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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.

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!

Anne S. Tsui
2010 Program Chair

Ming-Jer Chen
2010 PDW Chair
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 Congrès: 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 Congrès: 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
Sheraton, Salon C

Organizer: Jana L. Raver; Queen’s U.
Panelist: Wayne E Baker; U. of Michigan; Julian Bartling; 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)


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:
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 workshops 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,
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 experiences. 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 Musée 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 we can 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. Yaege, Benedictine U.
Participants: Anthony F. Buono, Bentley U.; Flemming Poufelt, 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 provide 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 - 2:30 PM, Le Palais Des Congres, 510 C) 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 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 1). This session is in a bigger room this year given the overflow crowds in Chicago for this event!

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 conference 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 feedback 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 - 6:15 PM, Le Palais Des Congres, 511C. Please check out the online program at http://program.aomonline.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 onto 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...
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
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 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. Focusing on 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 academic 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.
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 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
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Paul Olk, Technology & Innovation Management Division

James D. Ludema, Organization Development and Change Division
Jami Leanne Dell/Fraine, Health Care Management Division
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Julia Richardson, Careers Division
Julie Hancock, New Doctoral Student Consortium
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Section A 16
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.

Gérald Tremblay
Maire de Montréal
Mayor of Montréal
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 Montréal, 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:** Montréal 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’s nature’s museum: http://ville.montreal.qc.ca/portal/page?_pagemode=VPortlet&_pagename=portail-pagina&portalId=5557,27853619&dad=portal&_schema=PORTAL

**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
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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:**


Francis de Véricourt: Call Center Outsourcing
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’Ecole 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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Are you interested in supporting superior scholarship about management and organizations? Are you interested in having your university/organization associated with one of the world’s premier academic meetings? Are you interested in showcasing your university/organization at a leading professional conference?

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**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-ranked 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
Accreditations

Our Commitment
A New Breed of Managers

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 instil in its students.

HEC Montréal at a glance:

- More than 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 Montréal’s MBA, in the Forbes Top 10, the AméricaEconomia 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
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Exhibit Hall Layout & Schedule

EXHIBIT SCHEDULE:
To protect exhibitor samples, no one is allowed into the Exhibits Area when it is not open. No one is admitted without a badge. Exhibitor Café will be open during Exhibits Hours. Email Stations in the Exhibits Area are available during Exhibits Hours only.

BOOTH SET-UP HOURS
(open only to registered exhibitors wearing badges):
Friday, August 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.

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.
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/

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

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.aomonline.org/placement/ beginning June 1st on a first come first served basis. Tables may be reserved on-site if space is available.

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

Ins and Outs of Faculty Recruiting Workshop
Friday, August 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 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 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 substantive 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.

**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*

**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.

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<th>Division/Interest Group</th>
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</table>

### Table 2: Sessions & Participants

### Table 3: Affiliations with 30+ Participants

**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
- U. of St. Gallen
- Copenhagen Business School
- George Washington U.
- U. of Toronto
- Tilburg U.
- York U.
- Carnegie Mellon U.

**Country**
- ARGENTINA: 6
- AUSTRALIA: 262
- AUSTRIA: 50
- BELGIUM: 83
- BOLIVIA: 9
- BOSNIA AND HERZEGOVINA: 1
- BRAZIL: 68
- CANADA: 376
- CHILE: 3
- CHINA: 380
- COLOMBIA: 5
- COSTA RICA: 2
- CROATIA: 1
- CYPRUS: 1
- CZECH REPUBLIC: 1
- DENMARK: 33
- EGYPT: 2
- ESTONIA: 1
- FINLAND: 74
- FRANCE: 208
- GERMANY: 540
- GHANA: 1
- GREECE: 18
- GRENADE: 1
- HONG KONG: 89
- HUNGARY: 4
- ICELAND: 1
- INDIA: 58
- INDONESIA: 1
- IRELAND: 33
- ISRAEL: 65
- ITALY: 138
- JAPAN: 53
- JORDAN: 1
- KENYA: 3
- KOREA, REPUBLIC OF: 2
- KUWAIT: 1
- LATVIA: 3
- LITHUANIA: 1
- MACAU: 6
- MALAYSIA: 1
- MALAWI: 1
- MALDIVES: 1
- MEXICO: 13
- MONACO: 1
- MONACO: 1
- NETHERLANDS: 311
- NEW ZEALAND: 84
- NEW ZEALAND: 12
- UNITED KINGDOM: 498
- UNITED STATES: 4357
- RUSSIAN FEDERATION: 1
- SAUDI ARABIA: 3
- SINGAPORE: 103
- SOUTH KOREA: 3
- SPAIN: 174
- SWEDEN: 39
- SWITZERLAND: 156
- TAIWAN: 370
- THAILAND: 3
- UNITED ARAB EMIRATES: 8
- UNITED KINGDOM: 498
- UNITED STATES: 4357

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

### Table 4: Participant Country Representation

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**SIMULATIONS** illustrate a particular business concept and can be used in a single class, over a number of class periods, or for an entire semester. Online features, including chat functionality, permit students to work in teams out of class or negotiate online. Flexible administrative options allow professors to set learning experiences for a range of course levels and difficulty.

“**The interactive and realistic nature was excellent.”**
—**MBA STUDENT**

**FINANCE**
Finance: Blackstone/Celanese
Finance: Capital Budgeting
(in development)
Finance: M&A in Wine Country

**MARKETING**
Marketing: Managing Segments and Customers
Pricing: Universal Rental Car

**OPERATIONS AND SERVICE MANAGEMENT**
Global Supply Chain Management
Operations Management:
Process Analytics
Project Management:
Scope, Resources, Schedule
Operations Management:
Benihana
Supply Chain Management:
Root Beer Game

**ORGANIZATIONAL BEHAVIOR**
Leadership and Team: Everest
Change Management:
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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_ Theme-oriented paper or session
_teach_ Teaching-oriented session
_prac_ Management Practice-oriented session
_int_ International-oriented session
_rese_ Research-oriented session
_best_ Selected for Best Paper Proceedings
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<td>HCMOM: Measuring</td>
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<td>HCMRM: Survey Research Methods</td>
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### Friday Evening, August 6, 2010

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<tr>
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<tbody>
<tr>
<td>5:00</td>
<td>DEL: Auditorium</td>
<td>150 AAA: Placement for Applicants</td>
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<tr>
<td></td>
<td>DEL: Cartier A</td>
<td>RM/OMT/BPS: Qualitative Comparative Analysis</td>
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<td>DEL: Verene A</td>
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<td>HIL: Lavalie</td>
<td>164 ICW: Mtg. Scholars and Singapore</td>
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<td>5:00</td>
<td>SHE: Drummond east</td>
<td>OB: OB Doctoral Consortium Friday</td>
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<td>5:00</td>
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<td>148 OB: OB JFW Friday</td>
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<tr>
<td>5:00</td>
<td>SHE: Jarry</td>
<td>CDC/MC: Publish Qualitative Research</td>
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<tr>
<td>5:00</td>
<td>SHE: Kafka</td>
<td>154 CDC/MC: Organizational Diagnosis</td>
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<tr>
<td>5:00</td>
<td>SHE: Lamartine</td>
<td>IM: IM Paper</td>
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<tr>
<td>5:00</td>
<td>SHE: Salle Ballroom east</td>
<td>IM: LOF of</td>
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<tr>
<td>5:00</td>
<td>SHE: Salon 3</td>
<td>IM: IM Paper</td>
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<td>5:00</td>
<td>SHE: Salon 4</td>
<td>156 IM: IM PDW Welcome</td>
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<td>5:00</td>
<td>SHE: Salon 5</td>
<td>CAR: Teaching Careers to</td>
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<tr>
<td>5:00</td>
<td>SHE: Salon 7</td>
<td>HR/ODC: HR Shared Services and</td>
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<tr>
<td>5:00</td>
<td>SHE: Salon A</td>
<td>CDC/MC: Workplace as Playspace</td>
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<td>5:00</td>
<td>SHE: Salon C</td>
<td>GDO: GDO Pre-Conference Social Hour</td>
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<tr>
<td>5:00</td>
<td>MCC: 510A</td>
<td>BPS: BPS Doctoral</td>
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<td>5:00</td>
<td>MCC: 510B</td>
<td>OMT:</td>
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<tr>
<td>5:00</td>
<td>MCC: 511E</td>
<td>158 OCIS: Paper</td>
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<td>MCC: 511F</td>
<td>ENT/OMT/BPS: Entrepreneur Panels Update</td>
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<td>MCC: 512F</td>
<td>149 BPS: Reining Diversification</td>
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<td>MCC: 512G</td>
<td>BPS/OMT/BPS: The Power of Representations</td>
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<td>MCC: 512H</td>
<td>PTC/GDO/CDC: Leadership and Tango</td>
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<td>MCC: 513D</td>
<td>153 MED/NDSC: MED Writers Workshop</td>
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<td>MCC: 516C</td>
<td>159 OMT: Meet OMT Reception</td>
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<tr>
<td>5:00</td>
<td>MCC: 516E</td>
<td>AAA: New Member Orientation</td>
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<td>5:00</td>
<td>MCC: 516G</td>
<td>TIM: TIM Junior Faculty</td>
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<td>5:00</td>
<td>MCC: 516H</td>
<td>TIM: TIM Doctoral Consortium</td>
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<tr>
<td>5:00</td>
<td>OS: TBA</td>
<td>152 CM: CM Doctoral Consortium Social</td>
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<td>5:00</td>
<td>OS: Irish Embassy</td>
<td>163 NDSC: NDSC Friday Night Social</td>
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<td>HR: HR Div JFC Pre Session Dinner</td>
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<td>160 OCIS: OCIS PhD Consortium Dinner</td>
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<td>OS: TBA</td>
<td>161 OCIS: OCIS Jr Faculty Consortium</td>
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<td>OS: U of Quebec in Montreal</td>
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<td>FMT: Hochelaga 3</td>
<td>147 MSR: MSR DSNF Consortium</td>
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<td>FMT: Matapedia</td>
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<td>FMT: Peribonca</td>
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<td>FMT: Richelieu</td>
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<td>FMT: St Charles</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Saturday Morning, August 7, 2010

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<tbody>
<tr>
<td>8:00</td>
<td>DEL: Carter A</td>
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<tr>
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<td>211 RM: Ask The Experts: Qual Res</td>
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<td>DEL: Carter B</td>
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<td>194 MCC: Cognition in the Rough</td>
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<td>DEL: Les Courants</td>
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<td>9:30</td>
<td>DEL: St-Charles</td>
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<td>261 Tim: CMC: Paradigmatic Keys to PhD</td>
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<td>192 MCC: Benevolence and MC</td>
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<td>217 AAA: Placement Services</td>
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<td>227 HR: ASQ Editors Meeting</td>
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<td>190 IM:HR: Cultural Intelligence → beyond</td>
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<td>259 TICMED: Fulbright Scholar</td>
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<td>236 HR/DO/COB: Leadership Success</td>
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<td>228 OB/HR/CM/CM: Halfway There, But Now What?</td>
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<td>241 BPS/ENT/CO/OM: Motivation and Strategy</td>
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<td>244 ENT/IM: Psychology of Entrepreneurship</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>SIMONE/IMC/EDOM/MSIM: How Do You Teach THAT?</td>
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<td>HCM/ODC</td>
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<td>MSR/MC</td>
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<td>MSLDS</td>
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<td>HCM/HR</td>
<td>HCM/HR: Int’l HR in Health Care</td>
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<td>HCM: Exploring the Journey</td>
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<td>PNP/IMC/EDOM/MSIM: Cross Sector Partnerships</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Saturday Afternoon, August 7, 2010

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<th>Time</th>
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<tr>
<td>12:00</td>
<td><strong>290</strong> RM: Using Cases to Build Theory</td>
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<td>12:30</td>
<td><strong>307</strong> RM: Collaborative Research</td>
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<td>1:00</td>
<td><strong>324</strong> RM/OB/BPS/TIM: Innovative</td>
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<td>1:30</td>
<td><strong>360</strong> MCC/OB/CDC:</td>
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<td>2:00</td>
<td><strong>295</strong> MCOB/IMT/TC: Scholarly Passion</td>
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<td>2:30</td>
<td><strong>344</strong> RM: Moderation and Mediation</td>
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<td>3:00</td>
<td><strong>356</strong> MCC: Think About It</td>
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<td>3:30</td>
<td><strong>308</strong> RM/OB/BPS/TIM: Unleashing Generativity</td>
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<td>4:00</td>
<td><strong>351</strong> MCC/HU/CDC: Coaching for</td>
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<tr>
<td>4:30</td>
<td><strong>335</strong> MCC/MED/CDC: Consulting Course Design</td>
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**HIL Fontaine C**<br>**DIL: Bonsecours**

**MCC: 513E**<br>**MCC: 513D**

**MCC: 512D**<br>**MCC: 512C**

**MCC: 512B**<br>**MCC: 511E**

**MCC: 511B**<br>**MCC: 511A**

**SHE: Drummond center**<br>**SHE: Drummond east**

**SHE: Drummond west**<br>**SHE: Jarry**

**SHE: Joyce**<br>**SHE: Lamartine**

**SHE: Musset**<br>**SHE: Salle Ballroom center**

**SHE: Salle Ballroom east**<br>**SHE: Salle Ballroom west**

**SHE: Salon 1**<br>**SHE: Salon 2**

**SHE: Salon 3**<br>**SHE: Salon 4**

**SHE: Salon 4 & 5**<br>**SHE: Salon 5**

**SHE: Salon 6**<br>**SHE: Salon 7**<br>**SHE: Salon 8**

**SHE: Salon A**<br>**SHE: Salon B**

**SHE: Salon C**<br>**MCC: 343 A**

**MCC: 510A**<br>**MCC: 510B**

**MCC: 510C**<br>**MCC: 510D**

**MCC: 511B**<br>**MCC: 511C**<br>**MCC: 511D**

**MCC: 511E**<br>**MCC: 512A**

**MCC: 512B**

**MCC: 512C**<br>**MCC: 512D**

**MCC: 512E**<br>**MCC: 512F**

**ENT: Adv Ent Scholarship thru Books**<br>**ENT: Entrepreneurship Data**

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

**Section B**

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<tr>
<td>10:00</td>
<td>BPS: Quality in Strategy Research</td>
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<td>10:30</td>
<td>BPS: Performance Evaluation and Assessment Teams</td>
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<td>BPS: Design-Based Innovation</td>
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<td>11:30</td>
<td>BPS: Strategic Innovation and Evolution</td>
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<td>BPS: Teaching Design Thinking</td>
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<td>AAA: Membership</td>
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<td>13:00</td>
<td>AAA: Exhibits</td>
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<td>13:30</td>
<td>AAA: Conference Registration...</td>
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<td>14:00</td>
<td>AAA: 2010 Program Chairs' Meeting</td>
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<td>14:30</td>
<td>AAA: Chairs, Fac. &amp; Program Chairs' Meeting</td>
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<td>AAA: New Perspectives on Org. Sci.</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Saturday Evening, August 7, 2010

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<tr>
<td>5:00</td>
<td><strong>DEL: Carter B</strong> - MCG/BO/ODC: Approaches for change</td>
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<td><strong>DEL: Les Courants</strong> - RM</td>
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<td>6:00</td>
<td><strong>DEL: Regence B</strong> - MOC: Think</td>
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<td>6:30</td>
<td><strong>DEL: St. Charles</strong> - MCG/RC/ODC</td>
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<td>7:00</td>
<td><strong>HLC: Portage</strong> - <strong>SHE: Drummond center</strong> - OOC/DMCM/DB: Sustaining Passion</td>
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<td>7:30</td>
<td><strong>SHE: Drummond west</strong> - OIC: CB</td>
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<td>8:00</td>
<td><strong>SHE: Jarry</strong> - HR: HR</td>
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<td>8:30</td>
<td><strong>SHE: Joyce</strong> - <strong>SHE: Kafka</strong> - GOC/OB/HR: Bridging Diversity &amp; POS</td>
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<tr>
<td>9:00</td>
<td><strong>SHE: Lamartine</strong> - OMB/MR/RM: Advancing Leadership Research</td>
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<tr>
<td>9:30</td>
<td><strong>SHE: Musset</strong> - HR: HR Div JR.</td>
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<td>10:00</td>
<td><strong>SHE: Salle Ballroom center</strong> - <strong>SHE: Salle Ballroom west</strong> - ICR: RM: Multinational Learning</td>
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<td>10:30</td>
<td><strong>SHE: Salon 1</strong> - IAM: Iberoamerican</td>
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<td><strong>SHE: Salon 3</strong> - <strong>SHE: Salon 4 &amp; 5</strong> - IM: IM Meet</td>
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<td><strong>SHE: Salon 6</strong> - <strong>SHE: Salon 7</strong> - <strong>SHE: Salon 8</strong> - IM</td>
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<td>12:00</td>
<td><strong>SHE: Salon A</strong> - <strong>SHE: Salon B</strong> - OOC</td>
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<td>12:30</td>
<td><strong>SHE: Salon C</strong> - <strong>MED: WAMAM:WAM: The Past, Present and Future</strong></td>
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<td>13:00</td>
<td><strong>MCC: 510A</strong> - BPS</td>
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<td><strong>MCC: 510D</strong> - TIM/OCT/BPS</td>
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<td><strong>MCC: 511A</strong> - <strong>MCC: 511B</strong> - TIM/MDT/ODC: Open Innovation with Suppliers</td>
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<td><strong>MCC: 511C</strong> - <strong>MCC: 511D</strong> - BPS/BPS</td>
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<td>15:30</td>
<td><strong>MCC: 511E</strong> - CMT/DOBC: Having Impact</td>
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<td>16:00</td>
<td><strong>MCC: 511F</strong> - <strong>MCC: 512A</strong> - PTC/MED/OGS: Action Research and...</td>
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<td>16:30</td>
<td><strong>MCC: 512B</strong> - <strong>MCC: 512C</strong> - BPS/DMDT: Corporate</td>
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<td>17:00</td>
<td><strong>MCC: 513C</strong> - <strong>MCC: 513F</strong> - OMRM: Publishing OM Theory</td>
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<td><strong>MCC: 516A</strong> - <strong>MCC: 516B</strong> - <strong>MCC: 516C</strong> - <strong>MCC: 516D</strong> - CMT/IMT/IMT: Innovation and...</td>
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<td>18:00</td>
<td><strong>MCC: 520B</strong> - BPS: Meet the BPS</td>
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<td><strong>MCC: 520 C</strong> - <strong>MCC: 520C</strong> - NDC: NDCMED: Reception</td>
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<tr>
<td>19:00</td>
<td><strong>MCC: 524B</strong> - 372 AAA: New Member Orientation</td>
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<td><strong>OS: Montreal Museum of Fine Arts</strong> - <strong>OS: TBA</strong> - 396 IAM: Dinner</td>
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<td>20:00</td>
<td><strong>FMT: Chaudriere</strong> - <strong>FMT: Duluth</strong> - SIM: SIM and SBE</td>
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<td>20:30</td>
<td><strong>FMT: Harricana</strong> - 366 AAA: 2011 Program Chairs’ Meeting</td>
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<td>21:00</td>
<td><strong>FMT: Hochelaga 1</strong> - 394 ONE: ONE Welcome Reception</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Section B

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e cfch@cfch.com t +44 (0)1234 756410
### Sunday Morning, August 8, 2010

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**Location:**
- DGL: St-Laurent
- HIL: Fontaine C
- HR: Anjou
- HR: Picardie
- SHE: Drummond west
- SHE: Kafka
- SHE: Lamartine
- SHE: Sala Ballroom
- SHE: Salon 1
- SHE: Salon 3
- SHE: Salon 6
- MCC: 343 A-C
- MCC: 510A
- MCC: 510B
- MCC: 510C
- MCC: 510D
- MCC: 511A
- MCC: 511B
- MCC: 511C
- MCC: 511E
- MCC: 511F
- MCC: 513E
- MCC: 513F
- MCC: 516A
- MCC: 516B
- MCC: 516C
- MCC: 518A
- MCC: 518B
- MCC: 518C
- MCC: 519A
- MCC: 519B
- MCC: 521A
- MCC: 522A
- MCC: 523A
- MCC: 523C
- MCC: 524A
- MCC: 524C
- MCC: Exhibit Hall 220 CD
- MCC: Exhibit Hall 220 CD Conference Break
- FML: Gatineau
- FML: Hochelaga 2

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### Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>DEL: Carter A</td>
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<tr>
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<td>• ICW: ET&amp;P Luncheon</td>
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<td>• ICW: ASQ Editorial</td>
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<td>• ICW: OrgSci Editorial</td>
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<td>• ICW: Organization Ed Board Mtg</td>
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<td>• AAA: AOM Leadership Forum</td>
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<td>• AAA: PD&amp;CR Training for Prog Chairs</td>
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<td>• ICW: OSM: Conflict</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Conference Program Guide – Sunday, August 8, 2010

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

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<tr>
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<tr>
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<td>11:00 AM</td>
<td>AAA: Conference Registration</td>
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### Interprettive Simulations

**Airline** is designed for MBA and undergraduate courses in strategic management, operations strategy, and general strategy. Up to 12 teams compete directly against each other as regional airlines. Includes 24 mini-cases or incidents designed to encourage class discussion on different business and management topics. Co-authored by Jerald Smith and Peggy Golden, both of Florida Atlantic University.

**StratSimManagement** allows teams to compete directly against each other in the fast-paced automobile industry, while making integrated managerial decisions that impact all areas of a business. This cross-functional strategy simulation ties it all together: strategic management, product development, operations, marketing, human resources, finance, organization, and international opportunities. Co-authored by Jerald Smith and Peggy Golden, both of Florida Atlantic University.

**StratSimChina** challenges students to design and implement a long-term business strategy in a rapidly developing and highly competitive environment. In one package, students receive a wealth of engaging information about doing business in China through articles, cases, and the simulation. Includes an article by Juan Antonio Fernandez, author of China CEO and five cases including Intel, Cumnins, and GM.

**HRMManagement** gives students experience making a range of decisions that may affect compensation, turnover, productivity, diversity, morale, quality, accident rate, grievances, fringe benefits, absenteeism, budget utilization; and real-life real-time HR incidents, including performance appraisals and sexual harassment. Co-authored by Jerald Smith and Peggy Golden, both of Florida Atlantic University.

**BizSafe** provides students an opportunity to learn the essentials of running a business at a basic level, as they manage a small startup café. Students learn to interpret simple financial statements, the difference between cash and accrual accounting, how to handle staffing issues, operations management for a small service business, marketing and promotion, and the importance of customer satisfaction. Co-authored by Jerald Smith and Peggy Golden, both of Florida Atlantic University.

**Entrepreneur** students take ownership of a retail clothing store, while making decisions that will impact their store's operations. Decisions include product line, pricing, advertising, promotion, staffing, and inventory management. Entrepreneur includes business environmental and social responsibility incidents. Co-authored by Jerald Smith and Peggy Golden, both of Florida Atlantic University.

### Explore Our Simulations for Management

- **Airline**
- **StratSimManagement**
- **StratSimChina**
- **HRMManagement**
- **BizSafe**
- **Entrepreneur**

For courses in:
- Strategy
- Strategic management
- Operations and service strategy

For courses in:
- Strategic management
- Business strategy
- International strategy

For courses in:
- Strategy courses with international perspective
- Courses with China-specific content

For courses in:
- Human resource management

For courses in:
- Business essentials
- Business management
- General business

For courses in:
- Small business management
- Retailing
- Entrepreneurship

www.interpretive.com

Exclusive partners with: PEARSON
### Sunday Evening, August 8, 2010

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<tr>
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<tr>
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<td>ICW: Management Learning Jnt Mtg</td>
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<td>8:30</td>
<td>HR: Business Meeting/Reception</td>
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<td>ICW: HR / Supply Chain Reception</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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FMT: Marquette  653  OB: Leader Member Exchange  761  OB: About the Self
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# Conference Program Guide – Monday, August 9, 2010

## Monday Early Afternoon, August 9, 2010

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
FMT: Matapedia 893 ONE/OMT/BPS: Environmental Standards 1003 ONE: International Eny. strategy
FMT: Nicolet 874 CB: Supervisor Support 981 CB: New Directions in Diversity
FMT: Peribonca 895 PNP: Leadership 1005 PNP: Whole Network Research
FMT: Richelieu 875 CB: Leadership: The Dark Side 982 CB: Leadership and Creativity
FMT: St. Charles 851 HCM: Professional Practice Change 957 HCM: Safety and Quality in HC
FMT: St. Laurent 900 SIM: Meaningful Work 1011 SIM: Values in the Workplace
FMT: St. Maurice 876 CB/HR: Motivation and Creativity 984 CB/HR: Leadership and Wellbeing

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Monday Late Afternoon, August 9, 2010

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<th>Time</th>
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<td>DEL: Carter B 1081 MCC: Creativity and antecedents</td>
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<td>DEL: Les Courants 1184 MCC: Social construction</td>
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<td>5:00</td>
<td>DEL: Regenere B 1229 MCC: Bases in Cognition</td>
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<td>5:30</td>
<td>SHE: Garcia 1185 HR: Alfred-Rouleau C</td>
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<td>6:00</td>
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<td><strong>1023</strong> BPS: Competitive Dynamics</td>
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<td><strong>1094</strong> OB: HR: Supervisor Support</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

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Section B
### Section B

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<td>FMT: Richelieu</td>
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<td>FMT: St-Charles</td>
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<td>HCM: Healthy Healthcare Workforce?</td>
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<td>MH: Influencing Great Minds</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Monday Evening, August 9, 2010

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<td>DEL: Les Courants</td>
<td>RM: RM Business</td>
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<td>DEL: Regence B</td>
<td>MOC: MOC Social Hour</td>
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<td>CAR: Careers Division Social Hour</td>
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<td>OB: OB Awards &amp; Social</td>
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<td>SHE: Salon A</td>
<td>ODC: ODC Division Reception</td>
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<td>HR: Research and Practice</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Tuesday Morning, August 10, 2010

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<th>Time</th>
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<td>8:00</td>
<td>DISC: GDO and Work Group</td>
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<td>OB: Collectivism</td>
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<td>MCC: Cognitive Processes</td>
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<td>DISC: Decision Making</td>
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### Conference Program Guide – Tuesday, August 10, 2010

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
| MCC: 512G - Table 2 | 1393 DISC: OCIS and Processes | 1411 DISC: OCIS and People |
| MCC: 512H - Table 1 | 1304 DISC: Deviance | 1412 DISC: Leader Attributes and Behavior |
| MCC: 512H - Table 2 | 1305 DISC: CSR and reputation | 1413 DISC: Ethical Behavior in Org. |
| MCC: 513B | 1372 TIM: Organizing for Innovation | 1484 TIM: Alliances and Distance |
| MCC: 513C | 1270 BPS: Industry Analysis | 1378 BPS: Diversification |
| MCC: 513D | 1271 BPS: Top Management Teams II | 1379 BPS: Alliances |
| MCC: 513E | 1357 OMT: Organizational Mortality | 1464 OMT: Interpersonal Influence |
| MCC: 514A | 1309 ENT: Corporate Spin-Outs | 1416 ENT: Opportunities |
| MCC: 514B | 1310 ENT: Careers | 1417 ENT: Nascents |
| MCC: 514C | 1358 OMT: Governance Processes | 1465 OMT: Innovations in Governance |
| MCC: 515C | 1359 OMT: Distributed Teams | 1458 OMT: Interpersonal Communication |
| MCC: 516A | 1359 OMT: Knowledge Sharing & Learning | 1466 OMT: Exploration and Exploitation |
| MCC: 516B | 1355 OMT: Knowledge Chains | 1462 OMT: Symposium: Experiments in OM |
| MCC: 516C | 1373 TIM: Ambidexterity and Performance | 1485 TIM: Strategic Innovation in SMEs |
| MCC: 516D | 1327 MED: Publish or Perish | 1436 MED: Coaching with Compassion |
| MCC: 516E | 1328 MED: Learning in Context | 1437 MED: Student Characteristics |
| MCC: 516F | 1360 OMT: Discourse and Identity | 1467 OMT: Organizational Routines |
| MCC: 516B | 1361 OMT: Creativity and Improvisation | 1468 OMT: Search, Learning & Performance |
| MCC: 516C | 1275 BPS: Capabilities & Governance | 1383 BPS: ENT: Organization Economics |
| MCC: 519A | 1276 BPS: Faces of Governance | 1385 BPS: OMT/ISO: How Adaptive are CEOs? |
| MCC: 519B | 1362 OMT: Networks and Change | 1469 OMT: Leadership and Power |
| MCC: 521A | 1280 CAU: Empathy & Management Education | 1389 CAU: Mindfulness Meditation |
| MCC: 521B | 1281 CAU: Health Care or Health Service | 1390 CAU: Frederick Taylor |
| MCC: 522A | 1283 CAU: Inter-firm trust | 1392 CAU: Daring to Coach Leaders |
| MCC: 522B | 1284 CAU: Communities and Sustainability | 1393 CAU: Africa Management Research |
| MCC: 522C | 1285 CAU: Impact of Learning and Knowing | 1394 CAU: Recognizing Professionalism |
| MCC: 523A | 1286 CAU: ROI for Leadership Development | 1395 CAU: Leadership in extreme contexts |
| MCC: 523B | 1287 CAU: Strategic Human Capital | 1396 CAU: Knowledge Transfer Project |
| MCC: 524A | 1266 AAA: Membership | 1470 OMT: Sustainability and CSR |
| MCC: 524B | 1363 OMT: Social Capital and Capability | 1471 OMT: Leadership & Theory & Research |
| MCC: 524C | 1374 TIM: University-Industry Alliances | 1471 OMT: Leadership & Theory & Research |
| MCC: 525A | 1329 MED: Role of Business Schools | 1438 MED: Online Learning |
| MCC: 525B | 1311 ENT: Innovation | 1418 ENT: Creation |
| MCC: Exhibit Hall 220 CD | 1267 AAA: Conference Registration | 1267 AAA: Conference Registration |
| FMT: Bersma | 1339 OB: Emotional Intelligence | 1474 PNP: Multiple Facets of Contracting |
| FMT: Chaudhri | 1366 SIM: Cross-Sector Partnerships | 1477 SIM: MNCs Roundtable |
| FMT: Gatinneau | 1340 OB: Perspectives on Leadership | 1448 OB: Charisma |
| FMT: Grand Salon | 1341 OB: Diversity and Climate | 1449 OB: Does It Fit You Make It |
| FMT: Harricana | 1296 CMS: Constructing Meaning | 1405 CMS: CMS Keynote |
| FMT: Hochelaga 1 | 1348 OB/OCMT: Trust & Transparency | 1453 OB/CAR: Job Search and Unemployment |
| FMT: Hochelaga 2 | 1334 MSR: MSR and Workplace Culture | 1443 MSR: MSR in Business Contexts |
| FMT: Hochelaga 3 | 1297 CMS/MSR/HCM: Restoring Care to Health | 1406 CMS: Producing, Distributing, Consu |
| FMT: Hochelaga 5 | 1367 SIM: CSR Dynamism | 1478 SIM: CSR Measurement |
| FMT: Hochelaga 6 | 1264 SIM: SIM | 1368 SIM: Eth Dec Making | 1480 SIM/CO: Organizational Collusion |
| FMT: Joliet | 1342 OB: Mistreatment and Power | 1455 CI/HRM: Cross-Cultural Justice |
| FMT: Mackenzie | 1369 SIM: CEOs, Family Firms & CSR | 1479 SIM: Why Do Firms Exist and Whom Do |
| FMT: Mariotte | 1343 OB: Role Conflict and Role Demands | 1450 OB: Conservation of Resources |
| FMT: Matapedia | 1344 OB: Genetics and OB | 1473 OB: Institutions and Env. Protect |
| FMT: Michel | 1345 OB: Attitudes and Perceptions | 1451 OB: Temporal Issues in Teams |
| FMT: Penbonci | 1364 PNP/OMT/SIM: Measuring Social | 1475 PNP: Community in Theory |
| FMT: Richelleau | 1346 OB: Creativity and Cross-Level | 1452 OB: Newcomer Adoption |
| FMT: St-Charles | 1316 HCM: Information Technology and Change | 1423 HCM: Hospital Performance |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<th>FMT: St-Laurent</th>
<th>HCM: HCM</th>
<th><strong>1330</strong> MH: What Have the Women Done?</th>
<th><strong>1439</strong> MH: Newness and Management History</th>
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<td>HCM: HCM</td>
<td><strong>1347</strong> OB: Authentic Leadership</td>
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Note: Times are approximate. See session details for exact times.
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<td>FMT: Marquette 1553 OB: Stress and Coping 1663 OB: Balancing Work and Non-Work</td>
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<td>FMT: Peribonca 1580 PNP: Volunteers 1685 PNP/CM/SIM: Development Management</td>
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<td>FMT: Richeleau 1555 OB: Speaking Up in Teams 1665 OB: Team Creativity</td>
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<td>FMT: St-Charles 1529 HCM: Supporting Healthcare Workers 1637 HCM: Nursing Home Performance</td>
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<td>FMT: St-Laurent 1556 OB: Customer Service 1666 OB: Time and Temporal Dynamics</td>
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<td>FMT: St-Maurice 1558 OB/H/RMOC: Relationships &amp; Creativity 1669 OB/MOC/AHR: Shared Leadership</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Section B

78
## Tuesday Late Afternoon, August 10, 2010

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<tr>
<th>Time</th>
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<tr>
<td>3:00</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
| M/C: 513F | [1702] BPS: M&A as a Strategy Vehicle |
| M/C: 514A | [1732] ENT: Environmental |
| M/C: 514B | [1733] ENT: Minorities |
| M/C: 515A | [1703] BPS: Governance & Leadership |
| M/C: 515B | [1775] A/MT: Contingency SCM Research |
| M/C: 515C | [1797] TIM: Alliance Portfolio Diversity |
| M/C: 516D | [1749] MED: Leadership Education |
| M/C: 516E | [1750] MED: Assessing Performance |
| M/C: 519C | [1704] BPS: Analyzing long term strategy |
| M/C: 519B | [1781] A/MT/CA: Embeddedness of |
| M/C: 521B | [1708] CAU: Faculty Gender & Faculty Rank |
| M/C: 521C | [1709] CAU: New Venture Panels |
| M/C: 522A | [1710] CAU: Intuition in organizations |
| M/C: 522C | [1711] CAU: Indian Academy of Management |
| M/C: 523A | [1712] CAU: Authentic Leadership Caucus |
| M/C: 523B | [1713] CAU: Management Scholars and India |
| M/C: 524A | AAA: Membership |
| M/C: 524C | [1779] A/MT: Organizational Routines |
| M/C: 525A | [1771] OCIS: IT Management Function |
| M/C: 710A | [1798] AAA: AA Closing Reception |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>DEL:Auditorium</td>
<td>The Ins and Outs of Faculty Recruiting</td>
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<td>Membership Committee Opening Meeting &amp; Breakfast</td>
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## 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

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# 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

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## Cross Division Papers

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

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### Business Policy & Strategy

**Program Chair: Nicholas Argyres, Washington U. in St. Louis**

**Professional Development Workshop Chair: Jeffrey J. Reuer, Purdue U.**

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## Careers

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

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## Conflict Management

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

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## Critical Management Studies

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

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**Entrepreneurship**

Program Chair: Mike Wright, U. of Nottingham  
Professional Development Workshop Chair: David Audretsch, Indiana U., Bloomington

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## Gender & Diversity in Organizations

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

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<td>JS: Helping: What’s in it for me?</td>
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# Management Consulting

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

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## Management Spirituality & Religion

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

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## Managerial & Organizational Cognition

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

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## Organization Development & Change

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

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## Organizational Behavior

**Program Chair:** Elizabeth Wolfe Morrison, New York U.

**Professional Development Workshop Chair:** Michelle K. Duffy, U. of Minnesota

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# Public & Nonprofit

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

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# Research Methods

Research Methods

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

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### In Conjunction With 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

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Employee Engagement Through Effective Performance Management
A Practical Guide for Managers
Edward M. Mone & Manuel London
FORTHCOMING SEPTEMBER!

EEO Law and Personnel Practices, 3rd Ed.
Arthur Gutman, Laura L. Koppes & Stephen J. Vodanovich

Full Range Leadership Development
Pathways for People, Profit and Planet
John J. Sosik & Dongil (Don) Jung

Handbook of Employee Selection
James L. Farr & Nancy T. Tippins, Eds.

Leadership Insight
Nancy J. Adler

Managerial Ethics
Managing the Psychology of Morality
Marshall Schminke

Organizational Behavior, 4th Ed
Integrating Individuals, Groups, and Organizations
Joseph E. Champoux

Skilled Interpersonal Communication, 5th Ed
Research, Theory and Practice
Owen Hargie
FORTHCOMING DECEMBER!

Social Psychology and Organizations
David De Creme, J. Keith Murnighan & Rolf van Dick, Eds.

The Connected Customer
The Changing Nature of Consumer and Business Markets
Stefan H.K. Wuyts, Marnik G. Dekimpe, Els Gijsbrechts and F.G.M. (Rik) Pieters, Eds.

The New Psychology of Leadership
Identity, Influence and Power
S. Alexander Haslam, Stephen D. Reicher and Michael J. Platow

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Arnold B. Bakker & Michael P. Leiter, Eds.

AUTHOR BOOK SIGNINGS
Monday August 9th @ 10:00AM (Booth 522)

A Contemporary Look at Organizational Justice
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Joel Brockner

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University of Warwick; Victoria University of Wellington
The authors show that aligning creative and strategic thinking in any enterprise can enable more effective innovation, entrepreneurship, leadership and organizing for the future.

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Alain Lempereur, Aurelien Colson
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A broadly encompassing encyclopedia on the emerging topic of technology innovation and management, this volume covers issues as diverse as strategy, economics and organization theory.

Reflections on Leadership and Career Development
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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
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.

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.

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/PDWRgReg. 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 Montreal
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

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; Huricana
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)
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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) by <b>July 1, 2010</b> to obtain the approval code. Additional registration is required at https://secure.aomonline.org/PDWRgReg. The deadline to register online is <b>August 4, 2010</b>.
Organizers: Stacy Blake-Beard, Simmons College; Judith A. Clair, Boston College; Marcy Cray, 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
Session Details – Friday, 8:00 - 10:00 AM

14 ☞ 15: (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 Dellifraîne, U. of Texas; Leonard H. Friedman, George Washington U.; Timothy H. Fort, 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; Margarette 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 ☞ 16: (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.

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 ☞ 18: (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, Northwestern 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 Perego, 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>july 31, 2010</b>.
Organizer: Elizabeth Davidson, U. of Hawaii at Manoa

23 ☞ (OCIS) OCIS Division Doctoral Consortium
8:00am - 5:00pm Le Palais Des Congres: 512B
The Doctoral Consortium is by invitation only. Applications are coordinated by Elizabeth Davidson.
Organizer: Elizabeth Davidson, U. of Hawaii at Manoa
Presenters: Natalia Lévisna, 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: Claude 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.

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
6:00am - 10:00am Delta Centre-Ville: Cartier A
Pre-registration is required for this workshop. To register online, please visit https://secure.aamonline.org/PDWRReg. The deadline to register online is <b>August 4, 2019</b>.
Chair: Marlys K. Christianson, U. of Toronto
Participants: Sally Mattlis, U. of British Columbia; James Douglas Orton, Project on National Security Reform; Claus Renup, 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
6:00am - 10:00am Delta Centre-Ville: St-Laurent
Organizers: Lori Kiyatklin, Towson U.; Michael D. Pfarrer, U. of Georgia; Moriah A. Meyeskens, 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 Ottawa; Anastasiya A. Zavyalova, U. of Maryland, College Park; Goce Andrevski, Queen’s School of Business, Canada
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30 ☞ ☞ (SIN, ONE, PNP, IM, ENT, BPS, ICT) Navigating the Tensions in Poverty Alleviation Research: Scholarly Rigor vs. Practical Relevance
6:00am - 11:00am The Queen Elizabeth; Mackenzie
Organizers: Kevin McKague, York U.; Moriah A. Meyeskens, 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 Branzoi, 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, ISEE Business School; Mark B. Miletine, Cornell U.; Bruce Paton, Monterey Institute of International Studies; Miguel Rivera-Santos, Babson College; Christian Seelos, ISEE 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 SadreShahi, United Nations ; I 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 Zbracki, 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 Pauwue, 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 Buljic, Erasmus U. of Rotterdam; Patrick Christopher Flood, Dublin City U.; Christopher Harris, Tilburg U.; Kees van Wijk, Erasmus U. of Rotterdam; Paul Boselle, 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. Budwar, Aston U.; Sumita Raghuram, Pennsylvannia 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. Yousef, Bellevue U.; Paul Poppler, Bellevue U.; Ernest E Stark, Bellevue U.; Jennifer Moss, Bellevue U.; Steve Farner, Bellevue U.
Moderators: Carolyn M. Yousef, 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 - 10:00pm The Queen Elizabeth; Chaudiere
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. 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
Participan: 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) for pre-registration information.
Facilitator: Martin Gargiulo, INSEAD
Coordinator: Damon J Phillips, U. of Chicago
Participants: Ruth V. Agulera, 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, EDADE; 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) or Kevin Corley (Kevin.Corley@asu.edu) for more information and to obtain the approval code. Additional registration is required at https://secure.aomonline.org/PDWRReg. 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: Matreia 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/PDWRReg. The deadline to register online is <b>August 4, 2010</b>.
Chairs: Greg Bell, U. of Dallas; William J Judge, Old Dominion U.; Till Talaucil, Witten/Herdecke U.; Alessandro Zattoni, Bocconi U.

43 ➔: (IM, ENT) Promoting Entrepreneurship and Private Enterprise in Developing Economies
9:00am - 11:00am Le Palais Des Congres: Salon 4
Pre-registration is required. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register is July 15, 2010.
Organizers: Damon 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

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: Dalitos Samson Sulamoyo, IACABA/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 Heckshcer, 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 Kellihier, 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 July 15, 2010.<p>
Organizer: Russell Fralic, 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 B
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, ICIM 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 Taparia, 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 Trevino-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; Alberto 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 - 1:30pm Le Palais Des Congres 511A
This workshop requires pre-registration. Please register at https://secure.aomonline.org/PDWReg. The deadline for registration is <b>August 4, 2010</b>. After registration the participants will receive an e-mail from the workshop organizer (Marko Coh, mcoh.phd2006@london.edu) with further details.

Organizer: Marko Coh, London Business School
Chair: Felipe Monteiro, U. of Pennsylvania

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. Berkshee, Central Michigan U.

61  (ITC, GDO) From Millenial 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

62  (GDO, MHN, 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) for manuscript submission and registration approval code. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is <b>July 1st, 2010</b>. Organizer: Raymond N. C. Trau, U. of Sydney Chairs: Belle Rose Ragnius, 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 Chatterpadya, 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. Ozgulgin, 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 Delta Centre-Ville: Verriere B Discussant: Thomas H. Stone, Oklahoma State U. Speaker: Edwin P Hollander, Baruch College

Friday 10:30AM

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, Stratclyde 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 Mobjely, 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 - 11:45am Delta Centre-Ville: Cartier A Presenters: William H. Starback, U. of Oregon; Andreas Schwab, Iowa State U.; Bruce Thompson, Texas A&M U.

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.
Presenters: Iris Berdrow, U. of Texas, Arlington; Behavior Research Incubator
Techniques and Reactions to Sitzmann et al's (2010) Article
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>.
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 F. 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. Sablynski, 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; Dorellie, Rutgers U.; Patrick J. Murphy, DePaul U.; Jeffrey Miles, U. of the Pacific; Chris J. Sablynski, 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

Thursday 10:45AM

71: (ODC, MC) “That was Great!” High Impact Exercises for Teaching or Consulting on Organizational Change
10:30am - 12:30pm Le Centre Sheraton: Drummond west

72: (IM, MED, OB, HR) Developing Responsible Global Leaders: Frameworks, Experiences and Techniques
10:45am - 12:45pm 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, ISE Business School; Litte Nartey, U. of Pennsylvania; Mikael Sondergaard, U. of Arhus; Davina E. Vora, State U. of New York, New Patz; 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 Oddy, California State U. San Marcos; Joyce Osland, San Jose State U.; Nicola M. Piess, 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/PDWReg. Please contact the Session Details – Friday, 10:00 AM - 12:00 PM
Session Details – Friday, 12:00 - 2:00 PM

Friday 11:45AM

79 ➔ : (MED) Can We Fix It? Yes We Can! Daring to Care About Teaching in a Multicultural Classroom Environment
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 Kuvaa, BI Norwegian School of Management; Stephen T.T. Teo, Curtin U. of Technology; Scott L. Martin, Zayed 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; Olgia Epitropaki, ALBA Graduate Business School & Aston Business School; Rita Campos Cunha, U. Nova de Lisboa; Robert Kase, 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.aomonline.org/PDWRReg. Please contact the workshop organizers for the approval code. The deadline to register online is August 4, 2010.
Organizers: Preeta Banerjee, Brandeis U.; Andrea Precipe, U. G. d’Annunzio

Friday 12:15PM

86 ➔ : (ENT, RM) Current Research and Development of the Entrepreneurial Orientation (EO) Construct.
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; Sherilynn Roberts, U. of Texas, Arlington; William John Wales, James Madison U.; Roxanne Zolin, Queensland U. of Technology
Presenters: Per Davidsen, 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 - 2:45pm Le Palais Des Congres: 513F
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; Melissa Mazmanian, U. of California, Irvine; Steven A. Y. Poelmans, IESE Business School; Patricia Vincent Roehling, Hope College; Taryn 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 Oslund, San Jose State U.; Mary B Teagarden, Thunderbird School of Global Management; Alan Lisak, Technion Israel Institute of Technology; David E Bowen, Thunderbird

89 ➔ ➔ ➔ ➔ : (MOC, BPS, PNP, PTC) Cognitive Conversations about Caring
12:15pm - 2:15pm 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

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 Alcaidipani, 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: Homet
Chairs: Gaston Fones, 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 Jiaotong University.
Participants: Ping Li, Shandong University; Camelia Ilie, ESAGEP; 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/PDWR. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is <b>July 15, 2010</b>

FRIDAY

Friday 12:45PM

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 Delta Centre-Ville: Verriere A
Organizer: Eric Barens, Vrije U. Amsterdam
Presenters: Rob B. Briner, U. of London; Wendelien Van Eerde, U. of Amsterdam Business School; Dirk Ubink, Amsterdam U. Medical School; Barbara Janssen, TEN HAVE Change Management

98 ▶ (OB, HR, ODC) The Future of Job Design
12:45pm - 2:45pm Le Centre Sheraton: Drummond east
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. 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

Friday 1:00PM

99 ▶ (AAA) 2010 AMLE Writers Workshop
1:00pm - 3:00pm Le Palais Des Congres: S130
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) 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: John Hwang 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, MSP) 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, +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 1:00pm to 6:00pm on Friday August 6th.
Organizer: Marie-France B. Turcotte, U. du Québec à Montréal
Speakers: Jacques Robert Igalens, IAE de Toulouse; Louis Raymond, U. du Quebec 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 Schieber, U. of Maryland U. College

Friday 1:15PM

104 (HCM, RM) Current Trends in the Survey Methods of Organizational Research
1:15pm - 3:15pm Le Centre Sheraton: Jarry
Chair: Juliet A. Davis, U. of Alabama

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.

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: Verrerie 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 Knapova, 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 Klarfeld, Groupe ESC Toulouse Business School

Participants: Regine Bataille, U. of Economics and Business Administration; Gwenda 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 Klarfeld, Groupe ESC Toulouse Business School;iris Koall, U. of Dortmund; Waheeda Lelivik, College of New Jersey; Eddy S. Ng, Dalhouse U.; Stella M. Nkomo, U. of South Africa; Renate Ortlib, Graz U.; Mustafa F Ozbelgin, 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, Vienck Leuen Gent Management School; Françoise Dany, EM Lyon; Ruth Alas, Estonian Business School

Participant: Amonn 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; Vitamin 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 (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.

Chair: 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 (OCC) Dare to Care: Using Traditional Concepts to Diagnose and Improve Performance**

2:00pm - 4:00pm Le Palais Sheraton: Salon 4

Presenters: Judith Gebhardt, U. of Maryland, College Park; Thomas Hilton Olson, U. of Southern California

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**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: Taleb Hafsi, HEC Montreal; David Oliver, HEC Montreal; Martine Vézina, HEC Montreal


**119 (OCC, OB) I Never Knew You Cared: Forging a Rapprochement Between OD and Leadership Studies**

2:15pm - 5:15pm Le Palais Sheraton: Lamartine

Organizers: Gail T Fairhurst, U. of Cincinnati; Eric Gathe, 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 Uh-Bien, U. of Nebraska

Chairs: Brad Jackson, U. of Auckland; David Stephen Grant, U. of Sydney

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**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, Tecnologico 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.
Session Details – Friday, 2:00 - 4:00 PM

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.

123 ☛: (MC, ODC) The Care And Feeding Of The Aspiring Management Consultant: Preparing The Profession For Its Future
2:45pm - 4:45pm The Queen Elizabeth: Hochelaga 4
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: 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 Spiee, U. of Redlands; Joann Krauss Williams, Judson College

124 ☛: (ONE, BPS, ENT) Case Laboratory on Corporate Sustainability
2:45pm - 4:45pm The Queen Elizabeth: 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>.
Participants: Christian Seelos, IESE Business School; Kevin McKague, York U.; Patricia Marquez, U. of San Diego; Jose P Deasia, Indian Institute of Management, Bangalore
Organizer: Liudmila Nazarkina, EBS/U St. Gallen
Facilitator: Kate Kearins, Auckland U. of Technology
Coordinator: Jams Hschmidt, oikos foundation

125 ☛: (SIM, ONE, TTC) Teaching Corporate Responsibility: The Principles for Responsible Management Education
2:45pm - 4:45pm The Queen Elizabeth: Hoehelaga 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) 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 Spiee, U. of Redlands; Joann Krauss Williams, Judson College

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) 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 July 1, 2010.
Organizers: Gerald F. Davis, U. of Michigan; Ellen R. Auster, York U.

Friday 3:30PM
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 Antebi, 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 - 6:00pm Le Palais Des Congres: 512G
Organizers: Michael G. Jacobides, London Business School; Massimo Warglien, U. Ca' Foscari of Venice

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 Bernhard, 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 Fileisher, VU U. Amsterdam; Robbert Lunsingh Scheurleer, VU Amsterdam; Maury Peiperl, IMD
Friday 4:20PM

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 4:30PM

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/PDWRg. The deadline to register online is <b>August 4, 2010</b>.
Chair: 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 Mclceod, Cornell 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 Factors
Presenters: 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

Friday 5:00PM

147 (MSR) MSR Doctoral Student and New Faculty Consortium - Friday
5:00pm - 7:00pm The Queen Elizabeth: Rochealgo 3
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. The deadline to register online is <b>August 4, 2010</b>. A $25.00 fee will be charged to defray expenses.

hosts: Keiko Krahne, U. of Northern Colorado; Debu Mukerji, Macquarie U.
Chair: Emmett E. Perry, Rockhurst U.; Kay Rudisill, Oracle Corporation

148 (O6) 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 by <b>June 1, 2010</b>. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. 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.; Sara L Rynes, U. of Iowa; Sim B. Sitkin, Duke U.
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: 510D
Pre-registration is required for this workshop. Please contact the organizers by July 12, 2010 to obtain the approval code. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 23, 2010.
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 Rezania, Grant MacEwan College; Indumathi Anandan, 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 Bichot, 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, Lincoln
Division Chair-Elect: David A. Kravitz, George Mason U.

156: (IM) PDW Welcome
6:00pm - 7:00pm Le Centre Sheraton: Salon 4
Organizer: John Mezias, U. of Miami

157: (MC) How Consulting Can Manage Passion and Compassion in Family-Owned Companies?
6:00pm - 8:00pm Delta Centre-Ville: Versere A
Organizers: Terry R Armstrong, Colorado Technical U; Henri Savall, ISEOR, U. of Lyon 3
Introduction: Vincent Cristallini, ISEOR, U. of Lyon 3
Chair: Michel Peron, ISEOR / U. of Paris Sorbonne

Facilitator: Rickie A. Moore, EM Lyon
Presenters: 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, rely 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 Peavyhouse, U. of Memphis
A Model for Virtual Team Effectiveness: A Transactional 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 Schaarhschmidt, 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

175
Section D
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: 515C
Meet the OMT officers and members for some food and drink.
Organizer: Christine Beckman, U. of California, Irvine

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.

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

Friday 7:30PM
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, Xian Jiaotong U.; Ping Ping Fu, Chinese U. of Hong Kong; He Yi, Song, Xian 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, Xian 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

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; Artsurs Kalnins, Cornell U.; Riitta Katila, Stanford U.; David Obstfeld, U. of California, Irvine; Dennis Yao, Harvard U.

174 : (BPS, HR, CM, OM) Experimental Methods in Management Research
8:00am - 11:00am Le Palais Des Congres: 512H
Participants: Rajaee 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/POWReg

To complete your registration you are requested to visit the workshop’s website at a href="http://ie.tecnion.ac.il/AOM/2010/" and provide additional necessary information.
Participants: Dovev Levie, Technion Israel Institute of Technology; Olga Petrovna Bruyaka, Virginia Polytechnic Institute; Jideep 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.
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/POWReg
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.

178 : (CM, BPS, GDO, IAM, IM, OB, TIM, CAR, OMT, OC(S)) How to Negotiate Your (First) Job Offer
8:00am - 11:00am Le Centre Sheraton: Salon A
Session Details – Saturday, 8:00 - 10:00 AM

8:00am - 11:00am Le Palais Des Congres: 518B
Presenter: 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: Hoceilaga 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
Organizer: Pri Pradhan Shah, U. of Minnesota; Anupama Phene, George Washington U.
Presenters: Pri Pradhan Shah, U. of Minnesota; Anupama Phene, George Washington U.

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: 514B
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. Zahr, 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.aomonline.org/PDWR/. 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 Ganoo, 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

186 (HCM, ODC) Linking Positive Organizational Scholarship to Healthcare Management Education
8:00am - 9:30am The Queen Elizabeth: Hoceilaga 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: Salon 8
Registration required at https://secure.aomonline.org/PDWR/. 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.

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 is required
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. Bhatag, 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: (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: (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, ISERG, IAE - U. of Lyon 3; Florence Nogueria, U. of Montpellier 1 - ERFI - LARSEPAM - Montp. BS; Cathrine Voynmet Fourboul, U. of Paris II; Aline Scouarnec, IAE de CAEN; Françoise De Bry, U. Cath. Lyon; Sahid Khalla, U. of Caen - Nîmec

193 MED, NDSC, CAR: Dare to Care About Your Career: Questions, Answers and Advice
8:00am - 10:00am Le Palais Des Congres: 51E

Facilitator: Thomas P. Bradley, Tarleton State U.

Presenters: Toni Ungaretti, Johns Hopkins U.; Eric G Kirby, Texas State U.; Rosa Neily Treviño-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: (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>. Organizer: Morela Hernandez, U. of Washington; David M. Wasielecki, Duquesne U.; Jeffrey Bednar, U. of Michigan Participants: Fran Ackerman, Strathclyde U.; Blake E. Ashforth, Arizona State U.; Neal M. Ashkanyas, U. of Queensland; J. Stuart Bunderson, Washington U.; Andrea Case, George Washington U.; Janet M. Dukerich, U. of Texas, Austin; Dov Eden, Tel Aviv U.; C. Marlena 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 Mezias, 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, Bingham 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 Khiman, Woodbury U.

196 NDSC: (NDSC) New Doctoral Student Consortium Saturday Program - Invitation Only
8:00am - 5:00pm 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>. Organizer: 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: (OB) Organizational Behavior Doctoral Consortium Saturday - 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>August 1, 2010</b>. Coordinator: 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: (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 by June 1, 2010. 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 by June 15, 2010.

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.aomonline.org/PDWReg. The deadline to register online is by August 4, 2010.

Coordinator: Leopold S Vansina, Professional Development International

Participants: Edgar H. Schein, Massachusetts Institute of Technology; Sandra Schuurman, 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. Ditts, Vanderbilt U.; Anne Snowdon, U. of Windsor; Catalin C. Ciurchiu, 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. (OM) 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 (jonesca@bc.edu). 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 by June 30, 2010.

Organizers: Candace Jones, Boston College; Eero Vaara, Hanken School of Economics; W. L. Dougan, U. of Wisconsin, Whitewater

Presidents: 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.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is by July 15, 2010.

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 - 10:00am The Queen Elizabeth: Matipeda

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: Anno Kourula, Aalto U.; Jacob Park, Green Mountain College; Amelia C. Clarke, U. of Waterloo; Jason Jesurum Jay, Massachusetts Institute of Technology

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: Sanjai Jain, Santa Clara U.; Mark de Rond, Cambridge U.; Christopher B. Bingham, U. of North Carolina, Chapel Hill; Paula Jarzbickowski, 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.

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

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, NDSO) Passionately & Strategically Walking A Controversial Path: Daring To Care About Teaching & Learning
8:00am - 12:00pm Le Palais Des Congres: 510E
Organizer: Amy L. Kenworthy, Bond 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) or Joy Beatty (jbeatty@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
219 182: (HR) HR Division Junior Faculty Consortium
8:00am - 5:30pm Le Centre Sheraton: Messeur
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

220 183: (IM) International Management Division
Junior Faculty Consortium
8:00am - 3:30pm Le Centre Sheraton: Salon 5
Panellists: 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.; Liesz Riddle, George Washington U.; Jasjit Singh, INSEAD; Stephen B. Tallman, U. of Richmond; Hildy Teegen, U. of South Carolina; Eleanor Westney, Schulpic School of Business; Sri Zaheer, U. of Minnesota
Organizer: Jennifer Spencer, George Washington U.

221 185: (OM) Operations Management (OM) Division
Doctoral Student and Junior Faculty Consortium
8:00am - 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.

222 186: (OMT, OB, MOC, TIM, BPS, OCIS) New Perspectives on Organization Science
8:00am - 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, Dacin, 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, Shapiro)

223 187: (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 /amye.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

Saturday 9:00AM
224: (AAA) AOM Journals Committees 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 to nominate. Any student specializing in a CM domain topic may attend.
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 - 12:00 pm Offsite: Tandale St-Georges Community Centre
This workshop is open to all. For planning purposes please pre-register by contacting C. Douglass Johnson at johnson@ggc.edu by Friday, July 23, 2010. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register
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

Saturday 9:45AM

234  (CAR) Teaching at a Business School as a Second Career: Opportunities and Challenges
9:45am - 11:45am The Queen Elizabeth: St-Charles
Chairs: Elliot A. Fishman, Stevens Institute of Technology; John Blukenossop, U. of Teeside
Presenters: Paul Witman, California Lutheran U.; Steve McKenna, School of Human Resource Management

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/POWR/Reg. 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 Ortlikowski, Massachusetts Institute of Technology; Samer Faraj, McGill 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 Svejenova, 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 - 12:15pm Le Palais Des Congres: 512A
Organizer: 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 Benarbia, SAJE Montreal-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 Hallcom, Capella U.
Participants: Matias C Santana, Capella U.; Guilian Wang, Roger Williams U.; Maurine Nelson, Adult Learning Institute; Cande Tschetter, Capella U.; Jerry Beck, Capella U.; Sheila Brown, Capella U.
Martinsons, City U. of Hong Kong & Pacific Rim Institute for Studies of Management; Margaret E Phillips, Pepperdine U.; Sonja A. Sackmann, U. of 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 - 1:15pm 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>July 26, 2010</b>. Coordinators: Kathleen Getz, American U.; Stephanie Bertels, Simon Fraser U.

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.

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 : (ITC, 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.

257 : (MED, TIM, BPS) Teaching Design Thinking for Innovation
10:30am - 2:30pm Le Palais Des Congres: 510B
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 - 1:15pm Le Centre Sheraton: Hemon
Chair: 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 Quintana, IESE Business School; Allen D English, Eastern Kentucky U.; Marion Festing, ESCP Europe; Geoffrey Wood, U. of Sheffield

Saturday 11:00AM

259 → : (ITC, MED) The Fulbright Scholar Program: A World of Opportunities for Faculty and Professionals
10:45am - 12:45pm Delta Centre-Ville: Les Courants
Presenters: Lawrence A. Plummer, U. of Oklahoma - Norman; Simon C Parker, Ivy School of Business

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, Ivy School of Business

Saturday 10:30AM

261 : (ENT, MED) Caring about Wounded Warriors: The Entrepreneurship Bootcamp for Veterans with Disabilities (EBV)
11:00am - 1:00pm Le Palais Des Congres: 5130
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 BusinessRoom number: MB 14.250Address: 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
Session Details – Saturday, 10:00 AM - 12:00 PM

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/PDWRereg. The deadline to register online is <br>AUG 4, 2010<br><br>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.; Freek Vermeulen, London Business School; Guenter K. Stahl, WU Vienna; INSEAD; Melissa Graebner, U. of Texas, Austin; Samina Karim, Boston U.; Xavier Castaner, U. of Lauasanne; Giovanni Valenti, Bocconi U.

266 ▶️ENT, PNP, SIM Social Entrepreneurship: Future Directions in Education and Research
11:15am - 3:15pm Le Palais Des Congres: 516B
Additional registration is required at https://secure.aomonline.org/PDWRereg. The deadline to register online is <br>AUG 4, 2010<br><br>Organizers: Christine Katharina Voilkmann, 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.; Bremer; Moriah A. Myskens, 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 - 2:15pm Le Palais Des Congres: 512H
Participant: Thomas F Hawk, Frostburg State U.

268 ▶️IMSR, 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 Skjel, 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
11:30am - 1:30pm Le Centre Sheraton: Salon A
Coordinator: Kim Gower, Virginia Commonwealth U.
Participants: James M. LeBreton, Purdue U.; Taji M. Nielsen, George Washington U.; Yehuda Baruch, U. of East Anglia; Ethlyn Anne Williams, Florida Atlantic U.

270 ▶️PNP International Variations of Nonprofit Scholarship
11:30am - 1:30pm The Queen Elizabeth: St-Maurice
Organizer: Wenjie 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 Grenbjerg, Indiana U.; Michael Hall, Imagine Canada; Ming Wang, Tsinghua U.; Agnes Meinhard, Ryerson U.

271 ▶️TIM, BPS, OMT Design-Based Innovation: Domains of Application
11:30am - 2:30pm Le Palais Des Congres: 515C
Organizers: Celine Abecassis-Moedas, U. Catolica Portuguesa; Sihem Ben Mahmoud-Jouini, HEC Paris; Ileana Stigliani, Imperial College Business School
Participants: Sebastian Fixson, Babson College; Victor P. Seidel, U. of Oxford; Patrick K. Stacey, Imperial College Business School; Bojan Angelov, Politechnic 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. Brokeridge, ESG-UQAM; Patrick J. Murphy, DePaul U.; Gwyneth Edwards, Concordia U.
Distinguished Speaker: Reginald J. Saulnier, Avalon Corporate Solutions
Participants: Tom Mierzwia, U. of Maryland U. College; Frank Bares, ION Business School; T Russell Crook, U. of Tennessee, Knoxville; Linda Dyer, Concordia U.; Claire Ouellette, Visacan; Eileen Fischer, York U.; Jean Piché, ESG-UQAM; Jeffrey Mathew 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.; Alexandre 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...
273 TIM Past Division Chairs and Endowed Chairs Committee Luncheon
11:30am - 1:30pm Le Palais Des Congres: 516D
This is for Past Division Chairs of the TIM Division and a select group of Endowed Chairs interested in TIM type research. 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; Hotelauga 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 Otjen, U. of Central Florida; Andrew N. Garman, Rush U.

276 (HR) SHRM Networking Lunch
12:00pm - 1:30pm Le Centre Sheraton: Salle Balcony 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 (OCD, 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, OCD, OB, ENT, TIM, MH, OM) Doing, Writing and Publishing Process Research
12:15pm - 2:15pm 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 - 2:15pm 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.; Carolin Haeussler, U. of Munich

Saturday 12:30PM

281 (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

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

12:30pm - 2:00pm The Queen Elizabeth; Hothelauga 2
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 S
Organizer: Regina A. Greenwood, Nova Southeastern U.
Chair: Silvia Ines Monserrat, U. Nacional del Centro
Coordinator: Distinguished Speaker: Nelson Phillips, IMD

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 - 2:30pm 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 Arhusa

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 Jansen, 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. Devely, 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 - 4:30pm 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 (ICW) (MOC, OB, MEN, ICT) Keeping the Passion Alive: Maintaining Passion over Your Academic Career
1:00pm - 3:00pm Delta Centre-Ville: Les Courants
Facilitators: Marie T. Dabosboro, 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) 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 (ICW, 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.aamonline.org/PDWReg. The deadline to register online is <b>July 9, 2010</b>.
Coordinator: Mario Schijven, Texas A&M 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 Krahne, 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

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.

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>April 4, 2010</b>
Hosts: Keiko Krahne, 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

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 - 3:30pm 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 Krummaker, Leibniz U. Hannover; Holger Schiele, U. of Twente; Jeroen Kraaijenbrink, U. of Twente
Facilitators: Rita Kowalski, Work Life Consulting LLC; Stefan Krummaker, Leibniz U. Hannover; Jeroen Kraaijenbrink, U. of Twente; Holger Schiele, U. of Twente
Participants: 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 Moeleskin, 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 Carlsten, SINTEF Technology and Society
Participants: Kjersti Bjorkeng, SINTEF Industrial Management; Marlys K. Christianson, U. of Toronto; Stewart Clegg, U. of
Session Details – Saturday, 12:00 - 2:00 PM

310 (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). 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: 514B
Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is <b>August 4, 2010</b>.
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.; Christiina A. Hannah, U. of Maryland U. College; Rajanandini 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: Dukuth
Program Manager: Jimmy Le, Academy of Management
Program Chair: Anne S. Tsu, 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: 5120
Host: Viktor Dorfler, Strathclyde U.
Participants: Zoltan Baracska, Doctus Co.; Jolan Velencei, Budapest U. of Technology and Economics

315 (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 University/Christian Care Health System
Speakers: David Coghill, Trinity College Dublin; James Robert Langabeer, U. of Texas, Houston; Deborah Anne O’Neill, 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 Tham, 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 Aemoudt, 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.aomonline.org/PDWReg. 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-Maldono, 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
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.aomonline.org/PDWReg. The deadline to register online is <b>August 1, 2010</b>.
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 - 5:30pm Le Palais Des Congres: 510C
Organizer: William H. Starbuck, U. of Oregon

324 ☺ ☐: (RM, OB, BPS, TIM) Innovative Methods for Studying Decision-Making
2:30pm - 5:30pm Le Palais Des Congres: 511C
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. Elliott, 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 - 4:45pm Le Palais Des Congres: 513C
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) for more information and to obtain the approval code. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is <b>August 4, 2010</b>.
Organizers: Xavier Castaño, 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 Klueter, U. of Pennsylvania
Chair: 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 Palais Des Congres: 511E
Chair: Larry E. Greiner, U. of Southern California
Participants: Flemming Poullert, 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

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: 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., Bloomington; 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: Hochelaga 3
Chair: Anne S. Tsui, Arizona State U.; Jimmy Le, Academy of Management; Valerie Concepcion, Academy of Management
Participants: 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
Chair: Jennifer D. Nahrgang, Arizona State U.; David M. Stuss, U. of South Carolina
Participants: Jennifer D. Nahrgang, Arizona State U.; David M. Stuss, 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
Chair: Jennifer D. Nahrgang, Arizona State U.; David M. Stuss, U. of South Carolina
Participants: Jennifer D. Nahrgang, Arizona State U.; David M. Stuss, U. of South Carolina

343 : (PTC, MED, OCS) Action Research and Experiential Learning Exemplars
3:15pm - 6:15pm Le Palais Des Congres: 512A
Chair: Jennifer D. Nahrgang, Arizona State U.; David M. Stuss, U. of South Carolina
Participants: Jennifer D. Nahrgang, Arizona State U.; David M. Stuss, U. of South Carolina

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 Antebly, 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.
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: Lee Courants
Preparer: Jeffrey R. Edwards, U. of North Carolina

345 | (SM) 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 Mpbanga, U. of Botswana; Dima Jamali, American U. of Beirut; Youssef Ahmad Youssef, UNSIL U. do Sul de Santa Catarina; Leslie Stager Jacques, Massey U. Auckland; Peter Odrakiewicz, Poznan U. College of Business

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 Kwsiga, Bryant U.; Katharina Spraul, U. of Mannheim
Moderators: Madan Annavaraju, 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 Drmevic, 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. 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 - 5:00pm Le Centre Sheraton: Salon A
Organizer: Vlad Vaiman, Reykjavik U.
Chair: Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign
Discussants: Henry Mintzberg, McGill U.
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 Principe, 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.

353 (CMS, OMT, GDO, HR) Challenging Organizations: Towards Transformative Action
4:00pm - 5:30pm The Queen Elizabeth: Hothelega 2
Organizers: Paulina 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 Palais Des Congres: 512B
Organizers: Laura Morgan Roberts, Georgia State U.; Lynn Wooten, U. of Michigan; Martin N. Davison, 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 (M) 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 Arian, Florida Atlantic U.; Charles Watson, George Washington U.
Contact: Rhonda K. Reger, U. of Maryland

Division Chair: Richard Blackburn, U. of North Carolina, Chapel Hill
Program Chair: Mark J. Martinko, Florida State U.

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/PDWRReg. Please send the requested material (paper and abstract) to the workshop organizer, Simon Rodan (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.

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 Kolvinen, 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 (tberkle@siue.edu or 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/PDWRReg. 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 Melio, 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: Carter 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.aamonline.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 Smiricich, 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: Hurricane
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 we will forward a link to material in the volume for preparation for the session.
Organizers: Timothy Michael Devinney, U. of Technology, Sydney; Laszlo Tihanyi, Texas A&M 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 Rojet, 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: Elliott Bendoly, Emory U.; Amy Hillman, Arizona State U.; Ram Narasimhan, Michigan State U.; Gerardo Okhuysen, U. of Utah; John E. Ettlie, Rochester Institute of Technology; Jeffery LeFîne, 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) 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>) 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.aamonline.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. Cogiser, 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
Session Details – Saturday, 4:00 - 6:00 PM

376 (CM, OB, SIM) Teaching Leadership and Ethics in a New High-Stakes Resource Allocation Game: The Kidney Exercise
5:45p - 7:45p 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>.
Distinguished Speaker: Adam D. Galinsky, Northwestern University.
Facilitator: Astrid C. Homan, VU U. Amsterdam

377 (OMT) Blogging as a Tool for Bridging Research, Teaching and Practice
5:45p - 7:45p 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
6:00p - 9:00p Le Palais Des Congres: 513F
By invitation only.
Coordinators: Laszlo Tihanyi, Texas A&M U.; Parthiban David, American U.

379 (BPS) Meet the BPS Officers
6:00p - 7:00p Le Palais Des Congres: 520 A8
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
6:00p - 10:00p Offsite: Montreal Museum of Fine Arts
Saturday, August 7, 6-10pm, at the Musee des beaux-arts de Montreal; www.mmfa.qc.ca For details and how to register go to http://ent.aomonline.org/

381 (HCM) HCM PDW Reception
6:00p - 8:00p The Queen Elizabeth Hotel Suite 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
6:00p - 7:00p Le Centre Sheraton: Salon 1
Presiding: Julio O. DeCastro, Babson College

383 (ICW) Human Relations Reviewers’ Reception
6:00p - 8:00p 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 Mezias, 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 Stokey, 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: Maria 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
Session Details – Sunday, 8:00 - 10:00 AM

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 Palais Des Congres, 543 A-C
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
Organizers: Heather C. Vough, McGill U.; David Oliver, HEC Montreal

401: (AAA) Montreal 2010 LAC
8:00am - 9:00am Le Palais Des Congres, 543 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; Pearlile
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 - 11:00am The Queen Elizabeth, Hochelaga 2
Organizer: Michael Lounsbury

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; 5226

417: (ICW) Journal of Management Inquiry Editorial Board Meeting
10:30am - 12:00pm Le Centre Sheraton; Salon 1
Organizer: Marvin Washington, U. Alberta
The Social in the Physical: From Management Research Findings to Artifacts
Organizers: May Seitanidi (Brunel University), Sandra Waddock (Boston College), Mary Jo Hatch (University of Virginia), Lawrence J. Lad (Butler University), and Dawn R. Elm (U. of St. Thomas; 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.

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

Sunday 11:15AM
420  (AAA) Meeting with Incoming Division/Interest Group Chairs (2010-2011)
11:15am - 12:15pm Le Centre Sheraton: Lamartine

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 with 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.

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-Arly Dubois, U. of Montreal
Speakers: Greta Cummings, U. of Alberta; Ginette Rodger, The Ottawa Hospital; Mary Ferguson-Paré, 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
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: 510E
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: 510F
Moderator: Donald C. Hambrick, Pennsylvania State 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-term 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.

428 🌊 (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

431 🌊 (AAT) Passion, compassion and social power: Rethinking Japanese-style management
11:30am - 1:00pm Le Palais Des Congres: 511E
Organizers: Katsuki Aoki, Kanto Gakuin U.; Toru Kiyomiya, Seinan Gakuin U.
Discussant: Rick Delbridge, Cardiff U.
The strategy of gysualization h in Japanese-style problem solving activities | Katsuki Aoki, Kanto Gakuin U.; Masayasu Takahashi, Keiichi 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, Murokan Institute of Technology
A critical study on gCompassion Management h in Japanese companies | Yasushi Fukuhara, Senju U.

432 🌊 (AAT) A Passion for Making a Difference: Daring, Caring & Delivering Impact Through Collaborative Research
11:30am - 1:00pm Le Palais Des Congres: 511F
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 Tjssvold, Lingnan U.; Xinru Wu, Lingnan U.

434 🌊 (AAT) The Value of Caring: Successfully deploying and sustaining strategies around Care
11:30am - 3:00pm 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.
This session involves a tour of Montreal. Attendees are to meet in room 524A at the Les Palais Des Congres 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 Theory and Practice
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

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.

11:30am - 1:00pm Le Palais Des Congres: 519B
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: 516C
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 - 3:00pm 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
Session Details – Sunday, 12:00 - 2:00 PM

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; Anthony F. Buono, Bentley U.; Flemming Pouffelt, Copenhagen Business School; Dalito 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.; Cuiili 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.; Cuiili 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
Masangane 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: Hannon
Session Details – Sunday, 12:00 - 2:00 PM


Chair: Murray R. Barrick, Texas A&M U.

463 : (ICW) Organization Management Journal Meet the Editors/Editorial Board Meeting
1:30pm - 2:30pm Hyatt Regency Montreal: Picardin
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: Chaudiere

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, ISEES Business School; Carlos Rodriguez-Lluesma, ISEE Business School
Facilitator: Denise M. Rousseau, Carnegie Mellon U.

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: 51B

469 : (AAT) Passion for Action: Daring to Create Actionable Research
2:00pm - 5:30pm Le Palais Des Congres: 51C
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 - 3:00pm 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 8C
Session Details – Sunday, 2:00 - 4:00 PM

Sunday 2:20PM

480 🍃🍃🍃: (AAT) Artistic Passion Igniting Workplace ActionSpaces 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 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: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 divide between teaching/research, and relevance/rigor; d) To identify the specific ideas and action plans for creating context-rich scholarship debate and the urgency and the need for bridging the divide between teaching/research, and relevance/rigor.
Organizer: Charles Dhanaraj, Indiana U., Bloomingston
Moderators: Vincent Managematin, Grenoble Ecole Management; Sougata Ray, IIM Calcutta / Infosys Technologies 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, Fullbright 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: 521B
Organizer: Aaron Chatterji, Duke U.

485 🍃🍃🍃: (AAT) Passion/Compassion in Change Leadership
3:00pm - 4:30pm Le Palais Des Congres: 510B
Chair: George Marvin Neely, Southern
Participants: Richard L McClone, 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.
Taking Advantage and Taking Care: Active Listening, Caring, and Negotiator Honesty and Deception | Edward Eli Kass, U. of California, Berkeley
Constructing Controversies 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: 516C
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
Session Details – Sunday, 2:00 - 4:00 PM

**Sunday 3:05PM**

**496 ➔ ➔ (AAT) Reinvigorating International Management Educational Administration and Facilitation**
3:05pm - 5:00pm Le Palais Des Congres: 510A
Chair: Hamid H Kazeroony, Walden U.
Presenters: Ambika Zutshi, Deakin U.; Doug Kinney, Pearson eCollege; Ernestina Giudici, Cassiari U.; Agata Stachowicz-Stanusch, Silesian U. of Technology; Carolyn Wiley, Roosevelt U.; Denise Tsang, Henley Business School; Joo-Seng Tan, Nanang Technological U.; Constance Van Horne, Zayed U.; Jaime Ruiz-Gutierrez, U. of los Andes, Colombia; Leslie Stager Jacques, Massey U. Auckland; Ruth Alas, Estonian Business School; Peter Odraikiewicz, Poznan U. of Business

**Sunday 3:30PM**

**497 ➔ ➔ (AAT) Passion for the Arts: Daring to Share All our Talents in the Classroom and the Office**
3:30pm - 5:35pm Le Palais Des Congres: 510A
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.

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**499 ➔ (AAA) AOM Ethics Committee Meeting**
3:30pm - 5:00pm Le Sheraton Centre: Salon 3
Organizer: Terese M. Loncar, Academy of Management

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**500 ➔ (AAA) SAP Executive Committee Meeting**
3:30pm - 5:00pm Le Palais Des Congres: 510C

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**501 ➔ (AAA) Academy of Management Learning and Education Editorial Board Meeting**
3:30pm - 5:00pm Le Palais Des Congres: 523A

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**(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...
Session Details – Sunday, 2:00 - 4:00 PM

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: 522B
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 Davidson, 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. Kravit, George Mason U.

507: (HCM) HCM Executive Meeting
3:30pm - 5:00pm The Queen Elizabeth: Hochelaga 5
Division Chair: Robert Weech-Majಡonado, U. of Alabama, Birmingham
Program Chair: Trish Reay, U. of Alberta
Professional Development Workshop Chair: Jami Leanne DellFraine, U. of Texas
Division Chair-Elect: Eric S. Williams, U. of Alabama
Past Chair: Chrisy Harris Lamak, 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: 516D
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: 5130

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, Valtara Corp & U. of Maryland Emeritus; Martin G Evans, U. of Toronto; Lotte Baily, 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: Bernstein
Organizer: Duane Windsor, Rice U.

521: (SIM) SIM Salon: As or Fs for A Journal Lists?
4:00pm - 5:00pm The Queen Elizabeth: Barbotsona
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

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Session Details – Sunday, 4:00 - 6:00 PM

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. Schauberg, Stanford U.
Can Corporations Care? And for whom? | Gerald F Davis, U. of Michigan

Sunday 4:45PM
529 ☀ (AAT) Passion for work: its definition, measure, consequences and antecedents
4:45pm - 6:15pm Le Palais Des Congres: 516B
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 Houfourt, ENAP
Character strengths' use as an antecedent to harmonious passion for work | Jacques Forest, ESG-UQAM; Charles Benabou, ESG-UQAM; Laurence Crevier-Braud, UQAM; Élaine Bergeron, UQAM; Geneviève A. Mageau, U. de Montréal
Entrepreneurial passion: Sources and sustenance | Melissa S. Cardon, Pace U.; Michael J Glaser, 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.

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 StreetMontreal, QC, Canada, 256
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

Sunday 4:30PM
524 : (AAT) Creating a Caring Economics: Theory, Research, and Practice
4:15pm - 5:45pm Le Palais Des Congres: 511B
Keynote Speaker: Riane Eisler, Center for Partnership Studies
Chair: Jeana Wirtenberg, Fairleigh Dickinson U.
Discussants: Peter M. Senge, Society of Organizational Learning; Jay B Barney, Ohio State U.; Jane E. Dutton, U. of Michigan

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 Bonaventura: Lasalle
This is a meeting of the Russian Management Research Group. Anyone is welcomed to attend. The meeting aims to provide an opportunity for researchers 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 Details – Sunday, 4:00 - 6:00 PM

- **Division Chair:** Shawn M. Carraher
- **Program Chair:**
- **Division Chair-Elect:**
- **Professional Development Workshop Chair:**

**Presenter:** Nancy J. Adler Toegel

**Religion: Editorial Board Meeting**

- **Past President:**
- **Event:** TIM Division Business Meeting and Social Event
- **Organizer:**

**540:** (ICW) Richard Ivey School of Business, PhD Alumni Reception

- **Organizer:** Karin Schnarr, Ivey School of Business

**541:** (SIM) IABS Executive Board Meeting

- **Organizer:** Jamie Hendry, Bucknell U.

**542:** (TIM) TIM Division Business Meeting and Social Event

- **Organizer:** Jamie Hendry, Bucknell U.

**Sunday 6:00PM**

**543:** (AAM) Asia Academy of Management & Asia Pacific Journal of Management Reception

**544:** (BPS) 2010 Irwin Outstanding Educator Award in Honor of Anita McGahan

**545:** (CM) Conflict Management Division Social

**546:** (GDO) GDO Executive Committee Dinner

**547:** (HR) HR Division Business Meeting and Reception

**548:** (ICW) Management Faculty of Color Association Meeting

**549:** (ICW) HRM and the Supply Chain Special Issue Reception

**550:** (ICW) IFERA @ Academy of Management, Montreal, 2010

**551:** (IM) IM Executive Committee Meeting

- **Organizer:** Hae-Jung Hong, ESSEC

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**Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings**
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 - 7:30pm 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 465
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


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.

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
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: Susan E. Jackson, Rutgers U.; Fernando Suarez, Denver U.; Hans Georg Gemuenden, U. of Minnesota; Andreea Noemi, Western New England College

**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, London, Madrid and Turin. 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 Palais Des Congres: 524A
Organizer: Pramodita Sharma, Concordia U.

**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 Bilberman, U. of Scranton

**571 : (TIM) TIM Breakfast Meeting**
7:00am - 8:00am Le Palais Des Congres: 520 A
Hosts: Shawn M. Carraher, Minot State U.; Fernando Suarez, Boston U.; Paul Olk, Denver U.; Arvids A Ziedonis, U. of Michigan, Ann Arbor; Hans Georg GEMUENDE, 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: Jeannie Mannheimer Forray, Western New England College

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: 520 A
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
￡ Strong Recipes/Weak Ingredients: Human Capital
￡ 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: 510 F
Facilitator: Jeffrey A. Martin, U. of Texas, Austin
￡ Organizational Architecture and Corporate Adaptation: Exploring the Social Side of Modularity | Andreea Noemi
**Session Details – Monday, 8:00 - 10:00 AM**

**8:00am - 9:30am Le Palais Des Congres: 513F**

*Chair:* Hans T. W. Frankort, 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.

**8:00am - 9:30am Le Palais Des Congres: 515B**

*Facilitator:* Regina A. Greenwood, Nova Southeastern 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

**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 Benshelter, 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

**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 Aspasa, Aalto U. School of Economics; Juha-Antti Lambere, Helsinki U. of Technology; Arjo Laukia, Helsinki U. of Technology; Henriikki 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 | Martje 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 Conformity, 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: 515C

*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
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.
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 Ishqiafi, U. of Kansas
Discussants: Barbara A. Ribbens, Western Illinois U.; The Benefits of Using Career Strategies | Maria Järström, U. of Vaasa; Marko Kohtamäki, U. of Vaasa
Career Mobility and Promotion of Professionals: Are Complex Organization Gatekeepers to Top Position | Christine 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: Jary
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
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; Cecile 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
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 Oelll, Georgia Institute of Technology; Anupama Phene, George Washington U.; Nelson Phillips, Imperial College London; Ravi Ramamurti, Northeastern U.; Jeffrey A. Robinson, Rutgers U.; Petra Sondergerg, 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 (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 (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/?goid=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 Tetrauld Sirsly, Carleton U.

596 (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 (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 (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.
ONE: Building Legitimacy through Environmental Discourses: A Multi-Stakeholder Perspective | Deborah Philippe, HEC Lausanne; Alain Debenedetti, U. Paris Est
IM: Stakeholder Engagement: Transforming CSR From Principled Rhetoric To Theoretically Grounded Practice | Lite Narrey, 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
BPS: The First Deal: The Division of Founder Equity in New Ventures | Noam Wasserman, Harvard U.; Thomas Helman, U. of British Columbia
ENT: State Ownership and IPO Valuation: A Signaling Perspective on the Transition Economy of China | William P. Wan, Texas Tech U.; Daphne W. Yu, Chinese U. of Hong Kong; Xiaodan Wang, Texas Tech 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-Rouleau C
Chair: Heechun Kim, Georgia State U.
OM: The Role of Relative Absorptive Capacity in Improving Suppliers’ Operational Performance | Haimeth Nagati, Rouen Business School; Claudia Rebollo, 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 Turnovers 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 Mauksapf, U. of Michigan

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 Riggsbee, 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 Lueneburg
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
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.


How Forgiveness Restores a Sense of Justice Following Interpersonal & Intergroup Transgressions | Tyler G. Okimoto, Yale U.; Michael Wenzel, Flinders U. of South Australia


608 : (Paper Session) - (DISC) Exploring Organizational Discourse of Passion and Compassion in Japanese Management
8:00am - 9:30am Le Palais Des Congres: 512E - Table 1
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 2
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. Hulppke, Hong Kong U. of Science and Technology

MED: A content analysis of strategic management textbooks | Steve Gove, Virginia Tech; Hanko K. Zeitmann, Virginia Tech; David Thomblad, 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 Driege Kosnik, Trinity U.

OMT: Cultural change following M&A - A closer, grounded look | Satu Päivi Teerikangas, Aalto U.; Olivier Irmann, HEC Montreal

OMT: Inter-organizational Network Studies - a Literature Review of Methodology | Carsten Bergenholtz, Aarhus U.; Christian Waldstrøm, Aarhus U.

OMT: The Complex Structure of Signals and the Influence of Receivers’ Variance on Signal Interpretation | Azi Gera, Drexel 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.


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: 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: 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

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings

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<td>(DRP Session) - (ENT) Social Capital and Networks 1</td>
<td>8:00am - 9:30am</td>
<td>Le Palais Des Congres: 510A</td>
<td>Blaine Landis, U. of Cambridge</td>
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<td>620</td>
<td>(DRP Session) - (ENT) Entrepreneurial Finance - Context</td>
<td>8:00am - 9:30am</td>
<td>Le Palais Des Congres: 510A</td>
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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
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.
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 Firdiray, 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 University
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
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 Hsia 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.
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; 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 Mlake-Lye, ScienceDriven
628 : (Paper Session) - (HR) Positive Psychology in the Workplace
8:00am - 9:30am Le Centre Sheraton: Salle Ballroom west
Chair: Sarah Hovind, U. of Lethbridge
Discussant: Jing Zhou, Rice U.


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) Remus Ilies, winner of the Early Career Achievement Award; 4) 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 Fauxuwe, and Elaine Ferndale, 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. of 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 | Chihung-wen Tsao, Tajen U.; Shyh-cher Chen, National Sun Yat-sen U.


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; Dianne 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


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.
Discusser: 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.; Sema 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: 5:208
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: Salle Ballroom east
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 RBs | 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 Changwah Chung, Korea U.; Paul Beamish, U. of Western Ontario
637: (DRP Session) - (IM) Cultural Values Assessments and Beyond in International Management
8:00am - 9:30am Le Centre Sheraton: Salle Ballroom center
Facilitator: Vas Taras, U. of North Carolina, Greensboro
→ Individualism-Collectivism in Hofstede and GLOBE: | Sunil Venika, U. of Queensland; Paul Anthony Brewer, U. of Queensland
→ Beyond Cultural Value Dimensions: A Study of Cross-Cultural Interactions in Multinational Teams | Aida Hajo, Brunel U.; Markus Pudelko, Tübingen 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: (JS) - (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: Carlier A
Chair: Kurt Motamed, Pepperdine U.
Session Details – Monday, 8:00 - 10:00 AM

640 ☯: (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
☯ 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. Piess, ESAD; Thomas Maak, ESADA; Guenter K. Stahl, WU Vienna/INSEAD
 Cosby 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

641 ☯: (Paper Session) - (MOC) Historical Perspectives on Leaders, Executives, and Coaching
8:00am - 9:30am The Queen Elizabeth: Gatineau
☯ 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
☯ Sage Best Leadership Paper Award

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) 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. of Bundeswehr, Munich; Martin Friesl, Lancaster U.
☯ Retaining Talented Consultants: An Exploration of the HR Business Partner Contribution | Caroline Tillou, Groupe ESC Toulouse Business School; Assaad 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

644 ☯: (Paper Session) - (MED) Developing Leaders: Intervventional, Developmental and Experiential Approaches
8:00am - 9:30am Delta Centre-Ville: St-Charles
Chair: Alan T Belasen, State U. of New York, Empire State College
☯ An Examination of Vicarious Experiential Learning Across Levels and Tasks | J Duane Hoover, Texas Tech U.; Robert Giambatista, Lehigh U.; Liuba Y. Belkin, Lehigh U.

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: Carrier B
Facilitator: Ramon J. Aldag, U. of Wisconsin, Madison
☯ Positive Relational Experiences and Employee Engagement in Innovative Tasks in the workplace | Hedva Vinarski-Perez, 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.
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.
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
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; Ena Oldenboom, Crakel BV
648: (DRP Session) - (MSR) MSR and Organizational Behavior Roundtable
8:00am - 9:30am The Queen Elizabeth: Harricana
Facilitator: Jasmin C Lin, Robert Morris U.
Cognitive Barriers to Organizational Change: Causal Inference as the Basis of Belief Incongruence | Mark P. Healey, U. of Leeds
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. Beuge, 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 x A x 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: Benjamin
Chair: Donald L. Ferrin, Singapore Management 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 Organizations | 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
Chair: Robert Folger, U. of Minnesota; Paul Varella, Mount Royal U.; Mansour Javidan, Thunderbird; David A. Waldman, Arizona State U.
Leader-Member Exchange and Organization-Based Self-Esteem: Joint Effects on Employee Performance |
Indirect Effects of Leader-Member Exchange on Outcomes via Role Stressors | Hearing 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: Nicot
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.; Jiwan Song, Renmin U. of China

Employees’ Perceived Exchange Relationships Based on Sahlins’ (1972) Reciprocity Continuum | Samina Qurat-ul-a’in, U. Paul Cezanne; Abdul Karim Khan, U. Paul Cezanne; Jean-Marie Peretti, ESSEC

Relational Commitments in Employee-Supervisor Dyads and Employee Job Performance | Guylaine Landry, U. of Sherbrooke; Christian Van den Bergh, HEC Montreal

655 ▶ (Paper Session) - (OB) Leaders and Followers 8:00am - 9:30am The Queen Elizabeth: Richeieu
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; Anat Rafaeli, Technion Israel Institute of Technology

Do Leaders Define 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.

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.


But I Do So Much: Citizenship Behaviors and Feelings of Entitlement | 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

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 Elenbein, Washington U. in St. Louis

669  [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

666  [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.
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 Lokie, 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.

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 Barbi 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 Doom, 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. Schwartz, 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 Linderoth, 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 8:00 am - 9:30 am 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 8:00 am - 9:30 am 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. Peterburg State U.
Transformational Leadership and Organizational Culture: Towards Integrating a Multi-level 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? 8:00 am - 9:30 am 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) - (OMT) Innovative data and methods 8:00 am - 9:30 am 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

670 : (Paper Session) - (OMT) Agency and Institutions 8:00 am - 9:30 am Le Palais Des Congres: 516A
Chair: Husyin 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 8:00 am - 9:30 am Le Palais Des Congres: 516B
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. of Alberta
A Cognitive Perspective on the Relationship between Status and Uncertainty | Francois Herve Collet, ESADE

672 : (DRP Session) - (OMT) Discourse, Culture, and Sensemaking 8:00 am - 9:30 am 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 8:00 am - 9:30 am 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 The Queen Elizabeth: Dufu
Chair: Markus Perkmann, Imperial College London

Strategic 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 Almendoz, Harvard U.

675: (Paper Session) - (ONE) Organizational behavior and the Environment II
8:00am - 9:30am The Queen Elizabeth: Dufu
Chair: Mark Cordano, Ithaca College

Corporate Leaders’ Interests Regarding Sustainability in Management Education | Matthew Gitscham, 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 Hl, 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 | Nagara 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

676: (Paper Session) - (ONE) Climate change management
8:00am - 9:30am The Queen Elizabeth: Matapedia
Chair: Ans Kolk, U. of Amsterdam


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


677: (Paper 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.

678: (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

679: (Paper Session) - (RM) Expanding the content of content analysis
8:00am - 9:30am Delta Centre-Ville: St-Laurent
Chair: Stefan Krummker, 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.
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 Derriidean 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 | Debagrata 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, Ca’ Foscari Business School, City U.

Why Adopt Now? Multiple Case Studies & Survey Studies Comparing Small, Medium and Large Firms | Suikanaya 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 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.

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Pioneer Burnout: The Shadow of Radical Product Innovation

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


Absorbing External Technological Knowledge: Organizational Antecedents and Consequences | Tina Burkhart, RWTH Aachen U.; Frank T. Hiller, 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 ▶ (Paper Session) - (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. Carracher, 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-Market Capability and Organizational Performance in the U.S. Video Game Industry | Eric Zhao, U. of Alberta; Masakazu Ishihara, U. of Tokyo

Evolution of Video Game Devices | Mirva Peltoniemi, Aalto U. School of Science and Technology


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 8:30AM

689: (AAA) Breakfast with Academy of Management Affiliates & Associates
8:30am - 10:00am The Queen Elizabeth: Hochelaga 1
AOM Affiliates: WAM, EAM, IAM, SMA, AAM, IAM, AOM
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: (AAA) Modeling Capabilities and the RBV: Formal Tools & Advances in the Theory of Competitive Advantage
9:45am - 11:15am Le Palais Des Congres: 518C
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 Ryll, 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.
Participation in a Platform Ecosystem: Appropriability, Competition, Access to the Installed Base | Peng Huang, Georgia Institute of Technology; Marco Cecchigoli, 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

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 | Ximing Deng, Wuhan U.; Shuai Fan, Huazhong U. of Sci. & Tech., China
The Evolving Practice of Strategic Planning | Basak Yakis-Dougias, Oxford U.; Ludovic Calluuet, U. of Toulouse Graduate School of Management; Andrei Mogotov, Aguide
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: 516C
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.
Session Details – Monday, 10:00 AM - 12:00 PM

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 Cañatero, U. of Lausanne; David Souder, U. of Connecticut

 Session Details – Monday, 10:00 AM - 12:00 PM

 Current Challenges and Future Directions

 Chair: Tania Casado

 9:45am - 11:15am Le Centre Sheraton: Salon A

 Managing and Organizing Ambidexterity across Hierarchical Organizational Context and Ambidexterity at Corporate Erasmus U.

 Organizers:

 The Power of Consilience in the Face of Modularity | Organizing Joint Search | Rivalry, Learning, and Superstitious Beliefs about the Signal Importance of Noise | Organizers:

 9:45am - 11:15am Le Palais Des Congres: 510B

 Career Mobility and Employee Adaptability: A Lifespan/Life Course Perspective | Sara-Izabella Gerdes, 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; Juliete Roper, U. of Waikato; Hugh P. Gunz, U. of Toronto


 Narrative as a Basis for Interdisciplinary Conversations in Contemporary Career Studies | John Blenkinsopp, U. of Teesside

 Session Details – Monday, 10:00 AM - 12:00 PM

 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 Noisy | Michael Macy, Cornell U. Rivalry, Learning, and Superstitious Beliefs about Competitiveness | Jerker C. Denrell, U. of Oxford

 Organizing Joint Search | Thorbjorn Knudsen, U. of Southern Denmark; Kanan Srikanta, Indian School of Business

 The Power of Consilience in the Face of Modularity | Christina Fang, New York U.; Ji-hyun Kim, New York U.

 Organizing Ambidexterity: Current Challenges and Future Directions

 9:45am - 11:15am Le Palais Des Congres: 510F

 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

 Are Careers "Boundaryless"? | (Paper Session) – (CAR)

 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 Gerdes, Jacobs U. Bremen; Hannes Zacher, Jacobs U. Bremen; Klaus Schömann, Jacobs U. Bremen; Benjamin Godde, Jacobs U. Bremen; Ursula M. Staudinger, Jacobs U. Bremen

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 Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Session Details – Monday, 10:00 AM - 12:00 PM

Organizers: Padmakumar Nair, U. of Twente and U. of Texas at Dallas; Michel Ehrenhard, U. of Twente
Moderator: Gregory G. Des, 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 Thatchenny, 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.

Datta, U. of Texas, Arlington; Martina Musteen, San Diego State U.


OMT: Networking Strategy in Emerging Economies: Network Positions and Institutional Contingency | Weiei (Stone) Shi, Baruch College; Sunny Li Sun, U. of Texas, Dallas; Mike Peng, U. of Texas, Dallas

PBPS: Corporate Political Activity of MNCs from Newly Developed Countries in Emerging Economies | Marcello 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


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.

PBPS: R&D Resources, R&D Management, and Innovation: Evidence of Mediation | Kai Xu, Xi’an Jiaotong U.; David G. Simons, Texas A&M U.; Sh anxing Gao, Xi’an Jiaotong U.


GDO: Linking Work Engagement and LMX to Innovative Work Behaviour and Turnover Intentions | Upasana Aggarwal, Indian Institute of Technology, Sumita Dutta, ITB; Shigvansh 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: Alfred-Rouleau A
Chair: Ainoor 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 academy: A naked carnival | Xin Li, Copenhagen Business School
Session Details – Monday, 10:00 AM - 12:00 PM

714: (Paper Session) - (CDP) Management and Organizational Theories in Historical Contexts
9:45am - 11:15am Hyatt Regency Montreal: Argenteuil, Table 2
Chair: Charlotte Ren, Purdue U., West Lafayette

Perceptions, and the Effects of Leadership Ties
Healthcare
Organizational Theories in Historial Contexts
OB: /g1d
Chair: Jacob Park, 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

Taking Care to Provide Good Healthcare
OB: /g1d
Chair: Charlotte Ren, Purdue U., West Lafayette

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.

Leadership, Leadership Perceptions, and the Effects of Leadership Ties
Networks
OB: /g1d
Chair: Patrick Rogers, North Carolina A & T State U.

717: (Paper Session) - (CM) The Quest for Justice: Leadership 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, George 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 Silitio, Brigham Young 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: Brian 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
Brian 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
Chair: 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 Ethnicity for Complicated Organizations
9:45am - 11:15am Delta Centre-Ville: Carter B
Chair: Pushkala Prasad, Skidmore College

The Nomadic Turn In Ethnography: From Single to Multi-Sited Organizational Inquiry | Anshuman Prasad, U. of New Haven; Pushkalna 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 Waterford

BPS: Theoretical Isolation and Symmetry in the Resource-based View | Niklas Lars Hallberg, Lund U.

BPS: Resource Based Determinants of Make-or-Ally Decisions: Resource Transferability and Complementarity | Werner Helmut Hoffmann, WU Vienna; Kerstin Neumann, U. of 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: 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: The Role of New Entry in Understanding the EO-Performance Relationship in Small Firms | William John Wales, James Madison U.; Alexander McKevel, Syracuse U.; Johan Wiklund, Syracuse U.

723 : (Paper Session) - (DISC) OM 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.


724 : (Paper Session) - (DISC) Innovativeness viewed from the individual - organizational interface
9:45am - 11:15am Le Palais Des Congres: 512G - Table 1
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: Personality, Social Network Position and Individual’s Involvement in Innovation Process | Evgenia Dolgova, Rotterdam School of Management, Erasmus U.; Woody Van Offen, RSM Erasmus U.

725 : (Paper Session) - (DISC) Control mechanisms and adoption of practices in MNEs
9:45am - 11:15am Le Palais Des Congres: 512H - Table 2
Discussant: Timothy Michael Devlinney, U. of Technology, Sydney

IM: Board Characteristics and audit fees: why ownership structure matters | Kurt Desender, U. Autonoma de Barcelona; Miguel Garcia-Cestona, U. Autonoma Barcelona; Rafel Crespi-Cliadera, U. of Islas Baleares; Ruth V. Aguiler, U. of Illinois, Urbana-Champaign

IM: Environmental uncertainty and marketing control in international HQs-subsidiary 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; Taeyoung 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 Zelmer-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 Haberte, Zeppelin U.

727 : (Paper Session) - (DISC) Innovative Group Topics
9:45am - 11:15am Le Palais Des Congres: 512H - Table 1
Discussant: Daniel T. Holt, Syracuse U.; Judy Espinosa, Hankuk U. of Foreign Studies; Taeyoung Sung, Yonsei U.

IM: Characteristics of Creative Work Teams: The Role of Group Composition and Group Interactions | Pragya Saha, WU Vienna; Kerstin Neumann, U. of Vienna

IM: The Role of Cross-Border Innovation Teams: A Study of the Impact of Team Member Diversity on Team Performance and Member Satisfaction | Nada Al-Bahri, U. of Technology, Sydney; Jie-Jian Wang, National University of Singapore; Md. Nazmul Hasan, National University of Singapore

IM: The Role of Cross-Border Innovation Teams: A Study of the Impact of Team Member Diversity on Team Performance and Member Satisfaction | Nada Al-Bahri, U. of Technology, Sydney; Jie-Jian Wang, National University of Singapore; Md. Nazmul Hasan, National University of Singapore
Session Details – Monday, 10:00 AM - 12:00 PM

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 Wealest Chinese Entrepreneurs | Qian Wang, Hong Kong U. of Science and Technology

OB: 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, Insep 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.

ENT: The Determinants of Family Owner-Managers’ Affective Organizational Commitment | Esra Memili, Missouri State U.; Thomas Markus Zellweger, U. of St. Gallen

OB: The Role of Family Involvement in Fostering an Innovation-Supportive Stewardship Culture | Yannick PM Bammens, Maastricht U.; Ana Van Gils, U. of Maastricht: Wim Voordeekers, Hasselt U.

ENT: 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

OB: Passion and Persistence in Entrepreneurship | Melissa S. Cardon, Pace U.; Colleen Kirk, Pace U.


OB: 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. of 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.

OB: Regional Innovation and Entrepreneurial Capabilities as Drivers of Economic Growth | José L. González-Perna, Orkestra - Basque Institute of Competitiveness; Itziar Peña-Legazkue, Orkestra - Basque Institute of Competitiveness


OB: Enriching Strategic Variety in New Ventures through External Knowledge | Barbara Larraneta, U. de Oviedo; Jose Luis Galan, U. of Seville

732 - (DRP Session) - (ENT) Social Capital and Networks

2:00pm - 3:30pm Le Palais Des Congres: 514B

Chair: Isabelle Le Breton-Miller, HEC Montreal / U. of Alberta

ENT: Social Capital, Strategic Entrepreneurship and Value Creation | Tzu-Hein Liu, national U. of taiwan

ENT: Relationship between Entrepreneurial Social Capital and Firm Performance | Junhua Sun and Nanjing U.; Chuanning Chen, Nanjing U.; ShaoWei Wu, U. of Hulin; Qian Lu, National U. of Singapore


OB: 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


733 - (DRP Session) - (ENT) Strategic Entrepreneurship

2:00pm - 3:30pm Le Palais Des Congres: 512B

Chair: Brian S. Anderson, Indiana U.

ENT: Strategic Entrepreneurship: Insights from Multiple Organizational Theories | Matthew J. Mazzel, Auburn U.


OB: Corporate Entrepreneurial Identity and Practices Construction | Marina Binian, Strathclyde U.

OB: The Evolution of Strategic Entrepreneurship in an SME: An Entrepreneurial Learning Perspective | Haif Ying Huang, National Dong Hua U.; Melody S. M. Seah, National Taiwan U.; Chih Lee Institute of Technology; Ming-Huei Hsieh, National Taiwan U.
Session Details - Monday, 10:00 AM - 12:00 PM

734 🔄: (DRP Session) - (ENT) Learning and Affect
9:45am - 11:15am Le Palais Des Congres: SG5B
Chair: Paul Johnson, Oklahoma State U.
→ Vicarious Learning & Tournament Theory in Predicting Innovative Choices in Successful Entrepreneurs | Celine Abeccasis-Moedas, U. Catolica Portuguesa; John E. Ettlie, 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 Adomdza, Northeastern U.

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 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 StLouis; 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 Hase Nishii, Cornell U.; Alex Vestal, U. of Central Florida
→ 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: Hotelgala 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.

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 Proencia, 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 Brouselle, U. of Sherbrooke; Lise Lamoth, 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
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. Hobbeler, U. of Illinois, Chicago; Jia Hu, U. of Illinois, Chicago; Morgan Wilson, U. of Illinois, Chicago
Meeting Scheduling Preferences and Scheduling Satisfaction
Ariel Maya Leichook, 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. Damold, 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 Williness, 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 Pacfic Ltd.
Innovation in International Business
Consulting and Training
Success: A Prism of Perspectives

‘What you see is what you get but you ain’t seen nothing yet’

Leader Emergence in Multicultural Teams: The Role of Global Leadership Mindset: The New Narrative
9:45am - 11:15am Le Centre Sheraton: Salle Ballroom center
Chair: Jane E. Salk, U. of Texas, Dallas
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 Mocciaro Li Destri, U. of Palermo
The Effects of Regional Social Capital on Internationalization | Francesca Masiacelli, "G. D’Annunzio” U.; Keld Laursen, Copenhagen Business School; Andrea Prencipe, U. G. d’Annunzio
Social capital as the source of superior marketing capabilities: A cross-cultural comparison | Jan Kemper, RWTH Aachen U.

9:45am - 11:15am Delta Centre-Ville: Cartier A
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 Blot-Paquerot, La Rochelle Business School, IRGO
Approaching Reflexivity through Critical Reflection: Principles, Processes and Problems | Paul Hibbert, Strathclyde U.

9:45am - 11:15am Le Centre Sheraton: Salle Ballroom east
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. Krabbenhoff, Purdue U. North Central; D. Michael Brown, Birmingham Business School
Any Concern or Compassion? I.T. Implementation and Consultant’s Approach to Generational Variances | Theresa F. Yaeger, Benedictine U.; Theresa M. Tyranyowski, 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 Karssinen, akarsie; Clartje 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

9:45am - 11:15am Le Centre Sheraton: Veniere B
Facilitator: Ruth L. Orenstein, U. of Pennsylvania
Multidimensional Executive Coaching | Maria Wayne Bush, Pepperdine U.
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

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 Blot-Paquerot, La Rochelle Business School, IRGO
Approaching Reflexivity through Critical Reflection: Principles, Processes and Problems | Paul Hibbert, Strathclyde U.

9:45am - 11:15am Le Centre Sheraton: Salle Ballroom center
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

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 Blot-Paquerot, La Rochelle Business School, IRGO
Approaching Reflexivity through Critical Reflection: Principles, Processes and Problems | Paul Hibbert, Strathclyde U.

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 Blot-Paquerot, La Rochelle Business School, IRGO
Approaching Reflexivity through Critical Reflection: Principles, Processes and Problems | Paul Hibbert, Strathclyde U.
Session Details – Monday, 10:00 AM - 12:00 PM

**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 Montreal et IAE Paris

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 Dyana 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.

753: (SHCS) (MED, TIM) Lessons learned from Virtual Collaboration Endeavors
9:45am - 11:15am The Queen Elizabeth: Gatineau
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 Brunschot, Tilburg U.; Jac L. Geurs, Tilburg U.

Administrators, leaders, managers and their others: the power of words and the words of power | Mark Lemarshon, 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 Soloiff, 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 Fresse, U. of Cologne

Journal of Management History Best International Paper Award

Teaching-oriented | Research-oriented | Theme-oriented | International-oriented | Practice-oriented | MONDAY | Section D | 236
Drivers of Creativity
9:45am - 11:15am The Queen Elizabeth: Marquette
Chair: Megan Margaret Gerhardt

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.

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

Individual Differences and Job Performance
9:45am - 11:15am The Queen Elizabeth: Marquette
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

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 Gian,
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.

New Theoretical and Empirical Advances in
the Study of Followership
9:45am - 11:15am The Queen Elizabeth: St-Maurice
Chair: Laurent M. Lapierre, U. of Ottawa

Balance in LMX Relationships: The Role of Authentic
Leadership and Followership | William L. Gardner, Texas
Tech U.; Claudia C. Cogiser, 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. Lapierre, U. of Ottawa; Nicholas Lane Bremner, U.
of Ottawa

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

Money in Everyday Life and in
Organizations
Session Details – Monday, 10:00 AM - 12:00 PM

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: Joliet
Chair: Jerald Greenberg, RAND Corporation
Discussant: Jerald Greenberg, RAND Corporation
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 Karraker, East Carolina U.; Margaret L. Williams, Wayne State U.; Flavia Cavazotte, IBMEC, Rio de Janeiro; Larry J. Williams, Wayne State U.

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.

770: (DRP Session) - (OCIS) Changing Nature of Work and Processes
9:45am - 11:15am Le Palais Des Congres: 515C
Facilitator: Anne Quadragas, Massachusetts Institute of Technology

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 Zande, Nyenrode Business U.
Driving Reform and Innovation in Government: It Takes Guerilla Tactics to Slay a Gorilla | George Kidakawa 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 Bjergaard, 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 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) - (OMT) 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

776: (DRP Session) - (OMT) Knowledge Processes
9:45am - 11:15am Le Palais Des Congres: 511F
Chair: Mia Reinhold, 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.
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
Session Details – Monday, 10:00 AM - 12:00 PM

772 (paper session) - (OMT) New Research in Organizational Ecology
9:45am - 11:15am Le Palais Des Congres: 518A
Chair: Gianluca Carnabuci, U. of Lugano
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.

781 (DRP session) - (OMT) Social Networks: Antecedents and Consequences
9:45am - 11:15am Le Palais Des Congres: 519B
Chair: Gianluca Carnabuci, U. of Lugano
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
My Brother’s Keeper: Patterns of Norm Violations in a Virtual World | Magnus Tofason, 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 Pialetti, 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 Stimmmer, 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
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 Le Palais Des Congres: 513A
Chair: Nicole Darnall, George Mason U.
New Institutional Theory and Formal Voluntary Environmental Standardization | Shady Kanfi, McGill U.


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 Pollack, 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: Chaudière
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.
Implementing National Policy at the Local Level: Assessing the Effectiveness of Local Networks | Esther Klastor, 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. Stazzyk, American U.

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.

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: Hochelaga 5
Chair: Patricia Werhane, DePaul U.

Rethinking Organizational Constructs Of Friendship in the Workplace | Ryan L. Raffaei, 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
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

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.

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

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.

A Contingency View of External Learning and Radical Innovation in Chinese High-Tech Industry | Xiaoyun Chen, U. of Macau; Yongchuan Bao, Suffolk U.; Kevin Zheng Zhou, Hong Kong U.

Not Worth Collaborating? The Effect of External Competition on Internal R&D Collaboration | PuayKhoon Toh, U. of Minnesota; Francisco Poldorido, 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

Co-Creating Knowledge | 9:45am - 11:15am Le Palais Des Congres: 515A
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

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

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. Croston, Southern Methodist U.
- Spatial Positioning with Heterogeneous Rivals: Evidence from the Chinese Satellite TV Industry | Richard Wang, U. of California, Berkeley
- Positioning on a Multi-Attribute Landscape | Ron Adner, Dartmouth College; Felipe A. Csaszar, INSEAD; Peter Zemsky, INSEAD
- The Profitability Dynamics of Indian Firms | Arnav 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; Jerarh M Haleblian, 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 Personallity | Pol Herrmann, 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: 515D
Chair: Dorota Piaskowska, U. College Dublin
- The Role of Competition and Incentives in Rating Markets | Paul Seaborne, 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

**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

**MONDAY**
Session Details – Monday, 12:00 - 2:00 PM

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 Skjøtsvik, BI Norwegian School of Management

Chicken, Stag, or Rabbit? Strategic Factor Markets and Downstream Competition | Christian Geisler Asmussen, Copenhagen Business School

Managing Mergers, Acquisitions & Diversifications | 808 (Paper Session) - (BPS) | Chair: Luis Vives, ESADE

The Mechanisms of Knowledge Transfer in M&A | Paulina Junni, Hanken School of Economics; Rüüka M Sarala, U. of North Carolina, Greensboro

Selling your Heritage: Legacy Divestitures and the Hidden Costs of Corporate Renewal | Emilie Feldman, Wharton School


Termination Agreements in M&A Contracting | Cheng-Wei Wu, Purdue U.; Jeffrey J. Reuer, Purdue U.

Humanizing Strategy: Letting the "Messiness" In | 809 JS: (BPS, SIM) | Chair: Jeanne Liedtka, U. of Virginia

Participants: Henry Mintzberg, McGill U.; Roger L. Martin, U. of Toronto; Nathan Shedroff, California College of the Arts

The Role of Anchor Firms and Networks in Mobilizing Knowledge for Developing Regions and Countries | 810 JS: (BPS, TIM, OMT) | Chair: Giovanni Battista Dagnino, U. of Catania

Organizers: Daniela Baglieri, U. of Messina; 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 Stay 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. / Insep; Laura Poppe, U. of Kansas

Life Spillovers: Work, Life and Career | 811 DRP Session - (CAR)

Chair: Eleni Apospori, Athens U. of Economics and Business

Discussant: Monique Valcoux, 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 Rags, 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 Ldao, 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.

Cross Cultural Mentoring: Towards an Understanding of International Relationships | 812 CAR, IM JS

Chair: Monica Higgins, Harvard U.

Assessing the State of Cross Cultural Mentoring Research | John Mezias, 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

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 Epitopaki, ALBA Graduate Business School & Aston Business School; Aslaug Mikkelson, 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. Wasielecki, Duquesne U.; Domenech Mele, IESE U. de 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: 521B
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
Organizers: Chengwei Liu, U. of Cambridge; Jerker C. Denrell, U. of Oxford

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

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 Montréal3000 ch.Côte-Sainte-Catherine Montréal, QC H3T 2A7
CanadaTel: 514 340-6339Fax: 514 340-6382cell 514 923 1957 louis.jacques.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
Organizations: Cleber Dutra — Edison 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 Boehme, 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: 522A
Organizers: Yan Cimon, U. Laval; Andrew Papadopoulos, HEC Montreal

821 CAU: (CAU) Using HR Standards to Embed Academic Research to Business Practices
11:30am - 1:00pm Le Palais Des Congres: 523B

822 (Paper Session) - (CDP) Corporate-Level Strategies: The Good, Bad, and Ugly
11:30am - 1:00pm Hyatt Regency Montreal: Alfred-Rouleau A
Chair: Melissa Gaebner, U. of Texas, Austin
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, Freeberg 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 Foilta, 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 Hyoec In 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 Pickett 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
Session Details – Monday, 12:00 - 2:00 PM

**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 | Paul 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 Franco Barros, EBAPE-FGV

**825:** (Paper Session) - (CDP) Conflict and Workplace Harassment
Chair: Cindi Baldi, U. of Texas, Austin  
11:30am - 1:00pm Hyatt Regency Montreal: Anjou

**CM:** Using adaptive theory to investigate conflict in the workplace | Bernardine VanGramberg, Victoria U. of Technology; Julian Teicher, Monash U.; Greg J Bamber, Monash U.

**CM:** Getting to “No”: Using Theta and Lambda Worldviews in Conflicts Management | Isaac Mostovicz, Janus thinking LTD; Nada Kakabadse, Professor

**826:** (Paper Session) - (CDP) Hospitals, Abuse Treatment Centers, and Costs of Caring
Chair: Stephanie J Creary, Boston College
11:30am - 1:00pm Hyatt Regency Montreal: Argenteuil, Table 1

**RM:** Deliberate Learning to Improve Performance in Dynamic Service Settings: Evidence from Hospitals | Ingrid M. Nemhhard, 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?
Chair: Tarun Khanna, Harvard U.
11:30am - 1:00pm Hyatt Regency Montreal: Argenteuil, Table 2


**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 Smirich 30 years on | Ann L Cunliffe, U. of New Mexico

**828:** (Paper Session) - (CDP) Social Capital and Social Exchange
Chair: Jone L. Pearce, U. of California, Irvine

**OMT:** Economic Transactions as Social Interaction: The Costs of Embarrassment | Avi Goldfarb, U. of Toronto; Sampa 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 | Mathes 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
Chair: Corinna Bendersky, U. of California, Los Angeles
11:30am - 1:00pm Le Centre Sheraton: Joyce

**RM:** 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.

**MH:** 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

**MH:** Can Nervous Nelly Negotiate? How Anxiety Causes Negotiators to Exit Early and Make S tep Concessions | Alison Wood, U. of Pennsylvania; Maurice Schweitzer, U. of Pennsylvania

**830:** (DRP Session) - (CM) Organizational Conflict: New Insights
Chair: Thomas M. Tripp, Washington State U.
11:30am - 1:00pm Le Centre Sheraton: Salon 7

**RM:** The Impact of Organizational Conflict on Strategy Implementation Tasks | Jane Kirsten Lê, Aston U.; Paula Jarzabkowski, Aston U.

**RM:** Socially Constructed Institutionalization of Conflict Management | Leigh Anne Liu, Georgia State U.; Linda Inlow, Georgia State U.

**RM:** 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.

**RM:** Inter-unit Conflict, Conflict Resolution, and Post-Merger Organizational Integration | Kangyong Sun, U. of Minnesota

**MH:** Winner of CM Division Best Student Paper Award

**MH:** Winner of John F. Mee Management History Contribution Award

**Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings**
331: [CMS] New Historicism in Organizational Studies
11:30am - 1:00pm The Queen Elizabeth: Hochtega 3
Organizer: Marcelo Buchelli, U. of Illinois, Urbana-Champaign
Participants: Daniel Wadhwa, 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.

332: (Paper Session) - (DISC) Industry evolution
11:30am - 1:00pm Le Palais Des Congres: 512F - Table 1
Discussant: Michael G. Jacobides, London Business School
IM: The Evolution of Local Exploratory Networks in the Bangalore IT Cluster | Federica Angelii, Maastricht U. India Institute; Rosa Grimaldi, U. of Bologna; Andrea Lippapini, U. of Bologna
BPS: Post-liberalization Industry Consolidation: An Extended Chandlerian Perspective | Sea Jin Chang, National U. of Singapore; Brian Wu, U. of Michigan, Ann Arbor

333: (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 Bondaurok, U. Twente, The Netherlands
OMT: Preferential Attachment and Organization Science | Roopa Raman, Clemson U.; Michael J. Prietula, Emory U.

334: (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 Innovative Performance through Strategic Alliances | Yan Yang, Xi'an Jiatong U.; Xu Jiang, Xi'an Jiatong U.; Shanzing Gao, Xi'an Jiatong U.; Fei Yang, Xi'an Jiatong 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: 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

335: (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: 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 | Zhenzhao Xie, Hong Kong U. of Science and Technology
Presenter: Filippo Carlo Wezel, U. of Lugano

336: (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-chan Rosa Yeh, National Taiwan Normal U.; Ting-Wen 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 Sunoo, Tokyo Institute of Technology
MOC: Managing Risks with Heedful Interrelating: A Case with Drug Discovery | Yun Su, Rutgers U., Newark

337: (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: Relational identification and exchange reciprocity: Two separate paths to forgiveness | Bryant Thompson, U. of South Carolina

338: (Paper Session) - (DISC) Staffing
11:30am - 1:00pm Le Palais Des Congres: 512H - Table 2
Discussant: Scott L Martin, Zayed 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.
Formal and Informal Governance Mechanisms in the Internationalization 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 Ulhøi, Aarhus School of Business, Aarhus U.
Entrepreneurial Coaching and Mentoring in Search of Impact | Miruna Radu, Advancia; Renaud Redien-Collot, 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

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 Streese, RWTH Aachen U.
Business Model Design, Organizational Structure, and Firm Size: A Test of Performance Implications | Steffen Streese, 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

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 | Majia 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
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: 515A
Chair: Patricia Corner, Auckland U. of Technology
Social Entrepreneurship: Passion and Compassion as Strategic Drivers for Blended Value Creation | Markus Beckmann, Leuphana U. Luenen
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.

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
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.

Organizational Studies: Realizing the Critical Potential of Diversity in the Workplace | Kimberly Wells, U.S. Office of Personnel Management; Ruth A. Anderson

Workplace Flexibility Enactment as an Interpersonal Process | 11:30am - 1:00pm Le Centre Sheraton: Drummond west

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.

The Individual's Experiences of Workplace Flexibility | 11:30am - 1:00pm Le Centre Sheraton: Drummond west


Workplace Flexibility Enactment as an Interpersonal Process | Spela Trefalt, Simmons School of Management

Managing Flexstes: 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

Organizers: Spela Trefalt, Simmons School of Management; Kimberly Wells, U.S. Office of Personnel Management

Facilitator: Ruth A. Anderson, Duke U.

Integrating Mental Health and Addiction Services: Challenges and Processes | Lise Lamotho, U. of Montreal; Astrid Brousselle, U. of Sherbrooke; Chantal Sylvain, U. DE MONTREAL; Anne Foro, U. of Montreal

Facilitator: Yvonne Benschop, Radboud U. Nijmegen

Defining and Measuring Integrated Patient Care: Promoting the Next Frontier in Healthcare Delivery | Sara J. Singer, Harvard U.; Jake 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

Integrating Research: Inventors' Educational Background and Technology Licensing from AMCs | Afyer H. Ali, Harvard U.

Medical Collaboration for Chronic Care: A Framework for Analysis | Nasser Touati, ENAP; Charo Rodriguez, McGill 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.; Katherine Osatuke, U.S. Department of Veterans Affairs.

Best Paper Proceedings

Section D
852 RITE: (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-der-heyden, INSEAD
- Enhancing NPD Performance Through Human Resource Management | Hsiao-Yun Liang, National Cheng Kung U.; Chu-Chun Hsu, Southern Taiwan U.

853 RITE: (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 Laroché, 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 RITE: (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 Mediated Moderation Model of the Relationship between Discretion and Turnover Intentions | Ariel C. Avgar, U. of Illinois, Urbana-Champaign; Kwiwook 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.

855 RITE: (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 RITE: (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; Xuejing Jiang, U. of Massachusetts, Amherst; Ruth Alas, Estonian Business School; Mehmert D Aydin, Hacettepe U.; Ana Heloisa da Costa Lemos, PUC-Rio; Vilmane 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 Hawai at Manoa
- Organizational Behaviour in China, Africa and Latin America | Simon Ulrik Kragh, Copenhagen Business School

857 RITE: (IM) AOM/AIB Joint Symposium: Qualitative Research in International Business
11:30am - 1:00pm Le Centre Sheraton: Salle Ballroom center
Organizers: Julian Birkinshaw, London Business School; Mary Yoko Brannen, Rosalie Tung
- 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 RITE: (DRP Session) - (IM) Institutional Perspectives on Internationalization Process and Performance
11:30am - 1:00pm Le Centre Sheraton: Sala Ballroom east
Facilitator: Alvaro Cuervo-Cazura, U. of South Carolina
Winner of the Bentley College/HEC Outstanding Student Paper Award
Winner of the Organization of Internal Management Consultancy: Dynamics, Dimensions and Dilemmas | Nicholas Wyile, U. of the West of England; Andrew Sturdy, U. of Bristol; Christopher Wright, U. of Sydney

862 (Paper Session) - (MC) Causes and Effects of Using Management Consulting Services

Chair: Frida Pemer, 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 Pemer, 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.

859 (Paper 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 (CBER)
The Internationalization of Societal Failures: Strategic, Selective and Responsible | Jean J Bodewyn, 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 Tukumshaha, Makerere U.
Tolerance is not enough: The moderating 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 Rigidities 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
Session Details – Monday, 12:00 - 2:00 PM

### 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

### The Emotional Contagion of Changing Emotions
Facilitator: Antoaneta Petkova
11:30am - 1:00pm Delta Centre-Ville: St-Charles

### Multiple Interacting Minds in Capability Development
Facilitator: 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 Montreal; Gregory S. Carpenter, Kellogg School of Management; Ann L. McGill, U. of Chicago Booth School of Business

### Exploring the role of affect: Application to interpersonal relation and organizational outcomes
Facilitator: Antoaneta Petkova, San Francisco State U.
When more control can lead to less positive job attitudes: Self-efficacy versus social support
Dieno 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.

### The role of emotions in organizational citizenship behavior
Facilitator: Ellen F. Goldman, George Washington U.
The emotional contagion of changing emotions
Allan Filipowicz, INSEAD; Sigal Barasde, 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; Deepthi Bhathnagar, Indian Institute of Management, Ahmadabad; Sreelakshmi Mishra, Indore Management Institute
Je ne regrette rien? Variables Related to the Experience of Regret
Marta Sinclair, Griffith U.; Claudia Kuhnle, Mannheim U.

### Organizational Cognition, Systems, & Dynamics: Strategic Capabilities and Resources
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 Valkangas, 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
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Je ne regrette rien? Variables Related to the Experience of Regret
Marta Sinclair, Griffith U.; Claudia Kuhnle, Mannheim U.

### Flexible and Idiosyncratic Work Arrangements
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
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: Bensims
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 Schaubroek, Michigan State U.
Team Learning Goal Orientation, Transactive Memory
System and Team Innovation | Yuan Yi Chen, Hong Kong
Baptist U.; Xiaoying 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.; Eunkyoung 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 Waterloo
All 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; Annelbe
H.B. De Hoogh, U. of Amsterdam; Deanne N. DenHartog, U. of
Amsterdam
Authoritarian 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, OMT) Motivation and Creativity
11:30am - 1:00pm The Queen Elizabeth: St.Maurice
Organizers: Robert Litchfield, Washington and Jefferson College;
Lucy L. Gibson, 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 Technology
Lost in Translation: Internal and External Drivers of Novel and
Useful Creative Solutions | Robert Litchfield, Washington and
Jefferson College; Lucy L. Gibson, U. of Connecticut
How 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 Park
The Effects of Friendship Social Capital on Job Performance |
Jessica Method, 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 Session Details – Monday, 12:00 - 2:00 PM

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


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 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 JS: (OB, OMT, MOC) Narratives in Identity Construction: Insights from Research on Individuals and Organizations Session Details – Monday, 12:00 - 2:00 PM

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.


880: (Paper Session) - (OCIS) Behavior in Online Communities Session Details – Monday, 12:00 - 2:00 PM

11:30am - 1:00pm Le Palais Des Congres: 510D

Chair: Malakya 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 Charfi, 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 Session Details – Monday, 12:00 - 2:00 PM

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 Quadaqras, Massachusetts Institute of Technology; Karen Golden-Biddle, Boston U.

882 JS: (OCIS, OMT, TIM) Entangled Reality: Sociomateriality and Virtual Worlds Session Details – Monday, 12:00 - 2:00 PM

11:30am - 1:00pm Le Palais Des Congres: 511D

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: Jonathan Richter, U. of Oregon

883: (Paper Session) - (ODC) Commitment to Change Session Details – Monday, 12:00 - 2:00 PM

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. Feld, Auburn U.; Kevin W. Mossholder, Auburn U.

Rethinking Leader-Member Exchange (LMX) Theory: A Study of LMX during Times of Change | Jeremy Berneth, Louisiana State U.; Harveill Jackson Walker, Texas Tech U.

884: (DRP Session) - (ODC) Reactions to Change Session Details – Monday, 12:00 - 2:00 PM

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.
The Role of Perceived Organizational Support in Times of Uncertainty | Jeffrey Joseph Haynie, Auburn U.; Brian Flynn, Auburn U.; Stanley G. Harris, Auburn U.; Virajandar 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.

Sensingmaking and Changemaking in an Educational Context | James Conkin, 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 Conkin, 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.


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.


Career History, Entrepreneurship, and the Success of New Ventures | Joseph Broschak, U. of Arizona

The Individual and the Organization: Locating Knowledge Capabilities in Professional Service Firms | Y Sekou Bermiss, 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.

Interorganizational Learning | (Paper Session) - (OMT)

Social Explanations for Stock Analysts’ Decisions | (Paper Session) - (OMT)

Organizational Responses to Institutional Pluralism | (Paper Session) - (OMT)

Identity Hybridization: Preserving the Historical Core and Developing an International Identity | Farah Kodeih, ESSEC Business School

891 Topic: (Paper Session) - (OMT) Institutional Perspectives on Innovation and Field Formation
11:30am - 1:00pm Le Palais Des Congres: 524C
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
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 Topic: (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 Sonderereger, Indian Institute of Management, Bangalore; Florian A. Täube, European Institute of Business School

893 Topic: SHCS: (ONE, OMT, BPS) Buying Better Lemons: The Diffusion of Environmental Standards
11:30am - 1:00pm The Queen Elizabeth: Montreal
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.

894 Topic: (DRP Session) - (PNP) Applications in Social Network Analysis
11:30am - 1:00pm The Queen Elizabeth: Chaudiere
Facilitator: Jelmer Schalk, U. of Utrecht
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
Interorganizational Consensus and the Strength of Strong Ties | Nicole Esperza, U. of Southern California
Daring, Caring, and Morally Courageous Leadership for Human Rights in Burma | Judith White, Santa Clara U.

895 Topic: 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.
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 Topic: (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
Session Details – Monday, 12:00 - 2:00 PM

998 (Paper Session) - (SIM) Corporate Governance
11:30am - 1:00pm The Queen Elizabeth: Hochelaga 5
Chair: Lori Verstegen Ryan, San Diego State U.
Discussant: Christine Shropshire, U. of Georgia
Marketing and Institutional Factors Affecting the Adoption of Voluntary Sustainability Reporting | Ralitza 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 Taipe 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

999 (Paper Session) - (SIM) Theoretical Development of Corporate Social Responsibility
11:30am - 1:00pm The Queen Elizabeth: Hochelaga 6
Chair: Michelle Karen Westermann-Behayo, American U.
Discussant: Will Felps, Erasmus U. Rotterdam
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

980 (Paper Session) - (SIM) Creating Meaningful Work Roundtable
11:30am - 1:00pm The Queen Elizabeth: St-Laurent
Chair: Deborah Vidaver-Cohen, Florida International U.
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; Jong 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 (Paper 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 Kinnaman, U. of Memphis; Frances H. Fabian, U. of Memphis

903 (Paper Session) - (SIM) Licensing and Intellectual Property in Strategic Alliances
11:30am - 1:00pm Le Palais Des Congres: 511A
Facilitator: Bart Van Loooy, K.U.Leuven
Exploring Licensing Performance through a Capabilities Approach: Evidence from Spain | Mattia
MONDAY

**Section D**

**Mon, 12:30PM - 1:00pm**

**904 (Paper) - (TIM) Online Consumers and Innovation**

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 Haeflinger, 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 (Paper) - (TIM) Managing Ambidexterity**

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


The “Where” & “How” Of Explore & Exploit: Balancing Leadership To Drive Innovation And Performance | Ann K oval Smith, Case Western Reserve U.

**TIM Division Best Student Paper Award Finalist**


**TIM Division Best Student Paper Award Finalist**


**906 (Paper) - (TIM) Open Innovation, Integration and Performance**

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


**907 SHCS: (TIM, ENT) Launching Nascent Innovations: Challenges and Potential Strategies**

Chair: Ranagapriya 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 1:00PM**

**910 (MED) MED Past Chairs’ Luncheon and MED Executive Committee Meeting**

1:00pm - 3:00pm Le Palais Des Congres: 520 C

For invites 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) - (BPS) Dynamics of Capabilities & Resources**

1:15pm - 2:45pm Le Palais Des Congres: 510A

Chair: Tyson Brighton Mackey, California State Polytechnic U.
Session Details – Monday, 12:00 - 2:00 PM

C The Effects of Dynamic Capability Deployment Speed, Frequency and Timing on Evolutionary Fitness | Ralf Wilden, U. of Technology, Sydney
C Where Do Client-Specific Scope Economies Come From? A Revealed Preference Analysis | Olivier Chatain, U. of Pennsylvania
C 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
C Searching for an Edge: Competitive Moves and Temporary Advantage Across Two Markets | Eric L. Chen, Stanford U.; Riitta Kattila, Stanford U.; Rory Morgan McDonald, Stanford U.; Kathleen M. Eisenhardt, Stanford U.
C Relatedness and Market Exit | Gwendolyn Kuo-fang Lee, INSEAD / UF; Timothy B Folta, Purdue U.; Marvin B Lieberman, U. of California, Los Angeles
C Stepping Stones to Firm Growth: Evidence from the Deregulated Railroad Industry | Michael Pettus, Y. 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
C Bridging the Mutual Knowledge Gap: Coordination and the Commercialization of Radical Science | Reddi Kotha, Singapore Management U.; Kannan Srikantan, Indian School of Business; Gerard George, Imperial College London
C The Complementarity of Product Development and Technology Licensing | Ulrich Lichtenhaller, WHU - Otto Beisheim School of Management; Holger Ernst, WHU - Otto Beisheim School of Management
C 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.
C Exploiting the Potential of Institution-level Capabilities: The Case of Humanitarian Supply Chains | Kate Hughes, Maquarie U.; Angelina Zubac, U. of Adelaide
C 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
C A Foreground-Background Model of Capability Discovery | Christopher Fredette, Sprott School of Business, Carleton U.; Oana Braniei, U. of Western Ontario
C A Dynamic Managerial Capabilities Model of Organizational Ambidexterity | Ciaran Heavey, U. College Dublin, Ireland; Zeki Simsek, U. of Connecticut
C 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 (Paper Session) - (BPS) Innovation
1:15pm - 2:45pm Le Palais Des Congres: 515B
Facilitator: Andre O. Laplume, U. Manitoba
C Benefiting from Social Innovation: Implications for Scaling, Sustainability and Strategy | Peter T. Bryant, IE Business School
C Managerial Ties and Product Innovativeness in China: The Moderating Role of Environmental Turbulence | Yu Gao, Xin’an Jiaotong U.; Yue Gao, Xin’an U. of Technology; Chengli Shu, U. of Illinois, Chicago; Qin Wang, Xin’an Jiaotong U.
C What the Cleaning Lady Knows: Learning from Environmental Spills | Nilanjana Dutt, Duke U.
C 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 Technology Limited

916 (Paper Session) - (BPS) International Strategy
1:15pm - 2:45pm Le Palais Des Congres: 516C
Facilitator: Santiago Mingo, U. of Miami
C Internationalization and Performance: Degree, Duration and Scale of Operation | Majid Abdi, York U.
C Dealing with Information Asymmetry in Cross-border Acquisitions | Protiti Dastidar, Temple U.; Sri Zaheer, U. of Minnesota
C 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.
C Organizational Structure as a Determinant of Organizational Performance | Felipe A. Csaszar, INSEAD
C 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.
C Organizing Innovation in Turbulent Fashion Markets | Yen Tran, Copenhagen Business School
C A New Taxonomy for Star Scientists: Three Essays | Alexander Oettl, Georgia Institute of Technology
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, OM?) 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.
Discussants: 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
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

920 JS: (CAR, MED, MO) 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. jpsstegmann@gmail.comKenneth Wm. Kury, Ph.D. (610) 660-1117. kkury@sju.edu
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 scandal. 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 competencies 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.

922 | CAU: (CAU) Unplanned Behavior in Entrepreneurship/Organizational Behavior: Bricolage Effectuation Improvisation
1:15pm - 2:45pm Le Palais Des Congres: 521C

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
IM: 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.

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; Sang chan 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
TIM: A Contingency View Of Reputation And Alliance Formation: Venture Capital Syndication In China | Gian 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 SOA Bocconi School of Management
OCIS: The Informal Networks of Innovation | Mohammad Hossein Jarrahi, Doctoral Student; Steve Sawyer, Syracuse U.
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
O'D: Employee's Perceived Supervisor Paternalism: A Scale Development and Validation | Maria Fernanda Garcia, U. of Texas at El Paso; Adrienne Colella, Tulane U.; Maria Carmen Triana, Oregon State U.; Alexis Nicole Smith, Tulane U.; Marla Baskerville Watkins, Northeastern U.
MONDAY
Section D

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
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.
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.
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: US: (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
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.
Making workers out of poetry and silence: Voices of labor in Operário em Construção | Gazi Islam, Inper Institute of Education and Research
Elton Mayo and the Passions of Production | Stephen A. Linstead, U. of York

939 : (Paper Session) - (CMS) Approaches to Social Theorizing
1:15pm - 2:45pm Le Palais Des Congres: 512F - Table 1
Chair: Aniket Pankaj Aga, U. of Southern California
Discussant: 1:15pm - 2:45pm Le Palais Des Congres: 512E - Table 2

940 : (Paper Session) - (DISC) Cooperation and networks
1:15pm - 2:45pm Le Palais Des Congres: 512E - Table 1
Discussant: Joanne Oxley, U. of Toronto

941 : (Paper Session) - (DISC) Entrepreneurship and Economics
1:15pm - 2:45pm Le Palais Des Congres: 512E - Table 2
Discussant: Shawn Carraher, Minot State U.

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 Stimmier, 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.

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.

TIM: International Ambidexterity and Performance in Foreign Direct Investment | Chia-Wen Hsu, National Chung Cheng U.; Homlin Chen, National Taiwan U.
TIM: International Expansion OF SMEs from China. Evidence from Jiangsu Province | Ning Xu, Nanjing U.; Gaston Fornes, ESIC BUSINESS & MARKETING SCHOOL; Guillermo Cardozo, Instituto de Empresa Business School
TIM: 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 Con tinuous Change: A Complex Adaptive Practice Theory | Randal Ford, Spartanburg Healthcare System
Session Details – Monday, 12:00 - 2:00 PM

**MONDAY**

**Section D**

**264**

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**498** (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 Buyouts** | 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

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**499** (Paper Session) (ENT) Effectuation
1:15pm - 2:45pm Le Palais Des Congres: 512H

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

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**500** (DRP Session) (ENT) Entrepreneurial Orientation
1:15pm - 2:45pm Le Palais Des Congres: 514A

Chair: Jeffrey Matthew Pollock, 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 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.

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**501** (DRP Session) (ENT) Entrepreneurial Finance 1
1:15pm - 2:45pm Le Palais Des Congres: 514B

Chair: Kandarp Mehta, IIEE Business School

- **The Ethical Perspective in Conflicts between Entrepreneurs, Angel Investors and Venture Capitalists** | Veronikol Collewaert, Maastricht U.; Yves Fassin, Ghent U.
- **Venture Capital Investment: Initiating and Revising the Deal** | Muyyappan 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. De Castro, Babson College
- **Determinants of Venture Investment Behavior: A Dual Process Perspective** | Chien Sheng Richard Chua, U. of Washington; H. Dennis Park, U. of Washington

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**502** JS (ENT, IM, BPS) Examining New-Venture Partnerships and Internationalization Strategies
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.
Gender and Face to Face versus Electronic Communication: Perception, Bias and Interpretation | Laura Ann Ketter, Tiffin U.; 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: Katka
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, Copenhagen Business School; Trond Randoy, Agder U. College; Lars Oxleifin, 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 Caalabrò, Tor Vergata 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, OMC) Researching Diversity, Gender and Equal Opportunity in Muslim Majority Countries and Communities
1:15pm - 2:45pm The Queen Elizabeth: St-Charles
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
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 Healthcare System; David C. Mohr, VA Boston Healthcare System; Mark Meterko, VA Boston Healthcare System; Kelly L Stolzmann, VA Boston 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, 12:00 - 2:00 PM

Session Details – Monday, 12:00 - 2:00 PM
Exploring the validity and impact of different approaches

Organizers: Jean-louis Denis, ENAP; Ann Langley, HEC Montreal
Discussant: C.R. Bob Hnings, 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 Fertie, 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: Le Centre Sheraton
Chair: Laura Parks, James Madison U.
Discussant: A L Witt, U. of Houston
Role of Political Skill in the Prediction of Insurance Sales Performance Outcomes | Gerhard Blickle, U. of Bonn; Julia John, U. of Bonn
Ability to manage resources in the impression management process | Robyn L. Brouer, U. of Buffalo, SUNY; Vickie Coleman Gallagher, Cleveland State U.; Angela S. Wallace, U. of Buffalo, SUNY


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 Agriculture
Flextime 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 Kries, Utretch U.; Peter Leisink, Utretch 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 Jorgensen, 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 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 Mulver, 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 HR 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 Hannah Wears, Clarkson U.; Sandra Fisher, Clarkson U.
Ambiguities, tensions and inconsistencies in management of people across organizational boundaries | Mick Marchington, U. of Manchester; Damian Grimshaw, U. of Manchester; Jill Rubery, U. of Manchester
MNCs
Exploratory R&D and Transnational Entrepreneurs in
Gabriel Szulanski

Correlates of Bicultural Identity Integration of Host
Country National Employees in MNCs | Silvan Huang,
Tsinghua U.

Linchpins of the multinational: Functions, resources
and types of boundary spanners within the MNC | Wilhelm
Bamer-Rasmussen, Hanken School of Economics; Mats
Ehmrooth, Hanken School of Economics; Alexei Koveshnkov,
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

Transfer in International Management
Biculturals and Boundary-Spanning in International
Management
1:15pm - 2:45pm Le Centre Sheraton: Dickens
Chair: Dominie Garcia, San Jose State 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

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
conventioned patents | Jennifer H. Chen, Nanhua U.; Chiao-hui
Chang, National Taiwan U.; Show-Ling Jang, National Taiwan
U.

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 |
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 Ditte Worm,
Copenhagen Business School

Transaction Governance Explanation for Business
Entertainment in China | Yonglin Francis Sun, U. of Western
Ontario; Shih-Fen S. Chen, U. of Western Ontario

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 Amboss, WU Vienna; Rafael Lucea,
George Washington U.; Luis Vives, ESADE

Entrepreneurship in Professional Service
Firms: Framing a Research Agenda
1:15pm - 2:45pm Le Centre Sheraton: Salle Ballroom east
Facilitator: 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.

Helping Others Help Themselves: Coaching and Mentoring
1:15pm - 2:45pm Delta Centre-Ville: Carter A
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 (DRP Session) - (MOC) | A Conversation with Ed Schein: The Leader as Helper
1:15pm - 2:45pm | Delta Centre-Ville: St-Charles
Facilitator: John G. Joos, Nova Southeastern U.

I'd Rather Go Down (Up) Swinging: A Study of Action Bias in Temporally Organized Knowledge: The Differentiation of a Pragmatic Boundary Objects in Virtual Worlds | Evan Polman, U. of North Florida

972 (DRP Session) - (MOC) | Creativity, decision-making & learning: Decision making/distributed decision making
1:15pm - 2:45pm | Delta Centre-Ville: Bonscours
Facilitator: Charles McClintock, Fielding Graduate U.


973 (Paper Session) - (MOC) | Creativity and optimizing opportunities
1:15pm - 2:45pm | Delta Centre-Ville: Carter 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.


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

Temporarily 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: Vernare A
Facilitator: Anne D. Smith, U. of Tennessee, Knoxville

Will Dual Organizational Identification Bring 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 Rokom, 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.; Seongun Lee, Yonsei U.

976 SHCS: (MSR, CAR) | Calling & Vocation: Pedagogical Entry into Transformational Leadership
1:15pm - 2:45pm | The Queen Elizabeth: Hoehelaga 2
Chair: Andre L Delbecq, Santa Clara U.
Participant: Joseph W Weiss, Bentley College

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.


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.

977 (Paper Session) - (OB) | Why am I? Identity and identification in Organizations
1:15pm - 2:45pm | Le Centre Sheraton: Salon 6
Chair: Sarah Kovoor-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.


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.
Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings

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. de 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.

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.

Local Context in Global, Virtual Teams
Discussant: Sirkka Jarvenpaa, U. of Texas
Culture & Practice: Examining Situated Design Work
Pamela Hinds, Stanford U.; Joachim B Lyon, Stanford U.
Travelling 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
Jonathan N. Cummings, Duke U.
The Value of Codified Knowledge in Global, Distributed Teamwork

Emergent Leadership
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, Soyang 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.

New Directions in Diversity Research
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

Leadership and Creativity
Chair: Jonathan C. Ziegert, Drexel U.
How Leadership Style Affects Performance of Distant Followers in Creative and Non-creative Tasks? Salar Mesdaghi, 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

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 Nesher, Technion Israel Institute of Technology; Anat Rafaeli, Technion Israel Institute of Technology

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
Oluwemi B. Ayoko, U. of Queensland; Neal M. Ashkanasy, U. of Queensland; Karen A. Juhn, 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. Di Russo, Millersville U.; Susan Mudambi, Temple U.; David Schuff, Temple U.
Caring about Users: a Process Oriented Model of CRM System Usage
Bruno Albiert, 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

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 Kharab, 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.

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. Lakhanji, Harvard U.

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
Eli 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. of West England
990: (DRP Session) - (ODC) Contagious Passion and Compassionate Truth-telling
1:15pm - 2:45pm Le Palais Des Congres: 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 Uncanniness: Exercising Adaptive Leadership with Compassionate Truth-telling | Linda Kronesky, Fielding Graduate U.
On the Role of Emotional Arousal in Sensemaking | Timo Vuori, Aalto U.; Jouni Virtaraju, Aalto U. School of Science and Technology

991: (OMT) Alternative Pathways to Practice: Actor Networks in Research that Impacts Theory and Practice
1:15pm - 2:45pm Le Palais Des Congres: 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
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 Pauraj, 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 | Bjorn Claes, Cranfield School of Management; Veronica Martinez, Cranfield School of Management

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

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Section D

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MONDAY

Harvard Business School; Sampsam Samila, Brock U.; Olav Sorensen, 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 Organisational 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 Cheريم, 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 Node? | Mehdi Boussebaa, U. of Bath
→ Dual Paths to Professional Service Firm Performance | Michel Landier, RSM Erasmus U.; Pursey 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: 516A
Organizers: Lisa Ellen Cohen, London Business School; Ruthanne Huisng, McGill U.
Discussant: Christine Beckman, U. of California, Irvine
Niche Construction: The Process of Enacting a New Job | Ruthanne Huisng, McGill U.
‘DNA Envy’ and the Objectivity of Forensic Science Work | Beth Bechky, U. of California, Davis
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; Janell Knox-Hayes, Georgia Institute of Technology
Talking Past Each Other? The Social Codes of Climate Skeptics and Proponents | Andrew J. Hoffman, U. of Michigan, Melissa Forbes, U. of Michigan, Ann Arbor

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
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: Matsapeda
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 Sharman, U. of Oklahoma; Chibru 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 Aguilleracaruced, U. of Granada; J. Alberto Aragon-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, Madison
- The A, B, C’s of Self-reinforcing Processes in Network Resiliency | Joaquin Herranz Jr., U. of Washington, Seattle
- Network Governance in a Publicly Funded Child Health Network: Centrality, Cohesiveness and Brokerage | Robin Lemaire, U. of Arizona

1006 : (DRP Session) - (RM) Close up research
1:15pm - 2:45pm Delta Centre-Ville: Venieres 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
Chair: Michael E Johnson-Cramer, Bucknell U.
- The invisible hand-out: A stakeholder model of corporate free riding | Jae 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 Virginia
- Towards A Theory Of Explorative Stakeholder Management | Carmelo Cenname, IE Business School; Pascual Berrone, IESE Business School

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 | Jae 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 Virginia
- Towards A Theory Of Explorative Stakeholder Management | Carmelo Cenname, 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.
- 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 Doegel, U. of Erlangen-Nuremberg; Dirk Holnbruegge, Friedrich-Alexander U.

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Session Details – Monday, 12:00 - 2:00 PM

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 Niessenwoer, Santa Clara U.
Expectations of Privacy: A factorial vignette study | Kirsten Edriee 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 Ofstein, Frostburg State U.;
Ronald L. Dufresne, St. Joseph's U.;
Stephen Childers, Radford U.

1011 ☑ (DRP Session) - (SIM) Understanding Values in the Workplace Roundtable
1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 6
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 S. Smart, 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, CERCOM Montpellier Business School
Dare to Care with an Ethic 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.;
Ragu 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.

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.

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 Lubatti, “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 Schutze, ETH Zurich;
Philipp Schmitt, ETH Zurich;
Thorstoen Stoermer, ETH Zurich;
Roman Boutilier, 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 Ulster;
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, Kwansei Gakuin U.; David T. Meth, Kwansei Gakuin U.

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

1019 (AAA) AOM Editors Meeting w/ Board Representatives (Invitation Only)
2:00pm - 3:00pm Le Palais Des Congres: 525A

1020 (HR) HR Division Ice Cream Social.
2:30pm - 4:30pm Le Centre Sheraton: Salle Ballroom west

1021 (AAA) Conference Break
2:45pm - 3:15pm Le Palais Des Congres: Exhibit Hall 220 CD Conference Break

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 Ehhardt, U. of Wisconsin Milwaukee
How Founders’ Emotion Regulation Enables Resource Creation in Firms | Christoph Zott, IESE Business School; Quy Nguyen Huy, INSEAD

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, INSEAD / GE/ UF
Responding to Rivals’ Actions: Beyond Dyadic Conceptionalization 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
Session Details – Monday, 2:00 - 4:00 PM

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.; Reje 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, Northwestern U.; Anju Seth, Virginia Tech

1025 (DRP Session) - (BPS) Strategic Entrepreneurship
3:00pm - 4:30pm Le Palais Des Congres: 515B
Facilitator: Chuck Eesley, Stanford U.
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, Oxford U.
Strategy in Family Businesses: The Analysis of Human Capital and Social Capital | Fabio Matuoka Mizumoto, Insep 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. Piteles, 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: Yong Li, U. at Buffalo, SUNY; Ilan Vertinsky, U. of British Columbia; Lifang Zhang, Xiamen U.
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.; Reje 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, Northwestern U.; Anju Seth, Virginia Tech

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings

Section D
Path Following or Path Breaking in Cumulative Innovation | Andrew King, Dartmouth U.; Karim R. Lakhani, Harvard U.

1030 | CAU: (CAU) 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 | (CAP) 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 Wolffram 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

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. Otnel, 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: Jeannie 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.

1041 | (Paper Session) - (CDP) Theorizing Entrepreneurship
3:00pm - 4:30pm Hyatt Regency Montreal: Alfred-Rouleau B
Chair: Ioannis Ioannou, London Business School

1042 | (Paper Session) - (CDP) Innovation in Emerging, Nano, and High Technology Contexts
3:00pm - 4:30pm Le Palais Des Congres: 523C
Chair: Bill Cooke, Lancaster U.; Craig Prichard, Massey U.; Hans Hansen, Texas Tech U.; Albert J. Mills, St. Mary's U.; Jean Helms Mills, St. Mary's U.
Session Details – Monday, 2:00 - 4:00 PM

3:00pm - 4:30pm Hyatt Regency Montreal: Alfred-Rouleau C

Chair: Thomas Brush, Purdue U., West Lafayette

→ BPS: Getting It Right and Righting It Afterward: Experience, Ownership Alignment and Subsidiary Dynamics | Xavier Martin, Tilburg U.; Ilya Cuypers, Singapore Management U.


1046 (Paper Session) - (CDP) Cognition and Identity in Management

Chair: Elaine C. Hollensbe, U. of Cincinnati


MOC: Modelling 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

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


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.


Pizza Enlarges the Pie: The Role of Eating Environments on Negotiation Outcomes and Trust | Lakshmi Balachandra, Boston College

1048 (JS) (CM, OB) Recent Innovations in Conceptualizing and Measuring Intra-Group Conflict

Chair: Susannah Paletz, U. of Pittsburgh

Discussant: Laurie R. Weingart, 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,
Thin Slices of Group Conflict | Discussants: 279

Configurations for Ambidexterity | 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

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; Sanchan Park, National U. of Singapore

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Keeping up with the Jones: Effects of Pace and Phase
Entrainment on Firm Performance | Liliana Pérez-Nordtwedt,
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 Moccio
caro 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

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 Breiman, 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 Construc 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
Buttlieg, 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-Nordtwedt, U. of Texas, Arlington
Discussant: Gregory O Doss, U. of Texas, Dallas
CEOs, Timescapes, and the Temporal Necessities of Strategy
| Karen Schnatterly, U. of Missouri-Columbia; Allen Bluedorn,
U. of Missouri; Kim Jaussi, Binghamton U.; Christine M.
McCullough, U. Missouri - Columbia

1059 : (Paper Session) - (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: 511B
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 Stanley, U. of Illinois, Chicago;
Shaxian 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
Brunee, 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

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
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 Turek, California State U., Fullerton

Experience Of Strategy? Assessing Early Resource Acquisition in Young Venture Firms | Jennifer M. Walske, U. of California, Berkeley; Andrew Zacharakis, Babson College


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; Emilia 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 Grousis, U. of Sydney

1064 ☸: (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 Brescoul, Yale U.

Social Consequences of Accepting versus Rejecting Benevolent Sexist Help at Work | Peter Glick, Lawrence U.; Julia Becker, Phillips U.; Marie Marekwa, Z. Bielefeld; Gerd Bohner, U. Bielefeld

The Price of Power: Power-seeking and Backlash Against Women | Victoria L Brescoul, 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 Daughtery, 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: Hoochelaga 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
Chair: 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
Differential Suffering? The Role of Social Capital in Abusive Supervision | Suzanne Kessey Edinger, U. of Maryland, College Park; Payal Nangia Sharma, U. of Maryland U. College

1071  (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 Valvoord, Verizon Wireless; Mary P Martinasek, U. of South Florida; Stephanie Molton, 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  (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; Silly 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 Acquaah, U. of North Carolina, Greensboro
How Does Home-Country Matter for Internationalization? Location Choice and Legitimacy Spillovers | Gurneeta Vasudeva, U. of Minnesota
Session Details – Monday, 2:00 - 4:00 PM

MONDAY

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings


An Examination of Managerial Location Shunning During MNC Location Choice Processes | Andreas P. J. Schottle, 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; Hyoung 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 An Examination of Managerial Location Shunning During MNC Location Choice Processes | George Mason U.; Technion Israel Institute of Technology

How Do We Know What We Know? Evidence-based Learning, Appreciative Inquiry and Forms of Knowing
3:00pm - 4:30pm Le Palais Des Congres: 516D
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; Eirk Johannes Irgens, Nord-Trondelag U. College; Daved Barry, Nova U., Lisbon

1075 (IM) Actors and Agency: MNE Innovation and Change in Diverse Institutional Settings
3:00pm - 4:30pm Le Centre Sheraton: Salon 4
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 Balroom center
Chair: Peter W Dorfman, New Mexico State U.
Participants: Gary Yuki, 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 Orthodoxyes 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

Executive Coaching: The Effect of Working Alliance Discrepancy on Coachees’ Self-Efficacy | Louis Baron, U. du Quebec à Montreal; Lucie Morin, U. du Quebec à Montreal; Denis Morin, U. du Quebec à Montreal
Winner of the Grazadiio Business School/Pepperdine Award for Outstanding Practice-Based Paper on Management Consulting

1078 (DRP 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: 516D
Chair: Caroline Hatcher, Queensland U. of Technology
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

Forms of Knowing: From Habitual Blindness to Saper Vedere in Management Education | Stefan Meisiek, U. Nova de Lisboa; Eirk Johannes Irgens, Nord-Trondelag U. College; Daved Barry, Nova U., Lisbon

1079 (US; MED, ODC) Transfer of learning success: The benefits of collaborative academic/industry engagement
3:00pm - 4:30pm Le Palais Des Congres: 516D
Chair: Caroline Hatcher, Queensland U. of Technology
Participants: Stephane A. Tyvoniak, Curb 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 | Aleksy 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 | Aleksy 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
Session Details – Monday, 2:00 - 4:00 PM

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 Dorfle, Strathclyde U.


Cognitive diversity and team performance: The roles of team mental models and information processing | Marielle 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 | Michaela 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
3:00pm - 4:30pm (DRP Session) - (OB) Leadership Across Levels

**3:00pm - 4:30pm The Queen Elizabeth: Bersimis**

Chair: Michael Abelson, Texas A&M U. & Sara L. Wheeler-Smith, New York U.

**3089**
**Leadership Climate, Unit Effectiveness, and the Counterintuitive Role of Negative Affective Tone**

**Leadership across Levels: A Twenty-Year Review**

**Leadership Commitment, and Team Performance during Change: A Multi-Level, Multi-Mediation Study**

**Leadership Climate, Unit Effectiveness, and the Counterintuitive Role of Negative Affective Tone**

**Effectiveness of Leadership Behaviors on Employee- & Corporate-Level: A Dyadic Study across Cultures**

**3090**
**Workplace Politics**

**1087**
**Sources of Stress and Exhaustion**

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 Sesboëü, 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 Halifax

Beyond Workaholism: Towards a General Model of Heavy Work Investment | Raphael Snir, Academic College of Tel Aviv-Yaffo; Itzhak Harpaz, U. of Haifa

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

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

Leadership, Commitment, and Team Performance during Change: A Multi-Level, Multi-Mediation Study | Bjorn Michaelis, U. of Heidelberg; Christoph Nohe, U. of Heidelberg; Jochen I. Menges, U. of Cambridge; Kartheinz Sonntag, U. of Heidelberg

Leadership across Levels: A Twenty-Year Review | Leslie A. DeChurch, U. of Central Florida; Nathan J. Hiller, Florida International U.; Toshiro 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; Bjorn 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.

**1091**
**Ethical Leadership**

Chair: Roger McGrath, Queens U. of Charlotte

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

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Effectiveness of Leadership Behaviors on Employee- & Corporate-Level: A Dyadic Study across Cultures | Bastian Winkenbach, RWTH Aachen U.

**1090**
**Workplace Politics**

Chair: Patricia Faison Hewlin, Georgetown U.

**1092**
**Improving Networks and Teamwork in Teams That Dare to Care**

Chair: Sharon K. Parker, U. of Minnesota


Team Affective Texture and Thriving | Michelle K. Duffy, U. of Minnesota

Network Correlates Of Transactional Memory System Accuracy And Consensus: The Role Of Work And Help | Xi Zhou, U. of Minnesota

**1093**
**Passion and Proactivity: When and How does Affect Work Fuel Self-initiated Behaviors?**

Chair: Uta Bindl, U. of Sheffield; Chak Fu Lam, U. of Michigan, Ann Arbor

Discussant: Sharon K. Parker, U. of Western Australia
### Session Details – Monday, 2:00 - 4:00 PM

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<td>Vigor and Proactivity: Results from a Longitudinal Study</td>
<td>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</td>
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Deconstructing the Leadership Process

Facilitator: Ross A. Wirth
3:00pm - 4:30pm Le Centre Sheraton: Salon 5

Chair: Vicki M. Scherwin
1100 (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: Jeannine 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 Leiva, 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

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 Hjerte, Norwegian School of Management
Organizational Knowledge as Practice - C Elegans and The Inquiry of Situations | Jan Löwstedt, Stockholm U.

1102: (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
Session Details – Monday, 2:00 - 4:00 PM

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 | Weibin 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 Insper Institute of Education and Research

1106 (DRP Session) - (OMT) Interorganizational Mobility and Recruitment
3:00pm - 4:30pm Le Palais Des Congres: 518A
Chair: James Vardaman, Mississippi State U.
Competitor Recruitment: A Theoretical Analysis of an Emerging Strategic Human Resource Practice | Sarah Horn, Maastricht U.; Woody Van Olffen, RSM Erasmus U.; Marielle Heijtjes, 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
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

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, Xian Jiaotong U.; Yang Zhao, Xian Jiaotong U.; Ying Huang, U. of Arizona
Toward a Theory of Legitimating Agency | Amy Minto, U. of Oregon

1110 (Paper Session) - (OMT) Ownership and Governance: International Studies
3:00pm - 4:30pm Le Palais Des Congres: 524B
Chair: Ruth V. Aguiera, 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
The Effect of Executive Succession on the Degree of Institutional Change in Organizations | Anders Villadsen, Aarhus U.

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
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: 526A
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 Torro, Cass Business School, City U.
Status Mismatch in Entrepreneurial Financing and the Performance of New Ventures | Dalia Ma, Drexel U.; Mooween Rhee, U. of Hawaii; Daegyu 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
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 L. Lewis, U. of Cincinnati
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. Viar, Vrije U. Amsterdam; Pieter-Jan Bezem, 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 | Hyyoung-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 | (OMT) Job Satisfaction
3:00pm - 4:00pm The Queen Elizabeth: Chaudiere
Facilitator: Edmund C. Stayk, American U.
Excellence by Design: Workspace 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, Hafa 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: Kimberly 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 Hafa; 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 | Cheng 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.
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 Higgenson, 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: Hothelaga 6
Chair: Jeege 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-Analysis of Four Decades of Misguided Evidence | Pushpika Vishwanathan, Rotterdam School of Management, Erasmus U.

1121 | (Paper Session) - (SIM) Issues at Work: Focus on Employees
3:00pm - 4:30pm The Queen Elizabeth: Madkenzie
Chair: Duane Windsor, Rice U.
Discussant: Michael Hess, U. of New South Wales
Building Professional Moral Courage | Leslie Elizabeth Sekerk, 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. Stolthorst, 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: Hothelaga 5
Organizers: Marie-Franco 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 Yaghfouri, 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.
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 Role of Government in Shifting Firm Innovation Focus | Preeta Banerjee, Brandeis U.; Micaela Preskill, Brandeis U.

1126 | (DRP Session) - (TIM) Managing for Innovative Excellence

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
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 Lempiäliä, 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
Understanding Organizational Innovation Through Sport: Exploring Research Synergy
Chairs: Alison Doherty, U. of Western Ontario; Richard Wolfe, U. of Victoria
Discussants: 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 Hoeber, U. of Regina; Orland Hoebel, Memorial U.; Richard Wolfe, U. of Victoria
Investigating Long Tail Innovations Within Sport | Allan N Auah, U. of Michigan

Monday 4:00 PM

1128 (ENT) Reception hosted by the Ghanghua School of Management
4:30pm - 6:30pm Le Palais Des Congres: 520 AB

Monday 4:00 PM

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 StuffAnn 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 | Margarette 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

1132 (Paper Session) - (BPS) Network Performance Effects
4:45pm - 6:15pm Le Palais Des Congres: 510B
Chair: Dovey 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, ESCM; 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

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Session Details – Monday, 4:00 - 6:00 PM

1135: (Paper Session) - (BPS) Open Innovation and Learning: Underpinnings and Consequences
4:45pm - 6:15pm Le Palais Des Congres: 515A

Chair: Theophanis C. Stratonopoulos, U. of Waterloo

The Economic and Organizational Underpinnings of Open Innovation Strategies | Gary Dushnisky, London Business School

The Performance Consequences of New Forms of Ambidexterity in the Context of Open Innovation | Ulrich Lichtenthaler, WHU - Otto Beissheim 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


1136: (DRP Session) - (BPS) Strategic Organization and Politics
4:45pm - 6:15pm Le Palais Des Congres: 515B

Facilitator: Aya S. Chacar, Florida International U.


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 Woltuizk, Vrije U. Amsterdam

How Do Different Types of Control Impact Franchises' and Employee-Managers' Satisfaction? | Thomas Mellewigt, Freie U. Berlin; Thomas Ehmann, 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.


1137: (DRP Session) - (BPS) Technology Strategy
4:45pm - 6:15pm Le Palais Des Congres: 515A

Facilitator: Craig E. Armstrong, U. of Alabama

Determinants of Mode of Technology Acquisition: An Integrated Framework | Ashwin Arehali Subramaniam, 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


Exploring the Role of Absorptive Capacity in Biopharmaceutical Firms | William Michael Patterson, Cardiff U.; Veronique Ambrosini, Birmingham U.

Using Organization Structure to Manage Political Ties: The Salim Business Group in Indonesia | Marleen Dieleman, National U. of Singapore; Jean J Boddevyn, 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; Ishfaq Pasha Mahmood, National U. of Singapore

1139: (Paper Session) - (BPS) Boards & Directors
4:45pm - 6:15pm Le Palais Des Congres: 515A

Chair: Leong 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 | Michel 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.


Peer Coaching in Groups: An Untapped Resource for Personal and Professional Development | Polly Parker, U. of Queensland; Kathy E. Kram, Boston 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


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 | Annemette Kjaergaard, Copenhagen Business School; Tina Jensen, Copenhagen Business School

MOC: Cognitive Styles in Decision Making: Effects of Integrating Unitary and Dual-System Approaches | Bjorn 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 Chiocchio, U. de Montreal

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 Chiocchio, U. de Montreal; Simon Grenier, U. de Montreal

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) - (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.; Xiru Wu, Lingnan U.

Session Details – Monday, 4:00 - 6:00 PM

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.

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.

1161: (Paper Session) - (DISC) Value and Venture Creation
4:45pm - 6:15pm Le Palais Des Congres: 512E - Table 2
Discussant: Frederic Delmar, EMILYON Business School
ENT: Lifeblood or Liability? | Jason Greenberg, Massachusetts Institute of Technology

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: 512G - 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: 512H - 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.; Maria Baskerville Watkins, Northeastern U.; Elizabeth Eve Umphress, Texas A&M U.
GDO: 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

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings

Section D

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**Session Details – Monday, 4:00 - 6:00 PM**

**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: 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.

**1166: (Paper Session) - (DISC) Employee Motivation**

**4:45pm - 6:15pm Le Palais Des Congres: 512G - Table 2**

Discussant: Elaine C. Hollensbe, U. of Cincinnati


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 Steier, Grenoble Ecole de Management; Nancy Penland Jenster, Grenoble Ecole de Management


**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: Does the Intensity in R&D Generate Start-Up’s Growth? | Ferran Vendrell-Herrero, Orkestra - Basque Institute of Competitiveness; Jose L. Gonzalez-Pernia, Orkestra - Basque Institute of Competitiveness


**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 Esleyn, 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


Family Involvement and Strategic Differences in Family Firms: Ownership Dispersion Among Family | David G. Simron, 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.


**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 | Shrutil Sardeshmukh, U. of South Australia; Michael G Goldsby, Ball State U.

The Impact of Intrinsically- vs. Externally-Motivated Attitudes on Entrepreneurial Intentions | Dmitry Mikhail


**1171**: *(DRP Session) - (ENT)* Survival and Success  
4:45pm - 6:15pm Le Palais Des Congres: 514B  
Chair: **Peter G Klein**, U. of Missouri


**1172**: *(DRP Session) - (GDO)* Diversity Policies and Initiatives  
4:45pm - 6:15pm Le Centre Sheraton: Kafka  
Facilitator: **Mary E. Graham**, Clarkson U.

- CEO Leadership Styles and the Adoption of Organizational Diversity Practices | **Eddy S. Ng**, Dalhousie U.; **Greg J. Sears**, Carleton U.
- Feeling Comfortable with Pluralistic Diversity | **Ruth Sessler Benstein**, Case Western Reserve U.; **Paul Salipante**, Case Western Reserve U.

**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.  

**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: **Marike van den Brink**, Radboud U. Nijmegen

**Corporal Feminism** | **David Knights**, Keele U.

- Undoing Gender | **Alison Pullen**, U. of Technology, Sydney
- Postsectoral Feminism | **Angela Hope**, St. Mary's U.

- Transnational Feminism | **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smirich**, U. of Massachusetts, Amherst
- Integracism | **Mustafa F Ozbilgin**, U. of East Anglia


**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 Spitzmrueller**, Michigan State U.

Discussant: **Bradford S Bell**, Cornell U.

- Dysfunctional Boss-Subordinate Dyads: Extending the Influence of HR | **Jean-Francois Manzon**, 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: Hiram  
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

4:45pm - 6:15pm Le Centre Sheraton: Salon C  
Chair: **Alysa Dawn Lambert**, Indiana U. Southeast  
Discussant: **Stephen Sweet**, Ithaca College

- 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

The Relationship Between Organizational Adaptation, the Aging Workforce and Flex Work Options | Marcie Pitt Castosuphues, Boston College; Christina Matz-Costa, Boston College; Monique Valcour, EDHEC Business School
Polling Benefits: A Comparative Study of State Police Benefits | Alys 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 Facier 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, Sirotta Survey Intelligence

1170 📚 | 🎨 | JS: (HR, IM) Improving Lives and Knowledge Markets at the World Bank
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 Multiplieric 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
Chair: Stephen E Weiss, York U.
The Sixth Merger Wave: Evidence of Global Significance and Local Difference | Killian J McCarthy, RijksU. Groningen; Uitz Weitzel, U. Utrecht School of Economics; Wilfred Dolfsm, Groningen U.
Undesired individual-level outcomes in cross-border mergers and acquisitions: A process approach | Aida Hajo, Brunel U.; Abhijit Mandal, Middlesex U.
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.; Mahmooz Alam Ansari, U. of Lethbridge; Ilya Garber, Saratov State Socio-Economic U.; Peter Vlerick, Ghent U.; Fernando Arias-Galicia, U. Autonoma 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; Abdulgawal Alzamzubi, Sultan Qaboos U.; Mark G. Borg, U. of Malta; Luigina Canova, U. of Padua; Brigitte Charles Pauvers, U. of Nantes; Bor-Shian Cheng, National Taiwan U.; Randy K-W. Khiu, Hong Kong Baptist U.; Linzhi Du, Nanuki U.; Consuelo Adelaide Garcia-de-la-Torre, EGADE-ITESM; Rosario Correia Higgs, Polytechnic Institute of Lisbon, Portugal; Abdul Hamid Safwat Ibrahim, Iman U.; Chin-Kang Jen, National Sun Yat-sen U.; Ali Mahdi Kazem, Sultan Qaboos U.; Kilsun Kim, Songan 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 Obajulu Nnedum, Nnamdi Azikiwe U.; Johnst E. Osagie, Florida A & M U.; AAhad Osmen-Gani, UIA International U.; Francisco Costa Pereira, Polytechnic Institute of Lisbon, Portugal; Ruja Pholsward, Rangsit U.; Horia Pitariu, Babes-Bolyai U.; Marco Polio, U. of Ljubljana; Elisaveta Sardzoska, U. St. Cyril and Methodius; Petar Skobic, Middle Tennessee State U.; Allen F. Stembridge, Andrews U.; Theres 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: Salie Ballroom center

1182 📚: (Paper Session) - (IM) Corporate Strategy Issues in International Management
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.; Xi 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 1
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 Dob, 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: Carrier 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, Uniom 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.
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
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 Delta Centre-Ville: H Rochelaga 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 IC | 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: Safe 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
Restorative Justice in the Context of Strong Preferential Selection in South Africa | Lauren Jill Ramsay, U. of Colorado, Denver

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. Klumper, Louisiana State U.
Unanticipated Workplace Consequences of Impulsivity and Emotional Intelligence | Doa 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 | Sukumararup 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 Jie Xiong 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...
**Session Details – Monday, 4:00 - 6:00 PM**

**1191** 🇳 🇳: (Paper Session) - (OB) New Angles on Employee Proactivity

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.


**1192** 🇳 🇳: (OB) It’s About Time! Emerging Temporal Research Trends Across Multiple Levels

Chair: Marissa Shuffer, U. of Central Florida; Daniel Doty, U. of Central Florida; Eduardo Salas, U. of Central Florida

Discussions: Allen Bluedorn, U. of Missouri; Christian J. Resick, Drexel U.


Practically Applying Statecharts to Understand Time’s Complex Influence on Teams | Marissa Shuffer, 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, NProt

Detecting Changes in Teams Over Time: Network Versus Traditional Metrics | Daniel Doty, U. of Central Florida; Toshio Murase, U. of Central Florida; Michael 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

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

**1194** 🇳 🇳: (Paper Session) - (OB) Knowledge and Knowledge Sharing

Chair: Michele L. Swift, Oregon State U.

A Multilevel Investigation of Predictors of Sharing and Seeking Knowledge in Teams | Daniela Nothen, 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

Chair: Caesar Douglas, Florida State U.


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.

Predicting Job Success: Skills and Competencies

Chair: 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.;

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Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings

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Section D

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**MONDAY**

Dijke, Erasmus U. Rotterdam; David De Cremer, Erasmus U. Rotterdam

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
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-Jose Bosch, IESE Business School; Pablo Cardona, IESE Business School; Marisa Aguirre Nieto, PAD - U. de Piura; Jon P. Briscoe, Northern Illinois U.; Cesár 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 Svischeskov, 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 Worlhey, 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: Hodchelaga 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 | Bronson 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 Le Palais Des Congres: 518B
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: 516B
Participants: Teppo Felin, Brigham Young U.; Fabrizio Ferraro, IESE Business School; Nicolai Foss, Copenhagen Business School; Bruce Kogut, INSEAD; Yuval Mello, London School of Economics

1201 [OCIS] OCIS Keynote Speaker
4:45pm – 5:15pm Le Palais Des Congres: 511C
IT in the Wild | Stephen Barley, Stanford U.
Monday, Session Details – Monday, 4:00 - 6:00 PM

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: 515B
Chair: Arash Azadegan, New Mexico State U.
Bridging the Barriers to Supply Chain Collaboration: An Integrative Theoretic Model | Stanley E. Fawcett, Brigham Young U.; Amydeed M. Fawcett, Brigham Young U.; Gregory M. Magnan, Seattle U.; Bradlee J. Watson, Arlington Hills Care and Rehabilitation

1204 : (DRP Session) - (OM) Division Roundtable: Emerging Research on Flexibility and Collaborative Innovation
4:45pm - 6:15pm Le Palais Des Congres: 526B
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

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 Organize 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 Gozubuyuk, 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: 515A
Chair: Charles C. Snow, Pennsylvania State U.
Organizational Design Choices: Enabling Practice InnovationEvidence from China’s Biopharma Industry | Johannes Meuer, Rotterdam School of Management, Erasmus U.
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: 518A
Chair: Rodney Lacey, U. of California, Davis
The Intra-organizational Construction of Legitimacy and Illegitimacy of a New Pay System | Sini Jämsen, Aalto U. School of Science and Technology; Henri Schidlt, Imperial College London
How Institutional Logics Influence Cognitive Orientation: The Case of Focused Firms, 1984-1997 | Young-Chul Jeong, U. of Illinois, Urbana-Champaign; Geoffrey Love, U. of Illinois, Urbana-Champaign
The Influence of Congruous Institutional Logics on Regional Cluster Emergence | Suzanne Gladys Tillemen, 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

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
1209 (DP) (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 McNes, U. of Strathclyde
Categorical Contrast and Audience Response: Entrepreneurial Entry into a New Organization Category | Hongwei Xu, INSEAD; Liao 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 Mazzas, INSEAD; Jesper Strandgaard Pedersen, Copenhagen Business School; J-hyun Kim, New York U.; Carmelo Mazza, Grenoble Ecole de Management; Silviya Svejneova, ESADÉ

1210 (ONE) ONE Business Meeting
4:45pm - 6:15pm The Queen Elizabeth: Matapedia
Program Chair: Jorge Rivera, George Washington U.

1212 (DP) (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 (DP) (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 Sharman, U. of Oklahoma
Political Analysis of Shareholder Advisism in Emergent Democracies: a case study of Nigeria | Emmanuel Afolabi

Adegbite, City U. London; Kenneth Amaeshi, Cranfield U.; Olufemi Amao, Brunel Law School

1214 (DP) (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 Thiyil, Deakin U.

1215 (PS) (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 Rabi, U. of Bayreuth
Dynamic Framework of Organizational Corruption and Social Hierarchies | Valerie Rosenblatt, U. of Hawaii at Manoa

1216 (PS) (SIM) Unpacking Stakeholder Theory: Dyadic and Triadic Firm-Stakeholder Relationships
4:45pm - 6:15pm The Queen Elizabeth: Hochelaga 6
Chair: Barton Halpern, U. Army
Discussant: Jennifer Mencel, 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.
- Strategic Reorientation after an Industry Shock: Cross-Functional and Inter-Temporal Tradeoffs | Vikas A. Aggarwal, INSEAD; Brian Wu, U. of Michigan, Ann Arbor

1219  ⦿: (Paper Session) - (TIM) Team Development and Innovation
4:45pm - 6:15pm Le Palais Des Congres: 511E
Facilitator: Jing Han, Tilburg U.
- Team Reflexivity and Shared Leadership in Dispersed Innovation Teams | Sarah Gehlein, WHU - Otto Beisheim School of Management; Miriam Muethel, WHU - Otto Beisheim School of Management; Martin Hoegl, WHU - Otto Beisheim School of Management

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 | Florijke P. Blendeher-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 Lytinen, 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 Peerally, 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 Lytinen, 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: Ansar Richter, European Business School; Ginka Toegel, IMD
Distinguished Speaker: Nancy J. Adler, McGill U.

Monday 5:30PM

1225 : (ICW) Northeastern University - Moscow State University Annual Reception
5:30pm - 7:30pm Le Palais Des Congres: 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.

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-776, 1455 boulevard de Maisonneuve Ouest: Metro Stop: Guy/Concordia (take the Guy exit of the Metro). Mon 6-9 pm CONTACT Diane Johnson (djohnson@cbsu.edu) with questions.

1228 : (MED) MED Business Meeting and Awards Presentation
6:00pm - 7:00pm Le Palais Des Congres: 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 Billsbery, 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

Monday 6:30PM

1230 : (AAA) SAP Reception and Business Meeting
6:30pm - 8:00pm Le Palais Des Congres: 510D

1231 : (BPS) BPS Business Meeting
6:30pm - 7:30pm Le Palais Des Congres: 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 Congres: 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 Davidsonson, 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 DeliFraire, 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: Ansar Richter, European Business School; Ginka Toegel, IMD

1238 : (MH) Management History Social
6:30pm - 9:30pm The Queen Elizabeth: St-Laurent
Past Chair: Margaret M. Hopkins, U. of Toledo
Treasurer: V Seshan, Pepperdine U.

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
Monday 7:00PM

**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: 524A
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.

Monday 7:30PM

**1247** : (RM) Research Methods Social Hour  
7:00pm - 9:00pm Delta Centre-Ville: St-Laurent

Monday 8:00PM

**1257** : (IM) International Management Division  
8:00pm - 11:30pm Offsite: Montreal Museum of Modern Art  
Musee 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: Manque

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 Toledo
Treasurer: 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 Georgia
Program Chair: Shawn Berman, U. of New Mexico

Tuesday 8:00AM

1265: (AAA) Montreal 2010 LAC
8:00am - 9:00pm Le Palais Des Congres: 343 AC
Organizers: Heather C. Vough, McGill U.; David Oliver, HEC Montreal

1266: (AAA) AOM Membership
8:00am - 9:00pm 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 - 9:00pm 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 Mellewigt, Freie U. Berlin; Ingo Weller, U. of Munich

Project-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 Kivlenieks, HEC Paris; Bertrand V. Quelin, HEC Paris

1270: (DRP Session) - (BPS) Industry Analysis
8:00am - 9:30am Le Palais Des Congres: 513C
Facilitator: Lall Manral, U. of Central Oklahoma

Economic Recessions, Strategy, And Performance: A Synthesis | Scott Latham, U. of Massachusetts, Lowell; Michael Braun, U. of Montana

Industry Institutions, Governance and Firm Participation in Industrial Development | Phil Robert Tomlinson, U. of Bath

Which Industries to Bailout First in Economic Recession? Rank Industrial Sectors by Power-of-Pull | Jianxi Luo, Massachusetts Institute of Technology

Which Resources to Accumulate? Firm Dynamics in a Changing Industry | James Costantini, INSEAD

A study of Industry Structure and Firm performance in the Indian Banking Industry | Samir Kagalkar, Acharya School of Management

1271: (DRP Session) - (BPS) Top Management Teams II
8:00am - 9:30am Le Palais Des Congres: 513D
Facilitator: Tom Kirchmayer, Manchester Business School


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 Technology

Executive Turnover in the Stock Option Backdating Wave | Margarethe F Wiersema, U. of California, Irvine; 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.
Session Details – Tuesday, 8:00 - 10:00 AM

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
Identify and Controlling Owners and Divestiture Financial Performance | Enzo Peruffo, Luiss Guido Carli U.; Raffaele Oriani, Luiss Guido Carli U.; Alessandra Perri, Luiss Guido Carli U.
Firm Governance and the Repeal of Poison Pill: Is Corporate Governance Improving? | Donald J. Scheper, 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 (Paper Session) - (BPS) Ownership & Control
8:00am - 9:30am Le Palais Des Congres: 515B
Chair: Virginia Bodolica, American U. of Sharjah
Consultancy Compensation 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
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 Risk Firm and Future Firm Performance | Wanrong Hou, U. of Wisconsin-Milwaukee

1276 (Paper Session) - (BPS) Faces of Governance
8:00am - 9:30am Le Palais Des Congres: 515A
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) - (BPS) Effect on Career Orientations
8:00am - 9:30am Le Palais Des Congres: 515B
Chair: Kathleen Marshall Park, Massachusetts Institute of Technology
Discussants: Carolyn Wietthoff, 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

1278 (Paper Session) - (BPS) Roles of Analysts
8:00am - 9:30am Le Palais Des Congres: 515C
Chair: Jongwook Kim, Western Washington U.
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

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
On the Path to Having It All: Early Career Professional
Women Envision a Future of Work and Family | Christine
Batalli, McGill U.

The Working Father Identity: Exploring Fatherhood Within
an Organizational and Careers Context | Jamie J. Lodge,
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.

SHCS: (CAR, HR, OB) Work-Life Balance: A
Construct in Search of Meaning

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 Kalliaith, Australian National U.; Jerry
Marmen, Australian National U.; Paula Brough, Griffith U.; Qi
Ling Sui, Lingnan U.; Michael O'Driscoll, U. of Waikato;
Carolyn Timms, Griffith U.; Danny Lo, Shue Yan U.


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.

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.

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

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

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

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

Chair: Robert Brent Anderson, Hill/Levene Schools of Business, U. of Regina
Participants: Emer Ni Bhra daigh, Dublin City U.; Mark Weaver,
Louisiana State U.; E J O’Conor 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 Economic Activities; Anders Johannsson, Linnaeus U.; Jian
Guan, Ted Rogers School of Management, Ryerson U.; Xiaohua Howard
Lin, Ted Rogers School of Management, Ryerson U.; Aldeene 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

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. Antona copoulou, U. of Liverpool

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,

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, linking to other boards, etc. This type of exogenous social
capital also includes links to innovative networks, regulatory
Session Details – Tuesday, 8:00 - 10:00 AM

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
ENT: Practices, Emotionality, and Intentionality of Entrepreneurship in Commercial Fields | Hitkari Akizawa, CHOU 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
IM: Advances in the Internationalization of Chinese Firms: A Critical Review and Research Agenda | Ping Deng, Maryville U. of St. Louis

1291: (Paper Session) - (CDP) Research Methods: Textual Data, Optimal Matching and Experiments
8:00am - 9:30am Hyatt Regency Montreal: Anjou
Chair: Chuck Esley, Stanford U.
M: 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: Toyyah 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 | Miridul 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 Manitoba, 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


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

Effects of Interpersonal Affect Regulation in the Normalizing Process | David Martinez-Inigo, 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

Managing Customer Emotions | Laura M. Little, U. of Georgia; Donald H. Kluemper, Louisiana State U.; Andrew Ward, Lehigh U.; Debra L Nelson, Oklahoma State U.

The Role of Interpersonal Affect Regulation in the Normalizing Process | David Martinez-Inigo, Rey Juan Carlos U.; Antonio Crego, Rey Juan Carlos 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 Cobulence, 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.


Spiritual and Mystical Pathways to Transcending the Stalemate in American Health Care | Param Srikanthia, Baldwin Wallace College

Applying Transcendental Intelligence: Awakening the Spirit in U.S. Health Care | Sangeee Parameshwar, U. of Illinois, Springfield

Catalyzing a Breakthrough in Imagination: Applying Appreciative Intelligence to Health Care Reform | Tojo Thatchenkery, George Mason U.

Dynamic contingencies of strategies | April Franco, U. of Toronto

Temporal Contingencies of Differentiation Strategies across Industry Life Cycle | I-Chen Wang, U. of Illinois, Urbana-Champaign; Minyong Kim, U. of Illinois, Urbana-Champaign

Current Trends in Entrepreneurship | Daniel P. Forbes, U. of Minnesota

Entrepreneurial Boundary Spanning in Innovation Networks | Shaker A. Zahra, U. of Minnesota, Twin Cities

Investigating Design, Creativity and Entrepreneurial Processes | Judy Matthews, Queensland U. of Technology

An Empirical Examination of Entrepreneurial Quilting | Swapnil Garg, U. of Florida

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

Ethical adjustment of liminal expatriates: An integrative model | Nuno Guimaraes-Costa, U. Nova de Lisboa; Miguel Pina Cunha, U. Nova de Lisboa

Institutionalization of time measure and circulation of power | Philippe Naccache, Grenoble Ecole de Management

Speculation as a Learned Behavior? Effects of (In)Experience, Wealth, and Geography on Share Trading | Christopher B. Yenkey, Cornell U.

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: Online Social Networks: An Emergent Recruitment Strategy | Nicholas Ollington, U. of Waikato; Jenny Gibb, U. of Waikato; Mark Harcourt, U. of Waikato
BPS: Partners or Parias? 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; Devashahee P. Bhave, John Molson School of Business, Concordia U.; Theresa M. Glomb, U. of Minnesota

1303: (Paper Session) - (DISC) OCIS and Processes
8:00am - 9:30am Le Palais Des Congres: 512G - Table 2
Discussant: Ulrike Schulzke, 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 Tannuwan, U. of Calgary; Daphne G Taras, U. of Calgary; Giovanni 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 Montréal; 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 Virtuosity: 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. Zygidopoulos, 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: 512G - Table 1
Discussant: Carmen Leonor Martinez-Lopez, City U. of New York
OB: The Impact of Displayed and Perceived Entrepreneurial Passion on Angel Investing | Richard Sudeik, Chapman U.; Cheryl Mittaness, Northeastern U.; Melissa S. Cardon, Pace U.

1307: (Paper Session) - (ENT) Growth
8:00am - 9:30am Le Palais Des Congres: 512I - Table 2
Discussant: Carmen Leonor Martinez-Lopez, City U. of New York
OB: Growth and Survival of De Novo Entrants in Clusters and Dispersion | Aviad Pe’er, New York U.
OB: 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: 512F - Table 2
Discussant: Carmen Leonor Martinez-Lopez, City U. of New York
OB: Entrepreneurs under Attack: Collective Defense Strategies in Emerging Industries | Alex B. Bietkline, HEC Montreal
OB: Do ‘Big Boxes’ Evoke ‘Big Responses’ from Small Retailers? | Leg Litz, U. of Manitoba; Jeffrey Matthew Pollack, U. of Richmond
OB: 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 Waterloo
Collective Entrepreneurial Capability, Environment, and Competitive Performance of Small Businesses | Jun Yan, California State U. Long Beach
The Temporality of Competitive Advantage: An Analysis of De Novo and Spinout Startups | Frederic Delmar, EM Lyon Business School; Alexander McKelvie, Syracuse U.; Karl Wennberg, Imperial College Business School
Effectual 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 | Xuani 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
Job Characteristics Theory in an Entrepreneurial Context: Examination of Entrepreneurs’ Job Stress | Leon Schoedt, 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 Ludwigmann, 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

1312 📢: (DRP Session) - (GDO) Gender Differences in Networking
8:00am - 9:30am Le Centre Sheraton: Laminarte
Chair: Rajesh Gosh, Drexel 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 | Hyeyoon Gong, Yonsei U.; Hongseok Oh, Yonsei U.

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 Islands
Examining 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

1314 📢: (JS, GDO): (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 College
Young, Eager and? European Elite Business Students and their View of Work – An Empirical Exploration | Wolfgang
1315 : (Paper Session) - (HCM) Leadership and Decision-Making in Healthcare
8:00am - 9:30am The Queen Elizabeth: Hotelagala 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; Donde Ashmos Plowman, U. of Tennessee; Dennis Duchon, U. of Tennessee; Reuben R McDaniel, U. of Texas, Austin
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 McAlerney, 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 Jorna, The Ohio State U.; Deena Chisolm, Ohio State U.
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
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; Malaya 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
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; Malaya 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 Barte, Operational Technologies Corporation; Wayne Chappelle, U.S. Air Force Academy
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 Mississipi; Mark N. Bing, U. of Mississipi
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
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 | Joo 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: Salen 1
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 Karaevi, 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 Fliesher, 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 Andreason, 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 - 10:00am Le Centre Sheraton: Salle Ballroom center
Chair: 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: (HR, MED) Bringing Career Theory to Human Resource Management
8:00am - 9:30am Le Centre Sheraton: Salle Ballroom center
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 Karaevi, 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 Fliesher, VU U. Amsterdam; Svetlana Khapova, VU U. Amsterdam; Yuval Engel, VU U. Amsterdam

1326: (ICW) Haas Alumni Reception
8:00am - 10:00am Le Palais Des Congres: 512A
Organizer: Atul Teckchandani, U. of California, Berkeley

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


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.

Bringing 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 Ampomah 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 Seck, 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: Verriere A
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 Hoof, U. of Amsterdam; Peter Groenewegen, VU U. Amsterdam


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


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


1334 | (Paper Session) | (MSR) MSR and Workplace Culture
8:00am - 9:30am The Queen Elizabeth: Hochelaga 2
Chair: Gerald Biberman, U. of Scranton
Session Details – Tuesday, 8:00 - 10:00 AM

1335: (DRP Session) - (OB) Employee Commitment  
8:00am - 9:30am Le Centre Sheraton: Salon 6  
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 Kysi-Poku, U. of Winnipeg; Jeffrey McNally, Wilfrid Laurier U.  
Perceived Fairness and Normative Commitment in Hong Kong | Kyle Ehrehardt, U. of Wisconsin Milwaukee; Warren C. K Chiu, Hong Kong Polytechnic U.  
Continuance Commitment and Turnover: The Modifying 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  
The Development and Validation of the Motivational Climate at Work Questionnaire (MCWQ) | Christina G. L. Nierstad, 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 Bai, Erasmus U., Rotterdam; Rein De Cooman, Leissius 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 | Teijnder K Billing, Rowan U.; Rabi S. Bhogat, 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; Mansoo 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: Beniners  
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 Calo, New York U.; Jeffrey P. Thomas, Florida International U.  

1340: (Paper Session) - (OB) Perspectives on Leadership  
8:00am - 9:30am The Queen Elizabeth: Gateau  
Chair: John E Barbuto Jr, U. of Nebraska, Lincoln  
Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Session Details – Tuesday, 8:00 - 10:00 AM

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 Mokoulu, 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: Joliet
Chairs: Sandy Henschovis, 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 Favored 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 Henschovis, 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: Intercultural 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 Early 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: Nicotel
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.
1347 [O] (OB) New Horizons in Authentic Leadership Research and Development
8:00am - 9:30am The Queen Elizabeth: Hochelaga 1
Chairs: Weichun Zhu, 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 Faithful Communities | John J. Sosik, Pennsylvania State U., Great Valley; Weichun Zhu, Pennsylvania State U., School of Graduate Professional Studies; Anthony L. Blair, Eastern U.

1348 [O] (OB, OMT) Bridging the Gap: How Trust and Transparency Relate in the Modern Economy
8:00am - 9:30am The Queen Elizabeth: Inochilaga 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 [O] (Paper Session) - (OCIS) IT Implementation
8:00am - 9:30am Le Palais Des Congres: 511C
Chair: Steven L. Johnson, Temple U.
Discussants: Dale Ganley, U. of Victoria
What Can We Learn from a Well-Adapted Enterprise System? A Case Study Approach | Per Svejvig, 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 Bayer, Delft U. of Technology; Carolyn Axell, U. of Sheffield, UK

1350 [O] (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
Can Virtual Teams Facilitate Knowledge Sharing? The Vaisala Case | Olli-Pekka Kaupila, Aalto U. School of Economics; Risto Rajala, Aalto U. School of Economics; Annuuka Jyrämä, Aalto U. School of Economics
Cross-Team Knowledge Exchange in an Interdisciplinary Engineering Project | Laura Dabbish, Carnegie Mellon U.; Patrick Wagstrom, IBM; Ana Sarma, U. of Nebraska, Lincoln
Leadership Style, Member Characteristics, and Message Accuracy in Virtual Team Communication | Xiao Chen, U. of Toronto

1351 [O] (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 [O] (Paper Session) - (ODC) Emotions and Social Identities During Change
8:00am - 9:30am Le Palais Des Congres: 511C
Chair: Aimee 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
TUESDAY

Session Details – Tuesday, 8:00 - 10:00 AM

10:53 : (Paper Session) - (ODC) Performance and Results-Oriented Leadership
8:00am - 9:30am Le Palais Des Congres: 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, akarssi; Claartje van der Linden, R.A.A.K. Consultancy; Wessel Ganzenvoort, Amsterdam U.

10:54 : (ODC) Institutions and Interventions: Exploring the Discourse of Planned Change and Institutional Change
8:00am - 9:30am Delta Centre-Ville: Veniere B
Organizer: Ryan Quinn, U. of Virginia
Discusant: 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

10:55 : (Paper Session) - (OMT) 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
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.

10:56 : (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-Lejarraza, U. Carlos III de Madrid; Isabel Gutierrez, U. Carlos III de Madrid
Ties of Survival: Niche Width, Generalist-Specialist Alliances and Exit from the Market | Alex Makarevich, Stanford U.

10:57 : (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
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

10:58 : (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
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.
Discontent Proxy Contests in Canada | Kimberly A. Bates, Trent U.; Dean A. Hennessy, Tilburg U.

10:59 : (DRP Session) - (OMT) Knowledge Sharing and Learning
8:00am - 9:30am Le Palais Des Congres: 516A
Chair: Hammad Akbar, U. of East Anglia
Linking Structure to Learning: The Impact of Integrators on Organizational Learning | Mihaela Stan, London Business School
Different Knowledge Sharing Behaviors, Different Motivational Foundations? | Mia Reinhold, 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
Page 643
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
Routines, 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 Renup, U. of Western Ontario; Mary Crossan, U. of Western Ontario; Steve Werner, U. of Houston
Mapping 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
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 BERMIS, U. of Texas, Austin
Leveraging External Social Capital to Develop Dynamic Capabilities | Emmanuel Jossesrand, HEC U. of Geneva; Florence Villesche, 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. Linz
Human Capital and Social Capital: Understanding the Concepts and Their Interlinkages | Deepali Sharma, Indian Institute of Management, Bangalore
1364: (OMT, SIM) Daring to Measure Social Impact: Performance Management in the Social Sector
8:00am - 9:30am Le Palais Des Congres: 526A
Chair: Ainoor 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 Le Palais Des Congres: 528B
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
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 Peloza, 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 Legitimiies in Multi-Stakeholder Initiatives (MSI) | Sebastien Men, 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
Creating Caring Organizations

Facilitator: 8:00am - 9:30am Le Palais Des Congres: 511E
Discussant: Berea College
Chair: Robert Cialdini, Arizona State U.
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

Chair: Sheila Christina Gowans, U. of Melbourne
Discussion: James Weber, Duquesne U.
Empathy & Ethics: The Development & Construct Validity of “Decision-Making Perspective-Taking” | Jennifer Mencel, 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

Chair: Mark J. Roselli, Berea College
Discussion: Johanne Grøsvold, 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
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 Heidl, 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, USA
Effect and Interaction of Leadership Elements on New Product Development Outcomes | Simon Land, RWTH Aachen U.; Maite 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 Holmen, Chalmers U. of Technology
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 Clausen, 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: 513C
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; Eva Piva, Politecnico di Milano; Diego D’Adda, Politecnico di Milano; Philippe Mustar, MINES ParisTech
Terence R. Mitchell, U. of Washington

Discussants: Daniel Walter Elfenbein

Chair: Andrew Nelson, U. of Oregon

Introduction: "The Academic Life: A Personal and Professional Journey"

9:00am - 10:10am Le Centre Sheraton: Salle Ballroom west

Dissecting Absorptive Capacity at the Individual Level:
Recruiting for Ideas: Estimating the Effect of Mobility on
Organizers:

8:00am - 9:30am Le Palais Des Congres: 511B

Vareska Van De Vrande

Facilitator:

Multilevel Construct

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 Exploratory 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

1376 : (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; Panish 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
Vanessa Solis-Rodriguez, U. of Leon, Spain; Manuel Gonzalez-Diaz, 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
Valerie Duplat, EDHEC Business School; Regis Coeuretroy, 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; 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 Inter-dependence
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.

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
TUESDAY

Session Details – Tuesday, 10:00 AM - 12:00 PM

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, EAEESP-FGV; Rosieliene Marcon, U. do Vale do Itajai - UNIVALI

TOP MANAGEMENT TEAMS

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 | Jimmy Daniel Zung, 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.

ECONOMIC STRATEGIES

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 | Sweta 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.

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 FoUta, Purdue U.; Jiadeep 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

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: Michel 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

Rethinking the Sustainable Investment Field | Daniel Bounza, Columbia U.; Fabrizio Ferraro, IESE Business School

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 Bins, Change Logic LLC


Institutional Logics and Top Executive Adaptability | Patricia H. Thornton, Duke U.

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.


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


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 | Phylis Tharenou, Flinders U. of South Australia

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, Champagnie 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 Acquaah, 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) 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.;
Session Details – Tuesday, 10:00 AM - 12:00 PM

1396: Knowledge Transfer Project: From Academy to Africa with Care
9:45am - 11:15am Hyatt Regency Montreal: Alfred-Rouleau A

Chair: Jacob Eisenberg, U. College Dublin
Participants: Sally Mattil, 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

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 Mattil, 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: The Darkside of Ethics
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 Eiselle, RMIT U.; Adela Jana McMurray, Royal Melbourne Institute of Technology U.

ODC: Change Drives 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 Calabro, 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

1398: 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 Eiselle, RMIT U.; Adela Jana McMurray, Royal Melbourne Institute of Technology U.

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1399: 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; Stephen M. Wagner, Swiss Federal Institute of Technology Zurich, ETH; Feryal Erhum, Stanford U.

1400: Diffusion of Diverse Ideas
9:45am - 11:15am Hyatt Regency Montreal: Arja

Chair: Justin W. Webb, Oklahoma State U.

MSR: Poly-Capitalism: Expanding capitalism to embrace multiple types of capital | Randall S Franz, Seattle Pacific U.


CMS: Between Solidarity and Modernization: Freire’s Popular Education and Family Farming in Brazil | Patricia Mendonca, Centro U. da FEI, Mario Aquino Alves, EAEPS-FOGV

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: Factors Affecting Turnover and Work Behavior
9:45am - 11:15am Hyatt Regency Montreal: Argenteuil, Table 1

Chair: Peter Hom, Arizona State U.

CAR: Development of an Occupational Embeddedness Measure | Gary A Adams, U. of Wisconsin - Oshkosh; Jennica R Webster, Marquette U.; Daniele 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


Winner of the MC Division Award for Outstanding Research-Based Paper on Management Consulting

1402: 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: Academia: What Really Happens in our World?
9:45am - 11:15am Hyatt Regency Montreal: Picardie

Chair: Sri Zaheer, U. of Minnesota


HCM Best International Paper Award Nominee
### Session Details – Tuesday, 10:00 AM - 12:00 PM

#### 1404 : (Paper Session) - (CM) Working Through Interpersonal Conflict
9:45am - 11:15am Le Centre Sheraton: Joyce
Chair: Roy J. Lewicki, Ohio State U.
Discussant: Stephanie Barley, Imperial College Business School; Markus Perkmann, Imperial College London; Pablo D’Este, U. Politecnica de Valencia

- 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
- 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) - (CM) Producing, Distributing, Consuming
9:45am - 11:15am The Queen Elizabeth: Hochelaga 3
Chair: Sarah Stookey, Central Connecticut State U.
Discussant: Destroing the Village to Save It: Labor Relations, CSR, and the Cycle of American Hegemony | Richard Mares, California State U. Sacramento

The Polyphony of Corporate Social Responsibility: Deconstructing Accountability and Transparency. | Lars Theger 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. Sorensen, 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 Dooms, Tilburg U.; Aswin Van Oijen, Tilburg U.

#### 1408 : (Paper Session) - (DISC) OMT and Learning
9:45am - 11:15am The Queen Elizabeth: Harricana: 512F - Table 1
Discussant: Barbara Simpson, Strathclyde U.
OMT: The Efficiency of Capabilities Development | Kieran John 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 | Paul R. Alin, Aalto U. School of Science and Technology; John E. Taylor, Columbia U.; Riitta Smeds, Aalto U. School of Science and Technology

#### 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: 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 Klilher, Cranfield U.

#### 1410 : (Paper Session) - (DISC) GDO and Work Groups
9:45am - 11:15am Le Palais Des Congres: 512G - Table 1
Discussant: Marcy Crary, Bentley U.
GDO: Cultural Relevancy and Diversity 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 | Pyin Chhapetcharasopon, 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.
Session Details – Tuesday, 10:00 AM - 12:00 PM

**TUESDAY**

**Section D**

**OB:** Manuela N. Hoehn-Weiss
9:45am - 11:15am Le Palais Des Congres: 510C

Discussant: 9:45am - 11:15am Le Palais Des Congres: 512H - Table 2

**OB:** 9:45am - 11:15am Le Palais Des Congres: 512H - Table 1

**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 Beishem School of Management; K. Praveen Parboteeah, U. of Wisconsin, Whitewater

**SIM:** The Role of Leadership in Corporate Social Responsibility | Robert Strand, Copenhagen Business School

**SIM:** The contagious nature of corruption: A framework of the spread beyond 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.


**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 Karaoz, 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**: (Paper Session) - (DRP Session) - (ENT) Opportunities
9:45am - 11:15am Le Palais Des Congres: 514B
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, Dhalousie U.; Ed Lease, Dhalousie U.; Timothy Little, Dhalousie U.

Opportunistic Adaptation and New Venture Growth: Linking Cognition, Action and Growth | Andreae 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 Tennesse; 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 Beishem School of Management; Dietmar Grichnik, WHU - Otto Beishem School of Management


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 | Majca 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: 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 Wadhani, U. of the Pacific

1419: (ENT, MH, RM) Building Entrepreneurship Theory with Historical Data
9:45am - 11:15am Le Centre Sheraton: Lamartine
Facilitator: Raina A. Brands, Ivey School of Business; Mirjam Van Praag, Amsterdam Center for Entrepreneurship, U. of Amsterdam

1420: (DRP Session) - (GDO) Stereotypes and Their Effects
9:45am - 11:15am Le Centre Sheraton: Kafka
Chair: Andrew M. Garman, Rush U.
Participants: Francisca Klings, Faculty of Business and Economics, U. of Lausanne; Sabine Sczesny, U. of Bern; Annette Kluge, U. of Duisburg-Essen

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.
Participants: Elizabeth Welsh, U. of St. Thomas; Devasheesh P. Bhave, John Molson School of Business, Concordia U.; Kyoung Yong Kim, U. of Minnesota, Twin Cities

1422: (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
Participants: Illona Fridman, Columbia Business School; Mor C. Vijayalakshmi, IFMR, Chennai; Divya Rajan, IFMR, Chennai

1423: (Paper Session) - (HCM) Studying Hospital Performance
9:45am - 11:15am The Queen Elizabeth: Hochelaga 4
Chair: Jonathan Clark, Harvard U.; Robert S. Huckman, Harvard U.

1424: (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
Chair: Robert Weech-Maldonado, U. of Alabama, Birmingham
Participants: Valerie L. Myers, U. of Michigan; Lynn Wooten, U. of Michigan
Discussant: Ebbin Dotson, U. of Texas Health Science Center
Participants: Jonathan Clark, Harvard U.; Robert S. Huckman, Harvard U.

Session Details – Tuesday, 10:00 AM - 12:00 PM

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Session Details – Tuesday, 10:00 AM - 12:00 PM

1426: (DRP Session) - (HR) Employee Training and Learning
9:45am - 11:15am Le Centre Sheraton: Salon 4
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 | Yong-Joon Cho, Indiana U.; Bloomington; Toby Marshall Egan, Texas A&M U.

- The role of IT in HR policies and practices convergence and divergence | Huub Ruel, U. of Twente; City U. London

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, Michigan State U.; Steen Thomsen, Copenhagen Business School; Trond Randøy, Aker U. College; Lars Oxelheim, Lund U.


- Nordic Board Diversity and Corporate Economic Performance | Aleksandra Greggoric, Copenhagen Business School; Steen Thomsen, Copenhagen Business School; Trond Randøy, Aker U. College; Lars Oxelheim, Lund U.

1428: (JS: (HR, IM) Human resource management in the Middle East: towards a model?
9:45am - 11:15am Le Centre Sheraton: Muset
Organizers: Huub Ruel, U. of Twente; The Netherlands; Fida Afiouni, 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 Afiouni, 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. of 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.


E-Learning Research: Integrating and Extending Findings from Multiple Disciplines | Richard D. Johnson, U. at Albany, SUNY; Regina Yanson, U. at Albany, SUNY

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 Casagrand; 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.
How Does Cross-border Arbitration Reduce Transaction Costs? | Brian Pinkham, U. of Texas, Dallas; Mike Peng, U. of Texas, Dallas

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
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 Ahvnik, Hanken School of Economics; Mathias Högland, 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 | Tilman 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 Amsussen, 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: 516E
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.
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 Armand Award for Best Student Paper in Management Education Research

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What attracts international students to U.S. host states? | Christina P.C. Tay, National Chengchi U.

1438 (DRP) - (MED) Critical Perspectives on Online Learning
9:45am - 11:15am La Falaise Des Congres: 525A
Facilitator: Peggy D. Lee, Indiana U., Indianapolis
We Need More Critics 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

1439 (DRP) - (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 Laeborder: The Early History of the Seibu Department Stores | Toyo Sato, Copenhagen Business School
Management History Division Best Student Paper

1440 (Paper) - (MOC) The dimensions and consequences of trust
9:45am - 11:15am Delta Centre-Ville: Carlier 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 Tenure 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) - (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 reformulation of the Lutheran Church | Paula Zarazabkinski, 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 Loyd Ray, U. of Tennessee, Knoxville; Adam Robert Smith, U. of Tennessee, Knoxville; Marcel Zondag, U. of Tennessee, Knoxville

1443 (Paper) - (MSR) MSR in Business Contexts
9:45am - 11:15am Delta Centre-Ville: 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.
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) - (OB) Perceived Organizational Support
9:45am - 11:15am Le Centre Sheraton: Salle Balroom east
Facilitator: Lisa Schurer Lambert, Georgia State U.
When is Support Negative? A Review of Perceived Organizational Support and Its Boundary Conditions |
Stephen Champion, London School of Economics and Political Science

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.; R. China; Sammy Showall, 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? Modulating 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: Rajandini 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.
Predicting Presidential Elections: It’s The Economy Stupid, But Charisma Matters Too. | Philippe Jacquet, 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 Anferfelt, Faculty of Business and Economics, U. of Lausanne; Sue Liech, 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: Marquette
Chair: Lucia Elizabeth Guillery, Stanford U.
Discussant: Jennifer L. Berdahl, U. of Toronto
Doing is Believing: Powerful Behaviors and Perceived Power | Deborah Gruenfeld, Stanford U.; Lucia Elizabeth Guillery, 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 Jie Xiong Yap, Columbia Business School

1450: (DRP Session) - (OB) Conservation of Resources
9:45am - 11:15am The Queen Elizabeth: Manquehue
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 Madison; Yu-Ping Chen, U. of Wisconsin Milwaukee
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
Session Details – Tuesday, 10:00 AM - 12:00 PM

1451 (Paper Session) - (OB) Temporal Issues in Teams
9:45am - 11:15am The Queen Elizabeth: Hochelaga 1
Chair: Christina Mary Scott-Young, U. of South Australia
Discussant: Edwin A.J. van Hooft, Baruch College

Examining the Cohesion-Performance Relationship in a Seven Round Group Project Simulation | Martin L. Martens, Concordia U.; Tracy Hecht, Concordia U.; Elena Liva, 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.
Identifying 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 Adaptation
9:45am - 11:15am The Queen Elizabeth: Richelieu
Chair: Kang Yang Trevor Yu, Nanyang Technological U.
Winning the First Impressions | Daniel M. Cable, U. of North Carolina, Chapel Hill; Virginia Kay, U. of North Carolina
Striving for Self Verification During Organizational Entry | Ning Li, Texas A&M U.; Brad Harris, Texas A&M U.
Promoting Newcomers’ Performance: The Role of Developmental Feedback and Proactive Personality | David M. Sluss, U. of South Carolina; Robert E Ployhart, U. of South Carolina; Marshall Glenn Cobb, US Army Research Institute
Promotion of Newcomers as a Function of Socialization: Evidence from a Korean Company’s Newcomer Training Program | Eun-Suk Lee, MIT Sloan School of Management

1453 (OB, CAR) Job Search and Unemployment: Integrating Theories
9:45am - 11:15am The Queen Elizabeth: Hochelaga 2
Chair: Edwin A.J. van Hooft, U. of Amsterdam
Discussant: Julena Zikic, York U.
After the Pink Slip: Applying Dynamic Motivation Frameworks to the Job Search Experience | Connie Vanhoeg, 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 Hoye, 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-

1454 (OB, HR) Leadership and Emotional Intelligence: Common Pitfalls and New Empirical Evidence
9:45am - 11:15am The Queen Elizabeth: St-Maurice
Chair: 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.

1455 (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.
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; Sankaranarayana 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 (ODC) 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 Teahan, Baker College; Michael Van Dervort, The Human Race Horses

1458 (DRP Session) - (ODC) Interpersonal Communication
9:45am - 11:15am Le Palais Des Congres: 516B
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, Varung U.; Yuan Hui Tsai, Chihlee Institute of Technology

Facebook in the Workplace: To “Friend” on 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; Shucheng Steve Chi, National Taiwan U.; Hsin-Hsin Lo, Ching Yun U.


1459 (Paper Session) - (ODC) Dynamic Capabilities and Change Capacity
9:45am - 11:15am Le Palais Des Congres: 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 Lee Colman, Fako 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 Le Palais Des Congres: 510D
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. Walsh, 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 (US) (ODC, IM) Organization Development in the Global Context: Emerging Trends and Practices
9:45am - 11:15am Le Palais Des Congres: 512D
Organizer: Tojo Thatchenkery, George Mason U.
Chair: Tojo Thatchenkery, George Mason U.
Discussant: Mary Mathew, Indian Institute of Science

Re-imagining Organizational Development in the Global Context | Tojo Thatchenkery, George Mason U.; Gopakumar Gopalakrishnan, Infosys Technologies Ltd.

Pefection of a Kaleidoscope: Organizational Development in Cross Cultural Teams: An OD Perspective | 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: 513B
Organizer: Rachel Croson, U. of Texas, Dallas; Johnny Runngutusathanam, 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: 514B
Chair: Balazs Kovacs, U. of Lugano, USI

Ecological Interdependences among Populations of Organizations | Joonas M.J. Järvinen, Helsinki U. of Technology

On Organizational Identities: Complex Code Systems and Heterogeneous Audience Members | Nikolaus Beck, U. of Lugano; Filippo Carlo Wozel, 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 Matter, U. of Maryland, College Park

1464 Paper (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 (OMT) Innovations in Corporate Governance: Evidence and Theory
9:45am - 11:15am Le Palais Des Congres: 514C
Chair: Michael K. Bednar, U. of Illinois
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 Caperio, Australia National U.; John L Shields, U. of Sydney
Conformity Pressure, Compatibility and the Diffusion of Sustainability Report | Heejung Byun, Seoul National U.

1466 Paper (DRP) 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 Ferlie, U. of St. Gallen
Improving Organization Performance: A Simulation Study Combining Exploitation and Exploration | Taeyon 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: 516A
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: 516B
Chair: Dimo Dimov, U. of Connecticut
Does Attainment Discrepancy Affect an Organization’s Future Performance? The UEFA Champions League | Frederic 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 Stiegitz, U. of Southern Denmark; Terry R Schumacher, Rose-Hulman Institute of Technology
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: 516B
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.
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.

- 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 (DRP Session) - (OMT) Multiple Facets of Contracting
9:45am - 11:15am The Queen Elizabeth: Benimis
Facilitator: Veronica Vecchi, Bocconi U.
Contracting for E-Government Services in State Governments: | Kaifeng Yang, Florida State U.; Anthony Kasskert, Florida State U.; Jessica Terman, Florida State U.

1475 (PNP) Community in Theory/Theory in Community
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 MultiNational 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 (PNP) Corporate Social Responsibility and Measurement
9:45am - 11:15am The Queen Elizabeth: Matapedia
Chair: Eun-Hee Kim, George Washington U.
TUESDAY Session Details – Tuesday, 10:00 AM - 12:00 PM

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<tr>
<th>Session Details</th>
<th>Tuesday, 10:00 AM - 12:00 PM</th>
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<tbody>
<tr>
<td>Chair: Luciano Barin Cruz</td>
<td>HEC Montreal</td>
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<td>Discussant: Jeffrey Gale</td>
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<td>Facilitator: Martin Spraggon</td>
<td>American U. of Sharjah</td>
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<td>Moderator: Bidhan Parmar</td>
<td>U. of Virginia</td>
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<tr>
<td>Discussant: Robyn A. Berkley</td>
<td>Southern Illinois U., Edwardsville</td>
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<td>Discussant: Leslie Elizabeth Sekerka</td>
<td>Menlo College</td>
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<td>Discussant: Youngjin Yoo</td>
<td>Temple U.; Kalle Lyytinen, Case Western Reserve U.; Yeeresh Thummad, Case Western Reserve U.; Aaron Weiss, Temple U.</td>
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**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

**1483** ➔ (DRP Session) - (TIM) Individual- and Group-Level Technology Adoption Decisions
9:45am - 11:15am Le Palais Des Congres: 513A
Facilitator: Soumaya Ben Letaifa, U. of Pennsylvania; Ram Ranganathan, Wharton School
Intra-organizational Provinicialism | Markus Reitzig, London Business School; Olav Sorensen, 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: 511B
Facilitator: Martin Hemmert, Korea U.
The Geographical Distance of Relocation Search: An Extended Resource Based View Perspective | Joris Knoben, Tilburg U.
Does Distance Matter? An Empirical Exploration of the Geography of Learning | Marc Balthmann, VU U. Amsterdam; Tom Elfring, VU U. Amsterdam; Marleen Huysman, Vrij U. Amsterdam; Peter Groeneveld, 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

**1479** ➔ (SIM) Why Do Firms Exist and Whom Do They Serve?
9:45am - 11:15am The Queen Elizabeth: Hochelaga 6
Organizer: Michael Witt, INSEAD

**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
Unbounded Innovation with Digitalization: A Case of Digital Camera | Youngjin Yoo, Temple U.; Kalle Lyytinen, Case Western Reserve U.; Yeeresh Thummad, 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
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**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 Sorensen, Yale School of Management
Time-bound Opportunity for Innovation in Large Technological Systems | Nuno A Gil, Manchester Business School; Marcela Miozzo, U. of Manchester
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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

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
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 Sherbrookes; 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-Hsien 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 | Michel 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

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 Kiouris, Southern Methodist U.; Chetan Dave, U. of 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

Exploring the Relationship between Strategic Fit and Firm Performance | Chin-Shien Vincent Lin, National Chung Hsing U.; Rueyjuan 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 Keyuncu, 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.
TUESDAY  

Indianapolis: Joseph E Coombs, Texas A&M U.; Justin W. Webb, Oklahoma State U.

Performance Feedback, Top Executives’ Social Cognition and Organizational Ownership | Weiuru Chen, INSEAD; Weilong 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 Prief, 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.


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 Cenas 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: SHCS: (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.


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


Participant: Raj Echambadi, U. of Central Florida

1495: (US: (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 Castsopoules, 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

Temporalität, 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.; Josie Dikkers, VU U. Amsterdam; Paul G W Jansen, VU U. Amsterdam; Annet De Lange, Rijks U. Groningen

1496: (CAU) CAU: Humanistic Management - Virtuous Management towards the Common Good: A Research Caucus
11:30am - 1:00pm Le Palais Des Congres: 521A
Participants: Heiko Spitzeck, Cranfield U.; Michael Andreas Pirson, Fordham U./Harvard U.; Domenec 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) CAU: (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) CAU: (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 families of 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?
- 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.

1500  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 - FCEES; Bronston T. Mayes, California State U., Fullerton; Rosemary Maeliaro, U. of Dallas College of Business; Ronald E. Riggio, Claremont McKenna College; Robert S. Rubin, DePaul U.; David A. Whetten, Brigham Young U.

1500CAU: (CAU) Explaining Leader-Member Exchange Convergence (or the lack thereof)
11:30am - 1:00pm  Le Palais Des Congres: 522B
Organizers: George A. Hrvnak, Bond U.; Tjai M. Nielsen, George Washington U.

1501CAU: (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. Pearson, Claremont U.; Evan Hayden Offstein, Frostburg State U.; Anson Sears, Virginia Commonwealth U.

1502CAU: (CAU) "Management Research in Latin America: Getting Published Where You Want"
11:30am - 1:00pm  Le Palais Des Congres: 523A
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 L. Sanchez, Florida International U.; Robert G. DeCampos, U. of New Mexico

1503(Paper Session) - (CDP) "Bad Behavior": Prevalence, Causes and Consequences
11:30am - 1:00pm  Hyatt Regency Montreal: Alfred-Rouleau 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 Wilik, 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-Rouleau 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 Witternuth, U. of Southern California
OB: Ambivalence in Organizations | Christie 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-Rouleau C
Chair: Joanne Oxley, U. of Toronto
OIC: 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 Maipocchi, Pavia U.
BPS: Formal Rules, Informal Constraints and Regional Cluster Emergence | Suzanne Gladys Tillman, U. of Montana

1506: (Paper Session) - (CDP) Agency Problems, Conflicts of Interests and Free-riding
11:30am - 1:00pm Hyatt Regency Montreal: Arjou
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, Insep 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.
- OM: Piloting strategic initiatives within multinational firms: Their role in adoption | Rhoda Davidson, IMD; Bettina Buchel, IMD
- IM: 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

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 Retaliation Behavior: Interpersonal Treatment Matters | Kristie Mae Westerlaken, Griffith U.; Sheryll Ramsay, Griffith U.

1509 (Paper Session) - (CM, OB, SJM) 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

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 | Charlotte Leavy, 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 Farj, 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: 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.; Annelle 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; Shuil-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 Lenmak, U. of Michigan
HCM: Cancer Care Reform in Ontario: Using Clinical Governance Levers to Support Change | Isabelle Braut, U. of Montreal
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, Brook 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 Seitand, 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
Financing Strategies of New Technology Based Firms | Alicia Robb, Ewing Marion Kauffman Foundation; Susan Coleman, U. of Hartford
Session Details – Tuesday, 10:00 AM - 12:00 PM

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 | Leron 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: 51A1
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 Colin 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 Davidson, 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: 51A
Chair: Elco van Burg, Eindhoven U. of Technology
What Motivates Academic Scientists to Engage in Research Commercialization: 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
Breaking the Ivory Tower: Academic Entrepreneurship in the Life Sciences in UK and Germany | Carolin Haessler, 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 Harns, 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 Voordecker, 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; Eddie 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

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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.


1526 IS: (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 Mulaney, 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 US: (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.


Getting Research into Practice Through Knowledge Brokering: The CLAHRC as a Solution? | Graeme Currie, U. of Nottingham; Louise Fitzgerald, Manchester Business School

1531 US: (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. Hoober, U. of Illinois, Chicago

Pay Satisfaction and Work-family Conflict across Time | Devasheesh 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


1532 US: (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 Bortolino, CERAM; Gilbert Probst, U. of Geneva

1533 US: (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 Winter, U. of St. Gallen; Daniel Wentzel, U. of St. Gallen; Torsten Tomczak, U. of St. Gallen

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TUESDAY

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Section D
Session Details – Tuesday, 10:00 AM - 12:00 PM

TUESDAY

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 Pooling from Competitors | Sarah Horn, Maastricht U.; Marielle Heijtjes, Maastricht U.; Woody Van Oiffen, 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.
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: Salon A
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.
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. | Rafael Crespi-Claader, U. of Islas Baleares; Luiz Ricardo Kabbach de Castro, U. Autonoma 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; Jooh 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
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
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. Anique Un, U. of South Carolina

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1540 [DRP Session] - (IM) Institutional Distance and Foreignness Revisited
Chair: 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 L. Mockaitis, Victoria U. of Wellington; Elizabeth L. Rose, Helsinki School of Economics; Aidas Pranas Kriauciuonas, 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 [PC]: (Paper Session) - (MED) Adult Education and the MBA Experience
Chair: Jim Lyytle, 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
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 - 12:00pm Delta Centre-Ville: Cartier B Facilitator: John Rohrbaugh, U. at Albany, SUNY
Coherence and Visual Representation as Knowledge Creating Devices in Strategy | Tally Fruchtmann 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
11:30am - 10:00pm 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
Schema-based Sensemaking of the Decision to Participate and Its Effects on Job Performance | Gabriele Morandin, 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 Gabbianeta, IULM U.
What if? The role of counterfactual and prefactual thinking in strategy context | Robert Bradley Mackay, U. of Edinburgh

1545 [JS]: (MOC, GDO, OB) The Power of Small Interpersonal Moments in Organizational Life
11:30am - 12:00pm Delta Centre-Ville: St-Charles Organizers: Beth K. Humbers, Boston College; Judith A. Clair, Boston College
Chair: Beth K. Humbers, 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. Humbers, Boston College; Stephanie J Creary, Boston College

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
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1546  (Paper Session) - (MSR) Passion and Calling
11:30am - 1:00pm The Queen Elizabeth; Hoehleaga 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: Marla Rasouli, Carleton U.
A Model of Job and Community Embeddedness | Barinder 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. Sablynski, 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: A Constructive Replication | 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

1549  (Paper Session) - (OB) Power and Status
11:30am - 1:00pm Le Centre Sheraton: Salon 6
Chair: Connon Chou Locke, London School of Economics
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

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 Isacely, Technion Israel Institute of Technology; Anat Raefai, 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.
Organization Personality Perceptions and Attraction: The Role of Social Identity Consciousness | Sarah E. DeArmond, U. of Wisconsin Oshkosh; Elizabeth Grubl 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; Getreieu
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 | Ruijie 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-Seok Cha, Hansung U; Youngbae Kim, KAIST

1553 ☞: (DRP Session) - (OB) Stress and Coping
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-Lawer, Deakin U; John J. Rodwell, Deakin U; Andrew James Noble, 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
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 Hiedeg, 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 Collectivist 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
Chair: Bret H. Bradley, U. of Oklahoma - Norman; R David Lebel, U. of Pennsylvania
Payoffs of Championing “Tough Issues” in the Executive Suite | Nancy Mclnerney-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 (BAUA)

1556 ☞: (DRP Session) - (OB) May I Help You?
Perspectives on Customer Service
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
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
Chair: Dan S. Chiaburu, Texas A&M U.; Linn Van Dyne, Michigan State U.
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; Gooasim 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.
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
Chair: Nora Madjar, U. of Connecticut; Jill Perry-Smith, Emory U.
Discussant: Jason Nicholas Kuruzovich, Rensselaer Polytechnic Institute
From Green IT to Sustainable Value: The Path-Dependent Construction of Sustainable Innovation | Wietse 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 Pinsonneau, McGill U.
Can transaction-cost and resource-based arguments be integrated to explain IT outsourcing decisions? | Emilio Alvarez-Suescun, Complutense de Madrid

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 Spain | Barbara Beham, U. of Hamburg; Steven A. Y. Poelmans, IESE Business School
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 India | Ujvala Arun Rajadhyaoksha, Saint Mary's College; Kamala Ramadas, Syracuse U.
Testing a Model of Work-Family Conflict in Turkey | Zeinep 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

1561 (Paper Session) - (OCIS) Organizational and Social Impacts of IT
11:30am - 1:00pm Le Palais Des Congres: 511D
Chair: Terence T. Flynn, McMaster U.

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
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.
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 Construal and Systems of Thought | Thomas Mattson, U. of Hawaii at Manoa
Dialogic Construction of Identity in Virtual Reality | Ulrike Schulte, Southern Methodist U.

1564 : (Paper Session) - (ODC) Social Interaction and Sensemaking
11:30am - 1:00pm Le Centre Sheraton: Salon 7
Chair: Nancy C. Walls, Fielding Graduate U.
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

1556 | (OCC, 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.

1556 | (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 | Serghei Floricel, U. of Quebec à Montreal; Marc Banik, ESG-UQAM; Sorin Eugen Pipercu, U. of Quebec in Montreal
Archetypes of Project Management Practice: A Cluster Analysis from Empirically Identified Toolsets | Claude Besner, U. of Quebec à Montreal; Brian Hobbs, U. of Quebec à Montreal
Project Risk Management and Design Flexibility: Substitutes or Complements? | Nuno A Gil, Manchester Business School; Bruce Tether, Imperial College Business School

1557 | (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.
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

1556 | (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 | Meri Coek Stevens, U. of Cambridge; Frits Pili, 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

1556 | (Paper 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.
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

1557 | (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 | Amelia 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; Huseyn 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.; Jagdip 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. Grove, 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; Jovana 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.

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 Nah, 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; Prithviraj 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
Cross-sectoral collaboration to promote energy efficiency | Jason Jesurum Jay, Massachusetts Institute of Technology; Richard E Wokutch, Virginia Tech; Hanko K. Zeitmann, Virginia Tech; John Johansen, Virginia Tech

1578 (Paper Session) - (ONE) Environmental strategies
11:30am - 1:00pm The Queen Elizabeth: Matapedia

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Why so Demanding? Firm Capabilities and an Environmental Regulator Acting Strategically | Adam Freeth, 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 ː (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 an Explanation of Policy Isomorphism | Anders Villadsen, Aarhus U.

1580 ː (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 Valeau, IAE - U. of La Réunion; Karim Mignonac, IAE - U. of Toulouse 1 Capitole; Christian Vandenberghhe, HEC Montreal; Anne-Laure Galignon, U. of Toulouse III

The Contagion Effect of Hope and Gratitude on Volunteerism | Rashimah Rajah, National U. of Singapore

1581 ː (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.
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 ː (Paper 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 Kouria, 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 venues for the base of the pyramid | Ted London, U. of Michigan

1584 ː (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 Wettzien 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 Pauvin, U. of Reading

1585 ː (SIM, MH) The other North American voice: exploring Canadian corporate social responsibility
11:30am - 1:00pm The Queen Elizabeth: Mackenzie Coordinator: Emmanuel Raufllet, 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

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Session Details – Tuesday, 10:00 AM - 12:00 PM

1556  "JS: (TIM, 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 | Lying, Cheating, Stealing, and Mistreating Within Organizations | Keith Leavitt, United States Military Academy; David M. Sluss, U. of South Carolina

Facilitator: Darlene Alexander-Houle, U. of Phoenix; Hewlett Packard
Innovation in Service: A Knowledge-Based View | Andreas von Vangerow, Ecole Polytechnique Federale de Lausanne; Alban Fischer, ETH Zurich; Georg von Krogh, ETH Zurich; Christopher L Tucci, Ecole Polytechnique Federale 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
Profiling from Business Method Innovation: A Clinical Examination of Pay-As-You-Drive Auto Insurance | Panos Desylas, Manchester Business School; Mari Sako, Oxford U.

1559  "DRP Session" - (TIM) Design Choices in Modular Organizations
11:30am - 1:00pm Le Palais Des Congres: 516A
Facilitator: Pertti Aaltonen, Helsinki U. of Technology
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.

1560  "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 | Kristo Pandza, Leeds U. Business School; Robin Holt, U. of Liverpool
Solving Conflicts in Problem-solving: Artifacts in the Patternning 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

1561  "DRP Session" - (TIM) My Cup Runneth Over: Knowledge Stocks, Knowledge Flows and Spillovers
11:30am - 1:00pm Le Palais Des Congres: 513A
Facilitator: Ana Perez-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

1562  "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.

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Tuesday 1:15PM

1593 : (AAA) Membership Debriefing Meeting
1:15pm - 2:45pm Le Palais Des Congres: 516C
Organizer: Stephanie Case Henagan, Northern Illinois U.

1594 : (Paper Session) - (BPS) Alliance Portfolios
1:15pm - 2:45pm Le Palais Des Congres: 516B
Chair: Manuela N. Hoehn-Weiss, U. of Washington, Bothell
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 Multinational 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: Pratiti 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 Aircraf across U.K. Airlines, 1919-1975 | Tai-Young Kim, SKK Graduate School of Business; Jeroen Kuijman, 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: 512D
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 Metais, EDHEC; Pierre-Guyrouquet, 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 Hoelter, U. of Illinois, Urbana-Champaign

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. Jeckyll and Mr. Hyde: When Experience Hurts but Helps to Overcome Cognitive Limitations | Francesco Castellana, Bocconi U.
Managerial Cognitions of Strategic Tools Usefulness: A Strategy-as-Experientiable Perspective | Robert Phillip Wright, Hong Kong Polytechnic U.; Sotirios Paroutis, U. of Warwick; Daniela Patricia Blettner, 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 Emenet, 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 Basuill, U. of Texas, Arlington

1599 : (Paper Session) - (BPS) Vertical Boundaries of Firms
1:15pm - 2:45pm Le Palais Des Congres: 510C
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 Americas, Puebla, Mexico
The Origins of Production Capabilities: Comparative Institutional Considerations | Shyam Kumar, Rensselaer Polytechnic Institute
Session Details – Tuesday, 12:00 - 2:00 PM

1600 (Paper Session) - (BPS) Power, Hubris, and Influence in the Upper Echelons
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.

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


1601 JS: (BPS, SIM) Agency Theory: Re-tooling and Re-tasking
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
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.

1603 JS: (CAR, MED) Developing Future Leaders: Exploring the Use of Coaching and Mentoring for Leadership Development
Chair: 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

1605 CAU: (CAU) Online social media in our professions and professional lives
Organizers: Gordon Bruce Schmidt, Michigan State U.; Richard N. Landers, Old Dominion U.

1606 CAU: (CAU) Organizational and Managerial Innovation
Organizer: Michael J. Mol, U. of Warwick

1607 CAU: (CAU) Stress at work and suicides. The case of France Telecom
Organizer: Maria Jesus Belizan, IESE Business School; Lourdes Susaeta, IESE Business School

1608 CAU: (CAU) Resourcing the infrastructure of Management and Leadership: A Challenge to Dare-to-Care
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
Organizers: Bryan A Booth, U. of Maryland U. College; Tom Mierzwia, U. of Maryland U. College

1610 CAU: (CAU) Creation of AoM Chapter for the Middle East and Nothe Africa
Organizer: Yehia M. Kamel, American U. of Beirut
Participant: Sammy Showail, American U. of Beirut

1612 : (Paper Session) - (CDP) Commitments to Climates, Nature and People
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, Provalis School of International Management & Technology; Hannes Utikal, Provalis 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

OCDC: 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 Guneu, 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.


GDO: Age-Related HR Bundles and Work-Related Attitudes | Dorien Kooij, Tilburg U.; Paul G W Jansen, VU U. Amsterdam; Dikkers 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 Valérie 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: (IS: (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

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; Shaan Malleck, U. of California, Irvine
Beyond Ethics: Passionately Embodying Ethical Concern about the Impacts of Globalization | Charles Wankel, St. John’s U., New York; Shaan Malleck, U. of California, Irvine
Embodying 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 Arikan, 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 Heing 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 Intertester 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: The (M)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


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: An examination of potential antecedents and organization-based outcomes of metaperception accuracy | Jared LeDeux, Louisiana State U.; Donald H. Kluemper, Louisiana State U.

1626: (Paper Session) - (DISC) Social repair through microbusiness
1:15pm - 2:45pm Le Palais Des Congres: 512H - Table 2
Discussant: Jeannine M Logsdon, U. of New Mexico

SIM: Institutions, costs and performance: a study of cooperative MFI s in developing countries | Luciano Barin Cruz, HEC Montréal; Dirk Michael Boeche, Inper Institute of Education and Research; Sabrina Gouart, HEC Montréal

SIM: Invisible Microenterprise Forces and Unintended Consequences | Kristopher Crown, Duquesne U.; Laura Eloyan, Duquesne U.; Nagaraj Sivasubramaniam, Duquesne U.; Robert Sourie, 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.
The Role of Self-Regulation Styles on Entrepreneurial Action | Jana Thiel, Ecole Polytechnique Federale de Lausanne; Carina Lomberg, Ecole Polytechnique Federale de Lausanne
Passionate Pleads 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 Pushkarshkaya, 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

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 Zha, 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: 512B
Chair: Emily W. Choi, U. of California, Berkeley
Small Firm-Large Firm Alliance Dynamics: A Story of David and Goliath Retold | Gautam Kathurirangan, 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, Avel U. Centre, Ronit Bogler, Open U. of Israel; Samuel Esf 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, EAEESP-FGV; Mozar Jose de Brito, UFLA
Negotiator Sex Differences, Competitiveness, and Unethical Negotiation Strategies | Kevin Wade Westbrook
**Session Details – Tuesday, 12:00 - 2:00 PM**

**1634**: *(Paper Session)* - *(GDO)* Women’s Participation in Leadership Around the World

1:15pm - 2:45pm Le Centre Sheraton: Laminette

**Chair**: Dorothy Perrin Moore, Citadel

**Attitudes Towards Women Managers: Development and Validation of a New Measure** | Zeynep Aycan, Koc U.; Soner Dumani, Koc U.


**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

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**1635**: *(Paper Session)* - *(HCM)* Leadership Among the World, U. of Oklahoma

1:15pm - 2:45pm The Queen Elizabeth: Hochelaga 4

**Chair**: Ramona L Paetzold, Texas A&M U.; Kathi Miner-Rubino, Texas A&M U.; Nichelle C. Carpenter, Texas A&M U.; Jennifer L. Berdahl, U. of Toronto; Ri-Shiun Liou, U. of Arkansas; Amy Joy Guerber Reeves, U. of Arkansas; Kathleen Montgomery, U. of Arkansas

**Managing Human Resources in Dynamic Environments to Create Value: Role of HR Options** | Sanghamitra Sanyal, Indian Institute of Management, Calcutta; Prodig Kumar Sett, Indian Institute of Management, Calcutta

**Unit-Level Satisfaction and Performance: Intervening Variables and Indirect Relationships** | Jacob Holwerda, Cornell U.; Jeff Erickson, Michigan State U.; Lee D Dyer, Cornell U.

**Evaluations at Work: Do Core-Self-Evaluations Moderate the Relationship Between Pay and Job and Life Attitudes?** | Ryan Lee Klinger, U. of Florida

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**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.

**The Complexities of Agenda: Patients’ Experiences During Aggressive Cancer Therapy** | Cheryl Ratrath, U. of Missouri; Nicole Huddleston, U. of Missouri

**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**

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**1637**: *(Paper Session)* - *(HCM)* Nursing Home Quality and Performance

1:15pm - 2:45pm The Queen Elizabeth: St-Charles

**Chair**: Ann F. Chou, U. of Oklahoma

**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

**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

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**1638**: *(Paper Session)* - *(HR)* Cross-levels Strategic HR

1:15pm - 2:45pm Le Centre Sheraton: Drummond west

**Chair**: Xia Chen, U. of Toronto

**Discussant**: John E. Delery, U. of Arkansas

**Human resource strategy in small Australian firms: a multilevel analysis** | Martie-Louise Verreyne, U. of Queensland; Polly Parker, U. of Queensland; Marie Elaine Gee Wilson, Griffith U.

**HRM, Employee Well-being and Organizational Performance: A Systematic Review of the Literature** | Karina van de Voorde, Tilburg U.; Jaap Pauwae, Tilburg U.; Marc Van Veldhoven, Tilburg U.

**Unit-Level Satisfaction and Performance: Intervening Variables and Indirect Relationships** | Jacob Holwerda, Cornell U.; Jeff Erickson, Michigan State U.; Lee D Dyer, Cornell U.

**Managing Human Resources in Dynamic Environments to Create Value: Role of HR Options** | Sanghamitra Sanyal, Indian Institute of Management, Calcutta; Prodig Kumar Sett, Indian Institute of Management, Calcutta

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**1639**: *(Paper 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.

**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

**Analysis of the Factors Which Affect Creativity in Japanese Business** | Hiroyo Hirakimoto, U. of Hyogo; Rie Watada, Kobe U.

**Asian and Western Management Styles, Innovative Culture and Professionals** | Pei-Li Yu, National Cheng Kung U.

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**1640**: *(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.
Facilitator: Mark Dobcek, Cleveland State U.
→ ☐ The Focused International Strategy | Briance 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.
R → ☐ 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: Sala Ballroom center
Coordinators: 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
→ ☐ 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 Identitites 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 | Eunbom Cho, U. of Hawaii at Manoa
→ ☐ The Dynamics of Extrinsic Motivation and Affect: A Diary Study of East Asian Bicultural | 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
→ ☐ 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 ☐ 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; Mona 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 Castsophues, 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 ☈ (DRP Session) - (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 Poulsen, Copenhagen Business School; Marc Bonnet, ISEOR, U. of Lyon 3

1648 ☈ (Paper Session) - (MOC) Does Place Matter?
Distance, Online and E-learning
1:15pm - 2:45pm Le Palais Des Congres: 516D
Chair: Miguel R. Olivas-Lujan, Clarion U. of PA & Tec de Monterrey
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, EAEESP-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: 515E
Facilitator: Bill Lee, U. of Sheffield, UK
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 Dea Roglio, U. Federal do Paraná; Jansen Maia Del Corso, Pontifícia U. Católica do Paraná; Lucia Helena Martins Silva, Pontifícia U. Católica, Parana

1650 ☈ (Paper Session) - (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: Carrier 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.; Frank 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...
Session Details – Tuesday, 12:00 - 2:00 PM

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 Trotti, I-Shou U.
Toward a Theory of Spiritual Intelligence and Spiritual Leader Development | Louis W. (Jody) Fry, Tarleton State U.; Cindy Graves Wiggins, Conscious Pursuits Inc.

1655 : (DRP Session) - (OB) Envy and Forgiveness in the Workplace
1:15pm - 2:45pm Le Centre Sheraton: Salle Balcony 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 Birn, 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 Refereent 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. McClain, SUNY IT Utica
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 Hrablui, U. of Toronto
Presenteeism Due to Burnout Symptoms as a Risk Factor for Sickness Absenteeism | Genevieve Jourdain, HEC Montreal, Denis Chênevert, HEC Montreal
An Integrative Model of Stress and Workplace Aggression: The Case of Tunisian Blue-Collar Workers | Assaad El Akremi, U. of Toulouse; 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.
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
Session Details – Tuesday, 12:00 - 2:00 PM

1661: (Paper Session) - (OB) New Perspectives on Organizational Citizenship Behavior
1:15pm - 2:45pm The Queen Elizabeth: Haricina
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
- 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; Jonathan R. B. Halbesleben, U. of Alabama; Kristen Shane, 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 Brouugh, 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 | Deidre Anderson, Cranfield U.

1664: (Paper Session) - (OB) How am I doing?
Perspectives on Feedback Seeking
1:15pm - 2:45pm The Queen Elizabeth: Richelieu
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 Kol, On-Lime; Hanneke Grutterink, U. of Groningen

1665: (Paper Session) - (OB) Team Creativity
1:15pm - 2:45pm The Queen Elizabeth: St-Laurent
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
- Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
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 (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.
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

1668 (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 Wemsing, 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 (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.
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 Uhr-Bien, U. of Nebraska; David Sweetman, U. of Nebraska-Lincoln; Russ Marion, Clemson U.
Keeping us Honest: The Pros and Cons of Alternative Leadership Schemata | Ned Wellman, U. of Michigan, Ann Arbor; Susan J. Ashford, U. of Michigan; Jeffrey Sanchez-Burks, U. of Michigan

1670 (Paper Session) - (OCS) Communication in Teams
1:15pm - 2:45pm Le Palais Des Congres: 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 O&O
1:15pm - 2:45pm Le Centre Sheraton: Drummond center
Organizers: Richard W. Woodman, Texas A&M U.; William A Pasmor, Center for Creative Leadership; A.B. Rami Shani, California Polytechnic State U.
Action Research and Collaborative Research Action Modalities | David Cochlan, 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
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 Michalek, Organization Consultant
The Mature Workplace and the Changing Nature of Work | Kay Quam, Organization Consultant
Breaking Out of Strategy Vectors: Reinventing 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 Palais Des Congres: 511D
Chair: Steven E. Markham, Virginia Tech
Does Experience Matter? CEO Successions by Former CEOs | Ehab Elsaid, U. of Windsor
Timeliness in CEO Dismissal: When Should Corporate Boards Respond to Performance Downturn? | Young Un Kim, U. of North Carolina, Chapel Hill

1673: (Paper Session) - (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, Parmar, 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 Gittell, Brandeis U.

1674: (Paper Session) - (OM) Lean and Green
1:15pm - 2:45pm Le Palais Des Congres: 511B
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: 511B
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.

1676: (Paper Session) - (OMT) Social Construction Processes in Organizational Fields
1:15pm - 2:45pm Le Palais Des Congres: 511A
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. Hedenberger, IESEG Business School; Johanna Mair, IESEG 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: 511A
Chair: Gino Cattani, New York U.
Coordinator: Simone Ferranti, 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 Ferranti, U. of Bologna; Andrea Lanza, Bocconi U. and SDABocconi
From Grunts to Grammar: Sustaining Novelty in the Trajectory of Culinary Innovation | Silviya Sviezena, ESADE

1678: (OMT) Categories and Markets: How Classificatory Schemata Can Enable and Distort Market Outcomes
1:15pm - 2:45pm Le Palais Des Congres: 524A
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
Applies 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 (Paper 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? | Thibaut 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.

1680 (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
Discusssant: Daniel Levithal, U. of Pennsylvania
Performance, Progress, and Storytelling: Shifts in Performance Measurement during the Iraq War | Mary Kate Stimmmer, 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 (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. Leonard, 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 Technology 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 Queiroz 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, Erasmus 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 Szaz-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 | Sergei 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.

TUESDAY
1685  ➤  SHCS: (PNP, CMS, SIM) The Future of Development Management
1:15pm - 2:45pm The Queen Elizabeth: Percibona
Chairs: 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
Quality Perception Under A Dyadic Perspective: A Cellular Automation 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.; Cutili Qian, Hong Kong U. 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
The cross-national diversity of CGCs: An actor-centered institutional perspective | Ilir 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.
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.

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 Henar Alcalde Heras, U. Carlos III de Madrid
Should Firms Outsource Their Basic Research? Productivity |
Russell Fralich, Marymount U. Michael D Kull, Emory U.

Where to Explore? Drawing on the Guidance of Knowledge Spillover Recipient Firms to Expand Knowledge Boundaries | Hongyan Yang, Hong Kong Polytechnic U.

Managing Open Innovation
1:15pm - 2:45pm Le Palais Des Congres: 511F
Facilitator: Michael D Kull, Marymount U.
Managing Open Innovation: An Overview and Research Agenda | Ulrich Lichtenhaller, WHU - Otto Beisheim School of Management
Research Frameworks for Relationship between Innovation Capability and Open Innovation | Jun Jin, Zhething J.; Jin Chen, Zhejiang U.; Wim Vanhaeverbeke, Hasselt U.
Extending Open Innovation throughout the Value Chain | Nelli Theyl, 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

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; Ramon Valle-Cabrera, U. Pablo de Olavide
R&D-intensive SMEs in Europe: What Do We Know about Them? | Raquel Ortega-Arjiles, Instituto Superior Tecnico; Lesley Potters, U.trecht 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

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 Multisector Alliances: The Influence of Coalitions, Competition and Power | Ralph Heidi, U. of Washington; Kevin Steensma, U. of Washington; Corey Phelps, HEC Paris

Managing Open Innovation 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 Araújo, Aarhus School of Business, Aarhus U.; John P Ulhøi, 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.

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.

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
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 Alcazar, Harvard U.
The Impact of Intra-Organizational Network Configuration on Firms’ Innovative Performance | Atul Nerke, 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.
Exploring Monetary Terms of Exploration Alliances: A Two Edged Sword | Edward Levitas, U. of Wisconsin, Milwaukee; Ann McFadyen, U. of Texas, Arlington; Muitaba 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 | Hakun Ener, IESE Business School; Ha Hoang, ESSEC Business School - Paris
The Contingent Value of Initial Collaborations for the Establishment of Later Autonomous Operations. | Louis Mullet, 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; Svenn Vidar Gudmundsson, Groupe ESC Toulouse
Strategic Group Dynamics: A Behavioral Perspective | Markus Schimmer, U. of St. Gallen
Family vs Non-family Firms: A System GMM Estimator | Diana Andreea Filipescu, Autonomous U. of Barcelona; Josep Rialp, U. Autonoma de Barcelona; Alex Rialp, U. Autonoma 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
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 (DRP Session) - (BPS) M&A as a Strategy Vehicle
3:00pm - 4:30pm Le Palais Des Congres: 513F
Chair: Xavier Castaîuer, 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 Nadolska, 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 Haleblian, 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.

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
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
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 Disensouragement 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

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
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. Van Riel, Radboud U. Nijmegen; Bing Ran, Pennsylvania State U., Harrisburg; Colin M. Fisher, Harvard U.; Gerard P. Hodgkinson, U. of Leeds

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1711 ▶️ ➕ CAU: (CAU) Maximizing Research Impact via Indian Academy of Management
3:00pm - 4:30pm Le Palais Des Congres: 522C
Organizers: Pawan S. Budhar, 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

1713 ➕ CAU: (CAU) Management Scholars and India – An Open Dialogue
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; Rishikesha 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: Maryjane Gagne, Concordia 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.

1716: (Paper Session) - (CDP) Orientations and Their Effects
3:00pm - 4:30pm Hyatt Regency Montreal: Alfred-Rouleau C
Chair: Tom Elfring, VU U. Amsterdam

1717: (Paper Session) - (CDP) Messy Research and Its Methods
3:00pm - 4:30pm Hyatt Regency Montreal: Picardie
Chair: Deborah J. Armstrong, Florida State U.

1718: (Paper Session) - (CM) Cross-Cultural Aspects of Conflict
3:00pm - 4:30pm Le Centre Sheraton: Joyce
Chair: Leigh Anne Liu, Georgia State U.

1719: (Paper Session) - (CMS) Constructing Identity
3:00pm - 4:30pm The Queen Elizabeth: Hoeheliga 3
Chair: Charo Rodriguez, McGill U.

1720: (CMS) Caring to teach issues of ethics and responsibility
3:00pm - 4:30pm Delta Centre-Ville: Vennere 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 Cadby, U. of Guelph; Francis Tapon, U. of Guelph
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.; Jeannie 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
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 Colman, U. of Wollongong; Pierre Jules Richard, U. of Wollongong; Byron W Keating, U. of Canberra; Timothy Michael Devinney, 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. Holton, Georgetown U.; Abigail J Pierotti, U. of Iowa
CAR: Diffusion of Contingent Workforce Strategies: The Impact of Market & Organizational Characteristics | Xiangling Liu, Penn State U.
CAR: Predictors and Outcomes of Job Search in a Collectivistic Culture: A Study From Turkey | Gokce Basbug, Istanbul U.; Pinar Unsald, 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 Fakih, U. of Cambridge
RM: Using Grounded Theory to Investigate Employee Perspectives on Work-Life Balance in a MNE Subsidiary | Karin Anne Dowing, 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
Discussant: Richard Perego, U. of Dallas Graduate School of Management
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: Cynthia Kay Stevens, U. of Maryland
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.

1727: (Paper Session) - (DISC) Decision Making in Organizations
3:00pm - 4:30pm Le Palais Des Congres: 512H - Table 1
Discussant: Sunita Sah, Carnegie Mellon U.;
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.;

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
Session Details – Tuesday, 2:00 - 4:00 PM

1728: (Paper Session) - (DISC) Assessing and managing ethics perceptions
3:00pm - 4:30pm Le Palais Des Congres: 512H - Table 2
Discussion: 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 Sermai, 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
Entrepreneurial Interns: Involvement, Justice and Intentions to Join | Hao Zhao, Rensselaer Polytechnic Institute

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

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 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, Schuyl School of Business; Yufei 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 Biliomia, 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 Lee, Western Kentucky U.; Matthew R. Marvel, Western Kentucky 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 Huertermann, 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. Lodge, 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

1736 ☝️ (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 Sandee, 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.

1737 ☝️ (Paper Session) - (HCM, TIM) The Link Between Healthcare Technologies, Risk Management, and Economic Considerations
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
Risk and Quality 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 Krabbe, U. of Twente

1738 ☝️ (Paper Session) - (HCM, TIM) The Link Between Healthcare Technologies and Quality of Care
3:00pm - 4:30pm The Queen Elizabeth: Hochelaga 4
Managing Talent, Predicting Performance | 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. | Malaya 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.; Eryan Kraus, City of Miami, Employee Relations; Alejandra Matamala, Florida International U.; Jesse S. Michel, Florida International U.; Chockalingam Viswesvaran, Florida International U.

1739 ☝️ (Paper Session) - (HCM) Professional Decision-Making
3:00pm - 4:30pm Le Centre Sheraton: Drummond west
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 Raymark, Clemson U.; Benjamin H Slade, Clemson U.; Melinda Seibert, Aptima, Inc.; Heather Ode-Dusseau, Gettysburg College; Jessica Doll, Clemson U.; Kate Williams, Clemson U.
The Mediating Effect of AOS on the Rapport Building-Applicant 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. Brelund, U. of Idaho; Darren C. Treadway, SUNY @ Buffalo; Kathi J Lovelace, U. of Idaho; Brooke Shaughnessy, U. at Buffalo, SUNY

1740 ☝️ (DRP Session) - (HR) Interviewing Candidates: Structure and Outcomes
3:00pm - 4:30pm Le Centre Sheraton: Hemon
Chair: Sara Jansen Perry, U. of Houston
Discussant: Murray R. Barrick, Texas A&M U.
Managing Talent, Predicting Performance | Vickie Coleman Gallagher, Cleveland State U.
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TUESDAY

Session Details – Tuesday, 2:00 - 4:00 PM

1742 | (HR, OB) Understanding Passion in Organizations: Using Sport as a Lens
3:00pm - 4:30pm Delta Centre-Ville: Bonsecours
Chair: Arjen Slangen, Amsterdam U.
Facilitator: 3:00pm - 4:30pm Le Centre Sheraton: Salon 1
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.
Does FDI by local firms increase the likelihood of domestic 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 | Quyngong Xie, U. of Alder

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 Newbury, Florida International U.; Naomi A Gardberg, Baruch College
Multinationals from developing countries: Towards an "institutional comparative advantage" concept? | Ali Taleb, HEC Montreal

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
Knowledge Creation in Multinationals and Return Migration of Inventors: Evidence from Micro Data | Prithviraj 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 Clary, 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 Kvåshaugen, BI Norwegian School of Management; Katja Hydle, BI Norwegian School of Management
The multinationality-performance relationship in an information cost view – A panel study | Jan Hendrik Fischer, U. of Augsburg; Miriam Zschoche, U. of Augsburg, Dirk Morschett, U. of Fribourg

Themes:

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Best Paper Proceedings
1748  (IM, HR, OB) Having Both and Bringing More: The Advantages of Different Biculturals in Organizations
3:00pm - 4:30pm Delta Centre-Ville: Cartier 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
Facilitator: Chet Miller, U. of Houston

1749  (Paper Session) - (MED) New Perspectives on Leadership Education
3:00pm - 4:30pm Le Centre Sheraton: Salon B
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  (Paper Session) - (MED) Assessing Performance: Students and Courses
3:00pm - 4:30pm Le Palais Des Congres: 516D
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
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  (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  (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.
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 Gao, 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 Carlsten, 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  (DRP Session) - (OB) Coordination within Teams
3:00pm - 4:30pm Le Centre Sheraton: Salle Balroom 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
→ 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-\-ruminative 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. Sibjom, 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 Mikulinic, Interdisciplinary Center (IDC) Herzliya
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 Gistrap, 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 | Emilia 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, Ulster National Institute of Science and Technology; Terri A. Scandura, U. of Miami; Youngkyun Kim, U. of Incheon; Kailash Joshi, U. of Missouri, St. Louis; Jooyeolun Lee, SK C&C

1761  ": (OB) Any Which Way You Can: Resource Allocation Among Competing Demands
3:00pm - 4:30pm The Queen Elizabeth: Hothalaga 2
Discussant: Jeffrey B Vancouver, Ohio 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: Joliet  
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 Nests 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, ISEE 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


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 Griffith, 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 Sauers, 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


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**  
*(OB, CM)* Dare to be Fair: How Leaders Influence Fairness and Justice in the Workplace  
3:00pm - 4:30pm The Queen Elizabeth: Grand Salon  

Discussant: Russell Cropanzano, U. of Arizona
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 Barde, 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 Person-ality | E. Layne Paddock, Singapore Management U.; Brent A. Scott, Michigan State U.


**1768** | SHCS: (OB, HR, GDO) Challenging Assumptions and Extending Theory in Work-Family Research through Qualitative Methods

3:00pm - 4:30pm The Queen Elizabeth: Hoehalaga 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


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. Shelley, Georgia Institute of Technology Self-Regulation of Creativity at Work: The Role of Feedback-Seeking Behavior in Creative Performance | Katelyn E. M. De Stobbeleir, Vlerick Leuven Gent Management School; Susan J. Ashford, U. of Michigan; Dirk Buyens, Ghent U.


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 Tenhioa, 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. Vaar, 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 | Suritha 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 | Apama Joshi, U. of Illinois,
Understanding of Individual Adaptability at Work

1775 Supply Chain Flexibility and the impact of different contingencies on business performance

1776 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

1777 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.

Maintaining Levels of Psychological Job Control in The Virtual Workplace | Stacie Furst, U. of Cincinnati

Outsourcing and its Impact on Manufacturing Flexibility: Contingencies Matter | Maite Scherrer-Rathje, U. of St. Gallen; Patricia Delfiori, U. of Zurich; Gopesh Anand, U. of Illinois, Urbana-Champaign

Outsourcing Risk: A Multidisciplinary Exam | Laura J. Panzar, U. of Illinois, Urbana-Champaign; Debra Meyerson, Stanford U.

The Hopeful Production of Social Change | E. Geoffrey Love, Case Western Reserve U.

From Symbolism to Substance: A Process Model of Institutional Change | Emily S. Block, U. of Notre Dame

In Search of Dyadic Creativity in Scholarly Outcomes | Elisa Operti, ESSEC Business School Paris Ouest Nanterre UFR SEGMI; Marie-Leandre Gomez, ESSEC Business School

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

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Innovating with Risks, and Environmental Uncertainty: Mahesh Srinivasan, The U. of Akron; Debmalya Mukherjee, U. of Akron; Ajai S Gaur, Rutgers U.

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The Hopeful Production of Social Change | E. Geoffrey Love, Case Western Reserve U.
Session Details – Tuesday, 2:00 - 4:00 PM

**382** DRP Session - OMT New Insights on Organizational Routines
3:00pm - 4:30pm Le Palais Des Congres: 514C
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
Varieties of Social Capital | Charles Heckscher, Rutgers U.; Chailin Cummings, California State U. Long Beach

**1779** JS: (OMT, BPS, TIM) Identity, Categories, and Networks: Relational Approaches to Organizational Identity
3:00pm - 4:30pm Le Palais Des Congres: 515B
Organizer: Balazs Kovacs, U. of Lugano, USI
Discussant: Elizabeth G. Pontikes, U. of Chicago
Classification and the Homogeneity of Social Groups | Martin Rief, 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

**1780** JS: (OMT, BPS, TIM) 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.

**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 Goodnick, 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 - OMT Sustainable Development II
3:00pm - 4:30pm Le Palais Des Congres: 519B
Chair: Mark B. Milstein, Cornell U.
Expressing Passion for Sustainability: Eight Leverage Points for Sustainability Entrepreneuring | Benyamin 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 Hampi, U. of St. Gallen; Moritz Loch, 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.

1786: (Paper Session) - (PNP) Organizational Change and Renewal
3:00pm - 4:30pm The Queen Elizabeth: Benizmin
Facilitator: John Rohrbaugh, U. at Albany, SUNY
The Supremacy of the Sequence: Key Elements and Dimensions in the Process of Change | Mariannuizeta Liguori, Queens U. Belfast

3:00pm - 4:30pm The Queen Elizabeth: Peribonca
Organizer: Wendry 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: Qinjin Zheng, Fudan U.
Impact of cocktail directors on Chinese enterprises' choices of auditor | JIng Han, Tilburg U.; Jidong Zhang, Finance Department, School of Tourism Management, Beijing International Studies U.
Female directors: A cross-national multilevel view of institutional directors of board demographics | Johanne Grosvoid, U. of Bath; Stephen Bramer, 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; Nelerine 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 Freuss, Royal Holloway, U. of London
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 | Itzlar Castello, ESADE; Roberto Nolan Galang, IESE Business School
How do export ventures build CSR resources? resource-, market- and institution-driven learning | Dirk Michael Boehe, Insper Institute of Education and Research; Luciano Barin Cruz, HEC Montreal; 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.,
Session Details – Tuesday, 2:00 - 4:00 PM

1792 - Session D - (TIM) Doing Business under Adverse Conditions in Developing Countries
3:00pm - 4:00pm Le Palais Des Congres: 513A

Facilitator: Ludwig Maximilians U., Munich

Discussant: Mark van der Valk, Netherlands International University

Presenters: Randy Paul, Thunderbird School of Global Management; Eunice Gomes, University of Pretoria; Marcelo Vieira, Federal University of São Paulo; Laura Williams, University of Pretoria; Maria de Lourdes Coelho de Siqueira, University of the Madeira; Ines da Silva, Instituto de Estudos Empresariais da Madeira; Fabian Fajardo, Universidad Católica de Colombia; Nuno Robalo, University of Porto; and Antonio Carlos Neto, PUC Minas

1793 - Session D - (TIM) Going Long: Search Strategies and Their Outcomes
3:00pm - 4:00pm Le Palais Des Congres: 511E

Facilitator: The Queen Elizabeth: 384

Discussant: Kaaren Carson, Michigan State University

Presenters: Arash Afsary, University of South Australia; Christian F. W. Gaeduck, University of St. Gallen; Mitja Rupnik, University of Ljubljana; and Marko Salm, University of Passau

1794 - Session D - (TIM) Strategic Value of Patents
3:00pm - 4:00pm Le Palais Des Congres: 512A

Facilitator: Schulman, Griffith U.; Leonard Coote, University of Queensland

Discussant: Patrick De Clercq, University of South Australia

Presenters: Alexander Kock, Ludwig Maximilians University, Munich; Jan Krafft, University of Technology; and David M. Prest, University of South Australia

3:00pm - 4:00pm Le Palais Des Congres: 513A

Facilitator: Schroeder, Otto Beisheim School of Management

Discussant: Joan C. Myers, Chicago Booth School of Business

Presenters: Leon A. G. Oerlemans, Tilburg University; Daniel E. Nance, University of Texas; and S. Tsivrikos, University of Athens
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

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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