Cultural Communication and Bridging Capabilities in International Management**

1:15pm - 2:45pm Le Centre Sheraton: Salon 4

Facilitator: **Julia Gluesing**, Wayne State U.

- 📄 State-of-the-Art Themes in Cross-Cultural Communication Research: A Meta-Analytic Review | **Rebecca Merkin**, Baruch College; **Vas Taras**, U. of North Carolina, Greensboro; **Piers Steel**, U. of Calgary
- 📄 Shaping Cross-Functional Integration In New Product Development: A Cross-Cultural Perspective | **Gregor Wiest**, RWTH Aachen U.
- 📄 External-Internal Guanxi Contagion and Employees' Responses to Managerial Guanxi Practices | **Han Jiang**, Tulane U.; **Albert Cannella**, Tulane U.; **Lifang Gao**, U. at Buffalo, SUNY; **Jie Jiao**, economics and management schools ,Tsinghua U.
- 📄 Communication and collaboration in subsidiaries in China – Chinese and expatriate accounts | **Anne-Marie Soederberg**, Copenhagen Business School; **Verner Ditlev Worm**, Copenhagen Business School
- → 📄 A Transaction Governance Explanation for Business Entertainment in China | **Yonglin Francis Sun**, U. of Western Ontario; **Shih-Fen S. Chen**, U. of Western Ontario

**968** → 📄 JS: (IM, BPS) **Regional Multinationals: Looking Backward and Looking Forward**

1:15pm - 2:45pm Le Centre Sheraton: Salon B

Organizers: **Luis Vives**, ESADE; **Rafael Lucea**, George Washington U.

Discussant: **Donald Lessard**, Massachusetts Institute of Technology

Presenters: **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Alan M Rugman**, U. of Reading; **Björn Ambos**, WU Vienna; **Rafael Lucea**, George Washington U.; **Luis Vives**, ESADE

**969** 📄: (MC) **Entrepreneurship in Professional Service Firms: Framing a Research Agenda**

1:15pm - 2:45pm Delta Centre-Ville: Cartier A

Organizers: **Markus R. Reihlen**, Leuphana U. of Lueneburg;

**Andreas Werr**, Stockholm School of Economics

Presenters: **Stefan Heusinkveld**, Radboud U. Nijmegen; **Jost Sieweke**, U. of Oldenburg; **Aino Halinen-Kaila**, Turku School of Economics; **Laura Empson**, Cass Business School, City U.; **Bente Lowendahl**, BI Norwegian School of Management; **Michael Smets**, Aston Business School; **Daniel Muzio**, Leeds U. Business School; **Roy R Suddaby**, Alberta U.

**970** 📄🗣️🗣️🗣️: (Paper Session) - (MED) **Helping Others Help Themselves: Coaching and Mentoring**

1:15pm - 2:45pm Le Palais Des Congres: 516D

Chair: **Jacob Eisenberg**, U. College Dublin

- 📄 Coaching with Compassion: An fMRI Study of Coaching to the Positive or Negative Emotional Attractor | **Richard E. Boyatzis**, Case Western Reserve U.; **Anthony Jack**, Case Western Reserve U.; **Regina Cesaro**, Case Western Reserve U.;

**Masud Khawaja**, Case Western Reserve U.; **Angela Passarelli**, Doctoral Student

📖📄🗨️🗨️🗨️ A Long-Term Study of the Impact of a 360 Feedback Process on Self-Others' Agreement, and Performance | **Frank Shipper**, Salisbury U.

🗨️ Doing the Right Thing: Executive Mentors and Caring Leader Development | **Douglas Scherer**, Teachers College, Columbia U.

**971** 🗨️🗨️: (MH) **A Conversation with Ed Schein: The Leader as Helper**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 1

Chair: **Jane Whitney Gibson**, Nova Southeastern U.

Facilitator: **Regina A. Greenwood**, Nova Southeastern U.

Video: Ed Schein: In His Own Words | **John G Joos**, Nova Southeastern U.

Introduction of Edgar Schein | **Douglas T. Hall**, Boston U.

The Leader as Helper | **Edgar H. Schein**, Massachusetts Institute of Technology

**972** 📄: (DRP Session) - (MOC) **Creativity, decision-making & learning: Decision making/distributed decision making**

1:15pm - 2:45pm Delta Centre-Ville: Bonsecours

Facilitator: **Charles McClintock**, Fielding Graduate U.

📄 Effect of Complexity on Strategic Decision Making Process: A Quasi-Experimental Study | **Anirban Banerjee**, Indian Institute of Management, Calcutta; **Sougata Ray**, IIM Calcutta / Infosys Technologis Limited; **Anubha Shekhar Sinha**, Indian Institute of Management, Calcutta, India

I'd Rather Go Down (Up) Swinging: A Study of Action Bias in Strategic Decision Making | **Elizabeth Boyle**, National U. of Singapore; **Zur Shapira**, New York U.

📄 Differences between making decisions for the self versus for others: A reversal of choice overload | **Evan Polman**, Cornell U.

📄 Decisions for others are more creative than decisions for the self | **Evan Polman**, Cornell U.; **Kyle J. Emich**, Cornell U.

**973** 📄: (Paper Session) - (MOC) **Creativity and optimizing opportunities**

1:15pm - 2:45pm Delta Centre-Ville: Cartier B

Facilitator: **Vincent L. Barker**, U. of Kansas

🗨️ Moderating Effects of Environment between Capabilities and Opportunity Identification | **Ting-Ting Fang**, TaTung Institute of Commerce and Technology; **Kuen-Hung Tsai**, National Taipei U.

📄 Knots, Wickedness, and Spiral Death: Making Sense of Creativity Tensions Following an Acquisition | **Mathew L. Sheep**, Illinois State U.; **Gail T Fairhurst**, U. of Cincinnati; **Shalini Khazanchi**, Rochester Institute of Technology; **Holly Slay**, Seattle U.

**974** 📄: (Paper Session) - (MOC) **Decision Making: The Role of Complexity and Biases**

1:15pm - 2:45pm Delta Centre-Ville: St-Charles

Facilitator: **Frances H. Fabian**, U. of Memphis

➔ Temporally Organized Knowledge: The Differentiation of a Firm's Knowing | **Johanna Jaskari**, Helsinki U. of Technology

📄 Pragmatic Boundary Objects in Virtual Worlds | **Lakshmi Goel**, U. of North Florida

➔ The Influence of Relationship and Task Conflict on Transactive Memory in Intercultural Context | **Lu Li**, USC

**975** 📄: (DRP Session) - (MOC) **The antecedents and consequences of organizational identity**

1:15pm - 2:45pm Delta Centre-Ville: Verriere A

Facilitator: **Anne D. Smith**, U. of Tennessee, Knoxville

📄 Will Dual Organizational Identification Brings Benefits to Work-related Attitudes and Performance? | **Yen-Chun Chen**, I-Shou U.; **Shu-cheng Steve Chi**, National Taiwan U.; **Ray Friedman**, Vanderbilt U.

📄 The Powers of the Past: Evoking Organizational Memory in Identity Reconstruction | **Majken Schultz**, Copenhagen Business School; **Tor Hernes**, Copenhagen Business School

📄 Individual versus team orientation: The role of identification in work group performance | **Stephanie Thomas Solansky**, U. of Houston, Victoria

➔ Perceived reality or ideals? How organizational identity perceptions guide behavior. | **Johan Van Rekom**, Rotterdam School of Management, Erasmus U.; **Ronald de Bruijn**, Naam en Faam Marketing Communication; **Guillaume Soenen**, EM Lyon

📄 Organizational Identification to Member's Behavior: Commitment as Mediator and Trust as Moderator | **Kiho Jun**, Yonsei U.; **Seong Hoon Park**, Yonsei U.; **Hun-Joon Park**, Yonsei U.; **Seongeun Lee**, Yonsei U.

**976** 📄SHCS: (MSR, CAR) **Calling & Vocation: Pedagogical Entry into Transformational Leadership**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 2

Chair: **Andre L Delbecq**, Santa Clara U.

Participant: **Joseph W Weiss**, Bentley College

**977** 📄: (Paper Session) - (OB) **Who am I? Identity and Identification in Organizations**

1:15pm - 2:45pm Le Centre Sheraton: Salon 6

Chair: **Sarah Kovoov-Misra**, U. of Colorado, Denver

🗨️ Why Follow? The Interplay of Leader Categorization, Identification, and Feeling Respected | **Niels van Quaquebeke**, Erasmus U. Rotterdam; **Tilman Eckloff**, U. of Hamburg

📄 The Unwanted Self: Projective Identification in Leaders' Identity Work | **Gianpiero Petriglieri**, INSEAD; **Mark Stein**, Leicester U.

📄 Letting Go and Moving On: Employment-Related Social Identity Loss and Recovery | **Samantha A. Conroy**, U. of Arkansas; **Anne O'Leary-Kelly**, U. of Arkansas

➔ 📄 Global Identity and Expanded Cultural Cognition as Antecedents for Global Leadership | **Chi-Ying Cheng**, Singapore Management U.; **Shira Mor**, Columbia Business School; **Aaron S. Wallen**, Columbia Business School; **Michael Morris**, Columbia U.

**978** 📄: (Paper Session) - (OB) **Why Employees Engage in Organizational Citizenship Behavior**

1:15pm - 2:45pm Le Centre Sheraton: Salon 8



Chair: **Brian J. Collins**, U. of Southern Mississippi

📄 Self-enhancement motives and OCBs: Moderating Effects of LMX and Task Performance | **Seokhwa Yun**, Seoul

National U.; **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Soojin Lee**, Seoul National U.; **Heetae Park**, Seoul National U.; **Seung Yeon Son**, Seoul National U.; **Eun Ho Lee**, Seoul National U.; **Myungsun Kim**, Seoul National U.

Do Motives Matter? Uncovering the Value of Motives

Underlying OCBs | **Magda Donia**, Concordia U.; **Gary Johns**, Concordia U.; **Usman Raja**, Brock U.

→   Organizational Citizenship Behavior in Times of Conflict: Good Soldiers watch the Register | **Charlotte M. Karam**, American U. of Beirut; **Lina Daouk-Öyry**, American U. of Beirut

 Why People Help the Organization and its Members: Relationships among FFM, Commitment, and OCB | **In-Sue Oh**, U. of Alberta Business School; **Russell P. Guay**, U. of Iowa; **Michael K Mount**, U. of Iowa; **Daejeong Choi**, U. of Iowa; **Marie S. Mitchell**, U. of Georgia; **Kang-Hyun Shin**, Ajou U.

**979** : (OB) Local Context in Global, Virtual Teams

1:15pm - 2:45pm The Queen Elizabeth: Bersimis

Organizers: **Amy C. Edmondson**, Harvard U.; **Bradley R Staats**, U. of North Carolina, Chapel Hill; **Melissa Valentine**, Harvard U.


Discussant: **Sirkka Jarvenpaa**, U. of Texas

Culture & Practice: Examining Situated Design Work | **Pamela Hinds**, Stanford U.; **Joachim B Lyon**, Stanford U.

Traveling for Effective Global Collaboration: Evidence from the Field | **Mark Mortensen**, Massachusetts Institute of Technology; **Tsedal Neeley**, Harvard U.

Membership Intensity and Performance in Geographically Dispersed Teams | **Jonathon N. Cummings**, Duke U.


The Value of Codified Knowledge in Global, Distributed Teaming | **Melissa Valentine**, Harvard U.; **Bradley R Staats**, U. of North Carolina, Chapel Hill; **Amy C. Edmondson**, Harvard U.


**980** : (DRP Session) - (OB) Emergent Leadership


1:15pm - 2:45pm The Queen Elizabeth: Marquette


Facilitator: **Cynthia Roberts**, Purdue U., North Central

The Importance of 'Mucking-in' For Authentic Leadership: A Reflexive Mixed Methods Study | **Brad Jackson**, U. of Auckland

 Brain, Brawn and Time: The Structure and Antecedents of Emergent Military Leadership | **Yuval Kalish**, Tel Aviv U.; **Gil Luria**, U. of Haifa

 Cognitive Complexity as a Predictor of Leader Emergence and Its Effect on Team Performance | **Kyoosang Choi**, Sookmyung Women's U.; **Bongsoo Cho**, Sogang U.


 Emotion Recognition and Leader Emergence: Examining Mechanisms and Boundary Conditions | **Frank Walter**, U. of Groningen; **Gerben van der Vegt**, U. of Groningen; **Michael S. Cole**, Texas Christian U.

**981** : (Paper Session) - (OB) New Directions in Diversity Research

1:15pm - 2:45pm The Queen Elizabeth: Nicolet


Chair: **Marie-Elene Roberge**, Northeastern Illinois U.

→ Religious Diversity in Organizations - An Important, but Neglected Dimension | **Diether Gebert**, Business School of Korea U.; **Eric Kearney**, GISMA Business School / Leibniz U. Hannover

 A Meta-Analytic Test of Gender Tokenism in Performance Appraisal Ratings | **Philip L. Roth**, Clemson U.; **Kristen Purvis**, Cornell U.; **Lynn A. McFarland**, Clemson U.

The Influence of Within-Unit Diversity on Unit and Individual Absenteeism | **Michel Tremblay**, HEC Montréal; **Ahlem Hajjem**, HEC Montréal; **Lisa Milesi**, HEC Montréal; **Thierry Wils**, U. du Québec en Outaouais/HEC Montréal



Will I Stay or Will I Go? Cooperative and Competitive Effects of Relational Demography on Turnover | **Katherine L. Milkman**, U. of Pennsylvania; **Kathleen L. McGinn**, Harvard U.

**982** : (Paper Session) - (OB) Leadership and Creativity



1:15pm - 2:45pm The Queen Elizabeth: Richelieu


Chair: **Jonathan C. Ziegert**, Drexel U.


How Leadership Style Affects Performance of Distant Followers in Creative and Non-creative Tasks? | **Salar Mesdaghinia**, U. of Houston; **Leanne E Atwater**, U. of Houston; **Robert T Keller**, U. of Houston

  Empowering Leadership and Team Creativity: The Roles of Team Learning and Team Creative Efficacy | **Xiaomeng Zhang**, American U.; **Yuan Yi Chen**, Hong Kong Baptist U.; **Ho Kwong Kwan**, Drexel U.

Winner of OB Division Best International Paper Award, sponsored by Emerald Group Publishing on behalf of the Leadership and Organization Development Journal

  Why, When, and How? An Investigation of the Cascading Impact of Abusive Supervision on Creativity | **Dong Liu**, U. of Washington; **Hui Liao**, U. of Maryland, College Park; **Raymond Loi**, U. of Macau

 Vertical Leadership and Employee Integrity as Antecedents of Shared Leadership and Innovation | **Julia E. Hoch**, Michigan State U.

**983**  JS: (OB, CM) Wisdom through Emotions: Multi-Cultural, Multi-level Analyses of How Emotions Can Make Us Wiser

1:15pm - 2:45pm The Queen Elizabeth: Grand Salon

Chairs: **Laura L. Rees**, U. of Michigan, Ann Arbor; **Jeffrey Sanchez-Burks**, U. of Michigan

Discussant: **Anat Rafaeli**, Technion Israel Institute of Technology Using Ambivalence to Unlock Integrative Potential in Negotiations | **Naomi B. Rothman**, U. of Illinois, Urbana-Champaign

Affect and Wisdom in Both Collectives and Individuals | **Laura L. Rees**, U. of Michigan, Ann Arbor; **Jeffrey Sanchez-Burks**, U. of Michigan

Decision Making Under Threat | **Modupe Akinola**, Harvard U.; **Wendy Mendes**, Harvard U.

Aggressive Acts as Sources of Wisdom in Hospital Settings: Curtailing Cycles of Helplessness | **Dorit Efrat-Treister**, Technion Israel Institute of Technology; **Arik Cheshin**, Technion Israel Institute of Technology; **Shira Agasi**, Technion Israel Institute of Technology; **Hadar Neshet**, Technion Israel Institute of Technology; **Anat Rafaeli**, Technion Israel Institute of Technology

**984**  JS: (OB, HR) Transformational Leadership and Wellbeing

1:15pm - 2:45pm The Queen Elizabeth: St-Maurice

Organizer: **E Kevin Kelloway**, Saint Mary's U.

Transformational leadership and employee safety performance: A within-person, between-job design | **Michelle Inness**, U. of Alberta; **Nick Turner**, U. Manitoba; **Julian Barling**, Queen's U.; **Chris Stride**, U. of Sheffield

Work motivation as a mediator of relation between leadership and well-being | **Marylene Gagne**, Concordia U.; **Kira Schabram**, John Molson School of Business, Concordia U.; **Melanie Briand**, Ecole National d'Administration Publique; **Angela Malorni**, Concordia U.

Leadership and wellbeing: A longitudinal approach | **John Johnston**, Saint Mary's U. / Canadian Forces; **Lori Francis**, Saint Mary's U.; **E Kevin Kelloway**, Saint Mary's U.

Training leaders enhances their wellbeing | **Margaret C. McKee**, Saint Mary's U.; **Elizabeth S. Kelley**, Dalhousie U.

Leaders' mental health moderates the effect of leadership | **Rebecca Lys**, Queen's School of Business, Canada; **Julian Barling**, Queen's U.

**985** → JS: (OB, ODC, OCIS) **Space that Works: New Directions and Opportunities for Research into Physical Workspace**

1:15pm - 2:45pm The Queen Elizabeth: Jolliet  
 Organizer: **Matthew C. Davis**, U. of Leeds  
 Chair: **Catherine Cassell**, Manchester Business School  
 The Workplace's Impact on Time Use and Time Loss | **David Craig**, DEGW

The Physical Environment: An Evolving Topic | **Matthew C. Davis**, U. of Leeds; **Desmond J Leach**, U. of Leeds; **Chris W. Clegg**, U. of Leeds

Managing Workspace Change | **Jacqueline C Vischer**, U. DE MONTREAL

Issues and Methods in Studying Territoriality and the Physical Workspace | **Oluremi B. Ayoko**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland; **Karen A. Jehn**, Leiden U.

Where Next for Research into the Physical Work Environment? An Interactive Discussion | **Catherine Cassell**, Manchester Business School  
**Winner of Making Connections Award, sponsored by the OB Division**

**986** : (Paper Session) - (OCIS) **Commercial Networks**

1:15pm - 2:45pm Le Palais Des Congres: 511C  
 Chair: **Jose Rocha**, Florida International U.  
 Discussant: **Joshua B. Barbour**, Texas A&M U.

→ Understanding Overbidding Behavior in C2C Auctions: An Escalation Theory Perspective | **Sang Cheol Park**, Sogang U.; **Mark Keil**, Georgia State U.; **Jonguk Kim**, Sungkyunkwan U.; **Gee-Woo Bock**, Sungkyunkwan U.

→ Price Dispersion in an Online Retail Marketplace | **David J. DiRusso**, Millersville U.; **Susan Mudambi**, Temple U.; **David Schuff**, Temple U.

→ Caring about Users: a Process Oriented Model of CRM System Usage. | **Bruno Albietz**, Ecole hôtelière de Lausanne; **Dimitris George Assimakopoulos**, Grenoble Ecole de Management

**987** : (DRP Session) - (OCIS) **Change and Dynamic Capabilities**

1:15pm - 2:45pm Le Palais Des Congres: 515C  
 Facilitator: **Sharon P. McKechnie**, Emmanuel College

→ → Vertical Strategic Information Flow and Market Orientation | **Tsuyoshi Numagami**, Hitotsubashi U.; **Masaru Karube**, Hitotsubashi U.; **Toshihiko Kato**, Hitotsubashi U.; **Yuko Yamashita**, Hitotsubashi U.; **Wataru Uehara**, Musashino U.; **Masato Sasaki**, Musashino U.; **Gen Fukutomi**, Kyoto Sangyo U.; **Hiroyuki Fukuchi**, Hitotsubashi U.; **Hiroshi Watanabe**, Hitotsubashi U.; **Yoshiki Murakami**, Hitotsubashi U.

→ The Case for a Knowledge Corridor of Mediation in Models of Team Effectiveness | **Krishna P. Poudel**, U. of Louisville; **Sherry M Thatcher**, U. of Louisville

→ → Inter-Organizational Collaboration in Academia: Is it Worth One's While? | **Matteo Vignoli**, U. of Modena and Reggio Emilia; **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Alessandro Grandi**, U. of Bologna; **Elisa Mattarelli**, U. of Modena and Reggio Emilia

→ → Enterprise Systems and Organizational Agility: ERP as a Dynamic Source Of Change, Complexity and Risk | **Amol Kharabe**, Case Western Reserve U.; **Nicholas Berente**, U. of Michigan

From Virtual Games to Real Life Tools: The Role of Culture in the Evolution of Virtual Worlds | **Kathryn Aten**, U. of Oregon; **Luciara Nardon**, Carleton U.

**988** → JS: (OCIS, TIM, OB) **The Rising of Crowdsourcing in Management Research: How to Attract, Motivate, and Organize the Crowd**

1:15pm - 2:45pm Le Palais Des Congres: 511D  
 Organizers: **Yuqing Ren**, U. of Minnesota; **Natalia Levina**, New York U.  
 Discussant: **Natalia Levina**, New York U.

Open Innovation: Improving Online Contest Performance with Constrained Resources | **Yang Yang**, Temple U.; **Pei-yu Chen**, Carnegie Mellon U.; **Paul A. Pavlou**, U. of California, Riverside

Task and Incentive Designs in Online Marketplaces for Work | **Yuqing Ren**, U. of Minnesota; **Sijia Wang**, U. of Minnesota, Twin Cities

Money, Glory, and Cheap Talk: Analyzing Strategic Behavior of Contestants in Crowdsourcing | **Nikolay Archak**, New York U.

Internal Capabilities for External Broadcast Search | **Karim R. Lakhani**, Harvard U.

**989** : (Paper Session) - (ODC) **Enacting Technological Change and Innovation**

1:15pm - 2:45pm Le Centre Sheraton: Drummond center  
 Chair: **Heather Stebbings**, Cranfield U.

→ → Enacting Technological Change in Organizations: Devising Accommodations of Disconcerting Events | **Eleni Lamprou**, London School of Economics  
**Winner of ODC Best Paper Based on a Dissertation**

→ A Longitudinal Study of How Transformational Leaders Promote Innovation in R & D Teams During Change | **Neil Paulsen**, U. of Queensland; **Victor J. Callan**, U. of Queensland

→ Configuring the Reality of an Organizational Innovation: the Case of Project Management | **Janice Lynn Thomas**, Athabasca U.; **Terry M Williams**, U. of Southampton; **Mark Mullaly**, Interthink Consulting Incorporated; **Svetlana Cicmil**, U. West England



**990** : (DRP Session) - (ODC) **Contagious Passion and Compassionate Truthtelling**

1:15pm - 2:45pm Le Centre Sheraton: Salon 5

**Facilitator: Mary Wayne Bush**, Pepperdine U.

- Secure Base Leadership - No Innovation and Change without Care and Compassion | **Duncan Coombe**, Case Western Reserve U.

- Compassion Fuels Contagious Passion | **Joan Finley**, Benedictine U.

- Discussing Undiscussables: Exercising Adaptive Leadership with Compassionate Truthtelling | **Linda Klonsky**, Fielding Graduate U.

- On the Role of Emotional Arousal in Sensegiving | **Timo Vuori**, Aalto U.; **Jouni Virtaharju**, Aalto U. School of Science and Technology

- Supporting the Intrinsic Passions of Knowledge Workers to Spawn Organizational Vitality | **Ann C Baker**, George Mason U.; **Jessica Heineman-Pieper**, George Mason U.; **Fangmeng Tian**, George Mason U.

**991** SHCS: (ODC, MC) **Alternative Pathways to Practice: Actor Networks in Research that Impacts Theory and Practice**

1:15pm - 2:45pm Le Centre Sheraton: Salon A

**Organizer: Ram Tenkasi**, Benedictine U.**Chair: Susan A. Mohrman**, U. of Southern California

- Alternative Pathways to Practice: Overview | **Susan A. Mohrman**, U. of Southern California

- Professional Associations - Pathways to Bridging the Research-Practice Gap | **Wayne F. Cascio**, U. of Colorado, Denver

- Academic-Consultant Collaboration: Doing Research Across the Divide | **Ruth Wageman**, Harvard U./Hay Group

- How Do Practitioner-Scholars Use Theory & Research to Solve Organizational Problems? | **Ram Tenkasi**, Benedictine U.

- Alternative Pathways to Practice: Popular Management Books | **George Benson**, U. of Texas, Arlington

**992** : (Paper Session) - (OM) **Service and Servitization**

1:15pm - 2:45pm Le Palais Des Congres: 516B

**Chair: Antony Paulraj**, U. of North Florida

- Organizing Servitization Effectively | **Ivanka Visnjic**, K.U.Leuven; **Bart Van Looy**, K.U.Leuven

- Servitization Ecology; Changing Product-Centric Manufacturers To Become Product-Service Providers | **Björn Claes**, Cranfield School of Management; **Veronica Martinez**, Cranfield School of Management

- Customer Perceptions of Waiting at the Checkout: Implications for Service Managers | **Allard C.R. Van Riel**, Radboud U. Nijmegen; **Janjaap Semeijn**, Open U.; **Dina Ribbink**, U. of Western Ontario

**993** : (DRP Session) - (OM) **Division Roundtable: Emerging Research on Supply Chain Relationships and Governance**

1:15pm - 2:45pm Le Palais Des Congres: 525B

**Facilitator: Stephan M. Wagner**, Swiss Federal Institute of Technology Zurich, ETH

- Opportunism, Environmental Antecedents and Relational Capital within Buyer-Supplier Relationships | **Sinéad Carey**, U. of Bath; **Benn Lawson**, U. of Cambridge

- Turning to Agent-based Simulation to Understand Complex Adaptive Supply Networks | **William James Sawaya**, Texas A&M U.

- Institutional Perspective on the Drivers for Performance Measurement in the Health Care Supply Chain | **Peter Joseph O'Neill**, Monash U.; **Vikram Bhakoo**, U. of Melbourne

- A Relational Governance View of Inter-Firm Knowledge Sharing: Antecedents and Consequences | **Brian C Squire**, U. of Manchester; **Kenneth J Petersen**, Colorado State U.; **Paul D. Cousins**, U. of Manchester; **Benn Lawson**, U. of Cambridge

**994** : (DRP Session) - (OMT) **Alliances and Interorganizational Cooperation**

1:15pm - 2:45pm Le Palais Des Congres: 513A

**Chair: Alexander Zimmermann**, U. of St. Gallen

- Strategic Alliance Evaluations: A Framework for Understanding Managers' Perspectives | **Louis Rinfret**, U. of Southampton; **Ian Michael Clarke**, Newcastle U., UK; **David Brown**, Lancaster U.

- Enacting the Alliance: Towards a Role-based Theory of Alliance Implementation | **Niels G. Noorderhaven**, Tilburg U.; **Thijs Peeters**, Tilburg U.; **John van den Elst**, Tilburg U.

- Organizing Alliance Portfolio Management | **Inge Neyens**, K.U.Leuven; **Dries Faems**, U. of Twente

- Managing Ambixtrous Portfolios: Building Competences through Inter-Firm Cooperation Agreements | **Paul Windrum**, U. of Nottingham; **Despoina Filiou**, manchester metropolitan U. business school

- An Investigation beyond the Alliance Level: The Presence or Absence of Collaboration within the Firm | **Stephanie Christine Schleimer**, Copenhagen Business School

**995** SHCS: (OMT) **Power and Institutions**

1:15pm - 2:45pm Le Palais Des Congres: 514C

**Chair: Stephen Barley**, Stanford U.**Discussant: Michael Lounsbury**, U. of Alberta

- A Comparative Case Study of Power and Institutional Maintenance | **Katherine C. Kellogg**, Massachusetts Institute of Technology

- The Interpretive Power of Organizations | **Mitchel Abolafia**, U. at Albany, SUNY

- Bringing Power Back In: Rejoining Power and Institutional Theory | **Paul M Hirsch**, Northwestern U.

- Power, Neo-Institutional Theory, and the American Corporate Elite | **Mark S Mizruchi**, U. of Michigan

**996** SHCS: (OMT) **Understanding the Context of Entrepreneurial Activities: How Social Structures Matter**

1:15pm - 2:45pm Le Palais Des Congres: 518B

**Chairs: Xiaoqu Luo**, Fordham U.; **Mi Feng**, Stanford U.**Discussant: William P Barnett**, Stanford U.

- Understanding the Context of Entrepreneurial Activities: How Social Structures Matter | **Mi Feng**, Stanford U.; **Xiaoqu Luo**, Fordham U.

- Participants: Jesper B Sorensen**, Stanford U.; **Amanda J Sharkey**, Stanford U.; **Ramana Nanda**, Harvard U.; **Matthew Rhodes-Kropf**,

Harvard Business School; **Sampsa Samila**, Brock U.; **Olav Sorenson**, Yale School of Management

**997** 📖: (DRP Session) - (OMT) **Evolutionary Processes and Organizational Forms**

1:15pm - 2:45pm Le Palais Des Congres: 519B

Chair: **W. L. Dougan**, U. of Wisconsin, Whitewater

→ 📖 From Entrepreneur to Organization: The Carl Zeiss

Case | **Markus C. Becker**, U. of Southern Denmark

→ Contact: The Generation and Extinction of Forms through Community Interaction across Space | **Kenji Klein**, U. of California, Irvine

📖 Selection-Adaptation-Retention Dynamics and Variety in Organisational Routines | **Craig W Furneaux**, Queensland U. of Technology / CRC for Integrated Engineering Asset Management; **Stephane A. Tywoniak**, Curtin U. of Technology; **Amanda Gudmundsson**, Queensland U. of Technology

📖 The Genesis of Control Configurations During Organizational Founding | **Laura B. Cardinal**, U. of Houston; **Sim B. Sitkin**, Duke U.; **Chris P. Long**, Georgetown U.; **Chet Miller**, U. of Houston

**998** 📖: (Paper Session) - (OMT) **Learning and Unlearning: New Theory and Evidence**

1:15pm - 2:45pm Le Palais Des Congres: 524B

Chair: **Jeffrey A. Martin**, U. of Texas, Austin

🗣️ 📖 Talent Bias | **Kenneth Younge**, U. of Colorado, Boulder

🗣️ Forgetting Curves: The Older We Are, the Better We Were. | **Luis Lopez**, INCAE; **Pablo Martin de Holan**, IE and INCAE

📖 Forget it! Exploring the Role of Organizational Unlearning in Post-Acquisition Integration | **Carola Wolf**, U. of St. Gallen; **Sven Kunisch**, U. of St. Gallen

🗣️ → 📖 An Examination of Organizational Structure and Continuous Improvement and Learning across Cultures | **Xiaowen Huang**, Miami U. Ohio; **Joseph Charles Rode**, Miami U. Ohio; **Roger Schroeder**, U. of Minnesota

**999** 📖: (Paper Session) - (OMT) **Change and Performance in Professional Service Firms**

1:15pm - 2:45pm Le Palais Des Congres: 524C

Chair: **Forrest Briscoe**, Pennsylvania State U.

📖 Integrating Acquisitions in Multidisciplinary Firms: Logics, Tensions and Boundary Mechanisms | **Samia Chreim**, U. of Ottawa

📖 📖 New Modes of Control in Bureaucratized Professional Service Firms | **Marion Brivot**, John Molson School of Business, Concordia U.

→ 📖 Control and Coordination in Professional Service Firms: Moving towards the Global Network Nodel? | **Mehdi Boussebaa**, U. of Bath

📖 Dual Paths to Professional Service Firm Performance | **Michel Lander**, RSM Erasmus U.; **Pursej Heugens**, RSM Erasmus U.; **Hans Van Oosterhout**, RSM Erasmus U.

**1000** 📖 JS: (OMT, HR) **Changing Jobs: Exploring the Organization of New Work and Workers**

1:15pm - 2:45pm Le Palais Des Congres: 518A

Organizers: **Lisa Ellen Cohen**, London Business School; **Ruthanne Huising**, McGill U.

Discussant: **Christine Beckman**, U. of California, Irvine  
Niche Construction: The Process of Enacting a New Job | **Ruthanne Huising**, McGill U.

'DNA Envy' and the Objectivity of Forensic Science Work | **Beth Bechky**, U. of California, Davis

Imprinting Work: The Creation of Job Structures in New Wineries | **Lisa Ellen Cohen**, London Business School;

**Heather Haveman**, U. of California, Berkeley

Choosing Between Novices & Experts: How Ecological & Institutional Forces Shape Staffing Patterns | **Joseph Broschak**, U. of Arizona; **Emily S. Block**, U. of Notre Dame

Symbolic versus Substantive Implications of Employee Mobility | **Peter W Roberts**, Emory U.; **Mukti V Khaire**, Harvard U.; **Christopher I. Rider**, Emory U.

**1001** 📖 SHCS: (OMT, ONE, SIM) **Contested Logics in the Climate Change Debate: Constructing the "Rules of the Game"**

1:15pm - 2:45pm Le Palais Des Congres: 516E

Organizers: **Barbara Gray**, Pennsylvania State U.; **Shahzad Ansari**, U. of Cambridge; **Frank Wijen**, Rotterdam School of Management, Erasmus U.

Discussants: **Royston Greenwood**, U. of Alberta; **Jonatan Pinkse**, U. of Amsterdam

An Institutional Study of Constructing a Transnational Field:

Contested Logics about Climate Change | **Shahzad Ansari**, U. of Cambridge; **Frank Wijen**, Rotterdam School of Management, Erasmus U.; **Barbara Gray**, Pennsylvania State U.

The Contested Politics of Carbon Disclosure in Climate Governance | **David Levy**, U. of Massachusetts, Boston; **Janel Knox-Hayes**, Georgia Institute of Technology

Talking Past Each Another? The Social Codes of Climate Skeptics and Proponents | **Andrew J. Hoffman**, U. of Michigan; **Melissa Forbes**, U. of Michigan, Ann Arbor

U.S. Climate Change Legislation: A Story of Regional Logics? | **Barbara Gray**, Pennsylvania State U.; **Jenna P. Stites**, Pennsylvania State U.

**1002** 📖 JS: (OMT, SIM, BPS) **The Private Military and Security Industry: A Role for Management Scholars**

1:15pm - 2:45pm Le Palais Des Congres: 513E

Organizer: **Heather Elms**, American U.

Discussants: **James Douglas Orton**, Project on National Security Reform; **Ryan Burg**, U. of Pennsylvania

Overview: The Private Military & Security Industry (PMSI) | **Heather Elms**, American U.

Regulating the Market for Force: Industry Self Regulation and Its Regulatory Network | **Deborah Avant**, U. of California, Irvine; **Nicholas Dew**, Naval Postgraduate School

The Reorganization of Legitimate Violence: Contested Terrain of PMCs in the Post-Cold War Era | **Joel A.C. Baum**, U. of Toronto; **Anita McGahan**, U. of Toronto

Professionals vs. Profiteers: An Empirical Analysis of Moral Legitimization Strategy in the PMSI | **Heather Elms**, American U.; **Rodney Lacey**, U. of California, Davis; **Robert A. Phillips**, U. of Richmond

Professionalism & the PMSI: Creating Legal and Ethical Accountability for Peace Keeping Operations | **Donald Mayer**, U. of Denver

**1003** 📄: (Paper Session) - (ONE) **International environmental strategy**

1:15pm - 2:45pm The Queen Elizabeth: Matapedia

Chair: **Irene Henriques**, York U.

📄 Red-Blooded Aliens: A Re-examination of Foreign Firms'

Corporate Environmental Performance | **Robert Ryan Raffety**, Richard Ivey School of Business, The U. of Western Ontario; **Pratima Bansal**, U. of Western Ontario📄 Environmental Risk Management and Cost of Capital: An International Perspective. | **Nicholas N Bartkoski**, U. of Oklahoma; **Mark P Sharfman**, U. of Oklahoma; **Chitru Fernando**, U. of Oklahoma, Norman

📄 Which types of Environmental Management Systems are related to greater environmental improvements? |

**Yoonsung Kim**, George Mason U.; **Nicole Darnall**, George Mason U.📄 Why do firms become green? The influence of internationalization on the environmental strategy | **Javier Aguilera-Caracuel**, U. of Granada; **J. Alberto Aragón-Correa**, U. of Granada (Spain); **Nuria Esther Hurtado-Torres**, U. of Granada (Spain); **Jose Manuel De la Torre-Ruiz**, U. of Granada (Spain)**1004** → 📄: (DRP Session) - (PNP) **Emotions and Attitudes in the Workplace**

1:15pm - 2:45pm The Queen Elizabeth: Chaudiere

Facilitator: **Leisha DeHart-Davis**, U. of Kansas📄 Organizational Justice, Organizational Identification and Public Sector Employees' Work Attitudes | **Shahidul Hassan**, U. at Albany, SUNY→ 📄 Antecedents of Public Employees' Organizational Citizenship Behaviors | **Dong Chul Shim**, U. at Albany, SUNY; **Hyun Hee Park**, U. at Albany, SUNY📄 Paradox in Social Services: The Role of Reconciliation in Creating Positive Emotions and Meaning | **Carol Flinchbaugh**, U. of Kansas; **Catherine E Schwoerer**, U. of Kansas; **Douglas R May**, U. of Kansas📄 Perfection and a Less Perfect Union: Initiating Structure, Perfectionism, and Emotional Exhaustion | **Kori Callison**, U. of Houston**1005** 📄: (PNP) **Pushing the Boundaries of Whole Network Research in the Public and Nonprofit Sectors**

1:15pm - 2:45pm The Queen Elizabeth: Peribonca

Chair: **Keith G Provan**, U. of Arizona/ Tilburg U.The Management of Blame in Networks: Evidence from Crisis Response | **Donald P. Moynihan**, U. of Wisconsin, MadisonThe A, B, C's of Self-reinforcing Processes in Network Resiliency | **Joaquin Herranz Jr.**, U. of Washington, SeattleNetwork Governance in a Publicly Funded Child Health Network: Centrality, Cohesiveness and Brokerage | **Robin Lemaire**, U. of ArizonaHow Do Networks Assess Their Performance? | **Denise Korsen van Raaij**, Tilburg U.; **Patrick Kenis**, Tilburg U.; **Keith G Provan**, U. of Arizona/ Tilburg U.**1006** 📄: (DRP Session) - (RM) **Close up research**

1:15pm - 2:45pm Delta Centre-Ville: Verriere B

Facilitator: **Thomas Greckhamer**, Louisiana State U.📄 From Nausea to Method: Into the Dark Night of the Ethnographer's Soul | **Mark de Rond**, Cambridge U.📄 → 📄 A Phenomenological and Hermeneutic View on Universalism and Particularism Debates | **Nobuyuki Chikudate**, Hiroshima U.📄 Reopening the boxes – proximal theorizing in organizational research. | **Betina Szkudlarek**, Rotterdam School of Management, Erasmus U.; **Dana McDaniel**, U. of California, Irvine📄 Cultural Interpretation and the Ontological Dispositions of a Missionary Organization | **Guilherme Azevedo**, McGill U.📄 We Got Away with It, and It Was Good Work! A Search for an Ethical Rapport in Close-up Research | **Mikael Holmgren**, Mälardalen U.; **Erik Bjurström**, Mälardalen U.**1007** 📄 SHCS: (RM, OB, OMT) **Why We All Should Be Bayesians**

1:15pm - 2:45pm Delta Centre-Ville: St-Laurent

Organizer: **Andreas Schwab**, Iowa State U.Why We All Should Be Bayesians | **David Krackhardt**, Carnegie Mellon U.How to do Bayesian Analysis | **Joern Hendrich Block**, Erasmus U. of RotterdamWhy Has There Been Little Use of Bayesian Statistics? | **William H. Starbuck**, U. of Oregon**1008** 📄: (DRP Session) - (SIM) **New Directions in Stakeholder Theory Roundtable**

1:15pm - 2:45pm The Queen Elizabeth: Duluth

Chair: **Michael E Johnson-Cramer**, Bucknell U.The invisible hand-out: A stakeholder model of corporate free riding | **Jaе Hwan Lee**, Texas Tech U.; **Ronald K. Mitchell**, Texas Tech U.📄 Stakeholder Management at the Origin of Competitive Advantage | **Michael Banks**, U. of Houston; **Dusya M. Vera**, U. of Houston; **Seemantini Madhukar Pathak**, U. of Houston📄 Taking Stakeholder Happiness Seriously: A Neo-Utilitarian Objective for the Modern Corporation | **Will Felps**, Erasmus U. Rotterdam; **Thomas M. Jones**, U. of Washington📄 Accounting for stakeholder risk, aiming for stakeholder value: Developing stakeholder accounting | **Michelle Greenwood**, Monash U.; **Harry J Van Buren**, U. of New Mexico; **Edward Freeman**, U. of VirginiaTowards A Theory Of Explorative Stakeholder Management | **Carmelo Cennamo**, IE Business School; **Pascual Berrone**, IESE Business School**1009** 📄: (Paper Session) - (SIM) **Environmental Performance and Sustainability**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 5

Chair: **Joel Marcus**, Wilfrid Laurier U.Discussant: **Cynthia Louise Loubier**, U. of Phoenix Online - SAS→ 📄 Stakeholder pressures, CSER practices, and business outcomes in Denmark, Germany and the Netherlands | **Nicola Berg**, U. Hamburg; **Carolyn P. Egri**, Simon Fraser U.; **Olivier Furrer**, Radboud U. Nijmegen; **Knud Sinding**, U. of Southern Denmark; **Corinna Doegl**, U. of Erlangen-Nuremberg; **Dirk Holtbruegge**, Friedrich-Alexander-U. of Erlangen-Nuremberg

- 📖 Non-starters and poor performers: Firm responses to direct and indirect environmental engagement | **Cynthia Clark Williams**, Bentley U.; **Elise Perrault Crawford**, Bentley U.
- ➔ 📖 Exploring Sustainability-related Media Coverage & Socioeconomic Development | **Ralf Barkemeyer**, Queen's U. Belfast; **Frank Figge**, Queen's U. Belfast; **Diane Holt**, Queen's U. Belfast
- 🗣️ ➔ 📖 Sustainability: Integrating the Literature to Develop a Framework for SME's | **Mary Verschuer**, MGSM; **Grant Jones**, Macquarie U.

**1010** 📖: (Paper Session) - (SIM) **Ethical Decision Making: Individual Ethical Decision Making**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 6

Chair: **Dawn R Elm**, U. of St. Thomas

Discussant: **Niki A. den Nieuwenboer**, Santa Clara U.

📖 Expectations of Privacy: A factorial vignette study | **Kirsten Edrie Martin**, Catholic U. of America

📖 Ethical Individualisation: The case of the UK consulting industry | **Joe O'Mahoney**, Cardiff U.

The Burden of Disclosure | **Sunita Sah**, Carnegie Mellon U.; **George Loewenstein**, Carnegie Mellon U.; **Daylian Cain**, Yale School of Management

🗣️ 📖 Reconciling competing tensions in ethical systems: Qualitative lessons from West Point | **Evan Hayden Offstein**, Frostburg State U.; **Ronald L. Dufresne**, St. Joseph's U.; **J. Stephen Childers**, Radford U.

**1011** 📖: (DRP Session) - (SIM) **Understanding Values in the Workplace Roundtable**

1:15pm - 2:45pm The Queen Elizabeth: St-Laurent

Chair: **Janet K. Staker Woerner**, Cardean Learning

Group/Converging Communications

📖 Virtues as human resource strengths to manage stress and creativity | **James B. Avey**, Central Washington U.; **Fred Luthans**, U. of Nebraska, Lincoln; **David Sweetman**, U. of Nebraska-Lincoln; **Sean Hannah**, U.S. Military Academy, West Point; **Christopher Peterson**, U. of Michigan, Ann Arbor

📖 I need your help ! Organizational support in the socialization of young undereducated people | **Lucas Dufour**, CEROM Montpellier Business School

🗣️ 📖 Dare to Care with an Ethics of Care | **Thomas F Hawk**, Frostburg State U.

🗣️ 📖 Grief and Compassion in the Workplace following the Loss of a Romantic Relationship | **MaryLynn Manns**, U. of North Carolina - Asheville; **Samantha Little**, U. of North Carolina - Asheville

📖 Values Work: Translating Values Into Practices | **Joel Gehman**, Pennsylvania State U.; **Linda K. Trevino**, Pennsylvania State U.; **Raghu Garud**, Pennsylvania State U.

**1012** ➔ 📖 SHCS: (SIM, ENT) **Business Organizations and Communities**

1:15pm - 2:45pm The Queen Elizabeth: Mackenzie

Organizers: **Ana- Maria Peredo**, U. of Victoria, Centre for Co-operative and Community-Based Economy; **Helen Haugh**, U. of Cambridge

Chair: **Helen Haugh**, U. of Cambridge

New strategies for corporate community investment: Implications for stakeholder engagement | **Jeremy Moon**, U.

of Nottingham; **Judy Muthuri**, International Centre for Corporate Social Responsibility

Corporate-community engagement: The role of intermediaries in bridging sectors | **Tina Dacin**, Queen's U.

Corporate involvement in community development | **Helen Haugh**, U. of Cambridge

Assessing poverty alleviation impacts on local communities | **Ted London**, U. of Michigan

Is this crisis an opportunity? Active actors from below, opportunities and challenges | **Ana- Maria Peredo**, U. of Victoria, Centre for Co-operative and Community-Based Economy

**1013** ➔ 📖: (Paper Session) - (TIM) **Individuals, Ties and Firm Innovation**

1:15pm - 2:45pm Le Palais Des Congres: 511B

Facilitator: **Remzi Gozubuyuk**, IE Business School

📖 The Role of Personal Relationships in SME Networks | **Daniela Iubatti**, "G. D'Annunzio" U.; **Federica Ceci**, U. G. d'Annunzio

📖 Learning to be Edison? How Individual Inventive Experience Affects the Likelihood of Breakthroughs | **Raffaele Conti**, Bocconi U.; **Alfonso Gambardella**, Bocconi U.; **Myriam Mariani**, Bocconi U.

🗣️ 📖 Economizing at the Origins of Capabilities: Relational Stars, Coordination Costs, Boundary Choices | **Konstantinos Grigoriou**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology

**1014** ➔ 📖: (Paper Session) - (TIM) **Creating Value through Others: Intermediaries, Coordination and Innovation**

1:15pm - 2:45pm Le Palais Des Congres: 511E

Facilitator: **Margaret Dalziel**, U. of Ottawa

📖 A Typology of Innovation Intermediaries: Connecting Internal and External Knowledge | **Henry Lopez Vega**, ESADE Business School

➔ 📖 How Do Innovation Intermediaries Add Value --- Insights from NDP in Fashion Markets | **Volker Mahnke**, Copenhagen Business School; **Yen Tran**, Copenhagen Business School; **Juliana Hsuan**, CBS

📖 Coordination Mechanisms in NPD Perceived from a Disciplined Problem Solving Perspective | **Anja Schulze**, ETH Zurich; **Philipp Schmitt**, ETH Zurich; **Thorsten Stoermer**, ETH Zurich; **Roman Boutellier**, Swiss Federal Institute of Technology

**1015** ➔ 📖: (DRP Session) - (TIM) **National Systems and Innovation**

1:15pm - 2:45pm Le Palais Des Congres: 511F

Facilitator: **Brett Anitra Gilbert**, Texas A&M U.

➔ 📖 Intensity, Scope and Spillover of Innovation and Financial Performance of Korean and Chinese Firms | **Suk Bong Choi**, U. of Ulsan; **Christopher Williams**, U. of Amsterdam

📖 Management and Organizational Innovation in Brazil: Evidence from Technology Innovation Surveys | **Daniel Paulino Teixeira Lopes**, Federal U. of Minas Gerais, Brazil; **Allan Claudius Queiroz Barbosa**, Federal U. of Minas Gerais, Brazil

- The R&D Strategy Augmented by the Industrial Innovation Systems in the Host Country | **Chan Hsiao**, National Central U., Department of Business Administration
- How Open Innovation Influences National Systems of Innovation | **Yuandi Wang**, U. Hasselt
- The Innovation Landscape of China: Analyzing its Rising Science and Technology Advantages | **Kenneth G Huang**, Singapore Management U.

**1016** → (Paper Session) - (TIM) **Innovation Search and Performance**

1:15pm - 2:45pm Le Palais Des Congres: 513B

Facilitator: **Aija Elina Leiponen**, Imperial College Business School

- Innovation Search and Replenishing Innovation Portfolio | **Kun Liu**, Wayne State U.
- ▣ Local Search and Explorative Innovation Performance: Evidence in New Pharmaceuticals Development | **Osamu Suzuki**, Kwansai Gakuin U.; **David T. Methe**, Kwansai Gakuin U.
- Where to Look for External Innovation Inputs? Investigating the Interplay of Innovation Search and Collaboration, Performance and Innovation Management Practices | **Sabine Brunswicker**, Fraunhofer Institute for Industrial Engineering

**1017** □: (DRP Session) - (TIM) **Herding Cats? Managing Scientists and Academics**

1:15pm - 2:45pm Le Palais Des Congres: 516A

Facilitator: **Anne L.J. ter Wal**, Imperial College Business School

- Complicating Merton: The Motives, Incentives, and Commercial Activities of Academics | **Henry Sauermann**, Georgia Institute of Technology; **Wesley M. Cohen**, Duke U.; **Paula Stephan**, Georgia State U.
- An Empirical Model of the Complex Search Process of Invention | **Patrick G. Maggitti**, Villanova U.; **Ken G. Smith**, U. of Maryland; **Riitta Katila**, Stanford U.
- The Knowledge Factory: Organizational Determinants of Academic Lab Productivity | **Darren Zinner**, Brandeis U.
- ▣ Macro Practices of R&D Management and Micro Behaviors of Scientists | **Minyuan Zhao**, U. of Michigan; **Sendil Ethiraj**, U. of Michigan, Ann Arbor
- Collaboration for Creativity? Examining the Organization of Creative Work in the Academy | **Michael Alexandre Bikard**, MIT Sloan; **Fiona Murray**, Massachusetts Institute of Technology

**1018** □: (Paper Session) - (TIM) **Learning and Innovation in Strategic Alliances**

1:15pm - 2:45pm Le Palais Des Congres: 516C

Facilitator: **Jeffrey L Cummings**, Loyola U. Maryland

- Mapping Research on Alliances and Innovation: a Co-citation Analysis | **Chiara Maria Di Guardo**, U. of Cagliari; **Kathryn Rudie Harrigan**, Columbia Business School
- The Compensatory Role of Absorptive Capacity and Social Embeddedness in Learning from an Alliance | **Kevin Steensma**, U. of Washington; **Michael Deane Howard**, U. of Washington Business School; **Marjorie A Lyles**, Indiana U.; **Charles Dhanaraj**, Indiana U., Bloomington
- Tracking the Frontiers of Innovation: The Contrast of Alliances and Individual Collaborations | **Jan Hohberger**, ESADE; **Paul Almeida**, Georgetown U.; **Pedro Parada**, ESADE

**Monday 2:00PM**

**1019** : (AAA) **AOM Editors Meeting w/ Board Representatives (Invitation Only)**

2:00pm - 3:00pm Le Palais Des Congres: 525A

**Monday 2:30PM**

**1020** : (HR) **HR Division Ice Cream Social.**

2:30pm - 4:30pm Le Centre Sheraton: Salle Ballroom west

**Monday 2:45PM**

**1021** : (AAA) **Conference Break**

2:45pm - 3:15pm Le Palais Des Congres: Exhibit Hall 220 CD Conference Break

**Monday 3:00PM**

**1022** □: (Paper Session) - (BPS) **Emotions, Aspirations & Options: Novel Influences on Resource Structuring & Performance**

3:00pm - 4:30pm Le Palais Des Congres: 513C

Chair: **Philip T. Roundy**, U. of Texas, Austin

- ▣ Comparing Aspiration Models: The Role of Selective Attention | **Mark Washburn**, California State U. Long Beach; **Philip Bromiley**, U. of California, Irvine
- ▣ Reconsidering the Slack-Performance Relationship: A Top Manager Characteristics Contingency Approach | **Kyle Ehrhardt**, U. of Wisconsin Milwaukee
- ☞ How Founders' Emotion Regulation Enables Resource Creation In Firms | **Christoph Zott**, IESE Business School; **Quy Nguyen Huy**, INSEAD
- The Longest Journey Begins with a Single Step: Testing a Real Options Approach to Collective Action | **Matthew W. McCarter**, Chapman U.; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign

**1023** □: (Paper Session) - (BPS) **Competitive Dynamics & Rivalry**

3:00pm - 4:30pm Le Palais Des Congres: 513D

Chair: **Gwendolyn Kuo-fang Lee**, INSEAD / UF

- Asymmetry in Competitive Tension, Strategic Groups and Firm Performance | **Chi-Hyon Lee**, George Mason U.; **Hun Lee**, George Mason U.
- Responding to Rivals' Actions: Beyond Dyadic Conceptualization of Interfirm Rivalry | **Kai-Yu Hsieh**, National U. of Singapore; **Ming-Jer Chen**, U. of Virginia
- ☞ Managing product variety in a competitive environment: A study of consumer electronics retailing (WITHDRAWN) | **Charlotte Ren**, Purdue U., West Lafayette; **Ye Hu**, U. of Houston; **Yu Jeffrey Hu**, Purdue U., West Lafayette; **Jerry Hausman**, Massachusetts Institute of Technology
- Multimarket Contact and Performance under Imperfect Observability | **Wei Guo**, U. of Maryland - College Park; **Curt Grimm**, U. of Maryland

**1024** □: (DRP Session) - (BPS) **Knowledge-Based View**

3:00pm - 4:30pm Le Palais Des Congres: 515A

Facilitator: **Ping Deng**, Maryville U. of St. Louis

- 📖 An Empirical Examination of the Influence of Social Integration Mechanisms on Absorptive Capacity | **Josh Dasgupta**, U. of North Texas; **Derrick E. D'Souza**, U. of North Texas
- 📖 Functional Generalists, Technical Specialists and Knowledge Integration | **Benjamin A. Campbell**, Ohio State U.; **Preet Banerjee**, Brandeis U.
- 📖 Intellectual Capital, Organizational Performance and Innovation: Evidence from Performing Arts | **Marcello M Mariani**, U. of Bologna; **Mariolina Longo**, U. of Bologna; **Matteo Mura**, U. of Bologna
- ➔ 📖 The Blending of Spices: Knowledge Integration in Bollywood Film Productions | **Federico Aime**, Oklahoma State U.; **Jamal Shamsie**, Michigan State U.; **Scott G. Johnson**, Oklahoma State U.

**1025** 📖: (DRP Session) - (BPS) **Strategic Entrepreneurship**  
3:00pm - 4:30pm Le Palais Des Congres: 515B  
Facilitator: **Chuck Eesley**, Stanford U.

Experience, Reputation and Networks in U.S. Venture Capital Firm Internationalization | **Robert Joseph Wuebker**, U. of Utah; **Andrew C. Corbett**, Rensselaer Polytechnic Institute; **William S Schulze**, U. of Utah

📖 Diversification Strategies of Family Businesses | **Frederic Prevot**, Euromed Management; **Isabelle Ducassy**, Euromed Management

The Effect of Parent Firm Location on Entrepreneurial Spawns' Performance: Evidence from Hedge Funds | **Rui de Figueiredo**, U. of California, Berkeley; **Philipp Meyer**, U. of Pennsylvania; **Evan Rawley**, U. of Pennsylvania

Why Do Entrepreneurial Stories Matter? Obtaining Resources by Recounting a Coherent Mission | **Jatinder Singh Sidhu**, Rotterdam School of Management, Erasmus U.; **Bettina Beata Wittneben**, U. of Oxford

📖 Strategy in Family Businesses: The Analysis of Human Capital and Social Capital | **Fabio Matuoka Mizumoto**, Insper Institute of Education and Research; **M Sylvia Macchione Saes**, U. of Sao Paulo

**1026** 📖: (Paper Session) - (BPS) **Strategy & Institutions**  
3:00pm - 4:30pm Le Palais Des Congres: 518C  
Chair: **Eric Dooms**, Tilburg U.

🔗 Do Institutions Foster Appropriate Strategic Investments by Firms Across the World? | **Ali Shahzad**, U. of Oklahoma - Norman; **Parthiban David**, American U.

📖 Explaining Influence Rents: The Case for an Institutions-based View of Strategy | **Gautam Ahuja**, U. of Michigan; **Sai Krishna Yayavaram**, National U. of Singapore

📖 Resources, Capabilities, and Routines in Public Organizations | **Peter G Klein**, U. of Missouri; **Anita McGahan**, U. of Toronto; **Christos N. Pitelis**, U. of Cambridge

🔗 ➔ 📖 National Institutional Differences And Performance Of International Venture Capital Syndicates | **Jing Li**, Simon Fraser U.; **Yong Li**, U. at Buffalo, SUNY; **Ilan Vertinsky**, U. of British Columbia; **Lifang Zhang**, Xiamen U.

**1027** 📖: (Paper Session) - (BPS) **Governance Across Political & National Borders**  
3:00pm - 4:30pm Le Palais Des Congres: 519A

Chair: **Yu Zhang**, U. of California, Irvine

➔ Political Ties, Foreign Ownership, and Appointment of Independent Directors in Emerging Economies | **Chi-Nien Chung**, National U. of Singapore; **Weiting Zheng**, Hong Kong Polytechnic U.

🔗 ➔ 📖 Internationalization, Family Business and Corporate Governance: An Emerging Market Perspective | **Chitra Singla**, Indian Institute of Management, Bangalore; **Rajaram Veliyath**, Kennesaw State U.; **Rejie George**, Indian Institute of Management, Bangalore

Controlling Owners and R&D Investments: Stewardship and Principal-Principal Conflict Perspectives | **Young Rok Choi**, Singapore Management U.; **Shaker A. Zahra**, U. of Minnesota, Twin Cities; **Toru Yoshikawa**, Singapore Management U.; **Bong H. Han**, Ajou U.

➔ 📖 International Diversification and Managerial Ownership: Revisiting the Incentive Alignment Viewpoint | **Todd Alessandri**, Northeastern U.; **Anju Seth**, Virginia Tech

**1028** 📖 SHCS: (BPS, OMT, TIM) **Ambidexterity and Dynamic Capabilities: Unraveling the Role of Managers and the Environment**

3:00pm - 4:30pm Le Palais Des Congres: 510B

Organizer: **Constance E Helfat**, Dartmouth College

Chair: **Constance E Helfat**, Dartmouth College

Understanding Organizational Ambidexterity: An Investigation of the Underlying Micro-Processes | **Charles A O'Reilly**, Stanford U.

Asset Orchestration and Resource Management: Looking to the Future | **David G. Sirmon**, Texas A&M U.; **Michael A. Hitt**, Texas A&M U.; **R. Duane Ireland**, Texas A&M U.; **Brett Anitra Gilbert**, Texas A&M U.

The Differential Ability of De Alio and De Novo Firms When Confronted with a Disruptive Technology | **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Pao-Lien Chen**, National Tsing Hua U.; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign

The Impact of Market Signals and Dynamic Capabilities on Resource Search and Leverage | **Christian Stadler**, U. of Bath; **Constance E Helfat**, Dartmouth College; **Gianmarco Verona**, Bocconi U.

Participant: **Mary J. Benner**, U. of Pennsylvania

**Winner of OMT Division Best Symposium Proposal Award**

**1029** 📖 SHCS: (BPS, TIM, ENT) **Markets for Ideas: Understanding their Micro-Structures and Performance Implications**

3:00pm - 4:30pm Le Palais Des Congres: 513F

Organizers: **Gary Dushnitsky**, London Business School; **Andrew King**, Dartmouth U./Harvard U.

Insecure Advantage? Markets for Technology and the Value of Resources for Entrepreneurial Ventures | **Ashish Arora**, Duke U.; **Anand Nandkumar**, Indian School of Business

Corporate Venture Capital as an Ex-Ante Evaluation Mechanism in the Markets For Technology | **Marco Ceccagnoli**, Georgia Institute of Technology; **Matthew J Higgins**, Georgia Institute of Technology

Investigating How Online Markets for Ideas Alter the Technology-Application Landscape | **Gary Dushnitsky**, London Business School; **Thomas Kluefer**, U. of Pennsylvania  
 Path Following or Path Breaking in Cumulative Innovation | **Andrew King**, Dartmouth U./Harvard U.; **Karim R. Lakhani**, Harvard U.

**1030** 📖👤➔🗣️📚SHCS: (BPS, TIM, OMT) **Positioning for Advantage: Value Minus Cost**

3:00pm - 4:30pm Le Palais Des Congres: 510A

*Moderator:* **Tammy L. Madsen**, Santa Clara U.

*Coordinator:* **Paul Louis Drnevich**, U. of Alabama

*Presenters:* **Marvin B Lieberman**, U. of California, Los Angeles; **Steven Postrel**, U. of California, Los Angeles; **Mike Ryall**, U. of Toronto; **Gordon Walker**, Southern Methodist U.

**1031** : (CAR) **Everett Cherrington Hughes Award**

3:00pm - 4:30pm Le Centre Sheraton: Jarry

*Introduction:* **Michael B. Arthur**, Suffolk U.

*Distinguished Speaker:* **Barbara S. Lawrence**, U. of California, Los Angeles

The Importance of the Not-Everyday on Making Sense of Careers | **Barbara S. Lawrence**, U. of California, Los Angeles

**1032** 🗣️📚CAU: (CAU) **The Dark Side of Caring**

3:00pm - 4:30pm Le Palais Des Congres: 521A

*Organizer:* **Garance Marechal**, U. of Liverpool

*Participants:* **Bill Cooke**, Lancaster U.; **Craig Prichard**, Massey U.; **Stephen A. Linstead**, U. of York; **Julie Wolfram Cox**, Deakin U.; **John S Hassard**, U. of Manchester; **Hans Hansen**, Texas Tech U.; **Albert J. Mills**, St. Mary's U.; **Jean Helms Mills**, St. Mary's U.

**1033** 📚CAU: (CAU) **Complexity Research: Epistemological, Theoretical, Methodological, and other Conundrums**

3:00pm - 4:30pm Le Palais Des Congres: 521B

*Crotty, M. (2003). The foundations of social research. Los Angeles, CA: Sage.* *Hazy, J. K., Goldstein, J., & Lichtenstein, B. (Eds.). (2008). Toward a theory of leadership in complex systems.*

*Mansfield, MA: ISCE Publishing Company.* *Uhl-Bien, M., & Marion, R. (Eds.). (2007). Complexity Leadership, Part I: Conceptual Foundations. Charlotte, NC: Information Age Publishing.*

*Organizers:* **William R. Hanson**, Anderson U.; **Russ Marion**, Clemson U.

*Participants:* **Mary Uhl-Bien**, U. of Nebraska; **Richard N Osborn**, Wayne State U.; **Benyamin B. Lichtenstein**, U. of Massachusetts-Boston; **James K. Hazy**, Adelphi U.; **Craig Schreiber**, Lenoir Rhyne College

**1034** 🗣️📚CAU: (CAU) **Improving innovation through a better understanding of serendipity: the role of exaptation**

3:00pm - 4:30pm Le Palais Des Congres: 521C

*Organizers:* **Pierpaolo Andriani**, Durham Business School; **Gino Cattani**, New York U.

**1035** 🗣️📚CAU: (CAU) **RepNet: The (Personal) Reputation Research Network**

3:00pm - 4:30pm Le Palais Des Congres: 522A

*The Reputation Research Network (RRN) can be found at <http://repnet.ning.com>.*

*Welcome:* **Connson Chou Locke**, London School of Economics

*Chair:* **Sarah M. G. Otner**, London School of Economics

**1036** 📚CAU: (CAU) **Challenges of Applying the Practice Lens in Technology Enactment Research**

3:00pm - 4:30pm Le Palais Des Congres: 522B

*Organizers:* **Bijan Azad**, American U. of Beirut; **Nelson King**, American U. of Beirut

**1037** 📖➔🗣️📚CAU: (CAU) **Dare to Care about Responsible Management Education: PRME for Research and Writing Opportunities**

3:00pm - 4:30pm Le Palais Des Congres: 522C

*Organizers:* **Jeanie Mannheimer Forray**, Western New England College; **Jennifer S. A. Leigh**, Nazareth College

**1038** ➔🗣️📚CAU: (CAU) **Fostering Collaborative International Research on Self-Initiated Expatriation**

3:00pm - 4:30pm Le Palais Des Congres: 523A

*Organizers:* **Kerr Inkson**, U. of Waikato; **Julia Richardson**, York U.

**1039** 🗣️📚CAU: (CAU) **Dare Managers to Care: The Impact of Human Resource Practices**

3:00pm - 4:30pm Le Palais Des Congres: 523B

*Organizers:* **Juan Ling**, Georgia College & State U.; **Tony Fang**, York U.

**1040** : (Paper Session) - (CDP) **Resource-Based, Evolutionary, and Niche Theories of the Firm**

3:00pm - 4:30pm Hyatt Regency Montreal: Alfred-Rouleau A

*Chair:* **Russell Coff**, Emory U.

📚OMT: Resource dependence and transaction-based relationships in a campus bar | **Laura L. Rees**, U. of Michigan, Ann Arbor

📚ODC: Firms as Bundles of Discrete Resources-explaining the distribution of Firm Growth Rates | **Alex Coad**, Max Planck Institute of Economics

BPS: Combining Resource Dependence and Niche Theories to Understand Venture Capital Firm Specialization | **Brian King**, McGill U.

**1041** : (Paper Session) - (CDP) **Theorizing Entrepreneurship**

3:00pm - 4:30pm Hyatt Regency Montreal: Alfred-Rouleau B

*Chair:* **Ioannis Ioannou**, London Business School

🗣️📚MSR: Who Said You Can't Have It All? Examining an Entrepreneur Balancing Profitability and Social Change | **Sandra King Kauanui**, Florida Gulf Coast U.; **Kevin D. Thomas**, U. of Texas, Austin; **Cathy Ashley-Cotleur**, Frostberg State U.; **Cynthia L. Sherman**, Claremont Graduate U.; **Ludmilla Wells**, Florida Gulf Coast U.

📚BPS: Refining Strategic Management Theory For The Entrepreneurial and Small Business Contexts | **Craig E. Armstrong**, U. of Alabama; **Paul Louis Drnevich**, U. of Alabama

📚ENT: Entrepreneur as Change Agent: Antecedents and Moderators of Philanthropic Behavior | **Joseph E Coombs**, Texas A&M U.; **Lisa Jones-Christensen**, U. of North Carolina, Chapel Hill

🗣️📚MSR: Mindsets of Successful Entrepreneurs - An Exploratory Study | **Frauke Schorr**, Centered Leadership; **Kathryn Goldman Schuyler**, Alliant International U.

**1042** : (Paper Session) - (CDP) **Innovation in Emerging, Nano, and High Technology Contexts**

3:00pm - 4:30pm Hyatt Regency Montreal: Alfred-Rouveau C

Chair: **Thomas Brush**, Purdue U., West Lafayette

→ **BPS**: Collaborating for Knowledge Creation and Application: The Case of Nanotechnology Research Programs | **Dovev Lavie**, Technion Israel Institute of Technology; **Israel Drori**, College of Management, Israel

**HCM**: Construction Dynamics of an Organizational Field: The Genetics Diagnosis Sector in Quebec | **Lise Lamothe**, U. of Montreal; **Marie-Andree Paquette**, U. of Montreal; **Daniel Reinharz**, U. Laval

**OM**: A Multilevel Investigation of Structural Ambidexterity in High Technology Organizations | **Aravind Chandrasekaran**, The Ohio State U.; **Kevin Linderman**, Carlson School of Management; **Roger Schroeder**, U. of Minnesota

→ **OM**: The Relationship between Hard and Soft Technologies and Competitive Performance | **Teerasak Khanchanapong**, Monash U.; **Daniel Indarto Prajogo**, Monash U.; **Amrik S Sohal**, Monash U.; **Brian Cooper**, Monash U.

**1043 : (Paper Session) - (CDP) Public Sector Reform, Immigration History**

3:00pm - 4:30pm Hyatt Regency Montreal: Anjou

Chair: **Ramana Nanda**, Harvard U.

**SIM**: Collaborations for sustainability: A temporal perspective | **Aarti Sharma**, U. of South Florida; **Kate Kearins**, Auckland U. of Technology; **John W Selsky**, U. of South Florida

→ **PNP**: Streamlining the Public Sector: A Field-Study of Frontline Action in Institutionalization | **Toke Bjerregaard**, Aarhus U.; **Anders Klitmøller**, Aarhus U.

**MH**: Immigration at the Turn of the 20th Century: The Literacy Test and Ethnic-Industry Wages | **Ina Ganguli**, Harvard U., Kennedy School of Govt

**1044 : (Paper Session) - (CDP) Managing Careers**

3:00pm - 4:30pm Hyatt Regency Montreal: Argenteuil, Table 1

Chair: **Young-Choon Kim**, National U. of Singapore

→ **OB**: Change in the Normative Contracts of Professional Employees: A Meso-organizational Perspective | **Guillermo E. Dabos**, UNICEN Business School & U. de San Andres

**CAR**: Sunset Expectations: Work Role Identification, Anticipatory Socialization and Retirement Attitudes | **Corinne Post**, Lehigh U.; **Joy A. Schneer**, Rider U.; **Frieda Reitman**, Pace U.; **dt ogilvie**, Rutgers U.

**CMS**: Unequal careers: taking inequalities into account in careers research | **Deborah Jones**, Victoria U. of Wellington; **Judith Pringle**, Auckland U. of Technology

**1045 : (Paper Session) - (CDP) MNCs and Offshore Outsourcing**

3:00pm - 4:30pm Hyatt Regency Montreal: Argenteuil, Table 2

Chair: **Bat Batjargal**, Harvard U./Peking U.

**OM**: Juxtaposing Transaction Cost Economics and the Resource-Based View: A Case Study of IT Outsourcing | **Rinze T Beursken**, Tilburg U.; **Tristan R. M. X. Verhagen**, Tilburg U.; **Mark A. Overboom**, Tilburg U.; **Zi-Lin He**, Tilburg U.

**OCIS**: Cultural Frame Management: Evidence from China's Offshore IT Service Industry | **Ning Su**, Richard Ivey School of Business, The U. of Western Ontario

→ **BPS**: Getting It Right and Righting It Afterward: Experience, Ownership Alignment and Subsidiary Dynamics | **Xavier Martin**, Tilburg U.; **Ilya Cuypers**, Singapore Management U.

**OMT**: The Practice of Offshore Outsourcing Business Models | **Katy Jane Mason**, Advanced Institute of Management Research/Lancaster U. Management School; **Martin Spring**, Advanced Institute of Management Research/Lancaster U. Management School

**1046 : (Paper Session) - (CDP) Cognition and Identity in Management**

3:00pm - 4:30pm Hyatt Regency Montreal: Picardie

Chair: **Elaine C. Hollensbe**, U. of Cincinnati

**HR**: Boundary Spanning Elements of Professionalism: Preliminary Findings of a Systematic Review | **Jeroen de Jong**, Tilburg U.; **Thijs Winthagen**, Tilburg U.

**MOC**: Modeling the micro-foundations of routine formation: when expectations match interpretations | **Amit Gal**, Tel Aviv U.; **Ziv Hellman**, Hebrew U. of Jerusalem

**CAR**: This by Day, That by Night: Dual Occupational Identity Management | **Opal Leung**, Boston College

**1047 : (DRP Session) - (CM) Tactical Considerations in Negotiations**

3:00pm - 4:30pm Le Centre Sheraton: Salon 7

Facilitator: **Judith B. White**, Dartmouth College

**Risk Taking in Negotiations: Opponent Behavior and Information about Past Negotiators' Performance** | **Tal G. Zarankin**, Radford U.; **James A Wall**, U. of Missouri - Columbia

**Starting Too High: The Disadvantages of High Anchors in Negotiations** | **Martin Schweinsberg**, London Business School; **Gillian Ku**, London Business School; **Madan M. Pillutla**, London Business School

**Developing Great Negotiators: A Framework for Employee Negotiation Skill Development** | **Elizabeth Foster Clenney**, Georgia State U.; **Todd J. Maurer**, Georgia State U.; **Edward W. Miles**, Georgia State U.

**Support Theory in Negotiation: How Unpacking Aspirations and Bottom Lines Can Improve Performance** | **Michael Haselhuhn**, U. of Wisconsin - Milwaukee; **Elaine M. Wong**, Northwestern U.

**Pizza Enlarges the Pie: The Role of Eating Environments on Negotiation Outcomes and Trust** | **Lakshmi Balachandra**, Boston College

**1048 : (CM, OB) Recent Innovations in Conceptualizing and Measuring Intra-Group Conflict**

3:00pm - 4:30pm Le Centre Sheraton: Joyce

Chair: **Susannah Paletz**, U. of Pittsburgh

Discussant: **Laurie R. Weingart**, Carnegie Mellon U.

**Revisiting the Dimensions of Intra-Group Conflict** | **Corinne Bendersky**, U. of California, Los Angeles; **Kristin Behfar**, U. of California, Irvine; **Laurie R. Weingart**, Carnegie Mellon U.; **Karen A. Jehn**, Leiden U.; **Gergana Todorova**, Carnegie Mellon U.; **Julia Bear**, Carnegie Mellon U.

**The Trouble with Conflict** | **Albert E. Mannes**, Carnegie Mellon U.

**Micro-Conflicts in Naturalistic Team Discussions: Measurement, Correlates, and Context** | **Susannah Paletz**,



U. of Pittsburgh; **Christian Schunn**, U. of Pittsburgh; **Kevin Hyunkyung Kim**, U. of Pittsburgh  
Thin Slices of Group Conflict | **Jeffrey T. Polzer**, Harvard U.; **Patricia Hernandez**, Harvard U.; **Lisa Kwan**, Harvard U.; **Benjamin Nathan Waber**, Massachusetts Institute of Technology; **Wei Pan**, Massachusetts Institute of Technology; **Alex Pentland**, Massachusetts Institute of Technology

**1049** 📄: (DRP Session) - (CMS) Roundtable #1

3:00pm - 4:30pm The Queen Elizabeth: Harricana

Facilitator: **Stephen J Jaros**, Southern U.

📄 The Heart of Social Enterprise | **Richard Hull**, Newcastle U., UK

📄 Management practices as 'morals': towards an integrative model | **Thibaut Bardon**, U. Paris Dauphine, CREPA / U. of Geneva, HEC

🗣️ Who (truly) cares about Knowledge Management? The case of a Multinational | **Linh-Chi Vo**, Ecole Centrale Paris; **Isabelle Corbette**, Ecole Centrale Paris; **Eleonore Mounoud**, Ecole Centrale Paris

📄 Don Quixote's Spectacles – Popular Management Concepts and the Exertion of Control | **Hendrik Wilhelm**, U. of Cologne; **Suleika Bort**, Mannheim U.

Postcolonial theory, the bioeconomy, and the economization of biological resources | **Alexander Styhre**, Chalmers U. of Technology

**1050** 📄: (CMS) Reclaiming diversity for organization studies: Daring to care about equality at work

3:00pm - 4:30pm The Queen Elizabeth: Hochelega 3

Chairs: **Maddy Janssens**, Catholic U. of Leuven; **Patrizia Zanoni**, Hasselt U.

Discussants: **Chris Steyaert**, U. of St. Gallen; **Roy R Suddaby**, Alberta U.; **Raza A Mir**, William Paterson U.

Diversity and power relations in organizations: Local, national and transnational context | **Janne Tienari**, Helsinki School of Economics

Bringing work back in diversity: A critical theory of the identity-value nexus in organizations | **Patrizia Zanoni**, Hasselt U.; **Maddy Janssens**, Catholic U. of Leuven

Migrant employees in German organizations: Organizational rationales, structures, and practices | **Renate Ortlieb**, Graz U.; **Barbara Sieben**, Freie U. Berlin

**1051** : (Paper Session) - (DISC) Organizational configurations for ambidexterity

3:00pm - 4:30pm Le Palais Des Congres: 512E - Table 1

Discussant: **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign

📄 BPS: The Dynamics of Organizational Capabilities and the Persistence of Superior Competitive Performance | **Ari Ginsberg**, New York U.; **Erik Larsen**, U. of Lugano, USI

📄 BPS: Multidimensional and Dynamic Ambidexterity Configurations: Rethinking the Question of Balance | **Indu Ramachandran**, U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

📄 BPS: Compensatory Fit in Integrated Architectures: The Upside of Structural Ambiguity | **Ranjay Gulati**, Harvard U.; **Luciana Silvestri**, Harvard U.

📄 BPS: Interorganizational Separation of Exploration And Exploitation: Moderators and Outcomes | **Mumtaz Cagri ARICI**, Rotterdam School of Management, Erasmus U.

**1052** : (Paper Session) - (DISC) OMT and Executives

3:00pm - 4:30pm Le Palais Des Congres: 512F - Table 1

Discussant: **Sylvia Flatt**, San Francisco State U.

🗣️ 📄 OMT: Strategic Sabotage and Firm Performance: Top Management Team and Middle Manager Power Influence | **Mariana J. Lebron**, Syracuse U.

📄 OMT: The Effects of Different Kinds of Imprinting on Communication Behavior | **Achim Oberg**, Mannheim U.; **Peter Walgenbach**, Friedrich Schiller U. of Jena

OMT: A First Look at the Relationship Between Governance and the Disclosure of Strategic Content | **Jason A. Harkins**, U. of Maine

➔ 📄 OMT: Looking Inside or Going Outside: Determinants of Firms' Executive Hiring Patterns | **Sea Jin Chang**, National U. of Singapore; **Young-Choon Kim**, National U. of Singapore; **Sangchan Park**, National U. of Singapore

**1053** : (Paper Session) - (DISC) Innovating in emerging economies

3:00pm - 4:30pm Le Palais Des Congres: 512F - Table 2

Discussant: **Patrick Reinmoeller**, Cranfield U.

📄 TIM: Disruptive Innovation of Shanzhai Firms in China | **Hung-hsiang Kao**, Cheng Chi U.; **Jen-fang Lee**, National Chengchi U.

📄 TIM: China's Sustained Economic Growth: Do Direct R&D Spillovers Matter? (WITHDRAWN) | **Renai Jiang**, Xi'an Jiaotong U.; **Cai Hong**, Xi'an Jiaotong U.; **Yali Li**, Fayetteville State U.

➔ 🗣️ 📄 TIM: Capital Structure and Innovation in Asian Emerging Economies | **Aija Elina Leiponen**, Imperial College Business School; **Jiahong Zhang**, Cornell U.

➔ 📄 TIM: How Does Product Development Impact Product Safety? | **Andy Zhu**, Grenoble Ecole de Management; **Maximilian Von-Zedwitz**, Tongji U.; **Dimitris George Assimakopoulos**, Grenoble Ecole de Management

**1054** : (Paper Session) - (DISC) Modes and patterns of internationalization

3:00pm - 4:30pm Le Palais Des Congres: 512G - Table 1

Discussant: **Rogerio Victor**, Fairleigh Dickinson U.

➔ 📄 IM: Overseas Acquisitions by Emerging Multinationals: Creating Value Through a Partnering Approach | **Prashant Kale**, Rice U.

➔ 📄 IM: Chinese Firms' FDI Entry Mode Choices: The Effects of Entry Time and the Changes of FDI Policies | **Qunyong Xie**, U. of Agder

➔ 📄 IM: Leaders Follow the Followers: Multinationality & Domestic Competitive Position among Japanese Firms | **Kiyohiko Ito**, U. of Hawaii at Manoa; **Elizabeth L. Rose**, Helsinki School of Economics; **Eunbum Cho**, U. of Hawaii at Manoa

➔ 📄 IM: Modes of International External Technology Innovation: Evidence from a Global Sample | **Malika Richards**, Pennsylvania State U.; **Yi Yang**, U. of Massachusetts, Lowell

**1055 : (Paper Session) - (DISC) Culture Change and Change Leadership**

3:00pm - 4:30pm Le Palais Des Congres: 512G - Table 2

Discussant: **Larry M. Starr**, U. of Pennsylvania

ODC: Impression management: means of mitigating the effects of sex-stereotyping in organizations | **Renuka Hodigere**, Case Western Reserve U.

→ODC: Building informed strategic change: towards a meta-learning framework | **John Pillay**, Cranfield U.; **Ashley Braganza**, Brunel Business School; **Ray Hackney**, Brunel U.

📖ODC: The symbiosis of Yin/Yang, a tale of two Asian cities on organizational architecture | **Ji Li**, Hong Kong Baptist U.; **Guo-hua Huang**, Hong Kong Baptist U.; **Yuan Yi Chen**, Hong Kong Baptist U.; **Guiyao Tang**, Hong Kong Baptist U.

**1056 : (Paper Session) - (DISC) Teamwork**

3:00pm - 4:30pm Le Palais Des Congres: 512H - Table 1

Discussant: **Frances J. Milliken**, New York U.

📖OB: Structural Effects on Modes of Learning in Innovation Teams | **Henrik Bresman**, INSEAD; **Mary Zellmer-Bruhn**, U. of Minnesota

OB: A Multilevel Structural Equation Model of Teamwork and Cohesion | **Maria Riaz Hamdani**, U. of Oklahoma - Norman; **Bret H. Bradley**, U. of Oklahoma - Norman

📖OB: Looking up to the Team? The Construct of Team Climate for Ethics | **Sébastien Fosse**, Instituto de Empresa Business School; **Andreas W. Richter**, U. of Cambridge

OB: Management Team and Organizational Sub-unit Identification in Management Team Processes | **Maarten Cuijpers**, Maastricht U.; **Marielle Heijltjes**, Maastricht U.; **Ursula Glunk**, Maastricht U.

**1057 : (Paper Session) - (DISC) Performance Issues**

3:00pm - 4:30pm Le Palais Des Congres: 512H - Table 2

Discussant: **Kevin Carlson**, Virginia Tech

☞→📖HR: The Mechanisms Through Which A Preventive Stress Management Intervention Influences Strain | **Kerrie Unsworth**, U. of Western Australia

☞→🗣️📖HR: Union Citizenship Behavior and Absenteeism: An Organizational Level Analysis | **Donna Michelle Buttigieg**, Monash U.; **Stephen Deery**, U. of London; **Roderick D Iverson**, Simon Fraser U.

HR: The Relationship Between Typical and Maximum Performance: A Meta-Analytic Examination | **Jeremy M. Beus**, Texas A&M U., College Station; **Daniel S. Whitman**, U. of Bridgeport

📖HR: Autonomy and job satisfaction in triadic employment relations | **Torstein Nesheim**, SNF; **Karen Modesta Olsen**, NHH; **Arne L Kalleberg**, U. of North Carolina, Chapel Hill

**1058 ☞📖: (ENT) More than Just Fast: Time-Based Strategies for Firm Performance**

3:00pm - 4:30pm Le Palais Des Congres: 510C

Facilitator: **Liliana Pérez-Nordtvedt**, U. of Texas, Arlington

Discussant: **Gregory G Dess**, U. of Texas, Dallas

CEOs, Timescapes, and the Temporal Necessities of Strategy | **Karen Schnatterly**, U. of Missouri-Columbia; **Allen Bluedom**, U. of Missouri; **Kim Jaussi**, Binghamton U.; **Christine M. McCullough**, U. Missouri - Columbia

Keeping up with the Jones: Effects of Pace and Phase Entrainment on Firm Performance | **Liliana Pérez-Nordtvedt**, U. of Texas, Arlington; **David A. Harrison**, Pennsylvania State U.; **Susanna Khavul**, U. of Texas, Arlington; **Jeffrey E McGee**, U. of Texas, Arlington

Learning to Synthesize Contradictions: An Austrian Approach to Bridging Time Concepts in Strategy | **Arabella Mocchiari Li Destri**, U. of Palermo; **Giovanni Battista Dagnino**, U. of Catania

Long-term Orientation: Implications for Competitive Advantage | **G. T. Lumpkin**, Syracuse U.; **Keith H. Brigham**, Texas Tech U.

Momentum and Temporal Patterns of Outcomes in New Venture Teams | **Elaine Mosakowski**, U. of Colorado, Boulder; **David Gras**, U. of Connecticut; **Christopher Earley**, U. of Connecticut

**1059 ☞→📖: (ENT) Entrepreneurship and Innovation in China: Opportunities and Challenges for Research and Practice**

3:00pm - 4:30pm Le Palais Des Congres: 510D

Chair: **Ronald K. Mitchell**, Texas Tech U.

Presenters: **Justin Tan**, Schulich School of Business; **Bernard Yeung**, National U. of Singapore; **Weiyang Zhang**, Guanghua School of Management, Peking U.

**1060 →: (Paper Session) - (ENT) International Entrepreneurship: Contexts**

3:00pm - 4:30pm Le Palais Des Congres: 511A

Chair: **Stephen Chen**, Macquarie U.

→The Internationalization of Emerging Market SMEs: A Triangulation Approach | **Xiao Zhang**, Nanjing U.; **Xufei Ma**, Chinese U. of Hong Kong; **Yue Wang**, U. of New South Wales

Immigrant Status of Entrepreneurs, Early Internationalization, and Firm Survival | **R. Isil Yavuz**, U. of Minnesota

→📖Unraveling the Mechanisms of Inward and Outward Investment: Venture Capital Industry Worldwide | **Qian Gu**, National U. of Singapore; **Jane Lu**, National U. of Singapore

**1061 📖: (DRP Session) - (ENT) Knowledge and Capabilities**

3:00pm - 4:30pm Le Palais Des Congres: 514A

Chair: **Geoffrey Desa**, San Francisco State U.

📖EO and Performance in Alliances: The Role of Spillovers, Knowledge Protection, and Alliance Type | **Chengli Shu**, U. of Illinois, Chicago; **Mark Shanley**, U. of Illinois, Chicago; **Shanxing Gao**, Xi'an Jiaotong U.

→Knowledge Creation in Asymmetric Relationships | **Lourdes Perez**, EADA; **Juan Florin**, U. of New Hampshire; **Jeryl Whitelock**, Bradford School of Management

📖Absorptive Capacity and New Venture Performance: The Moderating Role of Uncertainty | **Greta Greve**, RWTH Aachen U.

📖Structuring the Resource Portfolio in Technology Gazelles | **Bart Clarysse**, Imperial College Business School; **Johan Bruneel**, Imperial College Business School

📖Founding Team Characteristics, Routines Formation, and Venture Performance | **David Hsu**, Wharton School; **Alessandro Marino**, U. of Pennsylvania

**1062 📖: (DRP Session) - (ENT) Entrepreneurial Finance 2**

3:00pm - 4:30pm Le Palais Des Congres: 514B

Chair: **Sheryl Winston Smith**, Temple U.

- 📖 Hybrid or Hierarchy? CEOs' Appraisal of Venture Capitalists' Operational vs. Strategic Support | **Dmitry Mikhail Khanin**, California State U., Fullerton; **Ofir Turel**, California State U., Fullerton
- 📖 Experience or Strategy? Assessing Early Resource Acquisition in Young Venture Firms | **Jennifer M. Walske**, U. of California, Berkeley; **Andrew Zacharakis**, Babson College
- 📖 Chronic Finance Gaps, Human Capital and Prior Business Ownership Experience | **Paul John Alexander Robson**, Kingston U. London; **Charles Kingsley Akueteh**, Durham Business School; **Paul Westhead**, Durham Business School
- 📖 Asset Specificity, Information Asymmetry and New Firm Financing | **Catherine L. Mann**, Brandeis U.; **Paroma Sanyal**, Brandeis U.
- 📖 The Influence of Multiple Agency Conflicts on the Strategic Outcomes of New Ventures | **H. Dennis Park**, U. of Washington; **Kevin Steensma**, U. of Washington

**1063** 🗣️📖: (DRP Session) - (GDO) **Inclusion of Stigmatized Identities: Disabled and LGBT Employees**

3:00pm - 4:30pm Le Centre Sheraton: Kafka

Facilitator: **Joy E. Beatty**, U. of Michigan, Dearborn

- 📖 Effects of Workplace Accommodations on Underemployment Among Persons with Disabilities. | **Mark E. Moore**, East Carolina U.; **Eddy S. Ng**, Dalhousie U.; **Konrad Alison**, Ivey School of Business; **Alison Doherty**, U. of Western Ontario; **Katherine Breward**, U. of Western Ontario
- 🗣️📖 Toward Greater Understanding of Accommodation on Disabled Employees' Team-Member Exchange | **David C. Baldrige**, Oregon State U.; **Michele L. Swift**, Oregon State U.
- 🗣️📖 To Help or to Discriminate? Coworkers' Responses to Invisible Stigmatized Identities | **Ru-Shiun Liou**, U. of Arkansas, Fayetteville; **Emilija Djurdjevic**, U. of Arkansas, Fayetteville; **Kevin Lee**, U. of Arkansas, Fayetteville
- ➔📖 Composition of Intra-organizational Developmental Network, Context and Developmental Outcomes | **Raymond N. C. Trau**, U. of Sydney; **Charmine E. J. Hartel**, U. of Queensland; **Dimitria Groutsis**, U. of Sydney

**1064** 📖JS: (GDO, CAR, OB) **Advances in the Understanding of Gender Stereotyping and Bias in Organizations**

3:00pm - 4:30pm Le Centre Sheraton: Lamartine

Chairs: **Tyler G. Okimoto**, Yale U.; **Victoria L Brescoll**, Yale U.

- 📖 Social Consequences of Accepting versus Rejecting Benevolently Sexist Help at Work | **Peter Glick**, Lawrence U.; **Julia Becker**, Phillips U.; **Marie Marekwica**, U. Bielefeld; **Gerd Bohner**, U. Bielefeld
- 📖 The Price of Power: Power-seeking and Backlash Against Women | **Victoria L Brescoll**, Yale U.; **Tyler G. Okimoto**, Yale U.
- 📖 Defending the Gender Hierarchy: Status Incongruity and Backlash Effects | **Corinne Moss-Racusin**, Rutgers U.; **Laurie A. Rudman**, Rutgers U.; **Julie E. Phelan**, Rutgers U.; **Sanne Nauts**, Radboud U. Nijmegen
- 📖 Men as Cultural Ideals: How Culture Shapes Gender Stereotypes | **Amy J. C. Cuddy**, Northwestern U.; **Susan**

**Crotty**, Dubai School of Government; **Jihye Chong**, Seoul National U.; **Michael Norton**, Harvard Business School

**1065** 🗣️➔📖JS: (GDO, OB) **Beyond a US Perspective: Cross-Cultural Diversity Scholarship**

3:00pm - 4:30pm Le Centre Sheraton: Drummond west

Organizer: **Stephanie J Creary**, Boston College

Chair: **Stephanie J Creary**, Boston College

Discussant: **David A. Thomas**, Harvard U.

- 📖 Identity Collisions: When Empowerment Encounters Tradition in Postcolonial Scandinavian Workplaces | **Pushkala Prasad**, Skidmore College
- 📖 The Impact of Mandating English as a Lingua Franca in Global Work | **Tsedal Neeley**, Harvard U.
- 📖 Exploring the Mentoring Experiences of Indian Female MBA Students | **Stacy Blake-Beard**, Simmons College; **Oscar Holmes IV**, Virginia Commonwealth U.; **Todd Jenkins**, New York U.; **Crystal Daugherty**, Simmons College
- 📖 Implementing Diversity Strategy in Large Global Organizations | **Stephanie J Creary**, Boston College; **David A. Thomas**, Harvard U.

**1066** 📖: (Paper Session) - (HCM) **Institutional Change in Health Care**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 4

Chair: **Elizabeth Goodrick**, Florida Atlantic U.

- ➔📖 Struggles for Meaning and Control: The Diffusion of Technology in Two Institutional Contexts | **Stephane Guerard**, U. of Zurich; **Ann Langley**, HEC Montreal
- 🗣️📖 Entrepreneurial Maintenance in the Context of Healthcare Innovation | **Graeme Currie**, U. of Nottingham; **Andy Lockett**, U. of Nottingham; **Justin Waring**, U. of Nottingham; **Rachael Finn**, York U.; **Graham Paul Martin**, U. of Leicester
- 🗣️📖 Institutional Logics and Latent Conflict in Health Care in Australia | **April Lee Wright**, U. of Queensland; **Stuart Anthony Middleton**, U. of Queensland; **Victoria Brazil**, Queensland Health

**HCM Best Theory-to-Practice Paper Nominee**

**1067** 📖: (DRP Session) - (HCM) **A Healthy Healthcare Workforce?**

3:00pm - 4:30pm The Queen Elizabeth: St-Charles

Facilitator: **Claudia Steinke**, U. of Lethbridge

- 📖 Minimizing Deviant Behavior in Healthcare Organizations: The Affects of Leadership and Job Design | **Cody Logan Chullen**, Purdue U., West Lafayette; **Benjamin B. Dunford**, Purdue U.; **Ingo Angermeier**, Spartanburg Regional Healthcare System; **Wayne Boss**, U. of Colorado, Boulder
- 📖 Employee Involvement Climate and Climate Strength: The Impact on Attitudes and Hospital Performance | **Janine Bosak**, Dublin City U.; **Jeremy Dawson**, Aston U.; **Patrick Christopher Flood**, Dublin City U.
- 📖 Critical Voices: The Role of the Hospital HR Function | **Aoife McDermott**, Dublin City U.; **Mary A. Keating**, Trinity College Dublin
- ➔📖 Emotional Exhaustion and Job Performance: The Mediating Role of Organizational Commitment | **Louise Tourigny**, U. of Wisconsin, Whitewater; **Vishwanath V. Baba**, McMaster U.; **Jian Han**, China Europe International Business School; **Xiaoyun Wang**, U. of Manitoba

MONDAY

📖 Job-Level HRM Effectiveness, Employee Intent to Turnover, and Workarounds in Hospitals | **Anthony R. Wheeler**, U. of Rhode Island

**1068** 📖: (Paper Session) - (HR) **Job Attitudes: Satisfaction, Engagement, Commitment**

3:00pm - 4:30pm Le Centre Sheraton: Musset

Chair: **Megan Margaret Gerhardt**, Miami U.

Discussant: **Lois Tetrick**, George Mason U.

📖 Job Attitudes and Employee Engagement: A Meta-Analysis of Construct Redundancy | **Dana L. Joseph**, U. of Illinois, Urbana-Champaign; **Daniel A. Newman**, U. of Illinois, Urbana-Champaign; **Charles Hulin**, U. of Illinois, Urbana-Champaign

📖 Task Structure- Work Outcome Relationships: The Moderating Role of Planning and Scheduling | **Tejinder K Billing**, Rowan U.; **Rabi S. Bhagat**, U. of Memphis

📖 The Effect of High Commitment HR Practices and Charismatic Leadership on Firm Performance | **Elizabeth McClean**, Cornell U.

**1069** 📖: (DRP Session) - (HR) **Compensation and Performance**

3:00pm - 4:30pm Le Centre Sheraton: Hemon

Chair: **Bard Kuvaas**, BI Norwegian School of Management

📖 Performance Pay and Feedback as Structural Antecedents to Employee Well-Being | **Kimberly K. Merriman**, Penn State U. School of Graduate Professional Studies; **John R. Deckop**, Temple U.

The impact of negative compensation shocks on individual performance | **Susan Dustin**, Southern Illinois U., Edwardsville

📖 Examining the Structure and Determinants of Top Officers' Pay in American Labor Unions | **Felice B. Klein**, Cornell U.; **Kevin Hallock**, Cornell U.

📖 Postsecondary Education And Counterproductive Work Behaviors: Evidence Of Human Capital? | **Ernest E Stark**, Bellevue U.; **Paul Poppler**, Bellevue U.; **Greg Ashley**, Bellevue U.

→ 📖 Managerial Gender Pay Gap in Top Corporate Jobs in China | **Lin Xiu**, U. of Toronto

**1070** 📖: (HR) **Interpersonal Mistreatment: The Dark Side of Work Relationships**

3:00pm - 4:30pm Le Centre Sheraton: Salon C

Chairs: **Dana McDaniel**, U. of California, Irvine; **Payal Nangia Sharma**, U. of Maryland U. College

Discussant: **Debra L. Shapiro**, U. of Maryland

How the Motivation to Detect Victimization Contributes to Victimization in Groups | **Jennifer T. Carson**, London Business School; **Stefan Thau**, London Business School; **Karl Aquino**, U. of British Columbia; **Laurie J. Barclay**, Wilfrid Laurier U.

Black Holes & Generative Potential: Negative Energy across Interdependent Work Contexts | **Dana McDaniel**, U. of California, Irvine; **Cristina Gibson**, U. of California, Irvine

Help or Hindrance? The Role of Social Network Dynamics in Dyadic Relationship Conflict | **Payal Nangia Sharma**, U. of Maryland U. College; **Vijaya Venkataramani**, U. of Maryland - College Park; **Debra L. Shapiro**, U. of Maryland

Differential Suffering? The Role of Social Capital in Abusive Supervision | **Suzanne Keasey Edinger**, U. of Maryland, College Park; **Payal Nangia Sharma**, U. of Maryland U. College

**1071** 🗣️JS: (HR, CAR) **Workplace Features and Employee Wellbeing: An Occupational Health Perspective**

3:00pm - 4:30pm Le Centre Sheraton: Drummond east

Chairs: **Taylor Elizabeth Sparks**, U. of Georgia; **Lillian Eby**, U. of Georgia

Working While Walking: Effects on Organizational Performance and Employee Wellbeing | **Avner Ben-Ner**, U. of Minnesota; **Darla Flint Paulson**, U. of Texas, Arlington; **James A Levine**, Mayo Clinic; **Gabriel A Koepp**, Mayo Clinic

The Physical Work Environment as a Unique and Neglected Predictor of Attitudinal Strain | **Lillian Eby**, U. of Georgia; **Hannah Gail Burk**, U. of Georgia; **Robert J. Vandenberg**, U. of Georgia; **Katie Kincaid**, U. of Georgia

Flexible Work Arrangement Availability and Employee Health Behavior | **Tammy D. Allen**, U. of South Florida; **Ashley Gray Walvoord**, Verizon Wireless; **Mary P Martinasek**, U. of South Florida; **Stephanie Melton**, U. of South Florida; **Rita Debate**, U. of South Florida; **David Himmelgreen**, U. of South Florida

The Impact of Workplace Mentoring on Burnout: A Longitudinal Study | **Taylor Elizabeth Sparks**, U. of Georgia; **Sara L Curtis**, U. of Georgia; **Charles Lance**, U. of Georgia

**1072** → 📖: (Paper Session) - (IM) **Pressing the Frontiers of International Management Research**

3:00pm - 4:30pm Le Centre Sheraton: Dickens

Chair: **Nakiye Boyacigiller**, Sabanci U.

→ Shifting From Sheep to Shepherds: Seeking a Context-Focused Paradigm for International Business | **Mikelle A. Calhoun**, Georgia Southern U.

→ 🗣️ Scientific Mindfulness: A Foundation for Future Themes in International Business | **Karsten Jonsen**, IMD; **Edward McDonough**, Northeastern U.; **Martha L Maznevski**, IMD; **David C. Thomas**, Simon Fraser U.; **Iris Berdrow**, Bentley U.; **Joerg Dietz**, U. of Lausanne; **Catherine T Kwantes**, U. of Windsor; **Svetlana Madzar**, U. of Minnesota; **Sully Taylor**, Portland State U.; **Todd J. Weber**, U. of Nebraska-Lincoln; **Mila B. Lazarova**, Simon Fraser U.; **Mary M. Maloney**, U. of St. Thomas; **Julia Gluesing**, Wayne State U.; **Sue Canney Davison**, Pipal International; **Nakiye Boyacigiller**, Sabanci U.

→ 📖 The Three-Stage Paradigm of International Expansion Revisited | **Chang Hoon Oh**, Brock U.; **Farok J. Contractor**, Rutgers U.

→ 📖 Expanding the Boundaries of the Work and Family Interface: A Review and Agenda for Future Research | **Yu-Shan Hsu**, U. of Wisconsin Milwaukee; **Janice R. Joplin**, Southern Illinois U., Edwardsville

**1073** → 📖: (Paper Session) - (IM) **Country Choice and Selection in International Management**

3:00pm - 4:30pm Le Centre Sheraton: Salon 1

Chair: **Moses Acquah**, U. of North Carolina, Greensboro

→ 🗣️ How Does Home-Country Matter for Internationalization? Location Choice and Legitimacy Spillovers | **Gurneeta Vasudeva**, U. of Minnesota

📖 Country Selection in International Business: A Transaction Cost Approach | **Lance Brouters**, Kennesaw State U.; **Timothy Jon Wilkinson**, Montana State U. Billings; **Somnath Mukhopadhyay**, U. of Texas, El Paso; **Keith D. Brouters**, North Carolina State U.

➔ An Examination of Managerial Location Shunning During MNC Location Choice Processes | **Andreas P.J. Schotter**, Thunderbird School of Global Management

➔ International Clustering and Subsidiary Performance | **Jing'an Tang**, Sacred Heart U.

**1074** ➔ 📖: (DRP Session) - (IM) **New Insights in International Human Resource Management**

3:00pm - 4:30pm Le Centre Sheraton: Salon 4

Facilitator: **Paula M Caligiuri**, Rutgers U.

Previous International Experience, Cross-Cultural Training, and CQ: The Role of Goal Orientation | **Byoung Kwon Choi**, Korea U. Business School; **Hyoungh Koo Moon**, Korea U.; **Jae Shik Jung**, Korea U. Business School

➔ Determinants of Expatriate ROI in Global Firms:

Advancing the Conceptual Framework | **Yvonne McNulty**, Monash U.; **Helen DeCieri**, Monash U.

📖 How the Effects of Managers Mobility on Market Tie Dissolution Vary across Countries | **Marleen McCormick**, U. of Illinois, Urbana-Champaign; **Joseph Broschak**, U. of Arizona

➔ How German, Japanese, and U.S. Executives View Markets and Planning as Coordinating Mechanisms | **William G Egelhoff**, Fordham U.; **Erich Frese**, U. of Cologne

**1075** ➔ 📖: (IM) **Actors and Agency: MNE Innovation and Change in Diverse Institutional Settings**

3:00pm - 4:30pm Le Centre Sheraton: Salon B

Organizer: **Gwyneth Edwards**, Concordia U.

Chair: **Ayse Saka**, U. of Surrey

Discussant: **Arndt Sorge**, U. of Groningen

MNCs as institutional change agents | **Tatiana Kostova**, U. of South Carolina

Institutions and agency in the creation of Taiwan's hi-tech multinationals | **Shih-Chang Hung**, National Tsing Hua U.; **Richard Whittington**, Said Business School

Politics and power within MNCs: The role of interests, identities and institutions | **Mike Geppert**, U. of Surrey  
Actors and agents: MNEs and researchers in diverse institutional settings | **Rick Molz**, Concordia U.

**1076** ➔ 📖SHCS: (IM, OB, RM) **The Role of National Culture in Leadership Research: Critical Questions and Unresolved Issues**

3:00pm - 4:30pm Le Centre Sheraton: Salle Ballroom center

Chair: **Peter W Dorfman**, New Mexico State U.

Participants: **Gary Yukl**, U. at Albany, SUNY; **Miriam Erez**, Technion Israel Institute of Technology; **Stephen J. Zaccaro**, George Mason U.; **Paul J Hanges**, U. of Maryland; **Mark E. Mendenhall**, U. of Tennessee, Chattanooga

**1077** 🗣️📖: (Paper Session) - (MC) **Consultant-Client Relationships**

3:00pm - 4:30pm Delta Centre-Ville: Cartier A

Chair: **Alan Goldman**, Arizona State U.

➔ Challenging the Orthodoxies of Co-Production Theory: A Contingent View of Service Co-Production | **Andrea Ordanini**, Bocconi U.; **Robert J. DeFillippi**, Suffolk U.; **Mark Lehrer**, Suffolk U.; **Marcela Miozzo**, U. of Manchester; **Damian Grimshaw**, U. of Manchester

📖 Bricolage, Engineering and Management Consulting Work | **Stefan Heusinkveld**, Radboud U. Nijmegen; **Klaasjan Visscher**, U. of Twente

🗣️📖 Executive Coaching: The Effect of Working Alliance Discrepancy on Coachees' Self-Efficacy | **Louis Baron**, U. du Québec à Montréal; **Lucie Morin**, U. du Québec à Montréal; **Denis Morin**, U. du Québec à Montréal

Winner of the Graziadio Business School/Pepperdine Award for Outstanding Practice-Based Paper on Management Consulting

**1078** 🗣️➔📖: (Paper Session) - (MED) **How Do We Know What We Know? Evidence-based Learning, Appreciative Inquiry and Forms of Knowing**

3:00pm - 4:30pm Le Palais Des Congres: 516E

Chair: **David S. Bright**, Wright State U.

📖 Evidence-Based Management in MBA Management Course Syllabi: What "Evidence" is there? | **Steven D. Charlier**, U. of Iowa; **Kenneth G. Brown**, U. of Iowa; **Sara L Rynes**, U. of Iowa

🗣️🗣️ Using appreciative inquiry as a tool to carve entrepreneurial mindsets—Implications for pedagogy | **Rashmi H. Assudani**, Xavier U.; **Ravi Chinta**, Xavier U.; **Chris Manolis**, Xavier U.; **David Burns**, Xavier U.

Forms of Knowing: From Habitual Blindness to Saper Vedere in Management Education | **Stefan Meisiek**, U. Nova de Lisboa; **Eirik Johannes Irgens**, Nord-Trøndelag U. College; **Daved Barry**, Nova U., Lisbon

**1079** 🗣️➔🗣️🗣️JS: (MED, ODC) **Transfer of learning success: The benefits of collaborative academic/industry engagement**

3:00pm - 4:30pm Le Palais Des Congres: 516D

Chair: **Caroiline Hatcher**, Queensland U. of Technology

Participants: **Stephane A. Tywoniak**, Curtin U. of Technology; **Jude G. Olson**, Lockheed Martin Aeronautics Company; **Judy Matthews**, Queensland U. of Technology; **Dan Bennet**, Lockheed Martin

Winner of MED Division Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School)

**1080** 📖: (DRP Session) - (MH) **Influencing Great Minds: Ideas and Events that Shaped the Thoughts of Management Thinkers**

3:00pm - 4:30pm The Queen Elizabeth: St-Laurent

Chair: **Regina A. Greenwood**, Nova Southeastern U.

📖 How "we have got to the top of a gold mine": F. W. Taylor's Early Career Socialization | **Aleksey A. Tikhomirov**, State U. of New York, Binghamton

📖 "The first case of scientific time-study that I ever saw.." G.A. Wentworth's Impact on F.W. Taylor | **Aleksey A. Tikhomirov**, State U. of New York, Binghamton

The Salvation of Meaning: The Mission of Peter Drucker's Management Theory. | **Madeline Toubiana**, Schulich School of Business, York U.; **Gad Yair**, Hebrew U. of Jerusalem

📖 What Simon Said: The Impact of the Major Management Works of Herbert Simon | **Gerry Kerr**, U. of Windsor

**1081** 📖: (Paper Session) - (MOC) **Creativity: Definition and antecedents**

3:00pm - 4:30pm Delta Centre-Ville: Cartier B

Facilitator: **Ariel Levi**, Wayne State U.

📖 Peripheral Knowledge and Innovation in Work Groups: The Relevance of Irrelevant Knowledge | **Wendy Ham**, U. of Pennsylvania; **Martine Haas**, U. of Pennsylvania

📖 When the Mind and Body Collide: Mind-Body Dissonance Generates Creative Sparks | **Li Huang**, Kellogg School of Management; **Adam D. Galinsky**, Northwestern U.

Creativity defined. An examination of creativity definitions | **Barbara Slavich**, Bocconi U.

**1082** 📖: (Paper Session) - (MOC) **The Development and Application of Transactive Memory Systems**

3:00pm - 4:30pm Delta Centre-Ville: St-Charles

Facilitator: **Shalei V. K. Simms**, Ramapo College of New Jersey

A Theoretical Model of the Antecedents and Consequences of Transactive Memory Systems | **Jenny Liao**, U. of Queensland; **Nerina L. Jimmieson**, U. of Queensland; **Anne Therese O'Brien**, U. Exeter

📖 The Impact of Affective Ties & Transactive Memory on Expertise Retrieval: A multilevel Study | **Y. Connie Yuan**, Cornell U.; **Inga Carboni**, College of William & Mary; **Kate Ehrlich**, IBM

📖 Preparing for Catastrophe: Training Design and Transactive Memory in Emergency Multiteam Systems | **Mark P. Healey**, U. of Leeds; **Gerard P. Hodgkinson**, U. of Leeds

**1083** 📖: (DRP Session) - (MOC) **The role of cognition in team performance**

3:00pm - 4:30pm Delta Centre-Ville: Verriere A

Facilitator: **Viktor Dorfler**, Strathclyde U.

📖 Can Collectives Cognize? Taking Seriously the Idea of Group Cognition | **Gazi Islam**, Inspec Institute of Education and Research

📖 Cognitive diversity and team performance: The roles of team mental models and information processing | **Marieke C. Schilpzand**, Georgia Institute of Technology; **Luis Martins**, U. of Texas, Austin

📖 Do you see what I see? The Effect of Members' Cognitive Styles on Team Processes and Performance | **Ishani Aggarwal**, Carnegie Mellon U.; **Anita Williams Woolley**, Carnegie Mellon U.

📖 Ex Uno Plures. Toward a Conceptualization of Group Ambivalence | **Camille Pradies**, Boston College; **Michael G. Pratt**, Boston College

📖 Team Reflexivity and Innovation: The Moderating Role Of Team Context | **Michaëla C. Schippers**, RSM Erasmus U.; **Michael West**, Aston U.; **Jeremy Dawson**, Aston U.

**1084** 📖🗺️👤: (Paper Session) - (MSR) **MSR Theory Building**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 2

Chair: **Eric B. Dent**, U. of North Carolina, Pembroke

🗺️👤📖 Theorizing 'The Whole Person': An empirical study on the nature of 'being' in organizations | **Marjolein Lips-Wiersma**, U. of Canterbury; **Albert J. Mills**, St. Mary's U.

📖 Does the kingdom of God support contemporary management theory, or call for alternatives? | **Bruno Dyck**, U. of Manitoba; **Glenn Sawatzky**, Canadian Mennonite U.

📖 Cross-Currents in the Channel: Navigating Tensions of Workplace Spirituality | **Mathew L. Sheep**, Illinois State U.

**1085** 📖: (DRP Session) - (OB) **Trust within Organizations**

3:00pm - 4:30pm Le Centre Sheraton: Salle Ballroom east

Facilitator: **Sabrina Deutsch Salamon**, York U.

📖 With My Head or My Heart? How Chinese Executives Trust Overseas Chinese and Non-Chinese Partners | **Crystal Xiangwen Jiang**, Bryant U.; **Roy YJ Chua**, Harvard U.; **Masaaki Kotabe**, Temple U.; **Janet Y. Murray**, U. of Missouri -st.Louis

➔🗺️📖 What Happens When You Trust? The Role of Psychological Meaningfulness, Safety and Availability | **Ning Li**, U. of Miami; **Hwee-Hoon Tan**, Singapore Management U.

➔📖 Trustworthiness in the Eyes of the Beholder: Factors Determining Trustworthiness in China | **Li Ma**, Peking U.; **Run Ren**, Guanghua School of Management, Peking U.; **Yunhui Xie**, Guanghua School of Management, Peking U.; **Zhi-Xue Zhang**, Peking U.

🗺️📖 Affect Based Risk Perceptions and How They Impact Our Decisions to Trust. | **David J. Bechtold**, U. of Tampa; **Dharm P. S. Bhawuk**, U. of Hawaii at Manoa; **Ko-Hui Tung**, Long Sheng Technologies

🗺️📖 Dare to Care (and Repair): A Reevaluation of the Relationship Repair Process for Trust Violations | **Kristen Bell DeTienne**, Brigham Young U.; **Ryan K. Gottfredson**, Indiana U., Bloomington; **James C. Phillips**, U. of California, Berkeley

**1086** 📖: (Paper Session) - (OB) **Conflict and Decision Making within Groups**

3:00pm - 4:30pm Le Centre Sheraton: Salon 6

Chair: **Sherry M Thatcher**, U. of Louisville

📖 Suspending Group Debate and Group Problem Solving | **Daan Stam**, Erasmus U. Rotterdam; **Arne De Vet**, De Vet Management; **Harry G. Barkema**, Rotterdam School of Management, Erasmus U.; **Carsten K. W. De Dreu**, U. of Amsterdam

📖 Me, Us and the Others: The Effects of Multi-Level Workplace Identification on Inter-Team Conflict | **Kate Horton**, U. of Sheffield; **Mark A. Griffin**, U. of Western Australia

📖 Better Lagged Than Never: The Lagged Effects of Process Interventions on Group Decisions | **Colin M. Fisher**, Harvard U.

**Winner of OB Division Best Dissertation-Based Paper Award, sponsored by John Wiley & Sons on behalf of the Journal of Organizational Behavior**

📖 Seeding of Our (Dis)content: Compositional Influences on Team Conflict - Performance Relationships | **Mark Maltarich**, Saint Ambrose U.; **Gregory P. Reilly**, U. of Connecticut; **John Mathieu**, U. of Connecticut

**1087** 📄: (Paper Session) - (OB) **Sources of Stress and Exhaustion**

3:00pm - 4:30pm Le Centre Sheraton: Salon 8

Chair: **Marilyn A. Uy**, U. of Victoria

- 📄 The Effects of Intra-Organizational Competition on Strain and Work Behavior in Service Businesses | **Artur Baldauf**, U. of Bern; **Steven P. Brown**, U. of Houston; **Simone Sesboué**, U. of Bern
  - 📄 Stress Contagion in Organizations: Friendship Ties and Similarity of Stress Level | **Wu Liu**, Hong Kong Polytechnic U.; **Israr Qureshi**, Hong Kong Polytechnic U.; **Yulin Fang**, City U. of Hong Kong
  - 🗣️📄 A Test of the Demand-Control Model: The Role of Emotional Stability in Flexible Work Design | **Sara Jansen Perry**, U. of Houston
- Beyond Workaholism: Towards a General Model of Heavy Work Investment | **Raphael Snir**, Academic College of Tel Aviv-Yaffo; **Itzhak Harpaz**, U. of Haifa

**1088** 📄: (Paper Session) - (OB) **Employee Voice Behavior**

3:00pm - 4:30pm The Queen Elizabeth: Gatineau

Chair: **Sara L. Wheeler-Smith**, New York U.

- Expanding the Conceptual Domain of Voice: Voice as a Multi-dimensional Construct | **Timothy D. Maynes**, Indiana U.
- 📄 Employee Silence and Voice: Modeling the Constructs and Development of Measures | **Chad Brinsfield**, U. of St. Thomas
- 📄 Exit and Voice Behavior of Active and Passive Loyalists in an Occupational Safety Context | **Sean Tucker**, U. of Regina; **Nick Turner**, U. Manitoba
- 🗣️📄 When Does Voice Prompt Action? Constructing Ideas That Trigger Attention, Importance and Feasibility | **Julie Sharek**, U. of Texas, Austin; **Ethan Burris**, U. of Texas, Austin; **Caroline A Bartel**, U. of Texas, Austin

**1089** 📄: (DRP Session) - (OB) **Leadership Across Levels**

3:00pm - 4:30pm The Queen Elizabeth: Marquette

Facilitator: **Michael Abelson**, Texas A&M U.

- 📄 Leadership, Commitment, and Team Performance during Change: A Multi-Level, Multi-Mediation Study | **Bjoern Michaelis**, U. of Heidelberg; **Christoph Nohe**, U. of Heidelberg; **Jochen I. Menges**, U. of Cambridge; **Karlheinz Sonntag**, U. of Heidelberg
- 📄 Leadership across Levels: A Twenty-Year Review | **Leslie A. DeChurch**, U. of Central Florida; **Nathan J. Hiller**, Florida International U.; **Toshio Murase**, U. of Central Florida; **Daniel Doty**, U. of Central Florida; **Eduardo Salas**, U. of Central Florida
- 🗣️📄 Leadership Climate, Unit Effectiveness, and the Counterintuitive Role of Negative Affective Tone | **Anna L. Steinhage**, U. of Heidelberg; **Bjoern Michaelis**, U. of Heidelberg; **Kizzy M. Parks**, K. Parks Consulting, Inc.; **Daniel McDonald**, Defense Equal Opportunity Management Institute
- 🗣️📄 Effectiveness of Leadership Behaviors on Employee- & Corporate-Level: A Dyadic Study across Cultures | **Bastian Winkenbach**, RWTH Aachen U.

**1090** 📄: (Paper Session) - (OB) **Workplace Politics**

3:00pm - 4:30pm The Queen Elizabeth: Nicolet

Chair: **Patricia Faison Hewlin**, Georgetown U.

- 📄 Influence Tactic Ambidexterity for Achieving Performance: The Moderating Role of Political Skill | **Ilias Kapoutsis**, Athens U. of Economics and Business; **Alexandros Papalexandris**, Athens U. of Economics and Business; **Andreas G Nikolopoulos**, Athens U. of Economics and Business
- Combined Effects of Perceived Organizational Politics and Psychological Capital on Job Outcomes | **Muhammad Abbas**, Riphah International U.; **Usman Raja**, Brock U.
- 📄 The Contradictory Influences of Organizational Politics on Organizational Citizenship Behaviors | **Hsin-Hua Hsiung**, National Dong Hwa U.; **Chia-Wu Lin**, National Dong Hwa U.; **Chi-Sheng Lin**, National Dong Hwa U.
- 📄 A Sensemaking View of Impression Management Theory: Self-Promotion and Compensation in the NBA | **David T. Wagner**, Singapore Management U.; **Christopher M. Barnes**, U.S. Military Academy, West Point

**1091** 📄: (Paper Session) - (OB) **Ethical Leadership**

3:00pm - 4:30pm The Queen Elizabeth: Richelieu

Chair: **Roger McGrath**, Queens U. of Charlotte

- 🗣️📄 Ethical Leadership Evaluations After Moral Transgression: Social Distance Makes the Difference | **Andranik Tumasjan**, TUM School of Management; **Maria Strobel**, TUM School of Management
- 📄 The Influence of Ethical Leadership and Regulatory Focus on Employee Outcomes | **Mitchell J. Neubert**, Baylor U.; **Cindy Wu**, Baylor U.; **James Roberts**, Baylor U.
- 📄 Internal Motivation, Ethical Leadership, and Ethical Mindfulness in Organizations | **Christian J. Resick**, Drexel U.; **Michael B. Hargis**, U. of Central Arkansas; **Ping Tyra Shao**, Drexel U.; **Scott Dust**, Drexel U.
- 📄 The Effect of Authentic Transformational Leadership on Follower and Group Ethics | **Weichun Zhu**, Penn State U. School of Graduate Professional Studies; **Ronald E. Riggio**, Claremont McKenna College; **John J. Sosik**, Pennsylvania State U., Great Valley

**1092** 🗣️📄: (OB, HCM) **Improving Networks and Teamwork in Teams That Dare to Care**

3:00pm - 4:30pm The Queen Elizabeth: Bersimis

Organizer: **Douglas R Wholey**, U. of MinnesotaDiscussant: **Thomas D'Aunno**, Columbia U.

The Social Structure of Teams that Dare to Care:

- Performance pathways beyond design, and task | **Pri Pradhan Shah**, U. of Minnesota
- Paths Less Traveled: Network Social Capital in ACT Team | **David Knoke**, U. of Minnesota, Twin Cities
- Team Affective Texture and Thriving | **Michelle K. Duffy**, U. of Minnesota
- Network Correlates Of Transactive Memory System Accuracy And Consensus: The Role Of Work And Help | **Xi Zhu**, U. of Minnesota

**1093** 🗣️📄: (OB, HR) **Passion and Proactivity: When and How does Affect at Work Fuel Self-initiated Behaviors?**

3:00pm - 4:30pm The Queen Elizabeth: Grand Salon

Chairs: **Uta Bindl**, U. of Sheffield; **Chak Fu Lam**, U. of Michigan, Ann ArborDiscussant: **Sharon K. Parker**, U. of Western Australia

Vigor and Proactivity: Results from a Longitudinal Study | **Charlotte Fritz**, Portland State U.; **Youngah Park**, Bowling Green State U.; **Purnima Gopalkrishnan**, Bowling Green State U.; **Katherine Alexander**, Bowling Green State U.; **Sabine Sonnentag**, U. of Konstanz

Happy and Proactive? The Role of Hedonic and Eudaimonic Well-being in Personal Initiative | **Verena C. Hahn**, U. of Mainz; **Michael Frese**, National U. of Singapore; **Antje Schmitt**, Giessen U.; **Carmen Binnewies**, U. of Mainz

Fueled into Proactivity: How the experience of positive affect impacts on proactive self-regulation | **Uta Bindl**, U. of Sheffield; **Sharon K. Parker**, U. of Western Australia

When does Positive Affect lead to Proactivity? The Moderating Role of Instrumentality | **Chak Fu Lam**, U. of Michigan, Ann Arbor

Justice Perceptions of Performance Appraisals and their Effect on Proactivity at Work | **Frank D. Belschak**, U. of Amsterdam; **Deanne N. DenHartog**, U. of Amsterdam; **Gabriele Jacobs**, Erasmus U. Rotterdam

An Examination of the Relationship between Positive Affective Experiences and Knowledge Sharing | **John P. Trougakos**, U. of Toronto; **David Zweig**, U. of Toronto; **Subrahmaniam Tangirala**, U. of Maryland, College Park

**1094** 🗄️🗣️📄JS: (OB, HR) **Supervisor Support in the Workplace: Investigating Antecedents, Incremental Validity and Moderators**  
3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 1  
*Chair:* **Karin A. Orvis**, Old Dominion U.  
*Discussant:* **Linda Shanock**, U. of North Carolina, Charlotte

Incremental Validity of Supervisor Support in the Prediction of Job-Related Strain and Well-Being | **Joseph Nicholas Luchman**, George Mason U.; **M. Gloria González-Morales**, George Mason U.

Meta-Analytically Investigating Relationships between Workplace Support and Training Outcomes | **Karin A. Orvis**, Old Dominion U.; **Kristina Bauer**, Old Dominion U.; **Gregory P. Leffler**, Old Dominion U.; **Debra A. Major**, Old Dominion U.; **Valerie J. Morganson**, Old Dominion U.

Employees' Generalization of Leader-Member Exchange to the Organization | **Robert Eisenberger**, U. of Houston; **Gokhan Karagonlar**, U. of Delaware; **Florence Stinghamber**, U. Catholique de Louvain; **Pedro Neves**, U. of Delaware

Antecedents of Perceived Supervisor Support: A Multilevel Investigation | **Mindy Krischer**, U. of Houston; **Eleanor Waite**, U. of Houston; **L A Witt**, U. of Houston

**1095** 🗄️JS: (OB, HR) **Empowerment Research: Enabling Employees to Make a Difference**  
3:00pm - 4:30pm The Queen Elizabeth: Jolliet  
*Chair:* **Michael Lance Frazier**, Old Dominion U.  
*Discussant:* **Bradley L. Kirkman**, Texas A&M U.

Voice Climate, Work Outcomes, and the Mediating Role of Psychological Empowerment | **Michael Lance Frazier**, Old Dominion U.

Empowerment Climate, Unit Performance, and the Moderating Role of Within-Unit Accountability | **Paul Johnson**, Oklahoma State U.; **Kimberly Mathe**, Oklahoma State U.; **J. Craig Wallace**, Oklahoma State U.

Social Climate as a Double-Edged Sword: Connecting Empowering Leadership and Discretionary Behaviors | **Ning Li**, Texas A&M U.; **Dan S. Chiaburu**, Texas A&M U.

Empowering Performance Management: Linking Performance Review Characteristics to Outcomes | **Koen Dewettinck**, Vlerick Leuven Gent Management School; **Hans van Dijk**, Tilburg U.; **Dirk Buyens**, Ghent U.

**1096** 🗄️JS: (OB, HR, MOC) **What do Leaders Think of Followers? Exploring Implicit Followership Theories**  
3:00pm - 4:30pm The Queen Elizabeth: St-Maurice  
*Chairs:* **Thomas Sy**, U. of California, Riverside; **Daan van Knippenberg**, Rotterdam School of Management, Erasmus U.  
*Discussant:* **Dov Eden**, Tel Aviv U.

Integrating Implicit Followership and Implicit Leadership Theories into a Dyadic Leadership Model | **Niels van Quaquebeke**, Erasmus U. Rotterdam; **Suzanne van Gils**, Rotterdam School of Management, Erasmus U.

Positive Cascade: Prototypical LIFTs Scores Predict Interpersonal Success | **Elliot Kruse**, U. of California, Riverside

Effects of Leaders' Schema and Affect on Attributions of Charismatic Leadership and Performance | **Stefanie K. Johnson**, U. of Colorado at Denver and Health Sciences Center; **Uma Kedharnath**, Colorado State U.

Self-Fulfilling Prophecies, Leaders' Implicit Followership Theories and Follower Group Outcomes | **Susanna Tram**, U. of California, Riverside

Positive Perceptions of Followers as Ingredients for the Pygmalion Effect in Managerial Settings. | **Paul Whiteley**, U. of California, Riverside

Cultural Values and Personality in Predicting Job Outcomes in Multicultural Teams: Do LIFTs Matter | **Tina Kim-Jo**, Seoul National U.; **Jin Nam Choi**, Seoul National U.

**1097** : (Paper Session) - (OCIS) **Improving Performance of Software Development Teams**  
3:00pm - 4:30pm Le Palais Des Congres: 511D  
*Chair:* **Bing Ran**, Pennsylvania State U., Harrisburg  
*Discussant:* **George Kuk**, U. of Nottingham

🗄️🗣️ Communication, Team Performance, and the Individual: Bridging Technical Dependencies | **Patrick Wagstrom**, IBM; **James D. Herbsleb**, Carnegie Mellon U.; **Kathleen M. Carley**, Carnegie Mellon U.

➔ 🗄️ What impacts Requirements Analysis success in a virtual offshore environment? | **Vanita Yadav**, Institute of Rural Management Anand (IRMA); **Monica Adya**, Marquette U.; **Varadharajan Sridhar**, Sasken Communication Technologies; **Dhruv Nath**, Management Development Institute, Gurgaon, India

🗄️ Coordinating through Communication over Distance: A Case of Geographically Distributed Software Work | **Hyun Gyung Im**, Massachusetts Institute of Technology

**1098** : (DRP Session) - (OCIS) **Institutions, Markets, and Economy**  
3:00pm - 4:30pm Le Palais Des Congres: 515C  
*Facilitator:* **Jim Lyttle**, Pennsylvania State U., Great Valley



- 📖 Who Do You Know? A Social Constructivist Analysis of Selective Professional Service Auctions | **Thomas Mattson**, U. of Hawaii at Manoa
- ➔ 📖 A Conceptual Model of Electronic Banking Service Quality (EBSQ) in an Emerging Economy | **Olayinka David-West**, Lagos Business School; **Dong-Ling Xu**, Manchester Business School, The U. of Manchester; **Kathleen Keeling**, Manchester Business School, The U. of Manchester
- ➔ 🗣️ 📖 Network integration models and groups of services delivered by Brazilian branchless banking | **Eduardo Henrique Diniz**, EAESP-FGV; **Martin Jayo**, EAESP-FGV; **Felipe Zambaldi**, Centro U. da FEI; **Tania Chistoupolos**, EAESP-FGV
- 🗣️ ➔ 📖 How institutions work. An ethnographic study of a technological change in a newspaper organization. | **Elena Raviola**, Jönköping U.
- 📖 On the Process of IS Alignment: Niche Construction Theory | **Brent Gallupe**, Queens U. Canada; **Chris T. Street**, U. of Regina
- 1099** ➔ 📖 JS: (OCIS, TIM) Different Perceptions and Perceptions of Difference in Globally Distributed Teams  
3:00pm - 4:30pm Le Palais Des Congres: 511C  
Chairs: **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Maria Rita Tagliaventi**, U. of Bologna  
Discussant: **Jeanne M Wilson**, William & Mary  
Perceptions of Leaders of Co-located and Global Work Teams | **Suzanne P. Weisband**, U. of Arizona  
Identity of Bicultural Leaders | **Natalia Levina**, New York U.  
Dissimilarities Tie, Similarities Untie: Perceptions of Different Professional Identities in GDTs | **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Maria Rita Tagliaventi**, U. of Bologna  
Multitasking and Multi-modularity in Globally Distributed Teams: Does Perception Matter? | **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Andrea Prencipe**, U. G. d'Annunzio; **Amar Gupta**, U. of Arizona, Tucson
- 1100** 📖: (ODC) **Culbert's Influence: Demystifying and Deconstructing the Leadership Process**  
3:00pm - 4:30pm Le Centre Sheraton: Drummond center  
Chair: **Vicki M. Scherwin**, California State U., Long Beach  
Discussant: **Samuel A Culbert**, U. of California, Los Angeles  
Participants: **Jean-Francois Coget**, California Polytechnic State U.; **Scott J. Schroeder**, Bainbridge Graduate Institute; **Vicki M. Scherwin**, California State U., Long Beach; **Samuel A Culbert**, U. of California, Los Angeles
- 1101**: (DRP Session) - (ODC) **Knowledge Transfer and Learning During Change**  
3:00pm - 4:30pm Le Centre Sheraton: Salon 5  
Facilitator: **Ross A. Wirth**, Franklin U.  
📖 Dancing in the Goldfish Bowl | **Diane Phillips**, U. of Canberra; **Liz Lee-Kelley**, Cranfield School of Management  
📖 Organizational Knowledge Transfer: Introducing A Multi-Level Perspective | **Jan Merok Paulsen**, Hedmark U. College; **Kjell B Hjertø**, Norwegian School of Management  
📖 Organizational Knowledge as Practice.- C Elegans and The Inquiry of Situations | **Jan Löwstedt**, Stockholm U.
- 🗣️ 📖 Sensing and Detecting Change: Early Access to Knowledge Sources for Effective Organizational Change | **Saraswati Sastrowardoyo**, School of Management, U. of South Australia  
Metaphors of Learning and Change Used by Those Who 'Dare to Care' | **Catherine Cassell**, Manchester Business School; **Bill Lee**, U. of Sheffield, UK
- 1102**: (ODC) **ODC Distinguished Speaker: Michael Beer**  
3:00pm - 4:30pm Le Centre Sheraton: Salon A  
High Performance, High Commitment: How to Develop a Resilient Organization for Sustained Advantage  
Distinguished Speaker: **Michael Beer**, Harvard U.
- 1103**: (Paper Session) - (OM) **Supply Chain Performance**  
3:00pm - 4:30pm Le Palais Des Congres: 516B  
Chair: **Lisa Marie Ellram**, Miami U.  
🗣️ 📖 Context-dependency of Purchasing and Supply Management: an empirical Institutional Theory Approach | **Dieter Kerkfeld**, European Business School, Wiesbaden; **Evi Hartmann**, Friedrich-Alexander-U. of Erlangen-Nuremberg
- ➔ 🗣️ 📖 Understanding Global Supply Chain Partners: Supplier Selection Decision Models | **Daewoo Park**, Xavier U.; **Hema A Krishnan**, Xavier U.; **Mina Lee**, Purdue U.
- ➔ 📖 Supply Chain Structure, Inventory Turnover, and Financial Performance: Evidence from China | **Shanshan Hu**, Indiana U.; **Qing Ye**, Tsinghua U.; **Wei Chi**, Tsinghua U.; **Barbara B. Flynn**, Indiana U.
- 1104** ➔: (DRP Session) - (OM) **Division Roundtable: International perspectives: China, Europe, USA**  
3:00pm - 4:30pm Le Palais Des Congres: 525B  
Facilitator: **Barbara B Flynn**, Indiana U.  
➔ 📖 Linkages among Business Relationships, Operations Strategy and Performance in China's Retail Sector | **Wantao Yu**, Buckinghamshire New U.; **Ramakrishnan Ramanathan**, U. of Nottingham  
📖 Does Stockholder Orientation Impact of Suppliers and Buyers Relationship: Evidence from China | **Hua Song**, Renmin U. of China; **Xiande Zhao**, Chinese U. of Hong Kong; **Ian Wang**, Renmin U. of China  
➔ ISO 9000 Systems as Mediators and the Adoption of Proactive Environmental Practices in China | **James J Cordeiro**, State U. of New York, Brockport; **Qinghua Zhu**, Dalian U. of Technology; **Joseph Sarkis**, Clark U.
- 📖 A bibliometric comparison of European and American operations management research agendas | **Sibo Cui**, Durham Business School; **Christos Tsinopoulos**, Durham Business School
- 1105** 📖: (DRP Session) - (OMT) **Governance and Top Management Processes**  
3:00pm - 4:30pm Le Palais Des Congres: 511F  
Chair: **Steven Boivie**, U. of Arizona  
📖 CEO Succession, Senior Executive Changes, and Social Relationship Ties: The Case of CEO/CFO Turnover | **Kevin Zander**, WHU – Otto Beisheim School of Management, Vallendar; **Volker Büttner**, WHU – Otto Beisheim School of

Management, Vallendar; **Utz Schäffer**, WHU – Otto Beisheim School of Management, Vallendar  
 The Influence of CEOs' and Organizational Prior Experience on Post-Acquisition Performance | **Massimo Maoret**, Boston College; **Fabio Fonti**, Free U. Bozen-Bolzano  
 An Institutional Based view of CEO Dismissal: How Institutions Affect CEO Dismissal | **Weiwon Li**, Chinese U. of Hong Kong  
 Effect of Institutional Legacy on Ownership-Performance Linkages | **Indrajit Mukherjee**, Indian Institute of Management, Calcutta; **Apalak Khatua**, I.I.M. Calcutta  
 When a Thousand Words Are (Not) Enough | **Luciana Carvalho de Mesquita Ferreira**, Rotterdam School of Management and InSpier Institute of Education and Research

**1106** 📄: (DRP Session) - (OMT) **Interorganizational Mobility and Recruitment**

3:00pm - 4:30pm Le Palais Des Congres: 513A  
 Chair: **James Vardaman**, Mississippi State U.  
 Competitor Recruitment: A Theoretical Analysis of an Emerging Strategic Human Resource Practice | **Sarah Horn**, Maastricht U.; **Woody Van Olfen**, RSM Erasmus U.; **Marielle Heijltjes**, Maastricht U.  
 Organizational Status and Inter Firm Mobility Among Transnational Law Firms in Hong Kong | **Nathan Betancourt**, Rotterdam School of Management, Erasmus U.; **Jeroen Kuilman**, Tilburg U.  
 From Interactions to Exchanges: Prior Relationships and Recruitment Performance in Executive Search | **Marko Coh**, London Business School

**1107** 🗣️📄: (OMT) **Unequal America: Examining How Organizations Influence Inequality Across Levels of Analysis**

3:00pm - 4:30pm Le Palais Des Congres: 518A  
 Organizers: **J. Adam Cobb**, U. of Michigan; **Flannery G. Stevens**, U. of Michigan  
 Discussant: **Gerald F Davis**, U. of Michigan  
 What Explains the Paradox of Hierarchy? | **Gerald F Davis**, U. of Michigan; **J. Adam Cobb**, U. of Michigan  
 Communities Matter: The Societal Mechanisms Undergirding Workplace Discrimination and Inequality | **Flannery G. Stevens**, U. of Michigan  
 Mass Layoffs and Shareholder Value Orientation Among Large U.S. Firms | **Taekjin Shin**, U. of Illinois, Urbana-Champaign  
 Uncertainty and Gender Diversity in the Boardroom and Executive Suite | **Rebecca M. Williamson**, Tulane U.; **Sreedhari D. Desai**, Harvard Law School; **Arthur P. Brief**, U. of Utah

**1108** 📄: (Paper Session) - (OMT) **Social Movements and Organizations**

3:00pm - 4:30pm Le Palais Des Congres: 518B  
 Chair: **Tim Hargrave**, U. of Washington, Bothell  
 We Are Everywhere: Organizational Diversity and Enactment of Gay Rights Ordinances in US Communities | **Giacomo Negro**, Emory U.; **Fabrizio Perretti**, Bocconi U.; **Glenn R Carroll**, Stanford U.

Keeping up Appearances: The Use of CSR Initiatives to Palliate an Image Threat | **Mary-Hunter Morris**, Northwestern U.; **Brayden G King**, Northwestern U.  
 Under Pressure: Community Amplification of Protest and Corporate Response | **Min-Dong Paul Lee**, U. of South Florida; **Michael Lounsbury**, U. of Alberta  
 Mistakes Were Made: Regulatory Capture, Interest Groups, and FDA Drug Label Revisions, 1994-2007 | **Jerry W. Kim**, Columbia U.

**1109** 📄: (DRP Session) - (OMT) **Building and Repairing Legitimacy and Trust**

3:00pm - 4:30pm Le Palais Des Congres: 519B  
 Chair: **Bryant A Hudson**, Florida Atlantic U.  
 Dodging the Bullet: Symbolic and Substantial Response to Scandal in Contested Industries | **Rodolphe Durand**, HEC Paris; **Jean-Philippe Vergne**, HEC Paris  
 How Fairness Matters? Path Analysis of Justice in Channel Cooperation | **Yadong Luo**, U. of Miami; **Yi Liu**, Xi'an Jiaotong U.; **Yang Zhao**, Xi'an Jiaotong U.; **Ying Huang**, U. of Arizona  
 Toward a Theory of Legitimizing Agency | **Amy Minto**, U. of Oregon  
 Effective Nonmarket Strategies: A Model of Political Capabilities | **Bastian W. Schwark**, Ecole Polytechnique Fédérale de Lausanne

**1110** 📄: (Paper Session) - (OMT) **Ownership and Governance: International Studies**

3:00pm - 4:30pm Le Palais Des Congres: 524B  
 Chair: **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign  
 Determinants of Ownership Concentration | **Ansgar Richter**, European Business School; **Christian Weiss**, European Business School  
 Trust Production in an Emerging Economy: Credit Rating and Non-Participation in China | **Jiatao Li**, Hong Kong U. of Science and Technology; **Weiping Liu**, Hong Kong U. of Science and Technology  
 Vertical Legitimacy Spillovers in Transnational Governance: The UN Global Compact and its Members | **Patrick Haack**, U. of Zurich; **Andreas Georg Scherer**, U. of Zurich  
 Going (More) Public: Ownership Reform among Chinese Firms | **Heather Haveman**, U. of California, Berkeley; **Yongxiang Wang**, Columbia Business School

**1111** 📄: (Paper Session) - (OMT) **Diffusion and Institutionalization**

3:00pm - 4:30pm Le Palais Des Congres: 524C  
 Chair: **Mark Thomas Kennedy**, U. of Southern California  
 Locked in the Iron Cage? When Institutionalization Is (Not) a Path-Dependent Process | **Olivier Berthod**, Freie U. Berlin; **Joerg Sydow**, Freie U. Berlin  
 Consumption of Cultural Products: Buzz as a Social Influence Mechanism | **Brian Uzzi**, Northwestern U.; **Sara B. Soderstrom**, Northwestern U.; **James Fowler**, U. of California, San Diego; **Daniel Diermeier**, Northwestern U.  
 The Effect of Executive Succession on the Degree of Institutional Change in Organizations | **Anders Villadsen**, Aarhus U.

📖 Network Effects on the Diffusion of the Internet Amongst the Corporate Elite | **Mary Still**, George Washington U.

**1112** 📖: (DRP Session) - (OMT) Status Research

3:00pm - 4:30pm Le Palais Des Congres: 525A

Chair: **Marvin Washington**, U. Alberta

📖 Institutional Logics and Status: Strategic Patenting in the Legal Service Sector | **Stine Grodal**, Boston U.; **Grid Thoma**, Department of Computer Science and Mathematics - U. of Camerino

📖 The Network Dynamics of Status: Selection and Influence | **Vanina Jasmine Torlo**, Cass Business School, City U.

📖 Money for Nothing: Salary Effects on Performance of High-Status NBA Players | **Gokhan Ertug**, Singapore Management U.; **Fabrizio Castellucci**, Bocconi U.

📖 Status Mismatch in Entrepreneurial Financing and the Performance of New Ventures | **Dali Ma**, Drexel U.; **Mooweon Rhee**, U. of Hawaii; **Daegyung Yang**, U. of Hawaii

**1113** 📖 JS: (OMT, MOC, HCM) Engaging with Rules: How actors put rules, regulations, and law to use in organizations

3:00pm - 4:30pm Le Palais Des Congres: 513E

Organizers: **Hille C. Bruns**, Free U. Amsterdam; **Emily Heaphy**, Boston U.

Discussant: **Susan Silbey**, Massachusetts Institute of Technology  
Governing Medicine or Guiding Medicine? Rules, Regulations, and Guidelines in HIV Clinics | **Carol Heimer**, Northwestern U.

Rule diversion as rule enactment: Diverting artifacts to build a collective understanding of safety | **Joelle Evans**, Massachusetts Institute of Technology

Rules in Problem-Handling Work: Coercive and Enabling Bureaucracy | **Emily Heaphy**, Boston U.

How Rules Operate in Practice | **Benedicte Reynaud**, Paris School of Economics

**1114** 📖 JS: (OMT, OB, ODC) Exploring Paradoxes across Diverse Organizational Contexts

3:00pm - 4:30pm Le Palais Des Congres: 514C

Chairs: **Amy Ingram**, U. of Cincinnati; **Marianne W. Lewis**, U. of Cincinnati

Managing paradox: Identity Work and the Role of Metaphor | **Manto Gotsi**, Brunel U.; **Konstantinos Andriopoulos**, Brunel U.

Managing Strategic Paradoxes in a Global Social Enterprise | **Marya Hill-Popper Besharov**, Cornell U.; **Wendy K. Smith**, U. of Delaware

Organizational and Environmental Antecedents Influencing Perceptions of Paradox | **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Pieter-Jan Bezemer**, Rotterdam School of Management, Erasmus U.

Innovation, Tensions and Paradoxical Thinking: In the Context of Family Business | **Amy Ingram**, U. of Cincinnati

**1115** 📖: (Paper Session) - (ONE) Organizational behavior and the environment

3:00pm - 4:30pm The Queen Elizabeth: Matapedia

Chair: **Carolyn P. Egri**, Simon Fraser U.

📖 Not All Rains Are Equal: How a Strategic Definition of Precipitation Emerges | **Hyoung-Goo Kang**, Hanyang U.; **Jon Jungbien Moon**, Korea U.

📖 HR Managers and Environmental Sustainability: Proactive Leaders or Sideline Observers? | **Helen M. Tregidga**, AUT U.; **Candice Harris**, Auckland U. of Technology

📖 Influences on the Organizational Implementation of Sustainability: An Integrative Model | **Kent D. Fairfield**, Fairleigh Dickinson U.; **Joel I Harmon**, Fairleigh Dickinson U.; **Scott J Behson**, Fairleigh Dickinson U.

📖 Aligning Consumers Around Low-Carbon Competitiveness: Evidence from Online Experiment | **Julia Joo-A Lee**, Harvard U., Kennedy School of Govt

**1116** 📖 → 🗣️ 📖: (DRP Session) - (PNP) Job Satisfaction

3:00pm - 4:30pm The Queen Elizabeth: Chaudiere

Facilitator: **Edmund C. Stazyk**, American U.

🗣️ 📖 Excellence by Design: Workplace as a Strategic Asset for Improving Performance in Public Org | **Seok-Eun Kim**, U. of Arkansas, Fayetteville

→ 📖 A Behavioral Model of Public Sector Innovation | **Torsten Oliver Salge**, Ruhr U., Bochum

📖 The Relationship Between Multiple Commitments and Job Satisfaction | **Anat Freund**, Haifa U.

The Impact of Employee Involvement in Non-Profit Organizations | **Jose Proenca**, Widener U.

🗣️ 📖 City Manager's Job Satisfaction and Frustration: An Empirical Examination | **Yahong Zhang**, Rutgers U.

**1117** : (PNP) Exploring the Adequacy of Public Management Theory

3:00pm - 4:30pm The Queen Elizabeth: Peribonca

Organizers: **Kimberley Roussin Isett**, Columbia U.; **Bradley E. Wright**, U. of North Carolina, Charlotte; **James L. Perry**, Indiana U.  
Presenters: **James L. Perry**, Indiana U.; **Steven Kelman**, Harvard U.; **Rosemary O'Leary**, Syracuse U.; **Eran Vigoda-Gadot**, U. of Haifa; **George Alexander Boyne**, Cardiff U.

**1118** 📖: (DRP Session) - (RM) Improving measurement reliability and validity

3:00pm - 4:30pm Delta Centre-Ville: Verriere B

Facilitator: **Barbara L Rau**, U. of Wisconsin, Oshkosh

📖 On the Reliability Assessment after Controlling for Common Method Variance | **Cherng G Ding**, National Chiao Tung U.; **Ten-Der Jane**, National Chiao Tung U.

📖 Statistical methods to shorten an existing scale based on item correlation matrix | **Jing Guo**, U. of Illinois, Urbana-Champaign

📖 → 📖 On the Usefulness of the ICC(1) and rWG Index to Justify Aggregation Decisions | **Torsten Biemann**, U. of Cologne; **Heike Heidemeier**, Jacobs Center on Lifelong Learning

📖 "... and how about now?": Effects of Item Redundancy on Contextualized Self-Reports of Personality | **Brendan Baird**, U. of Notre Dame; **Richard E. Lucas**, Michigan State U.

**1119** 📖: (DRP Session) - (SIM) Going Green: Issues in Sustainability Roundtable

3:00pm - 4:30pm The Queen Elizabeth: Duluth

Chair: **Olga Voronina Hawn**, Duke U.

- 🗣️ Can Stakeholder Pressure Help Explain Firm Decisions to Go Green in China? | **Cubie Lai Lai Lau**, U. College Dublin
- 📖 Making SENSE of Sustainability: A Framework to Understand and Influence Narratives of Responsibility | **Steve John Downing**, U. of Reading
- 🗣️ Daring to Care About the Planet: Tri-sector Collaboration in Sri Lanka | **Nancy Jean Higginson**, Fort Lewis College
- 🗣️ Collaborative approaches and their impact on performance in sustainable supply chains | **Clodia Vurro**, Bocconi U.; **Angeloantonio Russo**, Parthenope U.; **Francesco Perrini**, Bocconi U.
- 📖 The subsidiary role in the development of a green firm specific advantage—stakeholder engagement | **Luis Fernando Escobar**, U. of Lethbridge; **Harrie Vredenburg**, U. of Calgary

**1120** 📖: (Paper Session) - (SIM) **Examining the Corporate Social Performance-Corporate Financial Performance Relationship**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 6

Chair: **Jegoo Lee**, U. of South Florida

Discussant: **Richard C. Peters**, Louisiana State U. Shreveport

- 🗣️ Why zero is not one: Towards a measure of Corporate Social Strategy | **Daina Mazutis**, U. of Western Ontario
- 📖 The Shadow of the Future: Social Assessments of Forward-Looking Risk and CSP-CFP | **Jeff Frooman**, U. of New Brunswick; **Oana Branzei**, U. of Western Ontario; **Brent A McKnight**, U. of Western Ontario; **Charlene E. Zietsma**, U. of Victoria
- 🗣️ The Elusive Relationship Between CSP and CFP: Meta-Analyzing Four Decades of Misguided Evidence | **Pushpika Vishwanathan**, Rotterdam School of Management, Erasmus U.
- 🗣️ Putting the U into stakeholder influence capacity: Explaining curvilinear returns to CSR | **Michael L. Barnett**, Oxford U.; **Robert Salomon**, New York U.

**1121** 📖: (Paper Session) - (SIM) **Issues at Work: Focus on Employees**

3:00pm - 4:30pm The Queen Elizabeth: Mackenzie

Chair: **Duane Windsor**, Rice U.

Discussant: **Michael Hess**, U. of New South Wales

- 🗣️ Building Professional Moral Courage | **Leslie Elizabeth Sekerka**, Menlo College; **Lindsey Godwin**, Morehead State U.
- 📖 Employee Reactions to Organizational Ethical Failures and Recovery Attempts: A Recovery Paradox? | **James Caldwell**, Southeast Missouri State U.
- 🗣️ The Dark Side of Intra-Firm Pay Dispersion | **Flore Bridoux**, U. of Amsterdam; **J.W. Stoelhorst**, U. of Amsterdam
- 🗣️ Responsible Leadership and Talent Retention: Insights from India | **Jonathan P Doh**, Villanova U.; **Stephen A Stumpf**, Villanova U.; **Walter G Tymon Jr.**, Villanova U.

**1122** 📖 JS: (SIM, ONE) **ISO 26000: A unique multi-stakeholder process in Organizational Social Responsibility**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 5

Organizers: **Marie-France B. Turcotte**, U. du Québec à Montréal; **Marie Hanquez**, UQAM

Moderator: **Corinne Gendron**, UQAM

- The ISO 26000 SR Standard: Prospects for Organizational Learning Based on Progress to Date | **Kernaghan Webb**, Ryerson U.
- Consensus-building within a global multi-stakeholder group: A study within ISO 26000 Working Group | **Yassir Yaghfour**, Robert Gordon U.
- ISO 26000: a platform to enable individual spontaneous propensity towards institution building | **Luc Pierre Bres**, Ecole des HEC, Montreal / Tele-U.
- ISO 26000 Guidance Standards: A Compromise between Anglo-Saxon Capitalism and Continental Capitalism | **Jacques Robert Igalens**, IAE de Toulouse; **Claire Gillet**, IAE de Toulouse
- ISO 26000 SR Standard: Comparing national representations and stakeholders' expectations | **Marie Hanquez**, UQAM; **Marie-France B. Turcotte**, U. du Québec à Montréal; **Marie-Claude Allard**, UQAM
- Sociology of the ISO 26000 standard: engagement and action in the plural | **Marie-Andrée Caron**, UQAM

**1123** → JS: (SIM, ONE) **Greening Academic Business Institutions and Stakeholders**

3:00pm - 4:30pm Delta Centre-Ville: St-Laurent

Organizers: **Mark Starik**, George Washington U.; **Nancy B Kurland**, California State U. Northridge; **Gordon P. Rands**, Western Illinois U.

Participants: **Jonatan Pinkse**, U. of Amsterdam; **Paul Shrivastava**, Concordia U.

**1124** → 📖: (Paper Session) - (TIM) **What's the Word? Good News, Bad News and Rumors**

3:00pm - 4:30pm Le Palais Des Congres: 511E

Facilitator: **Michael D. Pfarrer**, U. of Georgia

- 🗣️ The Payback of Effective Innovation Programs: Evidence from Firms That Have Won Innovation Awards | **Peter G. Zhang**, Georgia State U.; **JiFeng Yu**, U. of Nevada, Las Vegas; **Yusen Xia**, Georgia State U.
- 📖 Innovation Rumor Communities: What are the Implications of Online Rumors for the Innovation Process? | **Timothy Hannigan**, U. of Oxford; **Victor P. Seidel**, U. of Oxford
- 📖 Good News, Firm Resources, and Effective Communication of New Product Development Failure | **Robin Bürger**, Max Planck Institute of Economics; **Diemo Urbig**, U. of Antwerp; **Holger Patzelt**, Max Planck Institute of Economics

**1125** → 📖: (Paper Session) - (TIM) **Government Policy and Innovation**

3:00pm - 4:30pm Le Palais Des Congres: 513B

Facilitator: **John Clarry**, College of New Jersey

- 📖 Strategic Fit between Regional Innovation Policy and Regional Innovation System | **Nobuya Fukugawa**, Tohoku U.
- 📖 The Contingent Nature of Government Intervention in the Diffusion of Innovations | **Konstantinos Pitsakis**, Tilburg U.; **Vangelis Souitaris**, City U. London
- 📖 The Role of Government in Shifting Firm Innovation Focus | **Preet Banerjee**, Brandeis U.; **Micaela Preskill**, Brandeis U.

**1126** → 🗣️ 📖: (DRP Session) - (TIM) **Managing for Innovative Excellence**

3:00pm - 4:30pm Le Palais Des Congres: 516A

Facilitator: **Jason Woodard**, Singapore Management U.

📖 Organizational Culture and Climate for Innovation - An Integrative Review | **Thorsten Bueschgens**, Jacobs U. Bremen; **Andreas Bausch**, Friedrich Schiller U. Jena; **David B. Balkin**, U. of Colorado, Boulder

📖 Management Practices for Breakthrough Innovation: An Organizational Systems Perspective | **Gina Colarelli O'Connor**, Rensselaer Polytechnic Institute; **T Ravichandran**, Rensselaer Polytechnic Institute

What Drives Firms to Excellence in Innovation Management? | **Markus Sattler**, RWTH Aachen U.; **Ralph Breuer**, RWTH Aachen U.; **Andreas Engelen**, RWTH Aachen U.

Managing Innovativeness in a Large, Culturally Diverse Company: An Empirical Study | **Krzysztof Dembek**, Monash U.; **James Sarros**, Monash U.

👉📖 Discrepancies Between Formal Structures And Collaborative Praxis In The Front-End Of Innovation | **Tea Maarit Lempiälä**, Helsinki U. of Technology  
**TIM Division Best Student Paper Award Finalist**

### 1127 📖: (TIM) TIM Best Dissertation Paper Session

3:00pm - 4:30pm Le Palais Des Congres: 516C

Organizers: **Daniel Snow**, Harvard U.; **Hans Georg Gemuenden**, Berlin Institute of Technology

### 1128 📖 JS: (TIM, BPS) Understanding Organizational Innovation Through Sport: Exploring Research Synergy

3:00pm - 4:30pm Le Palais Des Congres: 511B

Chairs: **Alison Doherty**, U. of Western Ontario; **Richard Wolfe**, U. of VictoriaDiscussants: **Fariborz Damanpour**, Rutgers U.; **Robert E Quinn**, U. of Michigan

The Diffusion of Quantitative Analysis in Professional Team Sports | **Bill Gerrard**, Leeds U.

Innovation in Small Nonprofit Sport Organizations | **Alison Doherty**, U. of Western Ontario; **Larena Hoerber**, U. of Regina; **Orland Hoerber**, Memorial U.; **Richard Wolfe**, U. of Victoria

Investigating Long Tail Innovations Within Sport | **Allan N Afuah**, U. of Michigan

## Monday 4:30PM

### 1129: (ENT) Reception hosted by the Ghanghua School of Management

4:30pm - 6:30pm Le Palais Des Congres: 520 AB

## Monday 4:45PM

### 1130: (Paper Session) - (AAA) Strategizing Activities and Practices – Prospects and Challenges of a New Approach to Strategy Research

4:45pm - 6:15pm Le Palais Des Congres: 510D

*Richard Whittington (Oxford University): Big Theories and Small Stuff*  
*Ann Langley (HEC Montreal): Paths to cumulating knowledge about strategy as practice*  
*Anne Huff (TUM Business School): Differentiating and Integrating the SAP Perspective*

Chair: **Linda Rouleau**, HEC Montreal  
Discussant: **Royston Greenwood**, U. of Alberta

### 1131 📖: (Paper Session) - (BPS) The Dynamics of Firm Heterogeneity

4:45pm - 6:15pm Le Palais Des Congres: 510A

Chair: **Paul Louis Drnevich**, U. of Alabama

Racing for the Market: A Study of the Factors Affecting Resource Preempting Ability of Pioneers | **Carmelo Cennamo**, IE Business School

Business Model Transformation: Towards a Research Agenda | **Margarete B.S. Kalinowski**, ESADE; **Luis Vives**, ESADE

📖 Fairness and Value Creation: Towards Realistic Microfoundations for the Resource-Based View | **Anouar El Haji**, U. of Amsterdam; **J.W. Stoelhorst**, U. of Amsterdam

📖 The Micro-Foundations of Performance in Vertical Relationships | **Ranjay Gulati**, Harvard U.; **Venkat Kuppuswamy**, Harvard Business School

### 1132 📖: (Paper Session) - (BPS) Network Performance Effects

4:45pm - 6:15pm Le Palais Des Congres: 510B

Chair: **Dovev Lavie**, Technion Israel Institute of Technology

📖 Competitive Networks as Filters: Competitive Network Position and Firm Performance | **Sean Tsuhsiang Hsu**, U. of Pittsburgh; **John E Prescott**, U. of Pittsburgh

📖 The role of structural holes in highly regulated networks: A study of clinical research projects | **Federica Brunetta**, Luiss Guido Carli U.; **Paolo Boccardelli**, Luiss Guido Carli U.; **Andrea Lipparini**, U. of Bologna

👉📖 Eco-Industrial Parks: Towards the Multidimensional View on Alliance Networks | **Christoph Bey**, ESCEM; **Mikhail V. Grachev**, Western Illinois U.; **Mariya A. Bobina**, U. of Illinois, Chicago

### 1133 📖: (Paper Session) - (BPS) New Research on Strategic Planning & Process

4:45pm - 6:15pm Le Palais Des Congres: 513C

Chair: **Tomi M. M. Laamanen**, Aalto U.

👉📖 A Scenario-based Approach to Strategic Planning: Integrating Planning and Process Perspectives | **Torsten Wulf**, HHL - Leipzig Graduate School of Management; **Philip Meissner**, HHL - Leipzig Graduate School of Management; **Stephan Stubner**, HHL - Leipzig Graduate School of Management

📖 Beyond the Everyday: An Empirical Study of Strategy Workshops and their Effectiveness | **Mark P. Healey**, U. of Leeds; **Gerard P. Hodgkinson**, U. of Leeds; **Gerry Johnson**, Lancaster U.

📖 Where Do We Go With Strategic Planning Research - Only Old Wine in New Skins? | **Carola Wolf**, U. of St. Gallen

📖 An Empirical Examination of Antecedents of Performance in a Major Oil Producing Arab Country | **Said Elbanna**, United Arab Emirates U.

### 1134 📖: (Paper Session) - (BPS) Dynamic Capabilities & Rivalry

4:45pm - 6:15pm Le Palais Des Congres: 513D

Chair: **Phil Robert Tomlinson**, U. of Bath

📖 The Power of Imperfect Imitation | **Jeho Lee**, KAIST; **Hart E. Posen**, U. of Michigan; **Sangyoon Yi**, U. of Michigan

- 📖 (Dynamic) Capabilities that Change the Game: Insights from Simulated Evolving Competition | **Richard J Arend**, U. of Missouri - Kansas City; **Moren Levesque**, York U.
- 📖 Industry Evolution and the Sustainability of Advantage in Conditions of Macroeconomic Turbulence | **Roberto Vassolo**, Austral U.; **Javier Garcia Sanchez**, IAE Business School - Austral U.; **Luiz F. Mesquita**, Arizona State U. / Inspere
- 📖 Developing Dynamic Capabilities through Learning: The Case of Management Innovation | **Markus Menz**, U. of St. Gallen

**1135** 📖: (Paper Session) - (BPS) **Open Innovation and Learning: Underpinnings and Consequences**

4:45pm - 6:15pm Le Palais Des Congres: 513F

Chair: **Theophanis C. Stratopoulos**, U. of Waterloo

- 📖 The Economic and Organizational Underpinnings of Open Innovation Strategies | **Gary Dushnitsky**, London Business School
- 👉📖 The Performance Consequences of New Forms of Ambidexterity in the Context of Open Innovation | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management
- A Functional Perspective on Open Innovation: Linking Internal and External Sources of Innovation | **Marcel Bogers**, U. of Southern Denmark; **Stéphane Lhuillery**, Ecole Polytechnique Fédérale de Lausanne
- 👉🗣️📖 Does experience imply learning? | **Jaideep Anand**, Ohio State U.; **Louis Mulotte**, Tilburg U.

**1136** 📖: (DRP Session) - (BPS) **Strategic Organization and Politics**

4:45pm - 6:15pm Le Palais Des Congres: 515A

Facilitator: **Aya S. Chacar**, Florida International U.

- 📖 The Impact of a Firm's Make, Pseudo-Make, or Buy Strategy on Product Performance | **Jin Kyu Park**, Kyungpook National U.; **Young Kyun Ro**, U. of Michigan, Dearborn
- 📖 Contractual Alliance Governance: Impact of Different Contract Functions on Alliance Performance | **Dries Faems**, U. of Twente; **Rutger Alberink**, U. of Twente; **Aard J Groen**, U. of Twente, NIKOS; **Rosalinde Klein Woolthuis**, Vrije U. Amsterdam
- 📖 How Do Different Types of Control Impact Franchisees' and Employee-Managers' Satisfaction? | **Thomas Mellewigt**, Freie U. Berlin; **Thomas Ehrmann**, U. of Münster; **Carolin Decker**, Freie U. Berlin
- 📖 A Theory Of Corporate Political Activity From A Transaction Cost Economics Perspective | **Rajeev J Sawant**, Northeastern U.
- 👉👉 Business Group Performance, Context, and Strategy: A Meta-analysis | **Michael Carney**, Concordia U.; **Eric R Gedajlovic**, Simon Fraser U.; **Pursey Heugens**, RSM Erasmus U.; **Marc van Essen**, RSM Erasmus U.; **Hans Van Oosterhout**, RSM Erasmus U.

**1137** 📖: (DRP Session) - (BPS) **Technology Strategy**

4:45pm - 6:15pm Le Palais Des Congres: 515B

Facilitator: **Craig E. Armstrong**, U. of Alabama

- 📖 Determinants of Mode of Technology Acquisition: An Integrated Framework | **Ashwin Arehalli Subramanyam**, Indian Institute of Management, Bangalore

- 📖 Organizational Paths of Commercializing Patented Inventions | **Taehyun Jung**, Georgia Institute of Technology; **John P. Walsh**, Georgia Institute of Technology
- 📖 To Hoard or to Share? Technologies of Inscription, Space, and the Knowledge Strategies of Agents | **Agusti Canals**, U. Oberta de Catalunya; **Max Boisot**, U. of Birmingham; **Ian C MacMillan**, U. of Pennsylvania
- 📖 Diversification and Innovation: A Contingency Approach | **Sang Kyun Kim**, Washington State U.
- Exploring the Role of Absorptive Capacity in Biopharmaceutical Firms | **William Michael Patterson**, Cardiff U.; **Veronique Ambrosini**, Birmingham U.

**1138** 📖: (Paper Session) - (BPS) **Non-Market Strategy**

4:45pm - 6:15pm Le Palais Des Congres: 518C

Chair: **Heather Elms**, American U.

- 👉📖 Using Organization Structure to Manage Political Ties: The Salim Business Group in Indonesia | **Marleen Dieleman**, National U. of Singapore; **Jean J Boddewyn**, Baruch College
- 📖 Corporate Political Strategy and Firms' Market Capabilities: An Integrated Perspective | **Nan Jia**, U. of Southern California; **Kyle J Mayer**, U. of Southern California
- 📖 Social Capital, Lobbying and Organizational Performance: An Empirical Study of Chinese Private Firms | **Hanfei Xue**, South China U. of Technology
- 👉🗣️📖 The Substance and Symbolism of Restructuring: A Nested Institution View | **Pengji Wang**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore

**1139** 📖: (Paper Session) - (BPS) **Boards & Directors**

4:45pm - 6:15pm Le Palais Des Congres: 519A

Chair: **Lerong He**, State U. of New York, Brockport

- 👉📖 Boards of Directors and Firm Innovation: A Contingency Perspective on Board Effectiveness. | **Fabio Zona**, Bocconi U.; **Alessandro Zattoni**, Bocconi U.; **Alessandro Minichilli**, Bocconi U.
- 📖 Boards of Directors and Ambidexterity: A Longitudinal Study of Board Social Capital and Integration | **Michiel Pieter Tempelaar**, RSM Erasmus U.; **Pieter-Jan Bezemer**, Rotterdam School of Management, Erasmus U.
- Overboarded Directors of the Nominating Committee and Stagnant Boards: Is There a Connection? | **Saima Akbar Ahmed**, Residence
- 📖 Who Monitors the Monitor? Stigmatizing Events and Board Member Careers | **Burak Koyuncu**, IE Business School; **Marianna Makri**, U. of Miami

**1140** 📖: (Paper Session) - (CAR) **Effective Mentoring and Coaching at Work**

4:45pm - 6:15pm Le Centre Sheraton: Drummond center

Chair: **Mireia Las Heras**, U. of Navarra, Spain

Discussant: **Shoshana Dobrow**, Fordham U.

- 👉📖 A Model for Effective Informal Mentoring of Managers | **Nelarine Cornelius**, Bradford Management Center; **James Wallace**, U. of Bradford School of Management; **Eric Pezet**, Ecole Polytechnique / U. Paris Ouest Nanterre La Défense
- 🗣️ Peer Coaching in Groups: An Untapped Resource for Personal and Professional Development | **Polly Parker**, U. of Queensland; **Kathy E. Kram**, Boston U.

📖 The Role of Protege Previous Mentoring Experience and Information Seeking | **Sheng Wang**, U. of Nevada, Las Vegas; **Changya Hu**, National Chengchi U.; **Zhong-Ming Wang**, Zhejiang U.

**1141 : (CAR) Careers Division Business Meeting**

4:45pm - 6:15pm Le Centre Sheraton: Jarry

Division Chair: **Hetty Van Emmerik**, Maastricht U.

Program Chair: **Svetlana Khapova**, VU U. Amsterdam

Professional Development Workshop Chair: **Julia Richardson**, York U.

Division Chair-Elect: **Suzanne C. de Janasz**, U. of Mary Washington

**1142 🗣️ CAU: (CAU) On "Compassion as an Operations Process Design Parameter**

4:45pm - 6:15pm Le Palais Des Congres: 521A

Discussion of the issues of incorporating subjective product and process attributes in operations processes, with a focus on "Compassion"

Organizers: **Rod Lievano**, U. of Minnesota Duluth; **Eric S. Kyper**, Lynchburg College

**1143 📖 CAU: (CAU) Strategy, Organizations and Intellectual Property Policy: What Researchers Can Teach Us**

4:45pm - 6:15pm Le Palais Des Congres: 521B

Organizers: **Stuart Graham**, US Patent & Trademark Office; **Marco Ceccagnoli**, Georgia Institute of Technology

**1144 📖 CAU: (CAU) Dare to care about nonlinearity in entrepreneurship: Disequilibrium at the core of entrepreneuring**

4:45pm - 6:15pm Le Palais Des Congres: 521C

Participants: **Todd H Chiles**, U. of Missouri - Columbia; **Benjamin B. Lichtenstein**, U. of Massachusetts-Boston

**1145 🗣️ CAU: (CAU) Biological Basis of Behavior in Organizations: Prospects, Benefits and Challenges**

4:45pm - 6:15pm Le Palais Des Congres: 522A

Organizers: **Zhen Zhang**, Arizona State U.; **Sankalp Chaturvedi**, Imperial College London

**1146 📖 CAU: (CAU) Venture Capital Investments in Cleantech: An Act of Passion or Another Bubble In-The-Making?**

4:45pm - 6:15pm Le Palais Des Congres: 522B

Organizers: **Xin Yao**, U. of Colorado, Boulder; **Antoaneta Petkova**, San Francisco State U.

Participants: **Thomas J Dean**, Colorado State U.; **Geoffrey Desa**, San Francisco State U.; **Bret Ryan Fund**, U. of Colorado, Boulder; **Yan Gong**, U. of California, Irvine; **Sanjay Jain**, Santa Clara U.; **Desiree F. Pacheco**, Portland State U.; **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Jeffrey G. York**, U. of Colorado, Boulder

**1147 📖🗣️ CAU: (CAU) Passion and Compassion in Teaching: the Use of AOM Network**

4:45pm - 6:15pm Le Palais Des Congres: 522C

Organizers: **Tania Casado**, U. of Sao Paulo - USP; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia

Participants: **Irina Naoumova**, U. of Hartford; **Malika Richards**, Pennsylvania State U.; **Amparo Jimenez**, U. du Québec à

Montreal; **Karel Stanz**, U. of Pretoria; **Siegrid Guillaumon**, U. Federal da Bahia; **Narasimhan Srinivasan**, U. of Connecticut; **Olivier Furrer**, Radboud U. Nijmegen

**1148 🗣️🗣️ CAU: (CAU) Women on Boards – Where to for the international research agenda?**

4:45pm - 6:15pm Le Palais Des Congres: 523A

Chair: **Ruth H.V. Sealy**, Cranfield U.

Discussant: **Susan Vinnicombe**, Cranfield U.

**1149 🗣️🗣️ CAU: (CAU) Leveraging the Potential of a Bicultural Workforce for the MNC**

4:45pm - 6:15pm Le Palais Des Congres: 523B

The objective of this Caucus is to frame more clearly which kind of bicultural skills we should consider as relevant for MNCs, in which specific MNC contexts bicultural potential might be developed and leveraged, and which distinctive roles biculturals could take on (e.g. mediators, faultline facilitators, etc.). Further discussion may also incorporate how the conceptual challenges of biculturalism research and various types of biculturals shape our perspectives on leveraging the potential of a bicultural workforce for the MNC.

Organizers: **Christof Miska**, WU Vienna; **Dominie Garcia**, San Jose State U.

Participants: **Julia Gluesing**, Wayne State U.; **David C. Thomas**, Simon Fraser U.; **Yuan Liao**, Simon Fraser U.; **Alaka N. Rao**, San Jose State U.; **Guenter K. Stahl**, WU Vienna/INSEAD; **Stacey R. Fitzsimmons**, Simon Fraser U.; **Carmit T. Tadmor**, Tel Aviv U.; **Charlotte Davis**, U. of Memphis; **Hae-Jung Hong**, ESSEC; **Mary Yoko Brannen**, INSEAD; **Luis Alfonso Dau**, U. of South Carolina; **Fiona Lee**, U. of Michigan

**1150 : (Paper Session) - (CDP) Organizational Performance: Ambidexterity, Complementarity, and Corporate Turnarounds**

4:45pm - 6:15pm Hyatt Regency Montreal: Alfred-Rouleau A

Chair: **Susan A Hill**, London School of Economics

🗣️🗣️ OB: Productive organizational energy as a mediator in the contextual ambidexterity-performances relation | **Christian Schudy**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen

🗣️🗣️ OMT: Neither Black Nor White Yet Both: The Shifting Balance Perspective of Corporate Turnarounds | **Achim Schmitt**, Audencia Management School; **Sebastian Raisch**, U. of St. Gallen

🗣️ OB: When Does Autonomy matter to Franchisee Performance? | **Heiner Evanschitzky**, U. of Strathclyde; **Christof Backhaus**, TU Dortmund U.; **Markus Blut**, TU Dortmund U.; **David Woisetschlaeger**, TU Dortmund U.

🗣️ RM: Complementarities in the Adoption of Modern Management Practices and Firm Performance | **Dmitry Sharapov**, Judge Business School; **Paul Antony Kattuman**, Cambridge U.

**1151 : (Paper Session) - (CDP) Tensions and Paradoxes in Entrepreneurship**

4:45pm - 6:15pm Hyatt Regency Montreal: Alfred-Rouleau B

Chair: **Raphael H Amit**, U. of Pennsylvania

Discussant: **Bruce C. Rudy**, U. of Texas, Austin

ENT: Tension in Entrepreneurship Research: A Meta-Critique | **Stratos E Ramoglou**, Cambridge U.

🗣️ ENT: How Success Breeds Failure: The Power of Entrepreneurial Narratives – A Process Perspective | **Daniel**

**Geiger**, Technical U. Kaiserslautern; **Elena P. Antonacopoulou**, U. of Liverpool

📖 **IM**: The Influence of Pro-Business Reforms and Corruption on Entrepreneurship | **Candace Agrella Martinez**, Saint Louis U.; **Gayle Allard**, IE Business School

**1152 : (Paper Session) - (CDP) Knowledge Production, Sharing, and Learning**

4:45pm - 6:15pm Hyatt Regency Montreal: Alfred-Rouleau C

Chair: **Gwendolyn Kuo-fang Lee**, INSEAD / UF

👉📖 **IM**: The impact of global leadership programs on social capital and knowledge sharing in MNEs | **Paul Gooderham**, Norwegian School of Econ. and Bus. Admin.; **Bjarne Espedal**, Norwegian School of Econ. and Bus. Admin.; **Heidimarie Evensen**, Norwegian School of Economics

📖 **CMS**: Lost in translation: the use of stories and statistics in processes of knowledge production | **Susan Ainsworth**, U. of Melbourne; **Cynthia Hardy**, Melbourne U.

📖 **TIM**: With Whom Do I Share? The Effects of Skills Complementarity and Observability on Knowledge Exchange | **Paola Crisculo**, Imperial College London; **Martine Haas**, U. of Pennsylvania

**TIM**: Does External R&D Sourcing Increase Innovation?: Evidence from French Manufacturing | **Olivier Bertrand**, St. Petersburg State U.; **Michael J. Mol**, U. of Warwick

**1153 : (Paper Session) - (CDP) Impression Management, Social Perception, and Attribution**

4:45pm - 6:15pm Hyatt Regency Montreal: Anjou

Chair: **Yuri Mishina**, Michigan State U.

**MOC**: Impression Management, Framing, and Priming: Exploring how Organizations Interface with Media | **Laura Illia**, IE School of Communication

**CM**: Theory of mind and psychological distance in moral reasoning | **Chris M Bell**, York U.

**MOC**: Great Expectations and Whimsical Explanations: Attribution and Aspiration in Impression Management | **Alan James Krause**, U. of Oregon

**1154 : (Paper Session) - (CDP) Interpersonal Conflict, Social Exchange, and Citizenship**

4:45pm - 6:15pm Hyatt Regency Montreal: Argenteuil, Table 1

Chair: **Robert C Liden**, U. of Illinois, Chicago

📖 **HR**: Social Exchange and Post-Employment Citizenship: Evidence from Public Accounting | **David N. Herda**, North Dakota State U.; **James J. Lavelle**, U. of Texas, Arlington

📖 **CM**: Behavioral Responses to Interpersonal Conflict in Teams: A Clarification | **Felice Williams**, LSUS; **T. Nichole Phillips**, Virginia Tech

📖 **CM**: Do I deserve what I receive? Asymmetric responses to positive vs. negative inequity and moderators | **Xiao-Ping Chen**, U. of Washington; **Marion B Eberly**, U. of Washington; **Daniel Gregory Bachrach**, U. of Alabama; **Keke Wu**, U. of Alabama, Tuscaloosa; **Qing Qu**, Tsinghua U.

**1155 : (Paper Session) - (CDP) Negotiations, Trust and Perceptions**

4:45pm - 6:15pm Hyatt Regency Montreal: Argenteuil, Table 2

Chair: **Roy J. Lewicki**, Ohio State U.

**MOC**: The Relationship between Opportunity Costs and Time Pressure | **Sanford Ely DeVoe**, U. of Toronto; **Jeffrey Pfeffer**, Stanford U.

📖 **OB**: Complex Negotiations: Trust Development in an International Merger | **Linda Kooning**, U. of Amsterdam; **Michel Lander**, RSM Erasmus U.; **David Laws**, U. of Amsterdam

**CM**: Talking the value out of the deal : Self-inference and the Perception of Negotiation Outcomes | **Sam Swift**, Carnegie Mellon U.

**1156 : (Paper Session) - (CDP) Consequences of Cognition and Sensemaking**

4:45pm - 6:15pm Hyatt Regency Montreal: Picardie

Chair: **Kyle Lewis**, U. of Texas, Austin

📖 **OMT**: Increasing innovation proposal screening performance using Transactive Memory Systems: A field study | **Wafa Hammedi**, U. of Liege; **Allard C.R. Van Riel**, Radboud U. Nijmegen; **Zuzana Sasovova**, VU U. Amsterdam

📖 **OCIS**: Cognitive Maps as Visual Artifacts for Sensemaking and Sensegiving in IS Implementation | **Annette Kjaergaard**, Copenhagen Business School; **Tina Jensen**, Copenhagen Business School

📖 **MOC**: Cognitive Styles in Decision Making: Effects of Integrating Unitary and Dual-System Approaches | **Bjørn Tallak Bakken**, Norwegian Defence U. College; **Thorvald Haerem**, Norwegian School of Management

**1157 📖: (CM) Dynamics of Team Conflict**

4:45pm - 6:15pm Le Centre Sheraton: Joyce

Chair: **Francois Chioocchio**, U. de Montréal

The Elusive Search for the Potentially Positive Effects of Task Conflict | **Thomas A. O'Neill**, U. of Western Ontario; **Natalie Allen**, U. of Western Ontario; **Joy Klammer**, Royal Military College of Canada

A Multilevel Investigation of Teamwork Communication and Relationship Conflict in Project Teams | **Francois Chioocchio**, U. de Montréal; **Simon Grenier**, U. de Montréal

Multilevel Dynamics of Team Conflict: Exploring Relationships with Leader Trust and Communication | **Margaret C. McKee**, Saint Mary's U.; **Catherine Loughlin**, St. Mary's U.; **Elizabeth S. Kelley**, Dalhousie U.

**1158 🗨️📖: (DRP Session) - (CM) Leading Through Conflict: How Leaders Deal with Differences**

4:45pm - 6:15pm Le Centre Sheraton: Salon 7

Facilitator: **Deepak Malhotra**, Harvard U.

➔ **CEO's Paternalistic Leadership and TMT Decision Effectiveness: The Mediating Role of TMT Conflicts** | **Lu Chen**, U. of Electronic Science and Technology of China; **Runtian Jing**, U. of Electronic Science and Technology of China; **Baiyin Yang**, Tsinghua U.

➔ **Relationship Conflict in the Leader Relationship in China: Goal Interdependence as Antecedent** | **Yi Liao**, The U. of Hong Kong; **Yi Feng Chen**, Lingnan U.; **Xinru Wu**, Lingnan U.

The Role of Supervisors in Managing Workgroup Conflict: Implications for Employee Adjustment | **Kirsten Agnes Way**, U. of Queensland; **Nerina L. Jimmieson**, U. of Queensland; **Prashant Bordia**, The Australian National U.



📖 Cultures of Conflict: How Leaders and Members Shape Conflict Cultures in Organizations | **Michele J. Gelfand**, U. of Maryland; **Lisa M. Leslie**, U. of Minnesota; **Kirsten Keller**, U. of Maryland; **Carsten K. W. De Dreu**, U. of Amsterdam  
**Winner of CM Division Best Paper Award - New Directions**  
 📖 The Sound of Silence: Abusive Supervision, Assertiveness, Climate of Fear and Employee Silence | **Christian Kiewitz**, U. of Dayton; **Simon Lloyd D. Restubog**, The Australian National U.; **Patrick Raymund M. Garcia**, The Australian National U.; **Robert L. Tang**, De La Salle-College of Saint Benilde

**1159** 📖: (DRP Session) - (CMS) **Roundtable #3**

4:45pm - 6:15pm The Queen Elizabeth: Harricana

Facilitator: **Jessica Heineman-Pieper**, George Mason U.

Bankers in the Dock: Bankers in the Dock: Moral Storytelling In Action | **Frank Mueller**, U. of St Andrews; **Andrea Whittle**, Cardiff U.

➔ 📖 Strategic Change as Ideological Illusion. Online-offline integration in a newspaper organization. | **Elena Raviola**, Jönköping U.

📖 The Rhetoric of Institutional Change | **Andrew D. Brown**, U. of Bath; **Susan Ainsworth**, U. of Melbourne; **David Stephen Grant**, U. of Sydney

📖 Do you see what I see? Developing a critical visual framework for annual reports | **Michelle Greenwood**, Monash U.; **Brad Haylock**, Monash U.

"Oh, oh, he's an alien"?! A citation context analysis of Pierre Bourdieu in organization studies | **Jost Sieweke**, U. of Oldenburg

**1160**: (Paper Session) - (DISC) **Diversification and performance**

4:45pm - 6:15pm Le Palais Des Congres: 512E - Table 1

Discussant: **Mario Schijven**, Texas A&M U.

📖 **BPS**: Corporate Portfolio Management Revisited: Disclosing and Assessing Its Scholarly Disdain | **Michael Nippa**, Freiberg U.; **Ulrich Pidun**, Boston Consulting Group; **Robert Untiedt**, Freiberg U.

➔ 📖 **BPS**: Does Good Corporate Governance Prevent Bad Corporate Strategies? A Study of French Firms, 2000-2006 | **Xavier Castañer**, U. of Lausanne; **Nikolaos Kavadis**, RSM Erasmus U.

📖 **BPS**: Corporate Diversification and the value of individual firms: A Bayesian approach | **Tyson Brighton Mackey**, California State Polytechnic U.

**1161**: (Paper Session) - (DISC) **Value and Venture Creation**

4:45pm - 6:15pm Le Palais Des Congres: 512E - Table 2

Discussant: **Frederic Delmar**, EMLYON Business School

📖 **ENT**: Social Value Creation: A Qualitative Study of Social Entrepreneurs in India | **Chamu Sundaramurthy**, San Diego State U.; **Martina Musteen**, San Diego State U.; **Amy Randel**, San Diego State U.

**ENT**: Lifeblood or Liability? | **Jason Greenberg**, Massachusetts Institute of Technology

➔ 📖 **ENT**: University School Level Contexts and the Evolution of Entrepreneurial Competencies in Spin-Offs | **Einar**

**Rasmussen**, Bodo Graduate School of Business; **Simon Mosey**, Nottingham U.

➔ 📖 **ENT**: A Longitudinal Study of Community Venture Emergence: A Resource Dependency Perspective | **Ingebjørg Vestrum**, Nordland Research Institute; **Einar Rasmussen**, Bodo Graduate School of Business

**1162**: (Paper Session) - (DISC) **OMT and Context**

4:45pm - 6:15pm Le Palais Des Congres: 512F - Table 1

Discussant: **Karen D. W. Patterson**, U. of New Mexico

**OMT**: Management Theory and Political Philosophy: Positive versus Normative Theories of Organizing | **Thomas Armbruester**, German Graduate School of Management & Law (GGS)

➔ 📖 **OMT**: How Foreign Firm Density Impacts Local Firms: Evidence from China | **Dean Xu**, China Europe International Business School; **Zhenyan Lu**, Peking U.

**OMT**: Strong versus the weak: A meta-analysis of tie strength and individual effectiveness | **Jeffrey Bentley**, U. at Buffalo, SUNY; **Prasad Balkundi**, U. at Buffalo, SUNY

➔ **OMT**: Work context and its implication for coordination practices: A study of work in complex projects | **Adrian Yeow**, Nanyang Technological U.; **Christina Soh**, Nanyang Technological U.; **Christine Siew-Kuan Koh**, Nanyang Technological U.

**1163**: (Paper Session) - (DISC) **Knowledge resources for innovation**

4:45pm - 6:15pm Le Palais Des Congres: 512F - Table 2

Discussant: **Anne Parmigiani**, U. of Oregon

**TIM**: Understanding the Reciprocally Causal Relationship Between Innovation and Knowledge | **Brian S. Anderson**, Indiana U.

**TIM**: IT-Based Knowledge Capability and Commercialization of Innovations | **Avimanyu Datta**, Washington State U.

📖 **TIM**: The Effects of Strategic Outsourcing Management on Absorptive Capacity | **Elizabeth P. Fitz Gibbon**, Weatherhead School of Management

**TIM**: As You Sow, So Shall You Reap: General Technologies And Entry Into New Product Subfields | **Elena Novelli**, Bocconi U.

**1164**: (Paper Session) - (DISC) **Comparative Studies in Diversity**

4:45pm - 6:15pm Le Palais Des Congres: 512G - Table 1

Discussant: **J. Goosby Smith**, California State U. Channel Islands

📖 **GDO**: I Don't Want to Be the Only One: The Role of Social Dominance Orientation, Gender, and Tokens | **Aneika L. Simmons**, Sam Houston State U.; **Marla Baskerville Watkins**, Northeastern U.; **Elizabeth Eve Umphress**, Texas A&M U.

➔ 📖 **ONE**: Embeddedness of Environmental Cultural Change in a Multinational Corporation | **Johanna Nurkka**, Helsinki School of Economics; **Elizabeth L. Rose**, Helsinki School of Economics

📖 **GDO**: Salary and Gender in the Land of Equality | **Laura E. Mercer Traavik**, Norwegian School of Management

➔ 📖 **GDO**: Exploring Gender Differences in Preferred Leader Behaviors in Ghana, Kenya and Zambia | **Nai Hua**

Wu, Texas A&M U., College Station; **Romie Frederick Littrell**, Auckland U. of Technology; **Bradley L. Kirkman**, Texas A&M U.

**1165** : (Paper Session) - (DISC) **The Psychology of Entrepreneurship**

4:45pm - 6:15pm Le Palais Des Congres: 512G - Table 2

Discussant: **Gerard George**, Imperial College London

📖 **ENT**: Entrepreneurship Education, Regional Context, and Entrepreneurial Intentions | **Sascha G Walter**, Christian-Albrechts-U. of Kiel

📖 **ENT**: Let's Start it Now, it's Easy: How Temporal Distance Influences Entrepreneurial Decisions | **Andranik Tumasjan**, TUM School of Management; **Isabell Melanie Welpe**, TUM School of Management; **Matthias Spoerle**, U. of Applied Management

📖 **ENT**: The Influence of Abilities, Beliefs and Fears on Strategic Decision Making and Opportunity Pursuit | **J. Robert Mitchell**, U. of Oklahoma; **Dean A Shepherd**, Indiana U.

📖 **ENT**: Risk Perceptions, Venture Creation Decisions, Overconfidence and Perceived Environmental Munificence | **Anthony Robinson**, U. of Alabama, Tuscaloosa; **Louis Marino**, U. of Alabama

**1166** : (Paper Session) - (DISC) **Employee Motivation**

4:45pm - 6:15pm Le Palais Des Congres: 512H - Table 1

Discussant: **Elaine C. Hollensbe**, U. of Cincinnati

**OB**: Choice Framework and Self-Efficacy Level as Mediators Between Social Cognitive and Control Theory | **Kyle J. Emich**, Cornell U.

📖 **OB**: Performance, Promotion, and Social Acceptance: The Role of Attachment and Social Rank Behaviors | **Sigalit Ronen**, John Molson School of Business, Concordia U.; **David Zuroff**, McGill U.

🗺️🗨️📖 **OB**: Compassionate Leadership: Impact on Motivation and Cohesiveness in Virtual Teams | **Dominique Steiler**, Grenoble Ecole de Management; **Nancy Penland Jenster**, Grenoble Ecole de Management

🗨️📖 **OB**: Credibility Perceptions: Effects on Attitudes, Intentions, And Behaviors | **Erica Christine Holley**, U. of Washington; **Michael D. Johnson**, U. of Washington; **Jaclyn M. Jensen**, George Washington U.

**1167** : (Paper Session) - (DISC) **Entrepreneurship and Technology**

4:45pm - 6:15pm Le Palais Des Congres: 512H - Table 2

Discussant: **Dirk De Clercq**, Brock U.

📖 **ENT**: The Behavior of Boards of Directors in UK Early Stage High-Technology Ventures | **Joanne Jin Zhang**, U. of Cambridge; **Charles Baden-Fuller**, City U. London; **John Pool**, Cass Business School, City U.

📖 **ENT**: Does the Intensity in R&D Generate Start-Up's Growth? | **Ferran Vendrell-Herrero**, Orkestra - Basque Institute of Competitiveness; **José L. González-Pernía**, Orkestra - Basque Institute of Competitiveness

📖 **ENT**: Technological Radicalness and Start-Up Performance – An Environmental Contingency Model | **Arne Schmidt**, Christian-Albrechts-U. of Kiel; **Sascha G Walter**, Christian-Albrechts-U. of Kiel; **Achim Walter**, U. of Kiel

**1168** 📖: (Paper Session) - (ENT) **Learning and Entrepreneurial Experience**

4:45pm - 6:15pm Le Palais Des Congres: 510C

Chair: **Jolanda Hessels**, EIM / Erasmus School of Economics

🗨️📖 Learning from Entrepreneurial Experience | **Chuck Eesley**, Stanford U.; **Edward B. Roberts**, Massachusetts Institute of Technology

Toward a Theory of Serial Entrepreneurship: Decomposing Entrepreneurial Experience | **Dan Kai Hsu**, Syracuse U.; **Johan Wiklund**, Syracuse U.

📖 Exit Experience, Social Norms, and Entrepreneurial Growth Aspirations: A Multi-Level Analysis | **Saurav Pathak**, Imperial College Business School; **Erkko Autio**, Imperial College Business School

**1169** 📖: (ENT) **Exploring Identity Issues in Family Firms**

4:45pm - 6:15pm Le Palais Des Congres: 511A

Chair: **Gregory P. Tapis**, Mississippi State U.

Discussant: **Lloyd P Steier**, U. of Alberta

Tensions in Family Businesses: Competing Identities or Institutional Logics? | **Glen E. Kreiner**, Pennsylvania State U.; **Joshua R. Knapp**, U. of Lethbridge; **Chamu Sundaramurthy**, San Diego State U.; **Brett R. Smith**, Miami U. Ohio; **Sidney L Barton**, U. of Cincinnati

Family Involvement and Strategic Differences in Family Firms: Ownership Dispersion Among Family | **David G. Sirmon**, Texas A&M U.; **Jean-Luc Arregle**, EDHEC

Long-lived family firms: Shifting family and business definitions | **Pramodita Sharma**, Concordia U.; **Carlo Salvato**, Bocconi U.

Saving Face: Why Family Firms Pollute Less | **Pascual Berrone**, IESE Business School; **Luis R. Gomez-Mejia**, Arizona State U.

Family Members' Identity and Engagement with a Family Business: A Cross-cultural Comparison | **Kanu Priya**, Arkansas State U.; **Gregory P. Tapis**, Mississippi State U.; **Andrew Ward**, Lehigh U.; **David M Hoffman**, Mississippi State U.

**1170** 📖: (DRP Session) - (ENT) **Growth**

4:45pm - 6:15pm Le Palais Des Congres: 514A

Chair: **Peter Kesting**, Aarhus U.

📖 Power, Emotion and Barriers to Business Growth: From Russia Without Love | **Rachel Doern**, Royal Holloway, U. of London; **David Goss**, U. of Surrey

📖 Forms of Growth and Managerial Capabilities Combinations' Leading to High Growth | **Jose Carlos Casillas**, U. de Sevilla, Spain; **Howard D Feldman**, U. of Portland

Diversification of Small UK Design Consultants' into Digital Design, 1996-2009 | **Karl Wennberg**, Imperial College Business School; **Bruce Tether**, Imperial College Business School; **Cher Li**, Imperial College Business School; **Andrea Mina**, U. of Cambridge

📖 Entrepreneurial Demands and Resources and their Effect on Exit and Growth Intentions | **Shruti Sardeshmukh**, U. of South Australia; **Michael G Goldsby**, Ball State U.

📖 The Impact of Intrinsically- vs. Extrinsically-Motivated Attitudes on Entrepreneurial Intentions | **Dmitry Mikhail**

**Khanin**, California State U., Fullerton; **Ofir Turel**, California State U., Fullerton; **Paula Silva**, California State U., Fullerton

**1171** 📄: (DRP Session) - (ENT) **Survival and Success**

4:45pm - 6:15pm Le Palais Des Congres: 514B

Chair: **Peter G Klein**, U. of Missouri

📄 Looking Attractive Until You Sell: Earnings Management, Lockup Expiration and Venture Capitalists | **Daeil Nam**, Pennsylvania State U., Great Valley; **Jonathan D. Arthurs**, Washington State U.; **H. Dennis Park**, U. of Washington  
 Entrepreneurial Foresight and the Endogenous Choice of Market Intermediaries in Japanese IPOs | **Nobuhiko Hibara**, Ritsumeikan U.; **Prem Mathew**, Oregon State U.; **Theodore Andrew Khoury**, Oregon State U.

🗣️📄 The Impact of Relationship Conflict on Subjective Family Firm Valuation | **Thomas Markus Zellweger**, U. of St. Gallen; **Franz W. Kellermanns**, Mississippi State U.; **Philipp Sieger**, U. of St. Gallen

Fortune Favors the Bold: The Impact of Large Acts of Proactive Trust on New Venture Survival | **Anthony Klotz**, U. of Oklahoma - Norman

📄 From Success to Failure: Analyzing the Process of Start, Growth, and Failure of a Social Enterprise | **Robin Stevens**, U. College Ghent; **Nathalie Moray**, U. College Ghent; **Yves Fassin**, Ghent U.

**1172** 📄: (DRP Session) - (GDO) **Diversity Policies and Initiatives**

4:45pm - 6:15pm Le Centre Sheraton: Kafka

Facilitator: **Mary E. Graham**, Clarkson U.

🗣️📄 A Multilevel Case Analysis of Disconnect between Diversity Management Policy and Implementation | **Dharm P. S. Bhawuk**, U. of Hawaii at Manoa; **Smriti Anand**, U. of Illinois, Chicago

➔🗣️📄 CEO Leadership Styles and the Adoption of Organizational Diversity Practices | **Eddy S. Ng**, Dalhousie U.; **Greg J. Sears**, Carleton U.

🗣️📄 LGB-targeted HR Policies and Practices as Predictors of Productivity | **Richard Andrew Opland**, California State U. Long Beach; **Vasinee Kulviriyavanich**, California State U. Long Beach

🗣️📄 Feeling Comfortable with Pluralistic Diversity | **Ruth Sessler Benstein**, Case Western Reserve U.; **Paul Salipante**, Case Western Reserve U.

➔🗣️📄 Towards an Integrated Relational Theory of Diversity Management | **Ahu Tatli**, U. of London

**1173** : (GDO) **GDO Townhall Meeting: AoM Coalition on Faculty Diversity - Progress Report and Future Planning**

4:45pm - 6:15pm Le Centre Sheraton: Lamartine

*Offers a platform for developing new initiatives that support the careers of our members, particularly those from under-represented groups.*

Organizers: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Ron Ophir**, York U.; **Erika H. James**, U. of Virginia; **Susan L. Kirby**, Texas State U.; **C Douglas Johnson**, Georgia Gwinnett College

**1174** 🗣️➔🗣️📄SHCS: (GDO, CMS, OMT) **The Potential of Critical Gender and Diversity Studies for Organizational Change**

4:45pm - 6:15pm Le Centre Sheraton: Drummond west

Chair: **Yvonne Benschop**, Radboud U. Nijmegen

Discussant: **Marieke van den Brink**, Radboud U. Nijmegen  
 Corporeal Feminism | **David Knights**, Keele U.

Undoing Gender | **Alison Pullen**, U. of Technology, Sydney  
 Postsecular Feminism | **Angela Hope**, St. Mary's U.

Transnational Feminism | **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst

Integracism | **Mustafa F Ozbilgin**, U. of East Anglia

Feminist Interventions | **Joanne Martin**, Stanford U.; **Yvonne Benschop**, Radboud U. Nijmegen

**1175** 🗣️➔: (HCM) **HCM Distinguished Speaker**

4:45pm - 6:15pm The Queen Elizabeth: Hochelaga 3

*Transforming Health Care for the Future: The McGill University Health Centre Experience*

Organizer: **Eric S. Williams**, U. of Alabama

**1176** 📄: (Paper Session) - (HR) **Interpersonal dysfunction: Understanding mistreatment and dysfunction in the workplace.**

4:45pm - 6:15pm Le Centre Sheraton: Musset

Chair: **Matthias Spitzmueller**, Michigan State U.

Discussant: **Bradford S Bell**, Cornell U.

🗣️🗣️ Dysfunctional Boss-Subordinate Dyads: Extending the Influence of HR | **Jean-Francois Manzoni**, IMD; **Jean-Louis Barsoux**, IMD

Motivations of bystanders to intervene during interpersonal mistreatment: A Chinese perspective | **Cynthia YP Ho**, UNSW; **Julie Ann Cogin**, AGSM-Australian School of Business

📄 Role of Ethical Leadership on Relations Between Abusive Supervision and Work Attitudes and Behaviors | **K. Michele Kacmar**, U. of Alabama; **C Justice Tillman**, U. of Alabama; **Kenneth J. Harris**, Indiana U., Southeast

**1177** 📄: (DRP Session) - (HR) **Empowerment in Organizations**

4:45pm - 6:15pm Le Centre Sheraton: Hemon

Chair: **Marshall Wilson Pattie**, James Madison U.

Social-Structure & Psychological Empowerment – A Ten Year Narrative Review | **Sut I Wong Humborstad**, BI Norwegian School of Management

Institutional Effects of Empowerment: A Comparison between An Anglo-Saxon and Scandinavian Context | **Sut I Wong Humborstad**, BI Norwegian School of Management

➔📄 Social Support and Dimensions of Psychological Empowerment: Job Involvement as a Moderator | **Manjari Singh**, Indian Institute of Management, Ahmedabad; **Anita Sarkar**, XLRI

📄 The Impact of Virtual HR on Employee Psychological Empowerment, Embeddedness, and Turnover | **Yuntao Dong**, U. of Maryland - College Park; **Kathryn M. Bartol**, U. of Maryland, College Park

**1178** 🗣️📄JS: (HR, CAR) **Employee Benefits and Support Systems: Exploring Differences Across Populations**

4:45pm - 6:15pm Le Centre Sheraton: Salon C

Chair: **Alysa Dawn Lambert**, Indiana U. Southeast

Discussant: **Stephen Sweet**, Ithaca College

- The Relationship Between Organizational Adaptation, the Aging Workforce and Flex Work Options | **Marcie Pitt Castsouples**, Boston College; **Christina Matz-Costa**, Boston College; **Monique Valcour**, EDHEC Business School
- The Relationship between Idiosyncratic Employment Arrangements and Work-Family Positive Spillover | **Peng Wang**, Miami U. Ohio; **Shuhong Wang**, Radford U.; **John Lawler**, U. of Illinois
- Policing Benefits: A Comparative Study of State Police Benefits | **Alysa Dawn Lambert**, Indiana U. Southeast; **Camela Steinke**, U. at Albany, SUNY
- Four Day Work Weeks: An Emerging Trend's Impact on an Organization's Employees | **Lori L Wadsworth**, Brigham Young U.; **Rex Facer II**, Brigham Young U.
- A Team Level Analysis of Mergers: The Impact on Role Stressors and Work-Life Outcomes | **Jeanine K. Andreassi**, Sacred Heart U.; **Angela R Grotto**, Sirota Survey Intelligence

**1179** → 🗄️ JS: (HR, IM) **Improving Lives and Knowledge Markets at the World Bank**

4:45pm - 6:15pm Le Centre Sheraton: Drummond east  
 Organizer: **Shad S. Morris**, Ohio State U.  
 Chair: **Scott A. Snell**, U. of Virginia  
 Discussants: **Sita Ramaswami**, International Finance Corporation; **Mary Elizabeth Ward**, International Finance Corporation

Selection of Mechanisms to Enable Knowledge Supplies to More Optimally Meet Knowledge Demands | **Denton Whitney**, Selph, Ltd.

- The Substitutive and Multiplicative Effects of Social and Human Capital | **Bret Crane**, U. of Virginia - Darden; **Scott A. Snell**, U. of Virginia; **Robert L. Cross**, U. of Virginia
- The Market of Knowledge: How Codified Knowledge Content Improves Knowledge Value | **Shad S. Morris**, Ohio State U.; **James Oldroyd**, SKK Graduate School of Business
- Rethinking Onboarding Programs | **Maria Gallegos**, World Bank; **Quaggiotto Giulio**, World Bank
- Replication Strategies, Knowledge Transfer, and the Organizational Embeddedness of Routines | **Ryan Hammond**, Massachusetts Institute of Technology

**1180** → 🗄️: (Paper Session) - (IM) **Individual Level Outcomes in Cross-Cultural Management**

4:45pm - 6:15pm Le Centre Sheraton: Dickens  
 Chair: **Stephen E Weiss**, York U.

→ 🗄️ The Sixth Merger Wave: Evidence of Global Significance and Local Difference | **Killian J McCarthy**, RijksU. Groningen; **Utz Weitzel**, U. Utrecht School of Economics; **Wilfred Dolfsma**, Groningen U.

→ 🗄️ Undesired individual-level outcomes in cross-border mergers and acquisitions: A process approach | **Aida Hajro**, Brunel U.; **Abhijit Mandal**, Middlesex U.

→ 🗄️ Perception of Ethically Controversial HRM Practices: Development and Application of a Measurement | **Serap Yavuz**, Bahcesehir U.; **Mikael Sondergaard**, U. of Aarhus

→ 🗄️ Whoever Loves Money Is Never Satisfied with His or Her Pay: Income and CPI as Moderators | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Toto Sutarso**, Middle Tennessee State U.; **Mahfooz Alam Ansari**, U. of Lethbridge; **Ilya Garber**, Saratov State Socio-Economic U.; **Peter Vlerick**,

Ghent U.; **Fernando Arias-Galicia**, U. Autónoma del Estado de Morelos; **Vivien KG Lim**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore; **Adebowale Akande**, International Institute of Research; **Michael W. Allen**, U. of Sydney; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Mark G. Borg**, U. of Malta; **Luigina Canova**, U. of Padua; **Brigitte Charles Pauvers**, U. of Nantes; **Bor-Shiuan Cheng**, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Linzhui Du**, Nankai U.; **Consuelo Adelaida Garcia-de-la-Torre**, EGAD-ITESM; **Rosario Correia Higgs**, Polytechnic Institute of Lisbon, Portugal; **Abdul Hamid Safwat Ibrahim**, Iman U.; **Chin-Kang Jen**, National Sun Yat-sen U.; **Ali Mahdi Kazem**, Sultan Qaboos U.; **Kilsun Kim**, Sogang U.; **Roberto Luna-Arocas**, U. of Valencia; **Eva Malovics**, U. of Szeged; **Anna Maria Manganelli**, U. of Padua; **Alice S. Moreira**, Federal U. of Para; **Richard T Mpoyi**, Middle Tennessee State U.; **Anthony Ugochukwu Obiajulu Nnedum**, Nnamdi Azikiwe U.; **Johnsto E. Osagie**, Florida A & M U.; **AAhad Osman-Gani**, IIA International U.; **Francisco Costa Pereira**, Polytechnic Institute of Lisbon, Portugal; **Ruja Pholsward**, Rangsit U.; **Horia Pitariu**, Babes-Bolyai U.; **Marko Polic**, U. of Ljubljana; **Elisaveta Sardzoska**, U. St. Cyril and Methodius; **Petar Skobic**, Middle Tennessee State U.; **Allen F. Stembridge**, Andrews U.; **Theresa Li-Na Tang**, Tang Global Consulting; **Marco Tombolani**, U. of Padua; **Martina Trontelj**, U. of Ljubljana; **Caroline Urbain**, U. of Nantes

**1181** : (IM) **Barry Richardson Dissertation Award Session**  
 4:45pm - 6:15pm Le Centre Sheraton: Salle Ballroom center

**1182** → 🗄️: (Paper Session) - (IM) **Corporate Strategy Issues in International Management**

4:45pm - 6:15pm Le Centre Sheraton: Salon 1  
 Chair: **Ram Mudambi**, Temple U.

→ 🗄️ Liability of Foreignness and the Growth of an Industry: A Dynamic Approach | **Jisun Yu**, John Molson School of Business, Concordia U.; **Sung Soo Kim**, McGill U.

→ 🗄️ Tracking A Moving Arrow Core: Replication-As-Strategy In Ikea | **Anna Jonsson**, Lund U.; **Nicolai Foss**, Copenhagen Business School

→ 🗄️ Early and Rapid Internationalization: A Replication Approach | **Richard Dunford**, U. of Sydney; **Ian Palmer**, RMIT U.

→ 🗄️ Does Internationalization give firms a second life? An empirical examination | **Shujuan Zhang**, Northwestern Polytechnical U.; **Xin Liang**, U. of Minnesota, Duluth; **Mi Zhou**, Xi'an Jiaotong U.; **Sibin Wu**, U. of Texas Pan American

**1183** : (IM) **Booz & Co/Strategy + Business Eminent Scholar in International Management Award.**

4:45pm - 6:15pm Le Centre Sheraton: Salon B  
 Distinguished Speaker: **Stephen J Kobrin**, U. of Pennsylvania  
 Chair: **Timothy Michael Devinney**, U. of Technology, Sydney  
 Discussants: **Art Kleiner**, Booz & Company / strategy+business; **Jonathan P Doh**, Villanova U.; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

**1184** 🗄️: (Paper Session) - (MOC) **The many faces of social construction**

4:45pm - 6:15pm Delta Centre-Ville: Cartier B  
 Facilitator: **Keith Leavitt**, United States Military Academy

Don't talk about it: Active avoidance in organizations | **Julia Bear**, Carnegie Mellon U.; **Anita Williams Woolley**, Carnegie Mellon U.

🗂️🗨️ Start making sense: A sensemaking perspective on the gap between research and practice | **Tina L. Juillerat**, U. of North Carolina, Chapel Hill

🗂️ Environmental Scanning, Perceived Uncertainty, and the Interpretation of Trends: an Empirical Study | **Kristian Johan Sund**, Middlesex U.

**1185** 🗂️: (Paper Session) - (MOC) **Exploring the Role of Biases in Cognition**

4:45pm - 6:15pm Delta Centre-Ville: Regence B

Facilitator: **Steve Arendall**, Union U.

🗂️ Whose fault is it anyway? Attributions of blame follow attempts to resolve problems at work | **Jeffrey Paul Wehrung**, U. of Texas, Austin; **Jennifer Whitson**, U. of Texas, Austin; **Emily T. Amanatullah**, U. of Texas, Austin

🗂️ A Reason Curbs Treason: When and Why We Evaluate Our Own Deeds Differently From Those of Others | **Catherine Theresa Shea**, Duke U.

🗂️🗨️ Salience, Irrelevance and Amplified Biases in Third-Party Rating: Is the Media to Blame? | **Erin G. Pleggenkuhle-Miles**, U. of Texas, Dallas; **David Deeds**, U. of St. Thomas  
**Winner of MOC Division Best Paper Award sponsored by Information Age Publishing**

**1186** 🗂️: (DRP Session) - (MOC) **Creativity, Decision-making & learning: The role of internal and external forces**

4:45pm - 6:15pm Delta Centre-Ville: Verriere A

Facilitator: **Gregory S. Richards**, U. of Ottawa

Boundary Spanner's Degree of Role Autonomy and Its Impact on Exploration and Exploitation | **Nicole Alexandra Rosenkranz**, U. of St. Gallen

🗂️ On The Same Page? An Exploration of How Shared Meaning Affects Collaborative Action | **Barbara Gray**, Pennsylvania State U.; **Chris Huxham**, Strathclyde U.

➔🗂️ The Cognitive Scope of the Firm: Explaining Attention to Stakeholders from the Inside-Out | **Donal Crilly**, INSEAD; **Pamela Sloan**, HEC Montreal

🗂️ INVISIBLE RIVALS Social Comparison in Audience Cognitive Space | **Jose Uribe**, Columbia Business School

**1187** 🗂️🗨️➔🗨️: (Paper Session) - (MSR) **Leadership and Spirituality**

4:45pm - 6:15pm The Queen Elizabeth: Hochelaga 2

Chair: **Gary D. Robinson**, Capella U.

🗂️ The Antecedents, Consequences, and Contingencies of Humility in Leadership: A Qualitative Approach | **Bradley Paul Owens**, U. of Michigan; **Alex L. Rubenstein**, U. of Florida; **David R. Hekman**, U. of Wisconsin Milwaukee

🗂️ Two Routes of Authentic Leadership to Hope, Turnover Intention, and OCB | **Seong Hoon Park**, Yonsei U.; **Kiho Jun**, Yonsei U.; **Hun-Joon Park**, Yonsei U.; **Seongeun Lee**, Yonsei U.

🗂️ When Leaders Who are Religious Encounter Religious Difference: A Mixed Methods Examination | **Kelly A. Phipps**, U. of Nebraska-Lincoln; **Gina S. Matkin**, U. of Nebraska-Lincoln

**1188** 🗂️: (DRP Session) - (OB) **Organizational Justice**

4:45pm - 6:15pm Le Centre Sheraton: Salle Ballroom east

Facilitator: **Samantha D. Montes**, U. of Toronto

🗂️ The Dimensions of Organizational Justice: A Call Center Context | **Douglas H. Flint**, U. of New Brunswick; **Jeff McNally**, McMaster U.; **Lynn Haley**, U. of New Brunswick

🗂️ Trust Dictates the Interactive Relationship between Outcome Favorability and Procedural Fairness | **Emily Bianchi**, Columbia U.; **Joel Brockner**, Columbia U.; **Matthias Seifert**, Instituto de Empresa Business School; **Lu M Shannon**, U. College Dublin, Ireland; **Henry Moon**, London Business School; **Kees Van den Bos**, Utrecht U.; **Philip Miles**, Utrecht U.

➔🗂️ Restorative Justice in the Context of Strong Preferential Selection in South Africa | **Lauren Jill Ramsay**, U. of Colorado, Denver

🗂️ External Third Party Justice: A Social Exchange and Social Identity Approach | **Benjamin B. Dunford**, Purdue U.; **Christine Lynn Jackson**, Purdue U., West Lafayette; **Alan D. Boss**, U. of Washington Bothell; **Wayne Boss**, U. of Colorado, Boulder; **Ingo Angermeier**, Spartanburg Regional Healthcare System

**1189** 🗂️: (DRP Session) - (OB) **Emotional Intelligence: New Questions and Measures**

4:45pm - 6:15pm Le Centre Sheraton: Salon 5

Facilitator: **Jane V. Wheeler**, Bowling Green State U.

🗂️ The Relative Utility of Differing Measures of EI: Other-rated EI as a Predictor of Social Functioning | **Sungwon Choi**, Louisiana State U.; **Donald H. Kluemper**, Louisiana State U.

🗂️ Unanticipated Workplace Consequences of Impulsivity and Emotional Intelligence | **Doan E. Winkel**, U. of Wisconsin, Milwaukee; **Rebecca L Wyland**, U. of Wisconsin Milwaukee; **Patricia Clason**, Center for Creative Learning

🗂️🗨️ Emotionally Smart And Feeling Good: A New Workplace Measure of Emotional Intelligence | **Sukumarakurup Krishnakumar**, North Dakota State U.; **Kay Hopkins**, North Dakota State U.

🗂️ Too Much of a Good Thing? Exploring Curvilinear Effects of Emotional Intelligence on Performance | **Sheetal Singh**, U. of Maryland, College Park; **Myeong-Gu Seo**, U. of Maryland

**1190** 🗂️: (Paper Session) - (OB) **Power: New Insights into its Effects**

4:45pm - 6:15pm Le Centre Sheraton: Salon 6

Chair: **Corinne Bendersky**, U. of California, Los Angeles

🗂️ How Power Corrupts: Power Buffers the Emotional, Cognitive and Physiological Stress of Lying | **Andy Jiexiong Yap**, Columbia Business School; **Dana Carney**, Columbia Business School; **Brian Lucas**, Teachers College, Columbia U.; **Pranjal Mehta**, Columbia Business School

🗂️ When Do I Care About Others' Personality? Power, Personality, and Relationship Quality in a Dyad | **David Yoon**, U. of Minnesota; **Joyce Bono**, U. of Minnesota

🗂️🗨️ The Downside of Looking Like a Leader: Leaders' Powerful Demeanor Stifles Follower Voice | **Connson Chou Locke**, London School of Economics; **Cameron Anderson**, U. of California, Berkeley

🗂️🗨️ Employee Power as Facilitating the Relationship between Procedural Fairness and Employee Cooperation | **Gerben Langendijk**, Open U. of the Netherlands; **Marius van**

Dijke, Erasmus U. Rotterdam; **David De Cremer**, Erasmus U. Rotterdam

**1191** 📄: (Paper Session) - (OB) **New Angles on Employee Proactivity**

4:45pm - 6:15pm Le Centre Sheraton: Salon 8

Chair: **Cathy Lynn Zeien DuBois**, Kent State U.

📄 Making Change with a Little Help from your Friends: Social Factors in the Proactivity Process | **Heather C. Vough**, McGill U.; **Uta Bindl**, U. of Sheffield; **Sharon K. Parker**, U. of Western Australia

➔ 📄 Organizational Energy as a Moderator Predicting Proactive Behavior: An Organizational-Level Study | **Anne Spychala**, U. of St. Gallen; **Sabine Sonnentag**, U. of Konstanz

📄 Proactivity Can Be Counterproductive Too! | **Ben Searle**, Macquarie U.

📄 A Social Identity Theory Model of Pro-Customer Rule Breaking | **Jennifer S. Anderson-Crotwell**, U. of Arizona; **Joel M. Evans**, Sungkyunkwan U.; **Stephen Gilliland**, U. of Arizona

**1192** 📄📄: (OB) **It's About Time! Emerging Temporal Research Trends Across Multiple Levels**

4:45pm - 6:15pm The Queen Elizabeth: Bersimis

Chairs: **Marissa Shuffler**, U. of Central Florida; **Daniel Doty**, U. of Central Florida; **Eduardo Salas**, U. of Central Florida

Discussants: **Allen Bluedorn**, U. of Missouri; **Christian J. Resick**, Drexel U.

The Treatment of Time in Team Mental Model Research | **Susan Mohammed**, Pennsylvania State U.; **Katherine Hamilton**, Pennsylvania State U.; **Rachel Hoult**, The Pennsylvania State U.; **Vincent Mancuso**, The Pennsylvania State U.; **Dev Minoira**, The Pennsylvania State U.; **Michael McNeese**, The Pennsylvania State U.

Practically Applying Statecharts to Understand Time's Complex Influence on Teams | **Marissa Shuffler**, U. of Central Florida; **Michael Rosen**, Institute for Simulation & Training, UCF; **Jessica L Wildman**, U. of Central Florida; **Eduardo Salas**, U. of Central Florida; **Sara Rayne**, NPRST

Detecting Changes in Teams Over Time: Network Versus Traditional Metrics | **Daniel Doty**, U. of Central Florida; **Toshio Murase**, U. of Central Florida; **Elizabeth Sanz**, U. of Central Florida; **Courtney Randolph**, U. of Central Florida; **Leslie A. DeChurch**, U. of Central Florida

Layered-Task Time: Developing a Measure of Workplace Temporal Structures | **Brett Agypt**, U. of North Carolina, Charlotte; **Beth Aviva Rubin**, U. of North Carolina at Charlotte

**1193** 📄: (DRP Session) - (OB) **New Methods and Measures for Leadership Research**

4:45pm - 6:15pm The Queen Elizabeth: Marquette

Facilitator: **Robert Wheatley**, Troy U.

📄 Ordinary Moderation as Cues of "Extra-Ordinary" Inversions in Leadership Relationships | **Fabrice L. Cavarretta**, ESSEC Business School; **Sean Hannah**, U.S. Military Academy, West Point; **Ronald F. Piccolo**, Crummer Graduate School of Business, Rollins College; **Mary Uhl-Bien**, U. of Nebraska; **Melih Kavukcu**, ESSEC Business School Paris-Singapore

📄 From Rival Hypotheses to Equifinality: Applying Fuzzy Set Methodology in Leadership Research | **J. Lee**

**Whittington**, U. of Dallas; **Greg Bell**, U. of Dallas; **Vicki L. Goodwin**, U. of North Texas; **Victoria McKee**, U. of North Texas  
Integrating Leadership: The Leadership Circumplex | **Marleen Redeker**, VU Amsterdam

📄 Douglas McGregor's Theory X and Theory Y: Developing a Construct-Valid Measure | **Richard E Kopelman**, Baruch College; **David J Prottas**, Adelphi U.; **David W Falk**, Baruch College

**1194** 📄: (Paper Session) - (OB) **Knowledge and Knowledge Sharing**

4:45pm - 6:15pm The Queen Elizabeth: Nicolet

Chair: **Michele L. Swift**, Oregon State U.

📄 A Multilevel Investigation of Predictors of Sharing and Seeking Knowledge in Teams | **Daniela Noethen**, Jacobs U. Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen

📄 Factors Influencing Employees Knowledge Sharing Behaviors | **Hung-Sheng Lu**, National Central U.; **Huey-Wen Chou**, National Central U.; **Hsiu-Hua Chang**, Tajen U.

📄 Organizational Trust, Affective State, Perceived Benefit, and Knowledge Sharing and Acquisition | **Yau-De Wang**, National Chiao Tung U.; **Yan-Pin Lee**, National Chiao Tung U.; **Hao-Hsin Hsu**, National Chiao Tung U.; **Han-Jen Niu**, Tamkang U.

Being there: Firsthand Experience, Perceived Reflected Knowledge, and Trust in Global Collaboration | **Mark Mortensen**, Massachusetts Institute of Technology; **Tsedal Neeley**, Harvard U.

**1195** 📄: (Paper Session) - (OB) **Transformational Leadership**

4:45pm - 6:15pm The Queen Elizabeth: Richelieu

Chair: **Cesar Douglas**, Florida State U.

📄 Action with Vision: The Multi-level Effect of Leadership on Effectiveness, via Mediating Processes | **Frouke de Poel**, U. of Groningen; **Janka Ireen Stoker**, Groningen U.; **Karen van der Zee**, U. of Groningen

📄 The Motivational Underpinnings of the Transformational Leadership Performance Relationship | **An-Chih Wang**, National Taiwan U.; **Rick D. Hackett**, McMaster U.; **Bor-Shiuan Cheng**, National Taiwan U.; **Zhijun Chen**, Hong Kong U. of Science and Technology; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology

📄 Leadership, Commitment, and Culture: A Meta-Analysis | **Timothy A. Jackson**, Jackson Leadership Systems Inc.; **John P Meyer**, U. of Western Ontario; **Xiaohua Wang**, U. of Western Ontario

📄 Effects of Leader Self-enhancement and Follower Extraversion on Leader-Member Exchange | **Niels Van Der Kam**, U. of Groningen; **Onne Janssen**, U. of Groningen; **Gerben van der Vegt**, U. of Groningen; **Janka Ireen Stoker**, Groningen U.

**1196** 📄: (DRP Session) - (OB) **Predicting Job Success: Skills and Competencies**

4:45pm - 6:15pm The Queen Elizabeth: St-Charles

Facilitator: **Lynn Harland**, U. of Nebraska, Omaha

📄 Personal Reputation in Organizations: A Two-Study Examination of Antecedents and Consequences | **Robert Zinko**, East Carolina U.; **Christopher J. Meyer**, Baylor U.;

- Federico Aime**, Oklahoma State U.; **Angela Hall**, U. of Texas, San Antonio
- 📖 Refinement and Assessment of Strategies for Managing Professionals Through Survey and Experiment | **Patricia Genoe McLaren**, Wilfrid Laurier U.; **E Kevin Kelloway**, Saint Mary's U.
- 📖 A Map of Managerial Competencies: A 15-country Study | **Maria-José Bosch**, IESE Business School; **Pablo Cardona**, IESE Business School; **Marisa Aguirre Nieto**, PAD - U. de Piura; **Jon P. Briscoe**, Northern Illinois U.; **César Bullara**, Instituto Superior de Empresa; **Maria Victoria Caparas**, U. of Asia & Pacific School of Management; **Wei He**, China Europe International Business School; **Konrad Jamro**, IESE 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 Limerick; **Barbara-Vivian Myloni**, U. of the Aegean; **Sadia Nadeem**, FAST\_NU; **Alexey Svishchev**, MGIMO; **Scott N. Taylor**, U. of New Mexico; **Helen Wilkinson**, IESE Business School
- 📖 The Relation of Employees' Self-Rated and Coworker-Rated Social Skill to Job Performance | **Kristin Byron**, Syracuse U.; **Suzanne J. Peterson**, Arizona State U.; **Matthew Zingoni**, Syracuse U.

**1197** 📖 JS: (OB, CM, HR) **Destructive Supervisor Behavior: New Developments in Theory & Consequences to Supervisor Wrongdoing**

4:45pm - 6:15pm The Queen Elizabeth: Grand Salon

Chair: **Manuela Priesemuth**, U. of Central Florida

Discussant: **Maureen L. Ambrose**, U. of Central Florida

The Drained Self: Self-Regulation, Distributive Justice, and Employee Deviance | **Stefan Thau**, London Business School; **Marie S. Mitchell**, U. of Georgia

Positive Effects of Abusive Supervision: A Group-Level Examination | **Manuela Priesemuth**, U. of Central Florida

How Supervisor Exclusion Impairs Employee Behavioral and Health Outcomes | **Kristin L. Scott**, Clemson U.; **KiYoung Lee**, U. of Minnesota; **Michelle K. Duffy**, U. of Minnesota

Psychological Health Effects of Supervisory Pressure to Behave Unethically | **Bennett J. Tepper**, Georgia State U.; **Jon C. Carr**, Texas Christian U.; **Margarita Almeda**, Georgia State U.; **Dana L. Haggard**, Missouri State U.; **Elizabeth Foster Clenney**, Georgia State U.; **Wongun Goo**, Georgia State U.

**1198** 📖 → 📖 JS: (OB, HR) **Cultural Intelligence & Intercultural Contact: Effects on Trust, Networks and Experiential Learning**

4:45pm - 6:15pm The Queen Elizabeth: St-Maurice

Chairs: **Soon Ang**, Nanyang Technological U.; **Linn Van Dyne**, Michigan State U.

Discussant: **Gilad Chen**, U. of Maryland

CQ and Trust Development between Culturally Diverse Team Members | **Thomas Rockstuhl**, Nanyang Technological U.; **Kok-Yee Ng**, Nanyang Technological U.; **Soon Ang**, Nanyang Technological U.; **Linn Van Dyne**, Michigan State U.

The Impact of Cultural Intelligence on Homophily in Intraorganizational Multinational Networks | **Tone Gjertsen**, BI Norwegian School of Management; **Anette Marie Torp**, BI Norwegian School of Management; **Christine Siew-Kuan Koh**,

Nanyang Technological U.; **Mei Ling Tan**, Nanyang Technological U.

An Experiential Approach to Teaching Cultural Intelligence | **Brent MacNab**, U. of Sydney; **Reg Worthley**, U. of Hawaii--Manoa

Cultural Intelligence and International Service Learning | **Krista Jean Crawford-Mathis**, Champlain College

**1199** 📖 📖 JS: (OB, HR, MED) **Exploring Managerial Effectiveness through Interpersonal Skills**

4:45pm - 6:15pm The Queen Elizabeth: Hochelaga 1

Chairs: **Gerard Beenen**, California State U., Fullerton; **Lori A.**

**Muse**, California State U., Fullerton; **Shaun Pichler**, California State U., Fullerton

Discussant: **David A. Whetten**, Brigham Young U.

Managing Challenging Interpersonal Situations at Work | **Paulo Lopes**, Catholic University of Portugal - FCEE

Social Skills as Predictors of Performance in a Leadership Assessment Center | **Bronston T Mayes**, California State U., Fullerton; **Ronald E. Riggio**, Claremont McKenna College

Cultural Intelligence and Cross-Cultural Negotiation Effectiveness | **Kevin S. Groves**, Pepperdine U.

A Microskills Approach to Teaching Managerial Interpersonal Skills | **Rosemary Maellaro**, U. of Dallas College of Business

Exploring Managerial Effectiveness Through Interpersonal Skills | **Gerard Beenen**, California State U., Fullerton; **Lori A.**

**Muse**, California State U., Fullerton; **Shaun Pichler**, California State U., Fullerton

**1200** 📖 JS: (OB, IM, RM) **Caring about Context: Contextualizing Energy Research in Organizations**

4:45pm - 6:15pm The Queen Elizabeth: Joliet

Chair: **Dana McDaniel**, U. of California, Irvine

Discussant: **Cristina Gibson**, U. of California, Irvine

Keeping Energy Through the Week: The Impact of Job Autonomy & Role-Breadth Self-Efficacy on Vigor | **Chak Fu Lam**, U. of Michigan, Ann Arbor; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor

When High Energy is Highly Inappropriate: The Use of Subtle Relational Energy across Cultures | **Dana McDaniel**, U. of California, Irvine; **Cristina Gibson**, U. of California, Irvine

Fostering Compassion, Replenishing Emotional Energy: The Relationship between Routines & Service | **Laura McClelland**, Emory U.; **Monica C. Worline**, Emory U.

Relationships among Culturally Dissimilar Individuals: Competently Navigating Power-Based Rules | **Gelaye Debebe**, George Washington U.

**675** 📖 JS: (OMT, BPS, CMS) **Theory, Performativity and Social Reality: The Case of Organizations and Markets**

4:45pm - 6:15pm Le Palais Des Congres: 518B

Participants: **Teppo Felin**, Brigham Young U.; **Fabrizio Ferraro**, IESE Business School; **Nicolai Foss**, Copenhagen Business School; **Bruce Kogut**, INSEAD; **Yuval Millo**, London School of Economics

**1201** 📖: (OCIS) **OCIS Keynote Speaker**

4:45pm - 6:15pm Le Palais Des Congres: 511C

IT in the Wild | **Stephen Barley**, Stanford U.

**1202 : (ODC) ODC Business Meeting**

4:45pm - 6:15pm Le Centre Sheraton: Salon 4

**1203 : (Paper Session) - (OM) Supply Chain Relationships**

4:45pm - 6:15pm Le Palais Des Congres: 516B

Chair: **Arash Azadegan**, New Mexico State U.

📖 Bridging the Barriers to Supply Chain Collaboration: An Integrative Theoretic Model | **Stanley E. Fawcett**, Brigham Young U.; **Amydee M. Fawcett**, Brigham Young U.; **Gregory M. Magnan**, Seattle U.; **Bradlee J. Watson**, Arlington Hills Care and Rehabilitation

The Dark Side of Buyer-Supplier Relationships: A Social Capital Perspective | **Veronica Haydee Villena Martínez**, Instituto de Empresa Business School; **Thomas Choi**, Arizona State U.; **Elena Revilla**, Instituto de Empresa Business School

📖 The Impact of Culture on Contractual Buyer Supplier Relationships | **Dina Ribbink**, U. of Western Ontario; **Curt Grimm**, U. of Maryland

**1204 : (DRP Session) - (OM) Division Roundtable: Emerging Research on Flexibility and Collaborative Innovation**

4:45pm - 6:15pm Le Palais Des Congres: 525B

Facilitator: **Kevin Linderman**, Carlson School of Management

📖 Customer Attractiveness in the Supply Chain and its Impact on Collaborative Innovation | **Holger Schiele**, U. of Twente

📖 Concurrent Engineering, Knowledge Management and Product Innovation: A Relational Perspective | **Anant Ravindra Deshpande**, SUNY Empire State College

📖 Flexibility vs. Efficiency: A Theoretical and Empirical Examination of the Role of Individuals | **Fabrizio Salvador**, Instituto de Empresa Business School; **Anil Akpinar**, Instituto de Empresa Business School

📖 Manufacturing Flexibility and Performance: Integrating Requisite Variety with Swift and Even Flow | **Pamela Patterson Rogers**, Cameron U.; **Divesh Ojha**, Assistant Professor / U. of North Texas; **Richard E White**, U. of North Texas

**1205 : (DRP Session) - (OMT) Networks, Innovation, and Change**

4:45pm - 6:15pm Le Palais Des Congres: 511F

Chair: **Michael G. Hendron**, Brigham Young U.

→ 📖 Structural Antecedents of Corporate Network Evolution | **Frank Wijen**, Rotterdam School of Management, Erasmus U.; **Niels G. Noorderhaven**, Tilburg U.; **Wim Vanhaverbeke**, Hasselt U.

📖 Establishing Legitimacy as a Network Hub to Orchestrate Innovation Networks | **Elizabeth D. Rouse**, Boston College

📖 Small-World Network Imprinting, Subsequent Firm Adaptation and Firm Performance | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Yi Tang**, Hong Kong Polytechnic U.

📖 Interdependence Across Networks: Biotechnology Innovation through Scientific and Alliance Networks | **Remzi Gozbuyuk**, IE Business School

**1206 : (DRP Session) - (OMT) Stakeholders, Conflict and Governance**

4:45pm - 6:15pm Le Palais Des Congres: 515C

Chair: **Michael D. Pfarrer**, U. of Georgia

→ Emerging Standards Markets: Multiplicity of Sustainability Standards in the Global Coffee Industry | **Juliane Reinecke**, U. of Cambridge; **Stephan Manning**, U. of Massachusetts Boston; **Oliver von Hagen**, UNDP

📖 The Impact of Corporate Social Responsibility on Bank Loans: Uncovering the Link | **Bill Francis**, Rensselaer Polytechnic Institute; **Shyam Kumar**, Rensselaer Polytechnic Institute; **Pamela Harper**, Lally School of Management & Technology, Rensselaer Polytechnic Institute Business School

Shareholder Activism: On the Emergence of Social Identity and Small Shareholder Group Formation | **Kate Sikavica**, U. of Munich; **Anja Christine Tuschke**, U. of Munich

📖 From the Bounty to the Boardroom: Employee Narratives of Organizational Mutiny | **Amanda Merryman**, Harvard U.

📖 Leading Followers: Mobilizing Strategies and Network Centrality in Shareholder Activism | **Jegoo Lee**, U. of South Florida

**1207 : (Paper Session) - (OMT) Innovations in the Study of Organizational Design**

4:45pm - 6:15pm Le Palais Des Congres: 518A

Chair: **Charles C. Snow**, Pennsylvania State U.

📖 Organizational Design Choices: Enabling Practice Innovation Evidence from China's Biopharma Industry | **Johannes Meuer**, Rotterdam School of Management, Erasmus U.

📖 Interdependence, Information processing, Organization Design: An Epistemic Perspective | **Phanish Puranam**, London Business School; **Marlo Goetting**, London Business School; **Thorbjørn Knudsen**, U. of Southern Denmark

📖 The Interplay of Formal and Informal Organizational Architecture: Implications for Performance | **Giuseppe Soda**, Bocconi U. and SDA Bocconi School of Management; **Akbar Zaheer**, U. of Minnesota

📖 A Dynamic Perspective on Ambidexterity: Structural Differentiation and Boundary Activities | **Sebastian Raisch**, U. of St. Gallen; **Michael L. Tushman**, Harvard U.

**1208 : (DRP Session) - (OMT) Institutional Logics and their implications**

4:45pm - 6:15pm Le Palais Des Congres: 519B

Chair: **Rodney Lacey**, U. of California, Davis

📖 The Intra-organizational Construction of Legitimacy and Illegitimacy of a New Pay System | **Sini Jämsén**, Aalto U. School of Science and Technology; **Henri Schildt**, Imperial College London

📖 How Institutional Logics Influence Cognitive Orientation: The Case of Focused Firms, 1984-1997 | **Young-Chul Jeong**, U. of Illinois, Urbana-Champaign; **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign

📖 The Influence of Congruous Institutional Logics on Regional Cluster Emergence | **Suzanne Gladys Tilleman**, U. of Montana

→ 📖 Medium and Message: The Role of the Media in Establishing Institutional Logics | **Mukti V Khaire**, Harvard U.; **Erika Verniece Richardson**, Northwestern U.

📖 Balancing Acts: Paradoxes of Legitimacy and Public Service in Hybrid Organizing | **Jason Jesurum Jay**, Massachusetts Institute of Technology



**1209** 📖: (DRP Session) - (OMT) **Categories and Identities**

4:45pm - 6:15pm Le Palais Des Congres: 525A

**Chair:** **Anne Fleischer**, U. of Toronto

📖 Conservation, Contestation and Construction: Identity and Tradition in Network Contexts | **Paul Hibbert**, Strathclyde U.; **Peter McInnes**, U. of Strathclyde

📖 Categorical Contrast and Audience Response: Entrepreneurial Entry into a New Organization Category | **Hongwei Xu**, INSEAD; **Litao Zhao**, National U. of Singapore

📖 Identity Focus and Identity Coherence in the Hong Kong Film Industry, 1970-1997 | **Yi Tang**, Hong Kong Polytechnic U.; **Filippo Carlo Wezel**, U. of Lugano

📖 Ideologically-Embedded Identities and Audience Attention: British Political Parties, 1945-2005 | **Soorjith Illickal Karthikeyan**, U. of Lugano

The Dynamics of Product Identities: Status, Uniqueness, and Attention in the European Film Market | **Stephen Mezias**, INSEAD; **Jesper Strandgaard Pedersen**, Copenhagen Business School; **Ji-hyun Kim**, New York U.; **Carmelo Mazza**, Grenoble Ecole de Management; **Silviya Svejnova**, ESADE

**1210** : (ONE) **ONE Business Meeting**

4:45pm - 6:15pm The Queen Elizabeth: Matapedia

**Program Chair:** **Jorge Rivera**, George Washington U.**1212** 📖: (DRP Session) - (RM) **Construct clarification**

4:45pm - 6:15pm Delta Centre-Ville: Verriere B

**Facilitator:** **James W. Bishop**, New Mexico State U.

➔ 📖 Disentangling emotional intelligence & transformational leadership: the role of method variance | **Dirk Lindebaum**, Manchester Business School; **Susan Cartwright**, Lancaster U.

📖 Did they all get it wrong? Towards a better measurement model of trust | **Matthias Söllner**, U. Kassel; **Jan Marco Leimeister**, U. Kassel

Misalignment of Theory and Method in Leader-Member Exchange (LMX) Research: Reciprocal One-with-Many Designs as a Recommended Remedy | **Dina Krasikova**, Purdue U., West Lafayette; **James M. LeBreton**, Purdue U.

**1213** 📖: (DRP Session) - (SIM) **Shareholders, Shareholder Activists, and Corporate Social Responsibility Roundtable**

4:45pm - 6:15pm The Queen Elizabeth: Chaudiere

**Chair:** **Sujit Sur**, Dalhousie U.

📖 Nonmarket strategy and firm responses to shareholder activists | **Kathleen Rehbein**, Marquette U.; **Stephen Brammer**, U. of Bath; **Jeanne M Logsdon**, U. of New Mexico; **Harry J Van Buren**, U. of New Mexico

📖 The Impact of Corporate Social Responsibility on Investment Recommendations | **Ioannis Ioannou**, London Business School; **George Serafeim**, Harvard U.

📖 Non-Financial Information in Investor Communications | **Alexander V Laskin**, Quinnipiac U.

📖 Corporate governance and CSP: Does aligning managers with shareholders help or hurt stakeholders? | **Ali Shahzad**, U. of Oklahoma - Norman; **Parthiban David**, American U.; **Mark P Sharfman**, U. of Oklahoma

📖 Political Analysis of Shareholder Activism in Emergent Democracies: a case study of Nigeria | **Emmanuel Afolabi**

**Adegbite**, City U. London; **Kenneth Amaeshi**, Cranfield U.; **Olufemi Amao**, Brunel Law School

**1214** 📖: (DRP Session) - (SIM) **Understanding the Financial Crisis Roundtable**

4:45pm - 6:15pm The Queen Elizabeth: Duluth

**Chair:** **Helena Knorr**, Point Park U. School of Business

📖 Too Big to Fail – Ethical Breakdown of the U.S. Financial System | **Michael A. Santoro**, Rutgers U.; **Ronald Strauss**, Rutgers U., Newark

📖 Real options investments in political capital and government bailout: The 2008 financial crisis | **Seung-Hyun Lee**, U. of Texas, Dallas; **Yoon-Suk Baik**, Korea Advanced Institute of Science & Technology; **Mine Ozer**, State U. of New York, Oneonta

📖 Rebuilding after the financial crisis: Temperance and trustworthiness | **David Weitzner**, York U.; **James L Darroch**, York U.

➔ 📖 Board Behaviour and the Global Financial Crisis: Time for a Holistic Approach to Governance | **Suzanne Young**, La Trobe U.; **Vijaya Thyil**, Deakin U.

**1215** 📖: (Paper Session) - (SIM) **Dysfunctional Workplaces: Organizational Corruption and Other Bad Things in Organizations**

4:45pm - 6:15pm The Queen Elizabeth: Hochelaga 5

**Chair:** **Gastón de los Reyes**, U. of Pennsylvania**Discussant:** **Shih-Chi Chiu**, Nanyang Technological U.

Moral Isomorphism: How Can Normal People Do Bad Things and Still Increase Their Legitimacy? | **Michael Gonin**, Faculty of Business and Economics, U. of Lausanne

📖 Business Groups and Inter-firm Relationship: Inside the Pyramid of Business Groups in Southeast Asia | **Kuan-Cheng Chen**, Shih Hsin U.

📖 Contextual Influences on the Attitude Toward Organizational Corruption | **Tanja Rabl**, U. of Bayreuth

📖 Dynamic Framework of Organizational Corruption and Social Hierarchies | **Valerie Rosenblatt**, U. of Hawaii at Manoa

**1216** 📖: (Paper Session) - (SIM) **Unpacking Stakeholder Theory: Dyadic and Triadic Firm-Stakeholder Relationships**

4:45pm - 6:15pm The Queen Elizabeth: Hochelaga 6

**Chair:** **Barton Halpern**, U.S. Army**Discussant:** **Jennifer Mencl**, U. of Minnesota, Duluth

📖 The challenges of mainstreaming responsible investment practices: a view from practitioners | **Kenneth Amaeshi**, Cranfield U.

📖 Building trust and positive intent among customers and employees through Corporate Responsibility | **Carola Hillenbrand**, Henley Business School; **Kevin Money**, Henley Business School

📖 Fair Trade Certification and Consumer Behavior | **Douglas A Schuler**, Rice U.; **Petra Christmann**, Rutgers U.

📖 Activist Attack Strategies | **Theodore L. Waldron**, Baylor U.; **Gideon D Markman**, Colorado State U.

**1217** : (SIM) **SIM Division Business Meeting**

4:45pm - 6:15pm The Queen Elizabeth: Mackenzie

**Division Chair:** **Ann K. Buchholtz**, U. of Georgia

Program Chair: **Shawn Berman**, U. of New Mexico  
 Professional Development Workshop Chair: **Virginia Gerde**,  
 Duquesne U.

**1218** → 📄: (Paper Session) - (TIM) **Technology Trajectory and Reorientation**

4:45pm - 6:15pm Le Palais Des Congres: 511B

Facilitator: **Stefano Brusoni**, Bocconi U.

- 📄 Categorical Associations: Nuclear Power in the Energy Field | **Raghu Garud**, Pennsylvania State U.; **Joel Gehman**, Pennsylvania State U.; **Peter Karnoe**, Copenhagen Business School
- 📄 Strategic Reorientation after an Industry Shock: Cross-Functional and Inter-Temporal Tradeoffs | **Vikas A. Aggarwal**, INSEAD; **Brian Wu**, U. of Michigan, Ann Arbor
- 📄 Technology Turbulence, Dominant Design and Strategy of de Novo Platform Leaders: A Survival Analysis | **Tianxu Chen**, Drexel U.; **Vadake Narayanan**, Drexel U.

**1219** → 🗣️📄: (Paper Session) - (TIM) **Team Development and Innovation**

4:45pm - 6:15pm Le Palais Des Congres: 511E

Facilitator: **Jing Han**, Tilburg U.

- 📄 Fluid Teams and Fluid Tasks: The Impact of Team Familiarity and Variation in Experience | **Robert S. Huckman**, Harvard U.; **Bradley R Staats**, U. of North Carolina, Chapel Hill
- 📄 Team Reflexivity and Shared Leadership in Dispersed Innovation Teams | **Sarah Gehrlein**, WHU - Otto Beisheim School of Management; **Miriam Muethel**, WHU - Otto Beisheim School of Management; **Martin Hoegl**, WHU - Otto Beisheim School of Management
- 📄 Managing Revolutionary Interdisciplinary R&D Project Teams: Creating Knowledge Fusion Capabilities | **Melissa M. Appleyard**, Portland State U.; **Beverly B. Tyler**, North Carolina State U.; **John Carruthers**, Portland State U.

**1220** → 📄: (DRP Session) - (TIM) **Project Management and Success**

4:45pm - 6:15pm Le Palais Des Congres: 513A

Facilitator: **Ramanath Subramanyam**, U. of Illinois, Urbana-Champaign

- 📄 Headed for an Empirically Derived Taxonomy of Temporary Project Networks | **Rene M. Bakker**, Tilburg U.; **Leon A. G. Oerlemans**, Tilburg U.; **Patrick Kenis**, Tilburg U.; **Jeroen K Vermunt**, Tilburg U.
- 📄 Ambidexterity in Project-based Firms, a Matter of Endurance | **Floortje P. Blindenbach-Driessen**, Vlerick Leuven Gent Management School
- 📄 Predicting Project Portfolio Success by Measuring Management Quality – A Longitudinal Study | **Daniel Jonas**, Berlin Institute of Technology; **Alexander Kock**, Berlin Institute of Technology; **Hans Georg Gemuenden**, Berlin Institute of Technology
- 🗣️📄 Unintended Consequence of Front-loading in New Product Development: Shortcutting Concept Development | **Sebastian Fixson**, Babson College; **Tucker James Marion**, Northeastern U.
- 🗣️📄 The DNA of Design Work: Physical and Digital Materiality in Project-based Design Organizations | **James Gaskin**,

Case Western Reserve U.; **Douglas M. Schutz**, Temple U.; **Nicholas Berente**, U. of Michigan; **Kalle Lyytinen**, Case Western Reserve U.; **Youngjin Yoo**, Temple U.

**1221** → 📄: (Paper Session) - (TIM) **Value Chain Specialization and International Trade**

4:45pm - 6:15pm Le Palais Des Congres: 513B

Facilitator: **Aravind Chandrasekaran**, The Ohio State U.

- 📄 Firm Innovation Rates and Profitability in Markets for Technology | **Giovanna Padula**, Bocconi U.
- 📄 From Hand to Head: Trade Vertical Specialization and International Technology Diffusion Effects | **Szu-Wei Yen**, WuFeng Institute of Technology; **Chia-Hung Hsieh**, Ming Chuan U.
- 📄 Trade Policy Changes and the Heterogeneity of Domestic and Foreign Firms' Strategy and Capabilities | **Jahan Ara Peeraly**, HEC Montréal; **John Cantwell**, Rutgers U.

**1222** 📄: (DRP Session) - (TIM) **Product and Technology Diffusion Models**

4:45pm - 6:15pm Le Palais Des Congres: 516A

Facilitator: **Anthony P. Ammeter**, U. of Mississippi

- When the Risk of System Use is Life or Death: A Study of the Adoption of Surgical Technology | **Jonathan Brewster**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.
- 📄 Distinguishing Forced versus Discretionary Replacements in New Product Diffusion Models | **Maria Kaya**, Queensland U. of Technology; **Paul Richard Steffens**, Queensland U. of Technology
- 📄 A Dynamic Model of Technological Substitutions | **Brice Dattée**, Imperial College London
- Stuck in the Middle: Using Middle Status Conformity to Unravel Conflicting Diffusion Patterns | **Andrew Earle**, U. of Oregon

**1223** 📄: (TIM) **TIM -- Distinguished Speaker Session**

4:45pm - 6:15pm Le Palais Des Congres: 516C

Host: **Fernando Suarez**, Boston U.

Distinguished Speaker: **Thomas J Allen**, Massachusetts Institute of Technology

**Monday 5:00PM**

**1224: (MC) Distinguished Speaker - The Creative Economy and Beyond: Art Transforming Apathy into Action**

5:00pm - 6:30pm Delta Centre-Ville: Cartier A

*"Only by investing in the artistry of our humanity will we create the peaceful, prosperous planet we deserve." "Twenty-first century society yearns for a leadership of possibility, a leadership based more on hope, aspiration, and innovation than on the replication of historical patterns of constrained pragmatism. Luckily, such a leadership is possible today. For the first time in history, leaders can work backward from their aspirations and imagination rather than forward from the past. The gap between what people can imagine and what they can accomplish has never been smaller. Responding to the challenges and yearnings of the 21st century demands anticipatory creativity. Designing options worthy of implementation calls for levels of inspiration and passionate creativity that, until recently, have been more the domain of artists and artistic*

processes than the domain of most managers. The time is right for artistic imagination to co-create the leadership that the world deserves." Nancy J. Adler, S Bronfman Chair in Management, McGill University & ArtistMontreal, Canada  
 Organizers: **Ansgar Richter**, European Business School; **Ginka Toegel**, IMD  
 Distinguished Speaker: **Nancy J Adler**, McGill U.

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### Monday 5:30PM

#### **1225 : (ICW) Northeastern University - Moscow State University Annual Reception**

5:30pm - 7:30pm Le Palais Des Congress: 511D

Organizer: **Chris Robertson**, Northeastern U.

#### **1226 : (MH) Management History Business Meeting**

5:30pm - 6:30pm The Queen Elizabeth: Gatineau

Program Chair: **Chester S. Spell**, Rutgers U.

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### Monday 6:00PM

#### **1227 : (HR) Making a difference: Informal discussion of how research and practice can work together.**

6:00pm - 9:00pm Offsite: Concordia College

*This session will involve an informal discussion between practitioners and academics on how to transfer HR research to practice and vice versa. HR academics will discuss the types of research they undertake and seek feedback from practitioners on relevant topics of interest that could be explored in ways to address meaningful HR issues in the business world.* Offsite Location - Concordia College Hall Building H-767; 1455 boulevard de Maisonneuve Ouest; Metro Stop: Guy/Concordia (take the Guy exit of the Metro). Mon 6-9 pm CONTACT Diane Johnson (djohnson@cba.ua.edu) with questions.

#### **1228 : (MED) MED Business Meeting and Awards Presentation**

6:00pm - 7:00pm Le Palais Des Congress: 516D

*This is a meeting in which (1) officers of MED review the year just gone and (2) the division presents its awards. It is open to all members of MED.*

Division Chair: **Katherine A. Karl**, Marshall U.

Program Chair: **Jon Billsberry**, Coventry U.

Professional Development Workshop Chair: **Toni Ungaretti**, Johns Hopkins U.

Division Chair-Elect: **Kenneth R Thompson**, DePaul U.

Secretary: **Margaret M. Hopkins**, U. of Toledo

Treasurer: **V Seshan**, Pepperdine U.

#### **1229 : (RM) Research Methods Business Meeting**

6:00pm - 7:00pm Delta Centre-Ville: Les Courants

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### Monday 6:30PM

#### **1230 : (AAA) SAP Reception and Business Meeting**

6:30pm - 8:00pm Le Palais Des Congress: 510D

#### **1231 : (BPS) BPS Business Meeting**

6:30pm - 7:30pm Le Palais Des Congress: 510A

#### **1232 : (CAR) Careers Division Social Hour**

6:30pm - 8:30pm Le Centre Sheraton: Salle Ballroom east

Division Chair: **Hetty Van Emmerik**, Maastricht U.

Program Chair: **Svetlana Khapova**, VU U. Amsterdam  
 Professional Development Workshop Chair: **Julia Richardson**, York U.

Division Chair-Elect: **Suzanne C. de Janasz**, U. of Mary Washington

#### **1233 : (ENT) ENT Business Meeting**

6:30pm - 7:30pm Le Palais Des Congress: 516C

*To be held 6.30 - 7.30 pm, immediately followed by the ENT Social Reception.*

Division Chair: **Eileen Fischer**, York U.

Program Chair: **Mike Wright**, U. of Nottingham

Professional Development Workshop Chair: **David Audretsch**, Indiana U., Bloomington

Division Chair-Elect: **Per Davidsson**, Queensland U. of Technology

Past Chair: **Ronald K. Mitchell**, Texas Tech U.

Newsletter Editor: **Melissa S. Baucus**, U. of Louisville

Secretary: **Terry W Noel**, Illinois State U.

Treasurer: **Melissa S. Cardon**, Pace U.

#### **1234 : (GDO) GDO Business Meeting**

6:30pm - 7:30pm Le Centre Sheraton: Salon C

Division Chair: **Quinetta Roberson**, Villanova U.

Program Chair: **Diana Bilimoria**, Case Western Reserve U.

Professional Development Workshop Chair: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

Division Chair-Elect: **David A. Kravitz**, George Mason U.

#### **1235 : (HCM) HCM Business Meeting**

6:30pm - 7:30pm The Queen Elizabeth: Hochelaga 3

Division Chair: **Robert Weech-Maldonado**, U. of Alabama, Birmingham

Program Chair: **Trish Reay**, U. of Alberta

Professional Development Workshop Chair: **Jami Leanne DelliFraine**, U. of Texas

Division Chair-Elect: **Eric S. Williams**, U. of Alabama

Past Chair: **Christy Harris Lemak**, U. of Michigan

#### **1236 : (IM) International Management Division Business Meeting**

6:30pm - 7:30pm Le Centre Sheraton: Salle Ballroom center

#### **1237 : (MC) MC Division Business Meeting**

6:30pm - 8:00pm Delta Centre-Ville: Cartier A

Organizers: **Ansgar Richter**, European Business School; **Ginka Toegel**, IMD

#### **1238 : (MH) Management History Social**

6:30pm - 9:30pm The Queen Elizabeth: St-Laurent

Sponsored by: Rutgers U., Camden, School of Business

#### **1239 : (MOC) MOC Business Meeting**

6:30pm - 7:30pm Delta Centre-Ville: Cartier B

Division Chair: **Richard Blackburn**, U. of North Carolina, Chapel Hill

Program Chair: **Mark J. Martinko**, Florida State U.

Professional Development Workshop Chair: **Rhonda K. Reger**, U. of Maryland

Division Chair-Elect: **Gerard P. Hodgkinson**, U. of Leeds

#### **1240 : (MSR) MSR PIPELINE PAPER SESSION**

6:30pm - 7:30pm The Queen Elizabeth: Harricana

Presenter: **Claire A. Simmers**, Saint Joseph's U.

#### **1241 : (OB) OB Division Awards and Social Hour**

6:30pm - 8:30pm Le Centre Sheraton: Salle Ballroom west  
*Presentation of OB Division Awards followed by Division Celebration and Social Hour*

**1242 : (OCIS) OCIS Business Meeting**

6:30pm - 7:30pm Le Palais Des Congres: 511C

**1243 : (ODC) ODC Division Reception**

6:30pm - 8:30pm Le Centre Sheraton: Salon A

**1244 : (OMT) OMT Business Meeting and Artifact**

6:30pm - 7:30pm Le Palais Des Congres: 524B

*Division Reports, award presentations, and "The Artifact"*

*Division Chair: Henrich R. Greve, INSEAD*

*Program Chair: Matthew Kraatz, U. of Illinois*

*Professional Development Workshop Chair: Christine Beckman, U. of California, Irvine*

*Division Chair-Elect: Royston Greenwood, U. of Alberta*

*Past Chair: William Ocasio, Northwestern U.*

**1245 : (ONE) ONE/SIM Social**

6:30pm - 10:30pm The Queen Elizabeth: Hochelaga 4

**1246 : (SIM) SIM/ONE Joint Reception**

6:30pm - 10:30pm The Queen Elizabeth: Hochelaga 4.

*We gratefully acknowledge the co-sponsorship of George Washington University and the University of New Mexico for this event.*

*Organizers: Shawn Berman, U. of New Mexico; Jorge Rivera, George Washington U.*

*Co-sponsored by the University of Alabama at Birmingham, Department of Health Services Administration, and the University of Alabama.*

*Division Chair: Robert Weech-Maldonado, U. of Alabama, Birmingham*

*Program Chair: Trish Reay, U. of Alberta*

*Professional Development Workshop Chair: Jami Leanne DelliFraine, U. of Texas*

*Division Chair-Elect: Eric S. Williams, U. of Alabama*

*Past Chair: Christy Harris Lemak, U. of Michigan*

**1253 : (MED) MED Social Event**

7:30pm - 10:30pm Le Palais Des Congres: 520CF

*This is a social event for all members of MED. Please come along and socialise with friends new and old. All members of MED are welcome.*

*Host: Jon Billsberry, Coventry U.*

**1254 : (MOC) MOC Social Hour**

7:30pm - 9:00pm Delta Centre-Ville: Regence B

*Division Chair: Richard Blackburn, U. of North Carolina, Chapel Hill*

*Program Chair: Mark J. Martinko, Florida State U.*

*Professional Development Workshop Chair: Rhonda K. Reger, U. of Maryland*

*Division Chair-Elect: Gerard P. Hodgkinson, U. of Leeds*

**1255 : (OCIS) OCIS Social Hour**

7:30pm - 9:30pm Le Palais Des Congres: 511F

**1256 : (OMT) OMT Social Hour**

7:30pm - 9:00pm Le Palais Des Congres: 524C

*Division Chair: Henrich R. Greve, INSEAD*

*Program Chair: Matthew Kraatz, U. of Illinois*

*Professional Development Workshop Chair: Christine Beckman, U. of California, Irvine*

*Division Chair-Elect: Royston Greenwood, U. of Alberta*

*Past Chair: William Ocasio, Northwestern U.*

**Monday 7:00PM**

**1247 : (RM) Research Methods Social Hour**

7:00pm - 9:00pm Delta Centre-Ville: St-Laurent

**Monday 7:30PM**

**1248 : (BPS) BPS Social**

7:30pm - 8:30pm Le Palais Des Congres: 520 DE

**1249 : (CMS) CMS Main Social**

7:30pm - 9:00pm The Queen Elizabeth: Hochelaga 2

*Program Chair: Sarah Stookey, Central Connecticut State U.*

**1250 : (ENT) ENT Social Reception**

7:30pm - 10:30pm Le Palais Des Congres: 520 AB

*Monday 7.30pm, immediately after the ENT Business Meeting.*

*Program Chair: Mike Wright, U. of Nottingham*

*Professional Development Workshop Chair: David Audretsch, Indiana U., Bloomington*

*Facilitator: Helena Yli-Renko, U. of Southern California*

**1251 : (GDO) GDO Social Hour**

7:30pm - 9:00pm Le Centre Sheraton: Drummond west

*Division Chair: Quinetta Roberson, Villanova U.*

*Program Chair: Diana Bilimoria, Case Western Reserve U.*

*Professional Development Workshop Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln*

*Division Chair-Elect: David A. Kravitz, George Mason U.*

**1252 : (HCM) HCM Division Reception**

7:30pm - 9:30pm The Queen Elizabeth: Mackenzie

**Monday 8:00PM**

**1257 : (IM) International Management Division SocialMuseum de Beaux-Arts**

8:00pm - 11:30pm Offsite: Montreal Museum of Modern Art

*Museum de Beaux-Arts*

**Monday 8:30PM**

**1258 : (ICW) Case Western Reserve, Weatherhead School, Department of Organizational Behavior, and Doctor of Management Reception**

8:30pm - 10:30pm Le Centre Sheraton: Drummond east

*Case Western Reserve University, Weatherhead School of Management, Department of Organizational Behavior Reception welcomes faculty, staff, students, alumni, colleagues for its annual reception*

*Organizer: Lila E Robinson, Weatherhead School of Management*

## Tuesday 7:00AM

**1259 : (AAA) AOM Past Presidents Breakfast.**

7:00am - 8:00am The Queen Elizabeth: Marquette

**1260 : (HCM) HCM Networking Breakfast**

7:00am - 8:00am The Queen Elizabeth: St-Laurent

Sponsored by University of Texas Fleming Center

Organizer: **Trish Reay**, U. of Alberta**1261 : (MC) MC Division Executive Committee Meeting**

7:00am - 8:00am Delta Centre-Ville: Vitre

Invitation only

Organizers: **Ansgar Richter**, European Business School; **Ginka Toegel**, IMD**1262 : (MED) MED Executive Committee Planning Meeting**

7:00am - 8:00am Le Palais Des Congres: 525A

Program Chair: **Jon Billsberry**, Coventry U.Professional Development Workshop Chair: **Toni Ungaretti**, Johns Hopkins U.Division Chair-Elect: **Kenneth R Thompson**, DePaul U.Secretary: **Margaret M. Hopkins**, U. of ToledoTreasurer: **V Seshan**, Pepperdine U.**1263 : (MSR) MSR Morning Meditation Session**

7:00am - 8:00am The Queen Elizabeth: Duluth

A participative and experiential introduction to meditation for enhancing integral balance, inner wellbeing, positive energy and spiritual vitality.

Organizer: **Gerald Biberman**, U. of Scranton

## Tuesday 7:30AM

**1264 : (SIM) SIM Division Welcome Session**

7:30am - 8:00am The Queen Elizabeth: Hochelaga 6

Division Chair: **Ann K. Buchholtz**, U. of GeorgiaProgram Chair: **Shawn Berman**, U. of New Mexico

## Tuesday 8:00AM

**1265 : (AAA) Montreal 2010 LAC**

8:00am - 5:00pm Le Palais Des Congres: 343 A-C

Organizers: **Heather C. Vough**, McGill U.; **David Oliver**, HEC Montreal**1266 : (AAA) AOM Membership**

8:00am - 5:00pm Le Palais Des Congres: 524A

Sponsored in part by Carnegie Mellon University, Tepper School of Business

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **Stephanie Case Henagan**, Northern Illinois U.**1267 : (AAA) Conference Registration**

8:00am - 5:00pm Le Palais Des Congres: Exhibit Hall 220 CD

Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

**1268 : (BPS) New Theories of the Firm, Heterogeneity and Strategy**

8:00am - 9:30am Le Palais Des Congres: 510A

Participants: **Teppo Felin**, Brigham Young U.; **Nicolai Foss**, Copenhagen Business School; **Constance E Helfat**, Dartmouth College; **Steven Postrel**, U. of California, Los Angeles; **David Pruitt**, National Instruments; **Todd Zenger**, Washington U. in St Louis**1269 : (Paper Session) - (BPS) Antecedents & Consequences of Alliance Governance Modes**

8:00am - 9:30am Le Palais Des Congres: 510B

Chair: **Koen Heimeriks**, Rotterdam School of Management, Erasmus U.Disentangling TCE and RBV Explanations of Ambiguity and Alliance Governance Form | **Franziska Koenig**, Freie U. Berlin; **Anoop Madhok**, Schulich School of Business; **Thomas Mellewig**, Freie U. Berlin; **Ingo Weller**, U. of MunichProject-level Governance Comes with its Price in Vertical R&D Alliances | **Mahmut N. Ozdemir**, Rotterdam School of Management, Erasmus U.; **Jan Van den Ende**, Rotterdam School of Management, Erasmus U.Trust Within and Between Firms | **Bart Vanneste**, INSEAD; **Ranjay Gulati**, Harvard U.Public-Private Ties: Organizational Strategy and Value Implications for the Private Actor | **Ilze Kivleniece**, HEC Paris; **Bertrand V. Quelin**, HEC ParisIndustry Institutions, Governance and Firm Participation in Industrial Development | **Phil Robert Tomlinson**, U. of BathWhich Industries to Bailout First in Economic Recession? Rank Industrial Sectors by Power-of-Pull | **Jianxi Luo**, Massachusetts Institute of TechnologyWhich Resources to Accumulate? Firm Dynamics in a Changing Industry | **James Costantini**, INSEAD**1270 : (DRP Session) - (BPS) Industry Analysis**

8:00am - 9:30am Le Palais Des Congres: 513C

Facilitator: **Lalit Manral**, U. of Central OklahomaEconomic Recessions, Strategy, And Performance: A Synthesis | **Scott Latham**, U. of Massachusetts, Lowell; **Michael Braun**, U. of MontanaWhich Industries to Bailout First in Economic Recession? Rank Industrial Sectors by Power-of-Pull | **Jianxi Luo**, Massachusetts Institute of TechnologyWhich Resources to Accumulate? Firm Dynamics in a Changing Industry | **James Costantini**, INSEADA study of Industry Structure and Firm performance in the Indian Banking Industry | **Samir Kagalkar**, Acharya School of Management"Any" Industry Experience, Diversity, and Systems Innovation: The Complexities of TMT Composition | **Willow Sheremata**, York U.; **Peter H. Lee**, York U.; **Thomas Medcof**, York U.What I See, What I Do: How CEO Hubris Affects Firm Innovation | **Yi Tang**, Hong Kong Polytechnic U.; **Jiatao Li**, Hong Kong U. of Science and TechnologyExecutive Turnover in the Stock Option Backdating Wave | **Margarethe F Wiersema**, U. of California, Irvine; **Yan Anthea Zhang**, Rice U.Cutting the Gordian Knot: Ownership, Underpricing, and Their Implications for Liquidity in IPO Firms | **Palash Deb**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.Facilitator: **Tom Kirchmaier**, Manchester Business School"Any" Industry Experience, Diversity, and Systems Innovation: The Complexities of TMT Composition | **Willow Sheremata**, York U.; **Peter H. Lee**, York U.; **Thomas Medcof**, York U.What I See, What I Do: How CEO Hubris Affects Firm Innovation | **Yi Tang**, Hong Kong Polytechnic U.; **Jiatao Li**, Hong Kong U. of Science and TechnologyExecutive Turnover in the Stock Option Backdating Wave | **Margarethe F Wiersema**, U. of California, Irvine; **Yan Anthea Zhang**, Rice U.Cutting the Gordian Knot: Ownership, Underpricing, and Their Implications for Liquidity in IPO Firms | **Palash Deb**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.

**1272** 📄: (Paper Session) - (BPS) **Roles of Analysts, Ownership & Control**

8:00am - 9:30am Le Palais Des Congres: 513F

Chair: **Carla D. Jones**, U. of Houston

Identity of Controlling Owners and Divestiture Financial

Performance | **Enzo Peruffo**, Luiss Guido Carli U.; **Raffaele Oriani**, Luiss Guido Carli U.; **Alessandra Perri**, Luiss Guido Carli U.

What Factors Drive Analyst Forecasts? | **Boris Groysberg**, Harvard U.; **Paul M. Healy**, Harvard U.; **Nitin Nohria**, Harvard U.; **George Serafeim**, Harvard U.

📄 Firm Governance and the Repeal of Poison Pills: Is Corporate Governance Improving? | **Donald J. Schepker**, U. of Kansas; **Won Yong Oh**, U. of Kansas

📄 The Effects of Firm's Long-term Investment on Renewal Decision of Poison Pill | **Won Yong Oh**, U. of Kansas

**1273** 📄: (DRP Session) - (BPS) **Upper Echelons & Capital Markets**

8:00am - 9:30am Le Palais Des Congres: 515A

Facilitator: **Manisha Singal**, Virginia Tech

→ Board Attributes and Firm Financial Performance in Asia: A Meta-Analysis | **Marc van Essen**, RSM Erasmus U.

→ 📄 Endogenously Determined CEO Turnover: The Struggle for Continuance in Listed and Unlisted Firms | **Esteban Lafuente**, U. Autonoma de Barcelona; **Miguel Garcia-Cestona**, U. Autonoma Barcelona

Corporate Governance and White Collar Crime | **Alicja Katarzyna Pluta**, Columbia Business School

→ 📄 Beauty Contests in the Italian IPO Market: A Model of Underwriter Reputation and Underpricing | **Nicola Misani**, Bocconi U.; **Massimo Buongiorno**, U. Ca' Foscari of Venice

**1274** 📄: (DRP Session) - (BPS) **CEO Pay**

8:00am - 9:30am Le Palais Des Congres: 515B

Facilitator: **Virginia Bodolica**, American U. of Sharjah

Compensation Consultants and CEO Pay | **Martin J. Conyon**, ESSEC

🗨️📄 Consequences of Financial Restatements for CEOs | **Lerong He**, State U. of New York, Brockport; **Rong Yang**, State U. of New York, Brockport

📄 Do Higher Paid CEOs Deliver the Goods? On the Link between CEO Pay and Subsequent Firm Performance | **Adam J. Wowak**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.

📄 The Incentive Design of Executive Compensation Packages in the Post-acquisition Period | **Virginia Bodolica**, American U. of Sharjah; **Martin Spraggon**, American U. of Sharjah

📄 The Effects of Stock Price Volatility and Options Repricing on Firm Risk and Future Firm Performance | **Wanrong Hou**, U. of Wisconsin-Milwaukee

**1275** 📄: (Paper Session) - (BPS) **Capabilities & Governance Choice**

8:00am - 9:30am Le Palais Des Congres: 518C

Chair: **Jongwook Kim**, Western Washington U.

📄 The Co-Evolution of Organizational Architecture and Firm Boundary: Capability as Mediator | **Mari Sako**, Oxford U.; **George Chondrakis**, U. of Oxford

📄 The Capability Life Cycle and Firm Boundaries: An Evolutionary Theory of Transaction Costs | **Aseem Kaul**, U. of Minnesota

Integrating TCE and RBV Explanations of Firms' Boundary Choices: Where Does It Matter? | **Nilesh Khare**, Ohio State U.; **Michael J Leiblein**, Ohio State U.

📄 Endogenous Processes and Option Exercising in Transitional Governance Trajectories | **Dries Faems**, U. of Twente; **Anoop Madhok**, Schulich School of Business

**1276** 📄: (Paper Session) - (BPS) **Faces of Governance**

8:00am - 9:30am Le Palais Des Congres: 519A

Chair: **Scott G. Johnson**, Oklahoma State U.

Bounding Stakeholder Relationships | **Kirsten Edrie Martin**, Catholic U. of America

📄 Resource Allocation Strategies, Shareholder Wealth and Firm Financial Performance | **Donald D Bergh**, Denver U.; **Herman Aguinis**, Indiana U., Bloomington; **Ralph Hanke**, Bowling Green State U.; **John Perry**, Penn State U. Harrisburg

📄 Identification of Corporate Governance Modes: A Role-Based Structure Approach | **Son Anh Le**, Louisiana Tech U.; **Mark Kroll**, Louisiana Tech U.; **Bruce Walters**, Louisiana Tech U.

📄 The Double-Edged Sword of Shareholder Limited Liability in Managing Entrepreneurial Ventures | **Richard Makadok**, Emory U.

**1277** 📄: (Paper Session) - (CAR) **Emotions and Career Orientations**

8:00am - 9:30am Le Centre Sheraton: Dickens

Chair: **Kathleen Marshall Park**, Massachusetts Institute of Technology

Discussant: **Carolyn Wiethoff**, Indiana U., Bloomington

🗨️📄 Emotions and the Meaning of Work | **Jennifer Ellen Yugo**, Oakland U.

🗨️ The Role of Emotional Intelligence and Self-Efficacy in Developing Entrepreneurial Career Intentions | **Erin McLaughlin**, U. of North Texas

→ 📄 Adopting an Emerging Career Orientation: The Impact of Network Structure and Social Influence | **Pamela A. Suzanne**, U. de San Andres & Warwick U.; **Guillermo E. Dabos**, UNICEN Business School & U. de San Andres

**1278** → 📄: (DRP Session) - (CAR) **Careers of Working Mothers and Fathers**

8:00am - 9:30am Le Centre Sheraton: Salon 3

Discussant: **Kyra Leigh Sutton**, Auburn U.

Women Transitions Into Self Employment Around Childbirth:

Escaping Labor Market Rigidity in Segmented Labour Markets | **Rocio Bonet**, IE Business School; **Cristina Cruz**, Instituto de Empresa Business School; **Daniel Fernandez**, Instituto de Empresa Business School; **Rachida Justo**, Instituto de Empresa Business School

📄 Women's Beliefs about Homemaking and Employment from College to Midlife | **Cherlyn Skromme Granrose**, Berry College

On the Path to Having It All: Early Career Professional Women Envision a Future of Work and Family | **Christine Bataille**, McGill U.

📖 The Working Father Identity: Exploring Fatherhood Within an Organizational and Careers Context | **Jamie J. Ladge**, Northeastern U.; **Brad Harrington**, Boston College

🗣️ Why They Stay: The Ideal Selves of Persistent Women Engineers | **Kathleen Relihan Buse**, Case Western Reserve U.; **Eugene Allen Pierce**, Case Western Reserve U.

**1279** 📖 SHCS: (CAR, HR, OB) **Work-Life Balance: A Construct in Search of Meaning**

8:00am - 9:30am Le Centre Sheraton: Jarry

Chair: **Tammy D. Allen**, U. of South Florida

Discussant: **Steven A. Y. Poelmans**, IESE Business School

The Meaning Of Work-Family Balance: An Empirical

Exploration | **Tammy D. Allen**, U. of South Florida; **Jeffrey H. Greenhaus**, Drexel U.; **Jeffrey R. Edwards**, U. of North Carolina

Work-life balance: A structural test of key antecedents and mediators | **Thomas Kalliath**, Australian National U.; **Jerry Marmen**, Australian National U.; **Paula Brough**, Griffith U.; **Oi Ling Siu**, Lingnan U.; **Michael O'Driscoll**, U. of Waikato;

**Carolyn Timms**, Griffith U.; **Danny Lo**, Shue Yan U. Does Everyone Want Work-Life Balance? | **Janet L Barnes-Farrell**, U. of Connecticut; **Michael Tuller**, U. of Connecticut

The Cost of Balance: Career Consequences of Seeking Balance through Flexible Work | **Lisa M. Leslie**, U. of Minnesota; **Colleen Manchester**, U. of Minnesota; **Tae-Youn Park**, U. of Minnesota; **Si Ahn Mehng**, Yonsei U.

**1280** 📖 🗣️ 🌐 CAU: (CAU) **Fostering Empathy in Management Students and Young Professionals**

8:00am - 9:30am Le Palais Des Congres: 521A

Organizers: **Deborah Colwill**, Benedictine U.; **Therese F. Yaeger**, Benedictine U.

**1281** 📖 🗣️ 🌐 CAU: (CAU) **Health Care or Health Service: The Quest for Excellence in Delivery**

8:00am - 9:30am Le Palais Des Congres: 521B

Organizer: **Claudia Steinke**, U. of Lethbridge

**1282** 📖 CAU: (CAU) **Franchising Research: New Theories, Samples & Contexts**

8:00am - 9:30am Le Palais Des Congres: 521C

Organizers: **Melissa S. Baucus**, U. of Louisville; **William Meek**, U. of Dayton

Participants: **Gary Castrogiovanni**, Florida Atlantic U.; **Jim Combs**, Florida State U.; **Anne Marie Doherty**, U. of Glamorgan; **Teresa Nelson**, Simmons College; **Dianne HB Welsh**, U. of North Carolina-Greensboro

**1283** 📖 CAU: (CAU) **Inter-firm Trust: Toward an Integrative Framework**

8:00am - 9:30am Le Palais Des Congres: 522A

Chairs: **Peter Ping Li**, Copenhagen Business School; **Laura Poppo**, U. of Kansas

**1284** 📖 🗣️ 🌐 CAU: (CAU) **Creating a Sustainable New Global Economy: The Place of Communities of all Types**

8:00am - 9:30am Le Palais Des Congres: 522B

If you would like a copy of the research proposal in its current form, please contact Robert Anderson by email at [robert.anderson@uregina.ca](mailto:robert.anderson@uregina.ca)

Chair: **Robert Brent Anderson**, Hill/Levene Schools of Business, U. of Regina

Participants: **Emer Ni Bhrádaigh**, Dublin City U.; **Mark Weaver**, Louisiana State U., E J Ourso school of Business; **Leo Paul Dana**, U. of Canterbury; **Louw van der Walt**, North West U.; **Ana-Maria Peredo**, U. of Victoria, Centre for Co-operative and Community-Based Economy; **Anders Johannsson**, Linnaeus U.; **Jian Guan**, Ted Rogers School of Management, Ryerson U.; **Xiaohua Howard Lin**, Ted Rogers School of Management, Ryerson U.; **Aldene Meis Mason**, Hill/Levene Schools of Business, U. of Regina; **Eric Dorion**, U. de Caxias do Sul; **Kevin George Hindle**, Deakin U.; **Jean-Marie Nkongolo-Bakenda**, Hill/Levene Schools of Business, U. of Regina; **Bob Kayseas**, First nations U. of Canada; **Thomas Ewart**, Network for Business Sustainability

**1285** 🗣️ 🌐 CAU: (CAU) **The Impact of Learning and Knowing on Idea Generation and Use**

8:00am - 9:30am Le Palais Des Congres: 522C

Organizers: **Regina F. Bento**, U. of Baltimore, Merrick School of Business; **Elena P. Antonacopoulou**, U. of Liverpool

**1286** 🗣️ 🌐 CAU: (CAU) **So, What Can You Do When You Can't Do ROI (for Leadership Development)?**

8:00am - 9:30am Le Palais Des Congres: 523A

Organizers: **Gregory K. Stephens**, Texas Christian U.; **John F Baum**, -

**1287** 🗣️ 🌐 CAU: (CAU) **How Strategic Human Capital Creates Value**

8:00am - 9:30am Le Palais Des Congres: 523B

*Developing an argument that human capital in diversified firms is strategic is based on assumptions that members of the TMT bring highly valued relationships with them and this social capital is critical to the success of the firm. In this conceptualization, we envision at least three varieties of social capital related to top managers: Social capital within divisions. Managers bring to their jobs their networked relations from their prior and current positions. These relationships facilitate knowledge sharing, promote trust, and help promote exchange relationships necessary for the firm's success, especially in fostering productive interactions between the TMT and corporate units. The cost of this social capital is the potential for constraint on TMT members from the demands of subunit constituencies. This cost may limit the potential for innovation within the firm or for flexibility in relations with outside units, such as in M&A or alliances. Social capital across divisions. Top managers, as they progress through their training and internal careers or participate in corporate teams and task forces, build relationships with peers within the entire firm. These relationships foster cohesiveness within the TMT that is crucial for firm performance, improving decision making, facilitating implementation, and promoting communications. The sustained, positive, and cohesive relations among corporate managers provide the TMT with a group identity and make the TMT more than the sum of its members (Peteraf and Shanley, 1997). Social capital outside the firm. Top managers and their staffs build relationships with competitors, suppliers, buyers, and other stakeholders. This process occurs through the firm's governance processes (e.g., board relations, etc.), as well as through industry networking, links to other boards, etc. This type of exogenous social capital also includes links to innovative networks, regulatory*

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agencies, ratings agencies etc. (e.g., Goldman Sachs and the Federal Reserve, Treasury, and other linkages in investment banking). The relationships are crucial to the firm's capability for acting effectively within its broader institutional environment and thus constitute critical capital for firm success. Our intent in this caucus is to provide a forum to discuss the implications of these issues and related topics to draw some research implications for future work and suggest some empirical approaches for future research on these issues.

Organizers: **Mark Shanley**, U. of Illinois, Chicago; **Paul Louis Drnevich**, U. of Alabama

**1288** : (Paper Session) - (CDP) **CSR and (Ethical) Decision Making**

8:00am - 9:30am Hyatt Regency Montreal: Alfred-Rouleau A

Chair: **Amy L. Kristof-Brown**, U. of Iowa

📖**HCM**: The Impact of a Pharma Company's CSR Activities on Doctors' Decisions on Prescription Drugs | **Tomoaki Shimada**, Kobe U.; **Yoko Uryuhara**, Kobe U.

📖**SIM**: Competitive Orientation, Personal Traits, and Ethical Judgments | **Peter Mudrack**, Kansas State U.; **William H. Turnley**, Kansas State U.; **James M Bloodgood**, Kansas State U.

**ONE**: Making Rules for Organic Foods: Key Struggles in Developing the National Organic Food Standards | **Gregory E. Robbins**, U. of South Florida; **John W Selsky**, U. of South Florida

📖**TIM**: The Development and Deployment of Electronic Personal Health Records | **Mark Lewis**, Bentley U.; **Ryan Baxter**, Bentley U.

**1289** : (Paper Session) - (CDP) **Leadership, Gender and Emotionality in an Entrepreneurial Context**

8:00am - 9:30am Hyatt Regency Montreal: Alfred-Rouleau B

Chair: **Connson Chou Locke**, London School of Economics

📖**BPS**: Romeo, Juliet, and Shakespeare: Thematizing the Nexus of Strategic Leadership and Entrepreneurship | **Zeki Simsek**, U. of Connecticut; **Ciaran Heavey**, U. College Dublin, Ireland; **Smriti Prabhakar**, U. of Connecticut; **Muharrem Nesij Huvaj**, U. of Connecticut

🗣️**ENT**: Passion, Professionalism and Performance: Small Scale Theatre and Entrepreneurial Identity | **Ruth Catherine Simpson**, Brunel U.; **Kerry Irvine**, Brunel U.; **Keith Dickson**, Brunel U.; **Barry Edwards**, Brunel U.

➔📖**ENT**: Practices, Emotionality, and Intentionality of Entrepreneurship in Commercial Fields | **Hikari Akizawa**, CHUO U.

**1290** : (Paper Session) - (CDP) **What We Can Learn about Management in China and of Chinese Firms**

8:00am - 9:30am Hyatt Regency Montreal: Alfred-Rouleau C

Chair: **Katherine Xin**, CEIBS

🗣️➔📖**IMI**: Advances in the Internationalization of Chinese Firms: A Critical Review and Research Agenda | **Ping Deng**, Maryville U. of St. Louis

➔📖**CM**: CEOs golden-mean thinking and ambidextrous leadership | **Rong Zhu**, Beijing Technology and Business U.; **Peng cheng Feng**, U. of International Business and Economics; **Jian-xun Chen**, U. of International Business and Economics

🗣️📖**OB**: TMT Diversity, Team Mechanisms and Firm Performance: The Moderating Role of CEO Leadership | **Longzeng Wu**, Hong Kong Baptist U.; **Li-Qun Wei**, Hong Kong Baptist U.; **Chung-Ming Lau**, Chinese U. of Hong Kong

**OB**: Perceived External Influences, Politics and Justice in Chinese Organizations | **Jie Li**, U. Cincinnati; **Lawrence Gales**, U. Cincinnati; **Minli Yi**, Southwestern U. of Finance and Economics; **Hu Hu**, Beijing U.

**1291** : (Paper Session) - (CDP) **Research Methods: Textual Data, Optimal Matching and Experiments**

8:00am - 9:30am Hyatt Regency Montreal: Anjou

Chair: **Chuck Eesley**, Stanford U.

➔📖**CAR**: Applying Optimal Matching to Identify Career Patterns: A Transition-Oriented Approach | **Torsten Biemann**, U. of Cologne

➔📖**RM**: Taming Textual Data: How Corpus Linguistics Can Enhance Management Research | **Irene Pollach**, Aarhus U.

📖**HR**: Layoff characteristics and layoff agents' cognitions: Evidence from two experimental trials | **Jasmin C Lin**, Robert Morris U.; **William McKinley**, SIU Carbondale; **Yangchung Paul Huo**, Henderson State U.

**1292** : (Paper Session) - (CDP) **Gender Effects on Specialization and Career Choices**

8:00am - 9:30am Hyatt Regency Montreal: Argenteuil, Table 2

Chair: **Toyah L. Miller**, Indiana U., Bloomington

📖📖**MED**: The Role of Gender in Specialization Choice in a Canadian Undergraduate Management Program | **Gerald Hunt**, Ryerson U.; **Fei Song**, Ryerson U.

**OMT**: Why are there so few women in finance? Gender segregation in the MBA job search process | **Roxana Barbulescu**, McGill U.; **Matthew J. Bidwell**, U. of Pennsylvania

➔📖**SIM**: Access to Work and Motherhood : From the Perspective of Women Professionals | **Mridul Maheshwari**, Indian Institute of Management, Ahmedabad

📖**CMS**: Gender, Work and Organization in Popular Culture: Patriarchy, Politics and Parody | **Alison Pullen**, U. of Technology, Sydney; **Carl Rhodes**, Swansea U.

**1293** : (Paper Session) - (CDP) **Groups at Work**

8:00am - 9:30am Hyatt Regency Montreal: Picardie

Chair: **Heidi K. Gardner**, Harvard Business School

📖**OCIS**: The Effects of Diversity and Repeat Collaboration on Performance in Distributed Nanoscientist Teams | **Meikuan Huang**, Northwestern U.; **Yun Huang**, Northwestern U.; **Drew Margolin**, USC; **Katherine Ognyanova**, USC; **Cuihua Shen**, USC; **Noshir Contractor**, Northwestern U.

🗣️📖**TIM**: The What, The Who, and The How: Coordination Experience and Team Performance | **Cristian L. Dezso**, U. of Maryland, College Park; **Thorsten Grohsjean**, U. of Munich; **Tobias Kretschmer**, LMU Munich

📖**ODC**: Large Group Visioning | **Arun K. Pillutla**, St. Ambrose U.; **David J O'Connell**, St. Ambrose U.; **Karl A. Hickerson**, St. Ambrose U.

**1294** 🗣️📖 : (Paper Session) - (CM) **External Grievances: Advice-Seeking & Legal Remedies**

8:00am - 9:30am Le Centre Sheraton: Joyce

Chair: **Barbara A. Gutek**, U. of Arizona



- 📖 Glad Tidings and Grave Warnings: The Role of Advice on Cooperation in Public Goods Dilemmas | **Matthew W. McCarter**, Chapman U.; **Bryan Bonner**, U. of Utah
- 🗣️ Using Compassion to Resolve Conflict: An Overview of Apologies and Apology Protection Laws | **Jeanna Lea Abbott**, U. of Houston; **Teri Elkins**, U. of Houston; **James S Phillips**, U. of Houston
- 📖 Employee Legal Claiming: An Examination of Contentious and Non-Contentious Legal Claiming | **Angela Hall**, U. of Texas, San Antonio; **Jermaine Vesey**, U. of Texas, San Antonio; **Wajda I. Wikhamn**, U. of Gothenburg; **Robert Zinko**, East Carolina U.
- 🗣️📖 Work and Personal Based Conflict and Advice and Knowledge Seeking Relationships | **Joshua Marineau**, U. of Kentucky; **Giuseppe Labianca**, U. of Kentucky

**1295** → 🗣️📖 JS: (CM, OB, MOC) **Effects of Interpersonal Affect Regulation in Organizations**

8:00am - 9:30am Le Centre Sheraton: Salon 8

**Chairs:** **Karen Rochelle Niven**, U. of Sheffield; **David Holman**, U. of Sheffield

**Discussant:** **Alicia A. Grandey**, Pennsylvania State U.

Managing Customer Emotions | **Laura M. Little**, U. of Georgia; **Donald H. Klumper**, Louisiana State U.; **Andrew Ward**, Lehigh U.; **Debra L Nelson**, Oklahoma State U.

The Role of Interpersonal Affect Regulation in the Normalizing Process | **David Martínez-Iñigo**, Rey Juan Carlos U.; **Antonio Crego**, Rey Juan Carlos U.

The Heart of Trust: Influencing Emotions and Trust in Organizations | **Michele Williams**, Cornell U.

Does Regulating Others' Emotions Improve Relationship Quality? | **Karen Rochelle Niven**, U. of Sheffield; **David Holman**, U. of Sheffield; **Peter Totterdell**, U. of Sheffield

**1296** 📖: (Paper Session) - (CMS) **Constructing Meaning**

8:00am - 9:30am The Queen Elizabeth: Harricana

**Chair:** **Patricia Genoe McLaren**, Wilfrid Laurier U.

🗣️🗣️ → 🗣️📖 Undo the math! organizational implications of cross-cultural and cross-disciplinary semiotic gaps | **Marc Idelson**, HEC Paris

**Best Student Paper**

📖 Revisiting museum strategy: Mona Lisa's new smile | **Emmanuel Coblenca**, U. Paris Ouest Nanterre

🗣️🗣️📖 Dar'Wren'ian Evolution in Management: Implications of the Ethics of Epistemology for the Scholar | **Terrance G. Weatherbee**, Acadia U.; **Gabrielle Durepos**, St. Francis Xavier U.

**1297** 🗣️🗣️ JS: (CMS, MSR, HCM) **Restoring Health to U.S. Health Care through Passion & Inspiration: A Critical & Spiritual Synthesis**

8:00am - 9:30am The Queen Elizabeth: Hochelaga 3

**Chairs:** **Jessica Heineman-Pieper**, George Mason U.; **Tojo Thatchenkery**, George Mason U.

A Systems Analysis of American Health Care Reform: Interest Politics vs. Designing from Authenticity | **Jessica Heineman-Pieper**, George Mason U.

Spiritual and Mystical Pathways to Transcending the Stalemate in American Health Care | **Param Srikantia**, Baldwin Wallace College

Applying Transcendental Intelligence: Awakening the Spirit in U.S. Health Care | **Sangeeta Parameshwar**, U. of Illinois, Springfield

Catalyzing a Breakthrough in Imagination: Applying Appreciative Intelligence to Health Care Reform | **Tojo Thatchenkery**, George Mason U.

**1298** : (Paper Session) - (DISC) **Dynamic contingencies of strategies**

8:00am - 9:30am Le Palais Des Congres: 512E - Table 1

**Discussant:** **April Franco**, U. of Toronto

→ 📖 BPS: Utilizing Strategy Formation Mode and Strategic Learning to Traverse Various Landscapes | **Varkey K Titus**, Indiana U., Bloomington; **Patricia Phillips McDougall**, Indiana U.; **Dennis P Slevin**, U. of Pittsburgh

→ 📖 BPS: Politicization in Strategic Decision Making Processes: Evidence from Diverse Settings | **Said Elbanna**, United Arab Emirates U.; **Ioannis Thanos**, Athens U. of Economics and Business; **Vassilis Papadakis**, Athens U. of Economics and Business

📖 BPS: Temporal Contingencies of Differentiation Strategies across Industry Life Cycle | **I-Chen Wang**, U. of Illinois, Urbana-Champaign; **Minyoung Kim**, U. of Illinois, Urbana-Champaign

**1299** : (Paper Session) - (DISC) **Current Trends in Entrepreneurship**

8:00am - 9:30am Le Palais Des Congres: 512E - Table 2

**Discussant:** **Daniel P. Forbes**, U. of Minnesota

📖 ENT: Entrepreneurial Boundary Spanning in Innovation Networks | **Shaker A. Zahra**, U. of Minnesota, Twin Cities

→ ENT: Investigating Design, Creativity and Entrepreneurial Processes | **Judy Matthews**, Queensland U. of Technology

📖 ENT: An Empirical Examination of Entrepreneurial Quitting | **Swapnil Garg**, U. of Florida

📖 ENT: Caring and Daring in Setting the Research Agenda of Social Entrepreneurship | **Chris Steyaert**, U. of St. Gallen; **Pascal Dey**, U. of Applied Sciences Northwestern Switzerland

**1300** : (Paper Session) - (DISC) **OMT and Norms**

8:00am - 9:30am Le Palais Des Congres: 512F - Table 1

**Discussant:** **Michael R Weeks**, U. of Tampa

→ OMT: Ethical adjustment of liminal expatriates: An integrative model | **Nuno Guimaraes-Costa**, U. Nova de Lisboa; **Miguel Pina Cunha**, U. Nova de Lisboa

📖 OMT: Institutionalization of time measure and circulation of power | **Philippe Naccache**, Grenoble Ecole de Management

→ 📖 OMT: Speculation as a Learned Behavior? Effects of (In)Experience, Wealth, and Geography on Share Trading | **Christopher B. Yenkey**, Cornell U.

📖 OMT: The perceived effectiveness of employee performance control: Culture matters | **Xinhua Wittmann**, U. of Zurich; **Andrea Schenker-Wicki**, U. of Zurich; **Alexander F. Wagner**, U. of Zurich

**1301 : (Paper Session) - (DISC) Using the Internet to innovate**

8:00am - 9:30am Le Palais Des Congres: 512F - Table 2

Discussant: **Joel West**, San Jose State U.

- 📖 **TIM**: The Open Innovation Paradigm in Developing Economies: Evidence from Chinese Firms | **Fang Huang**, U. of Adelaide; **John Rice**, U. of Adelaide; **Lisa Jane Daniel**, U. of Adelaide
  - 📖 **TIM**: Online Social Networks: An Emergent Recruitment Strategy | **Nickolas - Ollington**, U. of Waikato; **Jenny Gibb**, U. of Waikato; **Mark - Harcourt**, U. of Waikato
  - 📖 **BPS**: Partners or Pariahs? Firm Engagement with Open Innovation Communities | **Jonathan Sims**, U. of Texas, Austin; **Craig Crossland**, U. of Texas, Austin
- TIM**: Using Online User Community for Pre-release Market Evaluation of Motion Pictures | **Pradeep Kumar Ponnamma Divakaran**, Aarhus School of Business, Aarhus U.

**1302 : (Paper Session) - (DISC) GDO and Follower Outcomes**

8:00am - 9:30am Le Palais Des Congres: 512G - Table 1

Discussant: **Maria L Nathan**, Lynchburg College

- GDO**: Work-Life and Performance: Resource Investment through Employee Engagement | **Erin E. Coyne**, Ohio State U.; **Robert L Heneman**, Ohio State U.; **David B Greenberger**, Ohio State U.; **Michael Camp**, Ohio State U.
  - 📖 **GDO**: Work Group Diversity, Social Context, and Emotion Regulation | **Eugene Kim**, U. of Minnesota; **Devasheesh P. Bhave**, John Molson School of Business, Concordia U.; **Theresa M. Glomb**, U. of Minnesota
- **GDO**: Diversity and Performance in an Academic Organizational Setting | **Jakob Lauring**, Aarhus U.; **Jan Selmer**, Aarhus U.; **Anders Klitmøller**, Aarhus U.

**1303 : (Paper Session) - (DISC) OCIS and Processes**

8:00am - 9:30am Le Palais Des Congres: 512G - Table 2

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

- 🗣️📖 **OCIS**: A Commons Perspective to IT Governance: The Case of UK's National Program for IT | **Panos Constantinides**, Frederick U. Cyprus
- 📖 **OCIS**: Predicting ICT Usage in Work and Nonwork Domains: Examining the Adequacy of Existing Models | **Uthpala Senarathne Tennakoon**, U. of Calgary; **Daphne G Taras**, U. of Calgary; **Giovani J.C. da Silveira**, Haskayne School of Business
- 📖 **OCIS**: Online Auctions and Multichannel Sales Processes: The Role of Seller Resources and Capabilities | **Jason Nicholas Kuruzovich**, Rensselaer Polytechnic Institute
- 📖 **OCIS**: Organizing Boundary Objects to Enact Adaptive Learning: A Field Study | **Ching-Fang Lee**, Shih Chien U., Kaohsiung

**1304 : (Paper Session) - (DISC) Deviance**

8:00am - 9:30am Le Palais Des Congres: 512H - Table 1

Discussant: **Lois Tetrick**, George Mason U.

- 📖 **OB**: The Role of Leader-Member Exchange Relations and Personality on Counterproductive Behavior | **Chad Newton**, U. of Lethbridge; **Richard Perlow**, U. of Lethbridge

- 📖 **OB**: The Stigma of Dirty Work: Connecting Defense Mechanisms to Performance at Work | **Kathleen Bentein**, U. du Québec à Montreal; **Sylvie Guerrero**, ESG-UQAM; **Marie-Claude Chauvette**, ESG-UQAM
- 📖 **OB**: Incivility: A Process-Oriented Approach | **Heather Joy Spiegel**, Ivey School of Business

**1305 : (Paper Session) - (DISC) CSR and reputation**

8:00am - 9:30am Le Palais Des Congres: 512H - Table 2

Discussant: **Stephen Brammer**, U. of Bath

- 📖 **SIM**: Strategic Corporate Social Responsibility and Organizational Virtuousness: Evidence from Sri Lanka | **Mario Fernando**, U. of Wollongong
  - 📖 **SIM**: Toward a Bottom-up Corporate Social Responsibility: Listening to the Subalterns | **Rashedur Rob Chowdhury**, U. of Cambridge; **Stelios C. Zyglidopoulos**, U. of Cambridge
- SIM**: The Impact of Innovation and Reputation on Corporate Social Performance | **Michael Deane Howard**, U. of Washington Business School

**1306 : (Paper Session) - (ENT) Business Angels**

8:00am - 9:30am Le Palais Des Congres: 510C

Chair: **Brian King**, McGill U.

- 🗣️ The Impact of Displayed and Perceived Entrepreneurial Passion on Angel Investing | **Richard Sudek**, Chapman U.; **Cheryl Mitteneß**, Northeastern U.; **Melissa S. Cardon**, Pace U.
- Business Angels: Toward Specifying a Multilevel Theory and Domain** | **Juan Florin**, U. of New Hampshire; **Richard N. Dino**, U. of Connecticut; **Muharrem Nesij Huvaj**, U. of Connecticut
- 📖 **Mapping Heavenly Movements: Defining Angel Profiles and Charting Critical Investment "Rituals"** | **Michael Charles Porter**, U. of St. Thomas; **David Deeds**, U. of St. Thomas

**1307 : (Paper Session) - (ENT) Growth**

8:00am - 9:30am Le Palais Des Congres: 510D

Chair: **Carmen Leonor Martinez-Lopez**, City U. of New York

- 📖 **Developing and Testing a Typology of Growth Strategies: A Configurational Approach** | **Olivier Witmeur**, ULB - Solvay Brussels School of Economics and Management; **Alain Fayolle**, E.M. Lyon
- 📖 **Growth and Survival of De Novo Entrants in Clusters and Dispersal** | **Aviad Pe'er**, New York U.
- 📖 **Entrepreneurial Growth as a Process: Mechanism-Based Theorizing** | **Byungchae Jin**, U. of Maryland, College Park

**1308 : (Paper Session) - (ENT) Competition, Rivalry and Growth**

8:00am - 9:30am Le Palais Des Congres: 511A

Chair: **Andy Yu**, U. of Southern Indiana

- 🗣️ **Entrepreneurs under Attack: Collective Defense Strategies in Emergent Industries** | **Alex B. Bitektine**, HEC Montreal
  - 📖 **Do 'Big Boxes' Evoke 'Big Responses' from Small Retailers?** | **Reg Litz**, U. of Manitoba; **Jeffrey Matthew Pollack**, U. of Richmond
- **Rethinking Growth: Differential Impact of Large Absolute vs. Relative Expansion in De Novo Ventures** | **Terence Ping Ching Fan**, Singapore Management U.

**1309** 📄: (DRP Session) - (ENT) **Corporate Spin-Outs**

8:00am - 9:30am Le Palais Des Congres: 514A

**Chair: Andrew Lewis Maxwell**, U. of WaterlooCollective Entrepreneurial Capability, Environment, and Competitive Performance of Small Businesses | **Jun Yan**, California State U. Long BeachThe Temporality of Competitive Advantage: An Analysis of De Novo and Spinout Startups | **Frederic Delmar**, EMLYON Business School; **Alexander McKelvie**, Syracuse U.; **Karl Wennberg**, Imperial College Business SchoolEffectual Logic in Entrepreneurial Decision Making: Timing as a Contingency Effect | **Virginia Cha**, Institute of Systems Science📄 De Novo Ventures and Corporate Sponsored New Ventures: Differences in Post Entry Strategy | **Xuanli Xie**, Peking U.; **Hugh O'Neill**, U. of North Carolina, Chapel Hill🗨️ Take This Job and Shove It at Time T\*: A Theory of Venture Launch by Dissatisfied Employees | **David C Croson**, Southern Methodist U.**1310** 📄: (DRP Session) - (ENT) **Entrepreneurial Careers and Intentions**

8:00am - 9:30am Le Palais Des Congres: 514B

**Chair: Eric W Liguori**, Louisiana State U.📄 Career Paths, Organizational Affiliation and the Enactment of Entrepreneurial Intentions | **Riccardo Fini**, Free U. Bozen-Bolzano📄 A New Approach to Testing the Effects of Entrepreneurship Education among Secondary School Pupils | **Jan M. W. N. Lepoutre**, Vlerick Leuven Gent Management School; **Wouter Van den berghe**, Tilkon; **Olivier Tilleuil**, Vlerick Leuven Gent Management School; **Hans Crijs**, Vlerick Leuven Gent Management School📄 Job Characteristics Theory in an Entrepreneurial Context: Examination of Entrepreneurs' Job Stress | **Leon Schjoedt**, U. of Central Florida📄 The Entrepreneurial Profile: Elaboration of a Field-Tested Tool to Measure it | **Yvon Gasse**, U. Laval; **Maripier Tremblay**, Laval U.📄 Identity and Entrepreneurship: Do Peers at School Shape Entrepreneurial Intentions? | **Oliver Falck**, Ifo Institute for Economic Research; **Robert Gold**, Max Planck Institute of Economics; **Elke Luedemann**, Ifo Institute for Economic Research**1311** 📄: (Paper Session) - (ENT) **Innovation and Entrepreneurship**

8:00am - 9:30am Le Palais Des Congres: 525B

**Chair: Steven Tello**, U. of Massachusetts, Lowell📄 A Complexity Model of Innovation & Entrepreneurship: Context, Mechanisms & Emergence | **James K. Hazy**, Adelphi U.; **Jeffrey Goldstein**, Adelphi U.; **Joyce Silberstang**, Adelphi U.📄 Entrepreneurial Bricolage and Firm Performance: Moderating Effects of Firm Change and Innovativeness | **Julienne Marie Senyard**, Queensland U. of Technology; **Ted Baker**, North Carolina State U.; **Paul Richard Steffens**, Queensland U. of Technology➔ 📄 Founding Conditions as a Determinant of the Internationalization of Technology-Based Ventures | **Dirk Libaers**, U. of Missouri-Kansas City**1312** 📄: (DRP Session) - (GDO) **Gender Differences in Networking**

8:00am - 9:30am Le Centre Sheraton: Kafka

**Facilitator: Rajashi Ghosh**, Drexel U.

Structure, Socialization and Durable Inequality in

Organizational Networks | **Sharique Hasan**, Carnegie Mellon U.; **David Krackhardt**, Carnegie Mellon U.; **Shelby Stewman**, Carnegie Mellon U.Gender Differences in Career-related Networking Behaviors | **Sowon Kim**, HEC U. of Geneva➔ 📄 The Development and Impact of Network Portfolios: Diversity, Homophily | **Alison M. Konrad**, U. of Western Ontario; **Marc-David L Seidel**, U. of British Columbia; **Eiston Lo**, U. of Texas, Austin; **Arjun Bhardwaj**, U. of British Columbia📄 The Gender Differences in the School Network Benefits | **Hyeyeon Gong**, Yonsei U.; **Hongseok Oh**, Yonsei U.📄 Innovativeness in Women-Owned Firms: The Influence of Business Networks | **Maria del Mar Fuentes**, U. Granada; **Matilde Ruiz-Arroyo**, U. of Granada; **ANA MARIA BOJICA**, U. of Granada; **Virginia Fernández**, U. de Granada; **CARLOS A. ALBACETE-SÁEZ**, U. of Granada**1313** 📄: (Paper Session) - (GDO) **Attraction & Hiring: Who Wants to Be Hired and Who Gets Hired?**

8:00am - 9:30am Le Centre Sheraton: Lamartine

**Chair: J. Goosby Smith**, California State U. Channel IslandsExamining the Moderating Role of Race on Race Composition and Applicant Attraction Relationship | **Yin Lu Ng**, U. of South Australia; **Carol T. Kulik**, U. of South Australia; **Prashant Bordia**, The Australian National U.🗨️ Diversity Management Programs and Organizational Attractiveness: Testing a Theoretical Framework | **Jesse E. Olsen**, Georgia Institute of Technology; **Luis Martins**, U. of Texas, Austin📄 Firm Performance, Top Management and Minority Hiring: African-American Coaches in the NFL, 1970-2007 | **Andrew Hill**, Harvard U.; **David A. Thomas**, Harvard U.**1314** ➔ 📄 JS: (GDO, OB) **Generational Diversity at Work: A Critical Examination**

8:00am - 9:30am Le Centre Sheraton: Drummond west

**Chair: Emma Parry**, Cranfield U.**Discussant: Lisa M. Finkelstein**, Northern Illinois U.Generational Differences in Work Values: A Review of Theory and Evidence | **Emma Parry**, Cranfield U.; **Peter Urwin**, Westminster U.Generational Differences Across National Contexts | **Julie Unite**, Northern Illinois U.; **Katharina Chudzikowski**, WU Vienna; **Emma Parry**, Cranfield U.; **Jon P. Briscoe**, Northern Illinois U.Managing Multi-Generational Diversity at the 21st Century Workplace | **Christina Matz-Costa**, Boston College; **Melissa Brown**, Boston CollegeYoung, Eager and? European Elite Business Students and their View of Work – An Empirical Exploration | **Wolfgang**

**Mayrhofer**, WU Vienna; **Carlos Obeso**, ESADE; **Odd Nordhaug**, Norwegian School of Econ. and Bus. Admin.

**1315** : (Paper Session) - (HCM) **Leadership and Decision-Making in Healthcare**

8:00am - 9:30am The Queen Elizabeth: Hochelaga 4

Chair: **Thomas E. Vaughn**, U. of Iowa

☒ Adoption of Culturally Competent Practices: Evaluating the Role of Managerial Capacity | **Erick G. Guerrero**, U. of Southern California

☞☒ Crisis in the Trenches: A Multilevel Examination of Team Leadership, Affect and Resilience | **Amy Sommer**, HEC Paris

**HCM Best Paper Based on a Dissertation Nominee**

☒ Participation in Decision Making One More Time: A Look at Hospital Decision Making and Performance | **Joshua Lloyd Ray**, U. of Tennessee, Knoxville; **Donde Ashmos Plowman**, U. of Tennessee; **Dennis Duchon**, U. of Tennessee; **Reuben R McDaniel**, U. of Texas, Austin

**1316** ☒: (Paper Session) - (HCM) **Information Technology and Healthcare Change**

8:00am - 9:30am The Queen Elizabeth: St-Charles

Chair: **Whitney B. Berta**, U. of Toronto, Dept of HPME

☒ Technological Change at Work: The Impact of Employee Involvement on the Effectiveness of Health IT | **Adam Seth Litwin**, Johns Hopkins U.

**HCM Best Paper Based on a Dissertation Nominee**

☞☒ Understanding and Overcoming the Unintended Adverse Consequences (UACs) of Implementing Health IT | **Pavani Rangachari**, Medical College of Georgia

☒ Moving from Good to Great in Electronic Health Record Implementation | **Ann Scheck McAlearney**, Ohio State U.; **Paula H. Song**, Ohio State U.; **Nina Kowalczyk**, Ohio State U.; **Julie Robbins**, Ohio State U.; **Annemarie Hirsch**, The Ohio State U.; **Maria Jorina**, The Ohio State U.; **Deena Chisolm**, Ohio State U.

**1317** ☒: (Paper Session) - (HR) **Antecedents of absenteeism and turnover**

8:00am - 9:30am Le Centre Sheraton: Drummond east

Chair: **Michael Abelson**, Texas A&M U.

Discussant: **David P. Lepak**, Rutgers U.

☒ Restoring Balance? Status Inconsistency, Absenteeism and HR Practices | **Michal Biron**, Tilburg U. & U. of Haifa; **Renee de Reuver**, Tilburg U.

☒ High performance work systems and turnover: HR practices in small and medium enterprises | **Brian S. Klaas**, U. of South Carolina; **Malayka Klimchak**, Winthrop U.; **Anna Katherine Ward**, U. of South Carolina

☞☒ Job Satisfaction Growth and Voluntary Turnover: A Dynamic Multilevel Investigation | **Dong Liu**, U. of Washington; **Terence R. Mitchell**, U. of Washington; **Thomas Lee**, Foster School of Business, U. of Washington

**1318** ☒: (DRP Session) - (HR) **Selection: Methods of assessing candidates and their outcomes**

8:00am - 9:30am Le Centre Sheraton: Hemon

Chair: **Philip L. Roth**, Clemson U.

☒ Exploring the Effects of Retesting on Subgroup Differences and Criterion-Related Validity | **Chad H. Van Iddekinge**, Florida State U.; **Frederick P. Morgeson**, Michigan State U.; **Deidra J Schleicher**, Purdue U., West Lafayette; **Michael A. Campion**, Purdue U.

☒ Joint Analysis of Two Cognitive Ability Tests: A Comparison of Two Test Development Theories | **Mark S Teachout**, U. of the Incarnate Word; **Malcolm James Ree**, Our Lady of the Lake U.; **Erica Barto**, Operational Technologies Corporation; **Wayne Chappelle**, U.S. Air Force Academy

☒ Motivated Reasoning and the Impact of a Discovered Résumé Embellishment | **Kristine Kuhn**, Washington State U.; **Timothy Johnson**, U. of Idaho; **Douglas Miller**, Washington State U.

☒ Structural Social Capital and the Academic Labor Market: PhD Exchange Networks and Outcomes | **Michael Hadani**, Long Island U., C.W. Post; **David Jalajas**, Long Island U.; **Susan Coombes**, Virginia Commonwealth U.

☒ The Role Of Evaluation-Related Person Characteristics In Test-Taker Perceptions | **Matthew C Reeder**, Michigan State U.; **Charlotte L Powers**, Michigan State U.; **Ann Marie Ryan**, Michigan State U.; **Robert E Gibby**, Proctor & Gamble Company

**1319** ☞☒: (DRP Session) - (HR) **Workplace diversity in the global marketplace**

8:00am - 9:30am Le Centre Sheraton: Salon 4

Chair: **Amit Kramer**, U. of Illinois - Urbana-Champaign

☞☒☒ Liability-of-Foreignness Effects on Job Success of Immigrant Job Seekers | **Tony Fang**, York U.; **Al-Karim Samnani**, York U.; **Milorad M. Novicevic**, U. of Mississippi; **Mark N. Bing**, U. of Mississippi

☞☒ Organizational Affirmative Action Programs across Cultures: Effects on Absenteeism and Turnover | **Hilla Peretz**, ORT Braude College; **Yitzhak Fried**, Syracuse U.; **Ariel Levi**, Wayne State U.

☒ Staff Diversity and Newcomer Adjustment and Socialization in Australia (WITHDRAWN) | **Daniel W Lund**, Fudan U.; **Raymond Hibbins**, Griffith U.; **Michelle Barker**, Griffith U.

☒ Effectiveness of Canada's employment equity legislation for women: Implications for policy makers | **Harish C. Jain**, McMaster U.; **John Lawler**, U. of Illinois; **Bing Bai**, U. of Redlands; **Eun Kyung Lee**, U. of Illinois, Urbana-Champaign

☒ Human Capital Diversity and Financial Performance in Professional Service Firms | **Asghar Zardkoohi**, Texas A&M U.; **Subrata Chakrabarty**, Texas A&M U.; **Leonard Bierman**, Texas A&M U.

**1320** ☒: (Paper Session) - (HR) **Strategic HR: Cross-level Influences**

8:00am - 9:30am Le Centre Sheraton: Salon C

Chair: **Yuan Jiang**, Indiana-Purdue

Discussant: **Gilad Chen**, U. of Maryland

☒ Exchange Climate: A Multilevel Psychological Contracts Perspective on HRM Research | **Mathias Höglund**, Hanken School of Economics

Enhancing Commitment and Performance: The Cross-Level, Double Mediation Effects | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Sean A. Way**, Cornell U.

📖 The Effects of HRM and Organizational Context on Transformational Leadership and Team Performance | **Joe Hun Han**, R. H. Smith School at U. of Maryland; **Hui Liao**, U. of Maryland, College Park; **Susan M. Taylor**, U. of Maryland; **Seongsu Kim**, Seoul National U.

**1321** 📖🗣️👤📄: (HR, MED) **Bringing Career Theory to Human Resource Management**

8:00am - 9:30am Le Centre Sheraton: Musset

**Organizers:** **Svetlana Khapova**, VU U. Amsterdam; **Michael B. Arthur**, Suffolk U.

**Discussant:** **Michael B. Arthur**, Suffolk U.

New Career forms and HRM: Extending psychological contracting to careers | **Kerr Inkson**, U. of Waikato; **Zella King**, U. of Reading

Bringing Career Theory to Human Resource Management: The "Value" of Mobility | **Noeleen Doherty**, Cranfield U.; **Michael Dickmann**, Cranfield U.

Bringing Careers to HRM: "Smart" Job-designs | **Douglas T. Hall**, Boston U.; **Mireia Las Heras**, U. of Navarra, Spain; **Ayse Karaevli**, Sabanci U.

Careers in a Global Perspective: Strengthening the Contextual View of HRM | **Wolfgang Mayrhofer**, WU Vienna; **Astrid Reichel**, WU Vienna

Employees' Self-managed Career Behavior and Organizational Learning: An Empirical Examination | **Chen Fliasher**, VU U. Amsterdam; **Svetlana Khapova**, VU U. Amsterdam; **Yuval Engel**, VU U. Amsterdam

**1322** : (ICW) **Haas Alumni Reception**

8:00am - 10:00am Le Palais Des Congres: 512A

**Organizer:** **Atul Teckchandani**, U. of California, Berkeley

**1323** → 📄: (Paper Session) - (IM) **International Entrepreneurship and Innovation**

8:00am - 9:30am Le Centre Sheraton: Salle Ballroom center

**Chair:** **Florian A. Täube**, European Business School

→ 🗣️📄 Knowledge Accumulation of MNC Subsidiaries in Host Countries and Evolution of Innovation Centers | **Ranfeng Qiu**, Rutgers U.; **John Cantwell**, Rutgers U.

→ 📄 The Dark Side of Subsidiary Innovation: Knowledge Creation and Control in MNEs | **Christian Geisler Asmussen**, Copenhagen Business School; **Ram Mudambi**, Temple U.; **Ulf Andersson**, Copenhagen Business School

→ Traditional SMEs: Rapid Internationalization despite Limited Knowledge and International Experience | **Igor Kalinic**, U. of Padua; **Cipriano Forza**, U. of Padova

→ 📄 Immigrant Entrepreneurship and Foreigners Liability | **Jörg Zimmermann**, Max Planck Institute of Economics; **Diemo Urbig**, U. of Antwerp

**1324** 🗣️👤📄: (IM) **Multicultural Team Effectiveness: An Examination of Group Processes and Leadership**

8:00am - 9:30am Le Centre Sheraton: Salon 1

**Chairs:** **Tine Koehler**, U. of Melbourne; **Kate LaPort**, George Mason U.

**Discussant:** **Joerg Dietz**, U. of Lausanne

Coordination of Communication in Multicultural Distributed Teams | **Tine Koehler**, U. of Melbourne; **Phillip Gilmore**, George Mason U.

Trust and Distrust Development in Multicultural Teams: A Theoretical Framework | **Jessica L Wildman**, U. of Central Florida; **Marissa Shuffler**, U. of Central Florida; **Deborah DiazGranados**, U. of Central Florida; **Eduardo Salas**, U. of Central Florida; **Shawn Burke**, U. of Central Florida

The Role of Leadership in Multicultural Team Performance | **Irwin Justin Jose**, George Mason U.; **Kate LaPort**, George Mason U.

The Applicability of Modern Leadership Theories to Virtual Multicultural Teams | **Iris C. Fischlmayr**, Johannes Kepler U. Linz

**1325** → 📄: (Paper Session) - (IM) **Entry Mode Choice and Performance of MNEs**

8:00am - 9:30am Le Centre Sheraton: Salon B

**Chair:** **Darwish Saif Almaharbi**, Sultan Qaboos U.

→ 📄 Perceived Corruption and Foreign Subsidiary Ownership Structure | **K. Skylar Powell**, U. of Hawaii & East-West Center

→ 📄 Firm Experience, Discontinuous Risk, and Multinational Subsidiary Entry and Expansion | **Jennifer Oetzel**, American U.; **Chang Hoon Oh**, Brock U.

→ 📄 The impact of policy uncertainty on entry mode choice: A behavioral real options perspective | **Arjen Slangen**, Amsterdam U.

🗣️👤📄 Unravelling Cultural Distance Afresh: Fundamental Host Country Effects on Entry Mode of Indian Firms | **Ramya Tarakad Venkateswaran**, Indian Institute of Management, Bangalore

**1326** → 📄: (DRP Session) - (IM) **Emerging Economies and Development Issues in International Management**

8:00am - 9:30am Delta Centre-Ville: Bonsecours

**Facilitator:** **Daniel Dauber**, WU Vienna U. of Economics and Business

→ 📄 Predictors of Individual Knowledge Acquisition Commitment in a Post-Soviet Setting | **Ruth C May**, U. of Dallas; **Wayne Stewart**, Clemson U.; **Sheila M. Puffer**, Northeastern U.; **Daniel J McCarthy**, Northeastern U.; **Donna Ledgerwood**, U. of North Texas

→ 📄 Emerging Markets and Business Group Effects: An Empirical Analysis of Corporate Acquisitions | **Vijaya B. Marisetty**, Monash U.; **Anju Seth**, Virginia Tech

→ Downscoping of Business Groups under Institutional Development - A Resource-based Perspective | **Danchi Tan**, National Chengchi U.; **Klaus Meyer**, U. of Bath

→ 📄 Search Diversity Versus Focus - An Inductive Analysis of 10 European Market and Transition Economies | **Wolfgang Sofka**, Tilburg U.; **Christoph Grimpe**, ZEW Centre for European Economic Research

How Subsidiary Top Management Teams Influence Strategic Change and Organisational Performance in Transition Economies (WITHDRAWN) | **Rebecca Mitchell**, U. of Newcastle; **Brendan Boyle**, U. of Newcastle; **Elizabeth Maitland**, U. of New South Wales; **Stephen Nicholas**, U. of Newcastle; **Shuming Zhao**, Nanjing U.

**1327** 🗣️👤📄: (Paper Session) - (MED) **The Changing Nature of Academic Careers: Publish or Perish**

8:00am - 9:30am Le Palais Des Congres: 516D

Chair: **Peter McNamara**, U. College Dublin  
 ➤ Publish or Perish: Academic Life as We Live It | **Alan N. Miller**, U. of Nevada, Las Vegas; **Arthur G. Bedeian**, Louisiana State U.  
 Where Should I Publish? The Problems of Ranking Journals | **John L Cotton**, Marquette U.; **Alex Stewart**, Marquette U.  
 Commodification to Co-Creation: A Proposed Paradigm Change for Business Administration Programs | **Eric W. Ford**, U. of North Carolina - Greensboro; **Terrie C. Reeves**, U. of North Carolina, Greensboro; **Timothy R. Huerta**, Texas Tech U.

**1328** (Paper Session) - (MED) **Learning in Context: Service-learning, Internships and Management Development**

8:00am - 9:30am Le Palais Des Congres: 516E  
 Chair: **Barbara A. Ritter**, Coastal Carolina U.  
 The Effects of Service-Learning on Student Learning Outcomes: A Meta-analysis. | **Patrick Lawrence Yorio**, U. of Pittsburgh  
 A Guided Internship Approach to Management Education: A Study in Skill Acquisition and Retention | **J Duane Hoover**, Texas Tech U.; **Robert C Giambatista**, Lehigh U.; **JoAnn Klinker**, Texas Tech U.  
 Appreciating Learning in Context: Negotiating Experiences through Management Development | **Roland K. Yeo**, King Fahd U. of Petroleum & Minerals

**1329** (DRP Session) - (MED) **Why Do We Exist? On the Role of Management Education and Business Schools**

8:00am - 9:30am Le Palais Des Congres: 525A  
 Facilitator: **Steve Gove**, Virginia Tech  
 ➤ Japanese university education and its future management | **Damon Drummond**, Ritsumeikan Asia Pacific U.  
 Bridging the Relevance Gap in Management Research and Practice – The “Executive Research Program” | **Andreas Werr**, Stockholm School of Economics; **Lars Strannegard**, Stockholm School of Economics  
 We Don't Need No Education: Or Do We? Management Education and Alumni Adoption of Strategy Tools | **Paula Jarzabkowski**, Aston U.; **Monica Giulietti**, Nottingham U.; **Bruno Oliveira**, Aston U.; **Nii Amponsah Amoo**, Aston U.  
 An organizational learning contract perspective on student expectations | **Gerard Beenen**, California State U., Fullerton; **Paul S. Goodman**, Carnegie Mellon U.

**1330** (DRP Session) - (MH) **What Have the Women Done?: Women and Their Contributions to Management Theory (and Management)**

8:00am - 9:30am The Queen Elizabeth: St-Laurent  
 Chair: **Andrew Cardow**, Massey U.  
 The Role of Gender in the Adoption of Management Paradigms | **Anna Kuokkanen**, Finnish Institute of Occupational Health; **Hannele Seeck**, Finnish Institute of Occupational Health

Mary Mary Quite Contrary: In a Male-Dominated Field, Women Contributed Through Spirituality | **Simone Trixie Allison Phipps**, Louisiana State U.  
 ➤ Writing the men out of the story: 1933 Secession of The Halifax Men from the NS Teachers Union | **Christopher Michael Hartt**, Saint Mary's U., Canada; **Jean Helms Mills**, St. Mary's U.; **Albert J. Mills**, St. Mary's U.

**1331** (Paper Session) - (MOC) **Beyond Objectivity: The Role of Cognition in Decision Making**

8:00am - 9:30am Delta Centre-Ville: Cartier B  
 Facilitator: **Bing Ran**, Pennsylvania State U., Harrisburg  
 The Influence of Nonconscious Processes on Perceptions of Downsizing and Terminations | **Sean Walker**, Southern Illinois U. Carbondale; **Steven J. Karau**, Southern Illinois U. Carbondale  
 Dare to Err: The Effects of Error Approach on Cognitive Resource Allocation | **Nicoletta Dimitrova**, VU U. Amsterdam; **Cathy Van Dyck**, Free U. Amsterdam; **Edwin A.J. van Hooft**, U. of Amsterdam; **Peter Groenewegen**, VU U. Amsterdam  
 Cognitive Maps of Competition: Industry Insiders vs. Industry Outsiders | **Shiva Nadavulakere**, U. of Bradford

**1332** (DRP Session) - (MOC) **Identity, Identification & Image: Social and Organizational Identity**

8:00am - 9:30am Delta Centre-Ville: Verriere A  
 Facilitator: **Micki Eisenman**, Baruch College  
 The role of collective memory in organizational identity | **Andrea Casey**, George Washington U.  
 Social Identity Choice in Interaction: Translating Our Selves into the Social | **Maria T. Farkas**, U. of Michigan  
 Mind the Gap: Identity Discrepancies and Identity Control in Interactions with Outsiders | **Jeffrey Bednar**, U. of Michigan  
 Social identification processes and creativity in social networks | **Floor Van Den Born**, HEC  
 Identity rigidity and its relationship with improvisation | **Maziar Raz**, Ivey School of Business

**1333** SHCS: (MOC, OB, OMT) **Bridging the Micro and Macro Levels in the Study of Identity**

8:00am - 9:30am Delta Centre-Ville: St-Charles  
 Organizers: **Aimee L. Hamilton**, Pennsylvania State U.; **Dennis A. Gioia**, Pennsylvania State U.  
 Micro and Macro Identities in Organizations: The Case for Simultaneous Convergence and Divergence | **Blake E. Ashforth**, Arizona State U.; **Kristie M Rogers**, Arizona State U.; **Kevin G. Corley**, Arizona State U.  
 Multilevel Dynamics of Organizational Identity and Culture: Linking Conceptual Cousins | **Glen E. Kreiner**, Pennsylvania State U.  
 Cultural Resonance as a Bridge between Micro and Macro Perspectives on Organizational Identity | **Mary Ann Glynn**, Boston College; **Lee Watkiss**, Boston College  
 Professional Identity and Innovation in a High Velocity Environment | **Aimee L. Hamilton**, Pennsylvania State U.; **Dennis A. Gioia**, Pennsylvania State U.

**1334** (Paper Session) - (MSR) **MSR and Workplace Culture**

8:00am - 9:30am The Queen Elizabeth: Hochelaga 2  
 Chair: **Gerald Biberman**, U. of Scranton

- 📖 The Assessment and Transformation of an Organizational Culture | **Achilles A. Armenakis**, Auburn U.; **Steven C. Brown**, Columbus State U.; **Anju Mehta**, Northern Iowa U.
- 🗣️ Stigma Theory and Religion in the Workplace | **Stanley Bruce Thomson**, St. George's U.
- ➔ The Promise of Re-enchantment: Organizational Culture, Change and Spirituality at Work | **Scott Taylor**, U. of Exeter; **Emma Bell**, U. of Exeter

### 1335 📖: (DRP Session) - (OB) Employee Commitment

8:00am - 9:30am Le Centre Sheraton: Salle Ballroom east

Facilitator: **Timothy P. Munyon**, West Virginia U.

- 📖 Profiles of Work Commitment and Work Outcomes | **Mark John Somers**, New Jersey Institute of Technology; **Dee Birnbaum**, Rhodes College
- 📖 Employee Commitment and Well-Being Outcomes During Organizational Change | **Gerard H Seijts**, U. of Western Ontario; **Simon Taggar**, Wilfrid Laurier U.; **Ivy Kyei-Poku**, U. of Winnipeg; **Jeffrey McNally**, Wilfrid Laurier U.
- 📖 Perceived Fairness and Normative Commitment in Hong Kong | **Kyle Ehrhardt**, U. of Wisconsin Milwaukee; **Warren C. K Chiu**, Hong Kong Polytechnic U.
- 📖 Continuance Commitment and Turnover: The Moderating role of Negative Affectivity and Risk Aversion | **Alexandra Panaccio**, U. of Illinois, Chicago; **Christian Vandenberghe**, HEC Montreal; **Ahmed Khalil Ben Ayed**, HEC Montreal

### 1336 📖: (DRP Session) - (OB) Motivation and Feedback

8:00am - 9:30am Le Centre Sheraton: Salon 5

Facilitator: **Aino Salimaki**, Hanken School of Economics

- 📖 Autonomous and Controlled Motivation in Managerial Work: Effects of Perceived Organizational Support | **Laura M. Graves**, Clark U.; **Jennifer J. Deal**, Center for Creative Leadership; **William A. Gentry**, Center for Creative Leadership; **Marian Ruderman**, Center for Creative Leadership; **Todd J. Weber**, U. of Nebraska-Lincoln
- 📖 Personality Moderators of the Relation Between Feedback Sign and Post-Feedback Performance | **Jerel Slaughter**, U. of Arizona; **Joel Feldman**, U. of Arizona; **Edgar E. Kausel**, U. of Arizona; **Michael Christian**, U. of Arizona
- 📖 The Development and Validation of the Motivational Climate at Work Questionnaire (MCWQ) | **Christina G. L. Nerstad**, BI Norwegian School of Management; **Glyn C. Roberts**, Norwegian U. of Sport Science; **Astrid M. Richardsen**, BI Norwegian School of Management
- The Motivational Antecedents of Error Construal: A Regulatory Focus Approach | **Katharina Janus**, Columbia U.; **Xi Zou**, Columbia U.
- 📖 Feedback Characteristics and Self-Construal : Interactive Effects on Responses to Feedback | **Yen-Chun Chen**, I-Shou U.; **Shu-cheng Steve Chi**, National Taiwan U.

### 1337 📖: (Paper Session) - (OB) Psychological Contracts

8:00am - 9:30am Le Centre Sheraton: Salon 6

Chair: **Amanuel G. Tekleab**, Wayne State U.

- ➔ Reciprocal Relations between Psychological Contracts and Work Outcomes | **Matthijs Bal**, Erasmus U., Rotterdam; **Rein De Cooman**, Lessius U. College; **Stefan T. Mol**, U. of Amsterdam

- 🗣️ Organization-Based Self-Esteem, Psychological Contracts and Perceived Employment Opportunities | **Donald G Gardner**, U. of Colorado at Colorado Springs; **Guohua Huang**, Hong Kong Baptist U.; **Jon L Pierce**, U. of Minnesota, Duluth; **Xiongying Niu**, Chinese U. of International Economics and Business; **Cynthia Lee**, Northeastern U.
- 📖 Creating Psychological and Legal Contracts through HRM Practices: A Strength of Signals Perspective | **Mark M. Suazo**, U. of Texas, San Antonio; **Patricia G Martinez**, Loyola Marymount U.; **Rudy Sandoval**, U. of Texas, San Antonio
- 📖 Psychological Contract and Innovative Behavior: Moderated Path Analyses of Engagement and Resources | **Huo Tsan Chang**, National Changhua U. of Education, Taiwan; **Hung Ming Hsu**, National Changhua U. of Education, Taiwan

### 1338 📖: (Paper Session) - (OB) Cross-Cultural Perspectives on OB

8:00am - 9:30am Le Centre Sheraton: Salon A

Chair: **Karen Moustafa Leonard**, Indiana U. - Purdue U., Ft. Wayne

- 🗣️ Understanding Harmonious Spirit, the Humanistic-Caring Value in Chinese Organizational Behavior | **Tachia Chin**, National Sun Yat-sen U.; **Yunshi Mao**, National Sun Yat-sen U.
- 📖 Work Family Conflict and the Moderating Role of Decision Latitude: A Five Country Study | **Tejinder K Billing**, Rowan U.; **Rabi S. Bhagat**, U. of Memphis; **Emin Babakus**, U. of Memphis; **Balaji Krishnan**, U. of Memphis; **David L Ford Jr**, U. of Texas, Dallas; **Bharatendu Nath Srivastava**, Indian Institute of Management, Calcutta; **Ujvala Arun Rajadhyaksha**, Saint Mary's College; **Mannsoo Shin**, Korea U.; **Ben C Kuo**, U. of Windsor; **Catherine T Kwantes**, U. of Windsor; **Bernadette Setiadi**, Atma Jaya U. - Jakarta
- 📖 Psychological Collectivism in a Collectivistic Context: Does TMX Increase a Collectivist's OCB? | **Won Jun Kwak**, Purdue U., West Lafayette; **Christine Lynn Jackson**, Purdue U., West Lafayette
- 📖 Leadership, OCB and Individual Differences: The Role of Followers' Idiocentrism and Allocentrism. | **Inbal Nahum-Shani**, U. of Michigan; **Anit Somech**, U. of Haifa

### 1339 📖: (Paper Session) - (OB) Emotional Intelligence

8:00am - 9:30am The Queen Elizabeth: Bersimis

Chair: **Wenjue Lu Knutsen**, Queen's U.

- 📖 Emotional Intelligence: Examining the Link to Cognitive Processes | **Scott L Martin**, Zayed U.; **Justin Thomas**, Zayed U.
- 📖 Emotional Intelligence, Personality, and Intelligence: A Cross-Cultural Exploration | **Paul J Hanges**, U. of Maryland; **Xiafang Chen**, U. of Maryland, College Park; **Peter W Dorfman**, New Mexico State U.; **Jon P Howell**, New Mexico State U.
- 📖 Emotional Intelligence, Negotiation Outcome, and Negotiation Behavior | **Dejun Tony Kong**, Washington U. in St. Louis; **William P. Bottom**, Washington U. in St. Louis
- 🗣️ Emotional Intelligence, Transformational Leadership, and Leadership Effectiveness | **Daniel S. Whitman**, U. of Bridgeport; **Suzette Caleo**, New York U.; **Jeffrey P. Thomas**, Florida International U.

### 1340 📖: (Paper Session) - (OB) Perspectives on Leadership

8:00am - 9:30am The Queen Elizabeth: Gatineau

Chair: **John E Barbuto Jr**, U. of Nebraska, Lincoln

- 📖 Leaders Thinking of Followers: Content and Consequences of Leaders' Implicit Followership Theories | **Thomas Sy**, U. of California, Riverside
- 📖 An Image of Who we Might Become: Follower Possible Selves and Leader Vision Communication | **Daan Stam**, Erasmus U. Rotterdam; **Robert G. Lord**, U. of Akron; **Barbara Wisse**, UofGroningen
- 📖 Building on Discrepancies to Propose a Two-Dimensional Operationalization of Collective Leadership | **Maria Mendez**, Indiana U. South Bend
- 📖 How Does Participative Leadership Break Up Followers' Trust in Leader and Job Satisfaction? | **Simon C. H. Chan**, Hong Kong Polytechnic U.; **Catherine K Lam**, CityU HK

**1341** 🗨️📖: (OB) **The Impact of Diversity and Climate Perceptions on Organizational Effectiveness**

8:00am - 9:30am The Queen Elizabeth: Grand Salon

Organizer: **Sandra G. Nelson**, United States Postal Service

Chair: **Roya Ayman**, Illinois Institute of Technology

Discussant: **Martin N. Davidson**, U. of Virginia

Compositional Demography, Organizational Climate Level and Strength and Financial Performance | **Sandra G. Nelson**, United States Postal Service

Protecting a Nation Effectively: The Criticality of a Pro Diversity Climate in the DOD | **Chaunette Small**, Florida Institute of Technology; **Felicia Mokuolu**, U. of Oklahoma; **Kizzy M. Parks**, K. Parks Consulting, Inc.; **Daniel McDonald**, Defense Equal Opportunity Management Institute

Relationship Between Ethnic Diversity, Climate for Service, and Climate Strength | **Koren Aragaki Ichihara**, Illinois Institute of Technology

**1342** 📖: (OB) **The Power of Power: Examining Power in Workplace Mistreatment Experiences**

8:00am - 9:30am The Queen Elizabeth: Jolliet

Chairs: **Sandy Hershcovis**, U. of Manitoba; **Kathi Miner-Rubino**, Texas A&M U.

Discussant: **Anne O'Leary-Kelly**, U. of Arkansas

Predictors of Doctoral Students' Experiences of Advisor

Mistreatment and Respect | **Ismael Diaz**, Texas A&M U.; **Kathi Miner-Rubino**, Texas A&M U.; **Mindy E. Bergman**, Texas A&M U.

Taking the Temperature of Nursing Faculty Incivility | **Lisa Marchiondo**, U. of Michigan; **Kathleen Marchiondo**, Western Michigan U.; **Sue Lasiter**, U. of Central Missouri

A Longitudinal Examination of Feared and Experienced Retaliation for Sexual Harassment Reporting | **Vicki J. Magley**, U. of Connecticut; **Daniel Herres**, U. of Connecticut; **Timothy Bauerle**, U. of Connecticut

The Influence of Power Dynamics on Observers of Aggression at Work | **Tara Reich**, U. of Manitoba; **Sandy Hershcovis**, U. of Manitoba

**1343** 🗨️: (DRP Session) - (OB) **Role Conflict and Role Demands**

8:00am - 9:30am The Queen Elizabeth: Marquette

Facilitator: **Raymond N. C. Trau**, U. of Sydney

International Business Travelers: Interrole Conflicts and Moderating Effects on Emotional Exhaustion | **Cheryl SL**

**Tay**, Nanyang Technological U.; **Ana Maria Rossi**, Clinica De Stress E Biofeedback; **Mina Westman**, Tel Aviv U.

📖 Managing Organizational Role Conflict: Identity Integration Facilitates Integrative Strategy Use | **Melanie Marie Henderson**, U. of Michigan; **Fiona Lee**, U. of Michigan

🗨️ Managing Inter-Role Conflict: Do Avoidance Strategies Help or Hurt? | **Bonnie Hayden Cheng**, U. of Toronto; **Julie M. McCarthy**, U. of Toronto

📖 Role Residual: A Model of the Antecedents and Consequences of Enduring Role-Set Expectations | **Joseph T. Cooper**, U. of Wyoming

**1344** ➔📖: (OB) **Disentangling Gene-Environment Interplay: Evidence from Behavioral and Molecular Genetic Studies**

8:00am - 9:30am The Queen Elizabeth: Matapedia

Chair: **Zhaoli Song**, National U. of Singapore

Discussant: **Scott Shane**, Case Western Reserve U.

Do Transformational Leadership and Leadership Role Occupancy Share the Same Genetic Influences? | **Richard D Arvey**, National U. of Singapore; **Wen-Dong Li**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore

The Heritability of Work Design Characteristics | **Wen-Dong Li**, National U. of Singapore; **Richard D Arvey**, National U. of Singapore

Moderating Effects of Earlier Family Environment on Genetic Influences on Entrepreneurship | **Zhen Zhang**, Arizona State U.; **Remus Ilies**, Michigan State U.

Associations between Dopamine and Serotonin Genes and Job Satisfaction | **Zhaoli Song**, National U. of Singapore; **Wen-Dong Li**, National U. of Singapore; **Richard D Arvey**, National U. of Singapore

The relationships between HT2RA gene, negative mood and job satisfaction in daily life | **Nan Wang**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore

**1345** 🗨️: (Paper Session) - (OB) **Attitudes and Perceptions about Work**

8:00am - 9:30am The Queen Elizabeth: Nicolet

Chair: **Joseph Heinzman**, Hodges U.

📖 How Dirty is Your Job? The Development and Validation of the Perceived Work Dirtiness Scale | **Jennifer Y. M. Lai**, U. of Macau; **Long Wai Lam**, U. of Macau; **Ka Wai Chan**, U. of Macau

📖 An Examination of Psychological Ownership as a Mediator between Delegation and Work Outcomes | **Salem Alabri**, Sultan Qaboos U.; **Zhen-Xiong Chen**, Australian National U.

📖 The Dimensions Of Individuals' Psychological Safety At Work: Outcomes And Antecedents | **Diana Jimeno-Ingrum**, U. of Notre Dame; **Greg R. Oldham**, Tulane U.

📖 Core Work Evaluations as a Higher-Order Work Attitude Construct: Testing a Model | **Jennica R Webster**, Marquette U.; **Terry A. Beehr**, Central Michigan U.; **Michael Kemp**, Central Michigan U.; **Matthew Smith**, Central Michigan U.

**1346** 🗨️: (Paper Session) - (OB) **Cross-Level Models of Creativity**

8:00am - 9:30am The Queen Elizabeth: Richelieu

Chair: **Juan Ling**, Georgia College & State U.



- 📖 Cognitive Diversity and Creative Self-efficacy: A Cross-level Interaction on Creativity | **Shung Shin**, Washington State U.; **Tae-Yeol Kim**, City U. of Hong Kong; **Jeong-Yeon Lee**, U. of Kansas; **Lin Bian**, City U. of Hong Kong
- ➔ 📖 Creative Self-Efficacy and Creativity in Teams: The Importance of Expertise Location and Diversity | **Markus Baer**, Washington U. in St. Louis; **Giles Hirst**, Monash U.; **Andreas W. Richter**, U. of Cambridge
- 📖 Unpack the Impacts of Team Climate (Level and Strength) on Innovative Behavior: LOC as a Moderator | **Jiyin Cao**, Northwestern U.; **Lei Wang**, Peking U.; **Jian Han**, China Europe International Business School

### 1347 📖📖: (OB) New Horizons in Authentic Leadership Research and Development

8:00am - 9:30am The Queen Elizabeth: St-Maurice

*Chairs:* **Weichun Zhu**, Penn State U. School of Graduate Professional Studies; **John J. Sosik**, Pennsylvania State U., Great Valley

*Discussant:* **William L. Gardner**, Texas Tech U.

The Relationship of Authentic Leadership with Follower Psychological Capital and Performance | **Sean Hannah**, U.S. Military Academy, West Point; **Bruce J. Avolio**, U. of Washington

How Authentic Leaders and Authentic Followers Drive Engagement and Performance | **Hannes Leroy**, Katholieke U. Leuven; **Frederik Anseel**, Ghent U.; **Luc Sels**, Katholieke U. Leuven

The Role of Identity in Authentic Leadership: A Sociological Perspective | **Kelly Marie Davis**, Texas Tech U.

Felt-Authenticity and Demonstrating Transformational Leadership in Faith Communities | **John J. Sosik**, Pennsylvania State U., Great Valley; **Weichun Zhu**, Penn State U. School of Graduate Professional Studies; **Anthony L. Blair**, Eastern U.

### 1348 📖JS: (OB, OMT) Bridging the Gap: How Trust and Transparency Relate in the Modern Economy

8:00am - 9:30am The Queen Elizabeth: Hochelaga 1

*Organizers:* **Emily Amdurer**, Case Western Reserve U.; **Andrew Schnackenberg**, Case Western Reserve U.

*Participants:* **James O'Toole**, U. of Denver; **Sim B. Sitkin**, Duke U.; **Tony L. Simons**, Cornell U.; **Ed Tomlinson**, John Carroll U.; **Emily Amdurer**, Case Western Reserve U.; **Andrew Schnackenberg**, Case Western Reserve U.

### 1349 : (Paper Session) - (OCIS) IT Implementation

8:00am - 9:30am Le Palais Des Congres: 511C

*Chair:* **Steven L. Johnson**, Temple U.

*Discussant:* **Dale Ganley**, U. of Victoria

📖 What Can We Learn from a Well-Adapted Enterprise System? A Case Study Approach | **Per Svevig**, Aarhus School of Business, Aarhus U.; **Tina Jensen**, Copenhagen Business School

🗣️📖 But You Never Told Me That! A Model for Improving Communications during IT Implementations | **Dawna Drum**, U. of Wisconsin - Eau Claire

📖 Technology Implementation at the Team-Level: Elaboration for Distributed Settings | **Petra Saskia Bayerl**, Delft U. of Technology; **Carolyn Axtell**, U. of Sheffield, UK

### 1350 : (DRP Session) - (OCIS) Distributive Teams and Development Communities

8:00am - 9:30am Le Palais Des Congres: 515C

*Facilitator:* **Shaila Miranda**, U. of Oklahoma

📖 Conflict and learning in development communities: A negotiated order lens | **Julie E. Ferguson**, VU U. Amsterdam; **Maura Soekijad**, VU U. Amsterdam, FEWEB; **Marleen Huysman**, Vrije U. Amsterdam

Layered Collaboration: A sociotechnical theory of organization in open source software development | **James Howison**, Carnegie Mellon U.

➔ 📖 Can Virtual Teams Facilitate Knowledge Sharing? The Vaisala Case | **Olli-Pekka Kauppila**, Aalto U. School of Economics; **Risto Rajala**, Aalto U. School of Economics; **Annukka Jyrämä**, Aalto U. School of Economics

Cross-Team Knowledge Exchange in an Interdisciplinary Engineering Project | **Laura Dabbish**, Carnegie Mellon U.; **Patrick Wagstrom**, IBM; **Anita Sarma**, U. of Nebraska, Lincoln

🗣️📖 Leadership Style, Member Characteristics, and Message Accuracy in Virtual Team Communication | **Xiao Chen**, U. of Toronto

### 1351 ➔🗣️📖JS: (OCIS, HR) Realizing the Potential of an HRIS: Unintended Consequences, Human Agency and the HR Function

8:00am - 9:30am Le Palais Des Congres: 511D

*Chairs:* **David Stephen Grant**, U. of Sydney; **Sue Newell**, Bentley U.; **Michael J Kavanagh**, U. at Albany, SUNY

*Discussants:* **James Hamilton Dulebohn**, Michigan State U.; **Marc S Miller**, Marc. S. Miller Associates; **Nick Wailes**, U. of Sydney

Realizing the Potential of an HRIS: Unintended Consequences, Human Agency and the HR Function | **David Stephen Grant**, U. of Sydney; **Sue Newell**, Bentley U.; **Michael J Kavanagh**, U. at Albany, SUNY

The Problems and Prospects of Technology as an Enabler of Strategic HRM | **Mohan Thite**, Griffith U.

Project Team Branding on Global Human Resourcing Information Systems Projects | **Carole Tansley**, Nottingham Trent U.

Implementation of an HR Portal: Results of a Qualitative Study from a Public Sector Organization | **Tanya Bondarouk**, U. Twente, The Netherlands; **Jeroen Meijerink**, U. of Twente

HRISs and the Constraint of Human Agency: The Implications for HR Skills | **Kristine Dery**, U. of Sydney; **Richard Hall**, U. of Sydney; **Sharna Wiblen**, U. of Sydney

### 1352 : (Paper Session) - (ODC) Emotions and Social Identities During Change

8:00am - 9:30am Le Centre Sheraton: Drummond center

*Chair:* **Amine Ayad**, Colorado Technical U.

📖 Emotional Control and Authenticity: Negotiating Contemporary Challenges to OD | **Melanie Bryant**, Monash U.; **Julie Wolfram Cox**, Deakin U.

🗣️📖 Uncovering Relationships and Shared Emotion Beneath Senior Managers' Resistance to Strategic Change | **Julia Balogun**, Lancaster U. Management School; **Jean M. Bartunek**, Boston College; **Boram Do**, Boston College

**Winner of ODC Division Best Paper Award**

🗨️👤📄 How Middle Managers' Emotions and Social Identities Influence Strategy Implementation | **Quy Nguyen Huy**, INSEAD

**1353 : (Paper Session) - (ODC) Performance and Results-Oriented Leadership**

8:00am - 9:30am Le Centre Sheraton: Salon 7

Chair: **Donald D Warrick**, U. of Colorado, Colorado Springs

📄 Towards Performance-Based Compensation: Organization-Person Gaps in the State-Owned Sector in China | **Peiguan Wu**, Lingnan U.; **Tingting Chen**, City U. of Hong Kong; **Kwok Leung**, City U. of Hong Kong

📄 An Organizational Outcome Realisation Theory for Effective Projects | **Ofer Zwikael**, Australian National U.; **John R. Smyrk**, Australian National U.

🗨️👤📄 Results-Oriented Leadership Through a Perspective of Imagination and Abundance | **Amaranta Karssiens**, akarssie; **Claartje van der Linden**, R.A.A.K. Consultancy; **Wessel Ganzevoort**, Amsterdam U.

**1354 📄: (ODC) Institutions and Interventions: Exploring the Discourse of Planned Change and Institutional Change**

8:00am - 9:30am Delta Centre-Ville: Verriere B

Organizer: **Ryan Quinn**, U. of Virginia

Discussant: **Ryan Quinn**, U. of Virginia

Participants: **Jeffrey D Ford**, Ohio State U.; **Sandy E. Green**, U. of Southern California; **Steve Maguire**, McGill U.; **Cynthia Hardy**, Melbourne U.; **Frank J. Barrett**, Naval Postgraduate School

**1355 : (Paper Session) - (OM) Knowledge Chains**

8:00am - 9:30am Le Palais Des Congres: 516B

Chair: **Wendy Lea Tate**, U. of Tennessee, Knoxville

➔📄 Cannot Make Do without You: Outsourcing in Knowledge-Intensive New Firms and Supplier Networks | **Ajay Bhalla**, Cass Business School, City U.; **Siri Ann Terjesen**, Indiana U., Bloomington

📄 New product Development Collaboration on Both Sides of the Supply Network and Product Variety | **Christos Tsinopoulos**, Durham Business School; **Zu'bi Mohammad Al-Zu'bi**, U. of Jordan

➔➔📄 Specific Investment, Absorptive Capacity and Manufacturer's Knowledge Acquisition | **Heng Liu**, Xi'an Jiaotong U.; **Yi Liu**, Xi'an Jiaotong U.; **Yuan Li**, Xi'an Jiaotong U.

**1356 📄: (DRP Session) - (OMT) Ecological Studies of Competition and Cooperation**

8:00am - 9:30am Le Palais Des Congres: 511F

Chair: **Hongwei Xu**, INSEAD

➔📄 Does Embeddedness Reduce Non-Conformity and Differentiation? | **Jesper Edman**, Stockholm School of Economics; **Christina L Ahmadjian**, Hitotsubashi U.

📄 Organizational Niches within Growing Industries: The Dynamics of Surgery Center and Hospital Entry | **Michael Gene Housman**, Wharton School

📄 The Liability of Connectedness: Asymmetric Ties and Mortality Rates in Interorganizational Networks | **Maud Pindard-Lejarraga**, U. Carlos III de Madrid; **Isabel Gutierrez**, U. Carlos III de Madrid

➔📄 Engagement and Appeal in Market Niches: Airlines on Singaporean Routes, 1990-2008 | **Jie Wu**, U. of Macau; **Jeroen Kuilman**, Tilburg U.

📄 Ties of Survival: Niche Width, Generalist-Specialist Alliances and Exit from the Market | **Alex Makarevich**, Stanford U.

**1357 📄: (Paper Session) - (OMT) New Insights on Organizational Survival and Mortality**

8:00am - 9:30am Le Palais Des Congres: 513E

Chair: **Nikolaus Beck**, U. of Lugano

➔📄 Vertically Challenged? Vertically Related Populations, Exit Rates, and Industry Evolution | **John M de Figueiredo**, U. of California, Los Angeles; **Brian S. Silverman**, U. of Toronto

➔📄 The More the Merrier: The Proportional Representation of Women Business Owners and Their Survival | **Arturs Kalnins**, Cornell U.; **Michele Williams**, Cornell U.

Age-Dependence Revisited | **Gael Le Mens**, U. Pompeu Fabra; **Michael T Hannan**, Stanford U.; **Laszlo Polos**, Durham Business School

📄 The Effect of Reputation on the Survival Chances of Small and Medium-sized Organizations | **Simon Oertel**, Friedrich Schiller U. of Jena; **Peter Walgenbach**, Friedrich Schiller U. of Jena

**1358 📄: (Paper Session) - (OMT) Governance Processes**

8:00am - 9:30am Le Palais Des Congres: 514C

Chair: **Michael McDonald**, U. of Central Florida

➔📄 Voting Power and Shareholder Activism - A Study of Swedish Shareholder Meetings | **Therese Strand**, Copenhagen Business School; **Steen Thomsen**, Copenhagen Business School; **Thomas Poulsen**, Copenhagen Business School

➔📄 Sparing Boards Will Pay Even Less And Openhanded Boards Will Pay Even More | **David H. Zhu**, Arizona State U. **Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award**

➔📄 Shall We Dance? The Role of Agents in Managing the Principal-Agent Relationship | **Robert E White**, Iowa State U.

📄 Dissident Proxy Contests in Canada | **Kimberly A. Bates**, Trent U.; **Dean A. Hennessy**, Tilburg U.

**1359 📄: (DRP Session) - (OMT) Knowledge Sharing and Learning**

8:00am - 9:30am Le Palais Des Congres: 516A

Chair: **Hammad Akbar**, U. of East Anglia

📄 Professional-User Innovation: A Process Model | **Jennifer Woolley**, Santa Clara U.; **Tammy L. Madsen**, Santa Clara U. Linking Structure to Learning: The Impact of Integrators on Organizational Learning | **Mihaela Stan**, London Business School

📄 Different Knowledge Sharing Behaviors, Different Motivational Foundations? | **Mia Reinholdt**, CBS

📄 Organizational Multiple Identities and Top Executives' Information Seeking | **Mahendra Joshi**, Grand Valley State U.; **Vikas Anand**, U. of Arkansas; **Alan E. Ellstrand**, U. of Arkansas

📄 Organizational Antecedents of Tie Formation, Knowledge Transfer and Innovation | **Indre Maurer**, U. zu Koeln

**1360** 📄: (Paper Session) - (OMT) **Discourse and Identity Construction**

8:00am - 9:30am Le Palais Des Congres: 518A

Chair: **Jaco Lok**, AGSM-Australian School of Business

📄➔📄 Communication as Constitutive of Terrorist

Organizations | **Dennis Schoeneborn**, U. of Zurich; **Andreas Georg Scherer**, U. of Zurich📄 A Perfect Knock on the Nut: Aesthetic Play and Beautiful Action | **Steven S Taylor**, Worcester Polytechnic Institute📄 Opening the Black Box Internet. Paradox and Consistency in Wikipedia's Identity Narratives | **Christian M. B. Gebhardt**, Catholic U. of Eichstaett-Ingolstadt; **Stephan Kaiser**, U. Bundeswehr, Munich; **Gordon Mueller-Seitz**, Free U. BerlinRoutines, Discipline and Identities | **Andrew D. Brown**, U. of Bath; **Michael A Lewis**, U. of Bath**1361** 📄: (Paper Session) - (OMT) **Creativity and Improvisation**

8:00am - 9:30am Le Palais Des Congres: 518B

Chair: **Paul Adler**, U. of Southern California📄 How to Control Creative Work: The Role of Intrinsic Motivation and Task Programmability | **Isabella Grabner**, WU Vienna; **Gerhard Speckbacher**, WU Vienna📄➔📄 Organizational Failure and the Dark Side of Creativity: A Framework Based on the Theory of Practice | **Israel Drori**, College of Management, Israel; **Benson Honig**, McMaster U.📄 Planning and Improvisation: Reconciling Cognitive and Behavioral Perspectives on Action | **Dusya M. Vera**, U. of Houston; **Claus Rerup**, U. of Western Ontario; **Mary Crossan**, U. of Western Ontario; **Steve Werner**, U. of HoustonMapping the Moods of Creative Practice | **Barbara Simpson**, Strathclyde U.; **John Sillince**, Strathclyde U.**1362** 📄: (Paper Session) - (OMT) **Interpersonal Networks in the Context of Change**

8:00am - 9:30am Le Palais Des Congres: 519B

Chair: **Tracy A. Thompson**, U. of Washington, Tacoma📄📄 Power, Social Influence and Organizational Change: A Network Perspective | **Julie Battilana**, Harvard U.; **Tiziana Casciaro**, U. of Toronto📄 Relational Inertia and Client Sharing: How Partners Respond to Law Firm Acquisition Events | **Forrest Briscoe**, Pennsylvania State U.; **Wenpin Tsai**, Pennsylvania State U.📄 High and Low Status Groups Activate Different Network Structures under Job Threat | **Edward Bishop Smith**, U. of Chicago; **Tanya Menon**, U. of Chicago; **Leigh Thompson**, Northwestern U.📄 Network Activation in Response to the Uncertainty of Organizational Restructuring | **Sameer B. Srivastava**, Harvard U.**1363** 📄: (Paper Session) - (OMT) **Social Capital and Organizational Capabilities**

8:00am - 9:30am Le Palais Des Congres: 524B

Chair: **Y Sekou Bermiss**, U. of Texas, Austin📄 Leveraging External Social Capital to Develop Dynamic Capabilities | **Emmanuel Josserand**, HEC U. of Geneva; **Florence Villeseche**, HEC U. of Geneva➔📄 The Relationship between Social Capital and Organizational Capabilities | **Jan Kemper**, RWTH Aachen U.➔📄 Dynamic Capacity: A Reconceptualization of Dynamic Capabilities | **Wolfgang H. Guettel**, Johannes Kepler U. Linz; **Stefan W. Konlechner**, Johannes Kepler U. LinzHuman Capital and Social Capital: Understanding the Concepts and Their Interlinkages | **Deepali Sharma**, Indian Institute of Management, Bangalore**1364** 📄📄📄 JS: (PNP, OMT, SIM) **Daring to Measure Social Impact: Performance Management in the Social Sector**

8:00am - 9:30am The Queen Elizabeth: Peribonca

Chair: **Alnoor Ebrahim**, Harvard U.Participants: **Elizabeth Boris**, The Urban Institute; **Brian Trelstad**, Acumen Fund; **Jonathan G.S. Koppell**, Yale U.; **Walter W Powell**, Stanford U.**1365** : (Paper Session) - (RM) **Refining theory with research methods**

8:00am - 9:30am Delta Centre-Ville: St-Laurent

Chair: **Boris F. Blumberg**, Maastricht U.📄 Feature Reviews: Quantitative Evaluations of Managerial Theories | **Donald Gerwin**, Carleton U.📄 Estimating and Comparing Specific Mediation Effects in Complex Latent Variable Models | **Rebecca S Lau**, Open U. of Hong Kong; **Gordon W Cheung**, Chinese U. of Hong Kong📄 Bias in Employee Selection: Understanding the Practical Importance of Differences between Groups | **Christopher D. Nye**, U. of Illinois, Urbana-Champaign; **Fritz Drasgow**, U. of Illinois, Urbana-Champaign**1366** 📄: (DRP Session) - (SIM) **Cross-Sector Partnerships Roundtable**

8:00am - 9:30am The Queen Elizabeth: Chaudiere

Chair: **Jennifer S. A. Leigh**, Nazareth College➔📄📄 Micro-Level Interactions in Business-Nonprofit Partnerships | **Marlene Vock**, U. of Amsterdam Business School; **Willemijn van Dolen**, U. of Amsterdam Business School; **Ans Kolk**, U. of Amsterdam📄 Innovations from business social-NGO partnerships – an empirical investigation | **Sara Holmes**, Cranfield School of Management; **Heiko Spitzack**, Cranfield U.📄 Optimizing Partnership Selection in Firm-NGO Collaborations | **Loren Falkenberg**, U. of Calgary; **John Pelozo**, Simon Fraser U.📄📄 Strategy Formulation and Implementation by Multi-Organizational Cross-Sector Social Partnerships | **Amelia C. Clarke**, U. of Waterloo; **Mark Andrew Fuller**, St. Francis Xavier U.📄📄 Input and Output Legitimacies in Multi-Stakeholder Initiatives (MSI) | **Sébastien Mena**, Faculty of Business and Economics, U. of Lausanne; **Guido Palazzo**, U. of Lausanne**1367** : (Paper Session) - (SIM) **Dynamic Views of Corporate Social Responsibility**

8:00am - 9:30am The Queen Elizabeth: Hochelaga 5

Chair: **Dirk C. Moosmayer**, RWTH Aachen U.Discussant: **Daniel Greening**, U. of Missouri, Columbia

- 📄 Social Irresponsibility, Firm Value and Philanthropy: The Corporate Response to Hurricane Katrina | **Alan Muller**, U. of Washington; **Roman Kraeussl**, VU U. Amsterdam
- 🗨️ Reciprocity by Proxy: Harnessing Obligation for Cooperation in Corporate Responsibility Programs | **Noah J. Goldstein**, U. of California, Los Angeles; **Vladas Griskevicius**, U. of Minnesota; **Robert Cialdini**, Arizona State U.
- ➔ 🗨️ The Government of Self-Regulation: on the Comparative Dynamics of Corporate Social Responsibility | **Nahee Kang**, Manchester U.; **Jeremy Moon**, U. of Nottingham
- 🗨️ Managing Responsibility, Response & Reputation: Does CR protect firm reputation when crises occur? | **Paul Caulfield**, U. of Bath; **Gabriela Miranda**, U. of Bath

**1368** 📄: (Paper Session) - (SIM) **Ethical Decision Making: Creating Caring Organizations**

8:00am - 9:30am The Queen Elizabeth: Hochelega 6

Chair: **Sheila Christina Gowans**, U. of Melbourne

Discussant: **James Weber**, Duquesne U.

- 📄 Empathy & Ethics: The Development & Construct Validity of "Decision-Making Perspective-Taking" | **Jennifer Mencl**, U. of Minnesota, Duluth

In Seeing the Organization as Human: The Moral Consequences of Anthropomorphism | **Carolyn Dang**, U. of Washington Business School

Alternate Routes to Ethical Decision Making | **Amy Joy Guerber**, U. of Arkansas; **Vikas Anand**, U. of Arkansas

📄 Education And Training To Encourage Ethical Behavior | **Claudia Harris**, Elon U., Retired

**1369** 📄: (Paper Session) - (SIM) **Focus at the Top: Studies Examining CEOs, Family Firms, & the Link to CSR**

8:00am - 9:30am The Queen Elizabeth: Mackenzie

Chair: **Mark J. Roselli**, Berea College

Discussant: **Johanne Grosvold**, U. of Bath

- 📄 Good Deeds through Blood Ties? The Effects of Family Ownership and Governance on Social Performance | **Sébastien Fosse**, Instituto de Empresa Business School; **Carl J. Kock**, Instituto de Empresa Business School; **Marianna Makri**, U. of Miami; **Luis R. Gomez-Mejia**, Arizona State U.; **Pascual Berrone**, IESE Business School

🗨️ Organizational Virtue Orientation and Family Firms: An Exploratory Analysis of the S&P 500 | **G. Tyge Payne**, Texas Tech U.; **Keith H. Brigham**, Texas Tech U.; **John Christian Broberg**, Wichita State U.; **Todd W. Moss**, Texas Tech U.; **Jeremy Collin Short**, Texas Tech U.

- ➔ Stock-based CEO compensation and corporate attention to social responsibility | **Jingoo Kang**, U. of Pennsylvania
- 📄 Stakeholder Values and Strategic Change in Organizations | **David A. Waldman**, Arizona State U.; **Nathan T. Washburn**, Thunderbird; **Mary F. Sully de Luque**, Thunderbird

**1370** ➔ 📄: (Paper Session) - (TIM) **New Venture Performance**

8:00am - 9:30am Le Palais Des Congres: 511E

Facilitator: **Ralph Heidi**, U. of Washington

- 🗨️ The Strategic Impact of Internet Technology on New Venture Growth | **Bau-Jung Chang**, Feng Chia U.

- 📄 Cognitive Adaptability and Deference: The "We" in New High-Tech Venture Performance | **Preeta Banerjee**, Brandeis U.; **Benjamin M. Cole**, Fordham U.
- 📄 The Influence of Political Capital and Social Capital on New Venture Performance | **Chung-Jen Chen**, National Taiwan U.; **Ya-Hui Lin**, National Taiwan U.

**1371** ➔ 📄: (DRP Session) - (TIM) **Creating New Product Innovation**

8:00am - 9:30am Le Palais Des Congres: 513A

Facilitator: **Elisa Operti**, U. of Lugano, USI

- 📄 Effect and Interaction of Leadership Elements on New Product Development Outcomes | **Simon Land**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.
- ➔ 🗨️ Organizational Slack, Entrepreneurial Orientation and Product Innovativeness: Evidence from China | **Heng Liu**, Xi'an Jiaotong U.; **Xiuhao Ding**, Xi'an Jiaotong U.
- 📄 Making Innovation Audits Rigorous by Identifying Contextualized Problems | **Joakim Björkdahl**, Chalmers U. of Technology; **Magnus Holmén**, Chalmers U. of Technology
- 📄 Collaboration with External Partners in the Process of NPD: The Mediating Effect of R&D Capabilities | **Nina J. Cleven**, RWTH Aachen U.
- 📄 Boards of Directors, Innovation, and Performance: An Exploration at Multiple Levels | **Daniel Robeson**, The Sage Colleges; **Gina Colarelli O'Connor**, Rensselaer Polytechnic Institute

**1372** ➔ 📄: (Paper Session) - (TIM) **Organizing for Innovation**

8:00am - 9:30am Le Palais Des Congres: 513B

Facilitator: **Sorin Eugen Piperca**, U. of Quebec in Montreal

Evolution of Dominant Standards: From a Life Cycle to a Life Spiral Model of Technological Change | **Anke Piepenbrink**, Rutgers U.; **Fariborz Damanpour**, Rutgers U.

- 📄 Competition and Governance Structure of Technology Projects | **Mazhar Islam**, U. of Minnesota
- 📄 Vertical Integration under Technological Change | **Joerg Claussen**, U. of Munich; **Tobias Kretschmer**, LMU Munich

**1373** ➔ 📄: (Paper Session) - (TIM) **Managing with Two Hands: Ambidexterity and Performance**

8:00am - 9:30am Le Palais Des Congres: 516C

Facilitator: **Gina Dokko**, U. of California, Davis

- 📄 How to Manage Organizational Ambidexterity in the Phase of Technological Discontinuity? | **Hsien-Che Lai**, Graduate Institute of Technology Management, National U. of Tainan, Taiwan; **Calvin S. Weng**, Takming U. of Science and Technology
- ➔ 🗨️ Achieving a Balance between Exploration and Exploitation in Service Firms: A Longitudinal Study | **Annelies Geerts**, Vlerick Leuven Gent Management School; **Floortje P. Blindenbach-Driessen**, Vlerick Leuven Gent Management School; **Paul Gemmel**, Ghent U.
- 📄 Ambidextrous Alliances: The Impact on Innovation | **Liliana Doganova**, Copenhagen Business School; **Massimo Gaetano Colombo**, Politecnico di Milano; **Evila Piva**, Politecnico di Milano; **Diego D'Adda**, Politecnico di Milano; **Philippe Mustar**, MINES ParisTech

**1374** ➔ 📄: (DRP Session) - (TIM) **Managing University-Industry Collaborations**

8:00am - 9:30am Le Palais Des Congres: 524C

*Facilitator:* **Vareska Van De Vrande**, Rotterdam School of Management, Erasmus U.

- 📖 Academic Scientists: The Nature of Research and Entrepreneurial Actions | **Shanti Dewi Anak Agung Istri**, Georgia Institute of Technology
- 📖 Measures and Impact: Assessing the Production and Diffusion of University-Generated Knowledge | **Andrew Nelson**, U. of Oregon
- ➔ 📖 Picking Your Partners: Effects of Faculty Quality on University-Industry Relationships | **Markus Perkmann**, Imperial College London; **Zella King**, U. of Reading; **Stephen Pavelin**, U. of Reading
- ➔ 📖 Cultivating Successful University-Industry Research Collaborations: A Study of Korean Partnerships | **Martin Hemmert**, Korea U.; **Ludwig Bstieler**, U. of New Hampshire
- 📖 The Impact of Slack on Explorative and Exploitative Knowledge Sourcing from Universities | **Johan Bruneel**, Imperial College Business School; **Ammon Salter**, Imperial College Business School; **Pablo D'Este**, U. Politecnica de Valencia

**1375** ➔ 📖 JS: (TIM, OMT, BPS) **Absorptive Capacity as a Multilevel Construct**

8:00am - 9:30am Le Palais Des Congres: 511B

*Organizers:* **Anne L.J. ter Wal**, Imperial College Business School; **Paola Criscuolo**, Imperial College London

*Discussants:* **Bill McEvily**, U. Toronto; **Phanish Puranam**, London Business School

Beyond Boundary-Spanners: The Bridge Network as a Device for Transferring Collective Knowledge | **Zheng Jane Zhao**, U. of Kansas; **Jaideep Anand**, Ohio State U.

Recruiting for Ideas: Estimating the Effect of Mobility on Access to an Inventor's Prior Knowledge | **Jasjit Singh**, INSEAD; **Ajay K. Agrawal**, U. of Toronto

Dissecting Absorptive Capacity at the Individual Level: Practices, and Personal Characteristics | **Anne L.J. ter Wal**, Imperial College Business School; **Paola Criscuolo**, Imperial College London; **Ammon Salter**, Imperial College Business School

**Tuesday 9:00AM**

**1376** : (OB) **Lifetime Achievement Award Address: Terence R. Mitchell, U. of Washington**

9:00am - 10:10am Le Centre Sheraton: Salle Ballroom west

*"The Academic Life: A Personal and Professional Journey"*

*Introduction:* **Thomas Lee**, Foster School of Business, U. of Washington

*Distinguished Speaker:* **Terence R. Mitchell**, U. of Washington

**Tuesday 9:45AM**

**1377** 📖: (Paper Session) - (BPS) **Alliance Contract Design**

9:45am - 11:15am Le Palais Des Congres: 510B

*Chair:* **Daniel Walter Elfenbein**, Washington U. in St. Louis

- 📖 Performance and Completeness in Repeated Inter-Firm Relationships: The Case of Franchising | **Vanesa Solis-**

**Rodriguez**, U. of León, Spain; **Manuel González-Díaz**, U. of Oviedo

Distance & Contract Design: Inter-firm and Intra-firm Effects | **Kyle J Mayer**, U. of Southern California; **Libby Weber**, U. of Southern California; **Rui Wu**, U. of Southern California

📖 Arbitration Mechanism in Technology Partnerships | **Valérie Duplat**, EDHEC Business School; **Regis Coeurderoy**, U. de Louvain; **John Hagedoorn**, Maastricht U.

📖 The Role of Contract Framing in the Emergence of Trust: Evidence from Franchise Contract Experiment | **Laurent Bertrandias**, U. of Toulouse 1; **Marc Frechet**, IAE Toulouse; **Fabrice Lumineau**, IMD

**1378** 📖: (DRP Session) - (BPS) **Diversification**

9:45am - 11:15am Le Palais Des Congres: 513C

*Facilitator:* **Rogerio Victor**, Fairleigh Dickinson U.

Ownership Structure, Context, and Firm Diversification: An Analysis of Emerging Economy Firms | **Shaleen Gopal**, Indian Institute of Management, Bangalore; **Rejie George**, Indian Institute of Management, Bangalore; **J Ramachandran**, Indian Institute of Management, Bangalore

📖 Product and International Diversification: Context and Interdependence | **Julia Hautz**, Innsbruck U. School of Management; **Michael Mayer**, U. of Bath; **Christian Stadler**, U. of Bath

📖 Uncertainty-Reducing Signals from Rivals in Segment Exit: Segment Exits by Korean SI Ventures | **Kiwon Jung**, Yonsei U.; **Sunhyuk Kim**, SKK GSB; **Kangsan Lee**, Yonsei U.; **Dongyoub Shin**, Yonsei U.

📖 What Is Corporate Strategy, Really? Inductive Derivation of a Consensus and Comprehensive Definition | **Sven Kunisch**, U. of St. Gallen; **Markus Menz**, U. of St. Gallen

📖 Experience or Observation: How heuristics affect performance in diversification | **David J. Bryce**, Brigham Young U.

**1379** 📖: (DRP Session) - (BPS) **Alliances**

9:45am - 11:15am Le Palais Des Congres: 513D

*Facilitator:* **Jens K Roehrich**, Imperial College London

📖 R&D Alliances and the Allocation of Control Rights | **Jason Michael Pattit**, Syracuse U.

📖 Trust and Cooperative Performance in Strategic Alliances: The Mediating Role of Resource Sharing | **Xinlei Cai**, Xi'an Jiaotong U.; **Xu Jiang**, Xi'an Jiaotong U.; **Gengmiao Zhang**, Xi'an Jiaotong U.; **Hongchang Yan**, Xi'an Jiaotong U.

📖 Persistence of, and interrelation between, horizontal and vertical technology alliances | **Victor Gilsing**, Tilburg U.

📖 The Role of Human Agency in Strategic Alliances | **Louis Rinfret**, U. of Southampton

➔ 📖 Experiential and deliberate learning in international strategic alliance portfolios | **Koen Heimeriks**, Rotterdam School of Management, Erasmus U.

**1380** 📖: (DRP Session) - (BPS) **Political Strategy**

9:45am - 11:15am Le Palais Des Congres: 515A

*Facilitator:* **Adam Fremeth**, Ivey School of Business

➔ 📖 Institutional Dependence, Government Intervention and Performance of Enterprise Restructuring | **Pengji Wang**, National U. of Singapore

- 📄🗺️➔🗨️ Corporate Political Strategies in Transitional China: a Grounded Theory Development Study | **Shu Lin**, China Europe International Business School; **Hao Ma**, Peking U./Nagoya U. of Commerce and Business; **Neng Liang**, China Europe International Business School
- Nonmarket capabilities: Incomplete contracting and learning in political environments | **Jean-Philippe Bonardi**, HEC Lausanne; **Richard G. Vanden Bergh**, U. of Vermont; **Guy Holburn**, U. of Western Ontario
- 📄 Innovating on the Idea or the Environment? | **Bruce C. Rudy**, U. of Texas, Austin
- ➔📄 The Sustainability of Business Group Political Capabilities: Evidence from Brazil | **Rodrigo Bandeira De Mello**, EAESP-FGV; **Rosilene Marcon**, U. do Vale do Itajai - UNIVALI

**1381** 📄: (DRP Session) - (BPS) **Top Management Teams I**

9:45am - 11:15am Le Palais Des Congres: 515B

Facilitator: **Willow Sheremata**, York U.

- 📄 CEO Skills, Firm-Specific Knowledge and CEO Turnover: Evidence from Bankrupt Firms 1996-2005 | **Guoli Chen**, INSEAD
- 📄 Firm growth by replication over agents and founders' time in office | **David Souder**, U. of Connecticut; **Scott G. Johnson**, Oklahoma State U.
- 📄 Firm-level Implications of 'Fit' between Individual and Environmental Sources of CEO Discretion | **Jinyong Daniel Zyung**, U. of Texas, Austin; **Craig Crossland**, U. of Texas, Austin
- 📄 TMTs, Industry Dynamism & CEO Attention: Implications for New-to-the-Firm Product Diversification | **Mariano L.M. Heyden**, Rotterdam School of Management, Erasmus U.; **Jatinder Singh Sidhu**, Rotterdam School of Management, Erasmus U.

**1382** 📄 SHCS: (BPS, ENT) **Employee Mobility and Entrepreneurship: Causes and Consequences across Levels of Analysis**

9:45am - 11:15am Le Palais Des Congres: 510A

Organizer: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign

Facilitator: **April Franco**, U. of Toronto

Discussant: **David Audretsch**, Indiana U., Bloomington

- Pay Structures, Employee Mobility and Employee Entrepreneurship of Extreme Performers | **Seth Carnahan**, U. of Illinois, Urbana-Champaign; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Benjamin A. Campbell**, Ohio State U.; **April Franco**, U. of Toronto
- Regional Disadvantage? Non-compete Agreements and Brain Drain | **Matt Marx**, MIT Sloan; **Jasjit Singh**, INSEAD; **Lee Fleming**, Harvard U.
- Strategic Use of Immigration Policy by Firms: Employee Compensation and Barriers to Mobility | **Shweta Gaonkar**, U. of Illinois, Urbana-Champaign; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign
- Mobility, Global Networks and Knowledge Spillovers: High-tech SMEs in an Emerging Market | **Xiaohui Liu**, Loughborough U.; **Mike Wright**, U. of Nottingham; **Ou Dai**, Loughborough U.; **Jiangyong Lu**, Peking U.

**1383** 🗨️📄 JS: (BPS, ENT) **Real Options: Taking Stock and Looking Ahead**

9:45am - 11:15am Le Palais Des Congres: 518C

Organizers: **Yong Li**, U. at Buffalo, SUNY; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign

Presenters: **Nalin Kulatilaka**, Boston U.; **Jay B Barney**, Ohio State U.; **Timothy B Folta**, Purdue U.; **Jaideep Anand**, Ohio State U.; **Carliss Baldwin**, Harvard U.; **Bruce Kogut**, INSEAD; **Yong Li**, U. at Buffalo, SUNY; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign

**1384** 📄 SHCS: (BPS, OMT, MOC) **Markets and Symbols: Capturing Value through Meaning Making**

9:45am - 11:15am Le Palais Des Congres: 513F

Organizers: **Peer C. Fiss**, U. of Southern California; **Jo-Ellen Pozner**, U. of California, Berkeley; **Eunice Yunjin Rhee**, U. of Southern California

- Discussant: **Mitchel Abolafia**, U. at Albany, SUNY
- On Language: Impression Management Language as a Tool of Symbolic Management | **Jo-Ellen Pozner**, U. of California, Berkeley; **Edward Zajac**, Northwestern U.
- Worthy Rhetorics: Analyst Discourse and the Valuation of Biotech Stocks | **Klaus Weber**, Northwestern U.; **Simona Giorgi**, Northwestern U.
- The Symbolic Creation of Market Value: Framing the Adoption of a Controversial Practice | **Eunice Yunjin Rhee**, U. of Southern California; **Peer C. Fiss**, U. of Southern California
- Red Queens and Black Swans: Argument Cascades and Evolving Rationality during the Internet Bubble | **Sandy E. Green**, U. of Southern California; **G. Thomas Goodnight**, U. of Southern California
- Retooling the Sustainable Investment Field | **Daniel Beunza**, Columbia U.; **Fabrizio Ferraro**, IESE Business School

**1385** 🗨️📄 JS: (BPS, OMT, OB) **How Adaptive are CEOs? New Perspectives on Executive Ruts, Routines, and Renewal**

9:45am - 11:15am Le Palais Des Congres: 519A

Organizer: **Vilmos F. Misangyi**, Pennsylvania State U.

Discussant: **Donald C. Hambrick**, Pennsylvania State U.

- The Effect of CEO Conscientiousness and TMT Integrative Complexity on Firm Adaptability | **Elaine M. Wong**, Northwestern U.; **Randall S. Peterson**, London Business School; **Margaret Ormiston**, London Business School
- Equifinal Top Management Team Designs to Enable Strategic Flexibility and Agility | **Wendy K. Smith**, U. of Delaware; **Andrew Binns**, Change Logic LLC
- Multi-time CEOs: How Adaptive are Executives across Assignments? | **Nathan A. Bragaw**, Pennsylvania State U.; **Vilmos F. Misangyi**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.
- Institutional Logics and Top Executive Adaptability | **Patricia H Thornton**, Duke U.

**1386** ➔📄: (DRP Session) - (CAR) **Advances in Career Success Research**

9:45am - 11:15am Le Centre Sheraton: Salon 3

Chair: **Wolfgang Mayrhofer**, WU Vienna

- 📄 Competency Development and Career Success: The Mediating Role of Employability | **Ans De Vos**, Vlerick Leuven

- Gent Management School; **Sara De Hauw**, Vlerick Leuven Gent Management School
- 📖 Defining 21st Century Career Success through the Lens of Work Role Transition Narratives | **Elizabeth B. Mahler**, George Washington U.; **Carol H. Hoare**, George Washington U.
- 📖 Career Success: An Examination of the Relationships of Networking and Mentoring | **Monica L Forret**, St. Ambrose U.; **Shelly McCallum**, Saint Mary's U. of Minnesota
- ➔ 📖 The Long-Term Impact of International Experience on Objective and Subjective Career Success | **Torsten Biemann**, U. of Cologne; **Nils Braakmann**, Leuphana U.
- 🎧 📖 Career Self-Efficacy, Skill Development and Career Outcomes: A Social Cognitive Approach | **Chris WL Chu**, Stockholm School of Economics; **Zhiqiang Liu**, Hua Zhong U. of Science and Technology
- 1387 : (Paper Session) - (CAR) Careers and Developmental Relationships**  
9:45am - 11:15am Le Centre Sheraton: Salon 8  
*Chair:* **Laci Mae Rogers**, Florida State U.  
*Discussant:* **Dawn E. Chandler**, California Polytechnic State U., San Luis Obispo
- 📖 📖 The Company You Keep: Relational Models and Support Expectations of Key Developer Relationships | **Richard Donald Cotton**, Boston College
- 📖 ➔ 📖 Expatriates' Developmental Networks: A Person-Network Fit Perspective | **Yan Shen**, Boston U.
- ➔ 📖 Birds of a Feather Should Flock Together: Mentoring Partners' Deep-Level Similarity Matters | **Christine Seeliger**, City U. London
- 1388 ➔ 📖 JS: (CAR, GDO, IM) Self Initiated-Expatriation and Career Development: Diversity Across Cultures and Genders**  
9:45am - 11:15am Le Centre Sheraton: Jarry  
*Organizers:* **Kerr Inkson**, U. of Waikato; **Julia Richardson**, York U.  
*Discussants:* **Michael B. Arthur**, Suffolk U.; **Maddy Janssens**, Catholic U. of Leuven
- Self-Initiated Expatriation as a Field of Study: Terminology, Definition and Research Direction | **Kerr Inkson**, U. of Waikato
- Self-Initiated Expatriates - Mavericks of the Global Milieu? | **Noeleen Doherty**, Cranfield U.
- Plan B: Self-Initiated Canadian Mining Engineers in Abu Dhabi | **Julia Richardson**, York U.; **Steve McKenna**, School of Human Resource Management
- Self-Initiated International Careers as a Career Option for Women | **Phyllis Tharenou**, Flinders U. of South Australia
- An Investigation of the Double Jeopardy Proposition with Chinese Origin SIE Women | **Nikos Bozionelos**, Athens U. of Economics and Business
- Exploring Women's Career Internationally: An Exploratory Study of SIEs in the South of France | **Marian Crowley-Henry**, Dublin Institute of Technology
- A Comparison of Female and Male Strategies for Securing and Enduring Expatriate Career Development | **Charles M. Vance**, Loyola Marymount U.; **Yvonne McNulty**, Monash U.; **Fabienne Chauderlot**, International U. of Monaco

Self-Initiated Expatriation in Older Women: Exploring the Terrain | **Barbara Myers**, Auckland U. of Technology; **Judith Pringle**, Auckland U. of Technology

Gender and Ethnicity and the Accumulation and Deployment of Capital by Lebanese Workers in France | **Akram Al Ariss**, Champagne School of Management

**1389 📖 🎧 ➔ 📖 CAU: (CAU) Mindfulness Meditation in the Workplace and Classroom**

9:45am - 11:15am Le Palais Des Congres: 521A

*Organizers:* **Donald W McCormick**, California State U. Northridge; **Regina F. Bento**, U. of Baltimore, Merrick School of Business  
*Participants:* **Maheshkumar P Joshi**, George Mason U.; **Kent D. Fairfield**, Fairleigh Dickinson U.; **Duncan Spelman**, Bentley U.; **Thomas Arthur Conklin**, Gannon U.

**1390 📖 📖 CAU: (CAU) 100th Anniversary of Frederick Taylor: One of the First Management Scholars Who Dared to Care**

9:45am - 11:15am Le Palais Des Congres: 521B

*Organizers:* **Cristina Marie Giannantonio**, Chapman U.; **Amy Elizabeth Hurley-Hanson**, Chapman U.

**1391 📖 CAU: (CAU) Use of the Social Capital Construct in Entrepreneurship Research**

9:45am - 11:15am Le Palais Des Congres: 521C

*Participants:* **Curt Moore**, Texas Christian U.; **Justin L. Davis**, Ohio U.; **G. Tyge Payne**, Texas Tech U.

**1392 📖 🎧 ➔ 📖 CAU: (CAU) Daring to Coach Leaders, Caring for People and Organizations: Issues in Research on Coaching**

9:45am - 11:15am Le Palais Des Congres: 522A

*An international forum to dare to discuss how we can explore how to create coaching culture for daring and caring organizations.*  
*Organizers:* **Manfred F.R. Kets De Vries**, INSEAD; **Konstantin Korotov**, ESMT

**1393 📖 🎧 ➔ 📖 CAU: (CAU) Daring to Care: Passion and Compassion for Africa Management Research**

9:45am - 11:15am Le Palais Des Congres: 522B

*Participants:* **David B. Zoogah**, Morgan State U.; **Judy Muthuri**, International Centre for Corporate Social Responsibility; **Moses Acquah**, U. of North Carolina, Greensboro

**1394 📖 📖 CAU: (CAU) Recognizing and Raising Professionalism Behaviors within the Culture of Business Undergraduates**

9:45am - 11:15am Le Palais Des Congres: 522C

*The Professionalism Recognition Program is being developed at the W. A. Franke College of Business at Northern Arizona University, an AACSB-accredited business school.*  
*Participant:* **Timothy Stewart Clark**, Northern Arizona U.

**1395 📖 📖 CAU: (CAU) A multi-disciplinary caucus on leadership and organizations in extreme contexts**

9:45am - 11:15am Le Palais Des Congres: 523A

*Organizer:* **Kelly Fisher**, Air Force Culture and Language Center  
*Participants:* **David Buchanan**, Cranfield U.; **Sean Hannah**, U.S. Military Academy, West Point; **David Denyer**, Cranfield U.; **Yu-Ming Kuo**, National Chung Cheng U.; **Ken Parry**, Bond U.

**Raymond N. C. Trau**, U. of Sydney; **Liisa Valikangas**, Helsinki School of Economics; **Kuo Frank Yu**, City U. of Hong Kong

**1396** → 🗋️🗋️CAU: (CAU) Knowledge Transfer Project:

**From Academy to Africa with Care**

9:45am - 11:15am Le Palais Des Congres: 523B

*The goal of this caucus is to discuss and develop a project that aims to transfer research knowledge resources that reside in the Academy membership to young/early-stage scholars in developing countries who may otherwise not have access to such resources.*

Organizer: **Jacob Eisenberg**, U. College Dublin

Participants: **Sally Maitlis**, U. of British Columbia; **Dorota Piaskowska**, U. College Dublin; **Rajiv Nag**, Georgia State U.; **Jennifer Dolores Evans**, U. College Dublin; **Laurie Ziegler**, U. of Texas, Dallas

**1397** : (Paper Session) - (CDP) **The Darkside of Ethics**

9:45am - 11:15am Hyatt Regency Montreal: Alfred-Rouleau A

Chair: **Robert Folger**, U. of Central Florida

🗋️MSR: Uniform Guidelines, Spirituality, Religiosity, and Predictors of Ethical Workplace Behaviors | **Daniel E. Martin**, California State U. East Bay

MSR: The dark side of meaningful work: a case study on the misuse of workplace spirituality | **Claudia Gross**, U. of Nijmegen

🗋️SIM: Exploring the Antecedents of Reporting Unethical Behavior at Work | **Matt Luth**, U. of Kansas

**1398** : (Paper Session) - (CDP) **Gender, Entrepreneurship, Innovation, and Change**

9:45am - 11:15am Hyatt Regency Montreal: Alfred-Rouleau B

Chair: **Deborah J. Armstrong**, Florida State U.

GDO: Gender Diversity: An Optimizing Element in

Copreneurial Enterprises | **Patricia Eisele**, RMIT U.; **Adela Jana McMurray**, Royal Melbourne Institute of Technology U.

🗋️ODC: Change Drivers and Employees' Adoption of Change: Exploring Change Drivers, Gender, and Position | **Karen S. Whelan-Berry**, Providence College

🗋️MOC: Women Directors' Contribution to Firm Innovation. Understanding the Decision-making Culture. | **Mariateresa Torchia**, Tor Vergata U.; **Andrea Calabrò**, Tor Vergata U.

→ 🗋️ENT: Engendering Entrepreneurship: Why Can't a Woman be More Like a Man? | **Susan Marlow**, De Montfort U.; **Scott Taylor**, U. of Exeter

**1399** : (Paper Session) - (CDP) **Fit, Climate and Overconfidence: Keys to Business Success**

9:45am - 11:15am Hyatt Regency Montreal: Alfred-Rouleau C

Chair: **Cheri Ostroff**, U. of Maryland

→ 🗋️OB: Organizational Climate, Market Volatility and Business Performance | **Judith Sylvia MacCormick**, U. of New South Wales

🗋️OB: Overconfidence, Leverage and Firm Success | **Andreas Mueller**, RWTH Aachen U.

🗋️→ 🗋️OM: The Impact of Supply Chain Fit on Firm Performance | **Pan Theo Grosse-Ruyken**, ETH Zurich; **Stephan M. Wagner**, Swiss Federal Institute of Technology Zurich, ETH; **Feryal Erhun**, Stanford U.

**1400** : (Paper Session) - (CDP) **Diffusion of Diverse Ideas**

9:45am - 11:15am Hyatt Regency Montreal: Anjou

Chair: **Justin W. Webb**, Oklahoma State U.

🗋️MSR: Poly-Capitalism: Expanding capitalism to embrace multiple types of capital | **Randal S Franz**, Seattle Pacific U.

🗋️🗋️SIM: Positive Organizational Behavior in a New Democracy: A Diverse South African Perspective | **Yvonne Du Plessis**, U. of Pretoria; **Nicolene Barkhuizen**, U. of Pretoria; **Barbara Grobbelaar**, U. of Pretoria

→ 🗋️CMS: Between Solidarity and Modernization: Freire's Popular Education and Family Farming in Brazil | **Patricia Mendonca**, Centro U. da FEI; **Mario Aquino Alves**, EAESP-FGV

🗋️CMS: The origins, launch and diffusion of the community interest company | **Helen Haugh**, U. of Cambridge; **Ana-Maria Peredo**, U. of Victoria, Centre for Co-operative and Community-Based Economy

**1401** : (Paper Session) - (CDP) **Factors Affecting Turnover and Work Behavior**

9:45am - 11:15am Hyatt Regency Montreal: Argenteuil, Table 1

Chair: **Peter Horn**, Arizona State U.

🗋️CAR: Development of an Occupational Embeddedness Measure | **Gary A Adams**, U. of Wisconsin - Oshkosh; **Jennica R Webster**, Marquette U.; **Danelle Buyarski**, U. of Wisconsin Oshkosh

🗋️RM: The Unfolding Model of Turnover, Research Design, and Analysis Choices: A Monte Carlo Study | **Craig J Russell**, Price College Of Business

🗋️🗋️MC: A Work Behavior Analysis of Executive Coaches | **Glenn Newsom**, Glenn Newsom & Associates, LLC; **Eric B. Dent**, U. of North Carolina, Pembroke

**Winner of the MC Division Award for Outstanding Research-Based Paper on Management Consulting**

**1402** : (Paper Session) - (CDP) **Managing Work Family Boundaries: Strategies and Outcomes**

9:45am - 11:15am Hyatt Regency Montreal: Argenteuil, Table 2

Chair: **Riki Takeuchi**, Hong Kong U. of Science and Technology

🗋️→ 🗋️GDO: Family Supportive Work Environment, Perceptions of the Employment Relationship and Work Outcomes | **Samuel Aryee**, Aston U.; **Tae-Yeol Kim**, City U. of Hong Kong; **Chris WL Chu**, Stockholm School of Economics; **Seongmin Ryu**, Kyonggi U.

OB: An Empirical Examination of The Use of Communication Technology to Manage Work-Home Boundaries | **Cheryl L Adkins**, Longwood U.; **Sonya F. Premeaux**, Nicholls State U.

🗋️ONE: The Influence of Familiness on Proactive Environmental Strategies in Family Firms | **Pramodita Sharma**, Concordia U.; **Sanjay Sharma**, John Molson School of Business

**1403** : (Paper Session) - (CDP) **Academia: What Really Happens in our World?**

9:45am - 11:15am Hyatt Regency Montreal: Picardie

Chair: **Sri Zaheer**, U. of Minnesota

→ 🗋️HCM: The Journal Peer Review Process: Revealing a Layered Institutional Logic | **Wendy Lipworth**, U. of Sydney; **Kathleen Montgomery**, U. of California, Riverside  
**HCM Best International Paper Award Nominee**



**TIM:** Come Engage With Me: Behavioral and Attitudinal Peer Effects on Academics' Engagement with Industry | **Valentina Tartari**, Imperial College Business School; **Ammon Salter**, Imperial College Business School; **Markus Perkmann**, Imperial College London; **Pablo D'Este**, U. Politecnica de Valencia

**SIM:** A Critical Examination of Plagiarism Among Members of the Academy of Management | **Benson Honig**, McMaster U.; **Akanksha Bedi**, McMaster U.

#### 1404 : (Paper Session) - (CM) Working Through Interpersonal Conflict

9:45am - 11:15am Le Centre Sheraton: Joyce

Chair: **Roy J. Lewicki**, Ohio State U.

**How Anxiety Increases Advice-Taking (Even When the Advice is Bad)** | **Francesca Gino**, U. of North Carolina, Chapel Hill; **Alison Wood**, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

**The Role of Polychronicity and Social Networks in the Work-Family Enrichment Relationship** | **Jessica Bagger**, California State U. Sacramento; **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Elisa Mattarelli**, U. of Modena and Reggio Emilia

**Does Emotional Intelligence Really Matter in Interpersonal Processes?** | **Jin Nam Choi**, Seoul National U.; **Arif Nazir Butt**, Lahore U.; **Moataz Soliman**, John Molson School of Business, Concordia U.; **Jin Wook Chang**, Carnegie Mellon U.

**Conflicting vs. Enhancing Selves: Multiple Identities and Interpersonal Problem Solving** | **Lakshmi Ramarajan**, Harvard U.

#### 1405 : (CMS) CMS Keynote: "Building an Institutional Field to Corral a Government"

9:45am - 11:15am The Queen Elizabeth: Harricana

Building an Institutional Field to Corral a Government | **Stephen Barley**, Stanford U.

Division Chair-Elect: **Craig Prichard**, Massey U.

Speaker: **Stephen Barley**, Stanford U.

#### 1406 : (Paper Session) - (CMS) Producing, Distributing, Consuming

9:45am - 11:15am The Queen Elizabeth: Hochelaga 3

Chair: **Sarah Stookey**, Central Connecticut State U.

**Destroying the Village to Save it: Labor Relations, CSR, and the Cycle of American Hegemony.** | **Richard Marens**, California State U. Sacramento

**The Polyphony of Corporate Social Responsibility. Deconstructing Accountability and Transparency.** | **Lars Thøger Christensen**, U. of Southern Denmark; **Ole Thyssen**, Copenhagen School; **Mette Morsing**, Copenhagen Business School

**Suffering at Gunpoint: From Consumer of Catastrophes to Witness in Action** | **Bent M. Sørensen**, Copenhagen Business School

#### 1407 : (Paper Session) - (DISC) Parent-subsidiary alignment, resource sharing, and outcomes

9:45am - 11:15am Le Palais Des Congres: 512E - Table 1

Discussant: **Stefano Brusoni**, Bocconi U.

**BPS:** Unit Origin and Inter-Unit Resource Sharing | **Eric Doms**, Tilburg U.; **Aswin Van Oijen**, Tilburg U.

**BPS:** Decoupling to Manage Legitimacy: The Case of a Crisis at a Newly-Acquired Subsidiary | **Paresha N Sinha**, U. of Waikato; **Urs Daellenbach**, Victoria U. of Wellington; **Rebecca Suzanne Bednarek**, Victoria U. of Wellington

**BPS:** The Right Frame of Mind for M&A: The Impact of Merger Characteristics on M&A Deal Frames | **Libby Weber**, U. of Southern California

#### 1408 : (Paper Session) - (DISC) OMT and Learning

9:45am - 11:15am Le Palais Des Congres: 512F - Table 1

Discussant: **Barbara Simpson**, Strathclyde U.

**OMT:** The Efficiency of Capability Development | **Kieran John Patrick MacInerney**, U. of Cologne

**OMT:** Organization Immunity: Building a Defense System | **Yihua Wang**, Tsinghua U.; **Jianbo Zhao**, Tsinghua U.

**OMT:** Probing Knowledge Creation at Organizational Boundaries in Interorganizational Networks | **Pauli R. Alin**, Aalto U. School of Science and Technology; **John E. Taylor**, Columbia U.; **Riitta Smeds**, Aalto U. School of Science and Technology

**OMT:** No More or Do Better: What Do Organizations Learn from Their Strategic Mistakes? | **Katsuhiko Shimizu**, U. of Texas, San Antonio; **Yilun Shi**, St. Edward's U.; **Teresa Svacina**, U. of Texas, San Antonio

#### 1409 : (Paper Session) - (DISC) Government-Business Collaborations

9:45am - 11:15am Le Palais Des Congres: 512F - Table 2

Discussant: **Bradley E. Wright**, U. of North Carolina, Charlotte

**PNP:** Shaping Corporate Foundations from Business Perspective. Is Firm's Reputational Interest Relevant? | **Matteo Pedrini**, U. Cattolica del Sacro Cuore-ALTIS; **Marco Minciullo**, Catholic U. Milan

**PNP:** Governance and Collaboration in Interorganizational Networks | **Trevor Williams**, Southern Cross U.; **Kevin John Burgess**, Cranfield U.; **Michael Charles**, Southern Cross U.

**PNP:** Shaping HRM in the Voluntary Sector: The Influence of Government | **Emma Parry**, Cranfield U.; **Clare Kelliher**, Cranfield U.

#### 1410 : (Paper Session) - (DISC) GDO and Work Groups

9:45am - 11:15am Le Palais Des Congres: 512G - Table 1

Discussant: **Marcy Cray**, Bentley U.

**GDO:** Cultural Reflexivity and Diverse Groups: Possibilities for Re-envisioning Cross-Cultural Exchange | **Madeline Toubiana**, Schulich School of Business, York U.

**GDO:** Cultural Mosaic in the Workplace: Conceptualization and Measurement | **Pylin Chuapetcharasopon**, U. of Waterloo; **Susan E. Brodt**, Queen's U.; **Wendi L. Adair**, U. of Waterloo; **Terri R Lituchy**, Concordia U.; **Michelle Lowe**, Queen's U. Canada

**GDO:** Rejection Sensitivity, Organizational Climate, and Mistreatment of Ethnic Minorities | **Altovise Monae Rogers**, U. of Houston; **Alex Milam**, U. of Houston - Clear Lake

#### 1411 : (Paper Session) - (DISC) OCIS and People

9:45am - 11:15am Le Palais Des Congres: 512G - Table 2

Discussant: **Jon W Beard**, George Mason U.

🗨️📄 **OCIS: Building trust in occupational online forums | Emmanuelle Vaast**, Long Island U.

📄 **OCIS: Interpreting a Case of IT Offshore Insourcing: A Work-Life Balance Perspective | Suprateek Sarker**, Copenhagen Business School; **Saonee Sarker**, Washington State U.; **Len Jessup**, Washington State U.

📄 **OCIS: Distinction and Status on User-generated Content Platforms | Manuel Arriaga**, New York U.

**OCIS: Portraying Online Groups: The Influence of Visual Display Parameters on Group Perceptions | Jennifer Marlow**, Carnegie Mellon U.; **Laura Dabbish**, Carnegie Mellon U.

**1412: (Paper Session) - (DISC) Leader Attributes and Behavior**

9:45am - 11:15am Le Palais Des Congres: 512H - Table 1

*Discussant:* **Michael Wesson**, Texas A&M U.

📄 **OB: Leader Political Skill and Team Performance: A Test of a Moderated Mediation Model | Wei Wang**, Renmin U. of China

📄 **OB: Deciding for You or for Us: Level of Self-Construal as a Determinant of Ethical Leadership | Suzanne van Gils**, Rotterdam School of Management, Erasmus U.

➔ **OB: Innovation Implementation in Leader-Team Systems: Effective Modes of Management | Ronald Bledow**, Ghent U.

**OB: Attachment Styles: Implications for Authentic Leader-Follower Relationships | Amanda Hinojosa**, Texas Tech U.; **Kelly Marie Davis**, Texas Tech U.

**1413: (Paper Session) - (DISC) Ethical behavior within and across organizations**

9:45am - 11:15am Le Palais Des Congres: 512H - Table 2

*Discussant:* **Linda K. Trevino**, Pennsylvania State U.

➔ **SIM: National Business Ideology and Employees' Prosocial Values | Miriam Muethel**, WHU - Otto Beisheim School of Management; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater

**SIM: Exploring the Role of Leadership in Corporate Social Responsibility | Robert Strand**, Copenhagen Business School

📄 **SIM: The contagious nature of corruption: A framework of the spread of corruption across organizations. | Julie I Hancock**, U. of Memphis; **Phil Bryant**, U. of Memphis; **Frances H. Fabian**, U. of Memphis

**1414: (Paper Session) - (ENT) Venture Capital, Business Angels and Doing Deals**

9:45am - 11:15am Le Palais Des Congres: 510C

*Chair:* **Manuela N. Hoehn-Weiss**, U. of Washington, Bothell

🗨️📄 **Show What You Got: Signaling, Angel and VC Investments in Technology Startup | Annamaria Conti**, Georgia Institute of Technology; **Marie Thursby**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology

🗨️📄 **A Social Network Perspective on the Deal Flow of Business Angels | Christoph Garbotz**, RWTH Aachen U.; **Andreas Engelen**, RWTH Aachen U.; **Philipp Niemann**, RWTH Aachen U.

The Influence of Gender Bias in Venture Capital Decision-Making: Experimental Evidence | **Robert Joseph Wuebker**, U. of Utah; **Lyda S. Bigelow**, U. of Utah

**1415: (Paper Session) - (ENT) Venture Development and Strategy**

9:45am - 11:15am Le Palais Des Congres: 510D

*Chair:* **Denise R. Dunlap-Hinkler**, Northeastern U.

📄 **Diversification by Young, Small Firms | Rui Baptista**, Instituto Superior Tecnico; **Murat Karaöz**, Instituto Superior Tecnico; **João Carlos Leitão**, Instituto Superior Tecnico

📄 **Managerial and Competitive Predictors of Exploration and Exploitation Activities in SMEs | Michael Abebe**, U. of Texas Pan American; **Arifin Angriawan**, Purdue U., Calumet

📄 **If It Doesn't Kill You...? How Dependence on a Key Customer Affects Young Firm Survival and Growth | Helena Yli-Renko**, U. of Southern California; **Ramkumar Janakiraman**, Texas A&M U.

**1416: (DRP Session) - (ENT) Opportunities**

9:45am - 11:15am Le Palais Des Congres: 514A

*Chair:* **Susan A Hill**, London School of Economics

🗨️📄 **The Role of Affect in Entrepreneurial Opportunity Recognition and Evaluation | James C. Hayton**, SDA Bocconi / Bocconi U.; **Magdalena Cholakova**, Bocconi U.

📄 **What's the Difference? An Examination of Third Person versus First Person Opportunity Beliefs | Matthew S. Wood**, UNC-Wilmington

🗨️📄 **Going Fishing: An Experimental Research Design to Test Training in Finding Entrepreneurial Ideas | Mary Kilfoil**, Dalhousie U.; **Ed Leach**, Dalhousie U.; **Timothy Little**, Dalhousie U.

🗨️📄 **Opportunistic Adaptation and New Venture Growth: Linking Cognition, Action and Growth | Andreea Noemi Kiss**, Groningen U.; **Pamela S. Barr**, Georgia State U.

➔ **Re-Integrating Internationalization Theories: A Cognitive Model of Internationalization Decisions | David W. Williams**, U. of Tennessee; **Denis A. Gregoire**, Georgia State U.

**1417: (DRP Session) - (ENT) Nascent Entrepreneurs**

9:45am - 11:15am Le Palais Des Congres: 514B

*Chair:* **Norris F. Krueger**, Max Planck Institute of Economics

**Experience Dimensions of Nascent Entrepreneurs: The Influence of Cognition | Jan Brinckmann**, ESADE; **Felizitas Julia Eichinger**, WHU - Otto Beisheim School of Management; **Dietmar Grichnik**, WHU - Otto Beisheim School of Management

📄 **What Mediates a Lack of Human Capital in Entrepreneurial Venture Foundation? | Christian Hopp**, U. of Vienna; **Rolf Sonderegger**, U. of Vienna

📄 **Resource Providers, Entrepreneurial Rent, and Bounded Self Interest | Doug Bosse**, U. of Richmond; **Jeffrey S. Harrison**, U. of Richmond

📄 **Financial Slack Resources, Firm Birth, and Early Growth | Maija Renko**, U. of Illinois, Chicago; **Paul D Reynolds**, George Mason U.; **Alan L. Carsrud**, Ryerson U.

**Towards a Qualitative Understanding of Human Capital in Entrepreneurship Research (WITHDRAWN) | Dimo Dimov**, U. of Connecticut

**1418: (Paper Session) - (ENT) New Venture Creation**

9:45am - 11:15am Le Palais Des Congres: 525B

Chair: **Juan Florin**, U. of New Hampshire

Assessing Knowledge in New Venture Creations | **Neil Michael Tocher**, Idaho State U.; **Sharon Oswald**, Auburn U.; **Dianne Hall**, Auburn U.

- **Entrepreneurs' Displays of Passion and Employees' Commitment to New Ventures** | **Anja Klaukien**, Max Planck Institute of Economics; **Nicola Breugst**, Max Planck Institute of Economics; **Holger Patzelt**, Max Planck Institute of Economics
- **The Entrepreneur's Mode of Entry: Business Takeover or New Venture Start?** | **Simon C Parker**, Ivey School of Business; **Mirjam Van Praag**, Amsterdam Center for Entrepreneurship, U. of Amsterdam

**1419** *(ENT, MH, RM)* **Building Entrepreneurship Theory with Historical Data**

9:45am - 11:15am Le Palais Des Congres: 511A

Chair: **Daniel P. Forbes**, U. of Minnesota

Participants: **Eileen Fischer**, York U.; **Melissa Graebner**, U. of Texas, Austin; **David A. Kirsch**, U. of Maryland; **Steven C. Michael**, U. of Illinois, Urbana-Champaign; **Daniel Wadhvani**, U. of the Pacific

**1420** *(DRP Session) - (GDO)* **Stereotypes and Their Effects**

9:45am - 11:15am Le Centre Sheraton: Kafka

Facilitator: **Raina A. Brands**, U. of Cambridge

Race, Leadership, and Inferential Processing | **Andrew M. Carton**, Duke U.; **Ashleigh Shelby Rosette**, Duke U.

The Role of Warmth and Competence Judgments for Age Discrimination | **Franciska Krings**, Faculty of Business and Economics, U. of Lausanne; **Sabine Sczesny**, U. of Bern; **Annette Kluge**, U. of Duisburg-Essen

- **Age, Resistance to Change, and Job Performance: Testing for a Common Stereotype** | **Florian Kunze**, U. of St. Gallen; **Stephan Alexander Boehm**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen
- **The Transmigration of Chinese Women Professionals: A Transnational Feminist Analysis** | **Han Ou**, U. of Massachusetts, Amherst; **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst

**1421** *(Paper Session) - (GDO)* **Gender Differences in Mentoring, Negotiating, and Competing**

9:45am - 11:15am Le Centre Sheraton: Lamartine

Chair: **Barbara A. Ritter**, Coastal Carolina U.

- Do Women Receive As Much Mentoring as Men? Unraveling the Disparity between Theory and Results** | **Elizabeth Welsh**, U. of St. Thomas; **Devasheesh P. Bhawe**, John Molson School of Business, Concordia U.; **Kyong Yong Kim**, U. of Minnesota, Twin Cities
- Taking Advice from Trusted Sources: The Moderating Role of Demographic Dissimilarity** | **Aleksandra Luksyte**, U. of Houston; **Derek R. Avery**, Temple U.; **Rumela Roy**, U. of Houston; **Fred Macoukji**, U. of Houston
- Resolving the Double-Bind: Gender-Profession Identity Integration and Women's Negotiation Outcomes** | **Shira Mor**, Columbia Business School; **Michael Morris**, Columbia U.; **Pranjal Mehta**, Columbia Business School; **Illona Fridman**, Brooklyn College, CUNY

➔ **Why Do Women Quit Competition Too Early? Gender Differences and Group Composition.** | **Robin M. Hogarth**, U. Pompeu Fabra; **Natalia Karelaia**, INSEAD; **Carlos Andrés Trujillo**, U. de los Andes, School of Management

**1422** ➔ *JS: (GDO, HR)* **Challenges of Work in India's Gender Inegalitarian Culture**

9:45am - 11:15am Le Centre Sheraton: Drummond west

Chair: **Ujvala Arun Rajadhyaksha**, Saint Mary's College

Discussant: **Lynda L Moore**, Simmons School of Management  
 Masculinity in Indian Culture and the Mentoring Experiences of Indian Women | **Stacy Blake-Beard**, Simmons College  
 Women as Borrowers: An Exploratory Study of MFI Clients | **C. Vijayalakshmi**, IFMR, Chennai; **Divya Rajan**, IFMR, Chennai  
 Early Career Transitions of Women Software Professionals in India: An Exploratory Study | **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore  
 Work and Family Demands and Work-family Conflict: Moderating Effect of Gender in India | **Ujvala Arun Rajadhyaksha**, Saint Mary's College

**1423** *(Paper Session) - (HCM)* **Studying Hospital Performance**

9:45am - 11:15am The Queen Elizabeth: St-Charles

Chair: **Andrew N. Garman**, Rush U.

- **Understanding Hospital Performance: The Role of Network Ties and Patterns of Competition** | **Daniele Mascia**, Catholic U. Rome; **Fausto Di Vincenzo**, Catholic U. Rome
- ➔ **Investigating the Effects of Hospital Privatization on Efficiency and Quality of Care** | **Oliver Tiemann**, Munich U.; **Jonas Schreyögg**, Munich U.
- HCM Best International Paper Award Nominee**
- 🗨️ **Broadening Focus: Spillovers and the Benefits of Specialization in the Hospital Industry** | **Jonathan Clark**, Harvard U.; **Robert S. Huckman**, Harvard U.

**1424** *JS: (HCM, GDO)* **New Directions in Health Care Diversity Management Research: Daring to Care and Transform Practice**

9:45am - 11:15am The Queen Elizabeth: Hochelaga 4

Organizers: **Valerie L. Myers**, U. of Michigan; **Lynn Wooten**, U. of Michigan

Discussant: **Ebbin Dotson**, U. of Texas Health Science Center  
 Market and Contextual Determinants of Nursing Home Racial/Ethnic Composition | **Jullet A. Davis**, U. of Alabama  
 Generative Change in Health Care: From Inertia to Action in Reducing Patient Disparities | **Lynn Wooten**, U. of Michigan  
 Organizational Climate and Psychological Safety in Southeast Michigan Hospitals | **Valerie L. Myers**, U. of Michigan  
 Hospital Cultural Competency and Patient Experiences with Care: Is There a Business Case? | **Robert Weech-Maldonado**, U. of Alabama, Birmingham

**1425** *(Paper Session) - (HR)* **Compensation: Impact of Compensation Decisions on Individual and Organizational Performance**

9:45am - 11:15am Le Centre Sheraton: Drummond east

Chair: **Laura Parks**, James Madison U.

Discussant: **Nancy E. Day**, U. of Missouri, Kansas City

TUESDAY

- 📖 The Relationship between Pay Dispersion among R&D employees and Firm R&D Performance | **Victor Cui**, U. of British Columbia; **Yoshio Yanadori**, U. of British Columbia
- 📖 Employee Performance as a Function of an Integrative Pay-For-Performance Framework | **Anthony J Nyberg**, U. of South Carolina; **Jenna Renae Pieper**, U. of Wisconsin, Madison; **Charlie O. Trevor**, U. of Wisconsin-Madison
- ➔ The Performance Effect of Non-Expense Employee Stock Bonus: Evidence from Taiwanese High-Tech Firms | **Nienchi Liu**, National Central U.; **Mei-Ling Wang**, Tamkang U.

**1426** 📖: (DRP Session) - (HR) **Employee Training and Learning**

9:45am - 11:15am Le Centre Sheraton: Hemon

Chair: **Annette Towler**, DePaul U.

- ➔ 📖 Perceived training intensity and knowledge sharing: Sharing for intrinsic and prosocial reasons | **Bard Kuvaas**, BI Norwegian School of Management; **Robert Buch**, BI Norwegian School of Management; **Anders Dysvik**, BI Norwegian School of Management
- 📖 Organizational support for action learning and its impact on employee learning and performance | **Yonjoo Cho**, Indiana U., Bloomington; **Toby Marshall Egan**, Texas A&M U.
- 📖 The Effects of Interruptions on Self-Regulation and Learning in Technology-Delivered Instruction | **Jessica Federman**, Cornell U.; **Bradford S Bell**, Cornell U.
- 📖 Supporting Human Resource Management Career Opportunities through Experiential Learning Partnerships | **Beth C. Richardson**, St. Joseph's College of Maine
- 📖 A Change Recipient Perspective on Training and Competence Development during Organizational Change | **Trude Hogvold Olsen**, Harstad U. College; **Inger G. Stensaker**, NHH Norw.Schl of Economics and Business Adm.

**1427** 📖: (DRP Session) - (HR) **Absenteeism and Turnover: Why employees stay, why they leave, and how it impacts the organization**

9:45am - 11:15am Le Centre Sheraton: Salon 4

Chair: **James W. Bishop**, New Mexico State U.

- 📖 An Extended Model of Embeddedness: Applying Network Theory to Enrich Job Embeddedness Theory | **Peter Hom**, Arizona State U.; **Kristie M Rogers**, Arizona State U.; **David G. Allen**, U. of Memphis; **Mian Zhang**, Tsinghua U.
- 📖 Job Hazards and Absenteeism: Taking Supervisor Support and Referent Group Norms into Account | **Michal Biron**, Tilburg U. & U. of Haifa; **Peter A. Bamberger**, Tel Aviv U.
- 📖 Sustaining Aging Workers: Development of a Model with Ergonomic Factors in the Decision to Retire | **Charles H Ritter**, Ohio U.; **Diana J Schwerha**, Ohio U.; **Slava Gerasymchuk**, Ohio U.; **Sean Robinson**, Ohio U.; **Rodger Griffeth**, Ohio U.
- 📖 Emotional Dissonance, Emotional Exhaustion, and Turnover Intention: Moderation effect of POS | **Sushanta Kumar Mishra**, Indian Institute of management Indore
- 📖 Re-Conceptualizing Collective Turnover: The Roles of Position, Time, and Member Proficiencies | **John P. Hausknecht**, Cornell U.; **Jacob Holwerda**, Cornell U.

**1428** ➔ 📖 JS: (HR, IM) **Human resource management in the Middle East: towards a model?**

9:45am - 11:15am Le Centre Sheraton: Musset

Organizers: **Huub Ruel**, U. Twente, The Netherlands; **Fida Afioni**, American U. of Beirut; **Wes Harry**, City U. London

Chair: **Randall S. Schuler**, Rutgers U.

Discussant: **Fang Lee Cooke**, Manchester Business School

The HR value proposition in the banking sector in the Middle East: an assessment of current state | **Fida Afioni**, American U. of Beirut

Effect of organizational culture on HRM and HRD practices in Lebanon | **Khalil Mohamad Dirani**, HRE

The role of IT in HR policies and practices convergence and divergence | **Huub Ruel**, U. Twente, The Netherlands

Demographics, education and human resource management in the GCC | **Wes Harry**, City U. London

**1429** 📖 JS: (HR, OCIS) **Emerging Issues in Research on Electronic Human Resource Management Systems**

9:45am - 11:15am Le Centre Sheraton: Salon C

Chair: **Kimberly Lukaszewski**, State U. of New York, New Paltz

Discussant: **Michael J Kavanagh**, U. at Albany, SUNY

The Relationship between eHRM and Strategic Human Resource Management: An Evidence-Based Review | **Janet H. Marler**, U. at Albany, SUNY; **Sandra Fisher**, Clarkson U.

Critical Issues in Research on e-Selection Systems | **Dianna L. Stone**, U. of Texas, San Antonio; **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Eugene F Stone-Romero**, U. of Texas, San Antonio; **Teresa Svacina**, U. of Texas, San Antonio

e-Learning Research: Integrating and Extending Findings from Multiple Disciplines | **Richard D. Johnson**, U. at Albany, SUNY; **Regina Yanson**, U. at Albany, SUNY

Assessing Cross-functional Teams in ERP/eHR Implementation Projects | **James Hamilton Dulebohn**, Michigan State U.

Assessing Cross-functional Teams in ERP/eHR Implementation Projects | **James Hamilton Dulebohn**, Michigan State U.

**1430** ➔ 📖: (Paper Session) - (IM) **Leadership and Top Management Teams Across Cultures**

9:45am - 11:15am Le Centre Sheraton: Dickens

Chair: **Stephanie Hurt**, Meredith College

📖 Leadership Task and Relationship Orientations of Ugandans and Americans | **Terrell G. Manyak**, Nova Southeastern U.; **Bahaudin Mujtaba**, Nova Southeastern U.

➔ 📖 CEO Leadership, Social Capital, and Subsidiary Outcomes | **Jeong-Yeon Lee**, U. of Kansas; **Byung Hee Lee**, Hanyang U.

➔ 📖 Nordic Board Diversity and Corporate Economic Performance | **Aleksandra Gregogoric**, Copenhagen Business School; **Steen Thomsen**, Copenhagen Business School; **Trond Randoy**, Agder U. College; **Lars Oxelheim**, Lund U.

Connective, Collective and Collaborative: The 3Cs of Global Leadership in the Words of Multi-sector Global Leaders | **Elizabeth Davis**, George Washington U.; **Shaista Ehsan Khilji**, George Washington U.; **Maria Cseh**, George Washington U.

**1431** ➔ 📖: (IM) **Crossing Cultures – The Passion and Compassion, the Power and Complexity of the Montreal Mosaic**

9:45am - 11:15am Le Centre Sheraton: Salle Ballroom center

**Chairs:** **Guilherme Azevedo**, McGill U.; **Andrew Gates**, Vanier college

**Discussant:** **Mary Yoko Brannen**, INSEAD

**Presenters:** **Henry Mintzberg**, McGill U.; **Jean-Pierre Dupuis**, HEC Montréal; **Julius Grey**, Grey Casgrain; **Andrew Molson**, Les Canadiens de Montréal

**1432** → 📄: (Paper Session) - (IM) **Risk and Uncertainty in International Business**

9:45am - 11:15am Le Centre Sheraton: Salon B

**Chair:** **David M Brock**, Ben Gurion U. of the Negev

📄 Country Risk, International Multimarket Contact and MNEs' Competitive Action | **Yu-Ching Chiao**, National Chung Hsing U.; **Hung-Wei Chang**, National Chung Hsing U.

👉 → 📄 Understanding the Changing Terrorist Threat to MNEs: A Conceptual Model and Framework for Research | **David Wernick**, Florida International U.; **Sumit Kumar Kundu**, Florida International U.; **William D Schnepfer**, Florida International U.

→ 📄 How Does Cross-border Arbitration Reduce Transaction Costs? | **Brian Pinkham**, U. of Texas, Dallas; **Mike Peng**, U. of Texas, Dallas

→ 📄 Resource Dependence in MNC Subsidiary Knowledge Protection – Do Mandates and Reciprocity Matter? | **Wolfgang Sofka**, Tilburg U.; **Edlira Shehu**, U. of Hamburg; **Pedro Faria**, U. of Groningen and Instituto Superior Técnico

**1433** → 📄: (DRP Session) - (IM) **Political Risk and the Multinational Enterprise**

9:45am - 11:15am Delta Centre-Ville: Bonsecours

**Facilitator:** **Mikelle A. Calhoun**, Georgia Southern U.

→ Tortoise and Hare: Regional Production and the Retreat of Global Liberalization | **Frederick Guy**, Birkbeck College, U. of London

→ The Effect of Legitimacy on Political Risk: A Cross-National Study of U.S. MNE Subsidiaries | **Charles Edward Stevens**, Ohio State U.; **Mona V Makhija**, Ohio State U.

→ 📄 Managing Policy Risk By Shifting Cash Flow Seniority: A Resource Based View | **Rajeev J Sawant**, Northeastern U.; **Barclay James**, Louisiana State U.

Shift Parameters and Political Risk in Developing Countries: An Argument for Informal Institutions | **J. Cameron Verhaal**, U. of Utah

→ 🗣️📄 Logics and Limits in Ethical Outsourcing and Offshoring in the Global Financial Services Industry | **Graham Hollinshead**, U. of Hertfordshire; **Kathleen Marshall Park**, Massachusetts Institute of Technology

**1434** → 📄: (DRP Session) - (IM) **Global Strategy and Headquarter/Subsidiary Relations**

9:45am - 11:15am Delta Centre-Ville: Cartier A

**Facilitator:** **Luis Alfonso Dau**, U. of South Carolina

→ 📄 EXPLAINING THE ALIGNMENT BETWEEN INTENDED VS. ACTUAL PARENT RESEMBLANCE OF HRM PRACTICES IN MNCs | **Catarina Anita Ahlvik**, Hanken School of Economics; **Mathias Höglund**, Hanken School of Economics; **Adam Smale**, U. of Vaasa, Finland; **Jennie Sumelius**, Hanken School of Economics

→ 📄 Strategic Planning in Subsidiaries of Multinationals in China: An Analysis of Knowledge Transfer | **Tilmann**

**Hemminger**, U. of Regensburg; **Michael Dowling**, U. of Regensburg; **Roland Helm**, Friedrich-Schiller, U. of Jena

→ 📄 Divergence of subsidiary ownership strategy: A comparative study of the US and Japanese MNEs | **Jae Jung**, U. of Missouri, Kansas City

→ 📄 Do headquarter-designed Performance Measurement Systems influence subsidiary decisions? | **Matthias D. Mahlendorf**, WHU - Otto Beisheim School of Management; **Jochen Rehring**, Institute of Management Accounting and Control (IMC), WHU - Otto Beisheim School of Management; **Utz Schäffer**, WHU - Otto Beisheim School of Management, Vallendar; **Elmar Wyszomirski**, Institute of Management Accounting and Control (IMC), WHU - Otto Beisheim School of Management

→ Global cities: Beachheads, supply points, and multinational enterprise location decisions | **Anthony Goerzen**, U. of Victoria; **Christian Geisler Asmussen**, Copenhagen Business School

**1435** → 📄JS: (IM, OB, RM) **Strategic Leadership Across Cultures: The New GLOBE Multinational Study**

9:45am - 11:15am Le Centre Sheraton: Salon 1

**Chair:** **Peter W Dorfman**, New Mexico State U.

Overview | **Robert J House**, U. of Pennsylvania; **Peter W Dorfman**, New Mexico State U.

Methodology | **Mary F. Sully de Luque**, Thunderbird; **Paul J Hanges**, U. of Maryland

Results | **Peter W Dorfman**, New Mexico State U.

Discussion | **Mansour Javidan**, Thunderbird

**1436** → 🗣️📄: (MED) **Coaching with Compassion: How Daring to Care Can Unleash Human Potential**

9:45am - 11:15am Le Palais Des Congres: 516D

**Chair:** **Richard E. Boyatzis**, Case Western Reserve U.

**Discussant:** **Melvin L. Smith**, Case Western Reserve U.

Coaching with Compassion across Life and Career Stages | **Deborah Anne O'Neil**, Bowling Green State U.

Coaching with Compassion for Female Executives | **Margaret M. Hopkins**, U. of Toledo

Coaching with Compassion: Discoveries of the Ideal and the Cognitively Agile | **Darren Good**, Christopher Newport U.

**1437** → 📄: (Paper Session) - (MED) **Who Are Our Students? Student Characteristics and Attraction**

9:45am - 11:15am Le Palais Des Congres: 516E

**Chair:** **Toni Ungaretti**, Johns Hopkins U.

🗣️📄 Are business schools creating narcissistic employees? An examination of business student narcissism | **Jim W. Westerman**, Appalachian State U.; **Jacqueline Z Bergman**, Appalachian State U.; **Shawn M. Bergman**, Appalachian State U.; **Joseph P Daly**, Appalachian State U.

**Winner of MED Division Best Paper in Management Education (sponsored by Wiley Publishing)**

📄 Good and Bad Apples: The Effects of Single Individuals on Student Team Outcomes | **Brandon Ofem**, U. of Kentucky; **Ginny L. Kidwell**, U. of Kentucky; **Travis J Grosser**, U. of Kentucky; **Brian R. Dineen**, U. of Kentucky; **Stephen Borgatti**, U. of Kentucky

**Barry Armandi Award for Best Student Paper in Management Education Research**

What attracts international students to U.S. host states? | **Christina P.C. Tay**, National Chengchi U.

**1438** 📖📄: (DRP Session) - (MED) **Critical Perspectives on Online Learning**

9:45am - 11:15am Le Palais Des Congres: 525A

Facilitator: **Peggy D. Lee**, Indiana U., Indianapolis

📖📄🗣️🗣️🗣️ Combative educational theorists and their impact on the advancement of online management education | **J B Arbaugh**, U. of Wisconsin, Oshkosh

📖📄🗣️🗣️ We Need More Critics of Online Management Education | **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Sarah E. DeArmond**, U. of Wisconsin Oshkosh; **Barbara L Rau**, U. of Wisconsin, Oshkosh

📖📄 Testing The Effects Of Instant Messages During A Meeting On Recall Of Information | **Robert Marsh**, Sacred Heart U.; **Maureen Conard**, Sacred Heart U.

📖📄 The Role of Intrinsic Motivation on Student Retention in Online Courses | **Stacy McIlraith Campbell**, Kennesaw State U.; **Justin Cochran**, Kennesaw State U.; **Elke Leeds**, Kennesaw State U.; **Hope Baker**, Kennesaw State U.

**1439** 📖: (DRP Session) - (MH) **Newness and Management History: Histories of how New Firms and New Economies Grow**

9:45am - 11:15am The Queen Elizabeth: St-Laurent

Chair: **Stephen B. Adams**, Salisbury U.

📖 Growing Where You Are Planted: External Firms and the Roots of Silicon Valley | **Stephen B. Adams**, Salisbury U.

🗣️🗣️🗣️ Passion and Compassion as a Latecomer: The Early History of the Seibu Department Stores | **Toyoko Sato**, Copenhagen Business School

**Management History Division Best Student Paper**

📖 The Role of Railroads in Early Economic Development: Transportation Networks as Economic Clubs | **Curt H. Stiles**, U. of North Carolina- Wilmington; **Craig S. Galbraith**, U. of North Carolina- Wilmington

**1440** 📖: (Paper Session) - (MOC) **The dimensions and consequences of trust**

9:45am - 11:15am Delta Centre-Ville: Cartier B

Facilitator: **Senthil K. Muthusamy**, Bowling Green State U.

Favor in Exchange for Trust? The Role of Subordinates; Attribution of Supervisory Favors | **Xinhui Jiang**, Institute of Psychology, Chinese Academy of Sciences; **Chao C. Chen**, Rutgers U.; **Kan Shi**, Chinese Academy of Sciences

📖 Impact of Organizational Identification and Psychological Safety on Initial Trustworthiness | **Christopher Jay Roussin**, Suffolk U.; **Sheila Simsarian Webber**, Suffolk U.

🗣️🗣️ Can we put our trust in defaults? | **Michael James Liersch**, Wharton OPIM; **Craig R.M. McKenzie**, U. of California, San Diego

**1441** 📖: (MOC) **Workplace Entitlement: I Deserve it, Give it to Me or Else!**

9:45am - 11:15am Delta Centre-Ville: St-Charles

Chairs: **Kristie Mae Westerlaken**, Griffith U.; **Paul Harvey**, U. of New Hampshire

Rationalizing Entitlement: Need for Cognition and Justification of Unethical Behavior | **Steven Fellows**, Boston U.

A Model Linking Entitlement to Organizational Retaliatory Behaviors | **Kristie Mae Westerlaken**, Griffith U.; **Sheryl Ramsay**, Griffith U.

Coping Consequences of Workplace Entitlement | **Paul Harvey**, U. of New Hampshire; **Mary Dana Laird**, The U. of Tulsa

The Effects of Supervisors' Narcissistic Entitlement on Job Tension and Depressed Mood at Work | **Katina W. Thompson**, Florida State U.

Reducing Perceived Entitlement via Interpersonal Skills Training | **Bradley Brummel**, U. of Tulsa; **Glenda M Fisk**, Queen's U.

**1442** 📖: (DRP Session) - (MOC) **Social Construction, Meaning and Symbolism**

9:45am - 11:15am Delta Centre-Ville: Verriere A

Facilitator: **James Conklin**, Concordia U.

📖 Towards a Model of Collective Crafting at Work | **Arvind Karunakaran**, The Pennsylvania State U.

➔📖 Lightning the way to change: Beacons metaphor in the reformation of the Lutheran Church | **Paula Jarzabkowski**, Aston U.; **Christina Hoon**, Leibniz U. Hannover

📖 Group Constructive Development: A Meso-Analytic Conceptualization | **John E Barbuto Jr**, U. of Nebraska, Lincoln; **Megan Stevens**, Kenexa Consulting

📖 A sensemaking model of leadership and long-term firm survival: Evidence from the Baby Bells, 1984-2008 | **Anne D. Smith**, U. of Tennessee, Knoxville; **Dorian Stiefel**, U. of Tennessee, Knoxville; **Timothy M Madden**, U. of Tennessee, Knoxville; **Joshua Lloyd Ray**, U. of Tennessee, Knoxville; **Adam Robert Smith**, U. of Tennessee, Knoxville; **Marcel Zondag**, U. of Tennessee, Knoxville

**1443** 📖🗣️➔🗣️🗣️: (Paper Session) - (MSR) **MSR in Business Contexts**

9:45am - 11:15am The Queen Elizabeth: Hochelaga 2

Chair: **Donald D Warrick**, U. of Colorado, Colorado Springs

🗣️🗣️ Relational Well-being and Wealth: Maori Businesses and an Ethic of Care | **Chellie Spiller**, AUT U.; **Liljana Erakovic**, U. of Auckland; **Manuka Henare**, U. of Auckland; **Edwina Pio**, AUT U.

Individual Spirit at Work and Its Outcomes: An Empirical Examination in Corporate Thailand | **Passagorn Tevichapong**, Aston U.; **Ann J. Davis**, Aston U.; **Yves R. F. Guillaume**, Aston U.

🗣️ Ubuntu and Ummah in IHRM | **David Thomas Weir**, Liverpool Hope U.; **Mzamo P Mangaliso**, U. of Massachusetts, Amherst; **Zengie A Mangaliso**, Westfield State College

**1444** 📖: (DRP Session) - (OB) **Perceived Organizational Support**

9:45am - 11:15am Le Centre Sheraton: Salle Ballroom east

Facilitator: **Lisa Schurer Lambert**, Georgia State U.

🗣️📖 Perceived Organizational Support, Goal Orientation, Exchange Ideology and Creativity | **Wonseok Choi**, U. of Connecticut; **Nora Madjar**, U. of Connecticut; **Seokhwa Yun**, Seoul National U.

When is Support Negative? A Review of Perceived Organizational Support and its Boundary Conditions |

**Stephen Champion**, London School of Economics and Political Science

📖 Advancing Psychological Contract Breach Research with Perceived Organizational Support Research | **Mark M. Suazo**, U. of Texas, San Antonio; **Eugene F Stone-Romero**, U. of Texas, San Antonio

📖 Risk Taking in Organizations: The Contribution of Perceived Organizational Support | **Pedro Neves**, U. of Delaware; **Robert Eisenberger**, U. of Houston

**1445** 📖: (DRP Session) - (OB) **Collectivism: Effects on Motivation and Performance**

9:45am - 11:15am Le Centre Sheraton: Salon 5

Facilitator: **Brian Joseph O'Leary**, U. of Tennessee, Chattanooga

📖 From Cultural Beliefs to Causal Attributions: Linking Collectivism, IPT, Attribution and Performance | **Cody Brent Cox**, U. of Texas at Brownsville; **Yan Yang**, U. of Texas at Brownsville

The Interaction between Collectivism, Organizational Climate, and Employee Engagement | **Alfred Presbitero**, Macquarie U.; **Peter Langford**, Macquarie U.

📖 A Cross-cultural Validation of the Psychological Collectivism Measure: Evidence from China | **Jian Min Sun**, Renmin U. of China; **Zhen Wang**, Renmin U. of China

📖 The Differential Effects of Relational and Group collectivism on Social Motivation | **Min Li**, U. of Minnesota, Twin Cities; **Richard Larrick**, Fuqua School of Business, Duke U.; **Kimberly A Wade-Benzoni**, Duke U.

**1446** 📖: (Paper Session) - (OB) **Times are Tough: Attitudes & Behaviors in the Face of Economic Downturn**

9:45am - 11:15am Le Centre Sheraton: Salon 6

Chair: **Andrew J Wefald**, Kansas State U.

➔ Promise Kept, or Not? Firm Decisions and Employee Reactions under Financial Crisis | **Li Ma**, Peking U.; **Xin Wei**, Peking U., P. R. China; **Sammy Showail**, American U. of Beirut; **Jie Jiao**, economics and management schools, Tsinghua U.; **Xiao Wang**, State Grid Corporation of China

➔ 📖 A Study of the Antecedents and Outcomes of Job Insecurity | **Guo-hua Huang**, Hong Kong Baptist U.; **Xiongying Niu**, Chinese U. of International Economics and Business; **Susan J. Ashford**, U. of Michigan; **Cynthia Lee**, Northeastern U. Economic Downturn, Sickness Absence, and Workplace Violence | **Mindy Krischer**, U. of Houston

📖 More or Less Employee Loyalty in Tough Economy? Moderating Roles of Self-Efficacy and Coping Strategy | **Shu Zhang**, Columbia U.

**1447** 📖: (Paper Session) - (OB) **Social Networks and Social Capital**

9:45am - 11:15am Le Centre Sheraton: Salon A

Chair: **Xiumei Zhu**, Purdue U.

📖 Understanding the Effects of Transformational Leadership on Follower Trust: A Network-based Approach | **Eun Kyung Lee**, U. of Illinois, Urbana-Champaign; **Arran Caza**, Wake Forest U.

📖 Social Networks and Subjective Well-Being: The Effect of Regulatory Fit | **Xi Zou**, Columbia U.

📖 Increasing Understanding of the Antecedents and Outcomes of Social Capital - an Employee Perspective | **Marjo-Riitta Parzefall**, European Business School; **Volker G. Kuppelwieser**, U. Wuppertal

**1448** 📖: (Paper Session) - (OB) **Charisma and Charismatic Leadership**

9:45am - 11:15am The Queen Elizabeth: Gatineau

Chair: **Rajnandini Pillai**, California State U. San Marcos

📖 Socialized Charismatic Leadership and Organization Culture as Predictors of Firm Performance | **Celeste P. M. Wilderom**, U. of Twente; **Peter van den Berg**, Tilburg U.

Motive compatibility of transformational leadership: Toward the demystification of charisma | **Hugo Martin Kehr**, Technical U. Munich; **Juergen Weibler**, U. of Hagen

📖 Predicting Presidential Elections: It's The Economy Stupid, But Charisma Matters Too. | **Philippe Jacquart**, Faculty of Business and Economics, U. of Lausanne; **John Antonakis**, U. of Lausanne

📖 Testing if Charisma Can Be Taught: Evidence From a Laboratory and Field Study | **John Antonakis**, U. of Lausanne; **Marika Angerfelt**, Faculty of Business and Economics, U. of Lausanne; **Sue Liecht**, U. of Lausanne

**1449** 📖: (OB) **Fake It Till You Make It: How Acting Powerful Leads to Feeling Empowered**

9:45am - 11:15am The Queen Elizabeth: Grand Salon

Chair: **Lucia Elizabeth Guillory**, Stanford U.

Discussant: **Jennifer L. Berdahl**, U. of Toronto

Doing is Believing: Powerful Behaviors and Perceived Power | **Deborah Gruenfeld**, Stanford U.; **Lucia Elizabeth Guillory**, Stanford U.

Approach Behavior Increases One's Sense of Power | **Pamela K Smith**, U. of California, San Diego; **Anja Schouwstra**, Leiden U.

When the Powerful Feel Weak: Power, Incompetence, and Aggression | **Nathanael Fast**, U. of Southern California, Marshall School of Business; **Serena Chen**, U. of California, Berkeley

Power Posing: Brief Nonverbal Displays Affect Neuroendocrine Levels and Risk Tolerance | **Amy J. C. Cuddy**, Northwestern U.; **Dana Carney**, Columbia Business School; **Andy Jiexiong Yap**, Columbia Business School

**1450** 📖: (DRP Session) - (OB) **Conservation of Resources**

9:45am - 11:15am The Queen Elizabeth: Marquette

Facilitator: **Daniel L. Morrell**, Middle Tennessee State U.

📖 P-E Fit and Prosocial Behaviors across Life Domains: A Conservation of Resources Perspective | **Yu-Shan Hsu**, U. of Wisconsin Milwaukee; **Yu-Ping Chen**, U. of Wisconsin Milwaukee

📖 Resource Conservation as Moderator of Accountability for Others – Work Outcome Relationships | **Kelly L Zellars**, U. of North Carolina, Charlotte; **Wayne A. Hochwarter**, Florida State U.; **Stephen E. Lanivich**, Florida State U.; **Pamela L. Perrewe**, Florida State U.; **Gerald R. Ferris**, Florida State U.

➔ 📖 Work Engagement and Accumulation of Task, Social, and Personal Resources: A Three-Wave Study | **Severin Hornung**, Hong Kong Polytechnic U.; **Matthias Weigl**, Ludwig Maximilians U.; **Jürgen Glaser**, Ludwig Maximilians U.; **Raluca**

**Petru**, Ludwig Maximilians U.; **Peter Angerer**, Ludwig Maximilians U.

High Tech Tethers and Employee Well Being: A Conservation of Resources Approach | **Katherine M. Richardson**, Pace U.; **Cynthia A. Thompson**, Baruch College

**1451** (Paper Session) - (OB) **Temporal Issues in Teams**

9:45am - 11:15am The Queen Elizabeth: Nicolet

Chair: **Christina Mary Scott-Young**, U. of South Australia

Examining the Cohesion-Performance Relationship in a Seven Round Group Project Simulation | **Martin L. Martens**, Concordia U.; **Tracy Hecht**, Concordia U.; **Elena Lvina**, John Molson School of Business, Concordia U.; **Milly Casey-Campbell**, Concordia U.

The Influence of Team Member Change on Flux in Coordination and Performance | **James K Summers**, Bradley U.; **Stephen E. Humphrey**, Pennsylvania State U.

An Examination of Episodic Team Processes and Performance | **Zhi-Xue Zhang**, Peking U.; **Sophie Wang**, Peking U.; **Yu-Lan Han**, Peking U.

Shared Temporal Cognition as a Moderator of the Temporal Diversity-Team Performance Relationship | **Susan Mohammed**, Pennsylvania State U.; **Sucheta Nadkarni**, Drexel U.

**1452** (Paper Session) - (OB) **Newcomer Adaption**

9:45am - 11:15am The Queen Elizabeth: Richelieu

Chair: **Kang Yang Trevor Yu**, Nanyang Technological U.

Striving for Self Verification During Organizational Entry | **Daniel M. Cable**, U. of North Carolina, Chapel Hill; **Virginia Kay**, U. of North Carolina

**Winner of OB Division Best Paper Award**

**Winner of Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee**

Promoting Newcomers' Performance: The Role of Developmental Feedback and Proactive Personality | **Ning Li**, Texas A&M U.; **Brad Harris**, Texas A&M U.

Converging Newcomer's Relational and Collective Identification: Prototypicality as Moderator | **David M. Sluss**, U. of South Carolina; **Robert E Ployhart**, U. of South Carolina; **Marshall Glenn Cobb**, US Army Research Institute

Identification through Socialization: Evidence from a Korean Company's Newcomer Training Program | **Eun-Suk Lee**, MIT Sloan School of Management

**1453** JS: (OB, CAR) **Job Search and Unemployment: Integrating Theories**

9:45am - 11:15am The Queen Elizabeth: Hochelaga 1

Chair: **Edwin A.J. van Hooft**, U. of Amsterdam

Discussant: **Jelena Zikic**, York U.

After the Pink Slip: Applying Dynamic Motivation Frameworks to the Job Search Experience | **Connie Wanberg**, U. of Minnesota; **Jing Zhu**, Hong Kong U. of Science and Technology; **Ruth Kanfer**, Georgia Institute of Technology

Predicting Job Search Behavior: Test of an Integrative Social Cognitive Theory Model | **Greet Van Hoya**, Ghent U.; **Alan M. Saks**, U. of Toronto

Development of Job-Search and Employability over Time: A Matter of Motivation? | **Jessie Koen**, U. of Amsterdam; **Ute-**

**Christine Klehe**, U. of Amsterdam; **Annelies Van Vianen**, U. of Amsterdam

Job Search Quantity and Quality: Towards a Comprehensive Self-Regulatory Framework | **Edwin A.J. van Hooft**, U. of Amsterdam; **Connie Wanberg**, U. of Minnesota; **Greet Van Hoya**, Ghent U.

**1454** JS: (OB, HR) **Leadership and Emotional Intelligence: Common Pitfalls and New Empirical Evidence**

9:45am - 11:15am The Queen Elizabeth: St-Maurice

Chairs: **Frank Walter**, U. of Groningen; **Michael S. Cole**, Texas Christian U.

Discussant: **Ronald H. Humphrey**, Virginia Commonwealth U.  
Leadership and Emotional Intelligence: Where Do We Stand and Where Do We Go From Here? | **Frank Walter**, U. of Groningen; **Michael S. Cole**, Texas Christian U.; **Ronald H. Humphrey**, Virginia Commonwealth U.

Antecedents to Leadership Emergence: The Role of Emotion Recognition | **Robert S. Rubin**, DePaul U.; **William H. Bommer**, California State U. Fresno

Choosing Your Battles Wisely: Emotional Intelligence and the Leniency Bias | **Jochen I. Menges**, U. of Cambridge; **Blaine Landis**, U. of Cambridge; **Sandra Spataro**, Cornell U.; **Peter Salovey**, Yale U.

Does Emotional Intelligence Influence Leader Member Exchange and Job Attitudes? | **Peter J. Jordan**, Griffith U.; **Ashlea Clare Troth**, Griffith U.

The Effect of Emotional Intelligence on Leadership Outcomes: Evidence from SMEs in the Netherlands | **Edward Carberry**, Rotterdam School of Management, Erasmus U.; **Christian M. Slingerland**, Rotterdam School of Management, Erasmus U.

**1455** JS: (OB, HR, IM) **Taking Workplace Justice Abroad: Daring to Care About the Differences**

9:45am - 11:15am The Queen Elizabeth: Jolliet

Organizer: **Ruodan Shao**, U. of British Columbia

Discussant: **Joel Brockner**, Columbia U.

Procedural and Distributive Justice: A Cross-Cultural Study of North American and Chinese Employees | **Jia Lin Xie**, U. of Toronto

Daily Customer Mistreatment and Employees' Negative Mood: The Rumination Process | **Mo Wang**, U. of Maryland, College Park; **Songqi Liu**, U. of Maryland, College Park; **Hui Liao**, U. of Maryland, College Park; **Junqi Shi**, Peking U.

Determinants of Procedural Justice: Effects of Managers' Self-Esteem, Status, and Need for Control | **Ya-Ru Chen**, Johnson School of Management, Cornell U.; **Guozhen Zhao**, Rutgers U.

Do Justice Effects Generalize across Cultures? A Meta-Analysis of Culture on Multi-Foci Justice | **Ruodan Shao**, U. of British Columbia; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign; **Daniel Skarlicki**, U. of British Columbia; **Kisha Jones**, U. of Illinois, Urbana-Champaign

**1456** (Paper Session) - (OCIS) **Knowledge Sharing in Online Communities**

9:45am - 11:15am Le Palais Des Congres: 511C

Chair: **Pamela Hinds**, Stanford U.

Discussant: **James Howison**, Carnegie Mellon U.



🗂️🗂️ Enhancing Group Information Sharing Through Interactive Visualization: Experimental Evidence | **Sabrina Bresciani**, U. of Lugano, USI; **Martin J. Eppler**, U. of St. Gallen; **Sankaranaraya Venkata Subramanian**, Harvard U.

🗂️ A Communicative Perspective on Virtual Knowledge Sharing – Between Argumentation and Narration | **Daniel Geiger**, Technical U. Kaiserslautern

🗂️ Context for Knowledge Sharing in Networked Communities: A Conceptual Model | **EunJee Kim**, U. of Illinois, Urbana-Champaign

**1457** 🗂️🗂️: (OCIS) **Making Management Knowledge Connections Through Online Social Networking Sites**

9:45am - 11:15am Le Palais Des Congres: 511D

*Moderator:* **Gordon Bruce Schmidt**, Michigan State U.

*Participants:* **Gerald C Kane**, Boston College; **Richard N. Landers**, Old Dominion U.; **James Lynch**, American Express; **Julia Teahen**, Baker College; **Michael Van Dervort**, The Human Race Horses

**1458** : (DRP Session) - (OCIS) **Interpersonal Communication**

9:45am - 11:15am Le Palais Des Congres: 515C

*Facilitator:* **Claire A. Simmers**, Saint Joseph's U.

🗂️ Understanding Social Capital as a Mediator in the Relationship Between Social Support and IT Usage | **Chou-Kang Chiu**, National Taichung U.; **Chieh-Peng Lin**, National Chiao Tung U.; **Sheng-Wuu Joe**, Vanung U.; **Yuan Hui Tsai**, Chihlee Institute of Technology

🗂️ Facebook in the Workplace: To “Friend” or not to “Friend” the Boss | **Katherine A. Karl**, Marshall U.; **Joy Van Eck Peluchette**, U. of Southern Indiana; **Jason Fertig**, U. of Southern Indiana

➔ How Talk can Signal Failure to Change | **Bernadette Maria Watson**, U. of Queensland; **Gavin M. Schwarz**, U. of New South Wales

🗂️ Understanding Prejudice in Information Systems Development Project Teams | **Artemis Chang**, QUT; **Chih-Chung Chu**, Lunghwa U. of Science and Technology; **Shu-cheng Steve Chi**, National Taiwan U.; **Hsin-Hsin Lo**, Ching Yun U.

🗂️ Rich and Powerful: A Power-Aware Theory of the Design of Organizational Media | **David Touve**, Washington and Lee

**1459** : (Paper Session) - (ODC) **Dynamic Capabilities and Change Capacity**

9:45am - 11:15am Le Centre Sheraton: Salon 7

*Chair:* **Melanie Bryant**, Monash U.

🗂️➔ Developing Dynamic Organizational Capabilities: Voices of Insider Action Researchers | **A.B. Rami Shani**, California Polytechnic State U.; **David Coghlan**, Trinity College Dublin; **Jonas Roth**, Chalmers U. of Technology; **Robert M Sloyan**, Benedictine U.; **Rosa M. Colon-Kolacko**, Benedictine U/Christiana Care Health System

The Problem with Workarounds Is that They Work: Self-limiting Dynamics in Implementation | **J. Bradley Morrison**, Brandeis U.

🗂️ The Interaction of Contributive and Absorptive Capacities in Post-Acquisition Integration | **Helene Loe Colman**, Fafo  
**Winner of ODC Best Paper Based on a Dissertation**

**1460** 🗂️🗂️: (ODC) **Courage, Healing, Disruption and Disconnection: Exploring Enablers of Connection in Organizations**

9:45am - 11:15am Delta Centre-Ville: Verriere B

*Organizers:* **Sandy Kristin Piderit**, Naval Postgraduate School; **Edward H. Powley**, Naval Postgraduate School; **Mauricio Puerta**, Case Western Reserve U.

Organizational Healing: A Definition and Description of a Construct | **Edward H. Powley**, Naval Postgraduate School  
Does the Expression of Courage in Social Life Foster Collective Healing? | **Neil D. Walshe**, U. of San Francisco; **Monica C. Worline**, Emory U.

The Antecedents and Consequences of Breaking Ties in Social Networks | **Meena Andiappan**, Boston College  
Interpersonal Disconnection as an Enabler of Connection | **Jason Kanov**, Western Washington U.

Organizational Development' Practices as Enablers of Connections to Face Crises | **Carole Lalonde**, U. Laval

**1461** ➔🗂️JS: (ODC, IM) **Organization Development in the Global Context: Emerging Trends and Practices**

9:45am - 11:15am Le Centre Sheraton: Drummond center

*Organizer:* **Tojo Thatchenkery**, George Mason U.

*Chair:* **Tojo Thatchenkery**, George Mason U.

*Discussant:* **Mary Mathew**, Indian Institute of Science  
Organization Development in the Global Context: Emerging Trends and Practices | **Tojo Thatchenkery**, George Mason U.

Re-imagining Organizational Development in the Global Context | **Tojo Thatchenkery**, George Mason U.; **Gopakumar Gopalakrishnan**, Infosys Technologies Ltd.

Perfection of a Kaleidoscope: Organizational Development in Central and Eastern Europe | **Nadya Zhembeyeva**, IEDC - Bled School of Management

Towards a Global OD Practice Model: Learnings from Corning | **Harry S Jonas**, Corning; **Sanae Tsuchiya**, Corning

Cross Cultural Teams: An OD Perspective | **Neelima Rao**, Novartis Pharmaceuticals; **Vijayakumar Parameswaran Unnithan**, Tata Institute of Social Sciences

**1462** 🗂️: (OM) **Experimental Research in Operations Management: Approaches, Challenges, and Opportunities**

9:45am - 11:15am Le Palais Des Congres: 516B

*Organizer:* **Stephanie Eckerd**, The Ohio State U.

*Participants:* **Rachel Croson**, U. of Texas, Dallas; **Johnny Rungtusanatham**, U. of Minnesota; **Kristie K Seawright**, Brigham Young U.; **Enno Siemsen**, UNC-Chapel Hill; **Morgan Swink**, Michigan State U.

**1463** 🗂️: (DRP Session) - (OMT) **Contemporary Research in Organizational Ecology**

9:45am - 11:15am Le Palais Des Congres: 511F

*Chair:* **Balazs Kovacs**, U. of Lugano, USI

🗂️ Ecological Interdependencies among Populations of Organizations | **Joonas M.J. Järvinen**, Helsinki U. of Technology

🗂️ Community Ecology: A General Model of Reciprocal Legitimacy between Two Organizational Populations. | **Konstantinos Pitsakis**, Tilburg U.; **Vangelis Souitaris**, City U. London

- 📖 On Organizational Identities: Complex Code Systems and Heterogeneous Audience Members | **Nikolaus Beck**, U. of Lugano; **Filippo Carlo Wezel**, U. of Lugano
- 📖 Industry Cycles vs. Attention Cycles: The Effects of Shifting Public Attention | **Aleksios Gotsopoulos**, Boston U.
- 📖 Comparative Heterogeneity in Homogenizing Social Landscapes | **Daniel Malter**, U. of Maryland, College Park

**1464** 📖: (Paper Session) - (OMT) **Interpersonal Influence Processes and their Outcomes**

9:45am - 11:15am Le Palais Des Congres: 513E

Chair: **Giuseppe Labianca**, U. of Kentucky

- ➔📖 Examining Effects of Social Influence on External Knowledge Sharing | **Wai Fong Boh**, Nanyang Technological U.; **Sze-Sze Wong**, Nanyang Technological U.
- 📖 Relational Bias in Team Formation | **Jonathan Pinto**, Imperial College Business School
- Informal Networks and Exit: "Unhealthy" Support Networks as Influencers on Decisions to Leave | **Jennifer M. Merluzzi**, U. of Chicago
- 📖 Two Aspects of Creativity: The Value of Strong Ties in Creativity at Work in an Architecture Firm | **Sung Namkung**, U.C. Berkeley

**1465** 📖: (Paper Session) - (OMT) **Innovations in Corporate Governance: Evidence and Theory**

9:45am - 11:15am Le Palais Des Congres: 514C

Chair: **Michael K. Bednar**, U. of Illinois

- ➔📖 Symbolic Management Revisited: Functional Approach to Underlying Mechanisms of Decoupling in CG | **Taeyoung Yoo**, Hankuk U. of Foreign Studies; **Sanghoon Lee**, Yonsei U.
- 📖 The Collaborative Board: Adoption and Coupling to the Technical Core of a New Model of Practice | **Stewart Melanson**, Ryerson U.; **David W Anderson**, The Anderson Governance Group
- 📖 Beyond the Myth of Board Independence | **Alessandra Capezio**, Australia National U.; **John L Shields**, U. of Sydney
- Conformity Pressure, Compatibility and the Diffusion of Sustainability Report | **Heejung Byun**, Seoul National U.

**1466** 📖: (DRP Session) - (OMT) **Exploration and Exploitation**

9:45am - 11:15am Le Palais Des Congres: 516A

Chair: **Adam M. Kleinbaum**, Tuck School of Business at Dartmouth

- 📖 Innovation, Organizational Ambidexterity and Cognitive Schema | **Amy Ingram**, U. of Cincinnati; **Marianne W. Lewis**, U. of Cincinnati; **Konstantinos Andriopoulos**, Brunel U.; **Manto Gotsi**, Brunel U.
- ➔📖 Polymorphous Organization: An Emergent Organizational Form from the IT Services Outsourcing Industry | **Simy Joy**, U. of East Anglia
- ➔📖 Balancing Inter-Level or Intra-Level? Alignment Patterns for Organizational Ambidexterity | **Florian Hotz**, U. of St. Gallen; **Flora Ferlic**, U. of St. Gallen
- Improving Organization Performance: A Simulation Study Combining Exploitation and Exploration | **Taehyon Choi**, U. of Southern California
- 📖 Exploration through Recombination of Organizations | **Xiaoqu Luo**, Fordham U.

**1467** 📖: (Paper Session) - (OMT) **Organizational Routines: New Theory and Research**

9:45am - 11:15am Le Palais Des Congres: 518A

Chair: **Claus Rerup**, U. of Western Ontario

- 📖 Artifacts at the Centre of Routines: Performing the Material Turn in Routines Theory | **Luciana D'Adderio**, U. of Edinburgh
- 📖 The Emergence and Maintenance of Routines as Collective Accomplishments | **Dionysios D. Dionysiou**, ALBA Graduate Business School; **Haridimos Tsoukas**, ALBA & Warwick Business School
- 📖 Overcoming Routine Threats: A Revised Understanding of the Barriers to Legitimate Practice Adoption | **Maria B Gondo**, U. of New Mexico; **John Matthew Amis**, U. of Memphis
- 📖 Value Commitments in Radical Organizational Change and the Development of Routines | **Kyoung-Hee Yu**, AGSM-Australian School of Business

**1468** 📖: (Paper Session) - (OMT) **Search, Learning, and Performance**

9:45am - 11:15am Le Palais Des Congres: 518B

Chair: **Dimo Dimov**, U. of Connecticut

- ➔📖 Does Attainment Discrepancy Affect an Organization's Future Performance? The UEFA Champions League | **Frédéric Lassalle**, Aix-Marseille U.; **Pierre-Xavier Meschi**, IAE Aix-en-Provence & SKEMA Business School; **Emmanuel Metais**, EDHEC
- 📖 Search on Rugged Landscapes: An Experimental Study | **Stephan Billinger**, U. of Southern Denmark; **Nils Stieglitz**, U. of Southern Denmark; **Terry R Schumacher**, Rose-Hulman Institute of Technology
- 📖 Independent vs. Mainstream: Evaluative Criteria, Institutional Logics, and Search Behavior | **Tohyun Kim**, U. of Hawaii; **Mooweon Rhee**, U. of Hawaii
- Organizational Learning with Bounded Rationality | **Kent D Miller**, Michigan State U.; **Dirk Martignoni**, Swiss Federal Institute of Technology Zurich, ETH

**1469** 📖: (Paper Session) - (OMT) **Leadership and Power in Organizational Contexts**

9:45am - 11:15am Le Palais Des Congres: 519B

Chair: **Jean Hartley**, U. of Warwick

- 📖 Antecedents of Indirect Management Control – A Resource Dependence Theory Perspective | **Uwe Voss**, RWTH Aachen U.
- 📖 Management Control and Quasi-Control in SMEs—An analysis of their implications for firm performance | **Uwe Voss**, RWTH Aachen U.
- The Relationship between Transcendent Leadership and Performance in Uncertain Environments | **Tammy E. Beck**, U. of North Carolina, Charlotte; **LaKami T. Baker**, Auburn U.; **Benjamin E. Baran**, U. of North Carolina at Charlotte; **Marisa Adelman**, U. of North Carolina, Charlotte
- A Diversity Capital Perspective For Global Organization Leadership | **Erik A.J. Johnson**, Teachers College/Columbia U.; **Yoshie Tomozumi Nakamura**, Teachers College, Columbia U.

**1470** 📖: (Paper Session) - (OMT) **Sustainability and Social Responsibility**

9:45am - 11:15am Le Palais Des Congres: 524B

Chair: **Heather Elms**, American U.

- 🗄️ Competition-Motivated Sustainability | **Jan Kemper**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.
- 🗄️ The Evolution of Corporate Sustainability Agendas: An Interaction Ritual Perspective | **Sara B. Soderstrom**, Northwestern U.
- 🗄️ The Competitive Contexts of Corporate Environmental Performance | **Nicholas J. Switanek**, Northwestern U.
- 🗄️ Organizations with a Human Face: Employee-Centric Identity and Philanthropic Disaster Response | **Alan Muller**, U. of Washington; **Gail Whiteman**, Rotterdam School of Management, Erasmus U.

#### 1471 🗄️: (DRP Session) - (OMT) Leadership: Theory and Research

9:45am - 11:15am Le Palais Des Congres: 524C

Chair: **Greta Cummings**, U. of Alberta

- 🗄️ Shared Leadership in Teams: Modeling Performance in Traditional and Computer-Supported Environments | **Richard Potter**, U. of Illinois, Chicago; **Pierre Balthazard**, Arizona State U.; **David A. Waldman**, Arizona State U.
- 🗄️ Exchange Characteristics, Interorganizational Trust and SME Performance | **Ajai S Gaur**, Rutgers U.; **Sanjaya S. Gaur**, AUT Faculty of Business, Auckland U. of Technology; **Debmalya Mukherjee**, U. of Akron; **Florian Schmid**, -
- 🗄️ CEO Humility: Prospects for Studying an Underexplored Positive CEO Characteristic | **Amy Y. Ou**, Arizona State U.
- 🗄️ Developing a Chinese Pragmatic Leadership Theory | **Haina Zhang**, U. of Otago; **Malcolm Henry Cone**, U. of Otago; **Andre M. Everett**, U. of Otago; **Graham Ronald Elkin**, U. of Otago
- 🗄️ A Practice Theory of Executive Leadership Groups: Dynamic Managerial Capabilities and the MBT Team | **Jeffrey A. Martin**, U. of Texas, Austin

#### 1472 🗄️: (DRP Session) - (ONE) Business strategy & the Environment

9:45am - 11:15am The Queen Elizabeth: Duluth

Chair: **Sanjay Sharma**, John Molson School of Business

- 🗄️ Application of scenario analysis in industry sectors regarding climate change adaptation | **Edeltraud Guenther**, Technische U. Dresden; **Kristin Stechemesser**, Technische U. Dresden; **Katrin Lehmann**, Technische U. Dresden
- 🗄️ Environmental sustainability and interorganizational collaboration: A review and research agenda | **Ulrich Wassmer**, Concordia U.; **Raymond L. Paquin**, Concordia U.; **Sanjay Sharma**, John Molson School of Business
- 🗄️ The relationships among CSR, proactive environmental consciousness, and green intellectual capital | **Ching-Hsun Chang**, National Central U.; **Ming-Ji James Lin**, National Central U.
- 🗄️ Green New Product Innovation in Family Firms | **Yi-Chun Huang**, National Kaohsiung U. of Applied Sciences; **Hung-Bin Ding**, Loyola U. Maryland

#### 1473 🗄️: (Paper Session) - (ONE) Institutions and environmental protection

9:45am - 11:15am The Queen Elizabeth: Matapedia

Chair: **Eun-Hee Kim**, George Washington U.

- 🗄️ What Large Firms Say and Do: Managing Symbolic Capital through Decoupling and Misrecognition | **Frances E Bowen**, U. of Calgary; **Jessica Dillabough**, U. of Calgary
- 🗄️ Searching for events to institutionalize sustainability | **Ken Chung**, Rutgers U.
- 🗄️ Environmental Institutions in Emerging Economies: How Effective Are They? | **Frank Wijen**, Rotterdam School of Management, Erasmus U.

#### 1474 🗄️: (Paper Session) - (PNP) Multiple Facets of Contracting

9:45am - 11:15am The Queen Elizabeth: Bersimis

Facilitator: **Veronica Vecchi**, Bocconi U.

- 🗄️ Collaboration and Networking Skills in Success: Contract Representatives in the Federal Government | **Dennis M Daley**, North Carolina State U.
- 🗄️ Contracting for E-Government Services in State Governments: | **Kaifeng Yang**, Florida State U.; **Anthony Kassekert**, Florida State U.; **Jessica Terman**, Florida State U.

#### 1475 🗄️: (PNP) Community in Theory/Theory in Community

9:45am - 11:15am The Queen Elizabeth: Peribonca

Presenters: **Mary Tschirhart**, North Carolina State U.; **Neil M. Boyd**, Lycoming College; **Branda Nowell**, North Carolina State U.; **Angela L. Bies**, Texas A&M U.; **Kirsten Gronbjerg**, Indiana U.

#### 1476 🗄️: (Paper Session) - (RM) Valuing management research

9:45am - 11:15am Delta Centre-Ville: St-Laurent

Chair: **Steven E. Markham**, Virginia Tech

- 🗄️ What Should We Change in Order to Increase the Practical Relevance of Management Research? | **Joachim Wolf**, Christian-Albrechts-U. of Kiel; **Timo Rosenberg**, Christian-Albrechts-U. of Kiel
- 🗄️ Early citations as a predictor of long-term article influence in leading management journals | **Steve Gove**, Virginia Tech; **Xiaoping Zhao**, Virginia Tech
- 🗄️ Data Dredging within the Management Literature | **Ray Fung**, Harvard Business School

#### 1477 🗄️: (DRP Session) - (SIM) Issues Around Multi-National Corporations Roundtable

9:45am - 11:15am The Queen Elizabeth: Chaudiere

Chair: **Krista Jean Crawford-Mathis**, Champlain College

- 🗄️ The CSR Strategies of Multinational Corporations in Developing Countries | **Dima Jamali**, American U. of Beirut
- 🗄️ Bridging Theory and Practice: MNCs' Favored Approaches to CSR | **Dima Jamali**, American U. of Beirut
- 🗄️ Cross-border Nonmarket Environments: Conceptualization and Strategic Implications | **Rafael Lucea**, George Washington U.
- 🗄️ MNCs AND BUSINESS ETHICS: AN INSTITUTIONAL LOGIC PERSPECTIVE | **Justin Tan**, Schulich School of Business; **Liang Wang**, Schulich School of Business
- 🗄️ The Multinational Corporation and the Purpose of the Firm: A Boundaries-Based Theory | **Donal Crilly**, INSEAD

#### 1478 🗄️: (Paper Session) - (SIM) Corporate Social Responsibility and Measurement

9:45am - 11:15am The Queen Elizabeth: Hochelaga 5

**Chair:** **Luciano Barin Cruz**, HEC Montréal

**Discussant:** **Jeffrey Gale**, -

- What Gets Measured Gets Managed? The Impact of SRI Indices on Responsible Corporate Behaviour | **Catharina Rieneke Slager**, U. of Nottingham; **Jean-Pascal Gond**, HEC Montreal / Nottingham U.; **Jeremy Moon**, U. of Nottingham
- 📖 A Real Options Reasoning Approach to CSR: Applying Cognitive Models to CSR Activity | **Richard C. Peters**, Louisiana State U. Shreveport; **Ethan Paul Waples**, U. of Central Oklahoma
- 📖 Compliance and Discretionary Corporate Social Performance: Refining Dimensionality and Measurement | **Daniel J. Slater**, Union U.; **Jonathan Lewis Johnson**, U. of Arkansas
- 🗣️📖 How do CSR Standards Affect Stakeholder Management? An Integrative Framework Grounded in Practice | **Manal EL ABBOUBI**, IAG, Louvain School of Management; **Annie Cornet**, HEC; **Michèle Jonhson**, HEC Management School

**1479** 📖: (SIM) **Why Do Firms Exist and Whom Do They Serve?**

9:45am - 11:15am The Queen Elizabeth: Mackenzie

**Organizer:** **Michael A. Witt**, INSEAD

**Presenters:** **Ann K. Buchholtz**, U. of Georgia; **Stephen Brammer**, U. of Bath; **Barry M Mitnick**, U. of Pittsburgh; **Jean Pasquero**, U. Quebec; **Lori Versteegen Ryan**, San Diego State U.

**1480** 📖JS: (SIM, OB) **Displaced Passions: Views of Collusive Behavior in Organizational Settings**

9:45am - 11:15am The Queen Elizabeth: Hochelaga 6

**Organizer:** **George William Watson**, Southern Illinois U., Edwardsville

**Moderator:** **Bidhan Parmar**, U. of Virginia

**Discussant:** **Robyn A. Berkley**, Southern Illinois U., Edwardsville  
Social Identity, Entrainment, and Organizational Corruption. | **John M. Darley**, Princeton U.

Towards a Managerial Theory of Corruption and Collusion in Business Networks | **Bart Irwin Victor**, Vanderbilt U.

The Case for Maladaptive Evolutionary Moral Psychology in Collusive Groups | **George William Watson**, Southern Illinois U., Edwardsville

Preserving Integrity in the Face of Corruption: Moral Muscle and the Path to Right Action | **Leslie Elizabeth Sekerka**, Menlo College

Corruption as a Social Construct | **Manuel Velasquez**, Santa Clara U.

**1481** ➔ 📖: (Paper Session) - (TIM) **Creative Ties: Organization Coupling and Innovation**

9:45am - 11:15am Le Palais Des Congres: 511B

**Facilitator:** **Martin Spraggon**, American U. of Sharjah

- ➔ 📖 Learning Remotely: R&D Satellites, Intra-Firm Networks, and Knowledge Diffusion | **Joel Nicolas Blit**, U. of Toronto
- 📖 Unbounded Innovation with Digitalization: A Case of Digital Camera | **Youngjin Yoo**, Temple U.; **Kalle Lyytinen**, Case Western Reserve U.; **Veeresh Thummadi**, Case Western Reserve U.; **Aaron Weiss**, Temple U.

- 📖 Innovation in Loosely Coupled Networks, Design Rules as Compensations or Complications? | **Erwin Hofman**, U. of Twente; **Michael Song**, U. of Missouri - Kansas City; **Johannes Halman**, U. of Twente

**1482** ➔ 📖: (Paper Session) - (TIM) **Institutional Pressure, Isomorphism and Knowledge**

9:45am - 11:15am Le Palais Des Congres: 511E

**Facilitator:** **Richard A M Schilhavy**, U. of North Carolina, Greensboro

- 📖 Offsetting Illegitimacy? The Influence of Securities Analysts on Incumbents Facing New Technologies | **Mary J. Benner**, U. of Pennsylvania; **Ram Ranganathan**, Wharton School

**Stephan Schrader Best Paper Award Finalist**

- ➔ 🗣️📖 The Effects of Isomorphic Pressures and Social Capital on Knowledge Creation | **Chen-Wei Yang**, Fooyin U.
- ➔ Cascading Isomorphism in Finnish Retail Sector: Technology as a Catalyst of Institutional Change | **Henri Schildt**, Imperial College London; **Juha-Antti Lamberg**, Helsinki U. of Technology; **Mikko Valorinta**, Helsinki U. of Technology

**1483** ➔ 📖: (DRP Session) - (TIM) **Individual- and Group-Level Technology Adoption Decisions**

9:45am - 11:15am Le Palais Des Congres: 513A

**Facilitator:** **Soumaya Ben Letaifa**, ESG-UQAM

The Determinants of Word-of-Mouth Influence in New Product Adoption | **Pengfei Cheng**, Xi'an Jiaotong U.; **Xinmei Liu**, Xi'an Jiaotong U.

➔ 📖 Intra-organizational Provincialism | **Markus Reitzig**, London Business School; **Olav Sorenson**, Yale School of Management

📖 Time-bound Opportunity for Innovation in Large Technological Systems | **Nuno A Gil**, Manchester Business School; **Marcela Miozzo**, U. of Manchester

📖 Predicting Personal Information System Adoption With An Integrated Diffusion Model | **Donghyun Kim**, U. of Mississippi; **Anthony P. Ammeter**, U. of Mississippi

**1484** ➔ 📖: (Paper Session) - (TIM) **Strategic Alliances and Physical Distance**

9:45am - 11:15am Le Palais Des Congres: 513B

**Facilitator:** **Martin Hemmert**, Korea U.

📖 The Geographical Distance of Relocation Search: An Extended Resource Based View Perspective | **Joris Knobens**, Tilburg U.

➤ 📖 Does Distance Matter? An Empirical Exploration of the Geography of Learning | **Marc Bahlmann**, VU U. Amsterdam; **Tom Elfring**, VU U. Amsterdam; **Marleen Huysman**, Vrije U. Amsterdam; **Peter Groenewegen**, VU U. Amsterdam

📖 Fortune Favors the Well-located Firm: Absorptive Capacity and the Geography of Inter-firm Alliances | **Michelle Gittelman**, Rutgers U.

**1485** ➤ ➔ 📖JS: (TIM, ENT) **Strategic Innovation in Small Firms: Lessons from Innovative Companies within the OECD**

9:45am - 11:15am Le Palais Des Congres: 516C

**Organizer:** **Delwyn N Clark**, U. of Waikato

Strategic Innovation in Small Firms Within the OECD: Overview of the Research Programme | **Timothy William Mazzarol**, U. of Western Australia

Strategic Innovation in Swiss SMEs | **Thierry Volery**, U. of St. Gallen

Strategic Innovation in Small Firms: Lessons from Active Innovators in New Zealand | **Delwyn N Clark**, U. of Waikato

Canadian SMEs' Innovative Behaviour | **Jacques Baronet**, U. of Sherbrooke

Management on Innovation in SMEs: A Comparison Between France and Australia | **Sophie Reboud**, Groupe ESC Dijon

SME High Technology Innovations: USA Type and Climate Results | **Philip D Olson**, U. of Idaho

Innovation Management Processes in Small Firms: Insights and Future Research | **Timothy William Mazzarol**, U. of Western Australia; **Sophie Reboud**, Groupe ESC Dijon

*Participants:* **Johanne Queenton**, U. of Sherbrooke; **Jacqueline Dahan**, U. of Sherbrooke; **Newell Gough**, Boise State U.

### Tuesday 10:10AM

**1486** : (OB) OB Making Connections Coffee  
10:10am - 11:10am Le Centre Sheraton: Salle Ballroom west

### Tuesday 11:30AM

**1487** 📄: (Paper Session) - (BPS) **Creating Knowledge through Relationships**  
11:30am - 1:00pm Le Palais Des Congres: 510B  
*Chair:* **Arnaldo Camuffo**, Bocconi U.  
Intra-network Relationships, Creativity, Knowledge Diversification, and Network Position | **Chih-Hsing Liu**, National Taiwan U.  
📄 Dynamic Networks and Knowledge Creation | **Ann McFadyen**, U. of Texas, Arlington; **Albert Cannella**, Tulane U.  
📄 Asymmetries in Learning Capabilities and Returns from Alliances | **Yanfeng Zheng**, Clemson U.; **Haibin Yang**, City U. of Hong Kong; **Akbar Zaheer**, U. of Minnesota  
Positioning within Alliance Cliques | **Michiel Pieters**, Tilburg U.; **John Hagedoorn**, Maastricht U.; **Vareska Van De Vrande**, Rotterdam School of Management, Erasmus U.

**1488** 📄: (DRP Session) - (BPS) **International Strategy & Emerging Markets**

11:30am - 1:00pm Le Palais Des Congres: 513C  
*Facilitator:* **Silvia Novaes Zilber**, UNINOVE

➔ 📄 Global Diversification and Firm Value: Product Diversification, Legal Systems and Financial Systems | **Antonio Galvan**, U. Autónoma de Tamaulipas; **Chabela de la Torre**, U. de Salamanca; **Julio Pindado**, U. de Salamanca  
📄 Strategic flexibility and exclusive rights in international technology licensing relationships | **Preet S Aulakh**, York U.; **Marshall Shibing Jiang**, Brock U.; **Sali Li**, U. of Wisconsin Milwaukee  
➔ 📄 The Contingent Value of CEO Political Connections | **Cuili Qian**, Hong Kong U. of Science and Technology; **Jiatao Li**, Hong Kong U. of Science and Technology

➔ Stock repurchase and corporate governance reform in Korea :Institution theory perspective | **Jootae Kim**, Dankook U.; **Amon Chizema**, Loughborough U.  
➔ 📄 The Contingent Value of Portfolios of Political Ties: Business Group Expansion in Emerging Economies | **Hongjin Zhu**, McMaster U.; **Chi-Nien Chung**, National U. of Singapore

**1489** 📄: (DRP Session) - (BPS) **Firm Boundaries & Governance Choice**

11:30am - 1:00pm Le Palais Des Congres: 513D

*Facilitator:* **Amit Karna**, European Business School

📄 Knowledge-Based Vertical De-Integration: The Nature of Knowledge and Economic Firm Boundary Location | **Herman A. van den Berg**, Lakehead U.  
📄 A New Role of Money as Hostage Against Opportunism | **David C Croson**, Southern Methodist U.; **Panayiota Konstantina Kiouis**, Southern Methodist U.; **Chetan Dave**, U. Texas at Dallas  
📄 Bridging the Gap Between Value Configuration and Organizational Architecture | **Nicolas Neysen**, Louvain School of Management  
📄 A Dual Reconceptualization of Dual Governance | **Anna Krzeminska**, U. of Technology, Sydney; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign; **Thomas Mellewigt**, Freie U. Berlin

**1490** 📄: (DRP Session) - (BPS) **Planning & Implementation**

11:30am - 1:00pm Le Palais Des Congres: 515A

*Facilitator:* **Michael Nippa**, Freiberg U.

🔗 ➔ A Study on the Vision Statements of the Top 500 Chinese Firms: Contents and Effectiveness | **Zhilong Tian**, Huazhong U. of Science & Technology; **Qian Jiang**, Huazhong U. of Science & Technology  
🔗 Concept Driven Strategy | **Eva Balan-Vnuk**, U. of Adelaide; **Mike Metcalfe**, U. of South Australia  
📄 Protecting Strategy Implementation – The Role of Rhetorical Arguments in Times of Turmoil | **Kathrin Sele**, U. of St. Gallen; **Simon Grand**, U. of St. Gallen  
📄 Exploring the Relationship between Strategic Fit and Firm Performance | **Chin-Shien Vincent Lin**, National Chung Hsing U.; **Rueiyuan Chang**, National Chung Hsing U.  
📄 The Challenge of Managing Sustainable Development Innovation in Multinational Companies | **Ihsen Ketata**, Georgia State U.; **John McIntyre**, Georgia Institute of Technology

**1491** 📄: (DRP Session) - (BPS) **Top Management Team Performance**

11:30am - 1:00pm Le Palais Des Congres: 515B

*Facilitator:* **Sujit Sur**, Dalhousie U.

📄 Prior experience and performance outcomes: A study on CEOs who take new CEO jobs | **Monika Hamori**, IE Business School; **Burak Koyuncu**, IE Business School  
🔗 ➔ 📄 Defusing the differences: TMT heterogeneity, firm performance, and the moderating role of age | **Winfried Ruigrok**, U. of St. Gallen; **Rong Ren**, U. of St. Gallen; **Peder M. Greve**, U. of St. Gallen  
📄 CEO Tenure and Compensation Committee Influence on Stock Options Backdating | **Curtis L Wesley II**, Indiana U.,

Indianapolis; **Joseph E Coombs**, Texas A&M U.; **Justin W. Webb**, Oklahoma State U.

- Performance Feedback, Top Executives' Social Cognition and Organizational Ownership | **Weiru Chen**, INSEAD; **Weiling Hsu**, INSEAD
- Corporate governance and innovation-like problems: Innovation governance and agency perspectives | **Peter Cebon**, U. of Melbourne

**1492** : (Paper Session) - (BPS) **Determinants and Consequences of CEO Pay**

11:30am - 1:00pm Le Palais Des Congres: 518C

Chair: **Marne L. Arthaud-Day**, Kansas State U.

- New CEO Incentive Compensation and Prior Experience Effects on Exploration and Performance | **Hermann Achidi Ndofor**, Texas A&M U.; **Cheryl ANN Trahms**, Texas A&M U., College Station; **Richard L Priem**, U. of Wisconsin, Milwaukee; **Maria Goranova**, U. of Wisconsin, Milwaukee
- The Effects of CEO Certification and the Subsequent Compensation Changes on TMT Turnover | **Yoonhee Choi**, Seoul National U.; **Theresa S. Cho**, Seoul National U.; **Namgyoo Kenny Park**, Seoul National U.
- Are Top Executives Paid for Managing MNE's Institutional Complexity? | **Aya S. Chacar**, Florida International U.; **Yu-Kai Wang**, Florida International U.
- Shareholder Time Horizons, CEO Incentives, and Strategic Price Competition under Earnings Pressure | **Yu Zhang**, U. of California, Irvine; **Javier Gimeno**, INSEAD

**1493** : (Paper Session) - (BPS) **Challenges to Top Management**

11:30am - 1:00pm Le Palais Des Congres: 519A

Chair: **Daniel Engler**, New York U.

- Top Management Team Heterogeneity and Tenure, Dominant Logic, and Diversification Performance | **Daniel Arturo Cernas Ortiz**, U. of North Texas
- TMT Demography, Conflict and (Effective) Decision Making: The Key Role of Value Congruence | **Allen Amason**, U. of Georgia; **Jun Liu**, Renmin U. of China; **Ping Ping Fu**, Chinese U. of Hong Kong
- Cognitive Framing and Socially Constructed Constraints of Bet-The-Company Strategic Decisions | **Russell Fralich**, HEC Montreal; **Louis Hebert**, HEC Montreal
- Public Trust in Organizations: Its Origins, Violations, and Optimal Repair Mechanisms | **Laura Poppo**, U. of Kansas; **Donald J. Schepker**, U. of Kansas

**1494** : (BPS, ENT, HR) **Strategic Human Capital: Employee Mobility, Value Creation and Appropriation**

11:30am - 1:00pm Le Palais Des Congres: 513F

Organizer: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign

Facilitator: **Benjamin A. Campbell**, Ohio State U.

- Retaining Strategic Human Capital: Do Small Firms have Advantages through Firm-Specific Incentives? | **David Kryscynski**, Emory U.; **Russell Coff**, Emory U.
- Ability Sorting by Firm Size: Evidence from PhDs in Engineering and Science | **Daniel Walter Elfenbein**, Washington U. in St. Louis; **Barton Hamilton**, Washington U. in St. Louis; **Todd Zenger**, Washington U. in St. Louis

What Do I Take with Me?: The Impact of Transfer and Replication of Resources on 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

Industry Development through Tacit Knowledge Seeding: Evidence from the Bangladesh Garment Industry | **Romel Mostafa**, Washington U. in St. Louis; **Steven Klepper**, Carnegie Mellon U.

Participant: **Raj Echambadi**, U. of Central Florida

**1495** : (CAR, HR) **Re-Inventing Retirement: New Pathways, New Arrangements and New Meanings**

11:30am - 1:00pm Le Centre Sheraton: Jarry

Chair: **Mary Dean Lee**, McGill U.

Discussant: **Hugh P. Gunz**, U. of Toronto

Coordinator: **Leisa Sargent**, U. of Melbourne

The Aging of the Workforce: Retirement in the 21st Century | **Marcie Pitt Castsopoulos**, Boston College; **Melissa Brown**, Boston College; **Ellen Galinsky**, Families and Work Institute; **Terry Bond**, Families and Work Institute; **Kerstin Annette Aumann**, Families and Work Institute

Temporality, detoxification, and identity: Metaphors and Baby Boomer retirement | **Leisa Sargent**, U. of Melbourne; **Christine Bataille**, McGill U.

Intention To Unretire—Is It Only For The Money? | **Marjorie Armstrong-Stassen**, U. of Windsor; **Francine Schlosser**, U. of Windsor

A Lifespan Perspective on Relations Between HR Bundles and Worker Outcomes | **Dorien Kooij**, Tilburg U.; **Josje Dikkers**, VU U. Amsterdam; **Paul G W Jansen**, VU U. Amsterdam; **Annet De Lange**, RijksU. Groningen

**1496** : (CAU) **Humanistic Management - Virtuous Management towards the Common Good: A Research Caucus**

11:30am - 1:00pm Le Palais Des Congres: 521A

Participants: **Heiko Spitzack**, Cranfield U.; **Michael Andreas Pirson**, Fordham U./ Harvard U.; **Domenech Mele**, IESE U. of Navarra; **Alejo José G. Sison**, U. of Navarre; **Joan Fontrodona**, IESE Business School; **Wolfgang Amann**, U. of St. Gallen; **Shiban Khan**, U. of St. Gallen

**1497** : (CAU) **How to write, edit, publish and sell books to researchers, teachers and managers**

11:30am - 1:00pm Le Palais Des Congres: 521B

*Designed as a platform to share knowledge and expertise about various aspects of the complex process of book publishing, this caucus provides an opportunity for an active dialogue among writers, publishers and readers of academic and trade management books.*

Moderator: **Mila B. Lazarova**, Simon Fraser U.

Speakers: **Paula M Caligiuri**, Rutgers U.; **David C. Thomas**, Simon Fraser U.; **Kerr Inkson**, U. of Waikato; **Anne Marie Francesco**, Hong Kong Baptist U.; **Lisa Cuevas Shaw**, Sage Publications; **Jeevan Sivasubramaniam**, Berrett-Koehler

**1498** : (CAU) **Caring about family firms: Helping through research and education**

11:30am - 1:00pm Le Palais Des Congres: 521C

*Potential Questions for Discussion:*• What are the topics that need attention to help family businesses in times of economic hardships?• How does current research help family business owners successfully navigate the economic crisis?• How is the education system preparing the future family owners to deal with economic challenges?• What are academics doing to involve family business practitioners in research projects about family firms?• Is academic research being disseminated to family business owners and practitioners? o How could we achieve this?•*Relevant Audience:*This caucus would be of interest to researchers and practitioners who are seeking to improve their understanding of how current and past research can help family businesses

*Organizers:* **Isabel C. Botero**, Illinois State U.; **Shanan Litchfield**, Mississippi State U.

**1499** 🗨️🗨️🗨️ CAU: (CAU) **Hard Facts on Soft Skills: What We know and want to know about Managerial Interpersonal Skills**

11:30am - 1:00pm Le Palais Des Congres: 522A

*Organizers:* **Gerard Beenen**, California State U., Fullerton; **Lori A. Muse**, California State U., Fullerton

*Participants:* **Shaun Pichler**, California State U., Fullerton; **Kevin S. Groves**, Pepperdine U.; **Paulo Lopes**, Catholic University of Portugal - FCEE; **Bronston T Mayes**, California State U., Fullerton; **Rosemary Maellaro**, U. of Dallas College of Business; **Ronald E. Riggio**, Claremont McKenna College; **Robert S. Rubin**, DePaul U.; **David A. Whetten**, Brigham Young U.

**1500** 🗨️ CAU: (CAU) **Explaining Leader-Member Exchange Convergence (or the lack thereof!)**

11:30am - 1:00pm Le Palais Des Congres: 522B

*Organizers:* **George A. Hrivnak**, Bond U.; **Tjai M. Nielsen**, George Washington U.

**1501** 🗨️ CAU: (CAU) **Evaluating Leadership from a Dynamic, Collectivist Perspective**

11:30am - 1:00pm Le Palais Des Congres: 523A

*Organizers:* **Russ Marion**, Clemson U.; **Craig Schreiber**, Lenoir Rhyne College

*Participants:* **Margaret D Gorman**, George Washington U.; **David R. Schwandt**, George Washington U.; **Craig L. Pearce**, Claremont U.; **Evan Hayden Offstein**, Frostburg State U.; **Anson Seers**, Virginia Commonwealth U.

**1502** → 🗨️ CAU: (CAU) **"Management Research in Latin America: Getting Published Where You Want"**

11:30am - 1:00pm Le Palais Des Congres: 523B

*Organizers:* **Leonel Prieto**, Texas A&M U.; **Nathalie Castano**, Wayne State U.

*Discussants:* **Mary B Teagarden**, Thunderbird School of Global Management; **Tagi Sagafi-nejad**, Texas A&M International U.; **Mary F. Sully de Luque**, Thunderbird; **Juan I. Sanchez**, Florida International U.; **Robert G. DelCampo**, U. of New Mexico

**1503** : (Paper Session) - (CDP) **"Bad Behavior": Prevalency, Causes and Consequences**

11:30am - 1:00pm Hyatt Regency Montreal: Alfred-Rouveau A

*Chair:* **Jana L. Raver**, Queen's U.

🗨️ **HCM:** New Graduate Nurses' Experiences of Bullying and Burnout in Canadian Hospital Settings | **Heather Spence Laschinger**, U. of Western Ontario; **Ashley Lisa Grau**, U. of

Western Ontario; **Joan Finegan**, U. of Western Ontario; **Piotr Wilk**, Middlesex U.

🗨️ **CM:** Interpersonal justice and Counterproductive Behavior: The Moderating Effect of Employee Values | **Brian C. Holtz**, Rutgers U., Camden; **Crystal M. Harold**, Temple U.

🗨️ **RM:** "A Few Bad Apples" or "The Tip of the Iceberg"? Research Misconduct within the Management Discipline | **Arthur G. Bedeian**, Louisiana State U.; **Shannon G. Taylor**, Louisiana State U.; **Alan N. Miller**, U. of Nevada, Las Vegas

**1504** : (Paper Session) - (CDP) **Ambivalence and Compliance: Is It All Bad?**

11:30am - 1:00pm Hyatt Regency Montreal: Alfred-Rouveau B

*Chair:* **Howard J. Klein**, Ohio State U.

🗨️ **MOC:** Cross-cultural difference in compliance and internalization | **Se-Hyung (David) Oh**, Vanderbilt U.; **Ray Friedman**, Vanderbilt U.

🗨️ **OB:** Synchrony, Compliance, and Destructive Obedience | **Scott Wiltermuth**, U. of Southern California

🗨️ **OB:** Ambivalence in Organizations | **Kristie M Rogers**, Arizona State U.; **Blake E. Ashforth**, Arizona State U.

**OMT:** The Role of Diagonal Psychology in Motivation | **Ben Hardy**, U. of Cambridge

**1505** : (Paper Session) - (CDP) **Inter-Organizational Collaborations: Pitfalls and Benefits**

11:30am - 1:00pm Hyatt Regency Montreal: Alfred-Rouveau C

*Chair:* **Joanne Oxley**, U. of Toronto

🗨️🗨️ **ODC:** Inter-local governmental organizing for sustainability: A critical-interpretive perspective | **Aarti Sharma**, U. of South Florida; **Kate Kearins**, Auckland U. of Technology

**OM:** Role of Transference in Inter-Firm Collaboration: Psychological Model Versus Strategic Model | **Mei Li**, Arizona State U.; **Shuai Huang**, Arizona State U.

🗨️ **ENT:** Inter-Organizational Geographical Proximity and Start-Ups' Knowledge Acquisition: A Dynamic Approach | **Manuela Presutti**, Bologna U.; **Cristina Boari**, U. of Bologna; **Antonio Majocchi**, Pavia U.

**BPS:** Formal Rules, Informal Constraints and Regional Cluster Emergence | **Suzanne Gladys Tilleman**, U. of Montana

**1506** : (Paper Session) - (CDP) **Agency Problems, Conflicts of Interests and Free-riding**

11:30am - 1:00pm Hyatt Regency Montreal: Anjou

*Chair:* **Xuanli Xie**, Peking U.

🗨️ **HR:** The role of synergies and conflicts of interest in shaping consultants' attitudes and behaviors (WITHDRAWN) | **Rory Donnelly**, Birmingham Business School

🗨️ **CM:** Behavioral and Punitive Tolerance of Free-Riding: The Role of Negative Emotions | **Dustin James Bluhm**, Foster School of Business, U. of Washington; **Quan Lin**, Shantou U.; **Xiao-Ping Chen**, U. of Washington

→ **PNP:** Guarding the Guardians: An Analysis of Internal Investigation Processes against Police Officers | **Sandro Cabral**, Federal U. of Bahia; **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research

**1507 : (Paper Session) - (CDP) International, Technology Ventures, and Strategic Initiatives**

11:30am - 1:00pm Hyatt Regency Montreal: Argenteuil, Table 1

Chair: **Linda F. Edelman**, Bentley U.

IM: Piloting strategic initiatives within multinational firms: Their role in adoption | **Rhoda Davidson**, IMD; **Bettina Buchel**, IMD

OM: International Responsiveness of Entrepreneurial Ventures from Emerging Markets | **Susanna Khavul**, U. of Texas, Arlington; **Edmund Prater**, U. of Texas, Arlington; **Patricia Swafford**, U. of Texas, Arlington

BPS: Resource Complementarities, Trade-offs, and Undercapitalization in Technology-based Ventures | **David M. Townsend**, North Carolina State U.; **Lowell W. Busenitz**, U. of Oklahoma

**1508 : (Paper Session) - (CDP) Interpersonal Exchanges, Organizational Conflict and Justice**

11:30am - 1:00pm Hyatt Regency Montreal: Picardie

Chair: **Suzanne S. Masterson**, U. of Cincinnati

CM: Good and Bad Strategies for Managing Organizational Conflict | **M. Afzalur Rahim**, Western Kentucky U.

MOC: Entitlement and Organizational Retaliatory Behavior: Interpersonal Treatment Matters | **Kristie Mae Westerlaken**, Griffith U.; **Sheryl Ramsay**, Griffith U.

MED: The Missed Promotion Exercise: Demonstrating the Importance of Organizational Justice | **Arran Caza**, Wake Forest U.; **E. Allan Lind**, Duke U.

CAR: A Longitudinal Study on Newcomers' Expectations, Promises, Information and Social Exchanges | **Maria Tomprou**, Carnegie Mellon U.; **Ioannis Nikolaou**, Athens U. of Economics and Business

**1509 JS: (CM, OB, SIM) Behavioral Integrity: Tracking Consequences in Diverse Settings**

11:30am - 1:00pm Le Centre Sheraton: Joyce

Chair: **Tony L Simons**, Cornell U.

Discussant: **Judi McLean Parks**, Washington U. in St Louis  
 Breaking Rules and Getting Things Done: Organizational Expedience and Intrapreneurship | **Li Ma**, Peking U.; **Judi McLean Parks**, Washington U. in St Louis; **Daniel G. Gallagher**, James Madison U.

Value Breach and Follower Façade Creation in a Megachurch: Behavioral Integrity and Charisma | **Patricia Faison Hewlin**, Georgetown U.; **Sandra Cha**, McGill U.; **Jay A. Hewlin**, Life Management Institute

Living Up to Safety Values in Healthcare: Effects of Behavioral Integrity on Safety Outcomes | **Hannes Leroy**, Katholieke U. Leuven; **Jonathon R. B. Halbesleben**, U. of Alabama; **Bart Chris Dierynck**, Catholic U. Leuven; **Grant T. Savage**, U. of Missouri; **Tony L Simons**, Cornell U.

Behavioral Integrity: Does Valence Change Our Response to It? | **Gretchen Vogelgesang**, State U. of New York, New Paltz; **Noel F. Palmer**, U. of Nebraska

Research on Behavioral Integrity: An Examination of Actual and Perceived Alignment | **Tony L Simons**, Cornell U.; **Ed Tomlinson**, John Carroll U.; **Hannes Leroy**, Katholieke U. Leuven

**1510 : (Paper Session) - (CMS) Locating the "I" in Organization and Theory**

11:30am - 1:00pm The Queen Elizabeth: Harricana

Chair: **Pauline Fatien**, U. of Lyon Management School

Emotional standardization & resistance to it in organizations: the case of emotional intelligence | **Dirk Lindebaum**, Manchester Business School

Emotions and Institutions: Insights from Bourdieu and Psychoanalysis | **Maxim Voronov**, Brock U.; **Russ Vince**, U. of Bath

Technologies of the Self as Means of Translation in an Obesity Intervention | **Charlotta Levay**, Lund U.

**1511 : (Paper Session) - (CMS) Political Economy of Organizations**

11:30am - 1:00pm The Queen Elizabeth: Hochelaga 3

Chair: **Thomas Clarke**, U. of Technology, Sydney

Is Indigenous Knowledge Property? | **Latha Poonamallee**, Michigan Technological U.; **David Orozco**, Michigan Technological U.

Towards a Critical Theory of Value Creation in Cross-Sector Partnerships | **Marlene J Le Ber**, U. of Western Ontario

Rethinking market orientation: A critical perspective from an emerging economy | **Alex Faria**, EBAPE-FGV

**1512 : (Paper Session) - (DISC) Evolving organizational forms**

11:30am - 1:00pm Le Palais Des Congres: 512E - Table 1

Discussant: **Craig E. Armstrong**, U. of Alabama

BPS: Business model innovation and strategic flexibility: Effects of informal and formal organization | **Adam J Bock**, Imperial College Business School; **Tore Opsahl**, Imperial College Business School; **Gerard George**, Imperial College London

BPS: Opening the Black Box: Growth of Business Groups | **J Ramachandran**, Indian Institute of Management, Bangalore; **K S Manikandan**, Indian Institute of Management, Bangalore

BPS: Cross-Border Technology Absorption: Dynamic Co-Evolution of Parent Company and R&D Subsidiary | **Seiko Arai**, Duke U.

BPS: The Role of Internal Knowledge Broker in Diversification: Evidence from Korean Conglomerates | **Seung Hoon Jang**, U. of Nebraska, Lincoln

**1513 : (Paper Session) - (DISC) MED and Method**

11:30am - 1:00pm Le Palais Des Congres: 512E - Table 2

Discussant: **Paul Hibbert**, Strathclyde U.

MED: The Role of Mindfulness in Cultural Intelligence (CQ) | **Sophie Revillard Kaufman**, Pace U.; **Alvin Hwang**, Pace U.

MED: The relation between care and technique in the context of management: A Heideggerian Perspective | **Steven Segal**, Macquarie Graduate School of Management

MED: Open Education Resource I: Empirical Results on its Demand from an Economics and Management Faculty | **Martin Steinert**, Stanford U.; **Larry John Leifer**, Stanford U.

MED: Open Education Resource II: Empirical Results on its Supply from an Economics and Management Faculty | **Martin Steinert**, Stanford U.; **Larry John Leifer**, Stanford U.



**1514 : (Paper Session) - (DISC) Relationships in career management**

11:30am - 1:00pm Le Palais Des Congres: 512F - Table 1

*Discussant:* **Peter A. Heslin**, Southern Methodist U.; **Eileen Kwesiga**, Brya U.

📖 **CAR:** Organizational Career Management: The Role of Line Manager Caregiving and Employee Relational Models | **Jonathan Crawshaw**, Aston U.; **Annilee Game**, U. of East Anglia

**CAR:** Developing Career Networks: A Conceptual Framework | **Sowon Kim**, HEC U. of Geneva

🗣️📖 **CAR:** A Framework of Sustainable Career Development: The Career Triple Bottom Line | **Deborah Anne O'Neil**, Bowling Green State U.; **Margaret M. Hopkins**, U. of Toledo; **Diana Bilimoria**, Case Western Reserve U.; **Jaclyn Schalk**, Bowling Green State U.

📖 **CAR:** Career Impact of Scientists' Knowledge Creation Strategies | **Jonathan Pinto**, Imperial College Business School; **Brian S. Butler**, U. of Pittsburgh

**1515 : (Paper Session) - (DISC) Strategy and the Public and Nonprofit Sectors**

11:30am - 1:00pm Le Palais Des Congres: 512F - Table 2

*Discussant:* **Angela L. Bies**, Texas A&M U.

🗣️📖 **PNP:** What is Public Sector Strategic Planning? Findings from a Multisector Study | **Melanie Cohen**, U.S. Department of Housing & Urban Development

🗣️📖 **PNP:** Examining Strategic Fit in Public Sector Organizations: A Case Study Approach | **Anil C Patel**, US Army Corps of Engineers; **Maheshkumar P Joshi**, George Mason U.

➔📖 **PNP:** A Political Contestation Theory of Nonprofit Institutionalization | **Chang Bum Ju**, Dongguk U., Seoul; **Shui-Yan Tang**, U. of Southern California

**1516 : (Paper Session) - (DISC) Health Care Management and Systems**

11:30am - 1:00pm Le Palais Des Congres: 512G - Table 1

*Discussant:* **Christy Harris Lemak**, U. of Michigan

**HCM:** Cancer Care Reform in Ontario: Using Clinical Governance Levers to Support Change | **Isabelle Brault**, U. of Montreal

📖 **HCM:** Does Ownership Structure Affect Defensive Medicine? A Longitudinal Study of U.S. Hospitals | **Na-Eun Cho**, U. of Michigan, Ann Arbor

**HCM:** Health Insurance Coverage Dynamics and Earnings Volatility | **Chichun Fang**, U. of Illinois, Urbana-Champaign

➔📖 **HCM:** The Influence of Framework Aspects on the Study Design of Health Economic Evaluations | **Sebastian Gurtner**, U. of Technology Dresden; **Oliver Uecke**, Technische U. Dresden; **Michael Schefczyk**, Technische U. Dresden

**1517 : (Paper Session) - (DISC) The Environment**

11:30am - 1:00pm Le Palais Des Congres: 512G - Table 2

*Coordinator:* **Mark Cordano**, Ithaca College

📖 **ONE:** Organizing for Cataclysmic Inevitability: Challenges to Theorizing about Extremely Rare Events | **Marc H Anderson**, Iowa State U.

**ONE:** The impact of the meso-level on proactive environmental strategies of firms: A literature review | **Tim Joseph Jans**, U. of Brussels (VUB); **Elvira Lucy Haezendonck**, U. of Brussels (VUB)

📖 **ONE:** Strategy of Global Supply Chain Management of Photovoltaic Industry to Reduce CO2 Emission | **Kotaro Kawajiri**, National Institute of Advanced Industrial Science and Technology; **Yutaka Genchi**, National Institute of Advanced Industrial Science and Technology

📖 **ONE:** Integrating the TPB and the Norm-Activation Theory to Explain Pro-environmental Buying Behavior | **Dianne Hofenk**, Open U. of the Netherlands; **Marcel van Birgelen**, Radboud U. Nijmegen; **José Bloemer**, Radboud U. Nijmegen; **Janjaap Semeijn**, Open U.

**1518 : (Paper Session) - (DISC) Individual and Organizational Performance**

11:30am - 1:00pm Le Palais Des Congres: 512H - Table 1

*Discussant:* **John Kammeyer-Mueller**, U. of Florida

📖 **OB:** Can Breach Lead to Positive Employee Behavior? The Moderating role of Organizational-Embeddedness | **Kohyar Kiazad**, U. of Melbourne; **Scott Seibert**, U. of Iowa; **Maria Kraimer**, U. of Iowa

📖 **OB:** Organizational personality, productive organizational energy, and organizational performance | **Daniela Dolle**, U. of St. Gallen

**OB:** Explicitness of Display Rules and Role Discretion: Striking a Balance | **Paraskevi T. Christoforou**, National U. of Singapore

**OB:** Psychological Contract Breach and Felt Violation as Sources of Job Burnout | **Amber Jamil**, International Islamic U., Islamabad; **Usman Raja**, Brock U.

**1519 : (Paper Session) - (DISC) Stakeholder issues and the public/private interface**

11:30am - 1:00pm Le Palais Des Congres: 512H - Table 2

*Discussant:* **Sybille Sachs**, U. of Applied Sciences, Zurich

📖 **SIM:** Public-Private Partnerships: Co-opting Chinese Firms to Alleviate Rural Poverty in China | **Jianghua Zhou**, Tsinghua U., China; **Genia Kostka**, Frankfurt School of Finance and Management

**SIM:** Managing Political Responsibility: An Ethical Road Map for Stakeholder Dialogs based on Deliberation | **Iris Sabine Hofmann**, U. of Erlangen-Nuremberg; **Dirk Ulrich Gilbert**, U. of Erlangen-Nuremberg

🗣️➔🗣️📖 **SIM:** Partnership Formation for Change: Indicators for Transformative Potential in Social Partnerships | **May Seitanidi**, Brunel U.

**1520 : (Paper Session) - (ENT) Financing Entrepreneurial Ventures**

11:30am - 1:00pm Le Palais Des Congres: 510C

*Chair:* **Jennifer M. Walske**, U. of California, Berkeley

📖 **The Role of Financial Structure and Governance in New Firm Value Creation** | **Robert C. Seamans**, New York U.; **Oliver Williamson**, U. of California, Berkeley

📖 **Financing Strategies of New Technology Based Firms** | **Alicia Robb**, Ewing Marion Kauffman Foundation; **Susan Coleman**, U. of Hartford

Bootstrap Strategies and Venture Development: The Role of Cash Flow Problems and Growth Ambitions | **Tom R. Vanacker**, Ghent U.; **Sophie Manigart**, Ghent U.; **Miguel LCJ Meuleman**, Vlerick Leuven Gent Management School

**1521** 📄: (Paper Session) - (ENT) **Exits from Entrepreneurial Ventures**

11:30am - 1:00pm Le Palais Des Congres: 510D

Chair: **Amol M. Joshi**, U. of North Carolina, Chapel Hill

📄 CEO Power, Equity Ownership, and Under Power as Determinants of Lockup Period Length | **Lerong He**, State U. of New York, Brockport; **James J Cordeiro**, State U. of New York, Brockport

📄 The Importance of Legitimacy Building when Preparing for a Trade Sale | **Annelies Bobelyn**, Ghent U.; **Bart Clarysse**, Imperial College Business School

📄 How Does Experience of Previous Entrepreneurial Failure Impact Future Entrepreneurship? | **Yasuhiro Yamakawa**, Babson College

**1522** 📄: (Paper Session) - (ENT) **Approaches to Theory Building and Testing**

11:30am - 1:00pm Le Palais Des Congres: 511A

Chair: **Judy Matthews**, Queensland U. of Technology

📄 Using Simulation Experiments to Build and Test Entrepreneurship Theories | **G. Christopher Crawford**, U. of Louisville

📄 Organizational Optimism: Construct Validation and Exploratory Analysis | **Aaron Francis McKenny**, Texas Tech U.; **Jeremy Collin Short**, Texas Tech U.; **G. Tyge Payne**, Texas Tech U.; **Matthew W. Rutherford**, Virginia Commonwealth U.

📄 Panel Studies of New Venture Creation: A Review and Suggestions for Future Research | **Per Davidsson**, Queensland U. of Technology; **Scott Robert Gordon**, Queensland U. of Technology

**1523** 🗣️: (DRP Session) - (ENT) **Research Spin-Outs**

11:30am - 1:00pm Le Palais Des Congres: 514A

Chair: **Elco van Burg**, Eindhoven U. of Technology

📄 What Motivates Academic Scientists to Engage in Research Commercialisation: Ribbon, Puzzle or Gold? | **Alice Lam**, Royal Holloway, U. of London

📄 Commercializing Science by Means of University Spin-Offs: An Ethical Review | **Elco van Burg**, Eindhoven U. of Technology

📄 How Entrepreneurs Form Fairness Perceptions: Do They Draw on Specific Heuristics? | **Elco van Burg**, Eindhoven U. of Technology; **Victor Gilsing**, Tilburg U.; **Isabelle Reyem**, Eindhoven U. of Technology; **Georges Romme**, Eindhoven U. of Technology

📄 Breaking the Ivory Tower: Academic Entrepreneurship in the Life Sciences in UK and Germany | **Carolin Haeussler**, U. of Munich; **Jeannette Colyvas**, Northwestern U.

📄 Are Business Incubators Helping? The Role of BIs in Facilitating Tenants' Development | **Tiago Ratinho**, U. of Twente, NIKOS; **Rainer Harms**, U. of Twente

**1524** 🗣️: (DRP Session) - (ENT) **Family Firms 1**

11:30am - 1:00pm Le Palais Des Congres: 514B

Chair: **Roland E. Kidwell**, U. of Wyoming

Familiness Contingencies and Innovation Outcomes in Family Firms | **Richard Gottschall**, John Molson School of Business

Board Processes in Family Firms: The Impact of Family Cohesion on Trust and Control | **Yannick PM Bammens**, Maastricht U.; **Wim Voordeckers**, Hasselt U.; **Anita Van Gils**, U. of Maastricht

📄 Ethical Climate and Internal Impediments to Family Firm Success: The Role of Relationship Conflict | **Roland E. Kidwell**, U. of Wyoming; **Franz W. Kellermanns**, Mississippi State U.; **Kimberly Eddleston**, Northeastern U.

📄 The Compensation of Non-Family Managers and the Preference for Family Managers in Family Firms | **Esra Memili**, Mississippi State U.; **Kaustav Misra**, Mississippi State U.; **James J Chrisman**, Mississippi State U.

📄 A Fuzzy-Set Hierarchical Classification of Family Firms | **Roberto Garcia-Castro**, Carlos III U.; **maria jose casasola**, Carlos III U.

**1525** 📄: (Paper Session) - (ENT) **Corporate Venturing**

11:30am - 1:00pm Le Palais Des Congres: 525B

Chair: **David Cohen**, Nova Southeastern U.

📄 Navigating in New Business Domains: Internal Corporate Ventures as Exploratory Vehicles | **Jeffrey G. Covin**, Indiana U.; **Robert P. Garrett**, Oregon State U.; **Donald F Kuratko**, Indiana U.; **Dean A Shepherd**, Indiana U.

📄 Corporate Entrepreneurship, Innovation and Supply Chain Integration | **Denise R. Dunlap-Hinkler**, Northeastern U.; **Ronaldo C. Parente**, Rutgers U.

**1526** 🗣️: (DRP Session) - (GDO) **Inequalities and Biases in the Workplace**

11:30am - 1:00pm Le Centre Sheraton: Kafka

Facilitator: **Yusuf M. Sidani**, American U. of Beirut

Gender Discrimination in the Workplace: The Ingroup Projection/Intergroup Distinctiveness Model | **Fabrice Gabarrot**, Faculty of Business and Economics, U. of Lausanne; **Joerg Dietz**, U. of Lausanne

🗣️ Whom Do We Help When They Are Down? Racial Diversity, Workload and Feedback Influence Backing Up | **Maria Carmen Triana**, Oregon State U.; **Christopher O. L. H. Porter**, Texas A&M U.; **Sandra Wolverton DeGrassi**, Texas A&M U.; **Mindy E. Bergman**, Texas A&M U.

🗣️ Religiosity, Religious Identity, and Bias Towards Workplace Others | **James E. King**, U. of Alabama, Tuscaloosa; **Marcus Maharg Stewart**, Bentley U.; **Patrick F. McKay**, Rutgers U.

🗣️ Ethnic Minority Professionals' Experiences with Subtle Discrimination in the Workplace | **Koen Van Laer**, K.U.Leuven; **Maddy Janssens**, Catholic U. of Leuven

**1527** 🗣️: (Paper Session) - (GDO) **Turnover Effects of Organizational Diversity Climates**

11:30am - 1:00pm Le Centre Sheraton: Lamartine

Chair: **Lisa M. Leslie**, U. of Minnesota

🗣️ The Impact of Gender Diversity on Turnover: The Moderating Effect of HR Policies and Practices | **Muhammad Ali**, Queensland U. of Technology; **Isabel Metz**, U. of Melbourne; **Carol T. Kulik**, U. of South Australia

📖 The Role of Calculative Attachment in the Relationship between Diversity Climate and Retention | **David M. Kaplan**, Saint Louis U.; **Jack W Wiley**, Kenexa Research Institute; **Carl P. Maertz**, St. Louis U.

📖 The Effect of Dimensions of Diversity Climate on Employee of Color Outcomes: What's More Important? | **E. Holly Buttner**, U. of North Carolina, Greensboro; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Lenora Billings-Harris**, U. of North Carolina, Greensboro

**1528** 📖 JS: (GDO, SIM) **The Elusive Critical Mass: Are Women Making Progress in the Boardroom and in the Executive Suite?**

11:30am - 1:00pm Le Centre Sheraton: Drummond west

Organizer: **Alix Valenti**, U. of Houston, Clear Lake

Increasing Gender Diversity on Public and Private Boards:

Obstacles and Initiatives | **Elena Doldor**, Cranfield U.; **Ruth H.V. Sealy**, Cranfield U.; **Susan Vinnicombe**, Cranfield U.

Women on Boards of Directors - Lessons Learnt from Norway | **Morten Huse**, BI Norwegian School of Management

Stuck in the Past: Comparing the Zero-Zeros with Diversified Leadership Companies | **Susan M. Adams**, Bentley U.

Succession Events for Female CEOs: Are there Cracks in the Glass Ceiling? | **Stephen V Horner**, Arkansas State U.; **Alix Valenti**, U. of Houston, Clear Lake

**1529** 📖: (Paper Session) - (HCM) **Supporting Healthcare Workers: Dare to Care**

11:30am - 1:00pm The Queen Elizabeth: St-Charles

Chair: **Leonard H. Friedman**, George Washington U.

🗣️ True Perceptions of Healthcare Workers During Periods of Absenteeism in the Clinical Setting | **Robert Jason Mullaney**, Nova Southeastern U.

**HCM Best Paper Based on a Dissertation Nominee**

📖 Self Esteem as a Moderator Between Job Characteristics, Justice and Nurses' Organizational Commitment | **Caroline Manville**, IAE - U. of Toulouse I

🗣️ Emotional and Instrumental Organizational Family Support and Burnout: CSE as Moderator | **Peng Wang**, Miami U. Ohio; **Teresa A Wagner**, Miami U. Ohio; **Scott Boyar**, U. of Alabama, Birmingham; **Steven A. Corman**, Case Western Reserve U.; **Ronald McKinley**, Texas Children's Hospital

**1530** 🗣️ → 🗣️ JS: (HCM, MED) **A Passion for Making a Difference, Perspectives on Knowledge Exchange**

11:30am - 1:00pm The Queen Elizabeth: Hochelaga 4

Chair: **Louise Fitzgerald**, Manchester Business School

Discussant: **Keith G Provan**, U. of Arizona/ Tilburg U.

Knowledge Transfer in the Making: Propagating Evidence-Based Management | **Denise M. Rousseau**, Carnegie Mellon U.

Managing Knowledge Utilization: A Review of Knowledge-Based Networks. | **Jean-louis Denis**, ENAP; **Pascale Lehoux**, U. of Montreal; **Louise-Helene Trottier**, U. DE MONTREAL

Barriers to Knowledge: The Exchange of Expertise Among Medical Specialists and Practitioners | **Blaine Landis**, U. of Cambridge; **Michael Barrett**, U. of Cambridge; **Martin J. Kilduff**, U. of Cambridge; **Eivor Oborn**, U. of London

Getting Research into Practice Through Knowledge

Brokering: The CLAHRC as a Solution? | **Graeme Currie**, U. of Nottingham; **Louise Fitzgerald**, Manchester Business School

**1531** 📖: (Paper Session) - (HR) **Work-family balance: Antecedents and outcomes of work-family support programs**

11:30am - 1:00pm Le Centre Sheraton: Drummond east

Chair: **Stacie Furst**, U. of Cincinnati

Discussant: **Jenny M. Hoobler**, U. of Illinois, Chicago

🗣️ Pay Satisfaction and Work-family Conflict across Time |

**Devashresh P. Bhave**, John Molson School of Business, Concordia U.; **Amit Kramer**, U. of Illinois - Urbana-Champaign

📖 Telework and the Activation of Organizational Identification: Examining Impacts on Work Outcomes | **Timothy Golden**, Rensselaer Polytechnic Institute

📖 How Important Are Work-Family Support Programs? A Meta-Analysis of Their Effects on Work Outcomes | **Marcus M. Butts**, U. of Texas, Arlington; **Wendy J. Casper**, U. of Texas, Arlington; **Tae Seok Yang**, U. of Texas, Arlington; **Nicole Lucas**, U. of Texas, Arlington

**1532** 📖: (Paper Session) - (HR) **Terminating employees: Impact of terminations and layoffs on individuals and organizations**

11:30am - 1:00pm Le Centre Sheraton: Musset

Chair: **Bernadine VanGramberg**, Victoria U. of Technology

Discussant: **Peter Hom**, Arizona State U.

🗣️ → 📖 The Implications of Magnitude, Timing, and Realization of Workforce Downsizing on Firm Profitability | **Matthias F. Brauer**, U. of St. Gallen

📖 Employee Reactions to Termination Interviews: Effects of Landmine Phrases and Mentioning Positives | **Steven J. Karau**, Southern Illinois U. Carbondale; **Sean Walker**, Southern Illinois U. Carbondale

📖 Don't Let Knowledge Walk Away: Knowledge Retention During Organizational Downsizing | **Achim Schmitt**, Audencia Management School; **Stefano Borzillo**, CERAM; **Gilbert Probst**, U. of Geneva

**1533** 📖: (DRP Session) - (HR) **Recruitment: Methods and Outcomes**

11:30am - 1:00pm Le Centre Sheraton: Hemon

Chair: **Cynthia Kay Stevens**, U. of Maryland

📖 Innovation-Oriented Advertising Messages, Job Seeker Goal Orientation and Recruiting Effectiveness | **Stanley M Gully**, Rutgers U.; **Jean Phillips**, Rutgers U.; **Bill Castellano**, Rutgers U.

🗣️ Why do some applicants choose low-pay jobs? The compensatory effects of non-pecuniary job attributes | **Wei-Chi Tsai**, National Chengchi U., Taiwan; **Chia-Hsiung Huang**, National Chengchi U.; **Chia-Lin Kang**, Nan Shan Life Insurance Company, Ltd.

Pay or People? The Effect of Applicant-Employee Fit and Temporal Construal on Employer Preferences | **Benjamin von Walter**, U. of St.Gallen; **Daniel Wentzel**, U. of St.Gallen; **Torsten Tomczak**, U. of St.Gallen

- Presocialization Re-examined: Studying Changes in Values and Image Perceptions during Job Search | **Kang Yang Trevor Yu**, Nanyang Technological U.
- Help on the Hunting Trail: An Exploratory Analysis of Mediated Labor Poaching from Competitors | **Sarah Horn**, Maastricht U.; **Marielle Heijltjes**, Maastricht U.; **Woody Van Offfen**, RSM Erasmus U.

**1534** : (DRP Session) - (HR) **A Lens on the World: Traits and States Influencing Motivational Processes**

- 11:30am - 1:00pm Le Centre Sheraton: Salon 4  
 Chair: **Aaron M. Schmidt**, U. of Minnesota, Twin Cities  
 Discussant: **James Diefendorff**, U. of Akron
- Latent Profiles of Goal Orientation and Motivational Outcomes | **Michael A Daniels**, Bowling Green State U.; **Jason Kain**, American Institutes for Research; **Jennifer Zophy Gillespie**, Bowling Green State U.
  - Exploring the Influence of Goal Orientation from a Pattern Perspective | **Patrice Esson**, Fanshawe College; **John Donovan**, Rider U.
  - Goal Orientation and Credibility Effects on Effort After Negative Feedback | **Gordon Bruce Schmidt**, Michigan State U.; **Guihyun Park**, Michigan State U.; **Daniel R. Ilgen**, Michigan State U.
  - Feedback Orientation and Feedback Environment Interaction in Organizational Effectiveness | **Darlene J Thompson**, U. of Akron; **Paul E. Levy**, U. of Akron
  - Pardon the Interruption: Person-Situation Effects on Interruption Response | **Adam P Tolli**, U. of Akron

**1535** → : (Paper Session) - (IM) **Global Strategy and Geographic Scope of the MNE**

- 11:30am - 1:00pm Le Centre Sheraton: Dickens  
 Chair: **Sally Sledge**, Norfolk State U.
- Regional integration, home region focus, And operational efficiency of multinational enterprises | **Elitsa R. Banalieva**, Northeastern U.; **Ruihua Joy Jiang**, Oakland U.; **Michael D Santoro**, Lehigh U.
  - Economic Geography and Regional Multinationals | **Alan M Rugman**, U. of Reading; **Chang Hoon Oh**, Brock U.
  - Home Region Bias in Multinational Enterprises: What, Why, and How? | **Elitsa R. Banalieva**, Northeastern U.; **Charles Dhanaraj**, Indiana U., Bloomington
  - Internationalization Locations and Performance of Developing Country MNCs | **Lin Yuan**, National U. of Singapore; **Nitin Pangarkar**, National U. of Singapore

**1536** → : (Paper Session) - (IM) **Corporate Governance and the MNE**

- 11:30am - 1:00pm Le Centre Sheraton: Salle Ballroom center  
 Chair: **Barbara Krug**, Rotterdam School of Management, Erasmus U.
- East Meets West? Determinants of Chinese Firms' corporate governance orientation | **Zhengjun Wang**, LSU; **Jean McGuire**, Louisiana State U.
  - Corporate Governance Mechanisms for Monitoring or Empowering CEOs? A Study of Chinese Listed Firms | **Helen Wei Hu**, U. of Melbourne; **Julius Ng**, U. of Melbourne;

**Ilan Alon**, Crummer Graduate School of Business, Rollins College

- National culture and corporate governance | **Fabian Jintae Froese**, Korea U.; **Vincent O'Connell**, U. College Dublin
- Corporate Governance Codes: understanding compliance in UK, Germany and Spain. | **Rafel Crespi-Cladera**, U. of Islas Baleares; **Luiz Ricardo Kabbach de Castro**, U. Autònoma de Barcelona

**1537** → : (Paper Session) - (IM) **Renewing and Redeploying Dynamic Innovation Capabilities and the MNE**

- 11:30am - 1:00pm Le Centre Sheraton: Salon 1  
 Chair: **Gary D. Robinson**, Capella U.
- Exploiting and Renewing Dynamic Innovation Capabilities Globally | **Rakesh B. Sambharya**, Rutgers U., Camden; **Jooch Lee**, Rowan U.
  - Global Technological Resources and MNC Breakthrough Innovation | **Lois S. Peters**, Rensselaer Polytechnic Institute
  - Offshoring and Firm Innovativeness: The Moderating Role of Top Management Team Attributes | **Oli Radu Mihalache**, Rotterdam School of Management, Erasmus U.
  - What Drive Global Brand Building Strategies of Hi-Tech Firms from Newly-Industrialized Economies? | **Wiboon Kittilaksanawong**, Zhejiang U.

**1538** → : (Paper Session) - (IM) **International Joint Ventures**

- 11:30am - 1:00pm Le Centre Sheraton: Salon B  
 Chair: **Majid Abdi**, York U.
- Interorganizational Trust: The Role of Partner Selection and Host Country Rule of Law | **Jean-Paul Roy**, Queen's School of Business, Canada
  - Joint Venture Termination in Emerging Economies | **Pierre-Xavier Meschi**, IAE Aix-en-Provence & SKEMA Business School; **Ulrich Wassmer**, Concordia U.
  - Capabilities and competitiveness enhancement through JV learning by Russian parent firms | **Irina Jormanainen**, Aalto U. School of Economics
  - Board Mandates in International Joint Ventures | **Jeffrey J. Reuer**, Purdue U.; **Elko Klijn**, VU U. Amsterdam; **Henk W. Volberda**, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.

**1539** → : (Paper Session) - (IM) **Offshoring and Business Process Integration**

- 11:30am - 1:00pm Le Centre Sheraton: Salon C  
 Chair: **Abraham Stefanidis**, Long Island U., C.W. Post
- Task Nature and Process Integration in Business Process Offshoring: Evidence from India and China | **Yadong Luo**, U. of Miami; **Stephanie C Lu**, U. of Miami; **Qinqin Zheng**, Fudan U.; **Vaidy Jayaraman**, U. of Miami
  - Firm Level Determinants of Offshoring and Outsourcing of Core Activities | **Pooja Thakur**, Rutgers U., Newark; **Farok J. Contractor**, Rutgers U.
  - Technological capabilities and the selection between technology offshore and onshore outsourcing | **C. Annique Un**, U. of South Carolina
  - Performance Outcomes of Offshoring: The Moderating Role of Firm Strategy | **Shirish C Srivastava**, HEC, Paris

→ 📖 Exploring diversity in the offshoring literature: Notorious threats and undetected opportunities | **Carine Peeters**, ULB - Solvay Brussels School of Economics and Management; **Sebastien Point**, U. of Franche-Comte; **Patricia Garcia-Prieto**, U. Libre de Bruxelles

**1540** → 📖: (DRP Session) - (IM) **Institutional Distance and Foreignness Revisited**

11:30am - 1:00pm Delta Centre-Ville: Bonsecours

Facilitator: **Sri Zaheer**, U. of Minnesota

→ Liability of "Homeness": Friction, Institutions, and Firms' Disadvantages Abroad | **Charles Edward Stevens**, Ohio State U.; **Oded Shenkar**, Ohio State U.

📖 MNC Practice Transfer: Institutional Theory, Strategic Opportunities, & Subsidiary HR Configuration | **Kim Clark**, U. of Texas, San Antonio

📖 Institutional distance, international experience, and staffing policy for foreign subsidiaries | **Naoki Ando**, Hosei U.; **Yongsun Paik**, Loyola Marymount U.

→ 📖 The Influence of Psychic Distance on Entry Mode and Location Choice for Transition Economy Firms | **Audra I. Mockaitis**, Victoria U. of Wellington; **Elizabeth L. Rose**, Helsingin School of Economics; **Aldas Pranas Kriauciunas**, Purdue U.

🗣️ → 📖 The trade-off effect of informal and formal institutional distance on cross-border M&A activities | **Kun Yang**, Florida International U.; **Wei He**, Florida International U.

**1541** 📖 📖: (Paper Session) - (MED) **Adult Education and the MBA Experience**

11:30am - 1:00pm Le Palais Des Congres: 516E

Chair: **Jim Lyttle**, Pennsylvania State U., Great Valley

🗣️ 📖 Developmental Networks as Holding Environments for Growing Leaders: An Adult Development Perspective | **Rajashi Ghosh**, Drexel U.; **Ray Kennard Haynes**, Indiana U., Bloomington; **Kathy E. Kram**, Boston U.

**Winner of MED Division Best Paper in Management Development (sponsored by Journal of Management Development and Emerald Press)**

🗣️ 🗣️ Bring the Life Back in: Impact of Executive MBA Programs as Experienced by the Participants | **Neng Liang**, China Europe International Business School; **Jian Han**, China Europe International Business School

🗣️ 🗣️ 📖 Managing the Grading Paradox: Leveraging the Power of Choice in the Classroom | **Shoshana Dobrow**, Fordham U.; **Wendy K. Smith**, U. of Delaware; **Michael A. Posner**, Villanova U.

**Winner of MED Division Best Paper in Graduate Management Education (sponsored by GMAC)**

**1542** 🗣️ 🗣️ 🗣️ JS: (MED, BPS) **Finding the Right Side of the MBA Brain: Teaching Design Thinking**

11:30am - 1:00pm Le Palais Des Congres: 516D

Chair: **Jeanne Liedtka**, U. of Virginia

Participants: **Sara Beckman**, U. of Cal.-Berkeley; **Nathan Shedroff**, California College of the Arts; **Heather Fraser**, U. Toronto

**Winner of MED Division Best Symposium in Management Education and Development (Sponsored by McGraw-Hill/Irwin)**

**1543** 📖: (Paper Session) - (MOC) **Shooting for the moon: The role of cognitive schema and mental maps**

11:30am - 1:00pm Delta Centre-Ville: Cartier B

Facilitator: **John Rohrbaugh**, U. at Albany, SUNY

🗣️ Coherence and Visual Representation as Knowledge Creating Devices in Strategy | **Tally Fruchtman Rossiter**, Progressive Corporation; **Diana J. Wong-Millette**, Eastern Michigan U.

Translational Leadership and Goal Dimensionality: The International Race to the Moon in the 1960s | **Andrew M. Carton**, Duke U.; **Richard Larrick**, Fuqua School of Business, Duke U.

📖 Managerial hubris revisited: A fantasy realization approach | **Frank A. Bosco**, U. of Memphis; **Robert R. Wiggins**, U. of Memphis

**1544** 📖: (DRP Session) - (MOC) **Decision making: Towards managing and understanding cognitive biases and schema**

11:30am - 1:00pm Delta Centre-Ville: Verriere A

Facilitator: **Brandon Randolph-Seng**, Texas Tech U.

🗣️ 🗣️ 📖 Counterfactual and Prefactual Thinking Processes in Sense-making under Risk and Uncertainty | **Kuo Frank Yu**, City U. of Hong Kong; **Karlene H. Roberts**, U. of California, Berkeley

📖 SPIES provide better intelligence: Subjective Probability Interval Estimates Reduce Overprecision | **Uriel Haran**, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.; **Carey K. Morewedge**, Carnegie Mellon U.

📖 Schema-based Sensemaking of the Decision to Participate and Its Effects on Job Performance | **Gabriele Morandini**, Bologna U.; **Massimo Bergami**, Bologna U.; **Richard P. Bagozzi**, U. of Michigan; **Alberto Monti**, Bologna U.

📖 Why Managerial Fraud Goes Undetected: A Socio-Cognitive Perspective on Detection Delays | **Mario Minoja**, Bocconi U.; **Pietro Mazzola**, IULM U.; **Claudia Gabbioneta**, IULM U.

📖 What if? The role of counterfactual and prefactual thinking in strategy context | **Robert Bradley MackKay**, U. of Edinburgh

**1545** 📖 JS: (MOC, GDO, OB) **The Power of Small Interpersonal Moments in Organizational Life**

11:30am - 1:00pm Delta Centre-Ville: St-Charles

Organizers: **Beth K. Humberd**, Boston College; **Judith A. Clair**, Boston College

Chair: **Beth K. Humberd**, Boston College

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

Constructing Worth from a One-Down Position in Organizations: Learning from University Staff | **Jane E. Dutton**, U. of Michigan; **Jeffrey Bednar**, U. of Michigan; **Michele Williams**, Cornell U.

It's Complicated...: Social Encounters with Identity Complexity | **Laura Morgan Roberts**, Georgia State U.; **Stephanie J Creary**, Boston College; **Sandra Cha**, McGill U.

The Power of Uncivil Moments on Personal and Organizational Outcomes | **Christine L. Porath**, Georgetown U.

Occupational Identity Denial: Investigating the Experiences of Medical Residents of Color | **Judith A. Clair**, Boston College; **Beth K. Humberd**, Boston College; **Stephanie J Creary**, Boston College

**1546** 📖🌐➔🗨️: (Paper Session) - (MSR) **Passion and Calling**

11:30am - 1:00pm The Queen Elizabeth: Hochelaga 2

Chair: **Judith A. Neal**, U. of Arkansas, Fayetteville

🗨️📖 A Passion for the Possible: Harnessing Hope for Healthy High Performance | **Catherine L. Pastille**, The Hope Research Center, Inc.

🗨️🗨️ Calling, Working, and the Meaning of Life: Why Following Your Passion Might Not Be Such a Good Idea | **Michelle French**, Mount St. Mary's College

🗨️📖 Sacralization: A Dialectic Process in the Construction of the Workplace as a Religious Institution | **Brad S. Long**, St. Francis Xavier U.

**1547** 📖: (DRP Session) - (OB) **Job Embeddedness**

11:30am - 1:00pm Le Centre Sheraton: Salle Ballroom east

Facilitator: **Maria Rasouli**, Carleton U.

A Model of Job and Community Embeddedness | **Barjinder Singh**, U. of Wisconsin, Milwaukee

🗨️📖 Investing Abundant Resources Through Work Effort in the Job Embeddedness–Performance Relationship | **Anthony R. Wheeler**, U. of Rhode Island; **Kenneth J. Harris**, Indiana U., Southeast; **Chris J. Sablinski**, U. of the Pacific

📖 The Impact of Job Embeddedness on the Relationship between Core Self-Evaluations & Job Satisfaction | **Jennifer Oyler**, Texas A&M U.

🗨️📖 How Negative Affectivity Moderates the Relationship Between Shocks, Embeddedness & Worker Behaviors | **Brooks C. Holtom**, Georgetown U.; **Craig D. Crossley**, Schwan Food Co. / U. of Nebraska; **James Paul Burton**, Northern Illinois U.

**1548** 📖: (DRP Session) - (OB) **New Insights into Creativity**

11:30am - 1:00pm Le Centre Sheraton: Salon 5

Facilitator: **Katharina Hoelzle**, Berlin Institute of Technology

🗨️📖 Patterns in Creative Idea Generation: What Kinds of Creativity are Likely? | **Robert Litchfield**, Washington and Jefferson College

➔🗨️ When Creativity is Related to Sales: The Moderator Role of LMX | **Ieva Martinaityte**, Aston U.; **Claudia A. Sacramento**, Aston U.

Disentangling the Novel from the Useful | **Christina Sue-Chan**, City U. of Hong Kong; **Paul S. Hempel**, City U. of Hong Kong

📖 When Does Being Creative Lead to Being Rated as Creative? | **Amy Randel**, San Diego State U.; **Kim Jaussi**, Binghamton U.; **Anne Wu**, National Chenchi U.

**1549** 📖: (Paper Session) - (OB) **Power and Status**

11:30am - 1:00pm Le Centre Sheraton: Salon 6

Chair: **Conson Chou Locke**, London School of Economics

🗨️📖 The Impact of Status on Financial Analyst Predictions, Imitation, and Performance | **Chien Sheng Richard Chan**, U. of Washington; **Warren Boeker**, U. of Washington Seattle

Breaking the Rules to Rise to Power: Norm Violations Increase Perceptions of Power and Status | **Gerben A. Van Kleef**, U. of Amsterdam; **Astrid C. Homan**, VU U. Amsterdam; **Catrin Finkenauer**, VU U. Amsterdam

📖 More Power, Less Blame: How Leader Status and Moral Foundations Moderate Attributions of Blame | **Philippe Jacquart**, Faculty of Business and Economics, U. of Lausanne

➔🗨️ How a Team Member's Relative Task Dependence is Related to Affective Commitment and Job Satisfaction | **Simon B. De Jong**, U. of St. Gallen

**1550** 📖: (Paper Session) - (OB) **Affect and Emotions at Work**

11:30am - 1:00pm Le Centre Sheraton: Salon 8

Chair: **Lisa T. Stickney**, U. of Baltimore

📖 Positive Affectivity as a Moderator between Role Overload and Outcomes: A Constructive Replication | **Vickie Coleman Gallagher**, Cleveland State U.; **James A. Meurs**, U. of Mississippi; **Ana Maria Rossi**, Clinica De Stress E Biofeedback

➔🗨️ Encountering Other's Affect: Effect on Self Efficacy and Performance | **Arik Cheshin**, Technion Israel Institute of Technology; **Roy Israely**, Technion Israel Institute of Technology; **Anat Rafaeli**, Technion Israel Institute of Technology

🗨️📖 Development and Validation of the Cognitive and Affective Regulation Scales | **Gillian Bernadette Yeo**, U. of Western Australia; **Elisha Frederiks**, U. of Queensland

📖 Coworkers' Relationship Quality and Interpersonal Emotions in a Team Context | **Catherine K Lam**, CityU HK; **Xu Huang**, Hong Kong Polytechnic U.; **Simon C. H. Chan**, Hong Kong Polytechnic U.

**1551** 📖: (Paper Session) - (OB) **Person-Environment Fit**

11:30am - 1:00pm Le Centre Sheraton: Salon A

Chair: **Todd C. Darnold**, Creighton U.

➔🗨️ "Why (Not) Change?" Leader-Follower Congruence in Proactive Personality, LMX, and Work Outcomes | **Zhen Zhang**, Arizona State U.; **Mo Wang**, U. of Maryland, College Park; **Junqi Shi**, Peking U.

📖 Perceived P-E Fit as Moderator of the Relationships Between Accountability and Employee Reactions | **Stephen E. Lanivich**, Florida State U.; **Jeremy Ray Brees**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **Gerald R. Ferris**, Florida State U.

📖 Organization Personality Perceptions and Attraction: The Role of Social Identity Consciousness | **Sarah E. DeArmond**, U. of Wisconsin Oshkosh; **Elizabeth Crisp Crawford**, North Dakota State U.

📖 PO Misfit and Intent to Quit: The Examination of Moderation Effects | **Chi Tai Shen**, National Taiwan U.; **Annelies Van Vianen**, U. of Amsterdam

**1552** 📖: (Paper Session) - (OB) **Effects of Transformational Leadership**

11:30am - 1:00pm The Queen Elizabeth: Gatineau

Chair: **Katherine Elizabeth Hyatt**, Reinhardt U.

📖 Are We There Yet? Further Understanding The Transformational Leadership-Performance Relationship | **Fred O. Walumbwa**, Arizona State U.; **Chad Hartnell**, Arizona State U.

📖 Transformational Leadership and Organizational Citizenship Behavior: A Moderated Moderation Study | **Min**

**Z Carter**, Auburn U.; **Kevin W. Mossholder**, Auburn U.; **Hubert S. Feild**, Auburn U.

☒ Transformational Leadership and Follower Creativity: The Mediating Role of Follower Identification | **Rujie Qu**, The U. of Groningen & The Graduate U. of the Chinese Academy of Sciences; **Onne Janssen**, U. of Groningen; **Kan Shi**, Chinese Academy of Sciences

Transformational Leadership and Inter-Team Collaboration: Exploring the Role of Teamwork Quality | **Jeong-Yeon Lee**, U. of Kansas; **Jong-Seok Cha**, Hansung U.; **Youngbae Kim**, KAIST

**1553** ☒: (DRP Session) - (OB) **Stress and Coping**

11:30am - 1:00pm The Queen Elizabeth: Marquette

Facilitator: **J. Lee Whittington**, U. of Dallas

☒ The Efficacy of Venting as a Function of the Response by Third-Party Listeners | **Kristin Behfar**, U. of California, Irvine; **Matthew A. Cronin**, George Mason U.

A Causal Study of the Stress-Performance Relationship within a Combined Stress-Justice Framework | **Saree Maharee-Lawler**, Deakin U.; **John J. Rodwell**, Deakin U.; **Andrew James Noblet**, Deakin U.

☒ Learning How to Recover From Job Stress: Effects of a Recovery Training on Recovery and Well-Being | **Verena C. Hahn**, U. of Mainz; **Carmen Binnewies**, U. of Mainz; **Sabine Sonnentag**, U. of Konstanz; **Eva J. Mojza**, U. of Konstanz

☒ Proactive Personality and Workplace Bullying: A Stressor and Strain Model | **Joon Hyung Park**, U. of Houston; **Richard S DeFrank**, U. of Houston

**1554** ☒: (Paper Session) - (OB) **Shared Cognition within Teams**

11:30am - 1:00pm The Queen Elizabeth: Nicolet

Chair: **Libby Hemphill**, U. of Michigan

☒ Disagreement about the Team's Status Hierarchy: An Obstacle to Coordination and Performance | **Heidi K. Gardner**, Harvard Business School

☒ Antecedents to Third Culture in Culturally Homogeneous and Heterogeneous Teams | **Wendi L. Adair**, U. of Waterloo; **Ivona Hideg**, U. of Toronto; **Zhenhua Wang**, U. of Waterloo; **Jeffrey R. Spence**, U. of Waterloo

☒ Team Psychological Contracts: Types, Transitions, and Team Performance | **Jeroen de Jong**, Tilburg U.

☒ An Examination of Collectivistic Group Norms in Relation to Collective Efficacy and Team Performance | **Anthony Celani**, McMaster U.; **Kevin Tasa**, McMaster U.; **Aaron C. H. Schat**, McMaster U.

**1555** ☒: (Paper Session) - (OB) **Speaking Up and Speaking Out in Teams**

11:30am - 1:00pm The Queen Elizabeth: Richelieu

Chairs: **Bret H. Bradley**, U. of Oklahoma - Norman; **R David Lebel**, U. of Pennsylvania

☒ Payoffs of Championing "Tough Issues" in the Executive Suite | **Nancy McInerney-Lacombe**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.; **Antoinette Somers**, Wayne State U.; **Sheri Perelli**, Case Western Reserve U.

☒ Engaged Employees Speak Up When Team Performance Suffers | **Kaifeng Jiang**, Rutgers U., Dept. of HRM; **Patrick F. McKay**, Rutgers U.

☒ When Should I Speak Out to My Peers? Relationship Quality, Task Interdependence, and Voice Behavior | **Wu Liu**, Hong Kong Polytechnic U.; **Wing Lam**, Hong Kong Polytechnic U.; **Ziguang Chen**, City U. of Hong Kong

☒ Effects of Team Level Voice on Team Innovation: The Moderating Role of Relationship Conflict | **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Gilad Chen**, U. of Maryland; **Lida Lingling Zhang**, Hong Kong U. of Science and Technology; **Zhiming Wu**, Tsinghua U.; **Xin Wu**, Beijing U. of Aeronautics and Astronautics (BUAA)

**1556** ☒: (DRP Session) - (OB) **May I Help You?**

**Perspectives on Customer Service**

11:30am - 1:00pm The Queen Elizabeth: St-Laurent

Facilitator: **Emily M Hunter**, Hankamer School of Business, Baylor U.

☒ Playing Their Roles: Professional Service Workers Reactions to Work Framed as Theater | **Michael A. Gross**, Colorado State U.; **Madeleine Pullman**, Portland State U.

Customers' and Employees' Personality: Do Birds of a Feather Flock Together or Do Opposites Attract? | **Barbara Katharina Zimmermann**, U. of Mainz; **Christian Dormann**, Johann Wolfgang Goethe U. Frankfurt

☒ How is Emotional Labor Performed by Customer Service Employees? A Matter of Style. | **Ursula Hess**, U. du Québec à Montréal; **Michel Cossette**, HEC/CIRANO, Montreal

☒ Linking Service Employees' Social Support to Extra-Role Customer Service | **Mei-Ling Wang**, Tamkang U.; **Chun-Hsien Lee**, National Kaohsiung Normal U.

**1557** ☒ JS: (OB, HR) **Advances in Understanding Change-Oriented Behaviors**

11:30am - 1:00pm The Queen Elizabeth: Jolliet

Chairs: **Dan S. Chiaburu**, Texas A&M U.; **Linn Van Dyne**, Michigan State U.

Discussant: **Sharon K. Parker**, U. of Western Australia

Personal Initiative Training for Small Business Owners | **Michael Frese**, National U. of Singapore; **Matthias Glaub**, Giessen U.; **Maria Hoppe**, Giessen U.; **Sebastian Fischer**, Leuphana U.; **Goosain Solomon**, Stellenbosch U.; **Kristina Gramberg**, Giessen U.; **Christian Friedrich**, U. of Western Cape

Do Those Who Know Speak Their Mind?: The Relationship Between Knowledge-Based Jobs and Voice | **Crystal I Chien Farh**, U. of Maryland - College Park; **Subrahmaniam Tangirala**, U. of Maryland, College Park; **Jian Liang**, Shanghai Jiao Tong U.

Intended to Be Good, Judged to Be Bad: Individual-Level Consequences of Employee Voice | **Steven Whiting**, Indiana U.; **Timothy D. Maynes**, Indiana U.; **Nathan Philip Podsakoff**, U. of Arizona; **Philip M. Podsakoff**, Indiana U.

Evaluating Voice Consequences: Does Rater Personality Matter? | **Dan S. Chiaburu**, Texas A&M U.; **Linn Van Dyne**, Michigan State U.; **Ann Chunyan Peng**, Michigan State U.

**1558** 🗄️📄 JS: (OB, HR, MOC) **Social Relationships and Creativity at Work: Creativity as an Interpersonal Social Process**

11:30am - 1:00pm The Queen Elizabeth: St-Maurice

*Chairs:* **Nora Madjar**, U. of Connecticut; **Jill Perry-Smith**, Emory U. When LMX Really Matters for Creativity: The Influence of Role Fit and Creative Self-Efficacy | **Pamela Tierney**, Portland State U.

Peace or War? Intergroup Competition and its Gender-Specific Effect on Group Creativity | **Markus Baer**, Washington U. in St. Louis; **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign; **Roger TH. A. J. Leenders**, U. of Groningen; **Greg R. Oldham**, Tulane U.

Who Seeks Help and When Seeking Help Matters | **Jennifer Mueller**, U. of Pennsylvania; **Dishan Kamdar**, Indian School of Business

Egocentric Network Communication and its Relation to Creativity | **Diana Jimeno-Ingrum**, U. of Notre Dame  
 Familial Relationships and Creativity | **Jill Perry-Smith**, Emory U.; **Nora Madjar**, U. of Connecticut

**1559** 🗄️📄 JS: (OB, IM) **Work Family Conflict from a Cross-Cultural Perspective**

11:30am - 1:00pm The Queen Elizabeth: Hochelaga 1

*Chair:* **Anat Drach-Zahavy**, U. of Haifa

*Discussant:* **Margaret Shaffer**, U. of Wisconsin, Milwaukee

Testing a Model of Work-Family Conflict in North America | **Roya Ayman**, Illinois Institute of Technology; **Karen Korabik**, U. of Guelph; **Tricia Van Rhijn**, U. of Guelph; **Donna Lero**, U. of Guelph; **Leslie B. Hammer**, Portland State U.

Testing a model of work-family conflict in Spain | **Barbara Beham**, U. of Hamburg; **Steven A. Y. Poelmans**, IESE Business School

Test of a Causal Model of Work-Family Conflict in India | **Ujvala Arun Rajadhyaksha**, Saint Mary's College; **Kamala Ramadoss**, Syracuse U.

Testing a Model of Work-Family Conflict in Israel | **Anat Drach-Zahavy**, U. of Haifa; **Anit Somech**, U. of Haifa

Testing a Model of Work-Family Conflict in Turkey. | **Zeynep Aycan**, Koc U.

**1560** 🗄️📄 SHCS: (OB, SIM, HR) **New Advances in Ostracism Research**

11:30am - 1:00pm The Queen Elizabeth: Grand Salon

*Organizer:* **Sara Banki**, U. of Toronto

*Discussant:* **Jennifer L. Berdahl**, U. of Toronto

Ostracism in Organizations | **Kippling D. Williams**, Purdue U.

Ostracism: Partial Vs. Full | **Sara Banki**, U. of Toronto

Is it Something I Did? How Attributions Impact the Experience of Ostracism | **Jane O'Reilly**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia

Ostracism and Workplace Deviance: A Mediated Moderation Model | **Lance Ferris**, Singapore Management U.; **Huiwen Lian**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo

**1561** : (Paper Session) - (OCIS) **Organizational and Social Impacts of IT**

11:30am - 1:00pm Le Palais Des Congres: 511C

*Chair:* **Terence T. Flynn**, McMaster U.

*Discussant:* **Jason Nicholas Kuruzovich**, Rensselaer Polytechnic Institute

🗄️📄 From Green IT to Sustainable Value: The Path-Dependent Construction of Sustainable Innovation |

**Wietske Van Osch**, U. of Amsterdam; **Rene Bohnsack**, U. of Amsterdam; **Michel Avital**, U. of Amsterdam

Conceptualizing IT Slack and its Conflicting Consequences on Organizational Effectiveness | **Yasser Rahrovani**, McGill U.; **Alain Pinsonneault**, McGill U.

📄 Can transaction-cost and resource-based arguments be integrated to explain IT outsourcing decisions? | **Emilio Alvarez-Suescun**, Complutense de Madrid

**1562** : (Paper Session) - (OCIS) **Knowledge Management Technologies**

11:30am - 1:00pm Le Palais Des Congres: 511D

*Chair:* **Claire A. Simmers**, Saint Joseph's U.

*Discussant:* **Jungpil Hahn**, Purdue U.

🗄️📄 Workplace Web 2.0: Mapping the Research Agenda | **David Falls**, U. of Ulster; **Paula Marie O'Kane**, U. of Otago; **Martin McCracken**, U. of Ulster

📄 IT Systems and the Accumulation and Appropriation of Social Capital: A Grounded Theory Development | **Rajiv Kishore**, State U. of New York at Buffalo; **Anand Simha**, State U. of New York at Buffalo

🗄️📄 Assessing New Knowledge Creation and KM Maturity in Information Systems | **Priscilla Arling**, Butler U.; **Mark Chun**, Pepperdine U.

**1563** : (DRP Session) - (OCIS) **Online Communities and Communities of Practice**

11:30am - 1:00pm Le Palais Des Congres: 515C

*Facilitator:* **Roger F.A. van Daalen Fuente**, Lancaster U.

🗄️📄 The spread of new technology practices in a network of practice | **Emmanuelle Vaast**, Long Island U.

📄 Matching people and groups: recruitment and selection in online games | **Boreum Choi**, Carnegie Mellon U.; **Robert E. Kraut**, Carnegie Mellon U.; **Mark Fichman**, Carnegie Mellon U.

📄 The Impact of Commercial Organizations on Volunteer Participation in an Online Community | **Patrick Wagstrom**, IBM; **James D. Herbsleb**, Carnegie Mellon U.; **Robert E. Kraut**, Carnegie Mellon U.; **Audris Mockus**, Avaya Labs Research

📄 Online Information Seeking: Proposed Effects of Self-Constraint and Systems of Thought | **Thomas Mattson**, U. of Hawaii at Manoa

📄 Dialogic Construction of Identity in Virtual Reality | **Ulrike Schultze**, Southern Methodist U.

**1564** : (Paper Session) - (ODC) **Social Interaction and Sensemaking**

11:30am - 1:00pm Le Centre Sheraton: Salon 7

*Chair:* **Nancy C. Wallis**, Fielding Graduate U.

📄 Social Interaction and Issue Interpretation during Change: An Empirical Test of Sensemaking Theory | **James Vardaman**, Mississippi State U.; **John Matthew Amis**, U. of Memphis

🗄️📄 Co-creating Implementation Narrative on Corporate Branding in a Stream of Sense-making Activities | **Johanna**



**Moisander**, Aalto U. School of Economics; **Rita Järventie-Thesleff**, Aalto U. School of Economics

📖 Identification and the Implementation of Strategic Change | **Jane Hendy**, Imperial College Business School; **James Barlow**, Imperial College Business School

**1565** 📖📖 JS: (ODC, OMT) **Change from the Inside and Outside: Connections between Planned Change and Social Movements**

11:30am - 1:00pm Le Centre Sheraton: Drummond center

Organizer: **Ryan Quinn**, U. of Virginia

Discussant: **Ryan Quinn**, U. of Virginia

Participants: **Quy Nguyen Huy**, INSEAD; **Ronald Fry**, Case Western Reserve U.; **Klaus Weber**, Northwestern U.; **Brayden G King**, Northwestern U.

**1566** : (Paper Session) - (OM) **Project Management**

11:30am - 1:00pm Le Palais Des Congres: 516B

Chair: **Jeffrey N. Street**, Idaho State U.

📖 An Empirical Study of the Response Capacity of Complex Projects | **Sergei Floricel**, U. du Québec à Montreal; **Marc Banik**, ESG-UQAM; **Sorin Eugen Piperca**, U. of Quebec in Montreal

📖 Archetypes of Project Management Practice: A Cluster Analysis from Empirically Identified Toolsets | **Claude Besner**, U. du Québec à Montreal; **Brian Hobbs**, U. du Québec à Montreal

📖 Project Risk Management and Design Flexibility: Substitutes or Complements? | **Nuno A Gil**, Manchester Business School; **Bruce Tether**, Imperial College Business School

**1567** : (DRP Session) - (OM) **Division Roundtable: Emerging Research on Supply Risk**

11:30am - 1:00pm Le Palais Des Congres: 525A

Facilitator: **Kenneth J Petersen**, Colorado State U.

📖 Upstream Supply Chain Risk Management: Model Development and Empirical Analysis | **Daniel Kern**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Roger Moser**, European Business School; **Marco Moder**, Friedrich-Alexander-U. of Erlangen-Nuremberg

📖 Assessing Supplier Default Risk on the Portfolio Level: A Method and Application | **Stephan M. Wagner**, Swiss Federal Institute of Technology Zurich, ETH; **Christoph Bode**, Swiss Federal Institute of Technology Zurich, ETH

📖 Strategies for Managing the Cross-functional Integration Challenge | **Virpi Turkulainen**, Helsinki U. of Technology

📖 Factor-Market Rivalry and Competition for Logistics Resources | **Wendy Lea Tate**, U. of Tennessee, Knoxville; **Lisa Marie Ellram**, Miami U.; **Edward G Feitzinger**, End-to-End Analytics

**1568** 📖: (Paper Session) - (OMT) **Interorganizational Relations**

11:30am - 1:00pm Le Palais Des Congres: 510A

Chair: **Maxim Sytch**, U. of Michigan

📖 Resource Dependence Theory: A Meta-Analysis | **Johannes M. Drees**, VU U. Amsterdam, FEWEB

Modulating Between Relational and Contractual Approaches to Buyer Supplier Relations | **Merieke Stevens**, U. of

Cambridge; **Frits Pijl**, U. of Pittsburgh; **Matthias Holweg**, Judge Business School

The Micro-Foundations of Inter-Firm Governance Capabilities | **Nathan Sidney Greidanus**, U. of Manitoba; **Piers Steel**, U. of Calgary

➔📖 Sequence Patterns of Ownership Changes in Equity Alliance and Their Antecedents | **Akie Iriyama**, U. at Buffalo, SUNY; **Weilei (Stone) Shi**, Baruch College; **John E Prescott**, U. of Pittsburgh

**1569** 📖: (DRP Session) - (OMT) **Research on Governing Boards**

11:30am - 1:00pm Le Palais Des Congres: 511F

Chair: **David H. Zhu**, Arizona State U.

📖 The Effect of Trust on Corporate Directors' Monitoring and Resource Provision | **Toru Yoshikawa**, Singapore Management U.; **Catherine E Connelly**, McMaster U.

Relational Embeddedness of Boards of Directors: Ties between Agency and Stewardship Theories | **Krista Burrill Lewellyn**, Old Dominion U.

📖 Do Board Faultlines Affect Firm Performance? Empirical Evidence of UK Boards from 1999-2008 | **Annie Pye**, U. of Exeter; **Szymon Kaczmarek**, U. of Exeter; **Satomi Kimino**, U. of Exeter

➔📖 The Influence of Ownership and Board Structure on Firm Performance: Evidence from Japan | **Kurt Desender**, U. Autonoma de Barcelona; **Junho Lee**, U. of Illinois, Urbana-Champaign

📖 The Impact of the Balanced Budget Act and Board Composition on Hospital Performance | **J. Andrew Lee**, U. of Pennsylvania

**1570** 📖: (Paper Session) - (OMT) **Professional Careers and Professional Service Firms**

11:30am - 1:00pm Le Palais Des Congres: 513E

Chair: **Matthew J. Bidwell**, U. of Pennsylvania

📖 The Dynamics of Personnel Flows in High Status Law Firms | **Tae-Hyun Kim**, Northwestern U.

📖 From Reputation in One Audience to Reputation in an Organizational Field | **Amelie Boutinot**, UMR GAEL INRA U.

📖 Playing by the Rules: Cultural, Social and Symbolic Capital in Achieving Professional Distinction | **Candace Jones**, Boston College; **Massimo Maoret**, Boston College

📖 The Structure of Professional Careers: Interaction of Professions, Organizations, and Agency | **Young-Chul Jeong**, U. of Illinois, Urbana-Champaign; **Huseyin Leblebici**, U. of Illinois

**1571** 📖: (Paper Session) - (OMT) **Trust in and between Organizations**

11:30am - 1:00pm Le Palais Des Congres: 514C

Chair: **Sheen S. Levine**, Singapore Management U.

📖 The Development of Trust | **Bart Vanneste**, INSEAD; **Phanish Puranam**, London Business School; **Tobias Kretschmer**, LMU Munich

➔📖 Revisiting the Trust-Performance Link in International Strategic Alliances | **Alexander Toni Mohr**, Bradford U.

Dare to Build Trust in Times of Distrust: Findings from Banking, Healthcare and Retailing Industries | **Rachel Y.**

Talton, Case Western Reserve U.; **Jagdeep Singh**, Case Western Reserve U.; **Nicholas Berente**, U. of Michigan  
 ☐ Managing the Paradox of Trustworthiness in Knowledge Transfer Relationships | **Xavier Martin**, Tilburg U.; **Rekha Krishnan**, Simon Fraser U.

**1572** ☐: (Paper Session) - (OMT) **Categorization and Its Consequences**

11:30am - 1:00pm Le Palais Des Congres: 518A

Chair: **Michael Jensen**, U. of Michigan

☐☐ Dilettante or Renaissance Man? How the Sequence of Category Membership Affects Credibility | **Ming D. Leung**, U. of California, Berkeley

☐ Two Sides of the Same Coin: How Category Ambiguity Affects Multiple Audience Evaluations | **Elizabeth G. Pontikes**, U. of Chicago

☐ Amplified Interfaces: How Organizational Identity Affects Investor Reaction to Market Performance | **Edward Bishop Smith**, U. of Chicago

☐ When Do Critics Matter For the Success of Creative Products? | **Serden Ozcan**, Copenhagen Business School

**1573** ☐: (Paper Session) - (OMT) **Organizational Learning Simulations**

11:30am - 1:00pm Le Palais Des Congres: 518B

Chair: **Henrich R. Greve**, INSEAD

Network Effects, Technological Search, and Lock-In | **Juha Uotila**, Aalto U.; **Thomas Keil**, Aalto U.; **Markku V. J. Maula**, Aalto U.

Learning in Organizations, Markets, and Hybrids - Some Observations | **Dirk Martignoni**, Swiss Federal Institute of Technology Zurich, ETH

☐ Individual Learning and Imitation in the Context of Three Archetypal Forms of Centralization | **John C. Butler**, U. of Texas, Austin; **Jovan Grahovac**, U. of Illinois, Urbana-Champaign

☐ The Limits of Connectedness in Noisy Worlds: Imitation and the Density Effect | **Dijana Tiplic**, Stanford U.

**1574** ☐: (Paper Session) - (OMT) **Legitimation and Translation in International Contexts**

11:30am - 1:00pm Le Palais Des Congres: 519B

Chair: **Peer C. Fiss**, U. of Southern California

☐ Translating Productivity: US Technical Assistance and Productivity Programs as Part of Marshall Aid | **Bernadette Bullinger**, U. of Mannheim; **Ole Dammann**, U. of Mannheim

→ ☐ Applying the Institution-Based View to the Case of M&A in China. Which Context Factors Matter? | **Sebastian Kemper**, Tongji U., Shanghai; **Zheng Han**, U. of St. Gallen

☑ ☐ What Is a Strategic Organizational Practice in a Multinational Corporation? | **Gwyneth Edwards**, Concordia U.

☐ Cultural Embeddedness of Entrepreneurial Self-Efficacy and Intentions: A Cross-National Comparison | **Kim Klyver**, U. of Southern Denmark; **Patricia H Thornton**, Duke U.

**1575** ☐: (Paper Session) - (OMT) **Symbols, Stigma, and Legitimacy**

11:30am - 1:00pm Le Palais Des Congres: 524B

Chair: **David L. Deephouse**, U. of Alberta

→ ☐ No Attention Please! Categories, Stigma, and Symbolic Performance in the Global Arms Industry | **Jean-Philippe Vergne**, HEC Paris

☐ Avoiding the Consequences of Repeated Misconduct: Stigma's License and Stigma's Transferability | **Celia Moore**, London Business School; **H. Colleen Stuart**, U. of Toronto; **Jo-Ellen Pozner**, U. of California, Berkeley

☐ The Role of Legitimacy Dimensions in Organizational Crises – Results from a Two-Stage Experiment | **Heiko Breitsohl**, U. Wuppertal

Repairing Legitimacy - Between Symbolic and Substantive Management | **Sungchul Noh**, McGill U.

**1576** ☐: (DRP Session) - (OMT) **Organizational Capabilities and Knowledge**

11:30am - 1:00pm Le Palais Des Congres: 524C

Chair: **Anthony Briggs**, U. of Alberta Business School

☐ Gearing up for Kaizen: Organizational and Knowledge Management Enablers | **Remy Magnier-Watanabe**, U. of Tsukuba

A Performance Perspective of Organizational Capabilities and Routines | **Hille C. Bruns**, Free U. Amsterdam; **Paul R. Carlile**, Boston U.

☐ Absorptive Capacity and Performance: A Curvilinear Relationship? | **Greta Greve**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.

☐ A Comparative Review of the Resource-, Capabilities-based and Evolutionary Theories of the Firm | **Koen Heimeriks**, Rotterdam School of Management, Erasmus U.; **Teppo Felin**, Brigham Young U.

The Sociology of Organizational Capabilities: Theoretical and Empirical Insights | **Pablo Martin de Holan**, IE and INCAE; **Dimo Dimov**, U. of Connecticut; **Hana Milanov**, Instituto de Empresa Business School

**1577** ☐: (DRP Session) - (ONE) **Environmental policy and Business**

11:30am - 1:00pm The Queen Elizabeth: Duluth

Chair: **Michael V. Russo**, U. of Oregon

☐ Flexible environmental regulations and performance: The moderating role of innovation | **Andrew George Wlodarczyk Black**, U. of Nottingham; **Ramakrishnan Ramanathan**, U. of Nottingham; **Prithwiraj Nath**, U. of Nottingham

☐ Incentive-based policy design and outcomes: assessing state renewable portfolio standards | **Miriam Fischlein**, U. of Minnesota; **Timothy M. Smith**, U. of Minnesota

☐ The Direction of Innovative Activity: Renewable Energy Policies and Patents | **Jeffrey G. York**, U. of Colorado, Boulder; **Michael Lenox**, U. of Virginia; **Mary Margaret Frank**, U. of Virginia - Darden

☑ ☐ Cross-sectoral collaboration to promote energy efficiency | **Jason Jesurum Jay**, Massachusetts Institute of Technology; **Richard E Wokutch**, Virginia Tech; **Hanko K. Zeitzmann**, Virginia Tech; **John Johansen**, Virginia Tech

**1578** ☐: (Paper Session) - (ONE) **Environmental strategies**

11:30am - 1:00pm The Queen Elizabeth: Matapedia

- 📖 Why so Demanding? Firm Capabilities and an Environmental Regulator Acting Strategically | **Adam Fremeth**, Ivey School of Business
- 📖 The Impact of Director Interlocks on Corporate Environmental Strategy: a Resource-Based View | **Natalia Ortiz-de-Mandojana**, U. of Granada; **J. Alberto Aragón-Correa**, U. of Granada (Spain); **Javier Delgado-Ceballos**, U. of Granada
- 📖 The role of board environmental committees in corporate environmental performance | **Heather R. Dixon-Fowler**, Appalachian State U.; **Alan E. Ellstrand**, U. of Arkansas; **Jonathan Lewis Johnson**, U. of Arkansas

#### 1579 → 📖: (Paper Session) - (PNP) Exploring Decision Making

11:30am - 1:00pm The Queen Elizabeth: Bersimis

Facilitator: **Michael Kelley Gusmano**, The Hastings Center

- 📖 Managing Multiple Stakeholder Interests in a Theatre – Evidence from Germany | **Sabine Boerner**, U. of Konstanz
- 📖 Structural Embeddedness of Political Executives as Explanation of Policy Isomorphism | **Anders Villadsen**, Aarhus U.
- 📖 Deliberation, Consensus, and Stakeholder Satisfaction: A Simulation of Collaborative Governance | **Peter J. Robertson**, U. of Southern California; **Taehyon Choi**, U. of Southern California

#### 1580 🗣️: (Paper Session) - (PNP) Volunteers: Motivation, Commitment, and Attitudes

11:30am - 1:00pm The Queen Elizabeth: Peribonca

Facilitator: **Dean F. Eitel**, DePaul U.

- 📖 The Three-Component Model and the Multiple Commitments of Volunteers | **Patrick Valéau**, IAE - U. of La Réunion; **Karim Mignonac**, IAE - U. of Toulouse 1 Capitole; **Christian Vandenberghe**, HEC Montreal; **Anne-Laure Gatignon**, U. of Toulouse III
- 🗣️ The Contagion Effect of Hope and Gratitude on Volunteerism | **Rashimah Rajah**, National U. of Singapore
- 🗣️ Different Motives, Different Expectations? Relating Volunteer Motives and Psychological Contracts | **Tim Vantilborgh**, Vrije U. Brussel; **Roland Pepermans**, Vrije U. Brussel; **Jurgen Willems**, Free U. Brussels; **Gert Huybrechts**, Free U. Brussels; **Marc Jegers**, Vrije U. Brussel

#### 1581 : (Paper Session) - (RM) Welcome to Research Methods - getting started with structural equation modeling

11:30am - 1:00pm Delta Centre-Ville: St-Laurent

Chair: **Larry J. Williams**, Wayne State U.

#### 1582 📖: (Paper Session) - (RM) Models for complex data

11:30am - 1:00pm Delta Centre-Ville: Verriere B

Chair: **Brian Boyd**, Arizona State U.

- 📖 Revisiting the Application of Mixed Models to Organizational Research | **S Trevis Certo**, Arizona State U.; **Matthew Semadeni**, Indiana U., Bloomington; **Michael C. Withers**, Arizona State U.
- 🗣️ Functional Specification in Count Data Models | **Amit Jain**, U. of Illinois, Urbana-Champaign; **Deepak Somaya**, U. of Illinois, Urbana-Champaign

- 📖 Assessing the relative model-data fit of ideal point and dominance models | **Louis Tay**, U. of Illinois, Urbana-Champaign; **Usama S Ali**, U. of Illinois, Urbana-Champaign; **Fritz Drasgow**, U. of Illinois, Urbana-Champaign; **Bruce A Williams**, ACT, Inc.

#### 1583 → 📖: (DRP Session) - (SIM) Discussing Base of the Pyramid Issues Roundtable

11:30am - 1:00pm The Queen Elizabeth: Chaudiere

Chair: **Dima Jamali**, American U. of Beirut

- 📖 Benefits of stakeholder relations on local responsiveness in Markets at the Base of the Pyramid | **Tassilo Schuster**, U. of Erlangen-Nuremberg
- 📖 Roles in Base of the Pyramid Innovation Ecosystems: Integrating, Translating and Expanding | **Mikko Koria**, Helsinki School of Economics; **Arno Kourula**, Aalto U.; **Markus Pauku**, Aalto U. School of Economics
- 📖 Technology-Push or Demand-Pull? Social Legitimacy and Innovation Diffusion in Inclusive Markets | **Federica Angeli**, Maastricht U. India Institute; **Charmianne Lemmens**, Maastricht U. India Institute
- 📖 Tourism entrepreneurship policy: Panacea for inclusive growth or social exclusion? | **Jeremy K Hall**, Simon Fraser U.; **Stelvia Matos**, Simon Fraser U.; **Lorn Sheehan**, U. of Calgary; **Bruno dos Santos Silvestre**, Simon Fraser U.
- 🗣️ → 🗣️ Building better ventures for the base of the pyramid | **Ted London**, U. of Michigan

#### 1584 📖: (Paper Session) - (SIM) European Perspectives on Corporate Social Responsibility

11:30am - 1:00pm The Queen Elizabeth: Hochelaga 5

Chair: **Mario Fernando**, U. of Wollongong

Discussant: **Marilyn L Taylor**, U. of Missouri-Kansas City

- 📖 Small-business Owners' Perceptions of CSR Concepts: A European cross-cultural comparative analysis | **Yves Fassin**, Ghent U.; **Annick Hortense**, **Dominique Van Rossem**, Hogeschool U. Brussel (HUB); **Silvana Signori**, U. of Bergamo; **Heidi von Weltzien Hoivik**, BI Norwegian School of Management; **Hans-Jorg Schlierer**, EM Lyon; **Andrea Werner**, Middlesex U.; **Elisabet Garriga**, EADA Business School
- 🗣️ → 🗣️ From Eastern dawn to Northern lights: A comparative study of European CSR implementation practices | **François Maon**, Louvain School of Management; **Valérie Swaen**, Louvain School of Management
- 📖 Diffusion and Discursive Legitimation: Codes of Conduct in the German Textile and Apparel Industry | **Florian Scheiber**, U. of Mannheim
- 🗣️ → 🗣️ Stakeholder-defined Corporate Responsibility for a pre-credit-crunch financial service company | **Carola Hillenbrand**, Henley Business School; **Kevin Money**, Henley Business School; **Stephen Pavelin**, U. of Reading

#### 1585 → 🗣️ → 🗣️ SHCS: (SIM, MH) The other North American voice: exploring Canadian corporate social responsibility

11:30am - 1:00pm The Queen Elizabeth: Mackenzie

Coordinator: **Emmanuel Raufflet**, HEC Montreal

Presenters: **Kernaghan Webb**, Ryerson U.; **Wesley Cragg**, York U.; **Jean Pasquero**, U. Quebec; **Frederick Bird**, U. of Waterloo; **Robert W Sexty**, Memorial U. of Newfoundland

**1586** JS: (SIM, OB) **Lying, Cheating, Stealing, and Mistreating Within Organizations**

11:30am - 1:00pm The Queen Elizabeth: Hochelaga 6

Organizers: **David M. Sluss**, U. of South Carolina; **Keith Leavitt**, United States Military Academy

Discussant: **Scott J. Reynolds**, U. of Washington

Sleep and Ethics: Too Sleepy to Resist Temptation |

**Christopher M. Barnes**, U.S. Military Academy, West Point; **John Schaubroeck**, Michigan State U.; **Megan Leigh Huth**, Michigan State U.

Cheaters Never Prosper (...But Their In-Groups Do): Threats to Social and Moral Identity | **Keith Leavitt**, United States Military Academy; **Vivien KG Lim**, National U. of Singapore; **Pauline Schilpzand**, U.S. Military Academy, West Point

How one Rude Apple can Spoil the Barrel | **Amir Erez**, U. of Florida; **Pauline Schilpzand**, U.S. Military Academy, West Point

Lying for Who We Are: An Identity-Based Model of Prevarication and Dishonesty in the Workplace | **Keith Leavitt**, United States Military Academy; **David M. Sluss**, U. of South Carolina

**1587** → (Paper Session) - (TIM) **Emerging Firms and the Creation of Routines**

11:30am - 1:00pm Le Palais Des Congres: 511E

Facilitator: **William H. A. Johnson**, Penn State Erie U.

Path Dynamics of Emergent Nanotechnology: From the Epistemic Structure to the Value Network | **Krsto Pandza**, Leeds U. Business School; **Robin Holt**, U. of Liverpool

Solving Conflicts in Problem-solving: Artifacts in the Patterning of Organizational Action. | **Eugenia Cacciatori**, Bocconi U.

Effect of Institutional Legacy on Technology Development Trajectory of Emerging Economy Firms | **Indrajit Mukherjee**, Indian Institute of Management, Calcutta

**TIM Division Best Student Paper Award Finalist**

**1588** → (DRP Session) - (TIM) **My Cup Runneth Over: Knowledge Stocks, Knowledge Flows and Spillovers**

11:30am - 1:00pm Le Palais Des Congres: 513A

Facilitator: **Ana Pérez-Luño**, U. Pablo de Olavide

Examining the Dynamics of Knowledge Stocks and Flows | **Daniel Tzabbar**, U. of Central Florida; **Barak S. Aharonson**, NYU; **Terry Amburgey**, U. of Toronto

When Deference Hurts: Technology Space Activity and Failure | **Anindya Ghosh**, U. of Pennsylvania

Patent Citations and the Geography of Knowledge Spillovers | **Jasjit Singh**, INSEAD; **Matt Marx**, MIT Sloan; **Lee Fleming**, Harvard U.

The Impact of Knowledge Resource Similarity between Competitors on Innovation Performance | **Victor Cui**, U. of British Columbia

Spinoffs and the Agglomeration of the Semiconductor Industry | **Jon Kowalski**, Carnegie Mellon U.; **Steven Klepper**, Carnegie Mellon U.; **Francisco Veloso**, Catolica Lisbon / Carnegie Mellon

**1589** → (Paper Session) - (TIM) **Creating Strategic Value through Service Innovation**

11:30am - 1:00pm Le Palais Des Congres: 513B

Facilitator: **Darlene Alexander-Houle**, U. of Phoenix, Hewlett Packard

Innovation in Service: A Knowledge-Based View | **Andreas von Vangerow**, Ecole Polytechnique Fédérale de Lausanne; **Alban Fischer**, ETH Zurich; **Georg von Krogh**, ETH Zurich; **Christopher L. Tucci**, Ecole Polytechnique Fédérale de Lausanne

From Transactions to Relations: Service Innovation and Performance in UK Manufacturing | **Bruce Tether**, Imperial College Business School; **Elif Bascavusoglu-Moreau**, Imperial College Business School

Profiting from Business Method Innovation: A Clinical Examination of Pay-As-You-Drive Auto Insurance | **Panos Desyllas**, Manchester Business School; **Mari Sako**, Oxford U.

**1590** → (DRP Session) - (TIM) **Design Choices in Modular Organizations**

11:30am - 1:00pm Le Palais Des Congres: 516A

Facilitator: **Perti Aaltonen**, Helsinki U. of Technology

"Fixing" vs. "Swapping": How the Modular Organization is Performed in Practice | **Luciana D'Adderio**, U. of Edinburgh; **Neil Pollock**, Edinburgh U.

Integrating Innovations in Features, Functions, and Systems: The Case of Green Motorhomes | **Anne Parmigiani**, U. of Oregon; **Jennifer G. Irwin**, U. of Oregon

Architectural Strategy for Digital Platforms: Technological and Organizational Perspectives | **Jason Woodard**, Singapore Management U.; **Joel West**, San Jose State U.

Organizing Technological Collaboration in Changing Environments | **Richard Tee**, Imperial College London

Does Modularity Affect Supplier Integration? The Role of Component Technological Change | **Andrea Furlan**, U. of Padova; **Anna Cabigiosu**, U. of Padova; **Arnaldo Camuffo**, Bocconi U.

**1591** → (Paper Session) - (TIM) **Investigating the Design and Management of Industry Architecture**

11:30am - 1:00pm Le Palais Des Congres: 516C

Facilitator: **Andrew Lewis Maxwell**, U. of Waterloo

Measuring and Understanding Hierarchy as an Architectural Element in Industry Sectors | **Jianxi Luo**, Massachusetts Institute of Technology; **Daniel E. Whitney**, Massachusetts Institute of Technology; **Carliss Baldwin**, Harvard U.; **Christopher L. Magee**, Massachusetts Institute of Technology

Industry Architecture and Entrepreneurial Opportunities: The Case of the U.S. Broadcasting Sector | **Jeffrey Lee Funk**, National U. of Singapore

The Architecture of Complex Systems: Do Core-Periphery Structures Dominate? | **Alan MacCormack**, Massachusetts Institute of Technology

**Stephan Schrader Best Paper Award Finalist**

**1592** JS: (TIM, OMT) **Technology-based Competition in Standards and Dominant Designs: A Panel**

11:30am - 1:00pm Le Palais Des Congres: 511B

Organizer: **Vadake Narayanan**, Drexel U.

Presenters: **Philip Anderson**, INSEAD; **Susan Cohen**, U. of Pittsburgh; **Willow Sheremata**, York U.; **Vadake Narayanan**, Drexel U.

**Tuesday 1:15PM**

**1593 : (AAA) Membership Debriefing Meeting**

1:15pm - 2:45pm Le Palais Des Congres: 515C

Organizer: **Stephanie Case Henagan**, Northern Illinois U.

**1594** 📄: (Paper Session) - (BPS) **Alliance Portfolios**

1:15pm - 2:45pm Le Palais Des Congres: 510B

Chair: **Manuela N. Hoehn-Weiss**, U. of Washington, Bothell

📄📄 Capability Evolution and Governance in Alliance Portfolios: Evidence from an Emergent Industry | **Gurneeta Vasudeva**, U. of Minnesota; **Exequiel Hernandez**, U. of Minnesota

📄📄 How Alliance Portfolio Strategy and Configuration Affect Firm Performance | **Werner Helmut Hoffmann**, WU Vienna; **Florian Heitzenberger**, WU Vienna; **Katharina Wratschko**, VERBUND AG

📄📄 Portfolio Dynamics and Alliance Termination: Competing and Synergic Effects. (WITHDRAWN) | **Anna Shaojie Cui**, Rensselaer Polytechnic Institute

📄📄 The Influence of Interorganizational Embeddedness on Multipartner Alliance Stability | **Ralph Heidl**, U. of Washington; **Corey Phelps**, HEC Paris

**1595** 📄: (DRP Session) - (BPS) **Firm Growth and Divestment**

1:15pm - 2:45pm Le Palais Des Congres: 513C

Facilitator: **Protiti Dastidar**, Temple U.

➔📄 Organic and Acquisitive Growth: The Role of Slack and Strategy in Organizational Performance | **Shahzad Ansari**, U. of Cambridge; **Sharlet Millard**, Erasmus U.

📄📄 The Demography of Resources: Divestments of Aircrafts among U.K. Airlines, 1919-1975 | **Tai-Young Kim**, SKK Graduate School of Business; **Jeroen Kuilman**, Tilburg U.

➔📄 Antecedents and Consequences of Spin-off: An Exploratory Assessment | **Lin-Yu Kung**, National Taiwan U.

📄➔📄 Acquisition Announcements and Stock Market Valuation of Rivals | **Ajai S Gaur**, Rutgers U.; **Shavin Malhotra**, Ted Rogers School of Management, Ryerson U.; **Pengcheng Zhu**, U. of the Pacific

📄📄 The Effect of Industry Network Structure on Firms' Merger and Acquisition Behavior | **Lin Bou-Wen**, National Tsing Hua U.; **Wu Rungtai**, National Tsing Hua U.

**1596** 📄: (DRP Session) - (BPS) **Mergers and Acquisitions**

1:15pm - 2:45pm Le Palais Des Congres: 513D

Facilitator: **Cynthia E. Devers**, Tulane U.

📄📄 Strategy for Merger Non-Consummation Decisions: A Preliminary Model | **Sheela Pandey**, Rutgers U., Newark; **Masaaki Kotabe**, Temple U.

📄📄 Why Glamour Deals can Hardly Achieve Expected Economic Performance | **Philippe Very**, EDHEC; **Emmanuel Metals**, EDHEC; **Pierre-Guy Hourquet**, EDHEC

➔📄 Horizontal M&A Performance Re-Visited: Disentangling Efficiency From Bargaining Power | **Valerie Moatti**, ESCP Europe; **Pierre Dussauge**, HEC Paris

📄📄 Differentiating the Effects of Acquirer and Target Technological Overlap | **Joshua Sears**, U. of Illinois, Urbana-Champaign; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign

Social Network Dynamics after a Corporate Acquisition | **Joan T Allatta**, Purdue U.; **Raghuram Iyengar**, U. of Pennsylvania; **Christophe Van den Bulte**, U. of Pennsylvania

**1597** 📄: (DRP Session) - (BPS) **Managerial Cognition**

1:15pm - 2:45pm Le Palais Des Congres: 515A

Facilitator: **Sucheta Nadkarni**, Drexel U.

📄📄 Towards A Theory On The Formation of Expectations On Novel Opportunities | **Timo Ehrig**, Max Planck Institute for Mathematics in the Sciences

Dr. Jekyll and Mr. Hyde: When Experience Hurts but Helps to Overcome Cognitive Limitations | **Francesco Castellaneta**, Bocconi U.

📄📄➔📄 Managerial Cognitions of Strategic Tools Usefulness: A Strategy-as-Experiential Practice Perspective | **Robert Phillip Wright**, Hong Kong Polytechnic U.; **Sotirios Paroutis**, U. of Warwick; **Daniela Patricia Bletner**, U. of Southern Mississippi

📄📄 Managerial Attention in Technology Outsourcing: Integrating Categorization and Contextual Approaches | **Balaji R. Koka**, Rice U.; **Anand Gopal**, U. of Maryland, College Park

**1598** 📄: (DRP Session) - (BPS) **Boards of Directors**

1:15pm - 2:45pm Le Palais Des Congres: 515B

Facilitator: **Thomas Clarke**, U. of Technology, Sydney

Succession Failure? Director Penalties Following the Use of an Interim CEO | **Jeremy John Marcel**, U. of Virginia; **Amanda Cowen**, U. of Virginia; **Gary A. Ballinger**, U. of Virginia

📄📄 Effects of Independent Directors, Governance Complementarities and Strategic Contingencies | **Christina L Ahmadjian**, Hitotsubashi U.; **Toru Yoshikawa**, Singapore Management U.

📄📄 The Role of Nominating Committees and Director Reputation in Shaping the Market for Directors | **Aurelien Eminent**, UCLy - ESDES - U. of Lyon; **Zied Guedri**, EM Lyon; **Xavier Hollandts**, ESC Clermont Graduate School of Management

Board Level Strategic Decision-Making: Process Characteristics and Context | **Bernard Craig Bailey**, Case Western Reserve U.; **Simon Peck**, Case Western Reserve U.; **Sheri Perelli**, Case Western Reserve U.

Organizational Bankruptcy: The Consequences of Failure on Director Human and Social Capital | **Drake Mullens**, U. Texas Arlington; **Dynah A Basuil**, U. of Texas, Arlington

**1599** 📄: (Paper Session) - (BPS) **Vertical Boundaries of Firms**

1:15pm - 2:45pm Le Palais Des Congres: 518C

Chair: **Luiz F. Mesquita**, Arizona State U. / Insper

📄📄 Process Innovation, Transaction Costs and Make or Buy Decisions | **Gordon Walker**, Southern Methodist U.

📄📄 Integrating the Resource based View and Transaction Cost Theory to Explain Make or Buy Decisions | **Francois Duhamel**, U. de Las Américas, Puebla, Mexico

The Origins of Production Capabilities: Comparative Institutional Considerations | **Shyam Kumar**, Rensselaer Polytechnic Institute

**TUESDAY**

Complexity, Dynamic Capabilities, and Boundaries of the Firm: A Study of Optimal Governance Modes | **Aleksey Martynov**, U. of Kansas; **Tailan Chi**, U. of Kansas

**1600** (Paper Session) - (BPS) **Power, Hubris, and Influence in the Upper Echelons**

1:15pm - 2:45pm Le Palais Des Congres: 519A  
Chair: **Benjamin M. Cole**, Fordham U.

TMT Social Capital and Firm Performance: Examining the Mediating Roles of Competitive Behaviors | **Hao-Chieh Lin**, National Cheng Kung U.; **Hui-Feng Hsu**, National Chung Cheng U.

Financial Misrepresentation and Managerial Dismissal: The Role of Power and Influence | **David M. Gomulya**, U. of Washington, Seattle; **Warren Boeker**, U. of Washington Seattle

Examining the Effects of Managerial Ties on Firm Performance: A Meta-Analysis | **Natalia Lorinkova**, U. of Maryland, College Park; **R. Scott Livengood**, U. of Maryland

Greed, Hubris and Board Power: Effects on Firm Outcomes | **Katalin Takacs Haynes**, Texas A&M U.; **Joanna Tochman Campbell**, Texas A&M U.; **Michael A. Hitt**, Texas A&M U.

**1601** JS: (BPS, SIM) **Agency Theory: Re-tooling and Re-tasking**

1:15pm - 2:45pm Le Palais Des Congres: 513F

Chair: **Robert A. Phillips**, U. of Richmond

Coordinator: **Doug Bosse**, U. of Richmond

Participants: **Robert E. Hoskisson**, Rice U.; **Russell Coff**, Emory U.; **Robert E White**, Iowa State U.

**1602** JS: (BPS, TIM) **Explaining the Financial Meltdown: Lessons from and Implications for Management Research**

1:15pm - 2:45pm Le Palais Des Congres: 510A

Organizers: **Michael G. Jacobides**, London Business School;

**Sidney G. Winter**, U. of Pennsylvania

Discussants: **Carliss Baldwin**, Harvard U.; **Ezra Zuckerman**, Massachusetts Institute of Technology

The Survival of the Reckless: How the US Mortgage Industry Evolved towards Disaster | **Michael G. Jacobides**, London Business School; **Sidney G. Winter**, U. of Pennsylvania

The Drive Toward the Abyss: Baseline Model of Bubbles, Risk Aggregation and Bursts | **Giulio Bottazzi**, Scuola Superiore Sant'Anna; **Giovanni Dosi**, Sant'Anna School of Advanced Studies; **Luigi Marengo**, Scuola Superiore Sant'Anna

Dissonance, Resonance and the Systemic Risks of Financial Models | **Daniel Beunza**, Columbia U.; **David Stark**, Columbia U.

**1603** JS: (CAR, MED) **Developing Future Leaders: Exploring the Use of Coaching and Mentoring for Leadership Development**

1:15pm - 2:45pm Le Centre Sheraton: Jarry

Chairs: **Suzanne C. de Janasz**, U. of Mary Washington; **Daniel Denison**, IMD

Discussant: **Edgar H. Schein**, Massachusetts Institute of Technology

Presenters: **Ryan Smerek**, U. of Michigan; **Stewart Friedman**, U. of Pennsylvania; **Veronica M. Godshalk**, U. of South Carolina, Beaufort; **Angela Stevens**, Triple Creek; **Maury Peiperl**, IMD

**1604** CAU: (CAU) **Inclusion in Organizations**

1:15pm - 2:45pm Le Palais Des Congres: 521A

Organizers: **Amy Randel**, San Diego State U.; **Beth G Chung**, San Diego State U.

**1605** CAU: (CAU) **Online social media in our professions and professional lives**

1:15pm - 2:45pm Le Palais Des Congres: 521B

Organizers: **Gordon Bruce Schmidt**, Michigan State U.; **Richard N. Landers**, Old Dominion U.

**1606** CAU: (CAU) **Organizational and Managerial Innovation**

1:15pm - 2:45pm Le Palais Des Congres: 521C

Organizer: **Michael J. Mol**, U. of Warwick

**1607** CAU: (CAU) **Stress at work and suicides. The case of France Telecom**

1:15pm - 2:45pm Le Palais Des Congres: 522A

We would like to conduct an international research about this issue with a cultural and institutional approach

Organizers: **Maria Jesus Belizon**, IESE Business School; **Lourdes Susaeta**, IESE Business School

**1608** CAU: (CAU) **Resourcing the Infrastructure of Management and Leadership: A Challenge to Dare-to-Care**

1:15pm - 2:45pm Le Palais Des Congres: 522B

Organizers: **Krista Jean Crawford-Mathis**, Champlain College; **Gary D. Robinson**, Capella U.

**1609** CAU: (CAU) **Professional Doctorates: Gaining an understanding of student experiences and program challenges**

1:15pm - 2:45pm Le Palais Des Congres: 522C

Organizers: **Bryan A Booth**, U. of Maryland U. College; **Tom Mierzwa**, U. of Maryland U. College

**1611** CAU: (CAU) **Creation of AoM Chapter for the Middle East and Nothe Africa**

1:15pm - 2:45pm Le Palais Des Congres: 523B

Presenter: **Yehia M. Kamel**, American U. of Beirut

Participant: **Sammy Showail**, American U. of Beirut

**1612** (Paper Session) - (CDP) **Commitments to Climates, Nature and People**

1:15pm - 2:45pm Hyatt Regency Montreal: Alfred-Rouleau A

Chair: **John B. Bingham**, Brigham Young U.

ONE: Developing Corporate Climate Strategy: the German Chemical and Pharmaceutical Industry | **Bettina Beata Wittneben**, U. of Oxford; **Christoph Auch**, Provdadis School of International Management & Technology; **Hannes Utikal**, Provdadis School of International Management & Technology

HR: High-Commitment HRM System and Top Talent Management Practice: Complementary or Supplementary Fit? | **Jooyeon Son**, UIUC-ILIR

MSR: Nature is prior to us: Applying Catholic social thought to stakeholder prioritization | **Cathy A Driscoll**, Saint

Mary's U.; **Elden Wiebe**, King's U. College; **Beth Bruce**, Atlantic School of Theology

**1613 : (Paper Session) - (CDP) The Future of HR Practices**

1:15pm - 2:45pm Hyatt Regency Montreal: Alfred-Rouleau B

Chair: **Susan M. Taylor**, U. of Maryland

📄📄📄**ODC**: Exploring Conditions for Openness in Multisource Feedback Assessment | **Scott N. Taylor**, U. of New Mexico; **David S. Bright**, Wright State U.

📄**TIM**: The Use of Human Resource Management Practices: Cross Sectoral Evidence from Britain | **Isabel Bodas Freitas**, GEM & DISPEA

📄**HR**: Doing e-HRM and doing it right: When does e-HRM utilization lead to improvements in HRM services? | **Tanya Bondarouk**, U. Twente, The Netherlands; **Rainer Harms**, U. of Twente; **David P. Lepak**, Rutgers U.

**1614 : (Paper Session) - (CDP) Online Communities, IT and Organizing**

1:15pm - 2:45pm Hyatt Regency Montreal: Alfred-Rouleau C

Chair: **Stephen Brammer**, U. of Bath

📄📄**SIM**: How Australian Small Businesses are using their Websites to Communicate CSR Initiatives | **Craig Parker**, Deakin U.; **Ambika Zutshi**, Deakin U.; **Bardo Fraunholz**, Deakin U.

📄📄**HCM**: Using Online Communities to Facilitate Organizational Learning and Improvement Efforts in Healthcare | **Ingrid M. Nembhard**, Yale U.; **Alexander Nazem**, Yale U.; **Tashonna Webster**, Yale U.; **Yongfei Wang**, Yale U.; **Harlan Krumholz**, Yale U.; **Elizabeth Bradley**, Yale U.

📄📄**OCIS**: The Emergence of IT Governance as a Communicative Process of Organizing | **Senem Guney**, U. at Albany, SUNY; **Anthony Cresswell**, U. of Albany, SUNY

**1615 : (Paper Session) - (CDP) Older and Wiser: Getting the Best From Older Employees**

1:15pm - 2:45pm Hyatt Regency Montreal: Picardie

Chair: **Caren Goldberg**, American U.

📄**CAR**: The Impact of Age on the Reservation Wage: The Role of Employability | **An De Coen**, Lessius Hogeschool - K.U.Leuven; **Anneleen Forrier**, Lessius U. College; **Luc Sels**, Katholieke U. Leuven

📄**GDO**: Age-Related HR Bundles and Work-Related Attitudes | **Dorien Kooij**, Tilburg U.; **Paul G W Jansen**, VU U. Amsterdam; **Dijkers Josje**, Vrije U. Amsterdam; **Annet De Lange**, RijksU. Groningen

📄**GDO**: Self and Others' Perceptions of Leaders: Does Leader Age Matter? | **Lindsey M Kotrba**, Denison Consulting; **Sandy Lim**, National U. of Singapore

**1616 : (Paper Session) - (CM) Conflict in Groups & Teams: Improving Performance & Satisfaction**

1:15pm - 2:45pm Le Centre Sheraton: Joyce

Chair: **Laurie R. Weingart**, Carnegie Mellon U.

📄The Nature of Individual Vs. Group Differences In Reactions to Alleged Transgressions | **Peter H Kim**, U. of Southern California

➔📄Conflict, Culture, and Performance in Virtual Teams Results from a Study in an MMOG | **Julia Valerie Gallenkamp**, Ludwig Maximilians U.; **Jakob Johannes**

**Assmann**, Ludwig Maximilians U.; **Marcus Armin Drescher**, TUM School of Management; **Arnold Picot**, Ludwig Maximilians U.; **Isabell Melanie Welpe**, TUM School of Management

📄Team Member Conflict Perception Asymmetries, Satisfaction and the Moderating Role of Communication | **Veroniek Collewaert**, Maastricht U.

**1617 : (CM, OB) The Dark Side of Rivalry: Consequences for Unethical, Irrational, and Antisocial Behavior**

1:15pm - 2:45pm Le Centre Sheraton: Musset

Chair: **Gavin J Kilduff**, U. of California, Berkeley

Whatever it Takes: The Consequences of Rivalry for Unethical Behavior | **Gavin J Kilduff**, U. of California, Berkeley; **Niro Sivanathan**, London Business School; **Adam D. Galinsky**, Northwestern U.

Wanting to Win at Any Cost: Triggers of Competitive Arousal in Business Disputes | **Deepak Malhotra**, Harvard U.; **Fabrice Lumineau**, IMD

Playing Favorites: Differentially Allocated Social Support and the Cultivation of Rivalry in Teams | **Oliver Sheldon**, Rutgers U.

How Rivalry Diminishes with the Number of Rivals: Implications for Maximizing Joint Gains | **Stephen M Garcia**, U. of Michigan; **Avishalom Tor**, Haifa U.

**1618 : (CMS) Beyond Ethics: Passionately Embodying Ethical Concern about the Impacts of Globalization**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 3

Chairs: **Charles Wankel**, St. John's U., New York; **Shaun Malleck**, U. of California, Irvine

Beyond Ethics: Passionately Embodying Ethical Concern about the Impacts of Globalization | **Charles Wankel**, St. John's U., New York; **Shaun Malleck**, U. of California, Irvine

Embodied Ethics for Our Interdependent World: How Micro-Level Choices Lead to Macro-Level Impacts | **Julianne E. Maurseth**, Dominican U. of California

Unintended Consequences of Business with Four Billion | **Nancy E. Landrum**, U. of Arkansas, Little Rock

Racing to the Bottom: The Effects of Globalization on Global Ethics | **Barbara A. Ritter**, Coastal Carolina U.

**1619 : (Paper Session) - (DISC) Agency perspective on managerial choices**

1:15pm - 2:45pm Le Palais Des Congres: 512E - Table 1

Discussant: **Asli Musaoglu Arikian**, Georgia State U.

📄**BPS**: CEO Duality and Firm Performance: The Moderating Roles of Other Executives and Blockholders | **Jianyun Tang**, Memorial U. of Newfoundland

📄**BPS**: Ability, Adverse Learning and Agency Costs: Evidence from Retail Banking | **Douglas H. Frank**, INSEAD; **Tomasz Obloj**, INSEAD

➔📄**BPS**: Agency Problems and Foreign Market Exit | **Heather Berry**, U. of Pennsylvania; **Aseem Kaul**, U. of Minnesota; **Ram Ranganathan**, Wharton School

**1620 : (Paper Session) - (DISC) Operations and Influence**

1:15pm - 2:45pm Le Palais Des Congres: 512E - Table 2

Discussant: **Zhaohui Wu**, Oregon State U.

**OM:** A Supplier's Perspective on the Exercise of Hard/Coercive Influence in Inter-firm Relationships | **Stephane J Bignoux**, Middlesex U.; **David Gray**, Macquarie U.

**OM:** Should you wish for popularity? The case of Quality management | **Helene Giroux**, HEC Montreal; **Viviane Sergi**, HEC Montreal; **Federico Pasin**, HEC Montréal

**🗨️OM:** New Dare to Care Attitude: Why Soliciting (and Acknowledging) Customers' Feedback Brings Them Back | **Sterling A. Bone**, Brigham Young U.; **Katherine N. Lemon**, Boston College; **Katie Liljenquist**, Brigham Young U.; **R. Bruce Money**, Brigham Young U.; **Kristen Bell DeTienne**, Brigham Young U.

**1621 : (Paper Session) - (DISC) Personality and behaviors in leader-member exchanges**

1:15pm - 2:45pm Le Palais Des Congres: 512F - Table 1

Discussant: **Janice C. Molloy**, Michigan State U.

**CAR:** Psychological Contract Breach and Work Outcomes: The Mediating Role of Trust | **Upasana Aggarwal**, Indian Institute of Technology; **Shivganesh Bhargava**, Indian Institute of Technology

**📄CAR:** Distinguishing Soldiers from Actors through Group Cohesiveness | **Liang-Chieh Weng**, Providence U.; **Chi-Wei Su**, Providence U.; **Yi-Chu Lai**, National Chung Hsing U.

**📄CAR:** Mentoring, Individual Traditionality and Leader-Member Exchange: Evidence from China | **Chen Cheng**, Huazhong U. of Sci. & Tech. China

**1622 : (Paper Session) - (DISC) Testing and Assessing Measurements**

1:15pm - 2:45pm Le Palais Des Congres: 512F - Table 2

Discussant: **Brian Boyd**, Arizona State U.

**📄RM:** Assessing Interrater Agreement given Theoretical and Methodological Problems | **Kristin Smith-Crowe**, U. of Utah; **Michael J. Burke**, Tulane U.; **Maryam Kouchaki Nejad**, U. of Utah; **Sloane M. Signal**, Tulane U.

**📄RM:** Testing Measures of Equity Sensitivity for Resistance to Faking | **Eric W Liguori**, Louisiana State U.; **Shannon G. Taylor**, Louisiana State U.; **Sungwon Choi**, Louisiana State U.; **Kerry S. Sauley**, Louisiana State U.

**📄RM:** The (Mis)alignment of Construct Names, Definitions, and Measures: The Case of the OCQ and the ACS | **James W. Bishop**, New Mexico State U.; **Michael Joseph Turner**, New Mexico State U.; **Steven M. Elias**, New Mexico State U.; **Chet E Barney**, New Mexico State U.

**1623 : (Paper Session) - (DISC) Health Care Management and Relationships**

1:15pm - 2:45pm Le Palais Des Congres: 512G - Table 1

Discussant: **Grant T. Savage**, U. of Missouri

**🗨️📄HCM:** The Impact of Social Capital (Relationships) on Mature-Aged Nurses' Retention in Hospital Settings | **Lee-anne Bye**, U. of the Sunshine Coast

➔ **📄HCM:** Institutional Logics at the Micro Level: A Study of the Experiences of Nurses in Australia | **Lauchlan McKenzie Moore**, U. of Queensland; **April Lee Wright**, U. of Queensland; **Stuart Anthony Middleton**, U. of Queensland

**📄OCIS:** Empowering Physicians with Electronic Health Records: System Capabilities to Adoption Intention |

**Lingling Xu**, National U. of Singapore; **Sharon Tan**, National U. of Singapore; **Hock Chuan Chan**, National U. of Singapore; **Hock-Hai Teo**, National U. of Singapore; **Lee Gan GOH**, National U. Health System

**HCM:** An Integrative Model of the Management of Hospital Physician Relationships. | **Jeroen Trybou**, Ghent U.; **Paul Gemmel**, Ghent U.; **Lieven Annemans**, Ghent U.

**1624 : (Paper Session) - (DISC) Learning from History**

1:15pm - 2:45pm Le Palais Des Congres: 512G - Table 2

Discussant: **Julia Teahen**, Baker College

**📄MH:** The natural environment as a source of competitive advantage in the U.S. Brewing Industry | **Lynn W Bakstran**, Western New England College; **Linda F. Edelman**, Bentley U.; **Kenneth J. Hatten**, Boston U.; **Bruce Clemens**, Western New England College

**MH:** John Florio and the Introduction of Management into English Vocabulary | **Jeffrey Muldoon**, Louisiana State U.; **Daniel B Marin**, Louisiana State U.

**📄MH:** Colonial Mission Policies and Indigenous Institutional Frameworks: A Case of an Historic Mission | **Craig S. Galbraith**, U. of North Carolina- Wilmington; **Curt H. Stiles**, U. of North Carolina- Wilmington; **Jacqueline Benitez-Galbraith**, U. of North Carolina- Wilmington

**1625 : (Paper Session) - (DISC) Job Perceptions, Attitudes, and Attachments**

1:15pm - 2:45pm Le Palais Des Congres: 512H - Table 1

Discussant: **Donald L. Ferrin**, Singapore Management U.

**OB:** Civility and Job Satisfaction: Measurement and Longitudinal Relationships | **Scott C Moore**, Dept of Veterans Affairs

**OB:** Exploring The Nature Of Person-Job Fit In Jobs With Multiple Distinct Roles | **Aaron R. Moses**, U. of Texas, Arlington; **George Benson**, U. of Texas, Arlington; **Alec Levenson**, U. of Southern California

**📄OB:** Fast tracks and open fields: Adaptive and exploratory identity work in an international MBA | **Gianpiero Petriglieri**, INSEAD; **Jennifer Louise Petriglieri**, INSEAD; **Jack Denfeld Wood**, International Institute of Management

**OB:** An examination of potential antecedents and organization-based outcomes of metaperception accuracy | **Jared LeDoux**, Louisiana State U.; **Donald H. Klumper**, Louisiana State U.

**1626 : (Paper Session) - (DISC) Social repair through micro-business**

1:15pm - 2:45pm Le Palais Des Congres: 512H - Table 2

Discussant: **Jeanne M Logsdon**, U. of New Mexico

**📄SIM:** Institutions, costs and performance: a study of cooperative MFIs in developing countries | **Luciano Barin Cruz**, HEC Montréal; **Dirk Michael Boehe**, Insper Institute of Education and Research; **Sabrina Goulart**, HEC Montréal

🗨️📄**SIM:** Invisible Microenterprise Forces and Unintended Consequences | **Kristopher Crown**, Duquesne U.; **Laura Eloyan**, Duquesne U.; **Nagaraj Sivasubramaniam**, Duquesne U.; **Robert Sroufe**, Duquesne U.

**📄SIM:** Do Business Plans Competitions Promote Venture Creation and Growth in Developing Countries? | **Moriah A.**



**Meyskens**, Florida International U.; **Miguel Rivera-Santos**, Babson College

**1627** 📄: (Paper Session) - (ENT) **Affect and Entrepreneurship**

1:15pm - 2:45pm Le Palais Des Congres: 510C

Chair: **Susan Houghton**, North Carolina A & T State U.

Entrepreneurs' Dispositional Positive Affect and Firm

Performance: "Too Much of a Good Thing?" | **Robert Alan Baron**, Oklahoma State U.; **Jintong Tang**, Saint Louis U.; **Keith Hmieleski**, Texas Christian U.

📄 The Role of Self-Regulation Styles on Entrepreneurial Action | **Jana Thiel**, Ecole Polytechnique Fédérale de Lausanne; **Carina Lomberg**, Ecole Polytechnique Fédérale de Lausanne

🗣️📄 Passionate Pleas or Precise Pitches? Affective Content versus Style in Entrepreneur Presentations | **Lakshmi Balachandra**, Boston College; **Anthony Briggs**, U. of Alberta Business School

**1628** 📄: (ENT) **Next Steps in Brain-Based Research and the Firm: From Entrepreneurship to Organization Behavior**

1:15pm - 2:45pm Le Palais Des Congres: 510D

Organizer: **Mellani Day**, Colorado Christian U.

Participants: **Angela Agnes Stanton**, Center for Neuroeconomics Studies; **Constant D. Beugre**, Delaware State U.; **Eden S. Blair**, Bradley U.; **Theresa Michl**, Munich School of Management; **Norris F. Krueger**, Max Planck Institute of Economics; **Donald Wargo**, Temple U.; **Stefan Taing**, LMU Munich; **Helen Pushkarskaya**, U. of Kentucky

**1629** 📄: (Paper Session) - (ENT) **Entrepreneurial Teams**

1:15pm - 2:45pm Le Palais Des Congres: 511A

Chair: **Yang Xu**, Pennsylvania State U.

🗣️📄 Top Management Team Characteristics and New Ventures' Product Innovation | **Shaker A. Zahra**, U. of Minnesota, Twin Cities; **Johan Wiklund**, Syracuse U.

📄 An Act of Passion: Stakeholder Power Tensions at Play in Team Member Entry. | **Iris Vanaelst**, Vlerick Leuven Gent Management School

The Effects of Team Heterogeneity and Homophily on Venture Formation: A PSED Study | **Jianwen Liao**, Illinois Institute of Technology; **Jun Li**, U. of New Hampshire; **William B. Gartner**, Clemson U.

**1630** → 📄: (DRP Session) - (ENT) **Institutional Contexts**

1:15pm - 2:45pm Le Palais Des Congres: 514A

Chair: **Tomasz Marek Mickiewicz**, U. College London

📄 Business Groups as Institutional Entrepreneurs | **Omer N. Gokalp**, U. of Texas, Dallas

→ 📄 Seeking Riches amid Uncertainty: Institutions and Entrepreneurship in Emerging Economies | **Phillip H. Kim**, U. of Wisconsin-Madison; **Mingxiang Li**, U. of Wisconsin-Madison

📄 Institutional Context and Entrepreneurial Motivation: Evidence from Panel Data | **Abdullah A. Aishwer**, U. of Wisconsin Milwaukee; **Doan E. Winkel**, U. of Wisconsin, Milwaukee; **Jeff Vanevenhoven**, U. of Wisconsin, Whitewater

📄 Entrepreneurship and Philanthropy after Socialism | **Tomasz Marek Mickiewicz**, U. College London; **Arnis Sauka**, Stockholm School of Economics; **Ute Stephan**, K.U.Leuven

🗣️→ 📄 Chinese Immigrants in Network Marketing Business in Western Host Country Context | **Fu Dai**, U. of Technology, Sydney; **Karen Yuan Wang**, U. of Technology, Sydney; **Stephen T.T. Teo**, Curtin U. of Technology

**1631** 📄: (DRP Session) - (ENT) **Family Firms 2**

1:15pm - 2:45pm Le Palais Des Congres: 514B

Chair: **Daniel T. Holt**, Mississippi State U.

→ 📄 Conservative and Tolerant Investment: A Study on the Behavior of Family Business | **Shigeru Asaba**, Gakushuin U. Mindful Governance: The Role of the Most Trusted Advisor in Family-Controlled Firms | **Vanessa M. Strike**, Rotterdam School of Management, Erasmus U.

📄 Psychological Ownership and the Importance of Manager-Owner Relationship in Family Businesses | **Hang Zhu**, Sun Yat-sen U.; **Chao C. Chen**, Rutgers U.; **Xinchun Li**, National Sun Yat-sen U.; **Yinghui Zhou**, National Sun Yat-sen U.

📄 Concealing or Revealing the Family? Image Strategies of Family Business Firms | **Evelyn Rita Micelotta**, U. of Alberta Business School; **Mia Yan**, U. of Alberta Business School

📄 The Concept of Fit in Strategic Management: Does it Apply to Family Firms? | **Corinna M. Lindow**, HHL - Leipzig Graduate School of Management; **Jutta A. Miksche**, HHL - Leipzig Graduate School of Management

**1632** 📄: (Paper Session) - (ENT) **Entrepreneurship and Alliances**

1:15pm - 2:45pm Le Palais Des Congres: 525B

Chair: **Emily W. Choi**, U. of California, Berkeley

🗣️📄 Small Firm-Large Firm Alliance Dynamics: A Story of David and Goliath Retold | **Gautam Kasthurirangan**, Independent

🗣️ Partner Reputation and its Effect on Resource Acquisition in Entrepreneurial Companies | **Tom R. Vanacker**, Ghent U.

🗣️📄 David Partnering with Goliath: Alliance Depth, Product Development and Entrepreneurial Success | **Manpreet Hora**, Georgia Institute of Technology; **Dev K. Dutta**, U. of New Hampshire

**1633** 📄: (DRP Session) - (GDO) **Masculinity, Male-Dominated Workplaces, Competition, and the Experiences of Women and Men**

1:15pm - 2:45pm Le Centre Sheraton: Kafka

Facilitator: **Shaun Pichler**, California State U., Fullerton

→ 📄 Leadership Attributes, Masculinity and Risk-Taking as Predictors of Crisis Proneness | **Zachary Sheaffer**, Ariel U. Centre; **Ronit Bogler**, Open U. of Israel; **Samuel Esh Sarfaty**, Profit Group

🗣️🗣️→ 📄 A Male Dominated Workforce, Prejudice and Experience of Aggression | **Alberto R. Melgoza**, U. of Queensland

→ 📄 Women in Uniform: Reflections on Male Domination and Symbolic Violence in the Military Organization | **Alexandre Reis Rosa**, EAESP-FGV; **Mozar José de Brito**, UFPA

📄 Negotiator Sex Differences, Competitiveness, and Unethical Negotiation Strategies | **Kevin Wade Westbrook**,

Union U.; **Steve Arendall**, Union U.; **Walton Padelford**, Union U.

**1634** [P] (Paper Session) - (GDO) **Women's Participation in Leadership Around the World**

1:15pm - 2:45pm Le Centre Sheraton: Lamartine

Chair: **Dorothy Perrin Moore**, Citadel

Attitudes Towards Women Managers: Development and Validation of a New Measure | **Zeynep Aycan**, Koc U.; **Soner Dumani**, Koc U.

Women's Participation in Leadership Around the Globe: An Institutional Analysis | **Amanda Bullough**, Thunderbird; **K. Galen Kroeck**, Florida International U.; **William Newbury**, Florida International U.; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Sumit Kumar Kundu**, Florida International U.

[P] Should Sarah and Hillary Run Again? Gender and Leadership in the 2008 U.S. Presidential Elections | **D. Anthony Butterfield**, U. of Massachusetts, Amherst; **Gary N. Powell**, U. of Connecticut

**1635** [P] [JS]: (GDO, HR) **Mistreatment Affecting the Workplace: The Use of Multiple Lenses to Promote Understanding**

1:15pm - 2:45pm Le Centre Sheraton: Drummond west

Chairs: **Nichelle C. Carpenter**, Texas A&M U.; **Ramona L. Paetzold**, Texas A&M U.

Workplace Mistreatment: Gendered Techniques and Targets | **Jennifer L. Berdahl**, U. of Toronto; **Ji-A Min**, U. of Toronto; **H. Colleen Stuart**, U. of Toronto

Perceptions of Bystander Sexual Harassment and Attachment Style | **Ramona L. Paetzold**, Texas A&M U.; **Kathi Miner-Rubino**, Texas A&M U.; **Nichelle C. Carpenter**, Texas A&M U.

Ambient Workplace Heterosexism: Implications for Sexual Minority and Heterosexual Employees | **Kathi Miner-Rubino**, Texas A&M U.; **Sara McGirr**, Bethel U.

Economic Empowerment and the Rate and Severity of Intimate Partner Violence among Employees | **Carol Reeves**, U. of Arkansas; **Anne O'Leary-Kelly**, U. of Arkansas; **Ru-Shiun Liou**, U. of Arkansas, Fayetteville; **Amy Joy Guerber**, U. of Arkansas

**1636** (Paper Session) - (HCM) **Let's Focus on Patients**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 4

Chair: **Mattia J Gilmartin**, Gilmartin Worldwide, Inc.

→ [P] [T] The Complexities of Agency: Patients' Experiences During Aggressive Cancer Therapy | **Kathleen Montgomery**, U. of California, Riverside; **Stacy Carter**, U. of Sydney; **Miles Little**, U. of Sydney

[P] [T] Patients Discuss Their Roles in Patient Safety | **Cheryl Rathert**, U. of Missouri; **Nicole Huddleston**, U. of Missouri

[P] [T] Conceptualizing a High Reliability Model for Healthcare | **Patrick Albert Palmieri**, U. San Ignacio de Loyola; **Lori T. Peterson**, Cleveland State U.; **Michel Flit**, Pacifico Peruano Suiza; **David M. Saettone**, Pacifico Peruano Suiza

**HCM Best Theory-to-Practice Paper Nominee**

**1637** [P] (Paper Session) - (HCM) **Nursing Home Quality and Performance**

1:15pm - 2:45pm The Queen Elizabeth: St-Charles

Chair: **Ann F. Chou**, U. of Oklahoma

[P] Strategy and Structure in the Nursing Homes Industry | **Alexandre Laberge**, Centers for Medicare and Medicaid Services

Do Nursing Homes With Entrepreneurial Managers Have Better Outcomes Than Other Nursing Homes? | **Juliet A. Davis**, U. of Alabama; **Louis Marino**, U. of Alabama; **Christopher C Simmons**, U. of Alabama

[P] [P] Nursing Home Financial Performance: The Role of Ownership and Chain Affiliation | **Robert Weech-Maldonado**, U. of Alabama, Birmingham; **Alexandre Laberge**, Centers for Medicare and Medicaid Services; **Rohit Pradhan**, U. of Florida; **Christopher Johnson**, Texas A&M Health Science Center; **Zhou Yang**, Emory U.; **Kathy Hyer**, U. of South Florida

**1638** [P] (Paper Session) - (HR) **Cross-levels Strategic HR**

1:15pm - 2:45pm Le Centre Sheraton: Drummond east

Chair: **Xiao Chen**, U. of Toronto

Discussant: **John E. Delery**, U. of Arkansas

→ Human resource strategy in small Australian firms: a multilevel analysis | **Martie-Louise Verreynne**, U. of Queensland; **Polly Parker**, U. of Queensland; **Marie Elaine Gee Wilson**, Griffith U.

[P] [T] HRM, Employee Well-being and Organizational Performance: A Systematic Review of the Literature | **Karina van de Voorde**, Tilburg U.; **Jaap Paauwe**, Tilburg U.; **Marc Van Veldhoven**, Tilburg U.

[P] Unit-Level Satisfaction and Performance: Intervening Variables and Indirect Relationships | **Jacob Holwerda**, Cornell U.; **Jeff Ericksen**, Michigan State U.; **Lee D Dyer**, Cornell U.

[P] Managing Human Resources in Dynamic Environments to Create Value: Role of HR Options | **Sanghamitra Sanyal**, Indian Institute of Management, Calcutta; **Prodip Kumar Sett**, Indian Institute of Management, Calcutta

**1639** [P] (DRP Session) - (HR) **Innovation, Creativity, and Change: How to create and sustain innovation**

1:15pm - 2:45pm Le Centre Sheraton: Hemon

Chair: **Steven R. Harper**, James Madison U.

[P] Complementarities Between High Involvement Work Practices And Innovation In Geographical Clusters | **Jose Cespedes-Lorente**, U. of Almeria; **Javier Martinez-del-Rio**, U. de Almeria

Job Insecurity and Change: When Does Performance Suffer? | **Mindy Krischer**, U. of Houston; **Eleanor Waite**, U. of Houston

[P] Analysis of the Factors Which Affect Creativity in Japanese Business | **Hiroya Hirakimoto**, U. of Hyogo; **Rie Watada**, Kobe U.

Asian and Western Management Styles, Innovative Culture and Professionals | Skills | **Pei-Li Yu**, National Cheng Kung U.

**1640** [P] [JS]: (HR, OB, CAR) **New Insights into Core Self-Evaluations at Work**

1:15pm - 2:45pm Le Centre Sheraton: Salon C

Chair: **Anne-Grit Albrecht**, Leuphana U. Lueneburg

Discussant: **Joyce Bono**, U. of Minnesota

Do Core-Self-Evaluations Moderate the Relationship Between Pay and Job and Life Attitudes? | **Ryan Lee Klinger**, U. of Florida

The Role of Core Self-Evaluations in Expatriate Assignments | **Anne-Grit Albrecht**, Leuphana U. Lueneburg; **Deniz S Ones**, U. of Minnesota; **Stephan Dilchert**, Baruch College; **Juergen Deller**, Leuphana U.; **Frieder Michel Paulus**, Leuphana U. Lueneburg

Self-Directed Career Management, Presence of Calling, and Core Self-Evaluations | **Andreas Hirschi**, Leuphana U. of Lueneburg

Enhancing the Prediction of Core Self-Evaluation by Considering Trait Interactions | **Emilija Djurdjevic**, U. of Arkansas, Fayetteville; **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Russell E. Johnson**, U. of South Florida

#### 1641 → 📄: (Paper Session) - (IM) International Expansion Processes and the MNE

1:15pm - 2:45pm Le Centre Sheraton: Dickens

Chair: **Jongwook Kim**, Western Washington U.

➔ → 📄 Business model development for base-of-the-pyramid market entry | **Ted London**, U. of Michigan

➔ → 📄 The Focused International Strategy | **Brian Mascarenhas**, Rutgers U.

➔ → 📄 Home-Country Environment and the Expansion of Domestic Firms into Overseas Markets | **Hsiang-Lin Cheng**, Feng-Chia U./National Chung Cheng U.; **Kuo-Pin Yang**, National Dong Hwa U.

➔ → 📄 Boundaries of the resource-based view in the context of emerging market multinationals | **Elitsa R. Banalieva**, Northeastern U.; **Ravi Sarathy**, Northeastern U.

#### 1642 → 📄 SHCS: (IM) How distance affects the behavior and performance of multinational companies

1:15pm - 2:45pm Le Centre Sheraton: Salle Ballroom center

Coordinator: **Alvaro Cuervo-Cazurra**, U. of South Carolina

Speakers: **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Tatiana Kostova**, U. of South Carolina; **Susan Perkins**, Northwestern U.; **Robert Salomon**, New York U.; **Bennet A. Zelner**, Duke U.

#### 1643 → 📄: (Paper Session) - (IM) Firm Level Knowledge Flows and the MNE

1:15pm - 2:45pm Le Centre Sheraton: Salon 1

Chair: **Schien Ninan**, WU Vienna

➔ → 📄 Successful diffusion of local strategic practices within multinational enterprises | **Ali Taleb**, HEC Montreal; **Louis Hebert**, HEC Montreal

➔ → 📄 International collaboration for knowledge creation: A multi-method Study | **Amy Y. Ou**, Arizona State U.; **Luisa Varriale**, U. OF NAPLES PARTHENOPE

➔ → 📄 Coordination of Globally Distributed Teams: A Co-evolution perspective on Offshoring | **Jatinder Singh Sidhu**, Rotterdam School of Management, Erasmus U.

➔ → 📄 How absorptive capacity drives exploratory innovation: The moderating effect of offshoring | **Bernardo Silveira Barbosa Correia-Lima**, Rotterdam School of Management, Erasmus U.

#### 1644 → 📄: (DRP Session) - (IM) Blended Identities and International Management

1:15pm - 2:45pm Le Centre Sheraton: Salon 4

Facilitator: **Carmit T. Tadmor**, Tel Aviv U.

➔ → 📄 A theoretical framework towards the third culture | **Eunbum Cho**, U. of Hawaii at Manoa

➔ → 📄 The Dynamics of Extrinsic Motivation and Affect: A Diary Study of East Asian Canadian Biculturals | **Daniel Heller**, Tel Aviv U.; **Wei Qi Elaine Perunovic**, U. of New Brunswick; **Michael Ross**, U. of Waterloo; **Shawn Komar**, U. of Waterloo

➔ → 📄 Towards a social identity and faultlines understanding of cultural change | **Andy Yu-Yen Chiou**, Baruch College; **Naomi A Gardberg**, Baruch College

➔ → 📄 Who are we here, there, and elsewhere? The influence of societal culture on organizational identity | **Ozgur Ekmekci**, George Washington U.; **Andrea Casey**, George Washington U.; **Linda L. Byington**, George Washington U.; **Katie Rosenbusch**, George Washington U.; **Christina G Cataldo**, George Washington U.

➔ → 📄 A Note on Bicultural Identity Integration and Social Capital Creation by Immigrant Entrepreneurs | **Ruth Clarke**, Nova Southeastern U.; **Ramdas Chandra**, Nova Southeastern U.; **Baiyun Gong**, Nova Southeastern U.

#### 1645 → 📄: (DRP Session) - (IM) Corporate Governance Issues and the MNE

1:15pm - 2:45pm Delta Centre-Ville: Bonsecours

Facilitator: **Mark Dobeck**, Cleveland State U.

➔ → 📄 Ownership structure, Board structure and Internationalization: A Multi-theoretic Perspective | **Rejie George**, Indian Institute of Management, Bangalore; **Chitra Singla**, Indian Institute of Management, Bangalore

➔ → 📄 Does Board's Experience Matter? Evidence from the Event of Foreign Direct Investment | **Jung-Ho Lai**, National Taipei College of Business

BPO Announcement Effect: A Comparison between German and British Companies | **Christian Wilkens**, Tilburg U.; **Zi-Lin He**, Tilburg U.

➔ → 📄 The Transition from a Multi-domestic to Globally Integrated Multinational Enterprise | **Paul Gooderham**, Norwegian School of Econ. and Bus. Admin.; **Rune Rønning**, Norwegian School of Econ. and Bus. Admin.

➔ → 📄 Internationalization of Emerging-Economy Firms: The Effect of Institutional and Foreign Ownership | **Lin Cui**, Australian National U.; **Helene Wei Hu**, U. of Melbourne

#### 1646 → 📄 JS: (IM, OB) More than Once in a Lifetime: Individual Transitions across Role, Career and Geographical Boundaries

1:15pm - 2:45pm Le Centre Sheraton: Salon B

Chair: **B. Sebastian Reiche**, IESE Business School

Discussant: **Steven A. Y. Poelmans**, IESE Business School

Family Performance: Construct Definition and Measurement | **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Mina Westman**, Tel Aviv U.; **Mila B. Lazarova**, Simon Fraser U.

Predicting Employer Responses to Career Transitions of a Multi-Generational Workforce | **Stephen Sweet**, Ithaca College; **Marcie Pitt Castsophes**, Boston College

Immigrant Value Transition: Change in Cultural Values Following Relocation to a Different Country | **Vas Taras**, U. of North Carolina, Greensboro

A Proactive Perspective on Expatriate Retention | **Hong Ren**, U. of Wisconsin-Milwaukee; **Katy Fodchuk**, Visiting International Faculty Program; **Gloria J. Miller**, U. of Wisconsin Milwaukee  
 The Role of HQ Social Capital upon Repatriation: A Longitudinal Inpatriate Study | **B. Sebastian Reiche**, IESE Business School

**1647** [📖] [🌐] [👤] [🗣️] [📍] SHCS: (MC, ODC) **Two Contemporary Approaches from Europe and US: Contributions to Management History, OD & MCD**

1:15pm - 2:45pm Delta Centre-Ville: Verriere B  
 Chair: **Peter Sorensen**, Benedictine U.  
 Coordinator: **Therese F. Yaeger**, Benedictine U.  
 Participants: **Anthony F. Buono**, Bentley U.; **Flemming Poufelt**, Copenhagen Business School; **Marc Bonnet**, ISEOR, U. of Lyon 3

**1648** [📖] [🌐] [👤] [🗣️]: (Paper Session) - (MED) **Does Place Matter? Distance, Online and E-learning**

1:15pm - 2:45pm Le Palais Des Congres: 516E  
 Chair: **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tec de Monterrey  
 [📖] [📖] [📖] A Review of Research Methods in Online and Blended Business Education: 2000-2009 | **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Alvin Hwang**, Pace U.; **Birgit Leisen Pollack**, U. of Wisconsin - Oshkosh

**Winner of MED Global Forum Best Paper Award (Sponsored by U. of Manchester, Manchester Business School)**

[📖] Overcoming Student Fear in the Online Classroom: Lessons from a Decade of Personal Practice | **Gregory R. Berry**, Central Connecticut State U.  
 [📖] A grounded Theory of e-learning dissemination in business schools | **Angilberto Sabino Freitas**, FUCAPE Business School; **Rodrigo Bandeira-de-Mello**, EAESP-FGV, Fundação Getúlio Vargas; **Helene Bertrand**, Pontifical Catholic U. of Rio de Janeiro

**1649** [📖] [🌐] [👤] [🗣️] [📍]: (DRP Session) - (MED) **Sustainability and the Consequences of Actions**

1:15pm - 2:45pm Le Palais Des Congres: 525A  
 Facilitator: **Bill Lee**, U. of Sheffield, UK  
 [📖] [🗣️] Sustainability Comes To Management Research and Education: A Story of Coevolution | **Jean Garner Stead**, East Tennessee State U.; **W Edward Stead**, East Tennessee State U.  
 [👤] [🗣️] Toward Sustainable Sustainability Learning | **Robert Strand**, Copenhagen Business School

[📖] [🗣️] [📖] Spiritual essence of strategic management education | **Aarti Sharma**, U. of South Florida

[📖] Enhancing the decision-making process: unintended consequences as a source of learning | **Karina De Déa Roglio**, U. Federal do Paraná; **Jansen Maia Del Corso**, Pontificia U. Católica do Paraná; **Lucia Helena Martins Silva**, Pontificia U. Católica, Paraná

**1650** [📖] [🌐] [👤] [🗣️] [📍] JS: (MED, ODC, MC) **Organizational Network Analysis: Emerging Approaches for Knowledge Creation that Impact Practice**

1:15pm - 2:45pm Le Palais Des Congres: 516D  
 Chair: **Gopakumar Gopalakrishnan**, Infosys Technologies Ltd.  
 Discussant: **Tojo Thatchenkery**, George Mason U.

Building Partnerships with Industry: An Academic Perspective | **Martin Gargiulo**, INSEAD

Application of Network Analysis in IT Business Context | **Gopakumar Gopalakrishnan**, Infosys Technologies Ltd.; **Rajeswari Murali**, Infosys Technologies Ltd.; **Daniel Halgin**, U. of Kentucky

Applications of Social Network Analysis in the Finance Industry: Coolhunting Trends and Trendsetters | **Beat Meyer**, UBS; **Peter Gloor**, Massachusetts Institute of Technology

A Relational Approach for Advancing Network Perspectives in Organizations | **Jon Katzenbach**, Booz & Company  
 Social Integrators: The Benefits and Costs of Brokering Across Social Groups | **Inga Carboni**, College of William & Mary

**1651** [📖]: (Paper Session) - (MOC) **Creativity, Decision-Making and the Role of Mindfulness and Intuition**

1:15pm - 2:45pm Delta Centre-Ville: Cartier B  
 Facilitator: **Frances J. Milliken**, New York U.  
 [📖] The Benefits of "Being There": Unpacking the Performance-Related Outcomes of Mindfulness | **Erik Ian Dane**, Rice U.  
 [📖] The effect of task- and industry-level uncertainty on intuition in managerial judgments | **Matthias Seifert**, Instituto de Empresa Business School; **Andreas B. Eisingerich**, Imperial College London  
 [📖] Understanding Intuitive Knowledge | **Viktor Dorfler**, Strathclyde U.; **Fran Ackermann**, Strathclyde U.

**1652** [📖]: (MOC) **Advances in the Study of the Perception of Social Networks**

1:15pm - 2:45pm Delta Centre-Ville: St-Charles  
 Organizers: **Raina A. Brands**, U. of Cambridge; **Xi Zou**, Columbia U.  
 Chair: **Tiziana Casciaro**, U. of Toronto

A Lay Theory of Homophily: How Network Ties Affect First Impression? | **Xi Zou**, Columbia U.; **Malia Mason**, Columbia U.  
 Do You Two Know Each Other? Transitivity, Homophily, and the Need for (Network) Closure | **Frank Flynn**, Stanford U.; **Ray Reagans**, Carnegie Mellon U.; **Lucia Elizabeth Guillory**, Stanford U.

Secret Women's Business: Gender Schemas Bias the Perception of Friendship Networks in Organizations | **Raina A. Brands**, U. of Cambridge; **Martin J. Kilduff**, U. of Cambridge  
 Who comes to mind? It depends on structural significance | **Malia Mason**, Columbia U.; **Xi Zou**, Columbia U.

**1653** [📖]: (DRP Session) - (MOC) **Creativity: How organizations learn**

1:15pm - 2:45pm Delta Centre-Ville: Verriere A  
 Facilitator: **Jacob Eisenberg**, U. College Dublin  
 [📖] Absence as a Learned Behavior: a Study of the Impact of Leader and Team Absence Behavior | **Angus Duff**, York U.  
 Learning from the Enemy: The Influence of Identity on Inter-organizational Learning | **Patricia A. MacDonald**, U. of Western Ontario; **Mary Crossan**, U. of Western Ontario  
 [👤] [📖] Effects of National Culture in Organizational Learning Culture: A Multilevel Study in 7 Countries | **Miha Škerlavaj**, U. of Ljubljana, Faculty of Economics, Department for

Management and Organization; **Chunke Su**, U. of Texas, Arlington; **Meikuan Huang**, Northwestern U.  
 📖 Asymmetric Learning from Censored Feedback | **Daniel Feiler**, Fuqua School of Business, Duke U.; **Jordan Tong**, Fuqua School of Business, Duke U.; **Richard Larrick**, Fuqua School of Business, Duke U.

**1654** 📖🗺️➔🗨️📖: (Paper Session) - (MSR) **Intelligence and Measurement**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 2

Chair: **Margaret Diddams**, Seattle Pacific U.

📖 The Intentional Intelligence Quotient (IIQ) Measure: Integrating Mindfulness, Agency, & Positivity | **David S. Steingard**, Saint Joseph's U.; **Ronald L. Dufresne**, St. Joseph's U.

📖 Spiritual Wellness and the Big Five Personality | **David Trott**, I-Shou U.

🗨️📖 Toward a Theory of Spiritual intelligence and Spiritual Leader Development | **Louis W. (Jody) Fry**, Tarleton State U.; **Cindy Graves Wigglesworth**, Conscious Pursuits Inc.

**1655** 📖: (DRP Session) - (OB) **Envy and Forgiveness in the Workplace**

1:15pm - 2:45pm Le Centre Sheraton: Salle Ballroom east

Facilitator: **Sheldene K Simola**, Trent U.

📖 Getting Rejected and Getting Even: The Effect of Applicant Envy on Organizational Retaliation | **Jessica L. Siegel**, U. of Arizona; **Aleksander P. J. Ellis**, U. of Arizona; **Samuel J Birk**, U. of Arizona

🗨️📖 The Consequences of Forgiveness in the Workplace | **Jonathan Edward Booth**, London School of Economics and Political Science; **Tae-Youn Park**, U. of Minnesota

The Two Faces of Envy in Organizations: Role of Individual Differences and Referent Cognitions | **Kenneth Tai**, National U. of Singapore; **Jayanth Narayanan**, National U. of Singapore

📖 How Being Envied Leads to Less Work Effort: The Roles of Self-Regulation and the Need for Belonging | **KiYoung Lee**, U. of Minnesota; **Michelle K. Duffy**, U. of Minnesota

**1656** 📖: (DRP Session) - (OB) **Judgment and Decision Making**

1:15pm - 2:45pm Le Centre Sheraton: Salon 5

Facilitator: **David L. McLain**, SUNY IT Utica

🗨️📖 The Combined Effects of Contextual Information and Bodyweight-based Bias on Performance Judgments | **Levi Ryan Gust Nieminen**, Wayne State U.; **Cort W. Rudolph**, Wayne State U.; **Christine M. Casper**, Wayne State U.; **Kevin Thomas Wynne**, Wayne State U.; **Lyndsay C Kirby**, Wayne State U.; **Boris B Baltes**, Wayne State U.

📖 The Interplay of Culture, Self-Construal, and Decision Context in Escalation of Commitment | **Zhenhua Wang**, U. of Waterloo; **Wendi L. Adair**, U. of Waterloo

Throwing Good Money After Bad: The Influence of Regulatory Focus and Context on Escalation Behavior | **Michael John Sankey**, U. of Melbourne; **Adam Barsky**, U. of Melbourne

📖 Naturals and Strivers: Choices, Preferences, and Beliefs about Sources of Achievement | **Chia-Jung Tsay**, Harvard U.; **Mahzarin Banaji**, Harvard U.

**1657** 📖: (Paper Session) - (OB) **Exhaustion and Burnout**

1:15pm - 2:45pm Le Centre Sheraton: Salon 6

Chair: **Louise Tourigny**, U. of Wisconsin, Whitewater

🗨️📖 Work Engagement: A Case of Putting the Cart Before the Horse? | **Michael S. Cole**, Texas Christian U.; **Frank Walter**, U. of Groningen; **Ernest H O'Boyle**, Virginia Commonwealth U.

📖 Workplace Anxiety, Emotional Exhaustion, Performance, and the Moderating Role of Personal Resources | **John P. Trougakos**, U. of Toronto; **Julie M. McCarthy**, U. of Toronto; **Bonnie Hayden Cheng**, U. of Toronto; **Coreen Hrabluik**, U. of Toronto

📖 Presenteeism Due to Burnout Symptoms as a Risk Factor for Sickness Absenteeism | **Geneviève Jourdain**, HEC Montréal; **Denis Chênevert**, HEC Montréal

📖 An Integrative Model of Stress and Workplace Aggression: The Case of Tunisian Blue-Collar Workers | **Assâad El Akremi**, U. of Toulouse 1; **Narjes Sassi**, Institut Supérieur de Gestion de Paris, GRIISG

**1658** 📖: (Paper Session) - (OB) **Meaningfulness of Work and Work as a Calling**

1:15pm - 2:45pm Le Centre Sheraton: Salon 8

Chair: **Marylene Gagne**, Concordia U.

🗨️📖 Managing A Positive Environment: Engagement, Wellbeing, Performance And The Role Of Meaningfulness | **Emma Soane**, London School of Economics; **Kerstin Alfes**, Kingston U.; **Katie Truss**, Kingston U.; **Mark Gatensby**, Surrey "U"; **Chris Rees**, Royal Holloway, U. of London

📖 Work as Calling: Does Context Matter? | **Anushri Rawat**, U. of Pittsburgh

An Integrative Model of Motivation, Passion, and Calling in Organizational Research | **Serge Pires Da Motta Veiga**, U. of Missouri - Columbia

🗨️📖 Meaningful Work – An Integrative Model Based on the Human Need for Meaningfulness | **Frank Martela**, Aalto U. School of Science and Technology

**1659** 📖: (Paper Session) - (OB) **Incivility and Toxic Emotions at Work**

1:15pm - 2:45pm Le Centre Sheraton: Salon A

Chair: **Eleni Apospori**, Athens U. of Economics and Business

🗨️📖 Status, Anger, Fear, Sadness, Action: Emotional and Behavioral Responses to Workplace Incivility | **Christine L. Porath**, Georgetown U.; **Christine Pearson**, Thunderbird

📖 Toxic Emotions in Staff at Work: Antecedents, Consequences, and Moderating Variables | **Li-Chuan Chu**, Chung Shan Medical U.

📖 Coping Strategies at Work: Buffering the Impact of Workplace Incivility on Job Satisfaction | **Jennifer Welbourne**, U. of Texas Pan American

Reconfiguring Incivility – Incorporating E-mail into the Mix | **Heather Joy Spiegel**, Ivey School of Business

**1660** 📖: (Paper Session) - (OB) **Abusive Leadership**

1:15pm - 2:45pm The Queen Elizabeth: Gatineau

Chair: **Ethan Paul Waples**, U. of Central Oklahoma

📖 Destructive Leadership: Definition and Theoretical Model | **Dina Krasikova**, Purdue U., West Lafayette; **Stephen G Green**, Purdue U.; **James M. LeBreton**, Purdue U.

➔📖 Linking Supervisors' Narcissistic Personality to Subordinates' Perceptions of Abusive Supervision | **Simon**

**Lloyd D. Restubog**, The Australian National U.; **Thomas J. Zagenczyk**, Clemson U.; **Kristin L. Scott**, Clemson U.; **Georgia Chapman**, U. of New South Wales; **Patrick Raymond M. Garcia**, The Australian National U.

→ Mechanisms Linking History of Family Aggression and Subordinates' Perceptions of Abusive Supervision | **Patrick Raymond M. Garcia**, The Australian National U.; **Simon Lloyd D. Restubog**, The Australian National U.; **Christian Kiewitz**, U. of Dayton; **Robert L. Tang**, De La Salle-College of Saint Benilde  
 Tit for Tat? Abusive Supervision and Counterproductive Work Behaviors: the Moderating Effects of Locus of Control and Perceived Mobility | **Feng Wei**, Shanghai U.; **Steven X Si**, Shanghai U.

**1661** 📄: (Paper Session) - (OB) **New Perspectives on Organizational Citizenship Behavior**

1:15pm - 2:45pm The Queen Elizabeth: Harricana

Chair: **Robert Moorman**, Creighton U.

→ 📄 Effects of Performance Appraisal Process on Organizational Citizenship Behavior | **Mian Zhang**, Tsinghua U.; **Wei Zheng**, Northern Illinois U.; **Li Hai**, Beijing Normal U.

📄 Sleep and Organizational Citizenship Behavior: Good Soldiers Need a Good Night of Sleep | **Christopher M. Barnes**, U.S. Military Academy, West Point; **Sonia Ghumman**, U. of Hawaii at Manoa

👤→ 📄 Supporting or Challenging the Status-Quo: Antecedents of OCB and Taking Charge Behaviors. | **Pablo Escribano**, U. Adolfo Ibanez; **Alvaro Espejo**, U. Adolfo Ibanez

→ 📄 Interactive Effects of Temporal Focus and Felt Responsibility for Change on Helping and Voice | **Steffen P. Raub**, EHL Lausanne; **Yitzhak Fried**, Syracuse U.

**1662** → 👤: (OB) **Dare to Care about Employment Relationships: Individual and Organizational Perspectives on Misfit**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 1

Chairs: **Jon Billsberry**, Coventry U.; **Danielle Talbot**, Open U., United Kingdom

Discussant: **Amy L. Kristof-Brown**, U. of Iowa

Throwing Fits because of Misfit: The Proactive Resource Seeking of Misfits Trying to Fit | **Anthony R. Wheeler**, U. of Rhode Island; **Jonathon R. B. Halbesleben**, U. of Alabama; **Kristen Shanine**, Bradley U.

Empirically Distinguishing Misfit from Fit | **Danielle Talbot**, Open U., United Kingdom; **Jon Billsberry**, Coventry U.

An Organizational Perspective on Misfit | **Corine Boon**, U. of Amsterdam Business School; **Deanne N. DenHartog**, U. of Amsterdam

Team Innovation and Creativity: Examining the Positive Consequences of Misfit | **Rein De Cooman**, Lessius U. College; **Matthijs Bal**, Erasmus U., Rotterdam; **Tim Vantilborgh**, Vrije U. Brussel

**1663** 📄: (DRP Session) - (OB) **Balancing Work and Non-Work**

1:15pm - 2:45pm The Queen Elizabeth: Marquette

Facilitator: **Amit Kramer**, U. of Illinois - Urbana-Champaign

👤📄 In Good Standing & Standing Your Ground: Preserving Relationships in Workplace Flexibility Enactment | **Spela Trefalt**, Simmons School of Management

📄 Predictors of Work-Family Enrichment: Moderating Effect of Core Self-Evaluations | **Rupashree Baral**, Indian Institute of Technology, Bombay; **Shivganesh Bhargava**, Indian Institute of Technology

👤📄 Work-Family Enrichment: The Role of Work Engagement | **Oi Ling Siu**, Lingnan U.; **Jiafang Lu**, Hong Kong Institute of Education; **Paula Brough**, Griffith U.; **Arnold B. Bakker**, Utrecht U.; **Chang-qin Lu**, Peking U.; **Wei-qing Chen**, National Sun Yat-sen U.; **Kan Shi**, Chinese Academy of Sciences

📄 Managers Working Flexibly: Consistency and Adaptability in Boundary Management | **Deirdre Anderson**, Cranfield U.

**1664** 📄: (Paper Session) - (OB) **How am I doing?**

**Perspectives on Feedback Seeking**

1:15pm - 2:45pm The Queen Elizabeth: Nicolet

Chair: **Heather Anne MacDonald**, Memorial U. of Newfoundland

📄 Taking Feedback-Seeking to the Next "Level": Structural Antecedents of Feedback-Seeking Behavior | **Joe Krasman**, U. of Ontario Institute of Technology

📄 The Effect of Interpersonal Justice on Negative Feedback-seeking Behavior: A Cross-level Study | **Chun Yang Lee**, National Taiwan U.; **Aichia Chuang**, National Taiwan U.; **Chi Tai Shen**, National Taiwan U.

📄 Do Transformational CEOs Always Make a Difference? The Role of TMT Feedback Seeking Behavior | **Janka Ireen Stoker**, Groningen U.; **Nanja Jasmijn Kolk**, On-Lime; **Hanneke Grutterink**, U. of Groningen

👤📄 Leader-Member Exchange and Feedback-Seeking Behavior: A Moderated Mediation Model | **Byoung Kwon Choi**, Korea U. Business School; **Jaek Uk Chun**, Korea U. Business School; **Hyoung Koo Moon**, Korea U.

**1665** 📄: (Paper Session) - (OB) **Team Creativity**

1:15pm - 2:45pm The Queen Elizabeth: Richelieu

Chair: **Sarah Harvey**, U. College London

👤📄 Fostering Team Creativity: Perspective Taking as Key to Unlocking Diversity's Potential | **Inga J. Hoever**, Rotterdam School of Management, Erasmus U.; **Daan van Knippenberg**, Rotterdam School of Management, Erasmus U.; **Wendy P. Van Ginkel**, Rotterdam School of Management, Erasmus U.; **Harry G. Barkema**, Rotterdam School of Management, Erasmus U.

📄 Security as a Source of Innovation in Teams | **Floor Rink**, Groningen U.; **Naomi Ellemers**, Leiden U.

→ 📄 Conflicts and Team Creativity: a Moderated Mediation Model of Psychological Safety | **Hsi-An Shih**, National Cheng Kung U.; **Ya-Ching Yeh**, National Cheng Kung U.

Individualism-Collectivism and Team Creativity: A Motivated Information Processing Perspective | **Sung Soo Kim**, McGill U.

**1666** 📄: (DRP Session) - (OB) **Time and Temporal Dynamics**

1:15pm - 2:45pm The Queen Elizabeth: St-Laurent

Facilitator: **James K Summers**, Bradley U.

📄 Adrift in the Sands of Time: A Theory of Individual Temporal Dissonance | **Christopher M Conway**, U. of Arkansas, Fayetteville; **Moez Limayem**, U. of Arkansas, Fayetteville

- 📖 The Role of Time in Resource Models: Relationships between Job Characteristics and Performance | **Diane Bergeron**, Case Western Reserve U.
- Temporal Constraints on Decision Making: A Field Test Investigating Career Selection Decisions | **Pri Pradhan Shah**, U. of Minnesota; **John P. Bechara**, U. of Minnesota, Twin Cities; **Monica Drefahl**, Mayo Clinic; **Joseph Kolars**, Mayo Clinic; **Nicholas LaRusso**, Mayo Clinic; **Douglas Wood**, Mayo Clinic; **Barbara Spurrier**, Mayo Clinic
- 📖 Temporal Focus and Self-Regulation: Studying Goal Pursuit Changes via the Subjective Temporal Frame | **Erich C. Fein**, U. of South Australia; **Shruti Sardeshmukh**, U. of South Australia; **Christina Mary Scott-Young**, U. of South Australia

**1667** 📖 JS: (OB, CM, ENT) **Revenge in (and toward!)**

**Organizations**

1:15pm - 2:45pm The Queen Elizabeth: Grand Salon

*Chairs:* **R Anthony Turner**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia

*Discussant:* **Robert Bies**, Georgetown U.

"Collectors of Injustice": A New Trait to Predict Revenge in the Workplace | **Maja Graso**, Washington State U.; **Thomas M. Tripp**, Washington State U.; **Robert Bies**, Georgetown U.; **Jacob Goodspeed**, Washington State U.

Revenge in Family-Owned Businesses | **Marjan Houshmand**, U. of British Columbia; **Emma Youyi Su**, U. of British Columbia

Hedonic for Some? Culture of Honor and the Affective Consequences of Revenge | **Ryan Fehr**, U. of Maryland, College Park; **Michele J. Gelfand**, U. of Maryland

When Two Wrongs Make It Alright: The Interpersonal Benefits of Revenge | **R Anthony Turner**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia; **Karl Aquino**, U. of British Columbia

Can a Firm Get Away With a Double Deviation? Firm Motives, Consumer Revenge & Reconciliation | **Berna Devezer**, Michigan State U.; **Yany Grégoire**, Washington State U.; **Jeff Joireman**, Washington State U.; **Thomas M. Tripp**, Washington State U.

**1668** 📖 JS: (OB, CM, ODC) **Trust and Performance**

1:15pm - 2:45pm The Queen Elizabeth: Jolliet

*Chairs:* **Cecily D Cooper**, U. of Miami; **Nicole Gillespie**, Melbourne Business School, U. of Melbourne

*Discussant:* **Kurt T Dirks**, Washington U. in St. Louis

Trust and the Bottom Line: New Perspectives on Trust as a Competitive Advantage | **Craig D. Crossley**, Schwan Food Co. / U. of Nebraska; **Cecily D Cooper**, U. of Miami; **Tara Wernsing**, Instituto de Empresa Business School

Effect of Heterogeneity in Trust and Culture on Virtual Team Innovation | **Laura Huang**, U. of California, Irvine; **Cristina Gibson**, U. of California, Irvine; **Debra L. Shapiro**, U. of Maryland; **Bradley L. Kirkman**, Texas A&M U.

Trust and Team Effectiveness: A Longitudinal Investigation | **Nicole Gillespie**, Melbourne Business School, U. of Melbourne; **Ian O. Williamson**, U. of Melbourne; **Carol Gill**, U. of Melbourne

**1669** 📖 JS: (OB, MOC, HR) **One for All or All for One? New Directions in Shared Leadership Research**

1:15pm - 2:45pm The Queen Elizabeth: St-Maurice

*Organizer:* **Ned Wellman**, U. of Michigan, Ann Arbor

*Discussant:* **Craig L. Pearce**, Claremont U.

Leadership Networks in Teams: Implications for Team Creativity and Performance | **Daniel Scott DeRue**, U. of Michigan; **Jennifer D. Nahrgang**, Arizona State U.; **Susan J. Ashford**, U. of Michigan; **Jeffrey Sanchez-Burks**, U. of Michigan

The Role of Shared Leadership in Meeting Team Challenges | **Frederick P. Morgeson**, Michigan State U.; **Elizabeth P. Karam**, Michigan State U.

Shared Leadership in Teams: A Study of Role Switching and Role Overlap | **Jay Carson**, Southern Methodist U.; **Paul E. Tesluk**, U. of Maryland

Adaptive Leadership: A Complexity Approach to Shared Leadership | **Mary Uhl-Bien**, U. of Nebraska; **David Sweetman**, U. of Nebraska-Lincoln; **Russ Marion**, Clemson U.

Keeping us Honest: The Pros and Cons of Alternative Leadership Schemas | **Ned Wellman**, U. of Michigan, Ann Arbor; **Susan J. Ashford**, U. of Michigan; **Jeffrey Sanchez-Burks**, U. of Michigan

**1670** : (Paper Session) - (OCIS) **Communication in Teams**

1:15pm - 2:45pm Le Palais Des Congress: 511C

*Chair:* **Jagdish Pathak**, U. of Windsor

*Discussant:* **Katherine Chudoba**, Utah State U.

📖 Communicating in the Context of Community: Strategic Communication and Organizational Ecology | **Kimberlie J. Stephens**, U. of Southern California; **Gail Fann Thomas**, Naval Postgraduate School

Antecedents and Consequences of Knowledge Network Change in Teams | **Lei Wang**, U. at Buffalo, SUNY; **Rajiv Kishore**, State U. of New York at Buffalo; **Prasad Balkundi**, U. at Buffalo, SUNY

📖 Virtual by Choice: An Interaction Control Theory of Deliberate Distancing via Mediated Communication | **Michael Boyer O'Leary**, Georgetown U.

**1671** 📖: (ODC) **Research in Organization Change and Development: Current Trajectories, Research in OC&D**

1:15pm - 2:45pm Le Centre Sheraton: Drummond center

*Organizers:* **Richard W. Woodman**, Texas A&M U.; **William A Pasmore**, Center for Creative Leadership; **A.B. Rami Shani**, California Polytechnic State U.

Action Research and Collaborative Research Action Modalities | **David Coghlan**, Trinity College Dublin

Built to Change Organizations and Responsible Progress - Twin Pillars of Sustainable Success | **Chris Worley**, U. of Southern California; **Edward E. Lawler III**, U. of Southern California

Relational Space: The Heart of Sustainability Collaborations | **Hilary Bradbury Huang**, U. of Southern California; **Benyamin B. Lichtenstein**, U. of Massachusetts-Boston; **John S. Carroll**, Massachusetts Institute of Technology; **Peter M. Senge**, Society of Organizational Learning

Transcending Paradox: Movement as a Means for Sustaining High Performance | **Jason A. Wolf**, The Beryl Institute/American U.

Art or Artist? An Analysis of Eight Large-Group Methods for Driving Large-Scale Change | **Barry Bateman**, scholarly practitioner

Trust, Sensemaking, and Individual Responses to Organizational Change | **Robert M Sloyan**, Benedictine U.; **James D Ludema**, Benedictine U.  
 The Impact of Trust on The Organizational Merger Process | **Paul Michalenko**, Organization Consultant  
 The Mature Workplace and the Changing Nature of Work | **Kay Quam**, Organization Consultant  
 Breaking Out of Strategy Vectors: Reintroducing Culture | **Julia Balogun**, Lancaster U. Management School; **Steven W Floyd**, McIntire School of Commerce, U. of Virginia

**1672** : (Paper Session) - (ODC) **CEO Succession**

1:15pm - 2:45pm Le Centre Sheraton: Salon 7

Chair: **Steven E. Markham**, Virginia Tech

Does Experience Matter? CEO Successions by Former CEOs | **Ehab Elsaid**, U. of Windsor

Strategic or Status Quo-Preserving Business Exit: (How) Do CEO Turnover and Succession Matter? | **Carolin Decker**, Freie U. Berlin; **Rudi K Bresser**, Free U. Berlin

Timeliness in CEO Dismissal: When Should Corporate Boards Respond to Performance Downturn? | **Young Un Kim**, U. of North Carolina, Chapel Hill

**1673** : SHCS: (ODC, OCIS, OMT) **The Wellspring of Opportunity: Conversation as the Source of Positive Organizational Change**

1:15pm - 2:45pm Le Palais Des Congres: 511D

Chair: **Katherine Heynoski**, U. of Michigan

Discussant: **Robert E Quinn**, U. of Michigan

Implementing Change: Conversations & Meaning-Making in Creating Positive Psychological Resources | **Scott Sonenshein**, Rice U.

Conversational Empowerment: Communicative Actions as Enablers of Change | **Ryan Quinn**, U. of Virginia; **Bidhan Parmar**, U. of Virginia

Conversational Practices for Positive Change in Teams | **Sally Maitlis**, U. of British Columbia; **Thomas B Lawrence**, Simon Fraser U.

Conversations, Resistance, and Positive Change | **Jeffrey D Ford**, Ohio State U.

Transforming Employee-Employee Relationships: Conversation as a Mechanism for Positive Change | **Jody Hoffer Gittel**, Brandeis U.

**1674** : (Paper Session) - (OM) **Lean and Green**

1:15pm - 2:45pm Le Palais Des Congres: 516B

Chair: **Arash Azadegan**, New Mexico State U.

What are the Values and Behaviors of Effective Lean Leaders? | **Desiree van Dun**, U. Twente, The Netherlands; **Jeffrey N. Hicks**, U. of Twente

Organizational Information Gathering and Recycling Performance Outcomes | **Dayna Simpson**, Oregon State U./Monash U.

The Influence of Green and Lean Initiatives on Product Development Performance in SMEs | **Arash Azadegan**, New Mexico State U.; **Lisa Marie Ellram**, Miami U.

**1675** : (Paper Session) - (OM) **Innovation & New Product Development**

1:15pm - 2:45pm Le Palais Des Congres: 519B

Chair: **Rajesh K Tyagi**, HEC Montreal

A Study into the Economic Effectiveness of Lead Users and Product Experts | **Zu'bi Mohammad Al-Zu'bi**, U. of Jordan; **Christos Tsinopoulos**, Durham Business School

Radical Innovation and Market Orientation in Chinese New Ventures | **William H. A. Johnson**, Penn State Erie U.; **Qing Liu**, Jilin U.

A Research Framework for Complementary Use of Partial Least Squares in Structural Equation Modeling | **Weiyong Zhang**, Virginia Commonwealth U.; **Xiaowen Huang**, Miami U. Ohio; **Arthur V Hill**, U. of Minnesota

**1676** : (Paper Session) - (OMT) **Social Construction Processes in Organizational Fields**

1:15pm - 2:45pm Le Palais Des Congres: 518A

Chair: **Ebony N. Bridwell-Mitchell**, Brown U.

Stimulating Theory Creation through Confrontation and Integration: The French Convention Theory | **Abdul A Rasheed**, U. of Texas, Arlington; **Anne-Catherine Moursli**, IESEG School of Management; **Richard L Priem**, U. of Wisconsin, Milwaukee

Language and the Evolution of New Academic Fields: The Case of Organization Studies | **Thomas G. Cummings**, U. of Southern California; **Chailin Cummings**, California State U. Long Beach

Who We Are and How We Got There: A Process Model of Organizational Field Formation | **Lisa K. Hehenberger**, IESE Business School; **Johanna Mair**, IESE Business School

The Institutional Dynamics of Performativity | **Laure Cabantous**, U. of Nottingham; **Jean-Pascal Gond**, HEC Montreal / Nottingham U.

**1677** : (OMT) **The social structure of creativity: Networks, audiences and fields**

1:15pm - 2:45pm Le Palais Des Congres: 518B

Chair: **Gino Cattani**, New York U.

Coordinator: **Simone Ferriani**, U. of Bologna

Legitimacy, Social Networks and the Production of New Knowledge | **Ajay Mehra**, U. of Kentucky; **De Liu**, U. of Kentucky; **Stephen Borgatti**, U. of Kentucky; **Juan Ling**, Georgia College & State U.

Creativity as a Pathway to Networks | **Adina D. Sterling**, Emory U.; **Jill Perry-Smith**, Emory U.

Creativity Impact of Competition in Dual Candidate-Audience Fields | **Rodolphe Durand**, HEC Paris; **Julien Jourdan**, HEC Paris

How Cubism Created Picasso: Ambiguity and Convergence in Radical Innovation | **Stoyan V. Sgourev**, ESSEC, Paris

The Influence of Heterogeneous Social Audiences on the Acceptance of Radical Innovations | **Gino Cattani**, New York U.; **Simone Ferriani**, U. of Bologna; **Andrea Lanza**, Bocconi U. and SDABocconi

From Grunts to Grammar: Sustaining Novelty in the Trajectory of Culinary Innovation | **Silviya Svejnova**, ESADE

**1678** : (OMT) **Categories and Markets: How Classificatory Schemata Can Enable and Distort Market Outcomes**

1:15pm - 2:45pm Le Palais Des Congres: 524B



**Organizers:** **Ming D. Leung**, U. of California, Berkeley; **Edward Bishop Smith**, U. of Chicago  
**Discussant:** **Hayagreeva Rao**, Stanford U.  
**Critical Choices:** How selection affects evaluation | **Anne Fleischer**, U. of Toronto  
**Apples to Oranges:** How category overlap facilitates commensuration in an online market for services | **Ming D. Leung**, U. of California, Berkeley  
**Amplified Interfaces:** How Organizations Identity Affects Investor Reaction to Market Performance | **Edward Bishop Smith**, U. of Chicago  
**Competent or Virtuous?** The Role of Category Status in the Reaction to Organizational Deviance | **Amanda J Sharkey**, Stanford U.

### 1679 📄: (DRP Session) - (OMT) Multiple Logics in Institutional Fields

1:15pm - 2:45pm Le Palais Des Congres: 524C

**Chair:** **Silvia Dorado**, U. of Rhode Island

- 📄 Navigating between Rigour and Relevance: Business Schools under Co-existing Institutional Logics | **Bernadette Bullinger**, U. of Mannheim; **Alfred Kieser**, U. of Mannheim; **Simone Schiller-Merkens**, U. of Mannheim
- 📄 "Convention Theory": Is There a French School of Organizational Institutionalism? | **Thibault Daudigeos**, Grenoble Ecole de Management; **Bertrand Valiorgue**, Clermont graduate school of management
- 🗣️📄 Plural Institutional Logics and Contestation over the Meaning of Care in Medical Education (WITHDRAWN) | **Mary Dunn**, U. of Texas, Austin; **Candace Jones**, Boston College
- 📄 Diversity of Management Labels on Organizational Websites: A Reflection of Multiple Expectations? | **Dominika Wruk**, U. of Mannheim; **Florian Scheiber**, U. of Mannheim; **Achim Oberg**, Mannheim U.; **Michael Woywode**, Mannheim U.
- 📄 A Process Model for Establishing Relational Legitimacy in Contexts of Institutional Complexity | **Florian Ueberbacher**, U. of St. Gallen; **Claus D Jacobs**, U. of St. Gallen

### 1680 📄 JS: (OMT, BPS) Aspirations for Aspirations: What's Next for Theories on Organizational Goals & Performance Feedback

1:15pm - 2:45pm Le Palais Des Congres: 514C

**Organizers:** **John Joseph**, Duke U.; **Nils Plambeck**, HEC; **Vibha Gaba**, INSEAD

**Discussant:** **Daniel Levinthal**, U. of Pennsylvania

**Performance, Progress, and Storytelling:** Shifts in Performance Measurement during the Iraq War | **Mary Kate Stimmler**, U. of California, Berkeley; **Pino G. Audia**, Dartmouth College

**Corporate Structure, Goal Hierarchy and Performance Feedback** | **John Joseph**, Duke U.; **Vibha Gaba**, INSEAD  
**Adjustments in Aspiration Formation:** Inter-temporal and Social Information Inclusion | **Elie Matta**, HEC Paris; **Nils Plambeck**, HEC

**Speaker:** **Henrich R. Greve**, INSEAD

### 1681 📄 JS: (OMT, TIM) Artefacts at the Centre of Routines

1:15pm - 2:45pm Le Palais Des Congres: 513E

**Coordinator:** **Luciana D'Adderio**, U. of Edinburgh

**When Truces Collapse:** A longitudinal study of price adjustment routines | **Mark J Zbaracki**, The U. of Western Ontario

**When Flexible Routines Meet Flexible Technologies** | **Paul M. Leonardi**, Northwestern U.

**When Improvisation is Routine** | **Marc Ventresca**, NPS  
**Replication as Performance** | **Luciana D'Adderio**, U. of Edinburgh

### 1682 📄: (Paper Session) - (ONE) Sustainable Development

1:15pm - 2:45pm The Queen Elizabeth: Matapedia

**Chair:** **Mark Starik**, George Washington U.

- 📄 Cleaner Tecnology and Sustainable Development in Brazil: contribution of CDM | **Jose Celio Silveira Andrade**, Federal U. of Bahia; **Antonio Costa**, UFBA; **Kristian Brito Pasini**, U. Federal da Bahia; **Luana Queiróz Farias**, U. Federal da Bahia; **Fátima Góes**, UNEB/BA, Brazil; **Andrea Ventura**, UFBA; **Thais Fernandes Dias Cairo**, U. Salvador - UNIFACS
- 🗣️➔📄 Trade-offs in Corporate Sustainability: Towards an Analytical Framework | **Tobias Hahn**, Euromed Management School Marseille; **Frank Figge**, Queen's U. Belfast; **Jonatan Pinkse**, U. of Amsterdam; **Lutz Preuss**, Royal Holloway, U. of London
- 📄 An Integrated Theory and Multi-level Perspective of Leadership for Sustainable Development | **Susan Michie**, U. of New Mexico; **Scott N. Taylor**, U. of New Mexico
- The Geography of Sustainable Enterprise and the Concentration of Mission-Driven Companies** | **Andrew Earle**, U. of Oregon; **Michael V. Russo**, U. of Oregon

### 1683 : (Paper Session) - (PNP) Accountability in Disparate Contexts

1:15pm - 2:45pm The Queen Elizabeth: Bersimis

**Facilitator:** **Andrew Harry Barton**, Nottingham Trent U.

- ➔📄 Measuring-Up: The Accountability of Consensual Policy-Making | **Angel Saz-Carranza**, ESADE; **Robert Agranoff**, Indiana U., Bloomington
- 🗣️➔📄 Emergency Response Organisations: Eco-Efficiency and 'Compassionate' Accountability. | **Jim F. Rooney**, Sydney U.; **Kate Hughes**, Macquarie U.
- 📄 Co-opting Civil Society? The 2006 NGO Law and its Effects on Civil Society in Russia | **Sergej Ljubownikow**, Aston U.; **Jo Crotty**, Aston U.; **Peter W Rodgers**, Aston U.

### 1684 🗣️➔📄: (DRP Session) - (PNP) Measuring Performance in the Nonprofit Sector

1:15pm - 2:45pm The Queen Elizabeth: Duluth

**Facilitator:** **Angela L. Bies**, Texas A&M U.

- 📄 Learning or Earning? Examining Performance Measurement and Organizational Learning in Nonprofits | **Claire Moxham**, Manchester U.
- 🗣️🗣️📄 Managing the Mission through Times of Adversity: What Leads to Reliable Nonprofit Performance? | **Kathleen Roche**, Case Western Reserve U.
- ➔🗣️📄 Putting the Brakes on Impact: A Contingency Framework for Measuring Social Performance | **Alnoor Ebrahim**, Harvard U.; **Kasturi Rangan**, Harvard U.

- 📖 Heterogeneous Roles and Practices: Understanding the Adoption and Uses of Nonprofit Evaluations | **Adam Eckerd**, Ohio State U.; **Stephanie Moulton**, Ohio State U.
- 📖 Evaluating Good Works: The Diffusion of Performance Measurement in the Social Sector | **Emily Barman**, Boston U.; **Heather MacIndoe**, U. of Massachusetts, Boston

**1685** 🗨️➔🗨️📖 SHCS: (PNP, CMS, SIM) **The Future of Development Management**

1:15pm - 2:45pm The Queen Elizabeth: Peribonca

**Chair:** **Nilima Gulrajani**, London School of Economics; **Willy McCourt**, U. of Manchester

**Participants:** **Matthew Andrews**, Harvard U.; **Bill Cooke**, Lancaster U.; **Chris Mowles**, U. of Hertfordshire; **Jonathan Murphy**, Cardiff U.; **Mark Turner**, U. of Canberra

**1686** 📖: (Paper Session) - (RM) **Understanding social contexts**

1:15pm - 2:45pm Delta Centre-Ville: St-Laurent

**Chair:** **Annette Towler**, DePaul U.

- 📖 Co-construction of Organizations and Environment: Research Methods to Explore Social Processes | **Arturo E Osorio**, Rutgers U., Newark
- 📖 Quantitative Methods for Comparing Managers' Mental Models: Shortcomings and Advancement | **Stefan N. Groesser**, U. of St. Gallen; **Martin Schaffernicht**, U. de Talca
- 📖 Quality Perception Under A Dyadic Perspective: A Cellular Automaton Based Model | **Rubens Almeida Zimbres**, Mackenzie U.

**1687** ➔🗨️: (DRP Session) - (SIM) **Corporate Social Responsibility in China Roundtable**

1:15pm - 2:45pm The Queen Elizabeth: Chaudiere

**Chair:** **David L. Deephouse**, U. of Alberta

- 🗨️➔🗨️📖 Government Regulation Effect on Occupational Safety -Content Analysis Study in China's Coal Industry | **Fanmin Kong**, Guanghua School of Management, Peking U.; **Yujie Cai**, Guanghua School of Management, Peking U.; **Kun Guo**, Lixia District Government
- ➔📖 CSR in a Transition Economy: Perspectives from both Employees and Public | **Lan Wang**, China Europe International Business School; **Siqing Peng**, Peking U.

Corporate Social Performance: Theory and Practice in the Context of a Developing Country | **Juelin Yin**, Nankai U.; **Yuli Zhang**, Nankai U.

- 📖 Legitimacy and CSR Attitude: Case of Chinese Multinational Subsidiaries | **Xiaohua Yang**, U. of San Francisco; **Marilyn L Taylor**, U. of Missouri-Kansas City
- ➔📖 Stakeholder Legitimacy and Corporate Social Responsibility Reporting in China | **Chris Marquis**, Harvard U.; **Cuili Qian**, Hong Kong U. of Science and Technology

**1688** 📖: (Paper Session) - (SIM) **Institutions and Regulation**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 5

**Chair:** **Amy Minto**, U. of Oregon

**Discussant:** **Olena Verbenko**, U. of Chicago

- 📖 Repairing Firm-Stakeholder Relationships: Finding the Balance between Competence and Goodwill | **Paul Dunn**, Brock U.; **Jill Ann Brown**, Lehigh U.; **Ann K. Buchholtz**, U. of Georgia

- The cross-national diversity of CGCs: An actor-centered institutional perspective | **Iilir Haxhi**, Amsterdam U.
- ➔🗨️ "Early Adapters" and Radical Regulatory Reform in India: First in Line for Trade Protection | **Susan Feinberg**, Rutgers U.; **Catherine Magelssen**, Rutgers U.; **Matthew Smith**, Rutgers U.
- 📖 Players may change but the game remains the same | **Michaela Andela Balzarova**, Lincoln U.; **Pavel Castka**, U. of Canterbury

**1689** 📖: (Paper Session) - (SIM) **Insights into Stakeholder Networks and Balancing Stakeholder Interests**

1:15pm - 2:45pm The Queen Elizabeth: Mackenzie

**Chair:** **Diane Thomas**, Colorado Technical U.

**Discussant:** **Harry J Van Buren**, U. of New Mexico

- 🗨️ Stakeholder Awareness and the Organizational Marginalization of Poor Communities | **Jonathan D. Raelin**, U. of Bath; **Pete Tashman**, George Washington U.
- ➔🗨️➔🗨️📖 Social capital and network combinations fair trade organizations | **Iain Andrew Davies**, U. of Bath
- 📖 To whom should we be fair? Ethical issues in Balancing Stakeholder Interests from Banco Compartamos Case Study | **Marek Hudon**, Solvay Brussels School of Economics and Management (ULB)
- 🗨️📖 Jump-starting social networks: Using lead partnerships to ignite companies' CSR programmes | **Aline Gatignon**, INSEAD; **Rolando Tomasini**, INSEAD; **Luk N Van Wassenhove**, INSEAD

**1690** 📖JS: (SIM, OB, CM) **A Behavioral Ethics Approach to Understanding Antecedents of (Un)ethical Behavior in Organizations**

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 6

**Chairs:** **David Mayer**, U. of Michigan; **Celia Moore**, London Business School

**Discussant:** **Linda K. Trevino**, Pennsylvania State U.

- Why Are Followers of Ethical Leaders More Ethical? The Mediating Role of Moral Disengagement | **David Mayer**, U. of Michigan; **Thomas Kosalka**, U. of Central Florida; **Celia Moore**, London Business School; **Robert Folger**, U. of Central Florida
- Justifying Supervisor Abuse: Subordinate Performance, Moral Disengagement, and Need for Achievement | **Marie S. Mitchell**, U. of Georgia; **Ryan M. Vogel**, U. of Georgia; **Bennett J. Tepper**, Georgia State U.; **Noel F. Palmer**, U. of Nebraska
- Altruistic Cheating: The Effects of Collaborative Work on Individuals' Dishonesty | **Francesca Gino**, U. of North Carolina, Chapel Hill; **Shahar Ayal**, Duke U.; **Dan Ariely**, Duke U.
- Moral Compensation, Moral Identity, and Moral Behavior | **Ann Tenbrunsel**, U. of Notre Dame; **Jennifer Jordan**, U. of Groningen; **Marijke Leliveld**, Groningen U.

**1691** ➔📖: (Paper Session) - (TIM) **Borrowing, Inheriting or Combining Knowledge Across Boundaries**

1:15pm - 2:45pm Le Palais Des Congres: 511E

**Facilitator:** **Ahmed Doha**, Schulich School of Business, York U.

R&D Contractual Agreements as Enactors of Product Diversification Strategy | **Maria del Hénar Alcalde Heras**, U. Carlos III de Madrid

📖 Knowledge Inheritance and the Quality of Knowledge of New Ventures | **Sandip Basu**, California State U. East Bay; **Warren Boeker**, U. of Washington Seattle; **Michael Deane Howard**, U. of Washington Business School; **Arvin Sahaym**, Washington State U.

👉📖 Where to Explore? Drawing on the Guidance of Knowledge Spillover Recipient Firms to Expand Knowledge Boundaries | **Hongyan Yang**, Hong Kong Polytechnic U.

### 1692 → 📖: (DRP Session) - (TIM) Managing Open Innovation

1:15pm - 2:45pm Le Palais Des Congres: 511F

Facilitator: **Michael D Kull**, Marymount U.

→ 📖 Where and When Can Open Source Thrive? Towards a Theory of Robust Performance | **Sheen S. Levine**, Singapore Management U.; **Michael J. Prietula**, Emory U.

👉 → 📖 Managing Open Innovation: An Overview and Research Agenda | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management

📖 Research Frameworks for Relationship between Innovation Capability and Open Innovation | **Jun Jin**, Zhejiang U.; **Jin Chen**, Zhejiang U.; **Wim Vanhaverbeke**, Hasselt U.

Extending Open Innovation throughout the Value Chain | **Nelli Theyel**, Cambridge U.

📖👉📖 An Approach to an Open Resource-based View | **Daniel Schlagwein**, U. of Cologne; **Detlef Schoder**, U. of Cologne; **Kai Fischbach**, U. of Cologne

### 1693 → 📖: (DRP Session) - (TIM) R&D Investments and Their Outcomes

1:15pm - 2:45pm Le Palais Des Congres: 513A

Facilitator: **Russell Fralich**, HEC Montreal

📖 Domain Expertise, Incremental Innovation and Proactive R&D Management | **Tim Swift**, St. Joseph's U.

📖 Corporate R&D Investment and Exploratory Search: Considering the Internal and External Contingencies | **Cheng-Yu Lee**, Southern Taiwan U.; **Ming-Chao Wang**, National Cheng Kung U.

📖 Combining Tacit and Complex Knowledge with R&D Efforts to Develop Patentable Inventions | **Ana Pérez-Luño**, U. Pablo de Olavide; **Ramón Valle-Cabrera**, U. Pablo de Olavide

→ "R&D-intensive SMEs in Europe: What Do We Know about Them?" | **Raquel Ortega-Argilés**, Instituto Superior Tecnico; **Lesley Potters**, U. Utrecht School of Economics; **Peter Voigt**, European Commission - JRC - Institute for Prospective Technological Studies

Should Firms Outsource Their Basic Research? Productivity of Internal and External Research | **Petra Andries**, K.U.Leuven; **Susanne Thorwarth**, K.U.Leuven

### 1694 → 📖: (Paper Session) - (TIM) Coalitions, Position, and Network Dynamics

1:15pm - 2:45pm Le Palais Des Congres: 513B

Facilitator: **Valentina Tartari**, Imperial College Business School

👉 → 📖 The Dynamics of Inventor Networks in Biotechnology: Geographical Proximity versus Triadic Closure | **Anne L.J. ter Wal**, Imperial College Business School

📖 Learning within Multipartner Alliances: The Influence of Coalitions, Competition and Power | **Ralph Heidi**, U. of Washington; **Kevin Steensma**, U. of Washington; **Corey Phelps**, HEC Paris

📖 New Product Development for Entrepreneurs: Network Position and Product Commercialization Success | **Victor Scholten**, Delft U. of Technology; **Geerten van de Kaa**, Delft U. of Technology; **Paul Trott**, Portsmouth Business School

### 1695 → 📖: (DRP Session) - (TIM) Knowledge Integration and Innovation

1:15pm - 2:45pm Le Palais Des Congres: 516A

Facilitator: **Florian A. Täube**, European Business School

📖 Knowledge Entrainment and Project Management: Approaching Knowledge Integration in Complex R&D | **Jonas Söderlund**, Linköping U.

👉 📖 Investigating the Link between R&D Organization and Firms' Recombinant Capabilities. | **Gianluca Carnabuci**, U. of Lugano; **Elisa Operti**, U. of Lugano, USI

📖 Knowledge Integration and Innovative Performance in the Pharmaceutical Industry | **Stefano Brusoni**, Bocconi U.; **Paola Criscuolo**, Imperial College London; **Lionel J Nesta**, OFCE

📖 Revisiting Absorptive Capacity: An Empirical Study on Knowledge Acquisition and Assimilation | **Ana Luiza Lara de Araújo**, Aarhus School of Business, Aarhus U.; **John P Ulhoi**, Aarhus School of Business, Aarhus U.; **Christopher Lettl**, WU Vienna

📖 Strategies for Knowledge Sourcing in R&D and their Implications for Innovative Performance | **Thijs Peeters**, Tilburg U.; **Xavier Martin**, Tilburg U.

### 1696 → 📖: (Paper Session) - (TIM) Innovation Styles: Contrasts and Similarities

1:15pm - 2:45pm Le Palais Des Congres: 516C

Facilitator: **Floortje P. Blindenbach-Driessen**, Vlerick Leuven Gent Management School

📖 Contrasting Innovation Creation and Commercialization within Open, User and Cumulative Innovation | **Joel West**, San Jose State U.; **Marcel Bogers**, U. of Southern Denmark

👉 → 📖 Developing Stylistic Innovation: Product Development Practices in the Fashion Industry | **Yen Tran**, Copenhagen Business School

👉 📖 Two Innovation Paths: Predicting Harm and Benefit | **Robert Anthony Edgell**, American U.; **Roland Vogl**, Stanford U.

### 1697 → 📖 JS: (TIM, OB) The Challenge to Explore and Exploit: Bridging Perspectives of Different Disciplines

1:15pm - 2:45pm Le Palais Des Congres: 511B

Organizer: **Kathrin Rosing**, Justus-Liebig U. Giessen

Chair: **Ronald Bledow**, Ghent U.

Discussant: **Michael Frese**, National U. of Singapore

Momentum - The Psychological Forces Underlying Exploration and Exploitation | **Kathrin Rosing**, Justus-Liebig U. Giessen; **Ronald Bledow**, Ghent U.; **James L. Farr**, Pennsylvania State U.; **Nataliya Baytalskaya**, Pennsylvania State U.; **Johanna Johnson**, The Pennsylvania State U.

Active Performance in Research and Development: The Value of Contextual Fit | **Ronald Bledow**, Ghent U.; **Kathrin Rosing**, Justus-Liebig U. Giessen  
 What Drives the Success of Explorative and Exploitative Activities? A Meta-analysis | **Verena Mueller**, Friedrich Schiller U. Jena; **Nina Rosenbusch**, Friedrich-Schiller, U. of Jena; **Andreas Bausch**, Friedrich Schiller U. Jena  
 Innovation Ambidexterity, Firm Size and Performance | **Stewart Thornhill**, U. of Western Ontario

**Tuesday 3:00PM**

**1698** [📄]: (BPS) **The Where and When of Pharmaceutical Strategy**

3:00pm - 4:30pm Le Palais Des Congres: 510A

Organizer: **David Ridley**, Duke U.

Assessing the Impact of Mergers on the Location of Pharmaceutical Research | **Jeff Furman**, Boston U.  
 The Demography of Biopharmaceutical Clusters in the U.S.: The Role of Multi-Location Firms | **Mercedes Delgado**, Temple U.; **Juan Alcacer**, Harvard U.  
 The Impact of Intra-Organizational Network Configuration on Firms' Innovative Performance | **Atul Nerkar**, U. of North Carolina, Chapel Hill; **Isin Guler**, U. of North Carolina  
 Entry Order Strategy for Generic Pharmaceuticals | **David Ridley**, Duke U.

**1699** [📄]: (Paper Session) - (BPS) **Exploration Alliances**

3:00pm - 4:30pm Le Palais Des Congres: 510B

Chair: **Yang Fan**, Rotterdam School of Management, Erasmus U.

[📄] Disclosing Monetary Terms of Exploration Alliances: A Two Edged Sword | **Edward Levitas**, U. of Wisconsin, Milwaukee; **Ann McFadyen**, U. of Texas, Arlington; **Mujtaba Ahsan**, Pittsburg State U.  
 [📄] Search Breadth and the Costs of Search | **Curba Morris Lampert**, U. of South Carolina; **Matthew Semadeni**, Indiana U., Bloomington  
 [📄] Backward and Forward Looking Search as Drivers of International Alliances | **Hakan Ener**, IESE Business School; **Ha Hoang**, ESSEC Business School - Paris  
 [📄] [📄] [📄] [📄] [📄] The Contingent Value of Initial Collaborations for the Establishment of Later Autonomous Operations. | **Louis Mulotte**, Tilburg U.

**1700** [📄]: (DRP Session) - (BPS) **Strategic Positioning**

3:00pm - 4:30pm Le Palais Des Congres: 513C

Facilitator: **Pertti Aaltonen**, Helsinki U. of Technology

[📄] Entrepreneurial Orientation, Firm Strategy and Performance | **Christian Lechner**, Groupe ESC Toulouse; **Sveinn Vidar Gudmundsson**, Groupe ESC Toulouse  
 [📄] Strategic Group Dynamics: A Behavioral Perspective | **Markus Schimmer**, U. of St. Gallen  
 [📄] Collaborating with your Rivals: Identifying Sources of Competitive Performance | **Farah Abdallah**, Ecole Polytechnique Fédérale de Lausanne; **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne  
 [📄] Family vs Non-family Firms: A System GMM Estimator | **Diana Andreea Filipescu**, Autonomous U. of Barcelona; **Josep**

**Rialp**, U. Autònoma de Barcelona; **Alex Rialp**, U. Autònoma de Barcelona  
 [📄] Determinants of Performance-based Strategic Convergence: A Dyadic Analysis (WITHDRAWN) | **Kyung Min Park**, Yonsei U.

**1701** [📄]: (DRP Session) - (BPS) **Organizational Learning**

3:00pm - 4:30pm Le Palais Des Congres: 513D

Facilitator: **Zheng Jane Zhao**, U. of Kansas

[📄] [📄] Creating Value by Merging Two Weak Firms: The Role of Routine Disruption in Mergers and Acquisitions | **Youngeun Chu**, U. of Minnesota  
 [📄] Does Being a Better Learner Facilitate Better Performance? | **Brian S. Anderson**, Indiana U.; **Jenny M. House**, Indiana U., Bloomington; **Dennis P Slevin**, U. of Pittsburgh  
 [📄] Old Brand New? Consumer Response to Continuity and Change in New Products | **Enrico Forti**, U. of Bologna; **Andrea Vezzulli**, U. of Bologna; **Maurizio Sobrero**, U. of Bologna  
 [📄] Once Bitten, Twice Shy, but Twice Bitten? Learning and Non-learning from Failure Experience | **Hari Bapuji**, I. H. Asper School of Business; **Mary Crossan**, U. of Western Ontario; **Manpreet Hora**, Georgia Institute of Technology  
 The Internal Ecology of Organization Learning | **Alessandro Marino**, U. of Pennsylvania; **Daniel Levinthal**, U. of Pennsylvania

**1702** [📄]: (Paper Session) - (BPS) **M&A as a Strategy Vehicle**

3:00pm - 4:30pm Le Palais Des Congres: 513F

Chair: **Xavier Castañer**, U. of Lausanne

[📄] Failed Hostile Takeovers, CEO Career Stage & Changes in Investment Behavior | **Mariano L.M. Heyden**, Rotterdam School of Management, Erasmus U.; **Nikolaos Kavadis**, RSM Erasmus U.; **Qiomy Neuman**, Rotterdam School of Management, Erasmus U.  
 [📄] The Contrasting Demands of Acquisitive and Organic Growth: The Role of the Top Management Team | **Mario Schijven**, Texas A&M U.; **Anna Nadoiska**, RSM Erasmus U.; **Harry G. Barkema**, Rotterdam School of Management, Erasmus U.  
 [📄] What Were They Thinking? Post-acquisition Announcement Changes to CEOs' Equity-based Holdings | **Cynthia E. Devers**, Tulane U.; **Gerry McNamara**, Michigan State U.; **Michele E. Yoder**, U. of Wisconsin-Madison; **Jerayr M Halebian**, U. of California, Riverside  
 [📄] Premium for Flexibility in Equity Share Purchases: A Real Options Perspective | **Akie Iriyama**, U. at Buffalo, SUNY; **Ravi Madhavan**, U. of Pittsburgh; **Yong Li**, U. at Buffalo, SUNY

**1703** [📄]: (DRP Session) - (BPS) **Corporate Governance & Leadership**

3:00pm - 4:30pm Le Palais Des Congres: 515A

Facilitator: **Norris Gunby**, Elon U.

[📄] TMT Shared Leadership and Ambidexterity: The Moderating Role of the Organizational Architecture | **Oli Radu Mihalache**, Rotterdam School of Management, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

- ☞📖 Value Creation, Stakeholder Theory and Firm Performance | **Andrew C Wicks**, U. of Virginia; **Jeffrey S. Harrison**, U. of Richmond
- 📖 Shareholder Activism by Hedge Funds in a Concentrated Ownership Environment | **Maximilian Stadler**, Technical U. of Berlin; **Dodo Zu Knyphausen-Aufsess**, Technical U. Berlin
- 📖 A Dyadic Analysis of Interlocking Directorates between Business Groups' Affiliates | **Fabio Zona**, Bocconi U.; **Brian Boyd**, Arizona State U.; **Katalin Takacs Haynes**, Texas A&M U.
- 📖 CEO Duality: Balance of Power and the Decision to Name a Newly Appointed CEO as Chair | **Stephen V Horner**, Arkansas State U.; **Alix Valenti**, U. of Houston, Clear Lake

#### 1704 📖: (BPS) Gaining Traction on Analyzing Long Term Strategy

3:00pm - 4:30pm Le Palais Des Congres: 518C

Organizer: **David Souder**, U. of Connecticut

Discussant: **J Myles Shaver**, U. of Minnesota

A Foolish Consistency? Waste Reduction Forecasts among U.S. Manufacturers | **Andrew King**, Dartmouth U./Harvard U.

Explaining the Durability of a Firm's Capital Investments | **Philip Bromiley**, U. of California, Irvine

An Empirical Analysis of Vertical Integration and Competitive Dynamics in the Laser Printer Industry | **Brian S. Silverman**, U. of Toronto

Interpreting Long Term Performance | **David Souder**, U. of Connecticut

#### 1705 : (DRP Session) - (CAR) Careers in Transition: Job Loss, Unemployment, and Dislocation

3:00pm - 4:30pm Le Centre Sheraton: Salon 3

Chair: **David K. Palmer**, U. of Nebraska at Kearney

Discussant: **Ans De Vos**, Vlerick Leuven Gent Management School

☞📖 Toward Authenticity or Defeat: The Jolting Effect of Layoff | **Suzanne C. de Janasz**, U. of Mary Washington; **Amy L. Kenworthy**, Bond U.; **Maury Peiperl**, IMD

📖 Careers in Transition: Antecedents of Job Search Success for Dislocated Workers | **Cindy C Murphy**, St. Ambrose U.; **Monica L Forret**, St. Ambrose U.

An Examination of Relative Deprivation Among the Underemployed, Entitled, and Politically-Skilled | **Katina W. Thompson**, Florida State U.

📖☞ Daring to Care About Hidden Unemployment: Discrimination and Discouragement in Minority Communities | **Myrtle P. Bell**, U. of Texas, Arlington; **Peter A. Heslin**, Southern Methodist U.; **Pinar Onur Fletcher**, Fletcher and Associates

📖 Coping With Job Loss: The Case of French Union Activists in the Aftermath of a Labor Dispute. | **Beaujolin Rachel**, Groupe RMS; **Francois Grima**, Paris 12-RMS

#### 1706 ☞➔📖 JS: (CAR, HR, GDO) The Impact of Context: A Multi-Country Examination of Developmental Relationships

3:00pm - 4:30pm Le Centre Sheraton: Jarry

Chair: **Katherine Giscombe**, Catalyst

Discussant: **Kathy E. Kram**, Boston U.

Developing European Leaders: Understanding the Role of Relationships | **Marian Ruderman**, Center for Creative

Leadership; **William A. Gentry**, Center for Creative Leadership; **Karen S. Lyness**, Baruch College; **Regina Eckert**, Center for Creative Leadership

Effects of Gender and Marital Status on Mentoring Attainment in India, Taiwan, and the U.S. | **Aarti Ramaswami**, ESSEC Business School; **Jia-Chi Huang**, Soochow U.; **George Dreher**, Indiana U., Bloomington

Coaching Best Practices: An International, Cross-Cultural Perspective | **William A. Gentry**, Center for Creative Leadership; **Gina Hernez-Broome**, U. of the Rockies; **Leigh Allen**, Center for Creative Leadership; **Lisa Prochnow**, Gonzaga U.; **Ali O'Dea**, Center for Creative Leadership

The Antecedents and Outcomes of Behavioral Trust for Women Direct Reports | **Katherine Giscombe**, Catalyst; **Marissa Agin**, Catalyst

#### 1610 📖 CAU: (CAU) Leadership as a collective: Opportunities for research in shared and distributed forms of leadership

3:00pm - 4:30pm Le Palais Des Congres: 522B

Organizers: **Jay Carson**, Southern Methodist U.; **Jonathan C. Ziegert**, Drexel U.

#### 1707 ☞➔📖 CAU: (CAU) Errors, Reliability, and Patient Safety in Health Care Organizations

3:00pm - 4:30pm Le Palais Des Congres: 521A

*This caucus seeks to bring together Academy members interested in the closely related topics of organizational errors, high reliability organizations, safety climate, and patient safety in healthcare organizations. The conversation will focus on research questions about the critical yet inadequately understood role of organizational context both in creating as well as in effectively managing errors in the routine processes for healthcare delivery.*

Organizers: **Rangaraj Ramanujam**, Vanderbilt U.; **Timothy J. Vogus**, Vanderbilt U.

#### 1708 ☞📖 CAU: (CAU) Differences in Career Paths of Faculty by Gender, 1988-2004: Outcomes of a Lack of Daring to Care?

3:00pm - 4:30pm Le Palais Des Congres: 521B

Presenter: **Shani D. Carter**, Rhode Island College

#### 1709 ➔📖 CAU: (CAU) Creating and Using Panel Studies of New Venture Creation Processes

3:00pm - 4:30pm Le Palais Des Congres: 521C

*For all who currently work with such data or plan to do so in the future*

Organizer: **Per Davidsson**, Queensland U. of Technology

#### 1710 📖 CAU: (CAU) Intuition in organizations

3:00pm - 4:30pm Le Palais Des Congres: 522A

Organizers: **Jean-Francois Coget**, California Polytechnic State U.; **Marta Sinclair**, Griffith U.

Participants: **Erik Ian Dane**, Rice U.; **Lisa A. Burke**, U. of Tennessee, Chattanooga; **Neal M. Ashkanasy**, U. of Queensland; **Naresh Khatri**, U. of Missouri, Columbia; **Viktor Dorfler**, Strathclyde U.; **Brian D. Blume**, U. of Michigan, Flint; **Stefan Haefliger**, ETH Zurich; **Mark Fenton-O'Creevy**, Open U.; **Allard C.R. Van Riel**, Radboud U. Nijmegen; **Bing Ran**, Pennsylvania State U., Harrisburg; **Colin M. Fisher**, Harvard U.; **Gerard P. Hodgkinson**, U. of Leeds

**1711**    CAU: (CAU) **Maximizing Research Impact via Indian Academy of Management**

3:00pm - 4:30pm Le Palais Des Congres: 522C  
 Organizers: **Pawan S. Budhwar**, Aston U.; **Arup Varma**, Loyola U. Chicago  
 Participants: **Sumit Kumar Kundu**, Florida International U.; **Jyotsna Bhatnagar**, Management Development Institute





**1712**  CAU: (CAU) **Authentic Leadership Caucus – Building a Community to Advance Theory & Research**

3:00pm - 4:30pm Le Palais Des Congres: 523A  
 Organizers: **Hannes Leroy**, Katholieke U. Leuven; **William L. Gardner**, Texas Tech U.

**1713**  CAU: (CAU) **Management Scholars and India – An Open Dialog**

3:00pm - 4:30pm Le Palais Des Congres: 523B  
 Organizer: **Jyoti Bachani**, Saint Mary's College of California  
 Discussant: **Ashish Arora**, Duke U.  
 Presenters: **Shanthi Gopalakrishnan**, New Jersey Institute of Technology; **Balagopal Vissa**, INSEAD; **Rishiksha Krishnan**, Indian Institute of Management, Bangalore


**1714** : (Paper Session) - (CDP) **Motivations behind People, Projects and Philanthropy**

3:00pm - 4:30pm Hyatt Regency Montreal: Alfred-Rouleau A  
 Chair: **Marylene Gagne**, Concordia U.  
 → **MSR**: The Spiritual Identity of Projects | **Andrew Sense**, U. of Wollongong; **Mario Fernando**, U. of Wollongong  
 **MSR**: Finding Spirituality in the Motivations and Sustainable Strategies of American Indian Entrepreneurs | **Cammie Hunt-Oxendine**, U. of North Carolina - Pembroke; **Eric B. Dent**, U. of North Carolina, Pembroke  
   **ODC**: A Comparative Analysis of Societal Compassion in Response to the Tsunami vs. Hurricane Katrina | **Latha Poonamallee**, Michigan Technological U.; **Anita Howard**, Case Western Reserve U.


**1715** : (Paper Session) - (CDP) **Goals, Commitments, and Entrepreneurial Ventures**

3:00pm - 4:30pm Hyatt Regency Montreal: Alfred-Rouleau B  
 Chair: **Bat Batjargal**, Harvard U./Peking U.  
 →  **MOC**: The Moderating Effect Of Goal Specificity On Escalation Of Commitment in Firm Exit | **Susanna Khavul**, U. of Texas, Arlington; **Livia Anna Markoczy**, U. of Texas, Dallas; **Rachel Croson**, U. of Texas, Dallas; **Ronit Yitshaki-Hagai**, Bar Ilan U.  
 **GDO**: Goal Orientation and Approach/Avoidance of Different Others and Contexts | **Marcus Maharg Stewart**, Bentley U.; **Alicia Boisnier**, Suffolk U.; **Melissa Gamble**, Bentley U.; **Jakari Griffith**, Salem State College  
**PNP**: A Framework of Strategic Factors of Venture Philanthropy Funds | **Tamaki Onishi**, Indiana U.

**1716** : (Paper Session) - (CDP) **Orientations and Their Effects**





3:00pm - 4:30pm Hyatt Regency Montreal: Alfred-Rouleau C  
 Chair: **Tom Elfring**, VU U. Amsterdam  
 **TIM**: Which Strategic Orientation Matters When Developing New Products? A Review of Four Strategy Schools | **Emilio Bellini**, Politecnico di Milano, U. del Sannio


→ **MSR**: A Confucian approach to developing ethical self-regulation in management | **Peter Robert Woods**, Griffith U.; **David A Lamond**, Victoria U.




 **TIM**: The Influence of Entrepreneurial Orientation on Technology Commercialization | **Chia Ying Li**, Providence U.


 **TIM**: Understanding Developers' Motives in Open Source Projects: A Multi-Theoretical Framework | **Hind Benbya**, GSCM, Montpellier Business School; **Nassim Aissa Belbaly**, GSCM, Montpellier Business School

**1717** : (Paper Session) - (CDP) **Messy Research and Its Methods**



3:00pm - 4:30pm Hyatt Regency Montreal: Picardie  
 Chair: **Deborah J. Armstrong**, Florida State U.  
 →  **IM**: Response style differences in cross-national research: dispositional & situational determinants | **Anne-Wil Harzing**, U. of Melbourne; **Michelle Brown**, U. of Melbourne; **Kathrin Koester**, U. of Heilbronn; **Shuming Zhao**, Nanjing U.  
 →  **CMS**: Comparative research epistemology and methodology: past, present and promising | **Joy Panoho**, Massey U.; **Ralph Stablein**, Massey U.  
 **RM**: Confidentiality and the Process of Knowledge Generation: Approaches to Qualitative Research | **David A. Kirsch**, U. of Maryland; **Violina Rindova**, U. of Texas, Austin; **Anastasiya A. Zavyalova**, U. of Maryland, College Park  
 **CMS**: ANT and critique: The spokesperson and the questioner | **Bill Bonner**, U. of Regina

**1718**  : (Paper Session) - (CM) **Cross-Cultural Aspects of Conflict**

3:00pm - 4:30pm Le Centre Sheraton: Joyce  
 Chair: **Leigh Anne Liu**, Georgia State U.  
 →  **Conflict Management and Sharing Effective Practices between Government and Business in China** | **Alfred Wong**, Lingnan U.; **Dean Tjosvold**, Lingnan U.; **Yi Feng Chen**, Lingnan U.  
 →  **An Examination of the Effects of Culture and Personality on Propensity to Initiate Negotiations** | **Roger Volkema**, American U./PUC-Rio; **Denise L. Fleck**, Federal U. Rio de Janeiro  
 **Cross-Cultural Difference In The Reactions To Facework: Relationship vs. Autonomy** | **Ray Friedman**, Vanderbilt U.; **Se-Hyung (David) Oh**, Vanderbilt U.; **Mara Olekalns**, U. of Melbourne

**1719**  : (Paper Session) - (CMS) **Constructing Identity**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 3  
 Chair: **Charo Rodriguez**, McGill U.  
 **Rethinking Agency in Corporations: Deleuze & Guattari's reframing of "identity"** | **Mollie Painter-Morland**, De Paul U.  
 →  **The researcher as The Other: a Post-Colonial interpretation of the Brazilian Borat** | **Rafael Alcadipani**, EAESP-FGV; **Alexandre Reis Rosa**, EAESP-FGV  
**Best Paper on International Business**  
 → **The Narrative Construction of Diversity in a Cross-Cultural Context** | **Nathalie Belhoste**, EM Lyon

**1720**   : (CMS) **Caring to teach issues of ethics and responsibility**

3:00pm - 4:30pm Delta Centre-Ville: Verriere B

Speakers: **Dirk Matten**, York U.; **Alessia Contu**, U. of Warwick  
 Participants: **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore; **Lynne Andersson**, Temple U.; **Peter Fleming**, U. of Cambridge

**1721 : (Paper Session) - (DISC) Conflict Management**

3:00pm - 4:30pm Le Palais Des Congres: 512E - Table 1

Discussant: **Elizabeth Clark**, -

- 🗉 **CM**: The Impact of Risk Aversion and Stress on the Incentive Effect of Performance Pay | **Fei Song**, Ryerson U.; **Bram Cadsby**, U. of Guelph; **Francis Tapon**, U. of Guelph
- 🗉 **CM**: Interorganizational Information Sharing: Security Enhancement during Terrorism Threats | **Stephanie Thomas Solansky**, U. of Houston, Victoria; **Tammy E. Beck**, U. of North Carolina, Charlotte
- CM**: Effects of Abusive Supervision Combined with Leader Competence on Subordinate Behavior | **Richard Grover Gardner**, Texas A&M U.
- 🗉 **CM**: Culture, Trust, and Negotiation Consequences | **Brian C. Gunia**, Northwestern U.; **Jeanne M Brett**, Northwestern U.; **Dishan Kamdar**, Indian School of Business; **Amit K. Nandkeolyar**, Indian School of Business

**1722 : (Paper Session) - (DISC) Operations and Systems**

3:00pm - 4:30pm Le Palais Des Congres: 512E - Table 2

Discussant: **Larry Menor**, U. of Western Ontario

- 🗉 **MC**: Managing Risks Through Management Consulting: An Intervention Research Project | **Laurent Cappelletti**, ISEOR, IAE - U. of Lyon 3; **Florence Noguera**, U. of Montpellier 1 - ERFI - LARGEPA - Montp. BS
- 🗉 **OM**: E-Service Recovery: a Scenario Study | **Daisy Wang**, Minot State U.; **Jasmin C Lin**, Robert Morris U.
- 🗉 **OM**: The Effects of High Performance Work System on Performance in Mass Customization Systems | **Zachary Leffakis**, Purdue U. North Central; **Dale J Dwyer**, U. of Toledo
- 🗉 **OM**: Designing service architecture: Exploitation and exploration with operational capabilities | **Tim Coltman**, U. of Wollongong; **Pierre Jules Richard**, U. of Wollongong; **Byron W Keating**, U. of Canberra; **Timothy Michael Deviney**, U. of Technology, Sydney

**1723 : (Paper Session) - (DISC) Workforce and career planning**

3:00pm - 4:30pm Le Palais Des Congres: 512F - Table 1

Discussant: **Sherry E. Sullivan**, Bowling Green State U.

- 🗉 **CAR**: The Impact of Career Goals and Shocks on Individuals' Decisions to Pursue Graduate Education | **Maria Kraimer**, U. of Iowa; **Scott Seibert**, U. of Iowa; **Brooks C. Holtom**, Georgetown U.; **Abigail J Pierotti**, U. of Iowa
- ➔ **CAR**: Diffusion of Contingent Workforce Strategies: The Impact of Market & Organizational Characteristics | **Xiangmin Liu**, Penn State U.
- ➔ **CAR**: Predictors and Outcomes of Job Search in a Collectivistic Culture: A Study From Turkey | **Gokce Basbug**, Istanbul U.; **Pinar Unsal**, Istanbul U.

**1724 : (Paper Session) - (DISC) Better methods for better theorizing**

3:00pm - 4:30pm Le Palais Des Congres: 512F - Table 2

Discussant: **Catherine Cassell**, Manchester Business School

- 🗉 **RM**: Can alternative ontologies open new ways for multilevel research? | **Isam Faik**, U. of Cambridge
- RM**: Using Grounded Theory to Investigate Employee Perspectives on Work-Life Balance in a MNE Subsidiary | **Karin Anne Dowling**, U. of Tasmania
- 🗉 **RM**: Values in management research and their link to management practice | **Dirk C. Moosmayer**, RWTH Aachen U.
- 🗉 **RM**: Theory Testing with Case Studies: Rediscovering the Repeated Treatment Quasi-Experimental Design | **Gabriel Szulanski**, INSEAD; **Robert Jensen**, Brigham Young U.

**1725 : (Paper Session) - (DISC) Advances in Critical Management Studies**

3:00pm - 4:30pm Le Palais Des Congres: 512G - Table 1

- 🗉 **CMS**: Organizational Culture through a Wider Lens: Is There a Post Post-culture? | **Stephen A. Linstead**, U. of York
- 🗉 **CMS**: Experience economy and hypermodernity: A critical management perspective | **Jacob Dahl Rendtorff**, Roskilde U.
- 🗉 **CMS**: The uselessness of useful education and the usefulness of useless education | **Mark Learmonth**, U. of Nottingham; **Andy Lockett**, U. of Nottingham

**1726 : (Paper Session) - (DISC) Spirituality and Organizations**

3:00pm - 4:30pm Le Palais Des Congres: 512G - Table 2

Discussant: **Richard Peregoy**, U. of Dallas Graduate School of Management

- 🗉 **MSR**: Following the Spirit and the Letter: Thoughts on Integrating Spirituality and Diversity Education | **J. Goosby Smith**, California State U. Channel Islands
- ➔ **MSR**: The Impact of Spirituality at Work on OCB: An Examination of the Mediating Effects of OBSE | **Eugene Zhen Yao Geh**, U. of Virginia; **Gilbert Tan**, Singapore Management U.
- 🗉 **MSR**: Mindful Intuition: An Effective Leadership Response to the Community College Environment | **Birgitte Ryslinge**, Portland Community College; **Kathryn Goldman Schuyler**, Alliant International U.
- 🗉 **MSR**: Spirituality and Sustainability: A Coevolutionary Perspective | **Jean Garner Stead**, East Tennessee State U.; **W Edward Stead**, East Tennessee State U.

**1727 : (Paper Session) - (DISC) Decision Making in Organizations**

3:00pm - 4:30pm Le Palais Des Congres: 512H - Table 1

Discussant: **Cynthia Kay Stevens**, U. of Maryland

- OB**: Pooling Unshared Information: Building Expertise and Social Ties in Decision-Making Groups | **Chanyu Hao**, State U. of New York, Binghamton; **Alka Gupta**, State U. of New York, Binghamton; **Ruta Paranjape**, State U. of New York, Binghamton
- 🗉 **OB**: Leaps Of Faith: Evidence For A Theory Of Opportunistic Generalization Across Domains | **Aniket Pankaj Aga**, U. of Southern California; **Peter H Kim**, U. of Southern California
- OB**: Incorporating Affect into Ethical Decision Making Models | **Saima Akbar Ahmed**, Residence
- OB**: Cheap Talk and Credibility: Influence of Advisor's Confidence and Accuracy | **Sunita Sah**, Carnegie Mellon U.;

**Don Moore**, Carnegie Mellon U.; **Robert MacCoun**, U. of California, Berkeley

**1728** : (Paper Session) - (DISC) **Assessing and managing ethics perceptions**

3:00pm - 4:30pm Le Palais Des Congres: 512H - Table 2

Discussant: **Barry M Mitnick**, U. of Pittsburgh

📄 **SIM**: Do CSR Ratings Encourage Companies to Be More Responsible? | **Olena Verbenko**, U. of Chicago

**SIM**: Effects Of Corporate Social Responsibility On Consumers: An Investigation In South Asia | **Omer Farooq**, Chaire AG2R/La Mondiale, Prémalliance, Euromed Management, France and CERGAM U. Paul Cézanne, FR

🗣️ **SIM**: Organizational Ethics Perceptions: A Review and Qualitative Assessment | **Keith Credo**, Auburn U.

**1729** → 📄: (Paper Session) - (ENT) **New Venture Networks**

3:00pm - 4:30pm Le Palais Des Congres: 510C

Chair: **Tammi Redd**, U. of Texas Pan American

🗣️ The Impact of Networking Ability on New Venture Performance | **Thorsten Semrau**, U. of Cologne; **Stefan Sigmund**, U. of Cologne

📄 A Call For Order: Tie-Order Influence on Network Emergence | **Celina Smith**, EMLYON Business School; **Erkko Autio**, Imperial College Business School

Toward a Network Typology of Dynamic Social Network Orientation in the New Venture Creation Process | **Tammi Redd**, U. of Texas Pan American

**1730** 📄: (Paper Session) - (ENT) **Entrepreneurial Careers**

3:00pm - 4:30pm Le Palais Des Congres: 510D

Chair: **Barbara Krug**, Rotterdam School of Management, Erasmus U.

📄 An Examination of Human Capital Effects on Entrepreneurial Careers | **Anat BarNir**, U. of North Texas

🗣️ Entrepreneurship Interns: Involvement, Justice and Intentions to Join | **Hao Zhao**, Rensselaer Polytechnic Institute

🗣️ University Departments and Entrepreneurial Intentions: A Cross-Level Analysis | **Sascha G Walter**, Christian-Albrechts-U. of Kiel; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Achim Walter**, U. of Kiel

**1731** 📄: (Paper Session) - (ENT) **Opportunities and their Value**

3:00pm - 4:30pm Le Palais Des Congres: 511A

Chair: **Dante DiGregorio**, U. of New Mexico

📄 What is an Opportunity Worth? Opportunity Value and the Decision to Venture | **Lee J. Zane**, Drexel U.; **William Forster**, Lehigh U.

🗣️ Perspective Taking and the Heterogeneity of the Entrepreneurial Imagination | **Jeffery S. McMullen**, Indiana U., Bloomington

📄 Entrepreneurial Optimism and Venture Capital Valuations: A Cross-Country Analysis | **Gary Dushnitsky**, London Business School

**1732** 📄: (DRP Session) - (ENT) **Environmental Factors**

3:00pm - 4:30pm Le Palais Des Congres: 514A

Chair: **D'Lisa N. McKee**, Mississippi State U.

Comparing Independent and Subsidiary Firms in Uncertain, Ambiguous, and High Innovation Environments | **Steven Walter Bradley**, Baylor U.; **Kimberly M Green**, Clemson U.; **Dean A Shepherd**, Indiana U.; **Kendall Artz**, Baylor U.

🗣️ Stakeholder Orientation and its Impact on Performance in Small Businesses | **Robert J. Duesing**, Georgia College & State U.; **Margaret A White**, Oklahoma State U.

🗣️ Building Green Industries: Socio-Cultural Environment and Entrepreneurial Entry | **Jeffrey G. York**, U. of Colorado, Boulder; **Michael Lenox**, U. of Virginia

📄 Relative Influence of Regional Economy and Industry Choice on Venture Performance | **Sanjib K Chowdhury**, Eastern Michigan U.; **Megan Lee Endres**, Eastern Michigan U.

📄 Who Imitate and Who Differentiate: An Exploratory Study of Isomorphism in The Cluster | **Justin Tan**, Schulich School of Business; **Yunfei Shao**, U. of Electronic Science and Technology; **Wan Li**, York U.

**1733** → 📄: (DRP Session) - (ENT) **Ethnicity and Gender**

3:00pm - 4:30pm Le Palais Des Congres: 514B

Chair: **Patima Prayotudomkit**, Bangkok U.

Into the Family and Business Nexus: Succession and Daughters in Family Owned Businesses | **Kathy Kessler Overbeke**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.

Entrepreneurship on the Move. Dutch 1st and 2nd Generation Migrants Compared. | **Pascal Beckers**, Maastricht U.; **Boris F. Blumberg**, Maastricht U.

→ 📄 Founder Gender, Location Strategy, and New Firm Performance | **In Hyeock Ian Lee**, Western Kentucky U.; **Matthew R. Marvel**, Western Kentucky U.

Gendering Job Values to Offspring in Workplaces: An Integrative Study of Entrepreneurship | **Xueji Jessie Liang**, National U. of Singapore; **Xuefeng Yang**, CIMC Enric

Thai Women Entrepreneurs: Individual, Family, and Resource Antecedents of Ownership | **Patima Prayotudomkit**, Bangkok U.

**1734** 📄: (DRP Session) - (GDO) **Diversity and its Effects at the, Individual, Team, and Firm Levels**

3:00pm - 4:30pm Le Centre Sheraton: Kafka

Facilitator: **David A. Kravitz**, George Mason U.

📄 Comparing Job Preferences across Socio-economic Class: A Policy-Capturing Study | **Daphne Perkins Berry**, U. of Massachusetts, Amherst; **Ronald Karren**, U. of Massachusetts, Amherst

📄 Constructing a Collective Identity in Diverse Teams | **Sebastian I. Doering**, U. of Konstanz; **Melanie Schreiner**, U. of Konstanz; **Hendrik Huettermann**, U. of Konstanz

📄 TMT Diversity and Firm Performance: The Ambivalent Role of Team Longevity | **Sabine Boerner**, U. of Konstanz; **Marius Linkohr**, Konstanz U.; **Sabine Kiefer**, Konstanz U.

🗣️ Diversity Performance and the Bottom Line: Evidence from Family Firms | **Manisha Singal**, Virginia Tech; **Virginia Gerde**, Duquesne U.

**1735** 🗣️ 📄: (Paper Session) - (GDO) **Pregnancy and Motherhood: Identity, Psychological Contracts, and Personal Resources**



3:00pm - 4:30pm Le Centre Sheraton: Lamartine

Chair: **Eden King**, George Mason U.

Neither Here Nor There: Pregnancy as a Period of Liminality, Identity Exploration and Elaboration | **Jamie J. Ladge**, Northeastern U.; **Judith A. Clair**, Boston College; **Danna Greenberg**, Babson College

Mothers' Psychological Contracts: Does Supervisor Breach Explain Intention to Leave the Workforce? | **Whitney Botsford Morgan**, U. of Houston-Downtown

The Influence of Working Mothers' Second Shift on Personal Resources and Self-care | **Alicia Dugan**, U. of Connecticut; **Janet L Barnes-Farrell**, U. of Connecticut

**1736** → JS: (GDO, IM, HR) **Success Factors and Barriers for Women Leaders: Evidence from North America, Asia and Europe**

3:00pm - 4:30pm Le Centre Sheraton: Drummond west

Chair: **Claudia Verena Peus**, Ludwig Maximilians U.

Gender in Recruitment and Selection Processes of Full Professors in the Netherlands | **Marieke van den Brink**, Radboud U. Nijmegen

The Experience of Women Partners in Professional Services Firms in France | **Camilla Quental**, HEC Paris

Success Factors for Women Managers: Evidence from the US, Germany, and China | **Claudia Verena Peus**, Ludwig Maximilians U.

Potential Career Outcomes of Female Leaders' Self-Sacrifice for Employee Development | **Kara Anne Arnold**, Memorial U. of Newfoundland; **Catherine Loughlin**, St. Mary's U.

Women in the Upper Echelons: How Do Female CEOs Influence the Top Management Teams? | **Susana Velez-Castrillon**, U. of Houston

Gender Differences in Motivation, Financing Strategy, and Firm Performance of Entrepreneurs | **Susan Coleman**, U. of Hartford; **Alicia Robb**, Ewing Marion Kauffman Foundation

**1737** : (Paper Session) - (HCM) **Professional Decision-Making**

3:00pm - 4:30pm The Queen Elizabeth: St-Charles

Chair: **Jens Rikardt Andersen**, U. of Copenhagen

Structuring Uncertainty in Shared Medical Decisions | **Laurel C. Austin**, Copenhagen Business School; **Susanne Reventlow**, The Research Unit and Dept of General Practice, Institute of Public Health, U. of Copenhagen; **Peter Sandøe**, Danish Center for Bioethics and Risk Assessment, U. of Copenhagen; **John Brodersen**, The Research Unit and Dept of General Practice, Institute of Public Health, U. of Copenhagen

Policy and Professional Projects: The Case of Community-Based Mental Health Teams | **Michael Barrett**, U. of Cambridge; **Conor J Farrington**, Judge Business School; **Tom McCabe**, Judge Business School; **Eivor Oborn**, U. of London

Bias in White: Racial Health Disparities and Statistical Discrimination | **Brian Rubineau**, Cornell U.; **Yoon Kang**, Cornell U.

**1738** → JS: (HCM, TIM) **The Link Between Healthcare Technologies and Quality of Care**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 4

A Model and Initial Empirical Results from Simulation and 3D Models in Healthcare | **Giuseppe Turchetti**, Scuola Superiore Sant'Anna

Passion and Compassion in Health Information Technology | **Marshall Maglothin**, Blue Oak Consulting

Results from the PACS case | **Eliezer Geisler**, Illinois Institute of Technology

Logistics of Healthcare Technologies | **Koos Krabbendam**, U. of Twente

**1739** : (Paper Session) - (HR) **Interviewing Candidates: Structure and Outcomes**

3:00pm - 4:30pm Le Centre Sheraton: Drummond east

Chair: **Sara Jansen Perry**, U. of Houston

Discussant: **Murray R. Barrick**, Texas A&M U.

The Effects of Applicant Defensive IM Tactics on Interviewers' Psychological Evaluations | **Wei-Chi Tsai**, National Chengchi U., Taiwan; **Chih-Yun Wu**, Department of Business Administration, TungHai U., Taiwan

Antecedents of Interview Structure: Interview Training, Purpose, and Nature of Constructs Assessed | **Patrick H Raymark**, Clemson U.; **Benjamin H Slade**, Clemson U.; **Melinda Seibert**, Aptima, Inc.; **Heather Odle-Dusseau**, Gettysburg College; **Jessica Doll**, Clemson U.; **Kate Williams**, Clemson U.

The Mediating Effect of AOS on the Rapport Building-Applicant Reaction Relationship | **Robert Stewart**, U. of Houston; **Daniel Nicely**, U. of Houston; **James E Campion**, U. of Houston

The Effect of Applicant Political Skill on the Race Distance-Recruiter Evaluations Relationship | **Jacob W. Breland**, U. of Idaho; **Darren C. Treadway**, SUNY @ Buffalo; **Kathi J Lovelace**, U. of Idaho; **Brooke Shaughnessy**, U. at Buffalo, SUNY

**1740** : (DRP Session) - (HR) **Managing Talent, Predicting Performance**

3:00pm - 4:30pm Le Centre Sheraton: Hemon

Chair: **Vickie Coleman Gallagher**, Cleveland State U.

Marshaling Talent | **David Ulrich**, U. of Michigan; **Michael Ulrich**, The RBL Group

Biological Information and the Changing Landscape of Human Behavioral Research | **Brent Clark**, U. of Missouri - Columbia

Can you take it with you? A field investigation examining the portability of work experience. | **Malayka Klimchak**, Winthrop U.; **Daniel L. Morrell**, Middle Tennessee State U.; **Douglas Mahony**, Lehigh U.

Locality, Leadership Change and Collegiate Basketball Recruit Performance | **Jeffrey Barden**, Foster School of Business, U. of Washington

Conceptualizing Global Proactivity: A Generalizable Proactive Process | **Jeffrey P. Thomas**, Florida International U.; **Eyran Kraus**, City of Miami, Employee Relations; **Alejandra Matamala**, Florida International U.; **Jesse S. Michel**, Florida International U.; **Chockalingam Viswesvaran**, Florida International U.

**1741** : (DRP Session) - (HR) **Compensation: Making decisions about pay**

3:00pm - 4:30pm Le Centre Sheraton: Salon 4

Chair: **Steven R. Harper**, James Madison U.

- 📖 The Many Faces of Pay Variation | **Samantha A. Conroy**, U. of Arkansas; **Nina Gupta**, U. of Arkansas; **John E. Delery**, U. of Arkansas
- 📖 External Effects of Educational Diversity within Occupations | **Simone N. Tuor**, U. of Zurich
- 🗣️ An Optimized Rewards Distribution (ORD) Model for Job Functions | **Pratim Datta**, Kent State U.; **Minoo Talebi Ashoori**, Kent State U.
- 📖 Optimal Contracting, Managerial Power, and CEO Compensation: A Test of Competing Hypotheses | **Alison Mackey**, California Polytechnic State U., San Luis Obispo; **Panayiota Konstantina Kioussis**, Southern Methodist U.
- 📖 How Does Executive Pay Affect Workers?: An Analysis of Employee Relations and Productivity | **Ingrid Fulmer**, U. of South Carolina; **Anthony J Nyberg**, U. of South Carolina

**1742** 🗣️📖 JS: (HR, OB) **Understanding Passion in Organizations: Using Sport as a Lens**

- 3:00pm - 4:30pm Le Centre Sheraton: Salon C  
 Organizers: **Kim Cameron**, U. of Michigan; **Marilyn A. Uy**, U. of Victoria; **Richard Wolfe**, U. of Victoria  
 Discussant: **Robert E Quinn**, U. of Michigan  
 Passion in Sport: The Case of Athletes | **Robert J. Vallerand**, UQAM  
 Passion in Sport: The Case of Fans; The Literature | **Charlene E. Zietsma**, U. of Victoria  
 Passion in Sport: The Case of Fans; A Research Agenda | **Marilyn A. Uy**, U. of Victoria; **Richard Wolfe**, U. of Victoria; **David Wooten**, U. of Michigan, Ann Arbor  
 Passion in Sport: The Case of Positive Energy | **Kim Cameron**, U. of Michigan

**1743** → 📖: (Paper Session) - (IM) **Foreign Direct Investment**

- 3:00pm - 4:30pm Le Centre Sheraton: Dickens  
 Chair: **Arjen Slangen**, Amsterdam U.  
 Caught in the Crossfire: The effect of interstate war on FDI by industry | **Li Dai**, Texas A&M U.; **Lorraine Eden**, Texas A&M U.  
 ➔ 📖 Is Foreign Investment for Outperformers or Underperformers? Evidence from Japanese Machinery Firms | **Guo-Liang Frank Jiang**, Dalhousie U.; **Guy Holburn**, U. of Western Ontario  
 ➔ 📖 Does Inward Foreign Direct Investment Increase Local Firms' Innovative Productivity? | **Robert Salomon**, New York U.; **Byungchae Jin**, U. of Maryland, College Park; **Francisco Garcia**, U. Oviedo  
 ➔ 📖 Chinese Firms' FDI Mode Choices: The Effects of Inward JV Experience and Technology-seeking Motive | **Qunyong Xie**, U. of Agder

**1744** → 📖: (Paper Session) - (IM) **Emerging Economies and International Business**

- 3:00pm - 4:30pm Le Centre Sheraton: Salle Ballroom center  
 Chair: **James Costantini**, INSEAD  
 ➔ 📖 Marginalization and Attraction to Foreign and International Firms | **William Newburry**, Florida International U.; **Naomi A Gardberg**, Baruch College  
 ➔ Multinationals from developing countries: Towards an "institutional comparative advantage" concept? | **Ali Taleb**, HEC Montreal

- 🗣️➔ Outward direct investment by China's private firms: Do firm ownership and size matter? | **Xueli Huang**, Edith Cowan U.; **Renyong Chi**, Zhejiang U. of Technology
- ➔ 📖 Family Members as a Control Mechanism in Large Ethnic Chinese Business Groups | **Hsi-Mei Chung**, I-Shou U.; **Garry D Bruton**, Texas Christian U.

**1745** → 📖: (Paper Session) - (IM) **Human Capital and Knowledge Creation in the MNE**

- 3:00pm - 4:30pm Le Centre Sheraton: Salon 1  
 Chair: **Cordula Barzantny**, Groupe ESC Toulouse Business School  
 ➔ 📖 Corporate knowledge sharing. Turning cultural 'blind spots' into resources | **Lisbeth Clausen**, Copenhagen Business School; **Mette Zoelner**, Copenhagen Business School  
 ➔ 📖 Subsidiary Capital and Knowledge Flows in the MNC: Moderating Effects of HRM Practices | **Christopher Williams**, U. of Amsterdam; **Soo Hee Lee**, U. of London, Birkbeck  
 ➔ 📖 Designing Global Leadership Programs that Promote Social Capital and Knowledge Sharing | **Inger G. Stensaker**, NHH Norw. Schl of Economics and Business Adm.; **Paul Gooderham**, Norwegian School of Econ. and Bus. Admin.  
 ➔ 📖 Knowledge Creation in Multinationals and Return Migration of Inventors: Evidence from Micro Data | **Prithwiraj Choudhury**, Harvard U.

**1746** → 📖: (Paper Session) - (IM) **MNE Export Performance**

- 3:00pm - 4:30pm Le Centre Sheraton: Salon 7  
 Chair: **Yvette Njan Essounga**, Long Island U. Brooklyn Campus  
 Psychic Distance, International Commitment, Marketing Strategies and Export Performance in SMEs? | **Mariella Koestner**, Ph D Student; **Manfred Fuchs**, U. of Graz, Austria  
 📖 Internal capabilities and open innovation as sources of export performance | **Mikko Pohjola**, Turku School of Economics; **Tommy Clausen**, Nordland Research Institute  
 ➔ The Effects of Market Orientation and Export Channel Selection on Export Performance | **Igor Filatotchev**, City U. London; **Keith D. Brouthers**, North Carolina State U.; **Xinming He**, Newcastle Business School  
 ➔ 🗣️➔ 🗣️ Why some countries trade more, some trade less, some trade almost nothing | **Jun Wu**, Old Dominion U.; **Shaomin Li**, Old Dominion U.; **Darryl Samsell**, Guilford College

**1747** → 📖: (DRP Session) - (IM) **Internationalization Process and MNE Performance**

- 3:00pm - 4:30pm Delta Centre-Ville: Bonsecours  
 Facilitator: **John Clarry**, College of New Jersey  
 ➔ 🗣️ Performance Implications of a Firm's Multinational Strategy | **Luis Alfonso Dau**, U. of South Carolina  
 Assessing the opportunity for global standardization in international professional service firms | **Karl Joachim Breunig**, BI Norwegian School of Management; **Ragnhild Kvalshaugen**, BI Norwegian School of Management; **Katja Hyde**, BI Norwegian School of Management  
 The multinationality-performance relationship in an information cost view – A panel study | **Jan Hendrik Fisch**, U. of Augsburg; **Miriam Zschoche**, U. of Augsburg; **Dirk Morschett**, U. of Fribourg

How much does geographic diversification impact on firm performance? | **Edmilson Alves de Moraes**, Centro U. da FEI; **Flavio Vasconcelos**, Fundacao Getulio Vargas EAESP-FGV; **Rafael Burstein Goldszmidt**, EBAPE-FGV; **Sandro Belmude**, Centro U. da FEI

→ Liability or asset? An empirical analysis on the impact of multinationality on performance | **Stefan Eckert**, Internationales Hochschulinstitut; **Marcus Dittfeld**, International Graduate School Zittau; **Susanne Rassler**, U. of Bamberg

**1748** → JS: (IM, HR, OB) **Having Both and Bringing More: The Advantages of Different Biculturals in Organizations**

3:00pm - 4:30pm Le Centre Sheraton: Salon B

Chair: **Chi-Ying Cheng**, Singapore Management U.

Discussants: **Mary Yoko Brannen**, INSEAD; **Fiona Lee**, U. of Michigan

Understanding Bicultural and Multicultural Individuals | **Stacey R. Fitzsimmons**, Simon Fraser U.

The Role of Bicultural Identity Integration in Acquiring Cultural Competence | **Cathleen Clerkin**, U. of Michigan; **Chi-Ying Cheng**, Singapore Management U.; **Fiona Lee**, U. of Michigan

An Upside of Bicultural Identity Conflict: Resisting Groupthink in Cultural Ingroups | **Aurelia Mok**, Columbia U.; **Michael Morris**, Columbia U.

Bicultural Employees in Multicultural Teams | **Hae-Jung Hong**, ESSEC

**1749** → JS: (Paper Session) - (MED) **New Perspectives on Leadership Education**

3:00pm - 4:30pm Le Palais Des Congres: 516D

Chair: **Jenny W. Rudolph**, Harvard Medical School

Fostering Post-conventional Consciousness in Leaders | **Charles Baron**, Laval U.; **Mario Cayer**, Laval U.

Language of Leadership: Symbolism & Nonverbal Communication in Madeleine Albright's Read My Pins | **Wendy Winn**, Appalachian State U.; **Betty S Coffey**, Appalachian State U.; **Stella Anderson**, Appalachian State U.

Developing emerging leaders: Building narratives from life stories | **Minu Ipe**, Arizona State U.; **Yuwen Liu**, ChungHsing U.

**1750** → JS: (Paper Session) - (MED) **Assessing Performance: Students and Courses**

3:00pm - 4:30pm Le Palais Des Congres: 516E

Chair: **Joann Krauss Williams**, Judson College

Examining the Impact of Programmes for Entrepreneurship using Self-efficacy | **Shima Barakat**, U. of Cambridge; **Ros McLellan**, U. of Cambridge; **Sarah Winfield**, U. of Cambridge

Is higher better? Determinants and comparisons of performance on the Major Field Test-Business | **Agnieszka Kwapisz**, Montana State U.; **F. William Brown**, Montana State U.; **Richard J. Semenik**, Montana State U.

→ Undergraduate Global Business Literacy: Developing, Validating & Using an Assessment Framework | **Jorge Alexis Arevalo**, Laboratory Institute of Merchandising; **Elizabeth A. McCrea**, Seton Hall U.; **Jason Z Yin**, Seton Hall U.

**1751** → JS: (Paper Session) - (MOC) **The upside and downside of risk**

3:00pm - 4:30pm Delta Centre-Ville: Cartier B

Facilitator: **Chet Miller**, U. of Houston

The Rise and Fall of a Banking Giant: The Dark Side of Legitimacy and Risk Seeking | **Geoff Martin**, Instituto de Empresa Business School

Legitimacy and the Outsider: The Consequences of Moves Toward Conformity | **Felipe Gorenstein Massa**, Boston College

Transparent Option Metrics as Determinants of Risk Taking | **Geoff Martin**, Instituto de Empresa Business School

**1752** → JS: (DRP Session) - (MOC) **Top management teams decision making: Mental maps and cognitive processes**

3:00pm - 4:30pm Delta Centre-Ville: Verriere A

Facilitator: **Mark Jenkins**, Cranfield U.

Post-decision surprise: How bankers manage the unexpected. | **Ronald William Eastburn**, Case Western Reserve U.

Frames, Focus and Feedback: TMT Cognition, Performance Feedback and New Product Introductions | **John Joseph**, Duke U.

The "Real World Out There": Cognition and nonmarket strategy | **Rafael Lucea**, George Washington U.

Why You See What You See: A Multilevel Investigation of Top Management Attention | **Wei Guo**, U. of Maryland - College Park; **Patrick G. Maggitti**, Villanova U.; **Ken G. Smith**, U. of Maryland; **Paul E. Tesluk**, U. of Maryland; **Riitta Katila**, Stanford U.

**1753** → JS: (MOC, OB) **The Will and the Way: New Insights Into the Workings of Hope in Organizations**

3:00pm - 4:30pm Delta Centre-Ville: St-Charles

Chairs: **Karoline Strauss**, U. of Sheffield; **Chiahuei Wu**, U. of Sheffield

Discussant: **Kevin G. Corley**, Arizona State U.

Hope Organizing: The Case of the Andes Flight Disaster | **Spencer Harrison**, Boston College

From Dusters to Play Openers: Ideas of Hope | **Arne Carlsen**, SINTEF Technology and Society; **Tord Mortensen**, SINTEF Technology and Society

Ideal and Feared Future Work Selves: The Influence of Hope on Future-Oriented Identities | **Karoline Strauss**, U. of Sheffield; **Sandy Hershcovis**, U. of Manitoba

Why Proactive Personality Leads to Higher Self-Efficacy: The Role of Hope | **Chiahuei Wu**, U. of Sheffield

Work Engagement and Psychological Well-Being: The Mediating Role of Hope | **John Cordery**, U. of Western Australia

**1754**: (MSR) **MSR Executive Committee Meeting**

3:00pm - 4:30pm The Queen Elizabeth: Harricana

**1755** → JS: (DRP Session) - (OB) **Coordination within Teams**

3:00pm - 4:30pm Le Centre Sheraton: Salle Ballroom east

Facilitator: **Lindred L. Greer**, U. of Amsterdam

→ Top Management Team Behavioral Integration, Organizational Energy and Employee Outcomes | **Anneloes Raes**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen

Interactive Media Development Teams: The Role of Iterations in Ambiguity Reduction | **Kenneth Goh**, Carnegie Mellon U.; **Paul S. Goodman**, Carnegie Mellon U.; **Laurie R.**

**Weingart**, Carnegie Mellon U.; **Gergana Todorova**, Carnegie Mellon U.

▣ Feeling Known: A Multi-Level Model of Perceived Expertise Affirmation in Work Teams | **Hanneke Grutterink**, U. of Groningen; **Eric Molleman**, U. of Groningen

→ ▣ The Power to Perform by being Both Task Interdependent and Task Autonomous | **Simon B. De Jong**, U. of St. Gallen

**1756** ▣: (DRP Session) - (OB) **Goal Orientation**

3:00pm - 4:30pm Le Centre Sheraton: Salon 5

Facilitator: **Joan Brett**, Arizona State U.

▣ Goal Orientation and the Moderating Effects of Co-rumination on Attitudes, Adjustment and Behavior | **Dana L. Haggard**, Missouri State U.; **Bennett J. Tepper**, Georgia State U.; **Jon C. Carr**, Texas Christian U.

Goal Orientation-based Information Seeking: A Conceptual and Empirical Foundation | **Yaping Gong**, Hong Kong U. of Science and Technology; **Mo Wang**, U. of Maryland, College Park; **Jia-Chi Huang**, Soochow U.

▣ Leaders' Achievement Goals and Their Reactions to Subordinates' Creative Input | **Roy B. L. Sijbom**, U. of Groningen; **Onne Janssen**, U. of Groningen; **Nico W. Van Yperen**, U. of Groningen

▣ General Self-efficacy, Team-efficacy, and Leader Goal Orientation as Multi-Level Predictors of OCBs | **Won-Woo Park**, Seoul National U.; **Mee Sook Kim**, Rutgers U., SPAA; **Stanley M Gully**, Rutgers U.; **Jean Phillips**, Rutgers U.

**1757** ▣: (Paper Session) - (OB) **Work Stressors and Employee Health**

3:00pm - 4:30pm Le Centre Sheraton: Salon 6

Chair: **Sheryl Lynn Alonso**, U. of Miami

☉ ▣ Daring to Care for the Top? Senior Manager Occupational Stress on the European Periphery | **Leslie Thomas Szamosi**, CITY College -- International Faculty of the U. of Sheffield; **Ognjen Mucibabic**, PIP D.o.o.; **Alexandros Psychogios**, CITY College -- International Faculty of the U. of Sheffield

▣ Predicting Employees' Satisfaction and Burnout from Managers' Attachment and Caregiving | **Sigalit Ronen**, John Molson School of Business, Concordia U.; **Mario Mikulincer**, Interdisciplinary Center (IDC) Herzliya

☎ ▣ Work Events, Mood, and Employee Health: Testing the Effects of a Positive Refocusing Intervention | **Joyce Bono**, U. of Minnesota; **Theresa M. Glomb**, U. of Minnesota; **Winnie Shen**, U. of Minnesota; **Eugene Kim**, U. of Minnesota; **Amanda Koch**, U. of Minnesota, Twin Cities

▣ Understanding the Link between Psychosocial Factors and Work-related Musculoskeletal Complaints | **Erin M. Eatough**, U. of South Florida; **Jason Way**, U. of South Florida; **Chu-Hsiang Chang**, U. of South Florida

**1758** ▣: (Paper Session) - (OB) **Outcomes of Organizational Citizenship Behavior**

3:00pm - 4:30pm Le Centre Sheraton: Salon 8

Chair: **Margaret Diddams**, Seattle Pacific U.

▣ Relationships Between Citizenship Behavior and Career Outcomes Within an Outcome-Based Reward System |

**Diane Bergeron**, Case Western Reserve U.; **Abbie J. Shipp**, Texas A&M U.

▣ Living in the Past: Supervisor Attributions about Subordinate OCB after Punishment | **J. Bruce Gilstrap**, U. of Southern Mississippi

→ ▣ Perceived Insider Status and Citizenship Behaviors: A Belongingness Perspective | **Samuel Aryee**, Aston U.; **Qin Zhou**, Instituto de U. de Lisboa; **Li-Yun Sun**, Macau U. of Science and Technology; **Susanna Lo**, Hong Kong Baptist U.  
The Effects of Perceptions of Organizational Politics on Organizational Citizenship Behavior | **Emilija Djurdjevic**, U. of Arkansas, Fayetteville; **Christopher C. Rosen**, U. of Arkansas, Fayetteville

**1759** ▣: (Paper Session) - (OB) **Aggression and Antisocial Behavior**

3:00pm - 4:30pm Le Centre Sheraton: Salon A

Chair: **Bella L. Galperin**, U. of Tampa

Not Necessarily Funny After All: The Effects of Aggressive Humor in Organizational Workgroups | **Alyson Byrne**, Queen's U.

▣ A Climate for Workplace Aggression: The Influence of Abusive Supervision & Organizational Factors | **Melinda Lee Scheuer**, Northern Illinois U.; **Chris Parker**, Northern Illinois U.; **James Paul Burton**, Northern Illinois U.

Dispositional Antecedents and Consequences of Workplace Ostracism | **Longzeng Wu**, Hong Kong Baptist U.; **Li-Qun Wei**, Hong Kong Baptist U.

Antisocial Behavior at Work: The Role of Emotional Intelligence, Process Conflict and LMX | **Ashlea Clare Troth**, Griffith U.; **Peter J. Jordan**, Griffith U.

**1760** ▣: (Paper Session) - (OB) **Leader Member Exchange**

3:00pm - 4:30pm The Queen Elizabeth: Gatineau

Chair: **Joy H Karriker**, East Carolina U.

▣ → Differentiated Leader-Member Exchanges: The Moderating Role of Justice Climate | **Berrin Erdogan**, Portland State U.; **Talya N. Bauer**, Portland State U.

▣ Attachment and Emotion Regulation: Predicting Leader-Subordinate Relationship Quality | **David A Richards**, Lakehead U.; **Rick D. Hackett**, McMaster U.

▣ How Does Relationship Quality Help Issue-Selling: The Roles of LMX and Selling Tactic | **Hanhua Xu**, Hong Kong Polytechnic U.; **Xu Huang**, Hong Kong Polytechnic U.

▣ Emotional Intelligence and Leader-Member Exchange for Creativity: Paradoxical Relationships | **Kyootai Lee**, Ulsan National Institute of Science and Technology; **Terri A. Scandura**, U. of Miami; **Youngkyun Kim**, U. of Incheon; **Kailash Joshi**, U. of Missouri, St. Louis; **Jooyeoun Lee**, SK C&C

**1761** ☉: (OB) **Any Which Way You Can: Resource Allocation Among Competing Demands**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 2

Chairs: **Aaron M. Schmidt**, U. of Minnesota, Twin Cities; **James W. Beck**, U. of Minnesota, Twin Cities

Discussant: **Jeffrey B Vancouver**, Ohio U.

Metacognition and Frequency of Feedback: Effects on Self-Regulation | **Paul G Curran**, Michigan State U.; **Steve W. J. Kozlowski**, Michigan State U.; **Brady Firth**, Michigan State U.;

**Goran Kuljanin**, Michigan State U.; **Guihyun Park**, Michigan State U.; **Rick DeShon**, Michigan State U.  
 Self-Efficacy as a Determinant of Goal Prioritization in Multiple-Goal Environments | **Trevor Byrd**, Morehead Associates; **John Donovan**, Rider U.  
 The Moderating Role of Regulatory Focus in Resource Allocation | **James W. Beck**, U. of Minnesota, Twin Cities; **Aaron M. Schmidt**, U. of Minnesota, Twin Cities; **Samantha Ritchie**, PDRI  
 Being Present: The Challenge of Anticipated Time Pressure at Work | **Sophie Leroy**, U. of Minnesota

**1762** → 🗄️: (OB) **Combining Qualitative and Quantitative Methods in Research on Organizational Justice**

3:00pm - 4:30pm The Queen Elizabeth: Jolliet  
 Chairs: **David L. Patient**, Catholic U. of Portugal - FCEE; **Marion Fortin**, Durham U.  
 Discussant: **Quinetta Roberson**, Villanova U.  
 Emotional Intelligence and Moral Identity as Predictors of Conflict Resolution Effectiveness | **Erik Young**, U. of Illinois, Urbana-Champaign; **Ariel C. Avgar**, U. of Illinois, Urbana-Champaign; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign  
 Capturing Justice in the Cognitive Nets of Collectivists and Individualists | **Chris M Bell**, York U.; **Laurie J. Barclay**, Wilfrid Laurier U.; **Ramona Bobocel**, U. of Waterloo  
 Justice Judgments and Motives in Interactions with Close and Distant Managers and Peers | **Marion Fortin**, Durham U.; **Thierry Nadisic**, EM Lyon; **Natalia Escofet Cugueró**, IESE Business School  
 Integrating Diversity Dynamics and Organizational Justice Dimensions | **Aisha Taylor**, Portland State U.; **Keith James**, Portland State U.  
 Having the Tools to do the Job: Task-Relevant Justice Perceptions | **Hayley Claire German**, Durham U.; **David L. Patient**, Catholic U. of Portugal - FCEE

**1763** 🗄️: (DRP Session) - (OB) **New Directions in Turnover**

3:00pm - 4:30pm The Queen Elizabeth: Marquette  
 Facilitator: **Sang Eun Woo**, Purdue U., West Lafayette  
 🗄️ The Work and Life Iterative Assessment Model: A Content and Process Model of Turnover | **Teresa J Rothausen**, U. of St. Thomas; **Avinash Malshe**, U. of St. Thomas-Opus College of Business; **James K Arnold**, U. of St. Thomas-Opus College of Business  
 🗄️ Reconceptualizing Employee Turnover: Expanding its Proximal Psychological States and Definition | **Peter Hom**, Arizona State U.; **Terence R. Mitchell**, U. of Washington; **Thomas Lee**, Foster School of Business, U. of Washington; **Rodger Griffeth**, Ohio U.  
 🗄️ Attendance Dynamics at Work: The Antecedents of Absenteeism, Presenteeism, and Productivity Loss | **Gary Johns**, Concordia U.  
 🗄️ Credit Where Credit is Due: Effects of Credit Expectations and Allocation on Employee Turnover | **Matthew Rodgers**, Ohio State U.; **Stephen Sauer**, Clarkson U.; **Chad Proell**, Cornell U.

**1764** 🗄️: (Paper Session) - (OB) **Organizational Climate**

3:00pm - 4:30pm The Queen Elizabeth: Nicolet  
 Chair: **Michael Lance Frazier**, Old Dominion U.  
 🗄️ Top Management Teams' OCB and Firm Performance: An Organizational Climate Perspective | **Wu Liu**, Hong Kong Polytechnic U.  
 🗄️ Agency and Communion in Psychological Climate | **Justin K Benzer**, VA Boston Healthcare System; **Mark Meterko**, VA Boston Healthcare System  
 🗄️ Why Employee Commit? A Multilevel Study of the Effect of Autonomy Support Climate and Adaptability | **Yonghong Liu**, Renmin U. of China; **Kai Zhang**, Renmin U. of China; **Jun Xiong**, Renmin U. of China  
 🗄️ The Effects of Supervisor-focused Justice Climate on Employee Behaviors: A Replication and Extension | **Babatunde Ogunfowora**, Paul J. Hill school of business, U. of Regina; **Joshua S Bourdage**, U. of Calgary; **Brenda Nguyen**, U. of Calgary

**1765** 🗄️: (Paper Session) - (OB) **Team Development**

3:00pm - 4:30pm The Queen Elizabeth: Richelieu  
 Chair: **Mark A. Clark**, American U.  
 → 🗄️ Team Development in Internationally Distributed Teams – A Grounded Theory Approach | **Tine Koehler**, U. of Melbourne  
 🗄️ The Impact of Psychological Flexibility on Leadership Behavior in Self-Managed Teams | **Carol Gill**, U. of Melbourne; **Ian O. Williamson**, U. of Melbourne  
 🗄️ Team Structure and Regulatory Focus: The Impact of Regulatory Fit on Team Dynamics | **Nikos Dimotakis**, Michigan State U.; **Robert B. Davison**, Michigan State U.; **John Hollenbeck**, Michigan State U.  
 🗄️ Changing Leadership in Parallel Teams | **Tao Jennifer Ma**, U. of Connecticut

**1766** 🗄️: (DRP Session) - (OB) **Socialization of Organizational Newcomers**

3:00pm - 4:30pm The Queen Elizabeth: St-Laurent  
 Facilitator: **Leisa Sargent**, U. of Melbourne  
 🗄️ Matching Expectations: the Socialization of Young Undereducated People | **Lucas Dufour**, CEROM Montpellier Business School  
 To Feel the Way They Feel: Effect of the Socialization Process on a Newcomer's Emotional Management | **Sungchul Noh**, McGill U.  
 The Impact of Formal Mentoring Programs on Social Capital Formation of Organizational Newcomers | **Anja Iseke**, U. of Paderborn  
 🗄️ The Role of Proactivity during Organizational Entry: Socialization Tactics and Citizenship Behaviors | **Ozgun Burcu Rodopman**, Bogazici U.; **Paul E. Spector**, U. of South Florida

**1767** 🗄️ 🗄️ JS: (OB, CM) **Dare to be Fair: How Leaders Influence Fairness and Justice in the Workplace**

3:00pm - 4:30pm The Queen Elizabeth: Grand Salon  
 Chairs: **Elizabeth P. Karam**, Michigan State U.; **Jennifer D. Nahrgang**, Arizona State U.  
 Discussant: **Russell Cropanzano**, U. of Arizona

TUESDAY

When Empowering Leadership Makes Procedural Fairness More and Less Effective | **Marius van Dijke**, Erasmus U. Rotterdam; **David De Cremer**, Erasmus U. Rotterdam  
 Supervisor Undermining: The Misalignment Between What Employees Expect and What They Receive | **Rebecca L. Greenbaum**, Oklahoma State U.; **Mary Bardes**, Drexel U.; **Hunter L. Harris**, Oklahoma State U.; **Ronald F. Piccolo**, Crummer Graduate School of Business, Rollins College  
 Understanding the Impetus for Leaders' Just Actions: The Role of Personality | **E. Layne Paddock**, Singapore Management U.; **Brent A. Scott**, Michigan State U.  
 The Impact of Leadership on Organizational Justice: A Meta-Analysis | **Elizabeth P. Karam**, Michigan State U.; **Jennifer D. Nahrgang**, Arizona State U.; **Daniel Scott DeRue**, U. of Michigan; **Stephen E. Humphrey**, Pennsylvania State U.; **Matthew F. Juravich**, U. of Michigan

**1768** 📖 SHCS: (OB, HR, GDO) **Challenging Assumptions and Extending Theory in Work-Family Research through Qualitative Methods**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 1  
 Chairs: **Jessica Keeney**, Michigan State U.; **Ruchi Sinha**, Michigan State U.; **Ruchi Sinha**, Michigan State U.

Up in Flames: Overturning Assumptions that Work-Family Issues are Primarily Women's Issues | **Olivia Amanda O'Neill**, U. of Pennsylvania; **Nancy Rothbard**, U. of Pennsylvania

We Have Lives Too! Debunking Assumptions about Single Workers without Dependent Children | **Wendy J. Casper**, U. of Texas, Arlington; **Katherine Roberto**, U. of Texas, Arlington

An Exploration of Cognitive Coping Mechanisms Following Events of Work-Life Conflict | **Jessica Keeney**, Michigan State U.; **Ruchi Sinha**, Michigan State U.; **Elizabeth Poposki**, Michigan State U.; **Ann Marie Ryan**, Michigan State U.; **Alyssa Westring**, DePaul U.

Work-Family Hurdles: Barriers as an Overlooked Construct in Family Supportive Work Environments | **Valerie J. Morganson**, Old Dominion U.; **Debra A. Major**, Old Dominion U.; **Heather Lauzun**, Old Dominion U.; **Arlene Green**, Frito Lay, Inc.

Managers' Support of Alternative Work Arrangements as Pockets of Organizational Change | **Ellen Ernst Kossek**, Michigan State U.; **Ariane Ollier-Malaterre**, Rouen Business School; **Mary Dean Lee**, McGill U.

**1769** 📖 JS: (OB, RM) **What Are Creative Processes and How Do They Impact Creativity?**

3:00pm - 4:30pm The Queen Elizabeth: St-Maurice  
 Chairs: **Shalini Khazanchi**, Rochester Institute of Technology; **Brenda E. Ghitulescu**, College of New Jersey

Discussant: **Christina E. Shalley**, Georgia Institute of Technology  
 Self-Regulation of Creativity at Work: The Role of Feedback-Seeking Behavior in Creative Performance | **Katleen E. M. De Stobbeleir**, Vlerick Leuven Gent Management School; **Susan J. Ashford**, U. of Michigan; **Dirk Buyens**, Ghent U.

Creativity in Teams: The Role of Leadership and Task Complexity | **Nora Madjar**, U. of Connecticut; **Hyouon Sook Lim**, U. of Connecticut; **Lucy L. Gilson**, U. of Connecticut

Working Together While Apart: Knowledge Transfer and Information Sharing in Virtual Teams | **Joy Oguntebi**, Rochester Institute of Technology  
 Understanding Creative Processes: Creative Tensions and Strategies to Overcome Them | **Shalini Khazanchi**, Rochester Institute of Technology; **Brenda E. Ghitulescu**, College of New Jersey

**1770** : (Paper Session) - (OCIS) **Conflict Resolution and Laughter**

3:00pm - 4:30pm Le Palais Des Congres: 511C  
 Chair: **Janice Lynn Thomas**, Athabasca U.  
 Discussant: **John M Mueller**, U. of Louisville

📖 Patterns in Information Technology Portfolio Decision Making: An Inductive Approach | **Prasanna Karhade**, Hong Kong U. of Science and Technology; **Michael Shaw**, U. of Illinois, Urbana-Champaign; **Ramanath Subramanyam**, U. of Illinois, Urbana-Champaign

📖 Effects of information system infrastructure and requisite integration on resolving task exceptions | **Antti Tenhiälä**, IE Business School; **Johnny Rungtusanatham**, U. of Minnesota

🗣️ Laughing in the face of danger: A two-stage cognitive model of voice | **John J. Sumanth**, U. of North Carolina, Chapel Hill; **James Berry**, U. of North Carolina, Chapel Hill

**1771** : (DRP Session) - (OCIS) **IT Management Function**

3:00pm - 4:30pm Le Palais Des Congres: 525A  
 Facilitator: **Tom Stafford**, U. of Memphis

📖 Individuals' Attitudes towards Electronic Health Records – A Privacy Calculus Perspective | **Tamara Dinev**, Florida Atlantic U.; **Valentina Albano**, Luiss Guido Carli U.; **Alessandro D'Atri**, Luiss Guido Carli U.; **Heng Xu**, Pennsylvania State U.; **Paul Hart**, Florida Atlantic U.

🗣️ 📖 Enterprise Systems Projects: The Role of Liminal Space & Peacemaking in Systems Implementation | **Erica L Wagner**, Portland State U.; **William M. Kay**, Finch Network; **Sue Newell**, Bentley U.

🗣️ 📖 Towards a Model of Technology Adoption and Use that is Robust across Space, Time and Subjects | **Mohamed Hedi Charki**, EDHEC Business School; **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Nabila BOUKEF CHARKI**, ESDES Business School

Cultivating Capabilities for Multinational Markets: The Case of China's Offshore IT Service Vendors | **Ning Su**, Richard Ivey School of Business, The U. of Western Ontario

📖 Theorizing the Influence of Virtues on Capabilities of the Chief Information Officer | **Sutirtha Chatterjee**, Prairie View A&M U.; **Suprateek Sarker**, Copenhagen Business School

**1772** 📖 JS: (OCIS, OB, HR) **Virtual Work and Employee Outcomes: New Directions**

3:00pm - 4:30pm Le Palais Des Congres: 511D  
 Chair: **N. Sharon Hill**, George Washington U.  
 Discussant: **Benson Rosen**, U. of North Carolina

Coordinator: **N. Sharon Hill**, George Washington U.

Toward a Better Understanding of Subjective Distance | **Bradford S Bell**, Cornell U.; **Emmanuelle Andree Leon**, ESCP-EAP European School of Management

Distant and (In)Different? Supervisor-Subordinate Dispersion and Demographic Dissimilarity | **Aparna Joshi**, U. of Illinois,

- Urbana-Champaign; **Ravi Shanker Gajendran**, U. of Illinois, Urbana-Champaign
- The Influence of Employee Virtuality and LMX on Job Satisfaction and Organizational Commitment | **N. Sharon Hill**, George Washington U.; **Jae Hyeung Kang**, George Washington U.
- Maintaining Levels of Psychological Job Control in The Virtual Workplace | **Stacie Furst**, U. of Cincinnati
- 1773** 📖 SHCS: (ODC, OB, HR) **Towards a Better Understanding of Individual Adaptability at Work**  
3:00pm - 4:30pm Le Centre Sheraton: Musset  
Chair: **Karen Van Dam**, Tilburg U.  
Discussant: **Babis Mainemelis**, ALBA Graduate Business School
- Individual Differences and the Prediction of Adaptive Performance | **Stephen J. Zaccaro**, George Mason U.; **Eric Weis**, George Mason U.; **Michael Matthews**, U.S. Military Academy
- Coaching for Adaptability: Coaching to the Positive Emotional Attractor | **Richard E. Boyatzis**, Case Western Reserve U.
- A Longitudinal Investigation of Employee Adaptability During Change: The Role of Self-Regulation | **Cornelia Niessen**, U. of Konstanz; **Ines Braun**, U. of Konstanz
- Predicting Real-Time Adaptive Performance | **Darren Good**, Christopher Newport U.
- 1774** 🗣️📖 JS: (ODC, OMT, OB) **Incubating Research on Positive Social Change: Agency and Caring about Change in Critical Domains**  
3:00pm - 4:30pm Le Centre Sheraton: Drummond center  
Organizers: **Karen Golden-Biddle**, Boston U.; **Jane E. Dutton**, U. of Michigan  
Facilitator: **Jean M. Bartunek**, Boston College
- Positive Social Change for the Working Poor | **Carrie R. Leana**, U. of Pittsburgh; **Ellen Ernst Kossek**, Michigan State U.
- Using Universities as Social Change Incubators for Poverty Alleviation | **Lisa Jones-Christensen**, U. of North Carolina, Chapel Hill
- Loan Officers as Sociological Citizens: Particularism and Poverty Alleviation in Microcredit | **Rodrigo Canales**, Yale U.
- Transforming the Great Bear Rainforest | **Ola Tjornbo**, U. of Waterloo; **Darcy Riddell**, U. of Waterloo; **Frances Westley**, U. of Waterloo
- Resourcing Sustainability | **Martha S. Feldman**, U. of California, Irvine
- Sustainability Standards and Local Enterprises in Developing Economies | **Paola Perez-Aleman**, McGill U.
- The Hopeful Production of Social Change | **Oana Branzei**, U. of Western Ontario
- Being a Social Change Agent through Issue Selling | **Scott Sonenshein**, Rice U.
- Slow Philanthropy and the Nurturing of Grass Roots Social Change | **Debra Meyerson**, Stanford U.
- Social Entrepreneurs as Institutional Entrepreneurs: The Case of Sekem | **Julie Battilana**, Harvard U.; **Johanna Mair**, IESE Business School; **Tomislav Rimac**, IESE Business School
- 1775** : (DRP Session) - (OM) **Contingency-based research in supply chain management**

- 3:00pm - 4:30pm Le Palais Des Congres: 515B  
Facilitator: **Stephan Vachon**, HEC Montreal
- 🗣️→📖 Outsourcing and its Impact on Manufacturing Flexibility: Contingencies Matter | **Maïke Scherrer-Rathje**, U. of St. Gallen; **Patricia Deflorin**, U. of Zurich; **Gopesh Anand**, U. of Illinois, Urbana-Champaign
- 📖 Aligning Environmental Dynamism, Purchasing Strategy Formulation, Implementation, and Performance | **Anand Nair**, U. of South Carolina; **Jayanth Jayaram**, U. of South Carolina; **Ajay Das**, Baruch College, CUNY, NY, NY
- 📖 Buyer-Supplier Partnership Quality and Performance: Role of Risks, and Environmental Uncertainty | **Mahesh Srinivasan**, The U. of Akron; **Debmalya Mukherjee**, U. of Akron; **Ajai S Gaur**, Rutgers U.
- 📖 Supply Chain Flexibility and the impact of different capabilities on Customer Satisfaction | **Janjaap Semeijn**, Open U.
- 1776** 📖: (DRP Session) - (OMT) **Institutional Change and Persistence**  
3:00pm - 4:30pm Le Palais Des Congres: 511F  
Chair: **John Matthew Amis**, U. of Memphis
- From Symbolism to Substance: A Process Model of Institutional Change | **Emily S. Block**, U. of Notre Dame
- 📖 The Emperor is Dead! Long Live the Emperor! A Study of Institutional Persistence | **Ken Ogata**, York U.
- 📖 Struggles over Shared Conceptions of Control in EU Securities Market Integration 2000 - 2008 | **Holger Sommerfeldt**, Oxford U.
- 📖 More than Just a Trigger: Looking at the Role of Exogenous Events within Institutional Change | **Annetta Fortune**, Widener U.; **Stephen Lippmann**, Miami U. Ohio
- Between a Rock and a Hard Place: The Persistence of Contested Legitimacy in Contemporary HR | **Kurt Sandholtz**, Stanford U.
- 1777** 📖: (DRP Session) - (OMT) **Innovation and Creativity**  
3:00pm - 4:30pm Le Palais Des Congres: 516A  
Chair: **Elisa Operti**, U. of Lugano, USI
- 📖 Knowledge Integration in Practice: From Individual Ideas to Collective New Dishes in Haute Cuisine | **Isabelle Bouty**, U. Paris Ouest Nanterre UFR SEGMI; **Marie-Leandre Gomez**, ESSEC Business School
- In Search of Dyadic Creativity in Scholarly Outcomes | **Namgyoo Kenny Park**, Seoul National U.; **Hyojung Kim**, Seoul National U.; **Jinsung Kim**, Samsung Economic Research Institute; **Junghyun Suh**, Seoul National U.; **Yoonhee Choi**, Seoul National U.
- 🗣️→📖 Knowledge Recombination in New Product Development: Boundary Types and Combinative Capabilities | **Alexander Zimmermann**, U. of St. Gallen
- 📖 Impact of Dyadic Collaboration and Organizational Support on Dyadic Creativity | **Alexander Fliaster**, U. Bundeswehr, Munich; **Florian Schloderer**, INSEAD
- 1778** 📖: (Paper Session) - (OMT) **Innovation and Change in Institutional Contexts**  
3:00pm - 4:30pm Le Palais Des Congres: 518B  
Chair: **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign

- 📖 The Employment Contract Broken? The Deinstitutionalization of Defined Benefit Retirement Plans | **J. Adam Cobb**, U. of Michigan
- 🌐 → 📖 Social Deviance Perspective of Institutional Innovation | **Tomislav Rimac**, IESE Business School
- From Context to Agent: The Role of Organizations in Interprofessional Competition | **Roman V. Galperin**, MIT Sloan
- The Genesis of Institutional Change: Organizations as Vessels for Praxis | **Tracy A. Thompson**, U. of Washington, Tacoma; **Jill M. Purdy**, U. of Washington, Tacoma

**1779** 📖: (DRP Session) - (OMT) **New Insights on Organizational Routines**

3:00pm - 4:30pm Le Palais Des Congres: 524C

Chair: **Pablo Martin de Holan**, IE and INCAE

Endogenous Routine Change and Learning | **Irma Bogenrieder**, Rotterdam School of Management, Erasmus U.

📖 Social Networks in Organizational Routines | **Kent D Miller**, Michigan State U.; **Seungho Choi**, Michigan State U.; **Brian T Pentland**, Michigan State U.

🗣️ 📖 Routines in Peripheral Donations | **George Kuk**, U. of Nottingham; **Hannah Broughton**, U. of Nottingham

Modelling Paths of Institutional Change in Organizations | **Arne Petermann**, Freie U. Berlin; **Stefan Klausner**, Freie U. Berlin; **Natalie Senf**, Freie U. Berlin

📖 Rules and Routines in Organizations: A Review and Integration | **Johann Weichbrodt**, ETH Zurich; **Gudela Grote**, ETH Zurich

**1780** 📖 JS: (OMT, BPS, TIM) **Identity, Categories, and Networks: Relational Approaches to Organizational Identity**

3:00pm - 4:30pm Le Palais Des Congres: 516B

Organizer: **Balazs Kovacs**, U. of Lugano, USI

Discussant: **Elizabeth G. Pontikes**, U. of Chicago

Classification and the Homogeneity of Social Groups | **Martin Ruef**, Princeton U.

In Their Own Words: A Semantic Network Analysis Approach to Organizational Identity | **Alessandro Lomi**, U. of Lugano; **Kathleen M. Carley**, Carnegie Mellon U.; **Vitaliano Andrea Barberio**, U. of Lugano, USI

Trading Identity: Overcoming Liability of Foreignness in Film Exports | **Heeyon Kim**, U. of Michigan; **Michael Jensen**, U. of Michigan

A Bridge Too Far? Innovations Through the Lens of Identity | **Gianluca Carnabuci**, U. of Lugano; **Balazs Kovacs**, U. of Lugano, USI; **Filippo Carlo Wezel**, U. of Lugano

**1781** 📖 JS: (OMT, CAR) **The Embeddedness of Opportunity: Organizational Social Structures and Inequality**

3:00pm - 4:30pm Le Palais Des Congres: 519B

Chair: **Adina D. Sterling**, Emory U.

Discussant: **James N. Baron**, Yale School of Management

Coordinators: **Christopher I. Rider**, Emory U.; **Adina D. Sterling**, Emory U.

Gender sorting and competition for jobs in the executive search sector | **Isabel Fernandez-Mateo**, London Business School; **Marko Coh**, London Business School

Preexisting Contacts and the Formation of Social Networks in Organizations | **Adina D. Sterling**, Emory U.

Employment Affiliation Networks and Career Mobility Among NFL Coaching Staff 1985 - 2008 | **James B. Wade**, Georgetown U.; **Anand Swaminathan**, Emory U.; **Andreas Schwab**, Iowa State U.

A study of law firm dissolutions and the network structure of legal labor markets | **Christopher I. Rider**, Emory U.

**1782** 📖 JS: (OMT, OB, BPS) **Explorations in Social Capital Research**

3:00pm - 4:30pm Le Palais Des Congres: 513E

Organizer: **Viva Ona Bartkus**, U. of Notre Dame

Chair: **James H Davis**, U. of Notre Dame

Discussant: **R. Duane Ireland**, Texas A&M U.

Social Capital in a Virtual World | **Ronald S. Burt**, U. of Chicago  
Social Capital and Knowledge: Pipes, Prisms, and Practices | **Janine Nahapiet**, Templeton College, Oxford U.

Varieties of Social Capital | **Charles Heckscher**, Rutgers U.; **Chailin Cummings**, California State U. Long Beach

Innovation vs Social Capital: Drivers of Economic Performance in the Retail Sector | **Viva Ona Bartkus**, U. of Notre Dame; **James R. Davis**, Anderson U.; **David Schoorman**, Purdue U.; **David L. Taylor**, Indiana U. - Purdue U., Ft. Wayne

**1783** 📖 JS: (OMT, ODC) **Conflict, Settlements, and Institutional Change**

3:00pm - 4:30pm Le Palais Des Congres: 514C

Organizer: **Wesley Helms**, York U.

Discussant: **Brayden G King**, Northwestern U.

From 'Blood' Sport to 'Regulated' Sport: A Historical Analysis of Mixed Martial Arts (MMA) | **Karen D. W. Patterson**, U. of New Mexico; **Wesley Helms**, York U.

The Changing Role of Pharmacists: Consistently Settling for Second Best | **Elizabeth Goodrick**, Florida Atlantic U.; **Trish Reay**, U. of Alberta

The Creation of the Outgames in the Field of Gay and Lesbian Sports | **Marvin Washington**, U. Alberta; **Susan McKay**, U. of Alberta

**1784** 📖: (DRP Session) - (ONE) **Sustainable Development II**

3:00pm - 4:30pm The Queen Elizabeth: Duluth

Chair: **Mark B. Milstein**, Cornell U.

🗣️ 📖 Expressing Passion for Sustainability: Eight Leverage Points for Sustainability Entrepreneurship | **Benjamin B. Lichtenstein**, U. of Massachusetts-Boston

Reporting and comparing sustainability performance: A study of mining organizations | **Olivier Boiral**, U. Laval; **Jean-François Henri**, U. Laval

📖 📖 Marketing Gag or Value Creating Strategy: How does Sustainability Impact Store Choice in Retail? | **Nina Lucia Hampf**, U. of St. Gallen; **Moritz Loock**, U. of St. Gallen

📖 Innovations for Mutual Benefit: The Business Case for CSR | **Garima Sharma**, Case Western Reserve U.; **Ronald Fry**, Case Western Reserve U.



🗂️ Unpacking the "social" element of Corporate Responsibility | **Clare Le Roy**, Macquarie U.; **Suzanne Benn**, Macquarie U.

**1785** 🗂️: (Paper Session) - (ONE) **Environmental strategy and performance measure**

3:00pm - 4:30pm The Queen Elizabeth: Matapedia

Chair: **Jennifer Howard-Grenville**, U. of Oregon

🗂️ Measuring corporate social performance: An efficiency perspective | **Chien-Ming Chen**, U. of California, Los Angeles; **Magali Delmas**, U. of California, Los Angeles

🗂️ Measuring ECSR: A construct valid, reliable and transparent instrument | **Noushi Rahman**, Pace U.; **Corinne Post**, Lehigh U.

🗂️ Whether it's Green or Brown: Buy Local. Exploring the Acquisition Choice of Manufacturing Firms | **Luca Berchicci**, Rotterdam School of Management, Erasmus U.; **Glen Dowell**, Cornell U.

Sustained Competitive Advantage through Green Supply Chain Management Practices | **Erlinda Nusron Yunus**, Southern Illinois U. Carbondale; **Michael D Michalisin**, Southern Illinois U. Carbondale

**1786** → 🗂️: (Paper Session) - (PNP) **Organizational Change and Renewal**

3:00pm - 4:30pm The Queen Elizabeth: Bersimis

Facilitator: **John Rohrbaugh**, U. at Albany, SUNY

Exploring Change in Institutionalized Fields: United Way Implementation of Community Impact | **Laurie E. Paarlberg**, U. of North Carolina, Wilmington; **Stephen Meinhold**, U. of North Carolina, Wilmington

→ The Supremacy of the Sequence: Key Elements and Dimensions in the Process of Change. | **Mariannunziata Liguori**, Queens U. Belfast

🗂️ Change, Stability, and Performance Ambiguity: Organizational Identity and Adaptation at the SEC | **David P. McCaffrey**, U. of Albany, SUNY; **Valerie Sourbeer**, U. of Albany, SUNY

**1787** 🗂️ JS: (PNP, OMT, OB) **What do Boards do? Interpersonal and Group Processes in Nonprofit Governance.**

3:00pm - 4:30pm The Queen Elizabeth: Peribonca

Organizer: **Wendy Reid**, HEC Montreal

Chair: **Paul Salipante**, Case Western Reserve U.

Discussant: **Chris Cornforth**, Open U.

Explaining Board Member Engagement and Performance. | **William A. Brown**, Texas A&M U.

Leading Across the Board: How Shared Leadership Influences Shared Mental Models | **Max Freund**, Claremont U.

Learning to Be, Learning About: A Sociocultural Approach to Board Practice | **Debra Beck**, U. of Wyoming

Beneath the Surface and Around the Table: Psychodynamics of Board Interaction | **Wendy Reid**, HEC Montreal

**1788** 🗂️: (Paper Session) - (RM) **Financial and quality control data**

3:00pm - 4:30pm Delta Centre-Ville: St-Laurent

Chair: **Heping Liu**, Auburn U.

🗂️ Profitable Candlestick Trading Strategies-The Evidence of New Perspective | **Tsung-Hsun Lu**, National Cheng Kung U.

🗂️ The Predictive Performance of a Barrier Option Credit Risk Model in an Emerging Market | **Rim Zaabar**, SKEMA Business School

🗂️ Controlling Complex Systems: A multivariate Six Sigma Approach with Applications. | **Jose Luis Guerrero**, Georgetown U.

**1789** 🗂️: (DRP Session) - (SIM) **The Impact of Boards of Directors Roundtable**

3:00pm - 4:30pm The Queen Elizabeth: Chaudiere

Chair: **Qinqin Zheng**, Fudan U.

→ 🗂️ Impact of cocktail directors on Chinese enterprises' choices of auditor | **Jing Han**, Tilburg U.; **Jidong Zhang**, Finance Dept, School of Tourism Management, Beijing International Studies U.

🗂️ Female directors: A cross-national multilevel view of institutional drivers of board demography | **Johanne Grosvold**, U. of Bath; **Stephen Brammer**, U. of Bath  
Director gender and the diffusion of stakeholder strategies | **Christine Shropshire**, U. of Georgia

🗂️ CSR and governance in entrepreneurial ethical small organisations. | **Shaheena Janjuha-Jivraj**, Henley Business School; **Nelarine Cornelius**, Bradford Management Center

🗂️ Executives, Governance, and the Structure of Generosity in Large U.S. Firms | **Chris Marquis**, Harvard U.; **Matthew Lee**, Harvard Business School

**1790** 🗂️: (Paper Session) - (SIM) **A Global Perspective on Corporate Social Responsibility**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 5

Chair: **Gerald F Cavanagh**, U. of Detroit Mercy

Discussant: **Lutz Preuss**, Royal Holloway, U. of London

→ 🗂️ The Diffusion of Corporate Social Responsibility: A Cross-Country Empirical Analysis | **Dina AbdelZaher**, Florida International U.; **William D Schneper**, Florida International U.

→ 🗂️ Governance and Corporate Social Responsibility: An Exploratory Study of Australia, UK and India | **Suzanne Young**, La Trobe U.; **Vijaya Thyil**, Deakin U.

🗂️ The Rhetoric of Corporate Social Responsibility: Strategies of Legitimization among Asian Firms | **Itziar Castello**, ESADE; **Roberto Nolan Galang**, IESE Business School

→ 🗂️ How do export ventures build CSR resources? resource-, market- and institution-driven learning | **Dirk Michael Boehe**, Inesper Institute of Education and Research; **Luciano Barin Cruz**, HEC Montréal; **Mario Henrique Ogasavara**, U. of Fortaleza (UNIFOR)

**1791** 🗂️: (Paper Session) - (SIM) **System Change and Social Repair: Base of the Pyramid and Beyond**

3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 6

Chair: **Jeanne M Logsdon**, U. of New Mexico

Discussant: **Ante Glavas**, U. of Notre Dame

🗂️ Innovation toward Inclusive Growth within MNCs: Intrapreneurship and Bricolage in Nokia and ABB | **Minna Halme**, Helsinki School of Economics; **Paula Linna**, Aalto U.,

School of Economics; **Sarah Lindeman**, Hanken School of Economics

🗨️📄 Social Entrepreneurship vs. Commercial Entrepreneurship | **Dmitry Mikhail Khanin**, California State U., Fullerton

➔🗨️📄 What do we really know about the Base of the Pyramid concept? A literature review | **Ans Kolk**, U. of Amsterdam; **Miguel Rivera-Santos**, Babson College; **Carlos Rufin**, Suffolk U.

🗨️➔🗨️📄 Challenges for Inclusive Finance Expansion: the Case of CrediAmigo, a Brazilian MFI | **Frederic Lavoie**, HEC Montréal; **Marlei Pozzebon**, HEC Montreal

**1792** ➔🗨️📄 JS: (SIM, OB, ENT) **Doing Business under Adverse Conditions in Developing Countries**

3:00pm - 4:30pm The Queen Elizabeth: Mackenzie

Discussant: **Mary Ann Von Glinow**, Florida International U.

Presenters: **Amanda Bullough**, Thunderbird; **Maija Renko**, U. of Illinois, Chicago; **Mary F. Sully de Luque**, Thunderbird; **Betania Tanure**, PUC Minas; **Sadia Nadeem**, FAST\_NU

Participants: **Tamara Mochelle Myatt**, American U. of Afghanistan; **Antonio Carvalho Neto**, PUC Minas; **Carolina Maria Mota Santos**, PUC Minas; **Lydia Aurora Arbaiza**, ESAN

**1793** ➔🗨️📄: (Paper Session) - (TIM) **Staying Short versus Going Long: Search Strategies and Their Outcomes**

3:00pm - 4:30pm Le Palais Des Congres: 511B

Facilitator: **Andrew Nelson**, U. of Oregon

📄 The Curvilinear Effect of Product Innovativeness on New Product Success | **Alexander Kock**, Berlin Institute of Technology; **Hans Georg Gemuenden**, Berlin Institute of Technology; **Soeren Salomo**, DTU Danish Technical U.

🗨️📄 The Organization of the Firm's Search Strategies and Their Performance Implications | **Abel Ernesto Lucena**, U. Balearic Islands

**Stephan Schrader Best Paper Award Finalist**

📄 An Expanded View of the Value of Moderation in Organizational Adaptation | **Peter Moran**, AGSM-Australian School of Business; **Michele Simoni**, Parthenope U. of Naples; **Gianluca Vagnani**, "Sapienza" U. of Rome

**1794** ➔🗨️📄: (Paper Session) - (TIM) **Integrating Information for New Product Development**

3:00pm - 4:30pm Le Palais Des Congres: 511E

Facilitator: **Darren Zinner**, Brandeis U.

📄 Processes for Making Strategic New Product Portfolio Decisions | **Linda Kester**, Delft U. of Technology; **Abbie Griffin**, U. of Utah; **Erik Jan Hultink**, Delft U. of Technology; **Kristina Lauche**, Delft U. of Technology

➔📄 Integration of International Market Information in New Product Development – A Stage-Specific View | **Holger Ernst**, WHU - Otto Beisheim School of Management; **Mohan Subramaniam**, Boston College; **Anna Dubiel**, WHU - Otto Beisheim School of Management

**1795** ➔🗨️📄: (DRP Session) - (TIM) **Strategic Value of Patents**

3:00pm - 4:30pm Le Palais Des Congres: 513A

Facilitator: **Stefan Wagner**, Ludwig Maximilians U.

🗨️📄 Patent Trolls on Markets for Technology –An Empirical Analysis of Trolls' Patent Acquisitions | **Timo Fischer**, Technical U. München; **Joachim Henkel**, Technical U. Munich  
**Stephan Schrader Best Paper Award Finalist**

➔📄 Innovation in China: Relationships in Patenting and Technology Markets | **William H. A. Johnson**, Penn State Erie U.; **Qing Liu**, Jilin U.

📄 The Market Value of Blocking Patents | **Dirk Czarnitzki**, KU Leuven; **Katrin Hussinger**, Maastricht U.; **Bart Leten**, Katholieke U. Leuven

📄 Strategic Nonuse of Patents | **Taehyun Jung**, Georgia Institute of Technology

📄 Incidence and Growth of Patent Thickets - The Impact of Technological Opportunities and Complexity | **Georg von Graevenitz**, LMU Munich; **Stefan Wagner**, Ludwig Maximilians U.; **Dietmar Harhoff**, U. of Munich

**1796** 🗨️📄: (Paper Session) - (TIM) **Consequences of Customer and Market Orientation**

3:00pm - 4:30pm Le Palais Des Congres: 513B

Facilitator: **Lars Frederiksen**, Imperial College London

The Effect of Technological, Commercial and Human Resources on the Use of New Technology | **Jaime Gomez**, U. of Zaragoza; **Pilar Vargas**, U. of La Rioja

🗨️➔🗨️📄 Building a Product Differentiation Advantage through Community-based Strategy | **Andrea Fosfuri**, U. of Carlos III de Madrid; **Marco Giarratana**, U. Carlos III de Madrid; **Esther Roca**, U. Carlos III de Madrid

➔📄 Proactive Competitor Orientation: The Forgotten Dimension of Market Orientation | **Thorsten Stoermer**, ETH Zurich; **Anja Schulze**, ETH Zurich; **Roman Boutellier**, Swiss Federal Institute of Technology

**1797** ➔🗨️📄: (DRP Session) - (TIM) **Strategic Alliance Portfolio Diversity and Innovation**

3:00pm - 4:30pm Le Palais Des Congres: 515C

Facilitator: **Charles C. Snow**, Pennsylvania State U.

📄 Within- and Between-firms Collaborations as Predictors of Innovation Performance | **Stephanie Christine Schleimer**, Copenhagen Business School; **Arthur Shulman**, Griffith U.; **Leonard Coote**, U. of Queensland

📄 The Effects of Internal and External Knowledge on Incremental Product Innovation | **Turanay Caner**, North Carolina State U.; **Beverly B. Tyler**, North Carolina State U.

Alliance Portfolio Diversity and Innovation: Does Technology Management Matter? | **Leon A. G. Oerlemans**, Tilburg U.; **Joris Knobens**, Tilburg U.; **Tinus Pretorius**, U. of Pretoria

📄 The Effects of Alliance Portfolio Diversity on Innovation | **Geert Duysters**, Tilburg U. - TU/e; **Boris Lokshin**, Maastricht U.; **Anna Sabidussi**, Wageningen U.

📄 The Impact of Innovation Strategy on Firms Openness Towards External Knowledge: An Empirical Study | **Nina J. Cleven**, RWTH Aachen U.

TUESDAY

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**Tuesday 5:00PM**

**1798 : (AAA) All-Academy Closing Reception**

5:00pm - 7:00pm Le Palais Des Congres: 710AB

Hosts: **Anne S. Tsui**, Arizona State U.; **Ming-Jer Chen**, U. of Virginia

Sponsored by Tulane University, A.B. Freeman School of Business  
See the special visual presentation "*Leading Images: The Artistry of Leadership*" by artist and management professor Nancy J. Adler of McGill University, Canada, with music composed by Silja Suntola of Aalto University, Finland

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**Tuesday 5:30PM**

**1799 : (CMS) CMS Executive Meeting**

5:30pm - 7:00pm The Queen Elizabeth: Hochelaga 3

Division Chair-Elect: **Craig Prichard**, Massey U.

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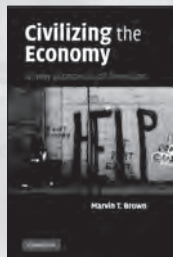
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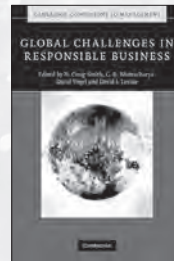
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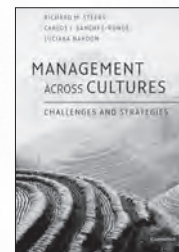
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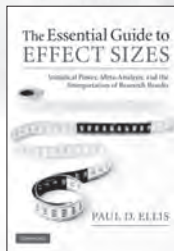
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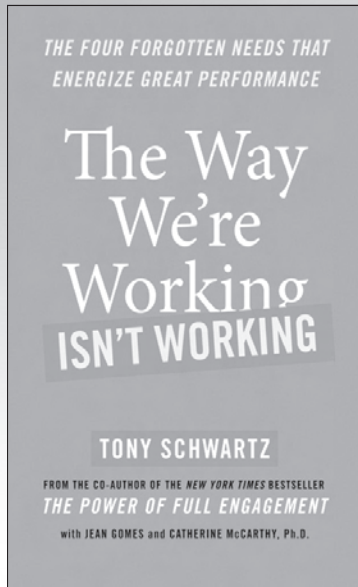
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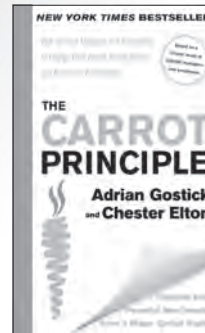
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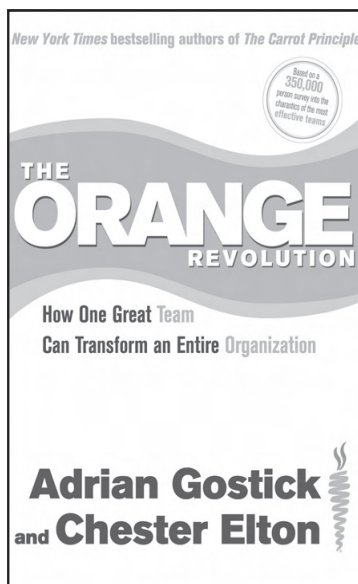
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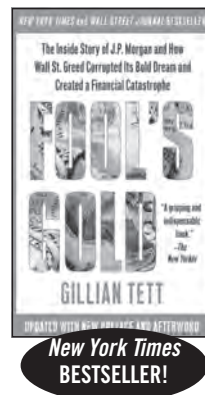
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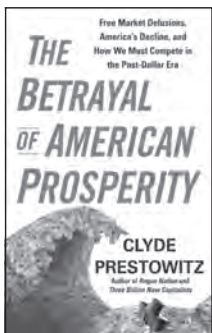
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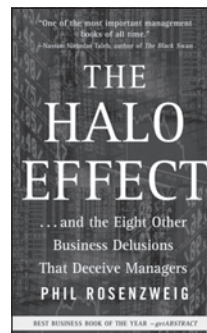
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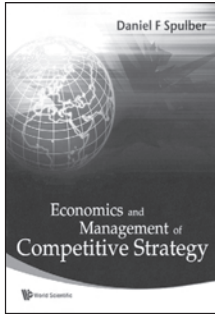
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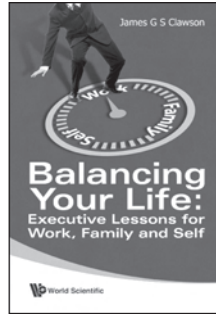
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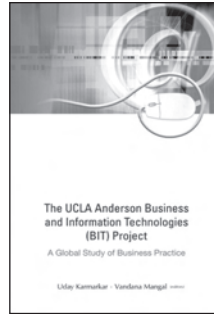
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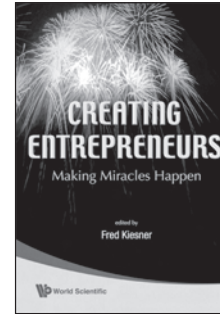
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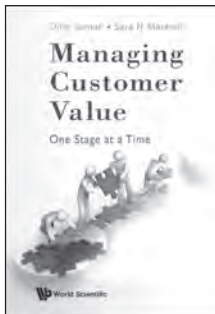
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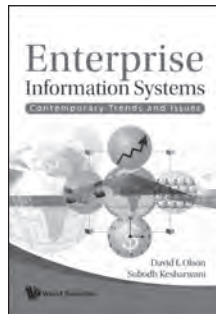
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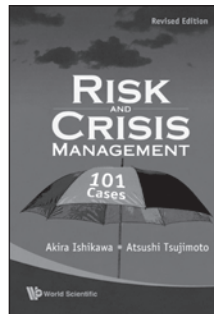
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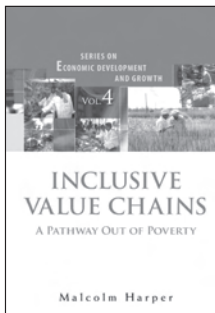
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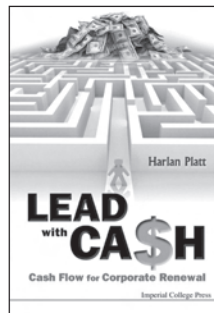
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