All-Academy Program Highlights

(all free to all conference registrants)

- Connecting the Academy through Technology
  - Friday, August 12 • 2:00pm — 4:00pm
  - San Antonio Convention Center, Room 204 B

- New Member Orientation: Session
  - Friday, August 12, Saturday, August 13 • 5:30pm — 7:00pm
  - San Antonio Convention Center, Room 214

- President’s Reception for New and International Members
  - Saturday, August 13 • 7:00pm — 9:00pm
  - San Antonio Convention Center, Room 214

- All-Academy Welcome Breakfast
  - Sunday, August 14 • 8:00am — 9:00am
  - Grand Hyatt, Texas Ballroom

- Academy of Management Presidential Address and Awards Ceremony (by invitation only)
  - Sunday, August 14 • 9:00am — 11:00am
  - Grand Hyatt, Texas Ballroom

- Academy Leadership Forum: Workshop for Academy Volunteer Leaders
  - Sunday, August 14 • 1:00pm — 3:00pm
  - San Antonio Convention Center, Room 205

- Town Hall: AOM Strategic Plan
  - Sunday, August 14 • 3:30pm — 5:00pm
  - San Antonio Convention Center, Mission 103 A

- AOM Social Network Event
  - Sunday, August 14 • 4:30pm — 6:00pm
  - San Antonio Convention Center, Exhibit Hall B

- All-Academy Closing Reception
  - Tuesday, August 16 • 5:00pm — 7:00pm
  - Marriott Rivercenter, Grand Ballroom

Special Thanks

The Academy of Management gratefully acknowledges the following institutions for their generous support of the 2011 San Antonio Annual Meeting:

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Welcome to the AOM 2011 Annual Meeting

On behalf of the thousands of AOM members and staff who have worked so hard in the past year to organize the 2011 program, we welcome you to San Antonio for the 71st Annual Meeting of the Academy of Management. With more than 19,000 members from over 110 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 to enable a better and smaller 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.

2011 Theme: “West Meets East: Enlightening, Balancing, and Transcending”

We hold our conference this year against a backdrop of daunting challenges—and promising opportunities as well. The world economic crisis has destroyed vast amounts of wealth and millions of jobs, and business enterprises, governments, and public institutions around the globe have been forced to undertake major restructuring and transformation efforts. At a time of volatility and uncertainty, the world is looking for new ideas and alternative business models. Indeed, this is an opportune moment for us to ask how we can learn from the business practices and cultures of the world’s emerging economic powers, whose norms and practices are often diametrically opposed to those of the West.

The theme offers two related interpretations. At one level, it invites us to examine one of the most important trends of our time: the rise of Asia on the world stage. After centuries of Western leadership in most economic matters, the businesses and governments of China, India, and the rest of the East—as well as emerging economies more broadly—are asserting themselves with new vigor. What are the implications of the East’s (re)emergence for business leaders, management scholars, and the Academy itself?

At a deeper level, the theme addresses how scholars and executives make sense of, and make simultaneous use of, apparent opposites. Competition and cooperation, shareholder value and social welfare, individualism and collectivism, global and local, long term and short term, West and East—our world is full of such apparent polarities. How can business leaders and scholars gain enlightenment from the contrasts we inevitably encounter in management? How can we achieve balance between opposites? How can we transcend antithesis and draw strength from differences?

The exploration of these two related interpretations opens up a wide variety of opportunities for a richer and more expansive platform for new paths of scholarly, managerial, and human pursuits. We invite you to explore these ideas and opportunities by attending the All-Academy Theme Program on Sunday, as well as many other theme-related sessions in the Professional Development Workshops and Scholarly Programs.

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 34 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 14, 8:00 – 11:00 AM, Texas Ballroom, Grand Hyatt
  - Buffet Breakfast
  - Awards Ceremony
  - Presidential Address
- **All-Academy Closing Reception**: Tuesday, August 16, 5:00 – 7:00 PM, Grand Ballroom, Marriott Rivercenter
  - Social and fellowship

Program Participants

The Annual Meeting celebrates the work of all who participate in it. The 2011 Call for Submissions elicited 5,699 paper submissions, 301 symposium submissions, and 376 Professional Development Workshops proposals. Evaluating these 6,376 submissions required the effort of 5,386 volunteer reviewers. We thank you all for helping us create the final program, which involves close to 8,000 individual participants.

Enjoy San Antonio

In light of our conference theme this year, San Antonio—where the West meets the South, and at the gateway to a vibrant Central and South America—is a perfect place to hold our gathering and engage in our conversation. San Antonio is rich in beauty, culture, and history, and is known for the historical Alamo and the charming River Walk, with its great variety and number of shops and restaurants. We invite everyone to explore this wonderful city and enjoy everything it has to offer.

Welcome!
Academy Program Highlights

All-Academy Session Highlights:

Connecting the Academy through Technology
Friday, August 12, 2:00 - 4:00 PM
San Antonio Convention Center, Room 204B

New Member Orientation (two sessions)
Friday, August 12, and Saturday, August 13, 5:30 - 7:00 PM, San Antonio Convention Center, Room 214

President’s Reception for New and International Members
Saturday, August 13, 7:00 - 9:00 PM,
San Antonio Convention Center, Room 214

All-Academy Welcome Breakfast
Sunday, August 14, 8:00 - 9:00 AM,
Grand Hyatt, Texas Ballroom

AOM Presidential Address & Awards Ceremony
Sunday, August 8, 9:00 - 11:00 AM
Grand Hyatt, Texas Ballroom

Academy Leadership Forum: Workshop for Academy Volunteer Leaders (invitation only)
Sunday, August 14, 1:00 - 3:00 PM
San Antonio Convention Center, Room 205

Town Hall: AOM Strategic Plan
Sunday, August 14, 3:00 - 5:00 PM
San Antonio Convention Center, Mission 103B

AOM Social Network Event
Sunday, August 8, 4:30 - 6:00 PM
San Antonio Convention Center, Hall B

All-Academy Closing Reception
Tuesday, August 16, 5:00 - 7:00 PM
Marriott Rivercenter, Grand Ballroom

All-Academy Theme Program Tracks:

Headliners
San Antonio Convention Center, Room 214A

Research Across Boundaries
San Antonio Convention Center, Room 008B

Learning from the Unconventional
San Antonio Convention Center, Room 008A

Benefiting from Differences in the Academy
San Antonio Convention Center, Room 217D

East-West Innovation
San Antonio Convention Center, Room 006D

Base of the Pyramid Research and Practice
San Antonio Convention Center, Room 007 A&B

Sustainability and Social Value
San Antonio Convention Center, Room 007 C&D

The Global Classroom
San Antonio Convention Center, Room 201, 202A

Personal and Personnel Experiences
San Antonio Convention Center, Room 204 A&B

East-West Knowledge Management
San Antonio Convention Center, Room 214 C&D

Personal Enlightenment and Leadership
San Antonio Convention Center, Room 209, 215, 217C

General Interest
San Antonio Convention Center, Room 202B, 203A

Cross Divisional Paper Session Highlights:

Session 596: International Entrepreneurship, Software Startups, and Private Firms in China
Monday, August 15, 8:00AM - 9:30AM at Hilton Palacio del Rio in Salon Del Rey C

Session 598: Institutions, Institutional Change and Pressure
Monday, August 15, 8:00AM - 9:30AM at Hilton Palacio del Rio in Salon Del Rey S

Session 905: Social Relationships, Social Networks, and Social Costs
Monday, August 15, 1:15PM - 2:45PM at Hilton Palacio del Rio in Corte Real D/E

Discussion Paper Session Highlights:

This year, the division program chairs have selected a range of intriguing and thought-provoking papers for the discussion sessions. We have organized 87 sessions of 2-4 papers each, spanning all the divisions and interest groups within the Academy. Led by some of the most respected researchers in each field, the sessions promise to offer plentiful opportunities for insightful discussions. If you are looking for a forum where informal yet in-depth discussions led by experts are the key feature, please attend some of the DISC sessions. You might even want to take a look at the papers in advance. You will find them through the online program or by contacting the authors.

Here is but a small sample of the DISC sessions we would like to bring to your attention. Please take a look at the program to find many more. We hope to see you there!

Charisma and Transformational Leadership (Paper session # 603). Coached by Neal Ashkanasy, Monday, August 15, 8:00am - 9:30am, Hyatt Regency: Blanco.

Interorganizational Knowledge Flows and Strategy (Paper session # 613). Coached by Michael Leiblein, Monday, August 15, 8:00am - 9:30am Hyatt Regency: Nueces.

Strategic Signaling (Paper session # 614). Coached by Kathryn Harrigan, Monday, August 15, 8:00am - 9:30am, Hyatt Regency: Segin.

CEO and Corporate Governance (Paper session #
Academy Program Highlights


Identity and Behavior (Paper session # 918). Coached by Ramon Aldag, Monday, August 15, 1:15pm - 2:45pm, Hyatt Regency: Live Oak.

Careers Motivation, Success, and Planning (Paper session # 1029). Coached by Barbara Ribbens, Gayle Baugh, and Sherry Sullivan, Monday, August 15, 3:00pm - 4:30pm, Hyatt Regency: Maverick A.


Division Program Highlights:

BUSINESS POLICY & STRATEGY (BPS)

Irwin Outstanding Educator Award in Honor of Joseph T. Mahoney
Sunday, August 14th, 6:00-8:00 pm, San Antonio Convention Center: Room 217A

This year’s BPS Division’s Irwin Outstanding Educator Award recipient is Joseph T. Mahoney, Caterpillar Chair in Business at the University of Illinois at Urbana-Champaign. Professor Mahoney is an outstanding scholar and tireless servant for our division and profession. This year’s Irwin Award recognizes Joe Mahoney’s longstanding commitment to teaching and mentorship to Ph.D. students and junior faculty. He has advised more than a dozen Ph.D. students through the dissertation process, and served in some capacity on more than 40 dissertation committees. His scholarly monograph on the Economic Foundations of Strategy has become a foundational reference book for research seminars offered in more than 30 doctoral programs throughout the world. Numbers tell only part of the story behind Professor Mahoney’s Irwin Award. Join us to hear from faculty colleagues, Ph.D. students and Joe Mahoney himself as we honor and celebrate his teaching achievements. Stay after the awards ceremony for a wine and cheese reception where you will have the chance to congratulate him personally.

Wiley-Blackwell Outstanding Dissertation Award Finalists
Monday, August 15th, 1:15-2:45 pm, San Antonio Convention Center: Room 217A
Organizer: Nicholas Argyres, Washington U. in St. Louis

Finalist Presenters: Giada Di Stefano, Bocconi U.; Emilie Feldman, U. of Pennsylvania; Markus Fitza, U. of Colorado Boulder; Martin Ganco, U. of Minnesota; Yujin Jeong, HEC Montreal; Christopher Liu, U. of Toronto; Elena Novelli, U. of Bath

This session showcases the research of the Wiley-Blackwell Outstanding Dissertation Award Finalists. Following an introduction by Nicholas Argyres, 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 great opportunity to learn about some of the most exciting research by the new generation of BPS scholars!

BPS Program Tracks: Monday, August 15th and Tuesday, August 16th

The 2011 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 and build smaller academic communities within the larger BPS community. The number of sessions per track varies. The tracks and track chairs for 2011 are:

Alliances and Networks
Kyle Mayer, U. of Southern California
San Antonio Convention Center: Room 202A

Competitive Heterogeneity
Tunji Adegbesan, Pan-African U.
San Antonio Convention Center: Room 204B

Corporate Governance
Trevis Certo, Arizona State U.
San Antonio Convention Center: Room 201

Firm Boundaries and Corporate Strategy
Janet Bercovitz, U. of Illinois
San Antonio Convention Center: Room 204A

Industry Dynamics
Scott Rockart, U. of North Carolina
San Antonio Convention Center: Room 204A

Innovation and Strategic Renewal
Annette Ranft, Florida State U.
San Antonio Convention Center: Room 202A

Strategy Process and Change
Sarah Kaplan, U. of Toronto
San Antonio Convention Center: Room 204B

CONFLICT MANAGEMENT (CM)

The Conflict Management Division offers a diverse and exciting program this year which includes a variety of professional development workshops aimed at members at all stages of their academic career to many original and intellectually stimulating scholarly sessions. From among this diverse array of offerings, we would like to highlight the following in particular:

We are especially pleased to offer the Junior Faculty Research Incubator and would like to welcome junior faculty from across the Academy with an interest in cross-cultural negotiation and conflict to join us for this interesting and innovative session.

Junior Faculty Research Incubator: West Meets East in the Negotiation of Conflicts and Deal-making Jr. Faculty Research Incubator
Saturday, Aug 13 2011 9:00AM - 5:30PM at Grand Hyatt in Lone Star B
Academy Program Highlights

Organizer: William P. Bottom; Washington U. in St. Louis; Panelists: Peter J. Carnevale; U. of Southern California; Hillary Anger Elfenbein; Washington U. in St. Louis; Donald L. Ferrin; Singapore Management U.; Ray Friedman; Vanderbilt U.; Kwok Leung; City U. of Hong Kong; Robin L. Pinkley; Southern Methodist U.; Melissa C. Thomas-Hunt; U. of Virginia;

Every other year the Conflict Management Division sponsors a workshop that brings together junior faculty with senior scholars to generate research projects around topics of common interest. In keeping with the Academy theme, this year the research incubator will focus on the process and outcomes of negotiation as it takes place in the West and the East. Research that enlightens about differences in practice, should provide insight into how those differences can be transcended.

Another session not to be missed is the CM showcase symposium:

**Hierarchy and Moral Behavior in Organizations**

**Hierarchy and Moral Behavior in Organizations**

*Monday, Aug 15 2011 11:30AM - 1:00PM at Grand Hyatt in Bonham C*

Organizer: Jessica Kennedy; U. of California, Berkeley; *Discussant: Jerald Greenberg; RAND Corporation;*

This symposium aims to further understanding of how hierarchies in organizations, which involve power, status, and the exertion of control over others through formal and informal rules, affect different types of moral behavior. It combines work from psychology and behavioral ethics paradigms to initiate more discussion between researchers examining related research questions.

**Driving to the Top: How Status Influences Punishment of Transgressions**

**Driving to the Top: How Status Influences Punishment of Transgressions**

*Presenter: Lamar Pierce; Washington U. in St. Louis;*

**Beyond a Shadow of a Doubt: Power, Moral Clarity, and Punishment in the Workplace**

**Beyond a Shadow of a Doubt: Power, Moral Clarity, and Punishment in the Workplace**

*Presenters: Scott Willeruth; U. of Southern California; Frank Flynn; Stanford U.;*

**Gratitude Expression Assuages the Wrath of Incompetent Power Holders**

**Gratitude Expression Assuages the Wrath of Incompetent Power Holders**

*Presenters: Yeri Cho; U. of Southern California; Nathanael J. Fast; U. of Southern California;*

**The Ethics “Fix”: When Formal Systems Make a Difference**

**The Ethics “Fix”: When Formal Systems Make a Difference**

*Presenters: Ann Tenbrunsel; U. of Notre Dame; Kristin Smith-Crowe; U. of Utah; Suzanne Chan-Serafin; U. of New South Wales; Arthur P. Brief; U. of Utah;*

Finally, join us for a scholarly paper session that includes two of the division’s award winning papers—Best Paper for New Directions in the study of conflict and Best Student Paper and William H. Newman Award Nominee:

**Forgiveness & Reconciliation: What Will Help You to Forgive Me?**

*Monday, Aug 15 2011 3:00PM - 4:30PM at Grand Hyatt in Bonham C*

Chair: Sheli Sillito; Brigham Young U.

**The Forgiving Organization: Building and Benefiting From a Culture of Forgiveness**

**The Forgiving Organization: Building and Benefiting From a Culture of Forgiveness**

*Author: Ryan Fehr; U. of Washington, Seattle; Winner of CM Division Best Paper Award - New Directions*

Forgiveness is a powerful social force with lasting consequences for victims and offenders. Nonetheless, theory on forgiveness as an organizational phenomenon has lagged. In response to this concern, we introduce the construct of forgiveness culture as an organizational affordance and constraint. Forgiveness culture emergence is traced to three key values – relationality, temperance, and dignity – that are cultivated through leaders and organizational structures. Helping, building, and creating are in turn examined as its primary behavioral consequences.

**The Effects of Observed Forgiveness and Discipline on Teammate Forgiveness and Team Perceptions**

**The Effects of Observed Forgiveness and Discipline on Teammate Forgiveness and Team Perceptions**

*Author: Lukas B. Neville; Queen's School of Business, Canada; Susan E. Brodt; Queen's U.*

In the wake of a workplace trust violation, victims may choose to forgive a transgressor rather than nurse a grudge. Little research has considered how the victim’s choice to forgive influences the perceptions and interpersonal motives of teammates who witness a trust breach and its aftermath. In an experimental vignette study, we test how forgiveness interacts with the type of discipline faced by the transgressor (forbearing, retributive or restorative) to shape teammates’ own forgiveness of the transgressor, their intention to punish the transgressor, their identification with the team, and their perceptions of the team’s justice and cohesion.

**The Blame-taker's Dilemma: Actions and Reactions in the Wake of Organizational Failure**

**The Blame-taker's Dilemma: Actions and Reactions in the Wake of Organizational Failure**

*Author: Brian C. Gunia; Northwestern U.; Winner of CM Division Best Student Paper Award & William H. Newman Award Nominee*

In the wake of negative organizational events, research directs the involved actors to apologize. However, “apologies” often communicate two, distinct messages: responsibility (they take blame) and regret (they express remorse). Though theoretically and practically distinguishable, taking blame and expressing remorse, independently, have not received much research attention. This leaves an important gap, as organizational actors often do one without the other. My research focuses on blame-taking, examining its independent incidence and effectiveness after a common event: a failure with multiple causes. Study 1 investigated incidence, asking consultants to reflect on a failure that they had personally experienced. Their responses suggested that blame-
Academy Program Highlights

taking is rare and confined to leaders and minor failures. Study 2 sampled separate consultants from the same firm; they reacted to someone who took blame or expressed remorse for the Study 1 stories. Notwithstanding its scarcity, blame-taking was roundly rewarded by the Study 2 participants, in comparison to remorse. With a sample of working adults, Study 3 replicated these effects and documented a reason: blame-taking establishes an actor’s character more than remorse. Overall, this research highlights a potential disconnect between what organizational actors do and what others want them to do. People appear quite reluctant to take blame, even though their counterparts would almost uniformly welcome it.

CRITICAL MANAGEMENT STUDIES (CMS)

The CMS team has put together an exciting and innovative program comprising keynotes, workshops, symposia and paper sessions that cover a number of different theoretical, political, research and teaching issues. We start with the PDW program on Friday and Saturday, containing familiar elements such as the Doctoral Consortium (#10) and Lunch (#83) on Friday (8-10am, then 12-1pm, both in Salon A, Marriott Riverwalk), and an Off-Site Visit to a local Hispanic immigrant community organization on Saturday. A feature of the PDW program is the Saturday 8-10am session (#179; Marriott Rivercenter, Salon J) “How Do We Distinguish Ourselves? Examples of Teaching Practice from CMS Teachers/Researchers”. We particularly welcome new division members, or those curious about what CMS might mean, to come along, listen, participate and meet CMS scholars within the shared context of teaching. The Division also has two social events (Saturday, 7-8:30 pm; Sunday, 7-9 pm) with an open invitation to drinks and informal conversation.

The main Scholarly Program starts on Sunday and this year features a CMS Academic Keynote by distinguished speaker Professor Walter Mignolo from Duke University on “The Spirit Returns to the East” (#1122, Monday – 4:45-6:15 pm, Marriott Rivercenter, Salon G). This keynote is sponsored by Organization: The Critical Journal of Organization, Theory & Society and Fundacao Getulio Vargas - EBAPE, Brazil. We also wish to highlight two symposia from the main program that illustrate specific substantive and methodological interests of the CMS Division.

Session #912: “Bottom of the Pyramid; A Critical, Constructive Exploration” (Monday - 1:15-2:45pm, Marriott Rivercenter, Salon L) is a Showcase Symposium co-sponsored by CMS and SIM. The premise of the symposium is that the debate on Bottom of the Pyramid (BoP) has reached a key juncture within the management academy. Despite enthusiastic advocacy by prominent management scholars and endorsement by large multinationals, BoP has failed to deliver its promise of a market-driven solution to poverty. The question is, where next? The panel brings together scholars from three continents to discuss the BoP concept from a critical but constructive perspective.

Session #1123: “West-East, North-South and Between: Terror, Greed, War, Race and Community in a Narrative World” (Monday - 4:45 - 6:15 pm, Marriott Rivercenter, Salon L). This symposium brings together established and emerging ethnographers, who share a view of the significance of narrative in the world, to discuss new developments in method, new sites of encounter, new lines of theorization and new vistas of impact for the “new” ethnography – one prepared to tackle the biggest issues of global power, prejudice inequality and the possibilities for change.

We are looking forward to seeing you in San Antonio! Alex Faria, CMS Program Chair, alex.faria@fgv.br

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. Entrepreneurship plays a key role in society in both the Eastern and Western contexts. At the same time, both East and West have much to learn from each others’ entrepreneurial experiences.

Passion is a topic that has long eluded the analysis of entrepreneurship. This session focuses directly on the role that passion plays in entrepreneurial decision making and actions. The research spans methodological issues, theory development, and provides new empirical insights based on rigorous testing of unique data sets. Presentations will consider whether passion is an espoused or actual investment criterion, the impact of passion on persistence in new venture creation, the contribution of entrepreneurial passion on psychological capital, and the role of trust:

Does Passion Have a Place in Entrepreneurship? Monday, August 15, 8:00 AM – 9:30 AM, San Antonio Convention Center, 007D

One of the tenants emerging from entrepreneurship research has been a negative relationship between the age of a venture and its likelihood of survival or what has become known as “the liability of newness.” This session provides compelling new research challenging this conventional wisdom concerning “the liability of newness.” These new findings provide a fresh theoretical perspective by subjecting novel sources of new data to state-of-the-art empirical methodologies. Being new may not be such a liability after all:

Is Being New Really Such a Liability? Monday, August 15, 11:30 AM – 1:00 PM, San Antonio Convention Center, 007C.

Social entrepreneurship has become a popular topic in leading business schools globally and firmly holds a place on policymakers’ agendas but less is known about social enterprises in emerging economies such as
Academy Program Highlights

China:

Social Entrepreneurship in China: East meets West
Saturday, August 13, 2011, 8:30 AM – 11:00 AM, San Antonio Convention Center: Room 216A.

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
Monday, August 15, 6:30 – 7:30 PM, San Antonio Convention Center, 007B

Come and see what’s happening in the division, and take advantage of the reception that will take place immediately following the Business Meeting in the San Antonio Convention Center, 007C.

HEALTH CARE MANAGEMENT (HCM)

The Health Care Management Division’s 2011 program promises to be bigger (it’s in Texas where everything is bigger) and better (your participation will make it so) than ever before. The first day’s PDW (Friday, August 12, 2011) will kick-off the Academy conference with a field trip to Brooke Army Medical Center located on the U.S. Army’s Fort Sam Houston.

Brooke Army Medical Center and Center for the Intrepid Field Trip
Friday, August 12 2011 8:30AM - 12:30PM

Omnibus transportation has been arranged for the trip and will leave from the Marriott Riverwalk in front of the lobby at 8:30 AM. The tour starts by visiting the Center for the Intrepid, which is the world’s premier physical rehabilitation facility. Next, we will tour the medical facility and end the morning at the Warrior Family Support Center. There will be a required registration as space is limited. Please be sure to bring a government issued form of identification with a photograph (ideally a passport).

The PDW will also feature two sessions that look at online teaching and learning techniques. Health administration programs were among the first in academia to go fully online. Many of the HCM Division’s members have a wealth of experience to share. The two programs are:

Innovative On-line Learning Techniques for Healthcare Managers: Mindful Approaches
Saturday, August 13 8:00 - 10:00AM, Marriott Riverwalk, Bowie

East Meets West: Traditional Teaching Meets Online Learning
Friday, August 12 10:15AM - 12:15PM, Marriott Riverwalk, Salon F

Last, but far from least are an excellent series of research seminars. Health services researchers were the first to introduce the idea of ‘Evidence-based’ practice that has given rise to the Evidence-based Management movement. The seminar is entitled:

Transcending Industry & Academic Boundaries: Conducting Real-Time, Evidence-Based Management Research
Friday, August 12 12:30 - 2:30PM, Marriott Riverwalk, Salon F

This will be an excellent opportunity to learn how to conduct this type of research.

The HCM division also has a diverse and interesting number of papers, workshops, and symposia this year. Below we highlight three examples of our outstanding sessions with a broad appeal to HCM members and the Academy at large.

Our scholarly program on Monday and Tuesday will include traditional paper sessions, divisional roundtable sessions, and discussion paper sessions. In addition, there will be symposia sessions jointly sponsored by other divisions. We particularly encourage you to attend the presentation by this year’s HCM Distinguished Speaker, Major General David Rubenstein from the U.S. Army Medical Department Center. He will be presenting his talk titled, Healthcare Leadership: Thoughts from my Foxhole. Immediately following Major General Rubenstein’s talk, we will hold our HCM Division annual business meeting. After the business meeting, 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, Major General David Rubenstein, US Army Medical Department Center, San Antonio, TX
Healthcare Leadership: Thoughts from my Foxhole
Monday, August 15, 4:45PM - 6:15PM, Marriott Rivercenter, Salon K

HCM Business Meeting
Monday, August 15, 6:30 - 7:30PM, Marriott Rivercenter, Salon K

HCM Division Reception
Monday, August 15, 7:30 - 9:30PM, Marriott Rivercenter, Salon L

HUMAN RESOURCES (HR)

The HR Division again has innovative and exciting sessions planned for the upcoming Conference in San Antonio. Please check out these outstanding examples across Professional Development Workshops, All-Academy Sessions, and Scholarly Programs.

Taking Stock and Looking Forward: The HR-Performance Research Agenda over the Next Twenty Years
Scheduled: Saturday, August 13, 2:15 - 5:15PM, Grand Hyatt in Crockett A & B

Scholars of human resource management, industrial relations, and strategic management have for many
years shared a common goal of understanding how the management of human capital affects the operational and financial performance of organizations. One stream of this research has specifically focused on how bundles of HR practices, often referred to as high performance work systems (HPWS), high involvement work systems, and high commitment work systems, relate to organizational performance via their effects on human capital. On average, this research has found a small but positive relationship between sets of certain practices in the HR system and business unit and firm-level outcomes (Combs, Liu, Hall, & Ketchen, 2006). However, this work has been characterized by a number of persistent theoretical and methodological challenges that need to be better addressed to facilitate continued progress. For purposes of focusing the PDW, we organize the main part of the program around three selected challenges: (1) Heavy reliance on the resource-based view of the firm to the exclusion of other theoretical frameworks; (2) Theoretical/methodological issues related to how human capital mediates the HR system-business performance relationship; and (3) Theoretical/methodological issues of endogeneity and causality. We invite distinguished scholars from a variety of disciplinary backgrounds to participate in an interactive dialogue regarding these challenges, discussing potential solutions or even “ideal studies” that could enhance this research. We also provide an opportunity for panelists and participants to identify other research problems and opportunities as fuel for current discussion and for possible inclusion in a future PDW. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

**AOM Ambassadors: East meets West in the Academy through collaborative research**

Scheduled: Sunday, August 14, 4:30 - 6:00PM, San Antonio Convention Center 202B

The Academy of Management membership profile is at a significant point in the history of the organization, where more new members are from outside of the US than within it. In the near future, the majority of the total membership of AOM will be from outside of the US. In this context it is very important for us to identify sustainable mechanisms for integrating and engaging our global membership, and to develop and disseminate knowledge that is relevant to management scholars operating outside of the U.S. context. This symposium session is geared toward leaders and active members from all Academy Divisions. The goal is to describe the development and results of an approach that has been successful in addressing the need for a more integrated global membership in which West really does meet East: The HR Division’s Ambassadors Program

**Research Meets Practice: Networking among HR Professionals**

Scheduled: Monday, August 15, 5:30 – 8:30PM, Grand Hyatt, Lone Star F

HR Researchers: Are you interested in connecting with practicing professionals to better understand how they apply your research and find potential participants for future studies? HR Practitioners: Are you looking for research-based guidance for your work in human resources from some of the leading researchers in the field? This exciting and innovative session will feature participants and several speakers from the local chapters of the Society for Human Resource Management (SHRM), International Society for Performance Improvement (ISPI), and American Society for Training and Development (ASTD). Researchers will share the latest in evidence-based guidelines and suggest ways to apply this evidence in practice; practicing professionals will describe how they apply evidence in their work and discuss opportunities for future collaboration. This networking event follows the popular Cracker Barrel format, in which each table features a different speaker and participants can sample as many as three presentations on areas of interest. This format encourages interaction between speakers and participants—and creates a comfortable environment for networking.

**MANAGEMENT HISTORY (MH)**

The Management History (MH) division and the Community of Academy Senior Scholars (CASS) is sponsoring a showcase symposium called “Then and Now in Management History” (Monday, August 15, 3:00 PM – 4:30 PM, Marriott Riverwalk, Salon B). The purpose of this symposium is to actively engage AOM senior scholars and by providing a forum for them to directly engage all other scholars in the AOM, who are following in their footsteps. CASS keeps senior, pioneering management scholars engaged in their profession and in the AOM. The MH division puts historic intellectual contributions into context so their unique tenets are not lost. With these tenets driving it, the “Then and Now in Management History” symposium will offer a fascinating glimpse into how senior AOM scholars have influenced, and been influenced by, theory and practice in the AOM over the years.

As for our Professional Development Workshop (PDW) program, we cordially invite you to join the session “The Academy of Management in Hollywood: A Screening of A Question of Management” (Saturday, August 13, 10:15 AM – 12:15 PM, Marriott Riverwalk, Salon F) which is organized by Regina Greenwood, Jacqueline Einstein and Roy Teahen. A Question of Management was produced in 1986 for the Academy of Management to celebrate its 50th anniversary as well as the 100th anniversary of the birth of management. Upon the screening of this intriguing, perhaps controversial, and certainly thought-provoking film of the early days of our discipline, an informal discussion among attendees will follow to address questions such as: What would be different in a remake of the film today? Who might be added? What might be deleted? What might be presented differently? And, most importantly, what is our understanding of the discipline of Management today? Some of the original participants - Fred Luthans, Fred Fiedler, Dan Wren and others - might show up as well to share their remembrances of the debate and discussion surrounding the making of the film and what they would
say if asked about Management today. You'll be surprised to learn how the field of management and educational media have changed in such a short period of time.

ORGANIZATIONAL BEHAVIOR (OB)

The OB division has a varied and exciting selection of high-quality Professional Development Workshops (PDWs), Paper Sessions and Symposia this year. We hope you will join us for what promises to be a first-rate program which offers something for everyone.

On Friday and Saturday, we are offering a number of 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, From Associate to Full and Beyond, and Understanding Scholarly Impact). There will also be several great teaching-focused workshops as well as a wide array of research-related PDWs. We particularly recommend the sessions that strengthen connections between research and practice, Research in the Wild: Making the Most of Academic/Practitioner Collaborations and Bridging the Divide: Doing Research that Impacts Practice as well as the Research Incubator, “Help! I’m Stuck.” A innovative session that addresses how to use virtual environments in both teaching and research, Researching and Teaching a Second Life: A Tutorial on Virtual Worlds is offered Saturday afternoon (see more information, below).

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, Charles A. O’Reilly, 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.

Researching and Teaching a Second Life: A Tutorial on Virtual Worlds
Saturday, August 13, 1:30 – 3:30 pm
Grand Hyatt: Bonham B

Abstract:
Online virtual worlds (sometimes called multi-user virtual environments) are becoming increasingly popular alternatives to both traditional instruction and data collection, largely due to the increased fidelity of the interpersonal environment it provides in comparison to traditional online collaboration tools. The purpose of this PDW is to introduce attendees to one such virtual world, Second Life. The tutorial will include demonstrations of several key skills, including setting up an account, establishing one's appearance, interacting with the local community, purchasing and selling, the creation of in-world items for use as learning objects, and giving a slide-based presentation within the virtual environment. The use of virtual worlds as a research platform for understanding employee behavior will be discussed, along with applications for teaching. Laptops recommended but not required, pending wireless Internet availability.

OB Division Awards and Social Hour
Monday, August 15, 6:30 - 8:30 pm
Grand Hyatt: Texas Ballrooms E & F

Lifetime Achievement Award Address: Charles A. O'Reilly, Stanford University
Tuesday, August 16, 9:00 - 10:10 am
Grand Hyatt: Texas Ballroom B

OB Division Making Connections Coffee Hour
Tuesday, August 16, 10:10 - 11:10 am
Grand Hyatt: Texas Ballroom B

ORGANIZATIONAL COMMUNICATIONS AND INFORMATION SYSTEMS (OCIS)

PDW Workshop: Building Bridges through a Socio-Technical Perspective? A Socio-Technical Perspective.
Saturday, August 13, 1:15 - 4:15PM
San Antonio Convention Center in Room 007 B.

With the continued reliance on digital technologies in organizations, scholars from a broad range of the management community increasingly recognize the need for interdisciplinary research agendas that address the complexity of socio-technical systems in contemporary organizations. The socio-technical perspective acknowledges that human enterprises involving social and technical domains are not reducible to either their social or technological components. The goal of this workshop is to bring together researchers who study a wide variety of research questions and phenomenon and who share interests around exploring social phenomenon together with related technology. The organizers will build from recent work done by the Consortium for the Science of Sociotechnical Systems (CSST: seehttp://sociotech.net) to facilitate participant networking and stimulate the discussion.

OCIS Keynote Address
Monday, August 15 4:45 - 6:15 PM
San Antonio Conference Center in Room 206A.

The keynote address, “Mortgaged Future: Did IT Have a Role in Creating the Crisis in Real Estate Finance?” will be presented by Dr. M. Lynne Markus, John W. Poduska, Sr. Professor of Information and Process Management at Bentley University. Information technology and the transparency it can bring are often cited as solutions to current and future global financial problems. But could IT have also have had a role in causing the mortgage meltdown? Many explanation of the global financial crisis have been offered, including global capital
flows, government intervention (or lack thereof), and gambling, greed, or fraud. This presentation examines how the use of information technology—in the form of decision support (e.g., automated underwriting), transaction processing and electronic data exchange, and new information-based financial products (e.g., adjustable rate mortgages, collateralized mortgage obligations, etc.)—may have contributed to the crisis. Proposals for enhancing technology to prevent future crises are discussed, as are implications for future research on large-scale socio-technical systems.

Showcase Symposium: Horizontal Coordination across Boundaries and Locations: New Insights from the Field
Tuesday, August 16, 8:00 - 9:30AM
San Antonio Convention Center in Room 214 C

This symposium will explore how horizontal coordination and knowledge sharing take place across occupational, status, and geographical boundaries in organizations. Using new field research conducted in a range of different organizational contexts, this symposium will: 1) elaborate a set of emergent practices and social cognition processes which explicate the unique difficulties associated with cross-boundary coordinating under ambiguous, fast changing, and demanding conditions, and 2) demonstrate how particular contexts shape group practices and coordination outcomes. The symposium is designed to develop new theoretical insights by elaborating the commonalities and differences in meaning, action, and practice that shape organizational coordination across occupations and locations.

Please join us for the following division events:

OCIS PhD and Member Reception
Saturday, August 13, 6:00 - 7:30PM
San Antonio Convention Center in Mission 103 A

OCIS Division Business Meeting
Monday, August 15, 6:30 - 7:30PM
San Antonio Convention Center in Room 006 D

OCIS Reception and Social
Monday, August 15, 7:30 - 10:00PM
San Antonio Convention Center in Room 206 A

The OCIS Executive Committee would like to acknowledge the generous support of the following sponsors of the 2011 program: Syracuse University School of Information Studies, University of Hawaii Shidler College of Business; University of Louisville College of Business; University of Maryland Robert H. Smith School of Business; and, University of Pittsburgh Joseph M. Katz Graduate School of Business.

ORGANIZATIONAL DEVELOPMENT AND CHANGE (ODC)

Welcome to the 2011 ODC Division Program!

The program begins with 11 PDW sessions, including traditional favorites and innovative newcomers. There are sessions on high-impact change exercises; positive organization change; publishing qualitative research in top-tier journals; action research; developing organizations based on academic knowledge; dialogical OD; leadership and leadership development; writing research implications for practice; and adapting organization development to social issues. It is a very practical and useful line up.

Of particular interest is a PDW session Saturday afternoon sponsored by the ODC Division Executive Committee on Creating the Future of ODC. This is an opportunity to join your fellow ODC members and the Executive Committee to help shape the future and direction of the Division. This will occur Saturday August 13, 4:00 - 6:00PM in the Grand Hyatt, Travis C. It will be followed by an ODC Doctoral Student and New Member Reception from 6:00 - 8:00PM in the Grand Hyatt, Texas Ballroom C. Doctoral Students and all ODC members are invited to attend.

The scholarly program includes some 60 papers and 25 symposia featuring a wide range of change-related topics and perspectives. Don’t miss our kick-off session on Monday morning, 8:00 - 9:30 AM in the Grand Hyatt, Texas Ballroom. The session features an “all-Eastern” panel of leading change scholars, Mary Yoko Brannen (Japan), Quy Huy (Vietnam and now Singapore), Kowk Leung (China), and Ram Tenkasi (India), addressing the topic of Bridging East and West in ODC Research, Teaching, and Practice.

Another exciting highlight you will want to make sure to attend is the ODC Distinguished Speaker, Kim Cameron, William Russell Kelly Professor of Management and Organizations at the University of Michigan and co-founder of the Positive Organizational Scholarship movement. Kim will draw on his extensive research base and board collaboration with scholars and practitioners around the world as he addresses the topic of “Positive Organizational Change.” The session will be held Monday 3:00 - 4:30 PM in the Grand Hyatt, Lone Star A.

The ODC Business Meeting follows Kim’s presentation in Lone Star A. It is open for all members, and we encourage you to attend. Finally make sure to attend our ODC social reception, Monday 6:30 - 8:30 PM in the Grand Hyatt, Ballroom C.

OPERATIONS MANAGEMENT (OM)

Operations Management (OM) refers to the management of the production and delivery of the products and services that the company sells. Within organizations and as an academic discipline, OM interfaces with many disciplines, including, but not limited to, human resources, strategy, organizational behavior, environmental, health and safety, social sustainability, information systems, and innovation management. Whether you are a diehard OM-er or someone from another discipline 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. In keeping with the “West Meets East” theme, on Friday afternoon a tour of the Toyota Texas San Antonio Assembly plant will take place to give participants a look at the Toyota Production System, followed by a panel discussion on Saturday afternoon on conducting research across eastern and western countries. Other sessions on Friday and Saturday include workshops on project management and developing OM theory. The PDW portion of the program concludes with the Journal of Supply Chain Management Best Paper Session, featuring discussions from the best-paper authors on how to craft a high-quality research paper.

**Plant Tour of the Toyota Texas San Antonio Assembly Plant**
Friday, August 12, 1:00 – 4:00 PM
Offsite at Toyota Texas Assembly Plant

**Conducting Research Across Eastern and Western Countries**
Saturday, August 13, 4:00 – 6:00 PM
San Antonio Convention Center, Room 209

**Journal of Supply Chain Management Best Paper Session : Crafting a High-Quality Research Paper**
Saturday, August 13, 6:00 – 8:00 PM
San Antonio Convention Center, Room 210 B

Scholarly sessions begin Sunday afternoon with the Journal of Operations Management Best Paper Session. JOM is the premier journal in the OM field. Authors of the four Best Paper Award nominees will present their work, followed by the announcement of this year’s best paper award winner. Both outgoing and incoming editors of JOM will be in attendance.

On Monday and Tuesday we have a number of excellent papers being presented on topics related to project management, supply chain management, service operations, sustainability and environmental performance, health care operations, innovation, and information systems, to name just a few. One of the highlights of the program includes a showcase symposium on Monday morning with a panel of experts that will promote discussion of one of the most closely examined West-East exchanges, the Toyota Production System.

The symposium will look closely at new concepts, frameworks, and theories that can advance the study of the Lean Production/Toyota Production System operating strategy.

On Tuesday, the four finalists for the OM Division Chan Hahn Best Paper Award will present their papers in two sessions. Two of the finalists will be featured during the session at 8:00 AM, and the other two at 11:30 AM. Both sessions will be held at the Convention Center, Room 215.

**Journal of Operations Management (JOM) Best Paper Session**

Sunday, August 14, 3:00 – 4:30 PM
San Antonio Convention Center, Room 213 A

**Showcase Symposium - Context is Everything: Understanding Lean when West Meets East**
Monday, August 15, 9:45 – 11:15 AM
San Antonio Convention Center, Room 215

**Supply Chain Integration and Innovation**
Tuesday, August 16, 8:00 – 9:30 AM
San Antonio Convention Center, Room 215

**Process Improvement, Organizational Learning, and Innovation**
Tuesday, August 16, 11:30 AM – 1:00 PM
San Antonio Convention Center, Room 215

**PRACTIVE THEME COMMITTEE (PTC)**

**Session 126: Approaches for Studying Management Practices**
Friday, August 12, 2:15PM - 5:15PM at Grand Hyatt in Bonham C

Abstract: This Workshop addresses theoretical, methodological, and practitioner challenges in studying management practice, looking at what managers and their co-workers actually do. Many organization, strategy and management researchers have commented on the value of the practice-based approach which, drawing on movements in social sciences more generally has been referred to as ‘the practice turn’ (Whittington, 2006; Schatzki, Knorr-Cetina, & von Savigny, 2001). While practice is often conceived as bundles of activities, there are significant differences in the conceptions of activities and their connections to one another. Practices are the context of action and are themselves constituted through meaningful action. Thus the study of practices incorporates understanding activities, experiences, presentation (and re-presentation), skills, learning and the materiality of action. However, a rich theoretical background and diverse contributions create conflicting advice for managers and researchers alike. The purpose of this workshop is not to reduce this rich complexity but to enable those in the field to explore the different positions adopted and to discuss where productive dialogues and debates between those positions might be fostered. Designed to facilitate discussion and mapping activities of the multiple theoretical, methodological and practitioner implications associated with different traditions of practice-based research, the Workshop will be of interest to those interested in the theory-practice interface; faculty and doctoral candidates seeking research inspiration, and a deeper understanding of practice-based research for theory building. The overarching aim is to stimulate dialogue between fields where there is an interest in practice.

**Session: 213 Managing Change in the Aftermath of Extreme Events**
Saturday, August 13, 8:00AM - 11:00AM at Grand Hyatt in Travis C
Abstract: Following the success of this Workshop theme in 2009 and 2010, we will this year explore in greater depth the practical, theoretical, methodological, and pedagogical challenges in managing change in extreme contexts. This year there is a clear shift to the generation of a relatively small number of empirically-based case studies. Examples of cases already commissioned for the workshop include: the collapse of a known high risk building injuring a fire-fighter, the crash of a Nimrod reconnaissance aircraft in Afghanistan, a radioactive leak in a nuclear reprocessing plant; the management a serious outbreak of a hospital superbug, recurring bushfires destroying lives and communities in Australia, and a serious incident involving a patient death in a hospital. Participants are encouraged to submit their own case studies of different kinds of extreme case, where the potential for learning is high and where cases are of intrinsic interest. Within this diversity, we expect to see similar patterns across the timelines of events. We will focus on the conditions and processes that respectively encourage and inhibit change in the aftermath of such events, leading to developments in theoretical understanding, and guidelines for organization and management practice. One overarching aim is to bridge scholarship from separate but related fields: normal accidents, high reliability organizations, risk and crisis management, sensemaking in crises, the role of public enquiries, and change management. A second aim is to maintain an international network, to progress the research agenda, and to develop a contingency framework for managing change in extreme contexts.

Session: 289: Practicing Transcendental Leadership with Tango: Mastering the Balance between Progress and Harmony
Saturday, August 13, 12:30PM - 2:30PM at Grand Hyatt in Travis B

Abstract: Following positive feedback from attendees of a similar PDW given by the co-chairs in 2010, we propose a follow up offering of how social dance can be used to develop organizational leadership skills needed in today's complex business climate. It does effectively “take two to tango”: a leader and a follower. The dance is a metaphor for work performance and a “successful” dance or partnering is like the achievement of organizational objectives by a manager with an engaged workforce. Social dance provides a powerful and “sticky” medium to bring these principles to life. The Argentine Tango, particularly, embodies many of the skills necessary to successfully lead organizations in the 21st century. Above all, it requires the ability to dynamically adapt to rapidly changing environments. Both today’s business leaders and tangueros (tango dancers) must be able to “think on their feet” and respond effectively to the unexpected actions of others, including those with whom they interact most closely. Skilled organizational leaders, like dancers, more easily navigate the complexities of their business environment by establishing deep and fluid communication with their followers. As suggested by the quote above, this ability to connect with one’s partner emanates from the heart, not the feet - nor the hands, nor the mouth. It is only in the heart that the balance between progress and relational harmony can truly be appreciated. Approaching leadership this way can result in the mutual satisfaction of both personal and organizational goals.

RESEARCH METHODS (RM)

Once again, the Research Methods division is offering a wide range of PDWs, covering advice for researchers, introductions to new techniques, advanced topics, and philosophy of science issues. Sessions cover research issues, qualitative methods, and quantitative methods applicable to both micro-level and macro-level research. While there are many noteworthy offerings this year, we wanted to highlight one particular series of sessions on Saturday: there will be a series of four “Ask the Experts” sessions, offered sequentially, covering a variety of methodological topics.

From 8am to 10am, a group of experts will be available to discuss Qualitative Methods. From 10:30 am to 12:30 pm, an Ask the Experts session will focus on Micro-Level Quantitative Methods. From 1:00 pm to 3:00 pm, Ask the Experts will focus on Macro and Cross-Level Methodologies. Finally, from 3:15 pm - 5:15 pm, a panel of past Research Methods Division Distinguished Career Award winners will discuss the various issues research face trying to make a career and impact in the area of research methods.

In addition to a diverse scholarly program, on Monday at 11:30 we offer a workshop on “How to Write and Publish Research Methods Papers” with Don Bergh, Brian Boyd, Jose Cortina, Jeff Edwards, Bob Gephard, Anne Huff, Katherine Klein, and Larry Williams.

Our Business Meeting is Monday at 6:00 pm, followed by our Reception at 7:15 pm. Please come and join us for good food, drinks, and conversation!

STRATEGIZING ACTIVITIES & PRACTICE (SAP)

Session 34: Strategy-as-Practice Research: Taking Stock and Going Forward
Friday, August 12, 8:00AM - 11:00AM at San Antonio Convention Center in Room 207 B

This PDW's focus is on ‘what we have learnt and what we have still to learn’ in several substantive, empirical topic areas of Strategy as Practice (SAP) research. These substantive areas include capabilities, strategists, sensemaking/giving, strategy tools, meetings/workshops, representation/artifacts and strategy discourse. The PDW’s purpose is to enthuse, guide and link the ‘next generation’ of SAP researchers. For each topic area, speakers will outline SAP’s research achievement so far and discuss the potential agenda going forward. These introductory talks will provide a broad overview of each topic area and identify promising new themes or gaps that might help guide future research. After the talks, participants will break into two roundtable sessions with the speakers to share interests, generate interesting research questions and propose appropriate methodolo-
Session 876: Agency and Emergence: On the Origins of Strategy
Monday, August 15, 11:30AM - 1:00PM at San Antonio Convention Center in Room 213

The purpose of this proposed panel symposium is to bring together a diverse set of organizational scholars to discuss agency and emergence in the origins of strategy. The scholars in this proposed symposium give three distinct perspectives. The notion of agency is implicit in much of our work in strategy, but our purpose is to highlight and explicitly discuss different ways in which agency manifests itself in the course of strategymaking. A diverse set of methodologies will also be featured: from historical analysis to video ethnography to computer simulation. Ample time is also planned for panel and audience interaction.

Session 981: Enhancing Relevance: Video Ethnography and Practitioner Engagement
Monday, August 15, 1:15PM - 2:45PM at San Antonio Convention Center in Room 213 B

This symposium addresses two strong and pervasive trends in management research, the increasing demand for micro-level data that captures actions, interactions and the socio-material contexts in which they occur, and the growing pressure to demonstrate the practical relevance and impact of empirical research. This symposium is designed to address both these trends, presenting video ethnography as a promising response to changing demands in data quality and practitioner engagement. The presentations in this symposium introduce and critically evaluate video ethnography as a novel methodology that a) enhances the researcher’s capacity to capture and analyze minute details of human interaction and the socio-material context in which it is embedded, b) opens new avenues for engaging practitioners in the research process, and c) generates opportunities for enhancing analytic rigor, but also practical relevance in the process. Presenters draw on their rich personal experience with video ethnography to outline the benefits and challenges of this new method and make practical suggestions on its application. They provide empirical examples covering a wide variety of empirical settings and theoretical questions, which makes the symposium interesting and relevant for a broad range of participants. The symposium is designed to be participative, encouraging participants to engage in discussion and debate about this novel method and its applicability to various strands of research. This debate will be used to deepen participants’ understanding of video ethnography and hopefully spawn new ideas for research projects that capitalize on its strengths.

TEACHING THEME COMMITTEE (TTC)

If you want to invest a little time at the conference thinking about ways to further improve your teaching, the TTC invites you to join us in some PDWs we know you will enjoy:

An improved model of significant learning – Fink’s taxonomy applied to business education offers an opportunity to consider how you can craft assignments and employ teaching practices that will add substantively to your student’s learning.
Friday, August 12 from 8 – 10 am at Marriott Riverwalk Salon F.

Teaching with technology to enlighten, balance, and transcend is presented by a team well skilled in helping colleagues learn how to use technology to improve the teaching and learning process.
Saturday, August 13 from 8 – 10 am at Marriott Riverwalk Salon A.

Online teaching best practices: Building community and high performing team assignments is the third in a popular series of PDWs facilitated by TTC members with extensive knowledge and experience teaching online. Saturday, August 13 from 10:15 am to 12:15 pm at Marriott Rivercenter Salon C.

Discussing the undiscussables: How to introduce and discuss sensitive classroom topics explores strategies and techniques faculty can use to introduce and facilitate topics sometimes viewed as too sensitive to discuss.
Saturday, August 13 from 12:30 to 2:30 pm at Marriott Rivercenter Salon C.

Are you hungry for knowledge? Using food to explore diversity and further cultural understanding offers a fun exploration of food as a vehicle to broaden cultural understanding and ends with an “appetizer crawl” at local ethnic restaurants.
Saturday, August 13 from 2:45 to 4:45 pm at Marriott Rivercenter Salon C.

Teaching Theme Committee Meeting for all current and interested members Sunday Aug 14 from 10 – 11:30 am at Marriott Rivercenter Salon L.

TECHNOLOGY & INNOVATION MANAGEMENT (TIM)

TIM Division Distinguished Speaker: Clayton Christensen, The Robert and Jane Cizik Professor of Business Administration, Harvard Business School
Monday, August 15, 4:45 – 6:15 p.m., San Antonio Convention Center, Room 006D

Showcase Symposium: Enabling Innovation Outside the Firm
Tuesday, August 16, 8:00 a.m. – 9:30 a.m., San Antonio Convention Center, Room 007A
Academy Program Highlights


Rotating Leadership and Collaborative Innovation: Recombination Process in Symbiotic Relationship: Jason Davis, Massachusetts Institute of Technology; Kathleen M. Eisenhardt, Stanford U.
The Economic and Organizational Underpinning of Open Innovation Strategies, Gary Dushnitsky, London Business School
Investigating How Online Markets Alter The Technology-Application Landscape: Rahul Kapoor, U. of Pennsylvania
Organizational Factors Determining the Effectiveness of Opening Innovation Boundaries: Hila Lifshitz, Harvard Business School

Notable Paper Session: Public Policy and Innovation
Tuesday, 3:00 p.m. – 4:30 p.m., San Antonio Convention Center: Room 006A

Chair: Neil Thompson, University of California, Berkeley
Regional Disadvantage? Non-compete Agreements and Brain Drain: Matt Marx, MIT Sloan; Jasjit Singh, INSEAD; Lee Fleming, Harvard U.
Giving Fish or Teaching to Fish? An Empirical Study for the Effects of Government R&D Policies: Kai Xu, Texas A&M U.; Kuo-Feng Huang, National Chengchi U.
The Mobility of Economists and the Diffusion of Policy Innovations: Bruce Kogut, Columbia Business School; J. Muir Macpherson, Georgetown U.
Special Thanks

Division and Interest Group Program Chairs

Alexandre Faria, Critical Management Studies Division
Andrew Hoffman, Organizations and the Natural Environment Division
Avner Ben-Ner, Public and Nonprofit Division
Cheri Ostroff, Organizational Behavior Division
Christine Beckman, Organization and Management Theory Division
David Audretsch, Entrepreneurship Division
Elizabeth Davidson, Organizational Communication and Information Systems Division
Gwendolyn Combs, Gender & Diversity in Organizations Division
James D. Ludema, Organization Development and Change Division
Jami Leanne DelliFraine, Health Care Management Division
Jeffrey J. Reuer, Business Policy and Strategy Division
John Mezias, International Management Division
Julia Richardson, Careers Division
Karen Chinander, Operations Management Division
Linda Rouleau, Strategy As Practice Interest Group
Lisa Schurer Lambert, Research Methods Division
Michelle French, Management Spirituality and Religion Interest Group
Patrick J. Murphy, Management History Division
Rhonda K. Reger, Managerial and Organizational Cognition Division

Division, Interest Group, and Committee Professional Development Workshop Chairs

Therese F. Yaeger, Management Consulting Division
Toni Ungaretti, Management Education and Development Division
Virginia Woods Gerde, Social Issues in Management Division
Wendy Boswell, Human Resources Division
Zoe Barsness, Conflict Management Division

Division, Interest Group, and Committee Professional Development Workshop Chairs

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Kevin Crowston, Organizational Communication and Information Systems Division
Kevin Linderman, Operations Management Division
Kuo Frank Yu, Practice Theme Committee PDW Chair Co-Chair
Kyle Lewis, Managerial and Organizational Cognition Division
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Michael Sturman, Research Methods Division
Milorad Novicevic, Management History Division
Paul N. Friga, Management Consulting Division
Peter Haslin, Careers Division
Preeti Wadhwa, New Doctoral Student Consortium PDW Chair Co-Chair
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Raveendra Chittoor, Asia Academy of Management PDW Chair
Riitta Katila, Technology & Innovation Management Division
Saku Mantere, Strategy As Practice Interest Group
Santiago Ibarreche, Iberoamerican Academy of Management PDW Chair
Sean Rogers, New Doctoral Student Consortium PDW Chair Co-Chair
Sharon Alvarez, Entrepreneurship Division
Stacy Blake-Beard, Gender & Diversity in Organizations Division
Suzanne Masterson, Organizational Behavior Division

Division, Interest Group, and Committee Professional Development Workshop Chairs

William Bottom, Conflict Management Division

All-Academy Theme Chair
Jan Rivkin, Chair
Ishtiaq P Mahmood
Petra Christmann
Theodore Brown

Caucuses Committee
Cynthia Cycyota, Chair
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Qingxia Tong

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Others
The Darden School, University of Virginia
Mays Business School, Texas A&M University
Welcome to all New Members & First Time Attendees!

MAKE THE MOST OF YOUR MEETING EXPERIENCE!

*PLAN YOUR SCHEDULE*

- Friday and Saturday consist of Professional Development Workshops (PDW’s); Sunday consists of All-Academy Theme sessions (AAT) for PDW’s and symposia; Monday and Tuesday are reserved for division scholarly programs, including paper sessions and symposia.
- Focus on sessions that are organized by your two primary divisions
- Attend your division’s social events and business meetings. Some of the social events may require a prior reservation, so be sure to check the program for details
- Attend the New Member Orientation Fair on Friday or Saturday 5:30 pm – 7:00 pm, Rm. 214, Henry B. Gonzalez Convention Center
- Attend the President’s Welcome Reception for New & International Members – Saturday, 7:00 pm, Rm. 214, Henry B. Gonzalez Convention Center
- Don’t miss the All Academy Breakfast and President’s Address – Sunday, 8:00 am, Grand Hyatt, Texas Ballroom
- Be sure to attend the All Academy Closing Reception – Tuesday, 5:00 pm, Marriott River Center, Grand Ballroom
- Balance your schedule with those presenters that you are interested in seeing with some core sessions geared to your research interests and professional development
- Stop by the Exhibit Hall in the Convention Center for a full array of cutting-edge information, books, and ideas to help you improve your research, teaching, and service to the profession as a whole

*NETWORKING TIPS*

- Attend sessions in your area of interest; it can help to make conversations easier and more comfortable
- Arrive early for your session so you can mingle with other session attendees
- Socializing and networking are expected at the Annual Meeting, so don’t be shy, introduce yourself
- Great conversation starters can be asking someone what they thought of a session, if they’ve ever been to the host city, where they’re from, what they’re working on
- Exchange business cards - Write at least 2-3 words on the back of each card you receive to help remind you after the meeting about what you may have talked about
- If you miss a session or presentation that you were interested in, or didn’t get the opportunity to speak to someone, you can get the presenter’s email from the online program and send them a note after the meeting
- Try not to “session hop” as this can be disruptive and disrespectful to the presenters
- Mix it up, have fun, go to as many socials and receptions as you can and introduce yourself

*PRINTED PROGRAM HIGHLIGHTS FOR FIRST TIME ATTENDEES*

- Table of Contents - Points of interest:
  - Hotel and Convention Center Map (page 23)
  - Abbreviations/Acronym/Symbol Guide (page 44)
  - Academy Program Highlights (page 4)

- Conference Program Guide presented in 4 tabbed sections for viewing options:
  - Section B (starting on page 45) - listing of ALL sessions by day (morning/afternoon/evening)
  - Section C (starting on page 79) - sessions categorized by division/sponsor in chronological order
  - Section D (starting on page 157) - detailed session descriptions listed by day in chronological order
  - Section E (starting on page 387) - sessions listed by name of program participants

*RESOURCES*

- 24-Hour Express Check-in Kiosks – Located throughout the conference facilities for pre-registered attendees. Must use your Meeting Access Code provided with your registration confirmation. If the supply of badge holders/tote bags/programs are depleted at Kiosks, please come to the central Registration area located in the Convention Center for pick up
- Wireless Internet Access – Internet Cafes and wireless locations are located throughout the conference facilities. Please refer to the flyer provided at registration check-in
- Placement Location & Hours for applicants with pre-scheduled interviews (page 39)
- Join the Conversation – Follow conference attendees on AOM Connect, Twitter, Facebook and LinkedIn

ADDITIONAL QUESTIONS? Please visit:
Hospitality Suite for New & International Members
Henry B. Gonzalez Convention Center – Rm. 211
Open Friday through Tuesday
8:00 am to 5:00 pm
Greetings from the Governor of Texas

As Governor of Texas, it is my pleasure to welcome everyone to the 71st annual meeting of the Academy of Management.

As booming technology and shifting demographics continue to rapidly change the economic landscape, it is more important than ever for management professionals to strive for excellence and innovation. Organizations like yours promote cutting-edge professional development while fostering the camaraderie that challenges and inspires professionals to reach their full potential. I’m sure that this convention will offer you many opportunities to network, brainstorm and grow.

I commend you all for working to identify and explore differences and similarities between cultures and economies during your meeting, *West Meets East: Enlightening, Balancing, Transcending*. I am certain you will make many interesting discoveries.

To those from out of town, I know you will enjoy San Antonio. From popular landmarks like the Alamo and River Walk to fine dining and professional sports, this diverse city has something for everyone to enjoy.

First Lady Anita Perry joins me in sending best wishes.

Sincerely,

Rick Perry
Governor

State of Texas
Office of the Governor

Greetings:
Greetings from the Mayor of San Antonio

Welcome
¡Bienvenidos!

As the Mayor of the City of San Antonio, on behalf of my colleagues and the citizens of San Antonio, I am pleased and honored to provide greetings to everyone attending the Academy of Management 2011 Annual Meeting. San Antonio is delighted to host your event.

Famed for the River Walk and the Alamo, you'll soon find that San Antonio has much more to offer. Our brand – Deep. In the Heart. – is built upon San Antonio's passion and pride for our diverse cultures, history, events, cuisine and southern hospitality. Our people embody the spirit of friendliness and it is our promise that you will find an authentic and unique experience around every bend in the river or street corner.

While you are here for business, please take time to enjoy the various sights and sounds that draw over 26 million visitors annually to San Antonio. I hope you have a memorable stay and a productive meeting.

Thanks to each of you for your visit and please plan to return.

Sincerely,

Julian Castro
Mayor
Welcome to San Antonio!

The Local Arrangements Committee of the Academy of Management welcomes you to San Antonio and the 2011 meeting! Please visit the housing bureau website to make your reservation, https://resweb.passkey.com/Resweb.do?mode/welcome_ei_new&eventID=3324227.

We hope you enjoy the presentations, special events, consortia, and all that San Antonio has to offer. All Academy of Management events and sessions will be held at the Henry B. Gonzalez Convention Center, Grand Hyatt, Marriott Rivercenter, Marriott Riverwalk, Hyatt Regency, La Quinta or Hilton Palacio Del Rio. 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 San Antonio
San Antonio is the seventh-largest city in the United States of America and the second-largest city within the state of Texas. This city of 1.4 million inhabitants is centrally located in the heart of Texas. The unique blend of Tex-Mex and the Old West provides a rich, vibrant, and flavorful atmosphere to this city. San Antonio is famous for its Spanish missions, the Alamo, the River Walk, Tower of the Americas, the Alamo Bowl, SeaWorld, San Antonio Zoo, and Six Flags Fiesta Texas. This city is home to the four-time NBA champion San Antonio Spurs and the annual San Antonio Stock Show & Rodeo, which is one of the largest in the country. In 2009-2010, San Antonio was recognized as one of America’s top tourist destinations by several sources such as Forbes Travel Guide/Forbes.com, Travel & Leisure magazine, and Meetings and Conventions magazine. It is no wonder that this city is visited by approximately 26 million tourists per year according to the San Antonio Convention and Visitors Bureau.

Helpful Information

Transportation:

Airport: San Antonio International Airport (http://www.sanantonio.gov/aviation/) is the major international airport in San Antonio, and is located approximately 8.5 miles from the downtown business district.

How to get to downtown from the airport? You can get taxi cabs (or limos) at the lower level curbside, outside of baggage claim, at Terminal A & B. For assistance, please contact the Airport Ground Transportation Agent wearing an airport badge. Fare to San Antonio downtown areas are approximately $20 to $23 (U.S.) per taxicab.

Shuttle services are also available to get to downtown hotels. The fare is approximately $18, and the shuttles depart every 15 minutes, from 7 a.m. to 1:30 a.m. daily to the downtown hotels. Online rates are $17.00 to downtown hotels and $32.00 for a roundtrip ticket. Visit the following links to make online reservations. http://www.saairportshuttle.com/

Bus service is also available through VIA. To get downtown from the airport, go to the Lower Roadway (Arrivals/Baggage Level in Terminal A and B), across the marked crosswalk to the outer curb. VIA's stop will be halfway between Terminals A & B. You can catch VIA bus route 5, which operates every day, and can get to almost all the hotels and the convention center in downtown San Antonio, in about 30 minutes for only $1.10.

How to get around in town:
Taxi: There are multiple taxi and limo services available to get you to different parts of the city. Given that it is usually difficult to find parking spaces, and parking fees are expensive in the downtown area, taxis can be a convenient option to get around. San Antonio also offers river taxis that stop at 39 locations along the river walk.

Bus: VIA Metropolitan Transit is San Antonio's public transportation agency and offers service throughout the city including streetcar service within the downtown area. VIA offers $4 Day Pass for purchase online and in advance of your trip. A Day Pass is good for unlimited rides on all regular bus and streetcar service. For more details, visit www.viainfo.net or call 1-866-362-2020.

Downtown Streetcars: If you need to get around downtown, the VIA historic streetcars are the way to go. Four different streetcar routes travel throughout downtown carrying visitors, shoppers, sightseers, and downtown residents. Streetcars come by each stop about every 10 minutes so there's never a long wait. When you get in town, pick up a streetcar brochure in the hotel lobby, or go to the following link: http://www.viainfo.net/BusService/Streetcar.aspx.

Segway tours: Segways are a safe, feet-friendly, and environmentally friendly way to tour San Antonio. Check the following website for more information on this form of transportation. http://www.segcity.com/sanantonio/

Weather: San Antonio's summers are warm, at times hot and humid with an average minimum temperature of 23°C (73°F) and average maximum temperature of 35°C (95°F).

Restaurants: San Antonio’s diverse culture makes it possible to sample delicious cuisine from all over the world. You can dine along the River Walk or venture downtown to one of San Antonio’s great restaurants. For a list of restaurants, please visit http://www.visitsanantonio.com/visitors/eat/index.aspx

Things to do: There are lots of things to do both in San Antonio and within a driving distance. Please check out the official website for tourist information:


http://lttd10.hudsonltd.net/cgi-bin/sat1/res?USERID=DENTRY=SAT&LOGON=GO
Downtown attractions: There are several must-see downtown tourist sites such as the Alamo, San Fernando Cathedral, Tower of the Americas, Aztec on the river, and the Spanish Governor’s Palace. It will be possible to walk to these locations and avoid parking difficulties. The River Walk offers unique opportunities to enjoy the city’s vibrant culture.

To experience the city’s fascinating history, you can take a self-guided tour (for example, the Houston street historic walking tour) or a guided tour via segway, horse-drawn carriage, river cruiser, trolley, or conventional bus. For more information, visit: http://www.visitsanantonio.com/visitors/play/guided-tours/index.aspx

Other attractions:
Sea World San Antonio www.seaworld.com/sanan-tonio/default.aspx
Six Flags Fiesta Texas www.sixflags.com/national/index.aspx
Pearl Brewery www.atpearl.com/
Southtown Arts District southtown.net/
Market Square - El Mercado www.sanantonio.gov/dtops/marketsquare/?res=1366&ver=true
King William Association kingwilliamassociation.org/joomla/index.php?option=com_frontpage&Itemid=1
Majestic theatre www.majesticempire.com/
Renowned golf courses (including two PGA tour courses) www.visitsanantonio.com/visitors/play/golf/index.aspx
Ripley’s Believe It or Not & Louis Tussaud’s Wax Works sanantonio.ripleys.com/
Ripley’s Haunted Adventure, Guinness World Records Museum & Tomb Rider 3D Adventure Ride and Arcade phillips.ripleys.com/
Natural Bridge Caverns www.naturalbridgecaverns.com/
Schlitterbahn Water Park Resort www.schlitterbahn.com/nb/trip/
Witte Museum (science & history museum) www.witte-museum.org
San Fernando Cathedral (founded in 1731) www.sf cathedral.org
San Antonio Missions www.nps.gov/saan

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

San Marcos – This city, home to the largest U.S. shopping outlet complex, is located 35 miles outside San Antonio (between San Antonio and Austin). You can go tubing, kayaking, or canoeing in the San Marcos River, as well as ride a glass bottom boat at Aquarena center. For more information, visit the website: http://www.toursanmarcos.com/

Fredericksburg – This city, established by German immigrants in 1846, is located 60 miles outside San Antonio. It offers unique shopping and dining experiences, as well as, the Nimitz Museum, and Museum of the Pacific War. Also see the Enchanted Rock State National park, Wildseed and Lavender Farms, and numerous wineries. For more information, visit the website: http://www.fredericksburgtexas-online.com/

San Antonio Local Arrangements Committee
Robert Cardy, Angela Hall & Stewart R. Miller (LAC Chairs)
Matt Gilley
Kim Clark
Feng Zhang
Paul Srivastava
Derrick McIver
Mary Kalicki
Michael McDonald
Indu Ramachandran
Amer Kaisi
Deli Yang
Teresa Svacina
Jessica Orth
Cynthia Lengnick-Hall
Eva Trevino
Stephanie Black
Rita Kosnik
Judith Quiroz
Carolee Rigsbee
Pepe Chang
Nicole Hess-Escalante
Josh Daspit
Dana Wang
Claudia Dawdy
Jermaine Vesey
Zaida Martinez
Julio Soto
Andrew Johnson
Ron Merrill
Margaret Langford

The Local Arrangements Committee members are ready to assist you.
FARE QUOTES AND TICKETS
Online service fee - $9*
http://www.atcmeetings.com/aom

DISCOUNTS & SERVICES
- 5% off applicable classes of service for tickets purchased more than 30 days prior to the meeting. Restrictions apply and not all classes of service apply for the 5% discount. (United Airlines). 5% off applicable classes of service for tickets purchased prior to the meeting. (American Airlines).
- Advanced seat assignment and special meal requests. Frequent flier program updates.
- Low fare options.
- 24/7 access with mobile options for itinerary status updates.

ONLINE TRAVEL CENTER – Association Endorsed - http://www.atcmeetings.com/aom

The ATC Travel Center is your one stop for making reservations to association meetings and adding additional excitement to your travel plans.

- Airline Discounts
- Car Discounts
- Side Trips & Activities
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- Travel Tools
- 24/7 Online Access
- Low Fare Search Options

The above discounts apply for travel 8/9/2011 - 8/19/2011 (SAT)
Some restrictions may apply. *Service fees apply to ticketed reservations. You may also call your own agency or the vendors directly and refer to the following ID numbers:

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<tr>
<th>United Airlines</th>
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<th>Hertz Rentals</th>
<th>Enterprise</th>
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<td>8181BE</td>
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Hertz Direct: http://link.hertz.com/link.html?id=22502&linkType=HZL&TargetType=Homepage&ref=ntu=www.associationtravelconcepts.com
San Antonio Hotel Map

<table>
<thead>
<tr>
<th>Hotels</th>
<th>Addresses</th>
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<tbody>
<tr>
<td>1 Henry B. Gonzalez Convention Center</td>
<td>200 E. Market Street, San Antonio, TX 78205</td>
</tr>
<tr>
<td>2 Grand Hyatt</td>
<td>600 E. Market Street, San Antonio TX 78205</td>
</tr>
<tr>
<td>3 Marriott Rivercenter</td>
<td>101 Bowie Street, San Antonio, TX 78205</td>
</tr>
<tr>
<td>4 Marriott Riverwalk</td>
<td>711 East River Walk Street, San Antonio, TX 78205</td>
</tr>
<tr>
<td>5 Hilton Palacio del Rio</td>
<td>200 South Alamo Street, San Antonio, TX 78205</td>
</tr>
<tr>
<td>6 Historic Menger Hotel</td>
<td>204 Alamo Plaza, San Antonio, TX 78205</td>
</tr>
<tr>
<td>7 Hyatt Regency San Antonio</td>
<td>123 Losoya, San Antonio, TX 78205</td>
</tr>
<tr>
<td>8 La Quinta Inn &amp; Suites Convention Center</td>
<td>303 Blum Street, San Antonio, TX 78205</td>
</tr>
<tr>
<td>9 Westin Riverwalk</td>
<td>420 West Market Street, San Antonio, TX 78205</td>
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The Academy of Management Extends Special Appreciation to All of the 2011 Annual Meeting Sponsors*

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Society for Human Resource Management (SHRM)  
*(Sponsor of Hotel ID Name Badge Lanyard)*

ESMT European School of Management and Technology  
*(Sponsor of New Doctoral Student Consortium)*

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*(Sponsor of Key Cards – Grand Hyatt)*

**Gold Sponsor**

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*(Sponsor of Pens at Registration area)*

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University of Texas, San Antonio  
School of Management and Labor Relations, Rutgers University  
The Lorange Institute of Business Zurich

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**Platinum Sponsors**

**Society for Human Resource Management (SHRM)**

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

**ESMT European School of Management and Technology**

ESMT European School of Management and Technology in Berlin was founded in 2002 by 25 leading global companies. The business school offers MBA programs and executive education. Thirty-five faculty members from 20 nations combine rigorous research with practical relevance to contribute the European management perspective to issues of global business. www.esmt.org

**China Europe International Business School**

After 17 years of phenomenal growth and development, the China Europe International Business School (CEIBS, www.ceibs.edu) is the leading China-based international business school with all three programmes - MBA, EMBA and Executive Education - ranked within the Top 30 globally by the Financial Times. Launched in 1994 as a non-profit joint venture between the Chinese government and the European Commission, the school now operates campuses in China’s commercial hub of Shanghai and the political capital in Beijing – as well as facilities in South China’s dynamic business center of Shenzhen.

CEIBS is fully accredited under both the European standard (EQUIS) and the American standard (AACSB). In addition to our 3 main programmes, CEIBS offers a certificate programme in developing regions of China. In 2009, CEIBS launched its EMBA Programme in Africa, with degree courses offered in Accra, Ghana. CEIBS boasts 140 full-time and visiting faculty members, each with extensive China expertise coupled with cutting edge international knowledge. CEIBS’ research output and Case Studies represent an impressive body of internationally published studies.
Widely considered one of the most successful examples of EU-China cooperation, CEIBS serves as a role model of international collaboration and innovation. Since its establishment, the school has received tremendous support from the governments of China and the EU. Today, CEIBS attracts some of the world’s most talented international business leaders through our unique value proposition for 21st Century leadership: China Depth, Global Breadth.

**Gold Sponsors**

**School of Management and Labor Relations, Rutgers University**

Rutgers’ School of Management and Labor Relations (SMLR) is one of the world’s leading sources of expertise on the world of work, building effective and sustainable organizations, and the changing employment relationship. Originally established by an act of the New Jersey legislature in 1947 as the Institute of Management and Labor Relations, SMLR (pronounced “simler”) was chartered to promote new forms of labor-management cooperation following the industrial unrest at the end of World War II. It officially became a School at the flagship campus of the State University of New Jersey in New Brunswick/Piscataway in 1994. Its approximately 30 tenured and tenure track faculty are clustered in two departments: one focused on all aspects of strategic human resource management, the other bringing together a range of social science specialties related to Labor Studies and Employment Relations. These world-class researchers combine with expert practitioners to provide a rich set of undergraduate, professional Master’s, and doctoral degree courses, along with a diverse set of labor, management and executive education offerings.

**Pewter Sponsors**

**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. The 2011 MBA class scored in the top 10% nationally on the 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

**AOM 2011 Sponsorship Information**

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

If your answers to these questions are “yes”, then you need to serve as a university/organization sponsor for the Academy of Management (AOM) 2011 Annual Meeting. AOM 2011 has five levels of university/organization sponsorship:

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<tr>
<td>Platinum</td>
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<td>Gold</td>
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<td>$4,000-$5,499 US</td>
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For complete information, please contact David Turnipseed, AOM Director of Sponsorships, at turnipseed@usouthal.edu.
The Academy of Management Acknowledges the 2011 Leadership University Sponsors

School of Management and Labor Relations, Rutgers University
(Supporting AOM President, Susan E. Jackson)

Rutgers' School of Management and Labor Relations (SMLR) is one of the world's leading sources of expertise on the world of work, building effective and sustainable organizations, and the changing employment relationship. Originally established by an act of the New Jersey legislature in 1947 as the Institute of Management and Labor Relations, SMLR (pronounced "simler") was chartered to promote new forms of labor-management cooperation following the industrial unrest at the end of World War II. It officially became a School at the flagship campus of the State University of New Jersey in New Brunswick/Piscataway in 1994. Its approximately 30 tenured and tenure track faculty are clustered in two departments: one focused on all aspects of strategic human resource management, the other bringing together a range of social science specialties related to Labor Studies and Employment Relations. These world-class researchers combine with expert practitioners to provide a rich set of undergraduate, professional Master's, and doctoral degree courses, along with a diverse set of labor, management and executive education offerings.

The Lorange Institute of Business Zurich

The Lorange Institute of Business Zurich is a model for the business school of the future. It is very diverse and offers flexibility with less administrative red tape. Professors are global experts in their fields. They typically come from other academic institutions for short teaching stints at our business school, bringing with them the latest insights in the fields of management and business. Rather than listening to a monologue, students participate in thematic discussions with the professors; the Lorange Institute is a meeting place for networking with fellow participants as well as faculty members and establishing valuable contacts for life. We have a vision of a new way of learning – tailored to the real needs of the 21st century. Learning which is eclectic and suits participants personal needs and can be pursued while working. What is learned at the Lorange Institute can immediately be put into practice on the job. We seek to broaden participants’ views of business challenges and solutions by presenting the latest in practice and theory. Our programs are innovative learning experiences that will change the way you look at business challenges and think about the values which lie beyond the balance sheet. We are practical and pragmatic. At Lorange, you will solve current, real-life problems relating to leading companies.

University of Virginia
The Darden School of Business
(Supporting AOM Vice President and Program Chair, Ming-Jer Chen)

The Darden School of Business improves society by developing principled leaders for the world of practical affairs. This drives everything we do. We follow a three-pronged approach to achieving our mission – student-centered learning, thought leadership and active engagement with the business community.

Like all major business schools we appreciate that business is increasingly complex and requires the ability to operate in the context of the broader society. Our 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.

Our first priority is teaching and learning. Our top-rated faculty develops leaders through a highly engaged learning process that requires active student participation; we have 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. Our students are able to build on traditional functional skills, determine the interconnections across the organization, and engage their colleagues, resulting in effective enterprise leadership.

We are committed to creating new knowledge. Our 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. Our faculty create most of the material used in Darden classrooms, and we are a leading provider of cases and simulations used at other top business schools.

**We maintain 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. Our faculty works with executives world-wide to help them address pressing business problems. This experience and perspective is invaluable in informing our research and our teaching.

**Texas A&M University, Mays Business School**
(Supporting AOM Vice President Elect and Program Chair Elect, R. Duane Ireland)

Texas A&M University's Mays Business School is home to five academic departments and eight research centers, and educates more than 5,000 undergraduate, master's and doctoral students. Named for Mr. Lowry Mays, founder of Clear Channel Communications, the school consistently ranks among the top public business schools in the United States, including #16 public by U.S. News and World Report in 2011, and #17 public by Bloomberg BusinessWeek in 2010. The Mays Department of Management faculty consistently ranks in the top 5 in the nation in terms of research productivity and is proud to be the home of 6 Academy of Management Fellows.

Opened in 1876 as Texas’ first public institution of higher learning, Texas A&M University is a research-intensive flagship university with 38,000-plus undergraduates and more than 9,000 graduate students studying in over 250 degree programs in 10 colleges. Located in College Station, Texas, Texas A&M holds a triple designation as a land, sea and space grant institution, and is known as a world leader in teaching, research and public service.

**The University of Texas at San Antonio**
(Supporting Local Arrangements Co-Chairs, Robert Cardy and Stewart Miller)

The University of Texas at San Antonio was established in 1969, and now has over 30,000 students. It consists of three campuses: main campus (North San Antonio, downtown campus, and Hemisphere Park campus). The College of Business at The University of Texas at San Antonio is the largest undergraduate business school in the University of Texas System and one of the 40 largest schools of business in the United States. With 5,600 students, the college is second in the nation, according to a ranking by Hispanic Outlook magazine, in the number of undergraduate business degrees awarded to Hispanics.

Nationally ranked and recognized, the College of Business was named the No. 5 graduate business school in the nation for Hispanics by Hispanic Business. Business Week named the college’s Flex MBA program #4 in the Southwest and #28 nationwide in its inaugural ranking of part-time programs. Additional MBA accolades include being named one of the top 10 MBA programs for minority students by the Princeton Review for the past six years and receiving the Brillante Award for Educational Excellence from the National Society of Hispanic MBA’s.

The college offers a comprehensive portfolio of programs at the undergraduate, graduate and doctoral level, and unique centers of excellence in entrepreneurship, financial services, information assurance and security, international business, management of technology and sport, event and tourism management.

**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.
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 12
Hours: 9:00 a.m. - 5:00 p.m.

EXHIBITS HOURS
(open to all delegates wearing conference badges):
Saturday, August 13
Hours: 8:00 a.m. - 5:00 p.m.
Breaks: 10:15 a.m. - 10:45 a.m.
2:45 p.m. - 3:15 p.m.

Sunday, August 14
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 15
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 15
Hours: 5:00 p.m. - 8:00 p.m.
2011 Academy of Management
Exhibitor Relations Committee

The Academy of Management
Email: exhibits@aom.pace.edu
Tel: (914) 944-2910
Fax: (914) 923-2636

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Placement Services

Placement Services for the 2011 annual meeting will be located in the Marriott River Center, San Antonio, 101 Bower Street, San Antonio, 78205. 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 San Antonio. We will provide assistance on-site in San Antonio if you are unsure on how to place your ad and 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 as well as having 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 San Antonio meeting and we will be able to help you. If you have not yet paid your annual applicant fee then you will need to pay it before 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 San Antonio. They are located in small-medium size rooms (6–15 tables/room) and will be available from Saturday, August 13th through Monday, August 15th. Because of limited tables and small rooms, the cost to reserve a table for the meeting is $135. 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. If space is available, some tables may be reserved on-site. We will have several workshops to help recruiters and applicants with the registration and interview processes.

Ins and Outs of Faculty Recruitment: Workshop for Recruiters
Friday, August 12th: 3:00-4:30pm, Marriott Rivercenter, Salon G
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.

The Academic Job Search: Workshop for Applicants
Friday, August 12th: 5:00-6:30pm, Marriott Rivercenter, Salon G
This session is designed for applicants. It will provide information on university hiring practices, statistics from past and current years, interview strategies, and suggestions for placement success. The session will be an interactive format and features a panel of university placement experts.
Placement Services

Placement Committee 2011-2012
Kathryn Aten, University of Oregon
Jeffrey Bentley, University at Buffalo (State University of New York)
Jeremy Bernerth, Louisiana State University
Jacob Breland, Youngstown State University
Robyn Brouer, University at Buffalo (State University of New York)
Carolyn Chavez, New Mexico State University
Chiayen Chiu, University at Buffalo (State University of New York)
Erin Coyne, Ohio State University
Kay Devine, Athabasca University
James Dulebohn, Michigan State University
Megan Endres, Eastern Michigan University
Claudia Ferrante, USAF Academy
Geralyn McClure Franklin, University of Dallas
Crisis Frye, Eastern Michigan University
Vickie Coleman Gallagher, Cleveland State University
Ann Gregory, American University-Bulgaria
Joyce Heames, West Virginia University
Gary Insch, West Virginia University
Mary Jo Jackson, University of South Florida, St. Petersburg
Christian Kiewitz, University of Dayton
Ida Kutschera, Bellarmine University
Wei Liu, University of Maryland
John Martin, USAF Academy
Alison McConnell, Ohio State University
Nancy McIntyre, West Virginia University
Marianne Miller, Virginia Commonwealth University
Stephanie Newell, Eastern Michigan University
Eileen Pepler, Athabasca University
Michael Pickerell, Eastern Michigan University
Beth Polin, Ohio State University
Maijuwu Reeves, University at Buffalo (State University of New York)
Sammie Robinson, Texas Southern University
Scott Sherman, Texas A&M, Corpus Christi
Janice Witt Smith, Winston-Salem University
Lisa Stickney, University of Baltimore
Charlotte Sutton, Auburn University
Janice Thomas, Athabasca University
Darren Treadway, University at Buffalo (State University of New York)
Jack Walker, Texas Tech University
Angela Wallace, University at Buffalo (State University of New York)
Lei Wang, University at Buffalo (State University of New York)
Mike Whitfield, Georgia College and State University
Laura Williams, University of Mississippi
Diana Wong, Eastern Michigan University
Keke Wu, University of Alabama
Jun Yang, University at Buffalo (State University of New York)
Tom Zagenczyk, Clemson University

Placement Activities

The interview areas offered by Placement Services are a very appropriate location for interviews. However, 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 individuals with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms are 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, be fully dressed (including shoes), and ask only appropriate questions. Above all, be sensitive to concerns of others by avoiding actions or comments that may be perceived as uncomfortable.

Excerpt from the Academy's Code of Ethical Conduct

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

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

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

The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be (a) single authored; and (b) based on a doctoral dissertation completed within the last three years. Division Program Chairs nominate one paper each for this award. The Awards Committee, under the direction of Chair, Gerry Sanders (Rice U.) selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Myles Shaver, U. of Minnesota, Irene Henriques, York U., Riki Takeuchi, Hong Kong U. of Science and Technology, Morela Hernandez, U. of Washington, Lisa Hisae Nishii, Cornell U.

Here are the 2011 William H. Newman Award Nominees:

**BPS**
On the Outside Looking In: Capital Market Perceptions of Legacy Spinoffs
Emilie Feldman, Wharton School

**CAR**
Electronic Tethering: The Impact of After-hours Connectivity on Work-to-Family Conflict and Strain
C. Melissa Fender, Drexel U.

**CM**
The Blame-taker’s Dilemma: Actions and Reactions in the Wake of Organizational Failure
Brian C. Gunia, Northwestern U.

**CMS**
Demystifying the “Entrepreneurial Mind”: A Wittgensteinian Approach
Stratos E Ramoglou, Cambridge U.

**ENT**
Lifeblood or Liability? Schumpeter or Stinchcombe and Startup Performance
Jason Greenberg, New York U.

**GDO**
Cross-level Investigation on Impact of Contexts on Network Structure and Career Support
Raymond N. C. Trau, U. of Western Australia

**HCM**
Organizational Review of Adverse Events at an Academic Medical Center
Lucy MacPhail, New York U.

**HR**
Changing the Way We Think About Performance Appraisal: A Meta-Analysis
Shaun Pichler, California State U., Fullerton

**IM**
Foreign vs. Domestic Firms Benefit of Information Gathering and Deployment
Jörg Zimmermann, Max Planck Institute of Economics

**MC**
Can Client Satisfaction Help Retain Professional Services Employees? A Dyadic Analysis
Regina Viola Frey, German Graduate School of Management & Law (GGS)

**MED**
Management Education: A Call for a New Dialogue
Eirik Johannes Irgens, Nord-Trøndelag U. College

**MH**
The Risk Renaissance: A Historical Review of Risk and Risk Management
Hooman Attar, Macquarie U.

**MOC**
Selling out: How impressions of materialism influence creative evaluations and performance
Sharon H Kim, Johns Hopkins U.

**OB**
Mood at the Midpoint: How Team Positive Mood Shapes Team Development and Performance
Andrew P. Knight, Washington U. in St. Louis

**OMT**
Ethnic Homogeneity in a Social Network: Recruiting Investors into the Nairobi Stock Exchange
Christopher B. Yenkey, Cornell U.

**ONE**
Deregulation and Investment in Green Technologies: Evidence from Investor-Owned Electric Utilities
Eun-Hee Kim, George Washington U.

**SAP**
Impetus and Definition: The Way NEDs are Involved and Exercise Power and Influence in SDMPs
Michael Ruess, Jacobs U. Bremen

**SIM**
Stakeholder Management at the Origin of Competitive Advantage: A Fit and Resource Dependence View
Michael Banks, Loyola U. Maryland
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, Adela McMurray, Royal Melbourne Institute of Technology.

Here are the 2011 Carolyn Dexter Award nominees:

**BPS**
*Delegation across Institutional Boundaries: The Case of Multinational Hierarchies*
Yue Maggie Zhou, U. of Maryland

**CAR**
*Mentor and Protege Outcomes in Formal Mentoring Relationships: A Longitudinal Study in Korea*
Jae Uk Chun, Korea U.2; Nam Yi Yun, Mentoring & Coaching Center Korea; John J. Sosik, Pennsylvania State U., Great Valley

**CM**
The Display of “Dominant” Nonverbal Cues in Negotiation: The Role of Culture and Gender
Zhaleh Semnani-Azad, U. of Waterloo

**CMS**
The Structural Violence of Globalization: An Urgent Call for Preventive Intervention
Jessica Heineman-Pieper, George Mason U.

**ENT**
Regional Innovative Capabilities and Firm Creation: A Regional Analysis
In Hyeock Ian Lee, Western Kentucky U.; Eunsuk Hong, Queen’s U. Belfast

**GDO**
Partnership Under the Treaty: Race Relations and Institutional Work in Nursing Organizations
Douglas Creed; U. of Rhode Island; Deborah Jones, Victoria U. of Wellington

**HCM**
Looking Good or Doing Better? Patterns of Decoupling in the Implementation of Clinical Directorates
Daniele Mascia, Catholic U. Rome; Federica Morandi, Catholic U. Rome; Americo Cicchetti

**HR**
Tanja Rabl, U. of Bayreuth; Mevan M. Jayasinghe, U. of Wisconsin, Madison; Barry Gerhart, U. of Wisconsin, Madison; Torsten M. Kuehlmann, U. of Bayreuth

**IM**
*Internationalization in NGOs: Environment, Structure, and Board Governance*
Alnoor Ebrahim, Harvard U.; Srilatha Batliwala, Harvard U.

**MED**
*Building Foundations for Leaders’ Development through the Personalization of Management Learning*
Gianpiero Petriglieri, INSEAD; Jack Denfeld Wood, International Institute of Management; Jennifer Louise Petriglieri, INSEAD

**MH**
The History of the Pan-Pacific Coal Trade: 962-200
Bradley Bowden, Griffith U.; Andrea Insch, U. of Otago

**MOC**
Communicating Strategy Across Cultures with Visualization: An Experimental Evaluation
Sabrina Bresciai, U. of Lugano; Martin J. Eppler, U. of St. Gallen; Margaret Tan, Nanyang Technological U.
The Carolyn Dexter Award

OB
Employee Sabotage Associated with Customer Injustice: A Comparison of North America and East Asia
Ruodan Shao, U. of British Columbia; Daniel Skarlicki, U. of British Columbia

OM
Societal Patriarchal Logics and the Emergence of Microfinance Organizations
Eric Yanfei Zhao, U. of Alberta; Tyler Earle Wry, Wharton School

ODC
The Influence of Eastern and Western Societal Cultures in Managing Strategic Change
William W. Maddux; INSEAD; Quy Nguyen Huy, INSEAD; Jeffrey Sanchez-Burks, U. of Michigan

OMT
Societal Patriarchal Logics and the Emergence of Microfinance Organizations
Eric Yanfei Zhao, U. of Alberta; Tyler Earle Wry, Wharton School

ONE
Priorities in Corporate Sustainability Reporting: Does East Meet West, Does South Converge on North?
Ralf Barkemeyer, U. of Leeds; Lutz Preuss, Royal Holloway, U. of London

PNP
Organizing Prisons through Public-Private Partnerships: A Cross-Country Investigation
Sandro Cabral, Federal U. of Bahia; Stephane Saussier, U. Paris Panthéon Sorbonne

SAP
Rules of Suspension: A Rules-Based Explanation of Strategy Workshops in the Strategy Process
David Nils Seidl, U. of Zurich; Donald MacLean, Glasgow U.; Robert MacIntosh, U. of Glasgow
Table 1: Submissions by Sponsors. Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

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Table 4: Participant Country Representation

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*Self-Identified. Data may be incomplete. The Academy takes no position on national borders.
What’s New in Management?

Leveraging Corporate Responsibility*  
The Stakeholder Route to Maximizing Business and Social Value  
C. B. BHATTACHARYA, SANKAR SEN, and DANIEL KORSCHUN

Corporate Social Strategy*  
Stakeholder Engagement and Competitive Advantage  
BRYAN W. HUSTED and DAVID BRUCE ALLEN

International Management Ethics*  
A Critical, Cross-cultural Perspective  
TERENCE JACKSON

Organizational Design*  
A Step-by-Step Approach  
RICHARD M. BURTON, BØRGE OBEL, and GERARDINE DESANCTIS

Organizations and Unusual Routines  
A Systems Analysis of Dysfunctional Feedback Processes  
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Institutional and Political Challenges  
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Cambridge Companions to Management

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Edited by SIM B. SITKIN, LAURA B. CARDINAL, and KATINKA M. BIJSMA-FRANKEMA  
Cambridge Companions to Management

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Ethnographically Grounded Case Studies of Work Practice  
Edited by MARGARET H. SZYMANSKI and JACK WHALEN  
Learning in Doing: Social, Cognitive and Computational Perspectives

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An Integrated Approach to Theory and Corporate Strategy  
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in the Multinational Corporation  
The Role of Institutions, Interests and Identities  
Edited by CHRISTOPH DÖRRENBÄCHER and MIKE GEPPERT

Brazilian Multinationals  
Competences for Internationalization  
AFONSO FLEURY and MARIA TEREZA LEME FLEURY

The New Multinationals  
Spanish Firms in a Global Context  
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Keeping One Step Ahead  
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The Innovation Journey of Wi-Fi  
The Road To Global Success  
WOLTER LEMSTRA, VIC HAYES, and JOHN GROENEWEGEN

*Available in both hardback and paperback!
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Strategic Management of Innovation and Design*
PASCAL LE Masson, Benoît Weil, and Armand Hatchuel

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Embodied Metaphors in Practice
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The Embedded Firm
Corporate Governance, Labor, and Finance Capitalism
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Euro Edition*
RICHARD BARKER
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The Political Methodologist, Spring 2007

"For those who have ever needed to find themes or relationships in verbatim responses, focus group transcripts, or other text sources, WordStat is very attractive indeed."

Marketing Research Magazine, Spring 2006
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Abbreviations used in the Program Guide

Divisions & Interest Groups

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

- GH   Grand Hyatt
- HR   Hyatt Regency
- HPR  Hilton Palacio del Rio
- MRC  Marriott Rivercenter
- MRW  Marriott Riverwalk
- LQ   La Quinta Inn & Suites
- OS   Offsite
- SAC  San Antonio Convention Center

Symbols

- Program Theme-oriented
- Teaching-oriented
- Management Practice-oriented
- International-oriented
- Research-oriented
- Diversity-oriented
- Selected as a conference Best Paper
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<td>MRC: Salon A</td>
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<td>41 MED: The Process is the Bridge</td>
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<td>MRC: Salon C</td>
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<td>71 SIM/CMS: Pedagogical Techniques in SIM</td>
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<td>MRC: Salon D</td>
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<td>52 CMS/ONE:MSR: Postcolonial Futures</td>
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<td>17:00</td>
<td>MRC: Salon J</td>
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<td>73 MED: The Pacific Product</td>
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<td>MRC: Salon K</td>
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<td>46 MED: Simulation Learning Experiences</td>
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<tr>
<td>18:00</td>
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<td>47 MED: Developing Global Leaders</td>
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<td>MRW: Bow E</td>
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<td>9 CMS: West &amp; East in AHM?</td>
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<td>30 FN and cosponsors: Cross Sector Partnerships</td>
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<td>MRW: Bow D</td>
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<td>63 MED/OCCCAR: Tricky Coaching</td>
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<td>38 TTC: Fink’s Taxonomy</td>
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<td>40 HCM: Intrepid Field Trip</td>
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<td>OS: Valero Energy Corporation</td>
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<td>54 HR: HR Corporate Tour</td>
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<td>8 BPS/MOC/ENTOMT: Strategic Human Capital</td>
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<td>01:00</td>
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<td>37 TIMR: Codifying Academic Knowledge</td>
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<td>36 TMOC/OCD: Mitigate Technology Change</td>
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<td>56 BPS/TIM/COMT: The Appropriation of Value</td>
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<td>53 ENTD/TTC: Women Entrepreneurship</td>
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<td>14 IM: International HR Management</td>
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<td>26 OMT/TIM: Projects and Knowledge</td>
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<td>5 AAMS/OMT: Indian Social Innovation Cases</td>
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<td>06:00</td>
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<td>4 AAA: Membership</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>SAC: Room 213 B</td>
<td>45 IM/CMBPS: International Negotiation</td>
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<td>SAC: Room 217 A</td>
<td>27 OMT: OMT Junior Faculty Consortium</td>
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<td>6 BPS: BPS Doctoral Consortium I</td>
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<td>39 BPS: BPS Dissertation Consortium</td>
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<td>29 OMT/MOC: OMT/MOC Doctoral Student Cons.</td>
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</table>

Duke Corporate Education, which was named the world’s #1 provider of custom executive education for the ninth consecutive year in the 9 May 2011 edition of the Financial Times, is recruiting faculty for its custom executive education programs.

Interested candidates should have:
- A proven track record teaching in global executive education programs for senior to mid level audiences
- Practical and theoretical experience teaching in China or experience teaching Chinese executives
- Ability to teach a core topic and apply it to the China context
- Subject matter expertise in either innovation, strategy, finance, marketing, and leadership
- Availability to teach in programs delivered in China as well as Europe and the United States
- Fluency in English and Mandarin

If interested, please submit your resume to Patricia Longshore, Vice President of the Global Learning Resource Network, Duke Corporate Education, pat.longshore@dukece.com to arrange an interview at the Academy of Management Meeting in San Antonio, August 12 – 16th.
<table>
<thead>
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<th>Time</th>
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<td>12:00</td>
<td>GH: Bonham B: 89 MC: Creating Consulting Practice</td>
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<td>GH: Bonham C: ODC: Doctoral Student Consortium</td>
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<td>GH: Bonham D: 104 GAR: Getting Past No</td>
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<td>GH: Lone Star A: MCSIM: Consulting Across Boundaries</td>
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<td>GH: Lone Star B: ODC: Developing Organizations</td>
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<td>GH: Lone Star C: CBMICAR: Advice for 3rd-4th Year Students</td>
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<td>GH: Lone Star D: DITC: Panel on Inclusion in the AOM</td>
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<td>GH: Lone Star F: OB: OB Doctoral</td>
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<td>GH: Presidio A: 92 CARNR: Responding to R&amp;R</td>
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<td>GH: Presidio B: 96 HR: Learning Evaluation in UK HE</td>
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<td>GH: Presidio C: OB/HR: Motivational</td>
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<td>GH: Republic B: ODC: Developing Organizations</td>
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<td>GH: Texas Ballroom A: 121 DITC: Let’s Get Real about Racism</td>
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<td>GH: Travis A:</td>
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<td>GH: Travis B: 94 GDO: Publishing Diversity Research</td>
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<td>HPR: Corte Real D/E: 102 AAA: Publishing in AMJ</td>
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<td>LQ: Combined A&amp;B: 111 RM and cosponsors: Emergence in Process Research</td>
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<td>LQ: Combined E&amp;F: 101 RM/OMT/ICD: QCA and fuzzy sets</td>
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<td>LQ: Crockett West: 99 MSR: Lecto and Religious Pluralism</td>
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<td>LQ: Fiesta A: MSR: Nurturing the Prophet</td>
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<td>LQ: Fiesta B: 99 MSR: TM Refresher Course</td>
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<td>MRC: Conference Room 15: 114 CMS/OMT/GDO: Frontiers of Critique</td>
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<td>MRC: Conference Room 16: 108 MH: MH-Your Other Research Stream</td>
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<td>MRC: Conference Room 17: MED: The Perfect Class</td>
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<td>MRC: Conference Room 18: 125 ONE/BIOS/IM/TC: The Future in Strategy</td>
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<td>MRC: Salon C: SIMONE/OMT: Leading CSR in Messy Contexts</td>
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<td>MRC: Salon D: SIMCMS: Using Reflection</td>
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<td>MRC: Salon G: 133 AAA: In/Outs of Faculty Recruiting</td>
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<td>MRC: Salon J: MED: The Pacific</td>
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<td>MRC: Salon K: MED: Simulation/Learning Experiences</td>
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<td>MRC: Salon L &amp; M: 116 MOC and cosponsors: Reviewing in the Rough</td>
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<td>MRW: Bowie: 97 MED/OMT/IMC: Ethics Tools in Class</td>
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<td>MRW: Salon C: ONE: Beyond Growth</td>
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<td>MRW: Salon D: 100 PNP: Captains of Lives</td>
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<td>MRW: Salon E: MED/MIC/DC: Diversity Icebreaker</td>
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<td>MRW: Salon F: 95 HCM: Industry-Academic Research</td>
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<td>OS: Brooke Army Medical Center: HCM:</td>
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<td>OS: Texas Hill Country: 115 MED: Texas Winery Tour</td>
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<td>OS: Toyota Texas Plant: 109 OMT/OMT/IMC: Toyota Texas Plant Tour</td>
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<td>SAC: Exhibit Hall B Registration: AAA: Conference Registration</td>
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<td>SAC: Room 006 D: 112 TIM: Continuous Innovation</td>
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<td>SAC: Room 007 A: IMT/IC/MHR: Management in Africa</td>
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<td>SAC: Room 007 B: TIM: TIM Junior Faculty Consortium</td>
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<td>SAC: Room 007 C: BPS/IMT/OMC: The Appropriation of Value</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
SAC: Room 007 D  107 IAM/HR/AAAM: Anxious Tiger, Astute Dragon
SAC: Room 008 A  ENT/D&ITC: Women Entrepreneurship
SAC: Room 008 B  93 ENT: PA and the Equity Gap
SAC: Room 101 B  AAA: 2011 LAC
SAC: Room 204 B  119 AAA: Connecting the Academy
SAC: Room 206 A  135 ENT: How NOT To Quit Your Day Job
SAC: Room 206 B  106 ENT: Higher Edu. for Development
SAC: Room 207 A  91 OMT/BPS: Social Studies of Finance
SAC: Room 207 B  TIM/BPS: Design Thinking
SAC: Room 209  TIM/TIM Doctoral Consortium
SAC: Room 210 B  
SAC: Room 211  AAA: Membership
SAC: Room 212 A  OCIS: OCIS Junior Faculty Consortium
SAC: Room 212 B  OCIS: OCIS Doctoral Consortium
SAC: Room 213 B  IM/CM/BPS: International Negotiation
SAC: Room 216 A & B  OCIS: OCIS Joint Consortia Lunch
SAC: Room 217 A  OMT: OMT Junior Faculty Consortium
SAC: Room 217 B  BPS: BPS Doctoral Consortium I
SAC: Room 217 C  BPS: BPS Dissertation Consortium
SAC: Room 217 D  OMT/MOC: OMT/MOC Doctoral Student Cons.

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
**Friday Evening, August 12, 2011**

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<td>5:00</td>
<td>GH: Bonham B 158 ICW: MMD Debriefing</td>
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<td>6:00</td>
<td>GH: Lone Star A GDO: Black Experience in Orgs</td>
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<tr>
<td>6:30</td>
<td>GH: Lone Star B ODC and co-sponsors: Publish</td>
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<tr>
<td>7:00</td>
<td>GH: Lone Star C OBIOMHC: Negative Effects of Learning</td>
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<tr>
<td>7:30</td>
<td>GH: Lone Star E OB: OB Jr Faculty Workshop-Friday</td>
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<tr>
<td>8:00</td>
<td>GH: Lone Star F OB: OB Doctoral Consortium-Friday</td>
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<td>8:30</td>
<td>GH: Texas Ballroom B GDO: GDO Pre-Conference Social Hour</td>
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<td>GH: Texas Ballroom C 150 HR: HR Doctoral Consortium Dinner</td>
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<td>GH: Travis A HR/IM/TIM: East-West</td>
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<td>11:00</td>
<td>CQ Combined G&amp;O RM and</td>
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<td>CQ Combined E&amp;F MSR: Trust Your Instincts</td>
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<td>MRC: Salon C 151 MED/TTC/NDSC: MED Writer’s Workshop</td>
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<td>MRC: Salon G 149 AAA: Placement for Applicants</td>
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<td>MRC: Salon K HCM/IM: Innovation in Health Care</td>
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<td>MRW Bowie CMS: Process-relational</td>
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<td>MRW: Salon A SIMONE/IM/PS/ITC: BCP</td>
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<td>OS: TBA 156 CM: CM Junior Faculty Reception</td>
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<td>OS: Casa Rio Restaurant 160 OCIS: OCIS Jr Faculty Consortium</td>
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<td>OS: TBD 162 NDSC: NDSC: Friday Night Social</td>
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<td>OS: Texas Hill Country MED: Texas Winery Tour</td>
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<td>OS: To Be Determined HR: HR JFC Icebreaker/Dinner</td>
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<td>SAC: Mission 103 A &amp; B 151 OMT: Meet OMT Reception</td>
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<td>SAC: Room 006 C SAP: SAP Paper Development</td>
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<td>SAC: Room 007 C AAM/IM/TIM: India and China</td>
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<td>4:00</td>
<td>SAC: Room 008 A 154 SAP: Socio-Economic Strategy</td>
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<td>SAC: Room 206 A ENT: How NOT To Quit Your</td>
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<td>SAC: Room 207 A OMT/ENT/BPS/TIM: Revealing the Cultural</td>
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<td>SAC: Room 209 TIM: TIM Doctoral Consortium</td>
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<td>SAC: Room 210 A 159 IM, IM</td>
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<td>SAC: Room 214 155 AAA: New Member Orientation</td>
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<td>SAC: Room 217 A OMT: OMT: Junior Faculty</td>
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Saturday Morning, August 13, 2011

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>187 IAM/ENT/NET/IM/BPS: Industry Transformation Ibero</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Saturday Afternoon, August 13, 2011

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<td>338 RM: Ask the Experts: An RM Career</td>
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<td>OS: Haven for Hope</td>
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<td>OS: Lobby of Marriott Rivercenter</td>
<td>313 CMS: Off-site visit, San Antonio</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Conference Program Guide – Saturday, August 13, 2011

### Section B

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

| SAC: Exhibit Hall B Conference Break | 323 AAA: Membership |
| SAC: Exhibit Hall B Registration | AAA: Conference Registration... |
| SAC: Room 006 D | CMT/OM Doctoral/ Jr Fac Consortium |
| SAC: Room 007 B | 301 OCIS and cosponsors: A Socio-Technical Perspective |
| SAC: Room 007 C | 314 ENT: ENT Ambassadors Program |
| SAC: Room 007 D | 287 CMT/BPS/ENT/TIM: Category Dynamics |
| SAC: Room 008 A | 293 ENT: Data for Soc Ent. Research |
| SAC: Room 008 B | 316 IMMED: Foreign Study Tours |
| SAC: Room 101 B | AAA: San Antonio 2011 LAC |
| SAC: Room 201 | 304 BPS and cosponsors: Funding Opportunities from International Business... |
| SAC: Room 202 | 294 ICW: USASBE Board Mtg |
| SAC: Room 203 A | BPS: BPS New Faculty Consortium |
| SAC: Room 203 B | OCIS and cosponsors: |
| SAC: Room 203 C | 343 IM/RM/BPS: Causal Inference in IB Models |
| SAC: Room 204 A | 298 CMT and cosponsors: Advanced Networks PDW |
| SAC: Room 205 | TIM: TIM Distinguished Scholar Award |
| SAC: Room 206 A | 317 TIM/BPS: Meet the Editors |
| SAC: Room 206 B | 295 IM: Devel. City Training Workshops |
| SAC: Room 207 A | ENT: Entrepreneurship 302 BPS: Firm Scope |
| SAC: Room 207 B | 278 BPS: BPS Managing your Dissertation |
| SAC: Room 208 | 279 BPS/TIM/IM: Patent PDW |
| SAC: Room 209 | BPS and cosponsors: |
| SAC: Room 210 A | 356 AAB/BPS: Korean Business |
| SAC: Room 210 B | 352 IM: IM Meet the Editors |
| SAC: Room 211 | AAA: Membership |
| SAC: Room 211 | 307 ICW: JME Editorial |
| SAC: Room 212 A | 281 ENT/BPS/OMT: Austrian econ. & Ent. studies |
| SAC: Room 212 B | 274 BPS/OMT/IBMCC: Behavioral Strategy |
| SAC: Room 213 B | TIM/OMT/IBS/OM: Behavioral Strategy |
| SAC: Room 214 A | ENT: 4th Annual ECO Research PDW |
| SAC: Room 216 B | 282 EN/MEN: Women/Minority Ent. Research |
| SAC: Room 217 B | IM: IM Doctoral Consortium |
| SAC: Room 217 C | IM: IM Junior Faculty Consortium |
| SAC: Room 218 A | BPS/IAA/MA: |
| SAC: Room 219 | IM: IM Meet the Editors |

SAC: Room 006 D | CMT/OM Doctoral/ Jr Fac Consortium |

Section B
### Conference Program Guide – Saturday, August 13, 2011

#### Section B

**Saturday Evening, August 13, 2011**

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<td>370 ICW: MMD Debriefing</td>
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<td>OB and cosponsors: Creativity beyond Boundaries</td>
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<td>366 OB/MEN: Advancing Leadership Research</td>
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<td>362 PTC: PTC Reception and Awards</td>
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<td>361 AAA: 2012 Program Chairs’ Meeting</td>
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<td>365 OB and HR Welcome Reception</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Sunday Morning, August 14, 2011

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<tr>
<th>Time</th>
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<td>8:00</td>
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<td>9:00</td>
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<td>9:30</td>
<td>ICW: POS Gathering</td>
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<td>10:00</td>
<td>AAA: All-Academy</td>
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<td>ICW: Organ. Studies ERB meeting</td>
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<td>11:00</td>
<td>AAA: President’s Address &amp; Awards</td>
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<td>ICW: McGraw-Hill Teaching Workshops</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Sunday Afternoon, August 14, 2011

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
| SAC: Room 204 B | AAT: Asian Challenges & |
| SAC: Room 205 | **440** AAA: AOM Leadership Forum |
| SAC: Room 206 A | **461** IM: Booz&Co Eminent |
| SAC: Room 206 B | AAA: Division |
| SAC: Room 207 A | AAA: Ethics |
| SAC: Room 207 B | **506** TIM: TIM Executive Committee |
| SAC: Room 210 B | ITC: (ITC) Exec Business Meeting |
| SAC: Room 211 | AAA: Membership |
| SAC: Room 212 A | ICW: |
| SAC: Room 212 B | **498** OMT: OMT Executive Committee Meeting |
| SAC: Room 213 A | **483** OM: JOM Best Paper Session **522** OM: OM |
| SAC: Room 214 A | AAT: Business **449** AAT: HTC and Peter Chou |
| SAC: Room 214 B | **462** ITC: Dexter&Emerald |
| SAC: Room 214 C | AAT: A School of |
| SAC: Room 214 D | **450** AAT: Information Acculturation **476** AAT: Employee Participation |
| SAC: Room 215 | AAT: Buddha to **451** AAT: Consciousness and |
| SAC: Room 216 A | **465** BPS: BPS Global **486** BPS: BPS Exec Committee |
| SAC: Room 217 B | AAT: Mindful Leadership **478** AAT: Yoga and Effectiveness |
| SAC: Room 217 C | AAT: Town Hall on Inclusion in AOM **479** AAT: Guiding Change |
| SAC: Room 218 | **501** SAP: SAP Executive Committee |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
<table>
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<tr>
<th>Time</th>
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<td>5:00</td>
<td>ICW: MMD Debriefing</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Conference Program Guide – Sunday, August 14, 2011

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

<table>
<thead>
<tr>
<th>Section B</th>
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### New from Rotman-UTP Publishing

**The Evolution of Great World Cities**

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This remarkable study illuminates how geography, technology, and the infrastructure of urban economies allow cities to develop and thrive.

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*Available in Fall 2011: 9781442641433 | $35.00*
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Monday Morning, August 15, 2011

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<td>670 SAP: Legitimation Strategies</td>
<td>774 SAP: Strategy Communication</td>
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<td>666 OMT: Distinguished Scholar</td>
<td>769 OMT/MOC/BPS: Leadership &amp; Institutions</td>
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<td>665 OMT/OCD/IM: Culture and Performance</td>
<td>764 OMT: The Spread of Practices</td>
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<td>SAC: Room 215</td>
<td>659 OM: Cultural &amp; Behavioral Research</td>
<td>761 OM: Lean/TPS when West Meets Easts</td>
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<td>OM: OM Division</td>
<td>663 OMT: Isomorphism/Infr Pressure</td>
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<td>582 BPS: Entrepreneurship in Publ Int</td>
<td>687 BPS/TIM: Vertical Disintegration</td>
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<td>664 OMT: Exploration and Exploitation</td>
<td>767 OMT: Adoption of Innovations</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Monday Early Afternoon, August 15, 2011

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

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

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<th>Time</th>
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<td>SAC: Room 206 A: Managing Diversity</td>
</tr>
<tr>
<td>9:30 AM</td>
<td>SAC: Room 204 B: Infl Leaders &amp; Employees</td>
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<tr>
<td>9:45 AM</td>
<td>SAC: Room 203 A: Learning from Foreign Techno</td>
</tr>
<tr>
<td>10:00 AM</td>
<td>SAC: Room 008 B: Innovation and Its Users</td>
</tr>
<tr>
<td>10:15 AM</td>
<td>SAC: Room 007 B: Intraorg Knowledge Sharing</td>
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<td>SAC: Room 006 A: Room 210 B: Learning from Mgmt History</td>
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<td>SAC: Room 004 B: Societal Issues in Mgmt</td>
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<td>SAC: Room 003 A: Learning from Foreign Technologies</td>
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**Section B**

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<td>876 SAP/BPS/MOC: Agency and Strategy</td>
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<td>866 OMT: Network Diffusion</td>
<td>972 OMT: Interorganizational Mobility</td>
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<td>968 OMT: Project Management Research</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Monday Late Afternoon, August 15, 2011

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

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### Conference Program Guide – Monday, August 15, 2011

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<td>GH: Lone Star F</td>
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<tr>
<td>9:00</td>
<td>GH: Presidio A</td>
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<td>GH: Texas Ballroom B</td>
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<td>LQ: Combined E&amp;F</td>
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<td>LQ: Fiesta D</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Tuesday Morning, August 16, 2011

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<td>GH: Bowie A - OB: Fostering Innovation</td>
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<td>GH: Crockett A - ODC: Virtue, Virtuousness, or Vice</td>
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<td>GH: Crockett C - OB: Emotion Labor and Regulation</td>
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<td>GH: Lone Star B - CAR/HR/COB: Sustainable Careers</td>
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<td>GH: Lone Star E - OB: Job Stress &amp; Coping Processes</td>
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<td>GH: Republic A - OB: Voice and Prosocial Behavior</td>
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<td>GH: Travis A - CM: Negotiator Effectiveness</td>
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<td>HR: Fino - DISC: CMT and Method</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Tuesday Early Afternoon, August 16, 2011

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Tuesday Late Afternoon, August 16, 2011

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<td>SAC: Room 210 A: 1596: IMOB/MOC: Bi/Multicultural Employees</td>
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<td>SAC: Room 210 B: 1595: IMBPS: Linking Politics and Business</td>
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</table>

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
| SAC: Room 213 A  | 1585 ENT: Founder Performance |
| SAC: Room 214 B  | 1619 OMT: Soc. Movements & New Industry |
| SAC: Room 214 C  | 1620 OMT: Intraorg Networks |
| SAC: Room 215    | 1586 ENT/BPS/TIM: Entrepreneurial Entry |
| SAC: Room 216 B  | 1613 OCIS: IT and Strategy |
| SAC: Room 2      | 1621 OMT: Social Psychological Processes |

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

**Section B**  
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Notes
## All Academy Activities

**Program Chair:** Ming-Jer Chen, U. of Virginia  
**Professional Development Workshop Chair:** R. Duane Ireland, Texas A&M U.

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tbody>
<tr>
<td>Fri</td>
<td>8:00am</td>
<td>2</td>
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<td>Registration Conference Registration</td>
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<tr>
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<td>9:00am</td>
<td>43</td>
<td>HPR:Corte Real C</td>
<td>Writing Theoretical Papers</td>
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<td>Connecting the Academy through Technology</td>
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<td>MRC:Salon G</td>
<td>The Ins and Outs of Faculty Recruiting</td>
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<td>The Academic Job Search: Workshop for Applicants</td>
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<tr>
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<td>SAC:Room 211.</td>
<td>Membership Committee Opening Meeting &amp; Breakfast</td>
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<td>218</td>
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<td>GH:Texas Ballroom</td>
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<td>PD&amp;CR Training for Prog Chairs</td>
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<td>President's Reception (Invitation Only)</td>
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<td>1632</td>
<td>MRC: Grand Ballroom</td>
<td>All-Academy Closing Reception</td>
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</table>
### Affiliate Activities & Committees

**Program Chair**: Ming-Jer Chen, U. of Virginia  
**Professional Development Workshop Chair**: R. Duane Ireland, Texas A&M U.

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
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<tr>
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<td>SAC:Room 210 B</td>
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<td>D&amp;ITC: Africa Management Scholarship</td>
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<td>GH:Travis B</td>
<td>PTC: Creativity and Innovation</td>
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<td>MRW:Salon F</td>
<td>TTC: Fink's Taxonomy</td>
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<td>NDSC: Asians in the Western Class</td>
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<td>D&amp;ITC: Let's Get Real about Racism</td>
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<td>PTC: Approaches for Studying Management Practices</td>
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<td>IAM: Anxious Tiger, Astute Dragon</td>
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<td>OS:TBD</td>
<td>NDSC: Friday Night Social</td>
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<td>SAC:Room 212 A</td>
<td>AAM: What motivates people?</td>
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<td>SAC:Room 209</td>
<td>AAM: Chinese emotional issues</td>
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<td>MEN: Knowledge is Power: Enlightening by Mentoring</td>
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<td>AAM: Korean Business Families</td>
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<td>PTC: PTC Reception and Awards</td>
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### All Academy Theme

**Program Chair:** Jan W. Rivkin, Harvard U.  
**Committee:** Tieying Yu, Boston College, Petra Christmann, Rutgers U., Ishtiaq Mahmoud, National U. of Singapore

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# Discussion Paper Sessions

**Program Chair:** Dorota Piaskowska, U. College Dublin

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## Business Policy & Strategy

**Program Chair:** Jeffrey J. Reuer, Purdue U.

**Development Workshop Chair:** Rajshree Agarwal, U. of Maryland

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## Conflict Management

### Program Chair: Zoe Barsness, U. of Washington, Tacoma
### Professional Development Workshop Chair: William P. Bottom, Washington U. in St. Louis

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# Entrepreneurship

Program Chair: David Audretsch, Indiana U., Bloomington  
Professional Development Workshop Chair: Sharon Alvarez, The Ohio State U.

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<td>Does Passion Have a Place in Entrepreneurship?</td>
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# Gender & Diversity in Organizations

**Program Chair:** Gwendolyn M. Combs, U. of Nebraska, Lincoln  
**Professional Development Workshop Chair:** Stacy Blake-Beard, Simmons College

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## Human Resources

**Program Chair:** Wendy R. Boswell, Texas A&M U.  
**Professional Development Workshop Chair:** David G. Allen, U. of Memphis

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# Management Education & Development

**Program Chair:** Toni Ungaretti, Johns Hopkins U.  
**Professional Development Workshop Chair:** Jacob Eisenberg, U. College Dublin

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# Managerial & Organizational Cognition

**Program Chair:** Rhonda K. Reger, U. of Maryland  
**Professional Development Workshop Chair:** Kyle Lewis, U. of Texas, Austin

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<td>Collecting, Developing, and Using Group Cognition</td>
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<td>Projects and Knowledge</td>
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## Organization Development & Change

**Program Chair:** James D Ludema, Benedictine U.  
**Professional Development Workshop Chair:** Jeffrey D Ford, Ohio State U.

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### Organizational Behavior

**Program Chair:** Cheri Ostroff, U. of Maryland  
**Professional Development Workshop Chair:** Suzanne S. Masterson, U. of Cincinnati

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## Organizational Communication & Information Systems

Program Chair: Elizabeth Davidson, U. of Hawaii-Manoa  
Professional Development Workshop Chair: Kevin Crowston, Syracuse U.

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## Organizations & the Natural Environment

Program Chair: Andrew J. Hoffman, U. of Michigan  
Professional Development Workshop Chair: Frances E Bowen, Queen Mary U. of London

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## Research Methods

Program Chair: Lisa Schurer Lambert, Georgia State U.
Professional Development Workshop Chair: Michael Sturman, Cornell U.

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# Social Issues in Management

**Program Chair:** Virginia Gerde, Duquesne U.  
**Professional Development Workshop Chair:** Jennifer J Griffin, George Washington U.

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## Strategizing Activities and Practice

Program Chair: Linda Rouleau, HEC Montreal  
Professional Development Workshop Chair: Saku Mantere, Hanken School of Economics

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## Technology & Innovation Management

Program Chair: Arvids A Ziedonis, U. of Oregon  
Professional Development Workshop Chair: Riitta Katila, Stanford U.

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## In-Conjunction With Activities

**Program Chair:** Ming-Jer Chen, U. of Virginia  
**Professional Development Workshop Chair:** R. Duane Ireland, Texas A&M U.  
**Program Manager:** Jimmy Le, Academy of Management  
**Program Coordinator:** Valerie Concepcion, Academy of Management

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<td>Sun</td>
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<td>389</td>
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<td>HR:Bowie C</td>
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<td>399</td>
<td>HPR:Corte Real A/B</td>
<td>Org. Studies ERB meeting</td>
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<td>405</td>
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The contributors to this book argue that in order to keep organizational research relevant to both theory and practice, it must deviate from the orthodoxy of traditional positivistic research, producing knowledge that is theoretically impactful and results in improved organizational effectiveness.

Part I of the book features active scholars who describe the choices they make and the tactics they employ to ensure that their work advances both theory and practice. In Part II, four highly respected researchers reflect on how they approached their careers so that they could have a broad impact on practice and still maintain academic rigor. Part III describes pathways to bring academic knowledge to practice—working with consultancies, executive PhD programs, OD specialists, and professional associations, as well as framing academic concepts in ways that are memorable and credible to practitioners. Part IV looks at institutional constraints and enablers: the prospects for useful research in traditional academic settings like business schools, peer-reviewed journals, and the Academy of Management. Finally, Part V sums up the themes of the book and the challenges and opportunities facing researchers who aspire to do research that advances both theory and practice.

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Ramkrishnan V. Tenkasi, Benedictine University
Michael L. Tushman, Harvard Business School
Andrew H. Van de Ven, University of Minnesota
Ruth Wageman, Harvard University & Hay Group

Join the authors and several contributors for their session, Transcending Divides: Case Examples of Doing Research That Advances Theory and Practice
Monday, August 15
9:45–11:15 am
Grand Hyatt, Lone Star A
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Each session is designed to last for 20 minutes.

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Friday 7:00AM

1. (MSR) MSR Morning Meditation Session
7:00am - 8:00am La Quinta Inn & Suites; Crockett West
Tweet this session: #AOM2011 1
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy and spiritual vitality.
Organizer: Gerald Biberman, U. of Scranton

Friday 8:00AM

2. (AAA) Conference Registration
8:00am - 5:00pm San Antonio Convention Center; Exhibit Hall B Registration
Tweet this session: #AOM2011 2
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

3. (AAA) San Antonio 2011 LAC
8:00am - 5:00pm San Antonio Convention Center; Room 101B
Tweet this session: #AOM2011 3
Chairs: Robert L. Cardy, U. of Texas, San Antonio; Stewart R. Miller, U. of Texas, San Antonio

4. (AAA) AOM Membership
8:00am - 5:00pm San Antonio Convention Center; Room 211
Tweet this session: #AOM2011 4
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.

5. (AAM, SIM, TIM) Unique Indian Video Cases on Social Innovations
8:00am - 10:00am San Antonio Convention Center; Room 210 B
Tweet this session: #AOM2011 5
This PDW is open to all with no prior registration. Three videos will be shown followed by a discussion on their use with different audiences.
Organizer: Ganesh N. Prabhu, Indian Institute of Management, Bangalore

6. (BPS) BPS Doctoral Consortium I
8:00am - 10:00am San Antonio Convention Center; Room 217 B
Tweet this session: #AOM2011 6
By invitation only
Organizers: Benjamin A. Campbell, Ohio State U.; Samina Karim, Boston U.
Participants: Gautam Ahuja, U. of Michigan; Juan Alcacer, Harvard U.; Richard A Bettis, U. of North Carolina, Chapel Hill; Adelaide Wilcox King, U. of Virginia; Rahul Kapoor, U. of Pennsylvania; Anita McGahan, U. of Toronto; M. Lourdes Sosa, London Business School; Gabriel Szulanski, INSEAD

7. (BPS, ENT, OMT) Exploring the Boundaries of Alliance Portfolios in Theory and Practice
8:00am - 10:00am San Antonio Convention Center; Room 007 D
Tweet this session: #AOM2011 7
Organizers: Pinar Ozcan, IESE Business School; Koen Heimeriks, Erasmus U. Rotterdam
Distinguished Speakers: Kathleen M. Eisenhardt, Stanford U.; Prashant Kale, Rice U.; Frank T. Rothaermel, Georgia Institute of Technology

Discussant: Dovev Lavee, Technion Israel Institute of Technology

8:00am - 10:00am San Antonio Convention Center; Room 006 D
Tweet this session: #AOM2011 8
Organizer: Craig E. Armstrong, U. of Alabama

9. (CMS) Does West Meet East in Arts and Heritage Management?
8:00am - 10:00am Marriott Riverwalk; Bowie
Tweet this session: #AOM2011 9
Organizers: Maria Lusiani, U. of Bologna; Emmanuel Coblenze, U. of Paris, Ouest Nanterre; Frédéric Kletz, MINES ParisTech; Serge Poisson de Haro, HEC Montreal
Chair: Luca Zan, U. of Bologna
Panelists: Robert Janes, Museum Management and Curatorship; Christina Kreps, Denver U.; Jun Li, Central Academy of Fine Arts; Dan Shoup, U. of Bologna

10. (CMS) CMS Doctoral Consortium
8:00am - 10:00am Marriott Riverwalk; Salon A
Tweet this session: #AOM2011 10
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWrG. The deadline to register online is August 10, 2011.
Coordinators: Marianna Fotaki, U. of Manchester; Denise Franza Barros, Fundacao Getulio Vargas; Sarah Stookey, Central Connecticut State U.

11. (D&ITC, MED) State of Management Education and Scholarship in Africa: Enlightenment for the East and West
8:00am - 11:00am Grand Hyatt: Lone Star A
Tweet this session: #AOM2011 11
Under the Aegis of the Africa Academy of Management
Presenters: Sue N Bruning, U. Manitoba; Stella M. Nkomo, U. of Pretoria; Douglas Viehland, Accreditation Council for Business Schools and Programs Participants: Emmanuel Afolabi Adegbite, Northumbria U.; Nicolina Kamenou, Heriot-Watt U.; Eileen Kwesiga, Bryant U.; Etham Kamal Metwally, American U. in Cairo

8:00am - 11:00am Grand Hyatt: Presidio C
Tweet this session: #AOM2011 12
Coordinators: Ilene Carol Wasserman, ICW Consulting Group Participants: Placida Velasquez Gallegos, Fielding Graduate Institute; Anita Perez-Fergusson, Fielding Graduate Institute

13. (GDO, IM, HR) Comparative Employment Equity around the World
8:00am - 10:00am Grand Hyatt; Presidio B

Thematic Orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D
14 (IM) International Human Resource Management: Pedagogical Challenges and Innovative Solutions  
8:00am - 10:00am San Antonio Convention Center: Room 008 B 
Tweet this session: #AOM2011 14 
Organizer: Veena P. Prabhu, California State U. Los Angeles 

15 (MED) Comics, CARToons and Graphic Novels in Management Education  
8:00am - 10:00am Marriott Riverwalk: Salon E 
Tweet this session: #AOM2011 15 
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011. 
Organizer: Gerhard Apfelthaler, California Lutheran U. 
Presenters: Robert D. Austin, Harvard U.; David Ketchum, Auburn U.; Jeremy Collin Short, Texas Tech U.; G. Tyge Payne, Texas Tech U.; Bettina Buchel, IMD; Bill Fischer, IMD 

16 (MH) New Member Workshop: Getting Involved in Professional Development & the Academy of Management Meeting  
8:00am - 10:30am Marriott Rivercenter: Conference Room 16 
Tweet this session: #AOM2011 16 
Organizer: Regina A. Greenwood, Nova Southeastern U. 
Chair: Silvia Ines Monserrat, Unicen 

17 (OC, RM, OMT, OB, BPS, ENT) Content Analysis in Organizational Research: Techniques and Applications  
8:00am - 12:00pm Grand Hyatt: Lone Star D 
Tweet this session: #AOM2011 17 
Organizers: Michael D. Pfarrer, U. of Georgia; Moriah A. Meyksens, Babson College; Lori Kiyatkin, Towson U. 

18 (MSR) Job Crafting and the Journey toward Spiritual Development: Teaching Balance and Transcendent Meaning  
8:00am - 10:00am San Antonio Convention Center: Room 202B 
Tweet this session: #AOM2011 18 
Presenter: Michelle French, Mount St. Mary’s College 

19 (MSR, IAM, MC) Trust Your Instincts: A Neuroscience-Based Approach to Transforming Organizational Performance  
8:00am - 10:00am La Quinta Inn & Suites: Fiesta E&F 
Tweet this session: #AOM2011 19 
Pre-registration is required for this workshop. To accommodate more attendees, this session is being held twice on Friday August 12th, once at 8am (session #12145), and then repeated again at 4:15pm (session #18196). Please preregister for one session only. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011. 
Chair: Arthur L. Jue, U. of Phoenix 
Presenters: Kathy Kolbe, Kolbe Corp.; John F Regni, L. G. USAF (ret), Aerospace and Defense Initiative, SFAZ 

20 (OB, HR) The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty  
8:00am - 12:00pm Grand Hyatt: Lone Star E 
Tweet this session: #AOM2011 20 
If attending, please send email to Abbie Shipp (ashipp@mays.tamu.edu) with your name, title, school affiliation, and 2-3 questions for the panel. 
Organizers: Diane Bergeron, Case Western Reserve U.; Abbie J. Shipp, Texas A&M U. 
Facilitators: Alison Fragale, U. of North Carolina; Marie S. Mitchell, U. of Georgia; Brent A. Scott, Michigan State U.; Traci Sitzmann, U. of Colorado, Denver 

21 (OC, MC, ODC, BPS) Shaping Caring Cultures and Strategies in Organizations  
8:00am - 12:00pm Grand Hyatt: Lone Star C 
Tweet this session: #AOM2011 21 
One in a two-part series, with "Caring Economics." Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011. 
Organizers: Kristine Marin Kawamura, St. George’s U.; Jeana Wirtenberg, Fairleigh Dickinson U.; Simon L. Dolan, ESADE; Riane Eisler, Center for Partnership Studies 

22 (OB, MED, ODC) Beyond The Textbook: Teaching An Understanding of Organizational Culture in Real Organizations  
8:00am - 10:00am Grand Hyatt: Republic B 
Tweet this session: #AOM2011 22 
This PDW provides specific steps and materials for OB teachers interested in engaging students in assessing organizational culture in organizations. 
Presenters: Kathleen J. Barnes, East Stroudsburg U.; George E. Smith, Albright College 

23 (OCIS) OCIS Junior Faculty Consortium Breakfast  
8:00am - 9:00am San Antonio Convention Center: Room 212 A 
Tweet this session: #AOM2011 23 
Breakfast for participants in the OCIS Junior Faculty Consortium. By invitation only. 
Host: Manju K Ahuja, U. of Louisville 

24 (OCIS) OCIS Doctoral Consortium Breakfast  
8:00am - 9:00am San Antonio Convention Center: Room 212 B 
Tweet this session: #AOM2011 24 
Breakfast for participants in the OCIS Doctoral Consortium. By invitation only. 
Host: Kevin Crowston, Syracuse U. 

25 (ODC, MED, MC) Action Research
26 ☞ (OM) OMT Junior Faculty Consortium
8:00am - 6:00pm San Antonio Convention Center: Room 217 A
Tweet this session: #AOM2011 27
Organizers: Martin Gargiulo, INSEAD
Presenters: Harry G. Barkema, London School of Economics; Stephen Borgatti, U. of Kentucky; Martin J. Kilduff, U. of Cambridge; Tai-Young Kim, SKK Graduate School of Business; Marc-David L Seidel, U. of British Columbia; Bilian Ni Sullivan, Hong Kong U. of Science and Technology; Giuseppe Soda, Bocconi U.; Pamela S. Tolbert, Cornell U.; Raymond T Sparrowe, Washington U. in St. Louis; James Westphal, U. of Michigan

28 ☞ (OMT, CMS) System Theory on the Ground: Research Methods and Managerial Applications
8:00am - 10:30am San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 29
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

29 ☞ (OMT, MOC) OMT/MOC Doctoral Student Consortium
8:00am - 6:00pm San Antonio Convention Center: Room 217 D
Tweet this session: #AOM2011 30
Invitation only based on application. Additional 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 August 10, 2011.
Organizers: Bill McEvily, U. of Toronto; Shelley Brickson, U. of Illinois, Chicago

30 ☞ ☞ ☞ (PNP, SIM, ONE, CMS, BPS, HCM) Cross-Sector Partnerships for Social Innovation: Processes, Perspectives and Positioning
8:00am - 11:30am Marriott Riverwalk: Salon C
Tweet this session: #AOM2011 31
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Organizers: Marlene J Le Ber, U. of Western Ontario; David Graham Hyatt, U. of Arkansas, Fayetteville; Oana Branzei, U. of Western Ontario
Facilitators: Amelia C. Clarke, U. of Waterloo; Jason Jersum Jay, Massachusetts Institute of Technology; Arno Kourula, Stanford U.; Jocelyn M. Leitzinger, U. of Wisconsin, Madison

31 ☞ ☞ ☞ (PTC, OMT, ODC) Creativity and Innovation: A Fundamental Capacity for the Global Mind
8:00am - 10:00am Grand Hyatt: Travis B
Tweet this session: #AOM2011 32
Organizers: Samuel Freeman, Thunderbird; V Seshan, Pepperdine U.

8:00am - 10:00am San Antonio Convention Center: Room 203A
Tweet this session: #AOM2011 33
Presenters: William H. Starbuck, U. of Oregon; Andreas Schwab, Iowa State U.; Bruce Thompson, Texas A&M U.; Eric Abrahamson, Columbia U.

33 ☞ ☞ ☞ (RM, OB, HR, HCM, MOC) Scale Development and Validation – A Practical Guide
8:00am - 10:00am San Antonio Convention Center: Room 201
Tweet this session: #AOM2011 34
This workshop will present best practice in the development of scales and measures by combining presentations with small group practical sessions.
Organizer: Ben Hardy, U. of Cambridge
Presenters: Stephanie L. Castro, Florida Atlantic U.; Claudia C. Cogilner, Texas Tech U.; Lucy R. Ford, St. Joseph’s U.; Terri A. Scandura, U. of Miami

34 ☞ ☞ ☞ (SAP, BPS, OMT) Strategy-as-Practice Research: Taking Stock and Going Forward
8:00am - 11:00am San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 35
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Chairs: Richard Whittington, Said Business School; Charlotte Cloutier, HEC Montreal
Discussant: Sarah Kaplan, U. of Toronto
Speakers: Julia Balogun, Lancaster U.; Saku Mantere, Hanken School of Economics; Paula Jarzabkowski, Aston U.; Patrick Regner, Stockholm School of Economics; David Nils Seidl, U. of Zurich; Claus D Jacobs, U. of St. Gallen
Friday 8:00 - 10:00 AM

35 (SIM) SIM Doctoral Consortium
8:00am - 6:00pm Marriott Rivercenter Salon B
Chair: Henri Johan Eduard Roberts, Norwegian School of Management
Facilitators: Jan Ketil Arnulf, Norwegian School of Management; Weitao Zhao, Fudan U.
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

36 (TIM, OGIS, ODC) The Qualitative Process and the Quantitative Tool: How Do You Improve Technology Change Success?
8:00am - 10:00am San Antonio Convention Center Room 007 C
Chair: Ronald G Creek, Academy of Entrepreneurship Journal
Presenter: Tamela Ferguson, U. of Louisiana
Program Theme: Thematically Oriented (TTC): The Qualitative Process and the Quantitative Tool: How Do You Improve Technology Change Success?
Presenter: Michelle Kunz, Georgetown U.; Victoria Grady, George Washington U.
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 2, 2011.
Facilitators: Beverly Magda, Georgetown U.; Victoria Grady, George Washington U.

37 (RM) Codifying Academic Knowledge: Semantic Web Driven Innovation
8:00am - 10:00am San Antonio Convention Center Room 007 A
Chair: Shobha S. Das, Qatar U.
Presenter: Kira Fabrizio, Duke U.
Panelists: Michelle Kunz, Morehead State U.; Bob Hatfield, Western Kentucky U.; Brian West, U. of Louisiana; Myles Hassell, U. of New Orleans
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Facilitators: Beverly Magda, Georgetown U.; Victoria Grady, George Washington U.

38 (TTIC) An Improved Model of Significant Learning -- Fink’s Taxonomy Applied to Business Education
8:00am - 10:00am Marriott Riverwalk Salon F
Chair: Ronald G Creek, Academy of Entrepreneurship Journal
Presenter: Tamela Ferguson, U. of Louisiana
Panelists: Michelle Kunz, Morehead State U.; Bob Hatfield, Western Kentucky U.; Brian West, U. of Louisiana; Myles Hassell, U. of New Orleans
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 2, 2011.
Facilitators: Beverly Magda, Georgetown U.; Victoria Grady, George Washington U.

Friday 8:30AM

39 (BPS) BPS Dissertation Consortium
8:30am - 6:00pm San Antonio Convention Center Room 217 C
Chair: Ronald G Creek, Academy of Entrepreneurship Journal
Presenter: Tamela Ferguson, U. of Louisiana
Panelists: Michelle Kunz, Morehead State U.; Bob Hatfield, Western Kentucky U.; Brian West, U. of Louisiana; Myles Hassell, U. of New Orleans
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 2, 2011.
Facilitators: Beverly Magda, Georgetown U.; Victoria Grady, George Washington U.

40 (HCM) Brooke Army Medical Center and Center for the Intrepid Field Trip
8:30am - 12:30pm Offsite: Brooke Army Medical Center
The trip is free, but reservations are required. Please contact Eric Ford at eford@uncg.edu to make the necessary arrangements by July 15, 2011.

41 (MED) The Process is the Bridge: Using Online Student Collaboration to Indigenize MBA Teaching
8:30am - 12:30pm Marriott Rivercenter: Salon A
Chair: Shobha S. Das, Qatar U.
Facilitators: Kira Fabrizio, Duke U.; Shobha S. Das, Qatar U.
Panelists: Michelle Kunz, Morehead State U.; Bob Hatfield, Western Kentucky U.; Brian West, U. of Louisiana; Myles Hassell, U. of New Orleans
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 Wave account information and the approval code. The deadline to register online is July 29, 2011.

42 (ODC) ODC Doctoral Student Consortium
8:30am - 2:00pm Grand Hyatt: Bonham C
Chair: Henri Johan Eduard Roberts, Norwegian School of Management
Facilitators: Jan Ketil Arnulf, Norwegian School of Management; Weitao Zhao, Fudan U.
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Friday 9:00AM

43 (AAA) AMR: Writing Theoretical Papers – A workshop with the editors
9:00am - 11:30am Hilton Palacio del Rio: Corte Real C
Coordinators: Adelaide Wilcox King, U. of Virginia; Gerardo Okhuyzen, U. of Utah; David P. Lepak, Rutgers U.; Jean-Philippe Bonardi, HEC U. of Lausanne
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Organizers: Adelaide Wilcox King, U. of Virginia; Gerardo Okhuyzen, U. of Utah; David P. Lepak, Rutgers U.; Jean-Philippe Bonardi, HEC U. of Lausanne

44 (ICW) ASQ Editors Meeting
9:00am - 12:00pm Hilton Palacio del Rio: Corte Real A/B
Chair: Eric Ford, Administrative Science Quarterly
Organizers: Eric Ford, Administrative Science Quarterly
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Facilitators: Eric Ford, Administrative Science Quarterly

45 (CM, BPS) Teaching International Negotiation
9:00am - 4:00pm San Antonio Convention Center Room 213 B
Chair: Shobha S. Das, Qatar U.
Facilitators: Kira Fabrizio, Duke U.; Shobha S. Das, Qatar U.
Panelists: Michelle Kunz, Morehead State U.; Bob Hatfield, Western Kentucky U.; Brian West, U. of Louisiana; Myles Hassell, U. of New Orleans
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 2, 2011.
Facilitators: Beverly Magda, Georgetown U.; Victoria Grady, George Washington U.

46 (MED) West Meets East: Comparing Business Simulation Experience from Classrooms in the West and the East
9:00am - 4:00pm Marriott Rivercenter Salon K
Chair: Shobha S. Das, Qatar U.
Facilitators: Veijo Kyosti, Cesium
Panelists: J Michael Geringer, California Polytechnic U.; Shobha S. Das, Qatar U.
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 2, 2011.
Facilitators: Beverly Magda, Georgetown U.; Victoria Grady, George Washington U.

47 (MED) Developing Global Leadership Competence: Challenges and Opportunities
9:00am - 11:30am Marriott Rivercenter Salon L & M
Chair: Shobha S. Das, Qatar U.
Facilitators: Veijo Kyosti, Cesium
Panelists: J Michael Geringer, California Polytechnic U.; Shobha S. Das, Qatar U.
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 2, 2011.
Facilitators: Beverly Magda, Georgetown U.; Victoria Grady, George Washington U.

48 (IM, CM, BPS) Teaching International Negotiation
9:00am - 4:00pm San Antonio Convention Center Room 213 B
Chair: Shobha S. Das, Qatar U.
Facilitators: Kira Fabrizio, Duke U.; Shobha S. Das, Qatar U.
Panelists: Michelle Kunz, Morehead State U.; Bob Hatfield, Western Kentucky U.; Brian West, U. of Louisiana; Myles Hassell, U. of New Orleans
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 2, 2011.
Facilitators: Beverly Magda, Georgetown U.; Victoria Grady, George Washington U.

49 (ICW) ASQ Editors Meeting
9:00am - 12:00pm Hilton Palacio del Rio: Corte Real A/B
Chair: Eric Ford, Administrative Science Quarterly
Organizers: Eric Ford, Administrative Science Quarterly
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 2, 2011.
Facilitators: Eric Ford, Administrative Science Quarterly
48 (MH) Management? That’s a Job Title. Now History, that’s a Discipline: Using History to Teach Management
9:00am - 11:00am Marriott Rivercenter: Conference Room 17
Tweet this session: #AOM2011 48
Organizer: Andrew Cardow, Massey U.
Participants: Cristina Marie Giannantonio, Chapman U.; Catherine Jo Hand, U.S. Department of Defense; Karl Moore, McGill U.; Lizzie Summerfield, U. of Adelaide

49 (MSR) Should Leaders be Benevolent?
9:00am - 11:00am San Antonio Convention Center: Room 202A
Tweet this session: #AOM2011 50
Coordinator: André Habisch, Catholic U. of Eichstätt-Ingolstadt
Discussant: Lenette Schuijt, Crystal River Consultancy
Coordinator: Catherine Voinnet Fourboul, U. of Paris II
Speaker: Lynne Sedgmore, Centre for Excellence in Leadership
Participant: Nathalie Estellat, U. of Paris II

50 (OCIS) OCIS Junior Faculty Consortium
9:00am - 5:00pm San Antonio Convention Center: Room 212A
Tweet this session: #AOM2011 50
Coordinator: Manju K Ahuja, U. of Louisville
Participants: Laurie J. Kirsch, U. of Pittsburgh; Kalle Lytynen, Case Western Reserve U.; Cathy Urquhart, Manchester Metropolitan U.; JoAnne Yates, Massachusetts Institute of Technology; Molly Wasko, Florida State U.

51 (OCIS) OCIS Doctoral Consortium
9:00am - 5:00pm San Antonio Convention Center: Room 212B
Tweet this session: #AOM2011 51
Interested participants must apply at http://crowston.syr.edu/ocisdccapp.
Coordinator: Kevin Crowston, Syracuse U.
Participants: Diana L. Burley, George Washington U.; Pamela Hinds, Stanford U.; Robert D. Galliers, Bentley U.; Paul Hart, Florida Atlantic U.; Claudia Loebbecke, U. of Cologne

Friday 9:30AM

52 (CMS, ONE, MSR) Imagining Otherwise: Postcolonial Critique and the Search for Alternative Futures
9:30am - 11:30am Marriott Rivercenter: Salon D
Tweet this session: #AOM2011 52
This interactive PDW imagines postcolonial futures that look beyond the parameters imposed by Western modernity and Euro-American capitalism.
Organizer: Anshuman Prasad, U. of New Haven
Chair: Anshuman Prasad, U. of New Haven
Presenters: Pushkala Prasad, Skidmore College; Jessica Heineman-Pieper, George Mason U.; Param Srikanta, Baldwin Wallace College; Khadija Al Arkoubi, U. of New Haven; Sangeeta Parameshwar, U. of Illinois, Springfield; Anshuman Prasad, U. of New Haven

53 (ENT, D&ITC) Empowering Women Through Entrepreneurship
9:30am - 2:30pm San Antonio Convention Center: Room 008 A
Tweet this session: #AOM2011 53
Organizers: Shaker A. Zahra, U. of Minnesota, Twin Cities; Sharon Alvarez, The Ohio State U.

Presenters: Sondos Gamal Abdelgawad, ESADE; Celine Abecassis-Moedas, U. Catolica Portuguesa; Sihem Ben Mahmoud-Jouini, HEC Paris; Cristina Bettinelli, Bergamo U.; Naga Lakshmi Damaraju, Indian School of Business; Samuel Dawa, Makerere U.; Giovanna Dossea, U. of Bergamo; Carin Holmqvist, Stockholm School of Economics; Shoko Kato, Syracuse U.; Hyunsuk Lee, Seoul National U. of Science and Technology; Miri Lerner, Tel Aviv-Jaffa Academic College; Fiona Mulira, Makerere U.; Rebecca Namatovu, Makerere U.; Tina Rosenbusch, U. of Western Ontario; Hamideda Parker, U. of Cape Town; Silviya Svejnova, ESADE; Natalia Weiss, Austral U.; Shaker A. Zahra, U. of Minnesota, Twin Cities; Marina Yue Zhang, Tsinghua U.; Roxanne Zolin, Queensland U. of Technology

Friday 10:15AM

55 (BPS, TIM, OMT) Value Creation, Value Appropriation and Bargaining: Micro, Macro and Diversity Perspectives
10:15am - 1:45pm San Antonio Convention Center: Room 007 C
Tweet this session: #AOM2011 55
Organizer: David G. Allen, U. of Memphis
Facilitators: Russell Coff, U. of Wisconsin; Martin Ganco, U. of Minnesota; William S Hesterly, U. of Utah; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Michael Rayll, U. of Toronto

57 (CAR, OB) Careers in the Rough: A Research Development Workshop
10:15am - 12:15pm Grand Hyatt: Travis A
Tweet this session: #AOM2011 57
Please contact the workshop organizer at lois.shelton@csun.edu before July 15 to obtain the approval code & submit your research overview & challenge.
Chair: Lois Shelton, California State U. Northridge

58 (ENT, O8) New Horizons in Individual Differences Research
10:15am - 12:15pm San Antonio Convention Center: Room 008 B
Tweet this session: #AOM2011 58
Entrepreneurship Division Research Committee-sponsored empirical PDW
Moderator: Keith Hmieleski, Texas Christian U.
Participants: Michael Marcus Gielnik, National U. of Singapore; Michael Frese, National U. of Singapore; Robert Alan Baron, Oklahoma State U.; Melissa S. Cardon, Pace U.; Maw-Der Foo, U. of Colorado, Boulder;

59 ➝: (GDO, OB, HR) Research into Generational Diversity at Work: Its Value and Future Directions
10:15am - 12:15pm Grand Hyatt; Travis B
Tweet this session: #AOM2011 59
Chair: Emma Parry, Cranfield U.
Presenters: Lisa M. Finkelstein, Northern Illinois U.; Jesse Segers, U. of Antwerp; Stacy McIlraith Campbell, Kennesaw State U.; Eddy S. Ng, Dhalousie U.

60 ➝: (HCM, MED) Strategy Structuring Process in the Healthcare Market: Risks and Consequences
10:15am - 12:15pm Marriott Riverwalk; Salon B
Tweet this session: #AOM2011 60
Chair: Zilá Guimarães Horta, Fundacao Getulio Vargas
Moderator: Tania Furtado, Fundacao Getulio Vargas
Speakers: Attila J. Hertelendy, Texas State U.; Flavia Malta, Fundacao Getulio Vargas

61 ➝: (HCM, MED) East Meets West: Traditional Teaching Meets Online Learning
10:15am - 12:15pm Marriott Riverwalk; Salon F
Tweet this session: #AOM2011 61
Coordinator: Reid Oetjen, U. of Central Florida
Participants: Amy Yarbrough Landry, U. of Alabama, Birmingham; Dawn Oetjen, U. of Central Florida; Lee Bewley, U.S. Army

62 ➝: (IM, BPS, SIM) EJIM Scholar-Practitioner Forum on Emerging Markets: Economic Imperatives & Societal Needs
10:15am - 12:15pm San Antonio Convention Center; Room 210 B
Tweet this session: #AOM2011 62
Organizers: Gerhard Apfelthaler, California Lutheran U.; Vlad Vaiman, Reykjavik U.
Participants: Hernant Merchant, Florida Atlantic U.; Peter Enderwic, Auckland U. of Technology; Stefano Pelle, Perfetti Van Melle Group; Ed Malisky, CURE Pharmaceutical

63 ➝: (MED, ODC, CAR) Tricky Coaching: Dealing with Difficult Cases in Leadership Coaching
10:15am - 12:15pm Marriott Riverwalk; Salon D
Tweet this session: #AOM2011 63
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is August 10, 2011. Please contact Andreas Bernhardt at andreas.bernhardt@esmt.org before July 11, 2011.
Organizers: Konstantin Korotov, ESMT; Elizabeth Florent-Treacy, INSEAD; Andreas Bernhardt, European School of Management and Technology, Berlin; Svetlana Khapova, VU U. Amsterdam; Laura Guillon, ESMT

64 ➝: (MOC, RM, OB, OMT, IM) Knowing How West Meets East: Measuring Cultural Knowledge using Cultural Consensus Model Analysis
10:15am - 11:15am San Antonio Convention Center; Room 201
Tweet this session: #AOM2011 64
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is August 10, 2011.
Organizers: Jeffrey Loewenstein, U. of Illinois, Urbana-Champaign; Josh W. Keller, Nanyang Technological U.
Presenters: Xin Yao, U. of Colorado, Boulder; Shane Mueller, Klein Associates
Panelists: Luis Martins, U. of Texas, Austin; Michele J. Gelfand, U. of Maryland; William Ocasio, Northwestern U.

65 ➝: (MSR) Whole Person Leader Development
10:15am - 12:15pm Marriott Riverwalk; Salon E
Tweet this session: #AOM2011 65
Presenters: Deb Mulkjer, Macquarie U.; Shankar Shankaran, U. of Technology Sydney

66 ➝: (NDSC) East Meets West in the Doctoral Classroom: Challenges Facing Asians in American Doctoral Seminars
10:15am - 12:15pm Grand Hyatt; Presidio B
Tweet this session: #AOM2011 66
Moderator: M. Blake Hargrove, U. of Texas, Arlington
Participants: Tae Seok Yang, U. of Texas, Arlington; Pakorn Sujichaphong, U. of Texas, Arlington

67 ➝: (ODC, OB, MC, HR, PTC) Positive, Dynamic, Talent-Based Organizational Change
10:15am - 2:15pm Grand Hyatt; Regency B
Tweet this session: #AOM2011 67
This workshop is a forum for discussing emerging academic approaches and best practices in positive, dynamic, talent-based organizational change.
Organizer: Carolyn M. Youssef, Bellevue U.
Moderator: Carolyn M. Youssef, Bellevue U.
Speakers: Chris Worley, U. of Southern California; Ronald Fry, Case Western Reserve U.; Diana Whitney, Corporation for Positive Change; Arthur L. Jue, U. of Phoenix; Andrew Noon, Mutual of Omaha

68 ➝: (RM) Reliability of Data in Management Research through Ethnostatistics and Qualimetrics
10:15am - 12:15pm San Antonio Convention Center; Room 203B
Tweet this session: #AOM2011 68
Participants: Frantz Datry, ISEOR; Robert P. Gephart, U. of Alberta; Henri Savall, ISEOR; Michel Peron, ISEOR

69 ➝: (RM, OB, ENT, HR) Using eLancing to Conduct Field Experimental and Quasi-experimental Research
10:15am - 12:15pm San Antonio Convention Center; Room 202B
Tweet this session: #AOM2011 69
Please bring your laptop computer to this PDW.
Participants: Sol航海. Lawal, Indiana U., Bloomington; Herman Aquinis, Indiana U., Bloomington

70 ➝: (RM, OB, HR) Estimating Interrater Agreement and Interrater Reliability in Organizational Research
10:15am - 12:15pm San Antonio Convention Center; Room 203A
Chair: James M. LeBreton, Purdue U.
Coordinator: Jenell Lynn-Senter Wittmer, U. of Toledo

71 ➝: (SIM, CMS) Teaching SIM I: Tricky Topics for MBA & Undergraduate Courses
10:15am - 11:45am Marriott RiverCenter; Salon C
Tweet this session: #AOM2011 71
Organizer: Tara L. Ceramic, U. of San Diego
Participants: Jill Ann Brown, Leigh U.; Howard Harris, U. of South Australia; Joseph P. Gaspar, Rutgers U.; Johanne Grosvold, U. of Bath

Friday 10:45AM

72  📚: (MH) Getting Published: Scholarly Articles, Books, Conference Presentations, and Lessons Learned
10:45am - 12:15pm Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 72
Chair: Julia Teahan, Baker College

Friday 11:00AM

73  📚: (MED) Incorporating a Team Activity into University-Wide Learning Goals via the Pacific Production Game
11:00am - 1:00pm Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 73
Organizer: Chris J. Sablynski, U. of the Pacific
Participants: Chris J. Sablynski, U. of the Pacific; Stefanie E Naumann, U. of the Pacific; Craig Richard Seal, U. of the Pacific

74  📚: (TIM) TIM Doctoral Consortium
11:00am - 6:00pm San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 74
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 August 10, 2011.
Organizers: Andrea Principe, G. D'Annunzio U.; Marco Giarratana, U. Carlos III de Madrid
Presenters: Ron Adner, Dartmouth College; Ashish Arora, Duke U.; Gautam Ahuja, U. of Michigan; Stefano Brusoni, Bocconi U.; Steven White, China Europe International Business School; Wei Zhang, Tsinghua U.

Friday 11:15AM

75  📚: (MSR) Nurturing the Organizational Prophet: Turning Critics into Healthy Change Agents
11:15am - 1:15pm San Antonio Convention Center: Room 202A
Tweet this session: #AOM2011 75
Presenters: Anthony L. Blair, Eastern U.; Jo Ann Kunz, Eastern U.

76  📚: (OB, MH) Motivational Scholarship: Enlightening, Balanced, and Transcending Traditional Approaches
11:15am - 1:15pm Grand Hyatt: Presidio C
Tweet this session: #AOM2011 76
Email 1 page submission to mprovitera@mail.barry.edu.
Pre-registration is required: https://secure.aomonline.org/PDWReg. Contact organizer for code.
Participant: Michael J. Provitera, Barry U.
Friday 12:00PM

83 – (CMS) CMS Doctoral Lunch
12:00pm - 2:00pm Marriott Rivercenter: Salon D
Tweet this session: #AOM2011 83

84 – (IM, ITC, OB, HR) Innovative Approaches to Understanding Management in Africa
12:00pm - 2:00pm San Antonio Convention Center: Room 007 A
Tweet this session: #AOM2011 84
An exciting hands on workshop to encourage research partnerships and the development of research agendas focusing on Africa and the African diaspora.
Chair: Betty Jane Punnett, U. of West Indies
Presenters: Terri L. Lituchy, Concordia U.; David L Ford Jr, U. of Texas, Dallas; Akhentolove Corbin, U. of West Indies; Bill Buenar Puplampu, U. of Ghana; Paul A Sears, U. of Findlay; Elham Kamal Metwally, American U. in Cairo

85 – (OCIS) OCIS Joint Doctoral and Junior Faculty Consortia Luncheon
12:00pm - 2:00pm San Antonio Convention Center: Room 216 A & B
Tweet this session: #AOM2011 85
By invitation only.
Hosts: Manju K Ahuja, U. of Louisville; Kevin Crowston, Syracuse U.

86 – (SIM, CMS) Teaching SIM II: Using Reflection Techniques
12:00pm - 1:30pm Marriott Rivercenter: Salon D
Tweet this session: #AOM2011 86
Organizer: Tara L. Ceranic, U. of San Diego
Participants: Howard Harris, U. of South Australia; Michael E Johnson-Cramer, Bucknell U.; Joseph P. Gaspar, Rutgers U.

87 – (SIM, ONE, OMT) Leadership and CSR in ‘Messy’ Contexts
12:00pm - 2:00pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 87
Organizer: Rumina Dhalla, U. of Guelph
Presenters: Rumina Dhalla, U. of Guelph; Michael Cox, U. of Guelph; James Robert Warn, UNSW; Colin Magee, U. of Guelph

88 – (TIM) TIM Junior Faculty Consortium
12:00pm - 6:00pm San Antonio Convention Center: Room 007 B
Tweet this session: #AOM2011 88
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 June 1, 2011.
Organizers: Corey Phelps, HEC Paris; Keld Laursen, Copenhagen Business School
Presenters: Rosemarie Ziedonis, U. of Oregon; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Melissa A Schilling, New York U.; Alfonso Gambardella, Bocconi U.; Rajshree Agarwal, U. of Maryland; Riitta Katila, Stanford U.

Friday 12:15PM

89 – (MC) Consulting is More Than Hanging Out a Shingle: Creating Your Consulting Practice
12:15pm - 2:15pm Grand Hyatt: Bonham B
Tweet this session: #AOM2011 89
Participants: David Jamieson, U. of St. Thomas; Deborah Colwill, Benedictine U.

90 – (OB, CM, CAR) Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students
12:15pm - 4:15pm Grand Hyatt: Lone Star C
Tweet this session: #AOM2011 90
Pre-registration is required. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register is August 10, 2011.
Organizers: Cindy Z. Zapata, Georgia Institute of Technology; Ned Wellman, U. of Michigan, Ann Arbor
Presenters: Cindy Z. Zapata, Georgia Institute of Technology; Thomas Lee, U. of Washington; Benjamin Herndon, U. of Texas, Austin; Donald E. Conlon, Michigan State U.; Brent A. Scott, Michigan State U.

91 – (OMT, BPS) Primer on Performativity and the Social Studies of Finance: Theory, Methods and Controversy
12:15pm - 3:15pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 91
Organizers: Yuval Millo, London School of Economics; Daniel Beunza, London School of Economics

Friday 12:30PM

92 – (CAR, HR) Lost in Translation: Responding to ‘Revise and Resubmit’
12:30pm - 2:30pm Grand Hyatt: Presidio A
Tweet this session: #AOM2011 92
Contact monica.kennedy@canberra.edu.au by August 1 to register and submit some challenging ‘revise and resubmit’ feedback you have received.
Organizer: Monica Therese Kennedy, U. of Canberra
Facilitators: Deborah A. Blackman, U. of Canberra; Stephen A Leybourne, Boston U.; Julia Richardson, York U.
Presenters: Allan Macpherson, De Montfort U.; Mustafa F Obzilgin, Brunel U.; Pawan S. Budhwar, Aston U.; Peter A. Heslin, U. of New South Wales; Russ Vince, U. of Bath; Stephen T.T. Teo, Curtin U; Robert P. Gephart, U. of Alberta

93 – (ENT) Closing the Start-Ups Equity Gap in West and East: Lessons for Public Authorities
12:30pm - 2:30pm San Antonio Convention Center: Room 008 B
Tweet this session: #AOM2011 93
Organizer: Veronica Vecchi, Bocconi U.
Chair: Eric C. Martin, Bucknell U.
Participants: Manuela Brusoni, Bocconi U.; Veronica Vecchi, Bocconi U.; Paolo Anselmo, Iban; Blaz Kos, Venturelab; David Maasz, Chamber of Commerce, Gyor; Pradeep Randiweia, U. of Colombo

94 – (DGO, MEN) Publishing Diversity Research Workshop
12:30pm - 3:30pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 94
Deadline for submission of manuscripts is June 1st, 2011. Please contact Raymond Trau (raymond.trau@sydney.edu.au) for manuscript submission and registration approval code. Additional online registration is required for this workshop at https://secure.aomonline.org/PDWReg. The deadline to register online is July 1, 2011.
Organizer: Raymond N. C. Trau, U. of Sydney
Session Details – Friday, 12:00 - 2:00 PM

FRIDAY

101 (RM, OMT, BTS) Qualitative Comparative Analysis
12:30pm - 4:00pm San Antonio Convention Center: Room 203B
Tweet this session: #AOM2011 101

Although not required, we strongly recommend pre-registration for this workshop. Those who register will be emailed preparatory reading beforehand.

Organizers: Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Peer C. Fiss, U. of Southern California; Thomas Greckhamer, Louisiana State U.; Rodney L. Learny, Emory U.; Vilmos F. Misangyi, Pennsylvania State U.

102 (AAA) Publishing in AMJ: Tips from the Editors
1:00pm - 4:00pm Hilton Palacio del Rio: El Mirador & La Condesa
Tweet this session: #AOM2011 102

This workshop gives Academy members a chance to hear tips, advice, and suggestions on publishing in Academy of Management Journal from the current editorial team. Editors will make presentations on four issues that are critical regardless of content area: topic choice, making a theoretical contribution, writing an introduction, and learning from rejections. The workshop will then transition to a panel discussion focused on both the review process and attendee questions. The workshop will then conclude with a set of table topics focused on submission-specific research design issues, including qualitative studies, laboratory experiments, field surveys, quasi and field experiments, cross-level and nested studies, network studies, archival studies, and studies in international/emerging markets. The session is of interest to members who are new submitters to AMJ, members who have gotten their work rejected from the journal, and members who would like to maximize the quality of their next AMJ submission.

Facilitators: Pratima Bansal, U. of Western Ontario; Raymond T Sparrowe, Washington U. in St. Louis; Gerard George, Imperial College London

103 (AAA) 2011 AMLE Writers Workshop (Invitation Only)
1:00pm - 3:00pm Hilton Palacio del Rio: Salon Del Rey N
Tweet this session: #AOM2011 103

Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh
Facilitators: Holly H Brower, Wake Forest U.; Alvin Hwang, Pace U.; David Jacobs, Morgan State U.; Tim O Peterson, North Dakota State U.; Robert S. Rubin, DePaul U.; James C Spee, U. of Redlands; Christine Quinn Trank, Texas Tech U.; Joann Krauss Williams, Judson College
Presenter: Kenneth G. Brown, U. of Iowa

104 (CAR) Managing the Tenure Process: Getting Past No
1:00pm - 3:00pm Grand Hyatt: Bonham D
Tweet this session: #AOM2011 104

Coordinator: Millicent F. Nelson, Middle Tennessee State U.
Presenters: Arlise P. McKinney, Coastal Carolina U.; Matrecia S.L. James, Jacksonville U.; Angela Miles, North Carolina A & T State U.; Sally Sledge, Norfolk State U.; Jeff Brice, Texas Southern U.;
Angela Murphy, Florida A & M U.; Peggy D. Lee, Indiana U., Indianapolis

105 🌟 (D&ITC) Current and Future Inclusion Efforts in the Academy of Management: A Panel Discussion
1:00pm - 3:00pm Grand Hyatt: Lote Star D
Tweet this session: #AOM2011 105
Organizer: Lynn Shore, San Diego State U.
Coordinator: Christina L. Stamper, Western Michigan U.
Speakers: Quinetta Roberson, Villanova U.; Angelo DeNisi, Tulane U.; Jeanette N. Cleveland, Pennsylvania State U.; Mary Yoko Brannen, INSEAD; John E. Deleary, U. of Arkansas; Tammy L. Madsen, Santa Clara U.; Elizabeth Wolfe Morrison, New York U.; Diana Bilimoria, Case Western Reserve U.

106 🌟 (ENT) Creating Contexts at the Base of the Pyramid:
1:00pm - 3:00pm San Antonio Convention Center: Room 206 B
Tweet this session: #AOM2011 106
Coordinator: Michael Scott Jackson, USAID

107 🌟 (IM) International Management Division Paper Development Workshop
1:00pm - 3:30pm San Antonio Convention Center: Room 007 D
Tweet this session: #AOM2011 107
This workshop is By Invitation Only. 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 August 10, 2011.
Organizer: Susan Feinberg, Rutgers U.
Panelists: Alvaro Cuervo-Cazurra, Northeastern U.; Timothy Michael Devinney, U. of Technology, Sydney; Chao C. Chen, Rutgers U.; Joanne Oxley, U. of Toronto

108 🌟 (MH) Management History as Your Other Research: A Hands-On Workshop for Early-Career Academics and Ph.D. Students
1:00pm - 3:00pm Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 108
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Facilitator: Regina A. Greenwood, Nova Southeastern U.
Coordinator: Russell W. Clayton, U. of North Carolina - Asheville
Speakers: John Humphreys, Texas A&M U-Commerce; Jane Whitney Gibson, Nova Southeastern U.; Patrick J. Murphy, DePaul U.

109 🌟 (OM, TIM, OMT, IM, ODC) Plant Tour of the Toyota Texas San Antonio Assembly Plant
1:00pm - 4:00pm Offsite: Toyota Texas Plant
Tweet this session: #AOM2011 109
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is $10.00 and the deadline to register online is August 10, 2011.
Organizer: William James Sawaya, Texas A&M U.

110 🌟 (ONE) ONE Doctoral Consortium
1:00pm - 5:00pm Marriott Rivercenter: Salon A
Tweet this session: #AOM2011 110

Organizers: Connie Van der Byl, U. of Calgary; Brent A McKnight, U. of Western Ontario; Shelley F. Mitchell, U. of New Hampshire; Patricia Mesquita, U. of St gallen; Asli Kozan, HEC Paris
Coordinator: Jessica Dillabough, of Calgary
Participants: Ralf Barkemeyer, U. of Leeds; Joerg S. Hofstetter, U. of St Gallen; Qin Qin Zheng, Fudan U.; Sukhbir Sandhu, U. of South Australia; Deborah E. de Lange, Memorial U. of Newfoundland; Pratima Bansal, U. of Western Ontario; Michael Lenox, U. of Virginia; Nicole Darnall, George Mason U.; Gordon P. Rands, Western Illinois U.; Monika Winn, U. of Victoria; Magali Delmas, U. of California, Los Angeles; James Weber, Duquesne U.; Stuart Hart, Cornell U.; Adam Fremeth, Ivey School of Business; Natalie Slawinski, Memorial U. of Newfoundland; Lisa Jones-Christensen, U. of North Carolina, Chapel Hill; Shih-Chi Chiu, Nanyang Technological U.

111 🌟 (SAP) Publishing Strategy as Practice Research: Paper Development Workshop
1:00pm - 6:00pm San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 111

112 🌟 (TIM) Transcending Boundaries for Successful Continuous Innovation
1:00pm - 3:30pm San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 112
Coordinator: Frances Jørgensen, Aarhus U.
Speakers: Peter Kesting, Aarhus U.; Theresa Michl, Munich School of Management; Anne Kallio, Lappeenranta U. of Technology
Participants: Rene Rohrbeck, Aarhus U.; Arnold Picot, Ludwig Maximilians U.

Friday 1:15PM

113 🌟 (RM) Theory Development Using Case-Studies
1:15pm - 3:15pm Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 113
Pre-registration required if you have a well developed case to submit for this working session. Limited observers allowed, based on space available.
Organizers: Mikael Sondergaard, Aarhus U.; Jyoti Bachani, Saint Mary's College of California
Participants: Vijaya L Narapareddy, Denver U.; Chi Anyansi-Arribong, North Carolina A & T State U.; Marilyn L Taylor, U. of Missouri, Kansas City; William Naumes, U. of New Hampshire; Winfried Ruigrok, U. of St Gallen

Friday 1:30PM

114 🌟 (CMS, OMT, GDO) Frontiers of Critique: Debating Theories and Theorists in Critical Management Studies
1:30pm - 3:30pm Marriott Rivercenter: Conference Room 15
Tweet this session: #AOM2011 114
This forum will discuss critical ethnography, feminism(s), and theoretical contributions of leading postcolonial scholars like Minh-ha and Spivak.
Organizer: Anshuman Prasad, U. of New Haven
Chair: Anshuman Prasad, U. of New Haven
Pre-registration online is required. Please visit https://secure.aomonline.org/PDWReg. The cost is $40.00, the deadline to register is August 10, 2011.

Organizer: Thomas P. Bradley, Tarleton State U.
Participant: Jacob Eisenberg, U. College Dublin

116 uada: (MED) Texas Winery Tour
1:30pm - 6:30pm Offsite: Texas Hill Country
Tweet this session: #AOAM2011 116
Pre-registration online is required. Please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Organizers: Jeffrey Bednar, U. of Michigan; Kevin S. Cruz, U. of Texas, El Paso
Facilitators: S. Gayle Baugh, U. of West Florida; John B. Bingham, Brigham Young U.; Brayden G King, Northwestern U.; Ravi Madhavan, U. of Pittsburgh; Suzanne S. Masterson, U. of Cincinnati; David Mayer, U. of Michigan; Ryan Quinn, U. of Virginia; Nancy Rothbard, U. of Pennsylvania; Eduardo Salas, U. of Central Florida
Presenter: Daniel Scott DeRue, U. of Michigan
Panelists: Martin J. Kilduff, U. of Cambridge; Michael G. Pratt, Boston College; Glen E. Kreiner, Pennsylvania State U.; Luis Martins, U. of Texas, Austin

117 uada: (RM, SAP, OMT, BPS, ODC, TIM, OB, OCIS, ENT, MH, OM) Following Emergence in Process Research: Conceptual Frameworks and Methodological Approaches
1:30pm - 5:30pm San Antonio Convention Center: Room 205
Tweet this session: #AOAM2011 117
Participants for Part 2 should go to our web site www.processresearchmethods.org to download the form for submitting a short 1000-2000 word paper describing a process research project for round table discussion. They must then submit their paper to that website by 1 July 2011. On receipt of their paper, they will be issued with a code that allows them to register on the AOM website for Part 2 of the PDW. Full instructions and a form for submitting the papers are on the web site, and questions should be directed to Andy Van de Ven and his assistant Britta Zwiderski (ahvstaff@umn.edu) who manages this web site. Register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizers to obtain the approval code. The deadline to register online is August 10, 2011.
Chair: Paula Jarzabkowski, Aston U.
Facilitators: Karen Golden-Biddle, Boston U.; Clive Smallman, U. of Western Sydney; Scott Sonenshein, Rice U.; Andrew H. Van de Ven, U. of Minnesota; Steven W. Floyd, McIntire School of Commerce, U. of Virginia
Discussants: Ann Langley, HEC Montreal; David Nils Seidl, U. of Zurich
Speakers: Raghu Garud, Pennsylvania State U.; Robin Holt, U. of Liverpool; Paul M. Leonardi, Northwestern U.

Friday 1:45PM

118 uada: (MED, TTC, ODC) Material Story Lab
1:45pm - 4:45pm Marriott Rivercenter: Salon D
Tweet this session: #AOAM2011 118
Material storytelling is introduced as a methodology for a new paradigmatic take on leadership education and development.
Chair: Kenneth Melbjerg Jergensen, Aalborg U.
Facilitators: Anete M. Camille Strand, Aalborg U.; Stephen P Fitzgerald, TUI U.

Friday 2:00PM

119 uada: (AAA) Connecting the Academy through Technology
2:00pm - 5:00pm San Antonio Convention Center: Room 204 B
Tweet this session: #AOAM2011 119
Technology and social media are increasingly present in daily life. This session will include a mixture of presentations and table discussions centered on how we connect using technology from, within and through the Academy. During this time, we will address how to use these tools effectively for networking, research, teaching and more. Academy of Management staff will also present how the Academy is incorporating these tools to better reach out to and engage members. Topics will include: Use of Twitter in the Classroom; Management Blogging; Distance Education Best Practices; Building a Network through Social Media; Managing and Participating in AOM Connect Groups; and Digital Publishing on the Rise.

120 uada: (AAM, IM, TIM) An Agenda for Innovation and Entrepreneurship Research in India and China
2:00pm - 6:00pm San Antonio Convention Center: Room 204 B
Tweet this session: #AOAM2011 120
There is considerable room for discussion and debate to initiate further research on entrepreneurship in China and India. In addition to the debate about the relevance of various theoretical frameworks to understanding the phenomenon, this PDW forum will also provide an opportunity for scholars to share ideas about data collection, notes on archival sources, development of surveys that can facilitate research on innovation and entrepreneurship in India and China.
Facilitators: Irene Hau-siu Chow, Chinese U. of Hong Kong; Sanjay Jain, Santa Clara U.; Anil Nair, Old Dominion U.; Mb Sarkar, Temple U.
Coordinator: David Ahlstrom, Chinese U. of Hong Kong
Presenters: Zhujun Ding, The Chinese U. of Hong Kong; Yuanyuan Gong, Chinese U. of Hong Kong; Weiwon Li, Sun Yat-sen U.; Linda Chang Wang, Michigan State U.

121 uada: (D&ITC) Let’s Get Real about Racism: Cultural Competency Workshop
2:00pm - 4:00pm Grand Hyatt: Texas Ballroom A
Tweet this session: #AOAM2011 121
Presenter: Mun Wah Lee, StirFry Seminars & Consulting

122 uada: (MSR) MSR Doctoral Student and New Faculty Consortium
2:00pm - 5:30pm San Antonio Convention Center: Room 202A
Tweet this session: #AOAM2011 122
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Host: J. Goosby Smith, Pepperdine U.
Session Details – Friday, 2:00 - 4:00 PM

**123** ⬤ ⬤ ⬤: (ODC) Developing Organizations Based on Academic Knowledge: Insights from Multiple Perspectives

Chair: Lee Robbins, Golden Gate U.; Leona Lobell, U. of Phoenix

Organizer: Sonja A. Sackmann, U. Bundeswehr, Munich

Participants: Margaret E Phillips, Pepperdine U.; Terri Egan, Pepperdine U.; Andre S. Avramchuk, Fielding Graduate Institute

**124** ⬤ ⬤ ⬤: (ODC, SAP, BPS, OMT, RM, OB) Publishing Qualitative Research in Premier Academic Journals

Chair: Kay O'Mahoney, Radnor Consulting

Participants: Markus Perkmann, ESMT Berlin; Robin Wensley, Fielding Graduate Institute

**125** ⬤ ⬤ ⬤: (ONE, BPS, TIM, PTC, ENT) The Role of the Future in Strategy

Chair: Davide Nicolini, European School of Management and Technology, Berlin

Participants: Elena P. Antonacopoulou, U. London; Katy Jane Mason, U. of Warwick; Lotte Luscher, Clavis Consulting

**126** ⬤ ⬤ ⬤: (PTC, OMT, SAP, ODC, OB, RM, CMS, MC) Approaches for Studying Management Practices

Chair: Nic Beech, U. of St Andrews; David Denyer, Cranfield U.; Katy Jane Mason, Advanced Institute of Management Research and Aston Business School, UK

Participants: Dennis Bushnell, NASA Langley Research Center; Peter C Bishop, U. of Houston; George Cairns, RMIT U.; Natalie Slawinski, Memorial U. of Newfoundland

**127** ⬤ ⬤ ⬤: (CAR, MED, OB) The Topics of Careers and “Reflective Space” in MBA and Executive Education

Chair: Lee Robbins, Golden Gate U.; Leona Lobell, U. of Phoenix

Participants: Margaret E Phillips, Pepperdine U.; Terri Egan, Pepperdine U.; Andre S. Avramchuk, Fielding Graduate Institute

**128** ⬤ ⬤ ⬤: (HR, OB, IM, ITC) Developing HRM & Mentoring Systems, Managing Diverse Workforce & Preparing Expatriates for India

Chair: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U. Chicago

Participants: Sumit Kumar Kundu, Florida International U.; Vasanthi Srinivasan, Indian Institute of Management, Bangalore; Aarti Ramaswami, ESSEC Business School; Charmi Patel, Aston U.

**129** ⬤ ⬤ ⬤: (IAM, HR, IM, AAM) How the Indian and Chinese are Influencing Latin-American Management style

Chair: Jose Ramon Pin, IESE Business School

Participants: Lourdes Susaeta, IESE Business School; Angel Gallifa, IESE Business School

**130** ⬤ ⬤ ⬤: (MED, IM, GDO) Common Classroom Culture: Application of the Diversity Icebreaker in Multicultural Student Groups

Chair: Bjoern Z. Ekelund, Human Factors

Participants: Janice Witt Smith, Winston-Salem State U.; Kari D Weaver, U. of South Carolina, Aiken

**131** ⬤ ⬤ ⬤: (MED, OB) Exploring Critical Thinking in the Classroom Through Action Learning and Reflective Writing Practice

Chair: Bjorn Z. Ekelund, Human Factors

Participants: Janice Witt Smith, Winston-Salem State U.; Kari D Weaver, U. of South Carolina, Aiken

**132** ⬤ ⬤ ⬤: (ONE) Beyond Traditional Perspectives on Economic Growth: Green Growth, Steady State, and Degrowth

Chair: Andre Reichel, U. of Stuttgart

Participants: Paul Adler, U. of Southern California; Robert Perey, Macquarie U.
Session Details – Friday, 2:00 - 4:00 PM

**Friday 3:00PM**

133 : (AAA) Why We All Should Be Bayesians: Opportunities of Bayesian Statistics for Management Research
3:00pm - 5:15pm San Antonio Convention Center: Room 202B
Tweet this session: #AOM2011 133
Organizer: David Krackhardt, Carnegie Mellon U.
Coordinator: Andreas Schwab, Iowa State U.
Presenters: William H. Starbuck, U. of Oregon; Joern Hendrich Block, Erasmus U. Rotterdam; Miguel Sousa Lobo, INSEAD; Ehsanola S. Soofi, U. of Wisconsin, Milwaukee

134 : (AAA) The Ins and Outs of Faculty Recruiting
3:00pm - 4:30pm Marriott Rivercenter: Salon G
Tweet this session: #AOM2011 134
Organizers: La Verne Hairston Higgins, Eastern Michigan U.; Wendy Kramer, Keystone College

135 : (ENT) How NOT To Quit Your Day Job: Presentation & Discussion of a Short Film About Entrepreneurship
3:00pm - 6:00pm San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 135
Please contact David Croson at dcroson@cox.smu.edu if you will not be able to attend the PDW but would like a link to view an online version of the film.
Chair: David C Croson, Southern Methodist U.
Discussants: Mark Kerins, Southern Methodist U.

136 : (OMT) OMT Teaching Roundtables
3:00pm - 5:00pm San Antonio Convention Center: Room 216 A & B
Tweet this session: #AOM2011 136
Organizers: M. Diane Burton, Cornell U.; David Touve, Washington and Lee U.
Distinguished Speakers: Howard Aldrich, U. of North Carolina; Ellen R. Auster, York U.; Joseph Broschak, U. of Arizona; Wayne E Baker, U. of Michigan; Katherine K Chen, City U. of New York, City College; Martin Gargiulo, INSEAD; Tor Hernes, Copenhagen Business School; Andrew J. Hoffman, U. of Michigan; Rodney Lacey, Emory U.; William Occasio, Northwestern U.; Charles A O'Reilly, Stanford U.; Claus Rerup, U. of Western Ontario; Sean Safford, U. of Chicago; Filipe Manuel Simoes Dos Santos, INSEAD; Marc Ventresca, NPS; Amy Wrzesniewski, Yale U.

**Friday 3:15PM**

137 : (OB, HR) Leadership Development Challenges and Best Practices: A Scientist-Practitioner Forum
3:15pm - 5:45pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 137

**Friday 3:30PM**

138 : (AAA) 2011 AMLE “Town Hall”: Conversations with Provocative Authors
3:30pm - 5:30pm Hilton Palacio del Rio: Conde Real D/E
Tweet this session: #AOM2011 138
Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh
Presenter: Kenneth G. Brown, U. of Iowa
Panelists: Herman Aguinis, Indiana U., Bloomington; Rhett Andrew Brymer, Texas A&M U.; S Trevis Certo, Arizona State U.; Erich C. Dierdorff, DePaul U.; Ryan K. Gottfredson, Indiana U., Bloomington; Robert S. Rubin, DePaul U.; David G. Simron, Texas A&M U.

139 : (OMT, ENT, BPS, TIM) Revealing the Cultural in Entrepreneurship and Innovation
3:30pm - 6:30pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 139
Discussants: Davide Ravasi, Bocconi U.; Peter Kamoe, Copenhagen Business School

140 : (SIM, ONE, IM, BPS, ITC) Base of the Pyramid Research Methods: Overcoming Perils and Pitfalls in the Quest for Quality Data
3:30pm - 10:00pm Marriott Riverwalk: Salon A
Tweet this session: #AOM2011 140
Organizers: Moriah A. Meyskens, Babson College; Kevin McKague, York U.
Participants: Geoff Archer, Royal Roads U.; Alain Berranger, Schulich School of Business; Oana Brantezi, U. of Western Ontario; Jo Crotty, Safford U.; Casey Jonathan Frid, Clemson U.; Douglas J. Gilbert, U. of Phoenix; Christopher James Hartings, U. of St. Thomas; Diane Holt, Queen’s U. Belleville; Lisa Jones-Christensen, U. of North Carolina, Chapel Hill; Geoff Kistruck, The Ohio State U.; Arno Kourula, Stanford U.; Marlene J Le Ber, U. of Western Ontario; Jae Hwan Lee, Texas Tech U.; Ted London, U. of Michigan; Leif Willard Lundmark, U. of Utah; Mark B. Milstein, Cornell U.; Bruce Paton, Monterey Institute of International Studies; Miguel Rivera-Santos, Babson College; Ute Stephan, U. of Sheffield; Ethel R. Vesper, U. of Phoenix; Warner P. Woodworth, Brigham Young U.; Regina Frank, Loughborough U.; Niels Billou, U. of Western Ontario

**Friday 3:45PM**

141 : (HR, IM, TIM) East - West Innovation Rendezvous: The HR Perspective
3:45pm - 5:45pm Grand Hyatt: Travis A
Tweet this session: #AOM2011 141
This PDW will serve as an initial stepping stone for understanding similarities and difference of existing HRM models.
Facilitator: John P Ulhøi, Aarhus U.
Coordinator: Frances Jørgensen, Aarhus U.
Speakers: Yu Zhou, Renmin U. of China; Hua Zhi Qin, Renmin U. of China
Session Details – Friday, 4:00 - 6:00 PM

Friday 4:00PM

142 : (CMS) Enacting Process-relational Thinking in Critical Management Inquiry and Educative Discourse
4:00pm - 6:00pm Marriott Riverwalk: Bowe
Coordinators: Robert Michael McMurray, Newcastle U.
Facilitators: Martin Wood, RMIT U.; Martyna Anna Sliwa, Newcastle U.
Coordinator: Robert Michael McMurray, Durham U.

143 : (OB) Organizational Behavior Doctoral Consortium - Friday Session (Invitation Only)
4:00pm - 7:00pm Grand Hyatt: Lone Star F
Coordinators: Linda Recker, Husson U.; Boudreau, College at Simons Rock
Facilitators: Dr. David Carnevale, Stanford U.; Dr. David Carnevale, Stanford U.

Friday 4:15PM

144 : (GDO) Black Faces in White Places: New Approaches to Research on the Black Experience in Organizations
4:15pm - 6:45pm Grand Hyatt: Lone Star F
Coordinators: Arkansas State U.; Robert McDonald, U. of Arizona; Indiana U.; Tonya Crisler, U. of North Carolina; Maya Warren, U. of Wisconsin
Panelists: Darius Morse, Georgia Gwinnett College; C. Douglas Johnson, Georgia Gwinnett College; Monica Jackson, U. of Texas-A considers the importance of diversity and inclusion in the workplace.
Facilitators: Carolynne Hicks, U. of Central Florida; Patricia Faison Hewlin, C. Douglas Johnson, Georgia Gwinnett College; Monica Jackson, U. of Texas-A considers the importance of diversity and inclusion in the workplace.

Friday 4:30PM

145 : (HCM, IM) International Comparison of Stakeholders in Healthcare Innovation: Developing a Conceptual Framework
4:30pm - 7:30pm Grand Hyatt: Lone Star C
Coordinators: Linda Recker, Husson U.; Boudreau, College at Simons Rock
Panelists: Kathy Kolbe, Kolbe Corp.; John F Regni, Lt Gen USAF (ret), Aerospace and Defense Initiative, SFAz

Friday 4:45PM

146 : (MSR) Trust Your Instincts: A Neuroscience-Based Approach to Transforming Organizational Performance
4:45pm - 7:30pm San Antonio Convention Center: Room 203B
Coordinators: Linda Recker, Husson U.; Boudreau, College at Simons Rock
Panelists: Judy Scully, Aston U.; Cheryl Rathert, U. of Missouri; Ricky Leung, U. of Missouri

Pre-registration is required for this workshop. To accommodate more attendees, this session is being held twice on Friday August 12th, once at 8am (session #12145), and then repeated again at 4:15pm (session #18196). Please preregister for one session only. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Chair: Arthur L. Jue, U. of Phoenix
Presenters: Kathy Kolbe, Kolbe Corp.; John F Regni, Lt Gen USAF (ret), Aerospace and Defense Initiative, SFAz

Friday 5:00PM

147 : (HR) HR Junior Faculty Consortium Icebreaker and Dinner
5:00pm - 7:30pm Marriott Rivercenter: Salon C
Coordinators: Linda Recker, Husson U.; Boudreau, College at Simons Rock
Panelists: Several presenters are discussing the importance of diversity and inclusion in the workplace.

148 : (OB, OM, HCM) Dilemmas of Learning in Organizations: A Research Incubator to Explore Negative Effects of Learning
5:00pm - 6:30pm Grand Hyatt: Texas Ballroom C
Coordinators: Linda Recker, Husson U.; Boudreau, College at Simons Rock
Panelists: Several presenters are discussing the importance of diversity and inclusion in the workplace.

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Chair: Arthur L. Jue, U. of Phoenix
Presenters: Kathy Kolbe, Kolbe Corp.; John F Regni, Lt Gen USAF (ret), Aerospace and Defense Initiative, SFAz

Saturday 8:00AM

149 : (AAA) The Academic Job Search: Workshop for Applicants
8:00am - 12:00pm Marriott Rivercenter: Salon G
Coordinators: Linda Recker, Husson U.; Boudreau, College at Simons Rock
Panelists: Several presenters are discussing the importance of diversity and inclusion in the workplace.

150 : (HR) HR Division Doctoral Consortium Dinner and Networking
5:00pm - 6:00pm Grand Hyatt: Texas Ballroom C
Coordinators: Linda Recker, Husson U.; Boudreau, College at Simons Rock
Panelists: Several presenters are discussing the importance of diversity and inclusion in the workplace.

151 : (MED, TTC, NDSC) Management Education and Development Writer's Workshop
5:00pm - 7:00pm Marriott Rivercenter: Salon C
Coordinators: Linda Recker, Husson U.; Boudreau, College at Simons Rock
Panelists: Several presenters are discussing the importance of diversity and inclusion in the workplace.
A Research on Knowledge Recording Behavior: Based on Theory of Interpersonal Behavior | Kyungmi Chun, Yonsei U.; Yunhee Chang, Yonsei U.

Centralized IS and Organizational Creativity: Lessons Learned from the Energy Management Industry | Nassim Aissa Belbaly, GSCM, Montpellier Business School; Anis Khedhaouria, GSCM, Montpellier Business School

Match or Mess? An Experimental Study of Leadership Style Change in Virtual Context | Kai-Tang Fan, Longhua U. of Science and Technology

Online Value Creation and Social Networks Use by Cultural Institutions: The Case of the Museums | Antonio Padilla-Meléndez, U. of Malaga; Ana Rosa del Águila-Obra, Malaga U.; Aurora Garrido-Moreno, Malaga U.

Consumers, Online Users and Decision Makers: Individual Characteristics Affecting Purchase Processes | Sahar Karimi, U. of Manchester; K. Nadia Papamichail, U. of Manchester; Christopher Holland, U. of Manchester

IT-Enabled Organizational Disruption: Enterprise 2.0 on Organizational Design | Zhenyu Yang, Norwegian School of Management


Coordinator: Joann Krauss Williams, Judson College

152 [152]: (OB) Organizational Behavior Junior Faculty Workshop - Friday Session (Invitation Only)

5:00pm - 9:30pm Grand Hyatt: Lone Star E

Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the <a href="http://program.aomonline.org/2011/Session_Details.asp?print=true&SubmissionID=17067" target="blank">Organizational Behavior Junior Faculty Workshop</a> on Saturday. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop coordinator(s) to obtain the approval code.

The cost to register is $150.00, and the deadline to register online is August 10, 2011.

Coordinators: Adam M. Grant, U. of Pennsylvania; Michele Williams, Cornell U.

Presenters: Deborah Ancona, Massachusetts Institute of Technology; Sigal Barsade, U. of Pennsylvania; Kimberly D. Elsbach, U. of California, Davis; Michele J. Gelfand, U. of Maryland; Cristina Gibson, U. of Western Australia; Avraham N. Kluger, Hebrew U. of Jerusalem; Keith Murnighan, Northwestern U.; Sim B. Silkin, Duke U.; Barry M. Staw, U. of California, Berkeley; David A. Thomas, Harvard U.

153 [153]: (OCIS) OCIS International Paper Development Workshop

5:00pm - 7:00pm San Antonio Convention Center: Room 006 D

Pre-registration is required. To register online, visit https://secure.aomonline.org/PDWReg. Contact the workshop organizer for the approval code.

Chair: Katherine J. Stewart, U. of Maryland, College Park

Facilitators: Bijan Azad, American U. of Beirut; Marleen Huysman, VU U. Amsterdam; Sirkka Jarvenpaa, U. of Texas; Aalto U.; Alreyn Kankanhalli, National U. of Singapore; Shaila Miranda, U. of Oklahoma; Ulrike Schultz, Southern Methodist U.; Sandra Slaughter, Georgia Institute of Technology

No Deadlines And No Processes: The Successful Path To Healthcare IT Of An Italian Nursing Home | Andrea Carugati, Aarhus U.; Antonio Giangreco, IESEG; Antonio Sebastiani, U. Carlo Cattaneo

When Hard Facts Are Too Little: The Case Of Project Prioritization In A Financial Institution | Arisa Shollo, Copenhagen Business School; Ioanna Constantiou, Copenhagen Business School

Recruiters And The Dilemma Of Finding The Right Match In Our Flat World | Elfi Furtmueller, U. of Twente; Mary Tate, Victoria U. of Wellington

Using Knowledge Management Systems To Support Knowledge Sharing In MNCs: A Comparative Study | Mahmoud Abdelrahman, Manchester Business School; Simon French, U. of Manchester; Nadia Papamichail, U. of Manchester

Friday 5:30PM

155 [155]: (AAA) New Member Orientation: Session 1

5:30pm - 7:00pm San Antonio Convention Center: Room 214

Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new members to the Academy. Take advantage of this opportunity to learn more about your membership benefits, share ideas about how you can get the most out of your membership, and learn some tips for navigating the meeting in Montreal. There will be refreshments and time for questions at each participative session. There are two (2) orientations offered during the Annual Meeting. Each session offers the same information, so it is only necessary to attend one. If you are unable to attend this session, it will be repeated on Saturday, August 13, 2011 at 5:30 pm.

Organizers: Stephanie Case Henagan, Northern Illinois U.; Kerry Ignatz, Academy of Management

156 [156]: (CM) CM Division Junior Faculty Research Incubator Reception

5:30pm - 7:00pm Offsite: TBA

This is an informal reception for those participating in the CM Division Research Incubator on Saturday.

Organizer: William P. Bottom, Washington U. in St. Louis

Friday 6:00PM

157 [157]: (GDO) GDO Pre-Conference Social Hour
Session Details – Friday, 6:00 - 8:00 PM

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D

158: (ICW) MMD Debriefing (1)
6:00pm - 7:00pm Grand Hyatt: Bonham B
Tweet this session: #AOM2011 158
We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin, CBS.
Organizer: Lise Balslev, CBS/ MMD

159: (IM) IM Division PDW Welcome
6:00pm - 6:30pm San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 159
After a brief welcome, participants and Executive Committee members will head to area restaurants in small groups (each person buys their own dinner).
Organizer: Jennifer Spencer, George Washington U.

160: (OCIS) OCIS Junior Faculty Consortium Dinner and Networking
6:00pm - 9:00pm Offsite: TBA
Tweet this session: #AOM2011 160
Dinner for participants in the OCIS Junior Faculty Consortium. By invitation only.
Host: Manju K Ahuja, U. of Louisville

161: (OMT) Meet OMT Reception
6:00pm - 8:00pm San Antonio Convention Center: Mission 103 A & B
Tweet this session: #AOM2011 161
Meet the OMT officers and members.

Friday 6:30PM

162: (NDSC) NDSC: Friday Night Social
6:30pm - 9:00pm Offsite: TBD
Tweet this session: #AOM2011 162
Organizers: Preeti Wadhwa, U. of Kansas; Sean Rogers, Rutgers U.

Friday 7:00PM

163: (MSR) MSR Dinner
7:00pm - 10:00pm Offsite: Casa Rio Restaurant
Tweet this session: #AOM2011 163
Pre-registration is required for this workshop. The dinner will be held at Casa Rio Restaurant at 430 Commerce Street. For more information about the venue, please visit the following site: http://www.casa-rio.com/index2.htm. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is $10.00 and the deadline to register online is August 4, 2011.
Friday 7:30AM

165 (AAA) MSR Morning Meditation Session
7:00am - 8:00am La Quinta Inn & Suites: Crockett West
Tweet this session: #AOM2011
Organizer: Gerald Biberman, U. of Scranton

Saturday 7:00AM

164 (AAA) AOM Journals Committee Meeting
7:00am - 9:00am Grand Hyatt: Mission A
Tweet this session: #AOM2011
Organizer: Susan Zaid, Academy of Management

Saturday 7:30AM

166 (ONE) Sustainability and Social Entrepreneurship Case Lab Breakfast: What Makes an Excellent Case?
7:30am - 9:00am Marriott Rivercenter: Salon B
Tweet this session: #AOM2011
Organizer: Michelle Reardon, Bocconi U.
Facilitator: Michael Andreas Pirson, Fordham U.
Discussants: Kevin McGuire, York U.; Francesco Perrini, Bocconi U.; Ezequiel Alejandro Martin Reficco, U. de los Andes, Colombia

Saturday 8:00AM

167 (AAA) Conference Exhibits
8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B
Tweet this session: #AOM2011

168 (AAA) Conference Registration
8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration
Tweet this session: #AOM2011
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

169 (AAA) San Antonio 2011 LAC
8:00am - 5:00pm San Antonio Convention Center: Room 101 B
Tweet this session: #AOM2011
Chairs: Robert L. Cardy, U. of Texas, San Antonio; Stewart R. Miller, U. of Texas, San Antonio

170 (AAA) AOM Membership
8:00am - 5:00pm San Antonio Convention Center: Room 211
Tweet this session: #AOM2011
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.

171 (AAA) Membership Committee Opening Meeting & Breakfast
8:00am - 10:00am San Antonio Convention Center: Room 211.
Tweet this session: #AOM2011
Organizer: Stephanie Case Henagan, Northern Illinois U.

172 (AAM) Work Motivation and Work-Related Attitudes/Behaviors
8:00am - 10:00am San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011
Chair: Ping Ping Fu, Chinese U. of Hong Kong
Prepresenters: Lei Li, Xi'an Jiaotong U.; Yanxia Li, Shanghai Institute of Foreign Trade; Yi Qin, The Chinese U. of Hong Kong; Bilian Lin, The Chinese U. of Hong Kong; Le Tan, Xi'an Jiaotong U.
Participants: Yufan Shang, Xi'an Jiaotong U.; Youmin Yi, Xi'an Jiaotong U.; Jiming Bao, Fudan U.; Ping Ping Fu, Chinese U. of Hong Kong; He Yi Song, Xi'an Jiaotong U.

173 (AOM, OB) Similarities and Differences between Western and Chinese Contexts for Emotional Issues
8:00am - 10:00am San Antonio Convention Center: Room 209
Tweet this session: #AOM2011
Similarities and differences in emotional issues in organizations in Western and Chinese contexts is the key theme of this PDW
Speakers: Chi-Sum Wong, Chinese U. of Hong Kong; Kelly Z. Peng, Hong Kong Shue Yan U.; Yina Mao, Chinese U. of Hong Kong; Majid Ghorbani, Simon Fraser U.; Yuan Liao, Simon Fraser U.

174 (BPS) BPS Doctoral Consortium II
6:00am - 1:00pm San Antonio Convention Center: Room 201
Tweet this session: #AOM2011
By invitation only
Organizers: Benjamin A. Campbell, Ohio State U.; Samina Karim, Boston U.
Participants: Juan Aceler, Harvard U.; Richard A Bettis, U. of North Carolina, Chapel Hill; Adelaide Wilcox King, U. of Virginia; Rahul Kapoor, U. of Pennsylvania; M. Lourdes Sosa, London Business School; Gabriel Szulanski, INSEAD

175 (BPS) BPS New Faculty Consortium
6:00am - 5:00pm San Antonio Convention Center: Room 202 B
Tweet this session: #AOM2011
Pre-registration is required
Organizers: Sendil Ethiraj, U. of Michigan, Ann Arbor; Anne Marie Knott, Washington U. in St. Louis

176 (BPS, IM, IAM) Fostering Publication from Around the World in Leading Organization and Strategy Journals
8:00am - 1:00pm San Antonio Convention Center: Room 218
Tweet this session: #AOM2011
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 August 10, 2011.
Organizers: Roberto Vassolo, Austral U.; Tunji Adegbesan, Lagos Business School; Hans T. W. Frankort, City U. London; W Glenn Rowe, Richard Ivey School of Business; Pao-Lien Chen, National Tsing Hua U.
Distinguished Speakers: William G Mitchell, Duke U.; Adelaide Wilcox King, U. of Virginia; Alvaro Cuervo-Cazurra, Northeastern U.; Anita McGahan, U. of Toronto
Facilitators: Francisco Diaz Hermelo, IAE Business School Argentina; Thomas Mellewigt, Freie U. Berlin; Raffaele Oriani, Luiss Guido Carli U.
### Session Details – Saturday, 8:00 - 10:00 AM

**177 ☀ (CAR, GDO) Insights for Publishing Careers**

**Research in Top Journals**
8:00am - 11:00am Grand Hyatt: Bonham B

**Chair:** Kimberly Eddleston, Northeastern U.
**Presenters:** Timothy Golden, Rensselaer Polytechnic Institute; Jeffrey H. Greenhaus, Drexel U.; Monica L. Forret, St. Ambrose U.; Terri A. Scandura, U. of Miami; Joy A. Schneer, Rider U.; Sherry E. Sullivan, Bowling Green State U.; Amy Wrzesniewski, Yale U.

**178 ☀ (CM, OB, HR, SIM) Organizational Justice:**

**Breaking the Boundaries and Forging New Directions**
8:00am - 11:00am Grand Hyatt: Texas Ballroom C

**Organizers:** Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Weiru Chen, INSEAD; Harry G. Barkema, London School of Economics

**Participants:**
- Fatien Diochon, Connecticut State U.
- Albert, U. of Wisconsin, Madison; Anne S Miner, Ohio State U.
- Graduate Institute U.
- Jessica Rodell, Linda Skitka

**Chair:** Laurie J. Barclay
**Coordinator:** Presbiteriana MacKenzie
**Regional U. of Blumenau- FURB**

**Facilitators:**
- Organizer: Jeannie Mannheimer Forray, Western New England College
- Participants: Kathy Lund Dean, Idaho State U.; Jeanie Mannheimer Forray, Western New England College; Ilene Carol Wasserman, ICW Consulting Group

**180 ☀ (D&ITC, GDO) Action Learning in Action: A Demonstration and Discussion**
8:00am - 10:00am Grand Hyatt: Presidio B

**Presenters:** Michael Marquardt, George Washington U.; Pauline Albert, St. Edward’s U.; Sara Henderson Gibson, Fielding Graduate Institute

**181 ☀ (ENT, OMT, BPS) Building Coherent Careers through Commitment to Theory**
8:00am - 10:00am San Antonio Convention Center: Room 207 A

**Chair:** Ted Baker, North Carolina State U.
**Participants:** Howard Aldrich, U. of North Carolina; Jay B Barney, Ohio State U.; Anne S Miner, U. of Wisconsin, Madison

**182 ☀ (GDO, IM) Using Individual Assessments to Explore Difference and Develop Skills: An Interactive Workshop**
8:00am - 10:00am Grand Hyatt: Presidio A

**Tweet this session:** #AOM2011 182

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. There is a $10.00 registration fee, which covers the cost of assessments for participants. The deadline to register online is August 10, 2011.

**Organizer:** Jeannie Mannheimer Forray, Western New England College
**Participants:** Kathy Lund Dean, Idaho State U.; Jeanie Mannheimer Forray, Western New England College; Ilene Carol Wasserman, ICW Consulting Group

**183 ☀ (GDO, OB) Boundary Spanning Leadership: Strategies to Transform Limiting Borders into Limitless Frontiers**
8:00am - 10:00am Grand Hyatt: Texas Ballroom D

**Facilitator:** Donna Chrobot-Mason, U. of Cincinnati

**184 ☀ (HCM, CAR) Finding a Balance: Job Search Strategies and Considerations in the Small World of Academics**
8:00am - 10:00am Marriott Riverwalk: Salon E

**Organizer:** Ann Scheck McAlearney, Ohio State U.
**Panellists:** Robert Weech-Maldonado, U. of Alabama, Birmingham; Jami Leanne Dell’Fraine, U. of Texas; Julie Robbins, Ohio State U.

**185 ☀ (HCM, MED) Innovative On-line Learning Techniques for Healthcare Managers: Mindful Approaches**
8:00am - 10:00am Marriott Riverwalk: Bowie

**Organizers:** Liza Castro Christiansen, U. of Reading; Karin Sanders, U. of Twente
**Presenters:** Randall S. Schuler, Rutgers U.; Pawan S. Budhwar, Aston U.; Jian Min Sun, Renmin U. of China; Scott L Martin, Zayed U.

**187 ☀ (IAM, ENT, ONE, TIM, BPS) Industry Transformation and Impacts on Firms in Ibero America: Research Opportunities**
8:00am - 10:00am San Antonio Convention Center: Room 206 A

**Facilitators:** Gaston Fornes, U. of Bristol; Patricia G. Vidal, U. Presidenteira Mackenzie
**Coordinator:** Silvia Novaes Zilber, UNINOVE
**Participants:** Julio O. DeCastro, Babson College; Mohamed Amal, Regional U. of Blumenau- FURB; Luis Felipe Machado Nascimento, PPGA - EA - UFRGS

**188 ☀ (ICW) Teaching Your Management Classes: Technology as an engagement tool**
8:00am - 10:00am Marriott Riverwalk: Hotel Congress A

**Tweet this session:** #AOM2011 188

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. There is a $10.00 registration fee, which covers the cost of assessments for participants. The deadline to register online is August 10, 2011.

**Organizer:** Jeannie Mannheimer Forray, Western New England College
**Participants:** Kathy Lund Dean, Idaho State U.; Jeanie Mannheimer Forray, Western New England College; Ilene Carol Wasserman, ICW Consulting Group

**189 ☀ (CAR, GDO) Publications in Top Journals**

**Chair:** Howard Aldrich, North Carolina State U.
**Presenters:** Timothy Golden, Rensselaer Polytechnic Institute; Jeffrey H. Greenhaus, Drexel U.; Monica L. Forret, St. Ambrose U.; Terri A. Scandura, U. of Miami; Joy A. Schneer, Rider U.; Sherry E. Sullivan, Bowling Green State U.; Amy Wrzesniewski, Yale U.
Session Details – Saturday, 8:00 - 10:00 AM

190 ➔: (IM) International Management Division

Docoral Consortium
8:00am - 3:30pm San Antonio Convention Center: Room 217 B
Organizer: Andrew Spicer, U. of South Carolina
Panelists: Paul Almeida, Georgetown U.; Jaideep Anand, Ohio State U.; Nicole Woolsey Biggart, U. of California, Davis; Mary Yoko Brannen, INSEAD; Rafael A. Corredore, U. of Maryland, College Park; Carl F. Fey, Nottingham U. Business School China; Srijidya Jhandhalya, George Washington U.; Ilya Okhmatovskiy, McGill U.; Jone L. Pearce, U. of California, Irvine; Jordan Siegel, Harvard U.; Shige Makino, Chinese U. of Hong Kong

191 ➔: (IM) International Management Division

Junior Faculty Consortium
8:00am - 12:00pm Grand Hyatt: Crockett A & B
Organizer: William Newbury, Florida International U.

192 ➔: (IM, BPS) New Theories to Explain Foreign Entry Structures
8:00am - 10:00am San Antonio Convention Center: Room 207 B
Organizer: Carolina Gomez, Florida International U.
Panelists: Sharon Arieli, Hebrew U. of Jerusalem; Chi-Yue Chiu, Nanyang Technological U.; Peter W Dorfman, New Mexico State U.; Bradley L. Kirkman, Texas A&M U.; Juan I. Sanchez, Florida International U.

193 ➔: (ITC, CMS, IAM, MED) Neither West nor East: Pursuing a Post-developmental Management Education for Developing Countries
8:00am - 10:00am San Antonio Convention Center: Room 213 B
Organizer: Luiz Antonio Jolia, Fundacao Getulio Vargas
Presenters: Tojo Thatchenkery, George Mason U.; Alex Faria, Fundacao Getulio Vargas; Guillermo Rodriguez Abitia, U. Nacional Autonoma de Mexico; Gopakumar Gopalakrishnan, Infosys Technologies; Hanna Lehtimaki, U. of Tampere

194 ➔: (ITC, MED, MH, MSR) Management from Ancient Indian Texts: What the World Can Use To Manage Contemporary Organizations
8:00am - 10:00am San Antonio Convention Center: Room 210 B
Organizer: A. D. Amar, Seton Hall U.
Presenters: Radhakrishnan Pillai, U. of Mumbai; Swami Ishwarananda, Chinmaya Rameshwaram; A. D. Amar, Seton Hall U.

195 ➔: (MC) MC Doctoral Consortium - with Anne Huff
8:00am - 12:00pm Grand Hyatt: Crockett A & B
Organizer: Matthew Semadeni, Indiana U., Bloomington
Presenters: Mary Ann Grass, Florida International U.
Participants: Michaela Frey, Kennesaw State U.; Carl F. Fey, George Mason U.; Luisa Seberries, Ohio State U.

196 ➔: (MC, MSR, OM, AAM) East Meets West: Lean Leadership and the Sensei Way
8:00am - 12:00pm Grand Hyatt: Mission B
Organizer: Dan Prock, Sensei Way LLC
Coordinators: Joao Da Costa, Francisco Ceolin, Brazil; K. D. Alexander, South Africa
Facilitators: Joshua Baskin, Bill Joyce, Turning Technologies
Participants: Theresa Coates, Clarkson U.; Kenneth R. Thompson, DePaul U.; Gina Vega, Salem State U.; Richard McCracken, eech

198 ➔: (MOC) The Cognition in the Rough Workshop
8:00am - 12:30pm La Quinta Inn & Suites: Fiesta A&B
Organizer: Allie Young, Texas A&M University
Coordinators: Frances Ackerman, Strathclyde U.; Neal M. Ashkanasy, U. of Queensland; Andrea Casey, George Washington U.; Janet M. Dukerich, Texas A&M U.; Marilyn L Taylor, U. of Missouri, Kansas City; Derrick E. D’Souza, U. of North Texas; Mark Jenkins, Cranfield U.
Facilitators: John Daskin, U. of North Texas; Bill Joyce, Turning Technologies
Participants: Walter S. Yip, University of Hong Kong; Richard E. Unger, University of Illinois; Ronald A. Lusch, University of Washington; Sara Kaplan, University of Toronto; S. K. Lant, University of Texas, Austin; Kyle Lewis, U. of Texas, Austin; Luis Martinez, U. of Texas, Austin; Stephen Mezias, INSEAD; Chet Miller, U. of Houston; Frances J. Dov Edén, Tel Aviv U.; C. Marlena Fiol, U. of Colorado, Denver; Peer C. Fiss, U. of Southern California; Elizabeth George, Hong Kong U. of Science and Technology; Tor Hennes, Copenhagen Business School; Gerard P. Hodgkinson, U. of Leeds; George P. Huber, U. of Texas, Austin; Lynn A. Isabella, U. of Virginia; Sarah Kaplan, U. of Toronto; Val E. Kreiner, Pennsylvania State U.; Theresa K Lant, Pace U.; Kyle Lewis, U. of Texas, Austin; Luis Martinez, U. of Texas, Austin; Stephen Mezias, INSEAD; Chet Miller, U. of Houston; Frances J. Milliken, New York U.; Don Moore, U. of California, Berkeley; Sucheta Nadkarni, Drexel U.; Michael D. Pfarrer, U. of Georgia; Rhonda K. Reger, U. of Maryland; Violina Rindova, U. of Texas, Austin; David R. Schwandt, George Washington U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Subrahmanian Tangirala, U. of Maryland, College Park; Mary J. Waller, York U.; David A. Whetten, Brigham Young U.

199 ➔: (MSR) Management, Spirituality, and Religion
Research Incubator
8:00am - 10:30am La Quinta Inn & Suites: Crockett West
Organizer: A. D. Amar, Seton Hall U.
Participants: Radhakrishnan Pillai, U. of Mumbai; Swami Ishwarananda, Chinmaya Rameshwaram; A. D. Amar, Seton Hall U.

THETMIC ORIENTATION: ➔ Teaching | ➔ Practice | ➔ International | ➔ Program Theme | ➔ Research | ➔ Diversity | ➔ Best Paper
Organizers: Matthew C. Mitchell, Drake U.; Emily Lean, Union U.; Gilbert Tan, Singapore Management U.

Presenters: Mary Yoko Brannen, INSEAD; Thomas A. Bryant, Albion College; Peter Hill, Rosemead School of Psychology; Jody Fry, Tarleton State U.; Jane Schmidt-Wilk, Maharishi U.

200 烝 (MSR) The Spirit of Shinise: What We Can Learn from Long-lived Japanese Companies
8:00am - 10:00am La Quinta Inn & Suites: Fiesta E

Tweet this session: #AOM2011 200

Presenters: Keiko Krahne, U. of Northern Colorado; Isaac Wanasika, U. of Northern Colorado; Yasuhiro Kanbe, Kobe U.

201 : (OB) Organizational Behavior Junior Faculty Workshop - Saturday Session (Invitation Only)
8:00am - 5:00pm Grand Hyatt: Lone Star E

Tweet this session: #AOM2011 201

Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the a href="http://program.aomonline.org/2011/Session_Detials.asp?print=true&SubmissionID=11075" target="_blank" Organizational Behavior Junior Faculty Workshop/a on Friday. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop coordinator(s) to obtain the approval code. The cost to register is $150.00, and the deadline to register online is August 10, 2011.

Coordinators: Adam M. Grant, U. of Pennsylvania; Michele Williams, Cornell U.

Presenters: Deborah Ancona, Massachusetts Institute of Technology; Sigal Barsade, U. of Pennsylvania; Kimberly D. Elsbach, U. of California, Davis; Michele J. Gelfand, U. of Maryland; Cristina Gibson, U. of Western Australia; Avraham N. Kluger, Hebrew U. of Jerusalem; Keith Murnighan, Northwestern U.; Simon B. Sitkin, Duke U.; Barry M. Staw, U. of California, Berkeley; David A. Thomas, Harvard U.

202 ☑.Release (OB) Organizational Behavior Doctoral Consortium - Saturday Session (Invitation Only)
8:00am - 5:30pm Grand Hyatt: Lone Star E

Tweet this session: #AOM2011 202

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact coordinators for approval code. Must also register for OBDC on Fri.


Coordinators: Sharon K. Parker, U. of Western Australia; Joyce Bono, U. of Minnesota

Speakers: Murray R. Barrick, Texas A&M U.; Talya N. Bauer, Portland State U.; Kenneth G. Brown, U. of Iowa; Amy E. Colbert, U. of Iowa; Jason Colquitt, U. of Georgia; Amy L. Kristof-Brown, U. of Iowa

203 ☑.Release (OB) Action Research, Coaching, and Professional Development
8:00am - 10:00am Grand Hyatt: Republic B

Tweet this session: #AOM2011 203

Presenters: Desley Christine Lodwick, U. of Queensland; Leah Kaye, Mt Eliza Business School

204 ☑.Release (OB, PTC) Research in the Wild: Making the Most of Academic / Practitioner Collaborations
8:00am - 10:00am Grand Hyatt: Texas Ballroom A

Tweet this session: #AOM2011 204

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Chairs: Kathryn Dekas, Google; Jennifer Kurkoski, Google
Participants: Adam M. Grant, U. of Pennsylvania; Lynn B. Miller, Center for Creative Leadership; Gade Massey, Yale U.; Jean M. Bartunek, Boston College; Richard Axelrod, Organization Consultant; Emily Axelrod, Organization Consultant; Jennifer Kurkoski, Google

205 ☑.Release (ODC) Theory and Practice of Dialogic OD
8:00am - 11:30am Grand Hyatt: Bonham C

Tweet this session: #AOM2011 205

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 cost to register is $150.00, and the deadline to register online is August 10, 2011.

Chairs: Kathryn Dekas, Google; Jennifer Kurkoski, Google
Participants: Gervase R Bushe, Simon Fraser U.; Robert J Marshak, American U.; Frank J. Barrett, Naval Postgraduate School

206 ☑.Release (ODC) Cultivating Paradoxical Mindsets in Leadership
8:00am - 10:00am Grand Hyatt: Travis B

Tweet this session: #AOM2011 206

Presenters: Darren Good, Christopher Newport U.; Claudy Jules, Accenture, LLP

207 ☑.Release (OMT) International Junior Faculty Paper Development Workshop
8:00am - 10:30am San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 207

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 August 10, 2011.

Organizer: Candace Jones, Boston College

208 ☑.Release (OMT) OMT Dissertation Proposal Workshop
8:00am - 11:00am San Antonio Convention Center: Room 217 D

Tweet this session: #AOM2011 208

Selection by Application
Organizer: Roxston Greenwood, U. of Alberta
Presenters: Linda Argote, Carnegie Mellon U.; Henrich R. Greve, INSEAD; Martin J. Kilduff, U. of Cambridge; Donald A Palmer, U. of California, Davis; Tim Pollock, Pennsylvania State U.; Pamela S. Tolbert, Cornell U.; Ann Langley, HEC Montreal; James P. Walsh,
Session Details – Saturday, 8:00 - 10:00 AM

8:00 am: Bus leaves Convention Center
8:30 am: Haven for Hope Tour Begins
9:30 am: Presentation by Meghan Oswald, VP - Development and Communications at Haven for Hope
10:00 am: Volunteering Activities in Prospects Courtyard Kitchen
1:40 pm: Bus departs Haven for Hope for Convention Center
2:00 pm: Bus arrives at Convention Center

Option D: Tour and Volunteering for Clean-Up within Haven for Hope Campus
8:00 am: Bus leaves Convention Center
8:30 am: Haven for Hope Tour Begins
9:30 am: Presentation by Meghan Oswald, VP - Development and Communications at Haven for Hope
10:00 am: Volunteering Activities within Haven for Hope Campus
11:10 am: Bus departs Haven for Hope for Convention Center
11:30 am: Bus arrives at Convention Center

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Organizer: K. Matthew Gilley, St. Mary's U.
Participants: Stewart R. Miller, U. of Texas, San Antonio; Michael McDonald, U. of Texas, San Antonio

Managing Change in the Aftermath of Extreme Events
8:00 am - 11:00 am Grand Hyatt: Travis C

This Workshop will be supported by a dedicated interactive website: http://www.managingextremechange.com. Additional registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Organizers: David Denyer, Cranfield U.; Clare Kellieher, Cranfield U.
Discussants: Alexander Fiaister, U. Bundeswehr, Munich; Kelly Fisher, Rowan U.; Elena P. Antonacopoulou, U. of Liverpool; Kuo Frank Yu, City U. of Hong Kong; Sotirios Paroutis, U. of Warwick; Robert P. Gephardt, U. of Alberta
Presenters: Martina K. Linnenluecke, U. of Queensland; Dominic Elliott, U. of Liverpool; Allan Macpherson, De Montfort U.

4:20 pm: (RM, OMT, OB, ENT, MH) Ask the Experts: Qualitative Methods
8:00 am - 10:00 am La Quinta Inn & Suites: Fiesta C&D

Chairs: Sanjay Jain, Santa Clara U.; Raza A Mir, William Paterson U.
Participants: Christopher B. Bingham, U. of North Carolina, Chapel Hill; Mark DeRond, U. of Cambridge; Karen Locke, College of William and Mary; Sanjay Jain, Santa Clara U.; Raza A Mir, William Paterson U.

214  (RM, OMT, OB, ENT, MH) Ask the Experts: Qualitative Methods
8:00 am - 10:00 am La Quinta Inn & Suites: Fiesta C&D

Chairs: Sanjay Jain, Santa Clara U.; Raza A Mir, William Paterson U.
Participants: Christopher B. Bingham, U. of North Carolina, Chapel Hill; Mark DeRond, U. of Cambridge; Karen Locke, College of William and Mary; Sanjay Jain, Santa Clara U.; Raza A Mir, William Paterson U.

215  (TIM) TIM Doctoral Consortium
8:00 am - 12:00 pm San Antonio Convention Center: Room 007 A

Organizers: Marco Giarratana, U. Carlos III de Madrid; Andrea Prencepe, G. D’Annunzio U.
Participants: Ron Adner, Dartmouth College; Ashish Arora, Duke U.; Gautam Ahuja, U. of Michigan; Stefano Brusoni, Bocconi U.;
**Session Details – Saturday, 8:00 - 10:00 AM**

### 216 ☑️: TIM Junior Faculty Consortium

8:00am - 12:00pm San Antonio Convention Center: Room 212B

**Tweet this session:** #AOM2011 216

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 August 10, 2011.

**Organizers:** Corey Phelps, HEC Paris; Keld Laursen, Copenhagen Business School

**Presenters:** Katila Tucci, Business School Organizers:

### 217 ☑️: TTC, HR, OB, OCIS, HCM Teaching with Technology to Enlighten, Balance, and Transcend

8:00am - 10:00am Marriott Riverwalk: Salon A

**Tweet this session:** #AOM2011 217

Learn to: Incorporate online film; partner with local experts; produce video cases; prepare large projects for delivery; "re-purpose" digital resources

**Organizer:** Randall G. Sloth, Virginia Commonwealth U.

**Presenters:** Joseph E Champoux, Emeritus U. of New Mexico; Randall B. Dunham, U. of Wisconsin, Madison; Martin L. Fogelman, State U. of New York, Albany; Joan L. Weiner, Drexel U.

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**Saturday 8:30AM**

### 218 ☑️: (AAA) Placement Services

8:30am - 4:30pm Marriott Rivercenter: Reg Desk 1

**Tweet this session:** #AOM2011 218

Placement Services - Registration and Information

**Organizers:** Wendy Kramer, Keystone College; La Verne Hairston Higgins, Eastern Michigan U.

### 219 ☑️: (ENT, IM, SIM, BPS, AAM) Social Entrepreneurship in China: East Meets West

8:30am - 11:00am San Antonio Convention Center: Room 216 A

**Tweet this session:** #AOM2011 219

**Organizer:** Regina Frank, Loughborough U.

**Discussant:** Xiaoli Hu, Loughborough U.

**Speakers:** Jill Kickul, New York U.; Ronald Mitchell, Texas Tech U.; Saras D Sarasvathy, U. of Virginia; Justin Tan, Schulich School of Business; Warner P. Woodward, Brigham Young U.

### 220 ☑️: (ENT, PNP, SIM) Social Entrepreneurship and Broader Theories: Shedding New Light on the “Bigger Picture”

8:30am - 12:00pm San Antonio Convention Center: Room 208 B

**Tweet this session:** #AOM2011 220

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 August 10, 2011. Further information will be provided on request by Anica Zeyen, anica.zeyen@uni.leuphana.de.

**Organizers:** Susan Mueller, U. of St. Gallen; Markus Beckmann, Leuphana U. Lueneburg; Filipe Manuel Simoes Dos Santos, INSEAD; Anica Zeyen, Leuphana U. Lueneburg

**Presenter:** J Gregory Dees, Duke U.

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**Participants:**

- Christian Busch, London School of Economics

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**Section D**

**THEMATIC ORIENTATION:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

178
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 August 10, 2011.


Organizers: Matthew Zingoni, Syracuse U.; Nicholas Ryan Prince, U. of Illinois; Anna Katherine Ward, U. of South Carolina; Amy Minto, U. of Oregon

Professional Development Workshop Chair: Preeti Wadhwa, U. of Kansas; Sean Rogers, Rutgers U.

Facilitators: Craig Prichard, Massy U.; David A. Kravitz, George Mason U.; Eric S. Williams, U. of Alabama; Murray R. Barrick, Texas A&M U.; John E. Deely, U. of Arkansas; Gary Knight, Florida State U.; Ansgar Richter, EBS Business School; Margaret Diddams, Seattle Pacific U.; Laura Erskine, Illinois State U.; Audrey Korsgaard, U. of South Carolina; Carrie R. Leana, U. of Pittsburgh; Brian McNatt, Boise State U.; Marie-Claude Boudreau, U. of Georgia; Mark A. Griffin, U. of Western Australia; Marko Horn, Millsaps College; Barry M. Mitnick, U. of Pittsburgh; Barbara A. Ritter, Coastal Carolina U.; Sucheta Nadkarni, Drexel U.; Arvids A. Ziedonis, U. of Oregon; Nicholas Aryges, Washington U. in St. Louis; Philip Bromile, U. of California, Irvine; Jeffrey J. Reuer, Purdue U.; Laurie J. Barclay, Wilfrid Laurier U.; Jerome Katz, Saint Louis U.; Diana Bilimoria, Case Western Reserve U.;

Anthony J Nyberg, U. of South Carolina; Nicholas Athanassiou, Northeastern U.; Henrich R. Greve, INSEAD; Andreas Schwab, Iowa State U.; David A. Whetten, Brigham Young U.; Gary A. Ballinger, U. of Virginia

Speakers: David G. Allen, U. of Memphis; Stephanie L. Castro, Florida Atlantic U.; Angelo DeNisi, Tulane U.; Mark Gavin, Oklahoma State U.; Janaki Gooyit, U. of North Carolina, Charlotte; Bruce M. Meglino, U. of South Carolina; Janice C. Molloy, Michigan State U.; Anne S. Tsui, Arizona State U.

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

225 : (NSDC) New Doctoral Students Consortium
8:30am - 10:00am San Antonio Convention Center: Room 203 B

226 : (OCIS, RM, ODC, OM, OB, TIM) Decoding The DNA In Social Sciences: A Sequence Analysis Method For Analyzing Complex Process Data
8:30am - 1:00pm San Antonio Convention Center: Room 203 B

227 : (OCIS, TIM, RM, BPS, OMT) The Art of Publishing Qualitative Research on Information Technology,
Management, and Organizations
8:30am - 11:30am San Antonio Convention Center: Room 006 A

THemetics: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D

179
Session Details – Saturday, 8:00 - 10:00 AM

**9:00am - 12:00pm San Antonio Convention Center: Room 007 C**
Tweet this session: #AOM2011 232
Organizers: Charlotte M. Karam, American U. of Beirut; Dima Jamali, American U. of Beirut; Danna Greenberg, Babson College; Bradley R. Agle, U. of Pittsburgh; Anthony F. Buono, Bentley U.; Jeanie Mannheimer Forray, Western New England College; Jennifer S. A. Leigh, Nazareth College; Richard P. Nielsen, Boston College; Suzanne Young, La Trobe U.; Zucheng Zhou, Shanghai Jiaotong U.

**233 (CM) Breakthrough Consulting Skills – Consulting in Times of Disruption**
9:00am - 11:00am Grand Hyatt: Republic A
Tweet this session: #AOM2011 233
Coordinator: Rickie A. Moore, EM Lyon
Presenters: Rickie A. Moore, EM Lyon; Kurt Motamed, Pepperdine U.; Flemming Pouffelt, Copenhagen Business School; David Jamieson, U. of St. Thomas

**234 (OB, RM, ENT, HR, GDO, IM, CAR) The 19th Annual Craft of Reviewing Workshop**
9:00am - 11:00am Grand Hyatt: Travis A
Tweet this session: #AOM2011 234
Coordinators: Kim Gower, Virginia State U.; Sheila Watters, Virginia Commonwealth U.
Presenters: Jeffrey M. Pollack, U. of Richmond; Barbara A. Ritter, Coastal Carolina U.; Christopher Shook, Auburn U.; Margaret L. Williams, Wayne State U.

**235 (RM, MC) From Convenience Sampling to Crowd Sourcing: Complexity Methods in Organizational Research**
9:00am - 11:00am Marriott Riverwalk: Salon C
Tweet this session: #AOM2011 235
FOR ADDITIONAL INFORMATION PLEASE SEE http://complexityleadership.wikispaces.com. Participants should have some familiarity with Pareto distributions.
Organizer: James K. Hazy, Adelphi U.
Panelists: Max Boisot, ESADE; David Snowden, Cognitive Edge Ltd; Bill McKelvey, U. of California, Los Angeles

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**Saturday 9:00AM**

**231 (CM) Junior Faculty Research Incubator:** West Meets East in the Negotiation of Conflicts and Deal-making
9:00am - 5:00pm Grand Hyatt: Lone Star B
Tweet this session: #AOM2011 231
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.
Organizer: William P. Bottom, Washington U. in St. Louis

**232 (ITC, CMS, SIM, MED) Where West Hears East: Context-Sensitive and System-Wide Management and Business Ethics Education**
9:00am - 12:00pm San Antonio Convention Center: Room 007 C
Tweet this session: #AOM2011 232
Organizers: Hale Kaynak, U. of Texas Pan American; Arash Azadegan, New Mexico State U.

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**Saturday 9:30AM**

**236 (ODC, MED) Looking in the Leadership Mirror: Developing Reflexivity for More Effective Leadership.**
9:30am - 12:30pm Grand Hyatt: Seguin A & B
Tweet this session: #AOM2011 236
Presenters: Melanie Elizabeth Lawler, Colorado Technical U.; Roland E. Livingston, Daniel Webster College

**237 (SIM) SIM Manuscript Development Workshop**
9:30am - 11:00am Marriott Rivercenter: Salon B
Tweet this session: #AOM2011 237
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.
Organizers: Pursey Heugens, RSM Erasmus U.; Charlene E. Zietsma, U. of Victoria

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**Saturday 10:00AM**
239: (AAA) Conference Break
10:15am - 10:45am San Antonio Convention Center: Exhibit Hall B Conference break
Tweet this session: #AOM2011 239

10:15am - 12:15pm Marriott Rivercenter: Salon J
Coordinator: Marianna Fotaki, U. of Manchester
Participants: Marianna Fotaki, U. of Manchester; Nancy Harding, Bradford School of Management; Howard S Schwartz, Oakland U.; Michaela Driver, Western State College

241: (ENT) Cutting Edge Practices in Teaching Entrepreneurship
10:15am - 12:15pm Grand Hyatt: Republic B
Participants: James Vaughn Green, U. of Maryland, College Park; Michael H. Morris, Oklahoma State U.; Kevin Gadd, The Ohio State U.
Participants: Gerald E Hills, Bradley U.; Jeffrey R Alves, Wilkes U.; Frank Hoy, Worcester Polytechnic Institute; Brad Hancock, Texas Christian U.

242: (ENT, MPS, TIM, OMT) Bridging Individual and Corporate Entrepreneurial Opportunities: Setting a Research Agenda
10:15am - 12:15pm San Antonio Convention Center: Room 206 A
Participants: Henri Burgers, Queensland U. of Technology
Participants: Per Davidson, Queensland U. of Technology; Dimo Dimov, Newcastle U.; Zeki Simsek, U. of Connecticut; Gina Colarelli O’Connor, Rensselaer Polytechnic Institute; Susan A Hill, London School of Economics; Tom Mom, Erasmus U.; Ciaran Heavey, U. College Dublin

243: (HR, GDO, ONE, MSR) Transforming Institutions & Leaders in Support of Caring Economics Policies & Practices
10:15am - 12:15pm Grand Hyatt: Republic B
This PDW is one workshop in a two-part PDW series: Caring Economics. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Participants: Kristine Marin Kawamura, St. George’s U.; Jeana Wirtemberg, Fairleigh Dickinson U.; Simon L. Dolan, ESAD; Riane Eisler, Center for Partnership Studies

244: (HR, IM) Global Competencies: East and West, The Pursuit of the Complementarities
10:15am - 1:15pm Grand Hyatt: Bonham D
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Participants: François Chevalier, HEC; Christine Marie Baldy Ngayo, HEC Paris
Chair: Rosana Silveira Reis, ISG Paris
Speakers: Tatiana Andreeva, St. Petersburg State U.; Dirk Buyens, U. of Ghent; Charles R. Greer, Texas Christian U.; Prasad L Kaipa, Indian School of Business; Elizabeth Sadova, Moscow School of Management Skolkovo; Randall S. Schulier, Rutgers U.; Katherine Xin, CEIBS; Theresa Welbourne, U. of Southern California; Yoshitaka Yamazaki, International U. of Japan

245: (HR, RM, OB) HR Research: New Directions in Research Methods
10:15am - 12:15pm Grand Hyatt: Texas Ballroom A
Participants: Karin Sanders, U. of Twente; Liza Castro Christiansen, U. of Reading
Participants: Ingmar Bjorkman, Hanken School of Economics; Kristina Mäkelä, Hanken School of Economics; Steve Frenkel, Australian Graduate School of Management; Huadong Yang, U. of Twente; Robert Kaše, U. of Ljubljana; Julie Ann Cogin, AGSM-Australian School of Business; Hugh Tj Bainbridge, U. of New South Wales; Sungmoon Kim, U. of New South Wales

246: (IAM, ENT, BPS) Knowledge Management and Transference in Ibero America
10:15am - 12:15pm San Antonio Convention Center: Room 208
This PDW presents differences in the practice of knowledge management in Iberoamerica
Participants: Santiago Ibarreche, U. of Texas, El Paso; Aurora Maynez, U. Autonoma de Ciudad Juarez; Jose Sanchez-Gutierrez, U. de Guadalajara; Gonzalez Maldonado-Guzman, U. Autonoma de Aguascalientes; Judith Cavazos, U. Popular Autonoma Del Edo. de Puebla

247: (MC) Learning to Work with Multiple Perspectives on Change
10:15am - 12:15pm Grand Hyatt: Travis B
Participants: Leon De Caluwe, Vrije U., Twynstra; Hans Vermaak, Twynstra Management Consultants

248: (MED, OB) Challenges of Attaining Bloom’s Higher-Level Cognitive Skills in the Globalized Classroom
10:15am - 12:15pm Marriott Riverwalk: Salon A
This workshop examines how instructors can implement active learning pedagogy in cultures which have not historically valued such approaches.
Organizer: John Phillip Hayes, Gulf U. of Science and Technology
Participants: Terry Rodriguez, Gulf U. of Science and Technology; Hiroaki Izumi, Gulf U. of Science and Technology

250 (ODC, PTC, MED, MC) Writing Implications for Practice that Truly Inform Practitioners
10:15am - 12:15pm Grand Hyatt Texas Ballroom D
Tweet this session: #AOM2011 250
Organizers: Regenia A. Greenwood, Nova Southeastern U.; Roy J. Teahen, Baker College; Jacqueline Einstein, Nova Southeastern U.
Participants: ETH Zurich; Richard Axelrod, Google; Jana McMurray, Western Ontario
Discussants: Michal A. Bartunek, Boston College; William A Pasmore, Columbia U.; Emily Axelrod, Organization Consultant; Richard Axelrod, Organization Consultant; Jennifer Kurkoski, Google; Kathryn Dekas, Google
Facilitator: W. Warner Burke, Columbia U.

251 (OMT, ENT, BPS) Building East-West Bridges between OMT and Entrepreneurship
10:15am - 12:15pm San Antonio Convention Center: Room 007 D
Tweet this session: #AOM2011 251
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRG. Please contact either Dev Jennings at dev.jennings@ualberta.ca or Dean Shepherd at shepherd@indiana.edu to obtain the approval code or for more details. The deadline to register online is July 15, 2011.
Organizers: P. Devreux-Jennings, U. of Alberta; Dean A Shepherd, Indiana U.
Participants: Gerard George, Imperial College London; Jennifer E Jennings, U. of Alberta; Mike Peng, U. of Texas, Dallas; Phillip H Phan, Johns Hopkins U.; Tim Pollock, Pennsylvania State U.; Anthea Yan Zhang, Rice U.; Ted Baker, North Carolina State U.; Violina Rindova, U. of Texas, Austin
Discussants: Jean M. Bartunek, Boston College; William A Pasmore, Columbia U.; Emily Axelrod, Organization Consultant; Richard Axelrod, Organization Consultant; Jennifer Kurkoski, Google; Kathryn Dekas, Google

252 (OMT, RM, SAP, OB) Being There/Being Them: Producing Ethnographies
10:15am - 12:45pm San Antonio Convention Center: Room 206 B
Tweet this session: #AOM2011 252
Pre-registration is encouraged. Please email a brief description of your project to Joelle Evans (joelle@mit.edu) to pre-register.
Organizers: Joelle Evans, Massachusetts Institute of Technology; Hila Lifshitz, Harvard Business School; Michel Antebly, Harvard U. Participants: Daniel Bounza, London School of Economics; Karen Ho, U. of Minnesota; Paul M. Leonard, Northwestern U.; Michael G. Pratt, Boston College; Ofer Sharone, MIT Sloan; John Van Maanen, Massachusetts Institute of Technology

253 (ONE, OMT, BPS, MED, OB, IAM, ODC, MC) A Passion for Sustainability in Management Education: Designing Sustainability Courses
10:15am - 12:15pm Marriott Rivercenter: Salon A
Tweet this session: #AOM2011 253
Registration is required. Contact Deborah de Lange at debdelange@gmail.com by August 10, 2011 to join this PDW and to obtain the approval code.
Chairs: Deborah E. de Lange, Memorial U. of Newfoundland; Natalie Slawinski, Memorial U. of Newfoundland Facilitators: Oana Branzei, U. of Western Ontario; Timo Busch, ETH Zurich Participants: Mai Skjett Linneberg, Aarhus U.; Niels Billou, U. of Western Ontario; Claire A. Simmers, Saint Joseph’s U.; Adela Jana McMurray, RMIT U.; Javier Delgado-Ceballos, U. of Granada; Daina Maziuti, U. of Western Ontario; Mary Catherine Gentile, Babson College; Bobby Banerjee, U. of Western Sydney; Susan L. Young, Ohio State U.; Sukhbir Sandhu, U. of South Australia; Josephine Stomp, U. of Windsor; Patricia G. Vidal, U. Presbiteriana MacKenzie; Denise Cardoso Pereira, U. Presbiteriana MacKenzie; Marlene J Le Ber, U. of Western Ontario; Laurie Ingraham, U. of Calgary; Bryan Stinchfield, Franklin & Marshall College

254 (PNP) The Managerial Flow of Public Administration: Developments in the West and East
10:15am - 12:15pm Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 254
Organizer: Veronica Vecchi, Bocconi U.
Chair: Elio Boronov, Bocconi U.
Participants: Manuela Brusoni, Bocconi U.; Eric C. Martin, Bucknell U.; Adrian T.H. Kuah, U. of Bradford; Veronica Vecchi, Bocconi U.

255 (RM, OB, HR, ENT) How to Define, Identify, and Handle Outliers
10:15am - 12:15pm La Quinta Inn & Suites: Fiesta E
Tweet this session: #AOM2011 255
Organizer: Herman Aguinis, Indiana U., Bloomington; Ryan K. Gottfredson, Indiana U., Bloomington; Harry Joo, Indiana U., Bloomington

256 (SIM, OB) Ethics and Compliance: New Developments in Practice and Teaching
10:15am - 12:15pm Marriott Rivercenter: Salon D
Tweet this session: #AOM2011 256
Organizers: Jeanne M. Logsdon, U. of New Mexico; Tim C Mazur, Ethics and Compliance Officer Association
Participants: Virginia Gerde, Duquesne U.; Linda K. Trevino, Pennsylvania State U.

257 (TIM, IM, ENT, BPS) Global Restructuring: Innovation and Organization in a Borderless World
10:15am - 12:15pm San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 257
Organizer: Gita Surie, Adelphi U.
Panelists: Michael Useem, U. of Pennsylvania; David Audretsch, Indiana U., Bloomington; Felipe Monteiro, U. of Pennsylvania; Yanbo Wang, Boston U.; Dan Breznitz, Georgia Tech

258 (TIM, OMT, BPS, OB) Research on Universities and Commercialization: Contributions to Management Research
10:15am - 12:15pm San Antonio Convention Center: Room 213 B
Tweet this session: #AOM2011 258
Organizers: Markus Perkmann, Imperial College London; Riccardo Fini, Imperial College London; Nicola Lacetera, U. of Toronto; Andrew Nelson, U. of Oregon; Henry Sauermann, Georgia Institute of Technology
Speakers: Arvids A Ziedonis, U. of Oregon; Maryann P Feldman, U. of Georgia; Janet E.L. Bercovitz, U. of Illinois; Urbana-Champaign; Vangelis Soutarlis, City U. London

259 (TTC, MED) Online Teaching Best Practices: Building Community and High Performing Team Assignments
10:15am - 12:15pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 259
Learn to build community and increase participation in online classes.
Session Details – Saturday, 10:00 AM - 12:00 PM

Saturday 10:30AM

260 ➞: (RM, OB, HR) Ask the Experts: Quantitative Analyses (Micro-Level Methods)
10:30am - 12:30pm La Quinta Inn & Suites: Crockett West
Tweet this session: #AOM2011 260
Organizer: Michael Sturman, Cornell U.
Presenters: Jeffrey R. Edwards, U. of North Carolina; Jodi S. Goodman, U. of Connecticut; Mark A. Griffin, U. of Western Australia; Timothy Hinkin, Cornell U.; Lisa Schurer Lambert, Georgia State U.; James M. LeBreton, Purdue U.; Daniel A. Newman, U. of Illinois, Urbana-Champaign; Philip L. Roth, Clemson U.; Robert J. Vandenb Jerg, U. of Georgia; Heidi Wechtler, IAE Paris; Larry J. Williams, Wayne State U.; Ryan D. Zimmerman, Texas A&M U.; In-Sue Oh, Virginia Commonwealth U.

Saturday 10:45AM

261 ➞: (MSR) Moments of Waking Up: Embodiment, Reflection, and Action in Consulting, Teaching, and Research
10:45am - 1:15pm La Quinta Inn & Suites: Crockett West
Tweet this session: #AOM2011 261
Presenters: Kathryn Goldman Schuyler, Alliant International U.; Susan Skjei, Naropa U.

Saturday 11:00AM

262 ➞: (BPS, OMT, TIM, ODC, OCIS, ENT) What Could Modern Management Learn from Big Science? An East-West Perspective on Trust
11:00am - 1:30pm Grand Hyatt: Independence
Tweet this session: #AOM2011 262
Chair: Martin Ihrig, U. of Pennsylvania
Panelists: Max Boisot, ESADE; Markus Nordberg, European Organization for Nuclear Research; Ian C MacMillan, U. of Pennsylvania; Mariann Jelinek, College of William and Mary; Agusti Canals, U. Oberta de Catalunya; Marzio Nessi, CERN

263 ➞: (OB) "Help, I'm Stuck:" Organizational Behavior Research Incubator
11:00am - 1:30pm Grand Hyatt: Independence
Tweet this session: #AOM2011 263
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDW/Reg. Please contact Pam Staub (pam.staub@cornell.edu) to obtain the approval code. The deadline to register online is July 13, 2011.
Organizers: Ronald F. Piccolo, Rollins College; Lisa Dragoni, Cornell U.
Facilitators: Neal M. Ashkanasy, U. of Queensland; Bruce J. Avolio, U. of Washington; Talya N. Bauer, Portland State U.; Mark C. Bolino, U. of Oklahoma; Gilad Chen, U. of Maryland; Mark Gavin, Oklahoma State U.; Mark A. Griffin, U. of Western Australia; K. Michele Kacmar, U. of Alabama; Kerrie Unsworth, U. of Western Australia; Jing Zhou, Rice U.

Saturday 11:15AM

264 ➞: (CAR, OB) CAR Early Academic Career Consortium
11:15am - 1:25pm Grand Hyatt: Republic A
Tweet this session: #AOM2011 264
Pre-registration is required
Organizers: Svetlana Khapova, VU U. Amsterdam; Julia Richardson, York U.
Facilitator: Peter A. Heslin, U. of New South Wales
Speakers: Hetty Van Emmerik, Maastricht U.; Uma Devi Jogulu, Deakin U.; Akram Al Ariss, Champagnie School of Management; Barbara S. Lawrence, U. of California, Los Angeles; Yehuda Baruch, Rouen Business School; Sherry E. Sullivan, Bowling Green State U.; Deborah Anne O’Neil, Bowling Green State U.; Gina Dekko, U. of California, Davis; Noeleen Doherty, Cranfield U.; Barbara A. Ribbens, Illinois State U.

265 ➞: (ENT) Enlightening, Balancing and Transcending Entrepreneurial Orientation. 4th Annual EO3 Research PDW
11:15am - 1:45pm San Antonio Convention Center: Room 209 A
Tweet this session: #AOM2011 265
Organizer: Roxanne Zolin, Queensland U. of Technology
Panelists: Johan Wiklund, Syracuse U.; Shaker A. Zahra, U. of Minnesota, Twin Cities

266 ➞: (OB, HR, BPS) Bridging the Divide: Doing Research that Impacts Practice and Building Effective Partnerships
11:15am - 3:15pm Grand Hyatt: Travis C
Tweet this session: #AOM2011 266
Organizers: Paul E. Tesluk, U. of Maryland; Paul Green, Morning Star

267 ➞: (PTC, ODC, OMT, CM) Memorable or Dying Organizations: Trust the Essential Element
11:15am - 1:15pm Grand Hyatt: Bonham B
Tweet this session: #AOM2011 267
Chairs: Paulo Lopes Henriques, Technical U. of Lisbon; James Werbel, Iowa State U.; Carla Maria Marques Curado, Technical U. of Lisbon

268 ➞: (SIM) Ask the Experts: Meet the Journal and Book Editors
11:30am - 12:45pm Marriott Rivercenter: Salon B
Tweet this session: #AOM2011 268
Organizers: Pursey Heugens, RSM Erasmus U.; Charlene E. Zietsma, U. of Victoria

THEMATIC ORIENTATION: ➞ ➞ Teaching | ➞ ➞ Practice | ➞ ➞ International | ➞ ➞ Program Theme | ➞ ➞ Research | ➞ ➞ Diversity | ➞ ➞ Best Paper

Section D
Session Details – Saturday, 12:00 - 2:00 PM

Saturday 11:45AM

269 (PTC, OCIS, OMT, TIM, OM) Commercializing New Positioning Technology (p-commerce) – Implications for Research and Practice
11:45am - 1:15pm Grand Hyatt: Bonham C
Tweet this session: #AOM2011
Organizer: John P Ulhøi, Aarhus U.
Speakers: Peter Kesting, Aarhus U.; Charles C. Snow, Pennsylvania State U.; Mats Magnusson, Royal Institute of Technology - KTH; Andy Drysdale, Alexandra Institute, Denmark; Camilla Kelsen, Alexandra Institute, Denmark

270 (TIM) TIM Distinguished Scholar Award
11:45am - 1:15pm San Antonio Convention Center: Room 205
Tweet this session: #AOM2011
Prof. Clay Christensen, author of the seminal book “The Innovator’s Dilemma” and one of the most widely recognized authors in the technology and innovation management field, is the recipient of the 2011 TIM Distinguished Scholar Award. Food will be provided during this session.
Award Recipient: Clayton Christensen, Harvard U.
Hosts: Fernando Suarez, Boston U.; Paul Olk, Denver U.

Saturday 12:00PM

271 (MC) MC Consortium Networking Lunch
12:00pm - 2:00pm Grand Hyatt: Crockett A & B
Tweet this session: #AOM2011
Participant: Stephane Girod, Accenture

272 (MOC, MC, SAP, RM, BPS, ODC) Collecting, Developing, and Using Group Cognition
12:00pm - 2:00pm La Quinta Inn & Suites: Fiesta F
Tweet this session: #AOM2011
Participants: Colin Eden, Strathclyde U.; Fran Ackermann, Strathclyde U.

12:00pm - 2:00pm Grand Hyatt: Travis A
Tweet this session: #AOM2011
Coordinator: Larry M. Starr, U. of Pennsylvania
Participants: Raymond Saner, Center For Socio-Economic Development; Lichia Saner-Yiu, Organization Consultant; Oguz Baburoglu, Sabanci U.; Yehia M. Kamel, American U. of Beirut; Joyce S Falkenberg, U. of Agder

Saturday 12:15PM

274 (BPS, OMT, OB, MOC) Behavioral Strategy: West Meets East
12:15pm - 2:45pm San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRereg. The cost to register is $18.00 and the deadline to register online is August 10, 2011.
Chairs: Sheen S. Levine, Massachusetts Institute of Technology; Shayne Gary, U. of New South Wales

275 (MC) Managing Norms and Risks: A New Field of Interest for Management Consulting (MC)
12:15pm - 2:15pm Grand Hyatt: Mission B
Tweet this session: #AOM2011
Coordinator: Laurent Cappelletti, CNAM Paris (France)
Participants: Yuri Blondi, Cnrs - Ecole Polytechnique of Paris; Madina Rival, CNAM Paris (France); Florence Noguera, U. of Montpellier; Djamel Khouatra, ISEOR

276 (MC) Pathway to Positive Change: Appreciative Coaching Skills for Organizations
12:15pm - 2:15pm Grand Hyatt: Mission B
Tweet this session: #AOM2011
Presenters: Jacqueline Binkert, Appreciative Coaching Collaborative, LLC; Ann Leone Clancy, Appreciative Coaching Collaborative, LLC

277 (MEN) Knowledge is Power: Enlightening by Mentoring
12:15pm - 4:15pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011
Participants: Angelica S. Gutierrez, U. of California, Los Angeles; Jermaine Vesey, U. of Texas, San Antonio; Oscar Holmes IV, U. of Alabama; Anthony C. Hood, The U. of Alabama

Saturday 12:30PM

278 (BPS) BPS Managing your Dissertation Workshop 2011
12:30pm - 4:30pm San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011
The workshop offers practical advice to advanced doctoral students on completing their dissertation and transitioning to the first academic position. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRereg. The deadline to register online is August 10, 2011.
Organizer: Chuck Eesley, Stanford U.
Participants: Joanne Oxley, U. of Toronto; Frank T. Rothaermel, Georgia Institute of Technology; Felipe A. Czaszar, INSEAD; Denise Mindruta, IEC Paris; Yi Tang, Hong Kong Polytechnic U.; Yan Tran, Heniz-Watt U.; Daniel Levintal, U. of Pennsylvania; Glenn Hoetker, Arizona State U.; Rajeshree Agrawal, U. of Maryland

12:30pm - 3:30pm San Antonio Convention Center: Room 208
Tweet this session: #AOM2011
Organizers: Kenneth G Huang, Singapore Management U.; Stefan Wagner, ESMT European School of Management and Technology
Discussants: Markus Reitzig, London Business School; Rosemarie Ziedonis, U. of Oregon
Presenters: Stefan Wagner, ESMT European School of Management and Technology; Kenneth G Huang, Singapore Management U.; Kwanghui Lim, U. of Melbourne; Tim Simcoe, U. of Toronto
280 ☑️ (CMS, OMT, GDO) Political Foundations of Organizational Research
12:30pm - 2:30pm Marriott Rivercenter: Conference Room 17
Tweet this session: #AOM2011 280
Facilitator: Raza A Mir, William Paterson U.
Participants: Ali Mir, William Paterson U.; Bobby Banerjee, U. of Western Sydney; Torkild Tham, Stockholm U.; Hugh Willmott, Cardiff Business School, UK

281 ☑️ (ENT, BPS, OMT) Austrian Economics and Entrepreneurship Studies
12:30pm - 2:30pm San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011 281
Organizers: Henrik Borgland, Chalmers U. of Technology; Todd H Chiles, U. of Missouri; Peter G Klein, U. of Missouri; Steffen Korsgaard, Aarhus U.

282 ☑️ (ENT, MEN) Increasing the Quality of Women’s and Minority Entrepreneurship Research
12:30pm - 2:30pm San Antonio Convention Center: Room 216 B
Tweet this session: #AOM2011 282
Pre-registration required online at https://secure.aomonline.org/PDWReg. Contact workshop organizers for approval code. Registration deadline August 10
Distinguished Speakers: Howard Aldrich, U. of North Carolina; Robert W. Fairlie, U. of California, Santa Cruz
Chair: Alicia Robb, Ewing Marion Kauffman Foundation
Discussants: John Watson, U. of Western Australia; Karen D. Hughes, U. of Alberta; Jennifer E Jennings, U. of Alberta; Susan Coleman, U. of Hartford

283 ☑️ (HCM, MED) Making Learning Tangible: Experiential Exercises for Health Management Education
12:30pm - 2:30pm Marriott Riverwalk: Bowie
Tweet this session: #AOM2011 283
Participants: Victoria Anne Parker, Boston U.; Peter E. Rivard, Suffolk U.; Amy Yarbrough Landry, U. of Alabama, Birmingham

284 ☑️ (HCM, PNP) International Comparative Analysis in Healthcare Management: West and East
12:30pm - 2:30pm Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 284
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Chair: Elio Borgonovi, Bocconi U.
Discussants: Federico Lega, Bocconi U.; Emanuele Vendramini, Catholic U.
Speakers: Ebbie Dotson, U. of Texas Health Science Center; Attila J. Hertelendy, Texas State U.; Zilã Guimarães Horta, Fundacao Getulio Vargas

285 ☑️ (MED, NDSC, TCT) Building an Academic Career from Doctoral Program to Career Success: Questions, Answers, and Advice
12:30pm - 2:30pm Marriott Riverwalk: Salon A
Tweet this session: #AOM2011 285
Bring your questions about academic careers and doctoral programs to this session. We are prepared to help you navigate the world of academia.
Facilitator: Thomas P. Bradley, Tarleton State U.
Participants: Karim J. Nasr, U. of Balamand; Rosa Nelly Trevinyo-Rodriguez, Tecnologico de Monterrey; Michael J. Provitera, Barry U.; Toni Ungaretti, Johns Hopkins U.; Rita J. Shea-Van Fossen, Ramapo College; Darlene Alexander-Houle, Hewlett Packard

286 ☑️ (MED, PTC, HR, ODC, OB) Evidence-Based Management: A New Approach to Teaching the Practice of Management
12:30pm - 2:30pm Marriott Rivercenter: Salon D
Tweet this session: #AOM2011 286
Organizers: Eric Barends, VU U. Amsterdam; Rob B. Briner, U. of London

287 ☑️ (OMT, BPS, ENT, TIM) Exploring the Dynamics of Market Categories and Classification Systems
12:30pm - 3:30pm San Antonio Convention Center: Room 007 D
Tweet this session: #AOM2011 287
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Organizers: Gino Cattani, New York U.; Daniel Engler, New York U.

288 ☑️ (ONE, SIM) ONE & SIM Junior Faculty Consortium
12:30pm - 4:00pm Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 288
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 August 10, 2011.
Coordinators: Stephanie Bertels, Simon Fraser U.; Mark P Sharfman, U. of Oklahoma

289 ☑️ (PTC, OB, IAM, GDO, MSR, SIM) Practicing Transcendental Leadership with Tango: Mastering the Balance between Progress and Harmony
12:30pm - 2:30pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 289

THREATIC ORIENTATION: ☑️ Teaching | ☑️ Practice | ☑️ International | ☑️ Program Theme | ☑️ Research | ☑️ Diversity | ☑️ Best Paper
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Authors: Jason R Pierce, Indiana U., Bloomington; Pamela Lirio, EDHEC Business School; Burak Koyuncu, Rouen Business School
Coordinators: Andreea Daniela Gorbatai, Harvard U.

290 ⚫: (RM, BPS, ENT, HR, OB) Issues, Challenges, and Future Directions in Meta-Analytic Research
12:30pm - 2:30pm La Quinta Inn & Suites: Crockett East
Tweet this session: #AOM2011 290
Organizer: T Russell Crook, U. of Tennessee, Knoxville
Participants: James G Combs, The U. of Alabama; David J Woehr, U. of North Carolina, Charlotte; Philip L. Roth, Clemson U.; Dan R. Dalton, Indiana U., Bloomington

291 ⚫: (TTC, GDO, OB) Discussing the Undiscussables: How to Introduce and Discuss Sensitive Classroom Topics
12:30pm - 2:30pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 291
Organizer: Kim Gower, Virginia State U.
Facilitators: Barbara A. Ritter, Coastal Carolina U.; Sheila Watters, Virginia Commonwealth U.; Patricia R. Hedberg, U. of St. Thomas

Saturday 1:00PM

292 ⚫: (CMS, BPS) A Critical Perspective on Strategic Management in a Globalized World
1:00pm - 3:00pm Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 292
Coordinators: Alex Faria, Fundacao Getulio Vargas; Janann Joslin Medeiros, U. de Brasilia
Participants: Sergio Wanderley, EBAP-FGV; Ana Lucia Guedes, Fundacao Getulio Vargas; Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Bill Cooke, Lancaster U.; Anshuman Prasad, U. of New Haven

293 ⚫: (ENT) Collecting Data for Quantitative Methods of Analysis in Social Entrepreneurship Research
1:00pm - 3:00pm San Antonio Convention Center: Room 018 A
Tweet this session: #AOM2011 293
Participants: G. T. Lumpkin, Syracuse U.; David Gras, Syracuse U.; Jeremy Collin Short, Texas Tech U.; Jill Kickul, New York U.; Geoff Kistkur, The Ohio State U.

294 ⚫: (ICW) USASBE Mid-year Board Meeting
1:00pm - 4:00pm San Antonio Convention Center: Room 202 A
By Invitation Only
Organizer: Becky Gann, USASBE

1:00pm - 3:00pm San Antonio Convention Center: Room 206 B
Tweet this session: #AOM2011 295
This PDW will focus on broadening and enriching the academic enterprise through international social engagement. Hands-on exercises and interactive discussion, will help participants apply panelists’ insights to better understand obstacles to international social engagement, which will help translate participant experiences to actionable knowledge for research, teaching, and outreach.
Moderator: John Mejias, U. of Miami

296 ⚫: (OB) From Associate to Full…and Beyond
1:00pm - 3:00pm Grand Hyatt: Pressidio A
Tweet this session: #AOM2011 296
Organizers: Christopher O. L. H. Porter, Texas A&M U.; Mark C. Bolino, U. of Oklahoma; Mel Fugate, Southern Methodist U.
Panelists: Blake E. Asfisforth, Arizona State U.; Neal M. Ashkanasy, U. of Queensland; Angelo DeNisi, Tulane U.; Audrey Korsgaard, U. of South Carolina; Kevin B. Lowe, U. of North Carolina, Greensboro

297 ⚫: (OB) OB Teaching Incubator
1:00pm - 3:00pm Grand Hyatt: Texas Ballroom D
Tweet this session: #AOM2011 297
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Facilitators: Elaine C. Hollensbe, U. of Cincinnati; Niro Sivanathan, London Business School; Jennifer S. A. Leigh, Nazareth College

298 ⚫: (OMT, OB, BPS, HR, ENT, CM, TIM, OCIS, ODC) Advanced Networks PDW: Theoretical And Empirical Applications Of Social Network Analysis
1:00pm - 5:00pm San Antonio Convention Center: Room 204 B
Tweet this session: #AOM2011 298
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact Theresa Floyd at theresa.floyd@uky.edu to obtain the approval code. The deadline to register online is August 10, 2011.
Organizers: Giuseppe Labianca, U. of Kentucky; Andrew V. Shipilov, INSEAD; Jonathan Lewis Johnson, U. of Arkansas
Presenters: Theresa Floyd, U. of Kentucky; Daniel J. Brass, U. of Kentucky

299 ⚫: (RM, BPS) Ask the Experts: Macro and Cross-Level Methodologies
1:00pm - 3:00pm La Quinta Inn & Suites: Fiesta C/D
Tweet this session: #AOM2011 299
Organizer: Michael Sturman, Cornell U.
Presenters: Herman Aquinis, Indiana U., Bloomington; Donald D Bergh, Denver U.; Brian Boyd, Arizona State U.; S Trevis Certo, Arizona State U.; Dan R. Dalton, Indiana U., Bloomington; Mark Gavin, Oklahoma State U.; James G Combs, The U. of Alabama; Ming Li, ESC Rennes School of Business

300 ⚫: (SIM) SIM Research Roundtables
1:00pm - 2:30pm Marriott Rivercenter: Salon B
Tweet this session: #AOM2011 300
No pre-registration required. Discover what’s happening on the bleeding edge. Meet with others interested in your research area and discuss current projects and pressing questions. Facilitated by table leaders including Tima Bansal, Ivey, U. of Western Ontario; Mike Barnett, Said, University of Oxford; Nelson Phillips, Imperial College; and other distinguished scholars.
Adaptation through a Socio-Technical Perspective

Distinguished Speaker: U.

Organizer: Griffith

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 cost to register is $25.00 and the deadline to register online is August 10, 2011.

Organizers: Brian S. Butler, U. of Pittsburgh; Steven L. Johnson, Temple U.; Steve Sawyer, Syracuse U.

Saturday 1:15PM

301 (OCIS, OMT, CMS, OB, ODC, TIM) Building Bridges through a Socio-Technical Perspective

1:15pm - 4:15pm San Antonio Convention Center: Room 207 B

This PDW examines how changes in firm scope influence the present and future internal organization of the firm.

Organizers: Emilie Feldman, Wharton School; Evan Rawley, U. of Pennsylvania; Brian Wu, U. of Michigan, Ann Arbor

Distinguished Speaker: Todd Zenger, Washington U. in St. Louis

Discussants: Jeff Macher, Georgetown U.; Phanish Puranam, London Business School

Presenters: Kira Fabrizio, Duke U.; Gabriel Natividade, New York U.; Yue Maggie Zhou, U. of Maryland

Saturday 1:30PM

302 (BPS) Firm Scope: Alignment, Coordination and Adaptation

1:30pm - 5:00pm San Antonio Convention Center: Room 207 A

This PDW examines how changes in firm scope influence the present and future internal organization of the firm.

Organizers: Emilie Feldman, Wharton School; Evan Rawley, U. of Pennsylvania; Brian Wu, U. of Michigan, Ann Arbor

Distinguished Speaker: Todd Zenger, Washington U. in St. Louis

Discussants: Jeff Macher, Georgetown U.; Phanish Puranam, London Business School

Presenters: Kira Fabrizio, Duke U.; Gabriel Natividade, New York U.; Yue Maggie Zhou, U. of Maryland

303 (CM) Teaching Strategic Management and Competitive Strategy

1:30pm - 4:00pm San Antonio Convention Center: Room 213 B

This PDW examines how changes in firm scope influence the present and future internal organization of the firm.

Organizers: Emilie Feldman, Wharton School; Evan Rawley, U. of Pennsylvania; Brian Wu, U. of Michigan, Ann Arbor

Distinguished Speaker: Todd Zenger, Washington U. in St. Louis

Discussants: Jeff Macher, Georgetown U.; Phanish Puranam, London Business School

Presenters: Kira Fabrizio, Duke U.; Gabriel Natividade, New York U.; Yue Maggie Zhou, U. of Maryland

304 (BPS, TIM, OB, OMT, MOC, ENT, OCIS) Funding Opportunities for Academy of Management Scholars, from the National Science Foundation

1:30pm - 3:00pm San Antonio Convention Center: Room 201

Chair: Jacqueline Meszaros, National Science Foundation

Participants: Susan Winter, National Science Foundation; David C. Croson, Southern Methodist U.; Joseph Porac, New York U.; Terri Griffith, Santa Clara U.; Kalle Lyytimäki, Case Western Reserve U.; Dean A Shepherd, Indiana U.

305 (CM) How to Negotiate Your (First) Job Offer

1:30pm - 4:00pm Grand Hyatt: Bonham D

Organizer: Ronda R. Callister, Utah State U.

Distinguished Speaker: Donald E. Conlon, Michigan State U.

Panelists: Oluremi B. Ayoko, U. of Queensland; Bruce Barry, Vanderbilt U.; Deanna Geddes, Temple U.; Dean Tjosvold, Lingnan U.; Daniel Turban, U. of Missouri at Columbia

306 (HCM) Ph.D. Consortium: The Philosophy and Anatomy of a Research Manuscript

1:30pm - 3:30pm Marriott Riverwalk: Salon C

Sponsored by George McMillan Fleming Center for Healthcare Management at the University of Texas at Houston.

Presenters: Nenachemi, U. of Alabama, Birmingham; Peter M Ginter, U. of Alabama, Birmingham

307 (ICW) Journal of Management Education Editorial Board Meeting

1:30pm - 2:30pm San Antonio Convention Center: Room 211.

By invitation.

Organizer: Jane Schmidt-Wilk, Maharishi U.

308 (OB, OCIS, HR) Researching and Teaching a Second Life: A Tutorial on Virtual Worlds

1:30pm - 3:30pm Grand Hyatt: Bonham B

Facilitator: Richard N. Landers, Old Dominion U.

309 (PTC) Practice Theme Committee Lunch Meeting

1:30pm - 3:00pm Grand Hyatt: Seguin A & B

PTC members and organizers/participants of recent PTC-sponsored symposia and PDWs are welcome to attend and contribute new ideas. We will welcome our Organizers: Tyrone S. Pitts, U. of Technology, Sydney; Kuo Frank Yu, City U. of Hong Kong

Saturday 2:00PM

310 (AAA) 2011 Session Chairs, Facilitators & Discussants Meeting

2:00pm - 3:00pm Grand Hyatt: Texas Ballroom A

Organizers: Ming-Jer Chen, U. of Virginia; R. Duane Ireland, Texas A&M U.; Jimmy Le, Academy of Management; Valerie Concepcion, Academy of Management

311 (AAA) Academy of Management Affiliates & Associates

2:00pm - 3:00pm Grand Hyatt: Texas Ballroom C

AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM. AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, IFSAM, ACACIA

Organizer: Susan E. Jackson, Rutgers U.

312 (CAR, ITC, OB, DB&ITC, HCM) Opening the Door to the Francophone Community: Developing Successful Research Collaborations

2:00pm - 4:00pm Grand Hyatt: Bonham C

A great opportunity for francophone scholars and those collaborating with them to learn about improving research collaboration.

Chairs: Monique Valcour, EDHEC Business School; Jean Pralong, Rouen Business School; Ariane Ollier-Malaterre, Rouen
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Facilitators: Wayne F. Cascio, U. of Colorado, Denver; Timothy M. Gardner, Vanderbilt U.; Barry Gerhart, U. of Wisconsin, Madison;
David E Guest, King’s College London; Bruce E Kaufman,
Georgia State U.; John Paul MacDuffie, U. of Pennsylvania

Coordinators: David P. Lepak, Rutgers U.; Ingrid Fulmer, U. of South Carolina; David Lewin, U. of California, Los Angeles

320 (OB, RM, MOC, CAR, ODC) A Practical Guide to Causal Mapping
2:15pm - 4:15pm Grand Hyatt: Presidio C
Tweet this session: #AOM2011 320
Organizers: Jon Billsberry, Coventry U.; Danielle Laurette Talbot, Coventry U.
Facilitators: Brenda Hollyoak, Coventry U.; Gary Connor, Coventry U.; Steve Godrich, Open U.; Sukhvir Kaur Manak, Coventry U.; Rory Donnelly, Birmingham City U.
Presenters: Veronique Ambrosini, Birmingham U.; Fran Ackermann, Strathclyde U.

Saturday 2:30PM

321 (HR, NDSC) HR Division Pre-Dissertation Doctoral Student Professional Development Workshop
2:30pm - 5:30pm Grand Hyatt: Travis D
Tweet this session: #AOM2011 321
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Chairs: David P. Lepak, Rutgers U.; Michal Biron, U. of Haifa & Tilburg U.; Clinton Chadwick, U. of Kansas
Participants: Jessica Methot, Rutgers U.; Rebecca R. Kehoe, Rutgers U.; Shay S Tzafrir, U. of Haifa; Riki Takeuchi, Hong Kong U. of Science and Technology; Janice Malloy, Michigan State U.

322 (PTC, OMT, OB, ODC, GDO, MC) Investing in Human Capital: An integrative solution to cross-cultural challenges
2:30pm - 4:30pm Grand Hyatt: Mission B
Tweet this session: #AOM2011 322
Chairs: Carla Maria Marques Curado, Technical U. of Lisbon; Paulo Lopes Henriques, Technical U. of Lisbon

Saturday 2:45PM

323 (AAA) Conference Break
2:45pm - 3:15pm San Antonio Convention Center: Exhibit Hall B Conference break
Tweet this session: #AOM2011 323

324 (ENT, RM) Researching Entrepreneur’s Behavior: Importance and Methods
2:45pm - 4:45pm San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011 324
Organizer: Barbara Jean Bird, American U.
Participants: Kelly G Shaver, College of Charleston; Michael Frese, National U. of Singapore; Leon Schjoedt, U. of Central Florida; Helle Neergaard, Aarhus U.

325 (MED, HR, IM) Simulation-Based Leadership Development: Research, Teaching and Executive Development
Georgia State U.; John Paul MacDuffie, U. of Pennsylvania

Coordinators: David P. Lepak, Rutgers U.; Ingrid Fulmer, U. of South Carolina; David Lewin, U. of California, Los Angeles
2:00pm - 4:00pm Marriott Riverwalk: Bowie
Tweet this session: AOM2011 325
Facilitators: Schon Buehler, Duke Corporate Education; Allan Bird, Northeastern U.; Camala A. Boyce, Alliant International U.; Jeremy J. Hirshberg, Booz Allen Hamilton; Ron Rembisz, Alliant International U.; Marissa Shuffler, Institute for Simulation & Training, UCF; Torrey Wilkinson, Booz Allen Hamilton
Moderator: Jeffrey L. Herman, Booz Allen Hamilton
Speakers: Stephen J. Zaccaro, George Mason U.; Eduardo Salas, U. of Central Florida; Susan Clayton, Internal Revenue Service

326 ☀ ☀ (MED, MC) Corporate Learning and Competitiveness: Lessons to Share when West Meets East
2:45pm - 4:15pm Marriott Riverwalk: Salon E
Tweet this session: AOM2011 326
Organizer: Manuela Brusoni, Bocconi U.
Chair: Elio Borgonovi
Participants: Veronica Vecchi, Bocconi U.; Manuela Brusoni, Bocconi U.; Mauro Meda, Associazione Italiana per la Formazione Manageriale; Ed Skoneki, Corporate U. Xchange; Claudio Carnevale, Landi Renzo SpA; Milenko Gudic, Ceeman; Serge Filonovich, State U. - Higher School of Economics

327 ☀ ☀ ☀ (MED, ODC, OB) The Live In-class CEO Intervention An Experiential Learning Technique for Leadership Development
2:45pm - 4:15pm Marriott Riverwalk: Salon F
Tweet this session: AOM2011 327
Organizer: Nicholas Rashford, Saint Joseph's U.; Joao Neiva De Figueiredo, Saint Joseph’s U.

328 ☀ ☀ ☀ (ONE, IM, SIM, ITC) Where West Meets East and South: Environmental and Social Issues in Africa
2:45pm - 4:15pm Marriott Riverwalk: Salon D
Tweet this session: AOM2011 328
Organizer: Miguel Rivera-Santos, Babson College
Panelists: Robert Grosse, Thunderbird; Dima Jamali, American U. of Beirut; Ans Kolk, U. of Amsterdam; David B. Zoogah, Morgan State U.

329 ☀ ☀ ☀ ☀ (TTC, MED, D&ITC) Are You Hungry for Knowledge? Using Food to Explore Diversity and Further Cultural Understanding
2:45pm - 4:15pm Marriott Riverwalk: Salon C
Tweet this session: AOM2011 329
Organizer: Lisa T. Stickney, U. of Baltimore
Participants: Beverly J. DelMar, Ferris State U.; Jason Fertig, U. of Southern Indiana

330 ☀ ☀ ☀ ☀ (HCM) Exploring the Journey from Dissertation to Tenure Through Networking
3:00pm - 5:00pm Marriott Riverwalk: Salon A
Tweet this session: AOM2011 330
Chair: Barbara Bigelow, Clark U.
Facilitators: Margarette Arndt, Clark U.; Jon Chillingering, Brandeis U.; Kathleen Montgomery, U. of California, Riverside; Grant T. Savage, U. of Alabama, Birmingham

331 ☀ ☀ ☀ (ICM) Journal of Applied Behavioral Science Associate Editors Meeting
3:00pm - 4:30pm Hyatt Regency: Maverick B
Tweet this session: AOM2011 331
Organizer: Cynthia Nalevanko, Sage Publications

332 ☀ ☀ ☀ ☀ (ITC, IM, AAM) West Meets South: Challenges and Opportunities for Academics Working in Emerging Markets
3:00pm - 5:00pm Marriott Riverwalk: Salon B
Tweet this session: AOM2011 332
Organizer: Charles Wankel, St. John’s U.; Leonardo Liberman Yaconi, U. de los Andes; Patrick L. Onsando, Moi U.; Kathryn Pavlovich, U. of Waikato; Agata Stanusch, Silesian U. of Technology; Jae Eon Yu, Korea U.

333 ☀ ☀ ☀ (MED) Educating Managers About Integrity: Sensitizing Learners to Universal Values and Cultural Variation
3:00pm - 5:00pm Marriott Riverwalk: Salon C
Tweet this session: AOM2011 333
Organizers: Charles Wankel, St. John’s U.; Leonardo Liberman Yaconi, U. de los Andes; Patrick L. Onsando, Moi U.; Kathryn Pavlovich, U. of Waikato; Agata Stanusch, Silesian U. of Technology; Jae Eon Yu, Korea U.

SATURDAY
Session Details – Saturday, 2:00 - 4:00 PM


334 (SIM, MSR) Consciousness and Responsibility: The Inextricable Connection in Business
3:00pm - 5:30pm Marriott Rivercenter: Salon A
Tweet this session: #AOM2011 334
Distinguished Speakers: Carol Sanford, Interactove; Will Lynn, Gryphon Investors
Chair: Kathryn Goldman Schuyler, Alliant International U.

335 (MC) The Necessity of Life-long Education for Consultants & Academia’s Role
3:15pm - 5:15pm Grand Hyatt: President A
Tweet this session: #AOM2011 335
Organizer: Susan M. Adams, Bentley U.
Moderator: Alberto Zanzi, Suffolk U.
Panelists: Ralph Grossmann, U. of Klagenfurt; Miriam Y Lacey, Pepperdine U.; Kurt Mayer, Klegenfurt U.; Michel Peron, ISEOR; Hans Vermaak, Twynstra Management Consultants; Veronique Zardet, ISEOR

336 (MSR) Corporate Mystic Spiritual Practices: Eastern and Western Practices to Achieve Transcendence
3:15pm - 5:15pm La Quinta Inn & Suites: Fiesta C&D
Tweet this session: #AOM2011 336
Facilitators: Gerald Biberman, U. of Scranton; Lynne Sedgmore, Centre for Excellence in Leadership

337 (OB) OB New Member Networking and Research Forum
3:15pm - 5:15pm Grand Hyatt: Texas Ballroom D
Tweet this session: #AOM2011 337
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register is August 10, 2011.
Organizers: David M. Sluss, Georgia Institute of Technology; Jennifer D. Nahrgang, Arizona State U.

338 (RM) Ask the Experts: Pursuing a Career in Research Methods
3:15pm - 5:15pm La Quinta Inn & Suites: Crockett East
Tweet this session: #AOM2011 338
Chair: Robert J. Vandenbarg, U. of Georgia

Organizers: Ming-Jer Chen, U. of Virginia; Jimmy Le, Academy of Management; Valerie Concepcion, Academy of Management

340 (BPS, OMT, TIM) Contracts, Relationships & Performance: Challenges & Opportunities in Studying Inter-firm Contracts
3:30pm - 6:00pm San Antonio Convention Center: Room 212 B
Tweet this session: #AOM2011 340
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is August 10, 2011.
Organizers: Jason Pattit, U. of St. Thomas; Valérie Duplat, EDHEC Business School
Presenters: Kyle J. Mayer, U. of Southern California; Valérie Duplat, EDHEC Business School; Fabrice Lumineau, U. of Technology, Sydney; Jason Pattit, U. of St. Thomas; Bart Vanneste, INSEAD; Michael J Leiblein, Ohio State U.

341 (BPS, OMT, TIM) Rethinking the Role of Neurosciences in Strategic Management
3:30pm - 6:30pm San Antonio Convention Center: Room 216 B
Tweet this session: #AOM2011 341
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.
Organizers: Daniella Laureiro-Martinez, Bocconi U.; Stefano Brusoni, Bocconi U.
Discussants: Giovanni Gavetti, Harvard U.; Gerard P. Hodgkinson, U. of Leeds; Sarah Kaplan, U. of Toronto

342 (CMS) "Dark Side X" Case-Writing Competition
3:30pm - 5:30pm Mariott Rivercenter: Salon L
Tweet this session: #AOM2011 342
The Dark Side Case Competition encourages the writing of cases as class-room teaching materials that address the dark side of contemporary capitalism.
Coordinator: Pauline Fatien Diocion, U. of Lyon

343 (IM, RM, BPS) Causal Inference in International Business: An Intro to Instrumental Variables and Selection Bias
3:30pm - 5:30pm San Antonio Convention Center: Room 203 A
Tweet this session: #AOM2011 343
Organizer: Meghana Ayyagari, George Washington U.

344 (OB, BPS, HR, IM, MOC) Understanding Scholarly Impact: What is a Scholarly Home Run and How Do I Hit One?
3:30pm - 5:30pm Grand Hyatt: Texas Ballroom B
Tweet this session: #AOM2011 344
Organizers: Daniel Scott DeRue, U. of Michigan; Christopher G. Myers, U. of Michigan, Ann Arbor

Saturday 3:45PM
345 (AAM, BPS) Key Issues of Korean Business Families: Current Status and Future Challenges 3:45pm - 5:45pm San Antonio Convention Center: Room 206
Chair: Bongjin Kim, Ewha Womans U.; Yongsun Paik, Loyola Marymount U.
Panelists: Ji-Hwan Lee, Korea Advanced Institute of Science & Technology; Choongwoo Lee, U. of Seoul; Ji-young Ahn, Ewha Womans U.; Myung-Ho Chung, Ewha Womans U.; Jonathan Brookfield, Tufts U.; Chang-Yang Lee, KAIST; Tai-Young Kim, SKK Graduate School of Business; Hann Earl Kim, Hongik U.
Facilitators: Steven A. Y. Poelmans, ESADE Business School; Douglas T. Hall, Boston U.; Jeffrey H. Greenhaus, Drexel U.

351 (HR) HR Division Innovative Teaching Award Presentation 4:00pm - 5:00pm Grand Hyatt: Crockett C & D
Chair: Jacqueline Meszaros, National Science Foundation
Participants: David C Crosson, Southern Methodist U.; Richard Curtis, U. of Michigan, Ann Arbor; John Jankowski, National Science Foundation

346 (BPS, TIM, ENT, RM, OB, OMT) Data Resources for Academy of Management Scholars, from the National Science Foundation 3:45pm - 5:45pm San Antonio Convention Center: Room 201
Chair: Jacqueline Meszaros, National Science Foundation
Participants: David C Crosson, Southern Methodist U.; Richard Curtis, U. of Michigan, Ann Arbor; John Jankowski, National Science Foundation

347 (ENT, IM, BPS) International Entrepreneurship: West Meets East 3:45pm - 5:45pm San Antonio Convention Center: Room 206 B
Organizers: Yong Li, State U. of New York, Buffalo; Shaker A. Zahra, U. of Minnesota, Twin Cities
Presenters: Sondos Gamal Abdelgawad, ESADE; Susan A Hill, London School of Economics; Markku V. J. Maula, Aalto U.; Patricia Phillips McDougall, Indiana U.; Harry J Sapienza, U. of Minnesota; Mike Wright, Nottingham U.

348 (OMT, ENT, BPS) Theory and the Practice of Management in China 3:45pm - 5:45pm San Antonio Convention Center: Room 007 D
Organizers: Chris Marquis, Harvard U.; Andrew J. Hoffman, U. of Michigan
Speakers: Regina Abrami, Harvard U.; Jiatao Li, Hong Kong U. of Science and Technology; Michael Morris, Columbia U.; Oded Shenkar, Ohio State U.

349 (RM, OB, HR) Systematic Review and Research Synthesis 3:45pm - 5:45pm La Quinta Inn & Suites: Crockett West
Organizers: David Denyer, Cranfield U.; Rob B. Briner, U. of London

350 (CAR, GDO, OB) Crafting your Work-Life Research Stream: Reflection and Planning for Every Career Stage 4:00pm - 5:00pm Grand Hyatt: Travel B
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDF/Reg before August 10, 2011.
Organizers: Alyssa Friede Westring, DePaul U.; Monique Valcour, EDHEC Business School; Shaun Pichler, California State U., Fullerton

Facilitators: Steven A. Y. Poelmans, ESADE Business School; Douglas T. Hall, Boston U.; Jeffrey H. Greenhaus, Drexel U.

352 (IM) IM Consortia Meet the Editors Panel 4:00pm - 5:30pm San Antonio Convention Center: Room 210 A
Organizers: Mikelle A. Calhoun, Georgia Southern U.; John Mezias, U. of Miami
Participants: Mary Yoko Brannen, INSEAD; Jonathan P Doh, Villanova U.; Stewart R. Miller, U. of Texas, San Antonio; Mikelle A. Calhoun, Georgia Southern U.; John Mezias, U. of Miami

353 (MOC) Think About It ... Over a Beer or a Glass of Wine 4:00pm - 5:30pm La Quinta Inn & Suites: Fiesta F
Meet your MOC executive committee members and discuss how you can help contribute to a stronger and more vibrant community of MOC scholars.

355 (ODC) Creating the Future of ODC 4:00pm - 6:00pm Grand Hyatt: Travis C
Chair: Ronald Fry, Case Western Reserve U.
Program Chair: James D Ludema, Benedictine U.
Division Chair-Elect: Inger G. Stensaker, Norwegian School of Economics and Business Administration
Participants: Sonja A. Sackmann, U. of Bundeswehr, Munich

356 (OM, RM, IM) Conducting Research Across Eastern and Western Countries 4:00pm - 6:00pm San Antonio Convention Center: Room 209
Chair: Dongli Zhang, Fordham U.
Panelists: Thomas Y. Choi, Arizona State U.; Barbara B. Flynn, Indiana U.; Mohan V. Tatikonda, Indiana U.; Doug Hales, U. of Rhode Island

Saturday 4:00PM

357 (GDO, D&ITC, MEN, OB) Intersectionality and Cultural Context in LGBTQ-Inclusive Teaching 4:15pm - 6:15pm Grand Hyatt: Bonham C
For conversation and information sharing, join the “LGBTQ-Inclusive Teaching” group on AoM Connect.
Chair: Ron Ophir, York U.; Roxanne Beard, Ohio Dominican U.; Robyn A. Berkley, Southern Illinois U., Edwardsville
Participants: Lize A. Booyse, U. of Antioch; Bernardo M. Ferdman, Alliant International U.; C Douglas Johnson, Georgia Gwinnett College; David M. Kaplan, Saint Louis U.; Allison
Section D

Thursday 4:30PM

359: [ENT] New Member Meeting Point Event
4:30pm - 6:00pm Cigale: Biga on the Banks
Tweet this session: #AOM2011 359
Big on the Banks, 203 South St. Marys Street, San Antonio, Texas(San Jose and Alamo Rooms)
Organizers: Jennifer E Jennings, U. of Alberta; Dienne Crockett, Northeastern State U.
Presenter: Donald O. Neubaum, Oregon State U.

Friday 5:00PM

361: [AAA] 2012 Program Chairs’ Meeting
5:00pm - 6:30pm Grand Hyatt: Republic B
Tweet this session: #AOM2011 361
Organizers: R. Duane Ireland, Texas A&M U.; Jimmy Le, Academy of Management; Valerie Conception, Academy of Management

Saturday 5:00PM

365: (OB) OB and HR Members Welcome Reception
5:30pm - 7:00pm Grand Hyatt: Republic B
Tweet this session: #AOM2011 365
All OB and HR Division members are invited to this reception. The Divisions’ Chairs want to welcome you to San Antonio and the 2011 AoM Meeting.
Organizers: Maria Kraimer, U. of Iowa; Laura Erskine, Illinois State U.

Saturday 6:00PM

367: [BPS] BPS Mid-Career Workshop
6:00pm - 9:00pm San Antonio Convention Center: Room 216 A
Tweet this session: #AOM2011 367
By invitation only
Organizers: Peggy M. Lee, Arizona State U.; Andrew Ward, Lehigh U.
Participants: Andrew H. Van de Ven, U. of Minnesota; William Q. Judge, Old Dominion U.; Catherine A Maritan, Syracuse U.; Edward Zajac, Northwestern U.; Sharon F. Matusik, U. of Colorado, Boulder; Tina Dacin, Queen’s U.

368: (ENT) Entrepreneurship Social Event
6:00pm - 10:00pm Offsite: Biga on the Banks
Tweet this session: #AOM2011 368
Biga on the Banks203 South St Marys StreetSan Antonio, TX 78205
Program Chair: Sharon Alvarez, The Ohio State U.

369: (HCM) HCMD PDW Social and Alamo Remembrance
6:00pm - 7:30pm Offsite: Las Ramblas at the Hotel Contessa
Tweet this session: #AOM2011 369
Sponsored by the Association of University of University Programs in Health Administration. The HCMD is taking it to the Riverwalk for our PDW tapa y bebida fiesta. Las Ramblas in the the Hotel Contessa is a short walk from the convention site.
Hosts: Lydia M. Middleton, AUPHA; Timothy R. Huerta, Texas Tech U.

370: (ICW) MMD Debriefing (2)
6:00pm - 7:00pm Grand Hyatt: Bonham B
Tweet this session: #AOM2011 370
We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin, CBS.
Organizer: Lise Balslev, CBS/MMD

371: (ICW) Human Relations Reviewers’ Reception
6:00pm - 8:00pm Marriott Rivercenter: Salon I
Tweet this session: #AOM2011 371
Organizer: Claire Castle, Human Relations

372: (ICW) Routledge Publishing Reception: AOM HR Ambassadors and Global Human Resource Management Series Authors
6:00pm - 7:30pm Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 372
Organizer: John Szilagyi, Routledge Publishing

373: (IM) International Management Division Professional Development Workshop Reception
6:00pm - 8:00pm San Antonio Convention Center: Mission 103 B
Tweet this session: #AOM2011 373
Mingle, see old friends, and meet new ones at the IM Division PDW Reception!

374: (MED) MED/NDSC Joint Reception, co-sponsored by OBTS Teaching Society
6:00pm - 9:00pm Marriott Riverwalk: Salon D
Tweet this session: #AOM2011 374
Where Doctoral Students meet MED and OBTS professors over a bite and a drink... Perfect for behind the scenes intelligence on all things academic.
Hosts: Jacob Eisenberg, U. College Dublin; Rae Andre, Northeastern U.

Session Details – Saturday, 6:00 - 8:00 PM

375: (NDSC) NDSC/MED Evening Reception
6:00pm - 9:00pm Marriott Riverwalk: Salon D
Tweet this session: #AOM2011 375
Professional Development Workshop Chairs: Preeti Wadhwa, U. of Kansas; Sean Rogers, Rutgers U.

376: (OCIS) OCIS Doctoral Consortium Reception and OCIS Member Networking
6:00pm - 7:30pm San Antonio Convention Center: Mission 103 A
Tweet this session: #AOM2011 376
OCIS will host a reception for PhD students attending the consortium. All OCIS members and interested AoM participants are encouraged to attend.
Host: Kevin Crowston, Syracuse U.

377: (ODC) ODC Doctoral Student and New Member Reception
6:00pm - 8:00pm Grand Hyatt: Texas Ballroom C
Tweet this session: #AOM2011 377
A reception to welcome ODC doctoral students and new members. Open to all ODC doctoral students and all ODC members.
Host: Ronald Fry, Case Western Reserve U.

378: (OM) Journal of Supply Chain Management Best Paper Session: Crafting a High Quality Research Paper
6:00pm - 8:00pm San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 378
Moderators: Craig R. Carter, Arizona State U.; Lisa Marie Ellram, Miami U.

379: (SIM) SIM/SBE Keynote Speaker
6:00pm - 8:00pm Offsite: The Contessa
Tweet this session: #AOM2011 379
The Contessa306 West Market Street, San Antonio

Saturday 6:30PM

380: (BPS) Meet the BPS Officers Reception
6:30pm - 8:30pm San Antonio Convention Center: Room 006 C & D
Tweet this session: #AOM2011 380
Come and get involved with BPS! This social/reception event is designed for you to meet the BPS Officers and various committee members so you can learn more about the Division's activities. There will be a brief formal introduction of the BPS officers and their responsibilities (from 7-7:15 pm). Before and after, there will be ample opportunity for you to mingle with BPS committee members (including, but not limited to executive, research, teaching, international representatives committees) in small group/round table discussions.
Division Chair: Tammy L. Madsen, Santa Clara U.
Program Chair: Jeffrey J. Reuer, Purdue U.
Professional Development Workshop Chair: Rajashree Agrawal, U. of Maryland
Division Chair-Elect: Nicholas Argyres, Washington U. in St. Louis
Past Chair: Joanne Oxley, U. of Toronto

Saturday 7:00PM

381: (AAA) President’s Reception for New and International Members
7:00pm - 9:00pm San Antonio Convention Center: Room 214
Tweet this session: #AOM2011 381
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: Susan E. Jackson, Rutgers U.

382 : (CMS) CMS Welcome
7:00pm - 8:30pm Marriott Rivercenter: Salon L
Tweet this session: #AOM2011 382
Program Chair: Alex Faria, Fundacao Getulio Vargas

383 : (ICW) Chinese Management Scholars Workshop Reunion
7:00pm - 10:30pm Marriott Rivercenter: Salon E
Tweet this session: #AOM2011 383
Organizer: Qing Cao, U. of Connecticut

384 : (ONE) ONE Welcome Reception
7:00pm - 9:00pm Marriott Rivercenter: Salon M
Tweet this session: #AOM2011 384
The ONE Division welcomes new and old members to this year’s Academy conference. Come to enjoy great company, some nibbles and a cash bar.
Professional Development Workshop Chair: Frances E Bowen, Queen Mary U. of London

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Saturday 8:00PM

385 : (CAR) CAR Division PDW Social
8:00pm - 9:30pm Offsite: Sazos Latin Grill
Tweet this session: #AOM2011 385
The CAR Division welcomes all members for an informal get-together. Drink vouchers are available during CAR Division PDW workshops or at the bar from Julia Richardson or Peter Heslin.
Hosts: Peter A. Heslin, U. of New South Wales; Julia Richardson, York U.

386 : (GDO) All in the Family: Annual Reception for LGBTQ Persons and Friends at the Academy
8:00pm - 10:00pm Grand Hyatt: Texas Ballroom B
Tweet this session: #AOM2011 386
Allies, friends, gay, lesbian, bisexual and transgendered persons invited. Sponsored by the University of Utah. Website: http://group.aomonline.org/gbt/
Organizers: Gerardo Okhuysen, U. of Utah; Ron Ophir, York U.

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Saturday 9:00PM

387 : (ICW) ANZAM Dessert Reception
9:00pm - 11:00pm Grand Hyatt: Texas Ballroom D
Tweet this session: #AOM2011 387
Organizer: Ross Chapman, Deakin U.
Session Details – Sunday 8:00 - 10:00 AM

Sunday 7:00AM

388: (MSR) MSR Morning Meditation Session
7:00am - 8:00am La Quinta Inn & Suites: Crockett West
Tweet this session: #AOM2011 388
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy and spiritual vitality.
Organizer: Gerald Biberman, U. of Scranton

Sunday 7:30AM

389: (ICW) Gathering of Researchers interested in Positive Organizational Scholarship
7:30am - 9:00am Grand Hyatt: Lone Star A
We welcome current or potential contributors to ideas related to Positive Organizational Scholarship.
Organizer: Jane E. Dutton, U. of Michigan

Sunday 8:00AM

390: (AAA) Conference Exhibits
8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B
Tweet this session: #AOM2011 390

391: (AAA) Conference Registration
8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration
Tweet this session: #AOM2011 391
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

392: (AAA) San Antonio 2011 LAC
8:00am - 5:00pm San Antonio Convention Center: Room 101 B
Chairs: Robert L. Cardy, U. of Texas, San Antonio; Stewart R. Miller, U. of Texas, San Antonio

393: (AAA) AOM Membership
8:00am - 5:00pm San Antonio Convention Center: Room 211
Tweet this session: #AOM2011 393
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.

394: (AAA) All-Academy Welcome Breakfast
8:00am - 9:00am Grand Hyatt: Texas Ballroom
Tweet this session: #AOM2011 394
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.

395: (ICW) Teaching Your Management Classes: Technology as an engagement tool!
8:00am - 12:00pm Hyatt Regency: Bowie C
Tweet this session: #AOM2011 395
Organizer: Anke Weekes, McGraw-Hill/Irwin

Sunday 8:30AM

396: (AAA) Placement Services
8:30am - 4:30pm Marriott Rivercenter: Reg Desk 1
Tweet this session: #AOM2011 396
Placement Services - Registration and Information
Organizers: Wendy Kramer, Keystone College; La Verne Hairston Higgins, Eastern Michigan U.

397: (AAC) Southern Management Association Executive Board Meeting
8:30am - 10:00am Hilton Palacio del Rio: El Mirador West
Tweet this session: #AOM2011 397

398: (CMS) CMS Executive Meeting
8:30am - 10:00am Marriott Rivercenter: Salon K
Tweet this session: #AOM2011 398
Division Chair: Craig Prichard, Massey U.

399: (ICW) Organization Studies Editorial Board Meeting & Breakfast
8:30am - 11:30am Hilton Palacio del Rio: Corte Real A/B
Tweet this session: #AOM2011 399
Organizer: Sophia Tzagaraki, Organization Studies

Sunday 9:00AM

400: (AAA) Academy of Management Presidential Address and Awards Ceremony
9:00am - 11:00am Grand Hyatt: Texas Ballroom
Tweet this session: #AOM2011 400

Sunday 9:30AM

401: (AAA) Academy of Management Journal Editors’ Meeting (By Invitation Only)
9:30am - 11:30am Grand Hyatt: Crockett A
Tweet this session: #AOM2011 401
Organizer: Jason Colquitt, U. of Georgia

402: (AAA) AMR Incoming Editors Only Meeting (By Invitation Only)
9:30am - 11:00am Grand Hyatt: Crockett B
Tweet this session: #AOM2011 402
Organizer: Roy R Suddaby, Alberta U.

Sunday 10:00AM

403: (AAC) Ethics Education Committee Meeting
10:00am - 11:00am San Antonio Convention Center: Room 208
Tweet this session: #AOM2011 403

404: (AAC) Midwest Academy of Management Officers Meeting
10:00am - 12:00pm Hilton Palacio del Rio: Corte Real F
Tweet this session: #AOM2011 404

405: (ICW) Journal of Management Inquiry Editorial Board Meeting
10:00am - 11:30am Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 405
Organizer: Marvin Washington, U. of Alberta

406: (ICW) Journal of Trust Research Board Meeting
10:00am - 11:00am La Quinta Inn & Suites: Crockett West
Tweet this session: #AOM2011 406
By invitation only.
Organizer: Janette Rawlings, Copenhagen Business School

407: (TTC) Teaching Theme Committee Meeting
10:00am - 11:30am Marriott Rivercenter: Salon L

THEMATIC ORIENTATION: ☭ Teaching | ☭ Practice | ☭ International | ☭ Program Theme | ☭ Research | ☭ Diversity | ☭ Best Paper
Sunday 10:15AM

408: (AAA) Conference Break
10:15am - 10:45am San Antonio Convention Center: Exhibit Hall B Conference Break
Tweet this session: #AOM2011 407
Current and interested TTC members welcome.

Sunday 10:30AM

409: (AAC) Southwest Academy of Management Officers Meeting
10:30am - 12:00pm Hilton Palacio del Rio: Corral Real C
Tweet this session: #AOM2011 409

410: (AAC) Indian Academy of Management Business Meeting
10:30am - 12:00pm Hilton Palacio del Rio: El Mirador East
Tweet this session: #AOM2011 410

411: (OM) OM Division Executive Committee Meeting
10:30am - 12:00pm San Antonio Convention Center: Room 216 A
Tweet this session: #AOM2011 411

Sunday 11:00AM

412: (AAA) Academy of Management Learning & Education Incoming Editors’ Meeting (By Invitation Only)
11:00am - 12:00pm Grand Hyatt: Crockett B
Organizer: Kenneth G. Brown, U. of Iowa
Twitter this session: #AOM2011 412

413: (AAA) Academy of Management Perspectives Incoming Editorial Board Meeting
11:00am - 12:00pm Grand Hyatt: Republic B
Organizers: Timothy Michael Deviney, U. of Technology, Sydney; Donald Siegel, State U. of New York, Albany
Twitter this session: #AOM2011 413

414: (ICW) European Journal of International Management (EJIM) informal meeting
11:00am - 12:30pm San Antonio Convention Center: Room 212 A
Organizer: Vlad Vaiman, Reykjavik U.
Twitter this session: #AOM2011 414

415: (ICW) Entrepreneurship Theory and Practice Editorial Board Luncheon
11:00am - 2:00pm Marriott Rivercenter: Salon D
By invitation only.
Organizer: Ray Bagby, Baylor U.
Twitter this session: #AOM2011 415

Sunday 11:15AM

416: (AAA) Meeting with Incoming Division/Interest Group Chairs (2011-2012)
11:15am - 12:15pm San Antonio Convention Center: Room 206 A
Twitter this session: #AOM2011 416

Sunday 11:30AM

417: (AAA) 2012 Professional Development Workshop Chairs Meeting
11:30am - 1:00pm San Antonio Convention Center: Room 008 A
Tweet this session: #AOM2011 417
Organizers: Jimmy Le, Academy of Management; Valerie Concepcion, Academy of Management
Professional Development Workshop Chair: Paul Adler, U. of Southern California

418: (AAA) AOM Ethics Committee Meeting
11:30am - 1:00pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 418

11:30am - 1:00pm San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 419
We examine Eastern approaches to innovation on the product, service, and business model level, from which Western management can learn.
Moderator: Michael Andreas Pirson, Fordham U.
Discussants: Alnoor Ebrahim, Harvard U.
Speakers: Anik K. Gupta, Indian Institute of Management, Ahmedabad; Tina Dacin, Queen's U.
Presenter: Heiko Spitzzec, FDC - Fundacao Dom Cabral
Participant: Falguni K Sen, Fordham U.

420: (AAT) Next Generation Base of the Pyramid Strategy
11:30am - 1:00pm San Antonio Convention Center: Room 007 A
Tweet this session: #AOM2011 420
Enjoy insights and discussions on the next evolution of the BoP domain.
Discussant: Jay B Barney, Ohio State U.

421: (AAT) Creating Social Value: From Box Checking to Embedded Philosophy
11:30am - 2:00pm San Antonio Convention Center: Room 007 D
Tweet this session: #AOM2011 421
Corporate Social Responsibility: box-checking or real deal? Come debate with a CEO, NGO head, and Academy members.
Speakers: Suzanne C. de Janasz, IMD; Maury Peiperl, IMD
Presenters: Francisco Szekely, U. of Texas, Dallas; Bryan Guido Hassan, Smart Office Energy Solutions; Lynel L D Long, Combating Violence against Women and Children Project

422: (AAT) Collaboration Among the Public, Nonprofit and For-profit Sectors: A Conversation with Henry Cisneros
11:30am - 1:00pm San Antonio Convention Center: Room 008 A
Tweet this session: #AOM2011 422
Henry Cisneros - distinguished politician, businessman, author - and academics examine how collaborative efforts can tackle daunting social problems: employment, housing, economic development, integration of diverse people.
Distinguished Speaker: Henry Cisneros, CityView
Participants: Avner Ben-Ner, U. of Minnesota; Jeryl Mumpower, Texas A&M U.; Kimberley Roussin issett, Columbia U.

423: (AAT) Rebels Against Institutions and Institutional Innovation When West Meets East
11:30am - 1:00pm San Antonio Convention Center: Room 008 B
Tweet this session: #AOM2011 423
Explore institutional rebellion and institutional innovation when West Meets East; in this session, global multinationals are examined as the "rebels."
Organizer: Jordan Siegel, Harvard U.
Chair: Hayagreeva Rao, Stanford U.
Participants: Jesper Edman, Hitotsubashi U.; James Kim, Microsoft South Korea; Fernando del Sol, FS Inversiones; David Levenson, Hartford Life Insurance Japan

424 (AAT) Teaching Resources for Global Business Literacy and Cultural Fluency
11:30am - 1:00pm San Antonio Convention Center: Room 202 A
Tweet this session: #AOM2011 424
Learn about and share teaching resources that integrate the world into our classrooms.
Facilitators: Christina A. Hannah, U. of Maryland, U. College; Rajandini Pillai, California State U. San Marcos; Anna Andriasova, U. of Maryland, U. College

11:30am - 1:00pm San Antonio Convention Center: Room 202 B
Tweet this session: #AOM2011 425
Explore why and how West should meet East as two equals at the newest stage of globalization.
Chairs: Peter Ping Li, Copenhagen Business School; Kwok Leung, City U. of Hong Kong
Ancient Chinese Approaches to Managerial Control | William H. Starbuck, U. of Oregon; Violina Rindova, U. of Texas, Austin
Why are Companies Offshoring Innovation to India and China? | Arie Y. Lewin, Duke U.; Silvia Massini, U. of Manchester
Convergence, Divergence, and Cross-vergence | Mary Ann Von Glinow, Florida International U.
So Why Do You Suppose There Isn’t More Indigenous Chinese Scholarship in Western Journals? | David A. Whetten, Brigham Young U.

426 (AAT) When West Meets East: Challenges and Adjustment Issues for Asian Members of the Academy
11:30am - 1:00pm San Antonio Convention Center: Room 204 A
Tweet this session: #AOM2011 426
Provide a platform for Asian members of the Academy to discuss unique challenges and to inspire each other to rise to these challenges. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.
Chair: Chak Fu Lam, U. of Michigan, Ann Arbor
Participants: Xiao-Ping Chen, U. of Washington; Michael Jensen, U. of Michigan; Hui Liao, U. of Maryland; Mooweon Rhe, U. of Hawaii; Myeong-Gu Seo, U. of Maryland; Riki Takeuchi, Hong Kong U. of Science and Technology; Dean Tjsvold, Lingnan U.; Jing Zhou, Rice U.; Ya-Ru Chen, Cornell U.

427 (AAT) Bridging East and West: Asian Business Schools and Models of Management Education and Research
11:30am - 1:00pm San Antonio Convention Center: Room 214 A
Tweet this session: #AOM2011 427
Join the Deans of leading business schools in Asia and Europe for an exciting panel examining the rise of business schools and models of business education and research in Asia.
Organizer: Jiatao Li, Hong Kong U. of Science and Technology

SUNDAY

428 (AAT) East versus West: A School of Knowledge Approach
11:30am - 1:00pm San Antonio Convention Center: Room 214 C
Tweet this session: #AOM2011 428
Explore the critical differences between East and West in the design, development, and transfer of knowledge.
Chair: Nigel J. Holden, U. of Central Lancashire
Discussants: Jose Ramon Pin, IESE Business School; Kimio Kase, IESE Business School

429 (AAT) From Buddha to the Boardroom: The Four Pillars of Courageous Leadership
11:30am - 1:00pm San Antonio Convention Center: Room 215
Tweet this session: #AOM2011 429
This panel discusses essential components of leadership education from the combined perspectives of academics and Buddhist practitioners/teachers.
Chair: Erica Dawson, Cornell U.
Participants: Rodrigo Canales, Yale U.; Venerable Tenzin Priyadarshi, Massachusetts Institute of Technology; Clint Sidle, Cornell U.

430 (AAT) Mindful Leadership, Compassion, and Systemic Change - East and West
11:30am - 2:00pm San Antonio Convention Center: Room 217 C
Tweet this session: #AOM2011 430
Leaders who have practiced meditation for years share concrete stories of the impact of inner work on their capacity to face tough situations.
Facilitator: Kathryn Goldman Schuyler, Alliant International U.
Coordinator: Susan Skjei, Naropa U.
Presenters: Prasad L Kaipa, Indian School of Business; Stuart Lord, Naropa U.; Subhanu Saxena, Novartis Pharmaceuticals

431 (AAT) Current and Future Inclusion Efforts in the Academy of Management: A Town-Hall Work Session
11:30am - 2:00pm San Antonio Convention Center: Room 217 D
Tweet this session: #AOM2011 431
Participate in roundtable discussion about, and devise strategies for, inclusiveness throughout AOM at the Inclusion Town Hall on Sunday.
Organizers: Christina L. Stamper, Western Michigan U.; Quinetta Roberson, Villanova U.
Session Details – Sunday, 12:00 - 2:00 PM

Sunday 12:00PM

432: (AAA) Program Developer & Centralized Review System Training Session for Program Chairs 12:00pm - 3:00pm San Antonio Convention Center: Room 008 B Tweet this session: #AOM2011 432 Organizers: Valerie Concepcion, Academy of Management; Gabriel Bramson, Academy of Management; Matthew L. Suppa, Academy of Management

433: (AAA) Division Treasurers’ Meeting 12:00pm - 1:00pm San Antonio Convention Center: Room 206 B Tweet this session: #AOM2011 433 Organizers: Ming-Jer Chen, U. of Virginia; Heather Crowe, Academy of Management

434: (AAA) Academy of Management Learning and Education Editorial Board Meeting-OUTGOING 12:00pm - 1:00pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 434 Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh

435: (ICW) JMS Reception 12:00pm - 2:00pm Hilton Palacio del Rio: the Pavilion Tweet this session: #AOM2011 435 Organizer: Jo Brudnell, Journal of Management Studies

436: (ITC) International Theme Committee (ITC) Executive Business Meeting 12:00pm - 2:00pm San Antonio Convention Center: Room 210 B Tweet this session: #AOM2011 436

437: (TIM) TIM Past Division Chairs and Endowed Chairs Committee Luncheon 12:00pm - 1:30pm Offsite: TBA Tweet this session: #AOM2011 437 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 August 10, 2011. Chair: Shawn M. Carraher, Minot State U. Participants: Paul Olk, Denver U.; Arvids A Ziedonis, U. of Oregon; Fernando Suarez, Boston U.; Riitta Katila, Stanford U.; Laura B. Cardinal, U. of Houston; Christopher L Tucci, Ecole Polytechnique Federale de Lausanne; Lori Rosenkopf, U. of Pennsylvania; Paul Almeida, Georgetown U.; Deborah J Dougherty, Rutgers U.; James B. Wade, Emory U.; Guozueta Bus Sch

Sunday 12:30PM

438: (ICW) Group & Organization Management Editorial Review Board Meeting/Luncheon 12:30pm - 2:00pm Hyatt Regency: Maverick A

Tweet this session: #AOM2011 438 Organizer: Cynthia Nalevanko, Sage Publications

439: (SIM) SIM Executive Committee Meeting 12:30pm - 4:00pm Marriott Rivercenter: Salon K Tweet this session: #AOM2011 439 Division Chair: Barry M Mitnick, U. of Pittsburgh Program Chair: Virginia Gerde, Duquesne U. Professional Development Workshop Chair: Jennifer J Griffin, George Washington U. Division Chair-Elect: Shawn Berman, U. of New Mexico Past Chair: Ann K. Buchholtz, Rutgers U.

Sunday 1:00PM

440: (AAA) Academy Leadership Forum: Workshop for Academy Volunteer Leaders 1:00pm - 3:00pm San Antonio Convention Center: Room 205 Tweet this session: #AOM2011 440 BY INVITATION ONLY Organizers: Susan E. Jackson, Rutgers U.; Anne S. Tsui, Arizona State U.; Ming-Jer Chen, U. of Virginia; R. Duane Ireland, Texas A&M U.

441: (AAA) Academy of Management Learning and Education Editorial Board Meeting-Incoming 1:00pm - 2:00pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 441 Organizer: Kenneth G. Brown, U. of Iowa

442: (ICW) CGIR Editorial Board Meeting 1:00pm - 3:00pm Hilton Palacio del Rio: Corte Real O/E Tweet this session: #AOM2011 442 Organizer: William Q Judge, Old Dominion U.

Sunday 1:10PM

443: (AAT) Global Strategy, Innovation, and Leadership – as West Meets East 1:10pm - 2:40pm San Antonio Convention Center: Room 006 D Tweet this session: #AOM2011 443 Examine how emerging markets have redefined global strategy and introduced new competitive phenomena, players, and business models. Chair: Vinod K Jain, U. of Maryland Participants: Vijay Govindarajan, Dartmouth College; Ravi Ramamurti, Northeastern U.; Tarun Khanna, Harvard U.; Michael Useem, U. of Pennsylvania; Stuart Hart, Cornell U.

Universalism–Particularism in the United States | Ray Friedman, Vanderbilt U.

Brilliant: Ambicultural Management at HTC
1:10pm - 2:40pm San Antonio Convention Center: Room 214A
Tweet this session: #AOM2011 449

Learn about a CEO’s journey of applying ambicultural management approach to transforming and branding HTC in the hyper-competitive global smartphone market.
Distinguished Speaker: Peter Chou, HTC
Chair: Ji-Ren Lee, National Taiwan U.
Discussant: Michael L. Tushman, Harvard U.

Information Acculturation in East/West Organizational Interactions
1:10pm - 2:40pm San Antonio Convention Center: Room 214D
Tweet this session: #AOM2011 450

Learn how outsourcing between East and West is changing.
Chair: Tom Stafford, U. of Memphis
Presenters: Ben L Kedia, U. of Memphis; Rabi S. Bhagat, U. of Memphis; Terry A. Nelson, U. of Memphis

Education for Enlightenment: The Implications of Consciousness for Managerial Development
1:10pm - 2:40pm San Antonio Convention Center: Room 215
Tweet this session: #AOM2011 451

Explore 40 years of research, theory, and practice integrating the use of Transcendental Meditation (TM) in organizational and educational settings.
Chairs: David DuBois, PSRI; Cathy Lynn Zeien DuBois, Kent State U.
Participants: Victoria Alexander Herriott, Maharishi U.; Fred Travis, Maharishi U.; Ramani Ayer, Maharishi U.; Jane Schmidt-Wilk, Maharishi U.; John Hagelin, Maharishi U.
Session Details – Sunday, 2:00 - 4:00 PM

455 🔄 (CMS) CMS Keynote-Practitioner: “Crossing Borders, Creating Value, Building Community”
2:00pm - 3:30pm Marriott Rivercenter: Salon M
Tweet this session: #AOM2011 455
Distinguished Speaker: Maria Jimenez, Central American Resource Center
Division Chair-Elect: Sarah Stookey, Central Connecticut State U.

456 : (ICW) Leadership Quarterly Board Meeting
2:00pm - 3:30pm Marriott Rivercenter: Conference Room 15
Organizer: Vicki Wetherell, Elsevier Ltd.

457 : (ICM) IACMR Executive Committee Meeting
2:00pm - 5:00pm Marriott Rivercenter: Conference Room 15
Tweet this session: #AOM2011 457
Organizer: Xin Yao, U. of Colorado, Boulder

458 : (ICW) Journal of Applied Behavioral Science
Editorial Review Board Meeting
2:00pm - 3:30pm Marriott Rivercenter: Salon L
Tweet this session: #AOM2011 458
Organizer: Cynthia Nalevanko, Sage Publications

459 : (ICM) Association of Korean Management Scholars Meeting and Junior Faculty Consortium
2:00pm - 4:00pm La Quinta Inn & Suites: Crockett East & West
Tweet this session: #AOM2011 459
By Invitation Only
Organizer: Shung Jae Shin, Portland State U.

460 : (ICW) Organization Editorial Board Meeting
2:00pm - 4:00pm La Quinta Inn & Suites: Crockett East
Tweet this session: #AOM2011 460
Organizer: Kerry Barber, Sage Publications

461 : (IM) Booz&Co/Strategy+Business Eminent Scholar in International Management Award Presentation
2:00pm - 3:30pm San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 461
Distinguished Speaker: Jagdish Bhagwati, Columbia U.
Moderator: Timothy Michael Devlinney, U. of Technology, Sydney
New Paper Title Goes Here.

462 : (ITC) Carolyn Dexter Award and Emerald Award Reception
2:00pm - 3:30pm San Antonio Convention Center: Room 214 B
Tweet this session: #AOM2011 462
Nominees, Reviewers, and Past Winners of the Carolyn Dexter Award for best international paper and of the Emerald Award for best international symposium. Announcements with celebratory drinks and finger food.
Organizers: Adela Jana McMurray, RMIT U.; Stephen Mezias, INSEAD
Chair: Rosa Nelly Trevino-Rodriguez, Tecnologico de Monterrey

463 : (MHR) Management History Division Executive Committee Meeting
2:00pm - 4:00pm Marriott Riverwalk: Salon A
Tweet this session: #AOM2011 463

464 : (PNP) PNP Executive Committee Meeting
2:00pm - 4:00pm Marriott Rivercenter: Salon L
Tweet this session: #AOM2011 464

Sunday 2:30PM

465 : (BPS) BPS Global Representatives Meeting (Invitation Only)
2:30pm - 3:30pm San Antonio Convention Center: Room 217 B
Tweet this session: #AOM2011 465

Sunday 2:45PM

466 : (AAA) Conference Break
2:45pm - 3:15pm San Antonio Convention Center: Exhibit Hall B Conference break
Tweet this session: #AOM2011 466

Sunday 2:50PM

467 ➔ (AAT) BOP: Opportunity No. 1 for Novel, Strong, Relevant Theory?
2:50pm - 4:20pm San Antonio Convention Center: Room 008 A
Tweet this session: #AOM2011 467
Find out how the “base of the pyramid” might be a major opportunity for developing novel theory and for making an impact on 21st century society as well.
Chair: Harry G. Barkema, London School of Economics
Panelists: Johanna Mair, IESE Business School; Gerard George, Imperial College London; Harry G. Barkema, London School of Economics; Saskia Bruysten, The Grameen Creative Lab GmbH

468 ➔ (AAT) Embedding Sustainability Across the Great Divide: Holistic Business Strategies in a Fractured World
2:50pm - 4:20pm San Antonio Convention Center: Room 007 B
Tweet this session: #AOM2011 468
Explore the shift to embedded sustainability as a strategy helping businesses embrace the dualism of creating shareholder and social value.
Chairs: Lindsey Godwin, Champlain College; Nadya Zhchembeeva, IEDC
Presenters: Ilma Barros, ELIAS Fellow; Chris Laszlo, Case Western Reserve U.; Ronald Fry, Case Western Reserve U.; Tojo Thatchenkey, George Mason U.

469 ➔ (AAT) The Civil-Military Divide: Contrasting Views of Strategy and Leadership in the Field of Management
2:50pm - 4:20pm San Antonio Convention Center: Room 008 A
Tweet this session: #AOM2011 469
Discuss differing perspectives of civilian and military scholars on concepts of strategy and leadership—highlight the benefit of greater communication.
Coordinator: Michael Hennele, United States Military Academy
Panelists: Bruce J. Avolio, U. of Washington; Sean Hannah, U.S. Military Academy; West Point; Michael A. Roberto, Bryant U.

470 ➔ (AAT) Crossing East-West Boundaries: Expanding our Perspectives Across Levels
2:50pm - 4:20pm San Antonio Convention Center: Room 007 C
Tweet this session: #AOM2011 470
Explore and cross East-West boundaries across levels.
Chair: Laura Huang, U. of California, Irvine
Discussant: Cristina Gibson, U. of Western Australia

Session D 200

THEMATIC ORIENTATION: ☑ Teaching | ☑ Practice | ☑ International | ☐ Program Theme | ☑ Research | ☑ Diversity | ☑ Best Paper
471 Cross-Cultural Teaching: Building Intercultural Competence Through Experiential Learning
2:50pm - 4:20pm San Antonio Convention Center: Room 202 A
Energize your international management class: Learn how experiential learning methods can increase students’ intercultural competence while boosting their engagement.
Organizers: Joyce Osland, San Jose State U.; Jacob Eisenberg, U. College Dublin
Presenters: Miriam Erez, Technion Israel Institute of Technology; Susan C. Schneider, HEC U. of Geneva; Mikael Sondgaarda, Aarhus U.; Guenter K. Stahl, WU Vienna

472 Indigenous Research in the Era of Globalization: Contributions from China and Japan
2:50pm - 4:20pm San Antonio Convention Center: Room 202 B
Explore why and how indigenous research in the East can enrich the “universal” research in the West.
Chairs: Peter Ping Li, Copenhagen Business School; Verner Ditlev Worm, Copenhagen Business School
Understanding Culture: A Yin Yang Perspective | Tony Fang, Stockholm U.
Social Exchange and Face Dynamism in Confucian Relationalism | Kwang-Kuo Hwang, National Taiwan U.
Comparing Japan’s Omi Merchants and China’s Shanxi Merchants | Donghao Li, Wakayama U.; Tadao Kagone, Kobe U.
Inter-temporal Effects through Learning: The Indigenous Perspective from Japan | Masatoshi Fujiwara, Kyoto Sangyo U.; Hiroaki Itami, Tokyo U. of Science
HeXie Model for the Chinese Indigenous Leadership Research | Youmin Xi, Xi’an Jiaotong U.; Xiaojun Zhang, Xi’an Jiaotong U.

473 Women, Men, and Care in the New East-West Economy
2:50pm - 4:20pm San Antonio Convention Center: Room 203 A
Explore how empowering and caring relationships may be built between people with different cultures, belief systems, and sexes within the East-West business handshake.
Chair: Kristine Marin Kawamura, St. George’s U.
Discussants: Jeana Wirtzberg, Fairleigh Dickinson U.; Riane Eisler, Center for Partnership Studies; Rosalie L. Tung, Simon Fraser U.; Jing Yin, U. of Hawaii at Hilo; Arthur Yeung, CEIBS

474 Personal Experiences of Scholars Successfully Transcending the West-East Divide
2:50pm - 4:20pm San Antonio Convention Center: Room 204 A
Reflect on the opportunities and challenges for professors moving to very different cultures with first-hand accounts of the secrets to success.
Organizers: Maris G. Martinsons, City U. of Hong Kong; Robert M Davison, City U. of Hong Kong
Chair: Maris G. Martinsons, City U. of Hong Kong
Panelists: Muhammadou M.O. Kah, U. of The Gambia; George Kuk, Nottingham U.; Moez Limayem, U. of Arkansas, Fayetteville; Muammer Ozer, City U. of Hong Kong; Paul Licker, Oakland U.; Robert M Davison, City U. of Hong Kong; Tung X. Bui, U. of Hawaii; Maris G. Martinsons, City U. of Hong Kong

475 How Can I Make An Impact? A Conversation with Management Researchers Seeking to Change the World
2:50pm - 4:50pm San Antonio Convention Center: Room 209
Examine how scholars can make a greater impact in the work they do and perhaps even change the world in the process.
Presenters: Ted London, U. of Michigan; Vijay Govindarajan, Dartmouth College; Filipe Manuel Simoes Dos Santos, INSEAD; Anjali Sastry, Massachusetts Institute of Technology

476 Employee Participation in Innovation and Change in East and West
2:50pm - 4:50pm San Antonio Convention Center: Room 214 D
Compare the meaning of individual initiative for organizational change in East and West.
Facilitators: John P Uhlhoi, Aarhus U.; Frances Jørgensen, Aarhus U.; Kai Zhang, Renmin U. of China; Jian Zhang, U. of Science and Technology Beijing; Jiwen Song, Renmin U. of China; Junfeng Wu, Renmin U. of China
Coordinators: Peter Kesting, Aarhus U.; Niu Hongyi, Aarhus U.

477 Leading, Managing and Self: Balancing Eastern and Western Philosophies through Reflexive Practice
2:50pm - 4:50pm San Antonio Convention Center: Room 214 A
Consider how an understanding of Eastern and Western philosophies of self help might create more enlightened management and academic practice.
Organizer: Ann L Cunliffe, U. of New Mexico
Chair: Karen Locke, College of William and Mary
Phenomenology, Self and Teaching | Ann L Cunliffe, U. of New Mexico
Yoga Philosophy Alive in Small Business | Meta Chaya Hirsch, YogaNow
A Reflexive Return to Tradition | Paul Hibbert, Strathclyde U.
Synchronizing Western and Indian Leadership Concepts from the Teachings of Kauliya | Sharda Nandram, Nyenrode Business U.

478 Yoga for Personal and Organizational Effectiveness
2:50pm - 4:50pm San Antonio Convention Center: Room 209
Bend, stretch, twist, breathe, focus, connect: explore yoga as a pathway to improved well-being and to more effective organizations.
Pre-registration is required for this workshop. To register online,
Session Details – Sunday, 2:00 - 4:00 PM

SUNDAY  

please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Chair: Monique Valcour, EDHEC Business School
Participants: Tammy D. Allen, U. of South Florida; Patricia Corner, Auckland U. of Technology; Danna Greenberg, Babson College; Susan Miele, Smith & Nephew; Jean Garner Stead, East Tennessee State U.; W Edward Stead, East Tennessee State U.

479 (AAT) Guiding Change in the Field of Management Science
2:50pm - 5:50pm San Antonio Convention Center: Room 217 D
Tweet this session: #AOM2011 479

Participate in creating a vision of management science as a knowledge production system, in order to guide the development and change of that system. 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 August 10, 2011.

Organizers: Matthew A. Cronin, George Mason U.; Richard J. Klimoski, George Mason U.
Facilitator: Corinne Bendersky, U. of California, Los Angeles
Moderator: Nelson Repenning, Massachusetts Institute of Technology

Buyer perceptions of supply disruption risk: A behavioral view and empirical assessment | Scott C. Ellis, Clemson U.; Raymond M. Henry, Cleveland State U.; Jeff Shockley, Radford U.


Sunday 3:00PM

480 (ICM) Network of Leadership Scholars Meeting
3:00pm - 4:00pm Grand Hyatt: Texas Ballroom A
Tweet this session: #AOM2011 480
Organizer: Mary Uhli-Bien, U. of Nebraska

481 (ICW) Organization Management Journal Meet the Editor and Editorial Board Meeting
3:00pm - 4:00pm Grand Hyatt: Crockett C & D
Tweet this session: #AOM2011 481
Organizer: Jimmy Le, Academy of Management

482 (ICW) MC Executive Committee Meeting
3:00pm - 4:30pm Grand Hyatt: Bow B
Tweet this session: #AOM2011 482

483 (ICM) Journal of Operations Management (JOM)
Best Paper Award Session
3:00pm - 4:30pm San Antonio Convention Center: Room 213 A
Tweet this session: #AOM2011 483
Chairs: Ken Boyer, Ohio State U.; Morgan Swink, Texas Christian U.
The effect of an ambidextrous supply chain strategy on competitive combinative capabilities and business performance | Murat Kristyal, York U.; Xiaowen Huang, Miami U.; Aleda V. Roth, Clemson U.

Sunday 3:30PM

484 (AAA) Town Hall: AOM Strategic Plan
3:30pm - 5:00pm San Antonio Convention Center: Mission 103 A
Tweet this session: #AOM2011 484

Join us as we look back over the past year since the Strategic Plan was introduced and look forward as members continue to engage in Strategic Doing activities. See what proposals members have been involved in, engage in discussion with colleagues who share your area of interest, and find the tools needed to move forward in creating your own project proposal. This session will focus on table discussions concentrated on the key areas of strategic intent: Internationalization; Professional Impact; State of the Profession; and Academy Management. Members who have identified specific objectives as interest points will be matched with other members to discuss and form teams to move forward with the proposal process.
Facilitators: Susan E. Jackson, Rutgers U.; Anne S. Tsui, Arizona State U.

485 (AAA) Academy of Management Review Editorial Board Meeting—Incoming
3:30pm - 5:00pm Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 485
Organizer: Roy R Suddaby, Alberta U.

486 (BPS) BPS Executive Committee Meeting
3:30pm - 5:00pm San Antonio Convention Center: Room 217 B
Tweet this session: #AOM2011 486

487 (CM) Conflict Management Executive Committee Meeting
3:30pm - 5:00pm Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 487
Division Chair: Deanna Geddes, Temple U.
Program Chair: Zoe Barsness, U. of Washington, Tacoma
Professional Development Workshop Chair: William P. Bottom, Washington U. in St. Louis
Division Chair-Elect: Barry M Goldman, U. of Arizona
Past Chair: Kathleen O’Connor, Cornell U.

488 (CMS) CMS Business Meeting
3:30pm - 5:00pm Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 488
Division Chair: Sarah Stookey, Central Connecticut State U.

489 (ENTE) ENTE Executive Committee Meeting
3:30pm - 5:00pm San Antonio Convention Center: Room 214 B
Tweet this session: #AOM2011 489
Division Chair: Per Davidsson, Queensland U. of Technology
Program Chair: David Audretsch, Indiana U., Bloomington
Professional Development Workshop Chair: Sharon Alvarez, The Ohio State U.
Division Chair-Elect: Mike Wright, Nottingham U.
Past Chair: Eileen Fischer, York U.

490 (GDO) GDO Executive Committee Meeting
<table>
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<tr>
<th>Session Details – Sunday, 4:00 - 6:00 PM</th>
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### Session 500: (RM) Research Methods Executive Committee Meeting
3:30pm - 5:30pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 500

### Session 501: (SAP) SAP Executive Committee Meeting
3:30pm - 5:00pm San Antonio Convention Center: Room 218
Tweet this session: #AOM2011 501

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**Sunday 3:45PM**

### Session 502: (SIM) SIM Best Dissertation Finalists
3:45pm - 4:45pm Marriott Rivercenter: Salon M
Tweet this session: #AOM2011 502
Division Chair: Barry M Mitnick, U. of Pittsburgh
Coordinator: K. Praveen Parboteeah, U. of Wisconsin, Whitewater

### Session 4:00PM

#### Session 503: (ICW) Network of Leadership Scholars Award Presentation
4:00pm - 5:00pm Grand Hyatt: Texas Ballroom B
Tweet this session: #AOM2011 503
Organizer: Mary Uhl-Bien, U. of Nebraska

#### Session 504: (ICW) ESMT European School of Management and Technology Reception
4:00pm - 6:00pm Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 504
Organizer: Hannes Graef, ESMT

### Session 505: (OCIS) OCIS Executive Committee Meeting
4:00pm - 6:00pm San Antonio Convention Center: Room 212 B
Tweet this session: #AOM2011 505

### Session 506: (PNP) PNP Business Meeting and Awards Ceremony
4:00pm - 6:30pm Marriott Rivercenter: Salon D
Tweet this session: #AOM2011 506

### Session 507: (SIM) Business & Society Editorial Board Meeting
4:00pm - 6:00pm Marriott Rivercenter: Conference Room 17
Tweet this session: #AOM2011 507
Coordinator: Duane Windsor, Rice U.

### Session 508: (TIM) TIM Executive Committee Meeting
4:00pm - 5:00pm San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 508
Meeting for the executive committee members

### Session 4:30PM

#### Session 509: (AAA) AOM Social Network Event
4:30pm - 6:00pm San Antonio Convention Center: Exhibit Hall B.
Tweet this session: #AOM2011 509
Join fellow tweeps, bloggers, Connect-ioneers and other AOM members who are actively participating in the various social networks. This social event is aimed at bringing life to those 1x1
Section D

SUNDAY

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

4:30pm - 6:00pm San Antonio Convention Center: Room 008 D
Chair: Stewart R. Miller, Pace U.
Discussant: Tanrun Khanna, Harvard U.

511  挑战：(AAT) Disruptive Innovation at Bottom of Pyramid: Emerging Challenge from East to West
4:30pm - 6:00pm San Antonio Convention Center: Room 007 A
Chair: Donghao Li, Wakayama U.; Peter Ping Li, Copenhagen Business School

512  挑战：(AAT) Corporate Sustainability in Emerging Economies
4:30pm - 6:00pm San Antonio Convention Center: Room 007 C
Chair: Haiyin Lin, U. of Waterloo
Moderator: Hung-Bin Ding, Loyola U. Maryland
Panelists: Petra Christmann, Rutgers U.; Ivan Montiel, Loyola Marymount U.
Voluntary Regulation for Sustainability: Prospects for Social Change in Latin America | Bryan W Husted, York U.
Voluntary Environmental Certification Business Investment | Jorge Rivera, George Washington U.
Green Innovation Adoption of Taiwanese FDI in China | Yi-Chun Huang, National Kaohsiung U. of Applied Sciences; Hung-Bing Ding, Loyola U. Maryland
Cross-border Alliances for Environmental Improvements | Haiying Lin, U. of Waterloo

513  挑战：(AAT) Crisis Management and Adversity: Opportunities for Organizational Development and Learning
4:30pm - 6:00pm San Antonio Convention Center: Room 008 A
Chair: John Hollenbeck, Michigan State U.
Panelists: Michal Biron, HEC Montreal; Ingmar Bjorkman, Hanken School of Economics; Michala C. Schippers, Hanken School of Economics; Robert Kaše, U. of Ljubljana; Brosh M. Teucher, INCAE

514  挑战：(AAT) West Meets East in the International Classroom - A Multidimensional Examination
4:30pm - 6:00pm San Antonio Convention Center: Room 201
Chair: Charmine E. J. Hartel, U. of Queensland
Panelists: Jacob Eisenberg, U. College Dublin; Gillian Sullivan, Mort, La Trobe U.; J B Arbaugh, U. of Wisconsin, Oshkosh

515  挑战：(AAT) AOM Ambassadors: East Meets West in the Academy through Collaborative Research
4:30pm - 6:00pm San Antonio Convention Center: Room 202 B
Chair: Amanda Margaret Roan, U. of Toronto; Yunxia Zhu, U. of Queensland
Panelists: Amanda Margaret Roan, York U.; Stephen Werner, U. of Houston; Ingrid Bjorkman, Hanken School of Economics; Radha R. Sharma, Management Development Institute; Robert Kaše, U. of Ljubljana; Brosh M. Teucher, INCAE

4:30pm - 6:00pm San Antonio Convention Center: Room 203 A
Chair: Shira Mor, Columbia Business School
Moderator: Michael Morris, Columbia U.
The Emergence of Leadership in MCTs: the Relation to Global Characteristics | Alon Lisak, Ben-Gurion U. of the Negev; Miriam Erez, Technion Israel Institute of Technology; Michala C. Schippers, RSM Erasmus U.
How Do Previous International Experiences Influence Future International Career Aspiration? | Yih-teen Lee, IESE Business School; B. Sebastian Reiche, IESE Business School; Dongmei Song, IESE Business School
The Role of Global Identity in Transcending and Bridging Cultural Differences | Shira Mor, Columbia Business School; Michael Morris, Columbia U.; Agnieszka Jagiello, Columbia Business School
Monday 4:30 PM - 6:00 PM
San Antonio Convention Center: Room 215

Discussant: Jay B. Barney
Chair: Mowday, Eugene, OR

Cultural Diversity in Creativity and Innovation
4:30pm - 6:00pm San Antonio Convention Center: Room 215

Learn from the latest research on how Asian employees are perceived and treated in North American organizations.

Chairs: Karl Aquino, U. of British Columbia; Jun Gu, U. of Toronto
Discussants: Christina Fong, U. of Washington

The Origins of the White Leadership Prototype: The Role of Exposure to Western Culture

Geoffrey J. Leonardelli, U. of Toronto; Soo Min Toh, U. of Toronto

Stereotypes in Intercultural Negotiation: Change in Observer Perception Across Negotiation Stages
Zhaleh Semnani-Azad, U. of Waterloo; Wendi L. Adair, U. of Waterloo

The Effects of Status and Ideological Beliefs on Judgments of Academic Credibility
Lei Zhu, U. of British Columbia

Leader Race Influences Cognitive Processes in Leadership Evaluation
Jun Gu, U. of Toronto

Tuesday 9:00 AM - 11:00 AM
San Antonio Convention Center: Room 215

Thematic Orientation: Mountain View; Pacific Northwest and Western Canada

511: (AAT) Interim Dean: University of Montana

Leadership and the University of Montana
9:00am - 11:00am Montana State University, Bozeman

Chairs: Anne Anderson, U. of Montana; Susan curator, U. of Montana

Sunday 5:00PM

523: (AAA) Academy of Management Review Editorial Board Meeting- Outgoing
5:00pm - 6:30pm Grand Hyatt: Lone Star A

Chair: Hangzhou University, China

524: (AAM) AAM and APJM Boards and APJM Editors Meeting
5:00pm - 6:00pm San Antonio Convention Center: Room 206 A

Chair: Arizona State University, USA

525: (CM) Conflict Management Business Meeting
5:00pm - 6:00pm Marriott Riverwalk: Salon D

Chair: Southern Illinois University, USA

526: (IAM) Business Meeting for the Ibero-American Academy of Management
5:00pm - 6:30pm San Antonio Convention Center: Room 213 B

Chair: University of Malaga, Spain

527: (ICW) Network of Leadership Scholars Reception
5:00pm - 6:00pm Grand Hyatt: Texas Ballroom C

Chair: University of Alberta, Canada

528: (ICW) City University of Hong Kong Reception (Department of Management)
5:00pm - 7:00pm Grand Hyatt: Texas Ballroom D

Chair: City University of Hong Kong, Hong Kong

529: (ICW) Management & Organization Review Board Meeting
4:00pm - 5:00pm Grand Hyatt: Presidio B

Chair: University of Hong Kong, China
 Session Details – Sunday, 4:00 - 6:00 PM

**530 : (ICW) Management Learning Meet the Editors Social Event**  
5:00pm - 7:00pm Marriott Rivercenter: Salon L  
Tweet this session: #AOM2011 530  
Organizer: Xin Yao, U. of Colorado, Boulder

**531 : (MC) MC Division Social Hour**  
5:00pm - 6:30pm Grand Hyatt: Lone Star E  
Tweet this session: #AOM2011 531  
Division Chair-Elect: Fernando Suarez, Boston U.

**534 : (CMS) Organizing Ourselves - Taking Stock of CMS**  
5:30pm - 7:00pm Marriott Rivercenter: Salon I  
Tweet this session: #AOM2011 534  
Division Chair: Craig Pritchard, Massey U.  
Program Chair: Alex Faria, Fundacao Getulio Vargas  
Professional Development Workshop Chairs: Gavin Jack, La Trobe U.; Jan Schapper, La Trobe U.  
Division Chair-Elect: Sarah Stookey, Central Connecticut State U.  
Past Chair: Ann L Cunliffe, U. of New Mexico

**535 : (ICW) International Association for Chinese Management Research Business Meeting**  
5:30pm - 7:30pm Marriott Rivercenter: Salon K  
Tweet this session: #AOM2011 535  
Open to ALL AOM attendees.  
Organizer: Xin Yao, U. of Colorado, Boulder

**536 : (ICW) 5th Annual Richard Ivey School of Business Alumni Reception**  
5:30pm - 8:00pm Hilton Palacio del Rio: Corte Reial A/B  
Tweet this session: #AOM2011 536  
The Ivey PhD Association is continuing its tradition with the 5th annual private Ivey PhD alumni, faculty and student reception. Building on our tradition of previous years, the goal of the gathering is to meet and mingle, catch up with old classmates, meet new PhD students and candidates and reconnect with faculty. Following past tradition, we are offering an Ivey Ring Traditon Ceremony for those Ivey PhD Alumni who have already pre-registered prior to the reception.  
Organizer: Karin Schnarr, Ivey School of Business

**537 : (SIM) IABS Board Meeting**  
5:30pm - 6:30pm Marriott Rivercenter: Conference Room 15  
Tweet this session: #AOM2011 537

**538 : (TIM) TIM Division Business and Social**  
5:30pm - 7:30pm San Antonio Convention Center: Mission 103 B  
Tweet this session: #AOM2011 538  
Division Chair: Fernando Suarez, Boston U.

**539 : (AAM) AAM/APJM Reception**  
6:00pm - 8:00pm San Antonio Convention Center: Room 205  
Tweet this session: #AOM2011 539

**540 : (BPS) 2011 Irwin Outstanding Educator Award in Honor of Joseph Mahoney**  
6:00pm - 8:00pm San Antonio Convention Center: Room 217 A  
Tweet this session: #AOM2011 540

**541 : (CM) Conflict Management Division Social**  
6:00pm - 8:30pm Marriott Rivercenter: Salon L  
Tweet this session: #AOM2011 541  
Location: TBD  
Organizer: Barry M Goldman, U. of Arizona

**542 : (GDO) GDO Executive Committee Dinner**  
6:00pm - 8:30pm Offsite: TBD  
Tweet this session: #AOM2011 542  
This event will be held off-site. More specific information will be provided to Executive Committee Members by the Division Chair.  
Division Chair: David A. Kravitz, George Mason U.

**543 : (HR) HR Division Business Meeting and Reception**  
6:00pm - 8:30pm Grand Hyatt: Lone Star D  
Tweet this session: #AOM2011 543  
Business Meeting for the HR Division followed by HR Division Reception  
Division Chair: John E. Delery, U. of Arkansas  
Program Chair: Wendy R. Boswell, Texas A&M U.  
Professional Development Workshop Chair: David G. Allen, U. of Memphis  
Division Chair-Elect: Murray R. Barrick, Texas A&M U.  
Past Chair: Howard J. Klein, Ohio State U.

**544 : (ICW) MMD Debriefing (3)**  
6:00pm - 7:00pm Grand Hyatt: Bonham B  
Tweet this session: #AOM2011 544  
We would like to invite the MMD Community to debriefing sessions every evening during AOM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AOM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin, CBS.  
Organizer: Lise Balslev, CBS/ MMD

**545 : (ICW) IFERA @ Academy of Management, San Antonio, Texas, 2011**  
6:00pm - 6:30pm Hyatt Regency: Rio Grande Ballroom East  
Tweet this session: #AOM2011 545  
As an international organization dedicated to providing a platform for scholars interested in family business, IFERA is pleased to host the “5th Annual Meet & Greet Cocktail” at the 2011 Academy of Management meetings in the beautiful city of San Antonio, Texas.  

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**Organizer:** Xin Yao, U. of Colorado, Boulder

**Division Chair-Elect:** Fernando Suarez, Boston U.

**Division Chair:** Paul Olk, Denver U.

**Presenter:** BJ Zirger, U. of Cincinnati

**Past Chair:** Shawn M. Carraher, Minot State U.
You are invited to join us for a cocktail or two, great company and intriguing discussions.
Organizer: Maria Valls, Ifera Office Management

546 : (MOC) MOC Executive Committee Meeting
6:00pm - 7:30pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 546

547 : (MSR) MSR Business Meeting
6:00pm - 7:00pm La Quinta Inn & Suites: Crockett East
Tweet this session: #AOM2011 547

548 : (OM) OM Division Social
6:00pm - 7:30pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 548

549 : (ICW) UTS-A-Trinity-St. Mary’s Reception
6:30pm - 8:30pm Grand Hyatt: Lone Star F
Tweet this session: #AOM2011 549
Organizer: Stewart R. Miller, U. of Texas, San Antonio

550 : (ICW) Cocktail Reception - Department of Management and Marketing, the Hong Kong Polytechnic University
6:30pm - 8:30pm Grand Hyatt: Lone Star F
Tweet this session: #AOM2011 550
Organizer: Xu Huang, Hong Kong Polytechnic U.

551 : (ICW) Singapore Management University
6:30pm - 8:30pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 551
Organizer: Priscilla Kumari A, Singapore Management University

552 : (PNP) PNP Division Social
6:30pm - 8:00pm Marriott Rivercenter: Salon A
Tweet this session: #AOM2011 552

553 : (SIM) SIM Sunday Welcome Reception
6:45pm - 7:45pm Marriott Rivercenter: Salon B
Tweet this session: #AOM2011 553

554 : (AAA) President's Reception (Invitation Only)
7:00pm - 10:00pm San Antonio Convention Center: Grotto
Tweet this session: #AOM2011 554
INVITATION ONLY!

555 : (CMS) CMS Welcome Social
7:00pm - 9:00pm Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 555
Chair: Alex Faria, Fundacao Getulio Vargas

556 : (MSR) MSR Social
7:00pm - 8:00pm La Quinta Inn & Suites: Fiesta C
Tweet this session: #AOM2011 556

557 : (ONE) oikos Alumni Dinner
7:00pm - 9:00pm Offsite: TBA
Tweet this session: #AOM2011 557
This event will be offsite. Preregistration is required.
Organizers: Patricia Mesquita, U. of st gallen; Marlene J Le Ber, U. of Western Ontario; Timo Busch, ETH Zurich

Sunday 7:30PM

558 : (ICW) The University of Maryland, Robert H. Smith School of Business Honors Reception
7:30pm - 9:30pm Grand Hyatt: Lone Star C
Tweet this session: #AOM2011 558
Organizer: Barbara Chipman, U. of Maryland

559 : (ICW) International Association for Chinese Management Research Reception
7:30pm - 8:30pm Marriott Rivercenter: Salon L
Tweet this session: #AOM2011 559
Open to ALL AOM attendees.
Organizer: Xin Yao, U. of Colorado, Boulder

Sunday 8:00PM

560 : (ICW) The Reception hosted by The Hong Kong University of Science and Technology, August 14, 2011
8:00pm - 10:00pm Grand Hyatt: Texas Ballroom A
Tweet this session: #AOM2011 560
By Invitation
Organizer: Jiatao Li, Hong Kong U. of Science and Technology

561 : (MC) MC Members & Friends Dinner
8:00pm - 11:00pm Offsite: The Menger Hotel
Tweet this session: #AOM2011 561
Speaker: Shumeet Banerji, Chief Executive Officer of Booz & Company. Pre-registration required, see MCD website http://division.aomonline.org/mc/Pre-registration is required for this dinner. To register online, please visit https://secure.aomonline.org/PDWRG. The cost to register is $50.00 and the deadline to register online is August 10, 2011.
Organizer: Ansgar Richter, EBS Business School
Speaker: Shumeet Banerji, Booz & Company
Monday 7:00AM

562: (ICW) Family Business Review Advisory and Editorial Board meeting (INVITATION ONLY)
7:00am - 8:00am San Antonio Convention Center: Room 216 B
Tweet this session: #AOM2011 562
The editors of Family Business Review invite members of FBR advisory and editorial review boards to join for an update and a discussion about the journals' direction and editorial policies. Breakfast will be served!
Organizer: Pramodita Sharma, Concordia U.

563: (ICW) Christian Management Scholars Network Breakfast
7:00am - 8:00am San Antonio Convention Center: Room 217 C
Tweet this session: #AOM2011 563
The breakfast is open to all, but an RSVP is appreciated. To RSVP, please contact Julie_Tonnkin@baylor.edu
Organizer: Mitchell J. Neubert, Baylor U.

564: (IM) International Management Thought Leadership Cafe
7:00am - 8:00am San Antonio Convention Center: Room 214 A
Tweet this session: #AOM2011 564
The IM Division invites you for coffee and snacks in this informal session with key thought leaders in international management including Pratima Bansal, Mary Yoko Brannen, Alvaro Cuervo-Cazurra, Lorraine Eden, Jean-Francois Hennart, and Will Mitchell. Round table discussions will provide great opportunities for open-ended discussions with these scholars. Hope to see you there.

565: (MSR) MORning Meditation Session
7:00am - 8:00am La Quinta Inn & Suites: Crockett West
Tweet this session: #AOM2011 565
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy and spiritual vitality.
Organizer: Gerald Biberman, U. of Scranton

566: (OM) OM Division Welcome Breakfast
7:00am - 8:00am San Antonio Convention Center: Room 214 A
Tweet this session: #AOM2011 566

567: (TIM) TIM Breakfast Meeting
7:00am - 8:00am San Antonio Convention Center: Room 205
Tweet this session: #AOM2011 567
Division Chair: Fernando Suarez, Boston U.
Program Chair: Arvids A Ziedonis, U. of Oregon
Professional Development Workshop Chair: Rittia Katila, Stanford U.
Division Chair-Elect: Paul Olk, Denver U.
Past Chair: Shawn M. Carraher, Minot State U.

Monday 7:30AM

568: (AAA) Current and Incoming Heads and Members of Academy Committees
7:30am - 9:00am Grand Hyatt: Texas Ballroom D
Tweet this session: #AOM2011 568
Organizer: Anne S. Tsui, Arizona State U.

569: (HR) HR Division Welcome Breakfast and Awards Presentation
7:30am - 9:30am Grand Hyatt: Texas Ballroom F
Tweet this session: #AOM2011 569
Come join your friends and colleagues for breakfast and to congratulate the winners of the HR Division Awards.
Division Chair: John E. Delery, U. of Arkansas
Program Chair: Wendy R. Boswell, Texas A&M U.
Professional Development Workshop Chair: David G. Allen, U. of Memphis
Division Chair-Elect: Murray R. Barrick, Texas A&M U.
Past Chair: Howard J. Klein, Ohio State U.

570: (ICW) IESE Breakfast
7:30am - 9:00pm San Antonio Convention Center: Room 201
Tweet this session: #AOM2011 570
Organizer: Africa Arino, IESE Business School

571: (SIM) Welcome and Chair's Address: Rolling Back the Boulder: Controlling Things That Can’t Be Controlled.
7:30am - 8:00am Marriott Rivercenter: Salon B
Tweet this session: #AOM2011 571

Monday 8:00AM

572: (AAA) Conference Exhibits
8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B
Tweet this session: #AOM2011 572

573: (AAA) Conference Registration
8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration
Tweet this session: #AOM2011 573
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

574: (AAA) San Antonio 2011 LAC
8:00am - 5:00pm San Antonio Convention Center: Room 101 B
Tweet this session: #AOM2011 574
Chairs: Robert L. Cardy, U. of Texas, San Antonio; Stewart R. Miller, U. of Texas, San Antonio

575: (AAA) AOM Membership
8:00am - 5:00pm San Antonio Convention Center: Room 211
Tweet this session: #AOM2011 575
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.

576: (Paper Session) - (BPS) Board Influences on Organizational Actions
8:00am - 9:30am San Antonio Convention Center: Room 201
Tweet this session: #AOM2011 576
Chair: Wei Shen, Arizona State U.
Board Structure and Top Management Team Rent Generation and Rent Appropriation in Young IPO Firms | Son Anh Le, Louisiana Tech U.; Mark Kroell, Louisiana Tech U.; Bruce Walters, Louisiana Tech U.
Board Responses to Increased Monitoring Roles Following Regulatory Change | Jill Ann Brown, Louisiana Tech U.; Ann K. Buchholz, Rutgers U.; Marcus M. Butts, U. of Texas, Arlington; Andrew Ward, Lehigh U.
Boards of Directors’ Influence on Strategic Renewal: How Do Human and Relational Capital Matter? | Mariano L.M.
Heyden, Erasmus U. Rotterdam; Bas Bosboom, Erasmus U. Rotterdam
Are Related Interlocks Useful? New Market Entry in the Pharmaceutical Industry | Luis Diestre, Instituto de Empresa Business School; Nandini Rajagopalan, U. of Southern California; Shantanu Dutta, U. of Southern California

577 (Paper Session) - (BPS) Melding Internal and External Drivers of Innovation
8:00am - 9:30am San Antonio Convention Center: Room 202 A
Tweet this session: #AOM2011 577
Chair: G. Tyge Payne, Texas Tech U.
Do Internal and External Networks Improve Innovation Performance? | Desislava Dikova, Vienna U. of Economics and Business Administration; Keith D. Brouthers, North Carolina State U.
New Product Novelty and Market Discourse in the US Cell Phone Industry | R Scott Livengood, U. of Florida; Ken G. Smith, U. of Rhode Island; Curt Grimm, U. of Maryland; Wei Guo, U. of Maryland, College Park
Strategic Patenting and the Tragedy of Anticommons: A Closer Look at Firms' Patenting Behavior | Keyvan Vakili, U. of Toronto

578 (DRP Session) - (BPS) Managing Diversification
8:00am - 9:30am San Antonio Convention Center: Room 202 B
Tweet this session: #AOM2011 578
Facilitator: David C Croson, Southern Methodist U.
Intra-Industry Diversification and Firm Performance | Talli Zahavi, Technion Israel Institute of Technology; Dovev Lavie, Technion Israel Institute of Technology
Acquisition Effects on Rivals: Market Power Hypothesis versus Efficiency View | Yu-Chieh Chao, National Taiwan U.; Ming-Je Tang, National Taiwan U.
The Effect of Executive Migration and Spin-Offs on Incumbent Firms | Pernille Gjerlov-Juel, Aalborg U.; Michael S. Dahl, Aalborg U.
Leading the G-Form Organization: The Role of Group Headquarters in Indian Business Groups | J Ramachandran, Indian Institute of Management, Bangalore; K S Manikandan, Indian Institute of Management, Bangalore; Anirvan Pant, Indian Institute of Management, Bangalore
The Effects of Institutional Dissimilarity on MNC Host-Country Competitive Actions | Tieying Yu, Boston College; Albert Camnella, Tulane U.

579 (DRP Session) - (BPS) Alliance Governance: Transaction Cost, Relational, and Competitive Perspectives
8:00am - 9:30am San Antonio Convention Center: Room 203 A
Tweet this session: #AOM2011 579
Facilitator: Vikas A. Aggarwal, INSEAD
Overcoming Asset Specificity, Measurement Difficulty and the Dark Side of Long Standing Ties | Leif Willard Lundmark, U. of Utah
Local Embeddedness and Governance Mechanisms of Collaborations | Han, Feng Chia U.; Cheng-Min Chuang, National Taiwan U.
Ally With Competitors: Value Creation and Appropriation in Competitor Alliances | Ya Lin, Hong Kong U. of Science and Technology; Maris G. Martinsons, City U. of Hong Kong
Effects of Competition on Governance Choice and Performance: Evidence from Clinical Trials | Mazhar Islam, Drexel U.

580 (DRP Session) - (BPS) Firm Governance and Performance in International Contexts
8:00am - 9:30am San Antonio Convention Center: Room 203 B
Tweet this session: #AOM2011 580
Facilitator: Timothy Michael Devinney, U. of Technology, Sydney
CEO Turnover and Information Asymmetry in Post-Privatization Restructuring: Evidence from China | Xu Han, GSM, Peking U.; Changqi Wu, Peking U.
Social Responsibility and Reflexivity to Develop Cooperative Goals with Government Units in China | Alfred Wong, Lingnan U.; Robin Stanley Snell, Lingnan U.; Dean Tjosvold, Lingnan U.; Cathy Yang Guo, Lingnan U.
An Industry-Wise Analysis of Indian Business Groups | Saptarshi Purkayastha, IIM Kozhikode, INDIA

581 (Paper Session) - (BPS) Behavioral Views on Strategic Decision Making
8:00am - 9:30am San Antonio Convention Center: Room 204 B
Tweet this session: #AOM2011 581
Chair: Monisha Das, U. of Maryland Eastern Shore
Organizing for Strategy Making: An Information Aggregation View | Felipe A. Csaszar, INSEAD; J.P. Eggers, New York U.
Behavioral Consequences of Scenario Planning: Its Impact on Biases and Decision Quality | Torsten Wulf, HHL - Leipzig Graduate School of Management; Philip Meissner, HHL - Leipzig Graduate School of Management
Cognitive Control Capabilities, Routinization and Decision-Making Performance | Daniella Laureiro-Martinez, Bocconi U.
Heterogeneity in Adaptive Aspirations and Reference Groups | Daniela Patricia Blettner, Tilburg U.; Zi-Lin He, Tilburg U.; Songcui Hu, U. of North Carolina, Chapel Hill; Richard A Bettis, U. of North Carolina, Chapel Hill

582 SHCS: (BPS) Entrepreneurship in Public Interest
8:00am - 9:30am San Antonio Convention Center: Room 217 A
Tweet this session: #AOM2011 582
Chair: Naga Lakshmi Damaraju, Indian School of Business

583 ⦿ SHCS: (BPS) Bounded Rationality in Organizational Economics: Impact of an Augmented BR Assumption on Governance
8:00am - 9:30am San Antonio Convention Center: Room 217 B
Tweet this session: #AOM2011 583

Chair: Libby Weber, U. of California, Irvine
Discussant: Nicholas Argyres, Washington U. in St. Louis
Bounded Rationality in TCE: Impact of Informational and Interpretive Uncertainty on Hybrid Governance | Libby Weber, U. of California, Irvine

Prices, Information Aggregation and Matching: Implications for the Theory of the Firm | Teppo Felin, Brigham Young U.; Todd Zenger, Washington U. in St. Louis
Alliances under Ambiguity: Contract Detail as an Inimitable Signal of Competence | Michael Ryall, U. of Toronto; Rachelle Sampson, U. of Maryland
Unpacking Contract Capabilities: Identification, Implementation and Execution of Contract Framing | Kyle J Mayer, U. of Southern California

584 ⦿ JS: (BPS, OMT, TIM) Dynamic Capabilities in New Ventures and Industries
8:00am - 9:30am San Antonio Convention Center: Room 204 A
Tweet this session: #AOM2011 584

Chair: Michael W. Lawless, U. of Maryland
Dynamic Capabilities of Industry Inception and Firm Entry on Sourcing of Competencies | Rajshree Agarwal, U. of Maryland; Mahka Moeen, U. of Maryland, College Park
Convergence and Divergence: Learning Heuristics from Negative Outcomes | Christopher B. Bingham, U. of North Carolina, Chapel Hill; Jerayr M Halebian, U. of California, Riverside
Adaptive Change in New Ventures through Dynamic Capabilities? | Georg Schreyogg, Freie U. Berlin
Dynamic Capabilities in a Nascent Industry: The Case of Air Taxi Start-Ups | Mary Tripsas, Harvard U.

585 ⦿ (Paper Session) - (CAR) Why Mentoring still Matters for Careers
8:00am - 9:30am Grand Hyatt: Bowie B
Tweet this session: #AOM2011 585

Chair: David M. Kaplan, Saint Louis U.
The Influence of Multiple Mentors and Satisfaction with Mentoring on Job Attitudes | Xiaohong Xu, Texas A&M U.; Stephanie C. Payne, Texas A&M U.
Antecedents and Outcomes of Career Plateau: The Roles of Mentoring Others and Proactive Personality | Yu-Hsuan Wang, National Chengchi U.; Chanyu Han, National Chengchi U.; Chunchi Yang, Fu-Jen Catholic U.
Why Does Supervisory Mentoring Work? The Mediating Role of Psychological Safety | Peng Wen, Huazhong Normal U.; Chen Cheng, Huazhong U. of Science & Technology
Mentor and Protege Overtimes in Formal Mentoring Relationships: A Longitudinal Study in Korea | Jae Uk Chun, Korea U.; Nam Yi Yun, Mentoring & Coaching Center Korea; John J. Josik, Pennsylvania State U., Great Valley

586 ⦿ (DRP Session) - (CAR) Understanding the Importance and Implications of ‘Meaning’ in Careers
8:00am - 9:30am Grand Hyatt: Travis A
Tweet this session: #AOM2011 586

Chair: Sowon Kim, IESE Business School
Work-Role Alignment and Preferences to Extend Career Employment through Phased Retirement | David Fried, Ohio U.; Charles H Ritter, Ohio U.; Anastasia Milakovic, Ohio U.; Allison Tenbrink, Ohio U.; Rodger Griffith, Ohio U.; Diana J Schwerha, Ohio U.
Blessings of Being a Central Mentor: The Effects of the Number of Protégés on Mentor Attitudes | Min Jeong Kim, Chonnam National U.
Exploring Differences in Work’s Meaning: An Investigation of the Attributes of Work Orientation | Rita J. Shea-Van Fossen, Ramapo College
Revisiting the Career Anchor Model: a New Model of Career Value Structure | Thierry Wils, U. du Québec en Outaouais / HEC Montreal; Laura Wils, HEC Montreal; Michel Tremblay, HEC Montreal
Listen to Your Heart? Calling and Receptivity to Career Advice | Shoshana Dobrow, Fordham U.; Jennifer Tosti-Kharas, San Francisco State U.

587 ⦿ SHCS: (CAR, OB) Beyond Identity: The Power of Generativity and Legacy in Organizations
8:00am - 9:30am Hilton Palacio del Rio: La Duquesa North
Tweet this session: #AOM2011 587

Organizer: Jeffrey Bednar, U. of Michigan
Taking Risks for Future Generations: Generativity Motivation as a Catalyst for Voice | Adam M. Grant, U. of Pennsylvania
Living Legacies: Generativity, Stagnation, and the Self-Structures of Mentoring Relationships | Belle Rose Ragins, U. of Wisconsin, Milwaukee
Generative or Not? The Perceptions of Older Workers’ Performance Related Motives | Thomas Calo, Salisbury U.
Big Shoes to Fill: How Leadership Legacies Affect Leadership Succession Events | Jeffrey Bednar, U. of Michigan

588 ⦿ (CAU) Local Firm Growth: Commonalities and Differences in Emerging Economies
8:00am - 9:30am Hilton Palacio del Río: La Duquesa North
Tweet this session: #AOM2011 588

The caucus will be informal and open to all, but will have some structure. You will be organized according to your emerging market specialization or interest and then your group will identify main issues facing local firms in your particular country or region. Each group will share the issues with the large group and together, we will identify which emerging economies offer similar or unique issues for local firms, strategies that local firms are using to deal with the issues and how they compare across countries having similar issues, and how the institutional environment is affecting those strategies, whether helping or hindering local firms.
Organizer: Deborah E. de Lange, Memorial U. of Newfoundland

Tweet this session: #AOM2011

8:00am - 9:30am Hilton Palacio del Rio: La Vista North & Center

Facilitator: Estelle Toomey, Oxford U.

HR: An Investigation into the Sine Qua Non of the Reciprocity Norm in Greek Organizations | Anastasias A. Katou, U. of Macedonia; Pawan S. Budhwar, Aston U.

HR: Job Autonomy and Organizational Citizenship Behavior: Examining Multiple Moderators | Zhuxi Wang, U. of Houston; Aleksandra Luksyte, U. of Houston; Prema Ratnasingam, U. of Houston; W. Ryan King, U. of Houston; Christiane Spitzmueller, U. of Houston

HR: Moderating Role of the Norm of Reciprocity with Human Resource Configurations and Job Performance | Michael S. Chien, National Pingtung U. of Science and Technology; Fong-Yi Lai, National Pingtung U. of Science and Technology

OMT: Appropriate Pay or Fleecing the Flock? Towards a Theory of Clergy Executive Compensation | Nicholas Harvey, Georgia State U.

OMT: Why Are People Likely To Mistake Luck For Skill When Evaluating Exceptional Performance? | Chengwei Liu, U. of Oxford

OMC: Why Do Employees Take More Initiative if They Develop Their Own Performance Measures? A Field Study | Bianca A. C. Groen, U. of Twente; Marc J. F. Wouters, U. of Twente

Winner of OMC Division Best Action Research Paper

MONDAY - Session Details – Monday, 8:00 - 10:00 AM

Session 589: (Paper Session) - (CDP) Integrating West-East Cultural Balancing into the Sustainability Agenda

8:00am - 9:30am Hilton Palacio del Rio: La Reina North & Center

Facilitator: Alina Payne, Oxford U.

OMT: Why Are People Likely To Mistake Luck For Skill When Evaluating Exceptional Performance? | Chengwei Liu, U. of Oxford

OMC: Why Do Employees Take More Initiative if They Develop Their Own Performance Measures? A Field Study | Bianca A. C. Groen, U. of Twente; Marc J. F. Wouters, U. of Twente

Winner of OMC Division Best Action Research Paper

Session 590: (Paper Session) - (CDP) Reciprocity and Organizational Citizenship Behavior

8:00am - 9:30am Hilton Palacio del Rio: El Mirador East

Facilitator: Benjamin Stokes, Rice U.

HR: An Investigation into the Sine Qua Non of the Reciprocity Norm in Greek Organizations | Anastasias A. Katou, U. of Macedonia; Pawan S. Budhwar, Aston U.

HR: Job Autonomy and Organizational Citizenship Behavior: Examining Multiple Moderators | Zhuxi Wang, U. of Houston; Aleksandra Luksyte, U. of Houston; Prema Ratnasingam, U. of Houston; W. Ryan King, U. of Houston; Christiane Spitzmueller, U. of Houston

HR: Moderating Role of the Norm of Reciprocity with Human Resource Configurations and Job Performance | Michael S. Chien, National Pingtung U. of Science and Technology; Fong-Yi Lai, National Pingtung U. of Science and Technology

Session 591: (Paper Session) - (CDP) Effective Communications in Teamwork

8:00am - 9:30am Hilton Palacio del Rio: El Mirador West

Facilitator: Alina Payne, U. of California, San Diego

OMT: A Complexity Perspective of a Virtual, Inter-Organizational Team | Stephanie Thomas Solansky, U. of Houston, Victoria; Tammy E. Beck, U. of North Carolina, Charlotte; Deandra Travis, Indiana U. - Purdue U., Ft. Wayne


OB: Developing a Relational Orientation for Effective Global Knowledge Work Teams | Olivia Kyriakidou, Athens U. of Economics and Business

OCIS: “I'm not Here to Make Friends!” Spontaneous Communication in a “Winners-take-all” Organization | Valery Yakuovitch, U. of Pennsylvania; Roman V. Galperin, MIT Sloan

Session 592: (Paper Session) - (CDP) The Myths of Effective Performance Evaluation

8:00am - 9:30am Hilton Palacio del Rio: Corte Real F

Facilitator: Kwanghyun Kim, Korea U.

Themes: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 8:00 - 10:00 AM

MONDAY
Section D

596: (Paper Session) - (CDP) International Entrepreneurship, Software Startups, and Private Firms in China
8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey N
Facilitator: Shaker A. Zahra, U. of Minnesota, Twin Cities
Tweet this session: #AOM2011 596

597: (Paper Session) - (CDP) Social Networks, Social Trust and Cultural Identity
8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey N
Facilitator: Charles D. Galunic, INSEAD
Tweet this session: #AOM2011 597

598: (Paper Session) - (CDP) Institutions, Institutional Change and Pressure
8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey S
Facilitator: Bat Batjargal, Harvard U/Peking U.


OM: Institutional Pressures, Pollution Reduction Focus and Waste Management Performance | Dayna Simpson, Monash U.


599: (Paper Session) - (CM) Tactical Considerations in Negotiation: The Role of Culture, Gender and Dominance
8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey S
Facilitator: Fiona M. Sutherland previously Graetz
Tweet this session: #AOM2011 599

Toward a Relational vs. Collective Distinction of Procedural Justice from Managers | Robert W. Livingston, Northwestern U.; Roderick M Kramer, Stanford U.

Optimal Distinctiveness in Nested Categorization Contexts: From Dueling Identities to Dual Identity | Geoffrey J. Leonardelli, U. of Toronto; Cynthia Pickett, U. of California, Davis; Yanine Hess, U. of California, Davis

How Leaders Transform the Collective: Organizational Identity as a Mediator | Sherry Schneider, U. of West Florida


We Did It Our Way -CSR Critique as a CMS Project | Marjo Elisa Siltajo, Jyväskylä U.; Virpi Orvokki Malin, Jyväskylä U.

THEMATIS ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D

212
MONDAY

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

8:00am - 9:30am Hyatt Regency: Bowie A
Discussant: Joseph A. Petrick, Wright State U.
SIM: The UN-Responsible Management Education Project: Sharing (and Evaluating) Information on Progress | Jose Manuel Alcaraz, Bama Business School; Eappen Thiruvurattu, U. of Dubai; Magdalena Viktoria Marcinkowska, PRME-SIP
WK; Anis Ben Brik, Canadian U. of Dubai

606: (Paper Session) - (DISC) Going Green
8:00am - 9:30am Hyatt Regency: Bowie C
Discussant: Mark Cordano, Ithaca College
ONE: Deviation from Predictions in Corporate Environmental Performance | Kent Walker, U. of Windsor; Jijun Gao, U. of Manitoba
ONE: The Big Green Sell Out: Setting a Research Agenda to Explore Growth Strategies of Ethical Businesses | Liudmila Nazarkina, U. of St. Gallen

607: (Paper Session) - (DISC) Institutional Theory and Industry
8:00am - 9:30am Hyatt Regency: Frio
Discussant: Poonam Khanna, Arizona State U.
OMT: Creative Positioning: Field Influences on Creative Propensities in Television, 1944-2008 | Emily S. Block, U. of Notre Dame, Jo-Ellen Pozner, U. of California, Berkeley; Karen D. W. Patterson, U. of New Mexico
OMT: Institutionalizing Networks: The Transformation of Interfirm Relations in the U.S. Airline Industry | Dustin Avent-Holt, U. of Massachusetts, Amherst
OMT: The Effect of Government Endorsement on Private Firms’ Social Responsiveness in China | Xiaowei Luo, INSEAD; Danqing Wang, INSEAD

608: (Paper Session) - (DISC) Safety and Protection
8:00am - 9:30am Hyatt Regency: Live Oak
Discussant: Mark P. Healey, U. of Leeds
MOC: Sensegiving and Crowd Safety after the Pearl Jam Concert Accident | Morten Thanning Vendele, Copenhagen Business School
MOC: How Participative Safety Matters More in Team Innovation as Team Size Increases? | Vesa Peltokorpi, Japan Advanced Institute of Science and Technology; Mervi Hasu, Finnish Institute of Occupational Health

Section D

From Unfettered to Constructive Competition | Abbas J Ali, Indiana U., Pennsylvania; Abdulrahman Al-Ali, King Saud U.
Sustainability as a Challenge to Appreciative Inquiry | Jessica Heineman-Pieper, George Mason U.; Param Srikanta, Baldwin Wallace College

602: (CMS) CMS Meets the East: Studying Management Critically in Japan
8:00am - 9:30am Marriott Rivercenter: Salon L
Organizers: Toru Kiyomiya, Seinan Gakuin U.; Katsuki Aoki, Kanto Gakuin U.
Discussant: Hugh Willmott, Cardiff Business School, UK
Participants: Takashi Majima, Senshu U.; Masato Yotsumoto, Kanto Gakuin U.; Toshio Takagi, Okayama U.; Motokazu Udagawa, Seinan Gakuin U.; Toshitsugu Takai, Muroran Institute of Technology

603: (Paper Session) - (DISC) Charisma and Transformational Leadership
8:00am - 9:30am Hyatt Regency: Bianco
Discussant: Neil M. Ashkanasy, U. of Queensland
OB: Too Tired to Be Transformational? The Influence of Leader Sleep on Leadership and Team Performance | Christopher M. Barnes, Virginia Tech; Shazia Nauman, Air U., Islamabad, Pakistan
OB: Regulatory Fit Predicts Perceived Effectiveness of Transformational-Transactional Leadership | Melvyn R. W. Hamstra, U. of Groningen; Nico W. Van Yperen, U. of Groningen; Barbara Wisse, U. of Groningen; Kai Sassenberg, Knowledge Media Research Centre Tübingen

604: (Paper Session) - (DISC) Human Resources: Training & Practice
8:00am - 9:30am Hyatt Regency: Bowie A
Discussant: Audrey Korsgaard, U. of South Carolina
HR: Driving Locus of Control and Driving Behaviors: Inducing Change through Driver Training | Jason L. Huang, Michigan State U.; J Kevin Ford, Michigan State U.
HR: The Effects of Intra-Firm Training on Earnings and Job Performance - Evidence from a Large Company | Kathrin Breuer, U. of Cologne; Patrick Kampkötter, U. of Cologne
HR: Changing Turnover of the Psychological Entitled into Retention Through Mentoring | Angela S. Wallace, State U. of New York, Buffalo

605: (Paper Session) - (DISC) Social Governance
**Session Details – Monday, 8:00 - 10:00 AM**

**MONDAY**

**Section D**

214

**Research and Practice**

**Discussant:** Rui Baptista, Instituto Superior Tecnico

ENT: Centrifugal and Centrifugal Forces at Work: Family Embeddedness and Turnover Intentions | Dmitry Khanin, California State U., Fullerton; Offir Turel, California State U., Fullerton

ENT: The Self-Organized Business Incubator | Anne Boellinghoff, Aarhus U.


**Critical Management Studies:**

**Research and Practice**

8:00am - 9:30am Hyatt Regency: Maverick A

Discussant: Rafael Alcadipani, Fundacao Getulio Vargas

CMS: There’s no “yes but” with death: Critical theory and performance management in UK healthcare | Edward Granter, U. of Manchester; John Hassard, U. of Manchester; Paula Hyde, U. of Manchester; Leo McCann, U. of Manchester


CMS: Exploring professionalism at work in a time of institutional change. | Elena Raviola, Gothenburg U.

**Intercultural Issues**

8:00am - 9:30am Hyatt Regency: Maverick B

Discussant: Marcy Crary, Bentley U.

GDO: The Impact of Non-Diversity-Focused Organizational Practices on Intercultural Behavioral Comfort | Ruth Sessler Benstein, Case Western Reserve U.

GDO: When East Goes West: Attracting Malaysians in Malaysia and in Australia Using Minority Employees | Yin Lu Ng, HELP U. College; Prashant Bordia, The Australian National U.; Carol T. Kulik, U. of South Australia


GDO: Transnational Entrepreneurism: Doing Micro-Political “Selves” | Han Ou, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst

**Political Connections and Ownership Forms in Emerging Markets**

8:00am - 9:30am Hyatt Regency: Navarro

Discussant: George O. White, Old Dominion U.

BPS: Regional Institutions, Ownership Transformation, and Migration of Industrial Leadership in China | Hong Jiang, U. of New South Wales; J Peter Murmann, Australian School of Business

BPS: The Impact of Managerial Political Ties on Firm Performance: An Analysis of Mediating Mechanisms | Hai Guo, Renmin U. of China; Jing Zhao, Renmin U. of China; Mark Jacobs, Renmin U. of China

BPS: The Value of Business Group Affiliation for Political Connections: Preferential Lending in Brazil | Rodrigo Bandeira De Mello, Fundacao Getulio Vargas; Rosilene Marcon, U. do Vale do Itajaí - UNIVALI

**Interorganizational Knowledge Flows and Strategy**

8:00am - 9:30am Hyatt Regency: Nueces

Discussant: Michael J Leiblein, Ohio State U.

BPS: Comparing Knowledge-Based Explicitness and Tacitness | Joseph Gregory Gerard, Western New England College

TIM: Ambidexterity in Interorganizational Learning: Knowledge Exchange and Knowledge Appropriation | Shu-Mi Yang, Central Taiwan U. of Science and Technology; Chueh-Chu Ou, National Chung Hsing U.; Chia-Hui Chou, Nan Kai U. of Technology; Shih-Chieh Fang, National Cheng Kung U.; Shyh-Rong Fang, Hsingiue Institute of Technology

SAP: Knowledge Flow between Academic and Industry Scientists for Complex Innovation: Knowing as Practice | Yun Su, Rutgers U., Newark; Deborah J Dougherty, Rutgers U.

BPS: Strategy Formulation in Technology Transfer Offices | Ciara Fitzgerald, NUI Galway, Ireland; James A. Cunningham, National U. of Ireland - Galway

**Strategic Signaling**

8:00am - 9:30am Hyatt Regency: Segin

Discussant: Kathryn Rudie Harrigan, Columbia Business School

BPS: Behavioral Integrity between Strategy Communication and Strategic Actions | Kai Steinbock, EBS Business School; Tony L Simons, Cornell U.; Sascha Schmidt, EBS Business School

IM: Information Institutions, Signaling Strategy, and Target Firm Return | Jessie Qz Zhou, Southern Methodist U.


**Creating and Exploiting Entrepreneurial Capabilities**

8:00am - 9:30am San Antonio Convention Center: Room 007 A

Facilitator: Kelley Packalen, Queen’s U.

Balanced Skills among Nascent Entrepreneurs - Effects and Origins | Michael Stuetzer, Queensland U. of Technology
More than Words: Tacit Knowing and the Development of Opportunity Identification Capabilities | Cristian Alejandro Muñoz Canales, U. de Santiago; Simon Mosey, Nottingham U.; Martin Binks, Nottingham U.

Configurations of Resources and Capabilities and Their Implications on National Policy-Making | Tomislav Rimac, IESE Business School

Entrepreneurship Capital in American Counties: A Panel Data Analysis | Erick Paulo Cesar Chang, Arkansas State U.; Kaustav Misra, Saginaw Valley State U.; Esra Memili, U. of North Carolina, Greensboro

Does the Order in which Entrepreneurs Select Resource Partners Capabilities Matter? | Nachiket Bhawe, U. of Minnesota, Twin Cities; Shaker A. Zahra, U. of Minnesota, Twin Cities

616 ☑: (Paper Session) - (ENT) Board Strategies and Performance
8:00am - 9:30am San Antonio Convention Center: Room 007 B
Tweet this session: #AOM2011 616
Chair: William J Donoher, Missouri State U.
Boards of Directors in Family Firms: An Exploratory Study of Structure and Group Process | Cristina Bettinelli, Bergamo U.
Top Management Team, Board Strategic Involvement and Team Effectiveness in High-Tech Start-Ups | Ekaterina S. Bjornali, Nordic Institute for Studies in Innovation, Research and Education; Truls Erikson, Norwegian U. of Science and Technology; Mirjam Knackaert, U. of Ghent

617 ☑: (Paper Session) - (ENT) New Venture Formation and Performance
8:00am - 9:30am San Antonio Convention Center: Room 007 C
Tweet this session: #AOM2011 617
Chair: G. Christopher Crawford, U. of Louisville
Problem-Solving Process and the Creation of New Business Venture in Establish Firms | Ching Li, Entrepreneurship & Business Management Research Center; Chih-Peng Chu, Dong Hwa U., Taiwan; Chen-Ju Lin, Tzu Chi College of Technology
Management and Leadership Challenges in Achieving Success by Entrepreneurs of Technology Start-ups | Dr Jayaram Madireddy, Southern New Hampshire U.
Reconciling Internal and External Strategies: How Do HR and Networks Affect Startup Performance? | Bing Wu, East China U. of Science and Technology; Xi Zhu, U. of Minnesota
Does FDI facilitate Domestic Entrepreneurship? Evidence from the Czech Republic | Marek Lehowicz, East Coast Catalyst & Co Consultants; Jean-Michel Quentier, ESC-Bretagne Brest

618 ☑: (Paper Session) - (ENT) Does Passion Have a Place in Entrepreneurship?
8:00am - 9:30am San Antonio Convention Center: Room 007 D
Tweet this session: #AOM2011 618
Chair: Swapnil Garg, U. of Florida
Is Passion an Espoused or Actual Investment Criterion?: Characteristics that Impact Its Importance | Cheryl Mitteness, Northeastern U.; Richard Sudek, Chapman U.; Melissa S. Cardon, Pace U.
The Divergent Effects of Autonomy and Passion on Persistence in New Venture Creation | Fei Zhu, Richard Ivey School of Business; Rongdong Chen, Richard Ivey School of Business; Mingxiang Li, U. of Wisconsin, Madison
Psychological Capital and Entrepreneurial Passion: Testing a Moderated Mediation Model | Mateja Drnovsek, U. of Ljubljana; Melissa S. Cardon, Pace U.
The Bright and Dark Sides of Perceived Trust in the Entrepreneur-angel Investor Dyad | Yannick Bammens, Maastricht U.; Veroniek Collewaert, Maastricht U.

619 ☑: (DRP Session) - (ENT) University-Based Entrepreneurship: Motivation, Impact and Policy
8:00am - 9:30am San Antonio Convention Center: Room 008 B
Tweet this session: #AOM2011 619
Facilitator: Cristian Eduardo Zamora-Matute, ITESM-EGADE
The University Entrepreneur: A Census and Survey of Attributes and Outcomes | Tucker James Marion, Northeastern U.; Denise R. Dunlap-Hinkler, Northeastern U.; John H Friar, Northeastern U.
The Scientist-To-Entrepreneur Metamorphosis and Patenting | Sascha G Walter, Christian-Albrechts-U. of Kiel; Arne Schmidt, Christian-Albrechts-U. of Kiel; Achim Walter, U. of Kiel
Foreign-Born Academic Scientists: Entrepreneurial Academics or Academic Entrepreneurs? | Dirk Libaers, U. of Missouri, Kansas City
Are More Resources Always Better? Opportunity Discovery and Exploitation by Academic Entrepreneurs | Dirk Libaers, U. of Missouri, Kansas City
How The Effect Of University Support On Spin-Off Growth Varies With The Degree Of Relatedness | Victor Scholten, Delft U. of Technology; Emilie F.M. Wubben, Wageningen U.

620 ☑: (DRP Session) - (ENT) Entrepreneurship Theory
8:00am - 9:30am San Antonio Convention Center: Room 213 A
Tweet this session: #AOM2011 620
Facilitator: James E Willbanks, U. of Missouri
An Entrepreneurial Context for the Theory of the Firm: Exploring Assumptions and Consequences | Arturo E Osorio, Rutgers U., Newark; Alfred Reed, Rutgers U.

| THEME: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper |

Doing Good to Feel Good - A Theory of Entrepreneurial Decision and Behavior | Shoko Kato, Syracuse U.

621: (Paper Session) - (GDO) Racism, Social Dominance and Citizenship Behaviors
8:00am - 9:30am Marriott Rivercenter: Salon K
Tweet this session: #AOM2011 621
Chair: Roya Ayman, Illinois Institute of Technology
Discussant: C Douglas Johnson, Georgia Gwinnett College
A Quantitative and Qualitative Analysis of Social Dominance Orientation and Race-Related Comments | Aleika L. Simmons, Sam Houston State U.; Rochelle Parks-Yancy, Texas Southern U.

Social Dominance Orientation Predicts Reactions to Black and White Discrimination Claimants | Miguel M. Unzueta, U. of California, Los Angeles; Benjamin Everly, U. of California, Los Angeles; Angélica S. Gutiérrez, U. of California, Los Angeles

Racial Differences in Helping Behaviors: Role of Respect, Safety and Identification | Barjinder Singh, U. of Houston, Victoria

To Help or Not? Discrimination Against Minorities, Value for Diversity, and Citizenship Behavior | Maria Carmen Triana, U. of Wisconsin, Madison; Kwanghyun Kim, Korea U.; Maria Fernanda Wagstaff, U. of Texas, El Paso

622: (GDO) GDO Welcome Coffee/Tea
8:00am - 9:00am Grand Hyatt: Texas Ballroom E
Tweet this session: #AOM2011 622
Division Chair: David A. Kravitz, George Mason U.
Program Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Professional Development Workshop Chair: Stacy Blake-Beard, Simmons College
Division Chair-Elect: Diana Bilimoria, Case Western Reserve U.
Past Chair: Quinetta Roberson, Villanova U.

623: (DRP Session) - (GDO) The Impact of Identity and Dissimilarity on Organizational Outcomes
8:00am - 9:30am Grand Hyatt: Travis B
Tweet this session: #AOM2011 623
Facilitator: Alisa L Mosley, Jackson State U.

Differences as a Matter of Feelings: Effects of Dissimilarity on Performance via Affect | Maria Kakarika, Erumoned Management


Supplier Diversity, Environmental Munificence, and Focal Firm Performance | Carliss D. Charles, U. of Texas, Dallas; Orlando C. Richard, U. of Texas, Dallas

Leading Academic Performance (LAP): The Role of Social Identity Performance for Female Academics | Aicha Serghini Idrissi, U. Libre de Bruxelles; Patricia Garcia-Prieto, U. Libre de Bruxelles

624: (Paper Session) - (HCM) Retaining Front Line Employees: Burnout and Turnover in Healthcare
8:00am - 9:30am Marriott Rivercenter: Salon K
Tweet this session: #AOM2011 624
Chair: Mattia J Gilmartin, Gilmartin Worldwide, Inc.

The Work Environment and Workarounds in Health Care: The Mediating Role of Staff Burnout | Cheryl Rathbent, U. of Missouri; Eric S. Williams, U. of Alabama; Ericka R. Lawrence, U. of Alabama; Jonathon R. B. Halbesleben, U. of Alabama

HCM Division Best Theory to Practice Award Nominee: Predicting Instigated Incivility and its Relationship to Burnout: A Longitudinal Study | Michael Leiter, Acadia U.


HCM Division Best Theory to Practice Award Nominee: The Work Environment and Workarounds in Health Care: The Mediating Role of Staff Burnout | Cheryl Rathbent, U. of Missouri; Eric S. Williams, U. of Alabama; Ericka R. Lawrence, U. of Alabama; Jonathon R. B. Halbesleben, U. of Alabama

625: (DRP Session) - (HR) Creativity and Innovation in HRM
8:00am - 9:30am Grand Hyatt: Mission A
Tweet this session: #AOM2011 625
Facilitator: Feirong Yuan, U. of Kansas

HRM’s Impact on Innovative Work Behavior | Frances Jorgensen, Aarhus U.; Karen Becker, Queensland U. of Technology; Paul William Hyland, Queensland U. of Technology

Idiosyncratic Deals and Employee Creative Performance: The Mediating Role of Creative Self-Efficacy | Shuhong Wang, Radford U.; Yi Liu, U. of Houston

The Effect of Scientists Turnover on the Disruption and Revitalization of Innovation | Daniel Tzabbar, Drexel U.

Effects of Staffing Insufficiency on the Performance of Teams with Innovative Tasks | Matthias Weiss, Otto Beisheim Graduate School of Management (WHU)

Integrating Dependency and Empowerment into the Transformational Leadership - Creativity Relationship | Tobias Kollmann, U. of Duisburg-Essen; Christoph Stöckmann, U. of Duisburg-Essen; Patrick Krell, U. of Duisburg-Essen; Sarah Buchwald, U. of Duisburg-Essen

626: (JS): (HR, IM) Pay Differentiation and Variability: An East-West Comparison and Research Agenda
8:00am - 9:30am Grand Hyatt: Bonham D
Tweet this session: #AOM2011 626
Chair: Dow Scott, Loyola U. Chicago
Participants: Richard Long, U. of Saskatchewan; Stephen Perkins, U. of Bedfordshire; John Shields, U. of Sydney; Ying Zhu, U. of Melbourne

627: (JS): (HR, OB) Recent Advances and Future Directions in Research on Self-Regulation
8:00am - 9:30am Grand Hyatt: Lone Star D
Tweet this session: #AOM2011 627
Chairs: Jessica E Federman, Cornell U.; Bradford S Bell, Cornell U.

Thriving at Work: Toward an Understanding of an Internal Self-Regulatory Gauge | Christine L. Porath, Georgetown U.; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Cristina Gibson, U. of Western Australia; Flannery G. Garnett, U. of Michigan

The Effects of Interruptions on Self-Regulated Learning during Web-Based Instruction | Jessica E Federman, Cornell U.; Bradford S Bell, Cornell U.
A Longitudinal Analysis of Self-Regulated Deliberate Practice and Entrepreneurial Success | Nina Keith, Florida State U.; Jens M. Unger, Gissens U.; Andreas Rauch, Erasmus U. Rotterdam; Michael Frese, National U. of Singapore
Goal Orientation and Self-Regulation during Team Training | Eric C. Dierdoff, DePaul U.; James Kemp Ellington, Illinois Institute of Technology

628 (ICW) (HR, OC/S, OB) New Ways of Organizing Work: Developments, Perspectives and Experiences
8:00am - 9:30am Grand Hyatt: Independence
Organizers: Clare Kelliherr, Cranfield U.; Julia Richardson, York U.
Understanding Processes of Individual Resistance to New Working Practices: The Case of Deciding Not to Embrace Telework | Daniel Wade Clarke, University of Manchester
Creative or Exhausted Workers? A Study into Conditions under Which Telecommuters Experience Flow and Exhaustion | Pascale Peters, Radboud U. Nijmegen; Marinij Wildenbeest, Radboud U.
The Duality of Connectivity Norms and Human Agency | Paul D. Collins, U. of Washington; Darli G. Kolb, U. of Auckland
Challenging New Ways of Working for Managers in Global Collaborative Work Environments | Petra M. Bosch-Sijstema, Chalmers U. of Technology; Renate Frichter, Stanford U.; Matti Antero Vartiainen, Aalto U.; Virpi Ruohomaki, Aalto U.

629 (ICW) Haas MORS or OBIR Alumni Breakfast
8:00am - 10:00am Grand Hyatt: Lone Star F
Tweet this session: #AOM2011 629
Attendance to this event is by invitation only, and attendees must RSVP in advance.
Organizer: Bernadette Doerr, U. of California, Berkeley

630 (ICW) Career Development International Breakfast and Editorial Advisory Board meeting
8:00am - 9:00am Grand Hyatt: Travis D
Tweet this session: #AOM2011 630
Members of the CDI Editorial Advisory Board are invited to join the editors, Professors Jim Jawahar and Hetty van Emmerik and the publisher, Nancy Rolph, for breakfast and discussion at this year’s Academy of Management meeting. A full agenda will be circulated in advance of the meeting.
Organizer: Nancy Rolph, Emerald Group Publishing Limited

631 (Paper Session) (IM) When West Meets East: Cultural Values and International Management
8:00am - 9:30am San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 631
Chair: Karen Moustafa Leonard, Indiana U. - Purdue U., Ft. Wayne
Private Sector Manager Value Orientations in Argentina, Brazil, Colombia, Mexico and the Philippines | Edward F. Murphy, Embry Riddle Aeronautical U.; Arnel Onesimo O. Uy, De La Salle U.; Regina A. Greenwood, Nova Southeastern U.; Silvia Ines Monserrat, Unicen; Jaime Ruiz-Gutierrez, U. of los Andes, Colombia; Neusa Maria Bastos F. Santos, Pontificia U. Catolica de Sao Paulo; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania; Sergio Madero, Tecnologico de Monterrey
When West Meets East: Does International Experience Matter More than Personality? | Ming Li, ESC Rennes School of Business
Support From the Organization and Citizenship Behaviors: Do Cultural Values Matter? | Dan S. Chiaburu, Texas A&M U.; Subrata Chakraborty, U. of Nebraska, Lincoln; Ning Li, Texas A&M U.

632 (DRP Session) (IM) International Business and Social Network Management
8:00am - 9:30am San Antonio Convention Center: Room 208
Tweet this session: #AOM2011 632
Chair: Richard C Hoffman, Salisbury U.
MNEs - Mind the Context Gap | James F. Nebus, U. of North Carolina, Charlotte; Kah-Hin Chai, National U. of Singapore
Advancing New Theory Development in the Field of International Management | Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign; Wenxin Guo, UIUC; Bradley Skousen, UIUC
Symbolic Management Versus Direct Engagement In Boundary Stretching Practices In China | Livia Anna Markocz, U. of Texas, Dallas; Sunny Li Sun, U. of Missouri, Kansas City; Mike Peng, U. of Texas, Dallas; Weilei (Stone) Shi, Baruch College; Bing Ren, Nankai U.
Entrepreneurial Network, Guanxi Support and Small Business Growth: the Cases in China | Xiaoxia Zhu, Shanghai U.
Network Affiliation and Survival of Poorly-performing Foreign Subsidiaries | Sangcheol Song, Bryant U.; Gunae Choi, CEIBS

633 (Paper Session) (IM) Influences on Performance: Home and Host Country Effects
8:00am - 9:30am San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 633
Chair: Julius H Johnson Jr., U. of Missouri, St. Louis
Simophobia, Chinese Foreign Direct Investment and Host Communities | Helen Forbes-Mewett, LaTrobe U.; Chris Nyland, Monash U.
Competition, Legitimation, Agglomeration or Connection: The Paradox of Foreign Entry Performance | Jing’an Tang, Sacred Heart U.
Mitigating the Liabilities of Foreignness: Evidence from Newly Industrialised Economies | Chia-Wen Hsu, National Chung Cheng U.; Homin Chen, National Taiwan U.; Hsien-Jui Chung, National Chung Cheng U.
Home Regional Focus and Firm Efficiency: The Moderating Role of Regional Integration | Elissa R. Banalieva, Northeastern U.; Ruihua Joy Jiang, Oakland U.; Michael D Santoro, Lehigh U.

634 (Paper Session) (IM) The Global Convergence Controversy: Power Structure and Power Distance
8:00am - 9:30am San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 634

THEMATIC ORIENTATION: ♦ Teaching | ♦ Practice | ♦ International | ♦ Program Theme | ♦ Research | ♦ Diversity | ♦ Best Paper
Chair: Terri A. Scandura, U. of Miami

Power Distance and Trust: Competing Perspectives on Adapting Management Practices to Cultural Values | Akala N. Rao, San Jose State U.; Jone L. Pearce, U. of California, Irvine

Leader-member-exchange and Creativity: The Role of Creative Self-Efficacy and Power Distance | Dayo Akintade, U. of Illinois, Chicago; Robert C Liden, U. of Illinois, Chicago; Assaad El Akremi, U. of Toulouse 1


Workplace Reciprocity and the Chinese Personality: Interpersonal Relatedness and Power Distance | Xiaoxiao Hu, George Mason U.; Phillip Gilmore, George Mason U.; Lois Tetrick, George Mason U.; Fang Wei, Shanghai U.

635 (Paper Session) - (IM) Top Management Teams and Internationalization
8:00am - 9:30am San Antonio Convention Center: Room 210 B

Chair: Sergio Janczak, U. of Western Ontario

Cultural Distance and the International Migration of Top Managers: Evidence from European Boards | Kees van Veen, Groningen U. (RuG); Padma Rao Sahib, U. of Groningen

Top Management Teams, Integration - Responsiveness and Performance of the Multinational Corporation | Christopher Williams, Richard Ivey School of Business; W Glenn Rowe, Richard Ivey School of Business; Oswald Hoogeveen, U. of Amsterdam

Top Executive Compensation, Subnational Institutions and Internationalization | Xiaohui Liu, Loughborough U.; Jiangeong Lu, Peking U.; Amon Chizema, Loughborough U.

CEO-Organizational Identification, Inter-Party Cooperation, and International Joint Venture Performance | Bi-Juan Zhong, Fisher College of Business; Yaping Gong, Hong Kong U. of Science and Technology; Yadong Luo, U. of Miami; Zhixing Xiao, China Europe International Business School; Shuming Zhao, Nanjing U.

636 (Paper Session) - (MED) Online Learning and Social Networks in Management Education
8:00am - 9:30am Marriott Rivercenter: Conference Room 15

Chair: Edward M Cooper, Altius Education

Does Discipline Moderate Col-Course Outcomes | J B Arbaugh, U. of Wisconsin, Oshkosh

Online versus Traditional Learning in Management Education: The Role of Personality Traits | John James Cater, Nicholls State U.; Otmar E Varela, U. of Arkansas at Little Rock; Norbert Michel, Nicholls State U.

Assessing the Organizational Impact of Executive Development: Knowledge Transfer in Social Networks | Jennifer Lawrence, Harvard U.

MED Barry Armand Award for Best Student Paper in Management Education and Development for the paper submitted by a student or group of students that best offers the most significant contribution to advance management education and development.

637 (MED) What to Teach – How to Teach: Perspectives in Course Design
8:00am - 9:30am Marriott Rivercenter: Salon C

Chair: David L. Turnipseed, U. of South Alabama


The Impact of General Context on Imitation | Chien Sheng Richard Chan, Peking U.; Terence R. Mitchell, U. of Washington

Reconceptualizing Work Orientation: On Its Origins, Meanings, and Outcomes | Douglas A Lepisto, Boston College; Camille Pradies, Boston College; Michael G. Pratt, Boston College

638 (Paper Session) - (MOC) Work Orientation, Cognition, and Context
8:00am - 9:30am La Quinta Inn & Suites: Fiesta A&B

Chair: David L. Turnipseed, U. of South Alabama


The Impact of General Context on Imitation | Chien Sheng Richard Chan, Peking U.; Terence R. Mitchell, U. of Washington

Reconceptualizing Work Orientation: On Its Origins, Meanings, and Outcomes | Douglas A Lepisto, Boston College; Camille Pradies, Boston College; Michael G. Pratt, Boston College

639 (DRP Session) - (MOC) Cognitive Microfoundations of Reputation, Legitimacy and Loss
8:00am - 9:30am La Quinta Inn & Suites: Crockett West

Facilitator: Frida Pemer, Stockholm School of Economics

Affect-based Attribute Substitution as a Microfoundation of Cross-level Legitimacy Spillovers | Patrick Haack, U. of Zurich; Andreas Georg Scherer, U. of Zurich

Managerial Cognition and Reputation: Does Communication about Firms’ Intangibles Affect Performance? | Noel Tracey, Queensland U. of Technology; Boris Kabanoff, Queensland U. of Technology; Cameron John Newton, Queensland U. of Technology

Development of the Loss Aversion Questionnaire | Shari De Baets, Vlerick Leuven Gent Management School; Marc Buelens, Vlerick Leuven Gent Management School

640 (Paper Session) - (MOC) Organizational Identity
8:00am - 9:30am La Quinta Inn & Suites: Fiesta C

Chair: David L. Turnipseed, U. of South Alabama


The Impact of General Context on Imitation | Chien Sheng Richard Chan, Peking U.; Terence R. Mitchell, U. of Washington

Reconceptualizing Work Orientation: On Its Origins, Meanings, and Outcomes | Douglas A Lepisto, Boston College; Camille Pradies, Boston College; Michael G. Pratt, Boston College
Chair: Jonathan Randall Moerbe, U. of Texas
Organizational Identity Change in Cross-Institutional Contexts: The Development of a Hybrid Identity | Gary Thomas Burke, Aston U.
Forging a Field-Level Identity: Processes Involved in the Formation of a New Industry Identity | Shubha Patvardhan, Pennsylvania State U.
An Exploration of the Consistency and Continuity of Organizational Identity. | Laura Iilia, IE School of Communication; Peter O. Foreman, Illinois State U.
Paradoxes of Social Enterprises: Sustaining Utilitarian and Normative Identities Simultaneously | Marya Hill-Popper Besharov, Cornell U.; Wendy K. Smith, U. of Delaware

641 (MSR) Bringing Ethics to Life – Dilemmas in the Ethics of Practice and Research
8:00am - 9:30am La Quinta Inn & Suites: Crockett East
Tweet this session: #AOM2011 641
Organizer: Kathryn Goldman Schuyler, Alliant International U.
Presidents: Richard Perego, U. of Dallas; Peggy Williams Sugarman, Grancell, Lebovitz, Stander, Reubens and Thomas; Marlon Monger, Alliant International U.

642 (DRP Session) - (OB) Positive Organizational Behavior: Motivation and Leadership
8:00am - 9:30am Grand Hyatt: Storham B
Tweet this session: #AOM2011 642
Facilitator: Sydney Savion, George Washington U.
The Contagion Effect of Global Leaders’ Positive Psychological Capital on Followers | Joana S. Story, U. of Nova de Lisboa; Carolyn M. Youssef, Bellevue U.; Fred Luthans, U. of Nebraska, Lincoln; James A. Bovaird, U. of Nebraska, Lincoln
How Does Growth Need Strength Influence Employee Outcomes? Roles of Hope, Leadership, and Culture | Xiao Song Lin, Australian National U.; Jing Qian, Australian National U.; Min Li, South China U. of Technology; Zhen-Xiong Chen, Australian National U.
Self-Determination Theory and Job Outcomes: The Moderating Effects of Perceived Autonomous Support | Maree Roche, Waikato Institute of Technology; Jarrod M. Haar, U. of Waikato

643 (Paper Session) - (OB) Judging Justice and Fairness: Risk, Biases, and Accuracy
8:00am - 9:30am Grand Hyatt: Storham C
Chair: Lee Stepina, Florida State U.
Fairness and Decision Risk: An Application of Prospect Theory to Organizational Justice | Deshani B. Ganegoda, U. of Central Florida; Robert Folger, U. of Central Florida
When Fair Becomes Unfair: Self-Relevance Biases in Memory-Based Judgments of Organizational Justice | Irina Cojluhenco, U. Catolica Portuguesa; Jan Willem Van Prooijen, VU U. Amsterdam; David Patient, Catholic U. of Portugal
The Role of Anticipatory Justice Perceptions On Employees’ Cooperation In A Merger Context | Tessa Melkonian, EM Lyon; Guillaume Soenen, EM Lyon; Maureen L. Ambrose, U. of Central Florida

644 (DRP Session) - (OB) Surface and Deep-Level Diversity: Relationships to Team and Organizational Performance
8:00am - 9:30am Grand Hyatt: Crockett B
Tweet this session: #AOM2011 644
Facilitator: Ravi Shanker Gajendran, U. of Illinois, Urbana-Champaign
Boundary Spanning within Multiteam Systems: The Roles of Functional Experience and Identification | Thom De Vries, U. of Groningen; Frank Walter, U. of Groningen; Gerben van der Vegt, U. of Groningen; Peter Essens, TNO; Ad Vogelaar, Netherlands Defense Academy
Diversity in Goal Orientation, Team Performance, and Internal Team Environment. | Marcello Russo, Parthenope U. of Naples

645 (DRP Session) - (OB) Why Minds Matter: Learning, Knowledge and Development in Organizations
8:00am - 9:30am Grand Hyatt: Crockett C
Tweet this session: #AOM2011 645
Facilitator: Richard N. Landers, Old Dominion U.
How Mindset Matters: The Direct and Indirect Effects of Employees’ Mindset on Job Performance | Matthew Zingoni, Syracuse U.; Kris Byron, Syracuse U.; Suzanne J. Peterson, Arizona State U.
Games Managers Play: Play As a Form of Leadership Development | Ronit Kark, Bar Ilan U.
Rather a Hedgehog or a Fox? A Knowledge Density Perspective on Specialists and Generalists. | Maartje Eva Schouten, Erasmus U. Rotterdam; Will Felps, RSM Erasmus U.
Absorptive Capacity at the Individual Level: A Measurement Scale and Nomological Network | Alex da Mota Pedrosa, U. of Southern Denmark; Claudia Jasmand, Maastricht U.

646 (DRP Session) - (OB) Perspectives of Authentic Leadership and Relationships to Follower and Group Outcomes
8:00am - 9:30am Grand Hyatt: Crockett D
Tweet this session: #AOM2011 646
Facilitator: Ned Wellman, U. of Michigan, Ann Arbor
Self-Monitors, Authentic Leaders, & Self-Delusion: A New Approach to Self-Monitoring and Leadership | G. James Lemoine, Georgia Institute of Technology
When and How Authentic Leadership Links to Follower Effectiveness? | Danni Wang, GSM, Peking U.; Hui Wang, Peking U.; Yang Sui, GSM, Peking U.
Authentic Leadership and Innovation in Work Groups: Uncovering Mediating and Moderating Processes | Fred O.
Session Details – Monday, 8:00 - 10:00 AM

Walumba, Arizona State U.; Chad A. Hartnell, Arizona State U.; Amanda Christensen, Arizona State U.

Three Studies of The Effects of Perceived Leader Sincerity on Follower Outcomes | Arran Caza, Wake Forest U.; Gang Zhang, London Business School; Lu Wang, U. of New South Wales; Yuntao Bai, Xi'an Jiaotong U.; A Silke McCance, Procter & Gamble Company


647 🔄: (Paper Session) - (OB) Broadening the Conceptualization of Fit: Multi-Dimension and Multi-Type Consideration
8:00am - 9:30am Grand Hyatt: Republic A
Chair: Michael Bashshur, U. Pompeu Fabra

The Homology of Person-Group Fit: A Multilevel Analysis of Supplementary and Complementary Fit | Asegean Oi Kam Leung, U. of Victoria; Sankalp Chaturvedi, Imperial College London

Perceptions of Fit and Misfit: An In-Depth Study of Similarities and Differences | Danielle Laurette Talbot, Coventry U.; Jon Billisberry, Coventry U.

The Role of Attributions for Broken and Fulfilled Promises on Daily Mood and Work Behaviors | Neil Conway, London U., Birkbeck; Tina Kiefer, U. of Warwick; Rob B. Briner, U. of London

Disentangling Promises and Expectations: Simple, People Expect What They Are Promised | Samantha D. Montes, U. of Toronto


650 🔄: (OB, CM, OMT) Social Networks and Negative Ties: Research Opportunities and Challenges for the Next 5 Years
8:00am - 9:30am Grand Hyatt: Lone Star E
Chair: Giuseppe Labianca, U. of Kentucky
Discussants: Vijaya Venkataramani, U. of Maryland, College Park; Karen A. Jehn, Melbourne U.; Stephen Borgatti, U. of Kentucky; Zuzana Sasovova, VU U. Amsterdam; Inga Carboni, College of William and Mary

Centrality in Negative Affective Networks as Functions of Position in Positive Affective Networks | Inga Carboni, College of William and Mary; Richard Gilman, Cincinnati Children’s Hospital Medical Center
Methodological and Theoretical Issues in the Treatment of Negative Ties in Social Network Analysis | Stephen Borgatti, U. of Kentucky; Martin Everett, U. of Manchester
Direct and Indirect Negative Ties and Individual Performance | Joshua Marineau, U. of Kentucky; Giuseppe Labianca, U. of Kentucky; Gerald C Kane, Boston College
The Accuracy of Network Perceptions over Time | Zuzana Sasovova, VU U. Amsterdam; Ayah Mejra, U. of Kentucky

651 🔄: (OB, HR) The Dark and Bright Sides of Workplace Envy
8:00am - 9:30am Grand Hyatt: Seguin A
Chair: Yochi Cohen-Charash, Baruch College; Michelle K. Duffy, U. of Minnesota
Discussant: Sigal Barsade, U. of Pennsylvania

The Bright Side of a Deadly Sin: Why It Is Better to Envy than to Admire | Niels van de Ven, Tilburg U.; Marcel Zeelenberg, Tilburg U.; Rik Pieters, Tilburg U.
Session Details – Monday, 8:00 - 10:00 AM

 envy, self-esteem and interpersonal counterproductive work behaviors: evidence from china | Yuhui Li, Renmin U. of China; John Schaubroeck, Michigan State U.

 envy in othello: can effort explain such a tragic issue? | Jeremy Celse, U. of Montpellier

 situational and personal determinants of constructive and destructive reactions to envy | Yochi Cohen-Charash, Baruch College; Elliott Larson, Baruch College


 652 SHCS: (OB, HR, CAR) Behavioral Outcomes of Job Insecurity
 8:00am - 9:30am Grand Hyatt: Seguin B
 Tweet this session: #AOM2011 652
 Organizer: Emily Amdurer, Case Western Reserve U.
 Panelists: Mindy Krischer, U. of Houston; Emily Amdurer, Case Western Reserve U.; Mindy Krischer, U. of Houston; Rebecca J. Bennett, Louisiana Tech U.; Mark A. Griffin, U. of Western Australia; Zehava Rosenblatt, U. of Hafra; Susan J. Ashford, U. of Michigan
 Authors: Jian Liang, Shanghai Jiao Tong U.; Cynthia Lee, Northeastern U.; Chak Fu Lam, U. of Michigan; Ann Arbor; Kori Callison, U. of Houston; Anat Somech, U. of Hafra

 653: (Paper Session) - (OCIS) Information Systems and Organizational Learning
 8:00am - 9:30am San Antonio Convention Center: Room 206 A
 Tweet this session: #AOM2011 653
 Chair: Ruey-Lin Hsiao, National Chengchi U.
 Diversity versus specialization in learning after information systems implementation | Tianshi Wu, Georgia Institute of Technology; Sandra Slaughter, Georgia Institute of Technology; Chris Forman, Georgia Institute of Technology; Sridhar Narasimhan, Georgia Institute of Technology; German Retana, Georgia Institute of Technology; Sebastian Urbina, Barkawi Management Consultants
 Toward a Framework of Web 2.0 Driven Organizational Learning | Kuang-Yuan Huang, State U. of New York, Albany; Semen Gumey, State U. of New York, Albany
 How Core Members of Electronic Networks of Practice Contribute to Organizational Learning | Marlous Agterberg, VU U. Amsterdam; Bart van den Hooff, VU U. Amsterdam; Marleen Huysman, VU U. Amsterdam

 654: (DRP Session) - (OCIS) Communication Feedback and Information Technology
 8:00am - 9:30am San Antonio Convention Center: Room 212 A
 Tweet this session: #AOM2011 654
 Facilitator: JoAnne Yates, Massachusetts Institute of Technology
 Too much of a good thing? Feedback Distractions During Computer-Mediated Group Collaboration | Kent Maret, Mississippi State U.; Laura Elizabeth Marler, Mississippi State U.
 Sociological and Psychological Determinants of Texting in an Undergraduate Population | Sharon P. McKechnie, Emmanuel College

 The role of feedback intervention in effective knowledge sourcing | Naren Peddibhotla, SUNY IT Utica; David L. McLain, State U. of New York, Oswego; Ramon J. Aldag, U. of Wisconsin, Madison
 Stopping the flow of novel employee communication: Managerial voice propagation and time pressure | Nancy Lam, Keck Graduate Institute
 Organization and crisis: The interplay of corporate communication, news, public awareness and shares | Jan Kleinjijenhuis, VU U. Amsterdam; Sonja Utz, VU U. Amsterdam; Dirk Oegema, VU U. Amsterdam; Friederike Schultz, VU U. Amsterdam

 655: (Paper Session) - (ODC) Dynamic Capability, Organizational Learning, and the Nature of Strategic Lock-in
 8:00am - 9:30am Grand Hyatt: Crockett A
 Tweet this session: #AOM2011 655
 Chair: Larry M. Starr, U. of Pennsylvania
 Dynamic Capabilities Revisited: Deduction of an Operationalizable Dynamic Capability Understanding | Jutta Wollersheim, Technical U. of München; Erich W. Barthel, Frankfurt School of Finance and Management
 Learning Orientation Enacted: How Individual Efforts to Learn Develop Dynamic Capabilities | Robert Edward Robinson, Texas Tech U.; Di Wu, Texas Tech U.
 Exploring the Nature of Strategic Lock-in: The Emergence and Maintenance of a Strategic Core | Daniel Geiger, U. of Kaiserslautern; Jochen Koch, Europa U. Frankfurt; Elena P. Antonacopoulou, U. of Liverpool

 656: (Paper Session) - (ODC) The Impact of Leadership, Performance, and Environment on Improvisational and Organizational Agility
 8:00am - 9:30am Grand Hyatt: Presidio B
 Tweet this session: #AOM2011 656
 Chair: Taco Reus, Erasmus U. Rotterdam
 Sink or swim: Empowering leadership and overload in dealing with unexpected | Massimo Magni, Bocconi U.
 A dialogical exploration of solo improvisation in musical work | Nic Beech, U. of St Andrews; Gail Greig, U. of St Andrews; Holly Patrick, U. of St Andrews; David Sims, City U. London
 Organizational Agility | Boaz Shalit, Ono Academic College; Eyal Yaniv, Bar Ilan U.

 657: (ODC Kick-Off Session: Bridging East and West in ODC Research, Teaching, and Practice
 8:00am - 9:30am Grand Hyatt: Texas Ballroom A
 Tweet this session: #AOM2011 657
 Moderator: James D Ludema, Benedictine U.
 Presenter: Mary Yoko Brannen, INSEAD
 Panelists: Quy Nguyen Huy, INSEAD; Ram Tenkasi, Benedictine U.; Kwok Leung, City U. of Hong Kong

 658: (ODC, MC) Reframing “Evidence” to Catalyze Collaboration in Organizations
 8:00am - 9:30am Grand Hyatt: Lone Star A
 Tweet this session: #AOM2011 658
 Chairs: Tojo Thatchenedy, George Mason U.; Gopakumar Gopalakrishnan, Infosys Technologies
Session Details – Monday, 8:00 - 10:00 AM

**Discussed by:** KB Akhilesh, Indian Institute of Science
The Aesthetics of Transformative Cooperation | Frank J. Barrett, Naval Postgraduate School


Renewal of Management Culture: Academic Research Intervention as a Catalyst | Hanna Lehtimäki, U. of Tampere; Johanna Kujala, U. of Tampere; Sirka Hagman, Nokia Tyres
Application of Network Perspectives to Foster Collaboration: Lessons from a High Technology Firm | Gopalakrishnan Gopalakrishnan, Infosys Technologies; Daniel Halgin, U. of Kentucky

659 | (Paper Session) - (OM) Cultural and Behavioral Effects on Operations Strategy & Performance
8:00am - 9:30am San Antonio Convention Center: Room 215

Chair: Candido Perez, IESA-Tulane U.
The Influence Country Culture on Lean Manufacturing Effectiveness | Thomas Koll, Arizona State U.; Tingting Yan, Arizona State U.
The Culture-Effectiveness Linkage: Looking Through Resource-Based View Lens in a Manufacturing Arena | Michael Naor, George Mason U.; Ednilson Santos Bernardes, Georgia Southern U.; Janine Sanders, U. of St. Thomas; Susan Meyer Goldstein, U. of Minnesota, Twin Cities; Roger Schroeder, U. of Minnesota
A Behavioral Perspective to Operations Strategy: Evidence from an In-Depth Field Study | Pekka Helkö, Aalto U.; Virpi Turkulainen, Aalto U.
The China Syndrome: Competence and capability in quality in the High-Tech sector | Damien Power, U. of Melbourne

660 | (DRP Session) - (OMT) Origins and Attributes of Corporate Social Responsibility
8:00am - 9:30am San Antonio Convention Center: Room 206 B

Chair: Nicholas J. Switzen, Northwestern U.
Organizational Responsiveness to Human Suffering as Compassionate Corporate Philanthropy | Alan Muller, U. of Amsterdam; Michael D. Pfarrer, U. of Georgia
Understanding Attributions of Corporate Social Irresponsibility | Donald Lange, Arizona State U.; Nathan T. Washburn, Thunderbird
Theorization and the Evolution of an Institutional Logic of Corporate Social Responsibility | Sébastien Mené, U. of Lausanne

661 | (DRP Session) - (OMT) Politics and Bargaining Within and Between Organizations
8:00am - 9:30am San Antonio Convention Center: Room 207 A

Chair: Ti Hill, Temple U.
Expansive Innovating: A Model for Issue Selling in New Product Development Teams | Kristina Lauche, Radboud U. Nijmegen
Constructing Collaboration at ATLAS, CERN | Raghu Garud, Pennsylvania State U.; Barbara Gray, Pennsylvania State U.; Philipp Tuertscher, WU Vienna
Tasks and Politics: Explaining Rule Change in Unesco’s World Heritage Program, 1977-2004 | Sergey E. Osadchiy, Erasmus M. Rotterdam; Persey Heugens, RSM Erasmus U.; Edward Carberry, Erasmus M. Rotterdam
The Lobbying for and Acceptance of Entrepreneurial Ideas Within Organizations | Xavier Castrén, U. of Lausanne; Dirk De Clercq, Brock U.; Imanol Belauzeguigoitia, Instituto Tecnológico Autónomo de México

662 | (OMT) OMT Breakfast and Distinguished Scholar
8:00am - 9:30am San Antonio Convention Center: Room 214 B

Chair: Carmelo Mazza, IE Business School
Tie Me Up, Tie Me Down: Power-Dependence and Conformity in Dual Candidates-Audience Interfaces | Rodolphe Durand, HEC Paris; Julien Jourdan, HEC Paris
Organizations and Ethics: Field-level versus Firm-level Sources of Adoption and Implementation | David Chandler, U. of Texas, Austin
How Identity and Power Shape an Organization’s Responses to Isomorphic Pressures | Hamid Bouchikhi, ESSEC Business School; John R Kimberly, U. of Pennsylvania
Same Same but Different? The Relation between Structural and Strategic Isomorphism in Organizations | Anders Villadsen, Aarhus U.

663 | (DRP Session) - (OMT) Isomorphism & Institutional Pressure
8:00am - 9:30am San Antonio Convention Center: Room 216 A

Chair: Patricia Klarner, LMU Munich
Reinventing (Parts of) the Wheel: Reconceptualizing Ambidextrous Product Development Strategies | Eric C. Dahlin, Brigham Young U.
Great Vessels Take a Long to Mature: Early Success Trap & Competence in Exploitation and Exploration | Mooweon Rhee, U. of Hawaii; Tohyun Kim, Sungkyunkwan U.
Is There Exploitative Exploration Or Exploratory Exploitation? Reference and Degree Matter | Peiran Su, U. College Dublin
Structural Autonomy, Social Networks, and the Exploration and Exploitation of Knowledge | Emily Erikson, Yale U.; Sampsa Samila, Brock U.
665 ☐ → ☐ US: (OMT, ODC, IM) The Role of Culture for Organizations and Their Performance
8:00am - 9:30am San Antonio Convention Center: Room 214 C
Tweet this session: AOM2011 665
Organizational Culture - New Insights into some Critical Questions | Sonja A. Sackmann, U. Bundeswehr, Munich
Indicators and Effects of Positive Organizational Culture | Kim Cameron, U. of Michigan
The Impact of Consistency on the Relationship Between Culture and Performance | Ryan Smerek, Northwestern U.
Looking Where the Light is Best: Thoughts About an Agenda for Research on Culture and Performance | Daniel Denison, IMD
Participant: Sonja A. Sackmann, U. Bundeswehr, Munich

666 ☐: (DRP Session) - (ONE) Organizational Design, Governance and Values on the Natural Environment
8:00am - 9:30am Marriott Riverwalk: Salon A
Tweet this session: AOM2011 666
Facilitator: Carolyn P. Egi, Simon Fraser U.
Encouraging Consumers’ Eco-label Use: The Role of Trust and Environmental Knowledge | Nicole Darnall, George Mason U.; Cerys Ponting, BRASS Institute, Cardiff U.; Diego Alfonso Vázquez, BRASS Institute, Cardiff U.
Transverse Responsible Initiatives in Fragmented Value Systems: Conditions and Limits | Aurelien Acquier, ESCP Europe; Thibault Daudigeos, Grenoble Ecole de Management; Bertrand Vallorgue, ESC Clermont Graduate School of Management
Creativity for Organizational Sustainability: Value and Belief Predictors | Keith James, Portland State U.
Why Firms Address Climate Change: An Institutional and Corporate Governance Framework | Patricia Kanashiro, George Washington U.

667 ☐: (Paper Session) - (PNP) Collaboration in Public-Private Partnerships: New Perspectives
8:00am - 9:30am Marriott Riverwalk: Salon C
Tweet this session: AOM2011 667
Chair: Robert C. Myrtle, U. of Southern California
Deliberation and Decision in Collaborative Forums: A Simulation of the Effects of Power Imbalance | Taehyon Choi, U. of Southern California; Peter J. Robertson, U. of Southern California

Overcoming Collaboration Barriers in Affordable Housing Public-Private Partnerships | Jennifer Madden, Case Western Reserve U.
Understanding Partnerships as Inter-Organizational Collaborations | Khaldoun AbouAssi, Syracuse U.

668 ☐: (Paper Session) - (PNP) Employee Motivation, Wages and Incentives: Cross-sector Comparisons
8:00am - 9:30am Marriott Riverwalk: Salon F
Tweet this session: AOM2011 668
Chair: Kirsten Grenberg, Indiana U.
Inclusive Governance Settings: Promoting Satisfaction by Enabling the Use of Creativity | Ermanno C. Tortia, U. of Trento; Silvia Sacchetti, U. of Stirling
Differences in Wage-Payment System Between Cooperatives and Capitalist Firms | Jesus Clemente, U. de Zaragoza; Millan Diaz-Foncea, U. de Zaragoza; Carmen Marcuello, U. de Zaragoza; Marcos Sanzo, U. de Zaragoza
The Use of Incentives in Nonprofit Organizations | Gerhard Speckbacher, WU Vienna
Affective Commitment and Variability in the Organizational Climate of Government Agencies | Shahidul Hassan, Ohio State U.; John Rohrbaugh, State U. of New York, Albany

669 ☐: (Paper Session) - (RM) Advancing research with Latent Class Analysis, Dominance Analysis, and by Incorporating Outliers
8:00am - 9:30am La Quinta Inn & Suites: Fiesta D
Tweet this session: AOM2011 669
Chair: Brian Boyd, Arizona State U.
Disentangling Conflicts, Aggression and Workplace Bullying with Latent Class Analysis | Guy Notelaers, Maastricht U.; State Einarsen, U. of Bergen; Morten Birkeland Nielsen, U. of Bergen
Dominance Analysis of Two Commonly Used Measures of Organizational Justice | Brian K. Miller, Texas State U.; Robert Konopaske, Texas State U.; Zinta S. Byrne, Colorado State U.
Incorporating Outliers in Empirical Research in Competitive Strategy | Felipe Buchbinder, EBAP-FGV; Rafael Burstein Goldszmidt, Fundacao Getulio Vargas

670 ☐: (Paper Session) - (SAP) Institutional Logics and Legitimation Strategies
8:00am - 9:30am San Antonio Convention Center: Room 213 B
Tweet this session: AOM2011 670
Chair: Patrick Regner, Stockholm School of Economics

SAP Best Paper Award
Legitimating Contentious Decisions in MNCs: A Rhetorical Perspective | Julia Balogun, Lancaster U.; Kathryn Fahy, Lancaster U.; Eero Vaara, Hanken School of Economics
Strategizing at ‘The Clashing Point’: Legitimation In Pluralistic Contexts | Rebecca Suzanne Bednarz, Victoria U. of Wellington; Urs Daellenbach, Victoria U. of Wellington; Sally Davenport, Victoria U. of Wellington
Session Details – Monday, 8:00 - 10:00 AM

671  (DRP Session) - (SIM) Ethics at Multiple Levels of Analysis and Contexts
8:00am - 9:30am Marriott Rivercenter: Conference Room 17
Chair: Frances A Viggiani, Alfred U.
Workplace Bullying: Calling for an Interactionist Approach | Al-Karim Sammani, York U.; Parbudyal Singh, York U.
Neuroscience Research and Ethical Leadership: Fact or Fancy? | Christian Voegtlin, U. of Zurich; Ina Kaufmann, UFSP Ethik
Information Gathering During Ethical Decision Making | Amy Joy Guerber, U. of Arkansas; Vikas Anand, U. of Arkansas
Entrepreneurs’ Ethically Suspect Behaviors and Effective Information Acquisition | Jintong Tang, Saint Louis U.; Shaji Khan, U. of Missouri; St. Louis; Renhong Zhu, National Sun Yat-sen U.

672  (Paper Session) - (SIM) Corporate Responsibility: Meaning, Motivation, and Level of Analysis
8:00am - 9:30am Marriott Rivercenter: Salon B
Chair: Stephen Brammer, U. of Warwick
The Global Compact: An Analysis of the Motivations and Outcomes of Adoption in the Spanish Context | Jorge Alexis Arevalo, William Paterson U.; Deepa Aravind, City U. of New York-College of Staten Island
Why Do Firms Do Good? Industry Conditions and Firms’ Motivation for Social Responsibility | Donald J. Scheper, U. of Kansas; Matt Luth, U. of Kansas

673  (SIM, OB, CM) New Developments on the Nature and Influence of Unethical Work Behavior
8:00am - 9:30am Marriott Rivercenter: Salon M
Chair: Marie S. Mitchell, U. of Georgia; Ryan M. Vogel, Southern Methodist U.
Discussant: Linda K. Trevino, Pennsylvania State U.
The Happy Enabler: Positive Affect and Its Influence on Prosocial Unethical Behavior | Richard Grover Gardner, Texas A&M U.; Elizabeth Eve Umphress, Texas A&M U.; Keith Leavitt, United States Military Academy; Adam C. Stoverink, Texas A&M U.; Rick W Griffin, Texas A&M U.
Evil Comes Quietly: Unethical Behavior as a Result of Subtle Leader Influences | Sean Martin, Cornell U.; Francesca Gino, Harvard U.; James R. Detert, Cornell U.
Abusive Supervision as a Retaliatory Action | Mary Bardes, Drexel U.; Rebecca L. Greenbaum, Oklahoma State U.; Katrina A Graham, Drexel U.
An Investigation of When Unethical Behavior is Imitation versus Retaliation | Marie S. Mitchell, U. of Georgia; Ryan M. Vogel, Southern Methodist U.

674  (Paper Session) - (TIM) Innovation and the CEO
8:00am - 9:30am San Antonio Convention Center: Room 006 A
Chair: Emily Cox, Stanford U.
CEO Stock Options, Slack, and Strategic Risk-Taking: Do Reference Points Matter? | Elizabeth Lim, U. of Texas; Dallas; Livia Anna Markoczy, U. of Texas, Dallas; Rachel Croson, U. of Texas, Dallas
Do Succession-CEOs Affect the Market Value of Innovative Announcement? | Ying-Juan Wong, National Kaohsiung U. of Applied Sciences; Li-Yu Chen, Fo Guang U.
Board Capital, CEO Stock Holdings and Learning Orientation: Exploration vs. Exploitation | Chia-Jung Lee, National Taiwan U.

675  (Paper Session) - (TIM) Technology and Industry Lifecycles
8:00am - 9:30am San Antonio Convention Center: Room 006 B
Chair: Helder Sebastiao, U. of San Diego
Entry Timing Advantages and the Categorical Dynamics of the Industry Life Cycle | Stine Grodal, Boston U.; Fernando Suarez, Boston U.; Aleksios Gotsopoulos, Boston U.
Technology Sourcing Strategies and Innovative Performance: The Role of Industry Life Cycle | Chirag Patel, Grenoble Ecole de Management; Mb Sarkar, Temple U.

676  (Paper Session) - (TIM) Technological Alliances
8:00am - 9:30am San Antonio Convention Center: Room 006 C
Chair: Alisa H. Watt, Reissella Polytechnic Institute
Do Ties Really Bind? Consensus Formation in Multi-Firm Technology Consortia | Ram Ranganathan, Wharton School
The Role of Technological Knowledge Breadth in Facilitating Exploration in Strategic Alliances | Jing Zhang, Iowa State U.; Pol Herrmann, Iowa State U.
Preferences for Rights in Strategic Alliances: A Property Rights and Capabilities Perspective | Carolin Haeussler, U. of Munich; Matthew J Higgins, Georgia Institute of Technology

677  (DRP Session) - (TIM) Intellectual Property Measurement and Valuation
8:00am - 9:30am San Antonio Convention Center: Room 008 A
Chair: Mittal J Higgins, Katholieke U. Leuven
Trademarks as Innovation Measurement for Knowledge Intensive Business Services | Matthias Gotsch, Brandenburg Technical U. Cottbus; Christiane Bettina Hipp, Brandenburg Technical U. Cottbus
Session Details – Monday, 10:00 AM - 12:00 PM

Monday 8:30 AM

678: (TIM, BPS) Organizing Open Innovation: Combining Value Creation and Value Appropriation
9:45am - 11:15am San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 678
Organizers: Dries Faems, U. of Twente; Alberto Di Minin, U. of California, Berkeley
Discussant: Juan Alcacer, Harvard U.
Open Innovation: Integration, Innovation, and Adaptability | Stefano Brusoni, Bocconi U.; Andrea Prencipe, G. D’Annunzio U.
Make, Buy, and Sell? Testing the Open Innovation Paradigm | Bruno Cassiman, IESE Business School; Giovanni Valentini, Bocconi U.
Applying Open Innovation in Low-Tech SMEs: How to Create and Capture Value? | Wim Vanhaverbeke, Hasselt U.
Strategic Openness: The Selective Use of Open Strategies for Competitive Advantage | Joel West, San Jose State U.

Monday 9:45 AM

680: (AAA) Placement Services
8:30am - 4:30pm Marriott Rivercenter: Reg Desk 1
Placement Services - Registration and Information
Organizers: Wendy Kramer, Keystone College; La Verne Hairston Higgins, Eastern Michigan U.

681: (Paper Session) - (BPS) Strategic Renewal and Ambidexterity
9:45am - 11:15am San Antonio Convention Center: Room 202 A
Tweet this session: #AOM2011 681
Chair: Catherine A Maritan, Syracuse U.
> Attraction – A New Perspective on Strategic Renewal | Patrick Regner, Stockholm School of Economics; Claes Bohman, Stockholm School of Economics
> Architectural Leverage: Putting Platforms in Context | Llewelyn D W Thomas, Imperial College Business School; Erikko Autio, Imperial College Business School; David M Gann, Imperial College London
Investigating Temporal Ambidexterity: Focus, Switch, Cycle Duration, and Firm Performance | Ribuga Kang, U. of Minnesota, Twin Cities; Sang-Joon Kim, U. of California, Irvine
The Dynamics of Ambidextrous Decision Making | Johannes Luger, U. of St. Gallen; Alexander Zimmermann, U. of St. Gallen; Stefan N. Groesser, U. of St. Gallen
Strategic Renewal and Ambidexterity: The Evidence from Biotechnology Ventures | Handy Hsu, National Taiwan U.; Cheng-Yu Lee, National Cheng Kung U.; Yuehua Xu, The Chinese U. of Hong Kong; Jan Leidinger, Technical U. München
How Could We Overcome the Truncation Problem in Reconstructing the Tree of Life? | Martin Wagner, Technical U. München; Lukas Koenig, St. JANUARY
Towards Measuring Alliance Culture: An Exploratory Study | Amirul Islam, National Taiwan U.; Saira Latif, Case Western Reserve U.
Can Firms Prevail Adversity through Earnings Management? The Evidence from Biotechnology Ventures | Saira Latif, U. of Massachusetts, Lowell; Yi Yang, U. of Massachusetts, Lowell; Dona Marie DeCarolis, Drexel U.
The Case For Transparency: Development and Validation of a Measure of Perceived Transparency | Andrew Schnackenberg, Case Western Reserve U.
The Deterrence Effects of Vicarious Punishments on Corporate Financial Fraud | Daphne W. Yu, Chinese U. of Hong Kong; Yuehua Xu, The Chinese U. of Hong Kong; William P. Wan, Texas Tech U.

680: (AAA) Placement Services
8:30am - 4:30pm Marriott Rivercenter: Reg Desk 1
Placement Services - Registration and Information
Organizers: Wendy Kramer, Keystone College; La Verne Hairston Higgins, Eastern Michigan U.
**Session Details – Monday, 10:00 AM - 12:00 PM**

**684 ☀: (DRP Session) - (BPS) Institutions and Firm Performance**
9:45am - 11:15am San Antonio Convention Center: Room 203 B
Tweet this session: #AOM2011 684

**Chair:** Frances H. Fabian, U. of Memphis

**Family Firm Governance, Strategic Conformity and Performance**
**Danny Miller**, HEC Montreal; **Isabelle Le Breton-Miller**, HEC Montreal; **Richard Lester**, Texas A&M U.

**The Relationship between Regulation and Firm-Level Environmental Responsiveness**
**Sawsan abu Baker**, UCD; **Yousef Eiadat**, U. of College Dublin

**Private Equity Fund Investment Timing: The Importance of Rivalry and Legitimacy in Uncertainty**
**Anna Söderblom**, Stockholm School of Economics; **Ciara Sutton**, Stockholm School of Economics

**To Protect or Serve? Examining Firm Motivations to Invest in Strategic Political Management**
**Bruce C. Rudy**, U. of Texas, Austin

**Scenario-Based Business Model Development for a Latent Health Insurance Industry in Rural India**
**Roger Moser**, EBS Business School; **Heiko von der Gracht**, EBS Business School

**685 ☀: (Paper Session) - (BPS) Determinants and Nature of Competitive Action**
9:45am - 11:15am San Antonio Convention Center: Room 204 A
Tweet this session: #AOM2011 685

**Chair:** Tieying Yu, Boston College

**Competitive Pressure: Competitive Dynamics as Reactions to Multiple Rivals**
**Leon Zucchini**, LMU Munich; **Tobias Kretschmer**, LMU Munich

**Compete or Forbear? The Effects of Competitive Advantage, Complementarities, and Multimarket Contact**
**Chi-Hyon Lee**, George Mason U.; **Hun Lee**, George Mason U.; **Masoud Yasai-Ardekani**, George Mason U.

**The Multifaceted Aspects of TMT Social Capital and Firm Performance: The Role of Competitive Action**
**Hao-Chieh Lin**, National Cheng Kung U.; **Chih-Ting Shih**, National Pingtung Institute of Commerce

**When Attackers Are Not Competitors**

**686 ☀: (Paper Session) - (BPS) Learning and Absorptive Capacity**
9:45am - 11:15am San Antonio Convention Center: Room 204 B
Tweet this session: #AOM2011 686

**Chair:** David Maslach, Ivey School of Business

**From Sensing Shape to Shaping Sense: A Dynamic Model of Absorptive Capacity and Selective Revealing**
**Oliver Alexy**, Imperial College London; **Gerard George**, Imperial College London; **Ammon Salter**, Imperial College Business School

**Mind the Way You Reflect: Causal Knowledge in Organizational Learning**

**Empirical Investigation into a Subsidiary Absorptive Capacity Process Model**
**Stephanie Christine Schleimer**, U. of Queensland; **Torben Pedersen**, Copenhagen Business School

**When Do Firms Benefit from Experience with Internal Growth, Collaboration, and Market Transactions?**
**Louis Mulotte**, Tilburg U.

**687 ☀ JS: (BPS, TIM) Causes, Consequences and Limits of Vertical Disintegration**
9:45am - 11:15am San Antonio Convention Center: Room 217 A
Tweet this session: #AOM2011 687

**Organizers:** Joanne Oxley, U. of Toronto; **Juan Alcacer**, Harvard U.

**Discussant:** Nicholas Argyres, Washington U. in St. Louis

**Negotiating the Winds of Disintegration as Industries Evolve**
**Rahul Kapoor**, U. of Pennsylvania

**Learning by Supplying**
**Juan Alcacer**, Harvard U.; **Joanne Oxley**, U. of Toronto

**Manufacturing as a Source of Learning**
**Nile W. Hatch**, Brigham Young U.; **Daniel Snow**, Brigham Young U.

**Co-Innovation Enablement Platforms: Factors Accelerating Ecosystem Innovation**
**David Charles Cruickshank**, SAP Labs; **Amy Gannaway**, None; **Tammy L. Madsen**, Santa Clara U.

**688 ☀ ☀: (DRP Session) - (CAR) Exploring Careers In International Contexts**
9:45am - 11:15am Grand Hyatt: Travis A
Tweet this session: #AOM2011 688

The papers in this session provide an important insight into careers in different cultural contexts: China, Hong Kong, USA, Sri Lanka and the UAE

**Chair:** Nikos Bozinelos, Durham U.

**The Differing OCM Practices Within A Multinational and Indigenous Chinese Hotel Operating In China**
**Jane Kerr**, Griffith U.; **Peter Robert Woods**, Griffith U.

**Personality, Networking Behaviors and Network Resources of Employees in the U.S. and Hong Kong**
**Yu Ha Cheung**, Hong Kong Baptist U.; **Thomass W. Dougherty**, U. of Missouri at Columbia; **Neil C. Herndon**, South China U. of Technology

**Work-Family Conflict in Sri Lanka: Negotiations of exchange relationships in family and at work**
**Pavithra Kailsapathy**, U. of Colombo; **Isabel Metz**, U. of Melbourne

**Chinese Employees’ Career Success: Developing a Scale with Qualitative and Quantitative Approaches**
**Wenzia Zhou**, Renmin U. of China; **Yanjun Guan**, Renmin U. of China; **Yuhui Li**, Renmin U. of China

**Career Theory in an Emerging Arab Gulf Economy: The Impact of Expectations and Self-Efficacy**

**SHC: (CAR, OB, HR) A Self-Regulatory Approach to Job Search Intensity and Effort**
9:45am - 11:15am Grand Hyatt: Lone Star B
Tweet this session: #AOM2011 689

**Chair:** Serge Pires Da Motta Veiga, U. of Missouri at Columbia

**Discussant:** Cynthia Kay Stevens, U. of Maryland
Session Details – Monday, 10:00 AM - 12:00 PM

Age, Job Search, and Employment Outcomes | Ruth Kanfer, Georgia Institute of Technology; Connie Wanberg, U. of Minnesota; Darla Flint Paulson, U. of Texas, Arlington

Be Happy and Don’t Worry: The Role of Affectivity in the Job Search | Daniel Turban, U. of Missouri at Columbia; Felissa Lee, Marquette U.; Dana L. Haggard, Missouri State U.; Sharon Y. Wu, High Point U.

Changing Effects of Job Search Efficacy on Job Search Effort: Moderating Role of Regulatory Focus | Shuhua Sun, National U. of Singapore; Zhaoli Song, National U. of Singapore

Influence of Changes in Affect on Job Search Intensity and Outcomes | Serge Pires Da Motta Veiga, U. of Missouri at Columbia; Daniel Turban, U. of Missouri at Columbia

9:45am - 11:15am Hilton Palacio del Rio: La Duquesa South

Tweet this session: #AOM2011 690
Organizers: Mila B. Lazarova, Simon Fraser U.; Emma Parry, Cranfield U.
Facilitators: Dirk Buyens, U. of Ghent; Ruth Alas, Estonian Business School; Sinikka Vanhala, Aalto U.; Ammon Caspi, Bar Ilan U.; Astrid Reichel, WU Vienna

Presenters: Wolfgang Mayrhofer, WU Vienna; Mila B. Lazarova, Simon Fraser U.; Eleni Stavrou, U. of Cyprus

9:45am - 11:15am Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 691
Facilitators: John Gardner, Texas Tech U.; Robert H. Thomas, University of Texas at Austin

Participants: Edward Freeman, U. of Virginia; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Andreas Rasche, U. of Warwick; Grant T. Savage, U. of Alabama, Birmingham; Sandra Waddock, Boston College

9:45am - 11:15am Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 692
Organizers: James E. Post, Boston U.; Sybille Sachs, U. of Applied Sciences, Zurich
Facilitators: Susan Madsen, Utah Valley U.; James H. Davis, U. of Notre Dame
Participants: Hans Van Ees, U. of Groningen; Luca Gnan, Tor Vergata U.; Chi Sum Wong, Chinese U. of Hong Kong; Kathy Lund Dean, Idaho State U.; Lorraine Eden, Texas A&M U.; Thomas F Hawk, Frostburg State U.; Marshall Schminke, U. of Central Florida

9:45am - 11:15am Hilton Palacio del Rio: La Reina North & Center

Tweet this session: #AOM2011 693
Organizer: Margaret Delaney Gorman, George Washington U.
Facilitator: Margaret Delaney Gorman, George Washington U.
Participants: Hans Van Ees, U. of Groningen; Luca Gnan, Tor Vergata U.; Chi Sum Wong, Chinese U. of Hong Kong; Kathy Lund Dean, Idaho State U.; Lorraine Eden, Texas A&M U.; Thomas F Hawk, Frostburg State U.; Marshall Schminke, U. of Central Florida

9:45am - 11:15am Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 694
Chairs: Pawan S. Budhir, Aston U.; Arup Varma, Loyola U. Chicago
Facilitator: Pawan S. Budhir, Aston U.
Participants: Pawan S. Budhir, Aston U.; Arup Varma, Loyola U. Chicago

Tweet this session: #AOM2011 695
Organizers: Jego Lee, U. of South Florida; Elisabet Garriga, EADA Business School
Facilitator: Jego Lee, U. of South Florida

Participants: Jego Lee, U. of South Florida; Elisabet Garriga, EADA Business School

Tweet this session: #AOM2011 696
Facilitator: Haiyang Li, Rice U.
Participants: Haiyang Li, Rice U.

Tweet this session: #AOM2011 697
Facilitator: Margaret Delaney Gorman, George Washington U.
Participants: Margaret Delaney Gorman, George Washington U.

Tweet this session: #AOM2011 698
Facilitator: Margaret Delaney Gorman, George Washington U.
Participants: Margaret Delaney Gorman, George Washington U.
9:45am - 11:15am Hilton Palacio del Rio: Corte Real D/E

701: (Paper Session) - (CDP) Ambidexterity and the Double Edge Sword in Organizations
9:45am - 11:15am Hilton Palacio del Rio: La Espada
Tweet this session: #AOM2011 701
Facilitator: John Stephan, Marist College

OM: Double Dealing: The Influences of Diverse Business Processes on Organizational Ambidexterity | Janet K. Tinoco, Embry Riddle Aeronautical U.

BPS: The Managers' Ambidexterity Performance Relationship | Tom Momm, Erasmus U.


702: (Paper Session) - (CDP) Managing in Emerging Economy and Multinational Contexts
9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey C
Tweet this session: #AOM2011 702
Facilitator: Jordan Siegel, Harvard U.

CMS: Publicly Held Microfinance Firms as a Form of Organized Crime in Emerging Economies | Ganesh N. Prabhu, Indian Institute of Management, Bangalore


MO: Goal Pursuit and the Pursuit of Social Networks | Catherine Shea, Duke U.


703: (Paper Session) - (CDP) Goals, Commitments, and Value Creation
9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey N
Tweet this session: #AOM2011 703
Facilitator: Michael P. Ciuchta, U. of Central Florida

MOC: Goal Pursuit and the Pursuit of Social Networks | Catherine Shea, Duke U.

GDO: Economic, Social, & Environmental Value Creation Goals: The Discourse & Practice of Entrepreneurship | Diana Hechavarria, U. of Cincinnati; Amy Ingram, U. of Cincinnati; Rachida Justo, Instituto de Empresa Business School; Sri Ann Terjesen, Indiana U., Bloomington

PNC: Understanding Scientists' Productivity and Commitment: Goal Interdependence, Debate and Empowerment | Jiafang Lu, Hong Kong Institute of Education; Kan Shi, Chinese Academy of Sciences


704: (Paper Session) - (CDP) Firm Growth, Regulatory Oversight and Culture
9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey S
Tweet this session: #AOM2011 704
Facilitator: Toyah L. Miller, Indiana U., Bloomington

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

703: (Paper Session) - (CM) Power, Status & Leadership: Crossing Over to the Dark Side
9:45am - 11:15am Marriott Rivercenter: Conference Room 16

Chair: Todd Bridgman, Victoria U. of Wellington

- Management otherwise: Using Foucault to Think Critically about Management's History and Future | Stephen Cummings, Victoria Management School
- Relations of Power and Knowledge in Business | Anthony Goerzen, Queen's U. Canada; Wellei (Stone) Shi, Baruch College; Dan Li, Indiana U.
- Market Orientation Culture and Firm Growth Stages | Zhong Tian, Huazhong U. of Science & Technology; Baowan Tian, Huazhong U. of Science & Technology
- Business beyond Growth: Outlining a framework for Corporate Degrowth | Andre Reichel, U. of Stuttgart

707: (Paper Session) - (DRP) Time and Space on the Politics of Management
9:45am - 11:15am Marriott Rivercenter: Conference Room 16

Facilitator: Todd Bridgman, Victoria U. of Wellington

- Management otherwise: Using Foucault to Think Critically about Management's History and Future | Stephen Cummings, Victoria Management School
- Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

708: (Paper Session) - (CMS) From Corporate Responsibilities toward Communities
9:45am - 11:15am Marriott Rivercenter: Salon L

Chair: Sarah Stockey, Central Connecticut State U.

- A Critical Examination of Deliberative Democracy Theory in Corporate Social Responsibility Theory | Cameron Sabadoz, U. of Toronto
- Revisiting Corporate Sustainability: Towards a Critically-Reflexive Research Agenda | Christopher Wickert, U. of Lausanne; Stephen Schaefer, Lund U.
- Community and Its Mutations: A Marxist View | Paul Adler, U. of Southern California

- The Structural Violence of Globalization: An Urgent Call for Preventive Intervention | Jessica Heineman-Pieper, George Mason U.

709: (Paper Session) - (DISC) Leadership
9:45am - 11:15am Hyatt Regency: Blanco

Discussant: Susan E. Murphy, James Madison U.

- A Common Recipe for Creativity and Innovation: Servant Leadership, Social Identity, and Team Climate | Diaa Yoshida, Monash U.; Giles Hirst, Monash U.; Sen Sendjaya, Monash U.; Brian Cooper, Monash U.; Bingyi Yan, Raffles Institution Junior College; Chongyuan Xu, Jiangsu Wuxi Huishan Economic Development Zone Administration Committee
- The Measurement and Outcomes of Economic Leader--Member Exchange Relationships | Robert Buch, Norwegian School of Management; Bard Kuvaas, Norwegian School of Management; Anders Dysvik, BI Norwegian Business School
- Team Effectiveness: An Examination of Internal Team Environment, Shared Leadership, and Cohesion | Josh Daspit, U. of North Texas; C Justice Tillman, U. of Alabama; Nancy G. Boyd, U. of North Texas; Victoria McKee, U. of North Texas

710: (Paper Session) - (DISC) Human Resources: Hiring and Recruiting
9:45am - 11:15am Hyatt Regency: Bowl A

Discussant: William H Clampitt, Central Michigan U.
 Session Details – Monday, 10:00 AM - 12:00 PM

HR: The Recruitment Process: From An Administrative Burden To Online Communication | Anna B. Holm, Aarhus U.

› HR: Nepotism? Categorization Conventions for Hiring Friends and Relatives in China and the US | Xiaojiao Liu, Nanyang Technological U.; Josh W. Keller, Nanyang Technological U.; Ying-Yi Hong, Nanyang Technological U.

› HR: The Boundaries of Effects on the Relationship between Interviewer Moods and Hiring Recommendation | Chien-Cheng Chen, National Taipei U. of Technology; Hsien-Wen Chen, Chienkuo Technology U.; Ying-Yin Lin, National Taipei U. of Technology

HR: What IS on my Facebook? Applicant Reactions to Social Networking Presence Checks | Rudolph J Sanchez, California State U. Fresno; Kelly Roberts, California State U. Fresno; Melissa Freeman, California State U. Fresno

711: (Paper Session) - (DISC) Social Responsibility
9:45am - 11:15am Hyatt Regency: Bowie B
Tweet this session: #AOM2011 711
Discussant: Duane Windsor, Rice U.

› SIM: Corporate Citizenship & Corporate Governance: Compensating for the Democratic Deficit in CPA | Andreas Georg Scherer, U. of Zurich; Dorothea Baumann, U. of Zurich; Anselm Schneider, U. of Zurich

› SIM: Firms’ Response to Stigmatizing Acts: Firms’ Actions to Recover from Loss in Reputation | David M. Gomulya, U. of Washington, Seattle; Warren Boeker, U. of Washington, Seattle

› SIM: What Drives and Hinders Responsible Managerial Behavior? | Guenter K. Stahl, UW Vienna

712: (Paper Session) - (DISC) Focus on Preservation
9:45am - 11:15am Hyatt Regency: Bowie C
Tweet this session: #AOM2011 712
Discussant: Jeffrey G. York, U. of Colorado, Boulder

ONE: Drivers of the Land-filling Decision by Welsh Facilities: A Multilevel Analysis | James J Cordeiro, State U. of New York, Brockport; Diego Alfonso Vazquez, BRASS Institute, Cardiff U.; Lori Frater, Cardiff U.; Jeroen Dijkshoorn, BRASS Institute, Cardiff U.

› ONE: Sustaining and Improving the Social Condition of River Ecosystems | Anne Pisarski, Queensland U. of Technology; John Cary, Victoria U.

› ONE: Co-Constructing the Void: Constructive Action and Preservative Action in the Case of Cape Wind | Zining Guo, Boston U.

713: (Paper Session) - (DISC) Institutional Theory and Organization
9:45am - 11:15am Hyatt Regency: Frio
Tweet this session: #AOM2011 713
Discussant: Glen Dowell, Cornell U.

› OMT: Does Multiple Large Shareholders Structure Always Enhance Corporate Value: Evidence from China | Jin-hui Luo, School of Management, Xiamen U.; Difang Wan, Xi’an Jiaotong U.; Heng Liu, Sun Yat-sen U.; Di Cai, Xi’an Jiaotong U.

› OMT: The Heterogeneity of Organizational Responses to Conflicting Institutional Demands | Yuhuan Liu, U. of Electronic Science and Technology of China; Runtian Jing, U. of Electronic Science and Technology of China


› OMT: The interplay of agencies in institutional disruption | The slow death of asbestos in France | Antoine Blanc, U-Paris Dauphine; Hélène Peton, U. Paris-Dauphine, DRM

714: (Paper Session) - (DISC) Entrepreneurial Education
9:45am - 11:15am Hyatt Regency: Llano
Tweet this session: #AOM2011 714
Discussant: Wayne E. Ballentine, Prairie View A&M U.


› ENT: The Transformation of Network Ties to Develop Entrepreneurial Competencies for University Spin-offs | Einar Rasmussen, Bodo Graduate School of Business; Simon Mosey, Nottingham U.; Mike Wright, Nottingham U.

› ENT: *All Artists are Entrepreneurs...* – Implications for Entrepreneurship Education | Jacqueline Fendt, ESCP Europe

715: (Paper Session) - (DISC) Making Work Positive and Meaningful
9:45am - 11:15am Hyatt Regency: Maverick A
Tweet this session: #AOM2011 715
Discussant: Keiko Krahne, U. of Northern Colorado

› MSR: Zen and the Creative Management of Dilemmas | Albert Low, Montreal Zen Center; Ronald E Purser, San Francisco State U.

› CAR: Mentorship Quality and Protégées’ Work-To-Family Positive Spillover | Jun Liu, Renmin U. of China; Ho Kwong Kwan, Drexel U.; Yina Mao, Chinese U. of Hong Kong

› MSR: The Impact of Spirituality on Work Unit Positivity: A Matter of Meaningfulness | Laura T. Madden, U. of Tennessee, Knoxville; Dennis Duchon, U. of Nebraska, Lincoln; Donde Ashmos Plowman, U. of Nebraska, Lincoln

716: (Paper Session) - (DISC) Gender Research
9:45am - 11:15am Hyatt Regency: Maverick B
Tweet this session: #AOM2011 716
Discussant: Arline P. McKinney, Coastal Carolina U.

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

GDO: Discriminatory Job Loss: Outcomes of Multiple Negative Employment Events | Myrtle P. Bell, U. of Texas, Arlington; Daphne Perkins Berry, U. of Massachusetts, Amherst; Tiffany Galvin Green, Flagler College

GDO: A Study of Gender and Relocation | Olga Chapa, U. of Houston, Victoria; Hale Kaynak, U. of Texas Pan American

717: (Paper Session) - (DISC) International Managers
9:45am - 11:15am Hyatt Regency: Navarro
Tweet this session: #AOM2011  717
Discussant: Karen Moustafa Leonard, Indiana U. - Purdue U., Ft. Wayne
IM: Effective Crisis Management through Cultural & Emotional Intelligence | Tiffany Maldonado, U. of Houston
IM: Adjustment of Expatriates: Testing Specific Determinants of Distance, Experience and Gender | Heidi Wechler, IAE Paris; Cecile Dejoux, CNAM Paris (France)

718: (Paper Session) - (DISC) Innovation, and New Products
9:45am - 11:15am Hyatt Regency: Nueces
Tweet this session: #AOM2011  718
Discussant: Aija Elina Leiponen, Imperial College Business School
TIM: Persistence of Incompatible Platforms: Two Countervailing Forces and Dynamical Complexity | Jae-Suk Yang, Columbia U.; Jeho Lee, Seoul National U.

719: (Paper Session) - (DISC) Business Models and Strategic Positioning
9:45am - 11:15am Hyatt Regency: Seguin
Tweet this session: #AOM2011  719
Discussant: Giovanni Battista Dagnino, U. of Catania
TIM: What is the ‘Gestalt’ of the Business Model? A Systematic Review of an Emerging Concept | Maria Wallnöfer, ETH Zurich; David Johann Klang, ETH Zurich; Fredrik Hacklin, ETH Zurich
BPS: How Established Firms Differently Their Offering in their Core Market | Jens Schmidt, Aalto U.

720: (Paper Session) - (ENT) New Research Directions in Strategic Entrepreneurship
9:45am - 11:15am San Antonio Convention Center: Room 007 B
Chair: Christophe Estay, Bordeaux école de Management
Strategic Entrepreneurship and Controlling Family: Study for Firms in Emerging Economies | Yung-Chih Lien, National Taiwan U.; Igor Filatotchev, City U. London; Jenifer Piesse, King’s College London

9:45am - 11:15am San Antonio Convention Center: Room 007 C
Chair: Michelle Edwards, U. of Phoenix
IM: Cross-National Differences in the Transition from Nascend Entrepreneurship to New Business Ownership | Heiko Bergmann, U. of Hohenheim; Ute Stephan, U. of Sheffield

722: (Paper Session) - (ENT) New Theoretical Directions in Entrepreneurship Research
9:45am - 11:15am San Antonio Convention Center: Room 007 D
Chair: Mike Provance, Old Dominon U.
IM: Specialization and Division of Knowledge: An Analytical Framework of Entrepreneurial Activity | Marc T. Junkunc, U. of Miami
A Systems-Theoretic Approach to Entrepreneurship Research, Policy and Organization | Thomas Dominic Craig, Temple U.
The Influence of Risk and Uncertainty in the Final Entrepreneurial Process | Asda Chintakananda, Nanyang Technological U.

723: (DRP Session) - (ENT) Diversity and Entrepreneurship
9:45am - 11:15am San Antonio Convention Center: Room 006 B
Facilitator: Gustavo Oliveira Almeida, Fundacao Getulio Vargas

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

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

MONDAY

Being Judged by a Woman in the Presence of Anti-Discrimination Interventions | Jutta Wollersheim, Technical U. München; Christoph Döbrich, Technical U. München

Entrepreneurial Competencies and Performance of Women Entrepreneurs in an Asian Emerging Economy | Nour Ahmad, U. Sains Malaysia; Pi-Shen Seet, Flinders U. of South Australia; Zainab Rashid, U. Sains Malaysia

When do we lose the women? Examining entrepreneurship from a multi-country process (WITHDRAWN) | Simone Chistola, EBS Business School; Christina S. Werner, Goethe U.

Do Immigrant Status and Regional Role Models Interact to Determine Entrepreneurial Action? (WITHDRAWN) | Ignacio Contin-Pilar, Navarra Public U.; Martin Larrazá-Lintana, Navarra Public U.

The Impact of Husbands on the Marriages and Ventures of Women Entrepreneurs | Anna Nikina, Grenoble Ecole de Management; Lois Shelton, California State U. Northridge; Séverine Le Loarne, EM Grenoble

724 T: (DRP Session) - (ENT) New Theoretical Perspectives in Entrepreneurship Research
9:45am - 11:15am San Antonio Convention Center: Room 213 A
Tweet this session: #AOM2011 724
Facilitator: Chandra D Arthur, Creative Fiscal Solutions, LLC


The Enactment of Person-Venture Fit: A Conceptual Model | Aegean Oi Kam Leung, U. of Victoria; Marilyn A. Uy, U. of Victoria

Entrepreneurship as an Emerging Myth: Observations from Three regions in China | Yuan Li, McGill U.

Young Firm’s Resources and Their Boundary Choices in the Face of Environmental Contingencies | Sang Kyun Kim, U. of Southern Indiana; Fariss T Mousa, James Madison U.

725 : (Paper Session) - (GDO) Diversity and Firm Performance
9:45am - 11:15am Grand Hyatt: Lone Star C
Chair: Maria Kakarika, Erasmus-Hogeschool
Discussant: Melissa C. Thomas-Hunt, U. of Virginia


The Complimentary Effect of Managerial Diversity and Board of Directors Diversity on Performance | Orlando C. Richard, U. of Texas, Dallas; Goce Andrevski, Queen’s School of Business, Canada

Investigating the Effects of Racioethnic Diversity on Organizational Performance | Jennifer Bustamante, Corporate Executive Board

726 : (DRP Session) - (GDO) Ties, Networks and Diversity
9:45am - 11:15am Grand Hyatt: Travis B
Tweet this session: #AOM2011 726
Facilitator: Robyn A. Berkley, Southern Illinois U., Edwardsville

The Role of Homophily in the Formation of Strong-Tie Triads: Gender and Race/Ethnic Differences | Alison M. Konrad, U. of Western Ontario; Israr Qureshi, Hong Kong Polytechnic U.; Arjun Bhardwaj, U. of British Columbia; Seung Hwan Mark Lee, U. of Western Ontario

Glass Networks: The Network Structure of Women Directors on Corporate Boards | Rosanne Hawarden, Massey U.

The Influence of Gender-based Homophily and Status on Men’s and Women’s Network Preferences | Monica M. Stalling, U. of Pennsylvania

The Role of Emotional Intelligence and Gender in Multiple Networks | Hee-Jung Jung, INSEAD; A-Young Kim, INSEAD

Cross-level Investigation on Impact of Contexts on Network Structure and Career Support | Raymond N. C. Trau, U. of Sydney

727 : (Paper Session) - (HCM) Leadership Perspectives in Healthcare
9:45am - 11:15am Marriott Rivercenter: Salon K
Chair: Peter E. Rivard, Suffolk U.

The Role of CEO Optimism in Hospital Decision-Making | James Robert Langabeer, U. of Texas, Houston; Emery Yao, Peking U.

Improving Chronic Heart Failure Care in the VHA: The Role of Nurse-Physician Co-Leadership | Douglass R Wholey, U. of Minnesota; Joanne Disch, U. of Minnesota; Katie M. White, U. of Minnesota; Adam Powell, The Center for Chronic Disease Outcomes Research, Minneapolis VA Health Care System; Thomas Rector, The Center for Chronic Disease Outcomes Research, Minneapolis VA Health Care System; Anju Sahay, Chronic Heart Failure Quality Enhancement Research Initiative, Center of Excellence Palo Alto VA Med; Paul Heidenreich, Chronic Heart Failure Quality Enhancement Research Initiative, Center of Excellence Palo Alto VA Med

Health System Leadership: Breaking the Innovation Stalemate in Canada’s Health System | Karin Schnarr, Ivey School of Business; K. Kellie Leitch, Richard Ivey School of Business; Anne Snowdon, U. of Windsor

728 : (Paper Session) - (HR) Toward an Understanding of Expats and Host Country Nationals
9:45am - 11:15am Grand Hyatt: Bonham D
Chair: Angelo DeNisi, Tulane U.


Determinants of Chinese Female Expatriate Performance in International Assignments | Jie Shen, Curtin U. of Technology; Brian D’Netto, Australian Catholic U.

Measuring Cultural Intelligence: A New Test of the CQ Scale | Joost Bükker, Radboud U. Nijmegen; Olivier Furrer, Radboud U. Nijmegen; Yanyan Lin, Radboud U. Nijmegen

Using a Competency Approach to Understand HCN Managers in Asia | Yoshitaka Yamazaki, International U. of Japan

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
729  729: (Paper Session) - (HR) Individual Differences and the Influence on Pay Systems
9:45am - 11:15am Grand Hyatt: Lone Star D
Tweet this session: @AOM2011 729
Chair: Laura Parks, James Madison U.
- How Positive Trait Affectivity Influences Evaluation of Rewards for Ourselves and Others | Prisca Brosi, TUM School of Management; Matthias Spoerrie, U. of Applied Management
- Dispositions and Pay Satisfaction: Evidence from an Emerging Economy | Bindu Arya, U. of Missouri, St. Louis
- More Bang for the Buck? Personality Traits as Moderators of Responsiveness to Pay-for-performance | Ingrid Fulmer, U. of South Carolina; Wendy J Walker, North Georgia College & State U.

730  730: (Paper Session) - (HR) High Performance Work Systems and Firm Performance
9:45am - 11:15am Grand Hyatt: Lone Star D
Tweet this session: @AOM2011 730
Chair: Riki Takeuchi, Hong Kong U. of Science and Technology
- Organizational Performance Discrepancy among Four Different HRM Systems | Zhongxing Su, Renmin U. of China; Jian Ju, Renmin U. of China; Mingwei Liu, Rutgers U.
- How HPWS Works in PSFs: Examining the Practices-Resources-Uses-Performance Linkages | Na Fu, Dublin City U.; Patrick Christopher Flood, Dublin City U.; Janine Bosak, Dublin City U.; Tim J Morris, U. of Oxford; Philip O'Regan, U. of Limerick

731  731: (DRP Session) - (HR) Leadership and Human Resource Management
9:45am - 11:15am Grand Hyatt: Mission A
Facilitator: Stacie Furst Holloway, U. of Cincinnati
- The Interaction Between HCHR Practices and Charismatic Leadership on Organizational Outcomes | Elizabeth McLean, Cornell U.; Christopher Collins, Cornell U.
- The Costs of LMX: When High-Quality Relations Negatively Impact Leader Safety Enforcement Behaviors | Natalia Lorinkova, Wayne State U.; Payal Nangia Sharma, U. of Maryland, College Park
- Improving Employee Job Performance through Ethical Leadership and Supervisor-Subordinate Quasi | Yi-Chu Lai, National Chung Hsing U.; Wen-ching Chang, Providence U.

732  732: (Paper Session) - (IM) Internationalization Processes and Strategies
9:45am - 11:15am San Antonio Convention Center: Room 207 B
Tweet this session: @AOM2011 732
Chair: Jean J Boddevyn, Baruch College
- The Resources and Capabilities Linked to Marcopolos Internationalization Process | Tatiana Ghedine, Faculdades Integradas de Taquara; Aurora Zen, Pontificia U. Catolica do Rio Grande do Sul
- Internationalization Strategies of Multinationals in Germany and China – A Comparison | Patricia Kraft, U. of Regensburg; Fanchen Meng, Beijing Institute of Technology, Michael Dowling, U. of Regensburg; Roland Helm, U. of Regensburg
- International Experience and Performance: A Review of Prior Research and Exploration of Key Themes | James Clarke, U. of Queensland; Peter W. Liesch, U. of Queensland; Rick Tamaschke, U. of Queensland
- How Does Managerial Discretion and Family Ownership Affect Internationalization Processes? | Wen-Ting Lin, National Chung Cheng U.

733  733: (DRP Session) - (IM) West Meets East: Cross Cultural Influences on Management and International HRM
9:45am - 11:15am San Antonio Convention Center: Room 208
Tweet this session: @AOM2011 733
Chair: Shoma Mukherji, Management Development Institute
- Organizational Social Support Under Uncertainty: Empirical Evidence from Expatriates | Olivier Wurtz, HEC Paris
- West Meets East: When Do Global Leaders Learn Best to Develop Cultural Intelligence? | Ming Li, ESC Rennes School of Business; William H Moby, U. of Macau; Aidan Kelly, U. College Dublin
- Relational Power Matters: Evidence from Multilevel Tests between East and West | Meioly P M Chong, City U. of Hong Kong; Ping Ping Fu, Chinese U. of Hong Kong; Miriam Muethel, Otto Beisheim Graduate School of Management (WHU); Malika Richards, Pennsylvania State U.; Tai-kuang Peng, I-Shou U.; Yufan Shang, Xian Jiaotong U.; Miguel P Calsas, Fundacao Getulio Vargas-EAESP & EBAPE
- Cultural Distance a Bane or Boon for Cross-border Acquisition Performance? | Desislava Dikova, Vienna U. of Economics and Business Administration; Padma Rao Sahib, U. of Groningen

734  734: (Paper Session) - (IM) Capturing Value in Mergers and Acquisition
9:45am - 11:15am San Antonio Convention Center: Room 209
Tweet this session: @AOM2011 734
Chair: Gary D. Robinson, Capella U.
- Culture-Performance Relationships in Mergers and Acquisition: The Role of Trust | Yaakov Weber, College of
- Organizational Performance Discrepancy among Four More Bang for the Buck?: Personality Traits as Moderators of Responsiveness to Pay-for-performance | Ingrid Fulmer, U. of South Carolina; Wendy J Walker, North Georgia College & State U.
Evaluating Others: Skill Development through Peer Evaluations | Stephane Brutus, Concordia U.; Magda Donia, U. of Ottawa; Sigalit Ronen, TUI U.

**739** (DRP Session) - (MH) Organizations, Education, Training, and Relationships across Time and Culture
9:45am - 11:15am Marriott Riverwalk: Bowie
Tweet this session: #AOM2011 739
This session engages selected management and organizational topics using the unique power and insight of historic research approaches.
Chair: Mario Hayek, U. of Mississippi
Discussant: David Warwick Meacham, U. of New South Wales
The Demonization of Scientific Management and the Deification of Human Relations | Chris Nyland, Monash U.; Kyle Bruce, Macquarie U.
Business Impacts on Education and Training Reforms Since 1980: The US, Germany, and Italy | Sara Jane McCaffrey, Franklin & Marshall College
Teaching as Constructive-Developmental Leadership: Follett’s Forgotten Conceptualization | Milorad M. Novicevic, U. of Mississippi; John Humphreys, Texas A&M U.-Commerce; Andrew Hebdon, U. of Mississippi; Jaemin Kim, U. of Mississippi; Foster B. Roberts, U. of Mississippi
“Cooperation” in Context: Tracing an Early Organizational Concept From Its Social Science Roots | Laura Singleton, Boston College

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**740** (MOC) MOC Welcome Session and Distinguished Scholar Address
9:45am - 11:15am La Quinta Inn & Suites: Fiesta C
Tweet this session: #AOM2011 740
Program Chair: Rhonda K. Reger, U. of Maryland
Distinguished Speaker: Joseph Porac, New York U.
Imagination and Its Discontents |

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**741** (Paper Session) - (MSR) West Meets East: Global Spirituality and Management
9:45am - 11:15am La Quinta Inn & Suites: Crockett East
Tweet this session: #AOM2011 741
Chair: Louis W. (Jody) Fry, Texas A&M U. - Central Texas
Facilitator: Mark P. Kriger, BI Norwegian Business School
Indian Ethos in Management and Western Concept of Workplace Spirituality | Vaibhav Chawla, IIM Kozhikode, INDIA
742 (DRP Session) - (OB) Models & Cases: Integral Approaches to Balance and Transcendence
9:45am - 11:15am Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 742
Organizer: Bernice Ledbetter, Pepperdine U.
Participants: Terri Egan, Pepperdine U.; Ann E. Feyerherm, Pepperdine U.; Arthur L. Jue, U. of Phoenix; Kathy Kolbe, Kolbe Corp.

Chair: Katharina Hoelzle, Berlin Institute of Technology
Shaping Environments Conducive to Creativity: The Role of Feedback, Autonomy and Self-Condorcen | Tina Davidson, Vlerick Leuven Gent Management School; Katleen E. M. De Stobbeleir, Vlerick Leuven Gent Management School
Collective Engagement: Exploring Creative Processes in Groups | Sarah Harvey, U. College London; Chia-yu Kou, UCL
Empowering Leadership, Uncertainty Avoidance, Trust and Creativity: Interaction and Mediation | Xiaomeng Zhang, American U.; Jing Zhou, Rice U.
A Multilevel Study of Creativity in Work Teams | Jing Zhu, Hong Kong U. of Science and Technology; Yaping Gong, Hong Kong U. of Science and Technology; Deog Ro Lee, Seoul U.

743 (Paper Session) - (OB) How Creative are You? The Effect of Innovation Through Teams, Leaders and Feedback
9:45am - 11:15am Grand Hyatt: Bowle A
Tweet this session: #AOM2011 743
Chair: Katharina Hoelzle, Berlin Institute of Technology
Research on Creativity in Organizations: Relational, Affective, and Behavioral Outcomes
9:45am - 11:15am Grand Hyatt: Crockett C
Facilitator: Bernice Ledbetter, Pepperdine U.

744 (Paper Session) - (OB) A Relational Approach to Justice: Team and Leadership Contexts
9:45am - 11:15am Grand Hyatt: Crockett C
Tweet this session: #AOM2011 744
Chair: Mahfouz Alam Ansari, U. of Lethbridge
Organizational Justice Effects on Job Performance: The Role of Personal Relationships | Ruth Maria Stock, Darmstadt U. of Technology; Gisela Irene Bieking, Darmstadt U. of Technology; Lisa K. Scheer, U. of Missouri
Becoming Angry or Cynical? The Role of Group-Level Justice on Individual Reactions to Injustice | Yumi Seo, Cornell U.
Activist Followers and Fairer Leaders: The Upward Effect of Justice Climate | Burak Oc, Pompeu Fabra U.; Michael Bashshur, U. Pompeu Fabra
A Test of Proposed Antecedents and Outcomes of Supervisor Fairness, and the Role of Employee Tenure | David A. Jones, U. of Vermont; Martin L. Martens, University of British Columbia

745 (DRP Session) - (OB) Antecedents and Consequences of Fit: Individual and Industry Differences
9:45am - 11:15am Grand Hyatt: Crockett C
Facilitator: Danielle Laurette Talbot, Coventry U.
The Role of Ability and Motivation to Fit in Predicting Person-Organization Fit Perceptions | Joel Feldman, U. of Arizona; Jereil Slaughter, U. of Arizona
Exploring the Mechanisms of the Effect of P-J Fit on Service Quality and Psychological Well-being | Wing Lam, Hong Kong Polytechnic U.; Yuyuantuo, City U. of Hong Kong; Ziguang Chen, City U. of Hong Kong
A Multi Source Assessment of Leadership Effectiveness by Industry Type | Gerald Gilbert, Florida International U.; Ravi Sohi, U. of Nebraska; Richard Callahan, U. of Southern California; Dana Ronald Farrow, Florida International U.
Session Details – Monday, 10:00 AM - 12:00 PM

**9:45am - 11:15am Grand Hyatt: Seguin A**

*Chair: Will Felps, RSM Erasmus U.*


9:45am - 11:15am Grand Hyatt: Republic C

*Chair: John B. Bingham, Rutgers U.; Kyle J. Emich, RSM Erasmus U.*

**749** (Paper Session) - (OB) The Role of Psychological Contract in Citizenship Behavior and Organizational Commitment

9:45am - 11:15am Grand Hyatt: Seguin A

*Chair: Ashish Mahajan, U. of Windsor*

**750** (OB, MOC) New Directions in Organizational Fit

9:45am - 11:15am Grand Hyatt: Lone Star E

*Organizers: Jon Billsberry, Coventry U.; Amy L. Kristof-Brown, U. of Iowa*

**751** (OB) Applications and Extensions of Situational Strength in the Organizational Sciences

9:45am - 11:15am Grand Hyatt: Travis C

*Organizer: Rustin D. Meyer, Georgia Institute of Technology*

**752** (OB, MOC) Psychological Distance at Work: Insights from Construal Level Theory

9:45am - 11:15am Grand Hyatt: Seguin B

*Organizer: Pamela K Smith, U. of California, San Diego*

**753** (OB, MOC) Psychological Distance at Work: Insights from Construal Level Theory

9:45am - 11:15am Grand Hyatt: Seguin B

*Organizer: Pamela K Smith, U. of California, San Diego*

**754** (OB) Teaching | (Practice | International) | Program Theme | Research | Diversity | Best Paper
Reactions to Near and Distant Feedback | Cheryl Waksleak, U. of Southern California
On Power and the Weighting of Feasibility and Desirability Information in Decision-Making | Pamela K Smith, U. of California, San Diego

754 | SHCS: (OB, OMT, HR) Organizational Culture and Climate: Conceptual Connections and Future Research Directions
9:45am - 11:15am Grand Hyatt: Republic A
Tweet this session: #AOM2011 754
Organizers: Chad A. Hartnell, Arizona State U.; Chris Reina, Arizona State U.
Discussant: Kim Cameron, U. of Michigan
A New Look at the Connection between Organizational Culture and Climate | Dow M. Zohar, Israel Institute of Technology; David A Hofmann, U. of North Carolina, Chapel Hill
Seeing the Forest through the Trees: Configurations and Dimensions in Organizational Culture | Chad A. Hartnell, Arizona State U.; Angelo J. Kinicki, Arizona State U.; Elizabeth P. Karam, Michigan State U.
Can Organizational Cultures be Compared across National Boundaries? | Daniel Denison, IMD
Recent Developments in Organizational Culture and Climate Research | Neil M. Ashkanasy, U. of Queensland; Celeste P. M. Wilderom, U. of Twente; Mark F. Peterson, Florida Atlantic U.

755 | (DRP Session) - (OCIS) E-commerce and Service Innovation
9:45am - 11:15am San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011 755
Facilitator: Gerald C Kane, Boston College
The Co-production of Social Contagion: A Comparative Analysis of Two Social Networking Sites | Michael Thomas Fisher, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.; Richard J Boland, Case Western Reserve U.; Sheri Perelli, Wayne State U.; Eugene Allen Pierce, MITRE Corporation
Investigating Antecedents of IT-enabled Service Innovation | Hua Ye, National U. of Singapore; Atreyi Kankanhalli, National U. of Singapore
A Cross-cultural Study of Website Complexity and Website Evaluation Outcomes | Tingru Cui, National U. of Singapore; Xinwei Wang, National U. of Singapore; Hock-Hai Teo, National U. of Singapore

756 | (Paper Session) - (OCIS) IT, Value Creation and Collaboration
9:45am - 11:15am San Antonio Convention Center: Room 212 B
Tweet this session: #AOM2011 756
Chair: Bing Ran, Pennsylvania State U., Harrisburg
Value Co-creation in Inter-firm Partnership: the Role of IT | Francesca Cabiddu, Cagliari U.; Iris Liu, School of Hospitality Management; Gabriele Piccoli, Grenoble Ecole de Management
Positioning and Performance in Information Technology Collaboration Networks | Ali Tatti, U. of Illinois, Urbana-Champaign; Vishal Sachdev, U. of Illinois, Urbana-Champaign; Sunil Mithas, R. H. Smith School of Business
The Role of Negotiation Objects in Managing Meaning Across e-Collaboration Systems | Susan Gasson, Drexel U.
Organisational Culture and Commitment to Purpose: Developing Organisational Effectiveness in the Public Sector | Fiona Buick, U. of Canberra
Supervisor as Focus: When Commitment Transcends from the Organisation | Damian West, U. of Canberra
Commitment in a Public Sector Organisation in Australia: New Perspectives | Samantha Jane Johnson, U. of Canberra

764 (Paper Session) - (OMT) The Spread of Practices: From Governance Structures to Commercialization
9:45am - 11:15am San Antonio Convention Center: Room 214 C
Tweet this session: #AOM2011 764

Chair: Christopher B. Yenkey, Cornell U.
The Dynamics of Popularity | Jerker C. Denrell, U. of Oxford; Balazs Kovacs, U. of Lugano
Against the Norm: The Diffusion of Commercialized Science in Higher Education | Kelly Patterson, Cornell U.; W Chad Carlos, Cornell U.
Institutionalization and Stock Market Effects: A Meta-Analysis of Divestiture Announcements | Miriam Nicole Flickinger, U. of Passau

765 (Paper Session) - (OMT) Combining and Responding to Multiple Institutional Logics
9:45am - 11:15am San Antonio Convention Center: Room 215 A
Tweet this session: #AOM2011 765
Chair: Alim J. Beveridge, Case Western Reserve U.
The Politics of Organizational Responses to Conflicting Institutional Demands | Anne-Claire Pache, ESSEC Business School
Evolving Institutional Logics in Field-level Change: Healthcare Restructuring in the Baltics | Federica V. Secci, Imperial College Business School
From Agents to Principles: Hospitalist Identity and the Emerging Logic of Hospital Medicine | Christopher William John Steele, Northwestern U.; Vanessa Pouthier, Northwestern U.; William Ocasio, Northwestern U.
Reaching Across Institutional Logics: Industry Engagement by University Scientists | Markus Perkmann, Imperial College London; Ammon Salter, Imperial College Business School; Valentina Tartari, Imperial College Business School

766 (Paper Session) - (OMT) Markets and Institutional Logics
9:45am - 11:15am San Antonio Convention Center: Room 216 A
Tweet this session: #AOM2011 766
Chair: Alex B. Bitektine, HEC Montreal
Shifts in Societal Logics: Political Theorization, Localized Experimentation and Adaptation | Grace Hong Fan, Imperial College Business School
Plurality in Market Logic | H-S Anna Kim, U. of Cambridge; Helen Haugh, U. of Cambridge
Societal Patriarchal Logics and the Emergence of Microfinance Organizations | Eric Yanfei Zhao, U. of Alberta; Tyler Earle Wry, Wharton School
Winner of the OMT Division Best International Paper Award

767 (Paper Session) - (OMT) Learning and the Adoption of Innovations
9:45am - 11:15am San Antonio Convention Center: Room 217 B
Tweet this session: #AOM2011 767
Chair: Koen Helmeriks, Erasmus U. Rotterdam
Impact of Post-Adoption Experience with a Managerial Innovation on Variability of Learning Outcomes | Andreas
Schwab, Iowa State U.; Anne S Minner, U. of Wisconsin, Madison
Non-adaptation in Complex Landscapes: The Substitutive Effect of Matching on Firm Adaptation | Jade Maneja, U. of Southern Denmark
Absorptive Capacity Routines and Successful Adoption of Management Innovation | Arie Y. Lewin, Duke U.; Silvia Massini, U. of Manchester; Carine Peeters, ULB
Related Experience and Market Entry: Exploring Prior Experience and Institutional Constellations | Jocelyn M. Leitzinger, U. of Wisconsin, Madison

768 [JS: (OMT, BPS)] Organizational Misconduct: Who Cheats More and How do They Respond When Discovered?
9:45am - 11:15am San Antonio Convention Center: Room 206 B
Tweet this session: [AOM2011 768]
Organizers: Andrew von Nordenflycht, Simon Fraser U.; Jo-Ellen Pozner, U. of California, Berkeley
Discussant: Donald A Palmer, U. of California, Davis
Do Non-professional Owners Induce Professionals to Cheat Clients? Brokerage Ownership & Ethics | Andrew von Nordenflycht, Simon Fraser U.
The Role of Organizational Scope and Governance in Strengthening Private Regulatory Monitoring | Lamar Pierce, Washington U. in St. Louis; Michael Toffel, Harvard U.
Till Death Do Us Part? Public Perceptions of Convicted Corporations | Katy DeCelles, U. of Toronto; Celia Moore, London Business School

769 [JS: (OMT, MOC, BPS)] Institutional Leadership: Cognitive Dopes or Hyper-Muscular Agents?
9:45am - 11:15am San Antonio Convention Center: Room 214 B
Tweet this session: [AOM2011 769]
Organizers: Ryan L. Raffaelli, Boston College; Frans Bevort, Copenhagen Business School
Chairs: Mary Ann Glynn, Boston College; Jesper Strandgaard Pedersen, Copenhagen Business School
Moderators: Jesper Strandgaard Pedersen, Copenhagen Business School; Frans Bevort, Copenhagen Business School
Discussant: W. Richard (Dick) Scott, Stanford U.
Presenters: Matthew Kraatz, U. of Illinois; Jose Luis Alvarez Alvarez, ESADE; Mary Ann Glynn, Boston College; Ryan L. Raffaelli, Boston College

770 [DRP Session] - (ONE) The Natural Environment as the Interface Where East Meets West
9:45am - 11:15am Marriott Riverwalk: Salon A
Tweet this session: [AOM2011 770]
Facilitator: Candace Agrella Martinez, Saint Louis U.

771 [Paper Session] - (ONE) Supply Chain Management, Purchasing and Supplier Relations for Sustainable Management
9:45am - 11:15am Marriott Riverwalk: Salon E
Tweet this session: [AOM2011 771]
Chair: Nicole Damall, George Mason U.
Environmental Purchasing—Current Themes & Directions for Theoretical Development | Monique L. Jeltsch Murfield, U. of Tennessee; Wendy L Tate, U. of Tennessee

772 [PNP] Intersectoral Collaboration for Redefining Downtown San Antonio: A Conversation Among Leaders
9:45am - 11:15am La Quinta Inn & Suites: Fiesta D
Tweet this session: [AOM2011 772]
Moderator: Dennis Ahlburg, Trinity U.
Coordinator: Claire Smith, Trinity U.
Participants: Julian Castro, Mayor of City of San Antonio; Sheryl Scullary, San Antonio City Manager; J Darryl Byrd, Pearl Bakery; Richard Butler, Trinity U.; Christine Drennon, Trinity U.

773 [SHCS] - (RM) Addressing Challenges in the Validation of Management Constructs
9:45am - 11:15am La Quinta Inn & Suites: Fiesta D
Tweet this session: [AOM2011 773]
Chair: Nathan Philip Podskakoff, U. of Arizona
Discussant: Lawrence R James, Georgia Institute of Technology
Quantitative Assessment of Theoretical Content Validity: Two Approaches and Their Extensions | Chester A. Schriesheim, U. of Miami; Timothy Hinkin, Cornell U.; Yonghong Liu, U. of Miami
Review and Application of the Known-Groups Validation Technique to Management Research | Jessica L. Siegel, U. of Arizona; Samuel Birk, U. of Arizona

THEMATIC ORIENTATION: ☐ Teaching | ☐ Practice | ☐ International | ☐ Program Theme | ☐ Research | ☐ Diversity | ☐ Best Paper
Session Details – Monday, 10:00 AM - 12:00 PM

Using Video Technology to Validate Management Constructs | Nathan Philip Podsakoff, U. of Arizona; Ryan Lee Klinger, U. of Florida
Improving the Construct Clarity of Multidimensional Constructs | Emilija Djurdjevic, U. of Arkansas, Fayetteville; Christopher C. Rosen, U. of Arkansas, Fayetteville; Russell E. Johnson, Michigan State U.

**774** ː (Paper Session) - (SAP) Understanding Strategy Through Plan, Website and Photographs
9:45am - 11:15am San Antonio Convention Center: Room 213 B
Tweet this session: AOM2011 774
Chair: Chahrazad Abdallah, U. of London, Birbeck
Seeing Strategy as Practice: Linking Photographic Methods with the SAP Perspective | Joshua Lloyd Ray, U. of Tennessee, Knoxville; Anne D. Smith, U. of Tennessee, Knoxville

**775** ː (DRP Session) - (SIM) Business Government Relations: Role of Regulations in Environmental Management and Sustainability
9:45am - 11:15am Marriott Rivercenter: Conference Room 17
Tweet this session: AOM2011 775
Chair: Deborah M. Steketee, Aquinas College
Institutional (R)Evolution in the Journey towards Sustainability of the Galápagos Islands | Irene M. Herremans, U. of Calgary; Linda Ambrosie, U. of Calgary
Harnessing Creative Destruction: Sustainable Development and Innovation in Practice | Adela Jana McMurray, RMIT U.; Denise Cardoso Pereira, U. Presbiteriana Mackenzie; Claire A. Simmers, Saint Joseph’s U.; Anne Marie Stoughton, Benedictine U.
The Corporation Is Ailing Social Technology: Creating A ‘Fit For Purpose’ Design For Sustainability | Louise Metcalf, Macquarie U.; Suzanne Benn, Macquarie U.
Read This Article, But Don’t Print It: Organizational Sustainability Behavior | Eric Lamm, San Francisco State U.; Jennifer Tosti-Kharas, San Francisco State U.; Eric Williams, Independent Researcher
Environmental Management in Times of Crisis: The Emerging Salience of Environmental Managers | Fredrik Dahlmann, U. of Bath; Johanne Grosvold, U. of Bath

**776** ː (Paper Session) - (SIM) Exploring Social Responsibility through Stakeholder Salience, Acumen and Cooperation
9:45am - 11:15am Marriott Rivercenter: Salon B
Tweet this session: AOM2011 776
Chair: Arno Kourula, Stanford U.
Stakeholder Acumen | Megan Flohr Hess, U. of Virginia
Stakeholder Salience Revisited: Enlightening, Balancing and Transcending | Elise Perrault Crawford, Bentley U.; Cynthia Clark Williams, Bentley U.; Shawn Berman, U. of New Mexico
Enabling Stakeholder Cooperation in a Social Venture: Special Olympics in Ireland | Peter McNamara, U. College Dublin; Karan Sonpar, U. College Dublin; Federica Pazzaglia, U. College Dublin

**777** ː (Paper Session) - (SIM) Ethics: Business Ethics from a Normative Approach
9:45am - 11:15am Marriott Rivercenter: Salon M
Tweet this session: AOM2011 777
Chair: Robert Krug, St. Joseph’s College, NY
Building a Bridge and Getting Over It: A Middle Earth Position on Wisdom Through Kaitiakitanga | Chellie Spiller, U. of Auckland; Edwina Pio, AUT U.; Liliana Erakovic, U. of Auckland; Manuka Henare, U. of Auckland
The Normative Foundations of Unethical Supervision in Organizations | Ali F. Unal, Rutgers U.; Danielle E. Warren, Rutgers U.; Chao C. Chen, Rutgers U.
The Moral of the Story: Re-Framing Ethical Codes of Conduct as Narrative Processes | Matt Statler, New York U.; David Oliver, HEC Montreal

**778** ː (Paper Session) - (TIM) Technology Licensing
9:45am - 11:15am San Antonio Convention Center: Room 006 A
Tweet this session: AOM2011 778
Chair: Kenneth G. Huang, Singapore Management U.
Broad Cross-License Negotiations | Alberto Galasso, U. of Toronto
Inter-Firm Technology Licensing in European Union | YoungJun Kim, Texas A&M International U.; Jho Hwang, Korea Advanced Institute of Science & Technology
Inventions under Siege? The Impact of Technology Competition on Licensing | Christoph Grimpe, Copenhagen Business School; Katrin Hussinger, Maastricht U.

**779** ː (Paper Session) - (TIM) New Firm Formation
9:45am - 11:15am San Antonio Convention Center: Room 006 B
Tweet this session: AOM2011 779
Chair: Leonardo P Santiago, Federal U. of Minas Gerais
Bringing Entrepreneurial Ideas to Life | Chuck Eesley, Stanford U.; David Hsu, Wharton School; Edward B. Roberts, Massachusetts Institute of Technology
Exploring New Firm Creation Out of Brand Communities: The Case of LEGO | Christoph Hienerth, Copenhagen Business School; Christopher Lettl, WU Vienna; Michael Mose Biskjaer, Aarhus U.
De Facto Standards and Design-Based Entrepreneurship | Tianxu Chen, Drexel U.; Vadake Narayanan, Drexel U.

**780** ː (Paper Session) - (TIM) Competition and Cooperation
9:45am - 11:15am San Antonio Convention Center: Room 006 C
Tweet this session: AOM2011 780
Chair: Charles K. Waterson, Marquette U.
When Collaboration Trumps Rivalry: Examining Organizational Forms In The Construction Industry | Samuel Holloway, U. of Portland; Anne Parmigiani, U. of Oregon
Bridging the Gap: Network Effects and Real Options in Network Competition | David Mcintyre, Providence College; Asda Chintakananda, Nanyang Technological U.
The Paradox of being Open: External Technology Sourcing and Knowledge Protection | Anu Wadhwa, Ecole Polytechnique Federale de Lausanne; Isabel Boda Freitas, GEM & DISPEA; Mb Sarkar, Temple U.

781  (Paper Session) - (TIM) Technological Ecosystems
9:45am - 11:15am San Antonio Convention Center: Room 006 D
Chair: Sharon D. James, Ohio State U.
The Innovation Potential of Major Infrastructure
Development Projects | Nuno A Gil, U. of Manchester;
Marcela Miozzo, U. of Manchester; Silvia Massini, U. of Manchester
Autonomous or Engineered Coordination Processes? On the
Innovativeness of Strategic Networks | Frederik M Metzger, Mannheim U.; Stefan Berwing, Mannheim U.; Thomas Armbruster, Quadriga U.; Achim Oberg, Mannheim U.
Exploring Network Resources in Technological Innovation Systems: The Case of Stationary Fuel Cells | Joerg Musiolik, Eawag - Swiss Federal Institute of Aquatic Science and Technology, Jochen Markard, Eawag - Swiss Federal Institute of Aquatic Science and Technology; Marko Hekkert, Utrecht U.

782  (DRP Session) - (TIM) New Product Development and Adoption
9:45am - 11:15am San Antonio Convention Center: Room 006 A
Facilitator: Asti Musasingh Arikian, Georgia State U.
Control Combinations in New Product Development Projects | Serge Rijswijk, Erasmus U. Rotterdam; Jan Van den Ende, Erasmus U. Rotterdam
What Makes Companies Commit to Open Science? | Markus Simeth, Ecole Polytechnique Federale de Lausanne;
Julio Raffo, Ecole Polytechnique Federale de Lausanne
External Innovation Implementation: Towards Successful Management and Measurement | Matthew Coates, Imperial College Business School; Lydia Bais, Copenhagen Business School
Technology Battles for Complex Systems: The Influence of Networks and Standard Flexibility | Geert van de Kaa, Delft U. of Technology; Henk de Vries, RSM Erasmus U.; Eric van Heck, Erasmus U. Rotterdam

Monday 10:15AM

783 : (AAA) Conference Break
10:15am - 10:45am San Antonio Convention Center: Exhibit Hall B Conference break

Monday 11:30AM

784  (Paper Session) - (BPS) Psychological Foundations of Executive Decision Making
11:30am - 1:00pm San Antonio Convention Center: Room 201
Chair: Hermann Achidi Ndogo, Texas A&M U.
The Family Factor: Family Influence and Incumbent Response to Technological Discontinuities | Andreas Koenig, International Institute for Management Development;
Nadine Kammerlander, IMD, Lausanne; Albrecht Enders, International Institute for Management Development
Impact of Executive’s Core Self Evaluation on Decision Making: Comprehensiveness Mediated by Anger | Rebekka Sputtek, HSG St.Gallen; Steven W Floyd, McIntire School of Commerce, U. of Virginia
Session Details – Monday, 12:00 - 2:00 PM

**788**: (DRP Session) - (BPS) Dynamic Capabilities and Competitive Advantage
11:30am - 1:00pm San Antonio Convention Center: Room 203 B
Tweet this session: #AOM2011 788
Facilitator: Paul Louis Drnevich, U. of Alabama
The Elephant in the Room of Dynamic Capabilities Research | Giovanni Valentini, U. of Minnesota; Paul Almeida, Georgetown U.
Generic Strategies in Dynamic Environments | Paul Antony Kattuman, Cambridge U.
Can Manufacturers Become Service Providers? Fostering Complementarity between Products and Service | Ivanka Visnjic, ESADA, Bart Van Looy, Katholieke U. Leuven

**790**: (Paper Session) - (BPS) Ambidexterity and Dynamic Capabilities
11:30am - 1:00pm San Antonio Convention Center: Room 204 B
Tweet this session: #AOM2011 790
Chair: Jeffrey A. Martin, U. of Alabama, Tuscaloosa
Ambidextrous Capital in the Airline Industry | Ian Hodgkinson, Loughborough U.; M.N. Ravishankar, Loughborough U.; Michelle Alten-Fischer, Loughborough U.
Simulating Ambidexterity Heuristics and Their Effectiveness in Different Types of Environments | Andre O. Laplume, Michigan Technological U.; Parshotam Dass, U. of Manitoba
The Performance Effects of Balancing Exploration and Exploitation Within and Across Governance Modes | Uriel Stettner, Technion Israel Institute of Technology; Dovev Lavie, Technion Israel Institute of Technology

**791**: (Paper Session) - (CAR) Exploring the Dynamics, Interpretations and Meaning of Career Success
11:30am - 1:00pm Grand Hyatt: Lone Star B
Tweet this session: #AOM2011 791
Chair: Maury Peiperl, IMD
Gender Differences and Subjective Career Success: A Boundaryless Career Perspective | Yuhee Jung, Meiji U.; Norihiko Takeuchi, Aoyama Gakuin U.
Content, Structure, and Results: The Relational Models of Developmental Networks and Career Success | Richard Donald Cotton, Appalachian State U.

**792**: (DRP Session) - (CAR) Examining Career Behaviours and Outcomes
11:30am - 1:00pm Grand Hyatt: Travis A
Tweet this session: #AOM2011 792
Chair: Tania Casado, U. of São Paulo
The Impact of Status Behavior and Perceived Status on Careers Within Organizational Hierarchies | Johannes M Lehner, U. of Linz
Organizational and Task Factors Influencing Teachers’ Professional Development at Work | Arnoud Evers, Open U. the Netherlands; Beatrice Van der Heijden, Radboud U. Nijmegen; Karel Kreijns, Open U. the Netherlands; Marjan Vermeulen, Open U. the Netherlands
How Can Mentoring Influence Organizational Deviance? | Chen Cheng, Huazhong U. of Science & Technology
A Theory of Dual Job Search and Sex-Based Occupational Clustering | Alan M. Benson, Massachusetts Institute of Technology

793 • CAU: (CAU) Study Abroad Programs: Assessing Students' Learning
11:30am - 1:00pm Hilton Palacio del Río: La Duquesa North
Tweet this session; AOM2011 793
Interested in assurance of learning in study abroad programs? This session provides an opportunity for those who are involved in Study Abroad Programs (whether designing, directing, or teaching) to dialogue about ways to determine that students in study abroad programs are, in fact, achieving program learning objectives.
Organizers: Nicole Guillekson, U. of Wisconsin, La Crosse; Mary Tucker, Ohio U.

794 • CAU: (CAU) West-East Trust Development
11:30am - 1:00pm Hilton Palacio del Río: La Reina North & Center
Tweet this session; AOM2011 794
The ASEAN Trade Agreements: A Multi-level Inquiry
Coordinators: Justin Kraemer, Rutgers U.; Letty Yan Yee Kwan, U. of Illinois, Urbana-Champaign
Participants: Chao C. Chen, Rutgers U.; Peter Ping Li, Copenhagen Business School; Ying-Yi Hong, Nanyang Technological U.; Shyhnan Liu, National Cheng Kung U.; Angela Leung, Singapore Management U.

795 • CAU: (CAU) Russia and CIS Management Research Caucus
11:30am - 1:00pm Hilton Palacio del Río: La Vista South
Tweet this session; AOM2011 795
Coordinator: Carl F. Fey, Nottingham U. Business School China

796 • CAU: (CAU) Biculturalism and Thriving at Work: A Multi-level Inquiry
11:30am - 1:00pm Hilton Palacio del Río: La Reina South
Tweet this session; AOM2011 796
Organizer: Xiao Chen, U. of Toronto

797 • CAU: (CAU) The ASEAN Trade Agreements: Implications for East, West and the Rest
11:30am - 1:00pm Hilton Palacio del Río: La Vista North & Center
Tweet this session; AOM2011 797
Organizers: Lakesha Ransom, Assumption U. of Thailand; Jahan Ara Pealley, HEC Montreal

798 • CAU: (CAU) Where are the 'Tired, Poor, and Huddled Masses' in Management Research?
11:30am - 1:00pm Hilton Palacio del Río: La Vista South
Tweet this session; AOM2011 798
A Research Incubator to Examine the Extent to Which We Show Compassion for the 'Invisible Immigrants' within Our Organizations
Organizer: Hazel-Anne M. Johnson, Rider U.

799 • (Paper Session) - (CDP) Collaboration and Interaction Across Boundaries
11:30am - 1:00pm Hilton Palacio del Río: Corte Real A/B
Tweet this session; AOM2011 799
Facilitator: Ralph A. Heidt, Michigan State U.


MOC: Managing the Heart of Finance: Domain Specific Emotion Regulation in the Work of Financial Traders | Shalini Vohra, Sheffield Hallam U.; Mark Fenton-O'Creevy, Open U.

Amelia C. Clarke, U. of Waterloo; Asadul Hoque, U. of Waterlo

ENT: When Do Entrepreneurial Academics Engage in Interaction with Industry? | Kristina Dervojeda, U. of Twente; Jeroen Kraaijenbrink, U. of Twente; Aard J Groen, U. of Twente

800 • (Paper Session) - (CDP) Explorations in Creativity and Innovation
11:30am - 1:00pm Hilton Palacio del Río: Conte Real C
Tweet this session; AOM2011 800
Facilitator: Victor Zengyu Huang, Zayed U.

OB: When Does Negative Mood Boost Creativity: A Trait Activation Perspective | March L. To, U. of Queensland; Cynthia D. Fisher, Bond U.


OM: Concurrent Engineering, Product Innovation and Organizational Performance: An Empirical examination | Anant Ravindra Deshpande, State U. of New York, Empire State College


ENT: Customer Value Propositions in Declining Industries: Differences between High and Low Growth Firms | Gaylen N. Chandler, Wichita State U.; John Christian Broberger, Wichita State U.; Thomas Houston Allison, U. of Oklahoma - Norman

801 • (Paper Session) - (CDP) Religion, Emotions, and the Workplace
11:30am - 1:00pm Hilton Palacio del Río: Corte Real D/E
Tweet this session; AOM2011 801
Facilitator: Erich W. Barthel, Frankfurt School of Finance and Management

OCIS: Sense of iCalling: Crafting Jobs and Making a Holy Sense of Technology | Ruy-Lin Hsiao, National Chengchi U.

MSR: Spirituality, Religion, and Emotional Labor in the Workplace | Dana Morton, College of New Jersey; Conor Byrne, College of New Jersey; Jason Dahling, College of New Jersey; Samantha Chau, Novo Nordisk

GDO: Religion and Work-Related Gender Attitudes: The Moderating Role of Fundamentalism | Oscar Holmes IV, The U. of Alabama; Ericka R. Lawrence, U. of Alabama; James E. King, U. of Alabama, Tuscaloosa

MOC: Managing the Heart of Finance: Domain Specific Emotion Regulation in the Work of Financial Traders | Shalini Vohra, Sheffield Hallam U.; Mark Fenton-O'Creevy, Open U.

802 • (Paper Session) - (CDP) Challenges in International Business
11:30am - 1:00pm Hilton Palacio del Río: Conte Real F
Tweet this session; AOM2011 802
Facilitator: Joy Oguntebi, Rochester Institute of Technology
Session Details – Monday, 12:00 - 2:00 PM

Helping at Work
Kathryn Rudie Harrigan

11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey C

805 (Paper Session) - (CDP) Strategic Learning, Strategy Execution and Competition
11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey C
Facilitator: Kathryn Rudie Harrigan, Columbia Business School

806: (Paper Session) - (CDP) Managing Non-Profit and Public Organizations in a Globalized World
11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey N
Facilitator: Kristine Dery, U. of Sydney

807: (Paper Session) - (CDP) Interorganizational Networks and Their Effects on Firm Performance
11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey S
Facilitator: Martin Gargiulo, INSEAD

808: (CM, OB) Hierarchy and Moral Behavior in Organizations
11:30am - 1:00pm Grand Hyatt: Bonham C
Organizer: Jessica Kennedy, U. of California, Berkeley
Discussant: Jerald Greenberg, RAND Corporation

SAP: Strategic Learning Practices as Key Effects on Organizational Commitment and Effectiveness | Chien-Chi Tseng, U. of Florida
OCIS: Process Perspective of Absorptive Capacity: A Multidimensional Model | Marco Marabelli, Bentley U.
Session Details – Monday, 12:00 - 2:00 PM

810: (Paper Session) - (DISC) Problems at Work: Incivility, Turnover, and Deviance
11:30am - 1:30pm Hyatt Regency: Kingsley A
Discussant: Kenneth Lee Bettenhausen, U. of Colorado, Denver
DB: The Drivers and Outcomes of Work Alienation: A Reinterpretation of Marx | Amanda Shantz, Kingston U.; Kerstin Alfes, Kingston U.; Katie Truss, Kent State U.; Emma Soane, London School of Economics
BQ: Why Powerless Employees Engage in Organizational Deviance: An Explanation of Psychological Ownership | Huanyong Chen, Hong Kong Baptist U.
OB: To Leave or Not to Leave: When Interpersonal Helping Influences an Employee’s Intention to Quit | Gerdien Regts, U. of Groningen; Eric Molleman, U. of Groningen; Kees Ahaus, U. of Groningen
OB: Gender Differences in Personality Predictors of Workplace Incivility | David S. DeGeest, U. of Iowa; Erik Gonzalez-Mule, U. of Iowa; Michael K Mount, U. of Iowa
SIM: Between Legalism and Virtuousness: The Thorny Position of Political Liberalism in Business Ethics | Thomas Armbrecht, Quadriga U.; Christoph Luetge, Technical U. of Munich
SIM: Enhancing Social Sustainability through an Ethic of "Embodied Care" | Sheldene K Simola, Trent U.

811: (Paper Session) - (DISC) Leadership, Cognition, and Decision Making
11:30am - 1:30pm Hyatt Regency: Bowie A
Discussant: Sotiros Parouitis, U. of Warwick
DB: Paradoxical Tensions of Cognitions-in-Action | Robert Phillip Wright, Hong Kong Polytechnic U.; Daniela Patricia Biettnner, Tilburg U.; Richard Soparnot, ESCEM Tours
BPS: The Under-Appreciated Role of Quality Conversations in Strategic Decision-Making | Massimo Garibullo, Sydney U.; Dan Lavello, Sydney U.
SAP: Heuristic Transfer in the Relationship Between Leadership and Employee Creativity | Sean McMahon, U. of Central Florida, Cameron Ford, U. of Central Florida

812: (Paper Session) - (DISC) Social Ethics
11:30am - 1:30pm Hyatt Regency: Bowie B
Discussant: Jamie R. Hendry, Bucknell U.
SIM: The Love of Money is the Root of All Evil: Corporate Ethical Values and CPI as Moderators | Thomas Li-Ping Tang, Middle Tennessee State U.; Toto Sutarso, Middle Tennessee State U.; Mahfuzul Alam Anvari, U. of Lethbridge; Vivien KG Lim, National U. of Singapore; Thompson SH Teo, National U. of Singapore; Fernando Arias-Galicia, U. Autonoma del Estado de Morelos; Ilya Garber, Saratov State U.; Peter Vlieck, U. of Ghent; Jian Liang, Shanghai Jiao Tong U.; Adewobale Akande, Potchefstroom U.; Michael W. Allen, U. of Sydney; Abdulgawal Salim Alzubaidi, Sultan Qaboos U.; Mark G. Borg, U. of Malta; Brigitte Charles Pauvers, U. of Nantes; Bor-Shiuan Cheng, National Taiwan U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Linzhi Du, Nankai U.; Consuelo Costes de Estudios Superiores de Monterrey, 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, Soegan U.; Roberto Luna-Arocas, U. of Valencia; Eva Malovics, U. of Szeged; Alice S. Moreira, Federal U. of Para; Richard T Mpoyi, Middle Tennessee State U.; Anthony Ugocchuku Obijulu Nnedum, Nnamdi Azikiwe U.; Johnsto E. Osagie, Nnamdi Azikiwe U.; Mehmet Ferhat Özbek, Gümüþhane U.; Aibad Osman-Gani, U. of Central Florida; Francisco Costa Pereira, Polytechnic Institute of Lisbon, Portugal; Raja Pholsward, Rangsit U.; Horia Pitaru, Babes-Bolyai U.; Marko Polic, U. of Ljubljana; Elisiaveta Sardzoska, U. St. Cyril and Methodius; Peter Skobic, Middle Tennessee State U.; Allen F. Stemberg, Andrews U.; Theresa Li-Na Tang, Tang Global Consulting Group; Martina Trontelj, U. of Ljubljana; Caroline Urbain, U. of Nantes; Luigina Canova, U. of Padua; Anna Maria Mananello, U. of Padua
SIM: Between Legalism and Virtuousness: The Thorny Position of Political Liberalism in Business Ethics | Thomas Armbrecht, Quadriga U.; Christoph Luetge, Technical U. of Munich
SIM: Enhancing Social Sustainability through an Ethic of "Embodied Care" | Sheldene K Simola, Trent U.

813: (Paper Session) - (DISC) Beyond East-West and North-South
11:30am - 1:30pm Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 810
Facilitator: Craig Prichard, Massey U.
The East as Mirror of the West | Mark Lemmon, Durham U.; Patrick Redey, U. of Hull
The Paradox of Professionalism: Enabling and Obstructing Mobilization in Indian Call Centres | Brandon Vaidyanathan, U. of Notre Dame
All that is Solid Melts into Air: A Case of a Brazilian Transnational Company in the USA | Ana Christina Celano, Fundacao Getulio Vargas - Rio; Eliane Alves Maciel, EBAP-FGV; Ana Lucia Guedes, Fundacaco Getulio Vargas
Mindful Quality Control - Going East to Understand the West | Erik Bjurstrom, Måladalen U.

814: (Paper Session) - (DISC) Philanthropy
11:30am - 1:30pm Hyatt Regency: Bowie C
Tweet this session: #AOM2011 814
Discussant: Sotiros Parouitis, U. of Warwick
DB: Paradoxical Tensions of Cognitions-in-Action | Robert Phillip Wright, Hong Kong Polytechnic U.; Daniela Patricia Biettnner, Tilburg U.; Richard Soparnot, ESCEM Tours
BPS: The Under-Appreciated Role of Quality Conversations in Strategic Decision-Making | MassimoGaribullo, Sydney U.; Dan Lavello, Sydney U.
SAP: Heuristic Transfer in the Relationship Between Leadership and Employee Creativity | Sean McMahon, U. of Central Florida, Cameron Ford, U. of Central Florida

THEMATICAL ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

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

**11:30am - 1:00pm Hyatt Regency: Maverick A**

**812** (Paper Session) - (DISC) Managing Diversity

Discussant: Cheryl L. Maranto, Marquette U.

**GDO**: Diversity Management Approach and Organizational Attractiveness: A Policy-Capturing Study | Jesse E. Olsen, Kwansai Gakuin U.; Luis Martins, U. of Texas, Austin

**GDO**: Same or Different? Black Professors’ Experience (or not) of Subtle Racism | Kimberly Sherman, U. of Massachussetts, Amherst

**GDO**: Why We Fight: Finding the Value in Group Diversity Using Attachment Theory | Mark Bajramovic, Concordia U.; Marylene Gagne, Concordia U.

**813** (Paper Session) - (DISC) Social Construction

Discussant: Andrea Casey, George Washington U.

**MOC**: Modeling Proactive Work Behavior: A Social Cognitive Approach | Herbert K.S. Leung, Hong Kong Polytechnic U.

**MOC**: Towards a Theory of Unimagined Events | Ivano Cardinale, U. of Cambridge


**MOC**: Emotional Mix Elicited by Hurt in Social Games: Appraisals, Culture, and Pair-gender Effects | Yan Li, The Chinese U. of Hong Kong

**814** (Paper Session) - (DISC) New Ventures and Innovation

Discussant: Maija Renko, U. of Illinois, Chicago


**ENT**: Business Angel Knowledge Spillover and New Venture Performance | Richard L. Jayne, St. Ambrose U.; Arun K. Pillutla, St. Ambrose U.

**ENT**: Turning Public into Private: How Local Social Capital Affects Entrepreneurs’ Network For Innovation | Francesca Masiciarelli, G. D’Annunzio U.; Andrea Prencipe, G. D’Annunzio U.

**ENT**: A Dynamic Approach to Resource Accumulation Processes in New Firms | Amy Gresock, U. of Michigan, Flint

**815** (Paper Session) - (DISC) The Relevant Past: Learning from Management History

Discussant: Regina A. Greenwood, Nova Southeastern U.

**MH**: History of Management Thought about Social Responsibility | Randy Evans, U. of Tennessee, Chattanooga; Stephanie Pane-Haden, Texas A&M U.; Russell W. Clayton, U. of North Carolina - Asheville; Milorad M. Novicevic, U. of Mississippi

**MH**: The Conceptual Foundations of Relational Contract: Contributions from Ian Macneil | Josetta McLaughlin, Roosevelt U.

**816** (Paper Session) - (DISC) International Leadership and Employees

Discussant: Sally Sledge, Norfolk State U.

**IM**: Individualism Collectivism and Tenure Intent: Role of Task Interdependence and Equity Perceptions | Nagarajan Ramamoorthy, U. of Houston, Victoria; Patrick Christopher Flood, Dublin City U.; Subodh P. Kulkarni, Howard U.

**IM**: Theory Development and Evidence for Industry Sample Invariance for Leadership Dimensions | Romie Frederick Littrell, Auckland U. of Technology; Claude Xiang Ao, Auckland U. of Technology

**IM**: Implicit Leadership in an Intercultural Context: Theory Extension and Empirical Investigation | Ruth Maria Stock, Darmstadt U. of Technology; Guelden Ozzbek-Potthoff, Darmstadt U. of Technology

**820** (Paper Session) - (DISC) Innovation and Its Users

Discussant: Raj Echambadi, U. of Central Florida

**TIM**: Absorbing User Innovations: A Typology of Creative Consumers and Firm Responses | Ian P. McCarthy, Simon Fraser U.; Bruno S Silvestre, Simon Fraser U.; Jan H. Kietzmann, Simon Fraser U.; Leyland Pitt, Simon Fraser U.

**TIM**: The Value-Oriented View of Innovation: Defining and Measuring Business Innovation | Jyiao Chen, Northwestern U.; Mohanbir Sawhney, Northwestern U.; Josetta McLaughlin, Roosevelt U.

**TIM**: Leveraging Technology with User Community-based Search: Evidence from Multiple Case Studies | Peter Keinz, WU Vienna; Reinhard Fraügl, Zeppelin U.

**821** (Paper Session) - (DISC) Multiple Principals and Agency Problems

Discussant: Albert Cannella, Tulane U.

**BPS**: Principal-Principal Agency Relationships in Family Firms | Robert Van De Graaff Randolph, Mississippi State U.
822  : (Paper Session) - (ENT) Venture Capital Finance  
11:30am - 1:00pm San Antonio Convention Center: Room 007 B  
Tweet this session:  #AOM2011  822  
Chair: Wei Guo, U. of Maryland, College Park  
Merchant Venture Capital | Jay J Janney, U. of Dayton  
Metaphors and Heuristics in Venture Capitalists’ Decision-Making | Mark V. Cannice, U. of San Francisco; Art Bell, U. of San Francisco; Dayle Smith, U. of San Francisco  
The Impact of Venture Capital Portfolio Composition on Affiliation Benefits | Umit Ozmel, Purdue U., West Lafayette; Isin Guler, U. of North Carolina  
Founder CEOs Sell Secondary Shares at IPO: Monitored by Inside Directors and VCs | Qiang Li, U. of Maryland, College Park  

823  : (Paper Session) - (ENT) Is Being New Really Such a Liability?  
11:30am - 1:00pm San Antonio Convention Center: Room 007 C  
Tweet this session:  #AOM2011  823  
Chair: Sanjay Jain, Santa Clara U.  
All Organizations Were Once New: Revisiting Stinchcombe’s Liability of Newness Hypothesis | Tianyang Yang, U. of North Carolina, Chapel Hill; Howard Aldrich, U. of North Carolina  
Unpacking the Liability of Newness: Resource Providers and the Nascent Entrepreneur | Jay O’Toole, U. of Wisconsin, Madison; Michael P. Ciuchta, U. of Central Florida  
Cutting the Apron Strings of Business Incubation Firms: Is the Liability of Newness…a Liability? | Alejandro Amezquita, Syracuse U.; Steven Walter Bradley, Baylor U.; Johan Wiklund, Syracuse U.  
Financial Capital and Startup Survival | Jeongskill Jay Lee, Georgia Institute of Technology; Wei Zhang, Georgia Institute of Technology  

824  : (DRP Session) - (ENT) You Are Who You Know: The Role of Networkers in Entrepreneurship  
11:30am - 1:00pm San Antonio Convention Center: Room 008 B  
Tweet this session:  #AOM2011  824  
Facilitator: Mike Provance, Old Dominon U.  
Entrepreneurial Networks and New Venture Performance: A Meta-Analytic Review | Souren Arzadian, VU U. Amsterdam; Wouter Stam, Hong Kong U. of Science and Technology; Tom Elfring, VU U. Amsterdam  

825  : (DRP Session) - (ENT) Entrepreneurial Intent and Orientation  
11:30am - 1:00pm San Antonio Convention Center: Room 213 A  
Tweet this session:  #AOM2011  825  
Facilitator: Darline Augustine, LSE  
The Paradox between Legitimacy and Entrepreneurial Orientation for New Venture Performance | Hai Guo, Renmin U. of China; Jintong Tang, Saint Louis U.  
The Influence of Performance on Entrepreneurial Orientation | Kozi Yamada, Sophia U.; Yoshihiro Eshima, osaka U. of economics  
Antecedents of Entrepreneurial Orientation: The Impact of Knowledge Acquisition and Decision Making | Sebastiaan van Doorn, RSM Erasmus U.; Christian Troester, Erasmus U. Rotterdam  
Entrepreneurial Processes in Social Contexts: An Entrepreneurial Orientation Perspective | G. T. Lumpkin, Syracuse U.; Todd W. Moss, Texas Tech U.; David Gras, Syracuse U.; Shoko Kato, Syracuse U.; Alejandro Amezquita, Syracuse U.  
Entrepreneurial Initiative and Brokerage: The Moderating Role of the Organizational Context | Lotte Glaser, VU U. Amsterdam; Wouter Stam, Hong Kong U. of Science and Technology; Tom Elfring, VU U. Amsterdam  

826  : (Paper Session) - (GDO) Age Diversity & Organizational Context  
11:30am - 1:00pm Grand Hyatt: Presidio A  
Tweet this session:  #AOM2011  826  
Chair: Waheeda Lillevik, College of New Jersey  
Discussant: Marie-Therese Claes, U. Catholique de Louvain  
Actions Speak Louder Than Words: Age Diversity, Diversity Orientation, and Employer Attractiveness | Tanja Rabi, U. of Bayreuth; Maria Carmen Triana, U. of Wisconsin, Madison  
Making a Case for the Existence of Generational Stereotypes | Apivat Paul Hanvongse, Columbia U.; Danut A. Casoimic, U. of Grenoble; Elissa L. Perry, Columbia U.  

827  : (DRP Session) - (GDO) Gender Roles and Pay Inequity  
11:30am - 1:00pm Grand Hyatt: Travis B  
Tweet this session:  #AOM2011  827  
Facilitator: Thomas Stephen Calvard, London School of Economics  
Desired Gender (In)Equities: Gender Role Beliefs and Spousal Wage Expectations | Catherine Tinsley, Georgetown U.; Taeya Howell, U. of Texas, Austin; Emily T. Amanullah, U. of Texas, Austin  

THEMATIC ORIENTATION:  Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 12:00 - 2:00 PM

828  G  SHCS: (GDO, CAR) Individual and Organizational Strategies to Increase Women’s Participation in the STEM Workforce

11:30am - 1:00pm Grand Hyatt: Lone Star C

Chair: Diana Bilimoria, Case Western Reserve U.; Linley Lord, Curtin U.

Women in the Engineering Profession: Persistence, Career Commitment and Engagement | Kathleen Relihan Buse, Case Western Reserve U.

Understanding Women's Persistence in Engineering Careers | Romila Singh, U. of Wisconsin, Milwaukee; Nadya Fouad, U. of Wisconsin, Milwaukee

Making the Move or Keeping the Connection? Engineering Women as Managers and Leaders | Melissa Marinelli, Curtin U.; Linley Lord, Curtin U.

Recruiting Academic Elites: Gender Practices in Professional Appointments in the STEM Fields | Mariike van den Brink, Radboud U. Nijmegen

The Outcomes of Institutional Transformation Efforts to Advance Gender Equity | Diana Bilimoria, Case Western Reserve U.; Xiang Fen Liang, Case Western Reserve U.

829  G  (Paper Session) - (HCM) Improving Health System Quality

11:30am - 1:00pm Marriott Rivercenter: Salon K

Chair: Samuel Bacharach, Cornell U.

Winner of HCM Division Best Paper Award

Emergency Department Crowding: Vicarious Cycles in the ED | J. Bradley Morrison, Brandeis U.; Robert Wears, U. of Florida

HCM Division Best Paper Award Nominee

Organizational Review of Adverse Events at an Academic Medical Center | Lucy MacPhail, New York U.

Winner of HCM Division Best Paper Based on a Dissertation Award

Presenter: Michael I. Harrison, Agency for Healthcare Research and Quality

830  G  (HR) The Line Manager Role in Establishing Effective Human Resource Management

11:30am - 1:00pm Grand Hyatt: Bonham D

Chair: Susan M. Taylor, U. of Maryland

Discussant: David P. Lepak, Rutgers U.

Organizers: Nele Soens, Vlerick Leuven Gent Management School; Joe Hun Han, U. of Maryland

Antecedents of Effective HRM Implementation by Line Managers | Caroline Gilbert, Katholieke U. Leuven; Sophie De Winne, Lessius U. College; Luc Sels, Katholieke U. Leuven

High-Performance Work Systems, Cognitive and Motivational Mediators and Performance: A Reality Check | Nele Soens, Vlerick Leuven Gent Management School; Dirk Buyens, U. of Ghent; Susan M. Taylor, U. of Maryland

Work-Life Flexibility Access by the Line: Linkages to Group Job Context and Individual Effectiveness | Ellen Ernst Kossek, Michigan State U.; Peter Berg, Michigan State U.; Matt Piszczek, Michigan State U.; Ryan Petty, Roosevelt U.

Combined Effects of High-Performance Work Systems and Transformational Leadership on Job Performance | Joe Hun Han, U. of Maryland; Susan M. Taylor, U. of Maryland; Seongsu Kim, Seoul National U.

831  G  (Paper Session) - (HR) Executive Compensation: Governance, Dispersion, and Firm Performance

11:30am - 1:00pm Grand Hyatt: Lone Star D

Chair: Ingrid Fulmer, U. of South Carolina


Compensation Committee as a Catalyst in the Diffusion of Executive Pay Dispersion across Firms | Yong-Yeon Ji, Towson U.; Won Yong Oh, U. of Kansas

CEO Compensation: The Effects of CEO Pay Comparisons on Firm Performance | Manu Gupta, Virginia Commonwealth U.; Sven Kepes, Virginia Commonwealth U.

832  G  (DRP Session) - (HR) Understanding Employee Withdrawal Behavior

11:30am - 1:00pm Grand Hyatt: Mission A

Facilitator: John Kammeyer-Mueller, U. of Florida

A Test of the Dalton and Mesch Self-Report Measure of Absenteeism | Roderick D Iverson, Simon Fraser U.; Stephen Deery, U. of London

An Approach-Avoidance Approach to Employees’ Job Search Behavior | Ryan D. Zimmerman, Texas A&M U.; Abbie J. Shipp, Texas A&M U.; Benjamin B. Dunford, Purdue U.; John W Boudreau, Center for Effective Organizations

Manager Responses to Internal Transfer Attempts: Assistance, Hindrance, or Refraining | Brian R. Dineen, U. of Kentucky; Juan Ling, Georgia College & State U.; Scott Soltis, U. of Kentucky

Predicting Retirement Upon Eligibility: An Embeddedness Perspective | Peter A. Bamberger, Tel Aviv U.; Samuel Bacharach, Cornell U.
833 ➔ JS: (HR, ODC) Enlighthening, Balancing, and Transcending Cultures: Boundary Spanners, Biculturals and Bridgemakers
11:30am - 1:00pm Grand Hyatt: Independence
Tweet this session: #AOM2011 833
Organizers: Lena Zander, Uppsala U.; Kristiina Mäkelä, Hanken School of Economics; Wilhelm Barner-Rasmussen, Hanken School of Economics
Interpersonal Similarity and Knowledge Sharing Within Multinationals | Kristiina Mäkelä, Hanken School of Economics; Ulf Andersson, Copenhagen Business School; Tomi Seppälä, Aalto U.
Dual Allegiances in HQ-Subsidiary Relationships: A Faultline Perspective | Wilhelm Barner-Rasmussen, Hanken School of Economics; Snejana Michailova, The U. of Auckland
Bi-cultural Leaders and Multinational Team Decision-Making: Risk Taking on the Faultlines | Christina Lea Butler, Kingston U.
The Importance of Being Bridge-Maker: Power, Influence and Skills in Multicultural Boards | Suzanne Liljegren, Stockholm School of Economics; Lena Zander, Uppsala U.

834: (Paper Session) - (IM) Cross-Cultural Studies in International Business: Cultural Variation and Cultural Values
11:30am - 1:00pm San Antonio Convention Center: Room 207 B
Chair: Roger N Blakeney, U. of Houston
Culture and Intellectual Property: A GLOBE Study Perspective | Amanda E.K. Budde-Sung, U. of Sydney
A Cross-Cultural Study of the Relation of Values and Socioeconomic Background to P-J and P-O Fit | Jane Giacobbe Miller, U. of Massachusetts, Amherst; Melissa S Woodard, U. of Massachusetts, Amherst; Chun Guo, Sacred Heart U.; Daniel J Miller, Central Connecticut State U.; Xueting Jiang, U. of Massachusetts, Amherst; Kwong Chan, U. of Massachusetts, Amherst; Mehmet D Aydin, Hacettepe U.; Ana Heloisa da Costa Lemos, PUC-Rio; Vilmaite Kumpikaitė, Kaunas U. of Technology, Ming Liu, Qingdao Technological U.; Ruth Alas, Estonian Business School; Sudhir Nair, U. of Massachusetts, Amherst
Cultural Variation and the Psychological Contract | David C. Thomas, Simon Fraser U.; Elizabeth C. Ravlin, U. of South Carolina; Yuan Liao, Simon Fraser U.; Daniel L. Morrell, Middle Tennessee State U.; Kevin Au, Chinese U. of Hong Kong
Crossversion and Evolving Cultural Values: Towards a Transvergent Perspective | Alex Mackinnon, Middlesex U.; Markus Kittler, U. of Stirling

835: (DRP Session) - (IM) Emerging Economies and Development Strategies
11:30am - 1:00pm San Antonio Convention Center: Room 208
Chair: Chalmer E. Labig, Oklahoma State U.
When To Localize? Integration And Responsiveness In Subsidiaries In Transition Economies | Klaus Meyer, U. of Bath; Yu-Shan Su, National Taiwan Normal U.
International Expansion of Chinese MNCs: A Case Truly for Theoretical Extension and Development? | Ping Deng, Maryville U. of St. Louis
Chinese M&A in Germany; Antecedents to the Light-Touch Integration Based on Absorptive Capacity | Yipeng Liu, Institute for Small Business Research, U. of Mannheim; Michael Woywode, Mannheim U.

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

THETIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 12:00 - 2:00 PM

- The Meaning of Inception in International New Ventures: Do Empirics Solve Definitional Ambiguity? | Sophie Catherine Bacq, U. Catholique de Louvain; Regis Coeurederoy, U. de Louvain


838: (Paper Session) - (IM) Emerging Market MNCs and Internationalization
11:30am - 1:00pm San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 838
Chair: Ravi Sarathy, Northeastern U.
☞ How to Survive in Developed Economies? An Environment Partitioning Perspective for EM MNEs | Lei Li, Nottingham U.; Weilie (Stone) Shi, Baruch College; Sunny Li Sun, U. of Missouri, Kansas City
☞ The Diaspora Difference: Firm Level Evidence from Georgia | Benjamin Aring Ta Graham, U. of California, San Diego
☞ The National And International Expansion Of SMEs From China. Evidence From Anhui Province | Song Xu, Anhui U. of Finance & Economics; Gaston Fornes, U. of Bristol; Guillermo Cardoza, Instituto de Empresa Business School
☞ International Explanations of Emerging-Economy Firms in Advanced Economy: A Path-Breaking-Change View | Ktiatchi Kalas, HEC Paris; Pierre Dussauge, HEC Paris

839: (Paper Session) - (MC) Balancing Consulting with Change and Culture
11:30am - 1:00pm Grand Hyatt: Bowie B
Tweet this session: #AOM2011 839
Jorritsma Haviley Head
Facilitator: Allan P O Williams, City U. London
Discussant: Donald D Warrick, U. of Colorado, Colorado Springs
Relationship Based Care Model Implementation and Effects on Sustaining Organizational Culture | Corinne Ann Haviley, Benedictine U.
Winner of the Bentley College/HEC Outstanding Student Paper Award
☞ Exploring the World of Pseudo Change | Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.
☞ Agentic Factors Explaining Failing Culture Change Aimed at More Service Provision | Petra Yolanda Jorritsma, Delft U. of Technology; Celeste P. M. Wilderom, U. of Twente

840: (Paper Session) - (MED) Research to Advance Management Education and Development
11:30am - 1:00pm Marriott Rivercenter: Conference Room 15
Tweet this session: #AOM2011 840
Chair: Peter McNamara, U. College Dublin
MED Best Paper in Management Development sponsored by Emerald/Journal of Management Development for the paper that offers the most significant contribution to management development.
☞ Practicing Evidence-Based Management: Enhancing the Utilization of Management Research? | David Denyer, Cranfield U.; Javier Marcos-Guevas, Cranfield U.; Kim Turnbull-James, Cranfield U.
☞ Developmental Readiness: Its Moderating Role in Development, and a look at its Precursors | Mariam Shebaya, Aston U.
☞ Student Perceptions of their Universities’ Value Influence and How These are Linked to Satisfaction | Dirk C. Moosmayer, RWTH Aachen U.; Florian U Siems, RWTH Aachen U.

841: (Paper Session) - (MED) Issues and Coaching in Management Education and Development
11:30am - 1:00pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 841
Chair: Christine Quinn Trank, Texas Tech U.
☞ The 21st Century Syllabus: From Pedagogical Dinosaur to Andragogical Escort | Charles J. Fornaciari, Florida Gulf Coast U.; Kathy Lund Dean, Idaho State U.
☞ Disneyization of Higher Education: Business Schools en Route towards Entertainopia? | Volker M. Rundshagen, Cologne Business School
Through the Coach’s Eye: A Qualitative Study of Effective Coaching Outcomes | Ellen Van Oosten, Case Western Reserve U.

842: (Paper Session) - (MED) MED Keynote Address - Insights from Evidence-Based Management for Management Education
11:30am - 1:00pm Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 842
Division Chair: Kenneth R. Thompson, DePaul U.
Program Chair: Toni Ungaretti, Johns Hopkins U.
Distinguished Speaker: Denise M. Rousseau, Carnegie Mellon U.
☞ Exploring the World of Pseudo Change | Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.
☞ Agentic Factors Explaining Failing Culture Change Aimed at More Service Provision | Petra Yolanda Jorritsma, Delft U. of Technology; Celeste P. M. Wilderom, U. of Twente
☞ Practicing Evidence-Based Management: Enhancing the Utilization of Management Research? | David Denyer, Cranfield U.; Javier Marcos-Guevas, Cranfield U.; Kim Turnbull-James, Cranfield U.
☞ Developmental Readiness: Its Moderating Role in Development, and a look at its Precursors | Mariam Shebaya, Aston U.
☞ Student Perceptions of their Universities’ Value Influence and How These are Linked to Satisfaction | Dirk C. Moosmayer, RWTH Aachen U.; Florian U Siems, RWTH Aachen U.

843: (Paper Session) - (MH, HR) The Historical Development of HRM across Nations: Identifying Common and Divergent Patterns
11:30am - 1:00pm Marriott Riverwalk: Salon B
Tweet this session: #AOM2011 843
Organizer: Bruce E Kaufman, Georgia State U.
Chair: Paul James Gollan, London School of Economics
The Historical Development of HRM in the United States | David Lewin, U. of California, Los Angeles
The History of HRM in France | Jacques Rojot, U. of Paris II
HRM in Israel: History and Current Status | Itzhak Harpaz, U. of Haifa
The Development and Practice of HRM in Italy | Amaldo Camuffo, Bocconi U.
The Development of Modern HRM in Korea | Young-Myon Lee, Dongguk U.
Commonalities and Differences in HRM Development and Current Practice Among Nations East and West | Bruce E Kaufman, Georgia State U.

844: (Paper Session) - (MOC) Organizational Change and Cognition
11:30am - 1:00pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 844
Chair: Suzanne M Gagnon, McGill U.
Session Details – Monday, 12:00 - 2:00 PM

11:30am – 1:00pm Grand Hyatt: Bowie A

Chair: Mark A. Clark, American U.

Information Exchange and Creativity Performance of New Product Development Engineers in Taiwan | Hsi-An Shih, National Cheng Kung U.; Yun-Hwa Chiang, Ming-Chuan U.; Chu-Chun Hsu, Southern Taiwan U.

The Innovation Success of Teams: Building Knowledge and Trust Networks with Stakeholders | Bettina Buchel, IMD; Levi R. G. Nieminen, Denison Consulting; Heidi Armbuster, HEC U. of Geneva; Daniel Denison, IMD


11:30am – 1:00pm Grand Hyatt: Bowie C

Chair: Liubia Y. Belkin, Lehigh U.

Riding the Integrative Wave of Justice Research: Power Distance Orientation as a Moderator | Zhijun Chen, Hong Kong U. of Science and Technology; Zhilao Xie, Shanghai JiaoTong U.

Psychological Ownership of Employees as a Mediator in the Justice-Affective Commitment Relationship | Philipp Sieger, U. of St. Gallen; Fabian Bernhard, INSEC Business School; Urs Frey, U. of St. Gallen

Customer and Organizational Identification in the Context of Organizational Fairness | Joel M. Evans, Sungkyunkwan U.

Receiving the Tools to Do the Job: Exploring Task- Relevant Justice (TRJ) | Hayley Claire German, Durham U.; David Patient, Catholic U. of Portugal

11:30am – 1:00pm Grand Hyatt: Crockett B

Chair: Mark S Teachout, U. of the Incarnate Word

The Simultaneous Experience of Integrative, Differentiated, and Fragmented Organizational Culture | Vicki Fairbanks Taylor, Shippensburg U.; Nathan Goates, Shippensburg U.

The Role of Teams and Knowledge Exchange in Innovation and Creativity | Min Z. Carter, Auburn U.; Michael S. Cole, Texas Christian U.; Zhen Zhang, Arizona State U.

Adding Content to HRM System Strength: A Conventionalist Perspective | Katharina Pernkopf-Konhäuser, WU Vienna
Organizational Climate Strength: An Integrated Model of Antecedents and Outcomes | C. Ashley Fulmer, U. of Maryland, College Park

851: (DRP Session) - (OB) Regulation Processes and Implications: Emotion, Voice, Creativity, and Teamwork
11:30am - 1:00pm Grand Hyatt: Crockett C
Facilitator: Kristin N. Saboe, U. of South Florida
The Effect of the Internalization of Emotional Regulation on Mental Health: Cultural Fit’s Moderating | Li-Chuan Chu, Chung Shan Medical U.
When Status Can Influence Employees Using Voice to Promote Their Performance | Liping Gao, U. of Groningen; Onne Janssen, U. of Groningen; Kan Shi, Chinese Academy of Sciences
Affect and Self-Regulation in the Idea Generating Process | Carina Lomberg, Ecole Polytechnique Federale de Lausanne; Tobias Kollmann, U. of Duisburg-Essen
Monitoring in Teams: A Self-Regulation Perspective | Adrian H. Pitariu, U. of Regina; Audrey Korsgaard, U. of South Carolina

852: (DRP Session) - (OB) Mediators and Moderators of the Relationship between Abusive Leadership and Follower Reactions
11:30am - 1:00pm Grand Hyatt: Crockett D
Facilitator: Denise Marie Breaux, U. of Arkansas
What Have I Done to Deserve This? Effects of Employee Personality and Emotion on Abusive Supervision | Chris A. Henle, Colorado State U.; Michael A. Gross, Colorado State U.
Abusive Supervision and Frontline Employees’ Service Performance | Zhaquan Jian, South China U. of Technology; Ho Kwong Kwan, Drexel U.; Qian Gao, Shandong U.; Dong Liu, Georgia Institute of Technology; Shirley WK Lee, Hong Kong Baptist U.; Yina Mao, Chinese U. of Hong Kong; Frederick Hong-kt Yim, Hong Kong Baptist U.
The Effect of Supervisors' Aggressive Humor on Employees’ Strain and Addictive Behaviors | Yunyuan Huo, City U. of Hong Kong; Wing Lam, Hong Kong Polytechnic U.; Ziguang Chen, City U. of Hong Kong
Abusive Supervisors and Employee Voice: Integration of Social Exchange and Power/Dependence Theory | Cass Shum, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology

853: (Paper Session) - (OB) Support from the Top: Leader and Organizational Support of Employee Outcomes
11:30am - 1:00pm Grand Hyatt: Republic A
Chair: Robyn L. Brouer, State U. of New York, Buffalo
Contextual Boundaries of the Political Environment: The Role of Supervisor Political Support | Rachel Kane, Florida State U.; herlinda L Hampton, Florida State U.; Wayne A. Hochwarter, Florida State U.; Gerald R. Ferris, Florida State U.
Putting Your Oxygen Mask First: A Multilevel Model of Leadership and Flexible Work Climate | Margarita Mayo, IE U.; Shainaz Fiftiray, IE U.

Perceived Supervisor and Organizational Support: Role of Supervisor’s Organizational Embodiment | Robert Eisenberger, U. of Houston; Florence Stinglhamber, U. Catholique de Louvain; Thomas E Becker, U. of Delaware
A Cultural Dimension of Perceived Organizational Support: A Study of Indigenous Employees | Jarrod M. Haar, U. of Waikato; David Brougham, U. of Waikato

854: (Paper Session) - (OB) Counterproductive Work Behaviors: Influences of Justice, Contract Breach & Emotion
11:30am - 1:00pm Grand Hyatt: Republic C
Chair: Kevin S. Cruz, U. of Texas, El Paso
The Relationships Between Psychological Contract Breach and Counterproductive Work Behaviors | Chin Tien Hsu, Ming-Chuan U.; Mei-Yu Yang, Chihlee Institute of Technology; Hsi-Fang Lai, Defense U.
A Meta-Analytic Examination of the Redundancy and Distinctiveness between CWB and Withdrawal | Nichelle C. Carpenter, Texas A&M U.; Christopher Berry, Texas A&M U.
Testing an Empathy Model of Guest-Directed Citizenship and Counterproductive Behaviors | Violet Ho, U. of Richmond; Naina Gupta, Nanyang Technological U.
A Test of an Emotion-Centered Model of Counterproductivity and Citizenship | Ernest H O’Boyle, Longwood U.; Larry J. Williams, Wayne State U.

855: (Paper Session) - (OB) The Effects of Emotion: Job Performance, Creativity, Satisfaction, and Turnover
11:30am - 1:00pm Grand Hyatt: Seguin A
Chair: Angelos Alexopoulos, Dublin City U.
Emotional Display Rule Perceptions and Job Performance: The Moderating Role of Employees’ Affect | Frank Walter, U. of Groningen; Catherine K Lam, City U. of Hong Kong
Does the Physical Environment Enhance Creativity?: The Mediating Role of Mood | Ying-Tzu Lin, National Sun Yat-sen U.; I-Heng Chen, National Sun Yat-sen U.; Alix Vincenti, U. of Houston, Clear Lake; Anyi Chung, National Sun Yat-sen U.; Amber Yun-Ping Lee, National Sun Yat-sen U.; Hsin Chun Chen, National Sun Yat-sen U.; Li-Chin Pang, Tajen U.
Model of Developmental Experiences and Turnover: The Role of Affect and Emotional Intelligence | Yuntao Dong, U. of Maryland, College Park; Myeong-Gu Seo, U. of Maryland; Kathryn M. Bartol, U. of Maryland, College Park
The Effects of Daily Humor on Affect, Work Engagement, and Job Satisfaction | Christopher Robert, U. of Missouri at Columbia; Serge Pires Da Motta Veiga, U. of Missouri at Columbia; James E Wilbanks, U. of Missouri

856: SHCS: (OB) Resources for Engaged and Healthy Employees
11:30am - 1:00pm Grand Hyatt: Seguin B
Chair: M. Gloria Gonzalez-Morales, U. of Guelph; Alexandra Michel, U. of Heidelberg
Discussant: Lois Tetrck, George Mason U.

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D
252
One Process to Rule Them All? A Critical Examination of Job Resources | Joseph Nicholas Luchman, George Mason U.; M. Gloria Gonzalez-Morales, U. of Guelph


Work-Based Resources As Moderators of the Relationship between Work-Family Conflict and Exhaustion | Christoph Nohe, U. of Heidelberg; Alexandra Michel, U. of Heidelberg; Eva Maria Schraub, U. of Heidelberg; Veronika Büch, U. of Heidelberg; Karlheinz Sonntag, U. of Heidelberg

Applying the Job Demands-Resources Model to Work-Family Conflict and Family-Friendly Policies | M. Gloria Gonzalez-Morales, U. of Guelph; Lois Tetrick, George Mason U.

857 JS: (OB, MOC, CAR) Am I a Leader? Exploring Leadership Identity Construction in Organizations
11:30am - 1:00pm Grand Hyatt: Republic B
Tweet this session: #AOM2011  857
Organizers: Ned Wellman, U. of Michigan, Ann Arbor; Susan J. Ashford, U. of Michigan
Discussant: Boas Shamir, Hebrew U. of Jerusalem

Developing a Leadership Identity: Challenges for Women Leaders | Robin Ely, Harvard U.; Herminia Ibarra, INSEAD; Deborah M Kolb, Simmons College

A Systems Psychodynamics Perspective on the Development of Leaders’ Self-Identities | Gianpiero Petriglieri, INSEAD; Mark Stein, Leicester U.


The Impact of Alternative Leadership Structure Schemas on the Behavior of Non-Designated Leaders | Ned Wellman, U. of Michigan, Ann Arbor; Susan J. Ashford, U. of Michigan; Daniel Scott DeRue, U. of Michigan

858 JS: (OB, OMT, ODC) Learning to Coordinate: The Dynamic Interplay between Relationships and Structures
11:30am - 1:00pm Grand Hyatt: Travel C
Tweet this session: #AOM2011  858
Organizers: John Paul Stephens, Case Western Reserve U.; Jody Hoffer Gittell, Brandeis U.
Discussant: Joyce K Fletcher, Simmons College

Learning to Coordinate As a Large Performative Group: The Roles of Leaders and Rehearsals | John Paul Stephens, Case Western Reserve U.

Practice Makes Perfect: Using Simulation to Help Teams Learn to Coordinate | Marlys K. Christianson, U. of Toronto

Coordination, Perspective-Taking, and the Impact of Unintended Interpersonal Harm | Michele Williams, Cornell U.

Creating “Teaming”: How an Organization Moved toward Versatility, Flexibility & Team Mentality | Melissa Mazmanian, U. of California, Irvine; Leslie Perlow, Harvard U.

Coordinating Understanding and Action to Become Highly Reliable | Timothy J. Vogus, Vanderbilt U.

Learning to Coordinate: A Dual Intervention Model of Organizational Change | Jody Hoffer Gittell, Brandeis U.; Amy C. Edmondson, Harvard U.; Edgar H. Schein, Massachusetts Institute of Technology

859 JS: (Paper Session) - (OCIS) IS Development in the New Millennium
11:30am - 1:00pm San Antonio Convention Center: Room 212 B
Tweet this session: #AOM2011  859
This paper session examines coordination and reuse as key components of 21st century systems development.
Chair: Adrian Yeow, Nanyang Technological U.

Social Capital Dimensions as Antecedents of the Willingness and Ability To Coordinate Expertise | Jack Shih-Chieh Hsu, National Sun Yat-sen U.; James J. Jiang, Australian National U.; Gary Klein, U. of Colorado, Colorado Springs; Carol Stokk Saunder, U. of Central Florida

Ethical Considerations in Internet Code Reuse: A Model and Empirical Test | Manuel Sojer, Technical U. München; Oliver Alexy, Imperial College London; Joachim Henkel, Technical U. Munich

The Effects of IT on Monochronicity and Polychronicity: An Empirical Study | Zixing Shen, Dakota State U.

860 JS: (OCIS, BPS) The Global Ecology of Crowdsourcing
11:30am - 1:00pm San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011  860
Organizers: Juan Andrei Villarroel, Massachusetts Institute of Technology; Andrea Daniela Gorbatai, Harvard U.
Participants: Dwayne Spradlin, InnoCentive; Gary Swart, eDesk; Jeff Howe, Wired; Dennis Hilgers, RWTH Aachen U.; Leila Chirayath Janah, Samasource

861 JS: (Paper Session) - (ODC) Infusing Vitality into Organizational Change Research
11:30am - 1:00pm Grand Hyatt: Lone Star A
Tweet this session: #AOM2011  861
Chair: Ann E. Feyerherm, Pepperdine U.


Temporal Effects and Life Cycle of Organizational Change Research | Gavin M. Schwarz, U. of New South Wales

Winner of ODC Division Best Paper Award

Narrative Studies of Organizational Change: Progress and Prospects | Melanie Bryant, Charles Sturt U.; Julie Wolfram Cox, Monash U.

862 JS: (OCIS, OB) The Power of Vision in Team and Organization Development
11:30am - 1:00pm Grand Hyatt: Crockett A
Tweet this session: #AOM2011  862
Chair: Richard E. Boyatzis, Case Western Reserve U.

Vision Predicting Success in Mergers and Acquisitions | Byron C. Clayton, Case Western Reserve U.

Vision as an Amplifier of Emotional Intelligence in Organizational Engagement | Edward G. Mahon, Case Western Reserve U.

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

Program Theme: Teaching | Practice | International | Research | Diversity | Best Paper

Section D

253
The Role of Shared Vision in Family Business | John Neff, Case Western Reserve U.
Vision as a Crucial Mediator in Predicting Daughters’ Succession in Family Businesses | Kathy Kessler Overbeke, Case Western Reserve U.

863 (DRP Session) - (OM) Building Competitive Advantage Through Trust and Collaboration in Supply Chains
11:30am - 1:00pm San Antonio Convention Center: Room 212 A
Facilitator: Thomas Y. Choi, Arizona State U.
Hitting the Wall: A Socio-Structural View to Developing a Dynamic Collaborative Capability | Stanley E. Fawcett, Brigham Young U.; Matthew W. McCarter, Chapman U.; Amydee M. Fawcett, U. of Arkansas; G. Scott Webb, Georgia Southern U.; Gregory M. Magnan, Seattle U.
An Invariance Analysis of SC Collaboration’s Impact on Collaborative Advantage and Performance | Mei Cao, U. of Wisconsin - Superior; Qingyu Zhang, Arkansas State U.
Trustworthiness as a Small-Firm Competitive Lever: A Dynamic Model of Motivation and Resistance | Stephen L. Jones, U. of Minnesota; Stanley E. Fawcett, Brigham Young U.; Cynthia Wallin, Brigham Young U.; Amydee M. Fawcett, U. of Arkansas; Barry L. Brewer, U. of Wyoming

864 (DRP Session) - (OMT) Dynamics and Impact of Top Management Teams
11:30am - 1:00pm San Antonio Convention Center: Room 007 A
Chair: Michael K. Bednar, U. of Illinois
TMT Personality Compositions and Decision Quality: The Role of Psychological Empowerment | Hao-Chieh Lin, National Cheng Kung U.; Nayel Moussa Rababah, National Cheng Kung U.
TMT Educational Background and Firm Environmental Performance | Ben Lewis, Cornell U.; Judith Louise Walls, Concordia U.; Glen Dowell, Cornell U.
Existence and Performance Implications: A Contingency View on the Chief Technology Officer | Alexander Goetz, Otto Beisheim Graduate School of Management (WHU); Holger Ernst, Otto Beisheim Graduate School of Management (WHU)
Antecedents and Consequences of CMO’s Influence over Strategic Decision-Making | Daniel Hennemann, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.

865 (DRP Session) - (OMT) Conditions for the Emergence of Innovation
11:30am - 1:00pm San Antonio Convention Center: Room 207 A
Chair: Elisa Operi, U. of Lugano
The Impact of Social Norms on the Dynamics of Entrepreneurial Innovation | Tomislav Rimač, IESE Business School
Boundary Spanning Practices for Managing Creative Processes Across Organizational Boundaries | Poul Houman Andersen, Aarhus U.; Hanne Kragh, Aarhus U.
Theorising Time And Risk In Project Ecologies: The Case Of Drug Development | Maxine Robertson, Queen Mary U. of London; Jacky Swan, U. of Warwick; Peter Clark, Queen Mary U. of London; Clifford Oswick, City U.
The Impact of External and Internal Entrainment Behaviors on Organization Innovativeness | Clay Dibrell, U. of Mississippi; Peter s Davis, U. of North Carolina, Charlotte; Brett Agyei, U. of North Carolina, Charlotte
Identity and the Paradox of Innovation: Product-level Successes and Organizational-level Failures | David Oliver, HEC Montreal; Benjamin M. Cole, Fordham U.

866 (Paper Session) - (OMT) Network Diffusion: Geography and Prior Experience
11:30am - 1:00pm San Antonio Convention Center: Room 214 C
Chair: Forrest Briscoe, Pennsylvania State U.
Discussant: Henrich R. Greve, INSEAD
Ethnic Homogeneity in a Social Network: Recruiting Investors into the Nairobi Stock Exchange | Christopher B. Yenkey, Cornell U.
Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award
The Diffusion of an Illegitimate Invisible Corporate Practice: Evidence from Stock Backdating | Fiona Kun Yao, U. of California, Berkeley; Pino G. Audia, Dartmouth College

867 (DRP Session) - (OMT) Framing and Audience Impact on Diffusion
11:30am - 1:00pm San Antonio Convention Center: Room 216 A
Chair: Susse Georg, Copenhagen Business School
Theorisation and the Global Diffusion of Management Innovations | Danielle Logue, U. of Oxford
Market Audience, Peers and Diffusion: Corporate Clients and the Globalization of Law Firms | Eunjung Hyun, U. of Chicago; Tae-Hyun Kim, Northwestern U.
Discursive Connectedness of Management Concepts in Different Social Spheres | Florian Scheiber, U. of Mannheim; Dominika Wruck, U. of Mannheim; Achim Oberg, Mannheim U.

868 (Paper Session) - (OMT) Institutional Pluralism
11:30am - 1:00pm San Antonio Convention Center: Room 217 B
Chair: Grace Hong Fan, Imperial College Business School
Dialogicality and Institutional Logics: Institutional Interaction in a Municipal Strategy Process | Kari Jalonen, Hanken School of Economics
Session Details – Monday, 12:00 - 2:00 PM

869 SHCS: (OMT) Organizational Learning from Failure, Success, and the Combination of the Two
11:30am - 1:00pm San Antonio Convention Center: Room 218
Tweet this session: #AOM2011 869
Organizers: Vinit Desai, U. of Colorado, Denver; Peter M. Madsen, Brigham Young U.
Discussants: Linda Argote, Carnegie Mellon U.; Anne S Miner, U. of Wisconsin, Madison
Are the Highest Performers the Most Impressive? | Jerker C. Denrell, U. of Oxford; Chengwei Liu, U. of Oxford
Slack Search and Organizational Learning from Near-Misses | Vinit Desai, U. of Colorado, Denver; Peter M. Madsen, Brigham Young U.
“Normal Accidents” Redux: Oscillating Production/Safety Foci in Pharmaceutical Firms | Pamela R Haunschild, U. of Texas, Austin; Francisco Polidoro, U. of Texas, Austin
Risk Preferences and Learning From Sanctions: The Case of Banks | Ji-Yub Jay Kim, INSEAD; Paul Adler, U. of Southern California
Semantic Learning and Organizational Identity Loss | Claus Rerup, U. of Western Ontario; Dennis A. Gioia, Pennsylvania State U.

870 JS: (OMT, MOC) Emotions and Institutions: Working Towards a Research Agenda
11:30am - 1:00pm San Antonio Convention Center: Room 214 B
Tweet this session: #AOM2011 870
Organizers: Peter Cebon, U. of Melbourne; Douglas Creed, U. of Rhode Island; Rich DeJordy, Northeastern U.; Bryant A. Hudson, Florida Atlantic U.; Jaco Lok, AGSM-Australian School of Business
Discussants: Tammar B. Zilber, Hebrew U. of Jerusalem; Marc Venetresca, NPS
Emotions and Macro Social Structure: Lessons from Sociology | Rich DeJordy, Northeastern U.; Felipe Massa, Boston College
Reading Institutional Work for Feeling | Douglas Creed, U. of Rhode Island; Jaco Lok, AGSM-Australian School of Business
Emotions Unbound: Levels-of-Analysis and the Aggregation of Emotions | Jonathan D. Raelin, U. of Bath; Rich DeJordy, Northeastern U.
Shame and Institutional Reform in U.S. Hospitals | Bryant A Hudson, Florida Atlantic U.; Elizabeth Goodrich, Florida Atlantic U.
Emotions and Neo-Institutional Theory: Towards a Research Agenda | Peter Cebon, U. of Melbourne; Jaco Lok, AGSM-Australian School of Business

871 JS: (OMT, SIM) Inside the Corporate Social Responsibility (CSR) Black Box: Antecedents and Limits of CSR
11:30am - 1:00pm San Antonio Convention Center: Room 206 B
Tweet this session: #AOM2011 871
Organizer: Matthew Lee, Harvard U.
Chair: Chris Marquis, Harvard U.
Cognitive Constraints on the Effectiveness of CSR as a Tool of Social Control | Michael L. Barnett, Oxford U.
The Insurance View of CSR | Paul G Godfrey, Brigham Young U.
Dynamics of Corporate Contention: How Firms Mobilize Stakeholder Activism in Response to Controversy | Edward Walker, U. Michigan

872 JS: (Paper Session) - (ONE) Regulatory Mechanisms for the Development of the Cleantech Sector
11:30am - 1:00pm Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 872
Chair: Magali Delmas, U. of California, Los Angeles
Regulatory Externalities as a Driver of Corporate Environmental Performance | Adam Fremeth, Ivey School of Business; J Myles Shaver, U. of Minnesota
The Impact of Global Environmental Policy on Domestic Cleantech Investment | Joel Malen, Carlson School of Management

873: (DRP Session) - (PNP) Public and Nonprofit Responses to Disasters and New Challenges: International Perspectives
11:30am - 1:00pm Marriott Riverwalk: Salon A
Tweet this session: #AOM2011 873
Facilitator: Kun Huang, U. of New Mexico
VACUUM OF RESPONSIBILITY: NGO Perceptions and Response to Environmental Issues in Russia | Jo Crotty, Salford U.; Sarah Marie Hall, Keele U., U.K.
Political Decision Making and Temporal Delays: Evidence from Federal Disasters | James Robert Langabeer, U. of Texas, Houston; Jami Leanne DelliFraine, U. of Texas; Dia Aghaasiri, U. of Texas, Houston
Public-Nonprofit Network Performance: A Study on Hastily Formed Networks from the Haiti Earthquake | Isabella M. Nolte, U. of Hamburg; Silke Boenigk, U. of Hamburg
Recovery from the 2008 Great Sichuan Earthquake in China: Constructive Controversy and Relationships | Yi Feng Chen, Lingnan U.; Kang Yi, Yale U.; Dean Tjosvold, Lingnan U.; Cathy Yang Guo, Lingnan U.
MANAGING THE ARCHAEOLOGICAL CHAIN IN CHINA | Luca Zan, U. of Bologna; Sara Bonini Baraldi, U. of Bologna
874: (Paper Session) - (PNP) Leadership and Motivation in the Public Sector
11:30am - 1:00pm Marriott Riverwalk: Salon F
Tweet this session: #AOM2011 874
Chair: Edward F. Murphy, Embry Riddle Aeronautical U.
Toward the Trusted Public Organization: Untangling the Leadership, Motivation, and Trust Relationship | Sung Min Park, Sungkyunkwan U.
Implications of Gender Stereotypes for Leadership in the Public Sector | Margaret L. Williams, Wayne State U.; Sharon Lynn Smith, Virginia Commonwealth U.

875: (RM) How to Write and Publish Research Methods Papers
11:30am - 1:00pm La Quinta Inn & Suites: Fiesta D
Tweet this session: #AOM2011 875
Organizer: Lisa Schurer Lambert, Georgia State U.
Panel discussion on how to write and publish methods papers, followed by Q&A, and break-out discussions. This informal session welcomes all who have an interest in writing about methodology.

876: (JS) (SAP, BPS, MOC) Agency and Emergence: On the Origins of Strategy
11:30am - 1:00pm San Antonio Convention Center: Room 213 B
Tweet this session: #AOM2011 876
Discussions: Sarah Kaplan, U. of Toronto
Participants: Teppo Felin, Brigham Young U.; Amit Gal, Tel Aviv U.; Curtis LeBaron, Brigham Young U.; Kurt Sandholz, Stanford U.; Walter W Powell, Stanford U.; Richard Whittington, Said Business School

877: (DRP Session) - (SIM) Corporate Governance
11:30am - 1:00pm Marriott Rivercenter: Conference Room 17
Tweet this session: #AOM2011 877
Chair: Jorge Alexis Arevalo, William Paterson U.
Discussants: The Effects of Board Demographic Diversity and Independence on Corporate Social Performance | Lu Zhang, Pennsylvania State U., Harrisburg
Transnational Governance and the Legitimacy of the ISO 26000 Development Process | Rüdiger Hahn, Heinrich-Heine U. of Dusseldorf; Christian Weidtmann, Heinrich-Heine U. of Dusseldorf
The Influence of Ownership Structure on Firms’ Approach to Corporate Political Strategy | Mine Ozer, State U. of New York, Oneonta; Ekin Alakent, California State U. East Bay
The Core Elements to Developing and Sustaining an Ethical Corporate Culture | Mark Schwartz, York U.

Corporate Governance Reform: Revisiting the Principal-Agent Contract | Thomas M. Jones, U. of Washington; Adrian Keevil, U. of Virginia

878: (Paper Session) - (SIM) Corporate Social Responsibility Strategies
11:30am - 1:00pm Marriott Rivercenter: Salon B
Tweet this session: #AOM2011 878
Chair: Frank L Winfrey, Lyon College
Strategic and Operational Corporate Responsibility: Analysing the Gap between the Two Levels | Johanna Kujala, U. of Tampere
How is the Fate of the Subalterns Determined? | Rashedur Rob Chowdhury, U. of Cambridge; Steilios C. Zyglidopoulos, U. of Cambridge

879: (Paper Session) - (SIM) Ethics: Misconduct and Corruption
11:30am - 1:00pm Marriott Rivercenter: Salon M
Tweet this session: #AOM2011 879
Chair: Dawn R Elm, U. of St. Thomas
Testing Corporate Immoral Recidivism | Qin Qin Zheng, Fudan U.; Rosa Chun, IMD
Understanding Organizational Misconduct: A Longitudinal Study of NCAA Violations in College Football | Marcus Z. Cox, U. of North Texas; Mark A. Davis, U. of North Texas
Corporate Reputation’s Invisible Hand: Bribery and Reputational Penalties | Vijay Sampath, FTI Consulting, Inc.; Naomi A Gardberg, Baruch College; Noushi Rahman, Pace U.

880: (Paper Session) - (TIM) R&D Management
11:30am - 1:00pm San Antonio Convention Center: Room 006 A
Tweet this session: #AOM2011 880
Chair: Dedrick A. Smith, Capella U.
R&D Expenditure Volatility as an Indicator of Effective Corporate Governance | Tim Swift, St. Joseph’s U.
Internal R&D versus In-licensing: Complements or Substitutes? | Marco Ceccagnoli, Georgia Institute of Technology; Matthew J Higgins, Georgia Institute of Technology; Vincenzo Palermo, Georgia Institute of Technology
Science and IP as Complementarities in Technological Innovation | Karin Beukel, CBS; Finn Valentijn, CBS

881: (Paper Session) - (TIM) Knowledge Transfer and Organizational Learning
11:30am - 1:00pm San Antonio Convention Center: Room 006 B
Tweet this session: #AOM2011 881
Chair: David F Robinson, Indiana State U.
Between Learning and Competence: The Effect of Alliance Portfolio Diversity on Learning Equilibrium | Marc Bahlmann, VU U. Amsterdam; Brian Tjeknes, VU U. Amsterdam; Ard-Pieter de Man, VU U. Amsterdam; Alexander S. Alexiev, VU U. Amsterdam
The Role of Knowledge Complementarity and Diversity in Innovative Performance of Allying Firms | Hamid Mazloumi Khamsheh, ESC Rennes School of Business; Maryam Nasiriyar, SKEMA Business School
882: (Paper Session) - (TIM) Innovative Partnerships
11:30am - 1:00pm San Antonio Convention Center: Room 006 C
Tweet this session: #AOM2011 882
Chair: Sara Jansen Perry, U. of Houston, Downtown
The Interaction between Business Relationships and Internal Coordination Capacity in SMEs Innovation | Clemente Forero-Pineda, U. de los Andes; Sandra Corredor, U. of Illinois, Urbana-Champaign
Harsh and Slack Times: A Behavioral Perspective of External Technology Sourcing | Thomas Kluter, U. of Pennsylvania; Felipe Monteiro, U. of Pennsylvania
Successful Supply Chain Innovation under Different Interaction and Integration Architectures | Thorsten Andreas Teichert, U. of Hamburg; Ricarda R. Bouncken, U. of Bayreuth

883: (Paper Session) - (TIM) Drivers of Innovation
11:30am - 1:00pm San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 883
Chair: Hans Ulrich Koller, Helmut Schmidt U.
The Influence of Corporate Investors on the Innovativeness of New Ventures | H. Dennis Park, U. of Missouri, Kansas City; Kevin Steensma, U. of Washington
TSFs: Technology Orientation, Autonomy, Risk-Taking Propensity and Innovativeness | Maheshkumar P Joshi, George Mason U.; Nacef Mouri, George Mason U.; Sidhartha R Das, George Mason U.
Technological Diversity’s Effect on Subsequent Innovation | Douglas J. Miller, U. of Illinois, Urbana-Champaign; Laura B. Cardinal, U. of Houston

Monday 12:30PM
884: (ICW) Journal of Organizational Behavior Luncheon and Board Meeting
12:30pm - 2:30pm Grand Hyatt: Lone Star F
By invitation only
Organizer: Neil M. Ashkanasy, U. of Queensland

885: (ICW) JMS Editorial Board Working Lunch
12:30pm - 2:30pm Hyatt Regency: Rio Grande Ballroom Center
Tweet this session: #AOM2011 885
Organizer: Jo Brudenell, Journal of Management Studies

Monday 1:00PM
886: (AAA) Developing an AOM-sponsored Open-Sourced Case Repository: an Exploratory Conversation Short
10:00am - 11:00am Grand Hyatt: Bonham B
Tweet this session: #AOM2011 886
Organizer: Alan Glassman, California State U. Northridge

887: (ICW) Journal of Managerial Psychology (Emerald) Editorial Advisory Board Meeting
10:00am - 2:00pm Grand Hyatt: Presidio C
Tweet this session: #AOM2011 887
Members of the JMP Editorial Advisory Board are invited to join the editor, Dr Dianna Stone, and the publisher, Nancy Rolph, for discussion at this year’s Academy of Management meeting. A full agenda will be circulated in advance of the meeting.
Organizer: Nancy Rolph, Emerald Group Publishing Limited
Resource Sharing in Business Groups: A Contingent Perspective | Zheng Yan, National U. of Singapore

Relative variation across the Value Chain: Measurement and Implications | Elisabeth Nocker, U. of Innsbruck; Harry P. Bowen, Queens U. of Charlotte; Kurt Matzler, U. of Innsbruck; Christian Stadler, U. of Bath

Who Would Have Predicted It: An Investigation of the Sources of Firm Performance Unpredictability | Manuel Becerra, Instituto de Empresa Business School; Garen Markarian, Instituto de Empresa Business School

A Consumption-Based Approach of Value Capture | Mu-Yen Hsu, National Chengchi U.

894 ☯: (Paper Session) - (BPS) Business Group Performance: Entry, Structural, and Institutional Influences

Performance Effects of BG Affiliation: Role of Institutional Change and Selective Intervention | Raveendra Chittoor, Indian School of Business; Prashant Kale, Rice U.


895 ☯: (Paper Session) - (BPS) Decisions about Resource Development and Allocation

Managing Trade-Offs Within and Across Decision Domains: Continuity, Change and New Product Success | Enrico Forti, U. College London; Maurizio Sobrero, U. of Bologna; Andrea Vezzulli, UECI - ISEG/UTL

Impact of New Investments in the Resource Base and Organizational Architecture on Performance | Ilgaz Arikan, Georgia State U.; Arun Rai, Georgia State U.

Keys to Internal Knowledge Replication without External Imitation | Bongsun Kim, U. of Illinois, Urbana-Champaign; Eonsoo Kim, Korea U.; Pamela S. Barr, Georgia State U.

A Behavioral Theory of Operational Priorities | Mikko Ketokivi, IE Business School; Fabrizio Salvador, IE Business School; Philip Bromiley, U. of California, Irvine
The Effect of Technological Complexity on Innovative Performance, Employee Entrepreneurship and Mobility: Three Essays | Martin Ganco, U. of Minnesota
Firms and States in Global Markets: Two Essays | Yujin Jeong, HEC Montreal
Network Antecedents in Knowledge Production Context | Christopher C. Liu, U. of Toronto
Technology Development and Commercialization Strategies for Innovative Firms | Elena Novelli, U. of Bath

Aspirations and Job Search
Patricia G. Vidal
Facilitator:

Twitter this session:

Organizer:

Chair:
Yoav Vardi, Tel Aviv U.

Participants:

Chemistry Versus Specs: Comparing Job Search Strategies and Subjective Responses to Unemployment | Ofer Sharone, MIT Sloan

CAU: (CAU) Dual-Career Couples: Navigating Academia
1:15pm - 2:45pm Hilton Palacio del Río: La Duquesa North
Organizer: Meredith F. Burnett, Florida International U.
Facilitator: Garry G. Burnett, George Washington U.

CAU: (CAU) Goal Setting Theory: A Potential Cross-Cultural Extension
1:15pm - 2:45pm Hilton Palacio del Río: La Duquesa South
Organizers: Xiao Chen, U. of Toronto; Shlomit Friedman, U. of Toronto

CAU: (CAU) Use of Digital Social Networks by companies: what is different in Latin America from Asia?
1:15pm - 2:45pm Hilton Palacio del Río: La Reina North & Center
Facilitator: Patricia G. Vidal, U. Presbiteriana MacKenzie

Coordinator: Silvia Novaes Zilber, UNINOVE
Participant: Milton Campanario, UNINOVE

CAU: (CAU) Entrepreneurship and Its Context
1:15pm - 2:45pm Hilton Palacio del Río: La Reina South
Organizer: Mai Thi Thanh Thai, HEC Montreal

CAU: (CAU) Multiple Experiential Learning Perspectives: A Look at Business Education as West Meets East
1:15pm - 2:45pm Hilton Palacio del Río: La Vista North & Center
Facilitator: Daniel E. Lockhart, Zayed U.

CAU: (CAU) Alliances, Competition, and Management Teams
1:15pm - 2:45pm Hilton Palacio del Río: Corte Real A/B
Facilitator: Michael P. Ciuchta, U. of Central Florida

HCM: All Teach, All Learn, All Improve?
Interorganizational Learning and Performance in Collaboratives | Ingrid M. Nemhhard, Yale U.
HCM Division Best Paper Award Nominee

PNP: Managerial Interpretations of Evidence and the Adoption of a Healthcare Innovation | James Barlow, Imperial College London; Jane Hendy, Imperial College London

MED: Enhancing Student Learning of Introductory Management Through Team-Based Learning of Case Studies | April Lee Wright, U. of Queensland


THEMATIC ORIENTATION: ☐ Teaching | ☐ Practice | ☑ International ☐ Program Theme | ☐ Research | ☐ Diversity | ☐ Best Paper

Section D

259
Facilitator: Martin J. Kilduff, U. of Cambridge

HR: Control and Turnover Intentions: A Social Network Perspective | Scott Solis, U. of Kentucky; Filip Agneessens, VU U. Amsterdam; Zuzana Sasovova, VU U. Amsterdam; Giuseppe Labianca, U. of Kentucky

CM: The Relational Costs of Complete Contracts | Eileen Chou, Northwestern U.; Nir Halevy, Stanford U.

MED: The Effect of Mentor Intervention Style in Novice Entrepreneur Mentoring Relationships | Etienne Ste-Jean, U. du Québec à Trois-Rivières; Josée Audet, U. Laval

TIM: Social Network Effects on Performance and Layoffs: Evidence from a Social Networking Tool | Lynn Wu, Massachusetts Institute of Technology

Tweet this session: 1:15pm - 2:45pm Hilton Palacio del Rio: La Espada:

Facilitator: Constance Van Horne

Tweet this session: 1:15pm - 2:45pm Hilton Palacio del Rio: El Mirador West:

Rocki-Lee DeWitt

Tweet this session: 1:15pm - 2:45pm Hilton Palacio del Rio: Corte Real F:

Martin J. Kilduff

Facilitator: Thinking in Organizations

Learning Portfolio

MOC: A Pragmatic Explanation of Action | Mike Metcalfe, U. of South Australia; Eva Balan-Vnuk, U. of Adelaide

CMS: The Crisis of Corporate Epistemology: The Division of Understanding in Business Studies | Majid Aramand, Hannam U.

MC: Transorganization Thinking and Consulting | Kurt Motamed, Pepperdine U.

909: (Paper Session) - (CDP) Technology Ventures, Exploration and Exploitation

1:15pm - 2:45pm Hilton Palacio del Rio: Salon Del Rey C

Facilitator: Chuck Eesley, Stanford U.

ENT: Should You Stay or Should You Go: Exploration and Exploitation in Corporate Venturing | Marcus Wolfe, Indiana U., Bloomington


TIM: The Value of Software Patents to Software Start-Up Firms | Gili Greenberg, Bocconi U.; Alfonso Gambardella, Bocconi U.

ENT: Competitive Actions of New Technology Firms: The Red Queen Effect and New Firm Performance | Robert L. Porter, U. of Central Florida

910: (Paper Session) - (CM) Examining the Relationship between Task Conflict and Team Performance More Closely

1:15pm - 2:45pm Grand Hyatt: Bonham C

Chair: Andreas W. Richter, U. of Cambridge


ODC: The Influence of Intragroup Conflict on Promotive Voice: A Multilevel Study from China | Changchun Xiang, Huazhong U. of Science & Technology; Li-rong Long, Huazhong U. of Science & Technology

Intragroup Task Conflict and Team Creativity: The Moderating Role of Conflict Management Style | Sejin Keem, Korea U.; Seungwoo Kwon, Korea U.

911: (DRP Session) - (CM) Bad Behavior in the Workplace: Causes and Consequences

1:15pm - 2:45pm Grand Hyatt: Travis A

Facilitator: Ryan Fehr, U. of Washington, Seattle


Workplace Bullying Across Cultures: A Research Agenda | Kathryn J. L. Jacobson, U. of New Mexico; Jacqueline N. Hood, U. of New Mexico; Harry J Van Buren, U. of New Mexico

Facilitator: Craig Prichard, Massey U.

MHR: Frederick Taylor and Dilbert: Mental Revolution versus Cynicism | Aditya Simha, Gonzaga U.; David J Lemak, Columbia Basin College
Session Details – Monday, 12:00 - 2:00 PM

912: (Paper Session) - (DISC) Bottom of the Pyramid: A Critical / Constructive Exploration
1:15pm - 2:45pm Hyatt Regency: Salon L
Moderator: Nilima Gulrajani, London School of Economics
Panelists: Aneel Karnani, U. of Michigan, Ann Arbor; Bill Cooke, Lancaster U.; George Cairns, RMIT U.; Kamal Munir, U. of Cambridge

913: (Paper Session) - (DISC) Creativity
1:15pm - 2:45pm Hyatt Regency: Rowe C
Discussant: Joseph Eric Massey, Institute For Tourism Studies
OB: Creativity, Risk Proclivity, & Proactive Action: Psychological Underpinnings & Link to Venturing | Daniel Lerner, U. of Colorado
OB: Culture and Creativity: How Culture and Problem Type Interact in Affecting Problem-Solving | Sharon Arieli, Hebrew U. of Jerusalem; Lilach Sagiv, Hebrew U. of Jerusalem
OB: How Cross-Cultural Experience Ignites Creativity: A Model of Cognitive Complexity | Dilek G. Yunlu, U. of Wisconsin, Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee

914: (Paper Session) - (DISC) Expectations and Injustice
1:15pm - 2:45pm Hyatt Regency: Bow A
Discussant: Brian R. Dineen, U. of Kentucky
HR: Stigma in Law Enforcement: Potential impact on benefit avoidance | Camela Steinke, State U. of New York, Albany; Alyssa Dawn Lambert, Indiana U. Southeast
HR: Voicing Against Workplace Injustice: Utility and Immunity as Antecedents to Grievance-Filing | Brian S. Klaas, U. of South Carolina; Anna Katherine Ward, U. of South Carolina

915: (Paper Session) - (DISC) Social Learning, Cognition & Identity
1:15pm - 2:45pm Hyatt Regency: Bowlie B
Discussant: Robert A. Phillips, U. of Richmond
SIM: Priming Moral Identity Attenuates Implicit Beliefs about Business | Lei Zhu, U. of British Columbia
SIM: A Typology of Stakeholder Management Strategies: A Learning and Positioning Perspective | Michael Banks, Loyola U. Maryland; Dusya M. Vera, U. of Houston; Mindy Krischer, U. of Houston

916: (Paper Session) - (DISC) Public and Nonprofit Performance
1:15pm - 2:45pm Hyatt Regency: Frio
Discussant: Jeryl Mumpower, Texas A&M U.
PnP: Optimization of Warning Decisions to Increase Security in a Public Place | Navid Ghaffarzadegan, State U. of New York, Albany
PnP: The Relationship Between Governance and Performance in Nonprofits: A Quantitative Analysis | Rebecca Tekula, Pace U.
PnP: Cultural Policy and Management In Rio de Janeiro, Brazil: Between New Opportunities and Old Problems | Janaina Machado Simões, UFRJ and EBAPE/FGV; Leonardo Vasconcelos Cavalier Darbilly, Getulio Vargas Foundation-EBAPE; Vanessa Brulon Soares, Getulio Vargas Foundation-EBAPE

917: (Paper Session) - (DISC) CEO and Corporate Governance
1:15pm - 2:45pm Hyatt Regency: Frio
Discussant: Andrew von Nordenflycht, Simon Fraser U.
OMT: The Influence of the Supervisory Board Diversity on CEO Compensation in Publicly Traded Dutch Firms | Dean A. Hennessy, Tilburg U.
OMT: Demise of Diversification for Emerging Economy Business Groups? | Apalak Khatua, IIM Calcutta
918 : (Paper Session) - (DISC) Identity and Behavior
1:15pm - 2:45pm Hyatt Regency: Live Oak
Tweet this session: #AOM2011 918
Discussant: Ramon J. Aldag, U. of Wisconsin, Madison

MOC: Sustaining and Enhancing Internal Legitimacy of Alternate Identity in Dual-identity Organizations | Prarthan B. Desai, Indian Institute of Management, Calcutta
MOC: The Influence of Individual Difference on the Continent Use of Knowledge in Decision Making | Chien Sheng Richard Chan, Peking U.; H. Dennis Park, U. of Missouri, Kansas City
MOC: The Future Comes Soon Enough: Future Orientation and Regulatory Focus Predicting Extra-Role Behavior | Maria Strobel, TUM School of Management; Andranik Tumasjan, Technical U. Munich; Matthias Spoerle, U. of Applied Management

919 : (Paper Session) - (DISC) Human Capital and Opportunity
1:15pm - 2:45pm Hyatt Regency: Llano
Tweet this session: #AOM2011 919
Discussant: Sandra Schillo, Christian-Albrechts-U. of Kiel
ENT: Entrepreneurial Teams, Optimal Team Size, and Founder Exits | Mili Shrivastava, Max Planck Institute; Jagannadh Pawan Tamvada, Aston Business School

920 : (Paper Session) - (DISC) Healthcare Technology and Quality
1:15pm - 2:45pm Hyatt Regency: Maverick A
Tweet this session: #AOM2011 920
Discussants: Timothy Hoff, State U. of New York, Albany; Grant T. Savage, U. of Alabama, Birmingham
HCM: Making the Right Decision for New Technologies – Insights on Criteria and Preferences in Hospitals | Sebastian Gurtner, Technische U. Dresden; Oliver Uecke, Technische U. Dresden; Michael Schefczyk, Technische U. Dresden
HCM: Characteristics of Hospitals with Chief Medical Information Officers (CMIOs) | Jim Byrd, U. of Alabama, Birmingham; Darrell E. Burke, U. of Alabama, Birmingham
HCM: Intermediate and Transitional Forms of Care in Italian LHAs: What Drives Choices of Adoption? | Stefano Tasselli, Judge Business School; Amelia Compagni, Bocconi U.; Fabrizio Tediosi, Bocconi U.
HCM: Competence and Connections: Human Capital and Relational Coordination Influences on Outcomes | Alankrita Pandey, U. of Texas, Arlington; Gary C. McMahan, U. of Texas, Arlington

921 : (Paper Session) - (DISC) Research Methods: Models and Analyses
1:15pm - 2:45pm Hyatt Regency: Maverick B
Tweet this session: #AOM2011 921
Discussant: Seth Spain, U. of Nebraska
RM: Identifying the Order of an ARMA Process for Level-1 Errors in Latent Growth Modeling | Cheng G Ding, National Chiao Tung U.; Ten-Der Jane, National Chiao Tung U.
RM: Understanding Sexual Harassment using Formative Indicator Models: Bridging Theory and Measurement | Bradley Brummer, U. of Tulsa; Christopher D. Nye, U. of Illinois, Urbana-Champaign; Fritz Drasgow, U. of Illinois, Urbana-Champaign

922 : (Paper Session) - (DISC) Learning from Foreign Technologies
1:15pm - 2:45pm Hyatt Regency: Navarro
Tweet this session: #AOM2011 922
Discussant: Anne Parmigiani, U. of Oregon
TIM: Exploring the Antecedents of the Pace of Learning from In-Licensed Technology in Emerging Countries | Yuandi Wang, U. Hasselt; Wim Vanhaverbeke, Hasselt U.; Nadine Roijakkers, Hasselt U.; Jun Jin, Zhejiang U.
TIM: Learning-By-Licensing: A Source of Competitive Advantage for Firms in Developing Countries | Yuandi Wang, U. Hasselt; Nadine Roijakkers, Hasselt U.

923 : (Paper Session) - (DISC) Intraorganizational Knowledge Sharing
1:15pm - 2:45pm Hyatt Regency: Nueces
Tweet this session: #AOM2011 923
Discussant: Kira Fabrizio, Duke U.
TIM: Knowledge Sharing in Intra-Organizational Innovation Communities: Cognition and Affect | Bastian Bansemir, U. of Erlangen, Nuremberg; Anne-Katrin Neyer, U. of Erlangen, Nuremberg; Kathrin M Moeslein, U. of Erlangen, Nuremberg
TIM: Knowledge Management in a Multinational Context: Aligning Nature of Knowledge and Technology | Dino Ruta, Bocconi U.; Ubaldo Macchitella, Bocconi U.

924 : (Paper Session) - (DISC) Drivers for Alliances and Firm Performance
11:15pm - 2:45pm Hyatt Regency Session

Tweet this session: #AOM2011 924

Discussant: Joanne Oxley, U. of Toronto

- BPS: Economic and Social Drivers for Strategic Alliances | Yu-Kai Wang, Florida International U.; Chris Changwha Chung, Korea U.

925: (Paper Session) - (ENT) Entrepreneurial Capabilities: How to Get Them and Why They Matter
11:15pm - 2:45pm San Antonio Convention Center: Room 007 B

Chair: Tammi Redd, U. of Texas Pan American
- Antecedents to Dynamic Managerial Capabilities: Cognition & Corporate Entrepreneurial Action | Andrew C. Corbett, Rensselaer Polytechnic Institute; Heidi M. Neck, Babson College; Tracy Marie Latvery, Lally School of Management & Technology
- Understanding the Development of Substantive and Dynamic Capabilities in New Ventures | Robin De Cock, U. of Ghent; Bart Cleryse, U. of Ghent
- How Dynamic Capabilities Can Help New Technology-Based Firms to Cope with the Global Crisis? | Anita Quas, Politecnico di Milano; Massimo Gaetaano Colombo, Politecnico di Milano; Cristina Rossi-Lamastra, Politecnico di Milano; Evita Piva, Politecnico di Milano
- SMEs’ Access to Market Information: The Effect of CEOs’ Social Capital and Personality Traits | Barthelemy Collet, Grenoble Ecole de Management; Michael Geraudel, GSCM, Montpellier Business School; Caroline Mothe, U. de Savoie - IREGE

926: (Paper Session) - (ENT) Founders and New Venture Performance
11:15pm - 2:45pm San Antonio Convention Center: Room 007 C

Chair: Aparna Katre, Weatherhead School of Management
- Innovation in Founder and Family Firms: Entrepreneurial versus Nurturer Identities of Owners | Joern Hendrich Block, Erasmus U. Rotterdam; Peter Jaskiewicz, U. of Alberta; Danny Miller, HEC Montreal; Frank Spiegel, Technical U. Munich
- Love or Sibling Rivalry: Genealogical Ventures from Common Organizational Parents | Michael Deane Howard, U. of Washington; Arvin Sahaym, James Madison U.; Sandip Basu, California State U. East Bay
- The Effects of Founder’s Cultural Capital on New Venture Performance in Different Economies | Malgorzata A. Widowiaik, U. of Klagenfurt; Erich J. Schwarz, U. of Klagenfurt; Robert J. Breitenhecker, U. of Klagenfurt; Richard W. Wright, U. of Klagenfurt

927: (Paper Session) - (ENT) Intention and Orientation in Entrepreneurship Research: New Research Directions
11:15pm - 2:45pm San Antonio Convention Center: Room 007 D

Chair: Katharina Hoelzle, Berlin Institute of Technology
- A Brief History of Entrepreneurial Orientation Measure Development: Stages, Factors, and Theory | Sherylynn Roberts, U. of Texas, Arlington
- The Effects of Danger on Entrepreneurial Intentions: Mediating Roles of Resilience and Self-Efficacy | Amanda Bullough, Thunderbird; Maija Renko, U. of Illinois, Chicago; Tamar Rey-Matth, American U. of Afghanistan
- Toward a Configurations Approach to Entrepreneurial Orientation | Aaron Francis McKenny, Texas Tech U.

928: (DRP Session) - (ENT) Entrepreneurship in the Social Context: Is it Really Different?
11:15pm - 2:45pm San Antonio Convention Center: Room 008 B

Chair: William John Wales, James Madison U.; Vishal K. Gupta, State U. of New York, Binghamton; Fariss T. Moussa, James Madison U.

- Configurations of National Formal and Informal Institutions Predicting Social Entrepreneurship | Ute Stephan, U. of Sheffield; Lorraine M. Uhlaner, EDHEC Business School
- Organizational Responses to the Social Entrepreneurship Challenge | Matthew Grimes, Vanderbilt U.
- Design-Driven Social Ventures: An Alternative To The Community-Led Approach | Zev Lowe, ESade Business School; Jonathan D. Wareham, ESade

929: (DRP Session) - (ENT) The Role of Intentions and Orientation in Entrepreneurial Decision Making
11:15pm - 2:45pm San Antonio Convention Center: Room 213 A

Chair: Robin De Cock, U. of Alberta
- Resource Knowledge, Organizational Slack, and Entrepreneurial Orientation | Brian S. Anderson, Richard Ivey School of Business; Jeffrey G. Covin, Indiana U.
- Entrepreneurial Orientation and Firm Growth Among Japanese SMEs | Yoshihiro Eshina, Osaka U. of economics; Brian S. Anderson, Richard Ivey School of Business
Does Money Make the Entrepreneurial World Go Round? | Ana Venancio, ISEG - Economic and Business School and Carnegie Mellon U.; Francisco Lima, Instituto Superior Tecnico

930 SHCS: (GDO) Black Faces in White Places: Redefining the Black Experience in Organizations & Management
1:15pm - 2:45pm Grand Hyatt: Lone Star C
Tweet this session: #AOM2011 930
Organizer: Jeffrey A. Robinson, Rutgers U.
Chair: Jeffrey A. Robinson, Rutgers U.
Panelists: C Douglas Johnson, Georgia Gwinnett College; Atira Cherise Charles, Florida State U.; Erika Verniece Richardson, Northwestern U.; Katherine W. Phillips, Northwestern U.; Rochelle Parks-Yancy, Texas Southern U.; Sammie L Robinson, Texas Southern U.; LaQuita C Blockson, College of Charleston
Participants: Darius Morse, Georgia Gwinnett College; DeMarcus A. Peggues, U. of Tennessee, Chattanooga

931: (DRP Session) - (GDO) International Women and Work Place Experiences
1:15pm - 2:45pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 931
Facilitator: Regine Bendl, WU Vienna
A Multi-Level Perspective on Workplace Experiences of Women in Pakistan | Faiza Ali, U. of Kent
The Arab Female Manager | Saleema Kauser, U. of Manchester; Hayfah Tlaiss, U. of New Brunswick
East Meets West: An Exploration of Masculinity and Femininity in the Philippines | Julia Teahan, Baker College; Edward F. Murphy, Embry Riddle Aeronautical U.; Silvia Ines Monserrat, Unican; Arnel Onesimo O. Uy, De La Salle U.
Regina A. Greenwood, Nova Southeastern U.; Neusa Maria Bastos F. Santos, Pontificia U. Catolica de Sao Paulo; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania; Sergio Madero, Tecnologico de Monterrey
Getting Hired in China: The Experiences of Ethnic Minorities | Reza Hasmath, U. of Melbourne
Entangled Between Tradition and Modernity: The Experiences of Bhutanese Working Women | Kantha Ruby Dayaram, Curtin U.; David Pick, Curtin U.

932: (GDO, IM) Different Yet Similar: Equal Opportunity, Diversity, and Cross-Cultural Competence Initiatives
1:15pm - 2:45pm Grand Hyatt: Presidio A
Tweet this session: #AOM2011 932
Chair: Marins van Driel, DEOMI PAFB
Discussant: Sharon Glazer, U. of Maryland
Perceptions of Diversity in the DoD | Kizzy M. Parks, K. Parks Consulting, Inc.; Daniel McDonald, Defense Equal Opportunity Management Institute; Loring John Crepeau, DEOMI PAFB
Multilevel Analysis of Socio-Demographic Ethnic Diversity and Climate For Service | Koren Ichihara, Illinois Institute of Technology; Roya Ayman, Illinois Institute of Technology

Cross-Cultural Training for the U.S. Military: Implications for Mission Readiness | Claudia Brugman, U. of Maryland Center for the Advanced Study of Language; George Reinhart, U. of Maryland Center for the Advanced Study of Language; Sharon Glazer, U. of Maryland; Emily Feinberg, U. of Maryland Center for the Advanced Study of Language; Michelle Falk, U. of Maryland Center for the Advanced Study of Language; Shaina Castle, U. of Maryland Center for the Advanced Study of Language

933: (DRP Session) - (HCM) Electronic Health Records and Technology
1:15pm - 2:45pm Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 933
Facilitator: Timothy R. Huerta, Texas Tech U.
Transcending Barriers to Ambulatory Electronic Health Record Use | Ann Scheck McAlearney, Ohio State U.; Nina Kowalczyk, Ohio State U.; Paula H. Song, Ohio State U.; Julie Robbins, Ohio State U.; Deena Chisolm, Ohio State U.
Patient Intention to Use a Personal Health Record: A Test of the Technology Acceptance Model | Alice Noblin, U. of Central Florida; Myron D Fottler, U. of Central Florida; Thomas T.H. Wan, U. of Central Florida
Measurement Error in Performance Studies of Health IT: The Impacts of Electronic Medical Records: the case of health providers in the Catalonia Region | Greta Nasi, Bocconi U.; Maria Cucchielli, Bocconi U.

934: (Paper Session) - (HCM) Organizational Change and Learning in Healthcare
1:15pm - 2:45pm Marriott Rivercenter: Salon K
Tweet this session: #AOM2011 934
Chair: Christopher Johnson, Texas A&M Health Science Center
Fostering Change within Organizational Participants of Multi-sectoral Health Care Alliances | Larry R. Heard, U. of Alabama, Birmingham; Jeffrey Alexander, U. of Michigan, Ann Arbor; Jessica Mittler, Pennsylvania State U.
HCM Division Best Paper Award Nominee
Practice-Based Learning, Organizational Slack and Public Hospital Performance | Antonio Vera, German Police U.; Torsten Oliver Salge, Ruhr-U. Bochum
Organizational Structure and Change Processes in Long-Term Care: A Configuration Approach | Junghoon Kim, Pennsylvania State U.
HCM Division Best Paper Based on a Dissertation Award Nominee

935: (Paper Session) - (HR) Sharing Knowledge about Knowledge Sharing
1:15pm - 2:45pm Grand Hyatt: Lone Star D
Tweet this session: #AOM2011 935
Chair: Brian D. Blume, U. of Michigan, Flint
Session Details – Monday, 12:00 - 2:00 PM

1:15pm - 2:45pm Grand Hyatt: Independence /g42/g1d
Suzanne S. Masterson
Tweet this session: #AOM2011 936
1:15pm - 2:45pm Grand Hyatt: Presidio B
A Meta-Analysis of Relations Between Vocational Interests and Employee Performance and Turnover | Chad H. Van Iddekinge, Florida State U.; Philip L. Roth, Clemson U.; Dan J. Putka, Human Resources Research Organization; Stephen E. Lanivich, Florida State U.
Toward Better Meta-Analytic Matrices: Input Values Affect Conclusions in HRM Simulations | Philip L. Roth, Clemson U.; Fred Switzer, Clemson U.; Chad H. Van Iddekinge, Florida State U.; In-Sue Oh, Virginia Commonwealth U.
Executive Attention as a Predictor of Employee Performance | Frank A. Bosco, U. of Memphis; David G. Allen, U. of Memphis
What If My First Choice Turns Me Down? A Look at Smaller Applicant Pools | Steve Scullen, Drake U.

1:15pm - 2:45pm San Antonio Convention Center: Room 207 B
(DRIP Session) - (IM) Cross Culturalism and Values in International Management
1:15pm - 2:45pm San Antonio Convention Center: Room 207 B
(DRIP Session) - (IM) Issues in International Human Resource Management
1:15pm - 2:45pm San Antonio Convention Center: Room 206
(DRIP Session) - (HR, OB) A Closer Look at Core Self-Evaluations
International Experience (Variety, Novelty and Host Contact) and Dynamic Cross-Cultural Competencies | Ibiraiz Tarique, Pace U.

Relationships of Managers Derailment Potential and Competencies in US and Japan Companies (WITHDRAWN) | Yi Zhang, Lingnan U.; Anand N Chandrasekar, Center for Creative Leadership and U. of Hawaii at Manoa

Career Motivation and Development of Self-Initiated Expatriates: A Self-Determination Perspective | Yu-Ping Chen, U. of Wisconsin, Milwaukee; Yu-Shan Hsu, U. of Wisconsin, Milwaukee

A Multi-Level Model of Institutional Influences and Performance in Emerging Market | Yi-Long Jaw, National Taiwan U.; Hsu-Wei Hsu, National Taiwan U.; Minder Hsieh, National Taiwan U.

Organizational Knowledge in International World | 1:15pm - 2:45pm San Antonio Convention Center: Room 209
Chair: Ryh-Song Yeh, Yuan Ze U.

Connections to Distant Knowledge: Expatriate Ties and the Developing World | Daniel Z. Levin, Rutgers U.; Helena Barnard, U. of Pretoria

Knowledge Acquisition, Geographic Scope, and Isolating Mechanisms | Min-Young Kim, U. of Illinois, Urbana-Champaign; Glenn Hoekstra, Arizona State U.

Factors Behind Knowledge-Intensive Firms Cautious Expansion and their Impact on Speed of Performance | Dina Abdelzaher, Florida International U.

The International Coordination of Knowledge Generation: Knowledge Flow Patterns of Subsidiaries | Feng Zhang, St. Mary’s U.

Market Information and International Strategy Dynamics | 1:15pm - 2:45pm San Antonio Convention Center: Room 210 A
Chair: Monisha Das, U. of Maryland Eastern Shore

Effect of Spillovers on Foreign Versus Domestic Industry Leadership in a Developing Economy | James Costantini, INSEAD

Foreign vs. Domestic Firms Benefit of Information Gathering and Deployment | Jörg Zimmermann, Max Planck Institute of Economics

The Impacts of Relational Bonds on Brand Relationship Quality and Brand Loyalty | Chao-Chin Huang, National Cheng Kung U.; Shyh-Ming Huang, Southern Taiwan U.; Shyh-Rong Fang, Hsiuping Institute of Technology

A Time-use Perspective on Entrepreneurial Initiatives in the Multinational Corporation | Christopher Williams, Richard Ivey School of Business; Wendelien Van Ererde, U. of Amsterdam

Cross-Cultural and Comparative Studies of International Goals and Values | 1:15pm - 2:45pm San Antonio Convention Center: Room 210 B
Chair: Dail Fields, Regent U.

National Ethical Business Context and Employees’ Organizational Commitment | Miriam Muethel, Otto Beisheim Graduate School of Management (WHU); K. Praveen Parboteeah, U. of Wisconsin, Whitewater

Work Goals in Regions of two Nations: Functional, Neo-Institutional and Critical Event Influences | Mark F. Peterson, Florida Atlantic U.; Ad Van Iterson, Maastricht U.

Viewing GLOBE through Intercultural Simulations: The Case of a Taiwanese-German Management Team. | Jasmim Mahadevan, Pforzheim U.

The Business Values Dimensions: A Measure of Workforce Values | David A. Ralston, U. of Oklahoma; Craig J Russell, Price College Of Business; Carolyn P. Egri, Simon Fraser U.

Organizational Maintenance: Innovation in Social Profit Firms | 1:15pm - 2:45pm Marriott Rivercenter: Conference Room 15
Chair: Jacqueline M. Stavros, Lawrence Technological U.
Participants: Jane Seiling, Lawrence Technological U.; Cheryl B. Richardson, Benedictine U.; Dalito Samson Sulamoyo, Illinois Association of Community Action Agencies

Institutional Issues in Management Education | 1:15pm - 2:45pm Marriott Rivercenter: Conference Room 15
Chair: Charles Roy Fennem, State U. of New York, Canton

Management Education: A Call for a New Dialogue | Erik Johannes Irgens, North-Trondelag U. College

The Development of Managerial Skills in MBA Programs: A Reconsideration of Learning Goals | Otmar E Varela, U. of Arkansas at Little Rock; Michael J. Burke, Tulane U.; Norbert Michel, Nicholls State U.

The Impact of Accreditation: A Multiple Case Study of Canadian University Business Schools | Catherine Jane Elliott, U. of Ottawa

The Impact of Strategic Alliances on Ranking of Business Schools | Rania Ijhaish-Nasraoui, HEC Montreal; Ulrich Wassmer, Concordia U.; Louis Hebert, HEC Montreal

Multicultural and Experiential Learning Perspectives in Management Education and Development | 1:15pm - 2:45pm Marriott Rivercenter: Salon C

An Eastern Critique of Kolb’s Experiential Learning Theory | Mai P. Trinh, Case Western Reserve U.

Dramaturgical Teaching: A Primer and Test of Student Impact | John E Barbuto Jr, U. of Nebraska, Lincoln

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THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 12:00 - 2:00 PM

948 (DRP Session) - (MH) Historic Explorations of Paradigms, Positions, Industries, Organizational Forms, and Cultures
1:15pm - 2:45pm Marriott Riverwalk: Bowie
Tweet this session: #AOM2011 948
This management history session examines the selected management topics across radically different cultures, periods, and paradigms.
Chair: Jacob Dahl Rendtorff, Roskilde U.
Discussant: Shawn M. Carrarah, Minot State U.

949 (Paper Session) - (MOC) Emotions at Work
1:15pm - 2:45pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 949
Chair: Gabriele Lakomski, U. of Melbourne

950 (DRP Session) - (MOC) Individual Identity and Organizational Identification
1:15pm - 2:45pm La Quinta Inn & Suites: Crockett West
Tweet this session: #AOM2011 950
Facilitator: Johanna Jaskari, Aalto U.

951 (Paper Session) - (OB) Organizational and Individual Process that Affect Creativity & Innovation
1:15pm - 2:45pm Grand Hyatt: Bowie A
Tweet this session: #AOM2011 951
Chair: Aimee L. Hamilton, Pennsylvania State U.
Routinization, Free Cognitive Resources, and Creativity | Heesun Chae, Seoul National U.; Oh Soo Park, Seoul National U.; Dongwon Choi, Seoul National U.
Putting Work off Pays off: Explaining How Procrastination Fosters Creativity | Jihae Shin, U. of Pennsylvania
Scaling Individual Creativity to Organizational Innovation | Robert Litchfield, Washington and Jefferson College; Cameron Ford, U. of Central Florida; Richard John Gentry, U. of Mississippi

952 (Paper Session) - (OB) When Justice, Promotion Focus and Affect Meet: Postive Outcomes of Leadership
1:15pm - 2:45pm Grand Hyatt: Bowie C
Tweet this session: #AOM2011 952
Chair: Bret H. Bradley, U. of Oklahoma - Norman
Transformational Leadership and Multiple Commitments: Does Span of Control Matter? | Lale Gumusluoglu, Bilkent U.; Zahide Karakitapoglu, Bilkent U.; Giles Hirst, Monash U.
Vision Content and Leader Emotion in Vision Communication: A Moderated Mediation Model | Merlijn Venus, Erasmus U. Rotterdam; Daan Stam, Erasmus U. Rotterdam
Leadership and Networking Behavior by Direct Reports | Marc H Anderson, Iowa State U.; Peter Sun, U. of Waikato
Transformational Leaders as Embedders: The Role of Follower Positive Affect and Collective Self | Marion B Eberly, U. of Washington; Dustin James Bluhm, U. of Washington

953 (DRP Session) - (OB) Understanding Trust in Organizations: Considerations Within and Between Individuals
1:15pm - 2:45pm Grand Hyatt: Crockett B
Tweet this session: #AOM2011 953
Facilitator: C. Ashley Fulmer, U. of Maryland, College Park
A Cross-Level Investigation of the Trust-Creativity Relationship | Samuel Aryee, Aston U.; Fred O. Walumbwa, Arizona State U.; Chris WL Chu, Stockholm School of Economics; Zhiqiang Liu, Huazhong U. of Science & Technology
The Waxing and Waning of Trust: The Dynamic Role of Ability in the Development of Trusting Behavior | Marcus Armin Drescher, Technical U. Munich; Isabell Melanie Welpe, Technical U. Munich; Audrey Korsgaard, U. of South Carolina; Arnold Picot, Ludwig Maximilians U.; Matthias Spoerrie, U. of
**MONDAY**

### Session Details – Monday, 12:00 - 2:00 PM

**Section D**

1. **Compliance Influences Follower Abuse, Voice, Deviance and Acquisition**
   - Investigate Outcomes of Shared Learning and Knowledge Acquisition
   - A Dual Motivational Perspective on The Antecedents and /g1d

2. **Facilitator:**
   - Alan D. Boss

3. **Tweet this session:**
   - @AOM2011 954
   - Aimee A. Kane

4. **Most Innovative Student Paper sponsored by Sage Publications**
   - A student must be the sole or first-author and must have taken the lead role on the project.

5. **Why Do I Share Knowledge with My Group Members?**
   - Roles of Leadership and the Mediating Effects
   - Alexander Madsen
   - Sandvik, Norwegian School of Economics and Business Administration

6. **Facilitator:**
   - Øyvind Martinsen, Norwegian School of Management

7. **Managing Knowledge-Intensive Work: A Trust Based Model**
   - Sebastian Massaro, UCL; Simcha Jong, U. College London

8. **Most Innovative Student Paper sponsored by Sage Publications**
   - A student must be the sole or first-author and must have taken the lead role on the project.

9. **Why Do I Share Knowledge with My Group Members?**
   - Roles of Leadership and the Mediating Effects
   - Chi-Wei Liu, HongKuang U.; Pei-Wen Huang, Cheng Shiu U.

10. **To Share or Hoard: Knowledge-based Psychological Ownership, Territoriality and Knowledge-hoarding**
    - He Peng, Fudan U.

11. **Preventing Knowledge Loss When Employees Expect to Leave**
    - Daniela Noethen, ESADE Business School

**954 #: DRP Session - (OB) Using Multiple Methods to Investigate Outcomes of Shared Learning and Knowledge Acquisition**

12. **1:15pm - 2:45pm Grand Hyatt: Crockett D**
    - Tweet this session: #AOM2011 954
    - Facilitator: Aimee A. Kane, Duquesne U.

13. **Transformational and Self Leadership in Knowledge Work: Mediating and Moderating Effects**
    - Alexander Madsen Sandvik, Norwegian School of Economics and Business Administration
    - Øyvind Martinsen, Norwegian School of Management

14. **Managing Knowledge-Intensive Work: A Trust Based Model**
    - Sebastian Massaro, UCL; Simcha Jong, U. College London

**955 #: DRP Session - (OB) How Abusive Leadership Influences Follower Abuse, Voice, Deviance and Compliance**

15. **1:15pm - 2:45pm Grand Hyatt: Crockett D**
    - Tweet this session: #AOM2011 955
    - Facilitator: Alan D. Boss, U. of Washington, Bothell

16. **Abusive Supervision, Power Distance, and Deviance: A Social Learning Theory Perspective**
    - Huiwen Lian, U. of Waterloo;
    - Douglas J. Brown, U. of Waterloo

17. **Abusive Supervision and Supervisor-Directed Deviance: A Self-Regulation Theory Perspective**
    - Lindie Hanyu Liang, U. of Waterloo;
    - Huiwen Lian, U. of Waterloo;
    - Douglas J. Brown, U. of Waterloo

18. **Should I or Should I Not?: Strategic Followership in the Context of Ineffective Leadership**
    - David B. Zoogah, Morgan State U.

19. **A Dual Motivational Perspective on The Antecedents and Outcomes of Abusive Supervision**
    - Serene Ng, Australian National U.;
    - Hataya Sibunruang, The Australian National U.;
    - Zhen-Xiong Chen, Australian National U.

**956 #: (Paper Session) - (OB) Understanding Customer Service: Organizational Climate and Attachment**

20. **1:15pm - 2:45pm Grand Hyatt: Lone Star E**
    - Tweet this session: #AOM2011 956
    - Chair: Joel M. Evans, Sungkyunkwan U.

21. **The "Difficult Customer": Service Employees’ Conceptualizations and Reactions**
    - Iddo Gal, U. of Haifa;
    - Dana Yagil, U. of Haifa;
    - Gil Luria, Haifa U.

22. **When Does a Service Climate Improve Supervisors’ Service-Oriented Behaviors?**
    - Chak Fu Lam, U. of Michigan, Ann Arbor;
    - David Mayer, U. of Michigan

23. **Organizational Identification, Customer Orientation and Service Performance**
    - Hongwei He, U. of Warwick;
    - Weiyue Wang, U. of Salford;
    - Lloyd Harris, U. of Warwick

24. **Employee Satisfaction, Responsiveness, and Customer Satisfaction: Linkages and Boundary Conditions**

25. **Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee**

**957 #: (Paper Session) - (OB) Investigating Ethics, Motivation and Performance with Multi-level Analyses of Organizational Climate**

26. **1:15pm - 2:45pm Grand Hyatt: Republic A**
    - Tweet this session: #AOM2011 957
    - Chair: Josh Daspit, U. of North Texas

27. **A Meta-Analytic Investigation of the Higher-Order Dimensions of Psychological Climate**
    - Justin K Benzer, VA Boston Healthcare System;
    - Margaret Tutt Horner, Texas A&M U.

28. **Fairness at the Collective Level: A Meta-Analytic Examination of Organizational Justice Climate**
    - Daniel Whitman, Louisiana State U.;
    - Suzette Calvo, New York U.;
    - Nichelle C. Carpenter, Texas A&M U.;
    - Margaret Tutt Horner, Texas A&M U.

29. **Organizational Ethical Climate and Employee Silence: A Cross-Level Analysis (WITHDRAWN)**
    - Yau-De Wang, National Chiao Tung U.;
    - Hui-Hsien Hsieh, National Chiao Tung U.

30. **Organizational Climates for Task Direction and Relational Support: A Contingency-Based Framework**
    - Justin K Benzer, VA Boston Healthcare System;
    - Gary J. Young, Northeastern U.;
    - Martin P. Charns, U.S. Department of Veterans Affairs;
    - David C. Mohr, VA Boston Healthcare System

31. **Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee**

**958 #: (Paper Session) - (OB) Multi-Level Perspectives on Transformational Leadership and Individual and Team Outcomes**

32. **1:15pm - 2:45pm Grand Hyatt: Republic B**
    - Tweet this session: #AOM2011 958
    - Chair: Benjamin M. Galvin, U. of Washington, Bothell

33. **The Effect of Consideration of Future Consequences on Transformational Leadership**
    - Wenhui Zhang, Zhongnan U. of Economics and Law;
    - Hui Wang, Peking U.; Craig L. Pearce, Institute for Innovative Leadership

34. **A Multilevel Model of Transformational Leadership in Academic Teams**
    - Susanne Braun, Ludwig Maximilians U.;
Cladiva Verena Peus, Ludwig Maximilians U.; Silke Weisweiler, Ludwig Maximilians U.; Dieter Frey, Ludwig Maximilians U.

The Importance of a Homogeneous Transformational Leadership Climate for Organizational Performance | Simon B. De Jong, U. of St. Gallen; Heike Bruch, U. of St. Gallen

Leader Values, Style and Behavior in Meetings: Triangulated Evidence of Effective Leadership | Marcella A.M.G. Hoogeboom, U. of Twente; Celeste P. M. Wilderom, U. of Twente; Joke Nijhuis, U. of Twente; Peter van den Berg, Tilburg U.

Social and Individual Differences of Workplace Incivilities | William James Fear

Chair: Aleksandra Luk syte, U. of Houston


Family Incivility and Job Performance: A Moderated Mediation Model | Sandy Lim, National U. of Singapore; Kenneth Tai, National U. of Singapore

The Excluded Target of Envy: A Multicultural Analysis of Envy’s Consequences | Cassandra Khoe, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign

Dimensions of Difficult Workplace Colleagues | Josephine D. Green, Perkins Berry, U. of Massachusetts, Amherst; Kristin L. Scott, U. of Maryland

Employment Discrimination: P-O Fit and P-J Fit as a Mediator | hoop McPherson, National U. of Singapore; Vijender Sing, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign

Voluntary Employee Involvement at Work | Mark C. Bolino, Northeastern U.

The Buffering Effects of Positively Experienced Social Sexual Behavior at Work | Jane O’Reilly, U. of British Columbia; Leah Dawn Sheppard, U. of British Columbia; Marius van Dijke, Erasmus U. Rotterdam

Politics in Perspectives(s): Re-Energizing Research on Organizational Politics | Douglas A Lepisto, Boston College; Michael G. Pratt, Boston College

The Effects of Managing Multiple Impressions on Employee Social Anxiety and Job Performance | Anthony Klotz, U. of Oklahoma - Norman; Mark C. Bolino, U. of Oklahoma

A Grounded Theory Investigation of the Definition and Dimensions of Difficult Workplace Colleagues | Cynthia Kay Stevens, U. of Maryland; Deborah Searcy, U. of Maryland, College Park


Family Incivility and Job Performance: A Moderated Mediation Model | Sandy Lim, National U. of Singapore; Kenneth Tai, National U. of Singapore

The Excluded Target of Envy: A Multicultural Analysis of Envy’s Consequences | Cassandra Khoe, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign

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The Effects of Managing Multiple Impressions on Employee Social Anxiety and Job Performance | Anthony Klotz, U. of Oklahoma - Norman; Mark C. Bolino, U. of Oklahoma
64 ▶ JS: (ODC, OB, HR) New Perspectives on Building Effective Virtual Teams: Key Elements and Evolving Processes
1:15pm - 2:45pm San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 964
Chairs: Kathryn M. Bartol, U. of Maryland, College Park; N. Sharon Hill, George Washington U.
Paradoxical Effects of Technology-Enabled Virtual Collaboration in Cognitively Diverse Virtual Teams | Arvind Malhotra, U. of North Carolina, Chapel Hill; Ann Majchrzak, U. of Southern California
Systems Savvy and the Evolution of Effective Virtual Teams | Terri Griffith, Santa Clara U.; Robert McGrath, U. of Illinois, Urbana-Champaign; M. Scott Poole, U. of Illinois, Urbana-Champaign; John E. Sawyer, U. of Delaware
Antecedents and Outcomes of Team Member Attitude toward Virtual Teamwork | N. Sharon Hill, George Washington U.; Kathryn M. Bartol, U. of Maryland, College Park
Shaping Active Faultlines in Offshore Engineering Service Teams | Sirrika Jarvenpaa, U. of Texas; Aalto U.; Elizabeth Keating, U. of Texas, Austin
Leveraging Structure, Identity and Coordination to Improve Virtual Knowledge Sharing and Innovation | Cristina Gibson, U. of Western Australia; John Cordery, U. of Western Australia

65 ▶ SHCS: (ODC, OB) The Psychology of Organizational Change: Focusing on the Recipients’ Perspective
1:15pm - 2:45pm Grand Hyatt: Lone Star A
Tweet this session: #AOM2011 965
Chairs: Alexandra Michel, U. of Heidelberg; Shaul Oreg, U. of Haifa
Discussant: Jean M. Bartunek, Boston College
Capturing the Experience of Change | Mel Fugate, Southern Methodist U.
Anticipatory (In)Justice and Organizational Change: Understanding Employee Reactions to Change | Jacqueline A-M. Coyle-Shapiro, London School of Economics; Rashpal K Dhensa, London School of Economics

66 ▶ SHCS: (ODC, TIM, OCIS) A Sociotechnical Systems Study of Virtual R&D Organizations
1:15pm - 2:45pm Grand Hyatt: Crockett A
Tweet this session: #AOM2011 966
Chairs: Ronald E Purser, San Francisco State U.; Ram Tenkasi, Benedictine U.
Discussant: William A Pasmore, Columbia U.
Participants: Douglas Austrom, IU Kelley School of Business; Bert Painter, Independent Consulting Social Scientist; Betty Barrett, U. of Illinois, Urbana-Champaign; Pamela Posey, Sociotechnical Systems Roundtable, Inc

67 ▶ DRP Session) - (OM) New Approaches to OM Models: Replenishment, Forecasting, and Capacity Strategies
1:15pm - 2:45pm San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011 967
Facilitator: Aravind Chandrasekaran, The Ohio State U.
Very-Short-Term Wind Speed Forecasting with Bayesian Structural Break Model | Zhe Song, Nanjing U.; Dejun Cheng, Nanjing U.; Yu Jiang, Nanjing U.
Economies of Extremes: The Case of VC Evaluation Operations | Jeffrey Scott Petty, U. of Lausanne; Suzanne de Treville, U. of Lausanne; Stefan Wagner, Stanford U.
How to Manage Intellectual Capital Efficiency to Cope with Operational Crisis in Financial Tsunami | Lopin Kuo, Tamkang U.; Ya-ti Hu, Chihlee Institute of Technology

68 ▶ (Paper Session) - (OM) Project Management Research
1:15pm - 2:45pm San Antonio Convention Center: Room 215
Tweet this session: #AOM2011 968
Chair: Virpi Turkulainen, Aalto U.
The Effects of Schedule-driven Project Management in Multi-project Environments | Nuno A Gil, U. of Manchester; Kazem Yaghtookar, U. of Manchester
Keeping Organizational Control: The Role of Middle Management in Project Portfolio Management | Daniel Jonas, Berlin Institute of Technology; Alexander Kock, Berlin Institute of Technology; Carsten Schultz, Berlin Institute of Technology; Hans Georg Gemuenden, Berlin Institute of Technology
A Synthesized Model for Customizing R&D Project Evaluation | Ziqi Liao, Hong Kong Baptist U.
Delivering Integrated Solutions: The Unbundling Paradox | Jens K Roehrich, U. of Bath; Nigel Caldwell, U. of Bath

69 ▶ DRP Session) - (OM) Social Influences on Pricing and Markets
1:15pm - 2:45pm San Antonio Convention Center: Room 007 A
Tweet this session: #AOM2011 969
Chair: Robert Krug, St. Joseph’s College, NY
The Surprising Role of Novice Contributors in Social Production: Evidence from Wikipedia | Andreea Daniela Gorbatai, Harvard U.
Industrial Pricing Orientation: The Organizational Transformation Towards Value-Based Pricing | Stephan Liozu, Case Western Reserve U.; Sheri Perrell, Wayne State U.;
970: (DRP Session - (OMT) Ambidexterity: Environmental and Organizational Predictors
1:15pm - 2:45pm San Antonio Convention Center: Room 207 A
Tweet this session: AOM2011 970
Chair: Jennifer Colleen Sexton, Florida State U.
Organizational Ambidexterity and Chain Performance: Organization and Industry Contexts as Moderators | Jaeyong Kang, Iona College; Cecilia M Falbe, State U. of New York, Albany
Great Minds Think Alike: Isomorphism in Organizational Ambidexterity | Renato Sydler, ETH Zurich; Nicole Alexandra Rosenkranz, Wharton School
Antecedents and Consequences of Contextual Ambidexterity in UK and Chinese High-Tech Firms | Catherine L. Wang, Royal Holloway, U. of London; Mohammed Rafiq, Loughborough U.
Challenges to Identifying and Implementing a Good Balance between Exploration and Exploitation | Dirk Martignoni, ETH Zurich; Oliver Baumann, U. of Southern Denmark

971: (Paper Session - (OMT) Category Dynamics
1:15pm - 2:45pm San Antonio Convention Center: Room 214 B
Tweet this session: AOM2011 971
Chair: Ming D. Leung, U. of California, Berkeley
Contextualizing the Categorical Imperative: Resource Acquisition in Nanotech Entrepreneurship | Tyler Earle Wry, Wharton School; Michael Lounsbury, U. of Alberta
Robin Hood against the Big Four: Identity Processes and Market Partitioning | Min Liu, U. of Lugano; Erik Larsen, U. of Lugano; Filippo Carlo Wezel, U. of Lugano
Recognizing Innovation: How Cognition and Institutions Combined to Foster the Rise of Nanotechnology | Jade Yu-Chieh Lo, U. of California, Los Angeles; Mark Thomas Kennedy, U. of Southern California

972: (Paper Session - (OMT) Interorganizational Mobility
1:15pm - 2:45pm San Antonio Convention Center: Room 214 C
Tweet this session: AOM2011 972
Chair: Daniel Halgin, U. of Kentucky
Firm Size and Entrepreneurial Entry: An Entrepreneurship versus Intrapreneurship Dilemma | Aleksandra J Kacpersczyk, MIT Sloan
The Bounds of Boundaryless Careers: The Contingent Value of Human Capital in Job Mobility | Sea Jin Chang, National U. of Singapore; Young-Choon Kim, National U. of Singapore; Sangchan Park, National U. of Singapore
Performance implications of outward personnel mobility networks in creative industries | Frédéric Clément Godart, INSEAD; Andrew V. Shipilov, INSEAD; Kim Claes, INSEAD
Employment Affiliation Networks and Career Mobility Among NFL Coaching Staff from 1985 -2008 | Anand Swaminathan, Emory U.; James B. Wade, Emory U.; Gozuieta Bus Sch; Andreas Schwab, Iowa State U.

973: (DRP Session - (OMT) Decoupling and Symbolic Compliance
1:15pm - 2:45pm San Antonio Convention Center: Room 216 A
Tweet this session: AOM2011 973
Chair: Mona A-Alamin, U. of Florida
Window-Dressers and Closet Conformists: Dual Decoupling in the Spread of the Wall-Street Model | Kaisa E. Snellman, Stanford U.
Transcending Standards: Occupational identity and the origins of tight coupling | Kurt Sandholtz, Stanford U.
Symbolic or Full Compliance: How U.S. Hedge Fund Management Companies Respond to Regulation | Justin I. Miller, The Ohio State U.
Mapping Organizational Decoupling Through a Social and Organizational Identity Perspective | Konstantinos Pitsakis, Tilburg U.; Marina Biniari, Strathclyde U.; Thijis Kuin, Tilburg U.
Legal Environment, Government Support, and Substantive vs. Symbolic Restructuring | Pengji Wang, National U. of Singapore; Ishfaq Pasha Mahmood, National U. of Singapore; Xiaohui Lu, National U. of Singapore

974: (Paper Session - (OMT) Narrative, Storytelling and Self Expression
1:15pm - 2:45pm San Antonio Convention Center: Room 217 B
Tweet this session: AOM2011 974
Chair: Louis Soloff, Boston College
Good-bye Self-Interest: A Self-Expression-Based Theory of Organization | Kumar Alok, Chandragupta Institute of Management
Entrepreneurial Stories, Legitimacy and Resources: The Role of Coherence and Story-Enactment | Jatinder Singh Sidhu, Erasmus U. Rotterdam; Bettina Beata Wittneben, U. of Oxford; Jurriaan Nijholt, Erasmus U. Rotterdam
A Communicative Perspective on Knowledge Sharing: Exploring Narrative- and Argumentative Modes | Daniel Geiger, U. of Kaiserslautern

975: (Paper Session - (OMT) Learning from Failure
1:15pm - 2:45pm San Antonio Convention Center: Room 218
Tweet this session: AOM2011 975
Chair: David Lehman, National U. of Singapore
The Strategy of Small and Large Losses: Organizational Learning from Near-misses and Accidents | Peter M. Madsen, Brigham Young U.; Catherine Tinsley, Georgetown U.; Robin Dillon-Merrill, Georgetown U.
Learning from Successes and Failures in Mergers and Acquisitions | Yan Gong, U. of California, Irvine; Yu Zhang, U. of California, Irvine
Severity of failures on organizational learning from airline accidents and incidents | Daniel Han Ming Chng, Sungkyunkwan U.; Pamela R Haunschild, U. of Texas, Austin
Safety Policy on the Front Lines: Resisting Normalization in Complex Organizations | John Lyneis, Massachusetts Institute of Technology
MONDAY

976 JS: (OMT, MOC, SIM) Theoretical Approaches to Social Enterprises
1:15pm - 2:45pm San Antonio Convention Center: Room 206 B
Tweet this session: #AOM2011 976
Organizers: Marya Hill-Popper Besharov, Cornell U.; Wendy K. Smith, U. of Delaware
Discussant: Timo Busch, Harvard U.; Anne-Claire Pache, ESSEC Business School; Metin Sengul, Boston College; Jacob Model, Harvard Business School
Beyond Organizational Instability and Conflict: On the Challenges of Remaining Hybrid | Julie Battilana, Harvard U.; Anne-Claire Pache, ESSEC Business School; Metin Sengul, Boston College; Jacob Model, Harvard Business School
Bringing Accountability to Education: Competing Institutional Logics in Charter Schools | Brooking Caldwell Gatewood, U. of California, Irvine; Christine Beckman, U. of California, Irvine
Forming a Hybrid Organizational Identity in a Global Social Enterprise | Wendy K. Smith, U. of Delaware; Marya Hill-Popper Besharov, Cornell U.
Navigating Paradox in a Hybrid Organization | Jason Jesurum

977 : (Paper Session) - (ONE) Climate Change and the Financial Sector
1:15pm - 2:45pm Marriott Riverwalk: Salon E
Chair: Timo Busch, ETH Zurich
Tweet this session: #AOM2011 977
Carbon Market Keywords: Tracking Field Dynamics and Ferment in Discourse, 1994-2010 | Grace Augustine, U. of Oxford; Marc Ventresca, NPS
Is the Tail Wagging the Dog? Corporate Carbon Footprints and Financial Performance | Magali Delmas, U. of California, Los Angeles; Nicholas Naim-Birch, U. of California, Los Angeles
Climate Change Adaptations and Environmental Performance: A Natural Resource Dependence Perspective | Pete Tashman, George Washington U.

978 : (DRP Session) - (PNP) Leadership and Change in Public and Nonprofit Organizations
1:15pm - 2:45pm Marriott Riverwalk: Salon A
Facilitator: Colleen Casey, U. of Texas, Arlington
Tweet this session: #AOM2011 978
Group Types, Group Direction, and the Effectiveness of Volunteer Self-Governing Groups | Ruth Wageman, Harvard U.; Colin M. Fisher, Boston U.; Steven B Wolff, GEI Partners; Emily Alter, Boston U.

979 : (Paper Session) - (PNP) Entrepreneurship in Government and Nonprofit Sectors: International Perspectives
1:15pm - 2:45pm Marriott Riverwalk: Salon F
Chair: Verónica Vecchi, Bocconi U.
The Role of Technology in Organizational Change: A Case Study of E-Government in an Asian Context | Roland K. Yeo, Kuwait Maastricht Business School
Networks Dynamics of Community Entrepreneurship | Mel Edwards, U. of Technology, Sydney; Ellen Baker, U. of Technology, Sydney; Jenny Onyx, U. of Technology, Sydney
Entrepreneurship at the Local Government Level: The Swedish Waste Management Sector | Elin Smith, Kristianstad U.
Who's a Social Entrepreneur and How Do We Know if They're Successful? | Angela French, Texas Tech U.

980 JS: (RM, OB) Trust in Interpersonal Relationships: Emerging Concepts and Future Directions
1:15pm - 2:45pm La Quinta Inn & Suites: Fiesta D
Chair: Michael Lance Frazier, Old Dominion U.
Discussant: Roger C Mayer, North Carolina State U.
Development and Validation of a Propensit to Trust Scale | Michael Lance Frazier, Old Dominion U.; Paul Johnson, Western Carolina U.; Stav Fainshmidt, Old Dominion U.
The Role of Emotions and Cognitions in the Development of Interpersonal Trust | Janaki Gooty, U. of North Carolina, Charlotte; Donald H. Kuemper, Northern Illinois U.; Laura M. Little, U. of Georgia; Francis J. Yammarino, Binghamton U.
The Relative Effectiveness of Trust as an Operationalization of Social Exchange | Jason Colquitt, U. of Georgia; David Montgomery Long, U. of Florida; Marie D.K. Halvorsen-Ganepola, U. of Florida; Michael D. Baer, U. of Georgia
The Challenges of Calibrating and Measuring Trust | Roy J. Lewicki, Ohio State U.

981 SHCS: (SAP) Enhancing Relevance: Video Ethnography and Practitioner Engagement
1:15pm - 2:45pm San Antonio Convention Center: Room 213 B
Chair: Michael Smets, Aston Business School
Discussant: Sally Maitlis, U. of British Columbia
Do They Notice? Does it Matter? - Collecting Reliable Video Ethnographic Data | Alexandru Preda, U. of Edinburgh
Your" Data but "Our" Interpretation - Team-Based Analysis of Video Ethnographic Data | Feng Liu, U. of British Columbia
Making an Impact - How Video Ethnography Can Change What Practitioners See, Know, and Do | Curtis LeBaron, Brigham Young U.; Lyndon Garrett, Brigham Young U.
Mirror, Mirror on the Wall... - Practicalities and Ethics of Direct Video Feedback | Paula Jarzabkowski, Aston U.
Session Details – Monday, 12:00 - 2:00 PM

982 - (DP) Corporate Social Responsibility and Stakeholder Management: Strategies and Outcomes
1:15pm - 2:45pm Marriott Rivercenter: Conference Room 17
Tweet this session: #AOM2011 982
Chair: Anthony F. Buono, Bentley U.
- Exploring Relationship between Terror Threat Perceptions and Coping Strategies | Malay Biswas, Institute of Hotel Management
- Leadership, Social Responsibility & Organizational Identity: The Ben & Jerry’s Acquisition | Julie Bayle-Cordier, Audencia Management School; Philip H. Mirvis, Center for Corporate Citizenship; Bertrand Moingeon, HEC Paris
- Can We Trust Cheap Social Talk? | Josep A. Tribó, U. of Carlos III de Madrid; Jordi Surroca, U. Carlos III de Madrid
- Good Bedfellows? The Co-mingling of Stockholder and Stakeholder Logics | Cynthia Clark Williams, Bentley U.; Erica L. Steckler, Boston College; Sue Newell, Bentley U.
- Bibliometric Analysis of Business and Society Research, 1988-2008 | Sophia Kusyk, IESE Business School

983 - (SP) Corporate Responsibility and Business Government Relations: Global Competitive Advantage
1:15pm - 2:45pm Marriott Rivercenter: Salon B
Tweet this session: #AOM2011 983
Chair: Joseph A. Petrick, Wright State U.
- Corporate Social Responsibility and National Competitive Advantage | Ioanna Boulouta, U. of Cambridge; Christos N. Pitelis, U. of Cambridge
- Conceptualizing the Role of SMEs as Political Actors in Global Governance | Christopher Wickert, U. of Lausanne
- Corporate Social Responsibility in the Russian Federation | Jo Crotty, Salford U.

984 - (SP) Ethics: Empirical Investigations of Ethics at the Individual and Firm Levels
1:15pm - 2:45pm Marriott Rivercenter: Salon M
Tweet this session: #AOM2011 984
Chair: Gerald F Cavanagh, U. of Detroit Mercy
- Investigating Factors Impacting Business Ethics Course Requirements in Business Curriculum | Matthew A. Rutherford, James Madison U.; Laura Parks, James Madison U.; David Eduardo CavaZos, U. of New Mexico; Charles David White, Longwood U.
- The Norm of Reciprocity and Ethical Compromise in Business Exchanges: An Empirical Investigation | Chanchai Tangpong, North Dakota State U.; Jin Li, North Dakota State State U.; Kuo-Ting Hung, Suffolk U.
- Information Technology and Privacy: Conceptual Muddles or Privacy Vacuums? | Kirsten Edrie Martin, Catholic U. of America
- Mirror, Mirror on the Wall, Who is the Fairest Organization of All? | Anne Barraquier, SKEMA Business School

985 - (SP) Open Innovation
1:15pm - 2:45pm San Antonio Convention Center: Room 006 A
Tweet this session: #AOM2011 985
Chair: Jon W Beard, George Mason U.
- Is Slack Good or Bad for Open Innovation? A Resource-based Analysis | Ulrich Lichtenthaler, U. of Mannheim
- User-producer Interaction and Innovation: Costs and Advantages in an Open Innovation Model | Keld Laursen, Copenhagen Business School
- Resources and Knowledge Mediate Open Innovation: A Test and Extension of Laursen and Salter (2006) | Helena Garriga, ETH Zurich; Sebastian Spaeth, ETH Zurich; Georg von Krogh, ETH Zurich

986 - (SP) Building and Managing Absorptive Capacity
1:15pm - 2:45pm San Antonio Convention Center: Room 006 B
Tweet this session: #AOM2011 986
Chair: Fredrik Hacklin, ETH Zurich
- Not-Invented-Here: How Socialization Practices Affect Negative Attitudes To External Knowledge | Ana Luiza de Araújo Burcharz, Aarhus U.; Andrea Fosfuri, U. of Carlos III de Madrid
- Capturing Absorptive Capacity | Stephanie Schmidt, Free U. Berlin
Performance Feedback & Absorptive Capacity: Role of Motivation and Ability in Acquisitions | Derek Ruth, Purdue U., Calumet; Dinesh N Iyer, Ohio U.; Barton M Sharp, Northern Illinois U.

987 - (SP) Types of Innovation
1:15pm - 2:45pm San Antonio Convention Center: Room 006 C
Tweet this session: #AOM2011 987
Chair: Michael K Lin, U. of Pittsburgh
Organizational Responses to Technological Discontinuities: The Case of The ACR | Ricardo Gabriel Flores, UNSW
- Mechanisms for Creating Architectural Knowledge | Mark Jenkins, Cranfield U.

988 - (SP) Human Capital and Organizational Learning
1:15pm - 2:45pm San Antonio Convention Center: Room 008 A
Tweet this session: #AOM2011 988
Facilitator: Margaret A White, Oklahoma State U.
- Computerization and Skill Bifurcation: Task Complexity Creating Skill Gains and Losses | Anver Ben-Ner, U. of Minnesota; Ainhoa Urtasun, Navarra Public U.
Using What We Know: Turning Organizational Knowledge into Team Performance | Bradley R Staats, U. of North Carolina, Chapel Hill; Melissa Valentine, Harvard U.
- What Might Explain Employee Leisure Time Invention? | Lee N. Davis, Copenhagen Business School; Jerome D. Davis, Dalhousie U.; Karin Hoisl, U. of Munich
- Employee Discretion, Organizational Learning, and Employee Discretion, Organizational Learning, and Healthcare Information Technology Implementation | Ariel
Session Details – Monday, 2:00 - 4:00 PM

Monday 2:00PM

990 (AAA) Academy of Management Annals Editors’ Meeting (By Invitation Only)
2:00pm - 3:00pm Grand Hyatt: Presidio C
Tweet this session: #AOM2011 990
Organizer: Susan Zaid, Academy of Management

991 (AAA) AOM Editors Meeting w/ Board Representatives
2:00pm - 3:00pm Grand Hyatt: Presidio C
Tweet this session: #AOM2011 991

Monday 2:30PM

992 (IHR) HR Division Ice Cream Social
2:30pm - 4:30pm Grand Hyatt: Texas Ballroom B
Tweet this session: #AOM2011 992

Monday 2:45PM

993 (AAA) Conference Break
2:45pm - 3:15pm San Antonio Convention Center: Exhibit Hall B
Conference break

Monday 3:00PM

994 (Paper Session) - (BPS) Executive Succession
3:00pm - 4:30pm San Antonio Convention Center: Room 201
Chair: David H. Zhu, Arizona State U.
The Role of Evaluative Uncertainty in CEO Pay and Early Dismissal | Scott D. Graffin, U. of Georgia; Steven Bovie, U. of Arizona; Mason A Carpenter, U. of Wisconsin, Madison
A Social Capital Perspective on CEO Dismissals: Evidence from Germany | Markus Wrage, U. of Munich; Anja Christine Tuschke, U. of Munich; Rudi K Bresser, Freie U. Berlin
Executive Succession and Strategic Change: The Impact of the Board in Japanese Companies | Motohiro Nakauchi, Toyo U.; Margarethe F Wiersema, U. of California, Irvine

995 (Paper Session) - (BPS) Is This Really Working?
Analyzing Different Perspectives on Alliance Performance
3:00pm - 4:30pm San Antonio Convention Center: Room 202 A
Chair: Anne Parmigiani, U. of Oregon
Interdependence, Coordination, and Firm Performance in Alliances: Insights from a Simulation Study | Alexey Martynov, U. of Houston, Clear Lake
The Impact of Political Connections: Examining the Recent 2008 Sudden Credit Crunch in the U.S. | Seung-Hyun Lee, U. of Texas, Dallas; Yoon-Suk Baik, KAIST; Mine Ozer, State U. of New York, Oneonta
Alliance Intensity and Parent Performance: A Three-Stage Model and Firm Diversification | Shih-Fen S. Chen, U. of Western Ontario; Chiung-Hui Tseng, National Cheng Kung U.

996 (DRP Session) - (BPS) Firm Boundaries: Bridging RBV and TCE
3:00pm - 4:30pm San Antonio Convention Center: Room 202 B
Facilitator: Asli Musaoglu Arikan, Georgia State U.
How Firms’ Boundaries and Focus Differ As Agency Hazards and Capability Extendability Vary | Hyoung-Goo Kang, Hanyang U.
Dynamic Capabilities for Managing Uncertainty and Vertical Disintegration | Arun Rai, Georgia State U.; Ilgaz Arikani, Georgia State U.; Maurice McNaughton, U. of West Indies; Jonathan D. Wareham, ESADE
Holdup or Capabilities? An Experimental Investigation on the Determinants of Vertical Integration | Luiz F. Mesquita, Arizona State U.; M Sylvia Machiense Saes, U. of São Paulo; Sergio Giovanni Lazzarini, Insep Institute of Education and Research
Opportunism and Knowledge Influences on Firm Boundaries: The Case of Franchise Chains | Jerome Barthelemy, ESSEC Business School
Whether and How Do Governance Capabilities Affect the Selection of Governance Form? | Nilesh Khare, American U. in Dubai; Michael J Leiblein, Ohio State U.

997 (DRP Session) - (BPS) Performance Implications of Alliances
3:00pm - 4:30pm San Antonio Convention Center: Room 203 A
Facilitator: Benjamin L. Hallen, U. of Maryland, College Park
Alliance Portfolio in the Global Semiconductor Industry | Nandini Lahiri, U. of North Carolina, Chapel Hill; Srimar Narayanan, Michigan State U.
Inter-Firm Dependencies and Firms’ Profit Potential | Saroj Kumar Pani, Indian Institute of Management, Indore; Madhusmita Tripathy, Independent Researcher
How Endogenous Preferences Affect Marketing Strategies | Jan-Christian Tonon, LMU Munich
Sneak Peak! Pro or Con? Targets’ Alliance Experience and Its Effect on Acquisition Premium | Patrizia Porrini, Long Island U.

THREATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D 274
Strategic Alliance Performance: Economic Logic or Sensemaking? | Louis Rinrret, U. du Quevbe à Trois-Rivières; David Brown, Lancaster U.; Ian Michael Clarke, Newcastle U.

Knowledge Transfer in Acquisition and Spin-Off | (DRP Session) - (BPS) | Knowledge and Competitive Advantage | 3:00pm - 4:30pm San Antonio Convention Center: Room 203 B
Tweet this session: #AOM2011 998
Facilitator: Patrick Reinmoeller, Cranfield U.


Effects of Organizational Slacks on Rent-Generating Potential of Firm-Specific Knowledge Resources | Heli Wang, Hong Kong U. of Science and Technology; Guoqiang Wan, Hong Kong U. of Science and Technology; Jaepil Choi, Singapore Management U.

Knowledge Management Systems: Adoption to Performance | William J. Worthington, Baylor U.; Jamie D. Collins, Baylor U.; Pedro Reyes, Baylor U.


Firm Performance in Complex Competitive Landscapes: Roles of Resource Composition and Configuration | Chi-Hyon Lee, George Mason U.; Huseyin Tanriverdi, U. of Texas, Austin

Managerial Flows and Knowledge Transfer in Acquisition and Spin-Off Processes | 3:00pm - 4:30pm San Antonio Convention Center: Room 204 A
Tweet this session: #AOM2011 999
Chair: Sharon D. James, Ohio State U.

Acquire When It Hires! Managerial Resource Flow from Incumbents to the Targeted Technology Firm | Tariq H. Malik, Dongbei U. of Finance and Economics

Inheritance and Divested Firm Performance: The Moderating Role of Managerial Discretion | Donald D Bergh, Denver U.; Barton M Sharp, Northern Illinois U.

The Impact Of Transfer and Replication of Resources on Parent and Spin-Out Firm Performance | April Franco, U. of Toronto; Martin Ganco, U. of Minnesota


Microfoundations of Strategy and Organizational Heterogeneity | 3:00pm - 4:30pm San Antonio Convention Center: Room 217 A
Tweet this session: #AOM2011 1000
Speakers: Jay B Barney, Ohio State U.; Kathleen M. Eisenhardt, Stanford U.; Teppo Felin, Brigham Young U.; Frank T. Rothaermel, Georgia Institute of Technology; Todd Zenger, Washington U. in St. Louis

The Concept of Strategy 40 Years Later: What Happened to Andrews’s Vision for Business Policy? | 3:00pm - 4:30pm San Antonio Convention Center: Room 204 B
Tweet this session: #AOM2011 1001
Organizer: Gaston de los Reyes, U. of Pennsylvania
Chair: Robert A. Phillips, U. of Richmond
Panelists: Joseph Bower, Harvard U.; Thomas J. Donaldson, U. of Pennsylvania

Everett Cherrington Hughes Award | 3:00pm - 4:30pm Grand Hyatt: Lone Star B
Tweet this session: #AOM2011 1002
Introduction by D.T. Hall, Boston University
Distinguished Speaker: Kathy E. Kram, Boston U.

Beyond the Individual: Dyadic Examinations within the Work-Family Interface | 3:00pm - 4:30pm Grand Hyatt: Presidio B
Tweet this session: #AOM2011 1003
Chair: Kristen M. Shockley, Baruch College
Discussants: Wendy J. Casper, U. of Texas, Arlington
Crossover Effects among Work Stress, Continuance Commitment, and Turnover Decisions | Amy-Nicole Salvaggio, U. of New Haven; Jennifer Hopper, U. of Tulsa; Judy Berry, U. of Tulsa

Well-Being Outcomes Associated with Dual-Earner Couples’ Division of Labor Desires and Realities | Kristen M. Shockley, Baruch College; Tammy D. Allen, U. of South Florida
Organizational Family Supportiveness, Supervisor Perceptions of Family-Work Conflict and Performance | Jaime Henning, Eastern Kentucky U.; Russell A. Matthews, Louisiana State U.; Gregory Alan Lawson, Eastern Kentucky U.; Steven Jarrett, Texas A&M U., College Station
The Link Between Mother Work Characteristics and Child Health | Ryan C. Johnson, U. of South Florida; Tammy D. Allen, U. of South Florida; Jennifer Ludvigsen, U. of South Florida

Embodyed Awareness and Leadership: Eastern and Western Approaches | 3:00pm - 4:30pm Hilton Palacio del Rio: La Condesa East
Tweet this session: #AOM2011 1004
Chairs: Mark P. Kriger, BI Norwegian Business School; Kay Rudisill, Oracle Corporation

Alternatives to Conventional Organizational Models and Leadership Practices – Learning Globally | 3:00pm - 4:30pm Hilton Palacio del Rio: La Duquesa North
Tweet this session: #AOM2011 1005
Coordinator: John Nirenberg, Walden U.
Session Details – Monday, 2:00 - 4:00 PM

1006  AUT CAU: (CAU) Analyzing Panel Data on New Venture Creation Processes: Challenges and Opportunities
3:00pm - 4:30pm Hilton Palacio del Rio: La Duquesa South
Tweet this session: #AOM2011 1006
Organizer: Per Davidson, Queensland U. of Technology
Participants: Jeffrey T. Prince, Cornell U.; Carolyn Salerno, Northcentral U.; Janice M Spangenburg, Capella U.; Mukesh Srivastava, U. of Mary Washington; Freda Turner, Walden U.; Elizabeth Catherine Wilson, Walden U.

1007 AUT CAU: (CAU) International Development Management: Synergies, Complementarities and Critical Perspectives
3:00pm - 4:30pm Hilton Palacio del Rio: La Reina South
Tweet this session: #AOM2011 1007
Organizer: Jonathan Murphy, Cardiff U.
Participants: Nilima Guirrajani, London School of Economics; Rick Delbridge, Cardiff U.; Bill Cooke, Lancaster U.; Hugh Willmott, Cardiff Business School, UK; Sadhi Dar, Queen Mary U. of London; Willy McCourt, U. of Manchester

1008 AUT CAU: (CAU) Enlightening Modern Management with Ancient Wisdom: Eastern Mindfulness in Organization Science
3:00pm - 4:30pm Hilton Palacio del Rio: La Vista North & Center
Tweet this session: #AOM2011 1008
Organizers: Christopher James Lyddy, Case Western Reserve U.; Darren Good, Christopher Newport U.
Participants: Nilima Guirrajani, London School of Economics; Rick Delbridge, Cardiff U.; Bill Cooke, Lancaster U.; Hugh Willmott, Cardiff Business School, UK; Richard E. Boyatzis, Case Western Reserve U.; John Paul Stephens, Case Western Reserve U.

1009 AUT CAU: (CAU) Beyond Learning from Rare Events: How to Envision and Regulate the Irregular?
3:00pm - 4:30pm Hilton Palacio del Rio: La Vista South
Tweet this session: #AOM2011 1009
This caucus invites people who are interested in the relationship between rare events, learning, and policy-making to join the discussion. We ask three questions: Q1: Do organizations and regulators tend to bias towards assuming outcomes come from thin-tailed probability distributions? Q2: How do regulatory agencies disentangle ‘weak signals’ regarding possible rare events from normal events? Q3: Should there be specific policies in place for detection and analysis of ‘weak signals’ regarding rare events? It is hoped that this caucus could contribute to the development of effective policies for regulating the irregular.
Organizers: Chengwei Liu, U. of Oxford; David Maslach, Ivey School of Business
Speaker: Shellwyn L Weston, New York U.
Session Details – Monday, 2:00 - 4:00 PM

BPS: Management Attitudes to Participative Strategic Actions as Determinants of Psychological Ownership | Simon S. Torp, Aarhus U.


1014: (Paper Session) - (CDP) Conflict Management at Work
3:00pm - 4:30pm Hilton Palacio del Río: El Mirador East
Tweet this session: AOM2011 1014
Facilitator: Irina Cojuharenco, U. Catholica Portuguesa

MOC: Do More Than I Say, Not As I Do: Discrepancies in Ethical Decisions for Self and Others | Catherine Shea, Duke U.


Winner of CM Division Best Paper Award - Conflict in Context
CM: Unpacking Problem-Solving Conversations: When Conflict Sparks Analogies | Susannah Paletz, U. of Pittsburgh; Christian Schunn, U. of Pittsburgh

1015: (Paper Session) - (CDP) In Search of Ethical Practices
3:00pm - 4:30pm Hilton Palacio del Río: El Mirador West
Tweet this session: AOM2011 1015
Facilitator: Marcia Serra Ribeiro Viana, U. Presbiteriana Mackenzie

SIM: The Impact of Justice Climate on Unethical Behavior: The Moderating Role of Functional Dependence | Manuela Priesemuth, U. of Central Florida; Anke Arnaud, Embry Riddle Aeronautical U.

CM: Impact of Management Academics’ Social Responsibility Values on Their Intentions to Influence Values | Dirk C. Moosmayer, RWTH Aachen U.


1016: (Paper Session) - (CDP) Recruiting, Accumulating and Managing Human Capital
3:00pm - 4:30pm Hilton Palacio del Río: La Espada
Tweet this session: AOM2011 1016
Facilitator: Scott L. Martin, Zayed U.

ONE: Sustainability Practices in Recruitment and Selection | Denise M. Jepson, Macquarie U.; Suzanne Margaret Grob, U. of Technology, Sydney; Louise Metcalf, Macquarie U.


OMT: The Economic Performance of Human Capital Functions | Achim Krausert, Nottingham U. Business School China

HR: Human Capital: The Importance of Staffing Levels | William Iverson MacKenzie, U. of Alabama in Huntsville; Robert E Ployhart, U. of South Carolina; Chad H. Van Idkeinga, Florida State U.

1017: (Paper Session) - (CDP) Social, Female and Corporate Entrepreneurship
3:00pm - 4:30pm Hilton Palacio del Río: Salon Del Rey C
Tweet this session: AOM2011 1017
Facilitator: Phillip H. Kim, U. of Wisconsin, Madison

ENT: Market Failures and the Strategies of Social Entrepreneurship | Dmitry Khanin, California State U., Fullerton

GO: Female Entrepreneurship - A Systematic Literature Review | Rene Chester Goduscheit, U. of Southern Denmark; Maria Theresa Norn, DAMVAD A/S


MED: Investigating the Impact of Corporate Entrepreneurship Training: A Conceptual Framework | Janice Byrne, EM Lyon; Alain Fayolle, EM Lyon

1018: (Paper Session) - (CDP) CEOs, Managers, Entrepreneurs, and Work-life Balance
3:00pm - 4:30pm Hilton Palacio del Río: El Mirador East
Tweet this session: AOM2011 1018
Facilitator: Christoph Zott, IESE Business School

MOC: The Socio-Cognitive Dynamics of Entrepreneurial Ideation | Robert Gemmell, Case Western Reserve U.


MOC: How Managers Maintain Organizational Identification during a Period of Change | Jane Hendy, Imperial College London; James Barlow, Imperial College London

PNP: Dimensions, Types, and Consequences of the Technology-Enabled Work-Life Balance | Taewoo Nam, State U. of New York, Albany

1019: (Paper Session) - (CM) Forgiveness & Reconciliatation: What Will Help You to Forgive Me?
3:00pm - 4:30pm Grand Hyatt: Bonham C
Tweet this session: AOM2011 1019
Chair: Sheli Sillito, Brigham Young U.

ENT: The Forgiving Organization: Building and Benefiting From a Culture of Forgiveness | Ryan Fehr, U. of Washington, Seattle

Winner of CM Division Best Paper Award - New Directions
The Effects of Observed Forgiveness and Discipline on Teammate Forgiveness and Team Perceptions | Lukas B. Neville, Queen’s School of Business, Canada; Susan E. Brodt, Queen’s U.

The Blame-taker’s Dilemma: Actions and Reactions in the Wake of Organizational Failure | Brian C. Gunia, Northwestern U.

Winner of CM Division Best Student Paper Award
**1020** (DRP Session) - (CM) Cognition Accuracy and Bias in the Context of Interpersonal and Social Relationships
3:00pm - 4:30pm Grand Hyatt: Travis A
Tweet this session: #AOM2011 1020
Facilitator: Matthew A. Cronin, George Mason U.
Discussant: Joseph R. Radzевич, Carnegie Mellon U.
Chair: Matthew A. Cronin, George Mason U.
Chair: Matthew A. Cronin, George Mason U.
OB: More Affected = More Neglected: Amplification of Bias in Advice to the Unidentified and Many | Sunita Sah, Duke U.; George Loewenstein, Carnegie Mellon U.
OB: More Affected = More Neglected: Amplification of Bias in Advice to the Unidentified and Many | Sunita Sah, Duke U.; George Loewenstein, Carnegie Mellon U.
OB: More Affected = More Neglected: Amplification of Bias in Advice to the Unidentified and Many | Sunita Sah, Duke U.; George Loewenstein, Carnegie Mellon U.
OB: More Affected = More Neglected: Amplification of Bias in Advice to the Unidentified and Many | Sunita Sah, Duke U.; George Loewenstein, Carnegie Mellon U.

**1021** (Paper Session) - (CMS) Critical Management at Work: Stress, Trust, Agency and Leadership
3:00pm - 4:30pm Marriott Rivercenter: Salon L
Tweet this session: #AOM2011 1021
Chair: Maxim Voronov, Brock U.
Chair: Maxim Voronov, Brock U.
OB: Stress at Work: When the Fantasy Fails of Who We Are In and Through Work | Michael Driver, Western State College
OB: The True Dark Side of Trust: When Trust Becomes a ‘Poisoned Chalice’ | Graham Dietz, U. of Dunham; Denise Skinner, Coventry U.; Antoinette Weibel, Konstanz U.
OB: Leadership From A Relational Perspective | Ann L Cunliffe, U. of New Mexico; Matthew Eriksen, Providence College
OB: Stress at Work: When the Fantasy Fails of Who We Are In and Through Work | Michael Driver, Western State College
OB: The True Dark Side of Trust: When Trust Becomes a ‘Poisoned Chalice’ | Graham Dietz, U. of Dunham; Denise Skinner, Coventry U.; Antoinette Weibel, Konstanz U.
OB: Leadership From A Relational Perspective | Ann L Cunliffe, U. of New Mexico; Matthew Eriksen, Providence College

**1022** (Paper Session) - (DISC) Emotions
3:00pm - 4:30pm Hyatt Regency: Frio B
Tweet this session: #AOM2011 1022
Discussant: Ramon J. Aldag, U. of Wisconsin, Madison
OB: The Link Between Satisfaction with Corporate Disaster Response and Employee Emotional Exhaustion | Maria Baskerville Watkins, Northeastern U.; Run Ren, GSM, Peking U.; Elizabeth Eve Umphress, Texas A&M U.; Wendy R. Boswell, Texas A&M U.; Maria Carmen Triana, U. of Wisconsin, Madison; Asghar Zardkooei, Texas A&M U.
OB: Am I Too Emotional At Work? Attachment Styles, Emotion Regulation, and Employee Well-Being | Yu-Ping Chen, U. of Wisconsin, Milwaukee; Yu-Shan Hsu, U. of Wisconsin, Milwaukee
OB: Towards a Dynamic Theory of Emotional Labour | Rasha Nasra, Queen’s U.
OB: The Link Between Satisfaction with Corporate Disaster Response and Employee Emotional Exhaustion | Maria Baskerville Watkins, Northeastern U.; Run Ren, GSM, Peking U.; Elizabeth Eve Umphress, Texas A&M U.; Wendy R. Boswell, Texas A&M U.; Maria Carmen Triana, U. of Wisconsin, Madison; Asghar Zardkooei, Texas A&M U.
OB: Am I Too Emotional At Work? Attachment Styles, Emotion Regulation, and Employee Well-Being | Yu-Ping Chen, U. of Wisconsin, Milwaukee; Yu-Shan Hsu, U. of Wisconsin, Milwaukee
OB: Towards a Dynamic Theory of Emotional Labour | Rasha Nasra, Queen’s U.

**1023** (Paper Session) - (DISC) Health and Stressors
3:00pm - 4:30pm Hyatt Regency: Bowie A
Tweet this session: #AOM2011 1023
Discussant: Cynthia Kay Stevens, U. of Maryland
HR: Organizational Food Culture and Its Influence on Employees’ Health | Jhony Choon Yeong Ng, National U. of Singapore; Richard D Arvey, National U. of Singapore
HR: Stressors, Marginalization and Retiree Drinking: Sleep as a Mediator and Gender as a Moderator | Elena Belogolovsky, Technion Israel Institute of Technology; Samuel Bacharach, Cornell U.; Peter A. Bamberger, Tel Aviv U.
HR: Organizational Food Culture and Its Influence on Employees’ Health | Jhony Choon Yeong Ng, National U. of Singapore; Richard D Arvey, National U. of Singapore
HR: Stressors, Marginalization and Retiree Drinking: Sleep as a Mediator and Gender as a Moderator | Elena Belogolovsky, Technion Israel Institute of Technology; Samuel Bacharach, Cornell U.; Peter A. Bamberger, Tel Aviv U.
1027  (Paper Session)  - (DISC) Intuition and Luck
3:00pm - 4:30pm Hyatt Regency: Live Oak
Tweet this session: #AOM2011 1027
Discussant: Theresa K Lant, Pace U.

1028  (Paper Session)  - (DISC) Entrepreneurship Analysis and Design
3:00pm - 4:30pm Hyatt Regency: Llano
Tweet this session: #AOM2011 1028
Discussant: David R. King, Marquette U.

1029  (Paper Session)  - (DISC) Careers Motivation, Success, and Planning
3:00pm - 4:30pm Hyatt Regency: Maverick A
Tweet this session: #AOM2011 1029

1030  (Paper Session)  - (DISC) Research Methods: Guidance
3:00pm - 4:30pm Hyatt Regency: Maverick B
Tweet this session: #AOM2011 1030
Discussant: Hettie A. Richardson, Louisiana State U.

1031  (Paper Session)  - (DISC) Internationalization of Developing Country Firms
3:00pm - 4:30pm Hyatt Regency: Navarro
Tweet this session: #AOM2011 1031
Discussant: Thomas Roehl, Western Washington U.

1032  (Paper Session)  - (DISC) M&A Outcomes
3:00pm - 4:30pm Hyatt Regency: Begin
Tweet this session: #AOM2011 1032
Discussant: Phanish Puranam, London Business School

1033  (Paper Session)  - (ENT) New Directions for Strategy in Entrepreneurial Firms
3:00pm - 4:30pm San Antonio Convention Center: Room 007 B
Tweet this session: #AOM2011 1033
Chair: Eric Anthony Clinton, UCD

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

1034: (Paper Session) - (ENT) SME Performance
3:00pm - 4:30pm San Antonio Convention Center: Room 201 C
Chair: Patricio Raul Mori, Florida International U.

New Firm Survival and Exit through M&A: A Duration Analysis | Susan Coleman, U. of Hartford; Carmen Cotei, U. of Hartford; Joseph Farhat, Central Connecticut State U.

The Influence of Founder Exits & Replacements on the Survival Chances of SMEs | Christina Guenther, Max Planck Institute of Economics; Simon Oerter, Friedrich Schiller U. Jena; Peter Walgenbach, Friedrich Schiller U. Jena


Risk-taking Propensity and Performance: The Moderating Role of Risk-taking Capabilities | Hsiu Fen Tsai, Shu Te U.

1035: SHCS: (ENT) Creativity & Entrepreneurship
3:00pm - 4:30pm San Antonio Convention Center: Room 007 C
Organizers: Elizabeth D. Rouse, Boston College; Daniel Lerner, U. of Colorado
Panelists: Jennifer Mueller, U. of Pennsylvania; Robert Alan Baron, Oklahoma State U.; Christina E. Shalley, Georgia Institute of Technology; Richard Hunt, U. of Colorado; Elizabeth D. Rouse, Boston College; Daniel Lerner, U. of Colorado

1036: (DRP Session) - (ENT) Global Entrepreneurship: The New International Entrepreneur?
3:00pm - 4:30pm San Antonio Convention Center: Room 008 B
Facilitator: Regis Cabral, FEPRO - Funding for European Projects

To What Extent Should New Ventures from Emerging Economies Accelerate Their Internationalization? | Wilboon Kittikasananwong, Zhejiang U.

Effects of Global Outsourcing on Sourcing Suppliers in China: Opportunity and Spinouts | Rong Ma, U. of Missouri, Kansas City; Yen-Chih Huang, Asia U.


Global Startup and the Role of Key Helpers in Accessing Information, Resources and New Contacts | Paul Kirwan, California State U. San Bernardino; Joris Heuven, U. of Twente

Comparative International Entrepreneurship: A Review and Research Agenda | Siri Ann Terjesen, Indiana U., Bloomington; Jolanda Hessels, EIM / Erasmus School of Economics; Dan Li, Indiana U.

1037: (Paper Session) - (ENT) Entrepreneurial Opportunities: The Search and Creation Processes
3:00pm - 4:30pm San Antonio Convention Center: Room 212 B
Chair: Israel Benedicita Adewumi Osagie, London School of Economics

Analogical Thinking and New Opportunities: Factors Underlying Managers' Use of Structural Similarity | Rob Mitchell, Ivy School of Business; Fei Zhu, Richard Ivey School of Business

Entrepreneurial Orientation, Generational Involvement and Participative Strategy in Family Firms | Francesco Chirico, Texas A&M U.; David G. Simons, Texas A&M U.; Salvatore Sciascia, IULM U.; Pietro Mazzola, IULM U.

Entrepreneurial Orientation and Performance, The Mediating Role of Networks and Managerial Position | Sebastiaan van Doorn, RSM Erasmus U.; Christian Troester, Erasmus U. Rotterdam

Choosing Their Battles Wisely: An Intentions-Based Perspective on Institutional Entrepreneurship | Christopher G. Pryor, Oklahoma State U.; Justin W. Webb, Oklahoma State U.

Determinants of Entrepreneurs' Growth Intentions. A Cognitive Style Perspective | Mirjam Knockaert, U. of Ghent; Maw-Der Foo, U. of Colorado, Boulder; Truls Erikson, Norwegian U. of Science and Technology

From Personal Values to Entrepreneurial Intention: A Moderated Psychological Process Model | Kuo-Pin Yang, National Dong Hwa U.; Hsin-Hua Hsiung, National Dong Hwa U.; Ching-Chou Chen, National Dong Hwa U.

Entrepreneurial Middle-Level Managers: The Roles of Psychological Ownership & Organizational Factors | Philipp Sieger, U. of St. Gallen

Affective Regulation of Entrepreneurial Passion | Gordon Kwesi Adomadz, Northeastern U.; Andrew Lewis Maxwell, U. of Waterloo

What Is Good about Being Biased? | Ksenia Podoymitsyna, Eindhoven U. of Technology; Hans van der Bij, Groningen U. (RuG); Michael Song, U. of Missouri, Kansas City

1038: (DRP Session) - (ENT) The Psychological Foundation of Entrepreneurship
3:00pm - 4:30pm San Antonio Convention Center: Room 213 A
Facilitator: Marina Biniari, Strathclyde U.

To What Extent Should New Ventures from Emerging Economies Accelerate Their Internationalization? | Wilboon Kittikasananwong, Zhejiang U.

Effects of Global Outsourcing on Sourcing Suppliers in China: Opportunity and Spinouts | Rong Ma, U. of Missouri, Kansas City; Yen-Chih Huang, Asia U.


Global Startup and the Role of Key Helpers in Accessing Information, Resources and New Contacts | Paul Kirwan, California State U. San Bernardino; Joris Heuven, U. of Twente

Comparative International Entrepreneurship: A Review and Research Agenda | Siri Ann Terjesen, Indiana U., Bloomington; Jolanda Hessels, EIM / Erasmus School of Economics; Dan Li, Indiana U.

1039: (Paper Session) - (GDO) Equal Opportunity From Cross Country Perspectives
3:00pm - 4:30pm Grand Hyatt: Lone Star C
Chair: Isabel Metz, U. of Melbourne

Theorizing Equal Opportunity in Islamic Ideology and Culture | Jawad Syed, U. of Kent; Faiza Ali, U. of Kent

The Managerialization of Equal Employment Opportunity Law in Australian Organizations | Andrea North-Samarzic, Luiss Guido Carli U.

Practical Considerations for the Management of Diversity and Inclusion in an Emerging Market Context | Preeya Daya, U. of Cape Town
1040 (Paper Session) - (GDO) Race, Justice and Tokenism
3:00pm - 4:30pm Marriott Rivercenter: Conference Room 16
Chair: George Marvin Neely, Southern U.
Discussant: Judith A. Clair, Boston College
The Effect of Private Regard on Racial Minorities’ Perceptions of Token vs. Majority Task Groups | Angelica S. Gutierrez, U. of California, Los Angeles; Miguel M. Unzueta, U. of California, Los Angeles
Effects of Racial Awareness and Ethnicity on Ratings of Organizational Justice and Trust | E. Holly Buttnor, U. of North Carolina, Greensboro; Kevin B. Lowe, U. of North Carolina, Greensboro; Lenora Billings-Harris, U. of North Carolina, Greensboro
Advancing Racial-Ethnic and Diversity Theorising Through ‘Intersectional Identity Work’ | Doyin Atefowogun, Cranfield U.; Ruth H.V. Sealy, Cranfield U.

1041 (DRP Session) - (HCM) Patient-Centered and Evidence-Based Care
3:00pm - 4:30pm Marriott Rivercenter: Conference Room 16
Facilitator: Eric Barends, VU U. Amsterdam
Cascade Iatrogenesis: Postoperative Respiratory Failure in Hospitalized Older Adults | Deidre Thornlow, Duke U.; Ruth A Anderson, Duke U.
Volume, Focus and Co-morbidity: Medical Conditions and the Organization of Health Care Delivery | Jonathan Clark, The Pennsylvania State U.
Using the “Customer Service Framework” to Successfully Implement Patient- and Family-Centered Care | Pavani Rangachari, Medical College of Georgia
Awareness of Evidence-Based Practices by Organizations in a Smoking Cessation Network | Keith G Provan, U. of Arizona; Jonathan Beagles, U. of Arizona; Scott Leischow, U. of Arizona
Navigating Patient Navigation: Conceptual, research, and practical issues | Victoria Anne Parker, Boston U.; Christy Harris Lemak, U. of Michigan

1042 (SHCS: (HCM, PNP) Implications of US Health Reform for Organizational and Management Research
3:00pm - 4:30pm Marriott Rivercenter: Salon K
Facilitator: Sustainability, U. of Michigan
Organizers: L Michele Issel, U. of Illinois, Chicago; Timothy Hoff, State U. of New York, Albany
Delivery System Changes and U.S. Health Reform: Implications for Implementation Research and Theory | Timothy Hoff, State U. of New York, Albany
Value Based Purchasing in Health Reform: Implications for Management and Organizational Research | Gary J. Young, Northeastern U.
Workforce, Wellness and Community: Opportunities for Management Theory Development and Research | L Michele Issel, U. of Illinois, Chicago

Responses of Health Care Providers to Reform: Implications for Research on Organizational Change | Michael I. Harrison, Agency for Healthcare Research and Quality
Multivariate Dynamic Criteria: A Process Model of Job Performance | Seth Spain, U. of Nebraska
The Effect of Rater Goals, Implicit Theory and Ratee Performance Levels on Performance Ratings | Xiaoye Wang, Tsinghua U.
Introducing a Social Network Approach to Peer Assessment: Improving Predictive Validity | Gil Luria, Haifa U.; Yuval Kalish, Tel Aviv U.
Predicting Referral Hire Performance: Do Referrer Characteristics Matter? | Jenna Renae Pieper, U. of Texas, Dallas

1044 (HR) Social Capital, Human Capital, and Knowledge in Organizations
3:00pm - 4:30pm Grand Hyatt: Lone Star D
Chair: Rebecca R. Kehoe, Rutgers U.
Discussant: Susan E. Jackson, Rutgers U.
Towards a Global Human Capital Architecture | Shad S. Morris, Ohio State U.
Knowledge-based Path to Subsidary Competitive Advantage | Saba Colakoglu, Berry College
The Effects of Merit and Sponsorship on Interfirm Career Mobility | Sung-Choon Kang, Seoul National U.
A Task Contingency-based Framework for Social Capital Investments in Organizations | Rebecca R. Kehoe, Rutgers U.

1045 (DRP Session) - (HR) HR's Role in Organizational and Institutional Processes
3:00pm - 4:30pm Grand Hyatt: Mission A
Facilitator: James P. Guthrie, U. of Kansas
Interaction Effects among HRM Practices, Manufacturing Configurations, and Countries | Takashi Sakikawa, Niigata U.
The Multilevel Investigation of HRM Practice, Absorptive Capacity and New Product Development | Chia-Jung Lee, National Taiwan U.
The Outsourcing and Development of HR Activities and Their Impact on HR Department Power | Astrid Reichel, WU Vienna; Mila B. Lazara, Simon Fraser U.
Negotiating Global Standards as Institutional Work: The Case of IFAs | Markus Helen, Freie U. Berlin; Joerg Sydow, Freie U. Berlin
The Management of an Aging Workforce: An Assessment of Organizational Policies in Germany and the UK | Michael Muller-Camen, Middlesex U.; Matt Flynn, Middlesex U.; Heike Schroder, Middlesex U.

1046 (DRP Session) - (HR) Rethinking Employee Performance Appraisal

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

3:00pm - 4:30pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 1046
Facilitator: Arup Varma, Loyola U. Chicago


Impact of Performance Appraisal Justice on Employee Engagement: A Study of Indian Professionals | Vishal Gupta, Indian Institute of Management, Lucknow; Sushil Kumar, Indian Institute of Management, Lucknow

구 The Best and the Rest: Revisiting the Norm of Normality of Individual Performance | Ernest H O'Boyle, Longwood U.; Herman Aguinis, Indiana U., Bloomington
구 Changing the Way We Think About Performance Appraisal: A Meta-Analysis | Shaun Pichtler, California State U., Fullerton

1047 구 HRM in the Middle East: What West Can Learn from Middle East
3:00pm - 4:30pm Grand Hyatt: Bonham D
Tweet this session: #AOM2011 1047
Organizers: Fida Afifiouni, American U. of Beirut; Huub Ruel, U. of Twente
Chair: Randall S. Schuler, Rutgers U.
Discussant: Tanya Bondarouk, U. of Twente
What Can the West Learn from the Middle East? | David Thomas Weir, Liverpool Hope U.
Women's Careers in Academia: A Middle Eastern Perspective | Fida Afifiouni, American U. of Beirut; Charlotte M. Karam, American U. of Beirut; Nour A. Nasr, American U. of Beirut
The Transfer of HRM Practices from MNCs to Their Lebanese Subsidiaries: Adaptation/Standardization | Eric F. G. Davoine, U. of Fribourg; Samer Francois Nakhle, U. of Fribourg
Knowledge Transfer into a Developing Country: HRM Practice in an Iranian Hotel Chain | Maryam Shademan Pajouh, U. of Teeside; John Blankensopp, U. of Teesside
Standardization and Localization of HRM in MNC’s in Iran: The Case of Unilever | Dena Ghotbi, U. of Twente; Huub Ruel, U. of Twente

1048 (Paper Session) - (IM) Robert H. Schaffer Award for Best Paper in Applied IM
3:00pm - 4:30pm San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 1048
Chair: Nadim Matta, Schaffer Consulting
구 Uncertainty Awareness and Corporate Ownership Concentration: Evidence from Latin America | Luiz Ricardo Kabbach de Castro, U. Autonoma de Barcelona; Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Rafel Crespi-Cleadera, U. de les Illes Balears
구 The Internationalization of Small and Medium-Sized Enterprises Based in Transition Economies | Mai Thi Thanh Thai, HEC Montreal; Li Choy Chong, U. of St. Gallen

구 Spinning Gold: The Financial Returns to External Stakeholder Engagement | Witolid Jerzy Henisz, U. of Pennsylvania; Sinziana Dorobantu, U. of Pennsylvania; Lite Narney, U. of South Carolina

1049 (DRP Session) - (IM) Internationalization Process and Performance of Emerging Market MNCs
3:00pm - 4:30pm San Antonio Convention Center: Room 208
Tweet this session: #AOM2011 1049
Chair: William Newbury, Florida International U.
구 Outward Foreign Direct Investment and Strategies by Emerging Markets | Monica Yang, Adelphi U.
구 The Globalization of Government Corporations: Evidence from China | Nan Zhou, Moscow School of Management Skolkovo
구 Emerging MNCs and the Interaction between Learning Capabilities and Country Specific Factors | Armando Juan Borda, Florida International U.; William Newbury, Florida International U.
구 Does Internationalization Create Value During Global Economic Crisis? Evidence from China | Xufei Ma, Chinese U. of Hong Kong; Nan Zhou, Moscow School of Management Skolkovo
구 Corporate Listings on Stock Markets in sub-Saharan Africa: An Exploratory Analysis from Ghana | Moses Acquaah, U. of North Carolina, Greensboro

1050 (Paper Session) - (IM) Cross Cultural Management and International Organizational Teams
3:00pm - 4:30pm San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 1050
Chair: Bruce W. Stening, Peking U.
구 Investigating the Effect of International Non-work Experience on Cultural Intelligence | Reuben Ng, Yale U.
구 Categorization Conventions of American and Chinese Behaviors in Teams within and Across Cultures | Catherine Peyrols-Wu, Nanyang Technological U.; Josh W. Keller, Nanyang Technological U.; Ying-Yi Hong, Nanyang Technological U.
구 Becoming One of the Guys: Stigma, Corruption, and Withdrawal Behaviors | Lorena R. Perez Floriano, El Colegio de la Frontera Norte; Jorge A. Gonzalez, U. of Texas Pan American
구 A Needs-Based Theory of Multicultural Work Team Success | Andy Molinsky, Brandeis U.; Tselad Neeley, Harvard U.

1051 (Paper Session) - (IM) International Innovation Management and Global Outsourcing
3:00pm - 4:30pm San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 1051
Chair: Lydia Bals, Copenhagen Business School
구 Home-host Country Distance and Offshore Vertical Boundary Decisions | Julien Gooris, ULB; Carine Peeters, ULB

Thematic Orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D

282
Firms: Purchasing, Human Capital and Clients Development
Development and Practice in Management Education and Research

Chair: Katherine A. Karl, U. of Tennessee, Chattanooga
Discussant: Peter Sorensen, Benedictine U.
Facilitator: Joseph Baugh, Capella U.

The Effects of the Breadth and Depth Dimensions of Offshoring on Organizational Innovativeness | Olia Radu Mihalache, Erasmus U. Rotterdam
Fostering Tacit Knowledge in Global Industries: Changes in Italian Textiles and Apparel Production | Sara Jane McCaffrey, Franklin & Marshall College
Exploring MNC Open Innovation from a Game Theory Perspective: Insights from HQ Innovation Managers | Jaap Vossen, U. of Amsterdam; Sarah Straub, U. of Amsterdam; Christopher Williams, Richard Ivey School of Business

1052: (Paper Session) - (IM) Examining International Human Resource Management
3:00pm - 4:30pm San Antonio Convention Center: Room 210 B
Chair: Sully Taylor, Portland State U.
Cultural Intelligence, Role Clarity, and Thriving: Implications for Self Initiated Expatriates | Hong Ren, U. of Wisconsin, Milwaukee; Dilek G. Yunlu, U. of Wisconsin, Milwaukee; Katy Fochd, visiting International Faculty Program; Margaret Shaffer, U. of Wisconsin, Milwaukee
Organizational Image, Identity, and International Divestment: A Theoretical Examination | William P. Wan, Texas Tech U.; H Shawna Chen, Texas Tech U.; Daphne W. Yi, Chinese U. of Hong Kong
The Performance Implications of International Intensity, Diversity, and Distance | Stewart R. Miller, U. of Texas, San Antonio; Dovev Lavie, Technion Israel Institute of Technology; Andrew Delios, National U. of Singapore

1053: (Paper Session) - (MC) Professional Service Firms: Purchasing, Human Capital and Clients
3:00pm - 4:30pm Grand Hyatt: Bowie B
Facilitator: Joseph Baugh, Capella U.
Discussant: Peter Sorensen, Benedictine U.
Purchasing Professional Services | Frida Pemer, Stockholm School of Economics; Andreas Werr, Stockholm School of Economics
Can Client Satisfaction Help Retain Professional Services Employees? A Dyadic Analysis | Regina Viola Frey, German Graduate School of Management & Law (GGS)
The Role of Organizational Distance between M&A parties and its impact on Intangible Capital | Andreeas Pazi Raharso, Hay Group

1054: (Paper Session) - (MED) Leadership Development and Practice in Management Education and Research
3:00pm - 4:30pm Marriott Rivercenter: Conference Room 15
Chair: Katherine A. Karl, U. of Tennessee, Chattanooga
The Challenges of Leadership Development: Are Business Schools Exhibiting Evidence Based Practice? | Benjamin J. Amos, George Mason U.; Michelle Amy Marks, George Mason U.

1055: (MED) Toward Global Sustainability: Transcending Western-Finance & Eastern-Management Teaching Differences
3:00pm - 4:30pm Marriott Rivercenter: Salon C
Chair: Frances J. Milliken, New York U.
Being Present but not Fully There: Interruptions and the Challenge of Anticipated Time Pressure | Sophie Leroy, U. of Minnesota
The Effects of Guilt on Strategic Decision-Making: A China-US Cross-Cultural Experimental Study | Weichu Xu, Framingham State College; Anil Nair, Old Dominion U.; Mahesh Gopinath, Old Dominion U.; William Q Judge, Old Dominion U.
Cultural Conceptualizations of Power and their Behavioral Consequences among Biculturals | Yu-Wei Hsu, Northwestern U.

1056: (MED) SHCS: (MED) Then and Now in Management History
3:00pm - 4:30pm Marriott Riverwalk: Salon B
Chair: Jacqueline Meszaros, National Science Foundation
Being Present but not Fully There: Interruptions and the Challenge of Anticipated Time Pressure | Sophie Leroy, U. of Minnesota
The Effects of Guilt on Strategic Decision-Making: A China-US Cross-Cultural Experimental Study | Weichu Xu, Framingham State College; Anil Nair, Old Dominion U.; Mahesh Gopinath, Old Dominion U.; William Q Judge, Old Dominion U.
Cultural Conceptualizations of Power and their Behavioral Consequences among Biculturals | Yu-Wei Hsu, Northwestern U.

1057: (MED) Cognition in Teams
3:00pm - 4:30pm La Quinta Inn & Suites: Fiesta A&B
Chair: Frances J. Milliken, New York U.
The Structure of Team Identity: The Impact of Multiplex Relationships on World Cup Soccer Outcomes | Jose Uribe, Columbia Business School

The Relationship between Collective Intelligence, Cognitive Diversity and Team Learning | Ishani Aggarwal, Carnegie Mellon U.; Anita Williams Woolley, Carnegie Mellon U.; Christopher Chabris, Union College; Thomas W. Malone, Massachusetts Institute of Technology

An Uncertainty Reduction Model of Relational Demography | Carmen Kaman Ng, Hong Kong U. of Science and Technology; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Elizabeth George, Hong Kong U. of Science and Technology

Organizational Identity Contexts | #AOM2011 1060

Risk, Rare Events, and the Politics of Organizational Learning: The Emergence of Shared Understanding During Unexpected Events: An Example from 9/11 | Mary J. Waller, York U.; Marlys K. Christianson, U. of Toronto

The Ins and Outs of Nursing Change of Shift Handoffs: A Communication Contest? | John S. Carroll, Massachusetts Institute of Technology; Michele Williams, Cornell U.

Building Swift Understanding: Collective Sensemaking in Emergency Management Command Teams | Sjir Uitdewilligen, U. of Maastricht

The Emergence of Shared Understanding During Unexpected Events: An Example from 9/11 | Mary J. Waller, York U.; Marlys K. Christianson, U. of Toronto

Risk, Rare Events, and the Politics of Organizational Learning | Claus Rerup, U. of Western Ontario; Mark J Zbaracki, The U. of Western Ontario

Team Culture, Creative Efficacy and Team Innovation: A Moderated Mediation Model | Yang Sui, GSM, Peking U.; Yunyun Chen, Peking U.

Multilevel Influences of Team Goal Orientation on Creativity | Yaping Gong, Hong Kong U. of Science and Technology; Tae-Yeol Kim, CEIBS; Jing Zhu, Hong Kong U. of Science and Technology; Deog Ro Lee, Seowon U.

Leaders’ Achievement Goals and Employee Creativity: How to Get New Ideas into the Mind | Roy B. L. Sijbom, U. of Groningen; Onne Janssen, U. of Groningen; Nico W. Van Yperen, U. of Groningen

Impact of Transformational Leadership on Creativity via Employee Development and Knowledge Sharing | Yuntao Dong, U. of Maryland, College Park; Kathryn M. Bartol, U. of Maryland, College Park

When Identity May Matter Most: Factors that Make Identity Matter Most: Factors That Make Organizational Identity Features Appear Essential | Johan Van Rekom, Erasmus U. Rotterdam

Identity, Competitors & Distinctiveness: Who are we? Who are they? | W Timothy Few, Penn State Beaver


Examining the Effectiveness of Talking as a Victim-Centered Recovery from Organizational Injustice | Rashpal K Dhensa, London School of Economics


Exploring Accommodation and Forgiveness within the Employment Relationship | Kyle Ingram, London School of Economics

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THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1064 ▶ (DRP Session) - (OB) The Consequences of Social Networks: Creativity, Performance, and Interpersonal Relations
3:00pm - 4:30pm Grand Hyatt: Crockett C
Tweet this session: AOM2011 1064
Facilitator: Mathis Schulte, HEC Paris
- Players and Purists: Networking Profiles and Strategies of Service Professionals | Ben M. Bensou, INSEAD; Charles D. Galunic, INSEAD; Claudia D. Jonczyk, ESCP Europe
- Social Networks, Formal Rank, and Interpersonal Avoidance Behavior in the Workplace | Travis J Grosser, U. of Kentucky; Chris Sterling, U. of Kentucky; Giuseppe Labianca, U. of Kentucky
- Bonds and Boundaries: Network Structure, Organizational Boundaries, and Job Performance | Xi Zou, London Business School; Paul Ingram, Columbia U.

1065 ▶ (DRP Session) - (OB) Workplace Power Plays: Power and Politics Influences on Follower Cognitions and Emotions
3:00pm - 4:30pm Grand Hyatt: Crockett D
Tweet this session: AOM2011 1065
Facilitator: William H Clampitt, Central Michigan U.
- Masters of the Universe and Moral Hazard: Power and Accountability in Ethical Risk Taking | Marko Pitesa, Grenoble Ecole de Management
- Development of a Scale for Personalized and Socialized Power (SPSP) | Gregory W. Stevens, Auburn U.; Ross Scraggs, Auburn U.; Jacqueline Deuling, Roosevelt U.
- Diabolical Dictators or Capable Commanders? Autocratic Leaders, Power Struggles and Team Performance | Annelie H.B. De Hoogh, U. of Amsterdam; Lindred L. Greer, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam

1066 ▶ (Paper Session) - (OB) Unethical Behavior: Influences of Leadership, Goal Setting and Organizational Climate
3:00pm - 4:30pm Grand Hyatt: Republic C
Chair: Sankalp Chaturvedi, Imperial College London
The Burden of Social Exchange: How and When High Quality LMX Leads to Unethical Behavior | Deborah Searcy, U. of Maryland, College Park; Hui Liao, U. of Maryland; Vijaya Venkataratnam, U. of Maryland, College Park
- The Moderating Effect of Subconscious Priming on Goal Setting and Unethical Behavior | David Welsh, U. of Arizona; Lisa Ordonez, U. of Arizona
- Organizational Forgivingness Influences the Punishment of Ethical Misconduct | Rommel O. Salvador, U. of Washington, Tacoma
- Corporate Ethics and Firm Performance: The Role of Collective Organizational Commitment and OCB | Jinseok Chun, Seoul National U.; Yuhyang Shin, Hanyang U.; Jin Nam Choi, Seoul National U.; Min-Soo Kim, Hanyang U.

1067 ▶ (Paper Session) - (OB) Cultural Values, Cultural Intelligence, and Shared Perspective
3:00pm - 4:30pm Grand Hyatt: Travis C
Tweet this session: AOM2011 1067
Chair: Rebecca Robin Portnoy, Washington State U.
- Antecedents of Global Mindset: Personal, Psychological, and Role Complexity | Joana S. Story, U. Nova de Lisboa; John E Baruto Jr, U. of Nebraska, Lincoln; Fred Luthans, U. of Nebraska, Lincoln; James A. Bovaird, U. of Nebraska, Lincoln
- How Do They Emerge as Leaders Through Others’ Eyes - A Congruence Effect | Lu M Shannon, U. College Dublin
- The Effects of Cultural Values on Mental Health: Mediating of Attitudes towards Emotional Expression | Li-Chuan Chu, Chung Shan Medical U.
- Cultural Intelligence as Related to Cultural Adjustment, Self-Monitoring and Core Self-Evaluations | J Kline Harrison, Wake Forest U.; Holly H Brower, Wake Forest U.

1068 ▶ (JS: (OB, GDO, CM) Broader, Deeper, and Richer Faultlines: New Thinking and Data about Social Fissures in Work Teams
3:00pm - 4:30pm Grand Hyatt: Lone Star E
Tweet this session: AOM2011 1068
Chair: Miriam Sanchez-Manzanares, U. Carlos III de Madrid; David A. Harrison, U. of Texas, Austin; Ramon Rico, U. Autonoma de Madrid
Discussant: Karen A. Jehn, Melbourne U.
- Faultlines, Networks, and Conflict | Eiston Lo, U. of Texas, Austin; David A. Harrison, U. of Texas, Austin
- Faultlines and Climate Change | Yekaterina Bezrukova, Santa Clara U.; Chester S. Spell, Rutgers U.; Karen A. Jehn, Melbourne U.
- Can We Counteract the Detrimental Effect of Team Faultlines? | Ramon Rico, U. Autonoma de Madrid; Miriam Sanchez-Manzanares, U. Carlos III de Madrid; Mirko Antino, U. Complutense de Madrid; Dora C. Lau, Chinese U. of Hong Kong

1069 ▶ (JS: (OB, GDO, CM) Managing Status
Differentials in Demographically Diverse Groups
3:00pm - 4:30pm Grand Hyatt: Republic A
Tweet this session: AOM2011 1069
Chair: Bret Crane, U. of Virginia; Melissa C. Thomas-Hunt, U. of Virginia
Discussant: Lisa Hisea Nishii, Cornell U.
Session Details – Monday, 2:00 - 4:00 PM

1070 JS: (OB, HR) Looking for Love in All the Workplaces: Exploring Passion for Work and Loving a Job

3:00pm - 4:30pm Grand Hyatt: Seguin B

Coordinator: Constance Noonan Hadley, Harvard U.

The Power of Love | Connie Bygrave, Saint Mary's U.; E Kevin Kelloway, Saint Mary's U.

What's Love Got To Do With It?: How We Love What We Do | Brad Almond, Texas A&M U.


Igniting Passion for Work | Kimberly H. Perttula, U. of California, Irvine

1071 SHCS: (OB, ODC) Leadership in the Plural: Forms, Practices and Dynamics

3:00pm - 4:30pm Grand Hyatt: Republic B

Tweet this session: #AOM2011 1071

Organizers: Ann Langley, HEC Montreal; Laura Empson, City U. London

Perspectives on Leadership in the Plural | Jean-louis Denis, ENAP; Ann Langley, HEC Montreal; Viviane Sergi, HEC Montreal

Navigating Ambiguity: Collective Leadership Processes in Professional Service Firms | Laura Empson, City U. London

The Emergence of Distributed Leadership during Strategic Organizational Change | Heidi K. Gardner, Harvard U.

Distributed Leadership, Professional Hierarchy and Organizational Accountability | Graeme Currie, U. of Warwick; Andy Lockett, U. of Warwick

Seeking Governance in Dual Executive Leadership | Wendy Reid, HEC Montreal

1072 JS: (OB, ODC, CM) Organizational Change and Emotions

3:00pm - 4:30pm Grand Hyatt: Seguin A

Tweet this session: #AOM2011 1072

Chairs: Janaki Gooty, U. of North Carolina, Charlotte; Jane Shumski, U. of North Carolina, Charlotte

Discussant: Jean M. Bartune, Boston College

More than Just Blowing off Steam: The Roles of Anger and Advocacy in Promoting Organizational Change | Lisa T. Stickney, U. of Baltimore; Deanna Geddes, Temple U.

A Multi-Level Model of Emotions and Affective Commitment to Change | Jane Shumski, U. of North Carolina, Charlotte; Janaki Gooty, U. of North Carolina, Charlotte

Changing Plans: Emotional Dynamics in the Construction of a Strategic Plan | Feng Liu, U. of British Columbia

Emotional Climate and Organizational Innovation | Veronique Tran, ESCP Europe

1073 (Paper Session) - (OCIS) Information Technology and Organizational Change

3:00pm - 4:30pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1073

Papers in this session explore the relationships between IT use and organizational change using various social theories and methodological approaches.

Chair: Marie-Claude Boudreau, U. of Georgia

When Does Technology Enable Organizational Change? Convergent Feature Use and Collective Affordances | Paul M. Leonardi, Northwestern U.

Evolution of Digitally-enabled Design Processes: The Case of a Large Design and Construction Firm | James Gaskin, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.; Youngjin Yoo, Temple U.; Omri Shiv, Case Western Reserve U.; Zhewei Zhang, Temple U.

Sustaining Change in The Absence Of Focal Actors: An Actor Network Perspective | Cecil Eng Huang Chua, Auckland; Siew Kien Sia, Nanyang Technological U.; Christina Soh, Nanyang Technological U.
### Session Details – Monday, 2:00 - 4:00 PM

**1078**: (DRP Session) - (OMT) Boards in Crisis 3:00pm - 4:30pm San Antonio Convention Center: Room 207 A

**Chair:** Michael Wolff, U. of Mainz

**Tweet this session:** #AOM2011 1078

**Chair:** Marvin Washington, IE Business School; Carmelo Maza, IE Business School

The Crisis on Board: The Effect of Economic Slowdown on Boards Decision Making Processes | Alberto Lavin Fernandez, IE Business School; Carmelo Maza, IE Business School

The Effect of CEO Trustworthiness on Directors’ Monitoring and Resource Provision | Catherine E Connelly, McMaster U.; Toru Yoshikawa, Singapore Management U.; Wee-Liang Tan, Singapore Management U.; Esther del Brío, Salamanca U.

**1079**: (DRP Session) - (OMT) The Impact of Structures and Rules on the Flow of Knowledge 3:00pm - 4:30pm San Antonio Convention Center: Room 207 A

**Chair:** Anne L.J. ter Wal, Imperial College Business School

Comparing Internal Markets and Hierarchy in the Coordination of Knowledge: A Simulation Analysis | Bruce Skaggs, U. of Massachusetts; Alfred Boccia, Western New England College; De Liu, U. of Kentucky; Peter Mills, U. of Oregon

Embodying Knowledge?Information Compliance Behavior in the Creation of Patents | Dana Wang, U. of Texas, San Antonio

Individuals’ Knowledge Transfer Behaviors and Social Networks: a co-evolution Framework | Yuan Lin, U. of Washington; Kevin Clyde Desouza, U. of Washington, Seattle

Multiparty Knowledge Transformation in Post-Merger IT Integration | Pauli Alin, Aalto U.; Maria Alaranta, Aalto U.

Governance Mechanisms Fit Knowledge Characteristics for Inter-organizational Knowledge Transfer | Wen-Yen Hsu, National Cheng Kung U.

**1080**: (Paper Session) - (OMT) Events and Institutional Change 3:00pm - 4:30pm San Antonio Convention Center: Room 214 B

**Chair:** Peer C. Fiss, U. of Southern California

Facilitator: Marvin Washington, U. Alberta

Making the World a Safer Place: Creating Institutions by Defining Deviant Industrial Practices | Ken Chung, Rutgers U.


Mechanisms of Field Configuration and Maintenance: FCEs and International Climate Change Policy | Elke Sybille Schuessler, Free U. Berlin; Charles-Clemens Rüling, Grenoble Ecole de Management; Bettina Beata Wittneben, U. of Oxford

**1081**: (Paper Session) - (OMT) Community Networks 3:00pm - 4:30pm San Antonio Convention Center: Room 214 C

**Chair:** Denis Trapido, U. of California, Irvine

Exploring the Locus of Innovation: The Role of Network Communities | Maxim Sytch, U. of Michigan; Adam Tatarynowicz, Tilburg U.

California Dreaming? Cross-Cluster Embeddedness and the Non-Emergence of the ‘Next Silicon Valley’ | Dan Breznitz, Georgia Tech; Mollie Taylor, Georgia Tech


Rules for Emergence: Ostrom’s Contribution to the Problem of Cluster Formation | Adam Fremeth, Ivey School of Business; Alfred Allen Marcus, U. of Minnesota

**1082**: (DRP Session) - (OMT) The Operation of Institutional Logics at Different Levels 3:00pm - 4:30pm San Antonio Convention Center: Room 214 C

**Chair:** Claudia Gabbioneta, U. of Genoa

Transparency and Sovereign Wealth Funds - transnational codes for disclosure | Afshin Mehrpouya, ESSEC Business School - Paris


Reasserting the Influence of Institutional Logics of Family in Organizations | Samantha Fairclough, U. of Alberta; Evelyn Rita Micelotta, U. of Alberta

Firms’ Unexpected Involvement in Constructing the Shareholder Value Maximization Logic | Guilhem Bascle, Erasmus U. Rotterdam; Jiwook Jung, Harvard U.

**1083**: (Paper Session) - (OMT) Institutions and Identity 3:00pm - 4:30pm San Antonio Convention Center: Room 217 B

**Chair:** Wesley Helms, York U.

For Love and Money: the Entrepreneurial Self and the Creation of Caring Organizations | Tyler Earle Wry, Wharton School; Michael Lounsbury, U. of Alberta

Scorning Their Shame: Theology, the Marginalized, and the Institutional Work of Allies | Steve Stewart, Florida Atlantic U.; Bryant A Hudson, Florida Atlantic U.

Revolution of the Middle-class Housewives: Identity Work as a Process for Embedded Change | Aegean Ol Kam Leung,

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**THEMATIC ORIENTATION:**
- Teaching
- Practice
- International
- Program Theme
- Research
- Diversity
- Best Paper

**Section D**
Session Details – Monday, 2:00 - 4:00 PM

1084 (Paper Session) - (OMT) Learning and Performance Feedback
3:00pm - 4:30pm San Antonio Convention Center: Room 218
Chair: David Touve, Washington and Lee U.
Discussant: Shon R Hiatt, Harvard Business School
Organizer: W Chad Carlos, Cornell U.
What it Means to Be Sustainable: A Comparative Analysis of the Lay Models of Sustainability | Klaus Weber, Northwestern U.; Sara B. Soderstrom, U. of Michigan
Intermediaries in a Nascent Field: The Case of the Clean Development Mechanism | Brandon H. Lee, London Business School
Innovation and Regulative Ambiguities in the U.S. Geothermal Power Sector | Shon R Hiatt, Harvard Business School; Sangchan Park, National U. of Singapore
The Evolving Influence of Social Movement Organizations on the U.S. Wind Power Industry | W Chad Carlos, Cornell U.; Wesley Sine, Cornell U.

1085 SHCS: (OMT, ONE, SIM) Innovation and Organizational Responses to Sustainability: An Institutional Perspective
3:00pm - 4:30pm San Antonio Convention Center: Room 206 B
Chair: Shon R Hiatt, Harvard Business School
Discussant: Andrew J. Hoffman, U. of Michigan
What it Means to Be Sustainable: A Comparative Analysis of the Lay Models of Sustainability | Klaus Weber, Northwestern U.; Sara B. Soderstrom, U. of Michigan
Innovation and Regulative Ambiguities in the U.S. Geothermal Power Sector | Shon R Hiatt, Harvard Business School; Sangchan Park, National U. of Singapore
The Evolving Influence of Social Movement Organizations on the U.S. Wind Power Industry | W Chad Carlos, Cornell U.; Wesley Sine, Cornell U.

1086 (Paper Session) - (ONE) Critical Events, Organizational Performance and the Natural Environment
3:00pm - 4:30pm Marriott Riverwalk: Salon E
Chair: P. Devereaux Jennings, U. of Alberta
What Do We Care About Yesterday’s Chatter? Firm Legitimacy, Spill Severity, & Firm Performance | Marko Horn, Millsaps College; Jack Fiorito, Florida State U.; Samuel H Geh, Northern Kentucky U.
The Role of the Natural Environment in Avoiding Organizational Decline | Denise L. Fleck, Federal U. Rio de Janeiro
Frame-Dynamics in the BP Crisis: Organization, Media and the Natural Environment | Friederike Schultz, VU U. Amsterdam; Jan Kleinijenhuis, VU U. Amsterdam; Dirk Oegema, VU U. Amsterdam; Sonja Utz, VU U. Amsterdam; Wouter van Atteveldt, VU U. Amsterdam

1087 (P Paper Session) - (ONE, ENT, TIM) Saving the Planet from East and West: Public and Private Efforts to Deploy Renewable Energy
3:00pm - 4:30pm Marriott Riverwalk: Salon C
Facilitator: Marlene J Le Ber, U. of Western Ontario
Divergence in HR Functional Roles in Local Government | Sara Lindstrom, Finnish Institute of Occupational Health; Sinikka Vanhala, Aalto U.
Nonprofit Human Resource Management: Toward an Analytical Framework | Kunle Akingbola, U. of Toronto; Homophily, Ties Strength, and Information Flow in a Health and Human Services Network | Kun Huang, U. of New Mexico
The Italian Operatic Sector After Privatization and HRM: A Critical Reflection | Marcello M Mariani, U. of Bologna
Reforming the Public Sector between Standardization and Personalization. [WITHDRAWN] | Marta Trotta, U. degli Studi di Roma Tor Vergata; Stefano Scravaglieri, Tor Vergata U.; Maurizio Decastri, Tor Vergata U.; Sibel Yamak, Galatasaray U.

1088 (DRP Session) - (PNP) HRM in Public and Nonprofit Organizations
3:00pm - 4:30pm Marriott Riverwalk: Salon A
Facilitator: Marlene J Le Ber, U. of Western Ontario
Divergence in HR Functional Roles in Local Government | Sara Lindstrom, Finnish Institute of Occupational Health; Sinikka Vanhala, Aalto U.
Nonprofit Human Resource Management: Toward an Analytical Framework | Kunle Akingbola, U. of Toronto; Homophily, Ties Strength, and Information Flow in a Health and Human Services Network | Kun Huang, U. of New Mexico
The Italian Operatic Sector After Privatization and HRM: A Critical Reflection | Marcello M Mariani, U. of Bologna
Reforming the Public Sector between Standardization and Personalization. [WITHDRAWN] | Marta Trotta, U. degli Studi di Roma Tor Vergata; Stefano Scravaglieri, Tor Vergata U.; Maurizio Decastri, Tor Vergata U.; Sibel Yamak, Galatasaray U.

1089 (Paper Session) - (PNP) Management Innovations and Cross-sector Transfer of Management Ideas
3:00pm - 4:30pm Marriott Riverwalk: Salon F
Chair: John Rohrbough, State U. of New York, Albany
Integrating For-Profit and Non-Profit Logics: The (Possible) Potential of the Social Enterprise | Madeleine Toubiana, York U.
1090: (Paper Session) - (SAP) Strategy Process: Meetings, Rules and Routines
3:00pm - 4:30pm Marriott Rivercenter: Salon 213 B
Chair: Linda Rouleau, HEC Montreal
Meetings in the Strategy Process: Toward an Integrative Framework | Katharina Dittrich, U. of Zurich; Stephane Guerard, U. of Zurich; David Nils Seidl, U. of Zurich
SAP Best Student Paper Award
Rules of Suspension: A Rules-Based Explanation of Strategy Workshops in the Strategy Process | David Nils Seidl, U. of Zurich; Donald MacLean, Glasgow U.; Robert Macintosh, U. of Glasgow

1091: (DRP Session) - (SIM) System Change and Social Repair
3:00pm - 4:30pm Marriott Rivercenter: Conference Room 17
Chair: William E Martello, St. Edward's U.
Pre-Weberian Joining of Ethics, Institutional, and Political-Economic Theory | Richard P Nielsen, Boston College; Felipe Massa, Boston College
Sustainability Reporting: Link Between Stakeholder Strategy and Engagement Processes | Irene M. Herremans, U. of Calgary; Jamal A. Nazari, U. of Calgary
Presenter: Linda Ambrosie, U. of Calgary

1092: (Paper Session) - (SIM) Business Government Relations: Corporate Political Activity and the Power of Stakeholders
3:00pm - 4:30pm Marriott Rivercenter: Salon B
Chair: Chalmer E. Labig, Oklahoma State U.
Stakeholder-firm Power Difference and SMEs' Environmental Performance in China | Zhi Tang, Rochester Institute of Technology; Jintong Tang, Saint Louis U.
Corporate Political Activity, Organizational Learning and Absorptive Capacity | Jean-Philippe Bonard, HEC U. of Lausanne; Guy Holburn, U. of Western Ontario; Richard G. Vanden Bergh, U. of Vermont

1093: (Paper Session) - (SIM) Ethics: Western and Eastern Perspectives on Rights, Human Resources, and Real Global Development
3:00pm - 4:30pm Marriott Rivercenter: Salon M
Chair: Judith Schrempp, U. of Richmond
A Perspective on Ethics, Human Rights, and Freedom of Association | Cedric Dawkins, California State Polytechnic U., Pomona
Localization of Human Resources in the Gulf Cooperation Council Countries | Justin Shale Williams, Charles Sturt U.; Ramudu Bhanugopan, Charles Sturt U.; Alan Fish, Charles Sturt U.
Do “Western” Multinational Companies Bring Benefits to Emerging and Developing Economies? | Elisa Giuliani, U. of Pisa

1094: (Paper Session) - (TIM) Open Source
3:00pm - 4:30pm Marriott Rivercenter: Salon C
Chair: Jack Bernard Crumbl, Tuskegee U.
Where and When can Open Source Thrive? Towards a Theory of Performance | Sheen S. Levine, Massachusetts Institute of Technology; Michael J. Prietula, Emory U.
Understanding Commercial Open Source as Product and Service Innovation | Maha Shaikh, London School of Economics; Tony Cornford, London School of Economics
Interaction in Open Source Software and Innovation Capabilities of the Community | Francesco Rullani, Luiss Guido Carli U.; Lars Frederiksen, Aarhus Business School

1095: (Paper Session) - (TIM) Human Capital and Innovation
3:00pm - 4:30pm Marriott Rivercenter: Salon A
Chair: Amol M. Joshi, U. of Hawaii-Manoa
Cool Again! Spin Outs and the Rejuvenation of Old Timers | Bruno Cirillo, Bocconi U.; Giovanni Valentini, Bocconi U.; Stefano Brusoni, Bocconi U.
Structural Microfoundations of Innovation: Relational Stars and Quality of Inventive Output | Konstantinos Grigoriou, Georgia Institute of Technology; Frank T. Rothaermel, Georgia Institute of Technology

1096: (Paper Session) - (TIM) Knowledge Transfer and Integration
3:00pm - 4:30pm Marriott Rivercenter: Salon C
Chair: Lionel Layerle, Sariba
A Grounded Model of Formalization of Knowledge Transfer Processes in Small Firms | Martin Spraggon, American U. of Sharjah; Virginia Bodolica, American U. of Sharjah
When Does Knowledge Integration Work? Strategic Contingencies and Value Creation | Federica Ceci, G. D’Annunzio U.; Andrea Masini, HEC Paris

Why Do Firms Take Over Some but not Other Customer Activities? A Knowledge Based View | Magnus Holmen, Chalmers U. of Technology; Joakim Björkdahl, Chalmers U. of Technology; Rögnvaldur Sæmundsson, N/A

1097: (TIM) TIM Division Best Paper from a Dissertation Award
3:00pm - 4:30pm San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 1097

1098: (DRP Session) - (TIM) Managing Alliances
3:00pm - 4:30pm San Antonio Convention Center: Room 006 A
Facilitator: Ralph A Heidl, Michigan State U.
Tweet this session:
- Governance of R&D Alliances between Competitors | Sascha G Walter, Christian-Albrechts-U. of Kiel; Achim Walter, U. of Kiel
- International Agreements and Technology Diffusion: A Multilevel Analysis of the Global Tire Industry | Marius Sorin Krammer, Groningen U. (RuG)
- Board Level Control in R&D Minority Equity Alliances in Biotech Industry | Shivaram Devarakonda, Purdue U., West Lafayette; Jeffrey J. Reuer, Purdue U.

Monday 4:30PM

1099: (ENT) ENT IDEA Awards
4:30pm - 6:30pm San Antonio Convention Center: Mission 103 A
Tweet this session: #AOM2011 1099
This meeting is before the ENT Business Meeting that is scheduled on Monday, August 15, 2011, 6:30 – 7:30 p.m. at the San Antonio Convention Center, Room 007B

1100: (ICW) Organizational Research Methods Editorial Review Board Meeting
4:00pm - 5:30pm La Quinta Inn & Suites: Crockett West
Organizer: Cynthia Nalevanko, Sage Publications

Monday 4:45PM

1101: (Paper Session) - (BPS) Opening the Black Box of Board Processes
4:45pm - 6:15pm San Antonio Convention Center: Room 201
Tweet this session: #AOM2011 1101
Chair: Daniel P. Forbes, U. of Minnesota
Social Identities in the Boardroom | Dennis Veltrop, U. of Groningen; Eric Molleman, U. of Groningen; Reggy

Hooghiemstra, U. of Groningen; Hans Van Ees, U. of Groningen
Board Process, Climate and the Impact on Board Task Performance | Bernard Craig Bailey, Case Western Reserve U.; Simon Peck, Case Western Reserve U.; Terry McNulty, U. of Liverpool
Exploring Minority Directors’ Participation | Chris Tuggle, U. of Missouri at Columbia; David G. Sirmon, Texas A&M U.; Leonard Bierman, Texas A&M U.
Information Disclosure of Corporate Venturing Investments | Shu-Jou Lin, National Taiwan Normal U.; Jerry W. Lin, U. of Minnesota, Duluth

1102: (Paper Session) - (BPS) Alliances: Learning and Capability Development
4:45pm - 6:15pm San Antonio Convention Center: Room 202 A
Chair: Ann McFadyen, U. of Texas, Arlington
Why (Some) Firms Fail to Learn from Collaborative Experience: Fragmentation of IOR Management | Astrid ter Wiel, VU U. Amsterdam; Paul W. L. Vlaar, VU U. Amsterdam; Tom Elfring, VU U. Amsterdam
Re-Conceptualizing Alliance Management Capability: A Revised and Augmented Model | Mayank Dhaundiyal, Dublin Institute of Technology; Joseph P Coughlan, Dublin Institute of Technology
Internal and External Alliance Capabilities: Substitutes or Complements? | Dennis van Eerden, VU U. Amsterdam; Brian Tjemkes, VU U. Amsterdam; Paul W. L. Vlaar, VU U. Amsterdam

1103: (Paper Session) - (BPS) Getting to Know You: Experience and the Attractiveness of Governance Alternatives
4:45pm - 6:15pm San Antonio Convention Center: Room 204 A
Chair: Turanay Caner, North Carolina State U.
Alliances versus Acquisitions: The Ambiguous Effect of Partner-Specific Alliance Experience | Adeline Thomas, Freie U. Berlin; Thomas Mellewigt, Freie U. Berlin
The Effect of Experience on the Realignment of Transactions across Joint Ventures and Acquisitions | Shyam Kumar, Rensselaer Polytechnic Institute; William M. Tracy, Rensselaer Polytechnic Institute
Experience, Superstition and the Weight of Activity Load in Management Buyouts | Francesco Castellaneta, Bocconi U.
Prior Alliance with the Target and Acquisition Performance: The Danger of Honeymoon before Marriage | Pierre-Xavier Meschi, IAE Aix-en-Provence; Emmanuel Metails, EDHEC; Katsuhiko Shimizu, Keio U.

1104: (Paper Session) - (BPS) Role of Employees in Organizational Adaptation
4:45pm - 6:15pm San Antonio Convention Center: Room 205 B
Chair: Andrew von Nordenflycht, Simon Fraser U.
Disruption of Routines Through Employee Mobility | Brian Michael Saxton, The Ohio State U.; Benjamin A. Campbell, Ohio State U.

Motivating Organizational Search | Oliver Baumann, U. of Southern Denmark; Nils Stiegitz, U. of Southern Denmark

The Dangers of Deep Knowledge: New Ventures in the U.S. Solar Industry | Nathan Furr, Brigham Young U.; Fabrice Cavarretta, ESSEC Business School; Sam Garg, Stanford U.

How Do Firms Match Their Capabilities to Tasks? Evidence from M&A Advisors | Olivier Chatain, U. of Pennsylvania; Philipp Meyer, U. of Pennsylvania

Approaches
Evolution of Industries: Cognitive and Institutional Approaches

Canisius College
Chair:

Tweet this session:

Division Chair-Elect:

Professional Development Workshop Chair:

Suzanne C. de Janasz
Division Chair:

Tweet this session:

1107

Department: (BPS, OMT, SIM) Category Effects in the Evolution of Industries: Cognitive and Institutional Approaches
4:45pm - 6:15pm San Antonio Convention Center: Room 217 A
Tweet this session: AOM2011 1105
Organizer: Rhonda K. Reger, U. of Maryland
Discussant: Joseph Porac, New York U.
Fashioning an Industry: Cognitive Processes and the Construction of Worth | Mukti V Khaire, Harvard U.
Competitor Categorization, Identity Domains, and Strategic Choice in the Wind Energy Industry | Jonathan Randall Moerbe, U. of Texas; Rhonda K. Reger, U. of Maryland; Y. Sekou Bermoss, U. of Texas, Austin
Convergence or Competition: The Trajectory of Standards in the Forestry and Chiropractic Fields | Karen D. W. Patterson, U. of New Mexico
Changing the Rules in the Middle of the Game: Certification Contests in Established Fields | Anastasiya A. Zavyalova, U. of Maryland, College Park

1106 | (CAR) CAR Business Meeting
4:45pm - 6:15pm Grand Hyatt: Lone Star B
Tweet this session: AOM2011 1106
Division Chair: Suzanne C. de Janasz, IMD
Program Chair: Julia Richardson, York U.
Professional Development Workshop Chair: Peter A. Haslin, U. of New South Wales
Division Chair-Elect: Svetlana Khapova, VU U. Amsterdam

1107 | (Paper Session) - (CAR) Exploring the Implications and Experiences of ‘New’ Ways of Working
4:45pm - 6:15pm Grand Hyatt: Presidio B
Tweet this session: AOM2011 1107
Chair: Erin E. Makarius, Canisius College
Electronic Tethering: The Impact of After-hours Connectivity on Work-to-Family Conflict and Strain | C. Melissa Fender, Drexel U.
The Impact of Standard and Nonstandard Work Scheduleson Work-Family Conflict and Synergy | Nicholas J Beutell, Iona College

1108 | (CAU) (CAU) West Meets East: Research Strategies for Japan Business Studies
4:45pm - 6:15pm Hilton Palacio del Río: La Duquesa North
Tweet this session: AOM2011 1109
Chair: Ulrike Schaede, U. of California, San Diego
Participants: Christina L. Ahmadjian, Hitotsubashi U.; Kazuhiro Asakawa, Keio U.; James R Lincoln, U. of California, Berkeley; Thomas Roehl, Western Washington U.; Jesper Edman, Hitotsubashi U.; Masaru Karube, Hitotsubashi U.

1109 | (CAU) (CAU) Consulting In the Middle East versus the United States: Differences in Consulting Procedures
4:45pm - 6:15pm Hilton Palacio del Río: La Duquesa South
Tweet this session: AOM2011 1109
Organizer: Oussama Salha, Bendicent U.
Speaker: David Jamieson, U. of St. Thomas
Participants: Peter Sorensen, Benedicente U.; Henry Eric Williams, Benedicente U.; Rebecca A. Ellis, Benedicente U.; Bronwyn Rains, Benedicente U.; Carmen F. Armstrong, Benedicente U.

1110 | (CAU) (CAU) Meeting The West: Native and Indigenous Culture Research Caucus
4:45pm - 6:15pm Hilton Palacio del Río: La Reina North & Center
Tweet this session: AOM2011 1110
This caucus seeks to bring together people interested in research related to business practices and contributions of Indigenous and Native People and societies.
Coordinator: Joe Gladstone, New Mexico State U.

1111 | (CAU) (CAU) West Meets East: Exploring Alternative Traditions to Organizational Paradoxes
4:45pm - 6:15pm Hilton Palacio del Río: La Reina North
Tweet this session: AOM2011 1111
Coordinators: Marianne W. Lewis, U. of Cincinnati; Wendy K. Smith, U. of Delaware

1112 | (CAU) (CAU) West Meets East Through the Africa Bridge: Enlightening, Balancing, and Transcending
4:45pm - 6:15pm Hilton Palacio del Río: La Reina North & Center
Tweet this session: AOM2011 1112
Under the aegis of the Africa Academy of Management
Organizers: David B. Zoogah, Morgan State U.; Eileen Kwasiga, Bryant U.; Nceku Nyathi, Open U.
Participants: Moses Acquaah, U. of North Carolina, Greensboro; Stella M. Nkomo, U. of Pretoria; Paul A Sears, U. of Findlay; Karel Stanz, U. of Pretoria; Elham Kamal Metwally, American U. in Cairo

1113 | (Paper Session) - (ICDP) Confidence, Competence, Consciousness and Trustworthiness
4:45pm - 6:15pm Hilton Palacio del Río: Corte Real A/B
Tweet this session: AOM2011 1113
Facilitator: Neal M. Ashkanasy, U. of Queensland
PNP: Confidence in the Face of Terrorism: Factors Associated with Collective Efficacy | Tammy E. Beck, U. of North Carolina, Charlotte; Stephanie Thomas Solansky, U. of Houston, Victoria
OB: Charting Paths of Least Resistance: How Managers Link Control and Trustworthiness-Promotion | Chris P. Long, Georgetown U.
Session Details – Monday, 4:00 - 6:00 PM

**ODC:** The Influence of Leader and Member Competencies on Emotionally Competent Team Norms | Vanessa Urch Druskat, U. of New Hampshire; Joan Manuel Batista-Foguet, ESADE; Steven B Wolff, GEI Partners

**OB:** Relating Stigma Consciousness and Core Self Evaluation: A Dirty Work Study | Amanda Danielle Shantz, Kingston U.; Jonathan Edward Booth, London School of Economics

**1114:** (Paper Session) - (CDP) Ratings, Rankings, and Performance Evaluation
4:45pm - 6:15pm Hilton Palacio del Rio: Corte Real F
Tweet this session: #AOM2011 1114
Facilitator: R Scott Livengood, U. of Florida

**MED:** On the Folly of Rewarding (R)esearch While Also Needing (T)eaching | Robert Marx, U. of Massachusetts, Amherst; Joseph E Garcia, Western Washington U.; D. Anthony Butterfield, U. of Massachusetts, Amherst; Jeffrey A Kappen, U. of Massachusetts, Amherst

**BPS:** Strategic Management Journal Rankings: Roles of Constituency Orientation and Disciplinary Influence | John G Michel, U. of Notre Dame

**MC:** Action Learning for Business Students: The Role of Consulting Projects in the MBA Curriculum | James P Johnson, Rollins College; D. Michael Brown, Birmingham City U.

**1115:** (Paper Session) - (CDP) Office Politics, Conflicts, and Career
4:45pm - 6:15pm Hilton Palacio del Rio: El Mirador East
Tweet this session: #AOM2011 1115
Facilitator: Jennifer Dunn, Michigan State U.

**CAR:** Cynicism and Need for Leadership: Two Competing Self-Fulfilling Effects on Career Success | Anyi Chung, National Sun Yat-sen U.; Shyh-jer Chen, National Sun Yat-sen U.; I-Heng Chen, National Sun Yat-sen U.

**OCIS:** Gossip from the Top: The Relationships between Negative Gossip from Supervisor and Employee Outcomes | Jie Wang, City U. of Hong Kong

**OCIS:** Office gossip as an informational source | Gordon Bruce Schmidt, IPFW

**OB:** Is Silence Always Miserable? The Dual Effects of Silence on Career Success | Yi Li, Shanghai U.; Steven X Si, Tongji U.

**CM:** Social Influence and Legal Claiming: Examining Antecedents to Invocation of Legal Rights | Jermaine Vesey, U. of Texas, San Antonio; Angela Hall, U. of Texas, San Antonio; Christopher Langford, U. of Texas, San Antonio; Teri Elkins, U. of Houston; Wajda Wikhamn, U. of Gothenburg; Robert Zinke, East Carolina U.; Julio Cesares Canedo Soto, U. of Texas, San Antonio

**1116:** (Paper Session) - (CDP) Work, Family and Gender
4:45pm - 6:15pm Hilton Palacio del Rio: El Mirador West
Tweet this session: #AOM2011 1116

Facilitator: Laura L. Alderson, U. of Memphis

**GDO:** The Impact of Work/Family Centrality on the Work-Family Conflict-Satisfaction Relationship | Jessica Bagger, California State U. Sacramento; Andrew Li, West Texas A&M U.

**GDO:** Ask her... She won’t Mind: Are Women Interrupted more than Men? | Linda M. Dunn-Jensen, Indiana U.; Frances J. Milliken, New York U.; Theresa K Lant, Pace U.

**GDO:** Employees’ Assessment of Optional HR Practices: A Relational Framework | Ariane Ollier-Malaterre, Rouen Business School

**HR:** Who is that Elephant in our Parlor: Public Policy Spending and non-standard work arrangements | Georgios I. Kassinis, U. of Cyprus; Eleni Stavrou, U. of Cyprus

**1117:** (Paper Session) - (CDP) Size, Scale, and Rationality
4:45pm - 6:15pm Hilton Palacio del Rio: La Espada
Tweet this session: #AOM2011 1117
Facilitator: William James Fear, Cardiff U.

**SIM:** Process and People: Managing Conflict Based on Weber’s Types of Rationality | Michael A. Gross, Colorado State U.; Raymond Louis Hogler, Colorado State U.; Chris A Henle, Colorado State U.

**ENT:** Stigmatization of Bankrupt Entrepreneurs in the Dutch Mass Media: Size Matters | Ingrid Wakkee, VU U. Amsterdam; Frank Dorreestein, VU U. Amsterdam; Yvette Taminiau, VU U. Amsterdam

**OB:** Are Virtuous Choices Especially Valued Once Possessed? | Michael Andreas Pinson, Fordham U.; Ben Shenoy, Harvard U.

**ONE:** The Constraining Effect of Scale on Organizational Attention | Michael Wood, Richard Ivey School of Business

**1118:** (Paper Session) - (CDP) Understanding Development of Exceptional Leaders
4:45pm - 6:15pm Hilton Palacio del Rio: Salon Del Rey N
Tweet this session: #AOM2011 1118
Facilitator: Annette Towler, DePaul U.

**MED:** A Meso-Level Mnemonic Framework for Teaching and Practicing Leadership and Leader Development | Teresa J Rothauser, U. of St. Thomas

**MED:** Distinguishing Competencies of Successful Physician Leaders | Margaret M. Hopkins, U. of Toledo; Deborah Anne O’Neill, Bowling Green State U.

**OCIS:** Structural Antecedents of Transformational Leadership | Kihyun Lee, Yongsei U.; Hongseok Oh, Yongsei U.; Dongil Jung, Yongsei U.; Myung-Ho Chung, Ewha Womans U.

**OMT:** Towards an Expanded Model of Transcendent Leadership: Substitutes and the Societal Level | Rachel E. Sturm, U. of Houston; Dusya M. Vera, U. of Houston

**1119:** (Paper Session) - (CDP) Sustainability Practices and Business Performance
4:45pm - 6:15pm Hilton Palacio del Rio: Salon Del Rey S
Tweet this session: #AOM2011 1119
Facilitator: Glen Dowell, Cornell U.

**ONE:** Climate Change and Environmental Performance: A Longitudinal Study in the U.S. Ski Resort Industry | Pete Tashman, George Washington U.

Winner of ONE Division Best Paper Award
MONDAY

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

OMT: Non-monotonic Effects of Discourses on Collective Action for De-institutionalization | Sang-Joon Kim, U. of California, Irvine

OMT: Technological Frame on the Timing of Innovation: Automotive Emission Control in the 1970s | Ying Zhu, Kyushu U.

OMT: Going West: The American ‘Frontier’ and the Westward Expansion of the American Firearms Industry | Chirag Kasbekar, Emory U.

1127: (Paper Session) - (DISC) Relationships
4:45pm - 6:15pm Hyatt Regency: Live Oak
Tweet this session: #AOM2011 1127
Discussant: Peter O. Foreman, Illinois State U.

MOC: Relationship Capacity as a Source of Resilience in Individuals and Teams in the Workplace | John Paul Stephens, Case Western Reserve U.; Emily Heaphy, Boston U.; Abraham Carmeli, Tel Aviv U.; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Jane E. Dutton, U. of Michigan; Richard P. Bagozzi, U. of Michigan

ENT: A Metaphorical Analysis of Relationship Dynamics in International Strategic Alliances | Leigh Anne Liu, Georgia State U.; Wendi L. Adair, U. of Waterloo; Daniel C Bello, Georgia State U.

MOC: Talking about Yourself at Work: Self-disclosure as a Predictor of Relational Identification | Kerry Roberts Gibson, Georgia Tech

1128: (Paper Session) - (DISC) Enhancing Entrepreneurship
4:45pm - 6:15pm Hyatt Regency: Llano
Tweet this session: #AOM2011 1128
Discussant: Lawrence A. Plummer, U. of Oklahoma - Norman

ENT: How Do We Reach Them? Comparing Random Samples from Mobile and Landline Phones | Paul Richard Steffens, Queensland U. of Technology; Marcello Tonelli, Queensland U. of Technology

ENT: How Can a Cluster Policy Enhance Entrepreneurship? The "BioRegio" Case | Claire Champenois, Audencia Nantes School of Management

ENT: Stars and Misfits: Self-Employment and Labor Market Frictions | Thomas Astebro, HEC; Jing Chen, Copenhagen Business School; Peter Thompson, Florida International U.

ENT: Do Venture Capitalists Learn from Own and Others’ Trade Sales? | Bart Clarysse, U. of Ghent; Ixaso Del-Palacio, Imperial College Business School; Annelies Bobelyn, U. of Ghent

1129: (Paper Session) - (DISC) Understanding and Managing Conflict
4:45pm - 6:15pm Hyatt Regency: Maverick A
Tweet this session: #AOM2011 1129
Discussant: Alexandra A. Mislin, American U.

CM: Temporal Tribes: Affective Conflict in Venture Backed Top Management Teams | Marty Abbott, Case Western Reserve U.

CM: Relational Orientation and Familiarity of Negotiators: Effects on Outcomes in Dyadic Negotiations | Ann-Sophie De Pauw, Vlerick Leuven Gent Management School

ENT: Why Negative Anticipation in Conflict Resolution? | Zhi-Xue Zhang, Peking U.; Dannia Wang, GSM, Peking U.

ENT: Enlightening and Transcending Conflict by Accepting Paradoxes: When Western and Eastern Visions Meet | Laurence de Carlo, ESSEC Business School Paris-Singapore

1130: (Paper Session) - (DISC) Internationalization and Technological Learning
4:45pm - 6:15pm Hyatt Regency: Navarro
Tweet this session: #AOM2011 1130
Discussant: Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign


IM: Extending the Uppsala Model: Disruptive Innovation from a Chinese Evolved Subsidiary | Simone Corsi, Scuola Superiore Sant'Anna; Alberto Di Minin, U. of California, Berkeley


1131: (Paper Session) - (DISC) Contributions of Firms and Communities to Knowledge Exchange
4:45pm - 6:15pm Hyatt Regency: Nueces
Tweet this session: #AOM2011 1131
Discussant: Sebastian Fixson, Babson College

TIM: Joining Forces: A Framework of Multi-partner Alliances for Public Good Innovations | Georg von Krogh, ETH Zurich; Helena Garriga, ETH Zurich; Sebastian Spaeth, ETH Zurich

TIM: Give and It Will be Given to You: The Strategic Case for Sharing in the Information Age | Simcha Jong, U. College London; Krenema Slavcheva Slavova, U. College London

TIM: Exploring incentives in Science, Technology and Knowledge-Based Communities | Francesco Rullani, Luiss Guido Carli U.; Lorenzo Zirulia, U. of Bologna

1132: (Paper Session) - (DISC) Firm Scope and Performance
4:45pm - 6:15pm Hyatt Regency: Segin
Tweet this session: #AOM2011 1132
Discussant: Tony W. Tong, U. of Colorado

BPS: Dynamic Implications of Relatedness on Multi-Business Firm Value | Arkadiy Sakhatrov, Purdue U., West Lafayette; Timothy B Folta, Purdue U.

BPS: Resource Configuration, Business Scope and Performance: A Dynamic Capability Perspective | Chia-Wen Hsu, National Chung Cheng U.; Sonic Wu, Yuan Ze U.; Ji-Ren Lee, National Taiwan U.

1133: (ENT) Passion and Psychological Ownership in Entrepreneurship
4:45pm - 6:15pm San Antonio Convention Center: Room 007 D
Tweet this session: #AOM2011 1133
Organizer: Melissa S. Cardon, Pace U.


THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D 294


Entrepreneurial Exit, Psychological Ownership, and Passion: Personal Psychological Consequences | Charles Y. Murmiek, U.S. Air Force Academy; Melissa S. Cardon, Pace U.

Committee & GDO Diversity Coalition, Diversity & Inclusion Theme Entrepreneurship: Organization, Strategy and Performance

Organizer: C Douglas Johnson, Georgia Gwinnett College

4:45pm - 6:15pm Grand Hyatt: Presidio A

1134 (DRP Session) - (ENT) International Entrepreneurship: Organization, Strategy and Performance

Facilitator: Mark V. Cannice, U. of San Francisco

Institutional Determinants of Macro-level Entrepreneurship | Michael Valdez, Seton Hall U.; James Richardson, U. of Hawaii

Are Born Global Firms Really Born Regional? | Alan M. Rugman, U. of Reading; In Hyoock Ian Lee, Western Kentucky U.; Siri Ann Terjesen, Indiana U., Bloomington

Cultural Burdens and Institutional Blessings: Internationalization by SMEs from Emerging Countries | Sonia Ketkar, George Mason U.; Zoltan J. Acs, George Mason U.

The Role of the Entrepreneur in Venture Capital Firms Post-investment Process | Philipp Niemann, RWTH Aachen U.

Agglomeration vs. Organizational Reproduction - The Molds Cluster in Portugal | Carla Costa, Carnegie Mellon U.; Rui Baptista, Instituto Superior Tecnico

1135 (GDO) GDO Townhall Meeting: AoM Faculty Diversity Coalition, Diversity & Inclusion Theme Committee & GDO

4:45pm - 6:15pm Grand Hyatt: Presidio A

Facilitator: Mark V. Cannice, U. of San Francisco

The meeting will examine role(s) of the Coalition in concert with the new Diversity & Inclusion Theme Committee and GDO.

Organizers: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Ron Ophir, York U.; C Douglas Johnson, Georgia Gwinnett College; Susan L. Kirby, Texas State U.

1136 (US): (GDO, HR, OB) Advancing Theory and Research on Hispanic Work Issues


1138 (HCM) Healthcare Leadership: Thoughts from my Foxhole

Presenter: MG David Rubenstein, U.S. Army Medical Department Center

1139 (Paper Session) - (HR) The Effects of Downsizing

Chair: Clinton Chadwick, U. of Kansas

Employee downsizing and knowledge retention | Achim Schmitt, Audencia Nantes School of Management; Stefano Borzillo, SKEMA Business School; Gilbert Probst, U. of Geneva


THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

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

1140 (DRP Session) - (HR) HR Implementation and Strategic Fit
4:45pm - 6:15pm Grand Hyatt: Mission A
Tweet this session: #AOM2011 1140
Facilitator: Patrick Wright, Cornell U.
Critical Factors Influencing Human Resource Practice Implementation | David Sikora, Florida State U.
HRM practices and archetypes in Dutch Law Firms | Maarten Dehaas, U. of Amsterdam; Wendeleien Van Eerde, U. of Amsterdam
CEO Background and the Adoption of Western-Style Human Resource Practices in China | Katherine A. Frear, U. of North Carolina, Charlotte; Wei Zhao, U. of North Carolina, Charlotte; Yang Cao, U. of North Carolina, Charlotte
Practicing a Coherent HRM Strategy: Exploring the Fit Perspective | Al-Karim Samnani, York U.
The Familiness Structure and its Dynamic Characteristics of HRM | Shimei Yan, Zhejiang U.

1141 (DRP Session) - (HR) Group- and Firm-Based Incentives
4:45pm - 6:15pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 1141
Facilitator: Anthony J Nyberg, U. of South Carolina
A Comprehensive Framework of Collective Incentives: A Perspective of Time Span | Kyongji Han, Rutgers U.; Andrea Kim, Rutgers U.
Determinants of ESOP Satisfaction: Job Value and a Synergy of HR Practices | Andrea Kim, Rutgers U.; Kyongji Han, Rutgers U.; Douglas Kruse, Rutgers U.; Joseph Blasi, Rutgers U.
Dynamics of Shared Capitalism Policies in a Startup Company | Joe Hsueh, Massachusetts Institute of Technology

1142 (IM) Barry Richmond Dissertation Award Session
4:45pm - 6:15pm San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 1142

1143 (DRP Session) - (IM) Internationalization Process and Foreign Direct Investment
4:45pm - 6:15pm San Antonio Convention Center: Room 208
Tweet this session: #AOM2011 1143
Chair: James J Kennelly, Skidmore College
Cross-Cultural Interaction in Entry Mode Decisions as Cultural Friction: A Macro-Level Study | Ramya Tarakad Venkateswaran, Indian Institute of Management, Bangalore; Rejie George, Indian Institute of Management, Bangalore
Do Cross-Border Acquisitions Strengthen the Productivity of the Acquiring Firm in its Home Market? | Olivier Bertrand, St. Petersburg State U.; Laurence Capron, INSEAD
How Does Political Risk Affect Chinese Outward Foreign Direct Investment? | Marshall Shibing Jiang, Brock U.; Chang Hoon Oh, Brock U.; Ying Fang, Communication U. of China

1144 (Paper Session) - (IM) Social Network, Political Ties, and International Management
4:45pm - 6:15pm San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 1144
Chair: Motofusa Murayama, Seattle U.
Patron or parasite? The effects of CEO political connections on Chinese firms’ time to IPO | Tony Lewis, U. of Wisconsin, Milwaukee; Sali Li, U. of Wisconsin, Milwaukee; Jianfeng Wu, Peking U.
The Challenge of Defining Guanxi: a Review | kai yan carlin guo, Queensland U. of Technology
Why Do Business Leaders Pursue Political Connections in China? | Xiao-Ping Chen, U. of Washington; Xuohing Li, Fudan U.; Xiaoya Liang, Fudan U.

1145 (Paper Session) - (IM) Institution Influences on Internationalization Process and Performance
4:45pm - 6:15pm San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 1145
Chair: Mohammad Fakhreddin, INSEAD
East to West: The Implications of Institutional Distance for MNES from Emerging Economies (EM MNES) | Abdulrahman Chikhouni, John Molson School of Business; Gwyneth Edwards, Concordia U.; Mehdi Farashahi, Concordia U.
Bienvenue or Non Merci? Diversity of Institutional Investors and Foreign Blockholdings in France | Michel Goyer, U. of Warwick; Dong Kwan Jung, U. of Warwick

1146 (Paper Session) - (IM) Learning and Strategic Change in the Internationalization Process
4:45pm - 6:15pm San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 1146
Chair: Roberto Gamarra, Lewis U.
Learning and Strategic Change in the Internationalization of Emerging Economy Firms | Vikas Kumar, Sydney U.; Garry D Bruton, Texas Christian U.; Ajai S Gaur, Rutgers U.
Reforms, Multinationalization, and Profitability | Luis Alfonso Dau, Northeastern U.
Session Details – Monday, 4:00 - 6:00 PM

1147 : (Paper Session) - (IM) Executive Compensation, Expatriate Management, and Pay Satisfaction
4:45pm - 6:15pm San Antonio Convention Center: Room 216 B
Tweet this session: #AOM2011 1147
Chair: Daniel J Miller, Central Connecticut State U.
An Institution-Based View of Executive Compensation: A Multilevel Meta-Analytic Test | Marc van Essen, U. Utrecht School of Economics; Pursey Heugens, RSM Erasmus U.; Hans Van Oosterhout, RSM Erasmus U.; Jordan Otten, RSM Erasmus U.
Different from Expatriates: Foreign Executives in Local Organisations (FELOs) | Frithjof Arp, Monash U.; Kate Hutchings, Griffith U.; Wendy A. Smith, Monash U.
The Love of Money is the Root of All Evil: Pay Satisfaction and CPI as Moderators | Thomas Li-Ping Tang, Middle Tennessee State U.; Toto Sutarno, Middle Tennessee State U.; Mahfouz Alam Ansari, U. of Lethbridge; Vivien KG Lim, National U. of Singapore; Thompson SH Tee, National U. of Singapore; Fernando Arias-Galicia, U. Autónoma del Estado de Morelos; Ilya Garber, Saratov State U.; Peter Vierick, U. of Ghent; Adebowale Akande, Potchefstroom U.; Michael W. Allen, U. of Sydney; Abdulgawwa Alim Alzubaidi, Sultan Qaboos U.; Mark S. Borg, U. of Malta; Brigitte Charles Pauvers, U. of Nantes; Bor-Shuan Cheng, National Taiwan U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Linzhi Du, Nankai U.; Consuelo Adelaida Garcia-de-la-Torre, EGADE, Instituto Tecnologico y de Estudios Superiores de Monterrey; Rosario Correia Higgs, Polytechnic Institute of Lisbon, Portugal; Abdul Hamid Safwat Ibrahim, Imam U.; Chin-Kang Jen, National Sun Yat-sen U.; Ali Mahdi Kazem, Sultan Qaboos U.; Kilsun Song, U. of Rochester; Leonardo Luna-Arocas, U. of Valencia; Eva Malovics, U. of Szeged; Alice S. Moreira, Federal U. of Para; Richard T Mpoyi, Middle Tennessee State U.; Anthony Ugochukwu Obiajuulu Nnemadim, Nnamdi Azikiwe U.; Johnsto E. Osagie, Florida A & M U.; Mehmet Ferhat Özbek, Gümüşhane U.; AAhad Osman-Gani, U. of International U.; Francisco Costa Pereira, Polytechnic Institute of Lisbon, Portugal; Ruja Pholsaward, Rangsit U.; Horia Pitaru, Babes-Bolyai U.; Marko Polic, U. of Ljubljana; Elisaveta Sardzoska, U. St. Cyril and Methodius; Petar Skobic, Middle Tennessee State U.; Allen F. Stembridge, Andrews U.; Theresa Li-Na Tang, Tang Global Consulting Group; Martina Trontelj, U. of Ljubljana; Caroline Urbain, U. of Nantes; Luigina Canova, U. of Padua; Anna Maria Manganelli, U. of Padua

1148 : (MC) MC Distinguished Speaker - Academia and Consulting: How Can We Work Together?
4:45pm - 6:15pm Marriott Rivercenter: Conference Room 15
Tweet this session: #AOM2011 1148
How can academic scholarships inform the practice of consultants and managers, and what can education learn from the latter? Is their relationship a complementary or a substitutive one? How can academia and consulting contribute to the future development of the management profession? In this session, the two Distinguished Speakers -- Prof. Michael A. Hitt, a former President of both the Academy of Management and the Strategic Management Society, and Jeanne Harris, Executive Senior Research Fellow at the Accenture Institute for High Performance and co-author (with Tom Davenport) of the best-selling book Competing on Analytics – will provide their perspectives on these matters and engage in a dialogue about the relationship between academia and consulting.
Organizer: Ansgar Richter, EBS Business School
Distinguished Speakers: Michael A. Hitt, Texas A&M U.; Jeanne G. Harris, Accenture Institute for High Performance

1149 : (Paper Session) - (MED) International Perspectives on Management Education and Development
4:45pm - 6:15pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 1149
Chair: Jonathan D. Raelin, U. of Bath
Examining the Relationship between Emotional Intelligence and Intercultural Growth | Nicole Guillekson, U. of Wisconsin, La Crosse; Mary Tucker, Ohio U.
Global Organizational Leaders’ Social Capital Formation | Yoshi Tomozumi Nakamura, Columbia U.
Effects of Cross-Cultural Management Courses on Cultural Intelligence | Jacob Eisenberg, U. College Dublin; Hyun-Jung Lee, London School of Economics; Frank Brucek, WU Vienna; Barbara Brenner, WU Vienna; Marie-Therese Claes, U. Catholique de Louvain; Roger Bell, ESADA; Jacek Mironski, Warsaw School of Economics
MED Global Forum Best Paper Award sponsored by the University of Manchester, Manchester Business School for the paper that best creates the opportunity to address global issues of significance to management education and/or development.
The Determinants of International Student Mobility in UK Higher Education | Ping Zheng, U. of Westminster

1150 : SHCS: (MED) Managerial Interpersonal Skills: The State of the Science
4:45pm - 6:15pm Marriott Rivercenter: Salon C
Chair: Gerard Beenen, California State U., Fullerton; Lori A. Muse, California State U., Fullerton; Shaun Pichler, California State U., Fullerton
Discussant: Ronald E. Riggio, Claremont McKenna College
Developing a Model of Managerial Interpersonal Skills | Shaun Pichler, California State U., Fullerton; Lori A. Muse, California State U., Fullerton; Gerard Beenen, California State U., Fullerton
Managing Challenging Interpersonal Situations at Work | Paulo N. Lopes, Catholic U. of Portugal
Connecting Leader Influence to Perceptions of Effectiveness: The Importance of Political Skill | Elizabeth P. Karam, Michigan State U.
Social Effectiveness and Career Success | Sharon Y. Wu, High Point U.; Yu Ha Cheung, Hong Kong Baptist U.; Kenneth J. Harris, Indiana U., Southeast
The Effective Leader: A Course to Develop the Interpersonal Skills of MBA Students | Rosemary Maellaro, U. of Dallas

THETMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D

297
1151: (MH) Management History Division Business Meeting
4:45pm - 6:15pm Marriott Riverwalk: Salon B
Tweet this session: #AOM2011 1151
MH Division Executive Board Members

1152: (Paper Session) - (MOC) Creativity and Cognition
4:45pm - 6:15pm La Quinta Inn & Suites: Fiesta C
Tweet this session: #AOM2011 1152
Chair: Vincent L. Barker, U. of Kansas

1153: (JS) - (MOC, OB) Intuition in Organizations
4:45pm - 6:15pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 1153
Organizers: Jean-François Coget, California Polytechnic State U.; Marta Sinclair, Griffith U.

1154: (Paper Session) - (OB) Creativity and Social Ties: Effects of Agreeableness, Networks and Interpersonal Relationships
4:45pm - 6:15pm Grand Hyatt: Bowie A
Tweet this session: #AOM2011 1154
Chair: Shyhnan Liou, National Cheng Kung U.

1155: (DRP Session) - (OB) Cross-Cultural Examinations of Mentoring, Emotions, and Attitudes
4:45pm - 6:15pm Grand Hyatt: Crockett B
Tweet this session: #AOM2011 1155
Facilitator: Tejinder K Billing, Rowan U.

1156: (DRP Session) - (OB) Perceptions and Social Comparison: Relationships to Behavior and Performance
4:45pm - 6:15pm Grand Hyatt: Crockett C
Tweet this session: #AOM2011 1156
Facilitator: Natalie C. Cotton, U. of Michigan

1157: (DRP Session) - (OB) Perspectives in LMX Research: Multi-Level, Cross-Cultural, and Theoretical Issues
4:45pm - 6:15pm Grand Hyatt: Crockett D
Tweet this session: #AOM2011 1157
Facilitator: Jennifer D. Nairngang, Arizona State U.

THETAMIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D

298
Emergence: A Mediated Model | Samantha Collins, U. of Alabama; Joseph C. Hartline, U. of Georgia; Adam D. Galinsky, Northwestern U.

Influences on Individual and Group Outcomes: Status, Feedback & Inclusion

Natalia Lorinkova, Rider U.

Managing Diversity: How Innovative Job Performance at Different Ages Depends on Coworker Feedback | Stefan Schaffer, Jacobs U.; BARTEC; Eric Kearney, Leibniz U. Hannover; Ralf Koester, GISMA Business School; Robert A. Eckhoff, Jacobs U. Bremen

Diversity and Virtuality in Teams: Effects of Status Differences and Configuration | Ravi Shanker Gajendran, U. of Illinois, Urbana-Champaign; David A. Harrison, U. of Texas, Austin

1159 🇺🇸: (Paper Session) - (OB) What Leads to Leader Emergence

4:45pm - 6:15pm Grand Hyatt: Republic B

Chair: Natalia Lorinkova, Wayne State U.

Learning Goal Orientation and Leadership Emergence in Multicultural Teams: A Moderated Process Model | Minna Paunova, IESE Business School; Yi-teen Lee, IESE Business School

The Mainstream is Not Electable: Vision and Representativeness in Leader Emergence and Effectiveness | Nir Halevy, Stanford U.; Yair Berson, U. of Haifa; Adam D. Galinsky, Northwestern U.

Relational Schemas to Investigate the Process of Leadership Emergence | Cécile Emery, London School of Economics; Gianluca Carnabuci, U. of Lugano; David Brinberg, Virginia Tech

Individual Differences, Motivation to Lead, and Leader Emergence: A Mediated Model | Samantha Collins, Georgia Institute of Technology; Terry C. Blum, Georgia Institute of Technology

1160 🇺🇸: (Paper Session) - (OB) Ostracism and Deviance: The Role of Supervisors, Social Capital, and Social Support

4:45pm - 6:15pm Grand Hyatt: Republic C

Chair: D’Lisa N. McKee, Mississippi State U.


Social Capital’s Influence on Conformity and Deviance: The Role and Saliency of Shared Mental Models | Kevin S. Cruz, U. of Texas, El Paso

The Negative Impact of Ostracism and the Moderating Role of Social Support at Work | Sandra L. Robinson, U. of British Columbia; Jane O’Reilly, U. of British Columbia; Angela Wolff, Fraser Health Authority

A Contingency Approach to Supervisor Aggression and National Culture of the Target | Abhina Gupta, Pennsylvania State U.

1161 🇺🇸: (Paper Session) - (OB) Employee Engagement: Antecedents, Influences and Connectivity

4:45pm - 6:15pm Grand Hyatt: Seguin B

Chair: Emily Stiehl, U. of Pittsburgh

A Multi-Level Analysis of the Antecedents of Employee Engagement | Jaewan Yang, Virginia Tech; Jeffrey B. Arthur, Virginia Tech; Andrew O. Herdman, East Carolina U.


Perceived Need for Connectivity: Staying Engaged Away from the Workplace | Rashimah Rajah, National U. of Singapore

Mindfulness, Authentic Functioning, and Work Engagement: Modeling Growth in Mindfulness Training | Hannes Leroy, Katholiek U. Leuven

1162 🇺🇸: (Paper Session) - (OB) How to be a Better Organizational Citizen: Affect, Motivation and Leadership Effects on OCB

4:45pm - 6:15pm Grand Hyatt: Travis C

Chair: Meagan Eleanor Brock, West Texas A&M U.

Better to Give than Compete? Prosocial and Competitive Motives as Predictors of Citizenship Behavior | Teresa Cardador, U. of Florida, Urbana-Champaign; Amy Wrzesniewski, Yale U.; Jooyeon Son, UIUC-ILIR

Transformational Leadership and Citizenship Behavior: The Effects of Paternalism and Collectivism | Ivan Destian Butar Butar, Monash U.; Sen Sendjaya, Monash U.; Charmine E. J. Hartel, U. of Queensland

A Tale of Perception: The Role of Perceived Intent on OCBs and Interpersonal Relationships | C Justice Tillman, U. of Alabama; Ericka R. Lawrence, U. of Alabama; Josh Daspit, U. of North Texas

Organizational Secure Base and Citizenship Behaviors: The Mediating Role of Newcomers’ Job Crafting | Jane Yan Jiang, Nanjing U.; Chi-Wei Liu, HongKuang U.

1163 🇺🇸: (OB, HR, RM) Ethics and Integrity in the Publishing Process: Mythology, Facts, and Solutions
Complexity Leadership: Enabling Semistructures for Requisite Complexity | Liselore Havermanns, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam; Anne Keegan, U. of Amsterdam

Traditional Leadership: The Failure to Enable Requisite Complexity | Russ Marion, Clemson U.; William R. Hanson, Anderson U.

Adaptive Leadership: A Network Analysis of the Adaptive Function | David Sweetman, U. of Nebraska, Lincoln; Craig Schreiber, Lenoir Rhyne College; Ivana Milosevic, U. of Nebraska

**1168**: (ODC) ODC Division Business Meeting
4:45pm - 6:15pm Grand Hyatt: Lone Star E
Tweet this session: #AOM2011 1168

Division Chair: Ronald Fry, Case Western Reserve U.

Program Chair: James D Ludema, Benedictine U.

Professional Development Workshop Chair: Jeffrey D Ford, Ohio State U.

Coordinator: Sonja A. Sackmann, U. Bundeswehr, Munich

Division Chair-Elect: Inger G. Stensaker, Norwegian School of Economics and Business Administration

**1169**: (DRP Session) - (OM) Supply Chain Management:
Green Procurement, New Product Development, Knowledge Transfer & Integration
4:45pm - 6:15pm San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011 1169

Facilitator: Kimberly A. Bates, Trent U.

Green Procurement and Collaboration: Antecedents and Effect on Supplier Performance | Constantin Blome, EBS Business School; Antony PauRaj, U. of North Florida; Daniel Hollos, EBS Business School

Leveraging Critical Supplier’s Technical Competencies To Gain Buyer Firm New Product Advantage | Benn Lawson, U. of Cambridge; Beverly B. Tyler, North Carolina State U.; Antony J Potter, Queen's U. Belfast

Supply Chain Resources, Integration, and Performance | Xiping Shi, Hong Kong Baptist U.; Luning Wang, Hong Kong Baptist U.

Power Distribution and Supply Chain Knowledge Transfer: A Study of a Chinese Steel Manufacturer | Qile He, U. of Bedfordshire; Abby Ghobadian, Henley Management College; David Gallear, Brunel U.; Nicholas O'Regan, Bristol Business School

**1170**: Paper Session) - (OM) Information Systems and Competition in Service Operations, and Servitization
4:45pm - 6:15pm San Antonio Convention Center: Room 215
Tweet this session: #AOM2011 1170

Chair: David M Dilts, Knight Cancer Institute


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

1171 ▶️: (DRP Session) - (OMT) Structural Contingency at Different Levels
4:45pm - 6:15pm San Antonio Convention Center: Room 007 A
Tweet this session: #AOM2011 1171
Chair: Anthony Briggs, U. of Alberta
The Effect of Network Structure on Cross-border Acquisitions: A Resource Dependence Perspective | J. Muir Macpherson, Georgetown U.
The Micro-Foundations of Performance: The Roles of Integration, Differentiation and Strategic Scope | Virpi Turkulainen, Aalto U.; Mikko Ketokivi, IE Business School; Fabrizio Salvador, IE Business School
Self-Reinforcing Fit and the Endogenous Evolution of Configurations | Ann Langley, HEC Montreal; Lorenzo Bizzi, HEC Montreal
The Economics of Collective Organisation | Achim Krausert, Nottingham U. Business School China

1172 ▶️: (Paper Session) - (OMT) Organizational Identity
4:45pm - 6:15pm San Antonio Convention Center: Room 206 B
Tweet this session: #AOM2011 1172
Chair: Aimee L. Hamilton, Pennsylvania State U.
Organizational Identity Formation: Identity Imprinting and Enactment In Dutch Microbreweries | Jochem Kroesen, RSM Erasmus U.
The Organizational Antecedents of Interpersonal Tie Strength: A Theory and Empirical Test | Kenneth William Foster, U. of Toronto
The Impact of Identity Conflict on Organizational Restructuring at the Chinese Academy of Sciences | Dali Ma, Drexel U.

1173 ▶️: (DRP Session) - (OMT) Evolution and Use of Technology
4:45pm - 6:15pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 1173
Chair: Ethan Mollick, U. of Pennsylvania
Understanding Aesthetic Design in the Context of Technological Evolution | Micki Eisenman, Hebrew U. of Jerusalem
Management: Observations on the Practice of Management in a Virtual World | Susan Wurtz, U. of Northern Iowa; Dale Cyphert, U. of Northern Iowa; Leslie Dulos, U. of Northern Iowa
Are Walls Just Walls? Organizational Culture Maintenance in a Virtual Firm | Miriam Plavin, Brown U.

1174 ▶️: (Paper Session) - (OMT) Institutional Maintenance and Decay
4:45pm - 6:15pm San Antonio Convention Center: Room 214 B
Tweet this session: #AOM2011 1174
Chair: Anna B. Holm, Aarhus U.
Defending your institution? The case of Italian lawyers | Evelyn Rita Micelotta, U. of Alberta; Marvin Washington, U. Alberta
Cruel and Unusual Punishment: Institutional Maintenance via the Technologies of Death | David Chandler, U. of Texas, Austin; Roy R Suddaby, Alberta U.
Identification And Analysis Of Institutional Decay: Exhibit “A” | Health Care | Mikelle A. Calhoun, Georgia Southern U.; Joseph Weatherford, Georgia Southern U.
Globalization, Glocalization and Theorization in the Ontario Wine Industry | Maxim Voronov, Brock U.; Dirk De Clercq, Brock U.; C.R. Bob Hinings, U. of Alberta

1175 ▶️: (Paper Session) - (OMT) Interactions, Homophily, & Stratification
4:45pm - 6:15pm San Antonio Convention Center: Room 216 C
Tweet this session: #AOM2011 1175
Chair: Jennifer M. Merluzzi, U. of Chicago
Discretion Within the Constraints of Opportunity: Gender Homophily and Structure in a Formal Org | Adam M. Kleinbaum, Dartmouth College; Toby E. Stuart, Harvard U.; Michael L. Tushman, Harvard U.
Going with Your Gut: A Theory of Emotion and Inequality in Hiring | Lauren A Rivera, Northwestern U.
Overcoming Differences: Activities and Diversity in a Social Network | Mark Thomas Rivera, Northwestern U.; Helena Buhr, Northwestern U.; Brian Uzzi, Northwestern U.
The Stratification of Organizational Attention: A Simulation Model | Sara B. Soderstrom, U. of Michigan

1176 ▶️: (DRP Session) - (OMT) Dynamics of Institutional Entrepreneurship
4:45pm - 6:15pm San Antonio Convention Center: Room 216 A
Tweet this session: #AOM2011 1176
Chair: Mike Valente, Richard Ivey School of Business
Boundary Organization Design and Interaction Work as Tools of Institutional Change | Markus Perkmann, Imperial College London; Henri Schildt, Hanken School of Economics
Towards a Process Theory of Propagating Interests: Change in a Chamber of Commerce | Brett Crawford, Copenhagen Business School; John Branch, U. of Michigan
From ideals to Institutions: Institutional Entrepreneurship in Small Business Finance | Rodrigo Canales, Yale U.
Beyond Dispersed Institutional Entrepreneurship - Interplay Between Change and Professionalization | Betina Szkiularek, U. of Sydney

1177 ▶️: (DRP Session) - (OMT) The Institutional Work of Professions and Associations
4:45pm - 6:15pm San Antonio Convention Center: Room 217 B
Tweet this session: #AOM2011 1177
Chair: Mary Dunn, U. of Texas, Austin
Knotting Institutional Logics Together: Insights from the Field of Retail Pharmacy | Davide Nicolini, U. of Warwick; Giuseppe Delmestri, Bergamo U.; Elizabeth Goodrick, Florida
Atlantic U.; Trish Reay, U. of Alberta; Kajsa Lindberg, Goteborg U.; Petra Adolfsson, Goteborg U.

Professions and the Institutional Work of Maintenance:
Regulating the H-1B Visa Program | Greg Liegel, U. of Chicago

The Institutional Work of German Bioenergy Associations in Creating New Markets | Bogdan Prokopovych, U. of Rhode Island

Bringing Institutional Change Inside the Organization: Staff Professionals as Key Enablers | Thibaut Daudigeos, Grenoble Ecole de Management; Marko Pitesa, Grenoble Ecole de Management

1178: (DRP Session) - (OMT) Early Experiences and Imprinting in Organizations
4:46pm - 6:15pm San Antonio Convention Center: Room 218
Tweet this session: #AOM2011 1178
Chair: Amit Karna, EBS Business School

Horse Before the Cart: Opportunity Value and the Order of Resource Accumulation | Nachiket Bhawe, U. of Minnesota; Twin Cities; Hans Nikolaus Rawhouser, U. of Minnesota, Twin Cities

Generation of Firm-Specific Knowledge The Role of Organizational Imprinting and Exploratory Learning | Bilian Ni Sullivan, Hong Kong U. of Science and Technology; Yijin Wu, Hong Kong U. of Science and Technology

The Effect of Individuals' Experiences on the Form and Path of Entrepreneurial Behavior | Kathryn Heinze, U. of Michigan, Ann Arbor

Success as a Buffer: Hibernation and the Advantages of Waiting | Henning Piezunka, Stanford U.; Jerker C. Denrell, U. of Oxford

1179: (ONE) ONE Business Meeting
4:45pm - 6:15pm Marriott Riverwalk: Salon C
Tweet this session: #AOM2011 1179
Division Chair: Magali Delmas, U. of California, Los Angeles

1180: (Paper Session) - (ONE) Institutional Logics, Legitimacy and Deviance on the Issue of Sustainability
4:45pm - 6:15pm Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 1180
Chair: Susse Georg, Copenhagen Business School

Institutional Forces and Legitimacy: Their Role in Proactive Environmental Strategies | David Graham Hyatt, U. of Arkansas, Fayetteville; Nicholas Berente, U. of Georgia


Institutional Logics of Sustainable Development | Aarti Sharma, U. of South Florida

1181: (DRP Session) - (PNP) Networks, Collaboration and Partnerships Within and Across Sectors
4:46pm - 6:15pm Marriott Riverwalk: Salon A
Tweet this session: #AOM2011 1181
Facilitator: Gordon Kingsley, Georgia Institute of Technology

Same Differences: Comparing Social Service Policy Networks in the US and Korea | Jeongyoon Lee, Rockefeller College, U. at Albany - SUNY; R Karl Rethemeyer, Rockefeller College, U. at Albany - SUNY

Wingtips to Dancing Shoes: Institutional Dynamics of Strategic Planning in a Privatizing Firm | W. L. Dougan, U. of Wisconsin, Whitewater; David Jennings, Nottingham Trent U.

When Might a Project Break up? A Case Study of National Physical Laboratory PFI Project | Chen-Yu Chang, U. of College London

Internal and External Approaches to Structure and Authority in Boundary-Spanning Collaborations | Craig Boardman, Ohio State U.

Patterns of Interlocking Boards of Directors: The Search for Specific and Complementary Knowledge | Nicole Esparza, U. of Southern California

1182: (JS: (PNP, CAR) Organizational Change in Public Sector Health Care Organizations and Universities
4:45pm - 6:15pm Marriott Riverwalk: Salon F
Tweet this session: #AOM2011 1182
Organizers: Stephen T.T. Tee, Curtin U.; Cameron John Newton, Queensland U. of Technology; David Pick, Curtin U.

LMX, Networks, and Psychological Wellbeing of Australian Nurses and Police | Yvonne Brunetto, Southern Cross U.; Kate Shacklock, Griffith U.; Rodney S Farr-Wharton, U. of the Sunshine Coast

Do Australian Public and Nonprofit Nurses Cope with Administrative Stressors? | Stephen T.T. Tee, Curtin U.; Cameron John Newton, Queensland U. of Technology; Esther Chang, U. of Western Sydney; David Pick, Curtin U.; Melissa Yeung, Sydney U.

Figurehead of Change in Health Care Institutions in the Netherlands | Lysbeth van Silfhout, U. of Twente; Karin Sanders, U. of Twente

Organizational Change and University Administrative Staff in Hong Kong | Victor P. Lau, Hang Seng Management College; Irene Hau-siu Chow, Chinese U. of Hong Kong; Yin Yee Wong, City U. of Hong Kong

Changing Paradigms: Perceptions, Processes and Priorities | Kantha Ruby Dayaram, Curtin U.

1183: (Paper Session) - (RM) Measuring personality, personality and sampling bias, and insufficient survey effort
4:45pm - 6:15pm La Quinta Inn & Suites: Fiesta D
Tweet this session: #AOM2011 1183
Chair: Chester A. Schriesheim, U. of Miami

Personality Assessment and Natural Language | Alka Gupta, State U. of New York, Binghamton; William D. Spanler, State U. of New York, Binghamton

Visiting the Role of Conscientiousness in Research Methods: A Neglected Bias in Sampling | Bing Wu, East China U. of Science and Technology


1184: (JS: (RM, OB) Operationalizing Team-Level Constructs: What Lies beyond Aggregations?
Session Details – Monday, 4:00 - 6:00 PM

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 17
Chair: Laura Ann Ketter, Tiffin U.
Tweet this session: #AOM2011

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 006 B
Chair: Anne L.J. ter Wal, Erasmus U. Rotterdam
Tweet this session: #AOM2011

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 006 C
Chair: Laura Ann Ketter, Tiffin U.
Tweet this session: #AOM2011

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 008 A
Chair: Robert M. Johnson, University of Fortaleza
Tweet this session: #AOM2011

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 006 D
Chair: Valérie Duplat, HEC Montreal
Tweet this session: #AOM2011

4:45pm - 6:15pm Marriott Rivercenter: Salon B
Division Chair: Barry M Mitnick, U. of Pittsburgh
Tweet this session: #AOM2011

4:45pm - 6:15pm San Antonio Convention Center: Room 006 A
Chair: Anne L.J. ter Wal, Imperial College Business School
Tweet this session: #AOM2011

4:45pm - 6:15pm San Antonio Convention Center: Room 006 B
Chair: Francis Cornut, HEC Montreal
Tweet this session: #AOM2011

4:45pm - 6:15pm San Antonio Convention Center: Room 006 C
Chair: Monisha Das, U. of Maryland Eastern Shore
Tweet this session: #AOM2011

4:45pm - 6:15pm San Antonio Convention Center: Room 006 D
Chair: Amy Klemm Verbos, U. of South Dakota
Tweet this session: #AOM2011

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 17
Presenters: James M. LeBreton, Purdue U.; David A Hofmann, U. of North Carolina, Chapel Hill; Richard J. Klilosinski, George Mason U.; Matthew A. Cronin, George Mason U.; Mary J. Waller, York U.; Corinne Coen, Case Western Reserve U.

1185 (DRP Session) - (SIM) Ethics Education and Leadership
4:45pm - 6:15pm Marriott Rivercenter: Conference Room 17
Tweet this session: #AOM2011

Chair: Laura Ann Ketter, Tiffin U.
Tweet this session: #AOM2011

Tweet this session: #AOM2011

 Ethical Leadership and Employee Commitment: A Multifoci Social Exchange Perspective | S. Duane Hansen, Central Washington U.; Bradley J Alge, Purdue U.; Michael E. Brown, -Pennsylvania State U., Erie; Christine Lynn Jackson, Purdue U., West Lafayette; Benjamin B. Dunford, Purdue U.

Student Perceptions of Business Ethics Education: Do We Really Understand What They Think? | Scott J. Reynolds, U. of Washington; Carolyn Dang, U. of Washington

Approving or Improving Ethics in Management Journals | Michelle Greenwood, Monash U.

Individual Moral Identity as a Moderator of Reactions to Leader Dishonesty | Steven Grover, U. of Otago

Toward Authenticity in Teaching the Principles of Responsible Management Education | Amy Klemm Verbos, U. of South Dakota

1186 (SIM) SIM Division Business Meeting
4:45pm - 6:15pm Marriott Rivercenter: Salon B
Tweet this session: #AOM2011

Division Chair: Barry M Mitnick, U. of Pittsburgh
Tweet this session: #AOM2011

1187 (Paper Session) - (TIM) Geography and Innovation
4:45pm - 6:15pm San Antonio Convention Center: Room 006 A
Chair: Anne L.J. ter Wal, Imperial College Business School
Tweet this session: #AOM2011

The Influence of R&D Alliance Partner’s Location on Firm Exploratory and Exploitative Innovation | Mashiho Mihalache, Erasmus U. Rotterdam; Oli Radu Mihalache, Erasmus U. Rotterdam

Geographic and Technological Proximity and the Quality of Knowledge of New Ventures | Warren Boeker, U. of Washington, Seattle; Sandip Basu, California State U. East Bay; Michael Deane Howard, U. of Washington; Arvin Sahaym, Washington State U.

Network Dynamics in Regional Clusters: The Perspective of Emerging Economies | Elsa Giuliani, U. of Pisa

1188 (Paper Session) - (TIM) Managing Product Innovation
4:45pm - 6:15pm San Antonio Convention Center: Room 006 B
Chair: Francis Cornut, HEC Montreal
Tweet this session: #AOM2011

Managing Product Innovation in Environment with Dysfunctional Competition | Weiping Liu, Shanghai U. of Finance and Economics; Kwaku Atuhene-Gima, City U. of Hong Kong

Balancing New Product Quality and Innovativeness through Learning and Knowledge-sharing in NPD Teams | Abdessamad Ennabhi, Radboud U. Nijmegen; Allard C.R. Van Riel, Radboud U. Nijmegen; Zuzana Sasovova, VU U. Amsterdam; Janjaap Semeijn, Open U.

Product Innovation Processes in Small Firms: The Logic of Effectuation | Hans Berends, Eindhoven U. of Technology; Mariann Jenike, College of William and Mary; Isabelle Reymen, Eindhoven U. of Technology; Rutger Stultiens, Chemtronics

1189 (DRP Session) - (TIM) Technological Leaders and Followers
4:45pm - 6:15pm San Antonio Convention Center: Room 006 C
Chair: Monisha Das, U. of Maryland Eastern Shore
Tweet this session: #AOM2011


Technological Leadership and Innovation Persistence: Empirical Evidence | Roberto Fontana, U. of Pavia & Bocconi U.; Diana Moriniello, Bocconi U.

Leapfrog Me if You Will: Under What Circumstances a Laggard Technologically Leaplights the Leader? | I-Chen Wang, U. of Illinois, Urbana-Champaign

1190 (TIM) TIM Division Distinguished Speaker
4:45pm - 6:15pm San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011

1191 (DRP Session) - (TIM) Intellectual Property Strategy
4:45pm - 6:15pm San Antonio Convention Center: Room 006 A
Chair: Valérie Duplat, EDHEC Business School
Tweet this session: #AOM2011

Which Firms Patent (or Not)? Organizational Sources of Variation in Patent Acquisition | Sangmook Yi, Dukung Women’s U.; Sangchan Park, National U. of Singapore

The Role of Patents in the Context of New Product Development Failures | Robin Bürger, Fraunhofer Center for Central and Eastern Europe; Diemo Urbig, U. of Antwerp; Holger Patzelt, Technical U. München; Philipp G. Sandner, Technische U. München


Locus of Diversity and the Usefulness of Recombined Knowledge: Evidence from the USA Patent | Osamu Suzuki, Kwansei Gakuin U.; David T. Methé, Kwansei Gakuin U.


1192 (DRP Session) - (TIM) Technological Evolution
4:45pm - 6:15pm San Antonio Convention Center: Room 202 B
Chair: Jose Ednilson De Oliveira Cabral, U. of Fortaleza (UNIFOR)
Tweet this session: #AOM2011

Cognition, Disruptive Technologies, and the Decline of Incumbents | Riccardo Vecchiato, Polytechnic of Milan


THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D

303
Monday 5:00PM

1193: (ICW) Northeastern University-Moscow State University Annual Reception
5:00pm - 7:00pm San Antonio Convention Center: Room 205
Organizer: Chris Robertson, Northeastern U.

1194: (ICW) Management Faculty of Color Association Business Meeting
5:00pm - 6:30pm Grand Hyatt: Lone Star D
Organizer: Tiffany Galvin Green, Flagler College

Monday 5:30PM

1195: (HR) Research Meets Practice 2: Networking among HR Professionals
5:30pm - 8:30pm Grand Hyatt: Lone Star F
Tweet this session: #AOM2011 1195
Organizer: Saul Carliner, Concordia U.

Monday 6:00PM

1196: (ICW) MMD Debriefing (4)
6:00pm - 7:00pm Grand Hyatt: Bonham B
Tweet this session: #AOM2011 1196
We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin, CBS.
Organizer: Lise Balslev, CBS/ MMD

1197: (MOC) MOC Social Hour and Business Meeting
6:00pm - 8:00pm Marriott Riverwalk: Salon D
Tweet this session: #AOM2011 1197

1198: (RM) Business Meeting
6:00pm - 7:00pm La Quinta Inn & Suites: Fiesta E&F
Tweet this session: #AOM2011 1198
All are welcome to attend.

1199: (SAP) SAP Business Meeting and Party
6:00pm - 8:00pm San Antonio Convention Center: Room 213 B
Tweet this session: #AOM2011 1199
A combined business meeting and social for the Strategizing, Activities & Practice Special Interest Group

Monday 6:15PM

1200: (MED) MED Business Meeting and Awards Presentation
6:15pm - 7:45pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 1200
This is a meeting in which (1) officers of MED review the activities of the past year and (2) the division presents its awards. All MED members are en
Secretary: Joann Krauss Williams, Judson College
Treasurer: V Seshan, Pepperdine U.
Division Chair: Kenneth R. Thompson, DePaul U.
Program Chair: Toni Ungaretti, Johns Hopkins U.
Professional Development Workshop Chair: Jacob Eisenberg, U. of College Dublin
Division Chair-Elect: Jon Billsberry, Coventry U.
Past Chair: Katherine A. Karl, U. of Tennessee, Chattanooga

Monday 6:30PM

1201: (BPS) BPS Business Meeting
6:30pm - 7:30pm San Antonio Convention Center: Room 204 B
Tweet this session: #AOM2011 1201

1202: (CAR) CAR Social Hour
6:30pm - 8:30pm Grand Hyatt: Texes Ballroom D
Tweet this session: #AOM2011 1202
Division Chair: Suzanne C. de Janasz, IME
Program Chair: Julia Richardson, York U.
Professional Development Workshop Chair: Peter A. Heslin, U. of New South Wales
Division Chair-Elect: Svetlana Khapova, VU U. Amsterdam

1203: (CMS) CMS Social Hour
6:30pm - 8:30pm Marriott Rivercenter: Salon J
Tweet this session: #AOM2011 1203
Chair: Alex Faria, Fundacao Getulio Vargas

1204: (ENT) ENT Business Meeting
6:30pm - 7:30pm San Antonio Convention Center: Room 007 B
Tweet this session: #AOM2011 1204
To be held 6:30 - 7:30 p.m., immediately followed by the ENT Social Reception
Secretary: Franz T. Lohrke, Samford U.
Treasurer: Melissa S. Cardon, Pace U.
Division Chair: Per Davidsson, Queensland U. of Technology
Program Chair: David Audretsch, Indiana U., Bloomington Professional Development Workshop Chair: Sharon Alvarez, The Ohio State U.
Division Chair-Elect: Mike Wright, Nottingham U.
Past Chair: Eileen Fischer, York U.

1205: (GDO) GDO Business Meeting.
6:30pm - 7:30pm Grand Hyatt: Presidio A
Tweet this session: #AOM2011 1205
Members and friends of GDO are encouraged to attend the Business Meeting. Celebrate with recipients of GDO Division research and service awards.
Division Chair: David A. Kravitz, George Mason U.
Program Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln Professional Development Workshop Chair: Stacy Blake-Beard, Simmons College
Division Chair-Elect: Diana Bilimoria, Case Western Reserve U.
Past Chair: Quinetta Roberson, Villanova U.

1206: (HCM) HCMD Business Meeting

THETIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D 304
Session Details – Monday, 6:00 - 8:00 PM

**MONDAY**

**6:30pm - 7:30pm Marriott Rivercenter: Salon K**

Tweet this session: #AOIM2011 1206

Division Chair: Eric S. Williams, U. of Alabama

Program Chair: Jami Leanne DeFeflaine, U. of Texas

Professional Development Workshop Chair: Eric W. Ford, U. of North Carolina, Greensboro

Division Chair-Elect: Trish Reay, U. of Alberta

Past Chair: Robert Weech-Maldonado, U. of Alabama, Birmingham

**1207** (ICW) Management Faculty of Color Association Reception

6:30pm - 9:00pm Grand Hyatt: Texas Ballroom B

Tweet this session: #AOIM2011 1207

A reception of Management Faculty of Color Association Members, Sponsors, and Interested Parties.

Organizer: Tiffany Galvin Green, Flagler College

**1208** (IM) IM Business Meeting

6:30pm - 7:30pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOIM2011 1208

**1209** (MC) MC Business Meeting

6:30pm - 9:00pm Grand Hyatt: Lone Star E

Tweet this session: #AOIM2011 1209

Division Chair-Elect: Therese F. Yaeger, Benedictine U.

Presenter: Ansgar Richter, EBS Business School

**1210** (MH) Management History Division Social Gathering

6:30pm - 6:30pm Marriott Rivercenter: Salon A

Tweet this session: #AOIM2011 1210

Open to all. Refreshments and stimulating conversation. For MH Division members, guests, and all AOM members.

**1211** (OB) OB Division Awards and Social Hour

6:30pm - 6:30pm Grand Hyatt: Texas Ballroom E & F

Tweet this session: #AOIM2011 1211

**1212** (OCIS) OCIS Business Meeting (Following Keynote)

6:30pm - 7:30pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOIM2011 1212

Division Chair: Brian S. Butler, U. of Pittsburgh

Program Chair: Elizabeth Davidson, U. of Hawaii-Manoa

Professional Development Workshop Chair: Kevin Crowston, Syracuse U.

Division Chair-Elect: Manju K Ahuja, U. of Louisville

Past Chair: Katherine J. Stewart, U. of Maryland, College Park

**1213** (ODC) ODC Division Reception

6:30pm - 8:30pm Grand Hyatt: Texas Ballroom C

Tweet this session: #AOIM2011 1213

Featuring the Frank Barrett & Colin Fisher Jazz Ensemble

Host: Ronald Fry, Case Western Reserve U.

**1214** (OMT) OMT Business Meeting and Artifact

6:30pm - 7:30pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOIM2011 1214

Division Chair: Royston Greenwood, U. of Alberta

Program Chair: Christine Beckman, U. of California, Irvine

Professional Development Workshop Chair: Michael Lounsbury, U. of Alberta

Division Chair-Elect: Matthew Kraatz, U. of Illinois

Past Chair: Henrik R. Greve, INSEAD

**1215** (SIM) SIM Division Social

6:30pm - 9:00pm Marriott Rivercenter: Salon M

Tweet this session: #AOIM2011 1215

**Monday 7:00PM**

**1216** (ONE) ONE Social

7:00pm - 10:00pm Offsite: Institute of Texas Cultures

Tweet this session: #AOIM2011 1216


**Monday 7:15PM**

**1217** (RM) Research Methods Division Reception

7:15pm - 9:15pm La Quinta Inn & Suites: Fiesta D

Tweet this session: #AOIM2011 1217

All are welcome to attend.

**Monday 7:30PM**

**1218** (AAC) Indian Academy of Management Social

7:30pm - 9:30pm Marriott Rivercenter: Salon D

Tweet this session: #AOIM2011 1218

By invitation only

Organizers: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U. Chicago

**1219** (BPS) BPS Social

7:30pm - 9:30pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOIM2011 1219

**1220** (ENT) ENT Social Reception

7:30pm - 10:30pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOIM2011 1220

Sponsored by USC. Immediately after the ENT Business Meeting.

**1221** (GDO) GDO Division Reception

7:30pm - 10:00pm Grand Hyatt: Lone Star C

Tweet this session: #AOIM2011 1221

Division Chair: David A. Kravitz, George Mason U.

Program Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln

Professional Development Workshop Chair: Stacy Blake-Beard, Simmons College

Division Chair-Elect: Diana Bilimoria, Case Western Reserve U.

Past Chair: Quinetta Roberson, Villanova U.

**1222** (HCM) Health Care Management Division Reception

7:30pm - 9:30pm Marriott Rivercenter: Salon L

Tweet this session: #AOIM2011 1222

Sponsored by the Association of University Programs in Health Administration (AUPHA) and the Texas A&M University School of Rural Public Health.

**1223** (ICW) University of Michigan Reception

7:30pm - 9:00pm San Antonio Convention Center: Room 217 D

Tweet this session: #AOIM2011 1223

Organizer: Heewon Chae, U. of Michigan, Ann Arbor

**1224** (OCIS) OCIS Reception and Social Event

7:30pm - 10:00pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOIM2011 1224

The OCIS Reception is open to all OCIS and others interested Academy Members.
1225: (OMT) OMT Social Hour
7:30pm - 9:00pm San Antonio Convention Center: Room 217 B
Tweet this session: #AOM2011 1225
Division Chair: Royston Greenwood, U. of Alberta
Program Chair: Christine Beckman, U. of California, Irvine
Professional Development Workshop Chair: Michael Lounsbury, U. of Alberta
Division Chair-Elect: Matthew Kraatz, U. of Illinois
Past Chair: Henrich R. Greve, INSEAD

Monday 8:00PM

1226: (MED) MED Social Event
8:00pm - 11:00pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 1226
This is a social event for all members of MED. Please come to socialize with friends new and old. All MED members are welcome.
Host: Toni Ungaretti, Johns Hopkins U.
Division Chair: Kenneth R. Thompson, DePaul U.

Monday 8:30PM

1227: (ICW) Weatherhead School of Management, Case Western Reserve University, Annual Reception
8:30pm - 10:30pm Grand Hyatt: Lone Star A
Tweet this session: #AOM2011 1227
Weatherhead School of Management, Case Western Reserve University annual reception for alumni and colleagues. Registration and submission of business card at door will be required for entry.
Organizer: Lila E Robinson, Weatherhead School of Management
Session Details – Tuesday, 8:00 - 10:00 AM

Tuesday 7:00AM

1228 : (IM) Meet the IM Leadership Breakfast
7:00am - 8:00am San Antonio Convention Center: Room 214 A
Tweet this session: AOM2011 1228
Organizer: John Mezias, U. of Miami

1229 : (MC) MC Executive Committee Planning Meeting
7:00am - 8:00am Grand Hyatt; Crockett B
Tweet this session: AOM2011 1229

1230 : (MSR) MSR Morning Meditation Session
7:00am - 8:00am La Quinta Inn & Suites; Crockett West
Tweet this session: AOM2011 1230
A participative and experiential introduction to meditation for
enhancing integral balance, inner well-being, positive energy and
spiritual vitality.
Organizer: Gerald Biberman, U. of Scranton

Tuesday 7:30AM

1231 : (AAA) AOM Past Presidents Breakfast
7:30am - 8:30am San Antonio Convention Center: Mission 103 B
Tweet this session: AOM2011 1231

1232 : (MED) MED Executive Committee Planning Meeting
7:30am - 9:30am Marriott Rivercenter: Salon D
Tweet this session: AOM2011 1232
This meeting is for the MED Executive Committee to plan the
agenda and establish the work plan for the coming year.
Secretary: Joann Krauss Williams, Judson College
Treasurer: V Seshan, Pepperdine U.
Program Chair: Toni Ungaretti, Johns Hopkins U.
Professional Development Workshop Chair: Jacob Eisenberg, U.
College Dublin
Division Chair-Elect: Jon Billsberry, Coventry U.

1233 : (SIM) SIM Tuesday Welcome Session
7:30am - 8:00am Marriott Rivercenter: Salon B
Tweet this session: AOM2011 1233

Tuesday 8:00AM

1234 : (AAA) Conference Registration
8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration
Tweet this session: AOM2011 1234
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

1235 : (AAA) San Antonio 2011 LAC
8:00am - 5:00pm San Antonio Convention Center: Room 101 B
Tweet this session: AOM2011 1235
Chairs: Robert L. Cardy, U. of Texas, San Antonio; Stewart R. Miller, U. of Texas, San Antonio

1236 : (AAA) AOM Membership
8:00am - 5:00pm San Antonio Convention Center: Room 211
Tweet this session: AOM2011 1236
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.

1237 : (Paper Session) - (BPS) Governance and Corporate-Level Outcomes
8:00am - 9:30am San Antonio Convention Center: Room 201
Chair: Richard L. Priem, Texas Christian U.
- | Configurations and Performance: The Role of
Complementarities in the Design of Law Firms| Edgar
Ennen, EBS Business School; Ansgar Richter, EBS Business
School; Klaus Uhlenbruck, U. of Montana
- | Corporate Turnaround Revisited: A Theory Rebuilding and
Empirical Testing Study | Chanchai Tangpong, North Dakota
State U.; Zonghui Li, Nanjing Auditing U.
- | What’s News? CSR and Corporate Reputation
Management | Jiao Luo, Columbia U.; Stephan Meier,
Columbia Business School; Felix Oberholzer-Gee, Harvard
Business School
Corporate Effect vs. Industry Effect: New Evidence from
Private Equity Owned Businesses | Oliver Gottschalg, HEC
Paris

1238 : (Paper Session) - (BPS) Entrepreneurship,
Innovation and Networks
8:00am - 9:30am San Antonio Convention Center: Room 202 A
Chair: Yongwook Park, U. of Southern California
- | New Venture Creations by Business Groups: An
Intra-Group Structure Perspective | Qian Gu, National U. of
Singapore; Chi-Nien Chung, National U. of Singapore; Jane Lu,
National U. of Singapore
- | Costs of Partner Search and Selection in Entrepreneurial
Alliances | Thomas Melliewigt, Freie U. Berlin; Carolin Decker,
Otto Beisheim Graduate School of Management (WHU)
Entrepreneurial Orientation, Resource Acquisition, and Firm
Competitiveness: A Network Perspective | Xu Jiang, Xi’an
Jiaotong U.; Yue Gao, Xi’an U. of Technology; Gang Wang,
Xi’an Jiaotong U.; Carl F. Fay, Nottingham U. Business School
China
- | The Impact of Network Instability on Innovation at a
Network Level | Shu-Ping Li, National U. of Singapore; Ishtiaq
Pasha Mahmood, National U. of Singapore; Sai Krishna
Yayavaram, National U. of Singapore

1239 : (DRP Session) - (BPS) Antecedents of
Organizational Change
8:00am - 9:30am San Antonio Convention Center: Room 202 B
Facilitator: Peer C. Fiss, U. of Southern California
- | When and Why Are Reliable Organizations Favored? | Sendil Ethiraj,
U. of Michigan, Ann Arbor; Sangyoon Yi, U. of
Southern Denmark
Resource Bundling and the Speed of Strategic Change:
Moderating Effects of Relational Capital | Yuan Li, Shanghai
Jiaotong U.; Yaqin Yi, Xi’an Jiaotong U.; Michael A. Hitt, Texas
A&M U.; Yi Liu, Shanghai Jiaotong U.
- | An Organizational Identity Perspective on Boundary
Decisions | Sabine B. Klein, Otto Beisheim Graduate School of
Management (WHU); David N. Hanisch, Otto Beisheim
Graduate School of Management (WHU)
- | Let the Customer Lead, Lead the Customer or Do Both? |
Monika Oswald, RWTH Aachen U.
Session Details – Tuesday, 8:00 - 10:00 AM

1240 (DRP Session) - (BPS) Governing Multi-Business Firms: TCE and Agency Theoretical Perspectives

Firms: TCE and Agency Theoretical Perspectives

Divestment

Craig E. Armstrong

#AOM2011  1242

8:00am - 9:30am San Antonio Convention Center: Room 204A

Facilitator: Thomas Brush, Purdue U., West Lafayette

Influence of Ownership Form and Knowledge Transfer Processes on Firm Performance | Mona Bahl, Purdue U., West Lafayette; Eldas Pranas Kriauciunas, Purdue U.

1241 (Paper Session) - (BPS) Downsizing and Divestment

Downsizing and Divestment

6:00am - 9:00am San Antonio Convention Center: Room 204A

Chair: Donald D Bergh, Denver U.

Stakeholder Reaction and Post-Bankruptcy Outcome: An Application of Signalling Theory | Jun Xia, West Virginia U.; David Dawley, West Virginia U.; Rong Ma, U. of Missouri, Kansas City; Kimberly B. Boal, Texas Tech U.

Post-Divestment Innovation Productivity and Technological Diversity | Aseem Kaul, U. of Minnesota

On the Outside Looking In: Capital Market Perceptions of Legacy Spinoffs | Emilie Feldman, Wharton School

Corporate Diversification, Bureaucratic Costs and Likelihood of Bankruptcy | Punit Arora, Syracuse U.

1242 (Paper Session) - (BPS) Knowledge, Capabilities, and Competitive Heterogeneity

Knowledge, Capabilities, and Competitive Heterogeneity

8:00am - 9:00am San Antonio Convention Center: Room 204B

Chair: Craig E. Armstrong, U. of Alabama

Dynamic Capabilities at a Bilirucation Point: A Definition For Forstering Meaningful Conversation | Maria Cristina Cinici, U. of Catania; Giovanni Battista Dagnino, U. of Catania; Alessandro Giudici, Cranfield U.; Patrick Reinmoeller, Cranfield U.

Performance Effects of Proactive Exploratory and Exploitative Innovation in Dynamic Environments | Shiko M. Ben-Menahem, Erasmus U. Rotterdam; Justin J.P. Jansen, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam

What are the Strategic Implications of Firm-Specific Incentives? | David Kryscynski, Emory U.

Knowledge Management Processes and Unit Performance: A Contingency Perspective | Derrick McIver, U. of Texas, San Antonio; Cynthia A. Lengnick-Hall, U. of Texas, San Antonio

1243 (JS: (BPS, MOC) The Fog of Feedback: Performance Feedback Amidst Turbulent, Complex and Ambiguous Environments

Performance Feedback Amidst Turbulent, Complex and Ambiguous Environments

8:00am - 9:00am San Antonio Convention Center: Room 217A

Facilitator: Philip Bromley, U. of California, Irvine

Organizers: John Joseph, Duke U.; Vibha Gaba, INSEAD; Nils Plambeck, HEC

Distinguished Speaker: Philip Bromley, U. of California, Irvine

Discussants: Theresa K. Lant, Pace U.


The Role of Aspirations and Performance Variance in Corporate Acquisitions: A Behavioral Perspective | Ji-Yub Jay Kim, INSEAD; Sydney Finkelstein, Dartmouth College

1244 (JS: (CAR, HR, OB) Strategies for Sustaining Employability throughout Careers

Strategies for Sustaining Employability throughout Careers

8:00am - 9:00am Grand Hyatt: Lone Star B

Chair: Ans De Vos, Vlerick Leuven Gent Management School; Beatrice Van der Heijden, Radboud U. Nijmegen

Discussant: Mel Fugate, Southern Methodist U.

Post-Organizational Employability: A Four-Cohort Study of Graduates’ Changes in Career Aspirations | Katharina Chudzikowski, WU Vienna; Paul Georg Demeter, Wu Wien; Markus Latzke, Wu Wien; Bernadette Loacker, Wu Wien; Wolfgang Mayrhofer, WU Vienna; Astrid Reiche, WU Vienna; Michael Schiffiger, WU Vienna; Thomas M. Schneiderhofer, WU Vienna; Johannes Steyer, Wirtschaftsuniversitat Wien

Skills, Employability Perceptions and Work Attitudes in Graduate Occupations | Dora Catalina, U. of Strathclyde; Belgin Okay, U. of Strathclyde

The Role of Perceived Employability in Active Job Search throughout the Career | Ans De Vos, Vlerick Leuven Gent Management School; Annelieke Forrer, Lessius U. College; Sara De Hauw, Vlerick Leuven Gent Management School; Irene Willemse, Vlerick Leuven Gent Management School; Kathleen M. De Stobbeleir, Vlerick Leuven Gent Management School

The Predictive Validity of Big Five Personality Traits versus Profiles for Career Success | Judith Semeijn, Open U. the Netherlands; Beatrice Van der Heijden, Radboud U. Nijmegen; Alain De Beuckelaer, Radboud U. Nijmegen

1245 (JS: (CAR, OMT, HR) Structures of Opportunity: Careers Within and Across Organizations

Structures of Opportunity: Careers Within and Across Organizations

8:00am - 9:00am Grand Hyatt: Presidio B

Chair: Christopher I. Rider, Emory U.; David Tan, Georgetown U.

Discussant: Joseph Broschak, U. of Arizona

Organizers: Christopher I. Rider, Emory U.; David Tan, Georgetown U.

1246 CAU: (CAU) West Meets East and Multicultural Effects: Developmental Networks Research Incubator 8:00am - 9:30am Hilton Palacio del Rio: La Reina South Tweet this session: #AOM2011 1246 In line with this year’s conference theme “West Meets East: Enlightening, Balancing, and Transcending”, the purpose of this research incubator is to generate new insights into key questions at the intersection of developmental networks and global cultural multiplicity. What role do cultural values play in the soliciting and provisioning of developmental support within and outside the work setting? How do country cultural values influence network structural dimensions (e.g., network size, diversity)? What specific culturally-aware practices can and do Eastern, Western, and multinational organizations employ to facilitate supportive relationships that enhance individual and organizational success? How can scholars and practitioners collaborate to advance our understanding in this area? The developmental network is a relatively new construct that has received increasing academic attention. We believe this caucus will provide participants a valuable forum to network with others who share a research interest, discuss methodological, conceptual, and practice issues, and explore potential collaborations, in addition to helping move the current focus toward a more holistic and culturally-aware understanding of the solicitation and provisioning of developmental network support for individuals from many cultures.

Organizers: Richard Donald Cotton, Appalachian State U.; Yan Shen, U. of Victoria

1247 CAU: (CAU) Promoting Diversity Among Faculty in Higher Education: Challenges, Insights, and New Collaborations 8:00am - 9:30am Hilton Palacio del Rio: La Vista North & Center Tweet this session: #AOM2011 1247 Participants: Mark V Roehling, Michigan State U.; Diana Bilimoria, Case Western Reserve U.

1248 CAU: (CAU) Evidence-Based Management Gathering and Conversation 8:00am - 9:30am Hilton Palacio del Rio: La Vista South Tweet this session: #AOM2011 1248 You are welcome to this annual AOM get-together for scholars, educators, and practitioners interested in EBMgt. Come learn and share EBMgt activities and interests.


THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

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

1252: (Paper Session) - (CMS) New Critical Vistas on Research and Education
8:00am - 9:30am Marriott Rivercenter: Salon L

Chair: Deborah Jones, Victoria U. of Wellington

New Scientific Management? A Critique of Ideology and Epistemology in Evidence-based Management | Severin Hornung, Hong Kong Polytechnic U.

Letters From Philip Morris: A Feminist version of Corporate Denial | Robbin Derry, U. of Lethbridge

Towards a Theory of Aged Organizations | Rebecca Whiting, Birkbeck, U. of London

Women in Academe: Bringing Feminism Back to Dispel yet Another Wicked Issue | Marianna Fokati, U. of Manchester

Discussant: Natalie Wolfson, Colorado State U.; Thomas M. Cavanagh, Colorado State U.

1255: (Paper Session) - (DISC) Organizational Theories in Operations Management
8:00am - 9:30am Hyatt Regency: Bowie B

Discussant: Suzanne de Treville, U. of Lausanne

OM: Organizational Environment Impacting Servitization of Manufacturing | Max Finne, Aalto U.; Taija Turunen, Aalto U.

OM: Consistent High Quality Performance in a Dynamic Environment: A Case Study | Hung-Chung Su, U. of Minnesota, Twin Cities; Kevin Linderman, U. of Minnesota

OM: Management Innovation and Performance: Role of Organizational Effectiveness | Hale Kaynak, U. of Texas Pan American; Nuran Acur, U. of Strathclyde

1256: (Paper Session) - (DISC) OMT and Method
8:00am - 9:30am Hyatt Regency: Frio

Discussant: Georg Schreyogg, Freie U. Berlin

OMT: Make Hay While/Where the Sun Shines: Temporal and Spatial Heterogeneity in Venture Founding | Mathijs de Vaan req your bil de Vaan, Utrecht U.

OMT: Article Quality and Team Size in Management Research: The Moderating Role of Article Type | Daniel Albert, U. of St. Gallen; Markus Kreutzer, U. of St. Gallen


1257: (Paper Session) - (DISC) Information and Technology
8:00am - 9:30am Hyatt Regency: Maverick B

Discussant: Cecilia Eng Huang Chua, U. Auckland

OCIS: The West-East Divide in Information Ethics: Evidence from America and China | Maris G. Martinsons, City U. of Hong Kong; David Ma, Tsinghu U.

OCIS: Ranking the Most Critical Skills for Managing IT Projects: A Delphi Study of IT Project Managers | Mark Keil, Georgia State U.; Hyung Koo Lee, Georgia State U.; Tianjie Deng, Georgia State U.

OCIS: Coordination of Global Teamwork: A Script-Based View | Catherine Cramton, George Mason U.; Tine Koehler, U. of Melbourne

OCIS: Double-Distributed Coordination: Mobile Challenges to Coordination Perspectives | Gamel O. Wiredu, Ghana Institute of Management and Public Administration (GIMPA); Carsten Sorensen, London School of Economics; Adel Al-Talattoon, London School of Economics

1258: (Paper Session) - (DISC) Internationalization and Innovation
8:00am - 9:30am Hyatt Regency: Navarro

Discussant: Motofusa Murayama, Seattle U.

BPS: General Purpose Technologies (GPTs) and the Restructuring of MNC International Innovation Networks | Ranfeng Qiu, California State U. San Bernardino

IM: R&D Internationalization, Resource Deployment, and Innovation Performance | Chia-Wen Hsu, National Chung
Session Details – Tuesday, 8:00 - 10:00 AM

1259: (Paper Session) - (DISC) Cooperation and Competition
8:00am - 9:30am Hyatt Regency: Segin
Chair: R H Hamilton, George State U.
Discussant: William Bogner, Georgia State U.
BPS: The Impact of Alliances on Mutual Forbearance among Multimarket Competitors | Sascha Albers, U. of Cologne
BPS: The Impact of Social Capital and Relationship Tension on Firms' Cooperative Performance | Ya Yuan Chang, National Chung Hsing U.; Ku-Ho Lin, National Chung Hsing U.

1260: (Paper Session) - (ENT) The Role of Networks in Entrepreneurial Activity
8:00am - 9:30am San Antonio Convention Center: Room 007 B
Chair: Dominic M. Mwenja, California Miramar U.
A Structure-Multiplexity Typology of Entrepreneurial Network Configurations | Martin Biemel, U. of New South Wales; Ian P. McCarthy, Simon Fraser U.; Elicia Maine, Simon Fraser U.
Entrepreneurs’ Networking Styles and Personal NetworkChurn | Balagopal Vissa, INSEAD; Suresh Bhagavatula, Indian Institute of Management, Bangalore
Entrepreneurial Tie-Order Strategies and the Creation of Network Advantage | Celina Smith, EM Lyon; Erkko Autio, Imperial College Business School
Performance of Newly-Formed Micro Firms: The Role of Financing & Entrepreneurs’ Characteristics | Rowena Ortiz-Walters, Quinipiac U.; Mark Gius, Quinipiac U.

1261: (Paper Session) - (ENT) The Role of Learning in the Entrepreneurial Context
8:00am - 9:30am San Antonio Convention Center: Room 007 C
Chair: R H Hamilton, U. of Mississippi
Selection and Serial Entrepreneurs | Jing Chen, Copenhagen Business School
Toward a Conceptual Advancement of Entrepreneurial Learning | Catherine L. Wang, Royal Holloway, U. of London; Harveen Chugh, Royal Holloway, U. of London
Barriers to Learning in Entrepreneurship | Rasmus Vender Toft, Copenhagen Business School; Karl Wennberg, Stockholm School of Economics
Survival-Enhancing International Learning and the Effects of Nascence and Organizational IQ | Alex Tai Loong Tan, Singapore Management U.; Mooween Rhee, U. of Hawaii; Tung X. Bui, U. of Hawaii

1262: (Paper Session) - (ENT) It's all in the Family: New Research on Management and Strategy
8:00am - 9:30am San Antonio Convention Center: Room 007 D
Chair: Manisha Singal, Virginia Tech
Financial Choices in Family Firms: The Influence of Family Norms | Dietmar Grichnik, U. of St. Gallen; Christian Koropp, U. of St. Gallen; Franz W. Kellermanns, U. of Tennessee
Family Firm Owners’ Attitude towards the Private Equity Succession Route | Florian Kreer, RWTH Aachen U.
Sims of the Father’s Firm: Exploring Responses to Ethical Dilemmas in Family Business | Reg Litz, U. of Manitoba; Nick Turner, U. Manitoba
The State and Future of Family Business Research: At a Break Through or a Brick Wall? | Reg Litz, U. of Manitoba; Allison W Pearson, Mississippi State U.; Shanah Litchfield, Mississippi State U.

1263: (DRP Session) - (ENT) Finance Issues in Entrepreneurship
8:00am - 9:30am San Antonio Convention Center: Room 008 B
Facilitator: David M. Townsend, North Carolina State U.
Valuation of Angel-Backed Companies: The Role of Investor Human Capital | Veroniek Collewaert, Maastricht U.; Sophie Manigart, U. of Ghent
The Influence of Top Management Team Turnover on the Financial Performance of IPOs | Nina Rosenbusch, U. of Western Ontario; Simon C Parker, Ivey School of Business; Shaker A. Zahra, U. of Minnesota, Twin Cities
Determinants of Early Entry: Syndicate Networks in U.S. Venture Capitals' Internet Investments | Chun-Yun Cheng, National Taiwan U.
Credit Where Credit Is Due: Race, Gender, and Creditworthiness among Business Startups | Loren Henderson, U. of Illinois, Chicago; Cedric Herring, U. of Illinois, Chicago

1264: (ENT) The Causes, Nature, and Effects of Stress in Unique Jobs/Occupations
8:00am - 9:30am San Antonio Convention Center: Room 212 B
Facilitator: Robert Alan Baron, Oklahoma State U.
Conflict Management Strategies and Job Burnout | M Afzalur Rahim, Western Kentucky U.
Session Details – Tuesday, 8:00 - 10:00 AM

Occupational Stress Correlates in Unusual Work Environments | Rebecca J. Franklin, Oklahoma State U.; Gabi Elissa, Oklahoma State U.; Jeffrey B. Paul, Oklahoma State U.

1265 (Paper Session) - (GDO) Diversity in Teams
8:00am - 9:30am Grand Hyatt; Prestadio A
Chair: David C. Baldridge, Oregon State U.
Discussant: Marcy Crary, Bentley U.
Functionally Heterogeneity as a Two-Dimensional Concept – Empirical Evidence for New Venture Teams | Uwe Cantner, Friedrich Schiller U. Jena; Maximilian Goethner, Friedrich Schiller U. Jena; Michael Stuetzer, Queensland U. of Technology
Relating Cognitive Style Composition, Mobility and Faultliness to Team Innovation | Corinne Post, Lehigh U.
Diversity and Learning: The Role of Affect, Conflict, Team Cognition and Affective Climate | Oluwemimi A. Ayoko, U. of Queensland; Christine D. Ho, Deakin U.

1266 (Paper Session) - (GDO, OB, IM) Women Leaders across the Globe: Perceptions and Issues
8:00am - 9:30am Marriott Rivercenter; Salon K
Chair: Nathalie Castano, Wayne State U.; Lindsey M Kotrba, Denison Consulting
Discussant: Mary Ann Von Glinow, Florida International U.
Culturally Endorsed Implicit Leadership Theories and Women’s Participation in Leadership | Amanda Bulough, Thunderbird; Mary F. Sully de Luque, Thunderbird
From the East to the West: Women Leaders across the Globe | Nathalie Castano, Wayne State U.; Lindsey M Kotrba, Denison Consulting
Work-Life Issues and Strategies for Women Leaders across the Globe | Susan R. Madsen, Utah Valley U.

1267 (Paper Session) - (HCM) Management Practices to Improve Healthcare Quality
8:00am - 9:30am Marriott Rivercenter; Salon K
Chair: Barbara Bigelow, Clark U.
Winner of HCM Division Best Theory-to-Practice Paper
Facilitating the Use of High-Performance Work Practices in Healthcare to Transcend the Ordinary | Ann Scheck McAleerney, Ohio State U.; Julie Robbins, Ohio State U.; Paula H. Song, Ohio State U.
HCM Division Best Theory to Practice Award Nominee

1268 (Paper Session) - (HR) Employee-Organization Relationship and Employee Creativity
8:00am - 9:30am Grand Hyatt; Bonham D
Chair: Rebecca R. Kehoe, Rutgers U.
Employee-Organization Relationship and Employee Creativity: Test of the Intervening Mechanisms | Li-Yun Sun, Macau U. of Science and Technology; Irene Hau-siu Chow, Chinese U. of Hong Kong; Xi Li, Macau U. of Science and Technology; Ai-Shi Zhang, South Cement Limited Company
Employee-Organization Relationships and Team Creativity | Liangding Jia, Nanjing U.; Jason D. Shaw, U. of Minnesota; Tae-Youn Park, U. of Minnesota
High Performance Work System, Goal Orientations, and Creativity: A Firm-Level Analysis | Song Chang, Chinese U. of Hong Kong; Cass Shum, Hong Kong U. of Science and Technology

1269 (Paper Session) - (HR) HR and Corporate Social Responsibility
8:00am - 9:30am Grand Hyatt; Lone Star D
Chair: Kevin Carlson, Virginia Tech
Applicants’ and Employees’ Reactions to CSR: The Role of Justice and Moral Identity | Ruodan Shao, U. of British Columbia; Daniel Skarlicki, U. of British Columbia; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign
Employee-oriented socially responsible (SR) HRM and employees’ support for external SR-HRM | Jie Shen, Curtin U. of Technology; John Benson, U. of South Australia
Do All Firms Do Well by Doing Good? The Moderating Role of HPWF’s on the CSR-CFP Relationship | Youngkun Chang, U. of Kansas; Won Yong Oh, U. of Kansas; Jong-Seok Cha, Hansung U.

1270 (Paper Session) - (HR) Integrating HR into Organizational Strategy
8:00am - 9:30am Grand Hyatt; Lone Star D
Chair: Barbara Bigelow, Clark U.
HR and Corporate Social Responsibility: An Examination of Intervening Mechanisms | Antti Ritala, University of Helsinki
HR and Corporate Responsibility: An Examination of Intervening Mechanisms | Antti Ritala, University of Helsinki
The Challenge to Become a Strategic Business Partner: An HRM Case Study from the Asia Pacific Region | Julie Ann Cogin, AGSM-Australian School of Business; Lucy Taksa, Macquarie U.

1271 (Paper Session) - (IM) Mergers and Acquisitions, Internationalization, And Performance
8:00am - 9:30am Grand Hyatt; Lone Star D
Chair: David Ahlstrom, Chinese U. of Hong Kong
Milkings the Rich Cow Dry?: Cross-Border M&As by Developing Country Multinational Companies | Wenjie Chen, George Washington U.; Alvaro Cuervo-Cazurra, Northeastern U.
The Effects of Market Efficiency and Transparency on the Performance of Cross-Border Acquisitions | Antti Ritala,
Aalto U.; Olivier Bertrand, St. Petersburg State U.; Tomi M. M. Laamanen, Aalto U.

1272: (DRP Session) - (IM) Cross Cultural Impact on Leadership, Corporate Networks, and Competitive Strategies
8:00am - 9:30am San Antonio Convention Center: Room 208
Tweet this session: #AOM2011 1272
Chair: C Lakshman, Bordeaux école de Management
Are East and West Meeting in the Right Place? Global Acumen and Chinese business leadership. | Leigh Baker, Griffith U.

1273: (Paper Session) - (IM) Base-Of-The-Pyramid Economies and Sustainability Development
8:00am - 9:30am San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 1273
Chair: Mikelle A. Calhoun, Georgia Southern U.
Social Intermediation in Base-of-the-Pyramid Markets | Geoff Kistruck, The Ohio State U.; Paul Beamish, U. of Western Ontario; Israr Qureshi, Hong Kong Polytechnic U.; Chris J Sutter, Ohio State U.
Identity Spillover: Mitigating Principal-Agent Problems in Base-of-the-Pyramid Markets | Geoff Kistruck, The Ohio State U.; Chris J Sutter, Ohio State U.; Brett R. Smith, Miami U. Ohio
Creating Markets under Institutional Voids: The Case of Small-scale Renewables in Tajikistan | Bogdan Prokopovych, U. of Rhode Island
Internationalization in NGOs: Environment, Structure, and Board Governance | Alnoor Ebrahim, Harvard U.; Srilatha Batliwala, Harvard U.

1274: (Paper Session) - (IM) Political and Legal Effects on MNC Governance and Ownership
8:00am - 9:30am San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 1274
Chair: William D Guth, New York U.
Capitalizing on Weak Institutions: Localness and Private Equity Performance in Emerging Economies | Markus David Taussig, Harvard Business School

1275: (US: (IM, OB)) East Meets West: A South Asian Perspective on Management Theories and Practices
8:00am - 9:30am San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 1275
Organizers: Jawad Syed, U. of Kent; Naresh Khatri, U. of Missouri at Columbia; Shaista Ehsan Khilji, George Washington U.
Conceptualizing “Frugal” Innovation | Yasser Ahmad Bhatti, U. of Oxford
The Dynamics of Cronyism in South Asia | Naresh Khatri, U. of Missouri at Columbia; Jawad Syed, U. of Kent; Shaista Ehsan Khilji, George Washington U.
Work-Life Balance in India: A ‘Kichhidi’ of Disparate Organizational Responses | Ujvala Arun Rajadhayaksha, Saint Mary’s College
An Exploration of Workplace Harassment or Bullying Behavior amongst Managers in Pakistan | Shehla Riza Arifeen, Lahore School Of Economics

1276: (DRP Session) - (MC) Transcending Divides: Global Consulting Challenges
8:00am - 9:30am Grand Hyatt Bonham B
Facilitator: Laurent Cappelletti, CNAM Paris (France)
Discussant: Pratim Datta, Kent State U.
Participatory Performance Measurement in a Vietnamese Professional Service Firm | Bianca A. C. Groen, U. of Twente; Mirthe Van De Belt, U. of Twente
DUKE-NUS GMS: Working Towards a Successful Educational Transplant | Audrey Chia, National U. of Singapore; Hwee Sing Khoo, National U. of Singapore
Telework Regulatory and Legal Contingencies for Employers and Consultants | William “Patch” Paczkowski, Lally School of Management & Technology
Acquiring Global Leadership & Cultural Competence in Asia by Developing Asian American Leaders | Thomas Sy, U. of California, Riverside; Kurt Takamine, Chapman U.; Susanna Tram, U. of California, Riverside

1277: (DRP Session) - (MED) Innovative and Experiential Approaches and Strategies for Management Education and Development
8:00am - 9:30am Marriott Rivercenter: Conference Room 16
Facilitator: Darlene Alexander-Houle, Hewlett Packard
Using Evidence-Based Practices for Teaching Strategic Management to Undergraduate Business Students | Sharron D Hunter-Rainey, North Carolina Central U.
Teaching Roles: A Framework for Implementing Experiential Learning in Management Education | Angela Passarelli, Case Western Reserve U.

Walking the Talk of Interdisciplinary Management Education | Kevin M. Kniffin, Cornell U.

The Empowerment of Leadership Development | Stephanie Thomas Solansky, U. of Houston, Victoria

Authentic Leadership Development in Executive Education: Observations from the Classroom | Elizabeth Florent-Treacy, INSEAD

Exploring the Corporate University Phenomenon as a HRD Employee Learning Strategy | Amy Lui Abel, New York U.; Jessica Li, U. of North Texas; Sabra Brock, Touro College

1278 ☁: (MED) Current Research in Executive Coaching

8:00am - 9:30am Marriott Rivercenter: Salon C

Moderator: Mary Wayne Bush, Colorado Technical U.

Pivotal Moments in Executive Coaching: Revealing their Capacities and Power | Ann Leone Clancy, Appreciative Coaching Collaborative, LLC; Jacqueline Binkert, Appreciative Coaching Collaborative, LLC

What Does "Critical Reflection" Mean for the Practice of an Executive Coach? | Pauline Fatien Diochon, U. of Lyon

How Do Executive Coaches Develop? | Linda Page, U. of Toronto

Inspiring Hopes and Dreams in Executive Coaching | Ellen Van Oosten, Case Western Reserve U.

1279 ☁: (Paper Session) - (MOC) Interaction, Coordination and Knowledge Sharing

8:00am - 9:30am La Quinta Inn & Suites: Fiesta A&B

Chair: Blaine Landis, U. of Cambridge

Performing Beauty: Attention, Aesthetics and Action in the Coordination of a Community Choir | John Paul Stephens, Case Western Reserve U.

Structuring Spontaneity: How Are Knowledge-Sharing Communities Managed? | Harry Scarbrough, U. of Warwick; Jacky Swan, U. of Warwick; Monique Ziebro, U. of Warwick

When People Agree whilst Disagreeing: Implicit and Explicit Symbolic Reinforcements as Signals of Future Monetary Reward: Non-Linear Effects of Reward Frequency | Adi Luria, Ruppin Academic Center; Ido Erev, Technion Israel Institute of Technology

Storytelling as a Means of Organizational Problem Handling: The Work of Patient Advocates | Emily Heaphy, Boston U.

1281 ☁: JS: (MOC, OB) Sensegiving: An Analogue to Sensemaking?

8:00am - 9:30am La Quinta Inn & Suites: Fiesta C

Organizer: Lee Watkiss, Boston College

Chair: Mary Ann Glynn, Boston College

Participants: Dennis A. Gioia, Pennsylvania State U.; Sally Maitlis, U. of British Columbia; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

1282 ☁: (MSR) The Corporate Mystic: Integrating Eastern and Western Spiritual Practices into Organizational Life

8:00am - 9:30am La Quinta Inn & Suites: Crockett East

Participants: Gerald Birberman, U. of Scranton; Lynne Sedgmore, Centre for Excellence in Leadership; Judith A. Neal, U. of Arkansas, Fayetteville; Dorianne Cotter-Lockard, Fielding Graduate Institute

1283 ☁: (DRP Session) - (MSR) Work, Religion and Spirituality Roundtable

8:00am - 9:30am La Quinta Inn & Suites: Fiesta D

Chair: Alan G. Walker, Auburn U.

Maharishi on Management: Transcending, Balancing, Enlightening, and Harmonizing | Dennis P. Heaton, Maharishi U.

Work Motivation under Extreme Conditions: Motivation in Religious Orders | Emil Inauen, U. of Zurich; Margit Osterloh, U. of Zurich; Bruno S. Frey, U. of Zurich

Accounting Stewardship and the Case of Stolen Indigenous Wages in Australia | Frances Myfanwy Miley, U. of New South Wales; Andrew Read, U. of Canberra

Same Direction – Different Path: How Leaders Who Are Religious Think About Religious Difference | Kelly A. Phipps, Rockhurst U.; Gina S. Matkin, U. of Nebraska, Lincoln

Workplace Spirituality and a Multi-generational Workforce: A Conceptual Model | Claire A. Simmons, Saint Joseph’s U.

1284 ☁: (Paper Session) - (OB) Fostering Innovation and Creativity: The Role of Leaders and Team Empowerment

8:00am - 9:30am Grand Hyatt: Bowtie A

Chair: Richard Blackburn, U. of North Carolina, Chapel Hill


The Role of Team Empowerment and Knowledge Integration in Shaping Team Improvisation | Massimo Magni, Bocconi U.; Likoebe M Maruping, U. of Louisville

Test of an Integrated Model Linking Transformational Leadership and Innovative Behavior | Samuel Aryee, Aston U.; Qin Zhou, Instituto de U. de Lisboa; Xiujuan Zhang, Sun Yat-sen U.

Transformational Leadership and Team Performance in Functional Teams | Yuan Jiang, Indiana-Purdue; Susan E. Jackson, Rutgers U.; Chao C. Chen, Rutgers U.
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<th>Session Details – Tuesday, 8:00 - 10:00 AM</th>
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### 1285 (Paper Session) - (OB) The Effects of Coupling Transformational Leadership with Additional Leader Attributes
8:00am - 9:30am Grand Hyatt: Bowie C
Tweet this session: #AOE2011 1285
Chair: Xiaohua Wang, Vlerick Leuven Gent Management School

- Change Cynicism, Transformational Leadership, and the Buffering Role of Dispositional Optimism | Frank Walter, U. of Groningen; Michael S. Cole, Texas Christian U.
- Group-Focused Versus Individual-Focused Leadership: Proactive Personality as a Double-Edged Sword | Jinhong Zhu, National U. of Singapore; Zhitao Xie, Shanghai Jiao Tong U.; Juhun Song, National U. of Singapore; Xin-Ming Tian, Shanghai Jiao Tong U.

### 1286 (DRP Session) - (OB) Work-Life Balance: Family, Social, and Organizational Support
8:00am - 9:30am Grand Hyatt: Crockett B
Tweet this session: #AOE2011 1286
Facilitator: Whitney Botsford Morgan, U. of Houston, Downtown

- The Mediating Effects of Social & Occupational Support on Work Life Conflict in Extreme Contexts | Kelly Anne Basile, London School of Economics
- What Employees Do at Work Matters for the Family: How Emotional Labor Impacts Family Life | Kelly Schwind Wilson, Purdue U., West Lafayette; Remus Ilii, Michigan State U.
- Revisioning Theoretical Perspectives in Work-Life Balance | Gwen Daverth, U. of Manchester

### 1287 (DRP Session) - (OB) Emotion at Work: Appraisal, Regulation, and Emotion Labor
8:00am - 9:30am Grand Hyatt: Crockett C
Tweet this session: #AOE2011 1287
Facilitator: William J. Becker, Texas Christian U.

- The Roles of Personal Agency and Emotional Discrepancy in Emotion Regulation | Michael A Daniels, Bowling Green State U.; Jennifer Zophy Gillespie, Bowling Green State U.
- Appraisals, Goal Orientations, and Emotions While Working | Cynthia D Fisher, Bond U.; Amirali Minbashian, U. of New South Wales; Robert E. Wood, U. of Melbourne; Nadin Beckmann, U. of New South Wales
- A Multilevel Investigation of Self-Monitoring and Variability in Emotional Labor | Brent A. Scott, Michigan State U.; Christopher M. Barnes, Virginia Tech; David T. Wagner, Singapore Management U.

### 1288 (DRP Session) - (OB) Self-Cognition and Social Interactions: Mediators and Moderators of Workplace Motivation
8:00am - 9:30am Grand Hyatt: Crockett D
Tweet this session: #AOE2011 1288
Facilitator: James P Gelatt, U. of Maryland, College

- Motivational Mechanism Linking Constructive Controversy to Performance: A Mediated Mediation Model | Hong Deng, City U. of Hong Kong
- Exploring the Linkage between Motivation and Commitment: The Mediating Role of Work Engagement | Anna Yousale, COMSATS Institute of Information Technology; Huadong Yang, U. of Twente
- Working Harder or Hardly Working? Motivation Gains and Losses in Organizational Workgroups | Robert B. Lount, Ohio State U.; Steffanie L. Wilk, Ohio State U.
- Alleviating Tension and Increasing Prosocial Behavior: How Voice Makes a Difference

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<th>8:00am - 9:30am Grand Hyatt: Republic A</th>
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| Voice Matters: The Role of Individual Differences in Bystander Responses to Workplace Bullying | Maiyuwai N. Reeves, State U. of New York, Buffalo

The Conceptual Map of Employee Voice: Expanding and Refining the Construct | Deirdre Gobeille Snyder, U. of North Carolina, Chapel Hill

- Speaking up to the Boss’s Boss: Social Exchange Relationships and Skip-Level Voice | Wu Liu, Hong Kong Polytechnic U.; Rangaraj Ramanujam, Vanderbilt U.
- Employee Voice: Development and Validation of a Multi-Dimensional Measure | D. David Lebel, U. of Pennsylvania; Sara L. Wheeler-Smith, New York U.; Elizabeth Wolfe Morrison, New York U.

### 1290 (Paper Session) - (OB) Shared Leadership: Dynamics of Distance, Composition and Analysis
8:00am - 9:30am Grand Hyatt: Republic B
Tweet this session: #AOE2011 1290
Chair: Michael Kukenberger, U. of Connecticut

- Expertise Coordination Over Distance: Shared Leadership in Dispersed Teams | Miriam Muehle, Otto Beisheim Graduate School of Management (WHU); Martin Hoegl, Otto Beisheim Graduate School of Management (WHU)

### Other Sessions
- Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
- Section D

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Examining the Relationship Between Conscientiousness and Understanding Employee Silence: The Big Five and Three
Laurie J. Barclay, Wilfrid Laurier U.
8:00am - 9:30am Grand Hyatt: Seguin A
Coping in High-Risk Occupations
Chair:
Tweet this session:
Trust in the Workplace: The Role of Social-Network Diversity in the Community and in the Workplace
Victor Cui, U. of Winnipeg; Ilan Vertinsky, U. of British Columbia; Oana Branzei, U. of Western Ontario

Overcoming the Deleterious Effects of Job Stress and Burnout
Chair: Vickie Coleman Gallagher, Cleveland State U.
Evaluating a Mindset Training Program to Unleash the Enhancing Nature of Stress | Alia Crum, Yale U.
Coping in High-Risk Occupations | Lisa M. Russell, Indiana U. Southeast
Multilevel Empirical Expansion of Siegrist's ERI Model of Job Stress and Health | Tove Helland Hammer, Cornell U.; Mahmut Bayazit, Sabanci U.; Per Oystein Saksvik, NTNU
Recovery During The Weekend: The Interactive Role of Mindfulness and Weekend Experiences | Nabil Marzuq, U. of Hafia; Anat Drach-Zahavy, U. of Hafia

New Directions in Organizational Silence and Voice Research
Chair: Laurie J. Barclay, Wilfrid Laurier U.; David B. Whiteside, Wilfrid Laurier U.
Understanding Employee Silence: The Big Five and Three Forms of Silence | Isabel C. Botero, Aarhus U.; Linn Van Dyne, Michigan State U.; Chui-Yan Yap, U. Malaysia Pahang
Examining the Relationship Between Conscientiousness and Voice: A Test of Mediators/Moderators | Subrahmaniam Tangirala, U. of Maryland, College Park; Dishan Kamdar, Indian School of Business; Vijaya Venkataramani, U. of Maryland, College Park
Sounds of Silence: Employee Silence as a Mediator between Overall Fairness and Employee Outcomes | David B. Whiteside, Wilfrid Laurier U.; Laurie J. Barclay, Wilfrid Laurier U.
Silence Speaks Volumes: The Differential Effects of Silence Motives on Work Outcomes over Time | Sharon K. Parker, U. of Western Australia; Anya Johnson, U. of New South Wales; Uta Bindl, U. of Western Australia; Helena Hong, U. of New South Wales; Markus Groth, U. of New South Wales

Accept the New: Directions for Research on Socialization and Newcomers
Chair: Samir Nurmohamed, U. of Michigan, Ann Arbor;
Susan J. Ashford, U. of Michigan
Discussant: John Kammeyer-Mueller, U. of Florida
Newcomers' Performance Trajectories: The Interactive Effects of Coaching and Fit Perceptions | Samir Nurmohamed, U. of Michigan, Ann Arbor; Daniel Scott DeRue, U. of Michigan
Newcomers Abroad: Expatriate Adaptation at Early Phases of International Assignments | Brady Firth, U. of Maryland, College Park; Gild Ch'en, U. of Maryland; Bradley L. Kirkman, Texas A&M U.; Kwanghyun Kim, Korea U.
Surprising the Cat: States of Curiosity and Surprise in Newcomer Learning | Spencer Harrison, Boston College; David M. Sluss, Georgia Institute of Technology
New Employees Come with New Ideas | Talya N. Bauer, Portland State U.; Berrin Erdogan, Portland State U.; Daniel M. Cable, U. of North Carolina, Chapel Hill; Donald M Truxillo, Portland State U.

Information Technology, Dialogue, and Organizations
Chair: Alexandre Barri Lopes, U. of Cincinnati
A Call to Arms: A Social Movements Perspective on "Issue" Surfacing on Social Media | Sung Won Kim, U. of Oklahoma; Shaila Miranda, U. of Oklahoma
Theorizing Embodied Communicative Organizing: Fleshing Out Genre via Goffman's Situational View | JoAnn M Brooks, Vanderbilt U.
Organizational dialogue: A conceptual framework for an interdisciplinary understanding | Christa Thomesen, Aarhus U.

Virtual Teams
Chair: Katherine Chudoba, Utah State U.
Governance of Virtual Communities: A Literature Review and a Conceptual Framework | Ying Li, DTU Danish Technical U.; Soeren Salomo, DTU Danish Technical U.
Social Norms as Governance Mechanisms in Online Professional Communities | Christine Moser, VU U. Amsterdam; Peter Groeneveld, VU U. Amsterdam; Marleen Huysman, VU U. Amsterdam


Ethics of Online Research: Inquiry in a Fishbowl | Ulrike Schultze, Southern Methodist U.; Richard O Mason, Southern Methodist U.

Using construal level theory to understand newcomer adaptation in virtual teams | Rashmi H. Assudani, Xavier U.; Stacie Furst Holloway, U. of Cincinnati

1297 Facebook: (ODC) Virtue, Virtuousness or Vice: Conceptual Tensions in the Study of Virtue in POS
Organizers: David S. Bright, Wright State U.; Bradley A Winn, Utah State U.
Virtues Versus Strengths | Individual Virtues Versus Organizational Virtuousness | Bradley A Winn, Utah State U.
The Dark Side of Passion: When is Too Much of a Good Thing Bad? | Kimberly H. Pertulio, U. of California, Irvine
Compassion and Conceptual Tensions in the Study of Virtue | Jason Kanov, Western Washington U.
Reconciling Virtue Perspectives: An Integrative Framework | David S. Bright, Wright State U.
Participant: Kim Cameron, U. of Michigan

1298 Twitter: (Paper Session) - (ODC) The Effect of Emotional Management and Transformational Leadership on Organizational Effectiveness
Virtues Versus Strengths | Emotional Intelligence (EQ) and Transformational Leadership for Organizational Effectiveness | Anthony F. Buono, Bentley U.
Workplace Incivility and Turnover Intentions: The Efficacy of Managerial Interventions | Francesco Sgurea, U. of Michigan, Ann Arbor; Richard P. Bagozzi, U. of Michigan; Wayne Boss, U. of Colorado, Boulder

OCC Division Best Paper Finalist

1299 Facebook: (ODC) The Dynamics of Values, Dialogue, and Positive Emotions in Promoting Sustainable Change
Organizers: Dayna Simpson, Monash U.; Nicholas Tz-Li Wang, National Chung Cheng U.; Yu-Hui Lien, National Chung Cheng U.; Tzi-Li Wang, National Chung Cheng U.
The Effect of Socio-Ecological Beliefs and Values on Impact of Socio-Ecological Beliefs and Values on Corporate Sustainability | Tim Williams, Westpac Banking Corporation

OCC Division Best Paper Finalist

1300 Facebook: (Paper Session) - (OM) Supply Chain Integration and Innovation
Organizers: Kim Cameron, U. of Michigan; Taryn Lyn Stanko, U. of Oregon; Jonathon Richter, U. of Oregon
Mitigating Supplier Integration’s Challenges in NPD: The Role of Modular Design Competence | Fabrizio Salvador, IE Business School
Electronic Integration and Innovation in Food Supply Chains | Suhana Mohendar Ali, U. of South Australia; Claudine Soosay, U. of South Australia

1301 Facebook: (Paper Session) - (OMT) Various Responses to State Pressure

OCC Division Best Paper Finalist

1302 Facebook: (Paper Session) - (ODC) The Dynamics of Values, Dialogue, and Positive Emotions in Promoting Sustainable Change
Organizers: Dayna Simpson, Monash U.; Nicholas Tz-Li Wang, National Chung Cheng U.; Yu-Hui Lien, National Chung Cheng U.; Tzi-Li Wang, National Chung Cheng U.
The Effect of Socio-Ecological Beliefs and Values on Impact of Socio-Ecological Beliefs and Values on Corporate Sustainability | Tim Williams, Westpac Banking Corporation

OCC Division Best Paper Finalist

Theme: Teaching | International | Program Theme | Research | Diversity | Best Paper

Session Details – Tuesday, 8:00 - 10:00 AM
8:00am - 9:00am Grand Hyatt: Travis B
8:00am - 9:30am Grand Hyatt: Lone Star A
8:00am - 9:30am Grand Hyatt: Crockett A
8:00am - 9:30am Grand Hyatt: Lone Star B
8:00am - 9:30am Grand Hyatt: Crockett B
8:00am - 9:30am San Antonio Convention Center: Room 215
8:00am - 9:30am San Antonio Convention Center: Room 206 B
8:00am - 9:30am San Antonio Convention Center: Room 207 A
8:00am - 9:30am San Antonio Convention Center: Room 317
8:00am - 9:30am San Antonio Convention Center: Room 317
Session Details – Tuesday, 8:00 - 10:00 AM

**Macro Level in Organizations**

**Chair:** Chris Meyer, U. of St. Gallen

**Session Details – Tuesday, 8:00 - 9:30 AM**

- **1305** (Paper Session) - (OMT) Complexity Theory at the Macro Level
  - **Chair:** Chris Meyer, U. of Massachusetts, Amherst
  - **Organizational Scholarship as Emergent Collective Behavior** | Thomas Will, Agnes Scott College

- **1306** (Paper Session) - (OMT) The Value of Category Distinctiveness
  - **Chair:** Anand Swaminathan, Emory U.
  - **What is It Worth? Preferential Selection in Critical Endorsements of Creative Innovations** | Serden Ozcan, Copenhagen Business School

**Session Details – Tuesday, 9:30 - 10:30 AM**

- **1303** SHCS: (OMT) The Normative Pillar of the Professions
  - **Chair:** Brett Crawford, Copenhagen Business School; John Branch, U. of Michigan
  - **Discussant:** Royston Greenwood, U. of Alberta

- **1304** (DRP Session) - (OMT) Legitimacy and Illegitimacy in Organizations
  - **Chair:** Sébastien Mena, U. of Lausanne
  - **Industrial Turmoil: The Emergence of New Organizational Forms in the Online News Community** | Matthew Weber, Duke U.; Peter R. Monge, U. of Southern California
  - **The Role of Semantic Fit in Shaping Legitimacy for Service Offerings** | Shaz Ansari, U. of Cambridge; Roy Venting, ICSB Strategy and Marketing, Juliane Reinecke, U. of Warwick
  - **Status, Stigma, and Safety Valves: Renegotiating Settlements on the Contested Practice of MMA** | Wesley Helms, York U.; Karen D. W. Patterson, U. of New Mexico

- **1307** SHCS: (OMT, BPS, TIM) Enabling Innovation Outside the Firm
  - **Chair:** Sebastien Mena, U. of Lausanne
  - **Discussants:** Natalia Levina, New York U.; Michael L. Tushman, Harvard U.

- **Using Power-Law Science to Enhance Knowledge for Practical Relevance** | Hind Benbya, GSCM, Montpellier Business School; Bill McKeelvey, U. of California, Los Angeles

- **The Biology of Business: Towards a New Business Paradigm** | David R. Hekman, U. of Wisconsin, Milwaukie

- **Social Capital: Useful but Transient** | K Sankaran, U. of Strathclyde; Catherine Demangeot, U. of Strathclyde

**Paper Sessions – Tuesday, 8:00 - 10:00 AM**

- **1308** SHCS: (OMT, OB, OCIS) Horizontal Coordination across Boundaries and Locations: New Insights from the Field
  - **Chair:** Chris Meyer, U. of Massachusetts, Amherst
  - **Organizational Scholarship as Emergent Collective Behavior** | Thomas Will, Agnes Scott College

**Program Theme:** Strategic Management and Organizations

**Research Theme:** Organizational Identity and Innovation

**Diversity:** Multinational Perspectives on Strategy
Organizers: Katherine C. Kellogg, Massachusetts Institute of Technology; Julia DiBenigno, Massachusetts Institute of Technology
Discussant: Linda Argote, Carnegie Mellon U.
Faultlines and Cross-Occupational Coordination in Two Hospital Units | Julia DiBenigno, Massachusetts Institute of Technology; Katherine C. Kellogg, Massachusetts Institute of Technology
Sustaining Expertise Coordination in Fast-Response Organizations | Samer Faraj, McGill U.; Ruthanne Huisung, McGill U.
Knowledge Creation in Global Product Development Networks: Structuring Captive Offshore Centers | Paul M. Leonard, Northwestern U.; Diane E Bailey, U. of Texas, Austin
Group Engagement as the Process through Which Mutual Focus of Attention Emerges and Is Sustained | Anca Metiu, ESSEC; Nancy Rothbard, U. of Pennsylvania
Speaker: Jody Hoffer Gittell, Brandeis U.

1309 | (Paper Session) - (ONE) Certifications, Standards and Supply Chains; The Natural Environment and Competitive Strategy
8:00am - 9:30am Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 1309
Chair: Ivan Montiel, Loyola Marymount U.
Corporate Responsibility Initiatives: Resources Appropriation vs Strategy Infusion | Ruthairat Protpakorn, Pennsylvania State U.
Choosing among Competing Sustainability Certifications: An Exploratory Analysis of Producer Adoption | Andrea Maria Prado, New York U.
Key Capabilities for Ensuring Compliance with Voluntary Sustainability Standards in Value Chains | Jörg H. Grimm, U. of St. Gallen; Joerg S. Hofstetter, U. of St. Gallen

1310 | (DRP Session) - (SAP) Strategy Work: Exploring Possibilities for a Multilevel Perspective
8:00am - 9:30am San Antonio Convention Center: Room 212A
Tweet this session: #AOM2011 1310
Facilitator: Julia Balogun, Lancaster U.
Corporate Strategy, Chief Strategy Officer Type, And Firm Performance: A Knowledge Based-View | Markus Menz, U. of St. Gallen; Sotirios Paroutis, U. of Warwick; Duncan Angwin, U. of Warwick
Impetus and Definition: The Way NEDs are Involved and Exercise Power and Influence in SDMPs | Michael Ruess, Jacobs U. Bremen
Formalization as Antecedent to Upward Strategizing of Middle Managers in Strategic Planning | Carola Wolf, U. of St. Gallen
A Strategy as Practice Lens on Organizational Change Cynicism and Middle Manager Strategy Commitment | Lisa Barton, Leicester Business School; Veronica Ambrosini, Birmingham U.
Strategy in Practice: Re-Categorising Tour Guides as Strategists | Katie Best, BPP U.

1311 | (DRP Session) - (SIM) Business Government Relations: Corporate Political Activity
8:00am - 9:30am Marriott Rivercenter: Conference Room 17
Tweet this session: #AOM2011 1311
Chair: Lianne Lefsrud, U. of Alberta
A Variety of Firm Responses to New Labor Legal Environment in China | Sunwook Chung, Cornell U.
Google in (and out of) China: Hegemony, Human Rights and International Trade | Glen Whelan, Nottingham U.
Corporate Electioneering and Political Morality | Miguel Angel Alzola, Fordham U.
Corporate Tax Evasion, Corruption And Reciprocity: From The Distributive Justice Perspective | Seung-Hyun Lee, U. of Texas, Dallas; Omer N. Gokalp, U. of Texas, Dallas

1312 | (DRP Session) - (SIM) Business Government Relations: Public Affairs, Regulations and Firm Performance
8:00am - 9:30am Marriott Rivercenter: Salon B
Tweet this session: #AOM2011 1312
Chair: Miguel Rivera-Santos, Babson College
The Value of Unregulated Business-NGO Interaction: A Deliberative Perspective | Dorothea Baur, Nottingham U.; Daniel Arenas, ESADE-Ramon Llull U.
Wealth, Culture and Corruption Revisited: A Longitudinal Study | Trish Ruebottom, York U.

1313 | (JS) (SIM, OMT, BPS) Organizational Legitimacy: Different Sources, Different Outcomes?
8:00am - 9:30am Marriott Rivercenter: Salon M
Tweet this session: #AOM2011 1313
Chair: Olga Voronina Hawn, Duke U.
Discussant: Kimberly D. Elsbach, U. of California, Davis
Models of Organizational Legitimacy Processes | Paul Ok, Denver U.
The Role of Competition in Social Construction of Legitimacy | Alex B. Bitekite, HEC Montreal
The Commons Problem and Industry Legitimacy in Emerging Industries | David Deeds, U. of St. Thomas
Beyond Looking Legitimate: Political Connection, International Exposure and CSR Management in China | Meng Zhao, Moscow School of Management Skolkovo

1314 | (Paper Session) - (TIM) Innovation Performance
8:00am - 9:30am San Antonio Convention Center: Room 006A
Tweet this session: #AOM2011 1314
Chair: Philippe Rouche, Blekinge Institute of Technology
Innovation and Firm Performance: The Value of Dense Versus Porous Thickets | Michael B. Heeley, Colorado School of Mines; Jeffrey G. Covin, Indiana U.
Breadth and Selectiveness: The Effect of Flexible Resource Allocation on Innovation Performance | Ronald Klingebiel,
Session Details – Tuesday, 8:00 - 10:00 AM

**1315**: (Paper Session) - (TIM) Innovation in Asia
8:00am - 9:30am San Antonio Convention Center: Room 006 B
Tweet this session: #AOM2011 1315
Chair: Daniel Engler, New York U.
Alternative Innovation Processes in China: Diffusion of Nanotechnology in Beijing and Shanghai | Ricky Leung, U. of Missouri
Development and Validation of the Organizational Creativity Inventory in a Chinese Context | Xinmei Liu, Xi’an Jiaotong U.; Yang Bai, Xi’an Jiaotong U.; Ruilu Zhang, Xi’an Jiaotong U.

**1316**: (Paper Session) - (TIM) Temporal Dynamics in Innovation
8:00am - 9:30am San Antonio Convention Center: Room 006 C
Tweet this session: #AOM2011 1316
Chair: Dorothy M. Kirkman, U. of Houston, Clear Lake
The Chicken or the Egg? The Relationship and Temporal Dynamics between Innovation and Firm Size | Jeongsik Jay Lee, Georgia Institute of Technology; Byung-Cheol Kim, Georgia Institute of Technology
Innovation Ecosystems and the Pace of Substitution: Re-examining Technology S-curves | Ron Adner, Dartmouth College; Rahul Kapoor, U. of Pennsylvania
Measuring the Trailling-end of Technological Evolution: An Empirical Study of the PC Game Industry | Ozgur Dedeaypir, Tampere U. of Technology; Adrian Hornsby, Nokia Research Center

**1317**: (DRP Session) - (TIM) Dynamics of Open Innovation
8:00am - 9:30am San Antonio Convention Center: Room 008 A
Tweet this session: #AOM2011 1317
Facilitator: Robert Anthony Edgell, American U.
Open Innovation and Firm Performance: Modestating Roles of Internal R&D and Environmental Turbulence | Kuang-Peng Hung, Ming-Chuan U.
Cooperation and Open Innovation in Emerging Economies. Study of Innovation Strategies in Russia | Daria Podmetina, Lappeenranta U. of Technology; Maria Smirnova, St. Petersburg State U.; Juha Vääntänen, Lappeenranta U. of Technology; Marko T. Torkkeli, Lappeenranta U. of Technology

**1318**: (OB) OB Division Lifetime Achievement Award
Address: Past as Prologue?
9:00am - 10:10am Grand Hyatt: Texas Ballroom B
Tweet this session: #AOM2011 1319
Chair: Jennifer A. Chatman, U. of California, Berkeley
Jennifer A. Chatman, U. of California, Berkeley;

**1319**: (OB) OB Division Lifetime Achievement Award
Address: Past as Prologue?
9:00am - 10:10am Grand Hyatt: Texas Ballroom B
Tweet this session: #AOM2011 1320
Chair: Peter G Klein, U. of Missouri

**1320**: (Paper Session) - (BPS) Contracts, Relationships and Trust: Unpacking Different Aspects of Governance
9:45am - 11:15am San Antonio Convention Center: Room 202 A
Tweet this session: #AOM2011 1321
Chair: John Stephan, Marist College
How to Motivate Joint Production? Towards the Micro-Foundations of Cooperation in Organizations | Zheng Jane Zhao, U. of Kansas
 Triggering Absorpive Capacity in Organizations: Role of CEO succession and Executive Turnover | Indu Ramachandran, U. of Texas, San Antonio
1322: (DRP Session) - (BPS) Industry Dynamics and Competitive Advantage
9:45am - 11:15am San Antonio Convention Center: Room 203 A
Facilitator: Kira Fabrizio, Duke U.
Switching Enemies from Specialist to Generalist: Product Variety Competition in Retailing | Charlotte Ren, Purdue U.; West Lafayette, Wm. Gerard Sanders, Rice U.; Ye Hu, U. of Houston
Geographic Fragmentation, Entry and the Decline of Dominant Incumbent | Latif Manral, U. of Central Oklahoma; Kathryn Rudie Harrigan, Columbia Business School
Competitive Network Characteristics as Predictors of Competitors' Actions | Keng Hsiang Cheng, National Chung Hsing U.; Yu-Ching Chiao, National Chung Hsing U.
Navigating Industry Convergence: A Contingency Model of Competitive Aperture and Firm Performance | Sean Tsuhsiang Hsu, U. of Pittsburgh

1323: (DRP Session) - (BPS) Top Management Teams and Compensation
9:45am - 11:15am San Antonio Convention Center: Room 203 B
Facilitator: Mathias Arrefelt, Arizona State U.
Option Exercisability, Investment Visibility, and Firm Investment Behavior | David Souder, U. of Connecticut; Philip Bromiley, U. of California, Irvine
Playing to Win or Playing Not to Lose: The Role of Regulatory Focus in TMT Strategic Dynamism | Philip T. Roundy, U. of Texas, Austin
The Contingent Value of Internal and External Knowledge Acquisition on TMT Ambidextrous Orientation | Mariano L.M. Heyden, Erasmus U. Rotterdam
Benefitting from Organization: How Committee Decisions Can Be Organized to Increase Profits | Michael Christensen, U. of Southern Denmark; Thorbjørn Knudsen, U. of Southern Denmark; Kannan Srikanth, Indian School of Business

1324: (Paper Session) - (BPS) Technology and Competitive Overlap
9:45am - 11:15am San Antonio Convention Center: Room 204 A
Tweet this session: #AOM2011 1324
Chair: James Costantini, INSEAD
Technology Overlap and the Acquisition of External Technology by Leaders versus Laggards | Joshua Sears, U. of Illinois, Urbana-Champaign
It Takes Two to Continue to Tango: A Two-Sided View on Post-M&A Supplier-Buyer Tie Continuation | Youtha Cuyvers, U. of Hong Kong; Xavier Martin, Tilburg U.
Dominant Design, Composito Desiderata, and The Follower’s Dilemma | Nicholas Argyres, Washington U. in St. Louis; Lyda S. Bigelow, U. of Utah

1325: (Paper Session) - (BPS) Dynamic Fit between the Firm and Its Environment
9:45am - 11:15am San Antonio Convention Center: Room 204 B
Chair: Shaz Ansari, U. of Cambridge
Corporate Social and Environmental Responsibility Practices and Performance in Europe | Olivier Furrer, Radboud U. Nijmegen; Carolyn P. Egi, Simon Fraser U.; David A. Ralston, U. of Oklahoma; Wade Danis, Georgia State U.; Knud Sinding, U. of Southern Denmark; Jean-Pascal Gond, HEC Montreal; Nicola Berg, U. of Hamburg; Mario Molteni, Catholic U. of the Sacred Heart - Milan; Tomasz Ochinoowski, Warsaw U.; Francisco B. Castro, U. of Porto; Irina Naoumova, U. of Hartford; Amandine Furrer-Perrinjaquet, Unilever; Tsvifk Dalgic, UTD; Frances E Bowen, Queen Mary U. of London; Ruth Alas, Estonian Business School
'Good' and 'Evil': The Relationship between CSR and Corporate Political Activity | Brian Kelleher Richter, Richard Ivey School of Business
Strategic Congruence between Community-Focused Strategies and Profit Maximization | Andrea Fosfuri, U. of Carlos III de Madrid; Marco Giarratana, U. Carlos III de Madrid; Esther Roca, U. Carlos III de Madrid
Testing the Law of Requisite Complexity | Effthimos Poulis, Norwich Business School; Paul Ronald Jackson, U. of Manchester; Konstantinos Poulis, U. of Essex

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

Technology and Competitive Overlap
9:45am - 11:15am San Antonio Convention Center: Room 204 B
Organizers: Stefano Brusoni, Bocconi U.; Daniella Laureiro-Martinez, Bocconi U.
Discussants: Anita McGahan, U. of Toronto; Stefano Brusoni, Bocconi U.
The Innovative Brain: A Neural Signature | Daniella Laureiro-Martinez, Bocconi U.; Stefano Brusoni, Bocconi U.; Maurizio Zollo, Bocconi U.; Nicola Canessa, San Raffaele U.; Stefano Cappa, San Raffaele U.
1327 ☛ JS: (BPS, OMT) Securities Analysts in Management Practice and Research
9:45am - 11:15am San Antonio Convention Center: Room 201
Tweet this session: #AOM2011 1327
Chairs: Guoli Chen, INSEAD; Yu Zhang, U. of California, Irvine
Discussant: Margarete F Wiersema, U. of California, Irvine
Exploration, Exploitation and Analysts: Are Firms Rewarded for Ambidexterity? | Mary J. Benner, U. of Minnesota; Yoonhee Cecile Choi, U. of Minnesota, Twin Cities
Learning from Unsynchonized Feedbacks in Capital Market and Product Market | Yu Zhang, U. of California, Irvine; Yan Gong, U. of California, Irvine
Managerial Discretion and Market Reaction: Analysts’ Responses to Management Earnings Guidance | Guoli Chen, INSEAD; Craig Crossland, U. of Texas, Austin
Global Securities Analysts’ Evaluations of Family Firms in Emerging Markets | Young-Chul Jeong, U. of Illinois, Urbana-Champaign; Xiaowei Luo, INSEAD

1328 ☛ ☛: (Paper Session) - (CAR) Work Family Enrichment, Conflict and Life Balance
9:45am - 11:15am Grand Hyatt: Lone Star B
Tweet this session: #AOM2011 1328
Chair: Corinne Post, Lehigh U.
The Impact of Job Insecurity on Career-Specific Parenting Behaviors and Youths’ Career Self-Efficacy | Xiuxi Zhao, National U. of Singapore

1329 ☛ ☛: (Paper Session) - (CAR) Does ‘Knowing Who’ Still Matter?
9:45am - 11:15am Grand Hyatt: Presidio B
Tweet this session: #AOM2011 1329
Chair: Shelly McCallum, Saint Mary’s U. of Minnesota
Over-identification and Distress: Examining the Moderating role of Self-esteem and Social Support | Cindy Wu, Baylor U.; David K Pooler, Baylor U.
The Relationship Between Networking Behaviors and the Big Five Personality Dimensions | Hans-Georg Wolff, U. of Erlangen, Nuremberg; Sowon Kim, IESE Business School

1330 ☛ CAU: (CAU) Career Theory as a Form of Organizational Scholarship
9:45am - 11:15am Hilton Palacio del Río: La Duquesa North
Tweet this session: #AOM2011 1330
Organizers: Hugh P. Gunz, U. of Toronto; Jeffrey H. Greenhaus, Drexel U.

1331 CAU: (CAU) Complexity Theory in Organizational Research: Gathering Empirical Researchers
9:45am - 11:15am Hilton Palacio del Río: La Duquesa South
Tweet this session: #AOM2011 1331
Organizers: Russ Marion, Clemson U.; William R. Hanson, Anderson U.

1332 CAU: (CAU) Taking Management Research to (and Between) the Next Level: A Meso-Paradigm Research Agenda
9:45am - 11:15am Hilton Palacio del Río: La Reina North & Center
Tweet this session: #AOM2011 1332
Organizers: Ted A. Paterson, U. of Nebraska, Lincoln; Erin Bass, U. of Nebraska, Lincoln
Participants: Kimberly B. Boal, Texas Tech U.; Subrata Chakraborty, U. of Nebraska, Lincoln; Katherine Klein, U. of Pennsylvania; John Mathieu, U. of Connecticut; Denise M. Rousseau, Carnegie Mellon U.; Mary Uhi-Bien, U. of Nebraska

1333 CAU: (CAU) Publishing in the Top Tier
9:45am - 11:15am Hilton Palacio del Río: La Reina South
Tweet this session: #AOM2011 1333
Caucus participants will engage in a discussion of best practices for publishing in the top tier. With the participation of journal editors and authors of published works, the caucus will focus on “best practices” advice about how to achieve excellence in research, how to create an outstanding research career, and how to avoid the pitfalls that sidetrack emerging scholars. Mitchell and Dino will briefly provide a foundational template using person-environment fit theory and then facilitate interactive dialogue between the participating journal editors, authors, and young scholars in an effort to reach into the unexplored corners of the top-tier research craft and make explicit the tacit knowledge of top tier research. This caucus is designed for graduate students, young faculty, and anyone else interested in publishing in the top tier. With respect to the 2011 Theme, the caucus will enlighten young scholars, help them balance their work efforts, and transcend the chasm between asking interesting research questions and publishing their works in a top tier journal.
Organizers: Richard N. Dino, U. of Connecticut; Ronald Mitchell, Texas Tech U.

1334 ☛ CAU: (CAU) EMONET: The Network for the Study of Emotion in Organizations
9:45am - 11:15am Hilton Palacio del Río: La Vista North & Center
Tweet this session: #AOM2011 1334
Organizer: Neal M. Ashkanasy, U. of Queensland

1335 CAU: (CAU) Strategic Management and the RMD Measure Chest Wiki
9:45am - 11:15am Hilton Palacio del Río: La Vista South
Tweet this session: #AOM2011 1335
Chairs: Brian Boyd, Arizona State U.; Steve Gove, Virginia Tech

1336: (Paper Session) - (CDP) Managing Health and Healthcare
9:45am - 11:15am Hilton Palacio del Río: Corte Real A/B
Tweet this session: #AOM2011 1336
Facilitator: Kun Huang, U. of New Mexico
→ ☛ PNP: The Effect of Outpatient Dialysis Global Budget Cap on Health Care Utilization by ESRD Patients | Ray-e Chang, National Taiwan U.; Chi-Jeng Hsieh, Oriental Institute of Technology; Robert C. Myrtle, U. of Southern California
→ ☛ HR: Genetic and Environmental Effects on Work Features and Their Relations with Well-Being and Health | Wen-Dong Li, National U. of Singapore; Richard D Arvey, National U. of Singapore

Section D 322
1337 : (Paper Session) - (CDP) Internal and External Antecedents of Proactive Market Orientation
9:45am - 11:15am Hilton Palacio del Rio: Corte Real C
Tweet this session: #AOM2011 1337
Facilitator: Henri Burgers, Queensland U. of Technology
OB: How Departmental Decision Influence Shapes Responsive and Proactive Market Orientation | Malte Brettel, RWTH Aachen U.; Monika Oswald, RWTH Aachen U.
MOC: Antecedents of Proactive Market Orientation – A Five Country Study | Monika Oswald, RWTH Aachen U.

1338 : (Paper Session) - (CDP) Career Development, Work and Job Satisfaction
9:45am - 11:15am Hilton Palacio del Rio: Corte Real D/E
Tweet this session: #AOM2011 1338
Facilitator: Alexandra Michel, U. of Heidelberg
CAR: Work-Life Stage Diversity and People Management Support for Employees | Peter Leisink, Utrecht U.; Eva Knies, Utrecht U.
CAR: The Impact of Specific and Difficult Career Visions on Job Satisfaction and Turnover Intentions | Claudia Holtschlag, U. of Barcelona; Aline D. Masuda, EADA
HR: What Matters When: A Multi-Stage Examination of Factors Contributing to Job Search Effort | Ginny L. Kidwell, U. of Kentucky; Travis J Grosser, U. of Kentucky; Brian R. Dineen, U. of Kentucky
Winner of HR Division Best Student Paper Award

1339 : (Paper Session) - (CDP) Leadership and its Trap
9:45am - 11:15am Hilton Palacio del Rio: El Mirador East
Tweet this session: #AOM2011 1339
Facilitator: Stefan Krummacker, Leibniz U. Hannover

1340 : (Paper Session) - (CDP) Succession, Job Attachment and Embeddedness
9:45am - 11:15am Hilton Palacio del Rio: El Mirador West
Tweet this session: #AOM2011 1340
Facilitator: Anders Dysvik, BI Norwegian Business School
HCM: Resonant and Dissonant Physician-Patient Relationships: Understanding Sustained, Desired Change | Loren R. Dyck, U. of La Verne

1341 : (Paper Session) - (CDP) Unknown Future: Developing Foresight and Managing Uncertainty
9:45am - 11:15am Hilton Palacio del Rio: La Espada
Tweet this session: #AOM2011 1341
Facilitator: Claire A. Simmers, Saint Joseph's U.
OMT: Becoming Aware of the Unknown: Decision Making during Strategy Implementation | Ronald Klingebiel, U. of Warwick; Arnoud De Meyer, Singapore Management U.
MOC: Integrated Differentiation: A cognitive and affective perspective to risky decision making | Magdalena Cholakova, Bocconi U.
ONE: Challenges of Using Futures Methods in Sustainable Development Projects | Angela Wilkinson, Smith School of Enterprise and the Environment; Diana Mangalagiu, REIMS Management School; John W Selsky, U. of South Florida
ONE: Environmental Awareness, Habits and Expectations for the Future of the City of Porto Alegre | Luis Felipe Machado Nascimento, PPGA - EA -UFRGS; Marcia Dutra de Barcelos, PPGA - EA -UFRGS; Carlos Alberto Frantz dos Santos, PPGA - EA -UFRGS; Daiane Muellin Neutzling, PPGA - EA -UFRGS; Marilia Bonzanini Bossi, PPGA - EA -UFRGS

1342 : (Paper Session) - (CDP) Job Embeddedness, Employment, and Managerial Performance
9:45am - 11:15am Hilton Palacio del Rio: Salón Del Rey C
Tweet this session: #AOM2011 1342
Facilitator: Mark Maltarich, Saint Ambrose U.
TIM: Stretching Role Breadth: Overachieving IT Managers in Underperforming IT Organizations | Linda M Pittenger, Case Western Reserve U.; Eugene Allen Pierce, MITRE Corporation
TIM: Why Would Employees be Supposed to Embrace Managers’ Innovation? | Hao Jiao, Beijing Normal U.; Guozhen Zhao, Rutgers U.
Session Details – Tuesday, 10:00 AM - 12:00 PM

1343: (Paper Session) - (CDP) Building an Impression and Exerting Influence
9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey N
Tweet this session: #AOM2011 1343
Facilitators: David Montgomery Long, U. of Florida
- GO: Passing as Superman: The Ideal Worker and Men's Professional Identities | Erin Marie Reid, Harvard U.
- BPS: Managing External Aspirations: Examining Executives' Attempts to Influence Stock Market Analyses | Mark Washburn, California State U. Long Beach

1344: (Paper Session) - (CDP) Sustainability, Employment and Organizational Outcomes
9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey S
Tweet this session: #AOM2011 1344
Facilitator: Kathy Ning Shen, Abu Dhabi U.
- ONE: Understanding Employee Proenvironmental Behavior: A Test of a Theoretical Model | Laura M. Graves, Clark U.; Joseph Sarkis, Clark U.; Qinghua Zhu, Dalian U. of Technology
- ONE: Embedding Sustainability: Lending Construct Clarity through a Systematic Review | Stephanie Bertels, Simon Fraser U.; Lisa Papania, Simon Fraser U.; Daniel Papania, Simon Fraser U.
- OMT: Ownership's Consequences: The Performance Effects of Broad-based Employee Ownership in Organizations | Susanne Verena Schrader, EBS Business School

1345: (Paper Session) - (CM) Group Structure: Implications for Group Process and Outcomes
9:45am - 11:15am Grand Hyatt: Bonham C
Tweet this session: #AOM2011 1345
Chair: Melissa C. Thomas-Hunt, U. of Virginia

1346: (Paper Session) - (CMS) Entrepreneuring the Global Financial Crisis
9:45am - 11:15am Marriott Rivercenter: Salon L
Tweet this session: #AOM2011 1346
Chair: Marcos Pereira Fernandes de Barros, HEC Montreal
- Demystifying the "Entrepreneurial Mind": A Wittgensteinian Approach | Stratos E Ramoglou, Cambridge U.
- On 'Cooling out the Marks' of the Financial Markets: Recuperating Neo-Liberal Normality | Jason Glynos, U. of Essex; Robin Klinekeck, Cardiff U.; Hugh Willmott, Cardiff Business School, UK
- Rhetorical Strategies of Institutional Work: The Banking Profession and the Financial Crisis | Suhaib Riaz, U. of Ontario; Hari Bapujee, I. H. Asper School of Business; Sean Christopher Buchanan, Schulich School of Business
- Putting the Public into 'Public Interest': Lessons from the GFC for the Future of Business Schools | Todd Bridgman, Victoria U. of Wellington

1347: (Paper Session) - (DISC) Individual Differences
9:45am - 11:15am Hyatt Regency: Barco
Tweet this session: #AOM2011 1347
Discussant: John Rohrbaugh, State U. of New York, Albany
- OB: Individual-Level Experience as a Source of Dynamic Capabilities | Marc Rodenbach, RWTH Aachen U.
- OB: Guilt, Shame, and Reparative Behavior: The Effect of Proximity | Majid Ghorbani, Simon Fraser U.; Yuan Liao, Simon Fraser U.; Sinan Caykoylu, Simon Fraser U.

1348: (Paper Session) - (DISC) Tracking the Management Education Process and Outcomes
9:45am - 11:15am Hyatt Regency: Bowie A
Tweet this session: #AOM2011 1348
Discussant: Thomas P. Bradley, Tarleton State U.
- MED: Service Learning and Business Students: Moving from Me to Us to All of Us | Monika Hudson, U. of San Francisco
- MED: Knowledge Management and Implementation of Vocational Technology Courses in Institutes in Brazil | Adriana Roseli Wunsch Takahashi, U. Federal do Paraná; Maria May Gomel, CEPPAD/UFRPR

1349: (Paper Session) - (DISC) Challenges in Measuring Costs
9:45am - 11:15am Hyatt Regency: Bowie B
Tweet this session: #AOM2011 1349
Discussant: Janet L. Hartley, Bowling Green State U.
**OM:** Thought Worlds In An Intra-Organizational Supply Chain | T. T. Niranjani, Swiss Federal Institute of Technology Zurich, ETH; Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH

**OM:** An Outsourcing Model for Lead Users: An Empirical Investigation | Christos Tsisopoulos, Durham U.; Zu’bi Mohammad Al-Zu’bi, U. of Jordan

**OM:** The Price of Responsiveness: Cost Analysis of Change Orders in Make-to-Order Manufacturing | Jukka Uskonen, Aalto U.; Antti Tenhula, IE Business School

**OM:** A Duality of Knowledge: Knowledge Transfer Practices in Outsourcing Between East and West | Tom Stafford, U. of Memphis

**OCIS:** Correction of misunderstanding: The link between communication media and communication routines | Sigmund Valaker, Norwegian Defense Research Establishment

**1351:** (Paper Session) - (DISC) MNC Strategies in Developed and Developing Economies | 9:45am - 11:15am Hyatt Regency: Navarro

*Discussant: Xavier Castaño, U. of Lusanne*

- **IM:** Multinational Corporations’ Migration Strategies in Large Emerging Economies | Bou-Wen Lin, National Tsing Hua U.; Ming-Feng Ho, National Tsing Hua U.
- **IM:** Regional Integration and the International Strategies of Large European Firms | Chang Hoon Oh, Brock U.; Alan M Rugman, U. of Reading
- **IM:** Slack Resources and the Performance of State Owned Enterprises | Ciprian Stan, U. of Texas, Dallas

**1351:** (Paper Session) - (DISC) Entrepreneurship and Globalization | 9:45am - 11:15am Hyatt Regency: Llano

*Discussant: Richard L Priem, Texas Christian U.*

- **BPS:** Reconfiguring Porter’s Generic Strategies in a Virtuous World | Geoffrey G Bell, U. of Minnesota, Duluth;
  - Bruno Dyck, U. of Manitoba; Mitchell J. Neubert, Baylor U.
- **BPS:** Strategic Categorizations of the Principal Investigator in Publicly Funded Research Projects | Conor O' Kane, U. of Otago; James A. Cunningham, National U. of Ireland - Galway;
  - Paul O’Reilly, Dublin Institute of Technology; Agnes Maciocha, Dublin Institute of Technology
- **BPS:** Answering Mintzberg’s Question: Toward Understanding the Factors Leading to Strategy Emergence | Scott D Julian, Wayne State U.; Joseph Ofori-Dankwa, Saginaw Valley State U.

**1352:** (Paper Session) - (DISC) Understanding and Using Knowledge | 9:45am - 11:15am Hyatt Regency: Mavericks B

*Discussant: Jim Nelson, Southern Illinois U. Carbondale*

- **OCIS:** An Empirical Investigation of Internal Markets as a Sourcing Option for the Delivery of IS Services | Andrea Carugati, Aarhus U.; Lapo Mola, U. of Verona; Jacques Bulchand-Gidumal, U. of Las Palmas de Gran Canaria
- **OCIS:** Boundaries of Identity in the Upwards Flow of Strategic Knowledge | Nina Bauer, NOVA School of Business and Economics; Joao Cunha, U. Nova de Lisboa

**THREATIC ORIENTATION:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Entrepreneurial Finance
James A. Downing
Tweet this session:
9:45am - 11:15am San Antonio Convention Center: Room 008 B
1357 (Paper Session) - (ENT) Gender Issues in Entrepreneurship
Chair: Drganesan Ramaswamy, King Saud U.
Diffusing the Effects of Stereotype Threat on Women’s Entrepreneurial Competence Evaluations | Jeffrey M. Pollack, U. of Richmond; Jeni L. Burnette, U. of Richmond; Crystal L. Hoyt, U. of Richmond
Human Capital, Gender, and Entrepreneurial Innovativeness | Anat BarNir, U. of North Texas
1358 (DRP Session) - (ENT) New Sources of Entrepreneurial Finance
Chair: Darrel L. Sandall, Purdue U., West Lafayette
The Impact of Slack on Firm Performance: The Role of Private Equity Investors | Tom R. Vanacker, U. of Ghent; Veroniek Collewaert, Maastricht U.; Ine Paeleman, U. of Ghent
Growth and Venture Capital Selection: A Multidimensional Approach | Will Drover, SIU Carbondale
Corporate Venture Capital Performance: Is There a First-Mover Advantage? | Carol Haeussler, U. of Munich; Matthew J Higgins, Georgia Institute of Technology; Stephanie Hochhold, LMU Munich
1359 (DRP Session) - (ENT) SME Strategies and Performance
Chair: James A. Downing, U. of Illinois, Chicago
An Exploratory Study of Decline and Turnaround amongst SMEs in Finland | Nick John Collett, U. of Manchester; Naresh Pandit, U. of East Anglia; Jukka Saarikko, CM Consulting OY
Strategic Alliance Portfolio Flexibility and Satisfaction with Alliance Usage in SMEs | Louis Marino, U. of Alabama; Karen Strandholm, U. of Michigan, Dearborn; Pat H Dickson, Wake Forest U.; Jamal Maalouf, U. of Alabama; Paul Louis Drevich, U. of Alabama
Ambidexterity in SMEs: The Role of Exploration and Exploitation in Enhancing Firm Performance | Dinesh N Iyer, Ohio U.; Patrick Kreiser, Ohio U.
Success Mantra for Small and Medium Enterprises in Fiji Islands | Sonal Singh, Macquarie U.; Raghuvan Dutt Pathak, U. of the South Pacific; Himanshu Kumar Shree, Victoria U.; Azhar Kazmi, King Fahd U. of Petroleum and Minerals; David William Parker, U. of Queensland
Influence of Incentive Distribution in Start-ups Teams on Performance of Start-ups | Reddi Kotha, Singapore Management U.; Jayanth Narayanan, National U. of Singapore

THEMATICAL ORIENTATION:
TEACHING | PRACTICE | INTERNATIONAL | PROGRAM THEME | RESEARCH | DIVERSITY | BEST PAPER

Section D
326
Is Male Tokenism Bad for Women?: The Effect of Social Dominance Orientation and Tokenism on Men | Aneika L. Simmons, Sam Houston State U.

Impression Management: Means of Mitigating the Effects of Sex-Stereotyping in Organizations | Renuka Hodigere, Case Western Reserve U.

1362 (DRP Session) - (GDO) Women and Leadership Roles
9:45am - 11:15am Grand Hyatt: Travis A
Tweet this session: #AOM2011 1362
Facilitator: dt ogilvie, Rutgers U.

The Gendered Nature of (Male) Leadership: Expressive Identity Salience and Cooperation | Leire Gartzia, Northwestern U.

Who Takes the Floor and Why? Gender, Power, and Volubility in Organizations | Victoria L Breseoll, Yale U.

The Need for Legitimacy: How Firms Respond to Institutional Pressures to Appoint Women Directors | Jennifer Miner Knippen, U. of Florida; Wei Shen, Arizona State U.


1363 (Paper Session) - (GDO, IM, OB) Multi-Level Factors Impacting Women at Work in the Arab MENA Region
9:45am - 11:15am Grand Hyatt: Lone Star C
Tweet this session: #AOM2011 1363
Organizers: Charlotte M. Karam, American U. of Beirut; Fida Afiouni, American U. of Beirut
Chair: Katty Marmenout, EM Lyon
Discusssant: Dima Jamali, American U. of Beirut

Factors Influencing Women Entrepreneurs in the UAE: A Multi-Level Analysis | Robia Naguib, Sharjah U.

Factors Influencing Women's Employment Status in Jordan | Amal El-Kharouf, U. of Jordan; David Thomas Weir, Liverpool Hope U.

Challenges Facing Women Corporate and Political Leaders in the MENA Region | Ikhlas Ali Abdalla, Gulf U. of Science and Technology

Think Global Research Local: Contextual Research on Women Leaders in the Region | Lynda L Moore, Simmons College

Localizing Women’s Experiences of Academia: Multi-Level Factors at Play in the MENA | Charlotte M. Karam, American U. of Beirut; Fida Afiouni, American U. of Beirut

1364 (Paper Session) - (HCM) Physician Practice and Innovation
9:45am - 11:15am Marriott Rivercenter: Salon K
Tweet this session: #AOM2011 1364
Chair: Margarette Arndt, Clark U.

Deskilling and Adaptation Among Primary Care Physicians Using Two Work Innovations | Timothy Hoff, State U. of New York, Albany

The Cultural Complexity of Medical Groups | Ingrid M. Nembohard, Yale U.; Sara J. Singer, Harvard U.

Improving Patient Safety by Fostering an Interprofessional Learning Environment for Medical Trainees | Michal Tamuz, SUNY Downstate Medical Center; Traber Davis Giardina, Michael E. DeBakey VA Medical Center; Eric J. Thomas, U. of Texas Houston Medical School; Shalajja Menon, Michael E. DeBakey VA Medical Center; Hardeep Singh, Michael E. DeBakey VA Medical Center

1365 (Paper Session) - (HR) New Perspectives on Employee Recruiting
9:45am - 11:15am Grand Hyatt: Bonham D
Tweet this session: #AOM2011 1365
Chair: Brian W. Swider, Texas A&M U.


Complementary and Supplementary Fit During Recruitment: An Integration | Kang Yang Trevor Yu, Nanyang Technological U.

Role of Workplace Romance Policies and Procedures on Individuals' Job Pursuit Intentions | Charles A. Pierce, U. of Memphis; Katherine A. Karl, U. of Tennessee, Chattanooga; Eric Brey, U. of Memphis
Huazhong U. of Science & Technology; Li-rong Long, Huazhong U. of Science & Technology
Workplace Pay Policies, Workers' Behaviour and Gender Implications in Italian Manufacturing Firms | Edoardo Della Torre, U. of Bergamo; Luca Solar, U. degli studi di milano
Fair Pay Allocation Decisions from a Regulatory Focus Theory View | Tae-Youn Park, U. of Minnesota
Information Usage in Counter-Offer Decisions | William Iverson MacKenzie, U. of Alabama in Huntsville; Brian S. Klaas, U. of South Carolina; John A. McClendon, Temple U.

1358 : (Paper Session) - (IM) Internationalization Dynamics and Entry Mode Choice
9:45am - 11:15am San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 1368
Chair: Cordula Barzantry, Groupe ESC Toulouse Business School

Proposed Factors Influencing Entry Mode Choice Decisions | Andrea Mina, INSEAD; Bruce Tether, Brannen Gent Management School; Torre, U. of Bergamo; Kyra C. Kneis, U. of Science & Technology, U., Chico; Anthea Yan Zhang, Rice U.; Yu Li, U. of International Business and Economics; Haiyang Li, Rice U.

Internationalization | Chir Li, Imperial College Business School; Bruce Tether, Imperial College Business School; Andrea Mina, U. of Cambridge; Karl Wennberg, Stockholm School of Economics

The Dynamics of Professional Services Internationalization | Chir Li, Imperial College Business School; Bruce Tether, Imperial College Business School; Andrea Mina, U. of Cambridge; Karl Wennberg, Stockholm School of Economics

1359 : (DRP Session) - (IM) Effects of Outsourcing and Knowledge Management on Global Strategy Formulation
9:45am - 11:15am San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 1369
Chair: Thomas Roehl, Western Washington U.

Backsourcing: Beneficial Strategic Change or Strategy Failure? | Pooja Thakur, Virginia Tech
Analyzing the Outsourcing Potential in Research & Development | Lydia Bals, Copenhagen Business School; Kyra C. Kneis, Bayer Business Services; Christine Lemke, Bayer Business Services; Torben Pedersen, Copenhagen Business School

Global Strategy Formulation and Learning from the Field: Three Modes of Comparative Learning | Mary Yoko Brannen, INSEAD; Christopher John Voisey, Vlerick Leuven Gent Management School
Multinational Enterprise (MNE) Head Office Location: The Role of Institutional Quality | Regis Coeurderoy, U. de Louvain; Emmanuelle Maincent, European Commission; Alain C. Verbeke, U. of Calgary
Internationalization of Professional Service Firms and Client Organizations | Yulianni Suseno, Edith Cowan U.; Ashly H Pinnington, British U. in Dubai

1370 : (Paper Session) - (IM) Management and Governance of MNC-Subsidiary Relationships
9:45am - 11:15am San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 1370
Chair: Felipe Monteiro, U. of Pennsylvania

Autonomy Delegation to Foreign Subsidiaries by Emerging Market Multinationals | Yadong Luo, U. of Miami; Stephanie C Lu, U. of Miami; Xiongwen Lu, Fudan U.; Jinyun Sun, Fudan U.
Piloting and Adoption Responses of Strategic Initiatives within MNCs | Rhoda Davidson, U. of Geneva; Bettina Buchel, IMD
Stakeholders' Demands and Organizational Identity: Enabling Parent-Subsidiary Cooperation in an MNC | Ru-Shiun Liu, U. of Arkansas, Fayetteville; Alan E. Ellstrand, U. of Arkansas
The Evolving Geographic Scope of the MNE: Towards a Dynamic View of Regional Multinationals | Luis Vives, ESADE Business School; Rafael Lucea, George Washington U.

1371 : (Paper Session) - (IM) Cross-Cultural Comparison: Decision-Making, Leadership, and Governance Codes
9:45am - 11:15am San Antonio Convention Center: Room 210 B
Tweet this session: #AOM2011 1371
Chair: Svjetlana Madzar, U. of Minnesota

CEO-Senior Executive Dissimilarity and CEO Dismissal: The Moderating Role of Power Distance | Weiwen Li, Sun Yat-sen U.; Yuan Lu, Chinese U. of Hong Kong; Ai He, South China U. of Technology; Yuanyuan Gong, Chinese U. of Hong Kong
Linear/Nonlinear Thinking Style and Ethical Decision-Making: US versus Chinese Managers | Yongsun Paik, Loyola Marymount U.; Kevin S. Groves, Pepperdine U.; Charles M. Vance, Loyola Marymount U.; Donghong Li, Tsinghua U.
Understanding Non-Compliance with Corporate Governance Codes: Evidence from Europe | Luiz Ricardo Kabbach de Castro, U. Autònoma de Barcelona; Rafel Crespi-Cladera, U. de les Illes Balears

1372 : (IM, MED, GDO) Scientific Mindfulness
9:45am - 11:15am San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 1372
Chairs: Joerg Dietz, U. of Lausanne; Markus Vodosek, German Graduate School of Management & Law (GGS); Karsten Jonsen, IMD
Facilitator: Mark E. Mendenhall, U. of Tennessee, Chattanooga
Scientific Mindfulness and Cultural Diversity: Learning From Different Disciplines | Joerg Dietz, U. of Lausanne; Zeynep Aycan, Koc U.; Nakiye Boyacigiller, Sabanci U.; Karsten Jonsen, IMD; David C. Thomas, Simon Fraser U.; Markus Vodosek, German Graduate School of Management & Law (GGS)
Scientific Mindfulness and Global Leadership: The Case of Considering Sustainability | Sully Taylor, Portland State U.
Scientific Mindfulness in Business Teaching and Learning | Markus Vodosek, German Graduate School of Management & Law (GGS); Iris Berdrow, Bentley U.
The University of Life: Scientific mindfulness in a research program on motivation and learning | Audra I. Mockaitis,
1373 15:00: (ORP Session) - (MC) Balancing Consulting with Outcomes: Measuring Success
9:45am - 11:15am Grand Hyatt, Bonham B
Chair: Scott Comber, Dalhousie U.
Discussant: Jay Finkelman, Alliant International U.
Facilitator: Joanne C Preston, Colorado Technical U.
Consulting Implications from International OD Research: Meta-Analyses of Four Leading Publications | Celina Porod, Benedictine U.; David Klinger, Benedictine U.
Contribution of the Qualometrics Methodology to Management Consulting Research | Henri Savall, ISEOR; Veronique Zardet, ISEOR; Marc Bonnet, ISEOR; Michel Peron, ISEOR
Measuring the Creation of Value through Management Consulting: The Case of the Hidden Costs Method | Laurent Cappelletti, CNAM (Paris [France]); Florence Nogueira, U. of Montpellier; Djamel Khouatari, ISEOR
Ethical Decision-making of Accounting Students: A Western - Eastern Perspective | Yi-Hui Ho, Chang Jung Christian U.; Chieh-Yu Lin, Chang Jung Christian U.
Professor as Facilitator: Shaping an Emerging, Living System in the Classroom | David S. Bright, Wright State U.; Elizabeth Fisher-Turesky, U. of Southern Maine; Thomas Stang, Wright State U.
Nurturing the UN PRME pedagogical agenda through Natural Critical Learning Environments | Jose Manuel Alcaraz, Bama Business School; Eappen Thiruvattal, U. of Dubai; Ken Bain, Montclair State U.; Carlos Marti, Bama Business School

1374 15:00: (ORP Session) - (MED) Ethics, Leadership, and Effective Learning Environments
9:45am - 11:15am Marriott Rivercenter: Conference Room 16
Chair: James A.F. Stoner, Fordham U.
Facilitator: James A.F. Stoner, Fordham U.
Ethics Education in MBA Programs: Looking into the Beyond Grey Pinstripes Survey Data | Andreas Rasche, U. of Warwick; Ingo Schedel, U. of Erlangen, Nuremberg; Dirk Ulrich Gilbert, U. of Erlangen, Nuremberg
Ethical Decision-making of Accounting Students: A Western - Eastern Perspective | Yi-Hui Ho, Chang Jung Christian U.; Chieh-Yu Lin, Chang Jung Christian U.
Professor as Facilitator: Shaping an Emerging, Living System in the Classroom | David S. Bright, Wright State U.; Elizabeth Fisher-Turesky, U. of Southern Maine; Thomas Stang, Wright State U.
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1375 15:00: (Paper Session) - (MED) Social Responsibility and Experiential Learning in Management Development
9:45am - 11:15am Marriott Rivercenter: Salon J
Chair: Scott Comber, Dalhousie U.
Promoting CSR and Sustainable Development Through Service Learning Programs | Nicola M. Pless, ESADE; Thomas Maak, ESADE; Guenter K. Stahl, WU Vienna
MED SAGEJournal of Leadership and Organizational Studies Best Paper Award for the most significant contribution to advance leadership and organizational studies.
Humanistic Business Schools as the Way Forward - An Essay | Wolfgang Amann, Goethe U. Frankfurt; Shiban Khan, U. of St. Gallen

Surprise and Sensemaking: Understanding Anxiety in MBA Programmes | Amanda Hay, Nottingham Trent U.; John Blankinopp, U. of Teesside

1376 15:00: (MED, OB, PNW) Effects of Leader Developmental Readiness on Leader Self-Development Outcomes
9:45am - 11:15am Marriott Rivercenter: Salon C
Chair: Stefanie K. Johnson, U. of Colorado at Denver and Health Sciences Center
Discussant: Susan E. Murphy, James Madison U.
Readiness for Leader Self-Development in the Nonprofit Sector | Stefanie Putter, Colorado State U.
Developmental Readiness: An Essential Precursor of Leader Development | Rebecca J Reichard, Claremont Graduate U.; Josiah Villanueva, Claremont Graduate U.
How Does Transformational Leadership Develop Followers into Leaders? | Weichun Zhu, Pennsylvania State U.
Ready or Not: Effects of Developmental Readiness on Leader Development | Stefanie K. Johnson, U. of Colorado at Denver and Health Sciences Center

1377 15:00: (Paper Session) - (MHR) Management Practice versus Theory: Deep Lessons from Real Historic Cases
9:45am - 11:15am Marriott Riverwalk: Salon B
Chair: Roland E. Kidwell, U. of Wyoming
Discussant: Kenneth R. Thompson, DePaul U.
Looking Back at Saturn: A Different Kind of Automobile Company? | Kevin M. Kniffin, Cornell U.; Richard H Reeves-Ellington, State U. of New York, Binghamton; David Sloan Wilson, Binghamton U.
“Does it Work?” Ernest Dale Reconsidered | John Norman Davis, Hardin Simmons U.
Reconsidering Ford’s Highland Park Assembly Line: New Data versus Old Ideas | James M Wilson, U. of Glasgow
Henry Gant’s Last Hurrah 1915-1919 | Peter B. Petersen, Johns Hopkins U.

1378 15:00: (Paper Session) - (MOC) Mental Models and Goals
9:45am - 11:15am La Quinta Inn & Suites: Fiesta A&B
Chair: Gregory S. Waddell, Mid-South Christian College
Back to the Grind: How Attention Affects Satisfaction during Goal Pursuit | Andrew M. Carton, Pennsylvania State U.; Richard Larrick, Duke U.; Lionel Page, Queensland U. of Technology
Organizational Goals, Mental Models, and Performance | Michael Shayne Gary, AGSM-Australian School of Business; Miles Min-Huei Yang, U. of New South Wales; Philip W. Yetton, U. of New South Wales
Session Details – Tuesday, 10:00 AM - 12:00 PM

1379 | (DRP Session) - (MOC) Cognition in Teams
9:45am - 11:15am La Quinta Inn & Suites: Crockett West
Tweet this session: #AOM2011 1379
Facilitator: William James Fear, Cardiff U.
→ Cross Functional Teams and Organizational Risk Taking During New Product Development | Devaki Rai, Northern Illinois U.; Thorvald Haarem, Norwegian School of Management; Elisa Fredericks, Northern Illinois U.

Emotional Capability in Teams: Its Influence on the Development of Team Climate and Outcomes | Steve Stewart, Florida Atlantic U.; Ethlyn Anne Williams, Florida Atlantic U.; Stephanie L. Castro, Florida Atlantic U.; Taco Reus, Erasmus U. Rotterdam


The Impact of Communications on Transactive Memory System in Task-teams | Fangcheng Tang, Beijing Jiaotong U.

Organizer: Eric B. Dent, U. of North Carolina, Pembroke

1380 | (MOC) The Role of Context in Shaping Organizational Behavior
9:45am - 11:15am La Quinta Inn & Suites: Fiesta C
Tweet this session: #AOM2011 1380
Organizers: Laura Bororgini, U. of Rome; Silvia Dello Russo, U. of Rome
Discussant: Gary Johns, Concordia U.


Social Cognitive Theory as Reference Frame for Perceptions of Context | Laura Bororgini, U. of Rome; Silvia Dello Russo, U. of Rome; Cristina Di Tecco, U. of Rome; Michele Vecchione, U. of Rome

Leadership: Context Matters in More Ways than You Know | Richard J. Klimoski, George Mason U.

1381 | (Paper Session) - (MSR) Religion in the Workplace
9:45am - 11:15am La Quinta Inn & Suites: Crockett East
Tweet this session: #AOM2011 1381
Chair: Eric B. Dent, U. of North Carolina, Pembroke


The Effects of Religiously on Ethical Judgments | Alan G. Walker, Auburn U.; James W Smither, La Salle U.; Jason D Debode, Auburn U.

What’s the Real Problem?: Are Religious Behaviors a Bigger Issue than Faith Differences? | James E. King, U. of Alabama, Tuscaloosa

Organizer: Christina E. Shalley, Georgia Institute of Technology

The Effect of Breaks from the Creative Task on Creative Performance | Daria Tal Bigory, Technion Israel Institute of Technology; Miriam Erez, Technion Israel Institute of Technology

Cognitive Style, Team Cognitive Climate, and Employee Creativity | Pamela Tierney, Portland State U.

Role of Leader Cognitive Style in the Relationship between Team Member Heterogeneity and Creativity | Maria del Mar Bornay-Barrachina, Pablo de Olavide U.; Lucy L. Gilson, U. of Connecticut; Ramon Valle-Cabreca, Pablo de Olavide U.; Seth Spain, U. of Nebraska

Member outside Network Diversity Effect on Team Creativity: A Categorical Elaboration Model Approach | Gamze Koseoglu, Georgia Tech; Christina E. Shalley, Georgia Institute of Technology

1383 | (DRP Session) - (OB) Work to Life and Life to Work Conflict: The Role of Affect and Resource Depletion
9:45am - 11:15am Grand Hyatt: Crockett B
Tweet this session: #AOM2011 1383
Facilitator: C. Melissa Fender, Drexel U.

Testing a Model of Work-Family Enrichment: The Effects of Social Resources and Affect | Qi Ling Shi, Lingnan U.; Jiafang Lu, Hong Kong Institute of Education; Chang-qin Lu, Peking U.; Paula Brough, Griffith U.; Thomas Kallith, Australian National U.; Michael O’Driscoll, U. of Waikato; Arnold B. Bakker, Utrecht U.; Carolyn Timms, Griffith U.; Haijiang Wang, Peking U.

Linking Job Demands and Sleep Problems: The Role of External and Internal Work-Family Interference | Christoph Nohe, U. of Heidelberg; Karleinz Sonntag, U. of Heidelberg

Work-Family Conflict Crossover and the Role of Exchange Relationships at Home | David L. Taylor, Purdue U.; West Lafayette; Heidi M. Baumann, Purdue U., West Lafayette; Kelly Schwind Wilson, Purdue U., West Lafayette

Impact of Cyberloafing on Psychological Engagement | Don J.Q Chen, National U. of Singapore

1384 | (DRP Session) - (OB) Predictions and Decisions in Organizations: Affective and Cognitive Processes
9:45am - 11:15am Grand Hyatt: Crockett C
Tweet this session: #AOM2011 1384
Facilitator: James Dillon, Harvard U.

Depression and Accuracy: Evidence from the 2010 FIFA World Cup | Kriti Jain, INSEAD; Neil Bearden, INSEAD; Allan Filipowicz, INSEAD

The Who, Where, and When of Likely and Unlikely Events | Cheryl Waikslak, U. of Southern California

The Controlling and Enabling Roles of Management Control Systems in Crisis Management | Arthur Posch, WU Vienna; Johannes August Asel, WU Vienna; Gerhard Speckbacher, WU Vienna

Reducing and Exaggerating Escalation of Commitment by Option Partitioning | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jessica Y. Y. Kwong, Chinese U. of Hong Kong
1385: (DRP Session) - (OB) Perspectives on Motivation: The Role of Goals, Touch and Self-Determination
9:45am - 11:15am Grand Hyatt: Crockett D
Tweet this session: #AOM2011 1385
Facilitator: Alina Payne, U. of California, San Diego
The Person-Situation Interaction Revisited: An Achievement Goal Theory Perspective | Christina G. L. Nerstad, BI Norwegian Business School; Astrid M. Richardson, Norwegian School of Management; Glyn C. Roberts, Norwegian U. of Sport Science
Fulfilling the Need for Touch at Work | Bryan Fuller, Louisiana Tech U.; Laura Elizabeth Marler, Mississippi State U.; Marcia Simmering, Louisiana Tech U.; Susie S. Cox, McNeese State U.; Robin Cheramie, Kennesaw State U.
Reconsidering Job Design: A Self-Determination Theory Perspective | Margaret M. Luciano, U. of Connecticut
The Influence of Initial Goal Setting on Escalation of Commitment | Jong Seok Lee, Georgia State U.; Mark Keil, Georgia State U.
Goal Focused Leadership: All in Moderation | James Madison U.; Gibson-Reinemer, U. of California, San Diego
Self-Actualization | Harry G. Barkema, Erasmus U. Rotterdam; London School of Economics
Job Performance: A Cross-level Analysis | Margaret M. Luciano, U. of Connecticut
The Impact of Leaders’ In-Role and Extra-Role Performance | Jason Kanov, Western Washington U.
Predicting Participation in Collective Action: A Laboratory Simulation | Laura Erskine, Illinois State U.
Getting the Job Done: Coordinating Work through Helping Behavior | Stine Grodal, U. of Florida; Andrew Nelson, U. of Oregon; Rosanne Marie Silio, Stanford U.
The Role of Suppressing Emotional Expression in the Quality of Interpersonal Interaction | Paulo N. Lopes, Catholic U. of Portugal; John N. Nezlek, College of William and Mary; Pablo Fernández-Berrocal, Malaga U.

1386: (Paper Session) - (OB) How OCB's Fit: Decreasing Deviance and Increasing Voluntary Efforts with New Methodologies
9:45am - 11:15am Grand Hyatt: Republic A
Tweet this session: #AOM2011 1386
Chair: Brian J. Collins, U. of Southern Mississippi
• Sustainable Compassion: The Importance of Cultivating Psychological Flexibility | Paul Atkins, Australian National U.
• Moral Employees and Their Voluntary Behaviors at Work | Hao Chen, Tsinghua U.; Orlando C. Richard, U. of Texas, Dallas; David L Ford Jr, U. of Texas, Dallas; Livia Anna Markocz, U. of Texas, Dallas
• Workers’ Psychological Attachments to Non-Traditional Organizational Forms | Daan Stam, Erasmus U. Rotterdam; Mark Boons, Erasmus U. Rotterdam; Harry G. Barkema, London School of Economics

1387: (Paper Session) - (OB) The Impact of Leaders’ Styles and Attributes on Follower Attitudes and Behaviors
9:45am - 11:15am Grand Hyatt: Republic B
Tweet this session: #AOM2011 1387
Chair: Arran Caza, Wake Forest U.
The Role of Supervisor and Network Ties in Newcomers’ In-Role and Extra-Role Performance | Markku Jokisaari, Finnish Institute of Occupational Health
Humor Styles of Supervisors and Employee Outcomes: The Moderating Role of Trust in the Supervisor | Tae-Yeol Kim, CEIBS, Deog Ro Lee, Seowon U.; Noël Yuen-Shan Wong, City U. of Hong Kong
The Impact of Authentic Leadership on Followers’ Self-Actualization | Alisa Miniotaitė, ISM U. of Management and Economics
Followers Affect Linking Transformational Leadership to Job Performance: A Cross-level Analysis | Shin-guang Liang, National Taiwan U.; Shu-cheng Steve Chi, National Taiwan U.

1388: (Paper Session) - (OB) Understanding the Sources and Coping Skills Employees Use to Manage Stress
9:45am - 11:15am Grand Hyatt: Seguin B
Tweet this session: #AOM2011 1388
Chair: Constance Noonan Hadley, Harvard U.
Lunch Breaks Unpacked: The Effect of Daily Lunch Break Activities and Control Over Break on Fatigue | John P. Trougakos, U. of Toronto; Ivona Hidxeg, U. of Toronto; Bonnie Hayden Cheng, U. of Toronto
OB Division Best Paper Award
Don’t Let Your Boss Catch You Exercising at Work! Workplace Anxiety, Exercise, and Job Performance | Bonnie Hayden Cheng, U. of Toronto; Julie M. McCarthy, U. of Toronto
The Boost Effect of Vision and Excellence Values on Burning-out Employees’ Attendance | Geneviève Jourdain, HEC Montreal; Denis Chênevert, HEC Montreal

1389: (Paper Session) - (OB) Understanding Interpersonal Relationships at Work and their Relationship to Outcomes
9:45am - 11:15am Grand Hyatt: Travis C
Tweet this session: #AOM2011 1389
Chair: Wendy L. Bedwell, U. of Central Florida
Interpersonal Disconnection at Work | Jason Kanov, Western Washington U.
The Role of Participation in Collective Action: A Laboratory Simulation | Laura Erskine, Illinois State U.
Getting the Job Done: Coordinating Work through Helping Behavior | Stine Grodal, Boston U.; Andrew Nelson, U. of Oregon; Rosanne Marie Silio, Stanford U.
The Role of Suppressing Emotional Expression in the Quality of Interpersonal Interaction | Paulo N. Lopes, Catholic U. of Portugal; John N. Nezlek, College of William and Mary; Pablo Fernández-Berrocal, Malaga U.

1390: (JS) - (OB, CM) New Perspectives on Team Inputs, Processes, and Outcomes
9:45am - 11:15am Grand Hyatt: Travis C
Tweet this session: #AOM2011 1390
Chairs: Amanuel G. Tekleab, Wayne State U.; Narda Quigley, Villanova U.
Discussant: Debra L. Shapiro, U. of Maryland
From Functional Diversity to Performance: The Role of Team Processes | Ayse Karaca, Wayne State U.; Amanuel G. Tekleab, Wayne State U.; Narda Quigley, Villanova U.; Eric WK Tsang, U. of Texas, Dallas
Presenting a New Measure of Task Conflict and a Model of Conflict and Conflict Management | Thomas A. O’Neill, U. of Western Ontario; Natalie Allen, U. of Western Ontario
TUESDAY 10:00 AM - 12:00 PM

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

United States Marine Corps

Tweet this session:

9:45am - 11:15am Grand Hyatt: Bowie C

When Does Voice Lead to Exit? It Depends on Leadership

Discussant: Morgan McCall, U. of Southern California

Developing Global Leadership of Asian Executives

Mansour Javidan, Thunderbird

Cross-Cultural Themes and Issues for Executive Coaching:

Thoughts from European Coaches | William A. Gentry, Center for Creative Leadership; Lisa Prochnow, Gonzaga U.; Gina Hernez-Broome, U. of the Rockies; Leigh Allen, Center for Creative Leadership

The Complex Self-Concept of the Global Leader | Jeffrey L. Herman, Booz Allen Hamilton; Stephen J. Zaccaro, George Mason U.

Are Your Leaders Ready? How Developmental Readiness Predicts Leader Development | Bruce J. Avolio, U. of Washington; Sean Hannah, U.S. Military Academy, West Point; Adrian YL Chan, U. of Nebraska, Lincoln

What is Your Motivation for Learning? Cultural Differences and the Impact on Leader Development | Daniel Scott DeRue, U. of Michigan; Christopher G. Myers, U. of Michigan, Ann Arbor

Making Connections Award, sponsored by the OB Division

1391 ☯: (Paper Session) - (OCIS) New Directions in Global Leadership Development
9:45am - 11:15am Grand Hyatt: Lone Star E
Tweet this session: #AOM2011 1391

Chair: Christopher G. Myers, U. of Michigan, Ann Arbor; Daniel Scott DeRue, U. of Michigan

Discussant: Morgan McCall, U. of Southern California

Developing Global Leadership of Asian Executives | Mansour Javidan, Thunderbird

Cross-Cultural Themes and Issues for Executive Coaching:

Thoughts from European Coaches | William A. Gentry, Center for Creative Leadership; Lisa Prochnow, Gonzaga U.; Gina Hernez-Broome, U. of the Rockies; Leigh Allen, Center for Creative Leadership

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Are Your Leaders Ready? How Developmental Readiness Predicts Leader Development | Bruce J. Avolio, U. of Washington; Sean Hannah, U.S. Military Academy, West Point; Adrian YL Chan, U. of Nebraska, Lincoln

What is Your Motivation for Learning? Cultural Differences and the Impact on Leader Development | Daniel Scott DeRue, U. of Michigan; Christopher G. Myers, U. of Michigan, Ann Arbor

Making Connections Award, sponsored by the OB Division

1392 ☯: (OCIS) Developments in Voice Behavior Research: Mediators, Moderators, and Outcomes
9:45am - 11:15am Grand Hyatt: Seguin A
Tweet this session: #AOM2011 1392

Chair: Nathan Philip Podsakoff, U. of Arizona

Discussant: Elizabeth Wolfe Morrison, New York U.


Conditional Effects of Members’ Voice on Team Performance Trajectories | Subrahmaniam Tangirala, U. of Maryland, College Park; Matthew J Pearsall, U. of North Carolina, Chapel Hill; Gilad Chen, U. of Maryland; Brady Firth, U. of Maryland, College Park

When Does Voice Lead to Exit? It Depends on Leadership | Elizabeth McClean, Cornell U.; James R. Detert, Cornell U.; Ethan Burris, U. of Texas, Austin

1393 ☯: (OCIS) A Theoretical and Practical Exploration of Shared Leadership
9:45am - 11:15am Grand Hyatt: Bowie C
Tweet this session: #AOM2011 1393

Chair: Craig L. Pearce, Institute for Innovative Leadership

Panelists: Christina Louisa Wassenaar, Claremont Graduate U.; Edwin A. Locke, U. of Maryland, College Park; Charles C. Snow, Pennsylvania State U.; Charles C Manz, U. of Massachusetts, Amherst; Mathew J Jacob, The Boeing Company; Alex Ramthun, United States Marine Corps

1394 ☯: (Paper Session) - (OCIS) New Media and Virtual Engagement
9:45am - 11:15am San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 1394

The papers in this session examine the relationships between new media, knowledge creation, and engagement of participants.

Chair: James Howison, Carnegie Mellon U.

An Exploration of the Drivers of Online Customer Review Engagement | Susan Mudambi, Temple U.; David Schuff, Temple U.

Knowledge Sharing in Professional Virtual Communities: Moderatorship and Social Identities | Hongwei He, U. of Warwick; Nikita Kursov, U. of Warwick

The Paradoxical Influence of Social Media Affordances on Intellectual Capital Creation | Gerald C Kane, Boston College; Bijan Azad, American U. of Beirut; Ann Majchrzak, U. of Southern California; Samer Faraj, McGill U.

1395 ☯: (DRP Session) - (OCIS) Management of IT and IS in Firms
9:45am - 11:15am San Antonio Convention Center: Room 216 B
Tweet this session: #AOM2011 1395

Facilitator: Kay M Nelson, Southern Illinois U. Carbondale

Multi-Actor Perspectives On Localization-Standardization Tensions in an ICT Implementation | Petra Saskia Bayerl, Erasmus U. Rotterdam; Carolyn Axtell, U. of Sheffield; Kristina Lauche, Radboud U. Nijmegen

The Role of Time in Technological and Organizational Change Processes | Henrik Simon, EBS Business School

Adaptive Division Organizations: Co-evolving Business-IT Dialogues | Paul C van Fenema, Netherlands Defense Academy; Jan-Bert Maas, Tilburg U.


1396 ☯: (ODC) Research in Organizational Change and Development: A Conversation with Volume 19 Authors
9:45am - 11:15am San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 1396


Revisiting Social Space: Relational Thinking about Organizational Change | Victor Friedman, Max Stern Academic College of Emek Yezreel

Communication for Change: Transactional Memory Systems as Dynamic Capabilities | Luis Felipe Gomez, Texas State U.; Dawna Ballard, U. of Texas, Austin

Strategic Change and the Jazz Mindset: Exploring Practices that Enhance Dynamic Capabilities for Organizational Improvisation | Ethan S. Bernstein, Harvard U.; Frank J. Barrett, Naval Postgraduate School

Thematic Orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D

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Mapping Momentum Fluctuations During Organizational Change: A Multi-Study Validation | Karen Jansen, U. of Virginia; David A Hofmann, U. of North Carolina, Chapel Hill
Developing and Sustaining Change Capability Via Learning Mechanisms: A Longitudinal Perspective on Transformation | Tobias Fredberg, Chalmers U. of Technology; Fleming Norrgrén, Chalmers U. of Technology; A.B. Rami Shani, California Polytechnic State U.

Towards a Dynamic Description of the Attributes of Organizational Change | Guido Maes, Catholic U. Leuven; Geert van Hootegem, Catholic U. Leuven
Tipping the Balance: Overcoming Persistent Problems in Change | William A Pasmore, Columbia U.

1397 (DRP Session) - (ODC) Strategies, Tools, and Approaches for Enabling Leadership Development and Employee Engagement
9:45am - 11:15am Grand Hyatt: Travis B
Facilitator: Vanessa Urch Druskat, U. of New Hampshire
- Enabling Employee Engagement: A Closer Look | Satu Teeri, UCL; Liisa Valikangas, Aalto U.
- Using Developmental Peer Review to Promote Reflection and Change in Organizations | Davide Nicolini, U. of Warwick; Jean Hartley, U. of Warwick; Annette Stansfield, U. of Warwick; Judith M. Hurcombe, UK Local Government Improvement and Development
- The Benefits of Participative Change Management: The Introduction of CRM | Ben Emans, U. of Groningen; Jelle Bouma, U. of Groningen; Peter Verhoef, U. of Groningen
- Organisational Climate Change and Employee Engagement: A Longitudinal Study (WITHDRAWN) | Alfred Presbitero, Asian Institute of Management; Peter Langford, Macquarie U.
- Leadership Development as a Mindset: Teaching the Process of Development | Peter G Dominick, Stevens Institute of Technology; Richard R Reilly, Stevens Institute of Technology

1398 (DRP Session) - (OMT) Uncertainty and the Formation and Management of Alliances
9:45am - 11:15am San Antonio Convention Center: Room 207 A
Chair: Xiaohui Lu, National U. of Singapore
- Uncertainty and The Permeability of Organizational Boundaries: Hypotheses and Empirical Tests | Francesca Pallotti, U. of Lugano; Alessandro Lomi, U. of Lugano
- Alliance Formation and Partner Selection under Macroeconomic Uncertainty | Pooya Tavakoly, U. of Lugano; Nikolaus Beck, U. of Lugano
- Interpartner Decision Making in Alliances: Integrating Discrepancies and Internal Tensions | Rajesh Kumar, Nottingham U.; TK Das, City U. of New York
- Networks, Innovation, and Change in Japanese Electronics, 1985-98 | James R Lincoln, U. of California, Berkeley; Bernadette Doerr, U. of California, Berkeley; Didier Guillot, Chinese U. of Hong Kong

1399 (Paper Session) - (OMT) New Applications and Questions in Network Research
9:45am - 11:15am San Antonio Convention Center: Room 214 C
Chair: Binod Sundararajan, Dalhousie U.
- Prescriptions For Network Strategy: Does Pooled Cross-Section Evidence Support Them? | Joel Baum, U. of Toronto; Robin Cowan, UNU-MERIT/Maastricht U.; Nicholas Jonard, U. Luxembourg
- Network Approaches to Organization and Communication | Steffen Blaschke, U. of Hamburg; Dennis Schoeneborn, U. of Zurich; David Nils Seidl, U. of Zurich
- An Information Based View on the Performance of Dynamic Business Networks | Otto Koppius, RSM Erasmus U.; Sarita Koendjabjarie, RSM Erasmus U.; Eric van Heck, Erasmus U. Rotterdam; Peter Vervest, RSM Erasmus U.
- Affiliation Networks and Small Worlds in Wireless Telecom Standardization | Aija Elina Leiponen, Imperial College Business School

1400 (DRP Session) - (ODC) Institutions & Individuals
9:45am - 11:15am San Antonio Convention Center: Room 216 A
Chair: Jan M. W. N. Lepoutre, Vlerick Leuven Gent Management School
- Where Fools Fear to Tread: Analysts' Tenure and Performance on Banks' Stock Coverage Initiation | Matteo Prato, IESE Business School
- How Does Legitimacy Cognitively Influence Actors? | Hongwei Xu, INSEAD; Lilao Zhao, National U. of Singapore

1401 (Paper Session) - (OMT) Resource Partitioning and Organizational Forms
9:45am - 11:15am San Antonio Convention Center: Room 218
Chair: Nathan Betancourt, Erasmus U. Rotterdam
- Oppositional, Resonant and Credible Identities: Partitioning in the German Electricity Market | Min Liu, U. of Lugano; Filippo Carlo Wezel, U. of Lugano
- Organizational Form And the Survival of Retail Stores in California, 1990-2003 | Nydia MacGregor, Santa Clara U.
- Between Founding and Failure: The Role of Change Compatibility | HeeJung Jung, INSEAD

1402 (JS: OMT, BPS, ODC) Leading-edge Practices and Research for Designing Organizations Facing Dynamic, Global Environments
9:45am - 11:15am San Antonio Convention Center: Room 007 A

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

**Session D**

**Section D**

**Discussants:**
- Massachusetts Institute of Technology
- Corporate Environmental Performance

**Chair:**
- Michael L. Barnett, Oxford U.

**9:45am - 11:15am Marriott Riverwalk: Salon E**

**Client management strategies in professional services**
- Social Movements, Human Capital, and the Construction of Professions
- How to Tell or Not to Tell? Sustainable Development Strategies and Quality of Corporate Reporting
- To Tell or Not to Tell? Sustainable Development Strategies and Quality of Corporate Reporting

**1406 (Paper Session) - (PNP) Innovations in Public Management**

- Boards of Directors’ Contribution to State-Owned Companies Innovation: Andrea Calabro, Tor Vergata U.; Mariateresa Torchia, Tor Vergata U.; Marina Brogi, U. la Sapienza
- Turnaround Management Strategies in Public Systems: A Different Look at Performance: Itai Beer, U. of Haifa
- Electronic Government Service Quality and Its Outcome: A Singapore Perspective: Rohit Nishant, National U. of Singapore; Thompson SH Teo, National U. of Singapore; Shirish C Srivastava, HEC Paris
- Why Do Public Organizations Have Difficulty with Learning and Retention? Mohan P. Pokharel, U. of Washington, Bothell

**How Changes in Environmental Performance Affect Profitability**
- Nicholas J. Switanek, Northwestern U.

**Beyond Me, Myself, and I: An Upper Echelon Perspective**

**1407 (DRP Session) - (SAP) Strategy-as-Practice: From Ontology to Theory**

**Facilitator:**
- Ann Langley, HEC Montreal

- S-as-P: Appropriation of HCA Theory by the ABV – Toward Ontology of Practice of Strategy in Organizations: Marcio Luiz Marietto, Faculdade Campo Limpo Paulista - FACCAMP; Cida Sanches, Faculdade Campo Limpo Paulista - FACCAMP; Manuel Meireles, Faculdade Campo Limpo Paulista - FACCAMP
- How Changes in Environmental Performance Affect Profitability

**1408 (Paper Session) - (SIM) Corporate Governance: Trust and Transparency**

**Chair:**
- James E. Mattingly, U. of Northern Iowa

- Hedge Funds, Transparency, and Trust: Bridget L. Cameron, San Diego State U.; Lori Verstegen Ryan, San Diego State U.
- Beyond Me, Myself, and I: An Upper Echelon Perspective on CEO Humility: Cynthia E. Devers, Tulane U.; Mason A
Responsibility at the Institutional Level

Discussant: Harvard U.

It's the Thought That Will Count: Future Behavior Is Seen as

Enhancing the Ethical Consequences of Being Busy: A Dominant

Unable to Resist Temptation: How Self-Control Depletion

Chairs: London Business School; Celia Moore, U. of Rhode Island; Anthony R. Wheeler, U. of Rhode Island

1409 (Paper Session) - (SIM) Corporate Social Responsibility at the Institutional Level

9:45am - 11:15am Marriott Rivercenter: Conference Room 17

Chair: Cristina Neesham, Monash U.

Corporate Social Responsibility as a Market Governance Mechanism | Kenneth Amaeshi, U. of Edinburgh; Onyeka K Osuji, Exeter U.; Jonathan P Doh, Villanova U.

Institutional and Economic Drivers of Corporate Responsibility to Employee Stakeholders | Michelle Karen Westermann-Behaylo, American U.; Harry J Van Buren, U. of New Mexico; Shawn Berman, U. of New Mexico

Economic Markets, Collective Action, and the Big Box Retailer Problem | Brent D Beal, The U. of Texas at Tyler

Corporate Social Responsibility in Developing Countries: An Institutional Analysis | Alberto Willi, IAE - U. Austral; Stephen Brammer, U. of Warwick; Andrew I. Millington, U. of Bath

Beliefs about Social Responsibility at Work | Roni Factor, Harvard U.; Amalya L Oliver, Hebrew U. of Jerusalem; Kathleen Montgomery, U. of California, Riverside

1410 (Paper Session) - (SIM) Business Government Relations: Public Policy and Social Change

9:45am - 11:15am Marriott Rivercenter: Salon B

Chair: Joel M. Evans, Sungkyunkwan U.

Hope in Narratives of Social Change Agenity Work | Oana Branzei, U. of Western Ontario

Social Capital – A Dynamic View | Abhijit B Ghosh, McGill U.; Rajiv Nag, Georgia State U.

Social Equity as a Concern of Management: The Role of Income Inequality | Bryan W Husted, York U.

1411 (S), (SIM), (OB, CM) Cognitive Approaches to Behavioral Ethics

9:45am - 11:15am Marriott Rivercenter: Salon M

Chair: Celia Moore, London Business School; Francesca Gino, Harvard U.

Discussant: Ann Tenbrunsel, U. of Notre Dame


The Ethical Consequences of Being Busy: A Dominant Response Perspective | Dolly Chugh, New York U.; Mary Kern, Baruch College; Hee Young Kim, New York U.

Can Task Design Promote Ethical Behavior? Enhancing Ethicality through Task Variety | Rellie Rachel Derfler-Rozin, London Business School; Celia Moore, London Business School

It’s the Thought That Will Count: Future Behavior Is Seen as More Intentional than Past Behavior | Zachary Burns, U. of Chicago; Eugene M Caruso, U. of Chicago; Daniel Bartel, Columbia U.


1412 (Paper Session) - (TIM) Employees, Incentives, and Innovation

9:45am - 11:15am San Antonio Convention Center: Room 006 A

Chair: Nancy Marie Landreville, Massachusetts Institute of Technology

Do Non-Competition Agreements Lead Firms to Pursue Path-Breaking Inventions? | Raffaele Conti, Bocconi U.

When Knowledge Walks Out The Door: A Longitudinal Examination of Inventors’ Mobility across Firms | Francesco Polidoro, U. of Texas, Austin; Matt Theeke, U. of Texas, Austin

The Price of Silence: Scientists’ Trade-offs between Publishing and Pay | Henry Sauermann, Georgia Institute of Technology; Michael Roach, U. of North Carolina

1413 (Paper Session) - (TIM) Feedback and Adaptation in Innovation

9:45am - 11:15am San Antonio Convention Center: Room 006 B

Chair: John S. Chen, U. of Michigan

A Stage-Wise Approach to Investigating Performance Effects of Cycle Time Reduction | Katrin Eling, Eindhoven U. of Technology; Fred Langerak, Eindhoven U. of Technology; Abbie Griffin, U. of Utah

Organizational Learning from Product Failure and the Related Reliability of Subsequent New Products | Manpreet Hora, Georgia Institute of Technology; David Maslach, Ivey School of Business


1414 (Paper Session) - (TIM) Managing R&D

9:45am - 11:15am San Antonio Convention Center: Room 006 C

Chair: Elisa Giuliani, U. of Pisa

Measuring Multinational s’ R&D Activities in China by Patent Database | Kazuyuki Motokoshi, U. of Tokyo

Interdisciplinary Research: Dynamics and Difficulties | Paul Hibbert, Strathclyde U.; Frank Siedlok, Strathclyde U.

The Effects of Ownership Structure on Ambidextrous R&D Capability | KwangWook Gang, Lally School of Management & Technology

1415 (DRP Session) - (TIM) Modularity and New Product Development

9:45am - 11:15am San Antonio Convention Center: Room 008 A

Chair: Darlene Alexander-Houle, Hewlett Packard

Examining the Moderating Factors on the Relationship between Modularity and New Product Performance | Kwang-Peng Hung, Ming-Chuan U.; Yun-Hwa Chiang, Ming-Chuan U.
Adoption of Modular CNC Product Architecture in Industrial Robotics Industry | Raja Roy, Drexel U.

System Design and the Cost of Complexity: Putting a Value on Modularity | Alan MacCormack, Massachusetts Institute of Technology; Dan Sturtevant, Massachusetts Institute of Technology

Architecture, modularity and the role of knowledge - a multi-level exploration | Richard Tee, Imperial College London

1416 ☉ (Paper Session) - (TIM) Knowledge Creation Capabilities

9:45am - 11:15am San Antonio Convention Center: Room 203 B
Tweet this session: #AOM2011 1416
Chair: Iva Petkova, Columbia U.

Internal Capabilities, External Network Positions, and Knowledge Creation | Yin-Chi Liao, Rensselaer Polytechnic Institute; Phillip H Phan, Johns Hopkins U.

Capturing Value from Information Technology Innovation: A Demand-Based Study of Knowledge Strategies | Nelson Granados, Pepperdine U.; Ana Cristina O Siqueira, Pepperdine U.

Knowledge Base of Industrial Cluster and Start-ups’ Innovation Performance | Kun Fu, Bocconi U.

1417 ☉ JS: (TIM, ONE, ENT) The Emergence of the Cleantech Sector: Institutional Actors, Innovation, and Adoption

9:45am - 11:15am San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 1417
Organizers: Antoaneta Petkova, San Francisco State U.; Sanjay Jain, Santa Clara U.
Chair: Xin Yao, U. of Colorado, Boulder
Discussants: Michael Lenox, U. of Virginia; Wesley Sine, Cornell U.

Policy Drivers of the Direction of Entrepreneurial Activity | Jeffrey G. York, U. of Colorado, Boulder; Michael Lenox, U. of Virginia

The Determinants of Firm’s Adoption of Clean Energy Technologies | Matt Theeke, U. of Texas, Austin


Modular Regulation Creation: Lessons from the Carbon Offsets Market | Hans Nikolaus Rawhouser, U. of Minnesota, Twin Cities

Tuesday 10:10AM

1418 ☉ (OB) Making Connections Coffee

10:10am - 11:10am Grand Hyatt Texas Ballroom B
Tweet this session: #AOM2011 1418

Tuesday 11:30AM

1419 ☉ (Paper Session) - (BPS) Governance and Innovation

11:30am - 1:00pm San Antonio Convention Center: Room 201
Tweet this session: #AOM2011 1419
Chair: John G Michel, U. of Notre Dame

Just Talk? Market Responses to Strategic Plan Announcements | Richard Whittington, Said Business School;

Basak Yakis-Douglas, Oxford U.; Kwangwon Ahn, Said Business School

How Do Family Ownership, Management, and Control Affect R&D? Evidence from Family Firms in Korea | Joon Mahn Lee, U. of Pennsylvania

Managerial Insulation and Research And Development Investments: An Empirical Examination | Ravi Dharwadkar, Syracuse U.; Natarajan Balasubramanian, Syracuse U.; Sanghyun Suh, Syracuse U.

Top Management Team Attention Focus on Exploration and Exploitation: A Dynamic Perspective | Tine Buyt, U. of Antwerp; Christophe Boone, U. of Antwerp

1420 ☉ (Paper Session) - (BPS) Networks, Social Capital, and Diffusion of Knowledge

11:30am - 1:00pm San Antonio Convention Center: Room 202 A
Tweet this session: #AOM2011 1420
Chair: Michael Jensen, U. of Michigan

Informal Pressure for Corporate Charitable Activities | Weichieh Su, U. of Texas, Dallas; Zhang “John” Lin, U. of Texas, Dallas

Inducements and Spillover of New Ventures’ Utilization of Managerial Social Capital | Han Jiang, Tulane U.; Albert Cannella, Tulane U.; Jie Jiao, Tsinghua U.

Citation Footprints on the Sands of Time: An Analysis of Idea Migrations in Strategic Management | Sridhar Neur, U. of Texas, Arlington; Abdul A Rashed, U. of Texas, Arlington; Alankrita Pandey, U. of Texas, Arlington

Status and the Reproduction of Structural Holes | Guangxi Zhang, City U. of Hong Kong

1421 ☉ (DRP Session) - (BPS) Organizational Learning and Change

11:30am - 1:00pm San Antonio Convention Center: Room 202 B
Tweet this session: #AOM2011 1421
Facilitator: Aldas Pranas Kriauciunas, Purdue U.

Learning from Self and from Others: The Janus-Faced View of Learning from High Risk Variation | Stewart R. Miller, U. of Texas, San Antonio; Lorraine Eden, Texas A&M U.; Joanna Tochman Campbell, Texas A&M U.

The Emergence of Absorptive Capacity: A Revisit and Re-Conceptualization | Ieva Martinkenaite, Norwegian School of Management, Karl Joachim Breunig, Norwegian School of Management


Failure and Firm Exploration of New Products | David Maslach, Ivey School of Business

1422 ☉ (DRP Session) - (BPS) Innovation in Startups and New Ventures

11:30am - 1:00pm San Antonio Convention Center: Room 203 A
Tweet this session: #AOM2011 1422
Facilitator: Martin Ganco, U. of Minnesota

Entrepreneurial Optimism and Venture Capital Valuations | Gary Dushman, London Business School

Creative Dynamic Capability and Institutional Entrepreneurship: A Process Approach | Harry Sminia, U. of Sheffield
1423: (DRP Session) - (BPS) CEOs: Decision Making and Succession
11:30am - 1:00pm San Antonio Convention Center: Room 203 B
Facilitator: Yuri Mishina, Michigan State U.
The Unimportance of Opportunism | Ian Maitland, U. of Minnesota
Corporate Culture as Determinant of Firm Conduct and Performance: Religiosity and Buyouts | Aviad Pe’er, Rutgers U., Newark; Oliver Gottschalg, HEC Paris
Understanding and Managing the Reputational Penalties of Financial Restatements | Ivana Naumovska, Erasmus U. Rotterdam

1424: (Paper Session) - (BPS) Intra- and Inter-Industry Heterogeneity
11:30am - 1:00pm San Antonio Convention Center: Room 204 B
Chair: Carmelo Cennamo, Bocconi U.
Effect of Relative Compensation Dispersion on Mobility and Entrepreneurship of Extreme Performers | Seth Carnahan, U. of Maryland, College Park; Rajshree Agrawal, U. of Maryland; Benjamin A. Campbell, Ohio State U.
Sources of Performance Heterogeneity in the Different Nations’ Competitive Landscapes | Roberto Vassolo, Austral U.; Herman Etiennot, Austral U.; Francisco Diaz Hermelo, IAE Business School Argentina

1425: (DRP Session) - (BPS) Sociological Foundations of Corporate Governance
11:30am - 1:00pm San Antonio Convention Center: Room 212 A
Facilitator: Thomas Clarke, U. of Technology, Sydney
Corporate Ownership Structure and Managerial Relational Signaling | Hosam Zeitoun, U. of Zurich; Paolo Pamin, ETH Zurich
The Unimportance of Opportunism | Ian Maitland, U. of Minnesota
Corporate Culture as Determinant of Firm Conduct and Performance: Religiosity and Buyouts | Aviad Pe’er, Rutgers U., Newark; Oliver Gottschalg, HEC Paris
Understanding and Managing the Reputational Penalties of Financial Restatements | Ivana Naumovska, Erasmus U. Rotterdam

Session Details – Tuesday, 12:00 - 2:00 PM

TUESDAY WEDNESDAY
The Sociology of the Stranger and Global Mobility and Movement | Steve McKenna, York U.; Nadia C. DeGama, York U.
The Low Carbon Career | John Blenkinsopp, U. of Teesside; Tracy Scurry, Newcastle U.

1429 CAU: (CAR, HR, OB) The Protean Career: a Panacea for Today’s Labor Market Challenges?
11:30am - 1:00pm Hilton Palacio del Rio: La Vista South
Chair: Jon P. Briscoe, Northern Illinois U.; Nicky Dries, Katholieke U. Leuven
Discussant: Monique Valcour, EDHEC Business School
First Things First: How to Conceptualize and Measure the Protean Career (and Why) | Yehuda Baruch, Rouen Business School
Copies with an Insecure Employment Environment: The Role of Protean and Boundaryless Attitudes | Jon P. Briscoe, Northern Illinois U.; Stephanie Case Henagan, Northern Illinois U.; James Paul Burton, Northern Illinois U.
Protean Career Orientation and Person-Career Fit throughout the Attraction-Selection-Attrition Cycle | Nicky Dries, Katholieke U. Leuven; Rein De Cooman, Lessius U. College
Relationships between Protean Attitudes, Self-Mangement, Engagement and Retirement Intentions | Ans De Vos, Venrick Leuven Gent Management School

1430 CAU: (CAU) Women on Boards of Higher Education Institutions
11:30am - 1:00pm Hilton Palacio del Rio: La Duquesa North
Organizer: Diana Bilimoria, Case Western Reserve U.

1431 CAU: (CAU) In Search for Theory: What Hampers Innovation?
11:30am - 1:00pm Hilton Palacio del Rio: La Duquesa South
Organizers: Edeltraud Guenther, Technische U. Dresden; Anne-Karen Hueske, Technische U. Dresden
Facilitators: Katharina Hoelze, Berlin Institute of Technology; Peter Kesting, Aarhus U.; Martina K. Linnenluecke, U. of Queensland; Klaus Moeller, U. of St. Gallen; Lutz Preuss, Royal Holloway, U. of London; Kristin Stechemesser, Technische U. Dresden

1432 CAU: (CAU) The Humanistic Management Network
11:30am - 1:00pm Hilton Palacio del Rio: La Vista North & Center
Organizers: Michael Andreas Pirson, Fordham U.; Heiko Spitzeck, FDC - Fundacao Dom Cabral
Participants: Wolfgang Amann, Goethe U. Frankfurt; Claudia Verena Peus, Ludwig Maximilians U.; Alejo Jose G. Sison, U. of Navarra; Domenech Mele, IESE U. of Navarra; Anil K. Gupta, Indian Institute of Management, Ahmedabad; Ernst von Kimakowitz, The Humanistic Management Network; Claus Dierksmeier, Stonehill College

1433 CAU: (CAU) Enlightened Approaches to Researching Human Capital
11:30am - 1:00pm Hilton Palacio del Rio: La Vista South
Organizer: Jennifer Moss, Bellevue U.; Greg Ashley, Bellevue U.
Session organizers and participants are asked to contribute their knowledge of existing research streams in human capital with the intention of identifying thematic gaps that can be developed with future research contributions.

1434 (Paper Session) - (CDP) Management Consulting, Conflicts, and Business Growth
11:30am - 1:00pm Hilton Palacio del Rio: La Espada
Organizers: Sothiros Paroutis, U. of Warwick
MC: How Interpersonal and Task-Related Conflicts of Temporary Staff Impact Work Group Innovativeness | Thijs Broekhuizen, U. of Groningen; Thom De Vries, U. of Groningen
MC: Role of the consultant in the reduction of exclusiveness and excess of psychology in management | Vincent Cristallini, ISECOR
MC: Does One Size Fit All? Technical Assistance and Small Business Growth | Joo Hwan Seo, George Washington U.; David Tomczyk, Quimper U.; Vanessa Perry, George Washington U.; George T Solomon, George Washington U.
MC: Management Consulting in Independent Professions: Evidence from the law-related sector | Lauren Cappeletti, CNAM Paris (France); Djamel Khouatra, ISECOR; Florence Noguera, U. of Montpellier

1435 (Paper Session) - (CDP) Managerial Transformation in China: Theoretical and Empirical Research
11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey S
Organizers: Sotirios Paroutis, U. of Warwick
MC: Chinese Leader Moral Character: Scale Development and Validation | An-Chih Wang, National Taiwan U.; Ting-Ju Jack Chiang, U. of Washington; Bor-Shuan Cheng, National Taiwan U.
CAR: Guanxi and Meritocracy: the Impact of Hierarchical Guanxi on Chinese Managers’ Promotion | Yijun Xing, Beijing Jiaotong U.

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
 Session Details – Tuesday, 12:00 - 2:00 PM

1437 | JS: (CMS, IM) Is There a Place for "Place" in the Discourse on Sustainable Enterprise?
11:30am - 1:00pm Marriott Rivercenter; Salon L
Tweet this session: #AOM2011 1437
Organizers: James J Kennelly, Skidmore College; Paul Shrivastava, Concordia U.
Participants: Thomas N. Gladwin, U. of Michigan; James J Kennelly, Skidmore College; Paul Shrivastava, Concordia U.

1438 | (Paper Session) - (DISC) Commitment, Collaboration, and Communication
11:30am - 1:00pm Hyatt Regency: Blanco
Tweet this session: #AOM2011 1438
Discussant: Joan Brett, Arizona State U.
OB: Origin of Perceived Support and Commitment Profiles | Franck Biery, Caen U.; Camus Sandra, Angers U.
OB: Clash and Rapprochement of Practice and Science in Exec. Ed.: A Social Struggle to Collaborate | Olivier Louis Boucier, Case Western Reserve U.
OB: The Antecedents and Consequence of Individual Psychologically Safe Communication Climate | Jie Wang, City U. of Hong Kong; Kwok Leung, City U. of Hong Kong
OB: Exploring the Antecedents and Consequences of Group Affective Tone | Nai-Wen Chi, National Sun Yat-sen U.; Wei-Chi Tsai, National Chengchi U.

1439 | (Paper Session) - (DISC) Behavior and Control
11:30am - 1:00pm Hyatt Regency: Frio
Tweet this session: #AOM2011 1439
Discussant: Anne Flescher, U. of Toronto
OMT: Organizational Secrets | Vikas Anand, U. of Arkansas; Christopher C. Rosen, U. of Arkansas, Fayetteville; Daniel J. Slater, Union U.
OMT: Ambidexterity or Reliability? Two Approaches, One Complexity-Centered Organization Type | Sebastian Kortmann, U. Muenster; Carsten Zimmermann, U. of San Diego
OMT: When to Use Loose or Tight Networks for Innovation? Empirical Evidence | Erwin Hofman, U. of Twente; Johannes Halman, U. of Twente; Michael Song, U. of Missouri, Kansas City
OMT: Recoupling Processes in Bureaucratic Organizations: A Study of Investments in Performance Appraisals | Arjan Maarten Floriana Kozicz, U. der Bundeswehr München; Julia Brandl, U. of Innsbruck, School of Management

1440 | (Paper Session) - (DISC) Institutional Issues in International Management
11:30am - 1:00pm Hyatt Regency: Navarro
Tweet this session: #AOM2011 1440
Discussant: Xiaohua Yang, U. of San Francisco
IM: Perception of Signing an Economic Cooperation Framework Agreement with China | Hsin-Hong Kang, National Cheng Kung U.; Shu Li Huang, Shu Te U.
IM: TIM: Patent Examination at the State Intellectual Property Office in China | Stefan Wagner, ESMT European School of Management and Technology, Johannes Liesalz, BMW AG
IM: Survival of Matched-Pair Engineering Companies in Different Institutional Environments | Silvia Teuber, U. of Zurich; Uschi Backes-Gellner, U. of Zurich; Paul Ryan, King’s College; Karin Wagner, FHTW Berlin

1441 | (Paper Session) - (DISC) Managerial Impact on Change and Innovation
11:30am - 1:00pm Hyatt Regency: Segin
Tweet this session: #AOM2011 1441
Discussant: Beverly B. Tyler, North Carolina State U.
BPS: Strategic Renewal and Role Conflict: Linking Absorptive Capacity and Middle Managers’ Ambidexterity | Sebastian Fourne, Erasmus U. Rotterdam; Justin J.P. Jansen, Erasmus U. Rotterdam; Tom Mom, Erasmus U.; Slawomir Magala, Erasmus U.
TIM: The Impact of Top Management Support and Technological Distinctive Competencies on Spanish Firms | Rodrigo Martin-Rojas, U. of Granada; Victor Garcia-Morales, U. of Granada; Encarnacion Garcia-Sanchez, U. of Granada; Maria Teresa Bolivar-Ramos, U. of Granada

1442 | (Paper Session) - (ENT) Social Entrepreneurship
11:30am - 1:00pm San Antonio Convention Center: Room 007 B
Tweet this session: #AOM2011 1442
Chair: Regina Frank, Loughborough U.
An Empirical Examination of the Personal Characteristics and Motivations of Social Entrepreneurs | Kevin Clark, Villanova U.; Scott L. Newbert, Villanova U.; Narda Quigley, Villanova U.
Untangling the Attention to Social and Economic Goals of Social Entrepreneurs | Robin Stevens, U. College Ghent; Nathalie Moray, U. College Ghent
Entrepreneurial Intentions: Integrating Insights from Research on Appraisal Dimensions of Affect | Gordon Kwas Adomadza, Northeastern U.; Adenekan Dedeko, Northeastern U.

1443 | (Paper Session) - (ENT) Entrepreneurship and Innovation
11:30am - 1:00pm San Antonio Convention Center: Room 007 C
Tweet this session: #AOM2011 1443
Chair: Ralph A Heidi, Michigan State U.
Bricolage As A Path To Innovation For Resource Constrained New Firms | Julienne Marie Senyard, Queensland U. of Technology; Ted Baker, North Carolina State U.; Per Davidsson, Queensland U. of Technology
A Cross Level Study on the Role of Firm Ownership and Material Resources in Innovation Projects | Matthias Weiss, Otto Beisheim Graduate School of Management (WHU)
The Potential Advantages of Family Firms in Searching for Opportunities | James Fiet, U. of Louisville

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D
Session Details – Tuesday, 12:00 - 2:00 PM

1444 (Paper Session) - (ENT) The Performance of Family Firms
11:30am - 1:00pm San Antonio Convention Center: Room 207 D
Chair: Mike Henry, Grant MacEwan U.
Do US Publicly Listed Family Firms Outperform? A Meta-Analysis - Michael Carney, Concordia U.; Eric R Gedajlovic, Simon Fraser U.; Marc van Essen, U. Utrecht School of Economics
The Propensity to Use Nonfamily Managers' Incentive Compensation in Family Firms - Esra Memili, U. of North Carolina, Greensboro; Kaustav Misra, Saginaw Valley State U.; James J Chrisman, Mississippi State U.; Erick Paulo Cesar Chang, Arkansas State U.
The Sale of Family Firms: A Holistic Perspective - Sabine B. Klein, Otto Beisheim Graduate School of Management (WHU); Carolin Decker, Otto Beisheim Graduate School of Management (WHU)

1445 (DRP Session) - (ENT) Boards and IPOs
11:30am - 1:00pm San Antonio Convention Center: Room 208 B
Facilitator: John M Mueller, U. of Louisville
Acquisition Probability of Rivals: Information Spillovers from IPOs - Cheng-Wei Wu, Purdue U.; Jeffrey J. Reuer, Purdue U.
The Role of Relationship-Based Strategic Controls in Family Firm Innovation - Lin Ching Hsu, National Cheng Kung U.

1446 (DRP Session) - (ENT) Innovation: Organizational and Strategic Issues
11:30am - 1:00pm San Antonio Convention Center: Room 213 A
Facilitator: Abram Walton, Purdue U., West Lafayette
Product Portfolio Complexity, Absorptive Capacity and the Performance of Young, Technology Firms - Stephanie A. Fernhaber, Butler U.
The Impact of Management Innovation on Entrepreneurial Family Firms - Sascha Kraus, Utrecht U.; Mikko Pohjola, U. of Turku; Aki Koponen, U. of Turku
Business Model Innovation in an Incumbent Firm: A Configuration Perspective - Xu Han, GSM, Peking U.
The Role of Public Support to Overcome the Effects of Liability of Newness on Product Innovation - Raquel Antolin-Lopez, U. of Almeria; Jose Cespedes-Lorente, U. of Almeria; Javier Martinez-de-la-Ro, U. of Almeria; Miguel Perez-Valls, U. of Almeria
The Improvisational Entrepreneur: The role of Improvisation in Entrepreneurial Decision-Making - Lakshmi Balachandra, Boston College

1447 (DRP Session) - (ENT) Entrepreneurial Strategy: How is it Different, How is it the Same?
11:30am - 1:00pm San Antonio Convention Center: Room 217 B
Facilitator: Paul Louis Drnevich, U. of Alabama
Exploring CWB and Related HR Policies in SMEs - Isabel C. Botero, Aarhus U.; Jaclyn M. Jensen, George Washington U.
Coherence as an Alternative to Strategic Complementarity at an Entrepreneurial Firm - Adam J Bock, U. of Edinburgh
Entrepreneurs' Self-Regulatory Processes and New Venture Strategy - Robert Alan Baron, Oklahoma State U.; Corey Fox, Oklahoma State U.; William Cameron Casper, Oklahoma State U.; Keith Hmieleski, Texas Christian U.
Business Planning and Venture Level Performance: A Study of Replication and Extension - Benson Honig, McMaster U.; Mikael J Sameliussen, Stockholm School of Economics

1448 (Paper Session) - (GDO) Diversity Conceptualization and History (What Do We Know About Diversity?)
11:30am - 1:00pm Grand Hyatt: Lone Star C
Facilitator: James E. King, U. of Alabama, Tuscaloosa
Discussant: Lourdes Susaeta, IESE Business School
The “Good Manager” Over Four Decades: Stability and Change - Gary N. Powell, U. of Connecticut; D. Anthony Butterfield, U. of Massachusetts, Amherst
What Are We Learning about Organizational Diversity? - Cara Christina Maurer, U. of Western Ontario; Mary M. Crossan, U. of Western Ontario
Diversity is What You Want it to be: How Social Dominance Motives Affect Diversity Construals - Geoffrey C. Ho, U. of California, Los Angeles; Miguel M. Unzueta, U. of California, Los Angeles; Eric David Knowles, U. of California, Irvine

1449 (Paper Session) - (GDO) Gender Expression & Differences
11:30am - 1:00pm Grand Hyatt: Presidio A
Facilitator: Jakari Griffith, Salem State College
Discussant: Donna Maria Biancero, Bentley U.
Learning the Business: Effects of Gender on Socialization of Organizational Newcomers - N Rao Kowtha, Solbridge International Business School
Gender Differences in Absenteeism: A Meta-Analysis - Eric Patton, Saint Joseph’s U.; Gary Johns, Concordia U.
Intersecting Identities in Various Sectors - Monika Hudson, U. of San Francisco; Eden-Renee Pruitt, Bard College at Simons Rock

1450 (DRP Session) - (GDO) Organizational Climate and Diversity
11:30am - 1:00pm Grand Hyatt: Travis A
Facilitator: Audrey Murrell, U. of Pittsburgh
A Cross-Level Analysis of Demographic Faultlines and Diversity Climate on Job Dedication - Yun Chung, U. of Idaho; Hui Liao, U. of Maryland; Mahesh V. Subramony, Northern Illinois U.; Susan E. Jackson, Rutgers U.; Saba Colakoglu, Berry College; Yuan Jiang, Indiana-Purdue
Gender, Conflict Handling Style, and Reactions to Abusive Supervision: An Exploratory Examination | Teri Elkins, U. of Houston; Leanne E Atwater, U. of Houston; Kori Callison, U. of Houston; Zahir Latheef, U. of Houston; Kyoung Yong Kim, U. of Houston

A Meta-Analysis of Diversity Climate and Organizational Commitment and Job Satisfaction | Oscar Holmes IV, The U. of Alabama, Michael A. McDaniel, Virginia Commonwealth U.; C Justice Tillman, U. of Alabama

Another Look at the Comparative Outcomes of Workplace Sexual Harassment and Assaultion | Angela M Dionisi, Queen’s U.; Julian Barling, Queen’s U.; Kathryne Dupre, Memorial U. of Newfoundland

1451 (Paper Session) - (HCM) Survey and Ethnographic Research Methods in Healthcare Settings
11:30am - 1:00pm Marriott Rivercenter: Salon K
Chair: L Michele Issel, U. of Illinois, Chicago

Developments and Psychometric Testing of the Professional Practice Leader Questionnaire | Sara Lankshear, Relevé Consulting Services; Mickey Kerr, U. of Western Ontario; Carol A. Wong, U. of Western Ontario

The Unspoken Work of GP Receptionists: A Re-Examination of Emotion Management in Primary Care | Jenna Ward, York U.; Robert Michael McMurray, Durham U.

Validation of a Measure of Nursing Workarounds | Jonathan R. B. Halbesleben, U. of Alabama; Cheryl Rathert, U. of Missouri

1452 (Paper Session) - (HR) Changing Nature of HR’s Role in Organizations
11:30am - 1:00pm Grand Hyatt: Bonham D
Chair: Debra J. Cohen, Society for Human Resource Management

Factors Influencing HR Department Power | Jin-Feng Uen, National Sun Yat-sen U.; Shu-Yuan Chen, National Sun Yat-sen U.; Tseng-Hui Yang, National Sun Yat-sen U.

The Roles of the Chief Human Resource Officer: Exploring Time Spent and Sex Differences | Patrick Wright, Cornell U.; Ozzia A. Moore, Cornell U.; Mark Stewart, Management and Personnel Systems

Corporate Crisis: the HR Profession (R)evolution? | Elaine Fardale, Pennsylvania State U.; Jaap Pauwwe, Tilburg U.; Erasmus U.; Paul Boselie, Utrecht U.

1453 (Paper Session) - (HR) Examining Personality Validity and Measurement in Employee Selection
11:30am - 1:00pm Grand Hyatt: Lone Star D
Chair: Murray R. Barrick, Texas A&M U.

The Validity of Conscientiousness: A Test of Two Hypotheses | Jonathan Shaffer, West Texas A&M U.; Bennett E. Posthlewaite, Pepperdine U.

Measurement Variation across Primary Studies on Personality Trait-Job Performance Correlation | Lian Shao, Cornell U.

Validity Dynamics of Personality Traits in the Selection Context | Lian Shao, Cornell U.; Michael Sturman, Cornell U.
**Effectiveness**

Universal and Culturally Specific Leadership Behavior

Dorfman

Tweet this session: #AOM2011 1460

11:30am - 1:00pm San Antonio Convention Center: Room 210 B

Organizer: Florian A. Täube, EBS Business School

Discussant: John Paul MacDuffie, U. of Pennsylvania

Speakers: Gerald A. McDermott, U. of South Carolina; Marc Megel, South West Research Institute; Roger Moser, EBS Business School; Ram Mudambi, Temple U.; Ronaldo C. Parente, Rutgers U.; Salvatore Scuderi, Scuderi Group LLC

**1458** (Paper Session) - (IM) Effects of Political Economy, Sustainability, and Economic Evolution on International Management

11:30am - 1:00pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 1458

**Chair:** Susan H Godar, William Paterson U.

The Multidimensional Investment Motivations of the Post-Conflict Liberal Diaspora | Tjia M. Nielsen, George Washington U.; Liesl Riddle, George Washington U.

A Firm-Level Test of Complemenearyity and the Restrictiveness of Variants of Capitalism | Andrei Kuznetsov, U. of Central Lancashire; Marcus Jacob, European Business School

R&D as a Network of Centers of Excellence (CoE): A Sustainable Model? | Srivardhini Keshavamurthy, Indian Institute of Management, Bangalore; Rishikesha Krishnan, Indian Institute of Management, Bangalore

**1459** (Paper Session) - (IM) Alliances, Joint Ventures, and the Network Organization

11:30am - 1:00pm San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 1459

**Chair:** Malika Richards, Pennsylvania State U.

The Triadic Perspective of Alliance Formation: A Structure Balance Analysis in Dynamic Networks | Kuen-Shiou Yang, Academia Sinica, Taiwan

The Social Environment of MNCs: A Review and Integration of Institutional and Social Capital Theory | Daniel Rottig, Florida Gulf Coast U.

Networks Of Influence: Implementing Politically Sustainable Multinational Stakeholder Strategies | Lite Naray, U. of South Carolina

**1460** (SHCS) (IM) Leadership across Societies: Universal and Culturally Specific Leadership Behavior Effectiveness

11:30am - 1:00pm San Antonio Convention Center: Room 212 B

Organizer: Mary F. Sully de Luque, Thunderbird

**Chair:** Mary F. Sully de Luque, Thunderbird

Presenters: Mary F. Sully de Luque, Thunderbird; Mansour Javidan, Thunderbird; Paul J Hanges, U. of Maryland; Peter W Dorfman, New Mexico State U.
Do Maximizers Predict Better than Satisficers? - Evidence from the FIFA 2010 World Cup | Kriti Jain, INSEAD; Neil Bearden, INSEAD

The Role of Feedback, Fear, and Greed in Escalation and De-escalation of Commitment | Myeong-Gu Seo, U. of Maryland; Heajung Jung, U. of California, Los Angeles

Biased Agents, Unbiased Organizations: Can Organizations Mitigate Individual Biases? | Dimo Ringov, EDAE Business School

1467 (OB) Research in Abusive Supervision: What's on the Horizon?
11:30am - 1:00pm Grand Hyatt: Bowie A
Tweet this session: #AOM2011 1467

Chairs: Denise Marie Breaux, U. of Arkansas; K. Michele Kacmar, U. of Alabama

Discussant: Bennett J. Tepper, Georgia State U.

Abusive Supervisors’ Mood Contagion | Jenny M. Hobbler, U. of Illinois, Chicago; Jia Hu, U. of Illinois, Chicago

Why Treat People like This? Supervisor Consequences of Abusive Supervision | Maureen L. Ambrose, U. of Central Florida; Deshani B. Ganegoda, U. of Central Florida

Abusive Supervision, Subordinate Deviance and the Moderating Effects of Work Environment Structure | Marie S. Mitchell, U. of Georgia; Manuela Priesemuth, U. of Central Florida; Marshall Schminke, U. of Central Florida; Ryan M. Vogel, Southern Methodist U.

Employee Reactions to Supervisor Abuse of Customers | Rebecca L. Greenbaum, Oklahoma State U.; Mary Bardes, Drexel U.; David Mayer, U. of Michigan

1468 (OB) The Context Matters: Contingencies between Leadership Style and Leader Effectiveness
11:30am - 1:00pm Grand Hyatt: Bowie C
Tweet this session: #AOM2011 1468

Chair: Anthony P. Ammeter, U. of Mississippi

Task Interdependence, Relational Focus, and Lifecycle Stages as Contingencies to Team Leadership | Brad Harris, Texas A&M U.; Bradley L. Kirkman, Texas A&M U.

Overcoming Your Age: The Importance of Contingent Reward for Relatively Younger Leaders | Claudia Licklederer, Jacobs U. Bremen; Astrid C. Homan, VU U. Amsterdam

Meta-Analysis of Active Management-by-Exception Variability Across Leadership Contexts | Mark A. Griffin, U. of Western Australia; Zonobia Talati, U. of Western Australia

Leader Charisma in Teams: Building Trust, Enhancing Team Outcomes, and Managing Change | Christoph Nohe, U. of Heidelberg; Bjorn Michaelis, U. of Heidelberg; Jochen I. Menges, U. of Cambridge; Kartheinz Sonntag, U. of Heidelberg

1469 (OB) Work-Family Conflict and its Influence on Work Outcomes and Personal Relationships
11:30am - 1:00pm Grand Hyatt: Crockett B
Tweet this session: #AOM2011 1469

Facilitator: Susan S. Case, Case Western Reserve U.

Between You and Me: Exposing the Interpersonal Nature of Work-Nonwork Conflict | Spela Trefalt, Simmons College

Section D

THEMATIC ORIENTATION: ☑ Teaching | ☑ Practice | ☑ International | ☑ Program Theme | ☑ Research | ☑ Diversity | ☑ Best Paper

1466 (Paper Session) - (MOC) Decision Making
11:30am - 1:00pm La Quinta Inn & Suites: Fiesta A&B
Tweet this session: #AOM2011 1466

Chair: Scott Benjamin, U. of Maryland, College Park

Unconvinced but Persuaded: How Confident Advisors Influence You | Sunita Sah, Duke U.; Robert MacCoun, U. of California, Berkeley

1465 6: (Paper Session) - (MHI) Leadership, Collaboration, and Social Purpose in Radically Different Contexts
11:30am - 1:00pm Marriott Riverwalk: Salon B
Tweet this session: #AOM2011 1465

This session focuses on leadership, TMT collaboration, hierarchy, and social purpose across very different periods, cultures, and settings.

Chair: Christina Louisa Wassenaar, Claremont Graduate U.

Discussant: Peter B. Petersen, Johns Hopkins U.

Collaborative Leadership in TMTs in The Church of Jesus Christ of Latter-day Saints, 1844-Present | Mark E. Mendenhall, U. of Tennessee, Chattanooga; Andrew F. Ehat, Western Standard Publishing

Transcending Hierarchy to Facilitate Shared Leadership: The Counterculture Case of Jerry Garcia | Barry Barnes, Nova Southeastern U.; John Humphreys, Texas A&M U.-Commerce; Jennifer Oyler, Texas A&M U.; Stephanie Pane-Haden, Texas A&M U.; Milorad M. Novicevic, U. of Mississippi

Performance Logics: Notions of Self and our Attitudes towards Organizing Play | Deryk Stec, HEC Montreal

Profit Sharing in the 19th Century: History of a Controversial Remuneration System | Christophe Estay, Bordeaux école de Management; C Lakshman, Bordeaux école de Management; Jacques-Olivier Pesme, Bordeaux école de Management

1464 (DRP Session) - (OB) Work-Family Conflict and its Influence on Work Outcomes and Personal Relationships
11:30am - 1:00pm Marriott Riverwalk: Salon B
Tweet this session: #AOM2011 1464

Facilitator: Susan S. Case, Case Western Reserve U.

Between You and Me: Exposing the Interpersonal Nature of Work-Nonwork Conflict | Spela Trefalt, Simmons College
TUESDAY

Session Details – Tuesday, 12:00 - 2:00 PM

The Crossover Effect of Work-Family Conflict: The Role of Family Identity Salience | Jingliu Lu, Peking U.; Chang-qiin Lu, Peking U.
The Dual Effects of Human Resource Flexibility on Employees’ Work-Family Conflict | Nien-Chi Liu, National Central U.; Chih-Yuan Wang, National Central U.
Reducing Professional Turnover Intentions: The Importance of Work-Family Enrichment | Marcello Russo, Parthenope U. of Naples; Filomena Buonocore, Parthenope U. of Naples; Maria Ferrara, Parthenope U. of Naples

1470 | (DRP Session) - (OB) The Impact of Proactive Personality and Personal Initiative in Organizations
Chair: #AOM2011 1472
Facilitator: Jason L. Huang, Michigan State U.
The Interplay between Perspective Taking and Proactive Personality | Yuanyuan Hao, City U. of Hong Kong
Proactive Personality and Work Success: Disentangling Genetic and Environmental Influences | Wen-Dong Li, National U. of Singapore
A Closer Look at Informal Mentoring Received: A Test of Moderated Mediation Relationships | Jian Liang, Shanghai JiaoTong U.

1471 | (DRP Session) - (OB) Explaining Employee Commitment: Constructs, Processes, Measures and Impacts
Chair: #AOM2011 1474
Facilitator: Heiko Breitsohl, U. Wuppertal
The Distal Nature of Organizational Commitment: Effects of Mental Construal and Temporal Distance | Thomas E Becker, U. of Delaware; Michal Herzenstein, U. of Delaware
Temporal Translation of Constructs and Measures: Theoretical Implications and an Application (WITHDRAWN) | Omar N. Solinger, Free U. Amsterdam; Woody Van Olffen, RSM Erasmus U.; Robert A. Roe, Maastricht U.

1472 | (Paper Session) - (OB) Understanding Transformation Leaders and Unlocking the Antecedents of Transformational Leadership
Chair: #AOM2011 1472
Marshall Glenn Cobb, US Army Research Institute
Transformational Leadership and Leader Stress: A Model of Reciprocal Effects | Catherine E Connelly, McMaster U.; Kara Anne Arnold, Memorial U. of Newfoundland
Genetic Determinants of Transformational Leadership: The Mediating Role of Hope | Sankalp Chaturvedi, Imperial College London; Paraskevi T. Christoforou, National U. of Singapore
EEG Discriminant Analyses of Transformational Leadership | Pierre A. Balthazard, Arizona State U.; David A. Waldman, Arizona State U.; Robert Thatcher, Applied Neuroscience Research Institute
Personality and Charisma in Context: The Moderating Role of Situational Stress | Shaul Oreg, U. of Haifa; Yair Berson, U. of Haifa

1473 | (OB) Team Interdependence: Looking Back and Moving Forward
Chair: #AOM2011 1473
Greg L Stewart, U. of Iowa; Stephen H Courtright, U. of Iowa
The Effects of Team Interdependence on Team Processes and Performance: A Meta-Analysis | Stephen H Courtright, U. of Iowa; Abigail J Pierotti, U. of Iowa; Greg L Stewart, U. of Iowa
Team Task Interdependence: Traditional Composition versus Social Network Configurations | Eean Crawford, U. of Iowa;
Jeffery LePine, Arizona State U.
Multiple Interdependence Influences on Team Context-Empowerment Performance Relationships | Travis Maynard, Colorado State U.; John Mathieu, U. of Connecticut; Thomas Ruddy, Beekton Dickinson

1474 | (Paper Session) - (OB) The Meaning of Work and Its Effects on Performance and Deviance
Chair: #AOM2011 1474
Ernestina Giudici, Cagliari U.
The Relationships of Consultation, Participation, and Delegation with Performance and Deviance | Hettie A. Richardson, Louisiana State U.; Shannon G. Taylor, Northern Illinois U.
Crusaders and Defenders or Deviators and Violators?: The Effects of Group Pride and Respect | Shefali Patil, U. of Pennsylvania; Steven Blader, New York U.
On the Meaning of Work | Sherry E. Moss, Wake Forest U.; Brianna Barker Caza, Wake Forest U.; Arran Caza, Wake Forest U.
The Search for Meaning in (New) Work | Elliott Junco, Georgia Institute of Technology; David M. Sluss, Georgia Institute of Technology; Blake E. Ashforth, Arizona State U.

1475 | (SHCS) (OB, HR) Leadership at the Top: Exploring Behaviors and Processes of Senior Level Leaders
Chair: #AOM2011 1475
Marshall Glenn Cobb, US Army Research Institute
Transformational Leadership and Leader Stress: A Model of Reciprocal Effects | Catherine E Connelly, McMaster U.; Kara Anne Arnold, Memorial U. of Newfoundland
Leadership at the Top: Exploring Behaviors and Processes of Senior Level Leaders

THETMIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D 344
Session Details – Tuesday, 12:00 - 2:00 PM

1476 Session Type: (OB, HR) Costs of Proactivity in Organizations

11:30am - 1:00pm Grand Hyatt: Seguin A
Chair: Chak Fu Lam, U. of Michigan, Ann Arbor

Proactive Personality as a Blessing or a Curse? Relationships to Work Activities and Career Outcomes | Diane Bergeron, Case Western Reserve U.; Tiffany Schroeder, Case Western Reserve U.

When is Voice Good or Bad for Performance? | Chiahuei Wu, U. of Western Australia; Sharon K. Parker, U. of Western Australia

When Proactivity is Counterproductive: The Moderating Effects of Leadership and Motivation | Adam M. Grant, U. of Pennsylvania

Why do People Act Proactively When Proactivity is Costly? | Chak Fu Lam, U. of Michigan, Ann Arbor

Just Do Your Job, Please: Understanding Peer Reactions to Undesired Proactivity | Mark C. Bolino, U. of Oklahoma; William H. Turnley, Kansas State U.; Jaron Harvey, U. of Alabama

1477 Session Type: (Paper Session) - (OCIS) New Ways of Working with IT

11:30am - 1:00pm San Antonio Convention Center: Room 206 A
Chair: Kevin P Gallagher, Northern Kentucky U.

Pros and Cons of New Ways of Working | Lieve L. ten Brummelhuis, Erasmus U, Rotterdam; Arnold B. Bakker, Utrecht U.; Jorn Hetland, U. of Bergen


Antecedents and Consequences of Cognitive Effort During Collaboration in a Virtual World | Surinder Kahai, State U. of New York, Binghamton; Rui Huang, State U. of New York, Binghamton; Rebecca Jestece, Binghamton U.

1478 Session Type: (DRP Session) - (OCIS) IT and Interorganizational Infrastructure

11:30am - 1:00pm San Antonio Convention Center: Room 216 B
Chair: Jennifer D. Nahrgang, Arizona State U.; Frederick P. Morgeson, Michigan State U.

Discussant: Stephen J. Zaccaro, George Mason U.


The Dialectic Thinking Style of Chinese Strategic Leaders and Its Effects on Firm Performance | Hui Wang, Peking U.; Mingpeng Huang, GSM, Peking U.

Senior Leadership Teams: Changes and Stability in Structure, Behaviors, Processes, and Effectiveness | Jennifer D. Nahrgang, Arizona State U.; Frederick P. Morgeson, Michigan State U.; Roland Smith, Center for Creative Leadership; Michael Campbell, Center for Creative Leadership

1479 Session Type: (DRP Session) - (ODC) Exploring the Effect of Leadership, Justice, Secrecy, and Sensemaking on Responses to Org Change

11:30am - 1:00pm Grand Hyatt: Travis B
Chair: Birgitte Grogaard, School of Management; and Business Administration; Inger G. Stensaker, Norwegian School of Economics; and Business Administration; Helene Loe Colman, Norwegian School of Management; Birgitte Groggaard, U. of Calgary

Transformational Leadership and Change Commitment: Change Resistance and Organizational Commitment | Chih-Hsun Chuang, National Chung Hsing U.; Joung-Liang Lan, TVGH

Is It the Destination or the Journey? Unraveling Responses to Change Outcomes and Processes | Walter Scott Sherman, Texas A & M - Corpus Christi

1480 Session Type: (ODC, OB, TIM) Emergent Innovation through a Complexity Lens

11:30am - 1:00pm Grand Hyatt: Lone Star A
Chair: Michael Arena, Queens U. of Charlotte
Discussant: Andrew B. Hargadon, U. of California, Davis

Mechanisms of Emergence: Conflicting Constraints and Entanglement | Michael Arena, Queens U. of Charlotte; Craig Schreiber, Lenoir Rhyne College

Microdynamics of Emergent Innovation: Use of Informal Networks | Russ Marion, Clemson U.; Melissa McFarland, Clemson U.

Thematic Orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 12:00 - 2:00 PM

Networks of Innovation Emergence: Collective Creativity | David Sweetman, U. of Nebraska, Lincoln; Mary Uhi-Bien, U. of Nebraska

Conditions for Emergent Innovation: Enabling Complexity Dynamics | Jude G. Olson, Lockheed Martin Aeronautics Company; Ivana Mlisevic, U. of Nebraska

Cohesiveness: Tapping into Micro-Networks for Idea Generation | Alex Pentland, Massachusetts Institute of Technology; Benjamin Nathan Weber, Massachusetts Institute of Technology; Michael Arena, Queens U. of Charlotte

1481 | (Paper Session) - (OMT) Process Improvement, Organizational Learning and Innovation
11:30am - 1:00pm San Antonio Convention Center: Room 207 A
Chair: William H. A. Johnson, Pennsylvania State U., Erie
Discussant: Donald A Palmer, U. of California, Davis
Challenging Suggestion-Box Thinking in a Rapid Improvement Environment | Alan G. Robinson, U. of Massachusetts, Amherst; Dean M Schroeder, Valparaiso U.
Supply Chain Innovation through Organizational Compatibility: Mediating Role of Absorptive Capacity | Maria Jesus Saenz, Zaragoza Logistics Center; Elena Revilla, Instituto de Empresa Business School; Desiree Knoppen, Zaragoza Logistics Center

1482 | (Paper Session) - (OMT) The Role of CEOs in Organizations
11:30am - 1:00pm San Antonio Convention Center: Room 007 A
Chair: Bret Ryan Fund, U. of Colorado, Boulder
Discussant: Donald A Palmer, U. of California, Davis
Predicting Organizational Identification at the CEO Level | Donald Lange, Arizona State U.; Steven Boivie, U. of Arizona; James Westphal, U. of Michigan
The CEO as Organizational Architect: John Reed, Citibank and the Financial Crisis of the 1990s | Sarah Kaplan, U. of Toronto
Helping Other CEOs Avoid Bad Press: Impress Management Support among CEOs towards Journalists | James Westphal, U. of Michigan; Sun Hyun Park, U. of Michigan; Michael McDonald, U. of Texas, San Antonio; Mathew Hayward, U. of Colorado, Boulder
Winner of OMT Division Best Paper Award

1483 | (Paper Session) - (OMT) Trust and Reciprocity
11:30am - 1:00pm San Antonio Convention Center: Room 207 A
Chair: Joshua Marineau, U. of Kentucky

1484 | (Paper Session) - (OMT) Changing and Emerging Fields Analyzed through their Discourse
11:30am - 1:00pm San Antonio Convention Center: Room 214 B
Chair: Wei Guo, U. of Maryland, College Park
Rhetoric and Resonance: Framing Strategies for Institutionalizing New Market Conceptions | Vern Glaser, U. of Southern California; Peer C. Fiss, U. of Southern California; Mark Thomas Kennedy, U. of Southern California
Institutionalization of ambiguous issues | Aarti Sharma, U. of South Florida; Pratima Bansal, U. of Western Ontario
Identifying Collectively with a New Organizational Field: Field Cohesion in Venture Philanthropy | Lisa K. Hegenberger, IESE Business School; Johanna Mair, IESE Business School

1485 | (Paper Session) - (OMT) Tie Formation
11:30am - 1:00pm San Antonio Convention Center: Room 214 C
Chair: Eric Quintane, U. of Lugano
A Matching Theory of Embedded Interfirm Tie Formation | Andrew V. Shipilov, INSEAD; Stan X. Li, York U.; Joel A.C. Baum, U. of Toronto
Comparing Super Angels and Venture Capitalists: Network Tie Commitment, Performance, and Formation | Benjamin L. Hallen, U. of Maryland, College Park; Rory Morgan McDonald, Stanford U.
Why Different Birds Flock Together? A Social Exchange Perspective on Asymmetric Alliance Formation | Haibin Yang, City U. of Hong Kong; Guangxi Zhang, City U. of Hong Kong

Indirect Social Comparisons in the Formation of Inter-firm Networks | Helena Buhr, Northwestern U.; Aleksandra J Kacperczyk, MIT Sloan

1486 | (Paper Session) - (OMT) Organizational Responses to Social Movements
11:30am - 1:00pm San Antonio Convention Center: Room 216 A
Chair: Brandon H. Lee, London Business School
Activist Campaigns Against Markets: The Role of Identity in Localized Movement Effectiveness | Theodore L. Waldron, Baylor U.; Chad Navis, U. of Wisconsin, Madison; Greg Fisher, U. of Washington

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Corporate Perception and Evaluation of Social Movement Activism | Christian M. B. Gebhardt, Catholic U. of Eichstätt-Ingolstadt

Resolving Framing Contests: The Case of the Automotive & the Environmental Fields in Germany | Stephane Guerard, U. of Zurich; Robin Gustafsson, Aalto U.; Christoph Bode, Swiss Federal Institute of Technology Zurich, ETH

The Mouse that Roared: Exploring the Limits of Professional Institutional Power | Ken Ogata, York U.

1487  (-Paper Session) - (OMT) Contrast and Overlap in Categories
11:30am - 1:00pm San Antonio Convention Center: Room 218
Chair: Bo Kyung Kim, Southern Methodist U.

Apples to Oranges: How Category Overlap Facilitates Commensuration in an Online Market for Services | Ming D. Leung, U. of California, Berkeley

Standing Out: Category Contrast and Coherence in the Hong Kong Film Industry, 1975-1997 | Yi Tang, Hong Kong Polytechnic U.; Filippo Carlo Wessel, U. of Lugo

Categorical Contrast And Entry Into Technological Domains In The Global Semiconductor Industry | Elisa Opeti, U. of Lugo; Gianluca Carnabuci, U. of Lugo; Balazs Kovacs, U. of Lugo; Alessandro Lomi, U. of Lugo

Category Spanning and Audience Consensus on Audience Appeal:Contingency of Multiple Category Membership Effect in the Korean Film Market | Kwanwoo Kim, Yonsei U.; Chan-ung Park, Yonsei U.; Yonghyun Kim, Yonsei U.

1488  (SHCS: (OMT, ENR) The Local and The Global in Community Dynamics
11:30am - 1:00pm San Antonio Convention Center: Room 206 B
Chair: Chris Marquis, Harvard U.; Pino G. Audia, Dartmouth College

Catalysis and Transposition: The Relational Basis of Robust Regional Economies | Walter W Powell, Stanford U.; Kjersten Bunker Whittington, Stanford U

Brokerage and the Market Position of Communities | Pino G. Audia, Dartmouth College; Atul Teckchandani, California State U., Fullerton

The Institutional Logics and The Role of Community in Complex Governance Systems | Min-Dong Paul Lee, U. of South Florida; Michael Lounsbury, U. of Alberta


Place versus Space? The Evolving Impact of Geography on Foundations | Heather Haveman, U. of California, Berkeley; Christopher I. Rider, Emory U.

1489  (-Paper Session) - (ONE) Management, Learning and Motivation for Corporate Environmental Performance
11:30am - 1:00pm Marriott Riverwalk: Salon E
Chair: Gordon P. Rands, Western Illinois U.

How Top Manager Motivational Orientation Can Affect the Firm’s Environmental Strategy | Jennifer Grace Manegold, U. of Texas, Arlington

Towards a Micro-Level Explanation of the Strategic Behavior Underlying Sustainability Transitions | Floortje Alkemade, Utrecht U.; Marko Hekker, Utrecht U.; Simona Negro, Utrecht U.; Neil Thompson, Utrecht U.

The Influence of Environmental Training and Organizational Learning on Environmental Strategy | Maria Dolores Vidal-Salazar, U. de Granada; Vera Ferrón-Vilchez, U. of Granada; Jose Manuel De la Torre-Ruiz, U. of Granada
1492 ☐: (DRP Session) - (RM) Network Analysis, Simulation Modeling, and Methods in Entrepreneurship
11:30am - 1:00pm La Quinta Inn & Suites, Crockett West
Facilitator: Malcolm James Ree, Our Lady of the Lake U.
Guido Conaldi, U. of Greenwich; Alessandro Lomi, U. of Lugano; Marco Tonellato, U. of Lugano
Introducing Exponential Random Graph (ERG) models for social networks | Yuval Kalish, Tel Aviv U.
The Phenomenon of Dynamic Complexity: Development of a Measure for Simulation Models | Stefan N. Groesser, U. of St. Gallen
Finding Practical Knowledge in Entrepreneurship | Thomas P. Kenworthy, U. of Dayton; Edward McMullan, U. of Calgary

1493 ☐: (SAP, OCIS) New Strategy Texts: Exploring Emerging Textual Sites in the Practice of Strategy
11:30am - 1:00pm San Antonio Convention Center: Room 213 B
Organizers: Viviane Sergi, HEC Montreal; Chahrazad Abdallah, U. of London, Birkbeck
Discussants: François Cooren, U. de Montréal; Eero Vaara, Hanken School of Economics
Pluralizing the Study of Organizational Texts | Valérie Michaud, ESQ-UGAM
Strategic Implications of Non-Strategic Texts: The Farewell Email Genre in Consulting Firms | Dennis Schoeneborn, U. of Zurich; Swaran Sandhu, U. of Lucerne
How Strategy Texts Travel in Organizations | Virpi Sorsa, Hanken School of Economics; Pekka Pälli, Aalto U.; Piia Mikkola, U. of Vaasa
Co-creating a New Strategic Text: The Case of H&M’s Social Media Room | Viviane Sergi, HEC Montreal; Chahrazad Abdallah, U. of London, Birkbeck

1494 ☐: (Paper Session) - (SIM) BGR: Analysis of Political Activity and Corporate Governance at a National and Regional Level
11:30am - 1:00pm Marriott Rivercenter: Conference Room 15
Chair: Niki A. den Nieuwenboer, Santa Clara U.
Revisiting Civil Regulation: The Challenge of Advancing the Sustainability Agenda in Asia | Itziar Castello, CBS; Roberto Martin Nolan Galang, Ateneo de Manila U.
Influences on Corporate Governance in Sub-Saharan Africa: Actors, Strategies and Implications | Emmanuel Afolabi Adegbit, Northumbria U.; Kenneth Amaeshi, U. of Edinburgh
Relationship between Political Activities and Financial Performance in a Transition Economy | Culli Gian, City U. of Hong Kong; Jitao Li, Hong Kong U. of Science and Technology; Heli Wang, Hong Kong U. of Science and Technology

1495 ☐: (DRP Session) - (SIM) Corporate Social Responsibility at the Market and Firm Levels
11:30am - 1:00pm Marriott Rivercenter: Conference Room 17
Chair: Jennifer Mencil, U. of Minnesota, Duluth
Strategic CSR: How Firms Appropriate Value from Responsibility Activities | Sylvia Maxfield, Simmons College; Jeggoo Lee, U. of South Florida
Environmental Shock and the Timing of Market and Nonmarket Strategies | Susan Feinberg, Rutgers U.; Matthew Smith, Rutgers U.; Catherine Magelssen, Rutgers U.
The Impact of Value Chain Position on Corporate Social Performance: A Stakeholder Approach | Jeffrey Gautier, U. of Massachusetts, Amherst; Bruce Skaggs, U. of Massachusetts; Chris Meyer, U. of Massachusetts, Amherst
The Effects of CSR Contributions on Firm Performance in a Pro-Market Reform Sub-Saharan Economy | Scott D Julian, Wayne State U.; Joseph Ofori-Dankwa, Sagnaw Valley State U.
CSR as an Entrepreneurial Process of Converting Societal Values to Market Value | Xavier Hollandts, ESC Clermont Graduate School of Management; Bertrand Valiorgue, ESC Clermont Graduate School of Management

1496 ☐: (Paper Session) - (SIM) Corporate Governance and Corporate Political Activity
11:30am - 1:00pm Marriott Rivercenter: Salon B
Chair: Jeffrey Lenn, George Washington U.
Issue Salience and Firm Responsiveness to Shareholder Activism | Jonathan Nicholas Bundy, U. of Georgia; Christine Shropshire, U. of Georgia

1497 ☐: (Paper Session) - (SIM) Corporate Social Performance: Empirical Work Highlighting the Benefits of CSP
11:30am - 1:00pm Marriott Rivercenter: Salon M
Chair: Josetta McLaughlin, Roosevelt U.
Looking Good by Doing Good: The Antecedents of Media Coverage of Corporate Social Performance | Peter M. Madsen, Brigham Young U.; Zachariah Rodgers, Brigham Young U.
How Corporate Social Responsibility is Pursued Affects Firm Financial Performance | Zhi Tang, Rochester Institute of Technology; Clyde Hull, Rochester Institute of Technology; Sandra Rothenberg, Rochester Institute of Technology
1498 #: (Paper Session) - (TIM) Social Networks and Evolution
11:30am - 1:00pm San Antonio Convention Center: Room 006 A
Tweet this session: #AOM2011 1498
Chair: Maxime Robertson, Queen Mary U. of London
Does the Allocation of Intellectual Assets Affect the Organization’s Status Position? | Rebeca Mendez-Duron, U. de les Illes Balears
Network Evolution -- Is it Social Capital or Do They Just Want to Play the Same Game? | Anke Piepenbrink, Rutgers U
Presumptive and Principled Adaptation: The Role of Social Interaction | Chris J Sutter, Ohio State U.; Geoff Kistruck, The Ohio State U.; Shad S. Morris, Ohio State U.

1499 #: (Paper Session) - (TIM) Social Networks and Innovation
11:30am - 1:00pm San Antonio Convention Center: Room 006 B
Chair: Youssef Ahmad Youssef, Carleton U.
Where To Be Central and To Span Structural Holes? Knowledge Economies in Nano-Science and Technology | Daniele Rotolo, Technical U. of Bari; Simcha Jong, U. College London; Vito Albino, Technical U. of Bari
Good Ideas at Structural Holes: Is It Really All in the View? | Anne Marie Woolstenhulme, U. of Utah
Making the Most of Where You Are: Local Environments, Intra-Organizational Networks and Innovation | Russell J. Funk, U. of Michigan, Ann Arbor

1500 #: (Paper Session) - (TIM) Creating and Managing a Learning Environment
11:30am - 1:00pm San Antonio Convention Center: Room 006 C
Chair: John Kalu Osiri, Washington State U.
Interactive Learning and Required Measures: A Model for Learning Engineering Management | Quy-Jen Yeh, National Cheng Kung U.
Effect of Technology Development Mode on Firm Performance in Emerging Economy | Indrajit Mukherjee, XLRI -Xavier Labour Relations Institute, India
Cognitive Flexibility and Technology Change | Nathan Furr, Brigham Young U.

1501 #: (DRP Session) - (TIM) Determinants of Performance in New Product Development
11:30am - 1:00pm San Antonio Convention Center: Room 008 A
Chair: Gerritt Wolf, State U. of New York, Stony Brook
Intrafirm Diffusion of Technological Innovations: A Competitive Interaction Approach | Lucio Fuentelsaz, U. of Zaragoza; Jaime Gomez, U. of La Rioja; Sergio Palomas, U. de Zaragoza
Ambidextrous Capability in Product Development Proficiency and New Product Performance | Jing-Wen Huang, National Pingtung U. of Education; Yong-Hui Li, National Pingtung Institute of Commerce

Team diversity, organizational slack, and new product performance | Chung-Jen Chen, National Taiwan U.; Mo-An Chu, National Taiwan U.
Deconstructing market orientation: The interrelationships of culture, conduct and innovation | David Roach, Dalhousie U.; Joel Ryman, East Tennessee State U.; Craig Turner, East Tennessee State U.

1502 #: (TIM, OMT, ONE) Sustainable Construction in Cross-Cultural Perspective: Innovation, Standards & Institutionalization
11:30am - 1:00pm San Antonio Convention Center: Room 006 D
Chair: Eva Boxenbaum, Copenhagen Business School
Discussant: Andrew J. Hoffman, U. of Michigan
Eco-districts and Sustainable Cities – Institutionalization Through Experimentation. | Susse Georg, Copenhagen Business School; Franck Aggeri, MINES ParisTech; Gabriela Garza de Linde, Copenhagen Business School; Rebecca Pinheiro-Croisel, MINES ParisTech
Spaces of Innovation: Retrofit of Social Housing in France and the UK. | Franck Aggeri, MINES ParisTech; Libby Schweber, U. of Reading; Martin Guy Sexton, U. of Reading
Standardizing the Unknown? Eco-districts in Denmark and France. | Aurelien Acquier, ESCP Europe; Eva Boxenbaum, Copenhagen Business School; Rebecca Pinheiro-Croisel, MINES ParisTech
EU Regulations, National Standards and Innovation: Sustainable Housing in Denmark and the UK. | Libby Schweber, U. of Reading; Susse Georg, Copenhagen Business School; Martin Guy Sexton, U. of Reading; Gabriela Garza de Linde, Copenhagen Business School

Tuesday 1:15PM
1503 #: (AAA) Membership Debriefing Meeting
1:15pm - 2:45pm San Antonio Convention Center: Room 211
Tweet this session: #AOM2011 1503
Organizer: Stephanie Case Henagan, Northern Illinois U.

1504 #: (Paper Session) - (BPS) Governance in International Contexts
1:15pm - 2:45pm San Antonio Convention Center: Room 201
Chair: Karen Schnatterly, U. of Missouri at Columbia
Do It Yourself or Hire a Manager? Foreign Entrepreneur-CEO and Firm Performance | Elena Kulchua, U. of Toronto
Boards of Banks | Tom Kirchmaier, U. of Manchester

1505 #: (Paper Session) - (BPS) What Do We Really Gain from Alliances? Assessing Knowledge Flows
1:15pm - 2:45pm San Antonio Convention Center: Room 202 A
Tweet this session: #AOM2011 1505

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
TUESDAY

Session Details – Tuesday, 12:00 - 2:00 PM

1506 : (DRP Session) - (BPS) Consequences of Organizational Change
1:15pm - 2:45pm San Antonio Convention Center: Room 202 B
Facilitator: Zachary Sheaffer, Ariel U. Centre

1507 : (DRP Session) - (BPS) Collaboration for Innovation
1:15pm - 2:45pm San Antonio Convention Center: Room 203 A
Facilitator: Edward Levitas, U. of Wisconsin, Milwaukee

Contracting for Innovation: Defining Exchange that Fosters Creativity While Mitigating Opportunity | Kyle J Mayer, U. of Southern California
Technology Alliance Governance, Partner Selection, and Firm Innovativeness | Hans T. W. Frankot, City U. London

1508 : (DRP Session) - (BPS) Boards of Directors
1:15pm - 2:45pm San Antonio Convention Center: Room 203 B
Facilitator: Simon Peck, Case Western Reserve U.

Procedural Effects of Forming a Nomination Committee: A Qualitative Analysis of German Boards | Sebastian Barth, Witten; Till Talaulicar, Witten

How Do Boards of Directors Contribute to IPO Returns? An Empirical Study of a Multinational Sample | William Q Judge, Old Dominion U.; Alessandro Zattoni, SDA Bocconi; Greg Belt, U. Dallas; Krista Lewellyn, Old Dominion U.; Till Talaulicar, Witten; Jean Chen, Surrey U.; Nisha Kohli, GD Goenka World Institute; Michael A. Witt, INSEAD; Helen Wei Hu, U. of Melbourne; Dhirendra Shukla, King’s College London; Jonas Gabrielson, Lund U.; Majdi Anwar Quttainah, Rensselaer Polytechnic Institute; Sibel Yamak, Galatasaray U.; Sheila M. Puffer, Northeastern U.; Emmanuel Afolabi Adegbite, Northumbria U.; Jose Luis Rivas, ITAM; Stav Fanshmidt, Old Dominion U.; Hans Van Ees, U. of Groningen; Felix Lopez de Iturraj, U. de Valladolid; Winfried Ruigrok, U. of St. Gallen

A Tale of Two Factions in Dutch Pension Funds Boards | Dennis Veltrop, U. of Groningen; Niels Hermes, U. of Groningen; Theo J.B.M. Postma, U. of Groningen; Jakob de Haan, U. of Groningen

Technology Alliance Governance, Partner Selection, and Firm Innovativeness | Hans T. W. Frankot, City U. London

1509 : (Paper Session) - (BPS) MNCs, Market Entry, and Coordination
1:15pm - 2:45pm San Antonio Convention Center: Room 204 A
Facilitator: Manuela N. Hoehn-Weiss, U. of Washington, Bothell

An Empirical Analysis of the Determinants of FDI Mode of Entry | Martin Ruf, Mannheim U.; Shafik Hebous, Goethe U. Frankfurt

Varieties of Cooperative Strategy in International Motion Picture Co-production | Paul F Skilton, Washington State U.
The Effects of International and Business Diversification on Growth Option Value | Todd Alessandri, Northeastern U.; Anju Seth, Virginia Tech

Delegation across Institutional Boundaries: The Case of Multinational Hierarchies | Yue Maggie Zhou, U. of Maryland

1510 : (Paper Session) - (BPS) Competitive Dynamics and Competitive Heterogeneity
1:15pm - 2:45pm San Antonio Convention Center: Room 204 B

Best Paper
## 1511 SHCS (BPS, OMT, OB) Inside the Learning Curve: Tasks, Incentives, Peers, and the Dynamic Productivity of Workers

**Chair:** Walter J Ferrier, U. of Kentucky

**Discussant:** Amy C. Edmondson, Harvard U.

**Coordinator:** Lamar Pierce, Washington U. in St. Louis

### Focus or Variety in Repetitive Tasks: Short vs. Long-Term Effects
- Bradley R Staats, U. of North Carolina, Chapel Hill
- Customer-, Domain-, and Technology-Specific Learning in Outsourced Radiological Services
- Incentive Life-Cycles: Learning and the Division of Value within Firms
  - Tomasz Obolo, HEC Paris; Metin Sengul, Boston College

Learning from Peers
- Tat Y. Chan, Washington U. in St. Louis
- Jia Li, Washington U. in St. Louis
- Lamar Pierce, Washington U. in St. Louis

### 1512 (Paper Session) - (CAR) The Implications of Contextual Forces on Career Experience

**Chair:** Burak Koyuncu, Rouen Business School

- The Role of Organizational Change on Late Career and Retirement Decisions
  - Bradley R Staats, U. of North Carolina, Chapel Hill
  - Christine Bataille, Rouen Business School
- The Implications of Corporate Acquisitions for the Careers of Acquiring and Target CEOs
  - Kathleen Park, Massachusetts Institute of Technology
- Distance to the Labor Market: an Employability-based Conceptualization
  - Jesse Koen, U. of Amsterdam; Annelies Van Vianen, U. of Amsterdam

### 1513 (CAR, OB, OMT) Profiting from Career Capital: Implications of Contemporary Workers’ Careers

**Organizers:** Gina Dokko, U. of California, Davis; Svetlana Khapova, VU U. Amsterdam

### 1510

**Chair:** Walter J Ferrier, U. of Kentucky

- Competitive Dynamics of Pre-Engagement, Market Entry, and Defense
  - Peter T. Gianiodis, Clemson U.
- Network Resources and Competitive Actions: An Awareness-Motivation-Capability Perspective
  - Goce Andrevski, Queen’s School of Business, Canada; Daniel J. Brass, U. of Kentucky; Lamar J Ferrier, U. of Kentucky
- IPO, First Mover Advantage, and Product Market Competition
  - Chao Chen, Fundan U.; Wuyang Zhao, Fundan U.
- The Institutional Antecedents of Cooperation: Unraveling the Resource Munificence of Clusters
  - Luiz F. Mesquita, Arizona State U.; Laura Poppo, U. of Kansas

**Tweet this session:** #AOM2011 1510

**Discussion:**
- Gina Dokko, U. of California, Davis; Vihba Gaba, INSEAD

**Spawning Entrepreneurial Leaders: The Impact of TFA Career Experience on New Ventures in Education**

**Pay More to Get Less: Specific Skills, Incomplete Information and Effects of Hiring vs Promotion**
- Matthew J. Bidwell, U. of Pennsylvania

**Founders’ Career Capital and New Venture Performance: A Meta-Analytic Review**
- Yuval Engel, VU U. Amsterdam; Svetlana Khapova, VU U. Amsterdam

### 1514 (CAU) Institutional Movers and Shapers of CSR: Insights from the Middle East Context

**Chair:** Angela Hall, U. of Texas, San Antonio

- Understanding the Impact of Law on the Management of Employees: Interdisciplinary Research Needs
  - Mark V Roehling, Michigan State U.
- Creating a Sustainable Global Economy: The Role of Entrepising Communities
  - Daniel J. Goce, Queen's School of Business, Canada; Eric Dorion, U. de Caxias do Sul; Louw van der Walt, North West U.

**Tweet this session:** #AOM2011 1514

**Discussion:**
- Mark V Roehling, Michigan State U.
- Daniel J. Goce, Queen's School of Business, Canada; Eric Dorion, U. de Caxias do Sul; Louw van der Walt, North West U.

**Best Paper**
- Adam C. Stoverink, RAND Corporation; Joel Brockner, Columbia U.
- A Dual Process Model of Justice
  - Russell E. Johnson, RAND Corporation; Adam C. Stoverink, RAND Corporation
- What Influences Procedurally Fair Treatment? The Role of Subordinates' Trustworthiness
  - Guozhen Zhao, Rutgers U.; Ya-Ru Chen, Cornell U.; Joel Brockner, Columbia U.
- A Process Model of Justice
  - Russell E. Johnson, RAND Corporation; Adam C. Stoverink, RAND Corporation
- What Influences Procedurally Fair Treatment? The Role of Subordinates’ Trustworthiness
  - Guozhen Zhao, Rutgers U.; Ya-Ru Chen, Cornell U.; Joel Brockner, Columbia U.
- A Dual Process Model of Justice
  - Russell E. Johnson, RAND Corporation; Adam C. Stoverink, RAND Corporation
- What Influences Procedurally Fair Treatment? The Role of Subordinates’ Trustworthiness
  - Guozhen Zhao, Rutgers U.; Ya-Ru Chen, Cornell U.; Joel Brockner, Columbia U.
Session Details – Tuesday, 12:00 - 2:00 PM

Section D 352

Misery Loves Company: The Positive Effect of Interpersonal Injustice Climate on Team Cohesiveness | Adam C. Stoverink, Texas A&M U.; Elizabeth Umphres, Texas A&M U.
Overall Fairness, Subsequent Judgments, and Perception Stability: Justice Perceptions Over Time | David A. Jones, U. of Vermont; Martin L. Martens, Vancouver Island U.

1518 | (Paper Session) - (DISC) Cognition and Processes
1:15pm - 2:45pm Hyatt Regency: Blanco
Tweet this session: #AOM2011 1518
Discussant: Cesario Douglas, Florida State U.
OB: Antecedent and Consequence of Employee Job Performance Behaviors: Social Information Processing View | Cass Shum, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology
OB: The Effort Heuristic: A Cause of Suboptimal Job Choice | David Comerford, UC Dublin

1519 | (Paper Session) - (DISC) Development and Deployment of Dynamic Capabilities
1:15pm - 2:45pm Hyatt Regency: Segni
Tweet this session: #AOM2011 1519
Discussant: Sankaran Manikutty, Indian Institute of Management, Ahmedabad
IM: A Dynamic Intellectual Property Protection Framework for China | Andreas P.J. Schotter, Thunderbird; Mary B Teagarden, Thunderbird

1520 | (Paper Session) - (ENT) Alliances in Entrepreneurship: Theory, Evidence and Policy
1:15pm - 2:45pm Hyatt Regency: Airliner
Tweet this session: #AOM2011 1520
Chair: Joseph Coombs, Texas A&M U.
An Examination Of Knowledge Spillover Theory Of Entrepreneurship In Alliances | Chengli Shu, U. of Illinois, Chicago; Mark Shanelley, U. of Illinois, Chicago; Shanzing Gao, Xi’an Jiaotong U.; Cuijuan Liu, Xi’an U. of Physical Education
Partnering Strategies in Biotech Firms: Quest for Complementary Assets or Control over IPRs? | Daniela Baglieri, U. of Messina; Fiorenza Belussi, U. of Padua; Luigi Orsi, U. of Padua
Strategic Alliance Influences on Venture-Backed Entrepreneurial Firms’ Post-Money Valuation | Kaveh Moghaddam, Old Dominion U.; Mike Provance, Old Dominion U.; Doug Bosse, U. of Richmond
Cooperation and External Resource Acquisition: The Search Breadth of Family and non-Family SMEs | Nicolas Classen, Maastricht U.; Anita Van Gils, U. of Maastricht; Yannick Bammens, Maastricht U.; Martin Carree, U. of Maastricht

1521 | (ENT) The Domain of Social Entrepreneurship Research, Present and Future
1:15pm - 2:45pm San Antonio Convention Center: Room 007 D
Tweet this session: #AOM2011 1521
Panels: Tania Dacin, Queen’s U.; G. T. Lumpkin, Syracuse U.; Thomas J Dean, Colorado State U.; J Gregory Dees, Duke U.; Jill Kickul, New York U.

1522 | (DRP Session) - (ENT) Family Business in an Entrepreneurial Context
1:15pm - 2:45pm San Antonio Convention Center: Room 008 B
Tweet this session: #AOM2011 1522
Facilitator: Yasser Ahmad Bhatti, U. of Oxford
Family Firm Configurations and Financial Performance: Is Family Leadership Always Beneficial? | Danny Miller, HEC Montreal; Alessandro Minichilli, Bocconi U.; Guido Corbetta, Bocconi U.
Development of the Familiaris Construct through Sustainable Family Business Theory II | Cinzia Dessi, U. of Cagliari; Michela Floris, U. of Cagliari
Game Theory Analysis of Family Business Succession Events: An Introduction | Tim P Blumentritt, Kennesaw State U.; Gaia Marchisio, Kennesaw State U.
Family Agents or Stewards: The Role of Owners’ Transformational Leadership in Family Business | Feiyi Gao, AGSM-Australian School of Business; Xiaobei Li, GSM, Peking U.; John Jenwei Liu, AGSM-Australian School of Business

1523 | (DRP Session) - (ENT) The Link Between SME Strategy and Performance
1:15pm - 2:45pm San Antonio Convention Center: Room 212 A
Tweet this session: #AOM2011 1523
Facilitator: Patrizio Raul Mori, Florida International U.
Lifeblood or Liability? Schumpeter or Stinchcombe and Strategy: An Exploratory Study | Jason Greenberg, New York U.
Does Franchising Help Increase Financial Performance? | Melih Madanoglu, Florida Atlantic U.; Kyuho Lee, Western Carolina U.; Gary Castrogiovanni, Florida Atlantic U.
Heterogeneity and Survival of De Novo Entrepreneurs | Aviad Pe’er, Rutgers U., Newark; Thomas Keil, Aalto U.
Challenges Associated with The Greek SMEs: An Exploratory Study | Marios I Katsioloudes, Abu Dhabi U.; Fauzia Jabbee, Abu Dhabi U.

1524 | (GDO) Academia As A 2nd Career: Minority Faculty Perspectives on Motivation Before and After the PhD
1:15pm - 2:45pm Grand Hyatt: Lone Star C
Tweet this session: #AOM2011 1524
Facilitator: Millicent F. Nelson, Middle Tennessee State U.

1525 | (DRP Session) - (GDO) Disability and Workplace Contextual Barriers
1:15pm - 2:45pm Grand Hyatt: Travis A
Tweet this session: #AOM2011 1525
Facilitator: Maria Fernanda Wagstaff, U. of Texas, El Paso
Presenters: Joy E. Beatty, U. of Michigan, Dearborn; Millicent F. Nelson, U. of Texas, El Paso; Federica Morandi, Catholic U. Rome

1526 | (DRP Session) - (HCM) Innovation, Adoption, and Diffusion in Healthcare Settings
1:15pm - 2:45pm Marriott Rivercenter: Salon K
Tweet this session: #AOM2011 1526
Chair: Federico Lega, Bocconi U.

Looking Good or Doing Better? Patterns of Decoupling in the Implementation of Clinical Directorates | Daniele Mascia, Catholic U. Rome; Federica Morandi, Catholic U. Rome; Americo Cicchetti, Catholic U. Rome

Winner of HCM Best International Paper Award
Organizational Adoption of A State Health Intervention: A Case Study Using Force Field Analysis | L Michele Issel, U. of Illinois, Chicago; Arden Handler, UIC; Nadine Peacock, UIC; Stephanie Townsend, UIC

1527 | (Paper Session) - (HR) Toward an Understanding of Top Performers in Organizations
1:15pm - 2:45pm Grand Hyatt: Bonham D
Tweet this session: #AOM2011 1527
Chair: Rudolph J Sanchez, California State U. Fresno
Employee Reactions to Being Identified as Talent | Ingmar Bjorkman, Hanken School of Economics; Kristiina Mäkelä, Hanken School of Economics
Star Performers and Their Influence on Team Functioning and Performance | Christopher Harris, Tilburg U.
Why Do Overqualified Employees Quit? Examining the Mediating Role of Career Management | Aleksandra Lukysyte, U. of Houston; Zhuxi Wang, U. of Houston; Christiane Spitzmueller, U. of Houston

1528 | (Paper Session) - (HCM) Employee Mobility and the War for Talent
1:15pm - 2:45pm Grand Hyatt: Lone Star D
Tweet this session: #AOM2011 1528
Chair: Jeff Erickson, Michigan State U.
Competitive Arousal and Knowledge Transfer in Times of Employee Mobility | Scott Flynn, U. College Dublin; Karan Sonpar, U. College Dublin; Federica Pazzaglia, U. College Dublin

Competing Over Who Your Customers Hire: The Other Talent War | Seth Carnahan, U. of Maryland, College Park; Deepak Somaya, U. of Illinois, Urbana-Champaign

1530 | (DRP Session) - (HR) Darkside of HR
1:15pm - 2:45pm Grand Hyatt: Mission A
Tweet this session: #AOM2011 1530
Facilitator: Ricky W Griffin, Texas A&M U.

How a Climate for Involuntarily Affects Business Unit Performance: Testing a Linkage Model | Jeffrey B. Arthur,
1531: (Paper Session) - (IM) Global Strategy and Tactics in Emerging Economies
1:15pm - 2:45pm San Antonio Convention Center: Room 207B
Chair: Moses Acquaah, U. of North Carolina, Greensboro
Cross-listings and Firm Performance: Evidence from China | Xueji Jessie Liang, National U. of Singapore

1532: (DRP Session) - (IM) Alliances, Joint Ventures, and Knowledge Management
1:15pm - 2:45pm San Antonio Convention Center: Room 208B
Chair: Tariq H. Mailk, Dongbei U. of Finance and Economics
Panelists: Capability and Collaboration Features of Overseas R&D Centers Conducting Basic Research | Kazuhiko Asakawa, Keio U.
Are Home-Country Networks Valuable in International Strategic Alliances? Evidence from Italian Firms | Diego Campagnolo, U. of Padova; Arnaldo Camuffo, Bocconi U.; Giuseppe Soda, Bocconi U.
Panelists: Surfing the Waves or Turning the Tide? Firm Strategy and Institutional Environments | Aline Gatignon, INSEAD

1533: (Paper Session) - (IM) International Diversification and Global Strategies
1:15pm - 2:45pm San Antonio Convention Center: Room 209
Chair: Ping Deng, Maryville U. of St. Louis
Panelists: Managing Multi-Business Firms: A Comparison between Korean Chaebols and Diversified US Firms | Ji-Hwan Lee, Korea Advanced Institute of Science & Technology; Ajai S Gaur, Rutgers U.
Panelists: Export Diversification and Performance: A New Perspective on the S-Curve Hypothesis | Dirk Michael Boehe, Insep Institute of Education and Research
Panelists: International Diversification, Product Diversification, Firm Return, and Firm Risk | Chiu-Dong Chen, Chung Yuan Christian U.; Chwo-Ming Yu, National Chengchi U.

1534: (Paper Session) - (IM) International Management in Evolving Institutional Environments
1:15pm - 2:45pm San Antonio Convention Center: Room 210 A
Chair: Ashutosh Kumar Sinha, Indian Institute of Management, Lucknow
Panelists: Political Hazards, Capabilities, and Establishment Mode Choice | Keith D. Brouthers, North Carolina State U.; Lance Brouthers, Kennesse State U.; Jorma Larimo, ESSEC
Panelists: FDI Legitimacy and MNC Subsidiary Control: From Legitimation to Competition | George Z. Peng, U. of Regina; Paul Beamish, U. of Western Ontario
Panelists: Beyond the Dichotomy: A Political Economic Analysis of the French State Ownership in CG Reform | Taeyoung Yoo, Hankuk U. of Foreign Studies
Panelists: Anglo-American Influence and Corporate Restructuring Practices in France | Dong Kwan Jung, U. of Warwick; Michel Goyer, U. of Warwick

1535: (Paper Session) - (IM) Issues in Managing International Joint Ventures and Networks
1:15pm - 2:45pm San Antonio Convention Center: Room 210 B
Chair: Mary Ann Von Glinow, Florida International U.
Panelists: Ownership Changes in International Joint Ventures: A Real Options Perspective | Akie Iriyama, State U. of New York, Buffalo; Yong Li, State U. of New York, Buffalo
Panelists: Boards as a Dimension of UV Governance: Directors’ Involvement in International Collaborations | Elko Klijn, VU U. Amsterdam; Jeffrey J. Reuer, Purdue U.
Panelists: Analyzing Network Demographics and Structure as Drivers of SME Internationalization | Andreas Al-Laham, Mannheim U.; Marie Oehme, Mannheim U.
Panelists: Revisiting Research on UV Exit - more Questions than Answers | Alexander Nemeth, Technische U. Bergakademie Freiberg; Andreas Michael Klossek, Technische U. Bergakademie Freiberg

1536: (DRP Session) - (MED) Effective Online and On-Site Learning Environments
1:15pm - 2:45pm Marriott Rivercenter: Conference Room 16
Chair: Greg Link, University of North Carolina, Greensboro
Panelists: Evaluating the Benefits of E-Learning for Undergraduate Business Students | Carissa Caciotto, University of North Carolina; Victor Vecheslavov, University of North Carolina
Panelists: The Impact of Online Learning on Student Performance | Karen E. Fraleigh, University of North Carolina; Jennifer A. Heron, University of North Carolina
Panelists: Online Learning and Student Satisfaction | Anne M. Glasgow, University of North Carolina; Stephanie A. Johnson, University of North Carolina

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**Session Details** – Tuesday, 12:00 - 2:00 PM
Challenges, and Solutions

Evaluation in Management Education: Issues, salient.

This session examines the historic evolutions of risk and negotiation and includes two studies of cases in which both concepts are salient.

Chair: Craig Tutterow

1:15pm - 2:45pm Marriott Riverwalk: Salon B

1537 Team-Based Learning and Peer Evaluation in Management Education: Issues, Challenges, and Solutions
1:15pm - 2:45pm Marriott Riverwalk: Salon B

Chair: Misty L Loughry, Georgia Southern U.

The Compelling Need to Do Team-Based Learning Well and Why It Is Challenging. | Misty L Loughry, Georgia Southern U.

Assigning Students to Teams | Matthew W. Ohland, Purdue U., West Lafayette

Self and Peer Evaluation of Team-Member Contributions | David J Woehr, U. of North Carolina, Charlotte

Teaching and Assessing Team Member Skills | Eric Lamm, San Francisco State U.; Antoaneta Petkova, San Francisco State U.

Peer Evaluation in Management and Marketing Classes at University of Tennessee | Timothy M. Madden, U. of Tennessee, Knoxville; Mark E. Collins, U. of Tennessee, Knoxville

MED Best Symposium in Management Education and Development Award sponsored by McGraw Hill/Irwin for the symposium that offers the most significant contribution to advance management education and development.

1538 Risks and Negotiations: Sewing Machines to Computers, West to East
1:15pm - 2:45pm Marriott Riverwalk: Salon B

Chair: Craig Tutterow, U. of Chicago

Discussant: Daniel J. Svyantek, Auburn U.

Thematic Orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1542  1:15pm - 2:45pm Grand Hyatt: Crockett D  
**Title:** Individual Difference Influences on Job Satisfaction: Genes, Affect, Personality and Identity  
**Authors:** Brenda Nguyen, U. of Calgary; Piers Steed, U. of Calgary; Joseph A. Schmidt, Hay Group

1543  1:15pm - 2:45pm Grand Hyatt: Seguin B  
**Title:** A Multi-Cultural Look at Empowerment vs. Directive Leadership in Multiple Settings  
**Authors:** Attila J. Hertelendy, Texas State U.

1544  1:15pm - 2:45pm Grand Hyatt: Republic C  
**Title:** Antecedents of Team Conflicts: Power, Politics, Identification, and Performance  
**Authors:** Susan E. Brodt, Queen's U.

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**Program Theme:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Theoretical and Empirical Explorations of the Construct
Emerging Research Trends from Multiple Levels
Discussant: Greenhaus
Discussant: Shuffler

Leadership in Multicultural Collaborations: A Review and
Marissa Shuffler
Chairs:

Work-Life Balance: A Three-Wave Longitudinal Analysis of Its
Thomas Kalliath
Chairs:

The Impact of Voice, Helping, and Liking on Managerial
Performance Appraisals | Steven Whiting, Indiana U.; Robert
K Christensen, U. of Georgia
Doing Good but Looking Bad? Organizational Politics as
Moderator of Citizenship to Performance | Xin-an Zhang,
Shanghai Jiao Tong U.; Ning Li, Texas A&M U.
Pro-Social and Pro-Active Citizenship Behaviors and the
Five-Factor Model: A Meta-Analysis | Dan S. Chiaburu,
Texas A&M U.; In-Sue Oh, Virginia Commonwealth U.;
Christopher Berry, Texas A&M U.; Richard Grover Gardner,
Texas A&M U.

Multicultural Leadership Development and Different
Dimensions of Cross-Cultural Experience | Jeffrey L.
Herman, Booz Allen Hamilton
Leader-Member Exchange, Cooperative Group Norms, and
Workplace Inclusion in Workgroups | Jeremy J. Hirshberg,
Booz Allen Hamilton; Bernardo M. Ferdman, Alliant International
U.
Leader Social Distance in Multicultural Teams | Deborah
DiazGranados, U. of Central Florida; Shawn Burke, U. of Central
Florida; Eduardo Salas, U. of Central Florida; Kimberly
Jentsch, U. of Central Florida
Strategic Leadership across Cultures: The GLOBE Study of
CEO Leadership Behavior and Effectiveness | Peter W
Dorfman, New Mexico State U.; Paul J Hanges, U. of Maryland;
Mary F. Sully de Luque, Thunderbird

Followers’ Effects on Leaders and Leadership Outcomes
1:15pm - 2:45pm Grand Hyatt: Bowie C
Discussant: Bligh, Claremont Graduate U.
Influence of Implicit Followership Theories on Relationship
Quality and Follower Performance | Thomas Sy, U. of
California, Riverside
Silent but Deadly? Exploring the Relationship between IFTs
and Machiavellianism | Melissa K. Carsten, Winthrop U.; Thomas Sy, U. of
California, Riverside
Subordinate Managers’ Motivation to Build High-Quality
Relationships with Their Superiors | Katharina Kurtz, Leibniz
U. Hannover; Stefan Krummaker, Leibniz U. Hannover; Bernd
Vogel, U. of Reading
Strength in Numbers: How Can a Group of Followers
Influence a Leader’s Charismatic Behavior? | Nicholas Lane
Brenner, U. of Ottawa; Laurent M. Lapiere, U. of Ottawa;
Alicia McMillan, U. of Ottawa

A Focus on Followership: You’ve Got Me Feeling: New
Ideas about How Leadership Behavior Impacts Follower
Emotional Experience
1:15pm - 2:45pm Grand Hyatt: Bowie A
Discussant: Quinn, U. of Virginia
Effects of Leadership Behavior and Emotional Skills on the
Emotional Experience of Employees | Ronit Kark, Bar Ilan
U.; Hana Medler-Liraz, Academic College of Tel Aviv
Leader Hypocisys Attribution: Contributing Factors and
Conditions Enabling Subsequent Learning | Sandra Cha,
Brandeis U.
The Qualms of F-Bombs: Positive and Negative Effects of
Leaders’ Expletive Use | Geordie McRuer, U. of Toronto; Katy
DeCelles, U. of Toronto
Speak Well, Not More: How Highly Inclusive Leaders Diminish
Follower Voice Quality | John J. Sumanth, U. of North
Carolina, Chapel Hill

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Passing It Forward: Moderating Mechanisms in the Supportive Leadership Cascading Process | Payal Nangia Sharma, U. of Maryland, College Park; Paul Bliese, Walter Reed Army Institute of Research

1552 (DRP Session) - (OCIS) Trust, Knowledge and Information Technology
1:15pm - 2:45pm San Antonio Convention Center: Room 216 B
Tweet this session: #AOM2011 1552
Facilitator: Anthony P. Ammeter, U. of Mississippi

Artifacts in Knowing: Exploring Enactment of Artifacts in Organizational Learning | Ching-Fang Lee, Shih Chien U.; Pei-Shiu Wang, National Chengchi U.; Wan-Ting Chiu, National Pingtung U. of Education

Enabling Trust and Performance in Distributed Collaborative Teams | Eugene Allen, MITRE Corporation; Sean William Hansen, Rochester Institute of Technology
Tact Knowledge Sharing between IT Workers: the Role of Culture, Personality, and Social Environment | Renata Borges, SIU Carbondale


1553 (OCIS, OB) Enabling West to Meet East: Dynamics of Virtual Organizations
1:15pm - 2:45pm San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 1553
Chairs: Leslie A. DeChurch, U. of Central Florida; Susan Winter, National Science Foundation
Discussant: Kurt Krager, Colorado State U.
Understanding and Enabling Network Dynamics in Virtual Communities | Mei-Kuan Huang, Northernstern U.; Drew Margolin, U. of Southern California; Katherine Ognyanova, U. of Southern California; Yun Huang, Northwestern U.; Noshir Contractor, Northwestern U.

Cultural Coordination Scripts in Global Engineering Teams | Catherine Cramton, George Mason U.; Tine Koehler, U. of Melbourne; Raymond Levitt, Stanford U.

1554 (Paper Session) - (ODC) The Role of East/West Cultures, Attitudes, and Social Capital in Responses to Organizational Change
1:15pm - 2:45pm Grand Hyatt: Lone Star A
Tweet this session: #AOM2011 1554
Chair: Inger G. Stensaker, Norwegian School of Economics and Business Administration
Towards a Network Perspective on Change Readiness | Troy A. Voelker, U. of Houston, Clear Lake; Kevin C. Wooten, U. of Houston, Clear Lake; Clifton Mayfield, U. of Houston, Clear Lake

1555 (DRP Session) - (ODC) Managing the Paradoxes and Polarities of Organizational Change
1:15pm - 2:45pm Grand Hyatt: Travis B
Tweet this session: #AOM2011 1555
Facilitator: Charles McClintock, Fielding Graduate Institute
Whether Middle Management? Empowering Interface and the Failure of Organizational Change | Jonathan D. Raelin, U. of Bath; Christina G Cataldo, George Washington U.
The Wisdom of Both-And: Using Polarity Management to Make Sense of and Utilize Paradoxical Tension | Brian Emerson, Fielding Graduate U.; Nancy C. Wallis, Fielding Graduate Institute
Connecting the Origin, Decline, & Re-emergence of Lewin’s Field Theory to the Rigor-Relevance Debate | Bernard Burns, U. of Manchester; Bill Cooke, Lancaster U.
The Paradox of Rational Management: Reproducing Bureaucracy in Narratives of Change | Katherine Heynoski, U. of Michigan

1556 (Paper Session) - (OM) Logistics, Purchasing, and Inventory Management Research
1:15pm - 2:45pm San Antonio Convention Center: Room 215
Tweet this session: #AOM2011 1556
Chair: Antti Tenhunen, IE Business School
Logistics services characteristics and supply chain organization | Jorge Duran Encalada, U. de Las Americas, Puebla; Francois Duhamel, U. de Las Americas, Puebla
Zero Inventory and Firm Performance: A management paradigm revisited | Robert Obermaier, U. of Passau

1557 (Paper Session) - (OMT) Capabilities and Competencies
1:15pm - 2:45pm San Antonio Convention Center: Room 007 A
Tweet this session: #AOM2011 1557
Chair: Jeffrey A. Martin, U. of Alabama, Tuscaloosa
Making Markowitz Proud: How High-Performing Endowments Achieve Portfolio Diversification | Mimi Lord, Case Western Reserve U.
Theorizing Capabilities of Organizational Agility: A Paradox Framework | Andrew Schnackenberg, Case Western Reserve U.; Jagdeep Singh, Case Western Reserve U.; James Hill, Case Western Reserve U.
Emergence, Causality and Reduction: Ontological Foundations of Organizational Capabilities | Martin Friesel, Lancaster U.; Markus H V Vanharanta, U. College Dublin
Organizational Antecedents of Dynamic Capabilities | Kieran John Patrick MacInerney, U. of Cologne

1558 : (DRP Session) - (OMT) Dynamics of Status
1:15pm - 2:45pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 1558
Chair: Sameer B. Srivastava, Harvard U.
Status Change: The Dynamic Roles of Resource, Partner, and Embeddedness Explorations | David H. Weng, U. of Texas, Dallas; Zhiang "John" Lin, U. of Texas, Dallas
→ Striking a Balance between Continuity and Novelty: Network Evolution and Positions | Frédéric Clément Godart, INSEAD
The Network Dynamics of Status: Selection and Influence | Vanja Jasmine Torol, U. of Lugano
External Recognition as Contingent Signals: Overcoming Liabilities of Foreignness in Film Exports | Heeyon Kim, U. of Michigan; Michael Jensen, U. of Michigan

1559 : (Paper Session) - (OMT) Social Movements:
Mobilization and Coordination
1:15pm - 2:45pm San Antonio Convention Center: Room 214 B
Tweet this session: #AOM2011 1559
Chair: Kathryn Heinze, U. of Michigan, Ann Arbor
Out of Bounds: Anonymous’ Transition to Collective Action | Felip Gorenstein Massa, Boston College
Transnational Private Politics - Coordinating Activism Against Corporations Across Borders | Daniel Waeger, HEC U. of Lausanne; Sébastien Mena, U. of Lausanne
Strategic Decision-Making in Social Movement Organizations: A Comparative Case Study | Barbara Zepp Larson, Harvard U.
A Social Identity Approach to Small Shareholder Activism | Kate Sikavica, U. of Munich; Anja Christine Tuscheke, U. of Munich

1560 : (Paper Session) - (OMT) Brokerage and Networks
1:15pm - 2:45pm San Antonio Convention Center: Room 214 C
Tweet this session: #AOM2011 1560
Chair: Adam M. Kleinbaum, Dartmouth College
Maximizing Social Capital: The Role of Brokerage, Cohan, and Embeddedness Revisited | Salih Zeki Ozdemir, AGSM-Australian School of Business; Peter Moran, AGSM-Australian School of Business; Xing Zhong, U. of Chicago
Embeddedness and the Dynamics of Brokerage Positions | Jungwon Min, Keio U.; Hitoshi Mitsuhashi, Keio U.
Knowledge Asymmetry in Brokerage: Secret Network Sources of Broker's Position and Power | Jason Davis, Massachusetts Institute of Technology; Aleksandra J Kacperczyk, MIT Sloan; Oliver Halt, MIT Sloan


1561 : (Paper Session) - (OMT) Firm Survival and Response to Shocks
1:15pm - 2:45pm San Antonio Convention Center: Room 218
Tweet this session: #AOM2011 1561
Chair: Nydia MacGregor, Santa Clara U.
External Shock, Coupling Structure, and Performance: A Longitudinal Study of Korean Business Groups | Jungyeon Lee, Emory U.; Anand Swaminathan, Emory U.
Natural Disasters, Community Distress and Church Findings | Srikant Paruchuri, Pennsylvania State U.
Adapting to Environmental Jolts: A Network Change Perspective | Leonardo Corbo, U. of Bologna; Paolo Boccardelli, Luiss Guido Carli U.; Simone Ferriani, U. of Bologna
Social Networks, the Risk-Return Relationship, and Resilience to Exogenous Shocks | Geoff Martin, IE Business School; Remzi Gozubuyuk, IE Business School

1562 : JS: (OMT, TIM, MOC) Innovation & Identity: Exploring Intersections of Technological Innovations & Collective Identities
1:15pm - 2:45pm San Antonio Convention Center: Room 206 B
Tweet this session: #AOM2011 1562
Organizer: Ryan L. Raffaelli, Boston College
Chair: Mary Ann Glynn, Boston College
Discussant: Michael L. Tushman, Harvard U.
Presenters: Mary J. Benner, U. of Minnesota; Majken Schultz, Copenhagen Business School; Mary Tripsas, Harvard U.; Mary Ann Glynn, Boston College; Ryan L. Raffaelli, Boston College

1563 : (Paper Session) - (ONE) Values, Ideology and the Social Construction of Environmental Action
1:15pm - 2:45pm Marriott Riverwalk: Salon E
Tweet this session: #AOM2011 1563
Chair: Simona Giorgi, Boston College
The Automatic Activation of Pro-Environmental Ideologies and Behaviors | Sean Walker, Southern Illinois U. Carbondale; Michael Sheridan, Southern Illinois U. Carbondale
Emotional Business Of Greening: Enacting Emotion In Business Responses To Climate Change | Christopher Wright, U. of Sydney; Daniel Nyberg, U. of Sydney

1564 : JS: (PNP, HR) Contemporary Perspectives on People Management in the Voluntary Sector
1:15pm - 2:45pm Marriott Riverwalk: Salon F
Tweet this session: #AOM2011 1564
Chairs: Emma Parry, Cranfield U.; Clare Kelliher, Cranfield U.
The Development of Human Resource Management in the Voluntary Sector | Emma Parry, Cranfield U.; Clare Kelliher, Cranfield U.
Session Details – Tuesday, 12:00 - 2:00 PM

1565: (DRP Session) - (RM) Advances in Qualitative Methods: Induction, Textual Analysis, Photographic Evidence, and Ethnography of the Samba

1:15pm - 2:45pm Marriott Rivercenter: Salon M

Chair: Rajiv Nag, Georgia State U.
Facilitator: Thomas Greckhamer, Louisiana State U.

- Adapt Induction Theory-Building Approaches in the Study of Mergers And Acquisitions | Satu Teerikangas, UCL; Helene Loe Colman, Norwegian School of Management
- Textual Data Analysis to Interpret Focus Groups Interviews: An Evaluation of Two Encoding Techniques | Dominique Peyrat-Guillard, U. of Angers, GRANEM; Caroline Lancelot Miltgen, U. of Angers, GRANEM
- Peering Through the Lens: A Review of Photograph Use and Suggestions for Organizational Research | Joshua Lloyd Ray, U. of Tennessee, Knoxville; Anne D. Smith, U. of Tennessee, Knoxville
- Between Samba School Member and Observer: Non-Humans and Transformations during Field Research | César Tureta, ESPM-SP; Rafael Alcadipani, Fundac ano Getulio Vargas

1566: (Paper Session) - (SAP) Organizational Identity: Identification and Sensemaking

1:15pm - 2:45pm San Antonio Convention Center: Room 213 B

Chair: Rajiv Nag, Georgia State U.

- Strategizing the Self - Discursive Practices of Organizational Identity Negotiations | Karin Kreutzer, U. of St. Gallen; Claus D Jacobs, U. of St. Gallen; Urs Jaeger, U. of St. Gallen
- Managerial identification and strategic change activity | Jane Hendy, Imperial College London; James Barlow, Imperial College London
- Lightning the way to change: Usage of the "beacon" metaphor in reforming the Lutheran Church | Christina Hoon, Leibniz U. Hannover; Paula Jarzabkowski, Aston U.

1567: (Paper Session) - (SIM) Corporate Governance and Boards of Directors

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 17

Chair: Marlene J Le Ber, U. of Western Ontario

- Pioneers and Late Movers Behavior in Corporate Philanthropic Disaster Relief Giving (WITHDRAWN) | Yongqiang Gao, Huazhong U. of Science & Technology; Taleb Hafsi, HEC Montreal
- Institutional Ownership and Corporate Philanthropic Giving in China | Yuanyang Song, Fudan U.; Fudan U.
- Holier Than Thou: The Strategic Costs of Managerial Hypocrisy | Steffen H. Brenner, Copenhagen Business School; Georg Wernicke, U. of Mannheim
- Responsible Leadership: An Obligation to Dialogue | Timo Meynhardt, U. of St. Gallen; Peter Gomez, U. of St. Gallen

1568: (Paper Session) - (SIM) Corporate Governance: The Interaction of Social Responsibility and Financial Performance

1:15pm - 2:45pm Marriott Rivercenter: Salon B

Chair: Michael Hess, U. of New South Wales

- The Insurance Value of Corporate Social Performance: When Do Shareholders Benefit from It? | Ping-Sheng Koh, Hong Kong U. of Science and Technology; Cuili Qian, City U. of Hong Kong; Hell Wang, Hong Kong U. of Science and Technology
- Is Irresponsible Unsustainable?Meta-Analyzing the Corporate Social Irresponsibility-Performance Link | Pushpika Vishwanathan, Erasmus U. Rotterdam; Marc van Essen, U. Utrecht School of Economics; Hans Van Oosterhout, RSM Erasmus U.
- Will Good Corporate Governance Reduce Corporate Fraud Behavior: An Empirical Study in China | Weichu Xu, Framingham State College; Junsheng Zhang, Central U. of Finance and Economics; Yaming Zeng, Tsinghua U.

1570: (Paper Session) - (SIM) Corporate Social Performance and Employee Relations

1:15pm - 2:45pm Marriott Rivercenter: Salon M

Chair: Jegoo Lee, U. of South Florida

- Transmitting Corporate Social Responsibility using Valuebased Leadership Theory: Manager to Employee | Yi-Jung Chen, National Kaohsiung U. of Applied Sciences; Hsiu-Min Chen, I-Shou U.
1571  ➤ (Paper Session) - (TIM) Innovation in Service Industries
1:15pm - 2:45pm San Antonio Convention Center: Room 006 A
Tweet this session: #AOM2011 1571

Chair: James H. Stephenson, Western International U.
Organizational Innovation in Professional Service Organizations | Chen-Wei Yang, Fuyin U.
Turning a New Service Development Project into a Sustainable Service Business | Pei-Shan Hsieh, National Tsing Hua U.; Fu-Ren Lin, National Tsing Hua U.
Trading Proximities: Understanding Knowledge Sharing in Professional Services Firms | Paolo Criscuolo, Imperial College London; Ammon Salter, Imperial College Business School; Anne L.J. ter Wal, Imperial College Business School

1572  ➤ (Paper Session) - (TIM) Technological Search
1:15pm - 2:45pm San Antonio Convention Center: Room 006 B
Tweet this session: #AOM2011 1572

Chair: Corey Phelps, HEC Paris
A Behavioral Theory Of Technology Search: Evidence From The Semiconductor Industry | Elisa Operti, U. of Lugano; Gianluca Carnabuci, U. of Lugano; Balazs Kovacs, U. of Lugano

1573  ➤ (DRP Session) - (TIM) University-Industry Knowledge Transfer
1:15pm - 2:45pm San Antonio Convention Center: Room 006 A
Tweet this session: #AOM2011 1573
Facilitator: Virginia Acha, Pfizer Inc
The Impact of Networks and Technological Specialization on the Value of Academic Entrepreneurs | Phillip H Phan, Johns Hopkins U.
National Institutional Differences and Cross-Border University-Industry Knowledge Transfer | Hamidah Salleh, National U. of Singapore
Evaluating Outcomes of Different Types of University-Industry Collaboration in Computer Science | Simon Kabins, Aarhus U.

1574  ➤ ☉ JS: (TIM, OMT) Online Distributed Organization
1:15pm - 2:45pm San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 1574

Organizers: Juan Andrei Villarroel, Massachusetts Institute of Technology; Andrea Daniela Gorbatai, Harvard U.
Discussants: Christopher L Tucci, Ecole Polytechnique Federale de Lausanne
Participants: Karim R. Lakhani, Harvard U.; Thomas W. Malone, Massachusetts Institute of Technology; Linus Dahlander, ESMT European School of Management and Technology

Tuesday 3:00PM

1575  ➤ (Paper Session) - (BPS) The Determinants and Consequences of Experience
3:00pm - 4:30pm San Antonio Convention Center: Room 201
Tweet this session: #AOM2011 1575

Chair: Joseph Broschak, U. of Arizona
Being Rational by Nature or Nurture? Effects of Interfirm Experience on Alliance Governance Design | Rui Wu, Tsinghua U.
Let Me Handle This, I’ve Done It Before: Experience and Self-Involvement in Superstitious Learning | Jose Lejarra, U. Pompeu Fabra; Tomas Lejarra, Carnegie Mellon U.; Charlotte Gaston-Breton, U. Carlos III de Madrid
Why Do Some CEOs Prefer Dynamism and Change? New Evidence on Executive Openness to Experience | Jinyong Daniel Zyung, U. of Texas, Austin; Craig Crossland, U. of Texas, Austin; Nathan J. Miller, Florida International U.

1576  ➤ (Paper Session) - (BPS) Integration, Diversification, and Strategic Portfolios
3:00pm - 4:30pm San Antonio Convention Center: Room 204 A
Tweet this session: #AOM2011 1576

Chair: Robert C. Seamans, New York U.
There Are Many Ways to Compete: Firm Characteristics and R&D Vehicle Diversification | Ihthai Stern, Northwestern U.; Razvan Lungeanu, Northwestern U.
Corporate Portfolio Management Applications: Role of Firm Attributes & Impact on Corporate Processes | Robert Christopher Lothar Untiedt, Technical U. Bergakademie Freiberg; Ulrich Pidun, Boston Consulting Group
Temporal Specificity and Task Alignment: Evidence from Patient Care | Guy David, Wharton School; Daniel E. Polsky, U. of Pennsylvania; Evan Rawley, U. of Pennsylvania
Clustering, Agency Costs and Operating Efficiency: Evidence from Nursing Home Chains | Susan F. Lu, U. of Rochester; Gerard Wedig, U. of Rochester

1577  ➤ (BPS) Innovation for Neglected Diseases: Organizational and Strategic Challenges
3:00pm - 4:30pm San Antonio Convention Center: Room 204 B
Tweet this session: #AOM2011 1577
Organizer: Eugenia Cacciatori, Bocconi U.
Discussants: Anita McGahan, U. of Toronto; Antonino Vaccaro, Catholic U. of Lisbon FCEE
Generations of Innovation: R&D Leadership in HIV Treatment | Alfonso Gambardella, Bocconi U.; Anita McGahan, U. of Toronto; Giovanni Valentini, Bocconi U.  

Business as Usual or Health Innovation for the Bottom of the Pyramid in East Africa | Becky Hanlin, Open U.  

The Evolution of the AIDS Vaccine Field: Research Trajectories and Patterns of Organization | Eugenia Cacciatori, Bocconi U.; Stefano Brezhi, Bocconi U.; Luigi Orsenigo, Brescia U.

1578  Session Details – Tuesday, 2:00 - 4:00 PM
Heather C. Vough  
Professional Identity Content and Process  
Experiences Exploring the Continuum of Mentoring Relationships and Luis Obispo  
Nomadic Professional Identity Construction: Relational Theorizing the Interaction of Professional and Non-Work Identity Dynamics as a Scaffold for Sustained Innovation |  
Tweet this session: 3:00pm - 4:30pm Grand Hyatt: Lone Star B

1579  Session Details – Tuesday, 2:00 - 4:00 PM
Belle Rose Rags, U. of Wisconsin, Milwaukee  
Can the Yin of Mentoring Counter the Yang of a Discriminatory Workplace? | Belle Rose Rags, U. of Wisconsin, Milwaukee; Karen S. Lyness, Baruch College; Kyle Ehrhardt, U. of Wisconsin, Milwaukee; Dianne Deborah Murphy, U. of Wisconsin, Milwaukee; John F Capman, Baruch College


Understanding Relational Problems in Mentoring: A Longitudinal, Dyadic Perspective | Lillian Eby, U. of Georgia; Marcus M. Butts, U. of Texas, Arlington

The Yin and Yang of Inter-Organizational Mentoring | Dawn E. Chandler, California Polytechnic State U., San Luis Obispo; Monica Higgins, Harvard U.; Douglas Minter, Knoxville Chamber of Commerce

1579  Session Details – Tuesday, 2:00 - 4:00 PM
“So, What Do You Do?”: Professional Identity Content and Process 3:00pm - 4:30pm Grand Hyatt: Lone Star B
Tweet this session: AOM2011  1579
Organizers: David M. Sluss, Georgia Institute of Technology; Heather C. Vough, McGill U.; Spencer Harrison, Boston College Who Am I, What I See, and How I Work: Identity Content and Daily Work Behavior? | Spencer Harrison, Boston College; Clara Sceery, Boston College; C V Harquail, Authentic Organizations
Organizational Identity as a Determinant of Professional Resources | Shelley Brickson, U. of Illinois, Chicago; Dayo Akinlade, U. of Illinois, Chicago
Identity Dynamics as a Scaffold for Sustained Innovation | Aimee L. Hamilton, Pennsylvania State U.; Dennis A. Gioia, Pennsylvania State U.

Theorizing the Interaction of Professional and Non-Work Identities | Lakshmi Ramarajan, Harvard U.; Erin Marie Reid, Harvard U.
Nomadic Professional Identity Construction: Relational Mirroring and Anchoring | David M. Sluss, Georgia Institute of Technology; Heather C. Vough, McGill U.; Glen E. Kreiner, Pennsylvania State U.

1580  Session Details – Tuesday, 2:00 - 4:00 PM
Corporate Entrepreneurship: Strategy and Performance 3:00pm - 4:30pm San Antonio Convention Center: Room 007 B
Tweet this session: AOM2011  1580
Chair: Tina Gruber-Muecke, U. of Linz
Operationizing Corporate Entrepreneurship Strategy (CES): A Configurational Approach | Patrick Kreiser, Ohio U.; Donald F Kuratko, Indiana U.; Jeffrey G. Covin, Indiana U.; Jenny M. House, Indiana U., Bloomington
Corporate Entrepreneurship with a Purpose: Exploring the Antecedents to Social Business | Donald F Kuratko, Indiana U.; Jeffrey S Hornsby, Kansas State U.; Jeffery S. McMullen, Indiana U., Bloomington
Family Business Groups and Corporate Entrepreneurship: Evidence from Indian Firms | Raveendra Chittoo, Indian School of Business; Ajay Bhalla, City U.; Sougata Ray, Indian Institute of Management, Calcutta; Kavil Ramachandran, Indian School of Business

1581  Session Details – Tuesday, 2:00 - 4:00 PM
Critical Perspectives on Entrepreneurship and Urban Development 3:00pm - 4:30pm San Antonio Convention Center: Room 007 C
Tweet this session: AOM2011  1581
Organizers: Banu Oktazanc-Pan, U. of Massachusetts, Boston; Arturo E Osorio, Rutgers U., Newark
Panelists: Daniel Hjorth, Copenhagen Business School; Christopher Wheat, Rutgers U.; Deirdre Tedman, U. of South Australia; Caroline Essers, Nijmegen U.

1582  Session Details – Tuesday, 2:00 - 4:00 PM
West Meets East: From the Family Business to the Family Office 3:00pm - 4:30pm San Antonio Convention Center: Room 007 D
Tweet this session: AOM2011  1582
Panelists: Dianne HB Welsh, U. of North Carolina, Greensboro; Kirby Rosplock, GenSpring Family Offices; W. Noah Reynolds, Reynolds Family Office

1583  Session Details – Tuesday, 2:00 - 4:00 PM
New Research on Family Business 3:00pm - 4:30pm San Antonio Convention Center: Room 008 B
Tweet this session: AOM2011  1583
Facilitator: Miles A. Zachary, Texas Tech U.
Retirement Well-Being of Family Firm CEOs: Incumbent Expectations | William J. Worthington, Baylor U.; Jamie D. Collins, Baylor U.
Families as Dominant Coalitions: A Study of Family-Controlled Enterprises in the S&P 1500 | Richard John Gentry, U. of Mississippi; Clay Dibrell, U. of Mississippi; Jaemin Kim, U. of Mississippi
Is Nepotism Definitely Dysfunctional? Antecedents and Consequences of Nepotism in Family Business | Xiaoxiao Liu, Nanyang Technological U.
Centralization and Delegation Practices in Family Versus Non-Family SMEs: A Rasch Analysis | Wendy L. Martin.
Session Details – Tuesday, 2:00 - 4:00 PM

1590  "": (Paper Session) - (HCM) Employee Engagement in Healthcare
3:00pm - 4:30pm Marriott Rivercenter: Salon L
Tweet this session: #AOM2011 1590

Chair: Elizabeth Goodrich, Florida Atlantic U.
The Effects of Job Impact and Person-Job Fit on Employee Attitudes towards Change in Trauma Centers | Christopher D. Zatzick, Simon Fraser U.; Douglas F Zatzick, U. of Washington

Strategic Pay Fairness and Employee Engagement in the Healthcare Sector | Benjamin B. Dunford, Purdue U.; Trenton A. Williams, Deloitte Consulting, LLP; Alan D. Boss, U. of Washington, Bothell; Wayne Boss, U. of Colorado, Boulder; Ingo Angermeier, Spartanburg Regional Healthcare System

RN Retention Strategies in Nursing Homes: A Two Factor Perspective | Selina R. Hunt, Duke U.; Janice Probst, U. of South Carolina; Kathryn S. Haddock, WJB Dunn VA Medical Center; Robert Moran, U. of South Carolina; Samuel Baker, U. of South Carolina; Ruth A Anderson, Duke U.; Kirsten Corazzini, Duke U.

1591 "": (Paper Session) - (HR) The Influence of Organizational Factors on Employee Stress, Commitment, and Retention
3:00pm - 4:30pm Grand Hyatt: Bonham D
Tweet this session: #AOM2011 1591

Chair: Timothy M. Gardner, Vanderbilt U.
HRM and Commitment: Under Which Conditions Does HR Differentiation Pay Off? | Elise Marescaux, Lessius U. College; Sophie De Winne, Lessius U. College; Luc Sels, Katholieke U. Leuven

HPWS, ‘Stressors’, Affective Organizational and Occupational Commitments in Japanese Organizations | Kaushik Chaudhuri, Reitaku U.


Unit-Level Retention and Productivity: Implications of Employee Engagement and Customer Demand | Jeff Erickson, Michigan State U.

1592  "": (DRP Session) - (HR) HRM Across the Globe: The Role of Culture
3:00pm - 4:30pm Grand Hyatt: Mission A
Tweet this session: #AOM2011 1592
Facilitator: Elaine Farndale, Pennsylvania State U.


Flexible Work Arrangements and National Culture: An International Longitudinal Study | Hilla Peretz, ORT Braude College; Yitzhak Fried, Syracuse U.; Ariel Levi, Wayne State U.

Involvement-Oriented Work Practices and Performance: Effects of Justice Climate and Power Distance | Yuan Jiang, Indiana-Purdue; Saba Colakoglu, Berry College; Joseph Blasi, Rutgers U.; Douglas Kruse, Rutgers U.

Vartan Bhanji and Human Resource Management in Pakistan: Balancing between Traditions and Modernity | Nooreen Saher, International Islamic U.

1593: (Paper Session) - (IM) Effects of National Culture and Environment on Foreign Direct Investment
3:00pm - 4:30pm San Antonio Convention Center: Room 207 B
Tweet this session: #AOM2011 1593

Chair: Dante DiGregorio, U. of New Mexico

Languages’ Power in Trade and Foreign Direct Investment | W. Travis Selmier, Indiana U. Kelley School; Chang Hoon Oh, Brock U.
The internalization of the production of collective goods by MNEs | Jean J Boddevyn, Baruch College; Sarianna Lundan, U. of Bremen, Germany

The Contingent Effects of National Culture: A Study of Control Sought in Cross Border Transactions | Ramya Tarakad Venkateswaran, Indian Institute of Management, Bangalore; Rejie George, Indian Institute of Management, Bangalore


1594: (Paper Session) - (IM) Environmental Effects on Technological Exploration and Diffusion
3:00pm - 4:30pm San Antonio Convention Center: Room 209
Tweet this session: #AOM2011 1594

Chair: Eric Dorion, U. de Caxias do Sul

Interdependencies of Formal and Informal Structure: Technological Exploration and Dispersed Firms | Daniel Tzabar, Drexel U.; Alex Vestal, U. of Central Florida; Robert L. Porter, U. of Central Florida; Sean McMahon, U. of Central Florida

Institutions and the International Diffusion of Technology: A Theoretical Overview | Roberto Martin Nolan Galang, Ateneo de Manila U.

International technology acquisition and its impact on innovation | Suma Athreye, Brunel U.; Yong Yang, U. of Essex

The Impact of Innovation Orientation on Firm Performance: An Investigation in Six Countries | Lis Senta Stranger, RWTH Aachen U.
Session Details – Tuesday, 2:00 - 4:00 PM

1595 ➔ JS: (IM, BPS) Integrating Political Science into International Business Research
3:00pm - 4:30pm San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 1595
Organizer: Ilgaz Arikcan, Georgia State U.
Discussant: Jordan Siegel, Harvard U.
Transnational Integration Regimes as Development Programs | Gerald A. McDermott, U. of South Carolina
Home-country Policy Reforms and the Birth of Multinationals | Sinziana Dorobantu, U. of Pennsylvania; Bennet A. Zelner, Duke U.
A Theory of Conflict and Trade | Kerem Cosar, U. of Chicago
The Impact of Conflict on Firms’ Governance Choices | Ilgaz Arikcan, Georgia State U.; Oded Shenkar, Ohio State U.
Caught in the Crossfire: Strategies of Multinational Enterprises in Host Countries at War | Li Dai, Texas A&M U.; Lorraine Eden, Texas A&M U.

1596 ➔ SHCS: (IM, OB, MOC) Champions of Cultural Transcendence: Uncovering the Potential of Bi/Multicultural Employees
3:00pm - 4:30pm San Antonio Convention Center: Room 210 A
Tweet this session: #AOM2011 1596
Chair: Dan V. Caprar, U. of New South Wales
Discussant: Mary Yoko Brannen, INSEAD
Multicultural Employees: Global Business’ Untapped Resource | Stacey R. Fitzsimmons, Simon Fraser U.; Christof Miska, WU Vienna
The Roles of Multiculturals in Teams: Their Influence on Work Processes and Outcomes | Hae-Jung Hong, ESSEC
The Integrative Complexity Advantages of Biculturalism: Predicting Creative & Professional Success | Carmit T. Tadmor, Tel Aviv U.; Adam D. Galinsky, Northwestern U.; William W. Maddux, INSEAD
The Relationship between Multiple Cultural Identities and Cultural Intelligence | Yih-teen Lee, IESE Business School; Aline D. Masuda, EADA

1597 ➔ (MC) MC Free Session
3:00pm - 4:30pm Grand Hyatt: Bowie B
Tweet this session: #AOM2011 1597
MC free session

1598 ➔ ➔ (DRP Session) - (MED) International Trends and Issues in Management Education and Development
3:00pm - 4:30pm Marriott Rivercenter: Conference Room 16
Tweet this session: #AOM2011 1598
Facilitator: Pedro Gabriel Marquez-Perez, Royal Roads U.
Looking for Ways to Increase Student Value: Internationalization and Value Innovation | Olga Kuznetsova, Manchester Metropolitan U.; Andrei Kuznetsov, U. of Central Lancashire
The Internationalization of Business Administration Undergraduate Course Curriculums in Brazil | Gilberto Sarfati, Fundacao Getulio Vargas; Tales Andreassi, Fundacao Getulio Vargas
From Preeminence to Prominence: The Fall of North American B-Schools and the Rise European B-Schools | Francois Herve Collet, ESIDE Business School; Luis Vives, ESIDE Business School
Executive MBA Expectations and Actual Outcomes in China: Lessons Learned | Thomas James Norman, California State U. Dominguez Hills
Exploring Global Trends: Accreditation Pressure and Isomorphism in French and British B-Schools | Lisa Barton, Leicester Business School; Jon Billsberry, Coventry U.; Veronique Ambrosini, Birmingham U.

1599 ➔ ➔ (MOC) Where North Meets South: Lessons from Teaching Management on the U.S - Mexico Border
3:00pm - 4:30pm Marriott Rivercenter: Salon C
Tweet this session: #AOM2011 1599
Organizer: Cody Brent Cox, U. of Texas at Brownsville
Identifying KSAs Important for Managerial Success in the Rio Grande Valley | Cody Brent Cox, U. of Texas at Brownsville; Jennie Johnson, U. of Texas at Brownsville; Joe Cox, Baylor U.
The Impact of Justice Sensitivity and Ethical Orientation on Competitiveness on the US/Mexico Border | Eric G Kirby, Texas State U.; Susan L. Kirby, Texas State U.
The Classroom on the Border | Tom Coyle, U. of Texas at Brownsville
Avoiding Pitfalls in Borderland Education | Carolyn I Chavez, New Mexico State U.
MED Global Forum Best Symposium Award sponsored by the University of Manchester, Manchester Business School for the symposium that best creates the opportunity to address global issues of significance to management education and/or development

1600 ➔ (DRP Session) - (MOC) Strategy and Cognition
3:00pm - 4:30pm La Quinta Inn & Suites: Fiesta D
Tweet this session: #AOM2011 1600
Chair: C Lakshman, Bordeaux école de Management
Beyond the Prototype. Creativity and “Zero Defects” in Haute Cuisine Industry | Barbara Slavich, ISEEG; Rossella Cappetta, Bocconi U.; Severino Salvemini, U. Commerciale L. Bocconi
Communicating Strategy Across Cultures with Visualisation: An Experimental Evaluation | Sabrina Bresciani, U. of Lugano; Martin J. Eppler, U. of St. Gallen; Margaret Tan, Nanyang Technological U.
The Perceived Threat and Strategic Choice: Evidence from Pharmaceutical Firms in China | Yuqiong He, Huazhong U. of Science & Technology; Yun Chen, Hubei U. of Economics

1601 ➔ (Paper Session) - (MSR) Spirituality and Organizational Performance
3:00pm - 4:30pm La Quinta Inn & Suites: Crockett East
Tweet this session: #AOM2011 1601
Chair: Charles G. Capps, Lipscomb U.
Facilitator: Lee Robbins, Golden Gate U.

Present State of Workplace Spirituality: Literature review of context, theory, & scales/measurements | David W. Miller, Princeton U.; Tim Ewust, Wartburg College

Empathy, Connectedness and Organization | Kathryn Pavlovich, U. of Waikato; Keiko Krahne, U. of Northern Colorado

Creating “Un-Bounded” Entrepreneurial Rationality Through Practices Of Inner-Self Exploration | Patricia Corner, Auckland U. of Technology

1602 SHCS: (OB) LMX Perspectives on Creativity
3:00pm - 4:30pm Grand Hyatt: Bowie A
Tweet this session: #AOM2011 1602
Chair: Pamela Tierny, Portland State U.


The Effects of Within-Group LMX Diversity on Group and Individual Creativity | Xiao-Ping Chen, U. of Washington; Liang-Chieh Weng, Providence U.

LMX, Creative Processes, and Team Innovation | Maria del Mar Bornay-Barrachina, Pablo de Olavide U.; Lucy L. Gilson, U. of Connecticut; Ramón Valle-Cabera, Pablo de Olavide U.; Seth Spain, U. of Nebraska

LMX Relational Strength, Embeddedness, and Employee Creativity | Pamela Tierny, Portland State U.

1603 (OB) New Perspectives in Behavioral Ethics Research
3:00pm - 4:30pm Grand Hyatt: Bowie C
Tweet this session: #AOM2011 1603
Chair: Rebecca L. Greenbaum, Oklahoma State U.

Discussant: David Mayer, U. of Michigan

Machiavellianism to Unethical Behavior: An Examination of Moderators | Rebecca L. Greenbaum, Oklahoma State U.; Aaron Hill, U. of Nevada, Reno; Gabi Eissa, Oklahoma State U.

Ethical Leadership and Negative Outcomes: The Role of Organizational Structure | Maribeth Kuenzi, Southern Methodist U.; Michael E. Brown, -Pennsylvania State U., Erie Physical Pain and Social Agony | Niro Sivanathan, London Business School; Chen-Bo Zhong, U. of Toronto

Using Nursery Rhymes and Soft Toys to Discourage Unethical Behavior | Sreedhari D. Desai, Harvard U.

1604 (DRP Session) - (OB) Social Identity at Work: Individual Differences and Team Processes
3:00pm - 4:30pm Grand Hyatt: Crockett B
Tweet this session: #AOM2011 1604
Facilitator: Randy Evans, U. of Tennessee, Chattanooga

Social Identity in Work Teams: The Palliative Role of Charisma | Margarita Mayo, IE U.; Shainaz Firifary, IE U.

Newcomers as Active Agents: Team Receptivity to Integrating vs. Differentiating Identity Strategies | Aimee A. Kane, Duquesne U.; Floor Rink, U. of Groningen

What Matters and What’s Sacred? Automatic Effects of Professional Identity on Moral Processes | Keith Leavitt, United States Military Academy; Christopher M. Barnes, Virginia Tech; Pauline Schilpzand, U.S. Military Academy, West Point

When Identities Mirror Networks: An Empirical Examination | Alberto Monti, Bocconi U.; Massimo Bergami, U. of Bologna; Gabriele Morandin, U. of Bologna

Staying with the Negative | Sungchul Noh, McGill U.

1605 (DRP Session) - (OB) The Social Exchange Perspective: Equity Sensitivity, Workplace Exclusion, and Job Performance
3:00pm - 4:30pm Grand Hyatt: Crockett C
Tweet this session: #AOM2011 1605
Facilitator: Adib Birkland, City U. of New York, City College

A Model of the Antecedents of Workplace Exclusion: Incivility, Distrust and Social Exchange | Kristin L. Scott, Clemson U.; Thomas J. Zagenczyk, Clemson U.


Quid Pro Quo Propensity: A Meta-Analytic Examination of Equity Sensitivity and Exchange Ideology | Daejong Choi, U. of Iowa; Steven D. Charlier, U. of Iowa; Bennett E. Postlethwaite, Pepperdine U.

1606 (DRP Session) - (OB) Turnover: Job Related Factors and The Role of Supervisor, Family, and Social Support
3:00pm - 4:30pm Grand Hyatt: Crockett D
Tweet this session: #AOM2011 1606
Facilitator: Denis Chenevert, HEC Montreal

When Job Dissatisfaction Explains Family-Related Turnover: Job-to-Job Versus Job-to-Home Turnover | Stefanie K. Johnson, U. of Colorado at Denver and Health Sciences Center; Janet Shirley Hyde, U. of Wisconsin, Madison

Disaggregating Effects of Job Embeddedness on Turnover Intentions | Mian Zhang, Tsinghua U.; Li Hai, Beijing Normal U.; Wei Jun, U. of Science and Technology Beijing

How Much Is Supervisors’ Support Worth? Interational Effects of PSS and Contingencies on Turnover | Yuan Li, Peking U.; Yunhui Xie, GSM, Peking U.; Li Ma, Peking U.; Zhi-Xue Zhang, Peking U.


1607 (Paper Session) - (OB) How Leaders Influence Individual and Collective Identity and Efficacy
3:00pm - 4:30pm Grand Hyatt: Republic B
Tweet this session: #AOM2011 1607
Chair: Susan Marie House, Oneida Tribe of Indians of Wisconsin

Because It’s More Than the Sum of Its Parts: The Influence of Leadership on Collective Team Identity | Hendrik Huettermann, U. of Konstanz; Sebastian I. Doering, U. of Konstanz; Sabine Boerner, U. of Konstanz
Session Details – Tuesday, 2:00 - 4:00 PM

1608 : (Paper Session) - (OB) Top Management Team Composition, Processes, and Outcomes
3:00pm - 4:30pm Grand Hyatt: Republic C
Chair: Sébastien Fosse, IE Business School
An Integrative Review of Top Management Team Processes and Emergent States and Relations to Outcomes | Anneloes Raes, U. of St. Gallen; Robert A. Roe, Maastricht U.; Ursula Glunk, Maastricht U.; Marielle Heijtjes, Maastricht U.
Personality and Leadership Composition in Top Management Teams: Predicting Organization Performance | Amy E. Colbert, U. of Iowa; Murray R. Barrick, Texas A&M U.; Bret H. Bradley, U. of Oklahoma - Norman
The Role of Characteristics, Leadership, and Decision-Making Style in Top Management Team | Yat-Hsu Chi, Hsii Institute of Technology
Dual Allegiance in the Management Team | Maarten Cuipers, Maastricht U.; Ursula Glunk, Maastricht U.; Marielle Heijtjes, Maastricht U.

1609 : (Paper Session) - (OB) Cognitive Processes of Contexts: Socialization, Organizational Justice, Fit & Rewards
3:00pm - 4:30pm Grand Hyatt: Travis C
Chair: Xi Zhu, U. of Minnesota
The Nonconscious Influence of Managerial Narrative on Perceptions of Job Satisfaction | Sean Walker, Southern Illinois U. Carbondale
Understanding the Antecedents and Effects of Employees' Downsizing Evaluations | Chun Guo, Sacred Heart U.; Jane Giacobbe Miller, U. of Massachusetts, Amherst
Shall I Change Myself? A Control Perspective for Newcomers' Organizational Socialization | Jane Yan Jiang, Nanjing U.; Kenneth S. Law, The Chinese U. of Hong Kong; Chi-Wei Liu, HongKuang U.
Reward and Creative Performance: A Field Study | Fuli Li, Xi'an Jiaotong U.

1610 : (J)S: (OB, HR) Examining Interactive and Non-Linear Organizational Citizenship Behavior Effects
3:00pm - 4:30pm Grand Hyatt: Republic A
Chair: Nathan Philip Podsakoff, U. of Arizona; Philip M. Podsakoff, Indiana U.
Discussant: Tammy D. Allen, U. of South Florida
Mediators and Moderators of the OCB-Performance Evaluation Relationship | Nathan Philip Podsakoff, U. of Arizona; Daniel Gregory Bachrach, U. of Alabama; Philip M. Podsakoff, Indiana U.; Scott B. MacKenzie, Indiana U.
The Effects of Gender on the Relationships between OCBs and Employee Selection Decisions | Steven Whiting, Indiana U.; Timothy D. Maynes, Indiana U.; Jessica L. Siegel, U. of Arizona
Knowing When to Say When: Diminishing Returns of Citizenship on Task Performance | Erich C. Dierdorff, DePaul U.; Robert S. Rubin, DePaul U.; William H. Bommer, California State U. Fresno
Hitting Home Runs and Striking out at the Same Time? | You Jin Kim, Michigan State U.; Linn Van Dyne, Michigan State U.; Matthias Spitzmüller, National U. of Singapore

1611 : (JS: (OB, HR, CAR) Theoretical, Methodological and Empirical Developments on Turnover and Turnover Intentions
3:00pm - 4:30pm Grand Hyatt: Seguin B
Chair: Marie S. Mitchell, U. of Georgia; Ryan M. Vogel, Southern Methodist U.
Discussant: Rodger Griffeth, Ohio U.
Focusing on Proximal Psychological States and an Expanded Criterion of Turnover | Peter Hom, Arizona State U.; Terence R. Mitchell, U. of Washington; Thomas Lee, U. of Washington; Rodger Griffeth, Ohio U.
Effects of Job Alternatives on Employees’ Felt Frustration, Turnover Intentions, and Behaviors | Marie S. Mitchell, U. of Georgia; Ryan M. Vogel, Southern Methodist U.; Rebecca J. Bennett, Louisiana Tech U.; Craig D. Crossley, Schwan Food Company
Turnover Rates and Organizational Performance: A Meta-Analytic Review | Tae-Youn Park, U. of Minnesota; Jason D. Shaw, U. of Minnesota
Fifty Years of Turnover Research: Theoretical Implications of Turnover Research Methods | David G. Allen, U. of Memphis; Julie I Hancock, U. of Memphis; James Vardaman, Mississippi State U.; D’Lisa N. McKee, Mississippi State U.

1612 : (JS: (OB, SIM) Corporate Volunteerism: Antecedents and Consequences
3:00pm - 4:30pm Grand Hyatt: Seguin A
Chair: Jessica Rodell, U. of Georgia
Discussant: Amy Wrzesniewski, Yale U.
Extended Theory of Planned Behavior and Antecedents of Corporate Volunteerism | Jaime Henning, Eastern Kentucky U.
Finding Meaning through Volunteering: A Field Study | Jessica Rodell, U. of Georgia
Corporate Volunteerism: Does Contributing to a Cause Have a Causal Impact? | Adam M. Grant, U. of Pennsylvania
Corporate Volunteerism, the Experience of a Positive Self-Concept, and Organizational Commitment | Deanna Siegel Senior, Tiffany & Co.; Joel Brockner, Columbia U.; William Welch, Columbia U.
Session Details – Tuesday, 2:00 - 4:00 PM

**1613** (DRP Session) - (OCIS) IT and Organizational Strategy
3:00pm - 4:30pm San Antonio Convention Center: Room 216 B
Tweet this session: #AOM2011 1613
Facilitator: Ping Wang, U. of Maryland
Intra-Firm Knowledge Transfer Processes: A Multidimensional Taxonomy | Martin Spraggon, American U. of Sharjah; Virginia Bodolica, American U. of Sharjah
Resource Enablers and Innovation Outcomes of Digitally-Enabled Collaborative Problemistic Search | John Qi Dong, Hong Kong U. of Science and Technology; Prasanna Karhade, Hong Kong U. of Science and Technology
Monsanto's Entry to Genetically Modified Food: A Discursive Study of Institutionalism | Gail Fann Thomas, Naval Postgraduate School; Kimberlie J. Stephens, U. of Southern California
Asset Transfer: Divesting Commodities or Inviting Investment? | Kiron Ravindran, IE Business School
Managing Multiple Organizational Identities: The Role of IT Capability | Abhishek Kathuria, Emory U.; Michael J. Prietula, Emory U.; Benn Konsynski, Emory U.

**1614** (OCIS, MH) The Future of Management and Social Media
3:00pm - 4:30pm San Antonio Convention Center: Room 206 A
Tweet this session: #AOM2011 1614
Moderator: Gordon Bruce Schmidt, IPFW
Participants: Barton Halpern, U.S. Army; Richard N. Landers, Old Dominion U.; James Lynch, Intel; Julia Teahen, Baker College
A Dialectical Process Model of Responding to Paradoxical Tension in Organizations and the Dynamics of Organizational Ambidexterity | Karen Jansen, U. of Virginia
Awareness and Responsiveness to Handle the Catch 22 of Organizational Change Processes in a Hospital | Harald Heinz Tuckermann, U. of St. Gallen
Entrepreneurial Organizations and Organizational Ambidexterity | Yuan-Chieh Chang, National Tsing Hua U.; Philip Yang, National Taichung U.; Hui-Ru Chi, National Changhua U. of Education; Tung-Fei Tsai Lin, National Tsing Hua U.

**1615** (Paper Session) - (ODC) Responding to Paradoxical Tension in Organizations and the Dynamics of Organizational Ambidexterity
3:00pm - 4:30pm Grand Hyatt; Lorne Star A
Tweet this session: #AOM2011 1615
Chair: Karen Jansen, U. of Virginia
A Dialectical Process Model of Responding to Paradoxical Tension in Organizations | Paula Jarzabkowski, Aston U.; Jane Kirsten Le, U. of Sydney; Andrew H. Van de Ven, U. of Minnesota
Awareness and Responsiveness to Handle the Catch 22 of Organizational Change Processes in a Hospital | Harald Heinz Tuckermann, U. of St. Gallen
Entrepreneurial Organizations and Organizational Ambidexterity | Yuan-Chieh Chang, National Tsing Hua U.; Philip Yang, National Taichung U.; Hui-Ru Chi, National Changhua U. of Education; Tung-Fei Tsai Lin, National Tsing Hua U.

**1616** (DRP Session) - (OMT) Control, Boundaries and Governance
3:00pm - 4:30pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 1616
Chair: Mark L. Diana, Tulane U.
How Firms Use Organization Structure to Adapt to Transactional Governance Modes Over Time? | Magdalena Dobrjanska, U. of Southern Denmark; Markus C. Becker, U. of Southern Denmark; Stephen Billinger, U. of Southern Denmark
How Do Weaker Firms Govern Asymmetric IORs? | Shih Chin Tai, I-Shou U.; Julia L. Lin, I-Shou U.; Fu-Sheng Tsai, Cheng Shiu U.
An Examination of the Explanatory Power of Transaction Cost Economics On Sourcing Decisions | Eneli Loliou, London School of Economics; Leslie Willocck, London School of Economics
The Antecedents and Outcome of Control in IJVs: A Control-Gap Framework | Ming-Chang Huang, Providence U.; Ya-Ping Chiu, Chung Yuan Christian U.
Value Addition by Private Equity Firms | Christian Landau, EBS Business School; Carolin Bock, TUM School of Management

**1617** (DRP Session) - (OMT) Rule Breaking and Deviance in Organizations
3:00pm - 4:30pm San Antonio Convention Center: Room 206 B
Tweet this session: #AOM2011 1617
Chair: Kenji Klein, U. of California, Irvine
Modeling Corruption Contagion in Organizations | Jonathan Pinto, Imperial College Business School; Maziar Nekovee, U. College London
The Influence of the Institutional Context on Corporate Illegality | Claudia Gabbioneta, U. of Genoa; Royston Greenwood, U. of Alberta; Pietro Mazzola, IULM U.; Mario Minoja, Bocconi U.
Status and Corporate Deviance – An Outcome of Self-Fulfilling Prophecy? | Rekha Krishnan, Simon Fraser U.; Rajiv Krishnan Kozhikode, U. of Groningen

**1618** (DRP Session) - (OMT) Consequences of Status
3:00pm - 4:30pm San Antonio Convention Center: Room 207 A
Tweet this session: #AOM2011 1618
Chair: Kaisa E. Snellman, Stanford U.
Penetrating caste: An Examination of Social Mechanisms that Divide and Unite Academia | Dalia Ma, Drexel U.; Ehsan Fakharzad, Drexel U.
When Success Breeds Competition: The Dark Side of Status | Curt Moore, Texas Christian U.; G. Tyge Payne, Texas Tech U.
The Risk of Having More Than One Good Reputation | Joris J. Ebbers, U. of Amsterdam; Nachoem M. Wijnberg, U. of Amsterdam

**1619** (Paper Session) - (OMT) Social Movements and New Industry Emergence
3:00pm - 4:30pm San Antonio Convention Center: Room 214 B
Tweet this session: #AOM2011 1619
Chair: Rebecca Henn, U. of Michigan
The Risk of Having More Than One Good Reputation | Joris J. Ebbers, U. of Amsterdam; Nachoem M. Wijnberg, U. of Amsterdam

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Against the State: The Case of Chinese Mobile Phones | Chuan-Kai Lee, National Tsing Hua U.; Shih-Chang Hung, National Tsing Hua U.
Social Movements, Institutional Logics and the Emergence of Electric and Hybrid Drive | Byungchae Jin, U. of Maryland, College Park
Institutional Heterogeneity, Innovation, and Entrepreneurship in the U.S. Biodiesel Fuel Sector | Shon R Hiatt, Harvard Business School

1620 (Paper Session) - (OMT) Intraorganizational Networks
3:00pm - 4:30pm San Antonio Convention Center: Room 214 C
Chair: Natalie C. Cotton, U. of Michigan
The Primacy of Affect in Intraorganizational Task Networks | Tiziana Casciaro, U. of Toronto; Miguel Sousa Lobo, INSEAD
Reconnection Choices and the Dominance of the Irrelevant Past | Daniel Z. Levin, Rutgers U.; Jorge Walter, George Washington U.
Intraorganizational network as structural antecedents of work-family conflict | Han Jiang, Tulane U.; Cynthia E. Devers, Tulane U.; Jie Jiao, Tsinghua U.

1621 (Paper Session) - (OMT) Social Psychological Processes in the Emergence of New Firms
3:00pm - 4:30pm San Antonio Convention Center: Room 218
Chair: Ralph Stabilein, Massey U.
Organization as an Emergent Accomplishment | Dionysios D. Dionysiou, ALBA Graduate Business School
Organizational Learning Through the Lens of Identity: The Case of Innovation Awards | Michael P. Ciuchta, U. of Central Florida; Anne S Miner, U. of Wisconsin, Madison
The Microfoundations of Organizational Imprinting: The Role of Transactive Autobiographical Memory | Peter T. Bryant, IE Business School

1622 (Paper Session) - (ONE) Conceptions of Time, Pace and Scale in Corporate Environmental Performance
3:00pm - 4:30pm Marriott Riverwalk: Salon E
Chair: Sara B. Soderstrom, U. of Michigan
The Importance of Upper Echelons’ Time Perspective in Shaping Corporate Environmental Performance | Natalia Ortiz-de-Mandojana, U. of Granada, Pratima Bansal, U. of Western Ontario; J. Alberto Aragon-Correa, U. of Granada
Managing the Time Paradox in Business Sustainability | Natalie Slawinski, Memorial U. of Newfoundland; Pratima Bansal, U. of Western Ontario
Bigger, Better, Faster, More: The Effects of Pace and Scale on Environmental Performance | Robert Ryan Raffety, Richard Ivey School of Business
Leading Organizational Environmental Sustainability Efforts: Illuminating Roles and Requirements | Pratima Bansal, Memorial U. of Newfoundland; Sean Christopher Buchanan, Schulich School of Business
Socially Responsible Consumers and the Evaluation of Service Quality | Somoyi Wattanakamolchai, Bangkok U.; Suzanne K Murrmann, Virginia Tech; Manisha Singal, Virginia Tech
Social Reporting Practices of French and Brazilian Firms: An Analysis Based on Stakeholder Theory | Joao Esio Ponte Junior, U. of Fortaleza (UNIFOR); Marcelle Oliveira, U. of Fortaleza (UNIFOR); Marcos Sena, U. of Fortaleza (UNIFOR); Oderele Vieira Oliveira, U. of Fortaleza (UNIFOR); Jonas Araujo Junior, U. of Fortaleza (UNIFOR)

1623 (US: (ONE, HR, ODC) Leading Organizational Environmental Sustainability Efforts: Illuminating Roles and Requirements
3:00pm - 4:30pm Marriott Riverwalk: Salon F
Chair: Cathy Lynn Zieien DuBois, Kent State U.; David DuBois, PSRI
Discussant: John C Hollwitz, Fordham U.

On the Green Frontlines: Understanding the Sustainability Manager’s Job | David DuBois, PSRI; Cathy Lynn Zieien DuBois, Kent State U.; Jason Lindemith, Kent State U.
Strategic Human Resource Management Leadership in Organizational Environmental Sustainability | Cathy Lynn Zieien DuBois, Kent State U.; David DuBois, PSRI
Sustainability-Related Attitudes of Managers: Toward Creating a Sustainability Culture | John C Hollwitz, Fordham U.

1624 (SHCS: (PNP) Unpacking Capacity: Five Dimensions and Their Synergies
3:00pm - 4:30pm Marriott Riverwalk: Salon F
Chair: Kimberly Roussin Isett, Columbia U.; Tara Kolar Bryan, Virginia Tech
Overview and Introduction | Kimberly Roussin Isett, Columbia U.; Tara Kolar Bryan, Virginia Tech
Human Resource Capacity | Jessica Elizabeth Sowa, U. of Colorado, Denver
Financial Capacity | Stephanie Moulton, Ohio State U.
Information Capacity | Kailfeng Yang, Florida State U.
Stakeholder Capacity | Judith L. Millesen, Ohio U.
Collaborative Capacity | Tara Kolar Bryan, Virginia Tech; Kimberly Roussin Isett, Columbia U.

1625 (DRP Session) - (SIM) Corporate Social Responsibility and the Role of Stakeholders
3:00pm - 4:30pm Marriott Riverwalk: Conference Room 17
Chair: Sarah Stockey, Central Connecticut State U.
What Constrains Socially Responsible Managers? The ‘Technical’ Environment and CSR | Sean Christopher Buchanan, Schulich School of Business
Socially Responsible Consumers and the Evaluation of Service Quality | Somoyi Wattanakamolchai, Bangkok U.; Suzanne K Murrmann, Virginia Tech; Manisha Singal, Virginia Tech
Social Reporting Practices of French and Brazilian Firms: An Analysis Based on Stakeholder Theory | Joao Esio Ponte Junior, U. of Fortaleza (UNIFOR);
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Oderel Vieira Oliveira, U. of Fortaleza (UNIFOR); Jonas Araujo Junior, U. of Fortaleza (UNIFOR)
1626  | (Paper Session) - (SIM) Corporate Social Performance and the Consumer
3:00pm - 4:30pm Marriott Rivercenter: Salon M
Tweet this session: #AOM2011 1626
Chair: Jonathan H. Coleman, U. of Michigan
Discussant: Jacob Dahl Rendtorff, Roskilde U.

1627 | (JS) - (SIM, HR) An Ethical Future for HRM: Philosophical, Political and Human Considerations
3:00pm - 4:30pm Marriott Rivercenter: Salone B
Tweet this session: #AOM2011 1627
Chair: Harry J Van Buren, U. of New Mexico; Michelle Greenwood, Monash U.
Discussant: Jan Schapper, La Trobe U.
Whose Goals Are They, Anyway? Employee Voice and the Ethical Problems Posed by Unitarism | Harry J Van Buren, U. of New Mexico; Michelle Greenwood, Monash U.
Beyond Human Resource Management: Towards A Humanistic Understanding of Managing People | Nicola M. Pless, ESADE; Thomas Maak, ESADE
Strategic Human Resource Management and Ethics | Anne-Laure Pelissier Winkler, Rutgers U.; Miguel Angel Alzola, Fordham U.
An Exploration of the Boundaries of Human Resource Managers’ Responsibilities | David E Guest, King’s College London; Christopher Woodrow, King’s College London
Whither Ethics? Constructing and Disciplining The International Working Body | Marian Crowley-Henry, National U. of Ireland Maynooth; Paul F Donnelly, Dublin Institute of Technology
MNCs as Political Actors: Challenges and Implications for Human Resource Management | Andreas Georg Scherer, U. of Zurich; Christian Voegtlin, U. of Zurich

1628  | (Paper Session) - (TIM) Public Policy and Innovation
3:00pm - 4:30pm San Antonio Convention Center: Room 006 A
Tweet this session: #AOM2011 1628
Chair: Vernon Bachor, Saint Cloud State U.
Regional Disadvantage? Non-compete Agreements and Brain Drain | Matt Marx, MIT Sloan; Jassjit Singh, INSEAD; Lee Fleming, Harvard U.
Giving Fish or Teaching to Fish? An Empirical Study for the Effects of Government R&D Policies | Kai Xu, Texas A&M U.; Kuo-Feng Huang, National Chengchi U.

1629  | (Paper Session) - (TIM) Product Development Teams
3:00pm - 4:30pm San Antonio Convention Center: Room 006 B
Tweet this session: #AOM2011 1629
Chair: Rebeca Mendez-Duron, U. de les Illes Balears
Connecting Inter-firm and Intra-firm Collaboration in NPSD Projects: Does Innovation Context Matter? | Stephanie Christine Schleimer, U. of Queensland; Dries Faems, U. of Twente
Examining the Interrelationship of Social Capital in Facilitating Knowledge Sharing in the NPD Team | Shiu-Wan Hung, National Central U.; Ping-Chuan Chen, National Central U.; Chia-Chin Chang, National Central U.

1630  | (Paper Session) - (TIM) The Emergence and Evolution of Business Constructs
3:00pm - 4:30pm San Antonio Convention Center: Room 006 C
Tweet this session: #AOM2011 1630
Chair: Iva Petkova, Columbia U.
Sensegiving in Nascent Innovations | Rangapriya Kannan-Narasimhan, U. of California, Los Angeles; Barbara S. Lawrence, U. of California, Los Angeles
The Dispersed Theoretical Origins of the Business Model Concept | Pertti Aaltosen, Aalto U.; Tuomas Maki, Helsinki U. of Technology; Jaakko Aspaa, Aalto U.
Business Ecosystems as Metaphor, Label and Analogy | Steven Muegge, Carleton U.
Moving towards agility: the contribution of a balanced scorecard system | Bruce Gurd, U. of South Australia

1631 | (SHCS) - (TIM, ENT) Emerging Industries: Theory and Evidence
3:00pm - 4:30pm San Antonio Convention Center: Room 006 D
Tweet this session: #AOM2011 1631
Organizers: Gregory Theyel, U. of Cambridge; Paul Heffernan, U. Cambridge
The Emergence and Evolution of the Electronics Sector in Japan | Marie Anchordoguy, U. of Washington
The Role of Entrepreneurial Finance as a Selection Mechanism the Evolution of Industries | Nicola Dee, U. Cambridge; Finbarr Livesey, U. Cambridge; Sarah Lubik, U. Cambridge; Tim Minshall, U. Cambridge
Spinouts from Anchors and Their Role in Knowledge Dispersion | Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
Consideration of Industry Emergence in a Global Context | Glen Stirling Taylor, California State U. East Bay
Cutting through the Fog: Understanding the Competitive Dynamics in Cloud Computing | Dan Breznitz, Georgia Tech
The Dynamics of Industrial Emergence: Insights from Commercial Inkjet Printing | Simon Ford, U. Cambridge;
Michele Routley, U. Cambridge; Rob Phaal, U. of Cambridge; Eoin O’Sullivan, U. Cambridge; David Probert, U. of Cambridge

**Tuesday 5:00PM**

**1632 : (AAA) All-Academy Closing Reception**

5:00pm - 7:00pm Marriott Rivercenter: Grand Ballroom

Tweet this session: #AOM2011 1632

Come celebrate the completion of the 2011 AOM annual meeting, enjoy some refreshments and hors'devours, take in the performance of Salsa and Country-Western dancers, and even learn the Texas Two-Step.

Hosts: Ming-Jer Chen, U. of Virginia; R. Duane Ireland, Texas A&M U.
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Claudio
from Buenos Aires, Argentina
Discipline: Marketing
Years Teaching: 5 to 9 yrs

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Applicants must submit a letter of interest and a CV or résumé to:

Howe School Dean Search Committee
Stevens Institute of Technology
1 Castle Point on Hudson
Hoboken, NJ 07030
HoweDean@stevens.edu

Attributes and Qualifications

• Exceptional Preparation. An earned doctorate (desired) and industry and/or academic experience to merit an appointment at the rank of full professor;
• Strategic Vision. Ability to lead a complex organization and develop a compelling vision and strategy;
• Commitment to Collaboration. Capacity to work with peers across the University and develop external partnerships within business, government, and other communities;
• Effectiveness. Ability to develop organizational and individual metrics, set objectives, and guide resource allocations that ensure high levels of effectiveness;
• Leadership by Example. Dedication to upholding high standards with regard to excellence in scholarship, mentoring, collaboration and outreach;
• Inspiration. Capacity to motivate both internal and external communities as a collaborative leader who shares the Stevens commitment to innovation and excellence;
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