ALL-ACADEMY PROGRAM HIGHLIGHTS
FREE TO ALL CONFERENCE REGISTRANTS

REGISTRATION
DATE: Friday, August 3, 7:30AM-5:00PM
Saturday-Tuesday: August 4-7, 8:00AM-5:00PM
LOCATION: Hynes Convention Center, Exhibit Hall A

EXHIBITS
DATE: Saturday-Monday, August 4-6, 8:00AM-5:00PM
LOCATION: Hynes Convention Center, Exhibit Hall A

PLACEMENT
DATE: Saturday-Monday, August 4-6, 8:30AM-4:30PM
LOCATION: Marriott Copley, Third Floor

NEW MEMBER ORIENTATION: SESSIONS
DATE: Friday-Saturday, August 3-4, 5:30PM-7:00PM
LOCATION: Hynes Convention Center, Room 302/304/306

PRESIDENT’S RECEPTION FOR NEW AND INTERNATIONAL MEMBERS
DATE: Saturday, August 4, 7:00PM-9:00PM
LOCATION: Hynes Convention Center, Room 302/304/306

ALL-ACADEMY WELCOME BREAKFAST
DATE: Sunday, August 5, 6:00AM-9:00AM
LOCATION: Sheraton Boston, Grand Ballroom

ACADEMY OF MANAGEMENT PRESIDENTIAL ADDRESS AND AWARDS CEREMONY
DATE: Sunday, August 5, 9:00AM-11:00AM
LOCATION: Sheraton Boston, Grand Ballroom

ACADEMY LEADERSHIP FORUM: WORKSHOP FOR ACADEMY VOLUNTEER LEADERS
DATE: Sunday, August 5, 7:00AM-3:00PM
LOCATION: Hynes Convention Center, Room 208
INVITATION ONLY

CONNECTING THE ACADEMY THROUGH TECHNOLOGY
DATE: Sunday, August 5, 2:00PM-4:00PM
LOCATION: Hynes Convention Center, Room 208

TOWN HALL:
DATE: Sunday, August 5, 3:00PM-5:00PM
LOCATION: Sheraton Boston, Back Bay Ballroom A

ACM STRATEGIC PLAN
DATE: Sunday, August 5, 6:00PM-8:00PM
LOCATION: Sheraton Boston, Grand Ballroom

ALL-ACADEMY RECEPTION
DATE: Sunday, August 5, 6:00PM-8:00PM
LOCATION: Sheraton Boston, Grand Ballroom

SPECIAL THANKS
The Academy of Management gratefully acknowledges the following institutions for their generous support of the 72nd Annual Meeting of the Academy:

MAYS BUSINESS SCHOOL, TEXAS A&M UNIVERSITY
PAGE UNIVERSITY, LSB SCHOOL OF BUSINESS
USC MARSHALL, SCHOOL OF BUSINESS

BOSTON | 2012
Full, Associate or Assistant Professor Faculty Positions

As one of top business schools in China, Tongji University’s School of Economics & Management has 200 faculty members and offers 8 undergraduate programs, 14 master programs, 5 doctoral programs as well as 2 post-doctoral programs and 4 professional degrees. The School has established close ties of extensive international collaboration with business schools in USA, Germany, France, Canada and many other countries.

The School is accepting applications for full-time full professor, associate professor and assistant professor positions starting for Fall semester in 2012 with openings in areas of HR Management, Organizational Behavior, Marketing, Accounting and Corporate Finance.

Successful applicants will have a record of scholarly publications in quality research journals and professional achievement commensurate with the appointment. Candidates should send CV (with three recommendation contacts), statement of teaching, research and other professional interests, to the School of Economics & Management at Tongji University through Email: tongjirec@163.com.
# Table of Contents

Welcome to the 2012 AOM Annual Meeting ........................................ 3  
Academy Program Highlights .......................................................... 4  
Special Thanks ...........................................................................16  
Information for New and International Members ..........................17  
Boston Hotel Map .....................................................................19  
Annual Meeting Sponsors ............................................................20  
Exhibit Floor Plan and Schedule...................................................32  
Exhibitors Listing ....................................................................33  
Placement Services ..................................................................34  
William H. Newman Award Nominees ......................................36  
Carolyn Dexter Award Nominees .................................................37  
2012 Annual Meeting Statistics ....................................................39  
Abbreviations used in the Program .............................................48  
Hotel and Convention Center Floor Plans .................................49  
Conference Program Guide .......................................................57  
Session Overview by Sponsor ....................................................89  
Session Details - Friday, August 3 ............................................167  
Session Details - Saturday, August 4 .......................................187  
Session Details - Sunday, August 5 .........................................213  
Session Details - Monday, August 6 ........................................238  
Session Details - Tuesday, August 7 .......................................338  
Participant Index .....................................................................427
Welcome to the AOM 2012 Annual Meeting

On behalf of the thousands of AOM members and staff who have worked very diligently and effectively to organize the 2012 program, we welcome you to Boston for the 72nd Annual Meeting of the Academy of Management! With more than 18,000 members from over 110 nations, the Academy’s vision is to inspire and enable a better world through our scholarship and teaching about management and organizations. Supporting this vision is our mission, which is to build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas. Our Annual Meeting provides a forum for us to connect while sharing our research experiences, exchanging teaching resources, and discussing the implications of our work for practice. The meeting is also a rich forum for creating and renewing friendships and for developing our professional skills and contacts. Resulting from these interactions and exchanges are opportunities for our current and future work to inspire and enable a better world.

2012 Theme: “The Informal Economy”

An expanding set of economic activity is taking place outside countries’ legal boundaries. Indeed, the proliferation of organizations being formed and operating in the informal economy is an important aspect of today’s world. For some, working in the informal economy is a choice. For example, the Organisation for Economic Cooperation and Development suggests that in many countries, individuals choose to supplement their income from a job in the formal economy with the income generated by a second job in the informal economy. But for others, perhaps those living in conditions of desperate poverty, to work in the informal economy isn’t a choice—it’s a necessity.

The informal economy refers to commercial activities that occur at least partially outside a governing body’s observation, taxation, and regulation. Sociologists Manuel Castells and Alejandro Portes suggest that the “informal economy is characterized by one central feature: it is unregulated by the institutions of society in a legal and social environment in which similar activities are regulated.” In contrast to the informal economy, the formal economy is comprised of commercial activities that a governing body taxes and monitors for society’s benefit and whose outputs are included in a country’s gross domestic product.

For many decades, management scholars have examined research questions that are almost exclusively centered on the organizations and individuals located in the formal economy. That is about to change if for no other reason than the fact that the informal economy is large in size and significant in scope. For example, the informal economy accounts for noticeable portions of economic activity in developed countries such as Finland (18.3 percent), Germany (16.3 percent), France (15.3 percent), and the United States (8.8 percent) to name but a few. However, at the other end of the spectrum, estimates suggest that informal economy activity accounts for between 50 and 75 percent of non-agricultural employment in many developing countries. Its influence is certainly pervasive. Partly because of this, the informal economy poses significant challenges—but perhaps also opportunities—on both a human and a policy level.

The program that has been developed for the Academy of Management’s 2012 Annual Meeting includes a variety of opportunities to explore intriguing issues that are suggested by the informal economy. Engaging in scholarly explorations about this important phenomenon while in Boston has the potential to serve as a source of new and novel insights about the informal economy as well as managerial practices within such a context. The opportunities for these engagements come in several forms such as the All-Academy Theme Program that will be held 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

Sunday - 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 5, 8:00 – 11:00 AM. Grand Ballroom, Sheraton Boston, Buffet Breakfast, Introduction of the 2012 Meeting Theme, Awards Ceremony, Presidential Address

All-Academy Reception: Sunday, August 5, 6:00 – 8:00 PM. Grand Ballroom, Sheraton Boston

Program Participants

The Annual Meeting celebrates the work of all who participate in it. The 2012 Call for Submissions elicited 6,672 paper submissions, 363 unique symposium submissions, and 484 Professional Development Workshops proposals. Our records indicate that 5,665 volunteer reviewers provided the effort to evaluate these submissions. We thank all of you for helping us create the final program—a program involving close to 8,000 individual participants.

Enjoy Your Time and Experiences in Boston

Boston is a city that is rich in history and culinary delights! We are confident you will find that your time in this wonderful city will yield fascinating opportunities to engage in valuable discussions about our research, teaching, and managerial practice during both the formally scheduled sessions as well as during informal, spontaneous conversations that will emerge at various times during the meeting. We invite everyone to explore this wonderful city and enjoy everything it has to offer. We want to extend a personal welcome to each participant and our very sincere hope that you will thoroughly enjoy and derive significant benefits from your participation with the Academy of Management’s 2012 Annual Meeting. We look forward to seeing you in Boston in August!
Academy Program Highlights

All-Academy Program Highlights:

New Member Orientation (two sessions)
Friday, August 3, and Saturday, August 4, 5:30 - 7:00 PM
Boston Hynes Convention Center, Room 302/304

President’s Welcome Reception for New Members
Saturday, August 4, 7:00 - 9:00 PM
Boston Hynes Convention Center, Room 306

All-Academy Welcome Breakfast
Sunday, August 5, 8:00 - 9:00 AM
Sheraton Boston Hotel, Grand Ballroom

AOM Presidential Address & Awards Ceremony
Sunday, August 5, 9:00 – 11:00 AM
Sheraton Boston Hotel, Grand Ballroom

Academy Leadership Forum: Workshop for Academy Volunteer Leaders (invitation only)
Sunday, August 5, 1:00 - 3:00 PM
Boston Hynes Convention Center, Room 208

Connecting the Academy Through Technology
Sunday, August 5, 2:00 - 4:00 PM
Boston Hynes Convention Center, Room 209

AOM Tweet Up
Sunday, August 5, 4:30 – 6:00 PM
Boston Hynes Convention Center, Room 301

All-Academy Reception
Sunday, August 5, 6:00 – 8:00 PM
Sheraton Boston Hotel, Grand Ballroom

AOM Farewell Gathering
Tuesday, August 7, 5:00 – 7:00 PM
Sheraton Boston Hotel, Sidebar

Division Program Highlights:

CONFLICT MANAGEMENT DIVISION (CM)

The Conflict Management Division will once again offer a rich mix of workshops, symposia, and paper sessions that present cutting edge research on all facets of this important subject. Below we highlight a few of the outstanding sessions that should be of great interest to the wider Academy membership as well as CM division members.

The preconference program features a number of engaging workshops including a multidisciplinary look at the practice and research on restorative justice.

Title: Restorative Justice: Integrating Multidisciplinary Perspectives on Research and Practice
Schedule: Friday, August 3, 2012, 10:15am-12:45pm at Boston Park Plaza in Berkeley & Clarendon Room
Organizers: David Lewin, University of California, Los Angeles, Lindred Greer, University of Amsterdam
Panelists: Karl Aquino, University of British Columbia, Robert Bies, Georgetown University, Alexander J.S. Colvin, Cornell University, Ryan Fehr, University of Washington, Deborah Kidder, University of Hartford, Thomas A. Kochan, Massachusetts Institute of Technology, Lukas Neville, Queens University, Christine Porath, Georgetown University

Studies of restorative justice reflect a variety of disciplinary backgrounds and research streams. One research stream focuses on how individuals respond to perceived injustice. As organizational behavior specialists have shown, some individuals seek revenge as a means to justice while others seek forgiveness. Another research stream focuses on the effectiveness of re-instatement following employee suspension or termination. This research, conducted by industrial relations scholars in the U.S. and Canada, highlights the difficulties that reinstated employees encounter from peers and superiors following reinstatement. Yet another research stream focuses on grievance procedures in unionized settings and alternative dispute resolution systems (ADR) in non-union settings as justice-restoring mechanisms. This research, often done by human resource management scholars, distinguishes availability from actual use of grievance and ADR systems and analyzes the effects of availability and use on organizational performance.

Given these research streams, this PDW focuses on two main questions: 1) Can justice in organizational and workplace relationships be restored once it has been violated or broken? 2) How, if at all, do conflict management perspectives on restorative justice differ from HR perspectives on restorative justice? We invite scholars from a variety of disciplinary backgrounds to participate in an interactive dialogue about and provide answers to these questions. We also encourage participants to identify particular research issues and opportunities in the area of restorative justice, especially as they bear upon the potential integration of multidisciplinary perspectives on restorative justice.

Make sure to join us for a scholarly paper session on the functions and dysfunctions of hierarchy featuring one of the division’s award winning submissions.

(Paper Session) - Dysfunctions of Hierarchy: The Impact of Power and Status on Communication and Relationships
11:30am - 1:00pm Boston Park Plaza: Cambridge Room
Academy Program Highlights

Chair: Chris P. Long, Georgetown U.

The Dysfunctional Side of Status
Author: Nate Pettit, New York U.
Winner of CM Division Best Paper Award – Empirical or Theoretical

Extant research on informal status in groups has used static, ordinal, ranked-based status differences (higher versus lower) to understand interpersonal behavior. This research goes beyond the historically predominant view by incorporating two important concepts—status distance and status distance change—and demonstrates that variance along these dimensions predicts behavior even while rank-based differences are held constant. Specifically, three studies show that status distance and change together can promote damaging group member behaviors (i.e., social undermining, information withholding) that cannot be explained by ordinal differences alone. As predicted, certain combinations of status distance and change also elicit a threat of status loss, which in turn provoke behaviors that can harm other members’ performances and the group overall. Implications are discussed in terms of the utility of developing more nuanced, dynamic status models and the dilemma faced by managers when balancing employees’ personal status concerns with the best interests of the group.

Power and Dissent: Implications for Ethics in Organizations
Author: Jessica Kennedy, the Wharton School, UPenn

This research examines how advancing to a position of power, defined as higher position in a hierarchy, affects dissent, the expression of disagreement with an opinion, value, or practice embraced by a group majority. I propose that although power confers the psychological and social freedom to dissent, the process of attaining power makes individuals unlikely to see the need to do so. I suggest that advancing to a position of power may lead individuals to adopt the morality embedded in the group, decreasing the likelihood that high power individuals will view existing practices as lacking in morality and therefore, reducing the likelihood that they will dissent. In a laboratory study, I find evidence that advancing in a hierarchy socializes individuals, resulting in greater identification with the group and therefore, less dissent. In an archival survey study of employees in U.S. federal government agencies, I find evidence that higher power is associated with lower odds of reporting that one has observed unethical activity and therefore, less dissent. However, consistent with current knowledge of power, when individuals do view existing practices as lacking in morality, higher power is associated with greater expression of dissent. This research contributes knowledge to the literatures on power and status, behavioral ethics, and socialization.

Leading Strategically: How Power Affects Leadership Behavior
Authors: Leigh Plunkett Tost, U. of Washington, Seattle; Hana Huang Johnson, U. of Washington

As individuals increase in their level of power, they are increasingly called upon to strategically adapt their leadership behaviors to fit the needs of different audiences. Building on research from organizational studies and social psychology, we examine how the experience of power both affects leadership behavior and influences the extent to which leaders are likely to tailor their behavior based on their perceptions of followers’ desires. We argue that power elicits more task-focused than relationship-focused leadership behavior because power induces in individuals an assumption that followers prefer task-focused leadership. However, power also increases individuals’ abilities to respond to information about what followers desire, making them better able to switch from their default task-focus to a relationship-focus when necessary. Consequently, power enhances the ability to lead strategically. Four studies find support for our arguments. The implications for theory and practice are discussed.

Trust Across Contexts: Examining Unanswered Questions and Challenging Conventional Wisdom
8:00am - 9:30am Boston Park Plaza: Statler Room

Organizers: Bart A. de Jong, VU U. Amsterdam; Nicole Gillespie, U. of Queensland; Dejun Tony Kong, U. of Richmond
Discussant: Roy J. Lewicki, Ohio State U.

Trust and Team Effectiveness: A Meta-Analysis of Critical Contingencies and Mediating Mechanisms
Presenters: Bart A. de Jong, VU U. Amsterdam; Harmen Jansen, VU U. Amsterdam

Trust Dispersion in Teams: The Role of Leader and Member Characteristics
Presenters: C. Ashley Fulmer, U. of Maryland, College Park; Beng Chong Lim, Nanyang Technological U.; Paul J Hanges, U. of Maryland


**Academy Program Highlights**

**Interpersonal Trust in Dyadic Negotiations: Meta-Analytical Evidence and Critical Contingencies**  
**Presenters:** Dejun Tony Kong, U. of Richmond; Kurt T Dirks, Washington U. in St. Louis; Donald L. Ferrin, Singapore Management U.

**How do Leaders Respond to Trust Violations? Insights From the UK Parliament Expenses Scandal**  
**Presenters:** Nicole Gillespie, U. of Queensland; Donald L. Ferrin, Singapore Management U.; Graham Dietz, Durham U.; Shannon Merrington, U. of Queensland; Zen W.C Goh, National U. of Singapore

**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.

A provocative feature of our PDW program is the Occupy Wall Street Movement, on which we have two PDWs "Occupy AOM: The Academy and the Occupy Wall Street Movement" (#7, Friday, 3.15-5.15pm, MCP: Salon B), "Occupy, Economic Inequality and Business: Setting the Agenda" (#10, Saturday, 2.30-4.30pm, MCP: Bolyston) and an off-site event "Getting Out (of the Hotels) and Getting Things Done: Learning About Critical Action in Boston" (for more information, please contact Division Chair Sarah Stookey: stookeysab@ccsu.edu).

The main scholarly program presents two outstanding keynote addresses. Professor Paul Adler (AOM PDW Chair 2012) will talk about a “CMS’s trajectory: A Personal View” (#98, Sunday 5-6pm, MCP: Salon J). We are also honored to have Professor Henry Mintzberg as a keynote speaker on “Rebalancing Society: A Critical Worldly Perspective” (#142, Monday 4.45-6.15pm, MCP: Salon E). The CMS Division’s highly successful Dark Side Case Competition (#167, Tuesday, 11.30-1pm, MCP: Salon J) presents real-life teaching cases on the underbelly of corporate, organizational and managerial life.

The Division has two social events on Saturday (#13, 6.30-9pm, MCP: Salon E) and on Monday following Henry Mintzberg’s keynote (#143, Monday, 6.30-8pm, MCP: Salon J). We extend an open invitation to drinks and informal conversation to all members of the academy.

The CMS Division’s Showcase Symposium pertains to a theme with cross-divisional appeal. Entitled “Critical Approaches to Leadership Learning and Development” (#112, Monday, 9.45-11.15am, MCP: Salon J), the point of departure for this symposium is that critical engagement with the complex conditions, processes and consequences of leadership-followership dynamics in contemporary organizations is overlooked. Discourses emerging from more critical approaches have not yet had time to be absorbed into leadership learning and development activities. This symposium brings together critical leadership theorists who will explore ways of changing leadership pedagogy. Go along and hear what they have to say about this fundamental concept!

We are looking forward to seeing you in Boston!

Gavin Jack and Jan Schapper, CMS Program Co-Chairs, cmsaom@latrobe.edu.au

**DIVERSITY & INCLUSION THEME COMMITTEE (D&ITC)**

The Diversity & Inclusion Theme Committee is pleased to sponsor and co-sponsor various PDWs in support of our mission, which is to provide learning and outreach opportunities across the Academy of Management that foster a more diverse and inclusive community in which all members are involved in, and contribute to, the growth and success of the organization. Please look for all of our sessions, which promise to be excellent. In particular, please join us for the following events:

**Session 367: Diversity and Inclusion in the Academy: A Town Hall Meeting.** Saturday, August 4, 3:00-5:30PM, Boston Park Plaza, Cambridge Room.  
This highly interactive session will provide a chance to learn about the work of the committee and most importantly, to share inclusion experiences in the Academy, ideas about how to make AOM more inclusive, and best practices at AOM for diversity and inclusion.

**Session 333: More than Meets the Eye: Sharing Our Personal Stories to Facilitate a More Inclusive AoM.** Saturday, August 4, 1:00-3:00 PM, Boston Park Plaza, Beacon Hill Room.  
In this interactive session, AOM leaders and participants will share personal stories to go beneath the surface of external appearances and to illustrate the complexities each person brings to the profession. It will be a chance to connect at a deeper level than is often the case and to learn how this process can deepen inclusion in the Academy.

**Session 248: Diversity & Inclusion Theme Committee - Open Meeting.** Saturday, August 4, 8:30-9:30 AM, Boston Park Plaza, Cabot Room.  
This meeting will provide a chance to meet the officers and members of the committee and to provide input into our agenda and plans for the coming year, during which we will be conducting and reporting on an important survey regarding inclusion in the Academy.

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ENTREPRENEURSHIP (ENT)

This year’s program theme of “The Informal Economy” has produced a variety of high quality Paper Sessions, Symposia and PDWs that have a range of interest not only for those in the Entrepreneurship Division but also for those interested in the area of entrepreneurship. Management scholars attending the program will find the sessions provocative in addressing the research issues surrounding an informal economy such as size, scope and controversy.

The Entrepreneurship Division has organized various sessions in line with this year’s main conference theme to help define the role entrepreneurship plays in examining the management research questions still in the infant stages of study that have been previously unaccounted for in informal economic activities. A suggested few presentations that might be of interest can be found among the following.

Evaluating Competing Theorizations of Informal Entrepreneurship: A Study of India’s Street Hawkers
Monday, August 6, 11:30AM – 1:00PM, Sheraton Boston Hotel, Beacon G
This paper critically evaluates the competing explanations for informal entrepreneurship amongst the desperately poor that variously depict such entrepreneurs as leftover from a previous mode of accumulation, marginalized populations engaged in a survival practice, or voluntary entrants doing so either as a rational economic decision or as a lifestyle choice.

Entrepreneurship within Informal Economies in Rural India: A Field Study
Monday, August 6, 1:15PM – 2:45PM, Sheraton Boston Hotel, Back Bay Ballroom A
In the case of developing nations, it is within the informal economy that most socio-economic activities unfold. Informal economies not only provide majority of goods and services for their citizens, but also act as important pathways for developing and maintaining social ties and relations. Very little is known about the nature and variety of activities unfolding within informal economies. In fact, the very meaning of what constitutes entrepreneurship within informal economies is still fuzzy.

Innovation and Entrepreneurship in Emerging Economies
Monday, August 6, 8:00AM – 9:30AM, Sheraton Boston Hotel, Jefferson
More than a billion people still live in extreme poverty. How does entrepreneurship and innovation matter to these bottom billion and what does this imply for our understanding of the role of the entrepreneurial or the innovation processes in a variety of emerging economies, from China to Bangladesh, the Philippines or Africa.

A Research Agenda on Entrepreneurship in the Informal Economy in sub-Saharan Africa
Friday, August 3, 8:00AM – 10:30AM, Boston Hynes Convention Center, Room 201
More than seventy percent of economic exchanges in sub-Saharan Africa take place in the informal economy making it the most prevalent form of economic organizing on the continent. Even though management and entrepreneurship research related to this sector is almost ignored, this PDW intends to develop a road map for further research of this under-examined topic.

Informal Economy and Entrepreneurship at the Base of the Pyramid
Friday, August 3, 1:30PM – 3:30PM, Sheraton Boston Hotel, Liberty Ballroom A
An informal economy presents unique institutional and contextual environments through which academic researchers may be able to seek and offer fresh insights into the theory and practice of entrepreneurship. The objective of this PDW is to foster an interactive scholarly dialogue on how the theoretical and practice based understanding of entrepreneurship and informal economy at the bottom of the pyramid can be improved, particularly in terms of the social, environmental, and developmental elements.

GENDER AND DIVERSITY IN ORGANIZATIONS (GDO)

The GDO division has an engaging and innovative set of program activities, including professional development workshops and traditional scholarly sessions.

On Friday, August 3, we are offering a PDW on "Diversity in Academia: Global Pathways to Doctoral Education and Beyond" (Program Session #: 15). This PDW, showcasing the diversity in pathways to academic life across the globe, is especially timely given the increasing international mobility of academic staff in our field. This PDW is being held at the Boston Park Plaza in the Cambridge Room from 8:00-10:30 am.

On Saturday, August 4, please join us for the “All in the Family: Annual Reception for LGBTQ Persons and Friends at the Academy” (Program Session #: 423). This reception, which is being sponsored by the University of Utah, is being held at the Boston Park Plaza in the Whittier Room from 8:00-10:00 pm.

We encourage you to attend the “New UN PRME Project to Advance the Teaching of Gender Issues in Management Education Worldwide” (Program Session #: 1147). Key leaders of the new Working Group on Gender Equality at the UN Global Compact’s Principles
for Responsible Management Education (PRME) will share insights on the development of a global repository of resources to assist faculty worldwide in integrating gender issues into management education. Panelists will also discuss significant gaps in materials available and options for fillings these deficiencies. A goal of the panel is to gather innovative ideas about how gender equality is being, and can be, addressed throughout the curriculum in all management disciplines. This session is being held at the Boston Park Plaza in the Clarendon Room in the 3:00-4:30 PM.

HEALTH CARE MANAGEMENT (HCM)

The Health Care Management Division is committed to being not only among the most innovative, but also the most entertaining of the Academy’s many forums and this year’s offerings are no exception. In fact, this year’s program could have come from the imagination of “The Game of Thrones” screenwriters. In addition to the traditional, erudite presentations on qualitative and empirical research, several sessions will feature Adult Content, Violence, Nudity and Dragons (I think that UAB’s mascot is a dragon. UAB Blazers could also be a reference to a sports jacket or some type of illicit substance, but I am going with dragons).

If You Think the Supreme Court’s Ruling on the Affordable Care Act matters....

David Blumenthal, MD will be the Health Care Management Division’s distinguished speaker this year. Dr. Blumenthal was a primary care physician at Boston’s Massachusetts General Hospital/Partners HealthCare System, and in 2009 President Barack Obama appointed him as the National Coordinator for Health Information Technology and charged him with building a nationwide health information system and supporting the widespread meaningful use of health information technology. Dr. Blumenthal is currently Samuel O. Thier Professor of Medicine at Harvard Medical School, has been named chairman of the Commonwealth Fund Commission on a High Performance Health System. Dr. Blumenthal’s talk is titled, “Public Startups: the ONC Example,” and will focus on his experience as the National Coordinator for Health Information Technology and the future directions of IT in healthcare. This session will take place on Monday, August 6, 2012 from 3:00 - 4:45 at the Marriott Copley Place in Salon F.

The Professional Development Workshop Rocks

The whole series of events starts with our Professional Development Workshop (PDW). Members of the Health Care Management and Public and Nonprofit divisions should consider arriving in time to hear leading scholars’ and journal editors’ insights on writing a strong paper. This Professional Development Workshop session is open to all AOM meeting participants and does not require registration. Margarete Arndt, Jacqueline Zinn, Mattia Gilmartin, Keith Provan, and Ingrid Nembhard will discuss how to write a compelling literature review, how to frame an interesting research question, how to respond to reviewer comments, and the overall gestalt of a strong paper. Participants will also be able to speak with editors of Health Services Research, Health Care Management Review, the Journal of Healthcare Management, and Advances in Health Care Management. This session will be 12:15 – 2:15 pm Saturday, August 4 at the Marriott Copley Place in Boylston.

The Program Chair’s Favorite Paper Session

Unlike your mother, who told you she ‘loved you all equally’, I am not going to lie to you. There is a session I like the most. The session entitled “Innovation: Barriers, Pathways, Levels and Exceptions: The Innovator’s Rx Refilled” really has it all. There are papers that use mixed methods, ethnographic research techniques and time and motion studies to really delve down into the organizational phenomenon. In addition, two of the submissions were nominated for Best Paper Awards – International and Theory to Practice. This session will be 9:45 – 11:15 am Tuesday, August 7 at the Marriott Copley Place in Salon H.

HUMAN RESOURCES (HR)

The HR Division again has innovative and exciting sessions planned for the upcoming Conference in Boston. Please check out our outstanding Professional Development Workshops, Scholarly Program Events, and networking opportunities, including:

PDW: Corporate Social Responsibility and Human Resource Management/Organizational Behavior
Scheduled: Saturday, August 4 5:15pm - 7:15pm, Boston Park Plaza, White Hill Room

There is growing interest among scholars concerning the managerial implications of corporate social responsibility (CSR) and related areas such as firm sustainability. Because of the rise in consumer, investor, supplier, and worker demands for CSR, managers have begun to ask important questions regarding how to manage these activities and how to allocate resources to them. Despite increasing attention, CSR research is still in an embryonic stage, with critical issues regarding frameworks and empirical methods yet to be resolved. Furthermore, much of the research to date has largely involved a macro level of analysis, focusing on such issues as understanding the relationship between CSR and the financial performance of firms. To achieve a more complete perspective on CSR, however, theory and research will need to address more micro-level human resource management and organizational behavior issues. As such, the primary goal of this PDW is to serve...
as a catalyst for scholarly work on CSR that expands the domain from an exclusive focus on the macro level of analysis to an inclusive focus that incorporates issues more directly related to human resource management and organizational behavior.

Showcase Symposium: The Future of the HRM-Performance Debate
Scheduled: Monday, Aug 6 2012 9:45AM - 11:15AM, Boston Park Plaza, Whittier

The development of any scholarly debate depends on knowledge domains which inform it. This panel symposium aims to explore the domains of knowledge of the HRM-performance debate in order to predict its future development. Unlike numerous recent discussions that focus on the development of the HRM-performance debate itself, this symposium will discuss the development of endogenous and exogenous knowledge domains that have informed one of the most popular debates within the HRM field. The symposium will first expose the audience to a longitudinal analysis of relevant knowledge domains, an extensive co-citation analysis including more than 20,000 scholarly contributions that researchers studying HRM-performance cited between 1985 and 2010 depicted as a landscape. This will be followed by panel discussions of highly influential researchers, whose work has both shaped and informed the debate, who will interpret the development of knowledge domain(s) and comment interactions between them. Finally, the panel will discuss the current state of knowledge domains informing HRM-performance debate and try to foresee its future development.

Networking Opportunities

Welcome Reception
Scheduled: Saturday, August 4, 6:00PM – 7:30PM, Boston Park Plaza, Terrace

Business Meeting and Social
Scheduled: Sunday, August 5, 6:00PM – 8:30PM, Boston Park Plaza, Georgian & Arlington

Welcome Breakfast and Awards
Scheduled: Monday, August 6, 7:30AM – 9:30AM, Boston Park Plaza, Arlington

Ice Cream Social
Scheduled: Monday, August 6, 2:30PM – 4:30PM, Boston Park Plaza, Arlington

INTERNATIONAL THEME COMMITTEE (ITC)

ITC workshops try to explore international dimensions of management theory and practice and focus on bridging management cultures globally.

International Theme Committee (ITC) Executive Business Meeting
Sunday, August 5, 12:00 PM-2:00 PM Boston Hynes Convention Center: Room 305
Chair: Stephen Mezias, INSEAD

Organizers: Claire A. Simmers, Saint Joseph’s U.; Benson Honig, McMaster U.; David Patient, U. Catolica Portuguesa; Adela McMurray, RMIT U.; Silvia Ines Monserrat, Unicen

Those interested in participating in the committee’s activities are welcome to attend.

Carolyn Dexter Award Reception
Sunday, August 5, 2:00 PM-3:00 PM, Boston Hynes Convention Center: Room 206

The Carolyn Dexter Award is an all-Academy award given 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 recipient of the award is given a plaque.

Research and Teaching Collaborations with Colleagues in Underrepresented Nations
Underrepresented Nations
Saturday, August 4, 3:00 PM-5:30 PM at Boston Hynes Convention Center: Room 312
Organizers: Charles Wankel, St. John’s U.; Ruth Alas, Estonian Business School; Dorothy Mpbanga, U. of Botswana; Jaime Ruiz-Gutierrez, U. de los Andes; Nilay Yajnik, NMIMS U.

Though the Academy of Management (AOM) is the premier scholarly society in the world in the discipline of Management but has had uneven representation of nations in its conferences. This session will bring 207 colleagues from 63 nations together to share experiences in international research and teaching collaborations with a mind to sharing how such involvement gets initiated, what impediments forestall it, and how colleagues from all nations can come to share in the reportage of their findings at the AOM. Colleagues from the most underrepresented nations will take the lead in this forum. Colleagues from institutions with scant funding for such purposes as participating in an AOM conference will share funding approaches that have worked for them (such as from the United States Agency for International Development, USAID) . A report of recommendations to make more nations more represented out meetings will be produced.

Closing the Gap: Developing Research Ecosystems of Global Excellence in Emerging Markets
Research Ecosystems
Saturday, August 4, 12:30 PM - 2:45 PM, Boston Hynes Convention Center: Room 204
Organizers: Florian Schloderer, INSEAD; Victor Zengyu Huang, Zayed U.; Kathy Ning Shen, Abu Dhabi U.; Constance Van Horne, Zayed U.

Emerging markets play an increasingly important role for the global economy. Consequently, these regions have come to attract significant attention from academics
Academy Program Highlights

around the globe. Academic research can significantly aid in furthering our understanding and promoting economic and social development in emerging markets. While some countries, e.g. the BRICs (Brazil, Russia, India, and China), have already made significant progress in developing local research ecosystems, others, for example in the MENA (Middle East and North Africa) region, only recently have begun their efforts. This PDW aims to share best practices of research ecosystem development in emerging markets with examples from the BRIC countries and the MENA region. Based on these examples, PDW participants will develop new insights and recommendations on how to develop local research ecosystems and "close the gap" to the global research ecosystem. This PDW will also aid young scholars in emerging markets to plan the trajectories of their academic careers. This PDW has two modules: a panel discussion and an interactive workshop. This workshop is open for prior registrants only.

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" featuring the participation of Dr. Victor Vroom (Monday, August 6, 4:45 PM – 6:15 PM, Boston Park Plaza, Franklin Room). 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. With this symposium, the MH division puts past intellectual contributions in management into context of historical distance between "then" and "now." This context of the "Then and Now in Management History" symposium will reveal unique insights into the conceptual history of management.

As for our Professional Development Workshop (PDW) program, we cordially invite you to join the visit to Baker Library Historic Collections Tour (Friday August 3 1:30PM) and a workshop on conducting and publishing archival research (Saturday August 4 8AM). The Historical Collections of Harvard Business School’s Baker Library house rich archival resources of interest to the management or business historian. This session offers a behind-the-scenes tour of the library, led by one of Baker’s librarians, to provide insights into these resources and their potential usefulness to scholars. The Friday afternoon tour can be followed up Saturday morning with a workshop with experts on conducting and publishing archival research. This workshop will 1) define what constitutes archival data and how to find it, 2) establish the importance and validity of archival research, 3) discuss ontological and epistemological perspectives in archival research, 4) clarify the stages of effective archival research, 5) discuss specific techniques of data collection, 6) demonstrate how archival research can add depth to empirical studies, 7) explain how archival data can generate developmental explanations, 8) illustrate how archival data can challenge contemporary theories, 9) reveal how archival research can lead to new conceptual models, and 10) offer advice on publishing articles using archival data. Another special highlight is the tour of Fenway Park (Saturday August 4 2PM). On April 20, 1912, a new ballpark, Fenway Park opened in Boston. Fenway Park would be the home of the Boston Red Sox of the Eastern Division of the American League of Major League Baseball for the next 100 years. It is now one of only two historic parks in Major League Baseball. In honor of the 100th Anniversary of Fenway Park, we are offering a Management History trip to the historic park and a tour of the stadium. The Red Sox organization will focus the tour on the history of the park and the Red Sox in honor of the 100th Anniversary. Tickets will be about $15 for the tour. More information about Fenway can be found at: http://boston.redsox.mlb.com/index.jsp?c_id=bos

MANAGERIAL AND ORGANIZATIONAL COGNITION (MOC)

The MOC division has an exciting array of high-quality Professional Development Workshops (PDWs), Paper Sessions and Symposia this year. On Friday and Saturday we have a number of PDWs that offer practical advice and feedback on research-related issues (e.g. Cognition in the Rough, Content Analysis in Organizational Research, Reviewing in the Rough) as well as career-related issues (e.g., OMT/MOC Doctoral Consortium). In particular we want to highlight three parts of our program that highlight the scholarly and social aspects of this Division.

On Saturday at 4:30 (Sheraton-Liberty Ballroom C), Think about it . . . over a beer or a glass of wine offers an opportunity for division members, old and new, to gather in an informal setting and renew or make new connections. On Monday morning at 9:45 (Sheraton-Back Bay Ballroom B) we have the MOC Welcome Session and Distinguished Scholar Address where we honor the contributions and achievements of this year’s award winner, Jane Dutton. On Monday evening at 6:15 (Sheraton-Back Bay Ballroom B), we will hold our Business Meeting and Social, where we will announce the winners of the MOC Best Paper and Best Student Paper awards. We hope that you will be able to join us at these sessions.

MANAGEMENT SPIRITUALITY & RELIGION (MSR)

The MSR Interest Group has planned another innovative and thought-provoking program for the upcoming Conference in Boston. Don’t miss these special sessions
Academy Program Highlights

and a full line-up of outstanding Professional Development Workshops, Symposia, and Scholarly Paper Sessions.

Morning Meditation Sessions
These sessions are scheduled daily throughout the conference to provide a time of personal and guided prayer, meditation, and reflection at the beginning of each day.
Daily, Friday through Tuesday, August 3-7, 7:00 – 8:00 AM, Sheraton, Hampton B

MSR Business Meeting, Best Dissertation Awards and Social Event
This is our annual business meeting for MSR members and those interested in working with us. We will also announce the winners of the Best Dissertation Awards at this meeting. After the meeting, please join us for an evening of after-hour desserts, drinks, and lively conversation!
Business Meeting: Sunday, August 5, 7:00 – 8:00 PM, Sheraton, Fairfax A
MSR Social Event: Sunday, August 5, 8:00 - 9:00 PM, Sheraton, Republic A

MSR Showcase Symposium
The 'Common Good' and the Value Proposition of Business
Session #1236 Monday 4:45pm - 6:15pm Marriott Boston Copley Place: Provincetown

MSR Showcase Paper Session
MSR Research Landscape
In this session, leading MSR scholars present a broad summary of existing MSR Research including the diversity of construct definitions and applications.
Session # 1111 Monday 3:00pm - 4:30pm Sheraton Hotel: Hampton B

ORGANIZATIONAL COMMUNICATIONS AND INFORMATION SYSTEMS (OCIS)

PDW: Researching the Informal Economy: Opportunities and Challenges of Social Media Research

This PDW will provide a forum to discuss the challenges associated with social media research with the intention of facilitating the publication of social media research in the organizational literature. It will involve short presentations from leading authors and journal editors (Natalia Levina, Terri Griffith, Ann Majchrzak and Stephen Borgatti among other) and topic-based discussion forums in which researchers can learn from one another. Topics addressed will include: 1) what is theoretically different about social media 2) quantitative and qualitative methods in social media research and 3) practitioner-oriented social media research. The PDW will be held Saturday, Aug 4 2012 8:00AM - 10:00AM at Boston Hynes Convention Center in Room 309 and pre-registration is required.

OCIS Keynote Address: Dr. Barry Wellman, University of Toronto

This year’s keynote address will be given by Dr. Barry Wellman, University of Toronto. Wellman (PhD, Harvard University) is Director of UToronto’s NetLab, which studies the interaction of social, communication and computer networks. In addition, he is a member of the Royal Society of Canada and Chair-Emeritus of the Community and Information Technology and Urban Sociology sections of the American Sociological Association. Dr. Wellman is the recipient of numerous awards, including the American Sociological Association’s Lifetime Achievement Award in 2006, the International Communication Association’s Communication as an Open Field Award in 2008. His talk is entitled, “Networked: The New Social Operating System”. In it, he analyzes the triple revolution: the turn to social networks, the personalized internet, and the proliferation of mobile accessibility. The talk will be held Monday, Aug 6 2012 4:45PM - 6:15PM at Sheraton Boston Hotel in Fairfax A and will be followed by the OCIS Division business meeting and reception.

Modularity and Digitalization: The Digital Revolution and Complex Product Innovation

Our showcase symposium explores the topic of modularity and digitalization. Modularity has become a central theme in organizational scholarship concerned with complex product innovation, and a significant body of work has explored the relationship between modularity and innovation. Recently, a number of theoretical and empirical contributions have pointed to a dramatic shift in the relationship between modularity and product innovation that has been brought about by the digital revolution. This symposium will include a series of short presentations and discussion to explore the way widespread digitalization might impact our understanding of modularity, and to sharpen our understanding of the relationship between modularity and innovation in complex evolving products and systems. The symposium will be held Tuesday, Aug 7 2012 3:00PM - 4:30PM at Sheraton Boston Hotel in Fairfax A.

ORGANIZATION AND MANAGEMENT THEORY (OMT)

OMT will be the place to be in Boston! The OMT division has a rich and exciting selection of high-quality Professional Development Workshops (PDWs), Paper Sessions and Symposia this year. One of the highlights of our program will be the OMT Welcome Breakfast on Monday morning, where we honor the achievements and
contributions of Linda Argote—this year’s recipient of the Distinguished Scholar Award. Please also make sure to attend Meet OMT on Friday night, and the OMT Business Meeting and Social Hour on Monday night where we will announce this year’s award winners, unveil our annual artifact, and meet new and catch up with old friends and colleagues.

Some highlights:

**Advancing Research on Social-Business Hybrid Organizations**
Saturday, August 4, 2:45 – 4:45 p.m., Sheraton Boston Hotel: Beacon E

Social-business hybrid organizations combine market and social welfare logics: they pursue a social mission but rely on commercial activities to generate revenue and sustain their operations. Scholars have recently started to examine the challenges these organizations face and strategies and practices by which they attempt to manage these challenges. In order for research on hybrids to advance and make significant theoretical and practical contributions, scholars need to address several important questions. For example, under what conditions do social-business hybrids emerge? How are these organizations similar to and different from other types of hybrids and traditional for-profit and non-profit organizations? Under what conditions can social-business hybrids retain their hybrid nature? What factors influence their performance? The purpose of this PDW is to advance research on social-business hybrids by providing a forum for these issues. Julie Battilana will first provide an overview of critical questions for research on social-business hybrids. Four panelists—Marya Besharov, Nardia Haigh, Andrew Hoffman, and Wendy Smith—will then offer insights into this emerging field of research. A discussant, Klaus Weber, will offer commentary and facilitate a large group question and answer session. Participants will then break up into smaller discussion groups, each facilitated by a panelist and/or co-organizer. We will conclude with a collective discussion of insights gained and next steps for research on social-business hybrid organizations. By facilitating conversations about common challenges and opportunities, the PDW will help develop a community of scholars pursuing research on social-business hybrids, using diverse theoretical lenses and methodological approaches.

**Organization Theory in the Era of Capitalist Crisis**
Monday, August 6, 11:30 a.m. – 1:00 p.m., Sheraton Boston Hotel: Independence West

Times of socio-economic crisis provide important opportunities to take stock of our field and to puzzle about what our extant theoretical conversations are missing. The current global financial crisis, triggered by the mortgage meltdown beginning in the summer of 2007, provides such an impetus. As we have seen, this crisis has led to a great deal of social unrest nationally and internationally, as well as the questioning of Capitalistic ideologies and norms – neoliberal approaches to markets are indeed on trial! In this special session, we have gathered an esteemed panel to discuss these issues and highlight important empirical lacunae that we should be addressing as a field, and note the implications for organization theory.

**Meet OMT Social**
Friday, August 3, 6:00 – 8:00 p.m.
Sheraton Boston Hotel: Constitution Ballroom B

**OMT Distinguished Scholar Breakfast**
Monday, August 6, 8:00 – 9:30 a.m.
Sheraton Boston Hotel: Independence West

**OMT Business Meeting**
Monday, August 6, 6:30 – 7:30 p.m.
Sheraton Boston Hotel: Independence West

**OMT Social Hour**
Monday, August 6, 7:30 – 9:00 p.m.
Sheraton Boston Hotel: Back Bay Ballroom D

The OMT Executive Committee would also like to acknowledge the generous support of the following sponsors of the 2012 program: Center for Corporate Citizenship at Boston College Carroll School of Management, Emerald Publishing, Oxford University Press, Rotman School of Management at University of Toronto, Sage Publishing, University of Alberta School of Business, and The Wharton School.

**PRACTICE THEME COMMITTEE (PTC)**

The Practice Theme Committee focuses on bringing together practitioners, scholars, and teachers to enrich their respective activities through interaction. We are offering an exciting selection of workshops, both on and offsite, that range in focus from leadership development, to using Boston as a case study for regional development, to crisis management, to leadership from the bottom of the pyramid. Our reception and awards session is Saturday evening from 6 to 9 in the Sheraton, Constitution Ballroom A.

**Design Thinking for Beginners - Introducing Design Thinking as Innovation Practice.**
Friday, 9:30 am – 12:00 noon. Offsite – Northeastern University, Cabral Center, 40 Leon St.
Academy Program Highlights

Katharina Holzle, Uli Weinberg, Claudia Nicolai, Jochen Schweitzer, Niels Billou, Heike van Geelen, Joanne Jakowich, and Julia Leihner.

Description: Design Thinking has received increasing awareness and popularity among researchers and practitioners alike. By combining approaches found in design and ethnography with technology and business skills found in strategic and innovation management, it offers a third way for problem solving and idea generation.

Design Thinking relies on diversity and apparent opposites, on combining seemingly contradictory traits as expertise versus empathy, or focused versus open minds. We will create a hands-on classroom experience for participants and expose them to the basic principles, methods, and philosophy of Design Thinking. The participants experience a complete Design Thinking process cycle: understanding and empathy by observation, defining the problem through a specific point of view, generating ideas and building prototypes, soliciting feedback and iterating. An international experienced faculty of Design Thinking educators and practitioners will guide participants through the process and provide insights on how to apply Design Thinking to everyday work processes and problem solutions.

Introduction to Thought Leadership: Generating Insight for a Broader Business Audience.
Friday, 1:30 – 5:00 pm, Offsite – Northeastern University, 170 Dodge Hall, Huntingdon Avenue (next to the Boston YMCA). Art Kleiner.

Description: This is an interactive, intensive workshop for those who want to learn how to write and generate ideas to garner response in a larger business context. The development of thought leadership is a crystallization exercise: Thinking coherently about purpose, audience, research and story line; recognizing that each of these is a separate orientation that needs distinct attention; articulating the universal principles from real-world experience; and then synthesizing all of this into a clear, compelling piece of work that should leave the audience a little bit different than when they started reading it.

The goal of this workshop is to develop the capability to produce distinctive thought leadership. The session is built around exercises that introduce key concepts of thought leadership and involve people in direct, experiential practice. It draws on 30 years of experience as a writer (The Age of Heretics), book editor, and magazine editor (of the award-winning publication strategy+business.)

Inner Peace—Global Impact: Mindfulness in Leadership Development.
Saturday, 10:00 am – 1:00 pm, Sheraton, Back Bay

Butler C
Peter Senge, Subhanu Saxena, Susan Skjei, William Torbert, and Kathryn Goldman Schuyler.

Description: As Peter Senge has said, “There is an old tradition in many parts of the world that if you’re going to be in a position of authority, you should be a cultivator. This means that leaders should be people who are deeply involved in their own realization of becoming a human being.”

The panelists are internationally-respected leaders, educators, and consultants who have cultivated awareness personally for years and led or facilitated systemic change. We expect vivid personal stories as well as thoughtful analysis. They will discuss the interdependence of contemplative practices and societal action, the importance of mind training for leaders, and how these practices enable leaders to reframe difficult issues and shift the environment in the workplace. We will explore how to incorporate mindfulness or awareness practices into leadership development, both in the university and within corporate settings. Breakouts will allow everyone to participate actively.

SOCIAL ISSUES IN MANAGEMENT (SIM)

OK, so more than a handful of you fellow SIMians shied away from the triple-digit Texas heat last year (for all our non-US SIMians, the triple-digits were in degrees Fahrenheit, not Celsius – it was hot but not quite surface of the sun hot!). But in anticipation of repentance and above-average turnout this year, we’ve prepared a scorcher of a program. We have an embarrassment of scholarly riches. I’m turning red just typing about it. Heck, we couldn’t even manage to contain the whole program within the bounds of the AOM schedule. We begin a day early, with a doctoral consortium so hot that it burned through the program walls and had to be started on Thursday. And then we continue on fire thereafter, pushing well into Tuesday afternoon with trail-blazing paper presentations. In between, you’ll be peppered with hot nuggets of wisdom from the bright stars that populate our PDW program throughout the weekend, and as the new week begins, we will warm the cockles of your heart (whatever those are) with the learned heat of scholarly insight present in a sensory overload of paper sessions. So come with plenty of sunblock and aloe vera . . . but definitely come! Below, just to ensure you get warmed up properly, I’ve highlighted three of the particularly spicy PDW sessions you’ll surely want to take in. Be careful as you sample them: hot plate!

Bringing Organizational Context Back into Behavioral Ethics Research.
Friday, August 3rd, 9am – 1pm, Marriott Boston Copley
Research in behavioral ethics has proliferated over the past decade but much recent research has emphasized moral psychology that has not accounted for organizational context. We seek to use this PDW to reignite research that is distinctly organizational—organizing processes, multi-level theories, and contextualized behaviors relevant for business ethics. This PDW serves to not only reinvigorate the role of context in behavioral ethics research but also to stimulate the development of high quality research in business ethics that accounts for context suitable for a special issue the organizers plan to develop. To meet these aims, the PDW has two parts. In part 1, we invite four behavioral ethics luminaries to articulate how they think organizational context can contribute to behavioral ethics research. Afterwards, we invite three scholars well-versed in a particular methodology (experiments, surveys and qualitative methods) to share insights into how the method can be used to account for organizational context. Each methods expert will also provide an example from his or her research to illustrate the use of the method to account for organizational context. While Part I is open to anyone, in Part II participants must submit a brief abstract of work in progress. They will be paired with either a luminary or methods expert who will discuss and help develop their research. We seek to maintain a low participant-facilitator ratio to provide helpful guidance to develop this work suitable for top management journals.

**It's the System Stupid! Establishing a Research Agenda on Systemic Problems in Organization Theory**

Saturday, August 4th, 8-10am, Marriott Boston Copley Place, Tremont

Systemic issues in the external environment have become a strategic issue for business. The key distinguishing feature of systemic problems is that, while not resolving the problem can impose significant risk to an organization, resolution is not always possible by any single focal organization affected by it. For problems like the financial crisis, obesity, or climate change, complex, multi-organizational approaches are often necessary. While various theoretical lenses give partial answers to how this can be done effectively, they are inconsistent in building an understanding of how systemic problems can be successfully addressed by organizations. This workshop aims to continue a conversation that began in April of 2012 where leading academics began a dialogue on the impacts of these complex issues on management theory. We'll begin with a set of speakers who will share with the participants a view of systemic issues from their area of expertise. We'll then divide participants into groups according to a specified systemic issue where an academic expert will facilitate a debate/discussion to uncover how existing conversations in management aid in our understanding of organizational response to systemic problems and, more importantly, the limitations of these current conversations. Each group will present the results of their discussion to the audience with an emphasis on research questions that contribute to a broader research agenda. A summary of the common themes across the groups will then be presented to establish a research agenda amongst a community of interested scholars.

**Taking Stock in SIM: What We Know, What We Don’t Know, and What We Still Need To Do**

Saturday, Aug 4th, 3:45 - 5:15pm, Marriott Boston Copley Place, Tremont

No pre-registration required. This interactive PDW will provide participants with key insights from leading scholars on the existing state of the SIM field along with critical unanswered questions that represent opportunities for future research. The format of the session will be interactive. Invited SIM experts will begin by presenting their summary views on “What we know” and “What we don’t know” in the SIM field. This will be followed by an open discussion among participants to flesh out these points further to identify an explicit list of “what we do know 2012” and “what we don’t know 2012”. The remaining time will be spent on identifying what still needs to be done in 2012 and beyond. The output of the session will be posted on the SIM website to serve as guidance for those seeking a research topic. Going forward, these outputs would represent a baseline for future workshops at AOM.
Academy Program Highlights

11:15am, Boston Hynes Convention Center Room 202. This symposium focuses on the challenges of innovating at the boundaries of traditional innovation processes. In particular, it examines the development of new medicines for diseases that primarily afflict the poor. It is difficult to innovate in a context where the abilities to pay are blunted by poverty, and yet at the same time where the humanitarian imperative for progress is especially strong. The challenges of developing new medicines for treating the poor are further complicated by the potential for expanding markets in the wake of success at remediating the most severe of neglected diseases: the emerging markets of China, India, Brazil, and South Africa, for example, are often cited as the 21st century’s growth areas for pharmaceutical products. Once the fundamental health needs of the destitute poor are addressed, patients in these emerging markets may soon become consumers of pharmaceutical therapies that also have markets in wealthier countries. Thus, innovations are required in the incentives for research on neglected diseases; for distributing new medicines to emerging markets; for pricing these medicines in a humane way; for developing the capacity to distribute established pharmaceuticals in emerging markets; and for incorporating idiosyncratic elements of local practice in each facet of the research process.

Our Sunday night Business Meeting and Social is at 5:30-7:30pm at Boston Hynes Convention Center in Room 303, and the TIM Breakfast Meeting on Monday morning 7:00AM - 8:00AM at Boston Hynes Convention Center in Room 109. Please come and join us for food, drinks, and conversation

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:

**Best Practices in Online and Blended Assignment Design: A TTC Interactive Workshop** offers an opportunity to examine and apply principles and practices for online and blended assignment design with attention to leveraging Web resources, preventing integrity issues, and increasing the likelihood of engagement and participation.
Session #: 60, Friday, Aug 3 2012 9:00AM - 11:00AM at Sheraton Boston Hotel in Berkley B

**Teaching with Technology: Sharing Resources in an Academic Informal Economy** is presented a team well skilled in helping colleagues use technology to improve the teaching and learning process.
Session #: 290 Saturday, Aug 4 2012 10:15AM - 12:15PM at Boston Hynes Convention Center in Room 309 (Pre-Registration required.)
Special Thanks
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 and Discussion paper sessions; 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. 302, Hynes Convention Center
- Attend the President’s Welcome Reception for New & International Members – Saturday, 7:00 pm, Rm. 302, Hynes Convention Center (immediately following the Saturday New Member Orientation)
- Don’t miss the All Academy Breakfast and President’s Address – Sunday, 8:00 am, Sheraton Boston, Grand Ballroom
- Be sure to attend the All Academy Reception – Sunday, 6:00 pm, Sheraton Boston, 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 49)
  - Abbreviations/Acronym/Symbol Guide (page 48)
  - Academy Program Highlights (page 4)

- Conference Program Guide presented in 4 tabbed sections for viewing options:
  - Section B - Listing of ALL sessions by day (morning/afternoon/evening) (page 57)
  - Section C - sessions categorized by division/sponsor in chronological order (page 89)
  - Section D - detailed session descriptions listed by day in chronological order (page 167)
  - Section E - sessions listed by name of program participants (page 427)

*RESOURCES*

- 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 34)
- Join the Conversation – Follow conference attendees on AOM Connect, Twitter, Facebook and LinkedIn

ADDITIONAL QUESTIONS? Please visit:
Hospitality Suite for First Time Attendees
Hynes Convention Center – Rm. 207
Open Friday through Tuesday
8:00 am to 5:00 pm
AOM 2012 Annual Meeting  
August 7-10, 2012 – Boston, MA  
Official Travel Provider – ATC  
Association Travel Concepts

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 on all airlines.

- 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
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- Tours & Sightseeing
- Travel Tools
- 24/7 Online Access
- Low Fare Search Options

The above discounts apply for travel 7/31/12-8/10/12 (BOS)  
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:

<table>
<thead>
<tr>
<th>United Airlines</th>
<th>American Airlines</th>
<th>Hertz Rentals</th>
<th>Enterprise</th>
<th>Dollar Rentals</th>
</tr>
</thead>
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Section A
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IMD

KEY FACTS

Discover IMD
IMD is a world pioneer in executive education. More than a business school, we collaborate with individuals, teams and organizations to resolve real business issues, build capabilities and prepare for the future. We do so through a unique Real World, Real Learning approach, which stems from our ongoing partnerships with leading international companies. Delivered from our campus on the shores of Lake Geneva in Switzerland and key locations worldwide, our top-ranking programs and services combine practical experience, thought leadership and a global mindset. Participants come to IMD for our open and inspiring learning environment, to challenge their perspectives and to expand their horizons.

Origins
IMD was established in January 1990, as the successor of two previously independent business schools: IMI, founded in Geneva by Alcan in 1946, and IMEDE, founded in Lausanne in 1957 by Nestlé. Incorporated under the name “International Institute for Management Development,” IMD, as the institution is now known, provides executive education for large- and medium-size international businesses, and for individuals.

Program participants
IMD is truly international. Every year, some 8,000 executives, representing over 98 nationalities, attend more than 20 open-enrollment Executive Development Programs (including intensive MBA and EMBA programs) as well as company-specific Partnership Programs. Participants come from virtually every sector of service and manufacturing industries. Cultural back-
grounds range from young managers to board members from world-class corporations. English is the working language, though no single business approach dominates.

**Faculty**
IMD’s 60 Faculty members, comprising some 21 nationalities, are recognized authorities in their fields. They divide their time between teaching, research and consulting to major companies and thus remain firmly on top of the latest developments in managerial practice. IMD has no academic hierarchy (all Faculty are professors), and there is no tenure system.

**Research and development**
Learning at IMD has its roots in original IMD research. Currently more than 70 research projects are underway, each led by one or several Faculty members. IMD carries out its research and program development in close collaboration with industry. To create value, Faculty members not only make sure that their research is relevant to practicing managers, but they also produce a steady flow of new material for IMD programs.

**Rankings**
IMD is ranked first in executive education outside the US (Financial Times, 2008-2012) and first in open programs worldwide (Financial Times, 2012).

IMD’s MBA is ranked number one worldwide (Forbes, 2011) and number one outside the US (The Economist, 2011).

**Corporate Learning Network**
IMD’s Corporate Learning Network is comprised of leading global companies from around the world with a shared passion for learning. These learning partners drive IMD’s research agenda. They demand relevance, challenge IMD to innovate and contribute to IMD’s governance. IMD’s Corporate Learning Network members have access to 3 main pillars of learning: Virtual Learning in the form of weekly webcasts, podcasts, leadership videos, teamcasts, etc; Best Practice Exchange through a dedicated suite of CXO Roundtables, Global Business Fora and Learning Events; Applied Research through regular Discovery Events showcasing that latest research and thought leadership.

**Alumni Network**
The Alumni Network is a powerful business network of more than 75’000 executives worldwide who have participated in an IMD program. The Network comprises some 45 active clubs around the world. IMD offers on-going learning and networking opportunities to alumni through class reunions and events, including the Biennial International Alumni Event.

**Australian School of Business, University of New South Wales**

We are Australia’s top management department with many outstanding credentials to support our reputation. We are distinguished by the high calibre of our academics, students and alumni. What makes us different is our unwavering focus on high impact research and student centred learning, our close industry links and the internationalization of our people and programs. We attract teachers, researchers and professional practitioners who are global leaders in their fields, and we enjoy the privilege of attracting the best and brightest students.

We have both research and education missions.

The **research mission** relates both to the creation of new knowledge through research, and the communication of this knowledge through academic publications, thought leadership and industry activities. Academics in the department target their research to leading journals using a variety of theoretical and methodological approaches. The department has an exciting visitors program that attracts leading scholars from around the world and a seminar series that showcases latest development in a variety of fields. Our academic staff have also successfully secured considerable research funding from the Australian Research Council (ARC) and other funding bodies.

We offer one of the leading postgraduate research programs in the Asia-Pacific region. Students can undertake a Masters of Philosophy or a PhD. Postgraduate research students and academic staff members can conduct their research in conjunction with the Industrial Relations Research Centre (IRRC), the Korea Research Institute (KRI), the Accelerated Learning Laboratory (ALL) and the Centre for Innovation and Entrepreneurship all of which have close links with the department. We are also fortunate that many of our PhD students are financially supported through a range of scholarship opportunities.

Our research performance has been recognized through the Australian Government’s Excellence in Research for Australia (ERA) rankings, which use a range of indicators such as research quality, research volume, application of research and a range of ‘esteem’ measures to evaluate the research performance of individual disciplines at Australian institutions. In 2011 we were ranked number 1 in the field of business and management.

The **education mission** includes the development of business capability in individuals and organizations through our programs and courses in organizational behavior, international business, work and employment, strategy, entrepreneurship and the social and psychological aspects of management. We offer undergraduate and postgraduate coursework programs, research training, the Australian Graduate School of Management (AGSM) MBA, the AGSM Executive Programs and lifelong learning opportunities. The programs empower students to achieve their highest potential and, conse-
Academy of Management 2012 Annual Meeting

Academy of Management 2012 Annual Meeting

Section A

1. Frequently, deliver strong student satisfaction, and deep business engagement. We subscribe strongly to the nexus between research and teaching, by which our education programs are maintained at the leading edge of current business thinking. We strive for both high academic rigour and relevance across our portfolio of research and education. This is reflected through the Financial Times (UK) ranking of the top 100 MBA programs globally. In 2012 the AGSM MBA Program was ranked as the leading full-time MBA program in Australia and 41st in the world. This is the 13th consecutive year the MBA Program at the AGSM has ranked in the top 100 MBA programs worldwide. It is also the sixth year running that it has ranked in the world’s top 50 MBA programs and Australia’s number 1.

2. The department is also strengthened by a large, distinguished alumni cohort, top tier academic networks, powerful business and government relationships, and its location in the Asia-Pacific hub of Sydney. The department has a strategic alliance with Shanghai Jiao Tong University, China for a double degree in International Business and research collaborations that includes a PhD exchange program. We also have a junior faculty exchange program with Arizona State University’s W. P. Carey School of Business' management department. We deem these relationships as crucial to delivering on our research and education mission.

3. At the upcoming AoM conference academic staff from the department will be available to meet you at our booth in the exhibition hall. We hope you will drop by.

Copenhagen Business School (CBS)

Founded in 1917 by the business community in Denmark, Copenhagen Business School (CBS) is one of Europe’s leading business universities. It offers a wide range of business-oriented degrees as well as diploma programmes and short courses.

In its research and education, CBS covers a broad range of subjects relevant to business in the modern world. We constantly strive to take full advantage of this scale and diversity by combining academic excellence with cross-disciplinarity.

Classical business disciplines with a twist

CBS has a strong ‘business in society’ profile. This covers classical management disciplines including finance and economics, accounting and operations management, marketing, strategic management and organisation, but also disciplines that place business in a wider social, political and cultural context (such as law, languages, politics, business history, philosophy and psychology).

CBS has six world-class research environments which focus efforts in strategically-important areas:

- Financial Risk Management
- Open Innovation
- Sources of National Institutional Competitiveness
- Translation Processes and Translation Systems
- Strategic Management and Globalization
- Design and Governance of Economic Institutions

One of CBS’ goals is to develop research and education in areas that can have a significant societal impact. On that basis, we have recently established two ‘business in society platforms’:

- Public-Private focusing on dialogue across the traditional divides between the public and private sectors.
- Sustainability with the purpose of improving understanding and practice concerning the inter-relationship between society, business and the environment.

CBS contributes locally AND globally

Our Danish heritage has shaped the culture and identity of CBS. However, CBS operates very much as an open institution with an international mindset. This means that when it comes to research, education, stakeholder collaboration and dissemination we aim to develop our global perspective for the benefit of the corporate sector, locally and regionally. We see no conflict between meeting international standards of excellence and servicing our local community. Our very active participation in the Academy of Management over many years is one important demonstration of our strong international focus.

CBS is committed to developing open, two-way and beneficial relations with our students, stakeholders and collaborators. We believe that open and constructive partnerships are essential, both with researchers and other universities but also between students, businesses, public institutions, NGOs and policy makers. For CBS, ‘business in society’ is about taking our societal responsibility seriously. But it is also about being open to new ways of thinking and working – including new ways of delivering education. CBS has integrated elements of sustainability and business ethics into numerous academic programmes; raised awareness among students by encouraging the formation of student organisations engaged in discussing and promoting these issues; and launched new initiatives such as Responsibility Day and Sustainable Student.

Facts:

- Full and part-time students: 19,200
- Full-time faculty members: 600
- PhD students: 220
- Administrative staff: 630
- Visiting professors: 76
- Exchange agreements: 336
- CBS provides Bachelor, Masters, MBA/EMBA, PhD and
Executive programmes delivered in English and Danish
CBS is the Danish member of CEMS (The Global Alliance in Management Education) and of PIM (Partnership in International Management). CBS has triple accreditation - by EQUIS (European Quality Improvement System), AMBA (Association of MBAs) and AACSB (The Association to Advance Collegiate Schools of Business).

Isenberg School of Management, UMass Amherst
The Isenberg School of Management, on the University of Massachusetts Amherst flagship campus, is the Bay State’s premier public business school. Isenberg offers AACSB-accredited programs with bachelor’s, master’s, and Ph.D. degrees in management, accounting, finance, marketing, and operations management. It also has bachelor’s, master’s, and Ph.D. programs in hospitality & tourism management, sport management, and resource economics. Isenberg is home to the Mark H. McCormack Collection, an extensive archive that chronicles the history of modern sport management.

Admission to Isenberg is highly selective. Our high-achieving students are diverse in both backgrounds and interests.

The school offers an innovative learning environment with state-of-the-art technology that encourages experiential learning and interaction between students and faculty.

Many of the school’s most successful alumni maintain deep, ongoing involvement, serving as mentors, network connectors, and guest lecturers.

A Tradition of Leadership in Business Education:
Isenberg is one of New England’s first three accredited business schools, has the region’s oldest doctoral program, and has accepted international exchange students for nearly three decades.

Founded: 1947
Full-time Faculty: 113
Students: 5000+ (3,450 undergraduates, 1486 master’s (1486—Full-time MBA; online/blended MBA; M.S.) 64 Ph.D.

Isenberg’s Ph.D. program is the oldest and largest among New England’s public colleges and universities. Its graduates hold faculty positions in industry and at more than 100 colleges and universities.

Alumni: 40,000 in 50 states and 72 countries

Management at Isenberg
The management department at Isenberg equips students with the knowledge and capabilities to excel in leadership positions in both large, complex organizations and smaller enterprises. Our innovative curriculum places special emphasis on skills related to the management of change, sustainability, and entrepreneurship and innovation. Members of the faculty are recognized thought leaders in a variety of areas including

Strategic decision-making processes, Corporate entrepreneurship, Management of strategic change
Business Leadership: Self-Leadership, Empowered teams, Shared leadership
Sustainability, Social entrepreneurship
Qualitative research, Alternative paradigms, Cultural perspectives on organizations and management
Gender & organization, Feminist theory

Department faculty have published research on these and other topics in the field’s most visible outlets, including Academy of Management Journal, Academy of Management Review, Academy of Management Perspective, Strategic Management Journal, Administrative Science Quarterly, Journal of Management, Journal of Management Studies Organization Studies, and Organization, among many others. Our faculty members have also served in editorial roles and leadership positions in the Academy and other professional groups.

WU (Vienna University of Economics and Business)
As largest public business university in the EU, WU is located in Vienna, Austria – the gateway to Central and Eastern Europe, home to international organizations as the UN or OPEC and the headquarter of multinational companies. The only university of its size to be accredited by EQUIS, WU’s Executive Academy is also AMBA-accredited. The Financial Times has ranked WU’s International Business program at rank 18 in 2011.

WU Undergraduate Programs
BSc Business, Economics & Social Sciences (in German)
LL.B. Business Law (in German)

WU Graduate Programs
in English:
MSc Quantitative Finance
MSc Strategy, Innovation & Management Control
MSc Supply Chain Management
MSc Marketing
MSc Information Systems
MSc Socio-Ecological Economics and Policy
MSc/MIM International Management (CEMS)
PhD Finance
PhD/DIBT International Business Taxation in German:
MSc Business Education
LL.M Business Law
MSc Economics
MSc Business Informatics
MSc Finance and Accounting
MSc Management
MSc Socio-Economics
MSc Taxation and Accounting
Doctorate Social and Economic Sciences
Doctorate Business Law

WU Executive Academy

MBA, EMBA, MBL and LL.M. programs and certificate programs in German and English. WU has a strong international orientation with about 26% of its 25,900 degree students coming from abroad and 1,000 incoming exchange students every year. With memberships in PIM and CEMS and over 220 partner universities on all six continents as well as 10 annual international summer universities, WU is part of a network of excellent universities. Come and explore Vienna, experience WU!

Society for Human Resource Management (SHRM)

SHRM is the world’s largest association devoted to human resource management, representing more than 260,000 members in over 140 countries. Founded in 1948, SHRM has approximately 580 affiliated chapters within the United States and subsidiary offices in China and India. Visit us online at www.shrm.org.

ESMT European School of Management and Technology

ESMT European School of Management and Technology was founded in 2002 by 25 leading global companies and institutions. The international business school offers full-time MBA and executive MBA programs, as well as executive education in the form of open enrollment and customized programs. ESMT is based in Berlin, Germany, with an additional location in Schloss Gracht near Cologne.

Faculty and research

ESMT’s international faculty is currently made up of 33 members from 19 countries. They have a wide variety of backgrounds and collaborate in an exceptional academic environment. ESMT’s professors have earned their PhD degrees from top institutions such as Harvard University, London Business School, INSEAD, and the University of Chicago. Focused on the topics ‘responsible leadership’, ‘management of technology’, and ‘European competitiveness’, the role of research at ESMT is to develop and disseminate innovative knowledge, to foster sustainable economic growth, and to help business leaders succeed globally and act responsibly. Research output is published in leading international academic journals.

Degree programs

The ESMT Full-time MBA is a one-year MBA program. It is Germany’s most international MBA: an average of 90% of the students and 80% of program faculty come from outside of Germany. The class of 2012 is made up of 41 participants representing 24 nationalities. MBA participants can choose from two elective tracks:

'Management of Innovation and Technology’ concentrates on how to successfully innovate through technology, how to capture value from this innovation, and how to bring new technologies to the market. ‘Global Sustainable Business’ focuses on issues of sustainability, environmental management, as well as doing business in emerging economies. ESMT’s MBA program is accredited by the Association of MBAs (AMBA) and places among the top 5 European schools in the Aspen Institute’s ranking of sustainable MBA programs. The Executive MBA, held in English, lasts 18 months. The program focuses on ‘International Management’ and ‘Technology and Innovation’. It is aimed at experienced professionals and designed to maintain strong on-the-job performance. This enables participants to apply different facets of management know-how directly to their jobs.

Executive Education

ESMT’s Executive Education programs were ranked among the top ten in Europe by the Financial Times in 2011. The programs offer high-quality executive education in English and German. ESMT currently runs 21 different programs in the areas of general management, leadership and HR, strategy and decision making, innovation and technology management, marketing and sales management, finance and negotiations and contract management.

ESMT’s customized programs follow an industry-based approach. Experts in the areas of technology-based industries, telecom, transport, utilities; financial services; life sciences; consumer goods and retail; and professional service firms design and deliver tailor-made programs to companies.

www.esmt.org

GlobaLens, Case Study Publisher at the University of Michigan

Since 2007 GlobaLens has been the case writing and publishing partner for the University of Michigan’s Ross School of Business. We professionally edit, publish and market cutting-edge business case studies and other teaching materials for top-tier business schools globally. GlobaLens materials are available for adoption on our e-commerce site, GlobaLens.com, and are searchable by keyword, core business discipline, author, collection, or product type. We are quickly gaining recognition for our Social Impact materials within specialized fields of study including International Business, Corporate Social Responsibility, Environmental Sustainability, Base-of-the-Pyramid, Public-Private Partnerships, Social Enterprise/Entrepreneurship, and Non-Profit/Non-Governmental Organizations.

In addition to working with the University of Michigan’s Ross School, GlobaLens reviews and publishes submissions from renowned faculty at other business schools worldwide. Our catalog features over 450 cases, exercises, and conceptual notes, along with entire courses...
and modules. Our materials have been adopted by the University of Michigan, as well as over 140 other top business schools including Stanford, Yale, Columbia, Indian Institutes of Management, Cornell, Duke, Indiana University, MIT, Northwestern, INSEAD, ESADE, London Business School, and Northwestern, to name a few.

The GlobaLens staff has more than 60 years of combined experience in researching and teaching traditional and international business topics. And, as part of the academic community, we can also provide appropriate guidance and recommendations for a variety of teaching requirements.

Faculty feedback has been a key driver of GlobaLens’ product development and marketing. By documenting the perceptions of faculty who are considering or completing materials adoption, GlobaLens gains tremendous insight into content preferences, adoption cycle trends, and the effect of strategic marketing initiatives.

We believe in and advocate using the case teaching method because it is so effective at preparing students for the realities of the business world. In particular, it challenges students to think critically, take a position, and defend their decision. These skills are valuable to employers because they prefer to hire candidates who can reason like a leader.

GlobaLens is part of the William Davidson Institute (WDI), an independent, non-profit education, research, and applied practice organization established at the University of Michigan in 1992. Through a unique structure that integrates research, educational outreach, field-based collaborations, and development consulting services, WDI works with businesses, universities, development organizations, and governments in emerging economies to implement sound business practices and speed the transition to a more inclusive global society. Because GlobaLens has access to WDI’s resources and internal experts, we are often at the forefront of dynamic new research ideas that we cultivate into unique business case studies, available only from GlobaLens.

GlobaLens looks forward to the future by embracing the increasing demand for media-rich, digital delivery of teaching materials, as well as ongoing development of cross-disciplinary content to help students successfully navigate tomorrow’s business challenges.

**China Europe International Business School**

After 18 years of phenomenal growth and development, the China Europe International Business School (CEIBS, www.ceibs.edu) is now the leading China-based international business school that has achieved top-tier global rankings for its MBA, EMBA and Executive Education Programmes and is fully accredited by both EQUIS and AACSB.

Launched in 1994 as a non-profit joint venture between the Chinese government and the European Commission, CEIBS now operates campuses in China’s commercial hub of Shanghai and the political capital of Beijing - as well as facilities in South China’s dynamic business center of Shenzhen and in Accra, Ghana.

CEIBS graduates 1,000 MBAs and Executive MBAs each year. Among CEIBS 11,000 alumni, 1,500 are chairpersons and chief executives of Chinese enterprises. CEIBS also trains 10,000 executives each year on short courses. From 2008 to 2012, CEIBS has offered a certificate programme in developing regions of China. In 2009, CEIBS launched its EMBA Programme in Africa, with degree courses offered in Accra, Ghana. This year, CEIBS launches the part-time Finance MBA Programme to build a talent pipeline and establish Shanghai as an international financial center through developing high-caliber managers with global competitiveness.

Widely considered one of the most successful examples of EU-China cooperation, CEIBS serves as a role model of international collaboration and innovation. CEIBS boasts 170 full-time and visiting faculty members, each with extensive China knowledge coupled with deep functional expertise. 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.

**BI Norwegian Business School**

BI Norwegian Business School is looking for new faculty members, so maybe you should consider Oslo, Norway as your next work place?

It’s good to be in Norway! The U.N.’s latest “happiness index” ranks Norway as the number one country to live in, based on factors such as income, education, health, life expectancy, economy, gender equality and sustainability. For more detailed information about Oslo, please visit [http://www.visitoslo.com](http://www.visitoslo.com). Oslo is connected to all the major European cities with several flights per day; for most European destinations travel time does not exceed two hours.

**About BI Norwegian Business School**

With its approximately 20 000 students and 340 faculty, the BI Norwegian Business School is one of Europe’s largest business schools, and is Norway’s largest supplier of economic and administrative professionals. More than 200 000 graduates have completed their studies at BI since 1983. BI is a private non-profit organization and an educational institution of high quality with both national and international accreditations. The school’s academic rigor places BI among the top business schools in Europe. BI’s internationally acclaimed and award-winning main campus is located in Nydalen in Oslo. Natural light and open spaces create the sensation of being in an indoor village; a place where everybody feels at home.
The BI Norwegian Business School has an international profile and its faculty cooperates extensively internationally. BI also has student exchange agreements with more than 170 institutions in 45 different countries. For more information, please visit http://www.bi.edu

BI Norwegian Business School boasts the country’s leading faculty in the fields of economics, management, strategy, marketing and finance. The school’s research is organized in eight separate departments. BI’s faculty members are organized in eight departments:

- Department of Financial Economics
- Department of Innovation and Economic Organization
- Department of Communication, Culture and Languages
- Department of Leadership and Organizational Management
- Department of Marketing
- Department of Accounting, Auditing and Law
- Department of Economics
- Department of Strategy and Logistics

In addition to this, BI has 26 research centers associated with the various departments that address knowledge development and communication on specially chosen sectors and topics. BI is one of the most visible educational institutions in Norway, and received more than 7,000 mentions in the media in 2011.

**BI’s Portfolio**

Bachelor: Fifteen BSc programmes, plus the BSc/MSc in Business and Economics (Norw. siviløkonom).

MSc: Eight full-time MSc programmes.

BI Executive: More than 200 part-time courses and programmes, of which 100 were specially adapted or tailor-made training programmes for private and government enterprises.

PhD: Twelve students graduated from BI with a PhD, and 74 scholarship holders participated in BI’s PhD programme at the beginning of 2012.

**Ranking and Accreditations**

BI was ranked number 70 in the Financial Times ranking of the world’s best business schools and achieved a 14th place in Eduniversal’s list of Europe’s best-known business schools.

The board of NOKUT (The Norwegian Agency for Quality Assurance in Education) renewed the accreditation of BI’s quality assurance system in February.

A revised version of our accreditation plans were submitted to the Association to Advance Collegiate Schools of Business (AACSB) in December and will be considered by the AACSB in 2012.

An application for AMBA accreditation was started in the autumn of 2011 concerning programme accreditation of BI’s Executive MBA programmes.

Welcome to visit us in Oslo!

**Gold Sponsors**

*Darden School of Business, University of Virginia*

The University of Virginia, Darden School of Business is one of the world’s leading business schools, offering full-time MBA, Executive MBA, Ph.D. and Executive Education programs.

Darden’s mission is to improve society by developing principled leaders in the world of practical affairs; this mission serves as the foundation for the School’s educational and research programs.

Darden delivers the world’s best management education experience, ranked No. 1 in student satisfaction, through its high-engagement learning environment, which is distinguished by three key elements: the case study method, top ranked faculty and tight-knit community.

Darden’s robust research environment creates knowledge, new models and ideas that advance managerial practice and pedagogical excellence. Darden’s cutting-edge research and ideas are changing the way the world does business.

Darden’s faculty and staff researchers rigorously investigate a broad range of important, relevant questions. Their findings help leaders — including the School’s graduates, clients and partners — get ready to lead across multiple continents and cultures and to face any business challenge.

Darden’s proven case method shares lessons learned from real business situations, spanning industries, countries and disciplines. The School’s academic research creates the ability to anticipate, and even predict, the future. The combination prepares the practicing manager to act analytically, intuitively, ethically and decisively, in any environment.

Darden’s research Centers of Excellence — including the Batten Institute for Entrepreneurship and Innovation, the Olsson Center for Applied Ethics and the new Initiative for Business in Society — provides thought leadership across disciplines and advance business knowledge and practice.

**Silver Sponsors**

*Suffolk University, Sawyer Business School*

Located in Boston, Massachusetts, Suffolk University’s Sawyer Business School serves over 3,000 undergraduate and graduate students. With a mission to create successful leaders in global business and public service, the Business School offers a BSBA with majors in...
Accounting, Entrepreneurship, Finance, Global Business, Information Systems, Management, and Marketing. At the graduate level, the Business School offers the following degrees: MBA, Global MBA, Executive MBA, Master of Health Administration and Master of Public administration and specialized master’s degrees in accounting, finance, and taxation. The Business School is internationally accredited in business and accounting by AACSB International and National Association of Schools and Colleges of Public Affairs and Administration (NASPAA).

**Bronze Sponsors**

**Rouen Business School, France**

“Exploring new worlds, going forward as responsible leaders.” This phrase states the vision driving the school to train managers capable of meeting the challenges of the future: innovation, entrepreneurship, the diversity of cultures, societies and individuals, and responsibility towards people and the planet. Ranked among the top 25 schools in the Financial Times for its Masters in Management program, and the top 10 in French business school rankings, the school is triple accredited AACSB, EQUIS and AMBA.

Rouen Business School employs over 80 academic scholars, 30 percent of whom are international. Our faculty members publish in the global leading journals. We have five research groups: “Responsible Finance,” “Contemporary P@thways of Career, Life and Learning,” “Marketing, Brands and Experiences,” “Customer Retail & Supply Chain” and “Entrepreneurship and Innovation.” The increase in Rouen Business School’s research output over the last three years is one of the most substantial among French schools.


With a network of 197 international academic partners, Rouen Business School has more than 4000 students, including 1200 international students who come from 83 countries. The Alumni comprises 16,000 alumni throughout the world, all of whom have access to the school's Career Centre.

**Pewter Sponsors**

**Bentley University**

As a business university, Bentley University’s mission is to create new knowledge within and across business and the arts and sciences and to educate creative, ethical and socially responsible organizational leaders. To achieve our goals, we integrate our advanced business curriculum with a rich and relevant liberal arts education. Bentley’s 280 full-time faculty produce theoretical and applied scholarship that reaches beyond narrow silos to create trans-disciplinary knowledge for today’s market needs. Known for excellent teaching and the development of innovative curricula, Bentley offers undergraduate degrees in eleven business disciplines and nine arts and sciences fields. Students interested in pursuing graduate education can choose from Bentley’s three MBA programs, seven Masters of Science degrees, and PhD programs in Business and Accountancy. To further its academic and research mission, Bentley creates dynamic, problem-solving partnerships with businesses and corporations, not-for-profit organizations, and the local community to produce business solutions for organizations and hands-on learning for our students.

Bentley University
175 Forest Street
Waltham. MA 02452
USA

**University of South Alabama, Mitchell College 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.
Leadership Sponsors

Arizona State University, W.P. Carey School of Business

The W. P. Carey School of Business at Arizona State University is one of the largest business schools in the United States with over 250 faculty, nearly 10,000 students, and more than 80,000 alumni. Internationally recognized for its leadership in business education and highly regarded for its research productivity, the renowned W. P. Carey faculty includes Nobel Prize winner Edward C. Prescott and members of the National Academy of Sciences. The W. P. Carey School’s Department of Management is ranked Top 10 in research productivity for the past five years, and features five editors of top-tier management journals among its faculty.

The W. P. Carey School makes its faculty research available through its knowWPC website. Thousands of business practitioners, government leaders, and academics subscribe to and rely on knowWPCarey for innovative ideas that can be put into action immediately in their organizations and careers.

Undergraduates at W. P. Carey can earn a B.S. degree in one of seven disciplines or a B.A. combining core classes with 10 concentrations outside the business school. With options for students returning to school full-time, working professionals, and senior executives, the W. P. Carey MBA is focused and flexible.

Students may also pursue master’s degrees in accountancy, information systems, management, and information systems. In collaboration with other ASU colleges, W. P. Carey offers a master’s in real estate development. Ph.D. studies in accountancy, economics, information systems, finance, management, marketing, and supply chain management prepare students for careers as professors at research institutions.

The W. P. Carey School is headquartered on ASU’s Tempe campus. Classes and program services are also offered at locations throughout the greater Phoenix metropolitan area, which provides students with access to companies in aerospace, financial services, manufacturing, technology, telecommunications, tourism-related, and transportation industries.

Learn more at wpcarey.asu.edu.

Texas A&M University, Mays Business School

Texas A&M University’s Mays Business School educates more than 5,000 undergraduate, master’s and doctoral students in accounting, finance, management information systems, management, management, marketing, and supply chain management. Mays consistently ranks among the top public business schools in the country for its undergraduate and MBA programs and faculty research. Current rankings include Undergraduate program—18th public (48th overall), Bloomberg BusinessWeek (2011), Full-Time MBA program—7th U.S. public (51st in world), Financial Times (2012), Executive MBA program—10th U.S. public (tied 54th in the world), Financial Times (2011), and Department of Management—10th public U.S. program (tied 54th in the world), Financial Times (2011). 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, two former AMJ editors, one former AMR editor, two former Academy of Management Presidents and one current AOM officer in line for the presidency.

In addition to its campus programs, Mays delivers executive non-degree programs to leading corporations all over the world. In fall 2012, Mays will relocate its highly-ranked Executive MBA program from its 12-year location in The Woodlands, north of Houston, and launch a new Professional MBA program in a custom finished, private facility at CITYCENTRE, and a luxury mixed-use urban development in west Houston.

Mays forms partnerships with business executives for the purpose of delivering relevant education that is shaped by industry expectations and insights. Unique undergraduate programs, such as the freshman-business initiative learning community and Business Honors major, provide high impact learning experiences for its students. Mays faculty’s collegial approach also leads to innovate research and research collaborations that enrich classroom discussion.

Mays’ home in the Wehner Building offers a dynamic learning environment for faculty and students with world-class facilities, technology resources and classrooms. The building is also home to the Reliant Trading Center, which is outfitted with two Bloomberg terminals, four independent LED projectors, a SMART Technology system and seating for up to 40 students. The center also features the Kiodex Risk Workbench, a state-of-the-art trading and risk management platform.

Learn more at mays.tamu.edu.
Mays is accredited by AACSB international, the premier accrediting agency and service organization for business schools. Our mission is creating knowledge and developing ethical leaders for a global society.

Texas A&M University  
Texas A&M University opened in 1876 as Texas’ first public institution of higher learning. It now has a student body totaling almost 50,000 students, which ranks among the six largest universities in the nation. It is one of a select few universities with land-grant, sea-grant and space-grant designations. It holds membership in the prestigious Association of American Universities and conducts research valued at more than $689 million annually.

Texas A&M was named second in the nation by The Wall Street Journal among all universities, public and private, in a survey of top U.S. corporations, non-profits and government agencies, based on graduates that recruiters prefer to hire.

The USC Marshall School of Business  
The USC Marshall School of Business is a leader in educating tomorrow’s global business leaders, creating knowledge of management and the business environment, and addressing critical problems facing business and society, both locally and across the world. Our guiding philosophy – success demands an understanding of the inner workings of the global marketplace – has established USC Marshall among the top tier of the nation’s business schools.

Founded in 1920 as the College of Commerce and Business Administration, Marshall is the oldest AACSB-accredited school of business in Southern California. From its location in the heart of Los Angeles, USC Marshall is integrally connected to Pacific Rim industries defining the new business frontier. As a prime gateway to Asia and Latin America, our location gives us a unique worldview and an alumni community that spans 100 countries. This vast network of more than 70,000 alumni offers Marshall graduates exceptionally strong support for success in the global marketplace. USC Marshall fosters a global community of thought leaders who are working to redefine the way business works.

In a globally connected economy influenced by emerging technologies and shrinking international borders, new opportunities – and fresh challenges – are constantly on the horizon. Meeting these challenges takes strong leadership, creative analysis and clear strategic vision. USC Marshall graduates understand this dynamic, and their discoveries and achievements distinguish them as leaders in the worlds of finance, real estate, life sciences, media, entertainment, communications and healthcare. Today, through new fields of scholarly investigation and a widening network of service and partnership, Marshall continues its tradition of cultivating leaders who can innovate, motivate and inspire, setting the standard for 21st century success.

The undergraduate experience at USC Marshall is powerful and engaging. Approximately 3,500 undergraduate students interact with faculty members who are influential thinkers, leading policymakers, accomplished researchers, respected writers and distinguished speakers. Outside of the classroom, Marshall undergraduates have the chance to intern at major companies and travel the globe to experience diverse business practices and cultures; 80 percent of undergraduates have an international experience during their time at the school.

Marshall’s diverse MBA and graduate programs provide myriad opportunities for business professionals. The nationally-ranked full-time campus MBA program is complemented by a series of programs that span the nation and the globe: the MBA Program for Professionals and Managers, the Executive MBA Program, the International Business Education and Research MBA, and the Global Executive MBA. The Leventhal School of Accounting offers a master of accounting and master of business taxation program for full-time students and working professionals. The Ph.D. program offers five distinct fields of study that encompass subjects relevant to the creation of cutting-edge business research: accounting, finance and business economics, information and operations management, management and organization, and marketing. These programs combined train more than 2,000 students.

As part of the broader university community, USC Marshall forges partnerships with academic programs across the university and takes advantage of powerful opportunities for interdisciplinary collaboration. USC Marshall students and faculty collaborate with other USC faculty members on issues related to the business of the film industry, connections between technology, innovation and entrepreneurship, and the evolving tactics for business communication, among many other areas.

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 associa-
Academy of Management 2012 Annual Meeting

Tensions 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.

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

- **Platinum** $16,500
- **Gold** $11,000
- **Silver** $8,500
- **Bronze** $5,500
- **Pewter** $4,000

For complete information, please contact David Turnipseed, AOM Director of Sponsorships, at sponsor-ship@aom.pace.edu
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Changing on the Job
Developing Leaders for a Complex World
JENNIFER GARVEY BERGER
$35.00 cloth

Serial Innovators
How Individuals Create and Deliver Breakthrough Innovations in Mature Firms
ABBIE GRIFFIN, RAYMOND L. PRICE, and BRUCE A. VOJAK
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Growing an Entrepreneurial Business
Concepts & Cases
EDWARD D. HESS
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Grow to Greatness
Smart Growth for Entrepreneurial Businesses
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EDWARD D. HESS and JEANNE LIEDTKA
$12.99 paper $9.99 ebook

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A Global Analysis
EDWARD E. LAWLER III and JOHN W. BOUDREAU
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Concepts and Cases
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Private Management and Public Policy
The Principle of Public Responsibility
LEE E. PRESTON and JAMES E. POST
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Appropriating the Field’s Lost Foundations
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KATI SUOMINEN
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Most Stanford titles are available as e-books:
www.sup.org/ebooks

800.621.2736 www.sup.org
Exhibit Schedule:
To protect exhibitor samples, no one is allowed into the Exhibits Area when it is not open. No one is admitted without a badge. The Internet Café in the exhibit hall will be open during Exhibit Hours only.

BOOTH SET-UP HOURS
(open only to exhibitors wearing badges):

Friday, August 3
Hours: 9:00 a.m. - 5:00 p.m.

EXHIBITS HOURS
(open only to those wearing badges):

Saturday, August 4
Hours: 8:00 a.m. - 5:00 p.m.

Breaks: 10:15 - 10:45 a.m.

Sunday, August 5
Hours: 8:00 a.m. - 5:00 p.m.

Breaks: 10:15 - 10:45 a.m.

2:45 p.m. - 3:15 p.m.

Monday, August 6
Hours: 8:00 a.m. - 5:00 p.m.

Breaks: 10:15 - 10:45 a.m.

2:45 - 3:15 p.m.

BOOTH DISMANTLING HOURS
(open only to exhibitors wearing badges):

Monday, August 6
Hours: 5:00 - 8:00 p.m.
# 2012 Academy of Management Exhibitor Relations Committee

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

<table>
<thead>
<tr>
<th>Company</th>
<th>Booth Number(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>ActiveScholar LLC</td>
<td>329</td>
</tr>
<tr>
<td>American Society for Training &amp; Development</td>
<td>404</td>
</tr>
<tr>
<td>(ASTD)</td>
<td></td>
</tr>
<tr>
<td>Association Book Exhibit</td>
<td>232</td>
</tr>
<tr>
<td>The Austral Group</td>
<td>101</td>
</tr>
<tr>
<td>Australian School of Business</td>
<td>106</td>
</tr>
<tr>
<td>Bentley University</td>
<td>331</td>
</tr>
<tr>
<td>Berrett-Koehler Publishers</td>
<td>304, 306</td>
</tr>
<tr>
<td>BI Norwegian Business School</td>
<td>333</td>
</tr>
<tr>
<td>BuGaSi Labs</td>
<td>419</td>
</tr>
<tr>
<td>Business Expert Press</td>
<td>324</td>
</tr>
<tr>
<td>California Management Review</td>
<td>320</td>
</tr>
<tr>
<td>Cambridge University Press</td>
<td>221</td>
</tr>
<tr>
<td>Canadian Journal of Administrative Sciences</td>
<td>423</td>
</tr>
<tr>
<td>Capsim</td>
<td>406</td>
</tr>
<tr>
<td>CARMA (Center for the</td>
<td></td>
</tr>
<tr>
<td>Advancement of Research Methods and Analysis)</td>
<td>234</td>
</tr>
<tr>
<td>Center for International Business Education and Research</td>
<td>426</td>
</tr>
<tr>
<td>CEO-Academy.biz</td>
<td>220</td>
</tr>
<tr>
<td>Cesim</td>
<td>112</td>
</tr>
<tr>
<td>China Europe International Business School</td>
<td>230</td>
</tr>
<tr>
<td>Copenhagen Business School</td>
<td>108</td>
</tr>
<tr>
<td>Darden Business Publishing</td>
<td>302</td>
</tr>
<tr>
<td>eech</td>
<td>422</td>
</tr>
<tr>
<td>Edward Elgar Publishing</td>
<td>323, 325</td>
</tr>
<tr>
<td>EFMD - European Foundation for Management Development</td>
<td>229</td>
</tr>
<tr>
<td>Elsevier</td>
<td>111</td>
</tr>
<tr>
<td>Emerald Group Publishing Inc.</td>
<td>129, 228</td>
</tr>
<tr>
<td>Ethics Game LLC</td>
<td>233</td>
</tr>
<tr>
<td>ExpertNegotiator LLC</td>
<td>427</td>
</tr>
<tr>
<td>G lobaLens/William Davidson Institute at the University of Michigan</td>
<td>133</td>
</tr>
<tr>
<td>GoVenture by Media Spark</td>
<td>402</td>
</tr>
<tr>
<td>Gower Publishing</td>
<td>125</td>
</tr>
<tr>
<td>Harvard Business Publishing</td>
<td>130, 132, 134</td>
</tr>
<tr>
<td>IAP - Information Age Publishing Inc.</td>
<td>128</td>
</tr>
<tr>
<td>IMD</td>
<td>110</td>
</tr>
<tr>
<td>Indaba Global, Inc.</td>
<td>408</td>
</tr>
<tr>
<td>Innovative Learning Solutions</td>
<td>330, 332</td>
</tr>
<tr>
<td>International Specialized Book Services</td>
<td></td>
</tr>
<tr>
<td>Interpretive Simulations</td>
<td>113</td>
</tr>
<tr>
<td>Ivey Publishing</td>
<td>322</td>
</tr>
<tr>
<td>Kendall Hunt Publishing Co.</td>
<td>120</td>
</tr>
<tr>
<td>M.E. Sharpe, Inc.</td>
<td>131</td>
</tr>
<tr>
<td>McGraw-Hill/Irwin</td>
<td>211, 213, 310, 312</td>
</tr>
<tr>
<td>The MIT Press</td>
<td>231</td>
</tr>
<tr>
<td>MIT Sloan Management Review</td>
<td>424</td>
</tr>
<tr>
<td>Ososim Limited</td>
<td>425</td>
</tr>
<tr>
<td>Oxford University Press</td>
<td>223, 225</td>
</tr>
<tr>
<td>Palgrave Macmillan</td>
<td>105, 107</td>
</tr>
<tr>
<td>Pearson</td>
<td>428</td>
</tr>
<tr>
<td>Penguin Group (USA)</td>
<td>430</td>
</tr>
<tr>
<td>Philosophy Documentation Center</td>
<td></td>
</tr>
<tr>
<td>Table Display</td>
<td></td>
</tr>
<tr>
<td>Project Management Institute</td>
<td>328</td>
</tr>
<tr>
<td>Provalis Research</td>
<td>207</td>
</tr>
<tr>
<td>Rotman School of Management &amp; University of Toronto Press</td>
<td>104</td>
</tr>
<tr>
<td>Routledge</td>
<td>202, 204, 206</td>
</tr>
<tr>
<td>Routledge Journals</td>
<td>203, 205</td>
</tr>
<tr>
<td>SAGE</td>
<td>122, 124, 126</td>
</tr>
<tr>
<td>Society for Human Resource Management</td>
<td>121, 123</td>
</tr>
<tr>
<td>South-Western Cengage Learning</td>
<td>210, 212</td>
</tr>
<tr>
<td>Springer</td>
<td>100, 102</td>
</tr>
<tr>
<td>Stanford University Press</td>
<td>103</td>
</tr>
<tr>
<td>StratX Simulations</td>
<td>224</td>
</tr>
<tr>
<td>Tilde University Press</td>
<td>222</td>
</tr>
<tr>
<td>The Washington Campus</td>
<td>201</td>
</tr>
<tr>
<td>Wiley</td>
<td>301, 303, 305, 307, 309</td>
</tr>
<tr>
<td>WorldtSrides Capstone Programs</td>
<td>421</td>
</tr>
<tr>
<td>YouSeeU</td>
<td>135</td>
</tr>
</tbody>
</table>

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*Section A*
Placement Services

Placement Services for the 2012 annual meeting will be located in the Boston Marriott Copley, 110 Huntington Avenue, Boston, 02116. 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 Boston. We will provide assistance on-site in Boston 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 Boston 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 Boston. They are located in small-medium size rooms (9–25 tables/room) and will be available from noon on Friday, August 3rd through noon on Tuesday, August 8th. Because of limited tables and small rooms, the cost to reserve a table for the meeting is $135. 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 on a daily prorated cost basis.

Workshops to assist recruiters and applicants with the registration and interview processes will be held at the Conference.

Ins and Outs of Faculty Recruitment: Workshop for Recruiters
Friday, August 3rd: 3:30 – 5:00pm, Boston Marriott Copley Place, Salon E
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 3rd: 5:30 – 7:00pm, Boston Marriott Copley Place, Salon E
This session is designed for applicants. It will provide information on university hiring practices, statistics from past and current years, interview strategies, and suggestions for placement success. The session will be an interactive format and features a panel of university placement experts.
Placement Services

Placement Activities

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 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.

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, Riki Takeuchi (Hong Kong U. of Science & Technology) selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Stephanie Castro, Florida Atlantic U.; Heli Wang, Singapore Management U.; Mo Wang, U. of Florida.

The 2012 William H. Newman Award Nominees are:

**BPS**
From Crisis to Opportunity: How Market shocks Impact Interfirm Rivalry
Markus Schimmer, U. of St. Gallen

**CAR**
Salaryman by Day, Superhero by Night: Balancing Creative and Economic Needs for Creative Workers
Allya Paramita Koesoema, UNSW

**CM**
The Dysfunctional Side of Status
Nate Pettit, New York U.

**CMS**
Authenticity and Autonomy in the Subjectification of Management Consultants in a Small Firm
Djahanchah Philip Ghadiri, HEC Montreal

**GDO**
Diversity Management Signals in Recruitment: Acculturation, Racioethnicity & Community Composition
Jesse E. Olsen, Kwansei Gakuin U.

**HCM**
Can professional boundaries be knowledge enablers?
Tomas Enrique Farchi, Oxford U.

**HR**
Fired Up or Burned Out? How Developmental Challenge Differentially Impacts Leader Behavior
Stephen H Courtright, Texas A&M U.

**IM**
Contract Administration for Knowledge Based Work: Insights from Indian Offshore Vendors
Shirish C Srivastava, HEC Paris

**MC**
An Exploration of Relational Routines, Coordination, Knowledge Management and Innovation in PSFs
Na Fü, Dublin City U.

**MED**
The Social Construction of Organizational Learning
Daniel K. Dayton, Chicago School of Professional Psychology

**MH**
From Primary Concept to Prisoner’s Dilemma: Tracing “Cooperation” in Organizational Scholarship
Laura Singleton, Eckerd College

**MOC**
Dominant Individuals and Unethical Decisions: The Role of Moral Disengagement and Self-Control
Valerie Rosenblatt, U. of Hawaii-Manoa

**OB**
A network perspective on membership change: Structural disruption and adaptation in hockey teams
H. Colleen Stuart, Carnegie Mellon U.

**OCIS**
Team Knowledge Sharing, Communication, Conflict, & Transactive Memory: Implications for Performance
Ravi Shanker Gajendran, U. of Illinois, Urbana-Champaign

**ODC**
The Direct and Complementary Effects of Dynamic Capabilities
Kieran John Patrick Machnerney, U. of Cologne

**OMT**
Window-dressers and Closet Conformists: Organizational decoupling revisited
Kaisa E. Snellman, Harvard U.

**ONE**
Human Values and Corporate Actions Propensity: Examining The Behavioural Roots of Sustainability
Joel Marcus, Wilfrid Laurier U.

**RM**
Meta-Synthesis of Qualitative Case Studies – An Approach to Theory Building
Christina Hoon, Leibniz U. Hannover

**SAP**
Strategic Planning Processes as Mindful Accomplishments: Effects of Institutionalization
Carola Wolf, Aston Business School

**SIM**
Multiple institutional logics and inter-organizational partnership
Imran Chowdhury, ESSEC Business School - Paris

**TIM**
Material Strategies of Legitimacy in Sustained Innovation
Renee Rottner, New York U.
The Carolyn Dexter Award

The Carolyn Dexter Award is an all Academy award to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The criteria for this prestigious Award include the following: (a) The theme and content of the paper should reflect an awareness of business and management outside the domestic boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are considered of high caliber for the Carolyn Dexter Award if they offer new insights, are rich in observation and employ creative methodologies. Especially welcomed are submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries’ research traditions. Each Division Program Chair nominates one paper to the chair of this year’s Dexter Award Committee, David Patient, Universidade Católica Portuguesa

The 2012 Carolyn Dexter Award nominees are:

**BPS**
*Managing cultural distance: Effects of technological overlap in cross-border acquisitions*
Pankaj C Patel, Ball State U.; David R. King, Marquette U.

**CAR**
The Impact of Emotional Intelligence on Expatriates’ Cross-Cultural Adjustment
Alexei Koveshnikov, Hanken School of Economics; Heidi Wechtler, Sorbonne Business School - IAE Paris; Cecile Dejoux, CNAM Paris (France)

**CM**
Implications of Honor & Dignity Culture for Negotiations: A Study of Middle Easterners & Americans

**CMS**
The BOP Discourse as Capitalist Hegemony
Nick Montgomery, U. of Victoria; AnaMaria Peredo, U. of Victoria; Elly Carlson, U. of Victoria

**GDO**
*Team Diversity, Team Processes, and Team Performance: The Moderating Role of Leader Mood*
Meir Shemla, Technische U. Dresden; Eric Kearney, Leibniz U. Hannover

**HCM**
Exploring the relationship between organizational culture and clinical governance in the Italian NHS
Anna Prenestini, Bocconi U.; Stefano Calciolari, U. della Svizzera Italiana; Federico Lega, Bocconi U.; Roberto Grilli, ASSR_Emilia-Romagna

**HR**
The Research-Practice Gap in HR: A Cross-Cultural Study
Aino Tenhiälä, Aalto U.; Tamara L. Giluk, Xavier U.; Cristina Simon, IE Business School; In-Sue Oh, Virginia Commonwealth U.; Sven Kepes, Virginia Commonwealth U.; Seongsu Kim, Seoul National U.

**IM**
Institutional Distance, International Divestment, and Organizational Capabilities
Jingoo Kang, Korea U. Business School; Jeoung Yul Lee, Hongik U.

**MC**
Trust as a “Leap of Faith”: Trust Granting
Natalia Nikolova, U. of Technology, Sydney; Markus R. Reihlen, Leuphana U. Lueneburg

**MED**
Experiential CQ Education: An empirical process specification.
Brent MacNab, U. of Sydney; Valerie Rosenblatt, U. of Hawaii-Manoa; Reg Worthley, U. of Hawaii-Manoa

**MH**
Distant mirrors: railroad development and management in America and Australia from 80 to 9
Bradley G Bowden, Griffith U.

**MOC**
Why do Organizations De-emphasize the Early Warning Signals of a Deteriorating Environment?
Maeve Farrell, U. College Dublin; Federica Pazzaglia, U. College Dublin; Karan Sonpar, U. College Dublin; Pablo Martin de Holan, EM Lyon
The Carolyn Dexter Award

MSR
The Dongba redux: culture, business, religion, spirituality, politics, careers in rural China
Yochanan Altman, BEM Bordeaux Management School; Zheng Xie, London college

OB
Leading Up: A Cross-cultural, Longitudinal, and Multilevel Investigation of TMT Support and Shocks
Dong Liu, Georgia Institute of Technology

OCIS
Managing the RFP Process from a Discursive Perspective
Adrian Yeow, Nanyang Technological U.; Cecil Eng Huang Chua, U. of Auckland

ODC
Exploring and Reconfiguring a Firm’s Competence Base: A Process Model of Strategic Renewal
Andrea Lipparini, U. of Bologna; Emanuela Prandelli; Bocconi U.; Gianmario Verona, Bocconi U.

OMT
A Community Level Theory of Organizational Resistance to Anti Smoking Regulation
Patrick Vermeulen, Radboud U. Nijmegen; Tal Simons, Tilburg U.; Joris Knoben, Tilburg U.

ONE
Organizational Consciousness: Factors that Influence Environmentalism on MNCs in India
David Klossner, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.

RM
Storytelling from A West-meets-East perspective: Sustainability, Poetry, and Bi-cultural Studies
Yipeng Liu, U. of Mannheim; Yijun Xing, Beijing Jiaotong U.; Mark Starik, San Francisco State U.

SAP
Keeping it real: Bringing sociomateriality into strategy-as-practice
A. Paul Spee, Sydney U.; Paula Jarzabkowski, Cornell U.; Michael Smets, Aston Business School

SIM
Corruption and Corporate Reputation: The Paradox of Buffering and Suffering
Naomi A Gardberg, Baruch College; Vijay Sampath, FTI Consulting, Inc.; Noushi Rahman, Pace U.

TIM
Cross-border Acquisitions of Science-based Firms: Their Effect on Innovation in the Acquired Firm
Marcela Miozzo, U. of Manchester; Lori DiVito, U. of Manchester; Panos Desyllas, U. of Manchester
## 2012 Academy of Management Annual Meeting Statistics

**Table 1: Submissions by Sponsors.** Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

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**Table 3: Affiliations with 30+ Participants**

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- Bocconi U.
- Bogazici U.
- Boston College
- Boston U.
- Carnegie Mellon U.
- Case Western Reserve U.
- Copenhagen Business School
- Cornell U.
- Emory U.
- Ennuius U. Rotterdam
- Georgia Washington U.
- Georgia Institute of Technology
- Georgia State U.
- Harvard U.
- HEC Paris
- IESEP Business School
- Imperial College London
- INSEAD
- London Business School
- London School of Economics
- Massachusetts Institute of Technology
- McGill U.
- Michigan State U.
- National U. of Singapore
- New York U.
- Northwestern U.
- Pennsylvania State U.
- Rutgers U.
- Seoul National U.
- Stanford U.
- Texas A&M U.
- Tilburg U.
- U. of Amsterdam
- U. of Cambridge
- U. of Georgia
- U. of Groningen
- U. of Illinois Urbana-Champaign
- U. of Maryland, College Park
- U. of Michigan
- U. of Minnesota
- U. of New South Wales
- U. of Pennsylvania
- U. of Southern California
- U. of St. Gallen
- VU U. Amsterdam
- York U.
- Argentina
- Australia
- Austria
- Barbados
- Belgium
- Bolivia
- Botswana
- Brazil
- Bulgaria
- Canada
- Chile
- China
- Colombia
- Costa Rica
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Dominican Republic
- Egypt
- Estonia
- Fiji
- Finland
- France
- Germany
- Ghana
- Greece
- Grenada
- Hungary
- Iceland
- Indonesia
- Iran
- Ireland
- Israel
- Italy
- Jamaica
- Japan
- Kazakhstan
- Kenya
- Kuwait
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- Liechtenstein
- Lithuania
- Israel
- Malta
- Mexico
- Mozambique
- Nepal
- Netherlands
- New Zealand
- Nigeria
- Norway
- Pakistan
- Peru
- Philippines
- Poland
- Portugal
- Puerto Rico
- Qatar
- Russian Federation
- Saudi Arabia
- Slovenia
- South Africa
- South Korea
- Spain
- Sri Lanka
- Sweden
- Switzerland
- Taiwan
- Tanzania
- Thailand
- Turkey
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- Uruguay
- Uzbekistan
- Vietnam
- WN U. New Mexico
- Yugoslavia
- Zimbabwe

**Table 4: Participant Country Representation**

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

Session Locations
- BCC  Boston Hynes Convention Center
- SB   Sheraton Boston
- MCP  Marriott Boston Copley Place
- BPP  Boston Park Plaza
- WCP  Westin Copley Place
- OS   Offsite

Symbols
- Program Theme-oriented
- Teaching-oriented
- Management Practice-oriented
- International-oriented
- Research-oriented
- Diversity-oriented
- Selected as a conference Best Paper
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00</td>
<td>3 AAA: Conference Registration</td>
</tr>
<tr>
<td>8:00</td>
<td>4 BCC: Exhibit Hall A</td>
</tr>
<tr>
<td>8:30</td>
<td>6 BCC: Room 102: Strategic Human Capital</td>
</tr>
<tr>
<td>9:00</td>
<td>7 BCC: Room 103: Publication Around the World</td>
</tr>
<tr>
<td>9:30</td>
<td>9 BCC: Room 104: Formalizing the Informal</td>
</tr>
<tr>
<td>10:00</td>
<td>11 BCC: Room 107: Junior Faculty Consortium</td>
</tr>
<tr>
<td>10:30</td>
<td>13 BCC: Room 108: Doctoral Consortium</td>
</tr>
<tr>
<td>11:00</td>
<td>15 BCC: Room 109: Africa and the Diaspora</td>
</tr>
<tr>
<td>11:30</td>
<td>17 BCC: Room 201: Entrepreneurship in Africa</td>
</tr>
<tr>
<td>12:00</td>
<td>19 BCC: Room 202: SAP: SAP Paper Development</td>
</tr>
<tr>
<td>12:30</td>
<td>21 BCC: Room 203: Single Industry Research</td>
</tr>
<tr>
<td>1:00</td>
<td>22 BCC: Room 204: Improving Your IM Teaching</td>
</tr>
<tr>
<td>1:30</td>
<td>23 BCC: Room 205: IMOB: Language in IM</td>
</tr>
<tr>
<td>2:00</td>
<td>24 BCC: Room 206: Antecedents to Search</td>
</tr>
<tr>
<td>2:30</td>
<td>25 BCC: Room 207: Hospitality Site</td>
</tr>
<tr>
<td>3:00</td>
<td>26 BCC: Room 208: Innovation and Spirituality</td>
</tr>
<tr>
<td>3:30</td>
<td>27 BCC: Room 209: Front End of Innovation</td>
</tr>
<tr>
<td>4:00</td>
<td>28 BCC: Room 301: Collaboration for Innovation</td>
</tr>
<tr>
<td>4:30</td>
<td>29 BCC: Room 302: Antecedents to Search</td>
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<tr>
<td>5:00</td>
<td>30 BCC: Room 303: Management in Islamic Society</td>
</tr>
<tr>
<td>5:30</td>
<td>31 BCC: Room 304: Global Automotive Industry</td>
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<tr>
<td>6:00</td>
<td>32 BCC: Room 305: TIM Doctoral</td>
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<tr>
<td>6:30</td>
<td>33 BCC: Room 306: HRM curricula internationally</td>
</tr>
<tr>
<td>7:00</td>
<td>34 BCC: Room 307: Innovative Idea Management</td>
</tr>
<tr>
<td>7:30</td>
<td>35 BCC: Room 308: HRM Welcome</td>
</tr>
<tr>
<td>8:00</td>
<td>36 BCC: Room 309: HITING the Airwaves</td>
</tr>
<tr>
<td>8:30</td>
<td>37 BCC: Room 310: BPS: BPS Doctoral Consortium</td>
</tr>
<tr>
<td>9:00</td>
<td>38 BPP: Arlington Room</td>
</tr>
<tr>
<td>9:30</td>
<td>39 BPP: Beacon Hill Room</td>
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<tr>
<td>10:00</td>
<td>40 BPP: Berkeley &amp; Clarendon Room</td>
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<td>10:30</td>
<td>41 BPP: Constitution Room</td>
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<tr>
<td>11:00</td>
<td>42 BPP: Franklin Room</td>
</tr>
<tr>
<td>11:30</td>
<td>43 BPP: Georgian Room</td>
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<tr>
<td>12:00</td>
<td>44 BPP: Stuart Room</td>
</tr>
<tr>
<td>12:30</td>
<td>45 BPP: White Hill Room</td>
</tr>
<tr>
<td>1:00</td>
<td>46 BPP: Whitter Room</td>
</tr>
<tr>
<td>1:30</td>
<td>47 MCF: Boylston</td>
</tr>
<tr>
<td>2:00</td>
<td>48 MCF: Providence</td>
</tr>
<tr>
<td>2:30</td>
<td>49 MCF: Salon A</td>
</tr>
<tr>
<td>3:00</td>
<td>50 MCF: Salon B</td>
</tr>
<tr>
<td>3:30</td>
<td>51 MCF: Salon C</td>
</tr>
<tr>
<td>4:00</td>
<td>52 MCF: Salon D</td>
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<tr>
<td>4:30</td>
<td>53 MCF: Salon F</td>
</tr>
<tr>
<td>5:00</td>
<td>54 MCF: Salon H</td>
</tr>
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<td>5:30</td>
<td>55 MCF: Temple</td>
</tr>
<tr>
<td>6:00</td>
<td>56 OS: Fidelity Investments Boston</td>
</tr>
<tr>
<td>6:30</td>
<td>57 OS: Northeastern University</td>
</tr>
<tr>
<td>7:00</td>
<td>58 OS: Northeastern University: The CHRO: Advancing research</td>
</tr>
<tr>
<td>7:30</td>
<td>59 OS: UMass Boston Conference Centre</td>
</tr>
<tr>
<td>8:00</td>
<td>60 SB: Back Bay Ballroom A</td>
</tr>
<tr>
<td>8:30</td>
<td>61 SB: Back Bay Ballroom B</td>
</tr>
<tr>
<td>9:00</td>
<td>62 SB: Back Bay Ballroom C</td>
</tr>
<tr>
<td>9:30</td>
<td>63 SB: Beacon D</td>
</tr>
<tr>
<td>10:00</td>
<td>64 SB: Beacon F</td>
</tr>
<tr>
<td>10:30</td>
<td>65 SB: Berkshire</td>
</tr>
<tr>
<td>11:00</td>
<td>66 SB: Fairfax A</td>
</tr>
</tbody>
</table>

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
<table>
<thead>
<tr>
<th>Venue</th>
<th>Session</th>
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<tbody>
<tr>
<td>SB: Fairfax B</td>
<td>56 MSRCOB: Fundamentalists at Work</td>
</tr>
<tr>
<td>SB: Gardner A</td>
<td>46 ODC: OD Tool for Not for Profits</td>
</tr>
<tr>
<td>SB: Gardner B</td>
<td>47 ODC: ODC Doctoral Consortium</td>
</tr>
<tr>
<td>SB: Hampton A</td>
<td>58 ODC/MC/OB: Making diversity productive</td>
</tr>
<tr>
<td>SB: Independence East</td>
<td>57 MSRCOB: The Integration Box</td>
</tr>
<tr>
<td>SB: Independence West</td>
<td>30 MSR: Religion and Research</td>
</tr>
<tr>
<td>SB: Liberty Ballroom A</td>
<td>35 DCRM: Action Research</td>
</tr>
<tr>
<td>SB: Independence West</td>
<td>38 ODC/BPS/SAP/MC: Post-Merger Integration</td>
</tr>
<tr>
<td>SB: Liberty Ballroom B</td>
<td>39 PTC and cosponsors: Extreme change</td>
</tr>
<tr>
<td>SB: Liberty Ballroom C</td>
<td>13 ENT: Entrepreneurship Simulation</td>
</tr>
<tr>
<td>SB: Republic A</td>
<td>37 OMT: System Theory and Management</td>
</tr>
<tr>
<td>SB: Republic B</td>
<td>68 ODC/BPS/SAP/MC: Post-Merger Integration</td>
</tr>
<tr>
<td>WCP: Adams</td>
<td>87 AAA: AMR Internationalizing Theory</td>
</tr>
<tr>
<td>WCP: Defender</td>
<td>84 RM/SM/MC: Research Focus Group</td>
</tr>
<tr>
<td>WCP: Empire</td>
<td>49 AAA: AMR Writing Theoretical Papers</td>
</tr>
<tr>
<td>WCP: Essex North-Center &amp; East</td>
<td>23 MC: Modern Day Enslavement</td>
</tr>
<tr>
<td>WCP: Helicon</td>
<td>83 RM: Informal Performance</td>
</tr>
<tr>
<td>WCP: North Star</td>
<td>24 ODC/OCD: Consulting in the Middle East</td>
</tr>
<tr>
<td>WCP: St. George C &amp; D</td>
<td>49 AAA: AMR Writing Theoretical Papers</td>
</tr>
</tbody>
</table>

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
**Friday Afternoon, August 3, 2012**

<table>
<thead>
<tr>
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<th>Session</th>
</tr>
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<tbody>
<tr>
<td>12:00</td>
<td>BCC: Exhibit Hall A</td>
</tr>
<tr>
<td>12:30</td>
<td>BCC: Room 103</td>
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<tr>
<td>1:00</td>
<td>BCC: Room 104</td>
</tr>
<tr>
<td>1:30</td>
<td>MCP: Room 107</td>
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<td>OS: TBA</td>
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<td>OS: Northeastern University</td>
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<td>OS: Boston's Freedom Trail</td>
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<td>OS: OCIS: Junior Faculty Consortium</td>
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<td>OS: OCIS: Doctoral Consortium</td>
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<tr>
<td>2:00</td>
<td>BCC: Room 109</td>
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<td>2:30</td>
<td>BCC: Room 202</td>
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<tr>
<td>3:00</td>
<td>BCC: Room 203</td>
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<tr>
<td>3:30</td>
<td>BCC: Room 204</td>
</tr>
<tr>
<td>4:00</td>
<td>BCC: Room 205</td>
</tr>
<tr>
<td>4:30</td>
<td>BCC: Room 206</td>
</tr>
</tbody>
</table>

**BCC:**
- Exhibit Hall A
- Room 103
- Room 104
- Room 107
- Room 108
- Room 109
- Room 202
- Room 203
- Room 204
- Room 205

**MCP:**
- Salon A
- Salon B
- Salon C
- Salon D
- Salon E
- Salon F
- Salon G
- Salon H
- Salon I
- Salon J
- Salon K

**BPP:**
- Stuart Room
- Franklin Room
- Cambridge Room
- Georgian Room
- Lexington Room
- Plaza Ballroom
- St. James Room
- Starr Room

**BCC:**
- Room 202
- Room 203
- Room 204
- Room 205
- Room 206
- Room 207

**BCC: Room 202:**
- OS: TBA
- OS: Northeastern University
- OS: Boston's Freedom Trail
- OS: OCIS: Junior Faculty Consortium
- OS: OCIS: Doctoral Consortium

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Conference Program Guide – Friday, August 3

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Details</th>
</tr>
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<tbody>
<tr>
<td>08:00</td>
<td><strong>Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.</strong></td>
</tr>
</tbody>
</table>

**WCP: St. George C & D**

- 106 OMT: Corporate Program Integration
- 06:00-06:30 AMLE Teaching Cases’
- 06:30-07:00 AMLE Pecha Kucha
- 07:00-08:00 AMLE Marketing/OMT/ENT: Case Competition

**WCP: Essex North-Center & East**

- 112 ODC/IM/ONE: Informal Economic Entrepreneurship
- 120 ODC/OB/MC: Coachin With Cases
- 09:00-09:30 AMLE Town Hall
- 09:30-10:00 AMLE: BOG Meeting
- 10:00-10:30 AMLE: OMT Jr Faculty Consortium

**WCP: Empire**

- 103 ODC/BMC: Coaching Leaders
- 114 ODC/BPS: Effectiveness in Management Consulting
- 115 ODC/BPS/SAP/MC: Post-Merger Integration
- 116 OTC/MOC: OTC/MOC Doctoral Consortium
- 117 OMC: OTC/MOC: Ethnography Beyond Single Org

**WCP: Liberty Ballroom A**

- 101 ODC/IMC: Coaching Leaders
- 102 ODC/MM: Four Methods
- 105 ODC/IMC: Coaching Leaders
- 104 ODC/MM: Four Methods
- 107 OMC/ENT: Cultural Entrepreneurship

**WCP: Liberty Ballroom B**

- 108 ODC/MM: Four Methods
- 109 ODC/MM: Four Methods
- 110 OTC/MOC: OTC/MOC Doctoral Consortium
- 111 OTC/MOC: OTC/MOC Doctoral Consortium
- 112 OMC/ENT: Informal Entrepreneurship

**WCP: Liberty Ballroom C**

- 113 OMC/ENT: Informal Economy & ENT
- 114 OMC/ENT: Informal Entrepreneurship
- 115 OMC/ENT: Informal Entrepreneurship
- 116 OTC/MOC: OTC/MOC Doctoral Consortium
- 117 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Liberty Ballroom D**

- 118 OMC/ENT: Informal Entrepreneurship
- 119 OMC/ENT: Informal Entrepreneurship
- 120 OMC/ENT: Informal Entrepreneurship
- 121 OMC/ENT: Informal Entrepreneurship
- 122 OMC/ENT: Informal Entrepreneurship

**WCP: Back Bay Ballroom A**

- 112 ODC/MM: Four Methods
- 113 OMC/ENT: Informal Economy & ENT
- 114 OMC/ENT: Informal Entrepreneurship
- 115 OMC/ENT: Informal Entrepreneurship
- 116 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Back Bay Ballroom B**

- 117 OMC/ENT: Informal Entrepreneurship
- 118 OMC/ENT: Informal Entrepreneurship
- 119 OMC/ENT: Informal Entrepreneurship
- 120 OMC/ENT: Informal Entrepreneurship
- 121 OMC/ENT: Informal Entrepreneurship

**WCP: Back Bay Ballroom C**

- 122 OMC/ENT: Informal Entrepreneurship
- 123 OMC/ENT: Informal Entrepreneurship
- 124 OMC/ENT: Informal Entrepreneurship
- 125 OMC/ENT: Informal Entrepreneurship
- 126 OMC/ENT: Informal Entrepreneurship

**WCP: Back Bay Ballroom D**

- 127 OMC/ENT: Informal Entrepreneurship
- 128 OMC/ENT: Informal Entrepreneurship
- 129 OMC/ENT: Informal Entrepreneurship
- 130 OMC/ENT: Informal Entrepreneurship
- 131 OMC/ENT: Informal Entrepreneurship

**WCP: Beacon D**

- 132 ENT: Social Entrepreneurship
- 133 ENT/MONE: Informal Economy & ENT
- 134 ENT/MONE: Informal Entrepreneurship
- 135 ENT/MONE: Informal Entrepreneurship
- 136 ENT/MONE: Informal Entrepreneurship

**WCP: Gardner B**

- 137 MSRO/ITC: Religion and careers
- 138 MSRO/ITC: Religion and careers
- 139 ODC/MM: Four Methods
- 140 ODC/MM: Four Methods
- 141 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner C**

- 142 OTC/MOC: OTC/MOC Doctoral Consortium
- 143 OTC/MOC: OTC/MOC Doctoral Consortium
- 144 OTC/MOC: OTC/MOC Doctoral Consortium
- 145 OTC/MOC: OTC/MOC Doctoral Consortium
- 146 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner D**

- 147 OTC/MOC: OTC/MOC Doctoral Consortium
- 148 OTC/MOC: OTC/MOC Doctoral Consortium
- 149 OTC/MOC: OTC/MOC Doctoral Consortium
- 150 OTC/MOC: OTC/MOC Doctoral Consortium
- 151 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner E**

- 152 OTC/MOC: OTC/MOC Doctoral Consortium
- 153 OTC/MOC: OTC/MOC Doctoral Consortium
- 154 OTC/MOC: OTC/MOC Doctoral Consortium
- 155 OTC/MOC: OTC/MOC Doctoral Consortium
- 156 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner F**

- 157 OTC/MOC: OTC/MOC Doctoral Consortium
- 158 OTC/MOC: OTC/MOC Doctoral Consortium
- 159 OTC/MOC: OTC/MOC Doctoral Consortium
- 160 OTC/MOC: OTC/MOC Doctoral Consortium
- 161 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner G**

- 162 OTC/MOC: OTC/MOC Doctoral Consortium
- 163 OTC/MOC: OTC/MOC Doctoral Consortium
- 164 OTC/MOC: OTC/MOC Doctoral Consortium
- 165 OTC/MOC: OTC/MOC Doctoral Consortium
- 166 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner H**

- 167 OTC/MOC: OTC/MOC Doctoral Consortium
- 168 OTC/MOC: OTC/MOC Doctoral Consortium
- 169 OTC/MOC: OTC/MOC Doctoral Consortium
- 170 OTC/MOC: OTC/MOC Doctoral Consortium
- 171 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner I**

- 172 OTC/MOC: OTC/MOC Doctoral Consortium
- 173 OTC/MOC: OTC/MOC Doctoral Consortium
- 174 OTC/MOC: OTC/MOC Doctoral Consortium
- 175 OTC/MOC: OTC/MOC Doctoral Consortium
- 176 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner J**

- 177 OTC/MOC: OTC/MOC Doctoral Consortium
- 178 OTC/MOC: OTC/MOC Doctoral Consortium
- 179 OTC/MOC: OTC/MOC Doctoral Consortium
- 180 OTC/MOC: OTC/MOC Doctoral Consortium
- 181 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner K**

- 182 OTC/MOC: OTC/MOC Doctoral Consortium
- 183 OTC/MOC: OTC/MOC Doctoral Consortium
- 184 OTC/MOC: OTC/MOC Doctoral Consortium
- 185 OTC/MOC: OTC/MOC Doctoral Consortium
- 186 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Gardner L**

- 187 OTC/MOC: OTC/MOC Doctoral Consortium
- 188 OTC/MOC: OTC/MOC Doctoral Consortium
- 189 OTC/MOC: OTC/MOC Doctoral Consortium
- 190 OTC/MOC: OTC/MOC Doctoral Consortium
- 191 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: South Street**

- 192 OTC/MOC: OTC/MOC Doctoral Consortium
- 193 OTC/MOC: OTC/MOC Doctoral Consortium
- 194 OTC/MOC: OTC/MOC Doctoral Consortium
- 195 OTC/MOC: OTC/MOC Doctoral Consortium
- 196 OTC/MOC: OTC/MOC Doctoral Consortium

**WCP: Liberty Ballroom A**

- 197 OMC/ENT: Cultural Entrepreneurship
- 198 OMC/ENT: Cultural Entrepreneurship
- 199 OMC/ENT: Cultural Entrepreneurship
- 200 OMC/ENT: Cultural Entrepreneurship
- 201 OMC/ENT: Cultural Entrepreneurship

**WCP: Liberty Ballroom B**

- 202 OMC/ENT: Cultural Entrepreneurship
- 203 OMC/ENT: Cultural Entrepreneurship
- 204 OMC/ENT: Cultural Entrepreneurship
- 205 OMC/ENT: Cultural Entrepreneurship
- 206 OMC/ENT: Cultural Entrepreneurship

**WCP: Liberty Ballroom C**

- 207 OMC/ENT: Cultural Entrepreneurship
- 208 OMC/ENT: Cultural Entrepreneurship
- 209 OMC/ENT: Cultural Entrepreneurship
- 210 OMC/ENT: Cultural Entrepreneurship
- 211 OMC/ENT: Cultural Entrepreneurship

**WCP: Liberty Ballroom D**

- 212 OMC/ENT: Cultural Entrepreneurship
- 213 OMC/ENT: Cultural Entrepreneurship
- 214 OMC/ENT: Cultural Entrepreneurship
- 215 OMC/ENT: Cultural Entrepreneurship
- 216 OMC/ENT: Cultural Entrepreneurship

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**Section B**

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60
## Conference Program Guide – Friday, August 3

### Friday Evening, August 3, 2012

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Details</th>
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<tbody>
<tr>
<td>5:00</td>
<td><strong>185</strong> OCIS: International Paper Workshop</td>
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<td>5:30</td>
<td><strong>189</strong> IM: IM</td>
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<td>6:00</td>
<td><strong>181</strong> BPS/MENT: Measuring Knowledge Flows</td>
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<td>6:30</td>
<td><strong>187</strong> AAA: New Member Orientation</td>
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<td>7:00</td>
<td><strong>186</strong> AAA: Placement for Applicants</td>
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<td>7:30</td>
<td><strong>183</strong> MED/NDSC: Writer’s Workshop</td>
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<td>8:00</td>
<td><strong>190</strong> MSR: MSR Dinner</td>
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<tr>
<td>8:30</td>
<td><strong>192</strong> NDSC: NDSC Social</td>
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<tr>
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<td><strong>182</strong> HR: HR Doctoral Consortium Dinner</td>
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<td><strong>188</strong> ODC: ODC Pre-Conference Social Hour</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Section B
## Saturday Morning, August 4, 2012

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

**Section B**

62
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<thead>
<tr>
<th>Event</th>
<th>Room/City</th>
<th>Number</th>
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<tbody>
<tr>
<td>WCP: St. George C &amp; D</td>
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<td>256</td>
<td>AAA: AMR Reviewing Theory Papers</td>
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<td>WCP: Courser</td>
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<td>AAA: AMP Management</td>
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<td>SB: Back Bay Ballroom C</td>
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<td>226</td>
<td>PTC and cosponsors: Leading Mindfully</td>
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<td>SB: Beacon D</td>
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<td>261</td>
<td>ICW: ASQ Editor’s Meeting</td>
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<td>282</td>
<td>TCMED/ENT: Assignment Exchange Game</td>
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<td>SB: Berkeley B</td>
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<td>246</td>
<td>TTCMED/HR: Effective Grading &amp; Feedback</td>
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<td>SB: Fairfax A</td>
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<td>234</td>
<td>OMT/RM: Method and Theory in IT</td>
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<td>206</td>
<td>ENT: Innovation in Family Firms</td>
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<td>SB: Gardner A</td>
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<td>207</td>
<td>ENT: Multi-methods in ENT</td>
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<td>SB: Independence East</td>
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<td>267</td>
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<td>276</td>
<td>ENT/OMT/BPS: JBV’s Informal Economy Forum</td>
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<td>ENT/BPS/OMT/AC: Resourcefulness and Resilience</td>
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<td>NDAM/HRM: Rapid Growth</td>
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<td>OM: Innovative Teaching in SCM</td>
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<td>MEN: Mentoring Moments</td>
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<td>OM: OM Doctoral and New Faculty</td>
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<td>RM/OMT/HR: Qualitative methods</td>
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<td>MC: Standards and Co-operation</td>
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<td>OMC: Self as Instrument Dialog/COD</td>
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<td>WCP: North Star</td>
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<td>MC: Balancing Practice &amp; Research</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
<table>
<thead>
<tr>
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<th>Session</th>
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<tbody>
<tr>
<td>12:00</td>
<td><strong>BCC: Convention Center Exhibit Hall A</strong>&lt;br&gt;361 AAA: Conference Registration</td>
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<tr>
<td>12:30</td>
<td><strong>BCC: Exhibit Hall A</strong>&lt;br&gt;314 BPS/OMT/JO: Behavioral Strategy</td>
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<tr>
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<td><strong>BCC: Room 102</strong>&lt;br&gt;313 TIM/BPS/OMT/IM: Interdisciplinary R&amp;D</td>
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<tr>
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<td><strong>BCC: Room 107</strong>&lt;br&gt;311 BPS: Science of Learning</td>
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<td><strong>BCC: Room 108</strong>&lt;br&gt;311 TIM/BPS/OMT/IM: Interdisciplinary R&amp;D</td>
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<td>4:00</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Saturday Evening, August 4, 2012

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Conference Program Guide – Sunday, August 5

#### Sunday Morning, August 5, 2012

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

Section B

68
Two industry leaders joining forces to show you the world

Accent and TravelMBA are now WorldStrides Capstone programs

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[Visit Us at Booth 421]
## Sunday Afternoon, August 5, 2012

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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.
### Sunday Evening, August 5, 2012

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<tr>
<td>BCC: Room 301</td>
<td>+ AAA: ACM Tweet Up</td>
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<tr>
<td>BCC: Room 302</td>
<td>+ BPS: The</td>
<td><strong>658</strong> BPS: Irwin Outstanding Educator</td>
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<tr>
<td>BCC: Room 303</td>
<td>+ TIM: TIM</td>
<td><strong>657</strong> TIM: TIM Social</td>
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<tr>
<td>BCC: Room 309</td>
<td>+ ICW: JCM Ed Board Meeting/Reception</td>
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<td>BCC: Room 312</td>
<td><strong>647</strong> ICW: Leadership</td>
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<td>+ IM: Booz &amp; Co Award</td>
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<tr>
<td>BP: Alcott Room</td>
<td>+ DISC: TIM: Innovation &amp;</td>
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<tr>
<td>BP: Back Bay Room</td>
<td>+ DISC: CDC: Catalysts and</td>
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<tr>
<td>BP: Beacon Hill Room</td>
<td>+ GDO: GDO</td>
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<tr>
<td>BP: Brandeis Room</td>
<td>+ DISC: Opportunities &amp;</td>
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<tr>
<td>BP: Cabot Room</td>
<td>+ DISC: HR: Global</td>
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<td>BP: Charles River Room</td>
<td>+ DISC: HR: Compensation &amp;</td>
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<tr>
<td>BP: Clarendon Room</td>
<td><strong>659</strong> CM: CM Social</td>
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<tr>
<td>BP: Constitution Room</td>
<td>+ DISC: CMS Discussion Papers</td>
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<td>BP: Franklin Room</td>
<td>+ DISC: OB: Behavior &amp;</td>
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<td><strong>661</strong> HR: HR Business Meeting/Reception</td>
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<td>+ DISC: CAR: Career</td>
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<td>BP: Lexington Room</td>
<td>+ DISC: CM Discussion Papers</td>
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<td>BP: St. James Room</td>
<td>+ DISC: OB: Leaders &amp;</td>
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<tr>
<td>BP: Starler Room</td>
<td><strong>641</strong> CM: CM Division Business</td>
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<tr>
<td>BP: Stuart Room</td>
<td>+ DISC: OB: Groups and Teams</td>
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<tr>
<td>BP: Thoreau Room</td>
<td>+ DISC: IMD: Internationalization</td>
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<tr>
<td>BP: Winthrop Room</td>
<td>+ DISC: MC Discussion Papers</td>
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<td>MCP: Boylston</td>
<td><strong>669</strong> PNP: PNP Social</td>
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<tr>
<td>MCP: Falmouth</td>
<td>+ DISC: OMT: Practice</td>
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<tr>
<td>MCP: Hyannis</td>
<td>+ DISC: Governance &amp; Decision-</td>
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<tr>
<td>MCP: Nantucket</td>
<td>+ DISC: BPS: Institutions and</td>
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<td>MCP: Orleans</td>
<td>+ DISC: OMT: Forms &amp;</td>
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<tr>
<td>MCP: Provincetown</td>
<td>+ DISC: OMT: Change</td>
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<tr>
<td>MCP: Salam A</td>
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<tr>
<td>MCP: Salam B</td>
<td>+ SIM: Business &amp; Society Board</td>
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<tr>
<td>MCP: Salam C</td>
<td><strong>679</strong> ICW: CEIBS Reception on August 5</td>
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<tr>
<td>MCP: Salam D</td>
<td><strong>643</strong> ICW: ML Social Evening</td>
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<tr>
<td>MCP: Salam E</td>
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<tr>
<td>MCP: Salam F</td>
<td><strong>664</strong> SIM: Sr. Scholar-New Member Welcome</td>
<td><strong>676</strong> SIM: SIM Reception</td>
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<tr>
<td>MCP: Salam G</td>
<td><strong>671</strong> ICW: Emerging Scholars Reception</td>
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<tr>
<td>MCP: Salam J</td>
<td><strong>642</strong> CMS: CMS Keynote: Paul</td>
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<tr>
<td>MCP: Salam K</td>
<td><strong>651</strong> SIM: Best Dissertation</td>
<td><strong>655</strong> SIM: IABS Board Meeting</td>
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<tr>
<td>MCP: Vineyard</td>
<td>+ DISC: OMT: Gov &amp; Business</td>
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<td>MCP: Yarmouth</td>
<td>+ DISC: BPS: Alliances</td>
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<tr>
<td>OS: 2nd Floor, 565 Boylston St.</td>
<td><strong>668</strong> ONE: Social Inequality Reception</td>
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<tr>
<td>OS: Harvard Club of Boston</td>
<td><strong>675</strong> MC: MC Members &amp; Friends</td>
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<tr>
<td>OS: TBA</td>
<td><strong>660</strong> GDO: GDO Executive Committee Dinner</td>
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</tbody>
</table>

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
the modern organization, and that architecture provides us with some of the most impactful thinking regarding the way people work. Traditional stable and predictable, as they have been for the most part up until recently. However, advances in technology and the web have begun to change the game. The demands of an e-enabled culture have put a strain on many large organizations whose structures are based on predictability and stability, not agility, innovation and speed. Given the difficulty many organizations have with embracing or even understanding the value of social networking, traditional organizations are not serving employees or owners as they could. It’s the purpose of this book to help them to do so.

| SB: Back Bay Ballroom A  | 665 ICW: AMLE Celebration |
| SB: Back Bay Ballroom B  | 654 ICW: CEMS Meeting @ AOM |
| SB: Back Bay Ballroom D  | 646 ICW: IACMR Business Meeting |
| SB: Fairfax A            | 648 ICW: IACMR-Pekin Meeting |
| SB: Fairfax B            | 649 ICW: ICMR-Pekin Meeting |
| SB: Gardner A            | 640 ICW: ICMR-Pekin Meeting |
| SB: Gardner B            | 641 ICW: ICMR-Pekin Meeting |
| SB: Independence East    | 650 ICW: ICMR-Pekin Meeting |
| SB: Liberty Ballroom A   | 651 ICW: ICMR-Pekin Meeting |
| SB: Liberty Ballroom B   | 652 ICW: ICMR-Pekin Meeting |
| SB: Liberty Ballroom C   | 653 ICW: ICMR-Pekin Meeting |
| SB: Republic A           | 654 ICW: ICMR-Pekin Meeting |
| SB: Republic B           | 655 ICW: ICMR-Pekin Meeting |
| WCP: America Ballroom Ctr | 656 ICW: ICMR-Pekin Meeting |
| WCP: Essex North-Center & East | 657 ICW: ICMR-Pekin Meeting |
| WCP: Essex North-West    | 658 ICW: ICMR-Pekin Meeting |
| WCP: Huntington          | 659 ICW: ICMR-Pekin Meeting |
| WCP: North Star          | 660 ICW: ICMR-Pekin Meeting |
| WCP: Parliament          | 661 ICW: ICMR-Pekin Meeting |
| WCP: St. George C & D    | 662 ICW: ICMR-Pekin Meeting |
| WCP: Staffordshire       | 663 ICW: ICMR-Pekin Meeting |

**Essential Business Books**

**DESIGNED FOR WORK:**
Rethinking the Organization and the New Architecture of Getting Things Done
Gregory Michaud
$39.95, Paper  June 2012

Designed for Work argues that there is a crucial need for innovation in the design of the modern organization, and that architecture provides us with some of the most impactful thinking regarding the way people work. Traditional organization design does very well in a world where events are relatively stable and predictable, as they have been for the most part up until recently. However, advances in technology and the web have begun to change the game. The demands of an e-enabled culture have put a strain on many large organizations whose structures are based on predictability and stability, not agility, innovation and speed. Given the difficulty many organizations have with embracing or even understanding the value of social networking, traditional organizations are not serving employees or owners as they could. It’s the purpose of this book to help them to do so.

**STRATEGIC MANAGEMENT:**
Concepts and Tools
Jae K. Shim
$39.95, Paper  February 2012

Strategic vision and action are necessary to enhance a company’s competitive superiority, achieve superior performance, and improve its value. Strategic Management introduces, explains, and analyzes the activities needed to develop, select, implement, and evaluate a firm’s competitive strategy. This book is designed to illustrate development, implementation, and reformulation of business strategy. Emphasis is placed on the need for awareness of, and accommodation to, changes in an organization’s internal and external environments.

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

Section B
### Conference Program Guide – Monday, August 6

#### Monday Morning, August 6, 2012

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Title</th>
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<tbody>
<tr>
<td>8:00</td>
<td>BCC: Convention Center Exhibit Hall A</td>
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<td>8:10</td>
<td>BCC: Exhibit Hall A</td>
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<td>BCC: Room 101</td>
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<td>BCC: Room 102</td>
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<td>BCC: Room 104</td>
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<td>9:00</td>
<td>BCC: Room 105</td>
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<td>9:10</td>
<td>BCC: Room 106</td>
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<td>9:20</td>
<td>BCC: Room 207</td>
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<td>11:00</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Section B
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<tr>
<th>Room</th>
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<tbody>
<tr>
<td>SPP: Staffer Room</td>
<td>765 CB&amp;H: Shared Leadership in Teams</td>
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<tr>
<td>SPP: Guest Room</td>
<td>766 CB: Leader-Member Exchange Outcomes</td>
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<tr>
<td>SPP: Terrace Room</td>
<td>732 GDO: GDO Welcome</td>
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<tr>
<td>SPP: Thoreau Room</td>
<td>733 GDO/SC: LGBT Career Experiences</td>
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<tr>
<td>SPP: Tremont Room</td>
<td>721 CM: Conflict in Organizations</td>
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<tr>
<td>SPP: White Hill Room</td>
<td>766 CB&amp;H/GDO: Work-Family Resources</td>
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<tr>
<td>SPP: Whittier Room</td>
<td>739 HRQG: Organizational Socialization</td>
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<tr>
<td>SPP: Wintrop Room</td>
<td>763 CB: Social Processes and CWS</td>
</tr>
<tr>
<td>MCP: 3rd Floor Atrium Foyer</td>
<td>691 AAA: Placement Services</td>
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<tr>
<td>MCP: Boylston I</td>
<td>783 SIM: Corporate Responsibility</td>
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<tr>
<td>MCP: Columbus I</td>
<td>709 CAU: Leadership of Trainers</td>
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<tr>
<td>MCP: Columbus II</td>
<td>710 CAU: Art and Culture Management</td>
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<tr>
<td>MCP: Falmouth</td>
<td>774 OA: Slack, Greening, Performance</td>
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<tr>
<td>MCP: Hyannis</td>
<td>734 HC: Health Systems Management</td>
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<td>MCP: Nantucket</td>
<td>749 MED: Innovative Teaching Methods</td>
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<td>MCP: Providence Town</td>
<td>784 SIM: BGR</td>
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<td>MCP: Salon B</td>
<td>750 MED: Leadership Skills &amp; Exec Ed</td>
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<td>776 PNP: Accountability</td>
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<tr>
<td>MCP: Salon D</td>
<td>777 PNP: Leadership &amp; Innovation - Panel 1</td>
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<td>735 HC: Health Care Governance</td>
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<td>MCP: Salon I</td>
<td>775 ONE/M: Cross-Sector Partnership</td>
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<tr>
<td>MCP: Salon J</td>
<td>722 CMS: Theoretical Foundations</td>
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<tr>
<td>MCP: Salon K</td>
<td>785 SIM: Corporate Governance</td>
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<td>MCP: Tremont</td>
<td>778 PNP/OS: Private and Public Differences</td>
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<td>MCP: Vineyard</td>
<td>786 SIM: Div RT: Ethics</td>
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<td>SB: Back Bay Ballroom A</td>
<td>723 ENT: Social Capital &amp; Entrep</td>
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<tr>
<td>SB: Back Bay Ballroom B</td>
<td>752 MOC/BPS:MTMT: Learning and Heterogeneity</td>
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<tr>
<td>SB: Back Bay Ballroom C</td>
<td>689 AAA: Current/Incoming Committees</td>
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<tr>
<td>SB: Back Bay Ballroom D</td>
<td>689 AAA: Current/Incoming Committees</td>
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<tr>
<td>SB: Beacon D</td>
<td>869 OMT: Processes &amp; Effects of Trust</td>
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<tr>
<td>SB: Beacon E</td>
<td>870 OMT: Agency &amp; Firm Behavior</td>
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<tr>
<td>SB: Beacon F</td>
<td>871 OMT: Brokerage Dynamics</td>
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<tr>
<td>SB: Beacon G</td>
<td>729 ENT/IM/BPS: New Ventures and</td>
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<td>SB: Beacon H</td>
<td>727 ENT/IM/BPS: Lean Startups</td>
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<td>SB: Berkley A</td>
<td>724 ENT: Creating in Corporations</td>
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<tr>
<td>SB: Berkley B</td>
<td>751 MOC: Emotions and Decision Making</td>
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<tr>
<td>SB: Clarendon A &amp; B</td>
<td>725 ENT: Cognitive-Motivation-Resources</td>
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<tr>
<td>SB: Dalton A</td>
<td>711 CAU: Leveraging India</td>
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<tr>
<td>SB: Dalton B</td>
<td>712 CAU: Health Care in the Underground</td>
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<tr>
<td>SB: Exeter A &amp; B</td>
<td>769 CCC: Responses to Change</td>
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<tr>
<td>SB: Fairfax A</td>
<td>767 OCIS: Trust</td>
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<tr>
<td>SB: Gardner A</td>
<td>873 MOC: Orig Ambidexterity</td>
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<tr>
<td>SB: Gardner B</td>
<td>874 MOC: Legitimacy Processes</td>
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<tr>
<td>SB: Hampton A</td>
<td>768 OCIS: IT in Firms and Markets</td>
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<tr>
<td>SB: Hampton B</td>
<td>849 MSR: Religious and Integrity</td>
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<tr>
<td>SB: Independence East</td>
<td>875 OMT: Social Movement Processes</td>
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<tr>
<td>SB: Independence West</td>
<td>773 OMT: Distinguished Scholar Breakfast</td>
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<tr>
<td>SB: Jefferson</td>
<td>728 ENT/IM: Innovation Emerging Countries</td>
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<tr>
<td>SB: Kent</td>
<td>877 OMT: Res Dep or Resourcefulness</td>
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<tr>
<td>SB: Liberty Ballroom A</td>
<td>726 ENT: Learning in Entrepreneurs Contexts</td>
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<tr>
<td>SB: Liberty Ballroom B</td>
<td>770 CCC: Relational Leadership</td>
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<tr>
<td>SB: Liberty Ballroom C</td>
<td>878 OMT: Inst: Innov &amp; Expertise</td>
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<tr>
<td>SB: Republic A</td>
<td>879 OMT: Status &amp; Reputation Dynamics</td>
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<tr>
<td>SB: Republic B</td>
<td>774 OCIS/OM/BMC: Organization Change Dynamics</td>
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<tr>
<td>WCP: Adams</td>
<td>794 AAA: AMF Showcase Symposium</td>
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<tr>
<td>WCP: Baltic</td>
<td>715 CBP: Prosocial Behaviors</td>
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<tr>
<td>WCP: Courant</td>
<td>868 OMT: Product and Process Improvement</td>
</tr>
<tr>
<td>WCP: Defender</td>
<td>780 RMMOC/CM: Yin Yang Research</td>
</tr>
</tbody>
</table>

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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Conference Program Guide – Monday, August 6

Section B

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Monday Early Afternoon, August 6, 2012

<table>
<thead>
<tr>
<th>Time</th>
<th>Room/Session</th>
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<tbody>
<tr>
<td>11:30</td>
<td>BCC: Convention Center Exhibit Hall A 1007 ICW JMS Editorial Board Meeting</td>
</tr>
<tr>
<td>12:00</td>
<td>BCC: Exhibit Hall A 1004 TIM: Network Perspectives 1009 BPS: Alliance Portfolio</td>
</tr>
<tr>
<td>12:30</td>
<td>BCC: Room 101 902 BPS: Learning from Alliances 1009 BPS: Alliance Portfolio</td>
</tr>
<tr>
<td>1:00</td>
<td>BCC: Room 102 903 BPS: Strategic planning 1010 BPS: The role of emotions</td>
</tr>
<tr>
<td>1:30</td>
<td>BCC: Room 103 904 BPS: New spins on spinoffs 1011 BPS: Understanding scope decisions</td>
</tr>
<tr>
<td>2:00</td>
<td>BCC: Room 104 1000 TIM: Alliances and Innovation 1010 TIM: Knowledge Networks</td>
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<tr>
<td>2:30</td>
<td>BCC: Room 105 1001 TIM: User Innovation 1010 TIM: Networking and R&amp;D</td>
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<td>BCC: Room 106 1002 TIM: Inventor Networks 1010 TIM: Financing of Innovation</td>
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<td>BCC: Room 107 905 BPS: Organ Structure &amp; Design 1012 BPS: Resources &amp; Capabilities</td>
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<td>BCC: Room 108 906 BPS: Power to the people 1013 BPS: Bottom of the pyramid</td>
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<td>BCC: Room 109 907 BPS: Creating Entrepreneur Clusters 1014 BPS: Dissertation Finalists</td>
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<td>BCC: Room 110 1003 TIM: Geographic / Spatial Influence 1010 TIM: Innovation - Performance Link</td>
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<td>BCC: Room 111 908 BPS: Information diffusion 1015 BPS: Family Firms</td>
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<td>BCC: Room 112 946 IM: Taxonomies of Identity Variations 1052 IM: AOM/ASHA: Managers’ Roundtable</td>
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<td>BCC: Room 113 947 IM: Expatriates and Global Teams 1053 IM: MNE Innovation &amp; Expansion</td>
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<td>BCC: Room 114 948 IM: Emerging Markets and MNEs 1054 IM: Incentives, Investments &amp; Diversification</td>
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<td>BCC: Room 115 949 IM: Cross-Cultural Differences 1055 IM: Trust in Collaboration</td>
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<td>BCC: Room 116 999 BPS: CSR and Entrepreneurship 1016 BPS: TMT and Executives</td>
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<td>BCC: Room 117 950 IM: Asset Seeking Internalization 1056 IM: State, Politics, Firm History</td>
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<td>BCC: Room 118 1000 TIM:Networks and Networks 1010 TIM:University-Industry Relations</td>
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<td>BCC: Room 119 900 BPS: OB Wicked Problems 1017 BPS/TIMENT: Spillover</td>
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<td>BCC: Room 120 994 SAP: Ethics, emotion, sensemaking 1098 SAP: Strategic Tools</td>
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<td>BCC: Room 121 995 SAP:OB: Meeting the Promise of Moso 1099 SAP: Platforms and Ecosystems</td>
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<td>BCC: Room 122 951 IM/BPS/COM: Thinking about the MNE 1057 IM/OBHR: Bicultural Employee Roles</td>
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<td>BCC: Room 123 1004 TIM: The Market for Ideas 1104 TIM: Patenting</td>
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<td>BCC: Room 124 956 ICW: WJU Breakfast Reception 1059 ICW: WJU Breakfast Reception</td>
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<td>BCC: Room 125 1005 TIM: External Influence on Innovati 1110 TIM: Boundary Spanning Innovation</td>
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<td>BPS: Room 126 959 OB: Newcomer Experiences and 1065 OB: Emotions and Affect in the Group</td>
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<td>BPS: Room 127 945 HR/MOB: Comparative HRM 1112 HR: HR Ice Cream</td>
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<td>BPS: Room 128 960 OB: Building and Nurturing Trust 1066 OB: Diversity in Teams</td>
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<td>BPS: Room 129 969 OB/CM: Workplace Appraisal 1067 OB: Authentic Leadership Theory</td>
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<td>BPS: Room 130 911 CAR: Career Events 1020 CAR/HR/OSH: Family Supportive</td>
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<td>BPS: Room 131 961 OB: Goal Orientation: Outcomes and 1068 OB: OCB, Voice, and Well-being</td>
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<td>BPS: Room 132 962 OB: Role of Social Networks 1069 OB: OCB, Voice, and Well-being</td>
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<td>BPS: Room 133 941 HR: Organizational Incentives 1048 HR: Alienation and Withdrawal</td>
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<td>BPS: Room 134 926 CM: Power and Status 1033 CM:OB: New Directions in Forganization</td>
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<td>BPS: Room 135 942 HR: Feedback and Performance 1049 HR: HR Systems</td>
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<td>BPS: Room 136 936 GDO: Cultural Competence 1044 GDO/OB/HR/COM: Unpacking the Glass Wall</td>
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<td>BPS: Room 137 963 OB: Understanding Turnover 1069 OB: Perspectives on Social Capital</td>
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<td>BPS: Room 138 964 OB: Identification at Work 1070 OB: Individual Differences and Traits</td>
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<td>BPS: Room 139 954 MHR: Cooperation in Industry 1060 MHR: Extreme Situations</td>
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<td>BPS: Room 140 912 CAR: Leveraging Career Networks 1018 CAR: Advances in Career Theory</td>
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<td>BPS: Room 141 965 OB: Dynamics of Customer Service 1071 OB: Predictors of Creativity</td>
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<td>BPS: Room 142 918 CAU: Corruption 1025 CAU: Human Interaction Dynamics</td>
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<td>BPS: Room 143 966 OB: New Perspectives on the Field of OB 1026 CAU: Learning about Gender Inequality</td>
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<td>BPS: Room 144 919 CAU: Broadband Digital Divide 1026 CAU: Learning about Gender Inequality</td>
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<td>BPS: Room 145 943 HR: HR Practices and Performance 1050 HR: Alternative Arrangements</td>
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<td>BPS: Room 146 972 OB/MOC/TIM: Social Dynamics of an Organization 1072 OB: Attribution Theory</td>
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<td>BPS: Room 147 904 GDO: Affirmative Action 1043 GDO: Stigma</td>
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<td>BPS: Room 148 913 CAR: Routes to Career Success 1019 CAR: Career Motivations and Context</td>
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<td>BPS: Room 149 971 OB/H: Theory Building by Induction 1073 OB: Relational Demography and Power</td>
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<td></td>
<td>BPS: Room 150 967 OB: New Directions on Transformational 1075 OB/CM: Status and Power</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
<table>
<thead>
<tr>
<th>Room</th>
<th>Session</th>
<th>Time</th>
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<tbody>
<tr>
<td>BPP: Thoreau Room</td>
<td>938 GDO: Women Managers</td>
<td>9:20 AM</td>
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<tr>
<td>BPP: Tremont Room</td>
<td>927 CM: Emotion Regulation</td>
<td>9:40 AM</td>
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<tr>
<td>BPP: White Hill Room</td>
<td>970 OBOMSIM: Abusive Supervision</td>
<td>9:50 AM</td>
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<tr>
<td>BPP: Whittier Room</td>
<td>944 HR: Cutting Edge HR</td>
<td>10:10 AM</td>
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<tr>
<td>BPP: Winthrop Room</td>
<td>968 OB: Proactiveness in the Workplace</td>
<td>10:30 AM</td>
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<td>MCP: 3rd Fl. Atrium Foyer</td>
<td>e-AAA: Placement Services</td>
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<tr>
<td>MCP: Boylston</td>
<td>996 SIM: Corporate Responsibility</td>
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<tr>
<td>MCP: Columbus I</td>
<td>914 CAU: The Entangled Organization</td>
<td>10:50 AM</td>
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<tr>
<td>MCP: Columbus II</td>
<td>915 CAU: Russian Research Caucus</td>
<td>10:50 AM</td>
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<tr>
<td>MCP: Falmouth</td>
<td>988 HCM: Health Care Professionals</td>
<td>10:50 AM</td>
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<tr>
<td>MCP: Hyannis</td>
<td>939 HCM: More and More (Hyannis)</td>
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<tr>
<td>MCP: Nantucket</td>
<td>1059 MED: E-learning &amp; Social Networks</td>
<td>10:50 AM</td>
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<td>MCP: Providence Town</td>
<td>999 SIMCMS: CSR &amp; Social Media</td>
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<tr>
<td>MCP: Salon A</td>
<td>1008 MED: MED Div Exec Committee Meeting</td>
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<tr>
<td>MCP: Salon C</td>
<td>990 PNP: Collaboration</td>
<td>10:50 AM</td>
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<tr>
<td>MCP: Salon E</td>
<td>953 MED: MED Keynote Address: Mentzberg</td>
<td>10:50 AM</td>
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<td>MCP: Salon H</td>
<td>940 HCM: Health Care Organizations</td>
<td>10:50 AM</td>
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<tr>
<td>MCP: Salon I</td>
<td>988 ONE: Symbol and Substance</td>
<td>10:50 AM</td>
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<td>MCP: Salon J</td>
<td>928 CMS: MNCs: Multiple Imperilisms</td>
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<td>MCP: Salon K</td>
<td>997 SIM: Corporate Governance</td>
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<td>MCP: Trenton</td>
<td>991 PNP: Performance Management</td>
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<td>MCP: Vineyard</td>
<td>998 SIM: Div RT. Ethics</td>
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<tr>
<td>SB: Back Bay Ballroom A</td>
<td>929 ENT: Environmental Search</td>
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<tr>
<td>SB: Back Bay Ballroom B</td>
<td>957 MOC/OMT: Leadership and Social</td>
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<tr>
<td>SB: Beacon D</td>
<td>978 OMT: Performance Feedback Effects</td>
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<tr>
<td>SB: Beacon E</td>
<td>979 OMT: Institutional Ecology</td>
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<td>SB: Beacon F</td>
<td>980 OMT: Diversity &amp; Network Effective</td>
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<tr>
<td>SB: Beacon G</td>
<td>930 ENT: Entrepreneurship Theory</td>
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<tr>
<td>SB: Beacon H</td>
<td>931 ENT: Entrepreneurial Environments</td>
<td>10:50 AM</td>
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<tr>
<td>SB: Berkley A</td>
<td>932 ENT: Opportun/Crty/Fnr/Fr</td>
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<tr>
<td>SB: Berkley B</td>
<td>955 MOC: Intuition and Learning: Crises</td>
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<tr>
<td>SB: Clarendon A &amp; B</td>
<td>933 ENT: The Founder</td>
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<tr>
<td>SB: Dalton A</td>
<td>916 CAU: Intellectual Theory in IMF</td>
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<tr>
<td>SB: Dalton B</td>
<td>917 CAU: Informal Economy in Russia</td>
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<tr>
<td>SB: Exeter A &amp; B</td>
<td>975 ODD: Networks and Change</td>
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<tr>
<td>SB: Fairfax B</td>
<td>981 OMT: Social Practices Const/Maint</td>
<td>10:50 AM</td>
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<td>SB: Gardner A</td>
<td>982 OMT: Creativity &amp; Innovation</td>
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<tr>
<td>SB: Gardner B</td>
<td>956 MOC/BB: Identity Transmission</td>
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<tr>
<td>SB: Hampton A</td>
<td>973 OCIS: Trust and Stories</td>
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<tr>
<td>SB: Hampton B</td>
<td>958 MSR: Entrepreneurial Spirituality</td>
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<tr>
<td>SB: Independence East</td>
<td>983 OMT: Collective Action</td>
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<tr>
<td>SB: Independence West</td>
<td>984 OMT: Org Theory Capitalist Crisis</td>
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<tr>
<td>SB: Jefferson</td>
<td>934 ENT: Demand and Entrepreneurship</td>
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<tr>
<td>SB: Kent</td>
<td>985 OMT: (In)effective Firm Leadership?</td>
<td>10:50 AM</td>
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<tr>
<td>SB: Liberty Ballroom A</td>
<td>935 ENT: Frac/Fam Bus/Women Bus/Fin</td>
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<tr>
<td>SB: Liberty Ballroom B</td>
<td>976 ODD: Organizational Culture Shif</td>
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<tr>
<td>SB: Liberty Ballroom C</td>
<td>986 OMT: Competing Instl Demands</td>
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<tr>
<td>SB: Republic A</td>
<td>987 OMT: Careers &amp; Work Dynamics</td>
<td>10:50 AM</td>
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<tr>
<td>WCP: Adams</td>
<td>952 MC: Client-Consultant Interaction</td>
<td>10:50 AM</td>
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<tr>
<td>WCP: Baltic</td>
<td>920 CDP: Managing Workplace Stress</td>
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<td>WCP: Courier</td>
<td>977 OMT: Supply Chain and Operations</td>
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<td>WCP: Empire</td>
<td>992 RM: Exploratory Research Tools</td>
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<td>WCP: Essex North-Center</td>
<td>921 CDP: Humanity and Moral Legitimacy</td>
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<td>WCP: Essex North-East</td>
<td>922 CDP: Making Alliances Work</td>
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<tr>
<td>WCP: Essex North-West</td>
<td>923 CDP: Employer Status and Prominence</td>
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<td>WCP: Helicon</td>
<td>901 AAA: Annals Editors Only</td>
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<tr>
<td>WCP: North Star</td>
<td>1082 OMT: Environmental Operations</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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## Monday Late Afternoon, August 6, 2012

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>3:00</td>
<td><strong>BCC: Convention Center Exhibit Hall A</strong> // <strong>1113 AAA:</strong></td>
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<tr>
<td>3:30</td>
<td><strong>BCC: Exhibit Hall A.</strong> // <strong>AAA:</strong> Conference Registration.</td>
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<tr>
<td>4:00</td>
<td><strong>BCC: Room 101</strong> // <strong>1114 BPS:</strong> Pushing Forward</td>
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<tr>
<td>4:30</td>
<td><strong>BCC: Room 102</strong> // <strong>1115 BPS:</strong> The role of experience &amp; speed</td>
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<td>5:00</td>
<td><strong>BCC: Room 103</strong> // <strong>1116 BPS:</strong> Diversification</td>
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<td>5:30</td>
<td><strong>BCC: Room 104</strong> // <strong>1207 TIM:</strong> Reviews, Ratings and Reputation</td>
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<td>6:00</td>
<td><strong>BCC: Room 105</strong> // <strong>1208 TIM:</strong> Knowledge Flows</td>
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<td><strong>BCC: Room 106</strong> // <strong>1117 BPS:</strong> Behavior &amp; Resources</td>
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<td><strong>BCC: Room 207</strong> // <strong>1118 BPS:</strong> Understanding value</td>
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<td><strong>BCC: Room 209</strong> // <strong>1210 TIM:</strong> Value Creation and Timing</td>
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<td><strong>BCC: Room 211</strong> // <strong>1202 SAP:</strong> Network Strategy</td>
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<td><strong>BCC: Room 212</strong> // <strong>1154 I M:</strong> Internatization &amp; Innovation</td>
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<td><strong>BCC: Room 213</strong> // <strong>1155 IM:</strong> Schaffer-Applied Info Mgmt</td>
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<td><strong>BCC: Room 214</strong> // <strong>1156 IM:</strong> MNE Knowledge Seeking</td>
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<td><strong>BCC: Room 215</strong> // <strong>1251 IM:</strong> Richman Dissertation Award</td>
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<td><strong>BCC: Room 303</strong> // <strong>1259 IM:</strong> Cultural Values and IM Theory</td>
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<td><strong>BCC: Room 304</strong> // <strong>1254 IM:</strong> Global Firm Governance</td>
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<td><strong>BCC: Room 307</strong> // <strong>1203 TIM/BPS/IM:</strong> Learning from Trade</td>
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<td><strong>BCC: Room 308</strong> // <strong>1204 CB:</strong> Consequences of Psychological</td>
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<td><strong>BPP: Alcott Room</strong> // <strong>1112 HR:</strong> HR Ice Cream Social</td>
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<td><strong>BPP: Arlington Room</strong> // <strong>1169 OB:</strong> Duality of Creativity &amp; Inn.</td>
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<td><strong>BPP: Beacon Hill Room</strong> // <strong>1265 CB:</strong> Trust in Networks</td>
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<td><strong>BPP: Berkeley Room</strong> // <strong>1125 CAR/IM:</strong> Values &amp; Career Success</td>
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<td><strong>BPP: Board Room</strong> // <strong>1170 OB:</strong> Leadership Processes</td>
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<td><strong>BPP: Brandeis Room</strong> // <strong>1243 HR:</strong> Recruitment and Job Choice</td>
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<td><strong>BPP: Brandeis Room</strong> // <strong>1171 OB:</strong> Work-Family Conflict</td>
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<td><strong>BPP: Cabrillo Room</strong> // <strong>1266 CB:</strong> Individual Differences and</td>
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<tr>
<td></td>
<td><strong>BPP: Cambridge Room</strong> // <strong>1150 HR:</strong> Leadership Development</td>
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<td><strong>BPP: Carrie Room</strong> // <strong>1136 CM:</strong> Refinements of Task Conflict</td>
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<td><strong>BPP: Charles River Room</strong> // <strong>1151 HR:</strong> Strategic HR and Competencies</td>
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<td><strong>BPP: Claremon Room</strong> // <strong>1147 DDO:</strong> PRIME Initiative</td>
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<td><strong>BPP: Constitution Room</strong> // <strong>1172 OB:</strong> Implications of Being on the Edge</td>
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<td><strong>BPP: Emerson Room</strong> // <strong>1173 OB:</strong> Intervening Effect of Trust</td>
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<td><strong>BPP: Franklin Room</strong> // <strong>1124 CAR/ENT/IM:</strong> Steve Jobs</td>
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<td><strong>BPP: Georgian Room</strong> // <strong>1174 OB:</strong> Thriving &amp; Resilience</td>
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<td><strong>BPP: Gloucester Room</strong> // <strong>1269 CB:</strong> Identity and Commitment</td>
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<td><strong>BPP: Holmes Room</strong> // <strong>1128 CAU:</strong> Degrowth - key questions</td>
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<td><strong>BPP: Longfellow Room</strong> // <strong>1129 CAU:</strong> The Dark Informal Economy</td>
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<td><strong>BPP: Newbury Room</strong> // <strong>1152 HR:</strong> Socialization and Adjustment</td>
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<td><strong>BPP: St. James Room</strong> // <strong>1178 OB/DDO/SIM:</strong> Social Class in</td>
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<td><strong>BPP: Stanbro Room</strong> // <strong>1123 CAR:</strong> Life Beyond the Workplace</td>
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<td><strong>BPP: Starhoop Room</strong> // <strong>1179 OB/HRMOC:</strong> Job Crafting in</td>
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<td><strong>BPP: Stuart Room</strong> // <strong>1176 OB:</strong> Team Adaptation and Flexibility</td>
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<td><strong>BPP: Thoreau Room</strong> // <strong>1148 DDO/HRDOS:</strong> Generational Diversity</td>
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<td><strong>BPP: Tremont Room</strong> // <strong>1137 CM:</strong> The Negotiation Process</td>
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<td><strong>BPP: White Hill Room</strong> // <strong>1180 OB/HRM:</strong> 40 Years of LMX Research</td>
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<td><strong>BPP: Whitter Room</strong> // <strong>1153 HRMED:</strong> Positive PsyCap in Practice</td>
</tr>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Conference Program Guide – Monday, August 6

<table>
<thead>
<tr>
<th>Session</th>
<th>Title</th>
<th>Location</th>
</tr>
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<tbody>
<tr>
<td><strong>SPP</strong>: Winthrop Room</td>
<td>1177 CB: Identity in Different Settings</td>
<td>1271 CB: Aggression &amp; Victimization</td>
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<td>MCP: 3rd Fl. Atrium Foyer</td>
<td>1226 SIM: Business Meeting</td>
<td>1294 SIM: SIM Business Meeting</td>
</tr>
<tr>
<td>MCP: Boylston</td>
<td>1206 SIM: Business Meeting</td>
<td>1294 SIM: SIM Business Meeting</td>
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<tr>
<td>MCP: Columbus I</td>
<td>1126 CAU: Formal and informal HRM</td>
<td>1256 MED: Ethics &amp; Social Responsibility</td>
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<tr>
<td>MCP: Columbus II</td>
<td>1127 CAU: Health systems data caucus</td>
<td>1294 SIM: CSR: The Common Good in</td>
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<tr>
<td>MCP: Falmouth</td>
<td>1138 CMS: Politics of CSR</td>
<td>1257 MED: Cross-Cultural &amp; International</td>
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<td>MCP: Nantucket</td>
<td>1161 MED: Leadership &amp; Coaching Skills</td>
<td>1305 MED: MED</td>
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<tr>
<td>MCP: Providence</td>
<td>1205 SIM: ENT: Accounting for Stakeholders</td>
<td>1257 MED: Cross-Cultural &amp; International</td>
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<td>1163 MED: MOC: Informal Management</td>
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<td>1197 PNP: Public Serv. Motivation</td>
<td>1289 PNP: MOC: Routine in Hot</td>
</tr>
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<td>MCP: Salon D</td>
<td>1162 MED: MOC: Student collaboration in IB</td>
<td>1258 MED: MOC: Establishing Coach</td>
</tr>
<tr>
<td>MCP: Salon F</td>
<td>1149 HCM: Keynote: Dr. David Blumenthal</td>
<td>1242 HCM: HCM Business Meeting</td>
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<tr>
<td>MCP: Salon H</td>
<td><strong>1213</strong> ICW: JTR: Editorial</td>
<td>1242 HCM: HCM Business Meeting</td>
</tr>
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<td>1196 ONE: MOC: Institutions and Sust</td>
<td>1287 ONE: ONE Business Meeting</td>
</tr>
<tr>
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<td>1203 SIM: Corporate Responsibility</td>
<td>1287 ONE: ONE Business Meeting</td>
</tr>
<tr>
<td>MCP: Tremont</td>
<td>1198 PNP: Organ. Change &amp; Develop. - Pan 1</td>
<td>1287 ONE: ONE Business Meeting</td>
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<td>MCP: Vineyard</td>
<td>1204 SIM: Div. RT: Stakeholders</td>
<td>1287 ONE: ONE Business Meeting</td>
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<td>SB: Back Bay Ballroom A</td>
<td><strong>1140</strong> ENT: Developing Opportunities</td>
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<td>SB: Back Bay Ballroom A</td>
<td><strong>1166</strong> MOC: MOC: Complicating Compassion</td>
<td>1287 ONE: ONE Business Meeting</td>
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<tr>
<td>SB: Beacon D</td>
<td>1187 OMT: Par, Risk &amp; Strat Dec Making</td>
<td>1287 ONE: ONE Business Meeting</td>
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<td>SB: Beacon E</td>
<td>1190 OMT/AR/GO: Stratification of</td>
<td>1279 OMT: Dynamics of Learning</td>
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<tr>
<td>SB: Beacon G</td>
<td>1141 ENT: Antecedents, Mobility &amp; Perform</td>
<td>1232 ENT: Entre. Large &amp; Small Contexts</td>
</tr>
<tr>
<td>SB: Beacon H</td>
<td>1142 ENT: Small Business and Franchising</td>
<td>1233 ENT: Human Capital and Innovation</td>
</tr>
<tr>
<td>SB: Berkley A</td>
<td>1143 ENT: Ambiguous Causality</td>
<td>1234 ENT: Hum Cap-Family Firms-Mgmt</td>
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<tr>
<td>SB: Berkeley B</td>
<td>1164 MOC: The Leadership Interaction</td>
<td>1260 MOC: Boredom at Work</td>
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<tr>
<td>SB: Claremont A &amp; B</td>
<td>1144 ENT: Networks &amp; the Entre Process</td>
<td>1235 ENT: Action and Entrepreneurial</td>
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<tr>
<td>SB: Dayton A</td>
<td>1223 CAU: Female Entrepreneurship</td>
<td>1235 ENT: Action and Entrepreneurial</td>
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<tr>
<td>SB: Fairfax A</td>
<td>1181 OCIS: Commerce and Markets</td>
<td>1276 OCIS: OCIS Keynote: Barry Wellman</td>
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<tr>
<td>SB: Fairfax B</td>
<td>1188 OMT: Values, Valuing &amp; its Effects</td>
<td>1281 OMT: Instf Sensemaking</td>
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<tr>
<td>SB: Hampton A</td>
<td>1182 OCIS: Knowledge in Teams</td>
<td>1236 ENT: Context and Entrepreneurship</td>
</tr>
<tr>
<td>SB: Hampton B</td>
<td>1167 MSR: MSR Research Landscape</td>
<td>1263 MSR: Mindfulness Symposium</td>
</tr>
<tr>
<td>SB: Kent</td>
<td>1165 MOC: Social Networks</td>
<td>1261 OMC: Identity Formation</td>
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<tr>
<td>SB: Liberty Ballroom A</td>
<td>1146 ENT: Entrepreneurship &amp; Environment</td>
<td>1238 ENT: Entre. &amp; the Individual</td>
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<td>SB: Liberty Ballroom B</td>
<td>1189 OMT: Neog: Multiple Instr/Logics</td>
<td>1277 ODC: ODC Business Meeting</td>
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<td>SB: Liberty Ballroom C</td>
<td>1194 OMT/OOCIS/MOC: Unmasking Hidden</td>
<td>1283 OMT: Leadership Hills &amp; Valleys</td>
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<tr>
<td>WCP: Adams</td>
<td>1160 MOC: Teaching change agents</td>
<td>1224 CDP: CSR - A Global Perspective</td>
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<tr>
<td>WCP: Baltic</td>
<td>1130 CDP: Sustainability Practices</td>
<td>1224 CDP: CSR: A Global Perspective</td>
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<td>WCP: Cougar</td>
<td>1185 OMC: Supply Chain Management</td>
<td>1224 CDP: CSR: A Global Perspective</td>
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<td>WCP: Empire</td>
<td>1200 RM: JB: Team Measurement</td>
<td>1290 RM: New Qualitative Tools</td>
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<td>WCP: Essex North Center</td>
<td>1131 CDP: Operating in the &quot;E&quot;</td>
<td>1225 CDP: Entrepreneurship, Culture &amp; Spirituali</td>
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<td>WCP: Essex North-East</td>
<td>1132 CDP: Practicing Interrelationships</td>
<td>1226 CDP: Building Dynamic Capabilities</td>
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<td>WCP: Essex North-West</td>
<td>1133 CDP: Consequences of Conflicting ID</td>
<td>1227 CDP: Managing Social Networks</td>
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<td>WCP: Helicon</td>
<td><strong>1301</strong> ICW: European Management Journal</td>
<td>1301 ICW: European Management Journal</td>
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<td>WCP: Huntington</td>
<td><strong>1255</strong> MOC: MC Speaker: Rosabeth Kanter</td>
<td>1255 MOC: MC Speaker: Rosabeth Kanter</td>
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<td>WCP: North Star</td>
<td>1186 OMC: Service Triads</td>
<td>1276 OMC: Process Improvement, Lean, and</td>
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<tr>
<td>WCP: Parliament</td>
<td>1199 RM: Research and Publishing</td>
<td>1278 OMC: Process Improvement, Lean, and</td>
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<td>1134 CDP: Ethical Leadership/Transformat</td>
<td>1302 ICW: Sigma Iota Epsilon Reception</td>
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<tr>
<td>WCP: St. George D</td>
<td>1135 CDP: Managing Org Change</td>
<td>1228 CDP: Trust in Supply Chain Management</td>
</tr>
</tbody>
</table>

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

Section B
Monday Evening, August 6, 2012

<table>
<thead>
<tr>
<th>Time</th>
<th>Room/Location</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>6:30</td>
<td>BCC Room 102</td>
<td>1307 BPS: BPS Business</td>
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<tr>
<td>6:30</td>
<td>BCC Room 103</td>
<td>1304 IM: IM Business Meeting</td>
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<tr>
<td>6:30</td>
<td>BCC Room 202</td>
<td>1303 SAP: SAP Business Meeting and Party</td>
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<tr>
<td>6:30</td>
<td>BCC Room 208</td>
<td>1310 GDO: GDO Business</td>
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<tr>
<td>6:30</td>
<td>BPP Clarendon Room</td>
<td>1312 MH: Mgmt History Business</td>
</tr>
<tr>
<td>6:30</td>
<td>BPP Franklin Room</td>
<td>1313 OB: OB Awards/Social Hour</td>
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<tr>
<td>6:30</td>
<td>BPP Imperial &amp; Plaza Ballroom</td>
<td>1313 OB: OB Awards/Social Hour</td>
</tr>
<tr>
<td>6:30</td>
<td>BPP St. James Room</td>
<td>1327 MH: Management History Social</td>
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<tr>
<td>6:30</td>
<td>BPP Terrace Room</td>
<td>1322 GDO: GDO Social Hour</td>
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<td>MCP Salon B</td>
<td>1305 MED: MED Business Meeting</td>
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<td>6:30</td>
<td>MCP Salon G</td>
<td>1319 ONE: ONE Social</td>
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<td>MCP Salon J</td>
<td>1309 CMS: CMS Social Event</td>
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<td>6:30</td>
<td>OS Skywalk Observatory</td>
<td>1318 SIM: SIM Division Social</td>
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<td>OS TBA</td>
<td>1308 CAR: Careers Division Social</td>
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<tr>
<td>6:30</td>
<td>SB Back Bay Ballroom B</td>
<td>1304 OMT: OMT Social Hour</td>
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<tr>
<td>6:30</td>
<td>SB Back Bay Ballroom D</td>
<td>1306 MOC: MOC Social - Business Mgt</td>
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<td>6:30</td>
<td>SB Fairfax A</td>
<td>1314 OGIS: OGIS Business</td>
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<tr>
<td>6:30</td>
<td>SB Gardner A &amp; B</td>
<td>1323 OCIS: OCIS Reception</td>
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<td>6:30</td>
<td>SB Independence East</td>
<td>1309 OMT: OMT Business</td>
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<tr>
<td>6:30</td>
<td>SB Independence West</td>
<td>1324 OMT: OMT Social Hour</td>
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<tr>
<td>6:30</td>
<td>SB Republic B</td>
<td>1315 ODC: ODC Social</td>
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<td>6:30</td>
<td>WCP America Ballroom Center</td>
<td>1320 AAC: Indian Academy of Mgt Social</td>
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<td>6:30</td>
<td>WCP Empire</td>
<td>1325 RM: RM Division Reception</td>
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<td>6:30</td>
<td>WCP Essex North-West</td>
<td>1311 MC: MC Business</td>
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<td>6:30</td>
<td>WCP Huntington</td>
<td>1313 ICW: Sigma Iota Epsilon Reception</td>
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<td>WCP St. George C</td>
<td>1308 OMT: OMT Social Hour</td>
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<td>1317 RM: RM Business</td>
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<td>1311 MC: MC Business</td>
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<tr>
<td>6:30</td>
<td>WCP Huntington</td>
<td>1313 ICW: Sigma Iota Epsilon Reception</td>
</tr>
</tbody>
</table>

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Tuesday Morning, August 7, 2012

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30</td>
<td><strong>BCC Exhibit Hall A</strong>&lt;br&gt;1334 AAA: Conference Registration</td>
</tr>
<tr>
<td>8:00</td>
<td><strong>BCC Room 101</strong>&lt;br&gt;1336 BPS: Alliance Govern &amp; Strategies</td>
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<tr>
<td>8:30</td>
<td><strong>BCC Room 102</strong>&lt;br&gt;1337 BPS: Strategy process: learning</td>
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<td>9:00</td>
<td><strong>BCC Room 103</strong>&lt;br&gt;1343 BPS/OMT: Architecture of Adaptation</td>
</tr>
<tr>
<td>9:30</td>
<td><strong>BCC Room 104</strong>&lt;br&gt;1434 TIM: Open Innovation</td>
</tr>
<tr>
<td>10:00</td>
<td><strong>BCC Room 105</strong>&lt;br&gt;1435 TIM: Knowledge Networks</td>
</tr>
<tr>
<td>10:30</td>
<td><strong>BCC Room 106</strong>&lt;br&gt;1436 TIM: Individuals and Innovation</td>
</tr>
<tr>
<td>11:00</td>
<td><strong>BCC Room 107</strong>&lt;br&gt;1338 BPS: Industry Dynamics &amp; Competitio</td>
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<td></td>
<td><strong>BCC Room 108</strong>&lt;br&gt;1339 BPS: Strategic decision making</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 109</strong>&lt;br&gt;1430 BPS: Diversification</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 110</strong>&lt;br&gt;1431 TIM: Corporate Entrepreneur</td>
</tr>
<tr>
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<td><strong>BCC Room 111</strong>&lt;br&gt;1432 BPS: CEO's Features</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 112</strong>&lt;br&gt;1380 IM: Gov'ts, Capable, Emerging MKts</td>
</tr>
<tr>
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<td><strong>BCC Room 113</strong>&lt;br&gt;1381 IM: Knowledge Transfer and MNCs</td>
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<td><strong>BCC Room 114</strong>&lt;br&gt;1382 IM: MNC Innovation</td>
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<tr>
<td></td>
<td><strong>BCC Room 115</strong>&lt;br&gt;1383 IM: CEO Compensation</td>
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<tr>
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<td><strong>BCC Room 116</strong>&lt;br&gt;1384 IM: Social Exchange &amp; Culture</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 117</strong>&lt;br&gt;1438 TIM: Technology and Policy</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 118</strong>&lt;br&gt;1422 OMT: Aspirations, Learning &amp; Adapt</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 119</strong>&lt;br&gt;1428 SAP/OMT/CM:Leadership-as-Practice</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 120</strong>&lt;br&gt;1385 IM: Responsible Global Leadership</td>
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<tr>
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<td><strong>BCC Room 121</strong>&lt;br&gt;1439 TIM/ENT/OCC: Innovations and Capabilities</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 122</strong>&lt;br&gt;1335 AAA: Hospitality Suite</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 123</strong>&lt;br&gt;1333 AAA: AOM Past</td>
</tr>
<tr>
<td></td>
<td><strong>BCC Room 124</strong>&lt;br&gt;1344 BPS/OMT/TIM Geography, Networks, &amp;</td>
</tr>
<tr>
<td></td>
<td><strong>BPP: Allcott Room</strong>&lt;br&gt;1394 OB: Multilevel Models of Employee</td>
</tr>
<tr>
<td></td>
<td><strong>BPP: Arlington Room</strong>&lt;br&gt;1379 HRO/DC/OBC: Connecting and</td>
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<td><strong>BPP: Back Bay Room</strong>&lt;br&gt;1395 OB: Antecedents of Creativity</td>
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<td><strong>BPP: Beacon Hill Room</strong>&lt;br&gt;1396 OB: Creative Leadership</td>
</tr>
<tr>
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<td><strong>BPP: Berkeley Room</strong>&lt;br&gt;1346 CAR/OB/MED: Reference Groups in</td>
</tr>
<tr>
<td></td>
<td><strong>BPP: Board Room</strong>&lt;br&gt;1389 MH: Changing Nature of the Firm</td>
</tr>
<tr>
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<td><strong>BPP: Brandeis Room</strong>&lt;br&gt;1397 OB: Experimental Designs Examining Just.</td>
</tr>
<tr>
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<td><strong>BPP: Cabot Room</strong>&lt;br&gt;1375 HR: Employee Learning</td>
</tr>
<tr>
<td></td>
<td><strong>BPP: Cambridge Room</strong>&lt;br&gt;1359 CM: Managing Damaged Relationships</td>
</tr>
<tr>
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<td><strong>BPP: Charles River Room</strong>&lt;br&gt;1376 HR: Talent and Downsizing</td>
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<td><strong>BPP: Georgian Room</strong>&lt;br&gt;1345 CAR/HRO/DC: Development &amp; Career</td>
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<td><strong>BPP: Holmes Room</strong>&lt;br&gt;1351 CAU: Evidence-Based Management</td>
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<td><strong>BPP: Lexington Room</strong>&lt;br&gt;1401 OB: Leadership in Teams</td>
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<td><strong>BPP: Longfellow Room</strong>&lt;br&gt;1352 CAU: Napoleon and Bolivar in China</td>
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<td><strong>BPP: Plaza Ballroom</strong>&lt;br&gt;1440 OB: OB Lifetime</td>
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<td><strong>BPP: St. James Room</strong>&lt;br&gt;1402 OB: Revisiting “Olig Evils”</td>
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<td><strong>BPP: Stanhope Room</strong>&lt;br&gt;1405 OB/OC/M: Trust Across Contexts</td>
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<td><strong>BPP: Tremont Room</strong>&lt;br&gt;1372 GDO: Entrepreneurship</td>
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<td><strong>BPP: White Hill Room</strong>&lt;br&gt;1404 OB/CAR/HR: Transitions</td>
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<td><strong>BPP: Whittier Room</strong>&lt;br&gt;1378 HR: Diversity</td>
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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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<tr>
<td>1403 - 1508</td>
<td>OB: Ethical Empowering Leadership</td>
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<tr>
<td>1333 SIM</td>
<td>AAA: Placement Services</td>
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<td>CAU: Authentic Leadership Caucus</td>
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<td>1348 CAU</td>
<td>Native and Indigenous Caucus</td>
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<td>1346 CAU</td>
<td>CAU: Urban Development in Africa</td>
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<tr>
<td>1361 CMS</td>
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<td>1343 SIM</td>
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<tr>
<td>1373 HCM</td>
<td>HCM: Motivation and Care Processes</td>
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<tr>
<td>1423 ONE</td>
<td>ONE: Values and Green Productivity</td>
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<td>1426 PNP</td>
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<td>1349 SIM</td>
<td>SIM: Corporate Governance</td>
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<tr>
<td>1363 ENT</td>
<td>ENT: The Entrepreneur Mindset</td>
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<tr>
<td>1392 MCOOB</td>
<td>MCOOB: Individuals and Routines</td>
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<tr>
<td>1364 ENT</td>
<td>ENT: The Human Capital of Founders</td>
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<tr>
<td>1414 OMT</td>
<td>OMT: Legacy of Institutions</td>
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<td>1390 MOC</td>
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<td>1393 MSR</td>
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<td>1407 OICS</td>
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<td>1416 OMT</td>
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<td>1410 ODC</td>
<td>ODC: Reframing in Change</td>
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<td>1408 ODC</td>
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<td>1418 OMT</td>
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<td>1412 ODC</td>
<td>ODC: ROCD: Current Trajectories</td>
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<td>1386 MC</td>
<td>MC: Professional Services Firms</td>
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<td>1353 CDP</td>
<td>CDP: Consequences of Diversity</td>
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<td>1427 RM/BPS</td>
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<td>1354 CDP</td>
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<td>1356 CDP</td>
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<td>1413 OM</td>
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### Tuesday Early Afternoon, August 7, 2012

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<tr>
<td>11:30</td>
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<td>BCC: Room 101 BPS: Cooperative Strategies</td>
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<td>BCC: Room 102 BPS: Building capabilities</td>
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<td>11:45</td>
<td>BCC: Room 103 BPS/SAP: Breaking strategy vectors</td>
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<td>BCC: Room 104 TIM: University-Industry Collaboration</td>
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<td>11:45</td>
<td>BCC: Room 107 TIM: Adoption of New Technologies</td>
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<td>BCC: Room 108 TIM: Energy Economies</td>
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<td>11:45</td>
<td>BCC: Room 109 BPS: Heterogeneity and Resources</td>
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<td>11:45</td>
<td>BCC: Room 201 BPS: Sources of Renewal and Change</td>
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<td>BCC: Room 202 BPS: M&amp;A Process and Learning</td>
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<td>BCC: Room 203 TIM: Individuals and Organizations</td>
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<td>BCC: Room 204 BPS: TIM Compensation</td>
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<td>BCC: Room 205 IM: Home &amp; Host Country Effects</td>
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<td>11:45</td>
<td>BCC: Room 206 IM: Scholarship, Methods, and Data</td>
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<td>BCC: Room 209 IM: Cross-Cultural Experiences</td>
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<td>BCC: Room 301 BPS: Governance &amp; Behavioral Theory</td>
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<td>BCC: Room 303 IM: Capabilities, Conditions, Scope</td>
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<td>BCC: Room 305 TIM: Exploration and Ambidexterity</td>
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<td>BCC: Room 307 CMT/T/MCAR: Job Searches of &amp; T</td>
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<td>BCC: Room 308 SAP: Strategic Planning</td>
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<td>BCC: Room 309 IM: TMTs and Intl Strategy</td>
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<td>BCC: Room 310 TIM: Product Development Strategy</td>
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<td>BCC: Room 313 BPS/TIM: Technology Transitions</td>
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<td>BPP: Alcott Room OB: New Directions in Justice Research...</td>
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<td>11:45</td>
<td>BPP: Arlington Room HRM: Contextual HRM</td>
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<td>BPP: Back Bay Room CB: Groups and Creativity</td>
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<td>11:45</td>
<td>BPP: Beacon Hill Room CB/HRM: Understanding Dynamics</td>
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<td>11:45</td>
<td>BPP: Berkeley Room CAR: Personal Meaning &amp; Experiences</td>
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<td>BPP: Board Room GDO: Age</td>
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<td>BPP: Branders Room CB: Abuse at Work</td>
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<td>BPP: Cabot Room HR: Commitment and Turnover</td>
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<td>BPP: Cambridge Room CM: Anger</td>
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<td>BPP: Charles River Room HR: Work Design</td>
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<td>BPP: Clarendon Room GDO/MC: Gender in PSFs</td>
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<td>11:45</td>
<td>BPP: Constitution Room OB: Social and Group Processes In Decis</td>
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<td>BPP: Emerson Room OB: Positive Leadership</td>
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<td>BPP: Franklin Room CMOS: Eat, Drink, and Be Merry!</td>
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<td>11:45</td>
<td>BPP: Georgian Room CAR: Career Management</td>
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<td>BPP: Gloucester Room OB: Status, Power, and Influence at Work</td>
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<td>BPP: Holmes Room CAU: Human/Social Sustainability</td>
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<td>BPP: Lexington Room OB: Knowledge Sharing</td>
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<td>BPP: Longfellow Room CAU: Informal Economy and Ethics</td>
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<td>BPP: Newbury Room HR: Performance Management</td>
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<td>11:45</td>
<td>BPP: St. James Room OB/M: Virtual/Diversity in Teams</td>
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<td>BPP: Stanhope Room OB: Connectedness and Caring in the</td>
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<td>BPP: Statter Room OB/HR: Extending the EOR Literature</td>
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<td>11:45</td>
<td>BPP: Stuart Room OB/MOC/CM: Contingencies of Voice</td>
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<td>11:45</td>
<td>BPP: Thoreau Room GDO/OB: Arab Women Shaping Change</td>
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<td>11:45</td>
<td>BPP: Tremont Room GDO: Gender Effects</td>
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<td>11:45</td>
<td>BPP: White Hill Room OB: Mindset of the Moral Manager</td>
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<td>BPP: Whitterton Room HR: HRM Context and CSR</td>
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<td>11:45</td>
<td>BPP: Winthrop Room OB: Ethical Leadership Mechanisms</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
| MCP: Boylston | 1633 SIM: Stakeholder | 1720 SIM: Stakeholder |
| MCP: Falmouth | 1565 CMS: Ideology and Discourse | |
| MCP: Orleans | 1577 HCM: Leading from Behind | |
| MCP: Provincetown | 1628 CDOB: Workplace Env | 1715 ONE: Inst Work in Self-Regulation |
| MCP: Salon B | 1592 MED: Learning Quality & Outcomes | |
| MCP: Salon C | 1629 PNP: Organizational Perf - P1 | 1717 PNP: Organizational Perf - P2 |
| MCP: Salon H | 1578 HCM: The Culture Club | 1673 HCM: Overload in Hospitals |
| MCP: Salon I | 1627 ONE: Networks and Alliances | 1716 ONE: Emerging, Developing Economies |
| SB: Back Bay Ballroom A | 1566 CMS: Dark Side Case Competition | 1664 CMS: Can CMS Get Anything Done? |
| SB: Back Bay Ballroom B | 1596 MOC/OCD/MR: Organizational Trust | 1690 MOC/OB: Does Culture Really Matter? |
| SB: Beacon E | 1618 OMT: Scandal, Shenma & Ethics | 1714 OMT/PNP:SIM: Cultural (Accounting) |
| SB: Beacon F | 1619 OMT: Capabilities & Performance | 1713 OMT/CDOB: Leadership in the Plural |
| SB: Beacon G | 1568 ENT: Brand Management | 1666 ENT: Primary Data Sources |
| SB: Beacon H | 1559 ENT: Myopic Lens - Entrepreneurship | 1667 ENT: Society and Entrepreneurship |
| SB: Berkeley A | 1570 ENT: Institutional Voids | |
| SB: Clarendon A & B. | 1571 ENT: Resource Scarcity | |
| SB: Dalton B | 1555 CAU: Careers, Geography and History | |
| SB: Fairfax A | 1612 OCI: Distributed Work | 1704 OCI:MM/OMT: Diversity and Open |
| SB: Fairfax B | 1620 OMT: Institutional Work | 1707 OMT: Institutions & Identity |
| SB: Gardner A | 1621 OMT: Network, Know & Info Exchange | 1711 OMT/M: MNC Matrix Structures |
| SB: Gardner B | 1615 ODC: Learning and Renewal | 1705 ODC: Action research for healthcare |
| SB: Hampton A | 1613 OCI: Work in Teams | |
| SB: Hampton B | 1597 MOC/OCD/MED: Mediating Leadership | |
| SB: Independence West | 1623 OMT: Instr Approaches to Categor | 1708 OMT: Judging merit in academia |
| SB: Jefferson | 1572 ENT: Stakeholders & Entrepre | 1668 ENT: The Entrepreneur & The Market |
| SB: Kent | 1595 MOC: Uncertainty and Dynamism | 1689 MOC: Organizational Change |
| SB: Liberty Ballroom A | 1614 OCI: Knowledge Across Boundaries | |
| SB: Liberty Ballroom B | 1616 CDOB: Relationality in Leadership | 1706 ODC: Leadership of Change |
| SB: Liberty Ballroom C | 1624 OMT: Exploring Instr Multiplicity | 1709 OMT: Inst/Complexity Responses |
| SB: Republic A | 1625 OMT: HR Processes Across Orgs | 1710 OMT: Institutions and Identities |
| WCP: Adams | 1590 M: Consultant Competency | |
| WCP: Baltic | 1558 CDP: Impact of Employee Personality | 1656 CDP: Effective Performing Teams |
| WCP: Courier | 1591 M: Culture/Context in Consulting | 1686 M: Consulting Roles/Interventions |
| WCP: Empire | 1631 RM/BPI/CBO: Longitudinal Data Analysis | 1719 RM: Evaluating Qualitative Studies |
| WCP: Essex North-Center | 1559 CDP: Redefining Risk & Uncertainty | 1657 CDP: How to Manage Forward |
| WCP: Essex North-East | 1560 CDP: New Venture Performance | 1658 CDP: Crowdsourcing/Design Thinking |
| WCP: Essex North-West | 1561 CDP: Constructing Perceptions | 1659 CDP: Employment Discrimination |
| WCP: Harbor Star | 1617 OMT: Supply Chain Coordination | |
| WCP: St. George C | 1562 CDP: Business Groups & M&A | 1660 CDP: Leveraging Knowledge |
| WCP: St. George D | 1563 CDP: Emerging Practices in HRM | 1661 CDP: Gov’t & Public Sector Org |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Tuesday Late Afternoon, August 7, 2012

<table>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>1787 OMT/CMS/SAP: Economies of Worth</td>
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<td>SB: Beacon F</td>
<td>1769 OMT/OB/OMT: Meaning in the Economic</td>
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<td>1745 ENT: Growth/Perform &amp; Academic Entr.</td>
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<td>1746 ENT: Entrepreneurship Growth</td>
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<td>SB: Berkeley B</td>
<td>1767 MOC: Disentangling Improvisation</td>
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<td>SB: Clarendon A &amp; B</td>
<td>ENT: homo &amp; the Individual</td>
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<td>SB: Fairfax A</td>
<td>1780 OCIS: Modularity and Digitalization</td>
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<td>1783 OMT: Symbolic Management</td>
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<td>1784 OMT: Workplace, Structure &amp; Culture</td>
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<td>1781 ODC: Discourse and Communication</td>
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<td>1788 OMT/MOC: Logics and Identit</td>
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<td>1785 OMT: Org Governance &amp; Boards of Dir</td>
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<td>SB: Kent</td>
<td>1768 MOC: Motivation and Decision-Making</td>
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<td>SB: Liberty Ballroom B</td>
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<td>1786 OMT: InstLics in Practice</td>
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<td>SB: Republic A</td>
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<td>WCP: Empire</td>
<td>1794 RM: Assessing Current Methods</td>
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<td>CDP: Org Change &amp; Cognition</td>
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<td>WCP: Parliament</td>
<td>1763 MC: MC Division Exec Committee Mtg</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
# All Academy Activities

**Program Chair:** R. Duane Ireland, Texas A&M U.  
**Professional Development Workshop Chair:** Paul S. Adler, U. of Southern California

<table>
<thead>
<tr>
<th>Day</th>
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<th>Location</th>
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<tbody>
<tr>
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<td>SB:Beacon F</td>
<td>Board of Governors' Meeting</td>
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<td>49</td>
<td>WC:P:Great Republic</td>
<td>AMR Writing Theoretical Papers</td>
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<td>63</td>
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<td>152</td>
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<td>The Ins and Outs of Faculty Recruiting</td>
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<td>Membership Committee Opening Meeting &amp; Breakfast</td>
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<td>Membership Committee Closing Debrief Meeting</td>
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## Affiliate Activities & Committees

Program Chair: R. Duane Ireland, Texas A&M U.  
Professional Development Workshop Chair: Paul S. Adler, U. of Southern California

<table>
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<th>Day</th>
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### Showcase Symposia

**Program Chair:** R. Duane Ireland, Texas A&M U.  
**Professional Development Workshop Chair:** Paul S. Adler, U. of Southern California

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## Cross Division Paper Sessions

**Section C**

**Program Chair:** John G Michel, U. of Notre Dame

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### Cross Division Paper Sessions

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**Discussion Paper Sessions**

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## Caucuses

Program Chair: Theodore Brown, Oakwood U.

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## Business Policy & Strategy

**Program Chair:** Rajshree Agarwal, U. of Maryland  
**Professional Development Workshop Chair:** Christoph Zott, IESE Business School

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## Careers

Program Chair: Peter A. Heslin, U. of New South Wales  
Professional Development Workshop Chair: Kimberly Eddleston, Northeastern U.

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<td>258</td>
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<td>11</td>
<td>MCP: Salon I</td>
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<td>SM and Emerging Economies</td>
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<td>Ah I see, it is all an act.</td>
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<td>164</td>
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<td>Work. Difference. and the Body</td>
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<td>Using video to study practice</td>
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<td>311</td>
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<td>Raising Our Game</td>
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<td>Innovation in Family Firms: Theory and Practice</td>
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<td>Entrepreneurial Resourcefulness and Resilience</td>
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## Gender & Diversity in Organizations

**Program Chair:** Stacy Blake-Beard, Simmons College  
**Professional Development Workshop Chair:** Charmine E. J. Hartel, U. of Queensland

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## Health Care Management

Program Chair: Eric W. Ford, U. of North Carolina, Greensboro  
Professional Development Workshop Chair: Rebecca Wells, U. of North Carolina

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<td>BCC:Room 102</td>
<td>Strategic Human Capital</td>
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<td>OS:Fidelity Investments Boston</td>
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<td>SB:Beacon D</td>
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<td>BPP:Berkeley &amp; Clarendon Room</td>
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<td>Using O*NET to Revise a Course</td>
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<td>HR and OB Members Welcome Reception</td>
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<td>Sun</td>
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<td>BPP:Charles River Room</td>
<td>DISC: HR: Strategic HR</td>
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<td>BPP:Charles River Room</td>
<td>DISC: HR: Assessment</td>
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<td>BPP:Georgian &amp; Arlington Room</td>
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<td>BPP:Arlington Room</td>
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<td>718</td>
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<td>CDP: Enhancing Employee Fit</td>
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<td>Labor Relations and HR Legal Issues</td>
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<td>JS: Organizational Socialization</td>
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<td>SHCS: Expat Knowledge Transfer</td>
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<td>JS: New Developments in Motivating Teams</td>
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<td>International Management Thought Leadership Cafe</td>
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<td>The Challenges of Global Leadership in Asia</td>
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## Management Consulting

**Program Chair:** Anthony F. Buono, Bentley U.  
**Professional Development Workshop Chair:** Joanne C Preston, Colorado Technical U.

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### Management History

**Program Chair:** Milorad M. Novicevic, U. of Mississippi  
**Professional Development Workshop Chair:** Roland E. Kidwell, U. of Wyoming

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Managerial & Organizational Cognition

Program Chair: Kyle Lewis, U. of Texas, Austin
Professional Development Workshop Chair: Elizabeth George, Hong Kong U. of Science and Technology

<table>
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### Day Start # Location Session Information

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## Organizational Communication & Information Systems

Program Chair: Kevin Crowston, Syracuse U.
Professional Development Workshop Chair: Youngjin Yoo, Temple U.

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143 Section C
### Organizational Communication & Information Systems

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## Organizations & the Natural Environment

Program Chair: Frances E. Bowen, Queen Mary U. of London  
Professional Development Workshop Chair: J. Alberto Aragón-Correa, U. of Granada

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| Sat | 8:00am | MCP: Provincetown | ONE Doctoral Consortium |
|     |       | MCP: Boylston | SIM-ONE Junior Faculty Consortium |
|     |       | MCP: Vineyard | It’s the System Stupid! |
|     | 11:30am | MCP: Vineyard | Passion for Sustainability |
|     |       | MCP: Vineyard | Shareholder Activism |
|     | 1:45pm | MCP: Provincetown | Research on Africa |
|     | 2:45pm | SB: Beacon E | Social-Business Hybrids |
|     | 5:15pm | BPP: White Hill Room | Corp. Social Responsibility |
|     | 6:30pm | MCP: Salon F | ONE Welcome Reception |

| Sun | 11:30am | MCP: Vineyard | DISC: ONE: Sustainability |
|     | 3:30pm | MCP: Salon C | ONE Executive Committee Meeting |
|     | 4:30pm | MCP: Vineyard | DISC: ONE: Gov & Business Function |
|     | 6:30pm | OS: 2nd Floor, 565 Boylston St. | Social Inequality Reception |

| Mon | 8:00am | MCP: Falmouth | DRP: Organizational Slack, Greening and Performance |
|     |       | MCP: Salon I | JS: Cross-Sector Partnership |
|     | 9:45am | MCP: Falmouth | DRP: Push and Pull: Greening Supply Chains |
|     |       | MCP: Salon I | New Evidence on Greening and Financial Performance |
|     |       | MCP: Salon I | JS: Corporate Social Action |
|     | 11:30am | WCP: St. George D | CDP: Stakeholder Theory |
|     |       | WCP: Falmouth | DRP: Greening Family Firms |
|     |       | MCP: Salon I | Symbol and Substance |
|     | 1:15pm | WCP: St. George D | CDP: Institutional Theory |
|     |       | MCP: Salon I | The Psychology of Sustainability |
|     | 3:00pm | WCP: Baltic | CDP: Sustainability Practices |
|     |       | MCP: Salon I | SHCS: Institutions and Sust. Energy |
|     | 4:45pm | WCP: Baltic | CDP: CSR: A Global Perspective |
|     |       | WCP: Essex North-East | CDP: Building Dynamic Capabilities |
|     |       | WCP: Essex North-West | CDP: Managing Social Networks |
|     |       | SB: Independence East | JS: Culture as a Repertoire |
|     |       | MCP: Salon I | ONE Business Meeting |
|     | 7:00pm | OS: Skywalk Observatory | ONE Social |

| Tue | 8:00am | WCP: Essex North-East | CDP: New Venture Funding Sources |
|     |       | MCP: Provincetown | Values and Green Productivity |
|     |       | MCP: Salon I | Environment, Space and Geography |
|     | 9:45am | MCP: Provincetown | Feedback, Framing, Engagement |
|     |       | MCP: Salon I | Sustainability and Clustering |
|     | 11:30am | MCP: Salon I | Embeddedness, Networks and Ownership |
|     |       | MCP: Provincetown | JS: Workplace Env. Interventions |
|     | 1:15pm | WCP: St. George D | CDP: Gov’t & Public Sector Org. |
|     |       | MCP: Provincetown | Institutional Work in Self-Regulation |
|     |       | MCP: Salon I | Greening in Emerging and Developing Economies |
|     | 3:00pm | MCP: Provincetown | Risk and Resilience |
|     |       | MCP: Salon I | Carbon Management Disclosure |
## Public & Nonprofit

Program Chair: George Alexander Boyne, Cardiff U.
Professional Development Workshop Chair: Leisha DeHart-Davis, U. of Kansas

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## Research Methods

Program Chair: Michael Sturman, Cornell U.
Professional Development Workshop Chair: Brian Boyd, City U. of Hong Kong

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# Social Issues in Management

**Program Chair:** Jennifer J Griffin, George Washington U.  
**Professional Development Workshop Chair:** Michael L. Barnett, Oxford U.

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<td>CSR and Emerging Markets</td>
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<td>242</td>
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<td>SIM-ONE Junior Faculty Consortium</td>
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<td>It’s the System Stupid!</td>
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<td>Reviewing in the Rough</td>
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<td>SIM/SBE Keynote &amp; Reception</td>
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<td>SIM Program Overview &amp; Division Chair’s Address</td>
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<td>Governance, Banking and Microfinance Industry</td>
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<td>BPP: White Hill Room</td>
<td>SHCS: New Developments in Abusive Supervision Research</td>
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<td>SB: Liberty Ballroom B</td>
<td>Managing Change in the Aftermath of Extreme Events</td>
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<td>New directions in SAP research</td>
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<td>Varieties of Strategic Practice</td>
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<td>SHCS: Practical relevance of SAP</td>
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# Technology & Innovation Management

Program Chair: Riitta Katila, Stanford U.
Professional Development Workshop Chair: Dianne HB Welsh, U. of North Carolina, Greensboro

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## In Conjunction With Activities

**Program Chair:** R. Duane Ireland, Texas A&M U.  
**Professional Development Workshop Chair:** Paul S. Adler, U. of Southern California

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<td>261</td>
<td>SB:Beacon D</td>
<td>ASQ Editor’s Meeting</td>
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<td>369</td>
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<td>Cengage Learning Breakfast</td>
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<td>EJM Informal Get-together</td>
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### Session Details – Friday, 8:00 - 10:00 AM

**Friday 7:00AM**

1. **(AAA)** AOM Journals Committee Meeting  
   7:00am - 8:00am Boston Hynes Convention Center: Room 102  
   Tweet this session: #AOM2012 1  
   By Invitation Only  
   Organizer: John Hollenbeck, Michigan State U.

2. **(MSR)** MSR Morning Meditation  
   7:00am - 8:00am Boston Hynes Convention Center: Hampton B  
   Tweet this session: #AOM2012 2  
   Facilitator: Gerald Biberman, U. of Scranton

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**Friday 7:30AM**

3. **(AAA)** Conference Registration  
   7:30am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A  
   Tweet this session: #AOM2012 3  
   Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

4. **(BPS)** Business Policy and Strategy Division Doctoral Consortium  
   7:30am - 8:00pm Boston Hynes Convention Center: Room 310  
   Tweet this session: #AOM2012 4  
   Chairs: Samina Karim, Boston U.; Xavier Castañer, U. of Lausanne  

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**Friday 8:00AM**

5. **(AAA)** Board of Governors’ Meeting  
   8:00am - 6:00pm Boston Hynes Convention Center: Beacon F  
   Tweet this session: #AOM2012 5  
   Organizer: Anne S. Tsui, Arizona State U.

6. **(AAA)** Hospitality Suite for First Time Attendees  
   8:00am - 5:00pm Boston Hynes Convention Center: Room 207  
   Tweet this session: #AOM2012 6  
   Membership Committee volunteers, as well as representatives from the Membership Committee volunteers, as well as representatives from the Membership Department, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!  
   Organizer: Stephanie Case Henagan, Northern Illinois U.

7. **(BPS)** BPS Dissertation Consortium  
   8:00am - 6:00pm Boston Hynes Convention Center: Room 309  
   Tweet this session: #AOM2012 7  
   Organizers: Michael Jensen, U. of Michigan; Mary J. Benner, U. of Minnesota  
   Participants: Olivier Chatain, U. of Pennsylvania; Fabrizio Ferraro, IESE Business School; Mikolaj Jan Piskorski, Harvard U.; Frek Vermeulen, London Business School

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**Friday 8:00AM - 10:00AM Boston Hynes Convention Center: Room 102**  
Tweet this session: #AOM2012 8  
Pre-registration is not required, but is strongly encouraged.  
Organizer: Craig E. Armstrong, U. of Alabama  
Panelists: William S Hesterly, U. of Utah; Frank T. Rothaermel, Georgia Institute of Technology; Deepak Somaya, U. of Illinois, Urbana-Champaign; Janice C. Molloy, Michigan State U.; Russell Coff, U. of Wisconsin, Madison

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**Friday 8:00AM - 10:00AM Marriott Boston Copley Place: Liberty Ballroom C**  
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.  
Organizers: Mara Olekals, U. of Melbourne; Carol T. Kulik, U. of South Australia  

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**Friday 8:00AM - 12:00PM Sheraton Boston Hotel: Liberty Ballroom C**  
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.  
Chair: G. Christopher Crawford, U. of Louisville  
Discussants: Maria Minniti, Southern Methodist U.; Christoph Zott, IESE Business School  
Presenters: Martin Ganco, U. of Minnesota; Jason Davis, Massachusetts Institute of Technology; Michael North, Argonne National Laboratory
14 ( ) : (GDO) GDO Junior Faculty Consortium 8:00am - 12:30pm Boston Park Plaza: Georgian Room Tweet this session: #AOM2012 14 Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is June 1, 2012. Organizers: Gwendolyn M. Combs, U. of Nebraska, Lincoln; Eden King, George Mason U. Presenters: Diana Bilimoria, Case Western Reserve U.; David A. Kravitz, George Mason U.; Quinetta Roberson, Villanova U.; Alison M. Konrad, U. of Western Ontario; Orlando C. Richard, U. of Texas, Dallas; Regine Bendl, WU Vienna; Derek R. Avery, Temple U.; Isabel Metz, U. of Melbourne; Lisa Hisae Nishii, Cornell U.; Joyce E. Bono, U. of Florida; C Douglas Johnson, Georgia Gwinnett College; Kenneth G. Brown, U. of Iowa; Belle Rose Ragins, U. of Wisconsin, Milwaukee 15 ( ) : (GDO, D&ITC, MED) Diversity in Academia: Global Pathways to Doctoral Education and Beyond. 8:00am - 10:30am Boston Park Plaza: Cambridge Room Tweet this session: #AOM2012 15 Organizers: Uma Devi Jogulu, Deakin U.; Marie-Therese Claes, U. Catholique de Louvain; Fida Alfoula, American U. of Beirut; Yehia M. Kamel, American U. of Beirut Coordinator: Gwen Daverton, U. of Manchester 16 ( ) ; (HCM, TTC, MED) Everything I Learned NOT to do in Teaching, I Learned in Grad School! Novice Teaching Essentials 8:00am - 10:00am Marriott Boston Copley Place: Salon H Tweet this session: #AOM2012 16 Organizer: Victoria Anne Parker, Boston U. Facilitators: Reid Getjen, U. of Central Florida; Amy Yarbrough Landry, U. of Alabama, Birmingham; Brenda Freshman, California State U. Long Beach; Shital Shah, Rush U.; Renee Brent Hotchkiss, Georgia Southern U.; Christy Harris Lemak, U. of Michigan, Ann Arbor 17 ( ) ; (IAM, IM) Leadership for Global Growth in Developed and Emerging Economies 8:00am - 10:00am Boston Hynes Convention Center: Room 303 Tweet this session: #AOM2012 17 Chairs: Gaston Fornes, U. of Bristol and ESIC Business School; Camelia Ilie, ESADE Participants: Guillermo Cardoza, Instituto de Empresa Business School; Schon Beecher, INSEAD; Jaume Hugas, ESADE; Lyle Yorks, Columbia U. 18 ( ) ; (IBS, OM) Innovation and Strategy in the Global Automotive Industry 8:00am - 11:00am Boston Hynes Convention Center: Room 308 Tweet this session: #AOM2012 18 This PDW builds on a symposium and site visit to South-West Research Institute (SwRI) during AOM 2011 in San Antonio. Organizer: Florian A. Täube, EBS Business School Participants: Ram Mudambi, Temple U.; Gerald A. McDermott, U. of South Carolina; Ronaldo C. Parente, Florida International U.; Eric Thun, Said Business School; Salvatore Scuderi, Scuderi Group LLC; Oliver Kallenborn, Daimler AG; Roger Moser, U. of St. Gallen 19 ( ) ; (IM, OB) Language in International Management Research 8:00am - 11:00am Boston Hynes Convention Center: Room 205 Tweet this session: #AOM2012 19 Organizers: Wilhelm Barner-Rasmussen, Hanken School of Economics; Helene Tenzer, Tübingen U.; Sachiko Yamao, U. of Melbourne 20 ( ) ; (IM, OB, BPS) Improving Your Teaching of International Management (No Matter How Good You Are) 8:00am - 11:30am Boston Hynes Convention Center: Room 204 Tweet this session: #AOM2012 20 Although advance registration is not required, it is recommended. Organizers: Stephen E Weiss, York U.; B. Sebastian Reiche, IESE Business School; Yih-teen Lee, IESE Business School; Anabella Davila, Tecnologico de Monterrey; Katherine Kin, CEIBS Facilitators: Henry W Lane, Northeastern U.; Guenter K. Stahl, WU Vienna and INSEAD Speaker: Nancy J Adler, McGill U. 21 ( ) ; (IM, ODC, BPS, MSR) Transforming Organizations and Management in Islamic Societies 8:00am - 10:30am Boston Hynes Convention Center: Room 305 Tweet this session: #AOM2012 21 Distinguished Speaker: Shaker A. Zahra, U. of Minnesota, Twin Cities Chair: Mehdi Farashahi, Concordia U. Discussant: Taieb Hafsi, HEC Montreal Coordinator: Abdulrahman Chikhouni, John Molson School of Business Speakers: Arif Nazir Butt, Lahore U.; Sondos Gamal Abdelgawad, ESADE Participants: Soumaya Ben Letaifa, ESG-UCAM; Alfred M Jaeger, McGill U.; Wissam Al-Hussaini, American U. of Beirut 22 ( ) ; (ITC, ENT) A Research Agenda on Entrepreneurship in the Informal Economy in sub-Saharan Africa 8:00am - 10:30am Boston Hynes Convention Center: Room 201 Tweet this session: #AOM2012 22 Organizer: Constant D. Beuge, Delaware State U. Participants: David B. Zoogah, Morgan State U.; Moses Acquaah, U. of North Carolina, Greensboro; Paul C. Godfrey, Brigham Young U. 23 ( ) ; (MC) Modern Day Enslavement and Informal Economies: Adding Awareness to the Consultant’s Tool Kit 8:00am - 10:00am Westin Copley Place: Essex North-Center & East Tweet this session: #AOM2012 23 Facilitators: Joanne C Preston, Colorado Technical U.; Joan Marie Johns, DM-Student; Tonya Henderson Wakefield, Colorado Technical U.; Cathy Royal, Colorado Technical U.; Barbara Carter, Colorado Technical U. 24 ( ) ; (MC, ODC) Consulting in the Middle East: Recent Experiences and Alternative Models 8:00am - 10:00am Westin Copley Place: North Star Tweet this session: #AOM2012 24 Chair: Therese F. Yaeger, Benedictine U. Participants: Peter Sorensen, Benedictine U.; Ousama Salha, Benedictine U.; Marc Bonnet, ISEO; IAE - U. of Lyon 3; Linda Sharkey, Hewlett Packard; Patrick Tabchoury, U. of Balamand
25 🌐 (MED, ONE, SIM) Aligning Finance, Marketing, and Management Teaching and Research for Global Sustainability
8:00am - 10:00am Marriott Boston Copley Place: Salon B
Tweet this session: #AOM2012 25
Presenters: James A.F. Stoner, Fordham U.; Frank Werner, Fordham U.

26 🌐 (MH, CAR, NDSC) Getting Involved in Professional Development and The Academy of Management
8:00am - 10:00am Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 26
A welcome breakfast, sponsored by the University of Mississippi School of Business Administration and the Management History Division, will kick off this PDW session.
Organizer: Regina A. Greenwood, Nova Southeastern U.
Chair: Silvia Ines Monserrat, Unicen

27 🌐 (MH, CMS) What Comes First? Popular Culture or Management Concepts?
8:00am - 10:00am Boston Park Plaza: Franklin Room
Tweet this session: #AOM2012 27
Organizer: Andrew Cardow, Massey U.
Participants: Virginia Gerde, Duquesne U.; Eileen Kelly, Ithaca College; Alistair Mutch, Nottingham Trent U.; Steven Austin Stovall, Wilmingon College

28 🌐 (MOC, OB, MSR) Mindfulness Research and Practice: Building Bridges Across Disciplines
8:00am - 12:00pm Sheraton Boston Hotel: Fairfax A
Tweet this session: #AOM2012 28
Presenters include neuroscientists, a doctor’s, a psychiatrist, a Buddhist monk, and managers of organizational mindfulness programs.
Organizers: Christopher Lyddy, Case Western Reserve U.; Darren Good, Pepperdine U.; Hannes Leroy, Katholieke U. Leuven
Presenters: Paul W.B. Atkins, Australian National U.; Richard E. Boyatzis, Case Western Reserve U.; Erik lan Dane, Rice U.; C. Marlena Fiol, U. of Colorado, Denver; Jeremy Hunter, Drucker School of Management; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Edward O’Connor, U. of Colorado, Denver; Sara Lazar, Massachusetts General Hospital; Elizabeth Hoge, Harvard U.; Tenzin Priyadarshi Rinpoche, Massachusetts Institute of Technology; Ronald Siegel, Harvard U.; Judson Brewer, Yale U.; Mirabai Bush, The Center for Contemplative Mind in Society; Ed Pasalis, Kripalu Center for Yoga & Health; Karen Salvo, Harvard Pilgrim Health Care; Richard Fernandez, Google
Participants: Alla Crum, Yale U.; Jason Jersum Jay, Massachusetts Institute of Technology

29 🌐 (MOC, RM, OMT, ENT) Content Analysis in Organizational Research: Techniques and Applications
8:00am - 12:00pm Sheraton Boston Hotel: Back Bay Ballroom C
Tweet this session: #AOM2012 29
Organizers: Moriah A. Meyaken, Babson College; Lori Kiyatkin, Towson U.; Michael D. Pfarrer, U. of Georgia

Presenters: Jeremy Collin Short, Texas Tech U.; Brayden G King, Northwestern U.; Anastasiya A. Zavyalova, U. of Maryland, College Park; Vilmos F. Misangyi, Pennsylvania State U.; Miles A. Zachary, Texas Tech U.; Mark Thomas Kennedy, U. of Southern California; Paula Marie O’Kane, U. of Otago; Rhonda K. Reger, U. of Maryland; Larry Stimpert, Colorado College

30 🌐 (MSR) Religious Traditions, Spirituality and the Researcher’s Journey
8:00am - 10:00am Sheraton Boston Hotel: Independence West
Tweet this session: #AOM2012 30
Coordinators: Mai P. Trinh, Case Western Reserve U.; Susan S. Case, Case Western Reserve U.
Speakers: Tim Ewing, Case Western Reserve U.; Susan S. Case, Case Western Reserve U.; Wasseem Abaza, Case Western Reserve U.; J. Goosby Smith, Pepperdine U.

31 🌐 (OB, HR) The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty
8:00am - 10:00am Boston Park Plaza: Arlington Room
Tweet this session: #AOM2012 31
Organizers: Jason Harvey, U. of Alabama; John J. Sumanth, Southern Methodist U.
Participants: Francesca Gino, Harvard U.; David R. Hekman, U. of Colorado; Russell E. Johnson, Michigan State U.; Maribeth Kuenzi, Southern Methodist U.; Nathan Philip Podskakoff, U. of Arizona; Christopher C. Rosen, U. of Arkansas, Fayetteville
Panelists: Jennifer Howard-Grenville, U. of Oregon; Lisa M. Leslie, U. of Minnesota; Malia Mason, Columbia U.

32 🌐 (OB, HR) Where Millennials, Awareness, and the Informal Economy Meet: an Evolutionary Perspective
8:00am - 10:00am Boston Park Plaza: White Hill Room
Tweet this session: #AOM2012 32
Presenters: Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.; Svetlana Holt, Woodbury U.

33 🌐 (OCIS) Junior Faculty Consortium
8:00am - 10:00am Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 33
By application only.
Organizer: Elizabeth Davidson, U. of Hawai'i-Manoa
Participants: Cynthia M. Beath, U. of Texas, Austin; Mike Chiasson, Advanced Institute of Management Research and Aston Business School, UK; Paul Hart, Florida Atlantic U.; M. Lynne Markus, Bentley U.; Michael G. Morris, U. of Virginia

34 🌐 (OCIS) Doctoral Consortium
8:00am - 10:00am Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012 34
By application only.
Attendence is by application only. To apply, please submit an application online at https://www.easychair.org/conferences/?conf=aomocisd2012.
Chair: Youngjin Yoo, Temple U.
Participants: Nooshir Contractor, Northwestern U.; Sirka Jarvispaa, U. of Texas, Aalto U.; Robert G. Fichman, Boston College; Michael Barrett, U. of Cambridge

35 🌐 (ODC, RM) Action Research
8:00am - 10:00am Sheraton Boston Hotel: Liberty Ballroom A
Tweet this session: #AOM2012 35
Facilitator: David Coghlan, Trinity College Dublin
Session Details – Friday, 8:00 - 10:00 AM

36  ⌁ (OMT) OMT Jr Faculty Consortium
8:00am - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: #AOM2012 36
Pre-registration required. Contact Klaus Weber at klausweber@northwestern.edu. Participants will go to Teaching Roundtables 3-5 PM.
Organizers: Klaus Weber, Northwestern U.; Martine Haas, U. of Pennsylvania

37  ⌁ (OMT) System Theory III: System-Theoretical Perspectives on Collaboration and Distributed Management
8:00am - 12:00pm Sheraton Boston Hotel: Republic A
Tweet this session: #AOM2012 37
We will circulate information material before the PDW to registered participants. Pre-registration is required for this workshop. To register online, please visit https://secure.aamonline.org/OMTReg. The deadline to register online is August 1, 2012.
Organizer: Andre Reichel, Zeppelin U.
Speakers: James C. McHann, Walsh College; Laura Frost, Walsh College
Presenters: Harald Heinz Tuckermann, U. of St. Gallen; Felix Langennmayr, U. of Zurich; Donald Neumann, U. of Stuttgart; Andrew Martin, U. of Sydney; Lukas Scheiber, U. of Stuttgart

38  ⌁ (OMT, MOC) OMT/MOC Doctoral Consortium 2012
8:00am - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom D
Tweet this session: #AOM2012 38
Registration: Eva Boxenbaum eva.boxenbaum@mines-paristech.fr and Shelley Brickson brickson@uic.edu. Includes Teaching Roundtables 3-5 PM. Pre-registration is required for this workshop. To register online, please visit https://secure.aamonline.org/OMTReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Peer C. Fiss, U. of Southern California; Eva Boxenbaum, Mines ParisTech; Shelley Brickson, U. of Illinois, Chicago; Frances H. Fabian, U. of Memphis
Presenters: Gerald F. Davis, U. of Michigan; Mary Ann Glynn, Boston College; Colin M. Fisher, Boston U.; Philippe M. Monin, EM Lyon; Renate Elisabeth Meyer, WU Vienna
Participants: Jason Davis, Massachusetts Institute of Technology; Rodolphe Durand, HEC Paris; Hillary Anger Elfenbein, Washington U. in St. Louis; Stine Grodal, Boston U.; Spencer Harrison, Boston College; Purse Heugens, RSM Erasmus U.; Tanya Menon, U. of Chicago; Christopher I. Rider, Emory U.; Wesley Sine, Cornell U.; Wendy K. Smith, U. of Delaware; Marco Tortoriello, IESE Business School; Tammar B. Zilber, Hebrew U. of Jerusalem

39  ⌁ (PTC, OB, ODC, PNP, SAP, HCM, MC, TIM) Managing Change in the Aftermath of Extreme Events
8:00am - 10:00am Sheraton Boston Hotel: Liberty Ballroom B
Tweet this session: #AOM2012 39
Chair: David Buchanan, Cranfield U.
Coordinator: David Denyer, Cranfield U.; Clare Kelliher, Cranfield U.
Participants: Elena P. Antonacopoulou, U. of Liverpool; Gregory A. Bigley, U. of Washington; John S. Carroll, Massachusetts Institute of Technology; Dominic Elliott, U. of Liverpool; Alexander Flaster, Otto-Friedrich U.; Robert P. Gephart, U. of Alberta; Carole Lalone, U. of Laval; Martina K. Linnenluecke, U. of Queensland; Allan Macpherson, U. of Wisconsin, La Crosse; Sotirios Paroutis, U. of Warwick; Kuo Frank Yu, City U. of Hong Kong

8:00am - 10:00am Westin Copley Place: Empire
Tweet this session: #AOM2012 40
Participants: Karen Locke, College of William and Mary; Karen Lee Ashcraft, U. of Colorado, Boulder; Pushkala Prasad, Skidmore College

41  ⌁ (SAP) Publishing Strategy as Practice Research: Paper Development Workshop
8:00am - 10:00am Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 41
Professional Development Workshop Chair: Tomi M. M. Laamanen, U. of St. Gallen

42  ⌁ (SIM) 2012 SIM Doctoral Consortium
8:00am - 6:00pm Marriott Boston Copley Place: Provincetown
Tweet this session: #AOM2012 42
Pre-registration required by 1st August: secure.aamonline.org/SIMReg
Sponsors: Center for Corporate Citizenship, and the Beard Institute
Organizers: Jill Ann Brown, Lehigh U.; Andrew C Wicks, U. of Virginia
Presenter: Donna J Wood, U. of Northern Iowa

43  ⌁ (TIM, MSR) Innovative Technology, Intuition, and Spirituality in the Informal Economy
8:00am - 10:00am Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 43
Chair: Dianne HB Welsh, U. of North Carolina, Greensboro
Participants: Dianne HB Welsh, U. of North Carolina, Greensboro; Cecilia M Falbe, U. at Albany-SUNY; Arthur L. Jue, U. of Phoenix;
Friday 8:30AM

44 (TIM, OB, BPS) Reconsidering the Front End of Innovation: Integrating Internal and External Idea Management
8:00am - 10:00am Boston Hynes Convention Center: Room 301
Tweet this session: #AOM2012 44
Organizers: Jan Van den Ende, Erasmus U. Rotterdam; Lars Frederiksen, Aarhus Business School
Distinguished Speaker: Dwayne Spradlin, InnoCentive
Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
Discussants: Michael Frese, National U. of Singapore; Linus Dahlander, ESMT European School of Management and Technology
Presenters: Markus Baer, Washington U. in St. Louis; Allan N Afuah, U. of Michigan; Dirk Deichmann, VU U. Amsterdam; Oliver Alexy, Imperial College London

45 (BPS) Fostering Publication from Around the World in Leading Organization and Strategy Journals
8:30am - 1:00pm Boston Hynes Convention Center: Room 103
Tweet this session: #AOM2012 45
Organizer: Tunji Adebesan, Lagos Business School

46 (ODC) InterACTION! an Interactive OD tool for Not-for-Profits
8:30am - 10:30am Sheraton Boston Hotel: Gardner A
Tweet this session: #AOM2012 46
Chair: Dalitso Samson Sulamoyo, Illinois Association of Community Action Agencies
Participants: Sara Ratcliffe, Illinois Association of Community Action Agencies; Christine Westerlund, Illinois Association of Community Action Agencies

47 (ODC) ODC Doctoral Student Consortium - Friday Session (invitation only)
8:30am - 2:15pm Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 47
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the session chair Jim Ludema (j Ludema@ben.edu) to obtain the approval code. The deadline to register online is August 1, 2012.
Chair: James D Ludema, Benedictine U.
Presenters: Quy Nguyen Huy, INSEAD; Marguerite Schneider, NJIT; William A Pasmore, Columbia U.; Rune Tønøen By, Staffordshire U.; Jason D. Shaw, U. of Minnesota
Panelists: Jeffrey D Ford, Ohio State U.; David Stephen Grant, U. of Sydney; Daniellle Zandee, Nyenrode Business U.; Clifford Oswick, City U.; Michael R Manning, New Mexico State U.; Ronald Fry, Case Western Reserve U.; Karen Jansen, U. of Virginia; Richard W. Woodman, Texas A&M U.; Ian Palmer, RMIT U.; Gavin M. Schwarz, U. of New South Wales

Friday 9:00AM

49 (AAA) AMR Writing Theoretical Papers – A Workshop from the Editors
9:00am - 4:30pm Westin Copley Place: Great Republic
Tweet this session: #AOM2012 49
Pre-registration required.
Organizers: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Cynthia E. Devers, Michigan State U.

50 (ENT) Entrepreneurship Doctoral Consortium
9:00am - 5:00pm Offsite: Northeastern University Campus
Tweet this session: #AOM2012 50
Northeastern University College of Professional Studies, Belvidere Hall. Belvidere Hall is across from the Sheraton Hotel. The entrance is directly across from the reflecting pool of the Christian Science Plaza. Pre-registration required: https://secure.aomonline.org/PDWRg. Contact organizers to obtain approval code. Deadline is August 1, 2012.
Chairs: Joe Coombs, Virginia Commonwealth U.; Keith Hmieleski, Texas Christian U.

51 (ENT) Early Career Development Consortium
9:00am - 5:00pm Offsite: Northeastern University Campus
Tweet this session: #AOM2012 51
Pre-registration required: contact workshop organizers for permission prior to Aug 1. Northeastern University, 50 Dodge Hall. Dodge Hall is on 360 Huntington Avenue between the Boston YMCA and Northeastern’s “Green” (walking West on Huntington Avenue away from hotels).
Chairs: David Deeds, U. of St. Thomas; Donna Marie DeCarolis, Drexel U.

52 (HCM) HCMC Emerging Scholars Welcome Breakfast
9:00am - 10:00am Marriott Boston Copley Place: Salon A
Tweet this session: #AOM2012 52
To register online, please visit https://secure.aomonline.org/PDWRg by July 15, 2012.

53 (HR) HR Corporate Tour: Trip to Fidelity Investments
9:00am - 1:00pm Offsite: Fidelity Investments Boston
Tweet this session: #AOM2012 53

Organizers: Marlene Janzen Le Ber, Western U.; Oana Branzei, U. of Western Ontario; Eric C. Martin, Bucknell U.; David Graham Hyatt, U. of Arkansas, Fayetteville
Facilitators: Amelia C. Clarke, U. of Waterloo; Ellen T. Crumley, U. of Alberta; Jason Jesurum Jay, Massachusetts Institute of Technology; Arno Kourula, Stanford U.; Jocelyn M. Leitzinger, U. of Wisconsin, Madison; Rafael Lucea, George Washington U.; Israr Qureshi, Hong Kong Polytechnic U.; Babita Bhatt, Carleton U.; Yvonne Ndfor, U. of Hull

Organizers:
Afuah, Alexy; Gavin M. Schwarz, Imperial College London

Presentation Details:

Friday 8:30AM

44: (TIM, OB, BPS) Reconsidering the Front End of Innovation: Integrating Internal and External Idea Management
8:00am - 10:00am Boston Hynes Convention Center: Room 301
Tweet this session: #AOM2012 44
Organizers: Jan Van den Ende, Erasmus U. Rotterdam; Lars Frederiksen, Aarhus Business School
Distinguished Speaker: Dwayne Spradlin, InnoCentive
Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
Discussants: Michael Frese, National U. of Singapore; Linus Dahlander, ESMT European School of Management and Technology
Presenters: Markus Baer, Washington U. in St. Louis; Allan N Afuah, U. of Michigan; Dirk Deichmann, VU U. Amsterdam; Oliver Alexy, Imperial College London

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Organizer: Tunji Adebesan, Lagos Business School

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Participants: Sara Ratcliffe, Illinois Association of Community Action Agencies; Christine Westerlund, Illinois Association of Community Action Agencies

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8:30am - 2:15pm Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 47
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the session chair Jim Ludema (j Ludema@ben.edu) to obtain the approval code. The deadline to register online is August 1, 2012.
Chair: James D Ludema, Benedictine U.
Presenters: Quy Nguyen Huy, INSEAD; Marguerite Schneider, NJIT; William A Pasmore, Columbia U.; Rune Tønøen By, Staffordshire U.; Jason D. Shaw, U. of Minnesota
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Friday 9:00AM

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Pre-registration required.
Organizers: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Cynthia E. Devers, Michigan State U.

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9:00am - 5:00pm Offsite: Northeastern University Campus
Tweet this session: #AOM2012 50
Northeastern University College of Professional Studies, Belvidere Hall. Belvidere Hall is across from the Sheraton Hotel. The entrance is directly across from the reflecting pool of the Christian Science Plaza. Pre-registration required: https://secure.aomonline.org/PDWRg. Contact organizers to obtain approval code. Deadline is August 1, 2012.
Chairs: Joe Coombs, Virginia Commonwealth U.; Keith Hmieleski, Texas Christian U.

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9:00am - 5:00pm Offsite: Northeastern University Campus
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Pre-registration required: contact workshop organizers for permission prior to Aug 1. Northeastern University, 50 Dodge Hall. Dodge Hall is on 360 Huntington Avenue between the Boston YMCA and Northeastern’s “Green” (walking West on Huntington Avenue away from hotels).
Chairs: David Deeds, U. of St. Thomas; Donna Marie DeCarolis, Drexel U.

52: (HCM) HCMC Emerging Scholars Welcome Breakfast
9:00am - 10:00am Marriott Boston Copley Place: Salon A
Tweet this session: #AOM2012 52
To register online, please visit https://secure.aomonline.org/PDWRg by July 15, 2012.

53: (HR) HR Corporate Tour: Trip to Fidelity Investments
9:00am - 1:00pm Offsite: Fidelity Investments Boston
Tweet this session: #AOM2012 53

Organizers: Marlene Janzen Le Ber, Western U.; Oana Branzei, U. of Western Ontario; Eric C. Martin, Bucknell U.; David Graham Hyatt, U. of Arkansas, Fayetteville
Facilitators: Amelia C. Clarke, U. of Waterloo; Ellen T. Crumley, U. of Alberta; Jason Jesurum Jay, Massachusetts Institute of Technology; Arno Kourula, Stanford U.; Jocelyn M. Leitzinger, U. of Wisconsin, Madison; Rafael Lucea, George Washington U.; Israr Qureshi, Hong Kong Polytechnic U.; Babita Bhatt, Carleton U.; Yvonne Ndfor, U. of Hull

Organizers: Afuah, Alexy; Gavin M. Schwarz, Imperial College London
We present and explore two methods to make diversity productive for innovation in teams from a practitioners' standpoint who have academic roots.

**Presenters:** Karin Derksen, VU U. Amsterdam; Bjoern Z. Ekelund, Human Factors; Leon De Caluwe, Vrije U.

**59  (SIM, OB)** Bringing Organizational Context Back into Behavioral Ethics Research

9:00am - 1:00pm Marriott Boston Copley Place: Tremont

**Organizers:** Scott Sonenshein, Rice U.; Linda K. Trevino, Pennsylvania State U.

**Presenters:** Karl Aquino, U. of British Columbia; Joshua D Margolis, Harvard U.; David Mayer, U. of Michigan; Niki A. den Nieuwenhoven, Santa Clara U.; Sim B. Sitkin, Duke U.; Ann Tenbrunsel, U. of Notre Dame; Gary R. Weaver, U. of Delaware

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**54  (HR, OB)** The state of the chief human resource officer (CHRO): Advancing research and effectiveness

9:00am - 12:00pm Boston Park Plaza: Beacon Hill Room

**Organizer:** Frederick P. Morgeson, Michigan State U.

**Chair:** Patrick Wright, Cornell U.

**Presenters:** Fred K Foulkes, Boston U.; Edward E. Lawler III, U. of Southern California; Otha T. Spriggs Ill, Boston Scientific; Jack T. Molien, EMC Corporation; Dennis Collings, Partners Healthcare; Lisa Kelly-Croswell, Vertex Pharmaceuticals

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**55  (#IM, PTC, ITC, BPS)** Executive Concerns with the international Informal Economy - A Practitioners-Scholars Dialogue

9:00am - 12:30pm Offsite: Northeastern University

**Organizer:** Ozias A. Moore, Cornell U.

**Chair:** Tim Ewest (ODC, MC, OB)

**Speakers:**
- Z. Ekelund (MSR, OB)
- Laurie D. Andriate (SIM, OB)
- December A. O'Neill (TTC, OB, HR, OCIS, HCM)
- Cordula Barzantny (TTC, MED)
- Mary Yoko Brannen (TTC, OB, HR, OCIS, HCM)
- Tim Ewest (ODC, MC, OB)
- Cathy A. Hannah (TTC, OB, HR, OCIS, HCM)
- Arnaud Hopkins U.
- Mary Yoko Brannen, University of Kansas
- Arnaud Hopkins U.

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**56  (#IM, PTC, MC, OB)** Fundamentalists at Work: Individual & Organizational Consequences of Fundamentalism at the Workplace

9:00am - 11:00am Sheraton Boston Hotel: Fairfax B

**Organizer:** Cordula Barzantny, Groupe ESC Toulouse Business School

**Distinquished Speakers:**
- Laurie D. Andriate, WR Grace; Joseph N. Gibbons, COVINDEN
- Avi Kant, Jerusalem College of Technology
- Steve Allison, Abilene Christian U.
- James E. King, U. of Alabama, Tuscaloosa; Khadija Al Arkoubi, U. of New Haven

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**57  (#IM, PTC, ITC)** The Integration Box: A Faith, Religion, and Spirituality at Work Assessment Tool

9:00am - 11:00am Sheraton Boston Hotel: Independence East

**Speaker:** Tim Ewest, Warburg College

**Presenter:** David W. Miller, Princeton U.

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**58  (ODC, MC, OB)** Two Methods for Making Diversity Productive for Innovation in Teams

9:00am - 11:00am Sheraton Boston Hotel: Hampton A

**Organizer:** Cordula Barzantny, Groupe ESC Toulouse Business School

**Chair:** Tim Ewest (ODC, MC, OB)

**Speakers:**
- Z. Ekelund (MSR, OB)
- Laurie D. Andriate (SIM, OB)
- December A. O'Neill (TTC, OB, HR, OCIS, HCM)
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- Tim Ewest (ODC, MC, OB)
- Cathy A. Hannah (TTC, OB, HR, OCIS, HCM)
- Arnaud Hopkins U.
- Mary Yoko Brannen, University of Kansas
- Arnaud Hopkins U.

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**59  (SIM, OB)** Bringing Organizational Context Back into Behavioral Ethics Research

9:00am - 1:00pm Marriott Boston Copley Place: Tremont

**Organizers:** Scott Sonenshein, Rice U.; Linda K. Trevino, Pennsylvania State U.

**Presenters:** Karl Aquino, U. of British Columbia; Joshua D Margolis, Harvard U.; David Mayer, U. of Michigan; Niki A. den Nieuwenhoven, Santa Clara U.; Sim B. Sitkin, Duke U.; Ann Tenbrunsel, U. of Notre Dame; Gary R. Weaver, U. of Delaware

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**60  (TTC, MED)** Best Practices in Online and Blended Assignment Design: A TTC Interactive Workshop

9:00am - 1:00pm Marriott Boston Copley Place: Tremont

**Organizer:** Christina A. Hannah, U. of Maryland, U. College

**Presenters:** Anna Andriassova, U. of Maryland; U. College; Anke Arnoud, Embry Riddle Aeronautical U.; Toni Ungaretti, Johns Hopkins U.

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**61  (TTC, OB, HR, OCIS, HCM)** Teaching with Technology: Sharing Resources in an Academic Informal Economy

9:00am - 1:00pm Sheraton Boston Hotel: Beacon D

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

**Participants:** Joan L. Weiner, Drexel U.; Randall B. Dunham, U. of Wisconsin, Madison; Joseph E Champoux, Emeritus U. of New Mexico; Bonnie S. O'Neill, Marquette U.; Kim Gower, Virginia State U.

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**Friday 9:30AM**

**62  (PTC, TTC, MC, OCIS, MOC, SRT, ITC, HCM)** Design Thinking for Beginners - Introducing Design Thinking as Innovation Practice

9:30am - 12:00pm Offsite: Northeastern University

**Organizers:** Katharina Hoelzle, Boston University; Ulrich Weinberg, Hasso Plattner Institute; Claudia Nicolai, Hasso Plattner Institute; Jochen Schweitzer, U. of Technology, Sydney

**Facilitators:** Niels Billou, U. of Western Ontario; Joanne Jakovich, U. of Technology, Sydney; Heike van Geel, SAP; Julia Leihner, Deutsche Telekom

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**Friday 10:00AM**

**63  (AAA)** Guiding the Qualitative E-Researcher Towards Ethical Scholarship

10:00am - 12:30pm Sheraton Boston Hotel: Back Bay Ballroom A

**Organizer:** Paul G. Shrivastava, MIT

**Presenters:**
- Paul G. Shrivastava, MIT
- Alexander O. Hull, U. of Washington
- Karen Cheng, U. of California, Berkeley
- Joanne Jakovich, U. of Technology, Sydney
- Heike van Geel, SAP
- Julia Leihner, Deutsche Telekom
Janet Salmons will draw on examples presented in Online Interviews in Real Time (Salmons, 2010) and Cases in Online Interview Research (Salmons, 2012) and explain her E-Interview Research Framework, an inter-related set of key questions to consider and models to use when designing, or reviewing a design, for online qualitative data collection. She will also share other resources, including ethical guidelines adopted by the Association of Internet Researchers. & 8195; Salmons, J. E. (2010). Online Interviews in Real Time. Thousand Oaks: Sage Publications. 
Presenter: Janet E. Salmons, Capella U.

64 (BPS, OMT, ENT) The Pleasures and Perils of Single Industry Research
10:00am - 12:00pm Boston Hynes Convention Center: Room 203
Coordinators: Joseph Lampel, City U. London; Jamal Shamsie, Michigan State U.
Participants: Marvin B. Lieberman, U. of California, Los Angeles; Michael G. Jacobides, London Business School; Melissa A Schilling, New York U.; Amalya L Oliver, Hebrew U. of Jerusalem; Lacy Glenn Thomas, Emory U.

65 (IM, ITC, DGO) Doing Management Research in Africa and the Diaspora: The Informal Economy
10:00am - 12:30pm Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 65
Chairs: Terri R Lituchy, Concordia U.; Betty Jane Punnett, U. of West Indies
Presenters: Bella L. Galperin, U. of Tampa; Khaled Holder, U. of West Indies; Thomas Senaji, Kenya Methodist U.; Alethea Thomas, U. of West Indies; Lynette Williams, U. of West Indies

66 (MED) What Are Our Students Learning? Outcome Assessment: Learning, Development and Accreditation
10:00am - 12:00pm Marriott Boston Copley Place: Salon F
Tweet this session: #AOM2012 66
Chair: Richard E. Boyatzis, Case Western Reserve U.
Participants: Scott N. Taylor, U. of New Mexico; Fabrizio Gerli, U. Ca' Foscari of Venice; Joan Manuel Batista-Foguet, ESADE; Ricardo Serlavos, ESADE

67 (MED, D&ITC) Supporting Learner Effectiveness: Latinos, Veterans, and Other Marginalized Populations
10:00am - 12:00pm Marriott Boston Copley Place: Salon C
Tweet this session: #AOM2012 67
Organizers: William H. Prado, Green Mountain College; J. Goosby Smith, Pepperdine U.
Presenters: Jeanne Dorle, Laureate Education Inc; George Guim, National Hispanic U.

68 (ODC, BPS, SAP, MC) Post-Merger Integration: Research, Practice & Teaching
10:00am - 2:00pm Sheraton Boston Hotel: Republic B
Tweet this session: #AOM2012 68
We will review recent articles with reflections from distinguished scholar, focus on practice/teaching, and brainstorm on advancing research. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizers: Guv Nguyen Huy, INSEAD; Taco Reus, Erasmus U. Rotterdam
Speakers: Julie Bayle-Cordier, Audencia Management School; Laurence Capron, INSEAD; Sayan Chatterjee, Case Western Reserve U.; Melissa Graebner, U. of Texas, Austin; Kimberly M Ellis, Florida Atlantic U.; Tomi M. M. Laamanen, U. of St. Gallen; Philip H. Mirvis, Center for Corporate Citizenship; Phanish Puranam, London Business School; Mark Sirower, Deloitte Consulting; Inger G. Stensaker, Norwegian School of Economics; Eero Vaara, Hanken School of Economics
**Session Details – Friday, 10:00 AM - 12:00 PM**

**FRIDAY**

**174**

**Section D**

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**72 (ENT) Beyond Discovery and Creation:**

Opportunities in Entrepreneurship Research

10:15am - 12:15pm Sheraton Boston Hotel: Liberty Ballroom B

Tweet this session: #AOM2012 72

**Coordinators:** Henrik Berglund, Chalmers U. of Technology; Steffen Korsgaard, Aarhus U.; Kåre Sven Moberg, Copenhagen Business School

**Presenter:** William B. Gartner, Clemson U.

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**73 (HCM) Research Strategies: Moving from Data to Publication through Management of People, Data & Process**

10:15am - 12:15pm Marriott Boston Copley Place: Salon H

Tweet this session: #AOM2012 73

**Chair:** Ann Scheck McAlearney, Ohio State U.

**Presenters:** Mattia J Gilmartin, New York U.; Timothy Hoff, State U. of New York, Albany; Alexandre Laberge, Centers for Medicare and Medicaid Services; Ingrid M. Nembhard, Yale U.

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**74 (HR, MED) Comparing HRM curricula: How well are we preparing the HR professionals of the future?**

10:15am - 12:15pm Boston Park Plaza: Stuart Room

Tweet this session: #AOM2012 74

**Organizers:** Karen Becker, Queensland U. of Technology; Laura Parks, James Madison U.

**Participants:** Paul Davidson, Queensland U. of Technology; Anne S. Huff, National U. of Ireland Maynooth

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**75 (MC) Researching Informal Economy of Stressors Detouring Successful Completion of the Doctoral Journey**

10:15am - 1:15pm Westin Copley Place: Empire

Tweet this session: #AOM2012 75

**Organizers:** Marilyn E Harris, Capella U.; Anne Saber Hallcom, Kellar Graduate School of Management; Katherine Eugenie Dew, Hodges U.; Joseph Baugh, U. of Arizona South; Rodger Oren, Macon State College

**Participants:** Sheila Brown, Capella U.

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**76 (MED) Are we Missing the Mark? Designing and Assessing Management Curricula**

10:15am - 12:15pm Marriott Boston Copley Place: Salon B

Tweet this session: #AOM2012 76

**This PDW is designed to address concerns of the workforce readiness of college students:**

**Organizers:** Arline P. McKinney, Coastal Carolina U.; Erika Engel Small, Coastal Carolina U.


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**77 (MOC, RM, IM) Four Methodological Approaches to Measuring Culture as Knowledge**

10:15am - 11:55pm Sheraton Boston Hotel: Liberty Ballroom A

Tweet this session: #AOM2012 77

**Presenter:** William B. Gartner, Clemson U.

Preregistration is encouraged to solicit feedback for forming breakout sessions.

**Organizer:** Josh W. Keller, Nanyang Technological U.

**Discussant:** Wendi L. Adair, U. of Waterloo

**Presenters:** Jeffrey Loewenstein, U. of Illinois, Urbana-Champaign; Dan V. Caprar, Australian School of Business; Chi-Ying Cheng, Singapore Management U.

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**78 (OB, MED) Management, Design and Decision Making: Bringing Scholars to a Deeper, Shared Understanding of OB**

10:15am - 12:15pm Boston Park Plaza: Whittier Room

Tweet this session: #AOM2012 78

**Coordinator:** Nigel Patrick Munro-Smith, RMIT U.

**Presenter:** Sherman Chiu,*

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**79 (OB, TIM) Innovative Idea Management**

10:15am - 1:45pm Westin Copley Place: Essex North-Center & East

Tweet this session: #AOM2012 79

**Organizers:** Tiffany Schroeder, Case Western Reserve U.; Weylin Burlingame, Weatherhead School of Management

**Presenters:** Fabrice Cavarretta, ESSEC Business School; Yochi Cohen-Charash, Baruch College & Graduate Center, CUNY; Mary K. Foster, Morgan State U.; Darja Gutnick, U. of Groningen; Weylin Burlingame, Weatherhead School of Management; Julia Eisenberg, Rutgers U.

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**80 (ODC, MC, MED) "That was Great!" More High Impact Exercises for Teaching or Consulting on Organizational Change**

10:15am - 12:45pm Westin Copley Place: Charles

Tweet this session: #AOM2012 80

**NO Registration Required.**

**Participants:** Gavin M. Schwarz, U. of New South Wales; Richard Dunford, U. of Sydney; Ian Palmer, RMIT U.; Susan M. Adams, Bentley U.; Anthony F. Buono, Bentley U.; David Jamieson, U. of St. Thomas; Susan Resnick West, U. of Southern California; Gary Wagenheim, Simon Fraser U.; Sara McClelland, U. of Southern California

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**81 (PTC, OB, HCM) Informal Leadership at the Base of the Economic Pyramid: Research of Practice & Practice of Research**

10:15am - 12:45pm Westin Copley Place: Independence East

Tweet this session: #AOM2012 81

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.

**Organizers:** Nagarat Sivasubramaniam, Duquesne U.; Krzysztof Dembek, Monash U.

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**82 (RM) Using Computer Assisted Qualitative Data Analysis Software IV: CAQDAS in Practice**

10:15am - 12:45pm Westin Copley Place: Essex North-Center & East

Tweet this session: #AOM2012 82

**Presenters:** Paula Marie O’Kane, U. of Otago; Jane Kirsten Le, U. of Sydney; Anne D. Smith, U. of Tennessee, Knoxville

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**83 (RM) Research Methods Aimed at Measuring the Informal Aspects of Organizational Performance**

10:15am - 12:15pm Westin Copley Place: Helikon

Tweet this session: #AOM2012 83

**Chair:** Henri Savall, ISEOR, IAE - U. of Lyon 3

**Coordinator:** Marc Bonnet, ISEOR, IAE - U. of Lyon 3
Session Details – Friday, 10:00 AM - 12:00 PM

Friday 10:30AM

87 (AAA) AMR Internationalizing Theory
10:30am - 12:00pm Westin Copley Place: Adams
Tweet this session: #AOM2012 87
Organizers: Neal M. Ashkanasy, U. of Queensland; Rick Delbridge, Cardiff U.; Peer C. Fiss, U. of Southern California

88 (CMS) UMass Boston Critical Management Studies
Paper Development Workshop
10:30am - 5:30pm Offsite: UMass Boston Conference Centre
Tweet this session: #AOM2012 88
Organizer: Craig Prichard, Massey U.

89 (CMS, MED) PhD Students’ Resistance Practices against Intellectual Hegemony in North American Business Schools
10:30am - 12:30pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 89
Organizer: Ajnesh Prasad, U. of NSW
Participants: Sean Christopher Buchanan, Schulich School of Business; Madeline Troubiana, Schulich School of Business; Nada Basir, Doctoral Student; Gabrielle Durepos, St. Francis Xavier U.; Trish Ruebottom, Schulich School of Business

Friday 10:45AM

91 (ENT) Formalizing the Informal: Do Culture and Context Shape Social Entrepreneurship?
10:45am - 12:15pm Boston Hynes Convention Center: Room 104
Tweet this session: #AOM2012 91
Pre-registration is required: To register online, please visit https://secure.aomonline.org/PD/Reg. The deadline to register online is August 1, 2012.
Chairs: Susan Coleman, U. of Hartford; Dafna Kariv, The College of Management, Rishon Lezion
Discussants: Paul D. Reynolds, George Washington U.; Candido Borges, U. Federal de Goias; Emmanuel Raufflet, HEC Montreal; Alain Fayolle, EM Lyon; Leo P. Dana, U. of Canterbury
Speakers: Jill Kickul, New York U.; Lisa K. Gundry, DePaul U.; Louis Jacques Filion, HEC Montreal; Shaker A. Zahra, U. of Minnesota, Twin Cities; Patrick Valeau, IAE - U. of La Réunion; Sophie Catherine Bacq, U. Catholique de Louvain; Elisabeth Sundin, Linkoping U.
Participant: Sarah Park, EMILYON

92 (RM) Multilevel Analyses Using R
10:45am - 12:45pm Westin Copley Place: St. George C & D
Tweet this session: #AOM2012 92
Pre-registration is required: To register online, please visit https://secure.aomonline.org/PD/Reg. The deadline to register online is August 1, 2012.
Organizers: Hennes Guenter, Maastricht U.; Bert Schreurs, Maastricht U.
Chair: Hetty Van Emmerik, Maastricht U.

Friday 11:00AM

93 (TIM) TIM Doctoral Consortium
11:00am - 5:00pm Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 93
Pre-registration is required: To register online, please visit https://secure.aomonline.org/PD/Reg. The deadline to register online is August 1, 2012.
Organizers: Marco Giarratana, Bocconi U.; Sanjay Jain, Santa Clara U.
Speakers: Andrea Fosfuri, U. Carlos III de Madrid; Rahul Kapoor, U. of Pennsylvania; Tobias Kretschmer, LMU Munich; Siobhan O’Mahony, Boston U.; Tim Simcoe, Boston U.; Mary Tripsas, Harvard U.

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Friday 11:15AM

94 ☞ (MSR) Exploring the Connections between Spiritual Leadership and Performance Excellence
11:15am - 1:15pm Sheraton Boston Hotel: Gardner A
Presenter: Sharon Clinebell, U. of Northern Colorado; Louis W. (Jody) Fry, Texas A&M U.; Central Texas; John R. Latham, U. of Northern Colorado; Keiko Krahne, U. of Northern Colorado

95 ☞ (MSR, ENT) Moral Crossroads: Contemplating Formal and Informal Economy through the Noble Eightfold Path
11:15am - 1:15pm Sheraton Boston Hotel: Independence East
Facilitators: Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.; Gerald Biberman, U. of Scranton

96 ☞ (MSR, PTC) Spirituality at the Workplace: Paving the Way for an International Community of Inquiry
11:15am - 1:15pm Sheraton Boston Hotel: Berkley B
We welcome all AoM members interested in establishing connections between international organizations with common interests.
Organizer: Shankar Sankaran, U. of Technology, Sydney
Distiguished Speaker: Victor J. Friedman, Max Stern Zeireil Valley College
Chair: Bronwen Ann Rees, Anglia Ruskin U.
Facilitator: Kathryn Goldman Schuyler, Alliant International U.
Presenters: Radha R. Sharma, Management Development Institute; Aaron Wiljeratne, Monash U.; Jonathan Smith, Anglia Ruskin U.; Sharda Nandram, Nynrode Business U.
Panelists: Yochanan Altman, BEM Bordeaux Management School; Stacie Chappell, Stacie Chappell Research and Consulting

Friday 11:45AM

98 ☞ (IM) International Management Division Paper Development Workshop
11:45am - 2:15pm Boston Hynes Convention Center: Room 205
Presenter: Mohammad Saleh Farazi, U. Pablo de Olavide, Seville, Spain

Friday 12:00PM

99 ☞ (AAA) Placement Services
12:00pm - 5:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer

100 ☞ (SIM, ONE, MED, TIM) Effective online teaching for social and environmental topics
12:00pm - 1:30pm Marriott Boston Copley Place: Salon A
Organizer: Tara L. Ceramic, U. of San Diego
Participants: Aimee Dars Ellis, Ithaca College; Kimberly K. Merriman, U. of Massachusetts Lowell; James Weber, Duquesne U.; Howard Harris, U. of South Australia

101 ☞ (TIM) 2012 AOM TIM Junior Faculty Consortium
12:00pm - 6:00pm Boston Hynes Convention Center: Room 308
Organizers: Keld Laursen, Copenhagen Business School; Alja E. Leiponen, Cornell U.
Presenters: Rosemarie Ziedonis, U. of Oregon; M. Diane Burton, Cornell U.; Melissa A Schilling, New York U.; Ajay K. Agrawal, U. of Toronto; Fiona Murray, Massachusetts Institute of Technology; Ammon Salter, Imperial College London

Friday 12:15PM

102 ☞ (BPS, ODC) Revisiting Responsible Competitiveness - The Business Case for CSR from a Systemic Perspective
12:15pm - 2:15pm Boston Hynes Convention Center: Room 203
Organizers: Andre Martinuzzi, Wu Wien; Robert Kudlak, Wu Wien; Michel Sedlacko, Wu Wien
Distiguished Speakers: Mark Kramer, FSG; Nigel Roome, U. Libre de Bruxelles
Chair: Edeltraud Guenther, Technische U. Dresden
Discussants: Jegoo Lee, U. of South Florida; Sylvia Maxfield, Simmons College; Zhi Tang, Rochester Institute of Technology; Stefan Hielsher, Martin-Luther U. Halle
Presenters: Wendy Chappell, Nottingham U.; Timothy Michael Devinney, U. of Technology, Sydney; Minna Halme, Aalto U.; Clyde Hull, Rochester Institute of Technology; Christos N. Pitelis, U. of Cambridge; Christiane Reif, Centre for European Economic Research (ZEW)

103 ☞ (HCM) Emerging Scholars Lunch
12:15pm - 2:00pm Offsite: Local Restaurant TBD
Participants will pay for their own lunches at a local restaurant.

104 ☞ (HCM, NDSC) Leveraging Post-Doctoral Fellowships to Advance Your Academic Career
12:15pm - 2:00pm Offsite: Local Restaurant TBD
Please pre-register by July 15. Capacity may be limited. Please bring money for lunch.
Presenter: Sylvia J. Hysong, Michael E. DeBakey VA Medical Center

105 ☞ (ODC, OB, MC) Leadership Development: Coaching Leaders to Become Transformational Using the MBTI Assessment Tool
12:15pm - 3:15pm Sheraton Boston Hotel: Republic A
Speaker: Stanley D Truskie, Robert Morris U.
Session Details – Friday, 12:00 - 2:00 PM

106 ⬅️: (OM) Integrating corporate requirements into program/course curriculum: perspectives and opportunities
12:15pm - 2:15pm Westin Copley Place: Adams
Tweet this session: AOM2012 106

Coordinator: William James Sawaya, Texas A&M U.
Panelists: Janet L. Hartley, Bowling Green State U.; Jamison V. Kovach, U. of Houston; Aranchalam Narayanan, Texas A&M U.; Gene Tyworth, Penn State U.; Holly Kutle, U. of Texas, Dallas

107 ➤ 🌠: (OMT, ENT) Revealing the Cultural in Entrepreneurship and Innovation
12:15pm - 2:15pm Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: AOM2012 107

Organizers: Jean Slobohon Clarke, U. of Leeds; Krsto Pandza, U. of Leeds
Distinguished Speaker: Howard Aldrich, U. of North Carolina
Presenter: Miriam Wolf, U. of Leeds
Panelist: Robin Holt, U. of Liverpool
Participant: Peter Karnoe, Copenhagen Business School

108 ➤ 🌠: (ONE, SIM) Disasters, Crises, Environmental Accidents: Theory Development & Rigor Based on Small Sample Sizes
12:15pm - 1:30pm Marriott Boston Copley Place: Salon C
Tweet this session: AOM2012 108

Because disasters, crises, and environmental accidents unfold in complex ways with varying consequences. 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 1, 2012.

Chairs: Ken Chung, California State U. East Bay; Martina K. Linnenluecke, U. of Queensland
Facilitators: Shaz Ansari, U. of Cambridge; Thomas Beamish, U. of California, Davis; David Buchanan, Cranfield U.; David Denyer, Cranfield U.; Andrew Griffiths, U. of Queensland; Andrew J. Hoffman, U. of Michigan; Clare Kelligher, Cranfield U.; Alan D. Meyer, U. of Oregon; Paul Shrivastava, Concordia U.; Monika Winn, U. of Victoria

Friday 12:30PM

109 ➤ 🌠: (BPS) Complementing the Case Method: Can't we do Something (Anything!) Other than another Case? 
12:30pm - 2:30pm Boston Hynes Convention Center: Room 202
Tweet this session: AOM2012 109

‘Pre-registration is required. Participants are asked to submit one exercise, video clip, role play, assignment or other pedagogical tool.
Organizers: Margaret Cording, IMD
Facilitator: Daniel Walter Effenbein, Washington U. in St. Louis; Thomas P. Molitoro, U. of Massachusetts, Amherst
Speaker: Bettina Buechel, IMD

110 ➤ 🌠: (BPS, ENT) Field Experiments in Management Research
12:30pm - 2:30pm Boston Hynes Convention Center: Room 301
Tweet this session: AOM2012 110

Organizer: Bryan Kaiser Stroub, U. of Maryland, College Park
Moderator: Olav Sorensen, Yale School of Management

Speakers: Iwan Barankay, U. of Pennsylvania; Rachel Croson, U. of Texas, Dallas; Nick Bloom, Stanford U.; Adam M. Grant, The Wharton School, UPENN; Geoff Kistruck, The Ohio State U.

111 ➤ 🌠: (GDO, MEN) Publishing Diversity Research Workshop
12:30pm - 3:00pm Marriott Boston Copley Place: Salon B
Tweet this session: AOM2012 111

Panelists: Olav Sorenson, U. of Maryland; Andrew Griffiths, Penn State U.; Nick Bloom, Stanford U.; Geoff Kistruck, The Ohio State U.

Moderator: Peter Karnoe, Copenhagen Business School

Panelists: Bryan Kaiser Stroube, U. of Maryland, College Park; Olav Sorenson, U. of Maryland; Andrew Griffiths, Penn State U.; Nick Bloom, Stanford U.; Geoff Kistruck, The Ohio State U.

112 ➤ 🌠: (MOC) “Changing Minds, Changing Organizations, Changing Technologies”
12:30pm - 3:00pm Sheraton Boston Hotel: Liberty Ballroom B
Tweet this session: AOM2012 112

Facilitator: Gigi Johnson, Maaemel Institute

113 ➤ 🌠: (OB) Challenges of Coaching Research: Application of Leadership Theory to the Coach-Coach Relationship
12:30pm - 2:30pm Boston Park Plaza: Whittier Room
Tweet this session: AOM2012 113

Chair: Toshioiro Kanai, Kobe U.
Discussant: Lotte Ballyn, Massachusetts Institute of Technology Coordinator: Norihiko Takeuchi, Aoyama Gakuin U.
Presenters: Mutsushi Bansho, Coaching Research Institute; Yasuhiro Hattori, Shiga U.; Yuhee Jung, Meiji U.; Kumiko Nishio, Kyto Women’s U.

114 ➤ 🌠: (ONE) The Case Development Lab: Building Excellent Teaching Cases on Sustainability and Inclusive Markets
12:30pm - 3:00pm Marriott Boston Copley Place: Salon B
Tweet this session: AOM2012 114

Facilitator: Michael Andreas Pirson, Fordham U.
Moderator: Katie Kearins, Auckland U. of Technology Coordinator: Jost Hamschmidt, okios foundation
Presenters: Gabriel Berger, U. San Andres; Sourav Mukherji, Indian Institute of Management, Bangalore; Saurabh Lall, Aspen Network of Development Entrepreneurs; Gökhan Dikmener, UNDP Growing Inclusive Markets Initiative

115 ➤ 🌠: (ONE, TIM, OMT, BPS) 50 Years after Silent Spring: The Past, Present and Future of the Global Chemical Enterprise

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

Page 177
116 (PTC, TIM, GDO, BPS) Engaging the Media: Equipping Management Faculty to Share Their Knowledge More Effectively
12:30pm - 2:30pm Sheraton Boston Hotel: Independence West
Tweet this session: #AOM2012 116
Organizer: G. T. Lumpkin, Syracuse U.
Presenters: Jay B Barney, The Ohio State U.; Ronald Mitchell, Texas Tech U.; Scott Kirsner, Boston Globe; Candida G Brush, Babson College
Participants: Mike Haynie, Syracuse U.; Michael Lenox, U. of Virginia

117 (RM) Theory Development Using Case Studies Through a Socioeconomic Approach to Strategizing
12:30pm - 2:30pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 117
Organizers: Mikael Sonderegger, Aarhus U.; Vijaya L Narapareddy, U. of Denver

118 (SAP) Reconciling Formal and Informal Strategies Through a Socioeconomic Approach to Strategizing
12:30pm - 2:30pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 118
Organizer: Vincent Cristallini, ISEOR, IAE - U. of Lyon 3
Moderator: Alla Heorhiadi, U. of St. Thomas
Coordinator: John Conbere, U. of St. Thomas
Participants: Veronique Zardet, ISEOR, IAE - U. of Lyon 3; Henri Savall, ISEOR, IAE - U. of Lyon 3; Michel Peron, ISEOR, IAE - U. of Lyon 3

Friday 12:45PM

119 (CMS) Obscured Economies: Dialogues on Art, Meaning and Contemporary Capitalism
12:45pm - 2:45pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 119
Chair: Ann L Cunliffe, U. of New Mexico
Coordinator: Paul Hibbert, U. of St Andrews
Participants: Emma Bell, Keele U.; Robert McMurray, Durham U.; Craig Prichard, Massey U.

120 (MOC, ENT) ‘Why is This Woman Smiling?’ Developing A Bridging Cognitive Toolkit.
12:45pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom A
Tweet this session: #AOM2012 120
Four volunteers are needed to briefly prepare a leadership role in the session - please contact john@inclusivecapital.com for details.
Moderator: John Tull, Inclusive Capital
Speaker: Jake Walter, TechnoServe

121 (TIM) Globalization of R&D in Manufacturing
12:45pm - 2:45pm Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 121
Chair: John E. Ettlie, Rochester Institute of Technology
Participants: Muammer Ozer, City U. of Hong Kong; Francisco Veloso, Catolica Lisbon / Carnegie Mellon; John Gray, Ohio State U.; Joan D Penner-Hahn, U. of Michigan

Friday 1:00PM

122 (AAA) Academy of Management PDW - Being a Department Chair: Learning from Others
1:00pm - 3:00pm Westin Copley Place: Quincey
Tweet this session: #AOM2012 122
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 15, 2012.

123 (AAA) AMLE Town Hall: Has the practical value of management research diminished in recent years?
1:00pm - 3:00pm Westin Copley Place: Courtyard
Tweet this session: #AOM2012 123

124 (CAR, OB, HR, ITC, NDSC, AAM, IAM, GDO, INDAM) Where in the World? A Guide to International Academic Careers and Opportunities
1:00pm - 3:00pm Boston Park Plaza: Berkeley & Clarendon Room
Tweet this session: #AOM2012 124
Chairs: Denise M. Jepsen, Macquarie U.; James Jainmin Sun, Renmin U. of China

125 (CMS, GDO) Getting Out (of the Hotels) and Getting Things Done: Learning About Critical Action in Boston
1:00pm - 4:00pm Offsite: TBA
Tweet this session: #AOM2012 125
The PDW is a three-hour guided tour of sites and organizations in Boston similar to CMS-sponsored tours in San Antonio and Chicago. There will be opportunities to speak with local organizers. A bus will leave from and return to one of the main Meeting hotels. There is a fee of $35 to cover bus and donation to host groups. Space is limited. PRE-REGISTRATION IS HIGHLY RECOMMENDED BUT LAST-MINUTE PARTICIPANTS ARE WELCOME TO JOIN IF THERE IS SPACE - COME TO MEETING SPOT WITH CASH OR CHECK.
Organizers: Sarah Stookey, Central Connecticut State U.; Jonathan Murphy, Cardiff U.; Alessia Contu, U. of Warwick

126 (OB) Teaching to Make a Difference: Using a Positive Organizational Scholarship Perspective in Teaching
1:00pm - 3:00pm Boston Park Plaza: Plaza Ballroom
Tweet this session: #AOM2012 126
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012. Chairs: Jane E. Dutton, U. of Michigan; Karen Golden-Biddle, Boston U.
Participants: Oana Branzei, U. of Western Ontario; Shelley Brickson, U. of Illinois, Chicago; Adam M. Grant, The Wharton School, UPENN; Jennifer Howard-Grenville, U. of Oregon; Kathy E. Kram, Boston U.; Robert E Quin, U. of Michigan; Scott Sonenshein, Rice U.; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Robert McLeay Thompson, Queensland U. of Technology; Bernd Vogel, U. of Reading; Amy Wrzesniewski, Yale U.; Lynn Wooten, U. of Michigan

127 ➞: (ONE, TIM) Drivers and Effects of Green Technology Innovation
1:00pm - 3:00pm Marriott Boston Copley Place: Salon K
Tweet this session: #AOM2012 127
Organizer: Jorge Rivera, George Washington U.
Chair: Anupama Phene, George Washington U.
Discussant: Pete Tashman, Portland State U.

128 ➞: (RM, OMT, BPS) Qualitative Comparative Analysis
1:00pm - 5:00pm Westin Copley Place: Essex North Center & East
Tweet this session: #AOM2012 128
Pre-registration (email to fiss@marshall.usc.edu) is strongly recommended. Those who register will be emailed preparatory reading beforehand.
Organizers: Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Donal Crilly, London Business School; Peer C. Fiss, U. of Southern California; Thomas Greckhamer, Louisiana State U.; Rodney Lacey, Emory U.; Vilmos F. Misangyi, Pennsylvania State U.

Friday 1:30PM

129 ➞: (BPS, OMT, TIM) Do I have an endogeneity problem? And does it matter?
1:30pm - 3:30pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 129
Chairs: Anne Fleischcr, U. of Toronto; Tim Simcoe, Boston U.; Rosemarie Ziedonis, U. of Oregon
Presenters: Pierre Azoulay, Massachusetts Institute of Technology; David M. Waguespack, U. of Maryland, College Park; Alberto Galasso, U. of Toronto; Jesper B Sorensen, Stanford U.

130 ➞: (CM, MED) Faithful or Fanciful? Transforming the negotiation classroom to facilitate critical learning
1:30pm - 3:30pm Boston Park Plaza: Franklin Room
Tweet this session: #AOM2012 130
Presenters: Magid Maze, Suffolk U.; Suzanne C. de Janasz, IMD

131 ➞: (D&ICT, MED, GDO) Create Timeless Stories for Inductive, Reflective Learning: Native American Pedagogy
1:30pm - 4:30pm Boston Park Plaza: Stuart Room
Tweet this session: #AOM2012 131

We invite participants to pre-register by contacting Amy Klemm Verbos at Amy.Verboa@usd.edu before July 31, 2012. Walk-ins will be allowed if space is available. We recommend that participants bring a laptop to the session for ease in writing and editing your stories. Additional registration is encouraged online. 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 1, 2012. Organizers: Amy Klemm Verbos, U. of South Dakota; Deanna M. Kennedy, U. of Washington, Bothell; Joe Gladstone, New Mexico State U.; Daniel Stewart, Gonzaga U.

132 ➞: (ENT) Social Entrepreneurship: Emergence & Pedagogical Challenges
1:30pm - 3:30pm Sheraton Boston Hotel: Berkley B
Tweet this session: #AOM2012 132
Presenters: Veena P. Prabhu, California State U. Los Angeles; Christine H. Janssen-Selvadurai, Fordham U.; Sophie Catherine Bacq, U. Catholique de Louvain

133 ➞: (ENT, IM, ONE) Informal Economy and Entrepreneurship at the Base of the Pyramid
1:30pm - 3:30pm Sheraton Boston Hotel: Liberty Ballroom A
Tweet this session: #AOM2012 133
Organizer: Jacob Park, Green Mountain College
Presenters: Lisa Jones Christensen, U. of North Carolina, Chapel Hill; Jeffrey S. McMullen, Indiana U., Bloomington; Jacob Park, Green Mountain College

134 ➞: (ITC, BPS) Leveraging Institutional Factors to Drive Business Development in Informal Economies
1:30pm - 4:00pm Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 134
Organizer: Mark B. Milstein, Cornell U.
Facilitators: Erik Simanis, Cornell U.; Mark B. Milstein, Cornell U.
Discussants: Mohamed Fakhreddin, INSEAD; Ruimei Peng, Tsinghua U.; Wenhong Zhang, Nanjing U.; Rodolphe Vidal, ESSEC

135 ➞: (MC, ODC) When formal and informal stakeholders matter: EBC for change with the whole system.
1:30pm - 3:30pm Westin Copley Place: Empire
Tweet this session: #AOM2012 135
Organizer: Tonnie Van Der Zouwen, Van der Zouwen Consultancy
Presenter: Jac L. Geurts, Tilburg U.

136 ➞: (MH) Visit to the Harvard Business School Historical Collections at Baker Library
1:30pm - 3:30pm Office of Baker Library at Harvard Business School
Tweet this session: #AOM2012 136
Pre-registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012. Organizer: Laura Singleton, Eckerd College

137 ➞: (MSR, D&ICT) Religious expressions at work and workplace diversity
1:30pm - 3:30pm Sheraton Boston Hotel: Independence East
Tweet this session: #AOM2012 137
Organizers: Yochanan Altman, BEM Bordeaux Management School; Muriel de Fabrègues, Sorbonne U.
Chair: Mine Karatas-Ozkan, U. of Southampton

138 ⚛: (OB, ODC) Innovative Human-Centered Design Methods for 21st Century Organizational Challenges
1:30pm - 5:30pm Boston Park Plaza, Lexington Room
Tweet this session: #AOM2012 138
Organizer: Cheryl D. Jordan, Color Outside the Lines, LLC
Facilitators: Crissie M. Frye, Eastern Michigan U.; Abby Wilson, LUMA Institute
Presenters: Sydney Smith-Heimbrock, U.S. Office of Personnel Management; Chris Pacione, LUMA Institute

139 ☯: (OCD, OB) Positive Organizational Behavior, Motivational Research, and the Formal and Informal Economy.
1:30pm - 3:30pm Sheraton Boston Hotel, Gardner A
Tweet this session: #AOM2012 139
This PDW is open to all academy members. It will focus on how motivation can be further developed for both the formal and informal economy.
Participant: Michael J. Proverita, Barry U.

140 ⚛: (PTC, IM, MC, MH, MSR) Introduction to Thought Leadership: Generating Insight for a Broader Business Audience
1:30pm - 5:00pm Offsite: Northeastern University.
Tweet this session: #AOM2012 140
170 Dodge Hall, Northeastern University, Huntington Avenue (next to the Boston YMCA), Boston, MA 02115
Presenter: Art Kleiner, Booz & Company / strategy+business

Friday 2:00PM

141 ⚛: (ENT) Entrepreneurship in the Informal Economy: Models, Approaches and Prospects for Economic Development
2:00pm - 5:00pm Sheraton Boston Hotel, Fairfax B
Tweet this session: #AOM2012 141
Organizer: Ekaterina Turkina, HEC Montreal
Chair: Mai Thi Thanh Thai, HEC Montreal

142 : (HR, OB, OMT, CAR) Studying the Evolving Employment Relationship: What Are The Next Questions
2:00pm - 4:00pm Sheraton Boston Plaza, Arlington Room
Tweet this session: #AOM2012 142
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizers: Matthew J. Bidwell, U. of Pennsylvania; Gina Dokko, U. of California, Davis
Speakers: Peter Cappelli, U. of Pennsylvania; Herminia Ibarra, INSEAD; David P. Lepak, Rutgers U.; Satia Mirzan Wiesenfeld, New York U.; Patrick Wright, Cornell U.; Matthew J. Bidwell, U. of Pennsylvania; Gina Dokko, U. of California, Davis

143 : (MSR) MSR Special Meditation Session
2:00pm - 5:00pm Offsite: Northeastern University
Tweet this session: #AOM2012 143
Presenters: Gerald Biberman, U. of Scranton; Sharda NANDRAM, Nynrode Business U.; Lynne Sedgmore, 157 Group of FE Colleges UK; Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.

Friday 2:30PM

144 ⚛: (BPS, OMT, IM, SIM, ONE) Corporate Sustainability and Responsibility & Emerging Markets: Cross-Border Research Opportunities
2:30pm - 5:00pm Boston Hynes Convention Center: Room 204
Tweet this session: #AOM2012 144
Organizer: Olga Voronina Hawn, Duke U.

145 ☯: (MC) Ethics in management consulting: theoretical and practical implications
2:30pm - 4:30pm Westin Copley Place, Adams
Tweet this session: #AOM2012 145
Organizer: Laurent Cappelletti, CNAM Paris, Liris
Coordinator: Madina Rival, CNAM Paris (France)
Participants: Florence Noguera, U. of Montpellier; Richard Jackson Major, CERGAM, Institute d’Administration des Entreprises d’Aix-en-Provence; Marie-Christine Chalus-sauvannet, CERAG, U. of Grenoble 2; Miguel Delatte, ISEOR, IAE - U. of Lyon 3

146 ⚛: (MSR, ENT) Exploring Approaches to Understanding the Spiritual/Religious Entrepreneur
2:30pm - 4:30pm Sheraton Boston Hotel, Gardner B
Tweet this session: #AOM2012 146
Pre-registration encouraged at https://secure.aomonline.org/PDWReg. Participants are encouraged to bring draft papers, ideas or questions. Contact: Laquita Blockson. The deadline to register online is August 1, 2012.
Organizer: Laquita C Blockson, College of Charleston
Facilitator: Laquita C Blockson, College of Charleston

147 ⚛: (OCD, SAP, BPS) Publishing Qualitative Research in Premier Academic Journals
2:30pm - 5:30pm Sheraton Boston Hotel, Back Bay Ballroom C
Tweet this session: #AOM2012 147
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Chair: Quy Nguyen Huy, INSEAD
Session Details – Friday, 2:00 - 4:00 PM

Friday 2:45PM

148 [BPS, HR, SIM] Value creation with “people for people”
2:45pm - 4:45pm Boston Hynes Convention Center: Room 301
Tweet this session: #AOM2012 148
Organizers: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Sybille Sachs, U. of Applied Sciences, Zurich
Discussants: Edward Freeman, U. of Virginia
Presenters: Sandra Waddock, Boston College; Jeffrey S. Harrison, U. of Richmond; Thomas J. Donaldson, U. of Pennsylvania; Robert A. Phillips, Boston U.; James E. Post, Boston U.

149 [BPS, OMT] Aspirations as a Driver of Organizational Change and Innovation
2:45pm - 4:45pm Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 149
Organizer: Maria Elena Vidal, Duke U.
Facilitators: Joseph B. Beck, U. of California, Irvine; Christine Beckman, U. of California, Irvine; Emilie Feldman, Wharton School; Vibha Gaba, INSEAD; Ronald Klingebiel, Warwick Business School; Thomas P. Moliterno, U. of Massachusetts, Amherst; Charles Williams, Bocconi U.
Panelists: Philip Bromiley, U. of California, Irvine; Michael A. Hitt, Texas A&M U.; Robert E. Hoskisson, Rice U.; Pino G. Audia, Dartmouth College; Rajeshree Agarwal, U. of Maryland

150 [HR, OB] Using Large-Scale Archival Datasets for Human Resource Management Research
2:45pm - 4:45pm Boston Park Plaza: Whittier Room
Tweet this session: #AOM2012 150
This session is sponsored by the Society for Human Resource Management Foundation and the Society for Human Resource Management.
Organizers: Mary A. Gowan, Elon U.; Richard J. Klimoski, George Mason U.; Mark J. Schmit, Society for Human Resource Management

151 [MED] Lost in Translation: Responding to 'Review and Resubmit'
2:45pm - 4:45pm Marriott Boston Copley Place: Salon H
Tweet this session: #AOM2012 151
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 1, 2012.
Organizer: Monica Therese Kennedy, U. of Canberra
Presenters: Stephen A. Leybourne, Boston U.; Robert P. Gephart, U. of Alberta; Allan Macpherson, U. of Wisconsin, La Crosse; Allan Macpherson, U. of Wisconsin, La Crosse; Hetty Van Emmerik, Maastricht U.; Simon Down, Newcastle U.; Russ Vince, U. of Bath; Stephen T.T. Teo, Auckland U. of Technology; Jon Billsberry, Deakin U.; Deborah A. Blackman, U. of Canberra; Deborah A. Blackman, U. of Canberra

Friday 3:00PM

152 [AAA] AMLE Writer’s Workshop
3:00pm - 5:00pm Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 152
By Invitation Only
Facilitators: Joy E. Beatty, U. of Michigan, Dearborn; Lisa A. Burke, U. of Tennessee, Chattanooga; Erich C. Dierdorff, DePaul U.; Cynthia Fukami, U. of Denver; Deanna Geddes, Temple U.

153 [HCM, TIM, PNP, OMT, BPS] US Federal Funding for Engaged Scholarship
3:00pm - 5:00pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 153
Organizer: Michael I. Harrison, Agency for Healthcare Research and Quality
Participants: Thomas D’Aunno, Columbia U.; Sharon Topping, U. of Southern Mississippi; David Chambers, National Institute of Mental Health; Jacqueline Meszaros, National Science Foundation

154 [HR] Innovations in HR Teaching: The Application of Service Learning to HR Courses
3:00pm - 5:00pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 154
Organizer: Deidra J Schleicher, Purdue U., West Lafayette
Presenter: Chelsea Williness, U. of Saskatchewan

155 [MSR] MSR Doctoral and New Faculty Consortium
3:00pm - 5:00pm Sheraton Boston Hotel: Beacon D
Tweet this session: #AOM2012 155
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 1, 2012.
Chair: Judith A. Neal, U. of Arkansas, Fayetteville
Participant: Richard Jackson Major, CERGAM, Institute d’Administration des Entreprises d’Aix-en-Provence

3:00pm - 5:00pm Sheraton Boston Hotel: Back Bay Ballroom A
Tweet this session: #AOM2012 156
Organizers: Herman Aguinis, Indiana U., Bloomington; Alan N. Miller, U. of Nevada, Las Vegas
Presenter: Thomas G. Cummings, U. of Southern California
Participants: Isabel Suarez-Gonzalez, Salamanca U.; Gustavo Lannelongue, U. Salamanca; Harry Joo, Indiana U., Bloomington

157 [TIM, ENT] University Research Parks and Incubators: Paper Development Workshop
3:00pm - 5:00pm Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 157
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizers: Ian P. McCarthy, Simon Fraser U.; Bruno S Silvestre, U. of Winnipeg; Andrew von Nordenflycht, Simon Fraser U.; Shiri...
Breznitz, Georgia Institute of Technology; Christos Tsinopoulos, Durham U.

Friday 3:15PM

158 (CMS, SIM, GDO, OMT) Occupy AoM: The Academy and the Occupy Wall Street movement
3:15pm - 5:15pm Marriott Boston Copley Place; Salon B
Tweet this session: #AOM2012 158
Organizers: Sharon M. Livesey, Fordham U.; David Jacobs, Morgan State U.

159 (OB, ODC, PTC) Research in Practice: Connecting Theory and Work Through Academic / Practitioner Collaborations
3:15pm - 5:15pm Boston Park Plaza; Berkeley & Clarendon Room
Tweet this session: #AOM2012 159
Chairs: Jennifer Kurkoski, Google; Caitlin M. Hogan, Google
Participants: Jean M. Bartunek, Boston College; Adam M. Grant, The Wharton School, UPENN; Sherry Immediato, ReThink Health; Kathy E. Kram, Boston U.; Jennifer Kurkoski, Google; Ilene Carol Wasserman, ICW Consulting Group

160 (OMT) OMT Teaching Roundtables
3:15pm - 5:15pm Sheraton Boston Hotel; Back Bay Ballroom B
Tweet this session: #AOM2012 160
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Presenters: David Touve, Washington and Lee U.; Ellen R. Auster, York U.; Wayne E Baker, U. of Michigan; Joseph Broschak, U. of Arizona; Martin Garigilo, INSEAD; Rodney Lacey, Emory U.; Bill McEvily, U. of Toronto; Sean Safford, U. of Chicago; Terri Griffith, Santa Clara U.; Tiziana Casciari, U. of Toronto; Babagopal Vissal, INSEAD

161 (OMT, MOC) Being There/Being Them: Ethnography Beyond Single Organizations
3:15pm - 5:15pm Sheraton Boston Hotel; Back Bay Ballroom D
Tweet this session: #AOM2012 161
Pre-registration is encouraged by emailing Hila Lifshitz-Assaf (hilalifshitz@sibs.edu) with a brief description of your current project and/or why you would like to attend. Additional registration is requested online at https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizers: Michel Antebi, Harvard U.; Joelle Evans, Massachusetts Institute of Technology; Hila Lifshitz-Assaf, Harvard Business School
Participants: Alexandra Michel, U. of Southern California; Slobhan O’Mahony, Boston U.; Tammar B. Zilber, Hebrew U. of Jerusalem; Graham M. Jones, Massachusetts Institute of Technology

Friday 3:30PM

162 (AAA) The Ins and Outs of Faculty Recruiting
3:30pm - 5:00pm Marriott Boston Copley Place; Salon E
Tweet this session: #AOM2012 162
Organizers: La Verne Hairston Higgins, Eastern Michigan U.; Wendy Kramer, Keystone College

163 (BPS) Visual Reception: Building upon the Scholarship of Mason Carpenter
3:30pm - 5:30pm Boston Hynes Convention Center; Room 206
Tweet this session: #AOM2012 163
All participants invited to share a 1-page statement of how Mason’s scholarship affected their career.
Coordinators: Amy Hillman, Arizona State U.; Russell Coff, U. of Wisconsin, Madison; James W Fredrickson, U. of Texas, Austin

164 (OMT, CMS) Work, Difference, and the Body: Reviving ‘the Body’ in Management and Organization Theory
3:30pm - 5:30pm Sheraton Boston Hotel; Liberty Ballroom C
Tweet this session: #AOM2012 164
Chairs: Karen Lee Ashcraft, U. of Colorado, Boulder; Linda L. Putnam, U. of California, Santa Barbara
Presenters: Carol Wolakowitz, U. of Warwick; Ann L Cunliffe, U. of New Mexico; Kirstie S. Ball, Open U.; Craig O. Rich, Loyola Marymount U.; Katie R. Sullivan, U. of Utah

Friday 3:45PM

165 (ONE, IM) Economic Systems of the Future: Existing Alternatives and the Road Ahead
3:30pm - 6:30pm Marriott Boston Copley Place; Salon C
Tweet this session: #AOM2012 165
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizers: Krzysztof Dembek, Monash U.; Nagaraj Sivasubramaniam, Duquesne U.
Presenters: Riane Eisler, Center for Partnership Studies; Stuart Hart, Cornell U.; Ted London, U. of Michigan

166 (TTC, MED) Teaching Essentials: Syllabus and Course Design – An Integrative Approach
3:30pm - 6:30pm Sheraton Boston Hotel; Republic A
Tweet this session: #AOM2012 166
Organizer: Claudia J. Ferrante, U.S. Air Force Academy
Presenters: Thomas P. Bradley, Tarleton State U.; Rajanandini Pillai, California State U. San Marcos
3:45pm - 6:15pm Sheraton Boston Hotel: Independence East

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRG. The deadline to register online is August 1, 2012.

Organizers: Sophie Catherine Bacq, U. Catholique de Louvain; Jill Kickul, New York U.

Speakers: Julie Battilana, Harvard U.; Tina Dacin, Queen's U.; Johanna Mair, Stanford U.; Anne-Claire Pache, ESSEC Business School; Nelson Phillips, Imperial College London

169 (IAM, BPS) Challenges of the Research on Innovation in Iberoamerican Countries
3:45pm - 5:45pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 169

Organizers: Samira Reis, U. Carlos III de Madrid; Neus Palomeras, U. Carlos III de Madrid

Distinguished Speaker: Bruno Cassiman, IESE Business School & KU Leuven

Discussants: Eduardo Melero, U. Carlos III de Madrid; Adriano Proença, COPPE e Escola Politecnica / UFRJ - Federal U. of Rio de Janeiro

Presenters: Claudio Aqueveque, U. Adolfo Ibanez; Pascual Berrone, IESE Business School; Felipe Monteiro, U. of Pennsylvania

170 (MC) Transforming the Informal Economy Existing Within Companies through SEAM and AI
3:45pm - 5:45pm Westin Copley Place: Defender
Tweet this session: #AOM2012 170

Organizer: Michel Peron, ISEOR, IAE - U. of Lyon 3

Participants: Peter Sorensen, Benedictine U.; Therese F. Yaeger, Benedictine U.; Emmanuel Beck, ISEOR

174 (OAC) Towards “The Global” by Improving Local Resources
3:45pm - 5:45pm Sheraton Boston Hotel: Gardner A
Tweet this session: #AOM2012 174

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRG. The deadline to register online is August 1, 2012.

Organizer: Silvia Dessi, U. of Cagliari

Participants: Roberta Atzori, Cagliari U.; Federica Caboni, U. of Cagliari; Emestina Giudici, Cagliari U.; Bianca Francine Ramos, U. of Cagliari

Friday 4:00PM

172 (CAR, OB, MED, MH) Careers in Motion: Mentoring Conversations along Boston’s Freedom Trail
4:00pm - 7:00pm Omnihotel: Boston’s Freedom Trail
Tweet this session: #AOM2012 172

Meet in the Boston Park Plaza lobby. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRG. The deadline to register online is August 1, 2012.

Organizers: Jeffrey Yip, Boston U.; Peter A. Heslin, U. of New South Wales; Kathy E. Kram, Boston U.

Facilitators: Barbara S. Lawrence, U. of California, Los Angeles; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Cherlyn Skromme Granrose, Berry College; David E Guest, King’s College London; Geoff Mortimore, Australian National U.; Hugh P. Gunz, U. of Toronto; Jane E. Dutton, U. of Michigan; Jane Sturgess, King’s College London; Jeffrey H. Greenhaus, Drexel U.; Jon P. Briscoe, Northern Illinois U.; Julia Richardson, York U.; Kerr Inkson, U. of Auckland; Kimberly Eddieleton, Northeastern U.; Michael B. Arthur, Suffolk U.; Monica L. Forret, St. Ambrose U.; Monica Higgins, Harvard U.; Noelene Doherty, Cranfield U.; Polly Parker, U. of Queensland; Sherry E. Sullivan, Bowling Green State U.; Susan Elaine Murphy, James Madison U.; Susan M. Taylor, U. of Maryland; Tania Casado, U. of Sao Paulo; Douglass T. Hall, Boston U.; Yehuda Baruch, Rouen Business School; Wolfgang Mayrhofer, VU Vienna

173 (MED) Management Education Against Corruption: Developing Guidelines for Curriculum Change
4:00pm - 7:00pm Marriott Boston Copley Place: Salon F
Tweet this session: #AOM2012 173

Organizers: Charles Wankel, St. John’s U.; Agata Stachowicz-Stanusch, Silesian U. of Technology; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Matthias Kleinhempel, IAE Business School Argentina; Radha R. Sharma, Management Development Institute

Presenters: Hussain Guzar Rammal, U. of South Australia; Ahmed Abdel-Meguid, American U. in Cairo; Christopher Adkins, College of William and Mary; Aneta Aleksander, Silesian U. of Technology; Wolfgang Amann, Goethe U.; Sveta Boshno, Academy of National Economy; Susan S. Case, Case Western Reserve U.; Yeong C. Choi, St. John’s U.; Timothy Stewart Clark, Northern Arizona U.; Robert J. Delfillipi, Suffolk U.; Dominic DePersis, Broome Community College - State U. of New York; Manuel J. De Vera, Asian Institute of Management; Magda Donia, U. of Ottawa; Mark Gerard Edwards, U. of Western Australia; Jay Finkelman, Alliant International U.; Ernestina Giudici, Cagliari U.; Patrick Flanagan, St. John’s U.; Mary Catherine Gentle, Babson College; Carmine P. Gibaldi, Harvard U.; Lindsey N. Godwin, Champlain College; Hans Krause Hansen, Copenhagen Business School; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Christian Hauser, Swiss Institute for Entrepreneurship; Dennis P. Heat, Maharishi U.; Yi-Hui Ho, Chang Jung Christian U.; Anna B. Holm, Aarhus U.; Katherine Elizabeth Hyatt, Reinhardt U.; Gazi Islam, Insep Institute of Education and Research; Kenneth Melbjerg Jergensen, Aalborg U.; Hamid H Kazerony, Inver Hills Community College; Louise Kelly, Alliant International U.; Mark M. Lennon, Frostburg State U.; Alfred Lewis, Hamline U.; Chieh-Yu Lin, Chang Jung Christian U.; Romie Frederick Littrell, Auckland U. of Technology; Daniel Malan, Stellenbosch U.; Gianluigi Mangia, U. of the Studi di Napoli Federico II; Manal Metwaly, Cairo U.; Chizuka Nakajima, City U.; Sharon Norris, Spring Arbor U.; Peter Odinkievicz, Poznan U. of Business College; Abiola Oluwemi Ogundeyemi, Lagos Business School; Mislav Ante Omazic, U. of Zagreb; Steven Olson, Georgia State U.; Paul Palmer, City U. London; Nikos Passas, Northeastern U.; Richard Pereyog, U. of Dallas; Joseph A. Petrick, Wright State U.; Tracy Porter, Cleveland State U.; Ajay Prakash, U. of Lucknow; Jill M. Purdy, U. of Washington, Tacoma; Jaime Ruiz-Gutierrez, U. de los Andes; Cynthia Roberts, Purdue U., North Central; Jacob Dahl Rendtorff, Roskilde U.; Sonja A. Sackmann, U. Bundeswehr, Munich; Toyoko Sato, Copenhagen Business School; Frank Schmilde, U. of Waikato; Klaus Scala, Graz U.; Radha R. Sharma, Management Development Institute; Aditya Simha, Gonzaga U.; Agata Stachowicz-Stanusch, Silesian U. of Technology; James A.F. Stoner, Fordham U.; Augustin
**Friday 4:00 PM - 6:00 PM**

**174 (OB) Organizational Behavior Doctoral Consortium (Fri) - Invitation Only**

**Tweet this session:** #AOM2012 174

4:00pm - 6:00pm Marriott Boston Copley Place: Salon J

**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 1, 2012.**

Organizers: Ingrid Fulmer, Rutgers U.; Diane E. Johnson, U. of Alabama, Tuscaloosa

**175 (OB, MOC, HR) Innovations in Team Innovation: The 'Science of Teams' and the 'Science in Teams'**

**Tweet this session:** #AOM2012 175

4:00pm - 7:00pm Marriott Boston Copley Place: Cambridge Room

**Pre-registration is required at https://secure.aomonline.org/PDWReg. Contact organizers for approval code. Must also register for OBDC (Sat).**

Coordinators: Joyce E. Bono, U. of Florida; Amy E. Colbert, U. of Iowa

Speakers: Murray Barrick, Texas A&M U.; Amy Wrzesniewski, Yale U.

Presenters: Greg L Stewart, U. of Iowa; Yair Berson, U. of Haifa; Lynn Shore, San Diego State U.; Jason D. Shaw, U. of Minnesota; Kevin B. Lowe, U. of North Carolina, Greensboro; K. Michele Kacmar, U. of Alabama; Mark C. Boline, U. of Oklahoma; Sharon K. Parker, U. of Western Australia; Maria Kraimer, U. of Iowa

**176 (BPS, OMT, TIM) Sustainable Enterprise Models Innovation**

**Tweet this session:** #AOM2012 176

4:15pm - 6:15pm Marriott Boston Copley Place: Salon J

**Pre-registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.**

Organizers: Carmelo Cennamo, Bocconi U.; Kerstin Neumann, WU Vienna; Maurizio Zollo, Bocconi U.


Presenter: Ioannis Ioannou, London Business School

**177 (MED) Applied Creativity: Using Creative Problem Solving to Develop Business Students as Creative Leaders**

**Tweet this session:** #AOM2012 177

4:15pm - 6:15pm Marriott Boston Copley Place: Salon J


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**Friday 4:30PM**

**178 (HR) HR Division Junior Faculty Consortium - Icebreaker/Dinner**

4:30pm - 7:00pm Offsite: TBD

**Tweet this session:** #AOM2012 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 1, 2012.**

Organizers: Ingrid Fulmer, Rutgers U.; Diane E. Johnson, U. of Alabama, Tuscaloosa

**Friday 4:45PM**

**179 (ITC, IM) Designing and Conducting Large International Research Projects**

4:45pm - 6:45pm Boston Hynes Convention Center: Room 203

**Tweet this session:** #AOM2012 179

**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 1, 2012.**

Organizer: Tine Koehler, U. of Melbourne

Participants: Peter W Dorfman, New Mexico State U.; Paul J Hanges, U. of Maryland; Catherine Cranton, George Mason U.; Emma Parry, Cranfield U.; David C. Thomas, Simon Fraser U.

**180 (ODC, OB) Aligning Individual Perspectives and Organizational Perspective in Change Processes**

4:45pm - 6:45pm Sheraton Boston Hotel: Gardner B

**Tweet this session:** #AOM2012 180

The PDW will focus on “the seven sources of happiness at work” that resulted from hundreds of interviews and their implication for changes at work.

Participant: Kees Kouwenhoven, Kouwenhoven Consultancy

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**Friday 5:00PM**


5:00pm - 7:00pm Boston Hynes Convention Center: Room 301

**Tweet this session:** #AOM2012 181

Organizers: Kenneth G Huang, Singapore Management U.; Stefan Wagner, ESMT European School of Management and Technology

Discussant: Bronwyn Hall, U. of California, Berkeley

Participants: Michael Roach, U. of North Carolina; Jeff Furman, Boston U.; Erica Renee Fuchs, Carnegie Mellon U.; Samuel L Ventura, Carnegie Mellon U.; Kenneth G Huang, Singapore Management U.; Jasjit Singh, INSEAD; Stefan Wagner, ESMT European School of Management and Technology

**182 (HR) HR Division Doctoral Consortium Dinner and Networking**

5:00pm - 9:00pm Boston Park Plaza: Georgian Room

**Tweet this session:** #AOM2012 182
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 1, 2012.

Organizers: Bradford S Bell, Cornell U.; Corine Boon, U. of Amsterdam; James P Guthrie, U. of Kansas; Mark V Roehling, Michigan State U.

183 (MED, NDSC) MEDIJME Writer’s Development Workshop
5:00pm - 7:00pm Marriott Boston Copley Place: Salon H
Tweet this session: #AOM2012 183
Pre-registration is required. Please contact one of the coordinators for more information.
Facilitators: Kathy Lund Dean, Gustavus Adolphus College; Stephen E Weiss, York U.; Gordon W Meyer, Canisius College; Jeanie Mannheimer Forray, Western New England U.; Jacob Eisenberg, U. College Dublin; Jon Billsberry, Deakin U.; Thomas F Hawk, Frostburg State U.
Coordinators: Kathleen J. Barnes, East Stroudsburg U.; Joann Krauss Williams, Judson College

184 (OB) Organizational Behavior Junior Faculty Workshop (Fri) - Invitation Only
5:00pm - 9:00pm Boston Park Plaza: Arlington Room
Tweet this session: #AOM2012 184
Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the Organizational Behavior Junior Faculty Workshop on Saturday. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop coordinator(s) to apply and obtain the approval code. Application materials are due by June 15, 2012. The cost to register is $150.00, and the deadline to register online is August 1, 2012.
Organizers: Michele Williams, Cornell U.; Deanne N. DenHartog, U. of Amsterdam
Facilitators: Deborah Ancona, Massachusetts Institute of Technology; Sigal Baras, U. of Pennsylvania; Gilad Chen, U. of Maryland; Kimberly D. Elsbach, U. of California, Davis; Robin Ely, Harvard U.; Miriam Erez, Technion Israel Institute of Technology; Herminia Ibarra, INSEAD; Karen A. Jehn, Melbourne U.; Barbara S. Lawrence, U. of California, Los Angeles; Sim B. Sitkin, Duke U.; Sabine Sonnentag, U. of Mannheim; Barry M Staw, U. of California, Berkeley

185 (OCIS) International Paper Development Workshop
5:00pm - 7:00pm Boston Hynes Convention Center: Room 104
Tweet this session: #AOM2012 185
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 1, 2012.
Organizer: Brian S. Butler, U. of Maryland
Discussants: Marina Fiedler, U. of Passau; Atreyi Kankanahalli, National U. of Singapore; Ulrike Schultze, Southern Methodist U.; Wai Fong Boh, Nanyang Technological U.; Paul Hart, Florida Atlantic U.; Yuqing Ren, U. of Minnesota; Suzanne Rivard, HEC Montreal; Michel Avital, Copenhagen Business School; Bijan Azad, American U. of Beirut
Towards the Identification of IT Innovation Frames | Victor Wilfredo Bohorquez Lopez, CENTRUM Catolica, Pontificia U. Catolica del Peru; Jose Esteves, IE Business School
To Engage or Not to Engage: A Mental Perspective on Social Media Acceptance | Eliane Bucher, U. of St. Gallen; Christian Fieseler, U. of St. Gallen; Anne Suphan, U. of St. Gallen
When Malleable Information Technologies Meld with Organizational Routines: An Affordance Perspective | Francesca Cibiddu, Cagliari U.; Manuela De Carlo, IULM U.; Gabriele Piccoli, Grenoble Ecole de Management

Friday 5:30PM

186 (AAA) The Academic Job Search: Workshop for Applicants
5:30pm - 7:00pm Marriott Boston Copley Place: Salon E
Tweet this session: #AOM2012 186
Organizers: La Verne Hairston Higgins, Eastern Michigan U.; Wendy Kramer, Keystone College

187 (AAA) New Member Orientation
5:30pm - 7:00pm Boston Hynes Convention Center: Room 302/304
Tweet this session: #AOM2012 187
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 Boston. 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 4, 2012 at 5:30 pm.
Organizers: Stephanie Case Henagan, Northern Illinois U.; Kerry Ignatz, Academy of Management

Friday 6:00PM

188: (GDO) GDO Pre-Conference Social Hour
6:00pm - 7:30pm Boston Park Plaza: Franklin Room
Tweet this session: #AOM2012 188
Division Chair: Diana Bilimoria, Case Western Reserve U.
Division Chair-Elect: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Program Chair: Stacy Blake-Beard, Simmons College
Professional Development Workshop Chair: Charmine E. J. Hartel, U. of Queensland
Past Chair: David A. Kravitz, George Mason U.

189: (IM) IM Division PDW Welcome
6:00pm - 6:30pm Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 189
After a brief welcome, participants and Executive Committee members will head to area restaurants in small groups (each person buys own dinner).

190: (MSR) MSR Dinner
6:00pm - 9:00pm Offsite: Brasserie Jo
Tweet this session: #AOM2012 190
Brasserie Jo, 120 Huntington Avenue, 02116 across from the Prudential Center. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is $55.00. The deadline to register online is August 1, 2012.
Coordinator: Lee Robbins, Golden Gate U.
Program Coordinator: Orneita Burton, Abilene Christian U.

191: (OMT) Meet OMT Social
6:00pm - 8:00pm Sheraton Boston Hotel: Constitution Ballroom B
Tweet this session: #AOM2012 191

Friday 6:30PM

192: (NDSC) New Doctoral Student Consortium Social Hour
6:30pm - 9:00pm Offsite: TBA.
Tweet this session: #AOM2012 192
The New Doctoral Student Consortium is holding an informal social hour for NDSC participants, lunch hosts, facilitators, and speakers.
Friday, 6:3
Session Details – Saturday, 8:00 - 10:00 AM

Saturday 7:00AM

193 : (MSR) MSR Morning Meditation
Tweet this session: #AOM2012 193
Facilitator: Gerald Biberman, U. of Scranton

Saturday 7:45AM

194 : (BPS) Business Policy and Strategy Division Doctoral Consortium II
7:45am - 1:00pm Boston Hynes Convention Center: Room 310
Tweet this session: #AOM2012 194
Chairs: Samina Karim, Boston U.; Xavier Castañer, U. of Lausanne
Participants: Rajshree Agarwal, U. of Maryland; Felipe A. Casazza, U. of Michigan; Kathleen M. Eisenhardt, Stanford U.; Violina Rindova, U. of Texas, Austin; Gabriel Szulanski, INSEAD; Libby Weber, U. of California, Irvine; William Ocasio, Northwestern U.; Gerry McNamara, Michigan State U.; Edward Zajac, Northwestern U.

Saturday 8:00AM

195 : (AAA) Placement Services
8:00am - 5:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer
Tweet this session: #AOM2012 195
Placement Services - Registration and Information
Organizers: Wendy Kramer, Keystone College; La Verne Hairston Higgins, Eastern Michigan U.

196 : (AAA) Conference Registration
8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A
Tweet this session: #AOM2012 196
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

197 : (AAA) Conference Exhibits
8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A
Tweet this session: #AOM2012 197

198 : (AAA) Hospitality Suite for First Time Attendees
8:00am - 5:00pm Boston Hynes Convention Center: Room 207
Tweet this session: #AOM2012 198
Membership Committee volunteers, as well as representatives from the Membership Committee, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!
Organizer: Stephanie Case Henagan, Northern Illinois U.

199 : (AAA) Membership Committee Opening Meeting & Breakfast
8:00am - 10:00am Boston Hynes Convention Center: Room 207.
Tweet this session: #AOM2012 199
All interested volunteers are welcome to join us as we begin the planning process for our upcoming year.
Organizer: Stephanie Case Henagan, Northern Illinois U.

200 : (AAM) Meet the editors of Asia Pacific Journal of Management
8:00am - 10:00am Marriott Boston Copley Place: Salon I
Tweet this session: #AOM2012 200
Facilitator: David Ahlstrom, Chinese U. of Hong Kong
Speakers: Mike Peng, U. of Texas, Dallas; Michael Carney, Concordia U.; Eric R Gedajlovic, Simon Fraser U.; Long Wai Lam, U. of Macau
Participants: Shyh-jeer Chen, National Sun Yat-sen U.; Yaping Gong, Hong Kong U. of Science and Technology; Takehiko Isobe, Kobe U.; Seung-Hyun Lee, U. of Texas, Dallas; Hicheon Kim, Korea U.; Simon Lam, U. of Hong Kong; Jane Lu, National U. of Singapore; Klaus Meyer, China Europe International Business School; Anil Nair, Old Dominion U.; Alfred Wong, Lingnan U.; Chi-Sum Wong, Chinese U. of Hong Kong; Daphne W. Yiu, Chinese U. of Hong Kong; Michael N. Young, Hong Kong Baptist U.; Kevin Zheng Zhou, U. of Hong Kong; Zhujun Dinger, The Chinese U. of Hong Kong; Stav Fainshmidt, Old Dominion U.; Yuanyuan Gong, Chinese U. of Hong Kong; Yan Li, Beijing Institute of Technology; Linda Chang Wang, Michigan State U.

201 : (BPS) What should I do with this paper?
8:00am - 11:30am Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 201
For untenured junior faculty. Registration required. To apply, please submit your paper, any reviews, and the questions you are struggling with.
Organizers: Ithai Stern, Northwestern U.; Caterina Moschieri, Instituto de Empresa Business School; PuayKhoon Toh, U. of Minnesota
Participants: Gautam Ahuja, U. of Michigan; Russell Coff, U. of Wisconsin, Madison; Melissa Graebner, U. of Texas, Austin; Amy Hillman, Arizona State U.; Jeffrey J. Reuer, Purdue U.; J Myles Shaver, U. of Minnesota

202 : (BPS) BPS New Faculty Consortium
8:00am - 5:00pm Boston Hynes Convention Center: Room 308
Tweet this session: #AOM2012 202
Pre-registration is required for this workshop. To register online, please visit https://secure.aacomline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Participants: Bruno Cassiman, IESE Business School & KU Leuven; Brent Goldfarb, U. of Maryland; Witold Jerzy Henisz, U. of Pennsylvania; Andrew King, Dartmouth College; Laura Poppo, U. of Kansas; Maurizio Zollo, Bocconi U.; John M de Figueiredo, Duke U.

203 : (BPS, OMT) The Dyad in Context: Developing and Managing a System of Vertical Partnerships
8:00am - 10:00am Boston Hynes Convention Center: Room 204
Tweet this session: #AOM2012 203
Distinguished Speakers: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Ranjay Gulati, Harvard U.; Michael J Leiblein, Ohio State U.; Jack A Nickerson, Washington U.
Facilitators: Anne Parmigiani, U. of Oregon; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign
Speakers: Kyle J Mayer, U. of Southern California; Beverly B. Tyler, North Carolina State U.; Laura Poppo, U. of Kansas; Thomas Mellewigt, Freie U. Berlin

204 : (CAR) Tell Me About Yourself: Learn to Tell Your Career Story
8:00am - 10:00am Boston Park Plaza: Beacon Hill Room

Session Details – Saturday, 8:00 - 10:00 AM
205  [CMS] Critical Management Studies Division

Doctoral Consortium
8:00am - 10:00am Marriott Boston Copley Place: Salon J

The doctoral consortium is being organized by: Marianna Fotaki (MFotaki@mbs.ac.uk); Denise Franca Barros (Denise.Fb@globo.com)
Participants: Marianna Fotaki, U. of Manchester; Denise Franca Barros, Fundacao Getulio Vargas; Raza A Mir, William Paterson U.

206  [ENT] Innovation in Family Firms: Theory and Practice
8:00am - 10:30am Sheraton Boston Hotel: Fairfax B

Organizers: Louise Scholes, Nottingham U.; Mike Wright, Imperial College London
Speakers: Lloyd P Steier, U. of Alberta; Franz W. Kellermanns, U. of Tennessee; Cristina Rossi-Lamastra, Politecnico di Milano; Pramodita Sharma, U. of Vermont; Alfredo De Massis, U. of Bergamo
Participants: Hannah Noke, Nottingham U.; Isobel O’Neil, Nottingham U.; Evila Piva, Politecnico di Milano; Nils D Kraiczky, WHU - Otto Beisheim School of Management; Andreas Hack, WHU - Otto Beisheim School of Management

207  [ENT, BPS, OM, CAR] Entrepreneurial Resourcefulness and Resilience
8:00am - 10:30am Sheraton Boston Hotel: Republic A

This is sponsored by the Research Committee of the Entrepreneurship Division; please also see our PDW on multimethod research in entrepreneurship.
Chair: Ted Baker, North Carolina State U.
Presenters: Dean A Shepherd, Indiana U.; Steven Walter Bradley, Baylor U.; Jeffrey S. McMullen, Indiana U., Bloomington; Julienne Marie Senyard, Queensland U. of Technology; Paul Richard Steffens, Queensland U. of Technology; Per Davidson, Queensland U. of Technology; E. Erin Powell, North Carolina State U.; Trenton W. Williams, Indiana U., Bloomington


Research Projects
8:00am - 10:00am Marriott Boston Copley Place: Salon C

Moderator: Kristine Marin Kawamura, St. George's U.
Discussant: Jeanne Wirtzberg, Fairleigh Dickinson University
Panelists: Simon L. Dolan, ESADE Business School; Riane Eisler, Center for Partnership Studies

209  [HCM] Moving Your Work to the Next Step: Getting Feedback from the Experts
8:00am - 10:00am Marriott Boston Copley Place: Salon C

To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer to obtain the approval code.
Chair: Christopher Johnson, Texas A&M Health Science Center
Participants: Thomas D’Anno, Columbia U.; Elizabeth Goodrick, Florida Atlantic U.; Christy Harris Lemak, U. of Michigan, Ann Arbor; Robert Weech-Maldonado, U. of Alabama, Birmingham; Grant T. Savage, U. of Alabama at Birmingham; Victoria Anne Parker, Boston U.; Ann Scheck McAleerney, Ohio State U.; Jamie Leanne DelliFranca, U. of Texas

210  [HR] HR Division Junior Faculty Consortium
8:00am - 5:30pm Boston Park Plaza: Berkeley Room

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 1, 2012.
Organizers: Ingrid Fulmer, Rutgers U.; Diane E. Johnson, U. of Alabama, Tuscaloosa; Patrick F. McKay, Rutgers U.

211  [HR] HR Division Doctoral Consortium
8:00am - 5:30pm Boston Park Plaza: Georgia Room

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 1, 2012.
Organizers: Bradford S Bell, Cornell U.; Corine Boon, U. of Amsterdam; James P. Guthrie, U. of Kansas; Mark V Roehling, Michigan State U.

212  [HR, ITC] HR Division Ambassadors Program, Research Project
8:00am - 10:00am Boston Park Plaza: Stuart Room

To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer to obtain the approval code.
Organizers: Liza Castro Christiansen, U. of Reading; Michal Biron, U. of Haifa & Tilburg U.
Chairs: Liza Castro Christiansen, U. of Reading; Michal Biron, U. of Haifa & Tilburg U.
Presenters: Elaine Famdale, Pennsylvania State U.; Robert Kaše, U. of Ljubljana; Eleni Stavrou, U. of Cyprus; Bard Kuvaas, BI Norwegian Business School

213 (HR, MED) Using O*NET Products and Tools to Develop or Revise a Course
8:00am - 10:00am Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 213
Presenters: Daniel J Kys, DePaul U.; Kenneth R. Thompson, DePaul U.; David Rivkin, National Center for O*NET Development; Phil Lewis, National Center for O*NET Development; J Bruce Tracey, Cornell U.

214 (IM) International Management Division Doctoral Consortium
6:00am - 6:30pm Offsite: Northeastern University
Tweet this session: #AOM2012 214
240 Egan Research Center, Raytheon Amphitheater. From conference hotels, walk West on Huntington Avenue and turn left on Forsyth St. Egan will be the last building to your left. By invitation only.
Chair: Ishfaq Pasha Mahmood, National U. of Singapore

215 (IM) International Management Division Junior Faculty Consortium
8:00am - 9:30am Offsite: Northeastern University
Tweet this session: #AOM2012 215
Cabrals Center, O'Bryant African-American Institute, West Village F, Leon Street. From conference hotels, walk West on Huntington Avenue and turn left on Forsyth St. Turn right on Greenleaf Street past the Law School's Dockser Hall. This turns into Leon Street (turn left hard). The Cabrals Center will be on your right about 100 yds down Leon.
Chair: Jaideep Anand, Ohio State U.

216 (IM, OB, CM, RM) Conducting Impactful Cross-Cultural Research: A Workshop on Scientific Mindfulness
8:00am - 12:00pm Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 216
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizers: Markus Vodosek, German Graduate School of Management and Law (GGS); Nakiye Boyacigiller, Sabanci U.; Joerg Dietz, U. of Lausanne; Karsten Jonsen, IMD; David C. Thomas, Simon Fraser U.

217 (ITC, ENT, IM) Each in Its Own Way: National Culture and Organizational Ingenuity
8:00am - 10:00am Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 217
Participants: Benson Honig, McMaster U.; David B. Zoogah, Morgan State U.; Katharina Heeltze, U. of Potsdam; Joseph Lampel, City U. London; Israel Dori, College of Management, Israel; Rosa Nelly Treviño-Rodríguez, Tecnologico de Monterrey; Xiaohua Howard Lin, Ryerson U.; Ajay Bhalla, City U.; Claudio Giachetti, U. Ca' Foscari di Venice

218 (MC) Balancing Practice Challenges and Academic Standards: Management Consulting Doctoral Consortium
6:00am - 12:00pm Westin Copley Place: North Star
Tweet this session: #AOM2012 218
Uses both pre-registration as well as welcoming doctoral students who decide to participate on the day; please attend for the duration of the event.
Chair: Jean E. Neumann, Tavistock Institute
Speakers: L. David Brown, Harvard U.; Earl T. Braxton, Edge Associates
Participants: David Jamieson, U. of St. Thomas; Ronald Fry, Case Western Reserve U.; Diana Bimboria, Case Western Reserve U.; Amandine Savall, ISEOR, IAE - U. of Lyon 3; Andreas Gerr, Stockholm School of Economics; Brian Emerson, Fielding Graduate U.; Kay Davis, Pepperdine U.; Joanne C Preston, Colorado Technical U.; Declan Fitzsimons, Cranfield School of Management; Debra A Lind, U. of Saint Thomas; Nancy C. Wallis, Fielding Graduate Institute; David Coghlan, Trinity College Dublin; Kurt Motamed, Pepperdine U.

219 (MED) Cases that Sing in the Classroom: Insights into Developing and Teaching Cases
8:00am - 10:30am Marriott Boston Copley Place: Salon B
Tweet this session: #AOM2012 219
The session designed for those with a range of experience levels in case teaching and case research, development, and publication.
Coordinator: Marilyn L Taylor, U. of Missouri, Kansas City
Participants: Richard McCracken, ecch; Mark Jenkins, Cranfield U.; Chi Anyansi-Achibong, North Carolina A & T State U.; Theresa Coates, Clarkson U.; Vijaya L Narapareddy, U. of Denver; Armand Gilinsky, Sonoma State U.; J Kay Keels, Coastal Carolina U.

220 (MED) Experiential Education and Epistemology of Practice: A Practice Session
8:00am - 10:00am Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 220
This PDW is designed to engage participants in a highly interactive process utilizing an experiential activity, entitled “Going to a Meeting”.
Presenter: Linda Klonsky, Chicago School of Professional Psychology
8:00am - 10:30am Marriott Boston Copley Place: Tremont
Tweet this session: #AOM2012 221
As the number of spaces is limited, please sign-up prior to the Academy meetings for this experiential PDW at christine.bataille@mail.mcgill.ca.
Chair: Nancy J Adler, McGill U.
Facilitator: Christine D. Bataille, McGill U.
Discussant: Margaret Delaney Gorman, Elizabeth George
Presenters: Robert D. Austin, U. of New Brunswick; Danica Purg, IEDC-Bled School of Management; Ian Sutherland, IEDC-Bled School of Management; Steven S Taylor, Worcester Polytechnic Institute.

222 : (MH, RM) Conducting and Publishing Archival Research
8:00am - 10:00am Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 222
Facilitator: John Humphreys, Texas A&M U., Commerce
Participants: Michael Hess, U. of New South Wales; Patrick J. Murphy, DePaul U.; James M Wilson, U. of Glasgow.

223 : (MOC) Cognition in the Rough
8:00am - 12:00pm Sheraton Boston Hotel: Back Bay Ballroom D
Tweet this session: #AOM2012 223
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 1, 2012.

224 : (NDSC) New Doctoral Student Consortium
8:00am - 3:15pm Westin Copley Place: America Ballroom South
Tweet this session: #AOM2012 224
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizers: Jianhong Chen, Drexel U.; Jocelyn M. Leitzinger, U. of Wisconsin, Madison; Matthew Zingoni, Syracuse U.; Nora Junaid, Lebanese American U.
Chair: Anna Katherine Ward, U. of South Carolina
THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Speakers: Ming-Jer Chen, U. of Virginia; Tim Pollock, Pennsylvania State U.; Anglo DeNisi, Tulane U.; Bruce M. Meglino, U. of South Carolina.

225 : (OB) Organizational Behavior Doctoral Consortium (Sat)- Invitation Only
8:00am - 5:30pm Boston Park Plaza: Statler Room
Tweet this session: #AOM2012 225
Pre-registration is required; visit https://secure.aomonline.org/PDWReg. Contact organizers for approval code. Must also register for OBDC (Fri).
Organizers: Joyce E. Bono, U. of Florida; Amy E. Colbert, U. of Iowa.
Speakers: Jason Colquitt, U. of Georgia; Ronald F. Piccolo, Rollins College; Amy L. Kristof-Brown, U. of Iowa; Elizabeth Wolfe Morrison, New York U.; Frederick P. Morgeson, Michigan State U.; Kenneth G. Brown, U. of Iowa; Cheri Ostroff, U. of Maryland.
226 📖: (OB, HR) Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students
8:00am - 10:00am Boston Park Plaza: Plaza Ballroom
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Chair: Cindy P. Zapata, Georgia Institute of Technology
Coordinators: Ned Wellman, U. of Michigan; Ann Arbor; Marieth Kuenzi, Southern Methodist U.
Presenters: Donald E. Conlon, Michigan State U.; Lisa Dragoni, Cornell U.; Thomas Lee, U. of Washington; Brent A. Scott, Michigan State U.; David M. Sluss, Georgia Institute of Technology; Ean Crawford, U. of Iowa; Flannery G. Garnett, U. of Utah; Spencer Harrison, Boston College; Dong Liu, Georgia Institute of Technology; Jennifer Carson Marr, London Business School; Jessica Methot, Rutgers U.; John Paul Stephens, Case Western Reserve U.; Adina D. Sterling, Washington U. in St. Louis; John J. Sumanth, Southern Methodist U.

227 📖: (OB, MC, ODC, OCIS) Less Communication and More Conversation: Using Conversation to Facilitate Organizational Change
8:00am - 10:00am Boston Park Plaza: Franklin Room
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Facilitators: Dawn-Marie Turner, Turner Change Management; Kathy Cowan Sahadath, International Council on Organizational Change; Lysbeth van Sifthouft, De Adviespraktijk

228 📖: (OCIS) Researching the Informal Economy: Opportunities and Challenges of Social Media Research
8:00am - 10:00am Boston Hynes Convention Center: Room 309
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizer: Gerald C Kane, Boston College

229 📖 📖: (OCIS, OM) Valuation of Our Social Chatters: Decoding and Evaluating User-contributed Data
8:00am - 11:30am Boston Hynes Convention Center: Room 208
Pre-registration is required at https://secure.aomonline.org/PDWReg. The cost to register is $60. The deadline to register is August 1, 2012.
Organizers: George Kuk, Nottingham U.; Daniele Quercia, U. of Cambridge
Facilitator: Jian Hua Shao, Nottingham U.
Participants: Niccolita G. Dimitrova, VU U. Amsterdam; Beat Reber, Nottingham U.

230 📖: (ODC) What's Brewing in Your Organization? Tapping Strategic Engagement for Organizational Success
8:00am - 10:00am Sheraton Boston Hotel: Liberty Ballroom A
Participants are invited to reflect on how the brewing metaphor translates to and sheds light on their own organizations.

Presenters: Pamela Meyer, DePaul U.; Tim Frick, Mightybytes, Inc.

231 📖 📖: (ODC, IM) Crossing Boundaries: Group dynamics from perspectives rooted in OD, IM and OB
8:00am - 11:00am Sheraton Boston Hotel: Fairfax A
Facilitators: Jane E. Salk, U. of Texas, Dallas; Bjorn Z. Ekelund, Human Factors; Susan E. Brodt, Queen's U.; Julia Gluesing, Wayne State U.; Sonja A. Sackmann, U. Bundeswehr, Munich

232 📖: (OM) Innovative ways of teaching the real life complexities in Supply Chain Management
8:00am - 10:00am Westin Copley Place: Courier
Facilitators: Björn Claes, Open U.; Stefan Hoogervorst, Involvement Interactive

233 📖: (OMT, OB, BPS, RM, ENT, CM, HR, OCIS) Introduction to Social Network Analysis
8:00am - 10:30am Marriott Boston Copley Place: Salon K
Facilitators: Giuseppe Labianca, U. of Kentcky; Daniel Halgin, U. of Kentucky; Rich DeJordy, Northeastern U.; Maxim Sych, U. of Michigan; Theresa Floyd, U. of Kentucky

234 📖: (OMT, RM) Methodological Choices and Theoretical Developments in Institutional Theory
8:00am - 12:00pm Sheraton Boston Hotel: Independence West
Organizers: Julie Battilana, Harvard U.; Tammar B. Zibler, Hebrew U. of Jerusalem
Facilitators: Thomas D'Aunno, Columbia U.; Karen Golden-Biddle, Boston U.; Katherine K. Kellogg, Massachusetts Institute of Technology; Renate Elisabeth Meyer, WU Vienna; Kamal Munir, U. of Cambridge
Discussant: Royston Greenwood, U. of Alberto

235 📖 📖: (ONE) ONE Doctoral Consortium
8:00am - 1:30pm Marriott Boston Copley Place: Provincetown
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 1, 2012.
Chairs: Brent A McKnight, U. of Western Ontario; Patricia Kanashiro, George Washington U.
Presenters: Timo Busch, ETH Zurich; Deborah Philippe, U. of Lausanne; Monika Winn, U. of Victoria; Alfred Allen Marcus, U. of Minnesota; Jorge Rivera, George Washington U.; Dirk Matte, York U.; Martina K. Linnenluecke, U. of Queensland; Mark Starik, San Francisco State U.; Pete Tashman, Portland State U.; Raymond L. Faquin, Concordia U.; Catalin Ratiu, California State U.; Timothy Stewart Clark, Northern Arizona U.
Session Details – Saturday, 8:00 - 10:00 AM

Beach State College
Tobias Boehmer
Participants:
Presenters:

Strategizing Activities and Practice
Presenters:

Distinguished Speakers:
Allen Marcus

Tweet this session:
#AOM2012 239

Organizer:
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRreg. The deadline to register online is August 1, 2012.
Organizers: Edeltraud Guenther, Technische U. Dresden; Alfred Allen Marcus, U. of Minnesota
Distinguished Speakers: Amy Cotter, Metropolitan Area Planning Council; James Goldstein, Tellus Institute
Participants: Seth Itzkan, Planet Tech Associates; Julian Meyr, Technische U. Dresden

Ask the Experts: Micro Methods
Coordinator: Brian Boyd, City U. of Hong Kong

Ask the Experts: Qualitative Methods
Coordinator: Sanjay Jain, Santa Clara U.; Raza A Mir, William Paterson U.
Presidents: Karen Locke, College of William and Mary; Christopher B. Bingham, U. of North Carolina, Chapel Hill; Thomas Greckhamer, Louisiana State U.; Siobhan O'Mahony, Boston U.; Daniel Beunza, London School of Economics

New Directions in Research on Strategicizing Activities and Practice
Coordinator: David Nis Seidl, U. of Zurich; Sotirios Paroutis, U. of Warwick
Presidents: Ann Langley, HEC Montreal; Richard Whittington, Said Business School; Julia Balogun, Lancaster U.; Loizos Th. Heracleous, U. of Warwick; Eero Vaara, Hanken School of Economics; Lepoutre, ANU

Video Recording, New Avenues for Studies of Practice and the Practice of Ethnography
Coordinator: Gary Thomas Burke, Aston U.

Discussants: Gail T Fairhurst, U. of Cincinnati; Michael G. Pratt, Boston College
Presenters: Paula Jarzabkowski, Aston U.; François Cooren, U. de Montréal; Joep Cornelissen, U. of Leeds; Curtis LeBaron, Brigham Young U.

242 (SIM, ONE) SIM-ONE Junior Faculty Consortium
8:00am - 12:00pm Marriott Boston Copley Place: Boylston Tweet this session: #AOM2012 242
Pre-registration req., deadline: 8/1Sponsors: Bead Institute, Duquesne U., Shoemaker Program, Penn State U.; Puterbaugh Chair, U. of Oklahoma
Chairs: Mark P Sharman, U. of Oklahoma; Stephanie Bertels, Simon Fraser U.

243 (SIM, ONE, OMT, BPS) It’s the System Stupid! Establishing a Research Agenda on Systemic Problems in Organization Theory
8:00am - 10:00am Marriott Boston Copley Place: Vineyard Tweet this session: #AOM2012 243
Join us for an exploration of the relevance of systemic issues to organization theory.
Organizers: Mike Valente, U. of Western Ontario; Jan M. W. N. Lepoutre, Vlerick Leuven Gent Management School
Participants: Oana Branzel, U. of Western Ontario; Charlene E. Zietsma, U. of Victoria; Steve Maguire, McGill U.; Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Fabrizio Ferraro, IESE Business School

244 (TIM) TIM Doctoral Consortium
8:00am - 11:30am Boston Hynes Convention Center: Room 202 Tweet this session: #AOM2012 244
Pre-Registration Required
Organizers: Sanjay Jain, Santa Clara U.; Marco Giarratana, Bocconi U.
Speakers: Andrea Fosfuri, U. Carlos III de Madrid; Rahul Kapoor, U. of Pennsylvania; Tobias Kretschmer, LMU Munich; Mary Tripsas, Harvard U.; Tim Simco, Boston U.

245 (TIM) 2012 AOM TIM Junior Faculty Consortium
8:00am - 12:00pm Boston Hynes Convention Center: Room 203 Tweet this session: #AOM2012 245
Organizers: Keld Laursen, Copenhagen Business School; Alja E. Leiponen, Cornell U.
Facilitators: Rosemarie Ziedonis, U. of Oregon; Melissa A Schilling, New York U.
Session Details – Saturday, 8:00 - 10:00 AM

246 : (TIM) What does the future hold?: The future of business school accreditation
8:00am - 10:00am Boston Hynes Convention Center: Room 301
Tweet this session: #AOM2012 246
Speaker: Lucienne Michel AACSB International Facilitator: Shawn M. Carrabba, Indiana Wesleyan U.

247 : (TTIC, MED, HP) Teaching Essentials – Effective Grading & Feedback
8:00am - 10:00am Sheraton Boston Hotel: Berkeley B
Tweet this session: #AOM2012 247
Participants: Barbara A. Ritter, Coastal Carolina U.; Kim Gower, Virginia State U.; Patricia R. Hedberg, U. of St. Thomas

248 : (D&ITC) Diversity & Inclusion Theme Committee - Open Meeting
8:00am - 9:30am Boston Park Plaza: Cabot Room
Tweet this session: #AOM2012 248
Division Chair: Lynn Shore, San Diego State U.
Division Chair-Elect: Bernardo M. Fermand, Alliant International U.
Past Chair: Quinetta Roberson, Villanova U.
Panelist: Patrick F. McKay, Rutgers U.

249 : (GDO) GDO Doctoral Consortium
8:00am - 4:00pm Boston Park Plaza: Whitter Room
Tweet this session: #AOM2012 249
Register online by July 15. Email CV & statement of research interests to Drs. Lisa Nishii (lhn5@cornell.edu) & dt ogilvie (dt@business.rutgers.edu).
Chairs: Lisa Hsiao Nishii, Cornell U.; dt ogilvie, Rutgers U.

250 : (MC, ODC) Developing Self as Instrument in Dialogic OD: Reflexive Choices for Shadow Dancing
8:00am - 12:30pm Westin Copley Place: Parliament
Tweet this session: #AOM2012 250
Facilitators: Stephen P Fitzgerald, Trident U. International; Christine Ellis Oliver, Queen Mary U. of London

251 : (MEN) Making the Most of Mentoring Moments: Developing the Career Pipeline for Today’s Global Workplaces
8:00am - 12:00pm Westin Copley Place: Defender
Tweet this session: #AOM2012 251

252 : (OB) Organizational Behavior Junior Faculty Workshop (Sat) - Invitation Only
8:00am - 4:00pm Boston Park Plaza: Arlington Room
Tweet this session: #AOM2012 252
Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the Organizational Behavior Junior Faculty Workshop on Friday. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop coordinator(s) to apply and obtain the approval code. Application materials are due by June 15, 2012. The cost to register is $150.00. The deadline to register online is August 1, 2012.
Organizers: Michele Williams, Cornell U.; Deanne N. DenHartog, U. of Amsterdam
Facilitators: Deborah Ancona, Massachusetts Institute of Technology; Sigal Barsade, U. of Pennsylvania; Gilad Chen, U. of Maryland; Kimberly D. Elsbach, U. of California, Davis; Miriam Erez, Technion Israel Institute of Technology; Herminia Ibarra, INSEAD; Sim B. Sitkin, Duke U.; Sabine Sonnenlag, U. of Mannheim; Barry M Staw, U. of California, Berkeley
Discussants: Mark A. Griffin, U. of Western Australia; Katherine Klein, U. of Pennsylvania; Madan M. Pillutla, London Business School; Kerrie Unsworth, U. of Western Australia; Batia Mishan Wiesenfeld, New York U.; Karen A. Jahn, Melbourne U.; Barbara S. Lawrence, U. of California, Los Angeles; Robin Ely, Harvard U.; Neal M. Ashkanasy, U. of Queensland

253 : (ODC) ODC Doctoral Student Consortium - Saturday Session (invitation only)
8:00am - 2:00pm Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 253
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Chair: James D Ludema, Benedictine U.
Presenters: Michael Beer, Harvard U.; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Ande Spicer, U. of Warwick
Panelists: Inger G. Stensaker, Norwegian School of Economics; Jeffrey D Ford, Ohio State U.; Danielle Zandee, Nyenrode Business U.; David Stephen Grant, U. of Sydney; Clifford Oswick, City U.; Chris Worley, U. of Southern California; Ram Tenkasi, Benedictine U.; Frank J. Barrett, Naval Postgraduate School; Ann Langley, HEC Montreal; Ryan Quinn, U. of Virginia

254 : (OM) OM Doctoral Consortium and New Faculty Workshop
8:00am - 4:00pm Westin Copley Place: Empire
Tweet this session: #AOM2012 254
OM Doctoral Consortium and New Faculty Workshop
Coordinators: Antti Tenhilä, IE Business School; Joseph Sarkis, Clark U.

255 : (PNP) Public and Nonprofit Division 2012 Doctoral Student Professional Development Consortium
8:00am - 4:00pm Marriott Boston Copley Place: St. Botolph
Tweet this session: #AOM2012 255
Chairs: Amy E. Smith, U. of Massachusetts, Boston; Chris Silvia, U. of Kansas
Participants: Andrew Germak, Rutgers U.; Carrie Oelberger, Stanford U.; Cullen C. Merritt, U. of Kansas; Maria Figueroa-Armijos, U. of Missouri at Columbia; Jiahuan Lu, U. of Maryland, College Park; Amanda Nicole Williams, ESSEC Business School - Paris; Anna Glaser, ESCP Europe; Kathrin Lurtz, European Business School, Wiesbaden; David Gastwirth, U. of Southern California; Dae Joog Kim, Ohio State U.; Yamnick Atouba, U. of Illinois, Urbana-Champaign; Shelley F. Mitchell, U. of New Hampshire; Andrew Quanbeck, U. of Wisconsin, Madison; Jeongyoon Lee, Rockefeller College, U. at Albany - SUNY; Obiaukor-Princess Princess M. Mokolo, Argosy U. Atlanta; David Rosenbaum, Australian Catholic U.; Melinda Weisberg, U. of Maryland, U. College; David Jarvis, Portland State U.; Benjamin C. Litalien, Georgetown U.; Christine Cote, London School of Economics; Youngmin Oh, Florida State U.; Joel Bothello, ESSEC Business School Paris-Singapore; Kate Preston, Virginia Tech; Ivano Bongiovanni, SDA Bocconi; Kathryn Haynes, California Institute of Integral Studies; Jaeeh Jong, Rockefeller College, U. at Albany - SUNY; Rachel Krefetz Fyll, Indiana U.; David Berian, Syracuse U.; Yishuain Chin, U. of Massachusetts, Boston; Shawn Magill, Indiana U. of Pennsylvania; Joseph Vonasek, Florida State U.; Ryan Miller, Florida State U.; Joseph Palus, IUPUI; Wayne Diggs, U. of Phoenix; Dan He, U. of New South Wales; Maria Angela Sampalo, Federal U. of Bahia; Falina Prysmakova, Florida International U.; Veronika Bashitova, Hanken School of Economics; Mindy Duncan, U. of Missouri at Columbia; Laila Rodrigues Soares, Federal U. of Bahia; Minyoung Ku, Rockefeller College, U. at Albany - SUNY; Renata Rossi, Federal U. of Bahia; Peter Arsenault, Rockefeller College, U. at Albany - SUNY; Raefaa Saporito, SDA Bocconi; Sean Rogers, Rutgers U.

Speakers: Michael B. Arthur, Suffolk U.; Yehuda Baruch, Rouen Business School; Jon P. Briscoe, Northern Illinois U.; Gina Dokko, U. of California, Davis; Wolfgang Mayrhofer, WU Vienna; Polly Parker, U. of Queensland; Sherry E. Sullivan, Bowling Green State U.

258 □: (CM) Fast forward: Research Strategies to Accelerate Tenure and Foster a Successful Career
9:00am - 5:00pm Boston Park Plaza: White Hill Room
Tweet this session: #AOM2012 258
Pre-registration is required for this workshop. To register online, please visit https://secure.aomainline.org/PDWR. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizer: Michael A. Gross, Colorado State U.

259 □ (ENT) Entrepreneurship Doctoral Consortium
9:00am - 3:30pm Offsite: Northeastern University Campus
Tweet this session: #AOM2012 259
Pre-registration is required for this workshop. To register online, please visit https://secure.aomainline.org/PDWR. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Northeastern University College of Professional Studies, Belvidere Hall. Belvidere Hall is across from the Sheraton Hotel. The entrance is directly across from the reflecting pool of the Christian Science Plaza.
Presenters: Joe Coombs, Virginia Commonwealth U.; Keith Hmielewski, Texas Christian U.
Saturday 9:15AM

263 : (HCM) Developing Rubrics in a Yummy and Interactive Session
9:15am - 11:15am Marriott Boston Copley Place: Salon C
Pre-registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Facilitator: Susan Lawler, Rush U.

Saturday 9:30AM

264 : (D&ITC, CAR, MEN) Balancing Acts: The Intersection of Motherhood and Scholarly Endevors
9:30am - 12:00pm Boston Park Plaza: Alcott Room
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Atira Cherise Charles, Florida State U.; Shalei V.K. Simms, SUNY College at Old Westbury
Facilitators: Janine Sanders Jones, U. of St. Thomas; Jeanne Johnson Holmes, Northern Kentucky U.
Speakers: Marla Baskerville Watkins, Northeastern U.; Charlice Hurst, The U. of Western Ontario; Tina R Opie, New York U.; Anastasia Bailey, The Ohio State U.; Alexis Nicole Smith, Ramapo College

265 : (OMT, BPS, MOC) Current and Future Directions for Research on Organizational Learning from Performance Feedback
9:30am - 12:30pm Sheraton Boston Hotel: Liberty Ballroom B
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Pino G. Audia, Dartmouth College; Christina Fang, New York U.; Zur Shapira, New York U.
Participants: Joel Baum, U. of Toronto; Christine Beckman, U. of California, Irvine; Richard A Bettis, U. of North Carolina, Chapel Hill; Phillip Bromley, U. of California, Irvine; Weiru Chen, INSEAD; William Ocasio, Northwestern U.; Galia Rosen Schwarz, Technion Israel Institute of Technology

Saturday 10:00AM

266 : (AAA) Academy of Management Perspectives: Publishing in AMP with members of the editorial team and editorial review board
10:00am - 11:00am Westin Copley Place: Adams
Organizers: Timothy Michael Devinney, U. of Technology, Sydney; Donald Siegel, State U. of New York, Albany

267 : (GDO, OB) Social Identity Dominance: How We All Live Privileged Identities (and What To Do About It)
10:00am - 12:00pm Boston Park Plaza: Cabot Room
Organizers: Martin N. Davidson, U. of Virginia; Heather R. Wishik, Heathen Wishik Consulting
Facilitators: Tim Ewing, Case Western Reserve U.; Sharon Bueno Washington, Washington, Orange, Wheeler, LLC

268 : (PTC, MSR, ODC, IM, MC, SAP) Inner Peace--Global Impact: Mindfulness in Leadership Development
10:00am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom C
Scholar Bill Torbert, Novartis executive Subhanu Saxena, and consultants Peter Senge and Susan Skjei explore impact of mindfulness for leadership
Distinguished Speakers: Subhanu Saxena, Novartis Pharmaceuticals; Peter M. Senge, Society of Organizational Learning; Susan Skjei, Naropa U.; William Torbert, Boston College
Moderator: Kathryn Goldman Schuyler, Alliant International U.

269 : (SAP, OCIS, OMT) Sociomateriality in Practice: Considering Consequences in Organizational Life and Research
10:00am - 12:00pm Boston Hynes Convention Center: Room 103
Organizers: Paul R. Carlile, Boston U.; Curtis LeBaron, Brigham Young U.; Anthony Briggs, U. of Alberta; Martha S. Feldman, U. of California, Irvine; Phillip Glenn, Emerson College; Susan Scott, London School of Economics; Wanda J. Orlikowski, Massachusetts Institute of Technology; Emily Warren, Brigham Young U.

Saturday 10:15AM

270 : (AAA) Conference Break
10:15am - 10:45am Boston Hynes Convention Center: Convention Center Exhibit Hall A

271 : (AMM) Production and Usage of Electronic Devices for Teaching and Research in Asia
10:15am - 12:15pm Marriott Boston Copley Place: Salon I
This PDW will share the experiences of some Asian researchers and teachers in developing various electronic devices to conduct (1) career assessment, (2) research in emotional intelligence, (3) case analyses, and (4) teaching and research in virtual training.
Chair: Chi-Sum Wong, Chinese U. of Hong Kong
Presenters: Kelly Z. Peng, Hong Kong Shue Yan U.; Ching-Wen Wang, National Chung Hsing U.; Joyce Iun, Chinese U. of Hong Kong; Yina Mao, Chinese U. of Hong Kong; Kai-Tang Fan, Lunghwa U. of Science and Technology; Angela Shin-yih Chen, Chang Gung U.

272 : (BPS) Business Model Innovation and Competitive Advantage
10:15am - 12:15pm InterContinental Boston: Room 201

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Saturday, 10:00 AM - 12:00 PM


273 ॐ ☄️ (CAR, HR) Managing International Mobility in Academic Careers: A Multiple Stakeholder Perspective
10:15am - 12:15pm Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 273
Organizers: Julia Richardson, York U.; Noelle Doherty, Cranfield U.

274 ☄️ (CAR, OB, GDO, HR) Insights for Publishing Research in Top Journals
10:15am - 12:45pm Boston Park Plaza: Stuart Room
Tweet this session: #AOM2012 274
Coordinator: Lois Shelton, California State U. Northridge
Panelists: Timothy Golden, Rensselaer Polytechnic Institute; Maria Krammer, U. of Iowa; Julia Richardson, York U.; Scott Seibert, U. of Iowa; Ian O. Williamson, Melbourne Business School; Amy Wrzesniewski, Yale U.

275 ☄️ (ENT, OMT, BPS) JBV as a Multidisciplinary Forum for Entrepreneurship Research on the Informal Economy
10:15am - 12:15pm Sheraton Boston Hotel: Liberty Ballroom A
Tweet this session: #AOM2012 275
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 1, 2012.
Organizers: Dean A Shepherd, Indiana U.; Jennifer E Jennings, U. of Alberta; P. Devereaux Jennings, U. of Alberta

276 ☄️ (ENT, TIM) Assessing Academic Entrepreneurship: A Comparative Analysis of Europe vs. US
10:15am - 12:15pm Sheraton Boston Hotel: Independence East
Tweet this session: #AOM2012 276
Organizers: Rosa Grimaldi, U. of Bologna; Mike Wright, Imperial College London
Participants: Bart Clarysse, U. of Ghent; Pablo D’Este, U. Politecnica de Valencia; Maryann P Feldman, U. of North Carolina, Chapel Hill; Philippe Mustar, Mines-ParisTech; Francesco Rentocchini, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV); Simone Santoni, U. of Bologna; Arvids A Ziedonis, U. of Oregon

277 ☄️ (HCM, PNP, RM) Quantitative and Qualitative Methods in Health Services Research
10:15am - 12:15pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 277
Organizer: Keith G Provan, U. of Arizona
Chair: Cheryl Rathert, U. of Missouri

Presenters: Keith G Provan, U. of Arizona; Sandra C. Buttigieg, U. of Malta; Trish Reay, U. of Alberta; Margareta Arndt, Clark U.; Barbara Bigelow, Clark U.

278 ☄️ (HR, OB, IM) HRM and Employee Engagement Across Countries – A Research Incubator
10:15am - 1:15pm Boston Park Plaza: Franklin Room
Tweet this session: #AOM2012 278
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is August 1, 2012.
Organizer: Elaine Farndale, Pennsylvania State U.
Presenters: veronica hope hailey, City U. London; Clare Kelliher, Cranfield U.; Marc Van Veldhoven, Tilburg U.; Susanne Beijer, Tilburg U.; Pawan S. Buddhwar, Aston U.; Michael Leiter, Acadia U.

279 ☄️ (IM, BPS, AAM) Leveraging India and China: To Inform the World
10:15am - 12:45pm Westin Copley Place: Courier Room
Tweet this session: #AOM2012 279
Organizers: Raveendra Chittoor, Indian School of Business; Brian Wu, U. of Michigan, Ann Arbor
Distinguished Speakers: Sea Jin Chang, National U. of Singapore; Prashant Kale, Rice U.; Haiyang Li, Rice U.; Ravi Ramamurti, Northeastern U.; Mitabrarn Sarkar, Temple U.; Harbir Singh, U. of Pennsylvania; Haibin Yang, City U. of Hong Kong; Anthea Yan Zhang, Rice U.

280 ☄️ (IM, RM, BPS) Encouraging Pluralism: Institutionalising Best Practices for Publishing Qualitative Research
10:15am - 12:15pm Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 280
Coordinators: Rebecca Piekkari, Aalto U.; Catherine Welch, U. of Sydney

281 ☄️ (MC) Pivotal Moments: The Coach’s Role in Client Insight
10:15am - 12:15pm Westin Copley Place: Courier Room
Tweet this session: #AOM2012 281
Presenters: Jacqueline Binkert, Appreciative Coaching Collaborative, LLC; Ann L Clancy, Appreciative Coaching Collaborative, LLC

282 ☄️ : (MC) Standards and Co-operation – Growth and Maturity in Management Consulting
10:15am - 12:15pm Westin Copley Place: Essex North-Center & East
Tweet this session: #AOM2012 282
Presenters: Ilse Ennsfellner, Ennsfellner Consulting; Erika Krenn-Neuwirth, K und K wirtschaftscoaching GmbH

283 ☄️ (MED, OB) Effective Management of Student Teams Using the CATME System: Practice Informed by Research
10:15am - 12:15pm Marriott Boston Copley Place: Salon J
Tweet this session: #AOM2012 283
Organizer: Misty L Loughry, Georgia Southern U.
Presenters: Matthew W. Ohiand, Purdue U.; West Lafayette; David J Woehr, U. of North Carolina, Charlotte; Wendy L. Bedwell, U. of Central Florida; Rebecca Lyons, U. of Central Florida
284 (MH) Navigating the Dissertation and Publication Processes
10:15am - 12:15pm Boston Park Plaza: St. James Room
Chair: Jane Whitney Gibson, Nova Southeastern U.
Participants: Jane Whitney Gibson, Nova Southeastern U.; John Humphreys, Texas A&M U.; Commerce; Russell W. Clayton, U. of North Carolina - Asheville; Peter B. Petersen, Johns Hopkins U.; David A. Lamond, Victoria U.; Corinne Jenni, Alliant International U.

285 (OB) OB Research Incubator
10:15am - 12:15pm Boston Park Plaza: Cambridge Room
Facilitators: Talya N. Bauer, Portland State U.; Berrie Erdogan, Portland State U.; Mark Gavin, Oklahoma State U.; Mark A. Griffin, U. of Western Australia; Jing Zhou, Rice U.; Leslie A. DeChurch, Georgia Institute of Technology

286 (FM, BPS, OB, OMT, TIM, HR, MOC) Why We All Should Be Bayesian: Opportunities of Bayesian Statistics for Management Research
10:15am - 12:15pm Westin Copley Place: Great Republic
Coordinator: Andreas Schwab, Iowa State U.

287 (SIM, BPS, PTC) Reflections & Projections: An Interactive PDW Developing the Future of Strategy-as-Practice
10:15am - 12:15pm Boston Hynes Convention Center: Room 204
Facilitators: Christina G Cataldo, U. of Bath; Jonathan D. Raelin, U. of Bath; Uta Morgenstern, U. of Bath

288 (SIM, BPS, IM) Trans-Disciplinary Research in Corporate Governance: Identifying New Research Issues and Ideas
10:15am - 12:15pm Marriott Boston Copley Place: Salon H
Organizers: Marguerite Schneider, NJIT; Jill Ann Brown, Lehigh U.
Moderators: Marguerite Schneider, NJIT; Jill Ann Brown, Lehigh U.
Participants: Pamela Brandes, Syracuse U.; Ann K. Buchholtz, Rutgers U.; Martin J. Conyon, Wharton School; Parthiban David, American U.; Richard L Priem, Texas Christian U.; John R Boatright, Loyola U. Chicago

289 (TTC, MED, ENT) Assignment Exchange Game – An Informal Economy Simulation
10:15am - 12:15pm Sheraton Boston Hotel: Beacon E
Facilitators: Talya N. Bauer, Portland State U.; Berrie Erdogan, Portland State U.; Mark Gavin, Oklahoma State U.; Mark A. Griffin, U. of Western Australia; Jing Zhou, Rice U.; Leslie A. DeChurch, Georgia Institute of Technology

290 (TTC, OCIS, BPS, OMT, MED) Teaching the Informal Economy: Social Media in the Classroom
10:15am - 12:15pm Boston Hynes Convention Center: Room 309
Facilitators: Talya N. Bauer, Portland State U.; Berrie Erdogan, Portland State U.; Mark Gavin, Oklahoma State U.; Mark A. Griffin, U. of Western Australia; Jing Zhou, Rice U.; Leslie A. DeChurch, Georgia Institute of Technology

291 (ENT) Multi-method Research in Entrepreneurship: Voices of Experience
10:45am - 1:15pm Sheraton Boston Hotel: Republic A
Facilitators: Talya N. Bauer, Portland State U.; Berrie Erdogan, Portland State U.; Mark Gavin, Oklahoma State U.; Mark A. Griffin, U. of Western Australia; Jing Zhou, Rice U.; Leslie A. DeChurch, Georgia Institute of Technology

292 (ENT, TIM, BPS) Becoming a Journal Editor: Roles, Responsibilities, and Business Aspects of Journal Editing
10:45am - 12:45pm Sheraton Boston Hotel: Fairfax B
Facilitators: Talya N. Bauer, Portland State U.; Berrie Erdogan, Portland State U.; Mark Gavin, Oklahoma State U.; Mark A. Griffin, U. of Western Australia; Jing Zhou, Rice U.; Leslie A. DeChurch, Georgia Institute of Technology

293 (INDAM, HR, IM) Talent management, Leadership development processes and Performance management in Indian context
10:45am - 12:45pm Sheraton Boston Hotel: America Ballroom North
Facilitators: Talya N. Bauer, Portland State U.; Berrie Erdogan, Portland State U.; Mark Gavin, Oklahoma State U.; Mark A. Griffin, U. of Western Australia; Jing Zhou, Rice U.; Leslie A. DeChurch, Georgia Institute of Technology
management, Leadership development and performance management will get insight from ongoing cutting edge research.

Chair: Vasanthi Srinivasan, Indian Institute of Management, Bangalore
Participants: Neharika Vohra, Indian Institute of Management, Ahmedabad; Jyotsna Bhatnagar, Management Development Institute

294 (MED, MSR, ENT) Buy High, Sell Low; deansbeans.com Reinvites What We Learn and How We Learn It
10:45am - 12:45pm Marriott Boston Copley Place: Salon B
Tweet this session: AOM2012 294

Guest Speaker: recommend bring lap top or tablet if possible
Organizers: Robert Marx, U. of Massachusetts, Amherst; Karen Manz, author; Charles C Manz, U. of Massachusetts, Amherst
Presenters: Dean Cycon, Pamala J. Dillon, U. of Massachusetts Amherst

295 (ENT, PNP, SIM) The managerial flow for (formal and informal) economic development
10:45am - 12:45pm Marriott Boston Copley Place: Salon K
Tweet this session: AOM2012 295

Organizer: Veronica Vecchi, Bocconi U.
Chair: Elio Borgonovi, Bocconi U.
Participants: Veronica Vecchi, Bocconi U.; Manuela Brusoni, Bocconi U.; Adrian T.H. Kuah, James Cook U.; Eric C. Martin, Bucknell U.; Ben Farr - Warthion, Southern Cross U.; Lemayon Melyoki, U. of Dar es Salaam

Saturday 11:00AM

296 (AAA) Academy of Management Perspectives: Management Practices and Data Sets
11:00am - 12:30pm Westin Copley Place: St. George C & D
Tweet this session: AOM2012 296

Organizer: Donald Siegel, State U. of New York, Albany
Discussant: David A. Waldman, Arizona State U.
Presenters: Nick Bloom, Stanford U.; Julia Lane, U. of Chicago; Lucia Foster, U.S. Census Bureau

Saturday 11:15AM

297 (IAM, HR, SIM) Sustainability in Ibero-America: A New Opportunity for Human Resources to Create Value?
11:15am - 1:15pm Boston Hynes Convention Center: Room 206
Tweet this session: AOM2012 297

Organizer: Lourdes Susaeta, IESE Business School
Chair: Jose Manuel Alcaraz, Bama Business School
Moderator: Jose Ramon Pin, IESE Business School
Participants: Carlos Marti, Barna Business School; Andrea Maria Prado, INCAE Business School; Mario Zavala, IPADE Business School; Isis Olimpia Gutierrez-Martinez, U. de las Americas-Puebla; César Bullara, Instituto Superior de Empres; Hsia Hua Sheng, Fundacao Getulio Vargas-EAESP & EBAPE; Marisa Aguirre Nieto, PAD - U. de Piura; Sandra Idrovo, INALDE; Antonio Caetano, IAE; Rita Campos Cunha, U. Nova de Lisboa; Natalia Weisz, IAE Business School Argentina; Alvaro Espejo, U. Adolfo Ibanez; Edgar E. Kausel, U. de Chile; SERGIO JOSE NOGUERA GOTOPO, U. of Carabobo; Esperanza Suarez, IESE Business School; Eugenio Ávila Pedrero, U. Federal do Rio Grande do Sul; Alvaro Cristiani, IIEEM-U. de Montevideo

298 (MED, TTC, PTC) Lessons Learned on the Front Line: Working with the “Giving Voice to Values” Case Method
11:15am - 1:15pm Ottawa Hotel: Gardner A
Tweet this session: AOM2012 298

Distinguished Speaker: Mary Catherine Gentile, Babson College
Facilitators: Leigh Hafrey, MIT Sloan; Mary Shapiro, Simmons College
Coordinator: Stacie Chappell, Stacie Chappell Research and Consulting
Presenters: Mark Gerard Edwards, U. of Western Australia; Jessica McManus Warnell, U. of Notre Dame

299 (ODC, MC) Leveraging Organizational Culture to Facilitate Change: The OC3 Model
11:15am - 2:15pm Sheraton Boston Hotel: Fairfax A
Tweet this session: AOM2012 299

Organizer: Matthew Kraatz, U. of Illinois

300 (OMT) Dissertation Proposal Workshop
11:15am - 2:15pm Boston Hynes Hotel: Sheraton B
Tweet this session: AOM2012 300

Organizer: Matthew Kraatz, U. of Illinois

Saturday 11:30AM

301 (ONE, OMT, OM, SIM, PNP, BPS, IM, HR, TIM) A Passion for Sustainability: Corporate Sustainability Auditing & Workplace Interventions
11:30am - 2:30pm Marriott Boston Copley Place: Salon C
Tweet this session: AOM2012 301

Chairs: Ivan Montiel, Loyola Marymount U.; Patricia G. Vidal, U. Presbiteriana Mackenzie; Matthew C. Davis, U. of Leeds; Rose Challenger, U. of Leeds; Sally V. Russell, Griffith U.; Kerrie Unsworth, U. of Western Australia
Facilitators: Claire A. Simmers, Saint Joseph's U.; Suzanne Benn, U. of Technology, Sydney; Robert Perry, U. of Technology, Sydney; Javier Delgado-Ceballos, U. of Granada; Claudine Soosay, U. of South Australia; Cleber Dutra, U. of Fortaleza (UNIFOR); David Morrison, U. of Western Australia; Jennifer Robertson, Queen's U. Canada
**Participant:** Adela Jana McMurray, RMIT U.; Natalia Ortiz-de-Mandojana, U. of Granada; Luc K Audebrand, U. of British Columbia; Tim Williams, School of Business, UTS; Li Dai, Loyola Marymount U.; Denise Cardoso Pereira, U. of Presidentsiana Mackenzie; Shelley F. Mitchell, U. of New Hampshire; Chelsea Willness, U. of Saskatchewan; Natalie Slawinski, Memorial U. of Newfoundland; Andrea Leite Rodrigues, U. of Sao Paulo; Mai Skjott Linneberg, Aarhus U.; Hale Kaynak, U. of Texas Pan American; Muratcan Erkul, U. of Texas Pan American; Judith Schrempf, U. of Richmond; Cathy Rusinko, Philadelphia U.; Melissa Edwards, U. of Technology, Sydney; Patrick Crittenden, Macquarie U.

**302:** (SIM, BPS, ONE) Theories of Shareholder Activism: A Trip Down Memory Lane and Up On Future Avenue

**Time:** 11:30am - 1:30pm Marriott Boston Copley Place: Vineyard

**Organizer:** Robert S. D’Intino

**Presenters:** Elise Perrault Crawford, Bentley U.; Maria Goranova, U. of Wisconsin-Milwaukee; Lori Verstegen Ryan, San Diego State U.; Harry J Van Buren, U. of New Mexico; Cynthia Clark, Bentley U.

**303:** (IM) Endogeneity Controls in IM Research

**Time:** 11:45am - 1:45pm Boston Hynes Convention Center: Room 205

**Organizer:** Andrew King

**Presenters:** J Myles Shaver, U. of Minnesota; Jon Jungbien Moon, Korea U.; Jaiho Chung, Korea U.; Richard Wang, U. of Minnesota; Mariko Sakakibara, U. of California, Los Angeles

**304:** (IM, TIM, AAM) Complementarities & Fit Between Policy, Institutional Change, and Economic Development

**Time:** 11:45am - 2:15pm Boston Hynes Convention Center: Room 205

**Organizer:** Kenneth Wm. Kury

**Panelists:** Arie Y. Lewin, Duke U.; Silvia Massini, U. of Manchester; Michael A. Witt, INSEAD; Benedict A. Zelner, Duke U.; Aart Kraya, World Bank; Vivek Wadhwa, Singularity U.

**305:** (RM, OB, HR) A Workshop on Developing, Simulating, and Evaluating Computational Models of Micro-Phenomena

**Time:** 11:45am - 1:45pm Westin Copley Place: Adams

**Chair:** Jeffrey B Vancouver, Ohio U.

**Coordinator:** Justin Weinhard, Ohio U.

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**Session Details – Saturday, 12:00 - 2:00 PM**

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**Saturday 12:00PM**

**306:** (TIM) TIM Distinguished Scholar Award

**Time:** 12:00pm - 1:30pm Marriott Boston Hynes Convention Center: Room 208

**Organizer:** Robert S. D’Intino

**Hosts:** Paul Olk, U. of Denver; Arvids A Ziedonis, U. of Oregon

**Award Recipient:** David Mowery, U. of California, Berkeley

**Saturday 12:15PM**

**307:** (BPS) BPS Managing your Dissertation Workshop 2012

**Time:** 12:15pm - 3:15pm Boston Hynes Convention Center: Room 203

**Organizer:** Robert S. D’Intino

**Participants:** Rajshree Agarwal, U. of Maryland; Gautam Ahuja, U. of Michigan; Giada Di Stefano, HEC Paris; Markus A. Fitz, U. of Colorado, Boulder; Alfonso Gambardella, Bocconi U.; Yujin Jeong, American U.; Andrew King, Dartmouth College; Christopher C. Liu, U. of Toronto; Sharon F. Matusik, U. of Colorado, Boulder; Elena Novelli, U. of Bath

**308:** (ENT) Social Entrepreneurship: Business Models in the Formal and Informal Economy

**Time:** 12:15pm - 2:15pm Sheraton Boston Hotel: Back Bay Ballroom B

**Organizer:** Andrew King

**Presenters:** Adam J Bock, U. of Edinburgh; Christian Seelos, Stanford U.; Shaker A. Zahra, U. of Minnesota, Twin Cities

**Participants:** Christian Busch, London School of Economics; Robert S. D’Intino, Rowan U.; Stefan Hielscher, Martin-Luther U. Halle; Jill Kickul, New York U.; Anna Krzeminska, Leuphana U.; Kenneth Wm. Kury, Saint Joseph’s U.; G. T. Lumpkin, Syracuse U.; Johanna Mair, Stanford U.; Patrick J. Murphy, DePaul U.; Jason C. Senjem, St. Norbert College

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**309:** (HCM) Writing a Strong Paper

**Time:** 12:15pm - 2:15pm Marriott Copley Place: Boylston

**Chair:** Margarete Arndt, Clark U.

**Presenters:** Jacqueline Zinn, Temple U.; Mattia J Gilmartin, New York U.; Keith G Provan, U. of Arizona; Ingrid M. Nembhard, Yale U.


**310:** (MOC, OB, OMT, BPS, HP, SIM) IM Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty

**Time:** 12:15pm - 2:15pm Sheraton Boston Hotel: Back Bay Ballroom D

**Chair:** Robert S. D’Intino

**Presenters:** Adam J Bock, U. of Edinburgh; Christian Seelos, Stanford U.; Shaker A. Zahra, U. of Minnesota, Twin Cities

**Participants:** Christian Busch, London School of Economics; Robert S. D’Intino, Rowan U.; Stefan Hielscher, Martin-Luther U. Halle; Jill Kickul, New York U.; Anna Krzeminska, Leuphana U.; Kenneth Wm. Kury, Saint Joseph’s U.; G. T. Lumpkin, Syracuse U.; Johanna Mair, Stanford U.; Patrick J. Murphy, DePaul U.; Jason C. Senjem, St. Norbert College

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

**Section D**
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the workshop organizers at mocreview@gmail.com to obtain the approval code. The deadline to register online is August 1, 2012. Organizers: Jeffrey Bednar, U. of Michigan; Kevin S. Cruz, U. of Texas at El Paso; Douglas A Lepisto, Boston College Facilitators: S. Gayle Baugh, U. of West Florida; John B. Bingham, Brigham Young U.; Giuseppe Labianca, U. of Kentucky; Jeffrey LePine, Arizona State U.; Luis Martins, U. of Texas, Austin; Suzanne S. Masterson, U. of Cincinnati; David Mayer, U. of Michigan; Frits Pil, U. of Pittsburgh; Nancy Rothbard, U. of Pennsylvania; David M. Sluss, Georgia Institute of Technology; Marco Tortoriello, IESE Business School; Jennifer D. Nahrgang, Arizona State U.

Presenters: Martin J. Kilduff, U. of Cambridge; Michael G. Pratt, Boston College; Glen E. Kreiner, Pennsylvania State U.; Daniel Scott DeRue, U. of Michigan

311 📜: (MSR, CMS) Raising Our Game: Legitimacy and Reflexivity in the Management, Spirituality and Religion Community
12:15pm - 1:45pm Marriott Boston Copley Place: Yarmouth
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Kathleen Rehbein, Marquette U.; Helen Haugh, U. of Cambridge; Charlene E. Zietsma, U. of Victoria

312 📜: (SIM) SIM Manuscript Development Workshop
12:15pm - 1:45pm Marriott Boston Copley Place: Yarmouth
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Kathleen Rehbein, Marquette U.; Helen Haugh, U. of Cambridge; Charlene E. Zietsma, U. of Victoria

313 📜: (TIM, BPS, OMT, PR) Theory, Data, and Methods for Examining Interdisciplinary Research & Development
12:15pm - 2:15pm Boston Hyatt Convention Center: Room 109
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. The cost to register is $18.77. The deadline to register online is August 1, 2012.
Chairs: Sheen S. Levine, Columbia U.; Shayne Gary, U. of New South Wales

315 📜: (ENT, OB) The Psychology of Entrepreneurship: Research Incubator and Manuscript Development Workshop
12:30pm - 3:00pm Sheraton Boston Hotel: Liberty Ballroom A
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizer: Jeffrey M. Pollack, U. of Richmond

316 📜: (ENT, TIM) Teaching Technology Commercialization: Issues, Best Practices and Future Directions
12:30pm - 3:30pm Sheraton Boston Hotel: Berkley B
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Andrew Nelson, U. of Oregon; Erik Monsen, U. of Strathclyde

317 📜: (HCM, MED) Simulation as a Disruptive Teaching Innovation: Advanced Healthcare Management Teaching
12:30pm - 2:30pm Marriott Boston Copley Place: Tremont
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Chair: Jon Chilingerian, Brandeis U.
Presenters: Jenny W. Rudolph, Harvard Medical School; Sara J. Singer, Harvard U.; Jody Hoffer Gittell, Brandeis U.

318 📜: (HR) Your Ideas are Welcome in the HR Division
12:30pm - 2:30pm Boston Park Plaza: St. James Room
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Karin Sanders, Australian School of Business; Liza Castro Christiansen, U. of Reading
Participants: Randall S. Schuler, Rutgers U.; Pawan S. Budhwar, Aston U.; James Jaimin Sun, Renmin U. of China; Scott L Martin, Zayed U.; Michal Biron, U. of Haifa & Tilburg U.; Murray R. Barrick, Texas A&M U.; Liza Castro Christiansen, U. of Reading; Karin Sanders, Australian School of Business

319 📜: (MED, PTC, HR) Evidence-Based Management: Three New Approaches to Teaching the Practice of Management
12:30pm - 2:30pm Marriott Boston Copley Place: Salon J
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Karin Sanders, Australian School of Business; Liza Castro Christiansen, U. of Reading
Participants: Randall S. Schuler, Rutgers U.; Pawan S. Budhwar, Aston U.; James Jaimin Sun, Renmin U. of China; Scott L Martin, Zayed U.; Michal Biron, U. of Haifa & Tilburg U.; Murray R. Barrick, Texas A&M U.; Liza Castro Christiansen, U. of Reading; Karin Sanders, Australian School of Business
Session Details – Saturday, 12:00 - 2:00 PM

326 (MED, TTC) Problem-Based Learning: Opportunities and Hazards
12:30pm - 2:30pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 326
Organizer: Kenneth R. Thompson, DePaul U.
Participants: Alex Miller, U. of Tennessee, Knoxville; Tim O. Peterson, North Dakota State U.; Toni Ungaretti, Johns Hopkins U.

12:45pm - 2:45pm Westin Copley Place: Parliament
Tweet this session: #AOM2012 327
Chair: Ralph Grossmann, U. of Klagenfurt
Participants: Doris Wilhemier, AIT Austrian Institute of Technology; Kurt Motamedi, Pepperdine U.

328 (RM, OB) Bayesian and Frequentist Research Methods: Theory, History, Estimation, Application, and Integration
12:45pm - 2:45pm Westin Copley Place: St. George C & D
Tweet this session: #AOM2012 328
Participants: Michael J. Zyphur, U. of Melbourne; Dean Pierides, U. of Melbourne

329 (AAA) Publishing in AMJ: Tips from the Editors
1:00pm - 3:00pm Westin Copley Place: America Ballroom North
Tweet this session: #AOM2012 329
Facilitators: Pratima Bansal, U. of Western Ontario; Joyce E. Bone, U. of Florida; Kevin G. Corley, Arizona State U.; Raymond T Sparrowe, Washington U. in St Louis; Marta A Geletkanycz, Boston College; Gerard George, Imperial College London; Kyle J Mayer, U. of Southern California; Gerry McNamara, Michigan State U.; Bennett J. Tepper, Georgia State U.; Anthea Yan Zhang, Rice U.
Participants: Jason Colquitt, U. of Georgia; Adam M. Grant, The Wharton School, UPENN; Tim Pollock, Pennsylvania State U.; Jason D. Shaw, U. of Minnesota

330 (BPS) A variety of theoretical approaches to address contractual issues: complementarities and overlaps.
1:00pm - 3:00pm Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012 330
Pre-registration is required for this workshop. To register online, please visit https://secure.aamonline.org/PDWRereg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Valérie Duplat, EDHEC Business School; Jason Pattit, U. of St Thomas
Participants: Valérie Duplat, EDHEC Business School; Jason Pattit, U. of St Thomas; Michael J Leiblein, Ohio State U.; Fabrice
**Session Details – Saturday, 12:00 - 2:00 PM**

**331 (BPS) The Science of Learning and the Art of Teaching Managers: Implications for the Classroom and Beyond**
1:00pm - 3:00pm Boston Hynes Convention Center: Room 301

Distinguished Speakers: James G Clawson, U. of Virginia; Marsha Lovett, Carnegie Mellon U.; Jean Pagani, The Monitor Group

Coordinators: Daniel Walter Ellenbein, Washington U. in St. Louis; Margaret Cording, IMD; Thomas P. Moltierno, U. of Massachusetts, Amherst

**332 (CMS) Structural Violence in the Conversion from Informal to Formal Economies**
1:00pm - 3:00pm Marriott Boston Copley Place: Salon H

Organizer: Jessica Heineman-Pieper, George Mason U.
Chair: Tojo Thatchenkery, George Mason U.
Speakers: Shireen Parsons, Organizer and Activist for communities in the USA facing corporate assault; Sofia Vergara, Oxfam America; Herman Wasingal, Leader in West Papua’s non-violent struggle; Jessica Heineman-Pieper, George Mason U.
Presenter: Param Srikanth, Baldwin Wallace College

**333 (DAITC) More than Meets the Eye: Sharing Our Personal Stories to Facilitate a More Inclusive AoM**
1:00pm - 3:00pm Boston Park Plaza: Beacon Hill Room

Organizer: Bryan L. Dawson, U. of Georgia
Chair: C Douglas Johnson, Georgia Gwinnett College
Facilitators: Donna Maria Biancero, Bentley U.; Arlise P. Mckinney, Coastal Carolina U.; Rebecca McBride Bustamante, Sam Houston State U.
Speakers: Rosalie L. Tung, Simon Fraser U.; Alison M. Konrad, of Hong Kong

**334 (ENT) Development of Social Media Plan for Entrepreneurs**
1:00pm - 3:00pm Sheraton Boston Hotel: Fairfax B

Organizer: Bryan G Cheek, Academy of Entrepreneurship Journal
Participants: Donn Elisabeth Miller Kermani, Florida Institute of Technology; Bob Hatfield, Western Kentucky U.; Tamela Ferguson, U. of Louisiana; Mark Brown, Bradley U.

**335 (MED, ODC) Learning About Learning: Advances in the Kolb Learning Style Inventory (KLSI 4.0)**
1:00pm - 3:00pm Marriott Boston Copley Place: Salon B

*Pre-registration by July 27; limited space available (40 people max)*

Facilitators: Angela Passarelli, Case Western Reserve U.; Ellen Brooks Van Oosten, Case Western Reserve U.; Garima Sharma, Case Western Reserve U.

**336 (OB, MED, HR) OB Teaching Incubator**
1:00pm - 3:00pm Boston Park Plaza: Stuart Room

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is $10. The deadline to register online is August 1, 2012.

Facilitators: Niro Sivathan, London Business School; Elaine C. Hollensb, U. of Cincinnati

**337 (ODC, MC) Designing and Developing Beautiful Organizations**
1:00pm - 4:00pm Sheraton Boston Hotel: Independence East

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.

Organizers: Joan Ernst Van Aken, Eindhoven U. of Technology; Marja van Aken-van der Meer, Van Aken Consult

**338 (OMT, OB, BPS, RM, ENT, CM, OCIS) Advanced Networks PDW: Cutting-Edge Social Network Theoretical Work and ERGM/SIENA Workshops**
1:00pm - 5:00pm Marriott Boston Hotel: Back Bay Ballroom A

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 1, 2012.

Discussants: Prasad Balkundi, State U. of New York, Buffalo; Stephen Borgatti, U. of Kentucky; Martin Gargiulo, INSEAD; David A. Harrison, U. of Texas, Austin; Martin J. Kilduff, U. of Cambridge; Dovey Lavie, Technion Israel Institute of Technology; Ajay Mehra, U. of Kentucky; David Obstfeld, California State U., Fullerton; Andrew V. Shipilov, INSEAD; Andrew V. Shipilov, INSEAD; Giuseppe Soda, Bocconi U.

Coordinators: Giuseppe Labianca, U. of Kentucky; Daniel J. Brass, U. of Kentucky; Theresa Floyd, U. of Kentucky

**339 (PTC) All Academy Practice Theme Committee Meeting: PTC Members Lunch Meeting**
1:00pm - 5:00pm Sheraton Boston Hotel: Republic B

Organizers: Tyrone S. Pitsis, Newcastle U.; Kuo Frank Yu, City U. of Hong Kong; Kathryn Goldman Schuyler, Alliant International U.

**Saturday 1:15PM**

**340 (TIM, BPS) Understanding Informal Innovation Systems in Organizations: Creating a Dialogue**
1:15pm - 3:15pm Boston Hynes Convention Center: Room 310

Organizers: Anne-Katrin Neyer, Fraunhofer MOEZ; Susan A Hill, London School of Economics; Thorsten Posselt, Fraunhofer Center for Central and Eastern Europe

Discussants: Anne S. Huff, National U. of Ireland Maynooth

**Saturday 1:30PM**

**341**: (BPS, OMT) The Dynamics and Consequences of Architectural Knowledge
1:30pm - 4:30pm Boston Hynes Convention Center: Room 201
Tweet this session: #AOM2012 341
This PDW will include breakout sessions led by the presenters and facilitators to discuss future research ideas.

**Speakers:**
- Douglas J. Miller, U. of Illinois, Urbana-Champaign;
- Joseph T. Mahoney, U. of Illinois, Urbana-Champaign

**Facilitators:**
- Carliss Baldwin, Harvard U.;
- Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH;
- Sebastian Fixson, Babson College;
- Chih I. Liu, U. of Illinois, Urbana-Champaign

**342**: (MED, TTC) Action Learning: MBA Project Courses and the Paradox of Using Experiential Learning Pedagogy
1:30pm - 3:30pm Offsite: MIT Sloan
Tweet this session: #AOM2012 342
MIT Sloan, 8th Fl, Room 233
Organizer: Robert Sroufe, Duquesne U.
Participants: Michellina Jester, MIT Sloan; Sinead O’Flanagan, Norwegian School of Economics; Diane Ramos, Duquesne U.; Michael V. Russo, U. of Oregon; Anne White Harrington, U. of Michigan; Peter M. Senge, Society of Organizational Learning

**343**: (OMT, BPS, MOC, HR) A Pecha Kucha about Social Evaluations
1:30pm - 4:30pm Sheraton Boston Hotel: Republic A
Tweet this session: #AOM2012 343
Organizer: David L. Deephouse, U. of Alberta
Speakers: Michael D. Pfrarr, U. of Georgia; Alex B. Bitektine, HEC Montreal; Cynthia E. Devers, Michigan State U.; Scott D. Graffin, U. of Georgia; Donald Lange, Arizona State U.; Jean-Philippe Vargne, Insead School of Business; Yuri Mishina, Imperial College London; Naomi A. Gardberg, Baruch College; William Newbury, Florida International U.; Majken Schultz, Copenhagen Business School; David A. Whetten, Brigham Young U.; Stephen Brummer, U. of Warwick; Violina Rindova, U. of Texas, Austin

**344**: (RM, ODC, SAP, OMT, BPS, OCIS, CM, TIM, MOC) Publishing Process Research: A Preview of the AMJ Special Research Forum on Process Studies
1:30pm - 4:30pm Westin Copley Place: America Ballroom Center
Tweet this session: #AOM2012 344
Pre-registration is required both parts of the workshop. For Part 1, participants can register online at https://secure.aomonline.org/PDWReg by August 1, 2012. For Part 2, you will need an approval code to register. To get this, you need to fill in the short paper form on the website www.processresearchmethods.org and submit it to Sarah Wise at ahsstaff@umn.edu. She will then give you an approval code to register online at https://secure.aomonline.org/PDWReg. The deadline to register for Part 2 is July 9, 2012.

Chair: Paula Jarzabkowski, Aston U.
Facilitators: Julia Balogun, Lancaster U.; Martha S. Feldman, U. of California, Irvine; Karen Golden-Biddle, Boston U.; Robin Holt, U. of Liverpool; David Niles Seidt, U. of Zurich;
Speakers: Patricia Klarner, U. of Munich; Ann Langley, HEC Montreal; Sebastian Raisch, HEC U. of Geneva; Clive Smallman, U. of Western Sydney; Andrew H. Van de Ven, U. of Minnesota

**Saturday 1:45PM**

**345**: (TIM, BPS, MH) Journal Editors and Research: Please come visit with over 20 journal editors
1:30pm - 3:30pm Boston Hynes Convention Center: Room 206
Tweet this session: #AOM2012 345
Chair: Shawn M. Garraher, Indiana Wesleyan U.

**Saturday 2:00PM**

**347**: (AAA) 2012 Session Chairs, Facilitators & Discussants Meeting
2:00pm - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom C
Tweet this session: #AOM2012 347
Program Chairs: R. Duane Ireland, Texas A&M U., Paul Adler, U. of Southern California
Organizer: Jimmy Le, Academy of Management

**348**: (AAA) Forum for Leaders of the Academy’s Affiliated & Associated Societies
2:00pm - 5:00pm Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 348
AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM, IBERO, INDIAM. AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, ACACIA, IACMR
Organizers: Susan E. Jackson, Rutgers U.; Anne S. Tsui, Arizona State U.

**349**: (MH) A Tour of Fenway Park with the Management History Division
2:00pm - 4:30pm Offsite: Fenway Park
Tweet this session: #AOM2012 349
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is $13. The deadline to register online is August 1, 2012.
Organizers: Regina A. Greenwood, Nova Southeastern U.; Roy J. Teachen, Baker College; Julia Teachen, Baker College

**350**: (OCIS) How to Theorize and Research Informal Knowledge Sharing and Communications
2:00pm - 4:00pm Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 350
How-to develop and produce top-tier research on informal knowledge management
Organizers: Maris G. Martinsons, U. of Hong Kong; Pacific Rim Institute for Studies of Management; Robert M. Davison, City U. of Hong Kong; Carol Xiaojuan Ou, Tilburg U.
Session Details – Saturday, 2:00 - 4:00 PM

**351**: (PTC, OB, MSR, OCIS, MH) What We Can Learn from an Art form Born in an Informal Economy: Practicing Leadership with Tango
2:00pm - 5:00pm Offsite: Green Street Studio
Tweet this session: #AOM2012 351
Green Street Studio 165 Green St., Cambridge, MA
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Chairs: Burak Koyuncu, Roxen Business School; Jason R Pierce, U. Adolfo Ibanez; Andreea Daniela Gorbatai, Harvard U.
Participants: U. of Victoria; Fei Zhao, Chinese U. of Hong Kong; Zhen Liu, Sun Yat-sen U.; Yumei Huang, South China U. of Technology

**352**: (SIM) SIMian Speed Dating
2:00pm - 5:30pm Marriott Boston Copley Place: Salon A
Tweet this session: #AOM2012 352
Organizers: Helen Haugh, U. of Cambridge; Charlene E. Zietsma, U. of Victoria
Participants: Edward Freeman, U. of Virginia; Tina Dacin, Queen's U.; Andrew Crane, York U.; Pursey Heugens, RSM Erasmus U.; Virginia Gerde, Duquesne U.; Jeff Froeman, U. of New Brunswick; Mark Starik, San Francisco State U.; Niki A. den Nieuwenboer, Santa Clara U.; Michael E. Johnson-Cramer, Bucknell U.; Anne-Claire Pache, ESSEC Business School; Barry M Mitnick, U. of Pittsburgh

**353**: (AAM) Examining Old OB Topics in the Informal Economy Businesses
2:15pm - 4:45pm Marriott Boston Copley Place: Salon I
Tweet this session: #AOM2012 353
Chair: Ping Ping Fu, Chinese U. of Hong Kong
Presenters: Yi Qin, The Chinese U. of Hong Kong; Bilian Lin, The Chinese U. of Hong Kong; Haifa Sun, Sun Yan-sen U.; Yuen-Shan Noel Wong, Chinese U. of Hong Kong; Rongwei Ren, Sun Yat-sen U.
Participants: Alex Xin Chen, U. of Hong Kong; Chunhua Chen, South China U. of Technology; Zhen Liu, South China U. of Technology; Lixiao Chen, Sun Yat-sen U.; Yumei Huang, Sun Yat-sen U.; Fei Zhao, Sun Yat-sen U.; Rongxia Liu, Sun Yat-sen U.; Xiaogang Meng, Sun Yat-sen U.

**354**: (BPS, IM) Extreme Makeover: Strategy Teaching & Emerging Markets
2:30pm - 4:30pm Sheraton Boston Hotel: Fairfax A
Tweet this session: #AOM2012 354
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Chairs: Mitbrabarun Sarkar, Temple U.; Charles Dhanaraj, Indiana U.; Bloomington
Speakers: Tarun Khanna, Harvard U.; Bernard Yeung, National U. of Singapore; Sea Jin Chang, National U. of Singapore; Neng Liang, China Europe International Business School; Prashant Kale, Rice U.

**355**: (CM, OB, HR, CAR, GDO) How To Negotiate Your First Job Offer
2:30pm - 5:30pm Boston Park Plaza: Plaza Ballroom
Tweet this session: #AOM2012 355
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 1, 2012.
Organizers: Lindred L. Greer, U. of Amsterdam; David Lewin, U. of California, Los Angeles
Distinguished Speaker: Margaret A. Neale, Stanford U.
Facilitator: Laurie R. Weingart, Carnegie Mellon U.
Participants: Oluremi Ayoko, U. of Queensland; Donald E. Conlon, Michigan State U.; Deanna Geddes, Temple U.; Jana L. Raver, Queen’s U.; Dean Tjostolv, Lingnan U.

**356**: (CMS, BPS, OMT) Occupy, Economic Inequality and Business: Setting the Agenda
2:30pm - 4:30pm Marriott Boston Copley Place: Boylston
Tweet this session: #AOM2012 356
Organizers: Hari Bapuji, I. H. Asper School of Business; Suhail Riaz, U. of Massachussetts, Boston

**357**: (HCM) Follow Your Bliss
2:30pm - 4:30pm Marriott Boston Copley Place: Salon K
Tweet this session: #AOM2012 357
Facilitators: Barbara Bigelow, Clark U.; Leonard H. Friedman, George Washington U.; Kathleen Montgomery, U. of California, Riverside

**358**: (MSR, OB) Management, Spirituality, and Religion Research Incubator
2:30pm - 4:30pm Sheraton Boston Hotel: Beacon D
Tweet this session: #AOM2012 358
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizers: Emily Lean, Union U.; Gilbert Tan, Singapore Management U.
Chair: Matthew C. Mitchell, Drake U.
Facilitators: Avi Kay, Jerusalem College of Technology; Thomas A. Bryant, Newark School of Theology; Jody Fry, Tarleton State U.; Tim Ewest, Wartburg College

**359**: (ODC, OMT, BPS) Resistance and Organization Change: Creating a New Agenda for Research
2:30pm - 5:30pm Sheraton Boston Hotel: Back Bay Ballroom D
Tweet this session: #AOM2012 359
Scholars with different perspectives on resistance in an attempt to inspire novel and insightful research on this important topic.
Chairs: Inger G. Stensaker, Norwegian School of Economics; Clifford Oswick, City U.; Rune Todnem By, Staffordshire U.
Session Details – Saturday, 2:00 - 4:00 PM

365 (OMT, SIM, ONE) Advancing Research on Social-Business Hybrid Organizations
2:45pm - 4:45pm Sheraton Boston Hotel: Beacon E
Tweet this session: #AOM2012 365
Organizers: Marya Hill-Popper Besharov, Cornell U.; Wendy K. Smith, U. of Delaware; Julie Battiliana, Harvard U.
Discussants: Klaus Weber, Northwestern U.

366 (PNP, ODC) Fostering Collaboration between Practitioners and Academics: Managing Public Infrastructure
2:45pm - 4:45pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 366
Public infrastructure management is an economic sustainability issue that can benefit from greater collaboration between practitioners and academics. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Facilitators: Kerry Brown, Southern Cross U.; Yvonne Brunetto, Southern Cross U.; Paulien M. Herder, Delft U. of Technology; Robyn Keast, Queensland U. of Technology; Telli van der Lei, Delft U. of Technology, Javier Tafur, U. Politecnica de Madrid; Leentje Volker, Delft U. of Technology; Monica Altamirano, Delft U. of Technology; Arthur Shriberg, Xavier U.; Matthew John Xerri, Southern Cross U.

Saturday 3:00PM

367 (D&ITC) Diversity and Inclusion in the Academy: A Town Hall Meeting
3:00pm - 5:30pm Boston Park Plaza: Cambridge Room
Tweet this session: #AOM2012 367
Chair: Bernardo M. Ferdman, Alliant International U.
Facilitators: Isabel Metz, U. of Melbourne; Rebecca McBride Bustamante, Sam Houston State U.; Kara Anne Arnold, Memorial U. of Newfoundland; Eddy S. Ng, Dalhousie U.; Lois E. Tetrick, George Mason U.
Moderator: Christina L. Stamper, Western Michigan U.
Presenter: Lynn Shore, San Diego State U.

368 (GDO, D&ITC) Developing a Research Program that Includes Sexual Minority Workplace Issues
3:00pm - 5:00pm Boston Park Plaza: Cabot Room
Tweet this session: #AOM2012 368
Attendees to contact organizers (spichler@fullerton.edu, raymond.trau@uwa.edu.au or anthony.turner@sauder.ubc.ca) by July 15 for panelist matching. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.
Organizers: Shaun Pichler, California State U., Fullerton; R Anthony Turner, U. of British Columbia; Raymond N. C. Trau, U. of Western Australia
Chair: Shaun Pichler, California State U., Fullerton; Raymond N. C. Trau, U. of Western Australia
Discussants: Douglas Creed, U. of Rhode Island; Michelle R. Hebl, Rice U.; David M. Kaplan, Saint Louis U.; Mustafa F.
Collaborations with Colleagues in Underrepresented Nations

Organizers:
- Ruth Alas, Estonian Business School; Dorothy Mpabanga, U. of Botswana; Jaime Ruiz-Gutierrez, U. de los Andes; Charles Wankel, St. John's U.; Nilay Jain, NMIMS U.

Presenters:
- Celine Becassisis-Modesta, U. Catolica Portuguesa; F. Pinar Acar, Middle East Technical U.; Fida Alfouni, American U. of Beirut; Fusun Akdag, Yeditepe U.; Akram Al Arisi, Toulouse Business School; Ruth Alas, Estonian Business School; Jose Manuel Alcaraz, Barra Business School; Evgeny Alperovich, Educational Consulting; Mauricio E. Alvarez, Instituto de Empresa Familiar de Mexico; Elena P. Antonacopoulou, U. of Liverpool; Bostjan Antoncic, U. of Primorska; Gerhard Apfelthaler, California Lutheran U.; Christian Cancino, U. of Ljubljana; Carola Maria Marques Curado, Chapman U.; Dr. Amran Awang, Multimedia U.; Nakiye Boyacigiller, St. John's U.; Fusun Akdag, Yeditepe U.; Charles Wankel, St. John's U.; Grace K. Dagher, Washburn U.; Akhentoolove Corbin, Brunel U.

THEMATIC ORIENTATION:
- Practice | International | Program Theme | Research | Diversity | Best Paper
Ponitcia U.; Catolica de Sao Paulo; Klaus Scala, Graz U.; Leon Schjoedt, Drexel U.; Paul A. Sears, U. of Findlay; Samuel Sejaka, Makerere U.; H. Martin Shane, Texas U. of Brownsville; Thomas Senaji, Kenya Methodist U.; Radha R. Sharma, Management Development Institute; Jose Miguel Simian, ESE Graduate Business School, U. de los Andes, Chile; Claire A. Simmers, Saint Joseph's U.; Luca Solari, U. of Milan; Ralph Stablein, Massey U.; Agata Stachowiak-Stanusch, Silesian U. of Technology; Runolfur Smari Steinthorsson, U. of Iceland; John Stephon, Marist College; James A.F. Stoner, Fordham U.; Augustin Suessmann, U. of Lueneburg; Sujit Sur, Dalhousie U.; Prof. Dr. Raja Suzana, U. Teknologi MARA; Jawad Syed, U. of Kent; Mehmet Nasil Tag, Mersin U.; Eugene Tee, HELP U.; S Bruce Thomson, St. George's U.; Dean Tjosvold, Lingnan U.; Erno T. Tomikoski, Grenoble Ecole de Management; Olga Troyyk, National Research U.; Rosa Nelly Trevenyio-Rodríguez, Tecnologico de Monterrey; Fu-Sheng Tsai, Cheng Shiu U.; Deniz Tuncaip, Istanbul Technical U.; Jose G Vargas-Hernández, U. de Guadalajara; Elza Veloso, Faculdade FIA de Administração e Negócios; Rica Viljoen, Da Vinci Institute for Innovation and Technology; Francisco Javier Vázquez Villaseñor, IETOS U.; Charles Wankel, St. John's U.; Natalia Weisz, IAE Business School Argentina; Grete Wennes, Trondheim Business School; Andreas Werr, Stockholm School of Economics; Klaus-Peter Wiedmann, Leibniz U. Hannover; Carolyn Wiley, Roosevelt U.; Horace Williams, U. of Technology, Jamaica; Justin Shale Williams, Charles Sturt U.; Julie Wolfram Cox, U. of Toronto; Dilan J. Wong-Millette, U. de los Andes, Chile; Senaji Wray, ESE Graduate Business School, U. of Arizona; Brian Wright, University of North Texas; Michael Yeung, U. of Nebraska; Mary Uhl-Bien, U. of Nebraska; Rani Mahadevan; Praisheemada, Vijuja L Narapareddy, U. of Denver; Mikael Sondergaard, Aarhus U.; Altaf Hashmi, U. of Alabama in Huntsville; Patrick F. McKay, Rutgers U.; Jessica Methot, Rutgers U.; Riki Takeuchi, Hong Kong U. of Science and Technology; David Kryscynski, Brigham Young U.

373 : (HR, NDSC) HR Division Pre-Dissertation Doctoral Student Professional Development Workshop
3:15pm - 6:15pm Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 373
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 1, 2012.

Chairs: Michal Biron, U. of Haifa & Tilburg U.; Clint Chadwick, U. of Kansas

Presenters: Jenny M. Hoolber, U. of Illinois, Chicago; Rebecca R. Kehoe, Rutgers U.; David P. Lepak, Rutgers U.; William Iverson MacKenzie, U. of Alabama in Huntsville; Patrick F. McKay, Rutgers U.; Jessica Methot, Rutgers U.; Riki Takeuchi, Hong Kong U. of Science and Technology; David Kryscynski, Brigham Young U.

374 : (MED) Dramatic Dilemmas: Drama-based Decision Support
3:15pm - 5:15pm Marriott Boston Copley Place: Salon H
Tweet this session: #AOM2012 374
Host: Viktor Dörfler, Strathclyde U.

Participants: Zoltán Baracskai, Doctus Co.; Jolán Velencei, U. of Óbud; Marc Benjamin Sierand, NHTV Breda U. of Applied Sciences; Jasmima Szendrey, Strathclyde U.

375 : (MED, IM) Teaching International Management with Sophisticated Simulations
3:15pm - 6:00pm Marriott Boston Copley Place: Salon B
Tweet this session: #AOM2012 375
Facilitator: Mikael Sondergaard, Aarhus U.

Presenters: Joyce Olsland, San Jose State U.; Jasmin Mahadevan, Pforzheim U.; Vijuja N Narapareddy, U. of Denver; Mikael Sondergaard, Aarhus U.

376 : (OB, CM, GDO, HR) OB New Member Networking and Research Forum
3:15pm - 5:15pm Boston Park Plaza: Stuart Room
Tweet this session: #AOM2012 376
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 1, 2012.


Saturday 3:15PM

372 : (ENT) New Directions in Entrepreneurial Orientation: Concepts and Methods
3:15pm - 5:30pm Sheraton Boston Hotel: Liberty Ballroom A
Tweet this session: #AOM2012 372
Distinguished Speaker: Johan Wiklund, Syracuse U.
Chair: William John Wales, James Madison U.
Facilitators: Shereylyn Roberts, U. of Texas, Arlington; Jeffrey M. Pollack, U. of Richmond; Erik Monsen, U. of Strathclyde; Daniel T. Holt, Mississippi State U.; Nathan S. Hartman, John Carroll U.; Kathleen Randerson, CERAG Laboratory - U. of Grenoble (France); Roxanne Zolin, Queensland U. of Technology
Panellists: Patrick M. Kreiser, Ohio U.; Catherine L. Wang, Royal Holloway U. of London

Saturday 3:30PM

377 : (AAA) 2012 Program Chairs' Meeting
3:30pm - 5:00pm Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 377
Organizers: R. Duane Ireland, Texas A&M U.; Jimmy Le, Academy of Management; Gabriel Bramson, Academy of Management
**Session Details – Saturday, 4:00 - 6:00 PM**

378 ▶️: (BPS, TIM, OMT) Attention Needs More Attention: Methodological Issues in Attention and Cognition Research
3:30pm - 6:00pm Boston Hynes Convention Center: Room 310
Tweet this session: #AOM2012 378
Pre-registration is required for this workshop. To register online, please visit https://secure.aamonline.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Maurizio Zollo, Bocconi U.
Facilitator: Maurizio Zollo, Bocconi U.
Moderator: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH
Discussants: William Ocasio, Northwestern U.; Giovanni Gavetti, Harvard U.; Christopher Chabris, Union College
Speakers: Sarah Kaplan, U. of Toronto; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Freek Vermeulen, London Business School; Pino G. Audia, Dartmouth College

379 ▶️: (IM) International Management Consortia Meet the Editors Panel
3:30pm - 5:00pm Offsite: Northeastern University
Tweet this session: #AOM2012 379
The Meet the Editors panel is open only to participants in the IM division doctoral and junior faculty consortia. Location: 240 Egan Research Center, Raytheon Amphitheater. From conference hotels, walk West on Huntington Avenue and turn left on Forsyth St. Egan will be the last building to your left.
Panelists: William G Mitchell, Duke U.; John Cantwell, Rutgers U.; Peter A. Bamberger, Tel Aviv U.; Neal M. Ashkanasy, U. of Queensland

3:30pm - 5:30pm Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 380
Organizers: John Mezias, U. of Miami; Desiree F. Pacheco, Portland State U.

381 ▶️: (NDSC, MED) Having the Right Stuff: Behaviors and Structures to Support Effective Course Design and Delivery
3:30pm - 5:30pm Westin Copley Place: America Ballroom South
Tweet this session: #AOM2012 381
Joint PDW with MED
Organizers: Toni Ungaretti, Johns Hopkins U.; Kenneth R. Thompson, DePaul U.; Barbara A. Ritter, Coastal Carolina U.; Katherine A. Karl, U. of Tennessee, Chattanooga

382 ▶️: (PTC, ENT, HCM) Bridging the Disconnects between Academics and Practice in Entrepreneurship
3:30pm - 5:30pm Boston Hynes Convention Center: Room 103
Tweet this session: #AOM2012 382
Organizers: Suresh U Kumar, NexAge Technologies USA Inc; Norris F. Krueger, Entrepreneurship Northwest
Distinguished Speakers: Tom Mierzwa, U. of Maryland; U. College; Patricia G Greene, Babson College; Per Davidsson, Queensland U. of Technology; Anne Evans, VP, Strategic Resources; Mark T. Schenkel, Belmont U.; Robert S. D’Intino, Rowan U.; Deborah V. Brazeal, California State Polytechnic U., Pomona

**Saturday 3:45PM**

383 ▶️: (BPS, IM, ENT) Using Experiments to Examine Interfirm Exchanges
3:45pm - 5:45pm Boston Hynes Convention Center: Room 201
Tweet this session: #AOM2012 383
Using Experiments to Examine Interfirm Exchanges: A Laboratory Approach to Understanding Strategic Alliances
Organizers: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Maurizio Zollo, Bocconi U.
Facilitator: Maurizio Zollo, Bocconi U.
Moderator: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH
Discussants: William Ocasio, Northwestern U.; Giovanni Gavetti, Harvard U.; Christopher Chabris, Union College
Speakers: Sarah Kaplan, U. of Toronto; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Freek Vermeulen, London Business School; Pino G. Audia, Dartmouth College

**Saturday 4:00PM**

384 ▶️: (RM) Ask the Experts: Macro Methods
3:45pm - 5:45pm Westin Copley Place: Essex North-Center & East
Tweet this session: #AOM2012 384
Ask the Experts: Macro Methods
Organizers: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Freek Vermeulen, London Business School; Pino G. Audia, Dartmouth College

385 ▶️: (SAP, MH) Boston versus Boston? Strategy As Practice in perspective: history, power and methods
3:30pm - 4:00pm Boston Hynes Convention Center: Room 201
Tweet this session: #AOM2012 385
Boston versus Boston? Strategy As Practice in perspective: history, power and methods
Organizers: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Freek Vermeulen, London Business School; Pino G. Audia, Dartmouth College

386 ▶️: (SIM) Taking Stock in SIM: What We Know, What We Don’t Know, and What We Still Need To Do
3:45pm - 5:15pm Marriott Boston Copley Place: Tremont
Tweet this session: #AOM2012 386
Taking Stock in SIM: What We Know, What We Don’t Know, and What We Still Need To Do
Organizers: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Freek Vermeulen, London Business School; Pino G. Audia, Dartmouth College

**Be sure to select the best use of online technologies to foster networking and new ideas.**

**To better understand global strategy and management of Korean multinationals, we have an in-depth look at major Korean multinationals.**

**Presenters:**
- Ku-Hyun Jung, KAIST; Zukweon Kim, Konkuk U.; Young-Ryeol Park, Samsung Electronics
- Jaeyong Song, NexAge Technologies USA Inc; Won-Hong Cho, Auburn U.; Donald D Bergh, U. of Denver; Harry P. Bowen, Queens U. of Charlotte

**Korean Multinationals, the New Global Leaders**
4:00pm - 6:00pm Boston Hynes Convention Center: Room 301
Tweet this session: #AOM2012 387
To better understand global strategy and management of Korean multinationals, we have an in-depth look at major Korean multinationals.

**Presenters:**
- Ku-Hyun Jung, KAIST; Zukweon Kim, Konkuk U.; Young-Ryeol Park, Samsung Electronics; Won-Hong Cho, Hyundai Motor; Young-Ryool Park, Yonsei U.; Jaeyong Song, Seoul National U.
Elevating Leadership Research: An Informal Mentoring Session with Global Scholars
4:00pm - 6:00pm Boston Park Plaza: Franklin Room
Tweet this session: #AOM2012 388
To participate in this workshop contact Marie Dasborough m.dasborough@miami.edu by June 1, 2012 for full instructions before registering online.
Organizer: Marie T. Dasborough, U. of Miami
Facilitator: Kevin B. Lowe, U. of North Carolina, Greensboro
Participants: Leanne E Atwater, U. of Houston; Boas Shamir, Hebrew U. of Jerusalem; Alan Bryman, U. of Leicester; Mary Uhlen-Bien, U. of Nebraska; Ken Parry, Bond U.; Gary Yukl, State U. of New York, Albany; Ronit Kark, Bar Ilan U.; Francis J. Yammarino, Binghamton U.; Terri A. Scandura, U. of Miami; William L. Gardner, Texas Tech U.; Robert C Liden, U. of Illinois, Chicago; Claudia C. Cogliser, Texas Tech U.

Saturday 4:15PM

Design Thinking and Wicked Problems in Business Strategy and Public Policy
4:15pm - 6:15pm Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 389
Chair: Geoffrey Seaver, National Defense U.

Past, Present, and Future: (OB, MOC, ODC, CAR) Past, Present, and Future Investigation of Positive Relationships at Work
4:15pm - 5:15pm Boston Park Plaza: Whittier Room
Tweet this session: #AOM2012 390
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDRWeb. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: David S. Bright, Wright State U.; Stephanie J Creary, Boston College; Elana R. Feldman, Boston U.; Rajeshi Ghosh, Drexel U.; Kerry Roberts Gibson, Georgia Institute of Technology; Delia McManus Mannen, ESADE
Discussants: Kim Cameron, U. of Michigan; Emily Heaphy, Boston U.; Belle Rose Ragsin, U. of Wisconsin, Milwaukee

Working on the Dark Side: A Workshop for New Research on Organizational Misconduct
4:15pm - 7:15pm Sheraton Boston Hotel: Independence East
Tweet this session: #AOM2012 391
Participants will be required to submit drafts of papers to the organizers by June 1 who will be paired with a senior mentor. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDRWeb. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 1, 2012.
Organizers: Celia Moore, London Business School; Jo-Ellen Pozner, U. of California, Berkeley; Andrew von Nordenflycht, Simon Fraser U.
Discussants: Blake E. Ashforth, Arizona State U.; Donald A Palmer, U. of California, Davis; Arthur P. Brief, U. of Utah

Research on universities and science: Geography, institutions, and disciplinary fields
4:15pm - 6:15pm Boston Hynes Convention Center: Room 204
Tweet this session: #AOM2012 392
Organizers: Andrew Nelson, U. of Oregon; Henry Sauermann, Georgia Institute of Technology; Riccardo Fini, U. of Bologna and Imperial College London; Markus Perkmann, Imperial College London; Nicola Lacetera, U. of Toronto
Speakers: John P. Walsh, Georgia Institute of Technology; Jeff Furman, Boston U.; David Mowery, U. of California, Berkeley; Jeanette Colyvas, Northwestern U.; Chuck Eesley, Stanford U.

Saturday 4:30PM

ENT New Member Meeting Point
4:30pm - 6:30pm Sheraton Boston: Liberty Ballroom C
Tweet this session: #AOM2012 393
Must pre-register. Newcomers meet with established members of ENT, ask questions, share details, and perhaps initiate friendships and collaborations.
Organizer: Jennifer E Jennings, U. of Alberta

Think About It.....Over a Beer (or a Glass of Wine)
4:30pm - 5:30pm Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: #AOM2012 394
Division Chair: Mark J. Martinke, Florida State U.
Division Chair-Elect: Rhonda K. Roger, U. of Maryland
Program Chair: Kyle Lewis, U. of Texas, Austin
Professional Development Workshop Chair: Elizabeth George
Hong Kong U. of Science and Technology
Past Chair: Gerard P. Hodgkinson, U. of Warwick

Funding Opportunities for Academy of Management Scholars, from the National Science Foundation
4:30pm - 6:30pm Sheraton Boston Hotel: Independence West
Tweet this session: #AOM2012 395
Chair: Jacqueline Meszaros, National Science Foundation
Participants: Kalle Lyttinen, Case Western Reserve U.; Maria Minniti, Southern Methodist U.; Michael Boyer O'Leary, Georgetown U.; Martha S. Feldman, U. of California, Irvine; Susan Winter, National Science Foundation

Saturday 4:45PM

Integrating Liberal Learning and Business Education: Putting the Carnegie Report into Practice
4:45pm - 6:45pm Marriott Boston Copley Place: Boylston
Tweet this session: #AOM2012 396
Organizers: Matt Statler, New York U.; Pierre Guillet de Montbou, Copenhagen Business School
Speaker: William Sullivan, Wabash College
iannarelli, AACSB International; Rasmus Johnsen, Copenhagen Business School; Nancy B Kurland, Franklin & Marshall College; Donna Ladkin, Cranfield U.; Romain Lauder, HEC Paris; Stephen A. Linstead, U. of York, UK; Paolo Quattrone, IE Business School; Sotirios Parousis, U. of Warwick; Claire Preissner, Aspen Institute Business and Society Program; Sverre Raffnøe, Copenhagen Business School; Emma Stenstrom, Stockholm School of Economics; Chris Steyaert, U. of St. Gallen; Steven S Taylor, Worcester Polytechnic Institute; Morten Thaning, Copenhagen Business School; Bart Irwin Victor, Vanderbilt U.; James P. Walsh, U. of Michigan, Ann Arbor; Batia Mishan Wiesenfeld, New York U.; Lynn Wooten, U. of Michigan

397 (OB, OCIS, TIM) Research Incubator for Exploring Tensions and Paradoxes in Creativity and Innovation Management
4:45pm - 6:45pm Boston Park Plaza: Arlington Room
Tweet this session: #AOM2012 397
Organizers: Ella Miron-Spektor, Technion Israel Institute of Technology; Eitan Naveh, Technion Israel Institute of Technology; Miriam Erez, Technion Israel Institute of Technology
Speaker: Michael Frese, National U. of Singapore

398 (OMT, CMS) The Invisible Foot: Our Addiction to Growth
4:45pm - 6:45pm Sheraton Boston Hotel: Republic A
Tweet this session: #AOM2012 398
Organizer: Steven S Taylor, Worcester Polytechnic Institute
Presenters: Erica Gabrielle Foldy, New York U.; Jenny W. Rudolph, Harvard Medical School; Peter E. Rivard, Suffolk U.; Pacey Foster, U. of Massachusetts, Boston; Rich DeJordy, Northeastern U.

Saturday 5:00PM

399 (CMS) Philosophical Foundations of Organization Studies
5:00pm - 7:00pm Marriott Boston Copley Place: Salon I
Tweet this session: #AOM2012 399
Organizer: Ali Mir, William Paterson U.
Participants: Bobby Banerjee, U. of Western Sydney; Andre Spicer, U. of Warwick; Marieke van den Brink, Radboud U. Nijmegen; Ali Mir, William Paterson U.

400 (HCM) Health Care Management Division Professional Development Workshop Social
5:00pm - 7:00pm Offsite: Kings Bay Bowling Alley
Tweet this session: #AOM2012 400
Host: Timothy R. Huerta, Texas Tech U.

401 (MEDI) MED/NDSC Joint Reception, co-sponsored by Organizational Behavior Teaching Society (OBTS)
5:00pm - 7:00pm Westin Copley Place: Staffordshire
Tweet this session: #AOM2012 401
Hosts: Barbara A. Ritter, Coastal Carolina U.; Rae Andre, Northeastern U.

402 (NDSC) MED/NDSC Joint Reception, co-sponsored by Organizational Behavior Teaching Society (OBTS)
5:00pm - 7:00pm Westin Copley Place: Staffordshire
Tweet this session: #AOM2012 402
MED, OBTS, and NDSC annually host a reception to serve as a networking and informational opportunity for current and potential members.

403 (OM) Journal of Supply Chain Management Best Paper Session: Crafting a High Quality Research Paper
5:00pm - 7:00pm Westin Copley Place: St. George C & D
Tweet this session: #AOM2012 403
The Institute for Supply Management will sponsor the event by providing funding for food and beverages.
Coordinators: Lisa Marie Ellram, Miami U.; Craig R. Carter, Arizona State U.

Saturday 5:15PM

404 (HR, OB, BPS, ONE, CMS) Corporate Social Responsibility and Human Resource Management/Organizational Behavior
5:15pm - 7:15pm Boston Park Plaza: White Hill Room
Tweet this session: #AOM2012 404
Presenters: Herman Aguinis, Indiana U., Bloomington; Donald Siegel, State U. of New York, Albany; David A. Waldman, Arizona State U.
Participants: Jonathan P Doh, Villanova U.; Nicola M. Pless, ESADE; Deborah Elizabeth Rupp, Purdue U.

Saturday 5:30PM

405 (AAA) New Member Orientation
5:30pm - 7:00pm Boston Hynes Convention Center: Room 302/304
Tweet this session: #AOM2012 405
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 Boston. There will be refreshments and time for questions at each participative session. There are two (2) orientations offered during the Annual Meeting. Each session offers the same information, so it is only necessary to attend one.
Organizers: Stephanie Case Henagan, Northern Illinois U.; Kerry Ignatz, Academy of Management

406 (SIM) SIM/SBE Joint Keynote Speaker and Reception (offsite)
5:30pm - 9:00pm Offsite: Fairmont Copley Plaza Hotel
Tweet this session: #AOM2012 406

Saturday 5:45PM

407 (CAR, IAM, D&TC) Publish or Perish Goes Global: International Scholars’ Strategies for Publishing in Top Journals
5:45pm - 7:45pm Boston Park Plaza: Plaza Ballroom
Tweet this session: #AOM2012 407
Organizers: Corinne Post, Lehigh U.; Jean-Luc Cerdin, ESSEC Business School

408 ☐ ☐: (OB, ODC, CM) How to Find and Build a Microcommunity
5:45pm - 7:45pm Boston Park Plaza: Georgian Room
Tweet this session: #AOM2012 408
Organizers: David Mayer, U. of Michigan; Rosalind M. Chow, Carnegie Mellon U.; Maia J. Young, U. of California, Los Angeles
Participants: Cameron Anderson, U. of California, Berkeley; Jane E. Dutton, U. of Michigan; Gretchen M. Spritzer, U. of Michigan, Ann Arbor; Laurie R. Weingart, Carnegie Mellon U.; Mary Uhlenbien, U. of Nebraska

Saturday 6:00PM

409 ☐ ☐: (BPS) BPS Division Mid-Career Workshop: Managing Your Evolving Career
6:00pm - 8:00pm Boston Hynes Convention Center: Room 308
Tweet this session: #AOM2012 409
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 1, 2012.
Organizers: Peggy M. Lee, Arizona State U.; Annette L. Ranft, U. of Tennessee
Participants: Russell Coff, U. of Wisconsin, Madison; Timothy B. Folla, Purdue U.; Margaret Peteraf, Dartmouth College; Richard L Priem, Texas Christian U.; Christopher Shook, Auburn U.; Rodolphe Durand, HEC Paris

410: (ENT) Entrepreneurship Social
6:00pm - 10:00pm Offline: Prudential Building Skywalk
Tweet this session: #AOM2012 410
Member tickets must be purchased in advance at https://secure.aomonline.org/PDWReg. Until July 6, 2012 the price = $60.00; July 7 to 27, the price = $70.
Guest tickets must be purchased in advance at <a href="https://www.regonline.com/register/checkin.aspx?MethodId=0&eventSessionId=5037964486554392813042222020c304&eventID=1016780">https://www.regonline.com/register/checkin.aspx?MethodId=0&eventSessionId=5037964486554392813042222020c304&eventID=1016780</a>. Until July 6, 2012 the price = $60.00; July 7 to 27, the price = $70.
Professional Development Workshop Chair: Harry J Sapienza, U. of Minnesota

411: (HR) HR and OB Members Welcome Reception
6:00pm - 7:30pm Boston Park Plaza: Terrace Room
Tweet this session: #AOM2012 411
All HR and OB Division members are invited to this reception. The Division’s Chairs want to welcome you to Boston and the 2012 AOM Meeting.
Organizers: Maria Kraimer, U. of Iowa; Laura Erskine, Illinois State U.
Chairs: Frederick P. Morgeson, Michigan State U.; Sharon K. Parker, U. of Western Australia

412: (IAM) Business meeting of the Iberoamerican Academy of Management
6:00pm - 7:30pm Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 412
Open to all members
Division Chair: Julio O. DeCastro, Babson College
Program Chair: Andrea Fosfuri, U. Carlos III de Madrid

413: (IM) International Management Division PDW Reception
6:00pm - 8:00pm Boston Hynes Convention Center: Room 313
Tweet this session: #AOM2012 413
This is an open reception for all members of OCIS division. New members and doctoral students are especially welcome. Participants of Doctoral Consortium will have poster presentation of their work.

414: (OCIS) OCIS Doctoral Consortium Reception and Member Networking
6:00pm - 7:30pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 414
This is an open reception for all members of OCIS division. New members and doctoral students are especially welcome. Participants of Doctoral Consortium will have poster presentation of their work.

415: (ODC) JMC Journal of Change Management Reception
6:00pm - 8:00pm Sheraton Boston Hotel: Back Bay Ballroom C
Tweet this session: #AOM2012 415
Host: Rune Todnem By, Staffordshire U.

416 (ODC, MC) Performance Metrics of the Informal Impacts of OD Projects
6:00pm - 8:00pm Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 416
Coordinator: Marc Bonnet, ISEOR, IAE - U. of Lyon 3
Speaker: David Coghlan, Trinity College Dublin
Participants: Vincent Cristallini, ISEOR, IAE - U. of Lyon 3; Henri Savall, ISEOR, IAE - U. of Lyon 3; Olivier Voiant, ISEOR; Veronique Zardet, ISEOR, IAE - U. of Lyon 3

417: (PTC) All Academy Practice Theme Committee Awards and Receptions
6:00pm - 9:00pm Sheraton Boston Hotel: Constitution Ballroom A
Tweet this session: #AOM2012 417
Organizers: Tyrone S. Pititis, Newcastle U.; Kuo Frank Yu, City U. of Hong Kong; Kathryn Goldman Schuyler, Alliant International U.

Session Details – Saturday, 6:00 - 8:00 PM

SATURDAY
Session Details – Saturday, 6:00 - 8:00 PM

Organizer: Raza A Mir, William Paterson U.

420 : (ONE) ONE Welcome Reception
6:30pm - 8:30pm Marriott Boston Copley Place: Salon F
Tweet this session: #AOM2012 420
The ONE Division welcomes new and old members to this year's Academy conference.

Saturday 7:00PM

421 : (AAA) President’s Welcome Reception for New Members
7:00pm - 9:00pm Boston Hynes Convention Center: Room 306
Tweet this session: #AOM2012 421
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 hors d'oeuvres will be served.
Organizer: Anne S. Tsui, Arizona State U.

422 : (ICW) Chinese Scholar Workshop Reunion
7:00pm - 10:30pm Sheraton Boston Hotel: Back Bay Ballroom D
Tweet this session: #AOM2012 422
Organizer: Qing Cao, U. of Connecticut

Saturday 8:00PM

423 : (GDO) All in the Family: Annual Reception for LGBTQ Persons and Friends at the Academy
8:00pm - 10:00pm Boston Park Plaza: Whittier Room
Tweet this session: #AOM2012 423
Allies, friends, gay, lesbian, bisexual & transgendered persons invited. Sponsored by University of Utah. Website: http://group.aomonline.org/glbt/
Organizers: Gerardo Okhuysen, U. of Utah; Ron Ophir, York U.

Saturday 8:30PM

424 : (CAR) Careers Division PDW Social
8:30pm - 10:30pm Offsite: TBA
Tweet this session: #AOM2012 424
Careers Division PDW Social Event.

Saturday 9:00PM

425 : (ICW) ANZAM Dessert Function
9:00pm - 11:00pm Westin Copley Place: America Ballroom North
Tweet this session: #AOM2012 425
Organizer: Anne Anderson, ANZAM
Session Details – Sunday 8:00 - 10:00 AM

Sunday 7:00AM

426: (ICW) South-Western Cengage Learning Breakfast & Author Presentation
7:00am - 9:00am Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 426
Organizer: Rhonda Bollinger, South-Western Publishing Co.

427: (MSR) MSR Morning Meditation
7:00am - 8:00am Sheraton Boston Hotel: Hampton B
Facilitator: Gerald Bberman, U. of Scranton

Sunday 7:30AM

428: (ICW) Gathering of POS Scholars
7:30am - 9:00am Sheraton Boston Hotel: Back Bay Ballroom A
Tweet this session: #AOM2012 428
Gathering of individuals interested in Positive Organizational Scholarship. Purpose: celebrate community, review accomplishments, network with other scholars.
Organizer: Janet Max, U. of Michigan, Ann Arbor

Sunday 8:00AM

429: (AAA) Placement Services
8:00am - 5:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer
Tweet this session: #AOM2012 429
Placement Services - Registration and Information
Organizers: Wendy Kramer, Keystone College; La Verne Hairston Higgins, Eastern Michigan U.

430: (AAA) All-Academy Welcome Breakfast
8:00am - 9:00am Sheraton Boston Hotel: Grand Ballroom
Tweet this session: #AOM2012 430
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.

431: (AAA) AMJ Editors Only
8:00am - 9:00am Westin Copley Place: Courier
Tweet this session: #AOM2012 431
By Invitation Only
Organizer: Jason Colquitt, U. of Georgia

432: (AAA) Conference Registration
8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A
Tweet this session: #AOM2012 432
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

433: (AAA) Conference Exhibits
8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A.
Tweet this session: #AOM2012 433

434: (AAA) Hospitality Suite for First Time Attendees
8:00am - 5:00pm Boston Hynes Convention Center: Room 207
Tweet this session: #AOM2012 434
Membership Committee volunteers, as well as representatives from the Membership Committee volunteers, as well as representatives from the Membership Department, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!

Organizer: Stephanie Case Henagan, Northern Illinois U.

435: (ICW) Kauffman Firm Survey Breakfast
8:00am - 9:30am Marriott Boston Copley Place: Salon C
Tweet this session: #AOM2012 435
Organizer: Mette Kramer, Ewing Marion Kauffman Foundation

Sunday 8:30AM

436: (AAC) Southern Management Association Executive Board Meeting
8:30am - 10:00am Westin Copley Place: Defender
Tweet this session: #AOM2012 436

437: (CMS) CMS Executive Meeting
8:30am - 10:00am Marriott Boston Copley Place: Salon B
Tweet this session: #AOM2012 437
Division Chair: Sarah Stookey, Central Connecticut State U.
Program Chairs: Gavin Jack, La Trobe U.; Jan Schapper, La Trobe U.

Sunday 9:00AM

438: (AAA) Academy of Management Presidential Address and Awards Ceremony
9:00am - 11:00am Sheraton Boston Hotel: Grand Ballroom
Tweet this session: #AOM2012 438
Distinguished Speaker: Anne S. Tsui, Arizona State U.

439: (AAA) AMR Editors Only
9:00am - 10:00am Westin Copley Place: Courier
Tweet this session: #AOM2012 439
Organizer: Roy R Suddaby, U. of Alberta

440: (AAA) The Ethicist
9:00am - 10:00am Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 440

441: (ICW) Journal of Applied Behavioral Science Editorial Review Board Meeting
9:00am - 10:30am Boston Park Plaza: Statler Room
Tweet this session: #AOM2012 441
Organizer: Cynthia Nalevanko, Sage Publications

Sunday 9:30AM

442: (ICW) Organization Studies Editorial Board Meeting & Breakfast
9:30am - 11:00am Boston Park Plaza: Berkeley Room
Tweet this session: #AOM2012 442
Organizer: Sophia Tzagaraki, Organization Studies

443: (ICW) European Journal of International Management "Editors and Friends" Annual Meeting
9:30am - 11:00am Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 443
Organizer: Vlad Vaiman, Roykjavik U.

Sunday 10:00AM

444: (AAA) AMR Editorial Review Board
10:00am - 11:30am Westin Copley Place: St. George C & D
Tweet this session: #AOM2012 444
By Invitation Only
Organizer: Roy R Suddaby, U. of Alberta

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

Section D
Session Details – Sunday, 10:00 AM - 12:00 PM

445 : (AAA) Ethics Education Committee Meeting
10:00am - 11:30am Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 445

446 : (AAC) Midwest Academy of Management Officers Meeting
10:00am - 12:00pm Westin Copley Place: Empire
Tweet this session: #AOM2012 446

447 : (ICW) JOM Review Issue: Proposal Review Panel--Micro
10:00am - 12:00pm Boston Hynes Convention Center: Room 306
Tweet this session: #AOM2012 447
Organizer: Deborah Elizabeth Rupp, Purdue U.

448 : (OMT) Teaching Social Networks: Organizing an Agenda and Resources
10:00am - 12:00pm Sheraton Boston Hotel: Gardner A
Tweet this session: #AOM2012 448

449 : (PTC) Practice Theme Committee Meeting.
10:00am - 12:00pm Sheraton Boston Hotel: Hampton A
Tweet this session: #AOM2012 449
Strategic and tactical planning for the Practice Theme Committee, open to all members of the Practice Theme Committee and those interested in joining Professional Development Workshop Chairs: Kuo Frank Yu, City U. of Hong Kong; Kathryn Goldman Schuyler, Alliant International U. Chair: Tyrone S. Pitts, Newcastle U. Presenters: Jochen Schweitzer, U. of Technology, Sydney; Katie Best, London School of Economics

Sunday 10:15AM

450 : (AAA) Conference Break
10:15am - 10:45am Boston Hynes Convention Center: Convention Center Exhibit Hall A
Tweet this session: #AOM2012 450

Sunday 10:30AM

451 : (AAC) Indian Academy of Management Business Meeting
10:30am - 12:00pm Westin Copley Place: Great Republic
Tweet this session: #AOM2012 451

452 : (ICW) Entrepreneurship Theory & Practice Editorial Meeting and Luncheon
10:30am - 1:30pm Marriott Boston Copley Place: Salon C
Tweet this session: #AOM2012 452
Organizer: Ray Bagby, Baylor U.

453 : (ICW) Personnel Psychology Editorial Board Reception (By Invitation Only)
10:30am - 12:00pm Westin Copley Place: Essex North-Center & East
Tweet this session: #AOM2012 453
Organizer: Frederick P. Morgeson, Michigan State U.

454 : (OM) OM Division Executive Committee Meeting
10:30am - 12:00pm Westin Copley Place: Parliament
Tweet this session: #AOM2012 454
This is a planning meeting for the division's executive committee; however, any division member is welcome to attend. Chair: Thomas F. Gattiker, Boise State U.

Sunday 11:00AM

455 : (ICW) Journal of Management Education Editorial Board Meeting
11:00am - 12:00pm Marriott Boston Copley Place: Salon I
Tweet this session: #AOM2012 455
Organizer: Jon Billsberry, Deakin U.

Sunday 11:15AM

456 : (AAA) 2012-2013 Division Chairs Meeting
11:15am - 12:45pm Westin Copley Place: Courier
Tweet this session: #AOM2012 456
Organizer: Kerry Ignatz, Academy of Management

Sunday 11:30AM

457 : (AAA) 2013 Professional Development Workshop Chairs Meeting
11:30am - 12:30pm Sheraton Boston Hotel: Fairfax B
Tweet this session: #AOM2012 457
Organizers: Debra Shapiro, U. of Maryland, Jimmy Le, Academy of Management; Gabriel Bramson, Academy of Management

458 : (AAA) AMP Editors Only
11:30am - 12:30pm Westin Copley Place: Courier
Tweet this session: #AOM2012 458
By Invitation Only
Organizers: Timothy Michael Devine, U. of Technology, Sydney; Donald Siegel, State U. of New York, Albany

459 : (AAC) Eastern Academy of Management International Advisory Board
11:30am - 12:30pm Westin Copley Place: Defender
Tweet this session: #AOM2012 459

460 ② ☏ ③⑦⑨⑨⑤ : (AAT) Business Creation in Developing Countries: Assessing the Informal Sector
11:30am - 1:00pm Boston Hynes Convention Center: Room 101
Tweet this session: #AOM2012 460
Chair: Saul Estrin, London School of Economics Discussants: Michael Frese, National U. of Singapore; Lois Stevenson, Independent Management Consultant; Bailey Klinger, Harvard U.
Speakers: Tomasz Marek Micklewicz, Aston Business School; Paul D Reynolds, George Washington U.; Elena Bardasi, World Bank

461 ☏ : (AAT) Nascent Entrepreneurship in China and Beyond
11:30am - 2:30pm Boston Hynes Convention Center: Room 103
Tweet this session: #AOM2012 461
This workshop is designed for people who have focused on the "West" and developed economies with formal institutions in entrepreneurship and are interested in learning about nascent entrepreneurship in China as well as comparisons with other emerging economies. It is also for those who want to bridge the two and look at their interactions and novel theoretical issues at the intersection. Organizer: Chuck Esesey, Stanford U.
Speakers: Wesley Sine, Cornell U.; Haiyang Li, Rice U.; Anthea Yan Zhang, Rice U.; Claudia Bird Schoonhoven, U. of California, Irvine; Yanbo Wang, Boston U.; Jizhen Li, Tsinghua U.
462  (AAT) Deans on Business Schools & Informal Economies
11:30am - 1:00pm Boston Hynes Convention Center: Room 104
Tweet this session: #AOM2012 462
Chair: Sheila M. Puffer, Northeastern U.; Daniel J McCarthy, Northeastern U.;
Participants: Maria Tereza Leme Fleury, U. of Sao Paulo; Henry W Lane, Northeastern U.; Carl F. Fey, Nottingham U. Business School; China; Ajit Rangnekar, Indian School of Business; Anna Gryaznova, Moscow State U.

463  (AAT) Entrepreneurship in China and India: An Institutional Voids Approach to the Informal Economy
11:30am - 1:00pm Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 463
Chair: Bernard Yeung, National U. of Singapore; Entrepreneurship in China and India An Institutional Voids Approach to the Informal Economy | Tarun Khanna, Harvard U.

464  (AAT) Informal Economy, Poverty, and Responsible Management Education: Global Perspectives
11:30am - 1:00pm Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012 464
Panelists: Gerard F Farias, Fairleigh Dickinson U.; Mzamo P Mangaliso, U. of Massachusetts; Paulo Cesar Motta, IAG PUC Rio

465  (AAT) The Digitization of Creativity and Media Gatekeeping in the Informal Economy
11:30am - 1:00pm Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 465
Chair: Paul M Hirsch, Northwestern U.
Discussant: Candace Jones, Boston College
Addressing the skillful navigation of gatekeeping in the art world | Violina Rindova, U. of Texas, Austin; Elena Dalpiaz, Imperial College London; Davide Ravasi, Bocconi U.
Entrepreneurship in Creative Industries and Cultural Change | Mukti V Khaire, Harvard U.
The Digitalization of Fads and Fashions | Paul M Hirsch, Northwestern U.; Daniel A. Gruber, Northwestern U.
The Rise of Hollywood East: Regional Brokerage and Networks | Pacey Foster, U. of Massachusetts, Boston; Innovation and reproduction in creative industries | Gerardo Patriotta, Nottingham U.

466  (AAT) Improving Access to Finance by the Poor: What Difference Does Management Make?
11:30am - 1:00pm Boston Hynes Convention Center: Room 201
Tweet this session: #AOM2012 466
Chair: Bruce Kogut, Columbia Business School
Discussant: Saurabh Lal, Aspen Network of Development Entrepreneurs
Speakers: Stephan Meier, Columbia Business School; Antoinette Schoar, MIT Sloan; Rodrigo Canales, Yale U.; Miriam Bruhn, World Bank

467  (AAT) Using Informal Networks to Advance Global and Polycentric Academic Careers
11:30am - 1:00pm Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 467
Organizers: Qingxia Tong, Independent Scholar; Patricia G. Vidal, U. Presbiteriana Mackenzie
Speakers: Peter Hwang, National Taiwan U.; Maury Peiperl, IMD; Joyce Osland, San Jose State U.; Douglass Cagwin, Zayed U.; Hsia Hua Sheng, Fundacao Getulio Vargas-EAESP & EBAPE

468  (AAT) Digital Business Innovations for Significant Societal Challenges in the Mixed Economy
11:30am - 1:30pm Boston Hynes Convention Center: Room 203
Tweet this session: #AOM2012 468
This workshop will be hosted and led by Professor Feng Li, Chair of Information Management at Cass Business School, City University London (UK). Previous he was Chair of e-Business Development at Newcastle University for 10 years; and Senior Lecturer at Strathclyde University Business School for 5 years. Since the late 1980s, his research has centrally focused on emerging strategies, business models and organisational innovations in private and public sectors. Currently he holds multi-million pounds/dollars government and business funded research grants, including the business theme of a £12.6 million ($20 million) research programme to tackle social exclusion through digital innovations; a £2 million ($3million) research project to develop scalable and sustainable business solutions for assisted living technologies and services for the elderly; and the commercialisation in a £2.2 million ($3.3 million) R&D project to use computer games for telerehabilitation to help stroke patients regain independence and mobility. He is the Chair of the ‘e-Business & e-Government special interest group (SIG)’ at British Academy of Management (BAM). Feng can be contacted at Feng.li.1@city.ac.uk
Host: Feng Li, Cass Business School

469 (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Decision-Making
11:30am - 1:00pm Marriott Boston Copley Place: Falmouth
Tweet this session: #AOM2012 469
Discussant: Christina L Ahmadjian, Hitotsubashi U.

470 (Paper Session) - (DISC) Social Issues in Management Discussion Paper Session: Ethics
11:30am - 1:00pm Mandarin Boston Copley Place: Hyannis
Tweet this session: #AOM2012 470
Discussant: Robert A. Phillips, Boston U.

SIM: Bribery and Heterogeneous Networks as Strategies for SME Resource Acquisition in Emerging Economies | Karen Yuan Wang, U. of Technology, Sydney; Stewart Clegg, U. of Technology, Sydney; Eming Xu, Renmin U. of China
Session Details – Sunday, 10:00 AM - 12:00 PM

Session 471: (Paper Session) Business Policy and Strategy Discussion Paper Session: Cooperative Strategies
11:30am - 1:00pm Marriott Boston Copley Place: Nantucket

Discussant: Mark Cordano, Merrimack College

Session 475: (Paper Session) Business Policy and Strategy Discussion Paper Session: Corporate Governance/Boards
11:30am - 1:00pm Boston Park Plaza: Back Bay Room


Session 476: (Paper Session) Technology Innovations & Management Discussion Paper Session: People and Relationships
11:30am - 1:00pm Boston Park Plaza: Alcott Room

Discussant: Sandip Basu, California State U. East Bay

Session 477: (Paper Session) International Management Discussion Paper Session: Innovation & Change
11:30am - 1:00pm Boston Park Plaza: Back Bay Room

Discussant: Annique Un, Northeastern U.
Session Details – Sunday, 10:00 AM - 12:00 PM

**478 :** (Paper Session) - (DISC) Entrepreneurship Discussion Paper Session: Context
11:30am - 1:00pm Boston Park Plaza: Brandeis Room
Tweet this session: #AOM2012 478
Discussant: Navid Bazazzian, HEC Paris

ENT: The Human Capital of Family Members: Implications for the Family Firm and Human Capital Theory | Richard Gottschall, John Molson School of Business; Michael Carney, Concordia U.
ENT: Regional Influences on Family and Non-Family Start-ups | Miriam Bird, Stockholm School of Economics
ENT: Dynamic Social Networks, Venture Growth, and Social Enterprise Performance – A Typology | Christian Busch, London School of Economics; Harry G. Barkema, London School of Economics

**479 :** (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Learning and Knowledge
11:30am - 1:00pm Boston Park Plaza: Cabot Room
Tweet this session: #AOM2012 479
Discussant: Peggy D. Lee, Indiana U., Indianapolis

TIM: Disentangling individual heterogeneity: How teams of scientists integrate unrelated knowledge | Fredrik Hacklin, ETH Zurich; Martin W Wallin, ETH Zurich; Efe Aksuayek, ETH Zurich; Georg von Krogh, ETH Zurich
TIM: Alliance Ambidexterity and Innovation | Yongzhi Wang, U. of Southern California; Sunny Li Sun, U. of Missouri, Kansas City
TIM: Standardization and the Cost of Using Knowledge | Yulia Muzrya, Boston U.; Tim Simcoe, Boston U.

**480 :** (Paper Session) - (DISC) Human Resources Discussion Paper Session: Strategic HR
11:30am - 1:00pm Boston Park Plaza: Charles River Room
Tweet this session: #AOM2012 480
Discussant: Karin Sanders, Australian School of Business


HR: LMX, HR system strength, and HR attributions as antecedents to employee awareness of HR practices. | Brian Martinson, U. of Texas-Arlington; John Anthony De Leon, U. of Texas, Arlington
HR: Management and Employee Perspectives of HPWS and Moderating Role of Employee Personality | Kaifeng Jiang, Rutgers U.; Jia (Jasmine) Hu, U. of Illinois, Chicago; Songbo Liu, Renmin U. of China; David P. Lepak, Rutgers U.

**481 :** (Paper Session) - (DISC) Management Education and Development Discussion Paper Session: Assessment and Development
11:30am - 1:00pm Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 481
Discussant: Hamid Akbari, Northeastern Illinois U.

MED: Towards Perspective Transformation in Management Education: The Effect of Estrangement | Stefan Meisiek, Copenhagen Business School, Temi D'Arief, Macquarie U.
MED: Assessing Students' Performance by Measured Patterns of Perceived Strengths | Julie Urda, Rhode Island College; Stephen P. Ramoek, Rhode Island College
MED: Learning, Leadership, and Crisis in Management Education: Learning from Army Officers | D Christopher Kayes, George Washington U.; Nate Allen, National Defense U.; Nate Self, The Pervius Group
MED: Enhancing e-learning Acceptance: An Empirical Examination on individual and system characteristics | Yi-Hsuan Lee, National Central U.; Chan Hsiao, National Chiao Tung U.; Sutrisno Hadi, Department of Business Administration, National Central U., Taiwan

**482 :** (Paper Session) - (DISC) Organization Communications and Information Systems Discussion Paper Session: Communication
11:30am - 1:00pm Boston Park Plaza: Emerson Room
Tweet this session: #AOM2012 482
Discussant: Steven L. Johnson, Temple U.

OCIS: Branding Tourism Seaside Destinations Through Websites | Jens Blumrodt, ESC Rennes School of Business; Adrian Palmer, ESC Rennes School of Business
OCIS: Communicating through Thick Boundaries: The Case of Informing National Policy Making | Adrian Wolfberg, Case Western Reserve U.; Richard J. Boland, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.
OCIS: Setting the Stage: Exploring the Sustainability of a Private-collective Community | Robin Teigland, Stockholm School of Economics; Paul M. Di Gangi, Loyola U. Maryland; Zeynep Yetis, Stockholm School of Economics

**483 :** (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Ethics and Fairness
11:30am - 1:00pm Boston Park Plaza: Franklin Room

Section D

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

217
Session Details – Sunday, 10:00 AM - 12:00 PM

484 (Paper Session) - (DISC) Research Methods
Discussion Paper Session
11:30am - 1:00pm Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 484

Discussant: Christina L. Stamper, Western Michigan U.
→ OB: Money, Life Satisfaction, and Ethics across Cultures and Countries | Long Wang, City U. of Hong Kong; Keith Murnighan, Northwestern U.
OB: Ethics as Antibodies: An Immunity Reading of Learning Theory and Memory | Christopher Duffy, Boston College
Discussant: Whose Responsibility Is It Anyway? | Michelle French, Mount St. Mary's College

485 (Paper Session) - (DISC) Managerial & Organizational Cognition Discussion Paper Session: Systems and Dynamics
11:30am - 1:00pm Boston Park Plaza: Lexington Room
Tweet this session: #AOM2012 485

Discussant: Robert J. Vandenberg, U. of Georgia
RM: Modeling Relational Events: A Case Study on an Open Source Development Project | Eric Quintane, U. of Lugano; Marco Tonellato, U. of Lugano; Guido Conaldi, U. of Greenwich; Alessandro Lomi, U. of Lugano
Discussant: I Am my (High-Power) Role: Power as a Determinant Experience and Heuristic Decision Making | Quishi Bo, Zhejiang U.; Gang Zhang, Zhejiang U.; Manjing Pan, Zhejiang U.
Discussant: The Catalyst Effect: The Impact Of Transactive Memory System On Group Performance | Julija Mell, RSM Erasmus U.; Daan van Knippenberg, RSM Erasmus U.; Wendy P. van Ginkel, RSM Erasmus U.
MOC: The Entrants' Problem Solving: Linking Pre-entry Experience and Heuristic Decision Making | Quishi Bo, Zhejiang U.; Gang Zhang, Zhejiang U.; Manjing Pan, Zhejiang U.
Discussant: The Impact of Bicultural Identity Integration on the Implicit Prejudice of Asian Americans | Yu-Wei Hsu, Northwestern U.; Robert W. Livingston, Northwestern U.
Discussant: The Impact of Affect on Organizational Justice Perceptions: A Test of the Affect Infusion Model | Yina Mao, Chinese U. of Hong Kong; Chi Sum Wong, Chinese U. of Hong Kong

486 (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Transformational & Authentic Leaders
11:30am - 1:00pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 486

Discussant: Abhishek Srivastava, West Virginia U.
OB: Transformational Leadership and Leader Proactive Feedback-Seeking Behavior | Lei Wang, Tsinghua U.
OB: Authentic Leadership and Employee Performance: Effects through Justice and Creativity | Flavia Cavazotte, Pontifical Catholic U. of Rio de Janeiro; Valter Moreno, IBMEC, Rio de Janeiro; Otacilio Vilas Boas, IBMEC, Rio de Janeiro
OB: Authentic Leadership: Beyond and above Transactional and Transformational Leadership | Slawomir Jan Skwarek, U. of St. Gallen
OB: Does Follower Person-Organization Fit Impact Response to Transformational Leadership? | Russell P. Guay, U. of Northern Iowa; Daeyeong Choi, U. of Iowa

487 (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Leadership and Power
11:30am - 1:00pm Boston Park Plaza: Stuart Room
Tweet this session: #AOM2012 487

Discussant: Laura Erskine, Illinois State U.
OB: Leadership of knowledge workers: Review and future directions | Alexander Madsen Sandvik, Norwegian School of Economics and Business Administration
OB: The Influence Of Leaders' Implicit Followership Theories On Employee Outcomes | Uma Kedarnath, Colorado State U.
OB: Pretty Politicians: An evolutionary model of leadership and physical attractiveness | Kevin M. Kniffin, Cornell U.; Brian Wansink, Cornell U.; Vladis Griskevicius, U. of Minnesota; David Sloan Wilson, Binghamton U.
OB: I Am my (High-Power) Role: Power as a Determinant of Role Identification | Priyanka D. Joshi, U. of Southern California; Nathanael J. Fast, U. of Southern California

488 (Paper Session) - (DISC) International Management Discussion Paper Session: Strategy
11:30am - 1:00pm Boston Park Plaza: Thoreau Room
Tweet this session: #AOM2012 488

Discussant: Charles Dhanaraj, Indiana U., Bloomington
IM: Managing a global partnership model: Lessons from Boeing 787 "Dreamliner" program | Suresh Kotha, U. of Washington, Seattle; Kannan Srikanth, Indian School of Business
IM: The Circular Relationship Between Geographical and Product Diversification in Spanish MNES | Diana Benito-Osorio, Rey Juan Carlos U.; Alfredo Jimenez, U. of Burgos
IM: Breaking out of the cage? The influence of institution-based critical resources | Kiattichai Kalasin, Mahidol U.; Pierre Dussauge, HEC Paris
IM: The Internationalization Process of Clustered Companies: An empirical study in Brazil and France | Aurora Carneiro Zen, PPGA - EA - UFRGS; Jaime Evaldo Fensterseifer, U. of Caxias do Sul

489 (Paper Session) - (DISC) Gender and Diversity in Organization Discussion Paper Session: Diversity Management
11:30am - 1:00pm Boston Park Plaza: Winthrop Room
Tweet this session: #AOM2012 489

Discussant: D. Anthony Butterfield, U. of Massachusetts, Amherst
GDO: Assigning Migrants to Customer Contact Jobs: The Business Case of Diversity and Equality Issues |
Sunday 11:45AM

490: TIM Past Division Chairs and Officers Membership Committee Luncheon
11:30am - 1:30pm Offsite: TBA
Tweet this session: #AOM2012 490
Invitation only
Division Chair: Paul Olk, U. of Denver
Division Chair-Elect: Arvids A Ziedonis, U. of Oregon
Program Chair: Riitta Kallia, Stanford U.
Professional Development Workshop Chair: Dianne HB Welsh, U. of North Carolina, Greensboro
Past Chair: Fernando Suarez, Boston U.
Facilitator: Shawn M. Carraber, Indiana Wesleyan U.
Participant: BJ Zirger, U. of Cincinnati

Sunday 12:00PM

492: (AAA) 2013 Program Chairs' Meeting
12:30pm - 1:00pm Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 492
Organizers: Paul Adler, U. of Southern California; Jimmy Le, Academy of Management; Gabriel Bramson, Academy of Management

493: (AAA) Division Treasurers' Meeting
12:00pm - 1:00pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 493
Organizers: R. Duane Ireland, Texas A&M U.; Heather Crowe, Academy of Management

494: (ICW) Organization Science Senior Editors Lunch Meeting
12:00pm - 2:00pm Westin Copley Place: Adams
Tweet this session: #AOM2012 494
Organizer: Kate Luckey, INFORMS

495: (ICW) Annual Meeting and Luncheon, Journal of Applied Management and Entrepreneurship
12:00pm - 2:00pm Boston Hynes Convention Center: Room 308
Tweet this session: #AOM2012 495
Organizer: Jane Whitney Gibson, Nova Southeastern U.

496: (ITC) International Theme Committee (ITC) Executive Business Meeting
12:00pm - 2:00pm Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 496
Organizers: Claire A. Simmers, Saint Joseph's U.; Benson Honig, Mcmaster U.; David Patient, U. Catolica Portuguesa; Rosa Nelly Trevinoy-Rodriguez, Tecnologico de Monterrey; Silvia Ines Monserrat, Unicen
Chair: Stephen Mezias, INSEAD

Sunday 12:15PM

497: (ODC) Journal of Change Management Editorial Board Meeting
12:15pm - 1:15pm Sheraton Boston Hotel: Hampton A
Tweet this session: #AOM2012 497
Chair: Rune Todnem By, Staffordshire U.

Sunday 12:30PM

498: (AAA) AMP Editorial Review Board
12:30pm - 2:00pm Westin Copley Place: Courier
Tweet this session: #AOM2012 498
By Invitation Only
Organizers: Timothy Michael Devinney, U. of Technology, Sydney; Donald Siegel, State U. of New York, Albany

499: (ICW) Group & Organization Management Editorial Review Board Lunch
12:30pm - 2:00pm Boston Park Plaza: Statler Room
Tweet this session: #AOM2012 499
Organizer: Cynthia Nalevanko, Sage Publications

Sunday 1:00PM

501: (AAA) Academy Leadership Forum: Workshop for Academy Volunteer Leaders
1:00pm - 3:00pm Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 501
BY INVITATION ONLY
Organizers: Anne S. Tsui, Arizona State U.; Ming-Jer Chen, U. of Virginia; R. Duane Ireland, Texas A&M U.; Paul Adler, U. of Southern California

502: (ICW) JOM Review Issue: Proposal Review Panel--Macro
1:00pm - 3:00pm Boston Hynes Convention Center: Room 306
Tweet this session: #AOM2012 502
Organizer: Deborah Elizabeth Rupp, Purdue U.

503: (MSR) MSR Divisional Theme Session
1:00pm - 3:00pm Sheraton Boston Hotel: Fairfax B
Tweet this session: #AOM2012 503
MSR Division Theme Session | Arthur L. Jue, U. of Phoenix
Session Details – Sunday, 12:00 - 2:00 PM

**Sunday 1:10 PM**

504 🇺🇸 🇺🇸 🇺🇸: (AAT) The Informal Economies of Diaspora Networks – Institutional Entrepreneurship and Innovation

1:10pm - 2:40pm Boston Hynes Convention Center; Room 101

Tweet this session: #AOM2012 504

Organizers: Liesl Riddle, George Washington U.; Florian A. Täube, EBS Business School; Siddharth Vedula, U. of Colorado, Boulder

Distinguished Speaker: Tarun Khanna, Harvard U.


Investing to Be Heard; Politically Motivated Investment Interest among the Coptic Christian Diaspora | Liesl Riddle, George Washington U.; Jennifer Brinkerhoff, George Washington U.; Benjamin Aring Ta Graham, U. of California, San Diego

Frugal Diaspora Entrepreneurship: A New Way of Approaching Innovation | Preeta Banerjee, Brandeis U.; Ana Leirner, Brandeis U.

Effect of Short term Migration on Employee Productivity – Frugal Diaspora Entrepreneurship: A New Way of Investing to Be Heard | Maria Minniti, EBS Business School

Personality Characteristics and Entrepreneurship: Do Women Differ from Men | Alexander Kritikos, German Institute for Economic Research

Explaining the GAP in Women’s Venture Creation: A Test of Three Factors | Candida G Brush, Babson College

Gender Differences in Entrepreneurial Propensity | Maria Minniti, Southern Methodist U.

505 🇺🇸 🇺🇸 🇺🇸: (AAT) Women as Agents of Change: Female Entrepreneurship in the Informal Economy

1:10pm - 2:40pm Marriott Boston Copley Place; Room 102

Chair: Maria Minniti, Southern Methodist U.

Personally Characteristics and Entrepreneurship: Do Women Differ from Men | Alexander Kritikos, German Institute for Economic Research

Explaining the GAP in Women’s Venture Creation: A Test of Three Factors | Candida G Brush, Babson College

Gender Differences in Entrepreneurial Propensity | Maria Minniti, Southern Methodist U.

506 🇺🇸 🇺🇸 🇺🇸: (AAT) The Challenges of Doing Business in the African Informal Economy; A case of Kenya

1:10pm - 2:40pm Boston Hynes Convention Center; Room 104

Participants: Dancan Irungu, Daystar U.; Joyce Watetu Ndegwa, The Catholic U. of Eastern Africa

507 🇺🇸 🇺🇸 🇺🇸: (AAT) Favors as a Bridge Between the Formal and Informal Economies

1:10pm - 2:40pm Boston Hynes Convention Center; Room 107

Chairs: Sheila M. Puffer, Northeastern U.; Daniel J McCarthy, Northeastern U.

Discussants: Denise R. Dunlap, Northeastern U.; Alfred M Jaeger, McGill U.

The use of favors by emerging market managers: Facilitator or inhibitor of international expansion? | Sheila M. Puffer, Northeastern U.; Daniel J McCarthy, Northeastern U.; Alfred M Jaeger, McGill U.; Denise R. Dunlap, Northeastern U.

Favor Prevalence in Emerging Markets: A Multi-Level Analysis of Social Capital | Mary B Teagarden, Thunderbird; Andreas P.J. Schotter, Thunderbird

A transaction cost economics (TCE) perspective on trading favours | Alain C. Verbeke, U. of Calgary; Liena Kano, Haskayne School of Business

Asian Favors: More than a Cookie Cutter Approach | Yannick Thams, Florida International U.; Ying Liu, Florida International U.; Mary Ann Von Glinow, Florida International U.

508 🇺🇸 🇺🇸 🇺🇸: (AAT) Innovation and the Fate of Nations, A Documentary Film

1:10pm - 2:40pm Boston Hynes Convention Center; Room 108

Chair: Clayton Christensen, Harvard U.; Teresa M Amabile, Harvard U.; Charles Hampden-Turner, U. of Cambridge; Raymond Ferris Abelin, Nanyang Technological U.

509 🇺🇸 🇺🇸 🇺🇸: (AAT) Aesthetic Marketplaces in Informal Economies: An Artificial Experience

1:10pm - 2:40pm Boston Hynes Convention Center; Room 109

Organizer: Saras D Sarasvathy, U. of Virginia

Presenters: Suresh Bhagavatula, Indian Institute of Management, Bangalore; Sylvain Pierre Bureau, ESCP Europe; Rajalaxmi Kamath, IIM Bangalore; Kiran Keswani, Center for Environmental Planning and Technology U.; Muki V Khaire, Harvard U.; Kumar Kothandaraman, Indian Institute of Management, Bangalore; Satyajit Majumdar, Tata Institute of Social Sciences; Madhubalan Viswanathan, U. of Illinois

510 🇺🇸 🇺🇸 🇺🇸: (AAT) Ecology of Global Innovation: Informal Entrepreneurship, Shortage of Talent, China vs India

1:10pm - 2:40pm Boston Hynes Convention Center; Room 201

Organizers: Arie Y. Lewin, Duke U.; Silvia Massini, U. of Manchester

Discussant: Jonathan P Doh, Villanova U.

Presenters: Ram Mudambi, Temple U.; Simon Collinson, U. of Reading; Xing Zhong, Duke U.

511: (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Performance

1:10pm - 2:40pm Marriott Boston Copley Place; Falmouth

Discussant: Yuan Li, McGill U.


OMT: Normative and Predictive Expectations in Generation of Customer Satisfaction and Emotions | Gavriel Meirovich, Planning and Technology U.; Kumar Tham, Thunderbird

OMT: The Interaction of Dynamic Instrumental and Affective Social Networks and Performance | Andrew Parker, Grenoble Ecole de Management

512: (Paper Session) - (DISC) Social Issues in Management Discussion Paper Session: Social Responsibility

1:10pm - 2:40pm Marriott Boston Copley Place; Hyannis

Tweet this session: #AOM2012 512

The Interaction of Dynamic Instrumental and Affective Social Networks and Performance | Andrew Parker, Grenoble Ecole de Management

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Tweet this session: #AOM2012 505

Tweet this session: #AOM2012 504
1:10pm - 2:40pm Marriott Boston Copley Place: Provincetown  
Discussant: Franz Wohlgemotz, Northwestern U.  
- BPS: Predictive Strategies, Learning and Performance in Uncertain Environments | Riccardo Vecchiato, Politecnico di Milano  
- BPS: Environmental Change, Semantic Inconsistencies, and Development of Metacognitive Memory | Pouya Seifzadeh, Ivey School of Business  
- BPS: Reflexive and Selective Competitive Behaviors - Experience, Imitation, and Inter-firm Rivalry | David Lanier Major, Indiana U. Kelley School; Patrick G. Maggitti, Villanova U.; Ken G. Smith, U. of Rhode Island; Curt Grimm, U. of Maryland; Pamela J Derfus, U. of Maryland  
- TIM: The Positive Effect of Resource on Innovation Performance: Mediation Role of Absorptive Capacity | Ching-Hsuo Chang, Tamkang U.; Yu-Shan Chen, National Taiwan U.  
- TIM: Institutional Uncertainty and the Determinants of Innovative Activities in China | Mark J. Greeven, RSM Erasmus U.; Geert van de Kaa, Delft U. of Technology  
- TIM: Joint Effects and Tension between Local and Global Networks in a Complex Technology Sector | Koichiro Okamura, Kwansei Gakuin U.
Session Details – Sunday, 12:00 - 2:00 PM

Paper Session: Assessment
Process Discussion Paper Session: Strategy and Management
1:10pm - 2:40pm Boston Park Plaza: Back Bay Room

Paper Session: Individual(s)
Discussion Paper Session: Adoption and Strategy and Management
1:10pm - 2:40pm Boston Park Plaza: Cabot Room

Paper Session: Social Capital and Processes
Discussion Paper Session: Strategy and Management
1:10pm - 2:40pm Boston Park Plaza: Charles River Room

Paper Session: Social Capital and Processes
Session Details – Sunday, 12:00 - 2:00 PM

526: (Paper Session) - (DISC) Strategicizing Activities and Practice Discussion Paper Session
1:10pm - 2:40pm Boston Park Plaza: Gloucester Room

Discussant: Rajiv Nag, Georgia State U.
- SAP: Too Taboo to Change: How Actors Address and Respond to Taboo Issues in Strategy Debates | Christina Hoon, Leibniz U. Hannover
- SAP: Communicating Strategic Commitment During Takeovers | Basak Yakis-Douglas, Oxford U.; Duncan Angwin, Oxford Brookes U.; Maureen Meadows, Open U.
- SAP: Institutional Work and Maintenance in Strategic Responses to Environmental Pressures | Kathryn Fahy, Lancaster U.
- SAP: The Achievement of Contextual Ambidexterity: Ambiguous Strategy Discourse at Procter and Gamble | John Sillince, Newcastle U.; Ben Golant, Newcastle U.; Charles Harvey, Newcastle U.; Mairi MacLean, U. of Exeter

527: (Paper Session) - (DISC) Managerial & Organizational Cognition Discussion Paper Session: Decision-Making and Meaning
1:10pm - 2:40pm Boston Park Plaza: Lexington Room

Discussant: Abhijeet K. Vadera, Indian School of Business

MOC: Making Sense When It Matters Most: Leadership in Extremes | Deirdre Dixon, Case Western Reserve U.; Richard J. Boland, Case Western Reserve U.; Sheri Perelli, Wayne State U.
- MOC: Connecting the Dots - Antecedents of Individuals' Thematic Similarity Recognition | Julia Katharina Fröhlich, LMU Munich
- MOC: Exploring Imagination and its Role in Entrepreneurial Idea Development | Arjan Frederiks, U. of Twente; Michel Ehrenhard, U. of Twente
- MOC: The Worth of Work: Toward a Reorientation of the Meaning of Work | Douglas A Lepisto, Boston College; Camille Pradies, Boston College; Michael G. Pratt, Boston College

528: (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Dysfunction and Rejection
1:10pm - 2:40pm Boston Park Plaza: St. James Room

Discussant: Nora Madjar, U. of Connecticut
- OB: Negative Affectivity and Workplace Deviance: The Moderating Role of Ethical Climate | Chien-Cheng Chen, National Taipei U. of Technology; Mavis Yi-Ching Chen, National Taiwan Normal U.; Ying-Chun Liu, National Taipei U. of Technology
- OB: Responses to Promotion Rejection: A Model of Internal and External Attribution Incongruence | Russell Cropanzano, U. of Arizona; Andrew Li, West Texas A&M U.; Jessica Bagger, California State U. Sacramento; Sherry M Thatcher, U. of Louisville; Roslin Hauck, Illinois State U.

529: (Paper Session) - (DISC) Organizational Behavior Discussion Paper Session: Cognitive Processes and Affect
1:10pm - 2:40pm Boston Park Plaza: Stuart Room

Discussant: Michael Jarrett, INSEAD
- OB: Exploring the Role of Attribution and Emotion in Whistleblowing | EunHee Park, Georgia State U.; Mark Keil, Georgia State U.; Balasubramanian Ramesh, Georgia State U.
- OB: The Role of Risk-taking Capabilities Plays on Risk-taking Behavior | Hsiu Fen Tsai, Shu Te U.
- OB: To Be One of Us, You Have to Feel Like One of Us | Eugene Tee, HELP U.; Yin Lu Ng, HELP U.; Neil Paulsen, U. of Queensland
- OB: Lean Into Impulsivity: Future-Fantasizing Ironically Hinders Future-Oriented Behavior | Li Huang, INSEAD; Hal Hershfield, New York U.

530: (Paper Session) - (DISC) International Management Discussion Paper Session: Emerging Markets
1:10pm - 2:40pm Boston Park Plaza: Thoreau Room

Discussant: Gary Knight, Willamette U.
- IM: The Diversification of Established Firms into Emerging Market Economies and Firm Performance | Timo Sohl, U. of St. Gallen

531: (Paper Session) - (DISC) Gender and Diversity in Organization Discussion Paper Session: Diversity Dimensions/Ethnicity
1:10pm - 2:40pm Boston Park Plaza: Winthrop Room

Discussant: Alka Gupta, State U. of New York, Binghamton

- IM: The Diversity of Established Firms into Emerging Market Economies and Firm Performance | Timo Sohl, U. of St. Gallen

- Gender and Diversity in Organization Discussion Paper Session: Diversity Dimensions/Ethnicity

Discussant: Alka Gupta, State U. of New York, Binghamton

- IM: The Diversity of Established Firms into Emerging Market Economies and Firm Performance | Timo Sohl, U. of St. Gallen
Session Details – Sunday, 2:00 - 4:00 PM

Sunday 1:30PM

532. (ICW) Association of Korean Management Scholars - Annual Meeting and Doctoral Students Consortium
1:30pm - 3:30pm Boston Park Plaza: Arlington Room
Tweet this session: #AOM2012 532
Pre-registration recommended.
Organizer: Jegoo Lee, U. of South Florida

533. (TIM) Dissertation Awards Finalists
1:30pm - 3:30pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 533

Sunday 1:40PM

534. (AAT) Understanding organizations at the BOP: Beyond mainstream theories
1:40pm - 4:40pm Boston Hynes Convention Center: Room 202
Chair: Harry G. Barkema, London School of Economics
Speakers: AnaMaria Peredo, U. of Victoria; Gerard George, Imperial College London; Harry G. Barkema, London School of Economics

535. (AAT) Shanzhai (Manufacturing Cluster) Phenomenon: System Deconstruction and Theory
Implication
1:40pm - 4:40pm Boston Hynes Convention Center: Room 203
Chair: Yongjiang Shi, U. of Cambridge
Participants: Ke Rong, Bournemouth U.; Qiang Lu, Harbin Institute of Technology; Xiaobo Wu, Zhejiang U.; Chen-Fu Chien, National Tsinghua U.; Rui Li, Tongji U.; Weiru Chen, INSEAD; Thomas A Birtch, U. of Cambridge; Flora F T Chiang, INSEAD; Richard N. Landers, LSUS; Felice Williams, AMJ

Sunday 2:00PM

536. (AAA) AMJ Editorial Review Board
2:00pm - 3:30pm Westin Copley Place: Staffordshire
Tweet this session: #AOM2012 536
By Invitation Only
Organizer: Jason Colquitt, U. of Georgia

537. (AAA) Connecting the Academy through Technology
2:00pm - 4:00pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 537

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 research, teaching and division and interest group communications. Academy of Management staff will also present how the Academy is incorporating these tools as we launch a new website and plan our next steps in keeping members engaged and informed through technology.
Presenters: Ian P. McCarthy, Simon Fraser U.; Gerald C Kane, Boston College; Richard N. Landers, Old Dominion U.

538. (ICW) CAR Executive Meeting
2:00pm - 3:00pm Boston Park Plaza: Berkeley Room
Tweet this session: #AOM2012 538

539. (ICW) ASQ Annual Board Meeting
2:00pm - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom C
Tweet this session: #AOM2012 539
ASQ Annual Board Meeting
Organizer: Sally A. Iacovelli, Administrative Science Quarterly

540. (ICW) Organization Management Journal Meet the Editor and Editorial Board Meeting
2:00pm - 3:00pm Westin Copley Place: Great Republic
Tweet this session: #AOM2012 540
Organizer: William P. Ferris, Western New England U.

541. (ICW) Organization Editorial Board Meeting
2:00pm - 3:00pm Boston Park Plaza: Clarendon Room
Tweet this session: #AOM2012 541
Organizer: Vicki Wetherell, Elsevier Ltd.

542. (ICW) The Leadership Quarterly Board Meeting
2:00pm - 3:00pm Boston Hynes Convention Center: Room 311
Tweet this session: #AOM2012 542
Invite only
Organizer: Jayne Whiffin, Sage Publications, U.K.

543. (ITC) Carolyn Dexter Award Reception
2:00pm - 3:00pm Boston Hynes Convention Center: Room 206
Tweet this session: #AOM2012 543
Organizers: Claire A. Simmers, Saint Joseph's U.; Benson Honig, McMaster U.; David Patient, U. Catolica Portuguesa; Rosa Nelly Trevino-Rodriguez, Tecnologico de Monterrey; Silvia Ines Monserrat, Unicen
Chair: Stephen Mezias, INSEAD

544. (MH) Management History Division Executive Committee Meeting
2:00pm - 4:00pm Westin Copley Place: Empire
Tweet this session: #AOM2012 544

545. (OB) New Member Welcome Session with OB Executive Committee
2:00pm - 3:00pm Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 545
We encourage new members to the OB Division to meet and talk with the members of the OB Executive Committee to learn more about the Division and how to get the most from their Division experience.

546. (OCIS) Executive Committee Meeting
2:00pm - 4:00pm Boston Hynes Convention Center: Room 307
Tweet this session: #AOM2012 546
By invitation only.
Making it Happen: The Effect of Language and Gestures in Persuading Investors to Fund New Ventures | Joep Cornelissen, U. of Leeds; Jean Siobhan Clarke, U. of Leeds

A Time to Die and A Time to Grow: When Do New Ventures Hire Employees? | Tiantian Yang, U. of North Carolina, Chapel Hill; Howard Aldrich, U. of North Carolina

**554 (AAT) Viewing the Informal Economy through the Lens of Sustainability**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 104

Chair: Leslie Elizabeth Sekerka, Menlo College; Cathy Lynn Ziein DuBois, Kent State U.

Discussant: Matthew Gitsham, Ashridge Management College

Responsible Decision-Making in the Formal and Informal Economy | Leslie Elizabeth Sekerka, Menlo College; Derek Stmel, Menlo College

The Bright Side of the Informal Economy: Social Sustainability Contributions | Cathy Lynn Ziein DuBois, Kent State U.; Marina N Astakhova, Kent State U.

The Impact of Sustainability Reporting on the Informal Economy | Kerui Kassel, Fielding Graduate U.

The Informal Economy and Sustainable Development at the Crossroads | Terry B. Porter, U. of Maine; James McConnon, U. of Maine; Rebecca Hawkins, U. of Maine

Ideas for Studies of Subsistence Consumers as Innovators | Jose Antonio Rosa, U. of Wyoming

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**555 (AAT) Rethinking the Informal & Formal Economies: Measures, Management, and Metamorphosis**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 107

Moderator: Kristine Marin Kawamura, St. George’s U.

Discussant: Jeana Wirtenberg, Fairleigh Dickinson U.

Panelists: Rania Eisler, Center for Partnership Studies; Simon L. Dolan, ESADE Business School; Kerubo Abuva, Saybrook U.; Ajay Vonkaray, HARIT

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**556 (AAT) Challenges in Ethical Leadership - a European Perspective**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 108

Chair: Stig Berge Matthiasen, U. of Bergen

The two faces of ethical leadership regarding employee deviance and OCB | Jeroen Stouwen, KU Leuven

Ethical leadership: Courage and procedures for speaking and hearing critique | Wim Vandeckerkhove, U. of Greenwich; Suzan Langenberg, Diversity - Campus Gelbergen

Ethical leadership within a demand resource model framework | Stig Berge Matthiasen, U. of Bergen; Lars Glase, BI Norwegian Business School

Ethical leadership in Italy - a preliminary study | Andrea Bobbio, U. of Padua; Cecilia Venezia, U. of Padua; Stig Berge Matthiasen, U. of Bergen

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**557 (AAT) Informal Networks and the Top Team**

2:50pm - 4:20pm Boston Hynes Convention Center: Room 109

Moderator: Thomas A. Stewart, Booz & Company

Coordinator: Art Klein, Booz & Company / strategy+business
Session Details – Sunday, 2:00 - 4:00 PM

558: (Paper Session) - (DISC) Logics of Competition in the Global Economy: Informal and Formal Sources of Competitive Advantage
2:50pm - 4:20pm Boston Convention Center: Room 201
Discussant: William P. Barnett, Stanford U.
Moderator: David McKendrick, Durham U.
Organizer: David McKendrick, Durham U.
The Law of Distance | Pankaj Ghemawat, ISE Business School
Small Worlds of Transnational Governance | Bruce Kogut, Columbia Business School

559: (Paper Session) - (DISC) Organization & Management
Theory Discussion Paper Session: Network and Learning
2:50pm - 4:20pm Marriott Boston Copley Place: Falmouth
Discussant: Kamal Munir, U. of Cambridge
OMT: The Focalization of Networks Contents in Conditions of Uncertainty | Emily Erikson, Yale U.; Sampsa Samila, National U. of Singapore
OMT: Streams Flow Through It: Mapping the evolution of corporate governance research | Jonathan Lewis Johnson, U. of Arkansas; Alexander S. Rose, U. of Arkansas; Alan E. Ellstrand, U. of Arkansas
OMT: Different Roles, Different Goals: Role Making, Role Taking and Exploratory and Exploitative Behavior | Nicole Alexandra Rosenkranz, Wharton School; Michel Pieter Tempelaar, Erasmus U. Rotterdam

560: (Paper Session) - (DISC) Social Issues in Management
Discussion Paper Session: Sustainability & Responsibility
2:50pm - 4:20pm Marriott Boston Copley Place: Hyannis
Discussant: Richard E Wokutch, Virginia Tech
SIM: Re-assembling Sustainability in the Coffee Sector: Translating a Concept Into Use | Juliane Reinecke, U. of Warwick
SIM: Is Doing Good Always Making Good? | Chin-Shien Vincent Lin, National Chung Hsing U.; Ruelyuan Chang, Providence U.; Thac Van Dang, National ChungHsing U.
SIM: Promoting Good Corporate Governance In Developing Countries: Drives and Propositions | Emmanuel Afolabi Adegbite, Northumbria U.
SIM: Doing Good or Just Good Enough: Employee Outcomes of Corporate Social Responsibility | Magda Donia, U. of Ottawa; Carol-Ann Tetraut Srisky, Carleton U.; Gary Johns, Concordia U.; Catalin Ratiu, California State U.

561: (Paper Session) - (DISC) Business Policy and Strategy
Discussion Paper Session: Organizational Learning
2:50pm - 4:20pm Marriott Boston Copley Place: Nantucket
Discussant: Vincent L. Barker, U. of Kansas
OMT: The Effect of Strategic Heterogeneity among Competitors on Firm Performance | Jaime Gomez, U. of La Rioja; Raquel Orcos, U. de Zaragoza; Sergio Palomas, U. de Zaragoza
OMT: Complex Dynamic Capability Approach: Implications for Research and Practice | Darshan Desai, Berkeley College
OMT: Connecting Alliance Portfolio Diversity, Alliance Portfolio Management, and Innovation Performance | Dries Faems, Groningen U. (RuSt); Geert Duysters, Eindhoven U. of Technology; Inge Neyens, Katholieke U. Leuven

562: (Paper Session) - (DISC) Organization & Management
Theory Discussion Paper Session: Status and Reputation
2:50pm - 4:20pm Marriott Boston Copley Place: Orleans
Discussant: John Matthew Amis, U. of Memphis
OMT: Media Reputation and Destination Reputation: The case of Milan | Claudia Gabboneta, U. of Genoa; Manuela De Carlo, IULM U.
OMT: Status Decoupled: How audiences affect high status candidates’ response to rival category emergence | Erik Aadland, Norwegian School of Management

563: (Paper Session) - (DISC) Business Policy and Strategy
Discussion Paper Session: Opportunities & Advantage
2:50pm - 4:20pm Marriott Boston Copley Place: Provincetown
Discussant: Josh Bendickson, Louisiana State U.; E J Oursou school of Business
BPS: The Alignment of Financial Interests and Affective Endowments in Promoting Opportunism | Curtis L Wesley II, Indiana U. Kelley School
BPS: The Performance Effects of Service Transition Strategies Revised | Tim Kessler, Philipps-U. Marburg; Michael Stephan, Philipps-U. Marburg
BPS: To Make a Virtue of Necessity: Community-Focused Strategy and Firm Growth | Andrea Fosfuri, U. Carlos III de Madrid; Marco Giarratana, Bocconi U.; Esther Roca, U. Carlos III de Madrid
OMT: An Exploratory Model for Coordination Approaches in Buyer-Supplier-Supplier Triads in NPD Projects | Melek Akin Ates, Erasmus U. Rotterdam; Guido Ianniello, Laus Guido Carl U.; Jan Van den Ende, Erasmus U. Rotterdam

564: (Paper Session) - (DISC) Public and Nonprofit
Discussion Paper Session
2:50pm - 4:20pm Marriott Boston Copley Place: Vineyard
Discussant: James Downe, Cardiff Business School, UK
PNP: The Role of Leadership Diversity for Nonprofit Governance and Effectiveness | Jurgen Willems, Free U.
PNP: Adaptation to a Changing Environment: Police / Military Convergence as Organizational Mimicry | Donald J Campbell, United States Military Academy; Kathleen M Campbell, United States Military Academy

PNP: Social Identification and High Performance Work Systems | Pauline Stanton, Victoria U.; Leila Karimi, La Trobe U.; Timothy Bartram, La Trobe U.; Sandra G. Leggat, La Trobe U.


565: (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Global/International
2:50pm - 4:20pm Marriott Boston Copley Place: Yarmouth

Discussants: Enying Zheng, Massachusetts Institute of Technology


BPS: MNC Adaptation and Public Crisis In Emerging Markets | Meng Zhao, Moscow School of Management Skolkovo; Nan Zhou, Moscow School of Management Skolkovo; Seung Ho "Sam" Park, SKOLKOV0 Institute for Emerging Market Studies


566: (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Strategy & Management
2:50pm - 4:20pm Boston Park Plaza: Akcott Room

Discussant: John E. Ettlie, Rochester Institute of Technology

TIM: The How and Who of IP-Based New Product Development: The Case of STMicrowelectronics’ Lab-on-Chip | Alberto Di Minin, U. of California, Berkeley; Daniela Baglieri, U. of Messina; Fabrizio Cesaroni, Carlos III U.; Andrea Piccaluga, Scuola Superiore Sant’Anna

TIM: Unleashing Inventions? How Do Firms Link Technologies to Applications in the Market for Technology? | Gary Dushnitsky, London Business School; Thomas Kluter, U. of Pennsylvania

TIM: The Role of Citizenship Behaviors in the Resolution of the Team-level Innovation Paradox | Inchan Kim, U. of Oklahoma - Norman


567: (Paper Session) - (DISC) Organizational Development and Change Discussion Paper Session: Leadership
2:50pm - 4:20pm Boston Park Plaza: Back Bay Room

Discussant: Ronald Fry, Case Western Reserve U.


OCD: Ethical Leadership and Gratitude During Organizational Change | Monica Sharif, U. of Miami; Terri A. Scandura, U. of Miami

OCD: The Influence of Leadership Style on Creativity: The Role of Regulatory Focus and Workplace Morale | Kevin Branton, Monash U.; Elisabeth Wilson-Evered, Victoria U., Melbourne


568: (Paper Session) - (DISC) Entrepreneurship Discussion Paper Session: Process and Performance
2:50pm - 4:20pm Boston Park Plaza: Brandeis Room

Discussant: Lei Zhang, U. of South Florida


ENT: Entrepreneurial Logic and Creating the Future | Brian Michael Saxton, The Ohio State U.

ENT: Integrating Resources with Suppliers for Innovation: The Moderating Role of Learning Orientation | Lucia Naldi, Jönköping International Business School

569: (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Problem-Solving and Change
2:50pm - 4:20pm Boston Park Plaza: Cabot Room

Discussant: Anne W. Fuller, California State U. Sacramento

TIM: How does Technological Knowledge Base Explain Firm Heterogeneity? | Maryam Nasiriyar, SKEMA Business School; Lionel J Nesta, OCIE

TIM: The Impact of Researchers’ Career Concerns on the Technological Search Process within Firms. | Vivek Tandon, National U. of Singapore

TIM: Procrustean Transformations and Pandoran Hope in the Case of Climategate | Raghu Garud, Pennsylvania State U.; Joel Gehman, U. of Alberta; Arvind Karunakaran, Massachusetts Institute of Technology

570: (Paper Session) - (DISC) Human Resources Discussion Paper Session: People and Personality
2:50pm - 4:20pm Boston Park Plaza: Charles River Room

Discussant: Marion B. Eberly, U. of Washington, Tacoma

HR: Downsizing Agency: Role and Psychological Contract Type Effects on Stress and Commitment | Hazen Wittemeyer, Georgia State U.; Angela Jones, Georgia State U.; Stephen Ichatha, Georgia State U.; Pamela Scholder Ellen, Georgia State U.
Session Details – Sunday, 2:00 - 4:00 PM

HR: Did We Jump to Conclusions? Reconsidering “Snap Decisions” in Employment Interviews | Rachel Kane, Florida State U.; Chad H. Van Iddekinge, Florida State U.; Patrick H Raymark, Clemson U.

OB: The Impact of Supervisor Behavior on Employees Recovery Experiences during Nonwork Time | Carmen Binnemans, U. of Mainz; Lena Herdt, U. of Mainz

OB: The Roles of Proactive Personality and Social Skill on Performance and Career Advancement | Zhixi Wang, U. of Houston; Zhiqing E. Zhou, U. of South Florida; Prema Ratnasigam, U. of Houston; Christiane Spitzmueller, U. of Houston

571: (Paper Session) - (DISC) Management History
Discussion Paper Session
2:50pm - 4:20pm Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 571
Discussant: Regina A. Greenwood, Nova Southeastern U.

→ CM: Alternative Finance for Micro-enterprises:
Sustainable Development or Humanitarian Aid? | Serge Gandja, BEM Bordeaux Management School; Christophe Estay, Bordeaux école de Management; Jean-Paul Tchankam, BEM Bordeaux Management School


→ CM: Bringing Religion Back In: Institutional Logic and Religious Practice | Alistair Mutch, Nottingham Trent U.

572: (Paper Session) - (DISC) Conflict Management
Discussion Paper Session: Conflict and Negotiation
2:50pm - 4:20pm Boston Park Plaza: Emerson Room
Tweet this session: #AOM2012 572
Discussant: Kenneth Lee Bettenhausen, U. of Colorado, Denver


→ CM: Examining the Impact of Anxiety on Contingent Contracting and Bargaining in Negotiations | Dejun Tony Kong, U. of Richmond

CM: Violations of Competence, Integrity, and Benevolence | Peter H Kim, U. of Southern California; Derek Harmon, U. of Southern California

→ CM: Flattery or Threat? Why Imitation of Ideas Can Promote Conflict and Suppress Creativity | Sara L. Wheeler-Smith, New York U.

573: (Paper Session) - (DISC) Organizational Behavior
Discussion Paper Session: Work and Job Issues
2:50pm - 4:20pm Boston Park Plaza: Franklin Room
Tweet this session: #AOM2012 573
Discussant: Leisa D. Sargent, U. of Melbourne

→ OB: Idiosyncratic Deals and Entity-based Justice Perception | Woonki Hong, U. of Illinois; Deborah Elizabeth Rupp, Purdue U.; Sungeun Kim, Lotte Hotel

→ OB: Dual Processes in Response to Work Characteristics: An Extension of the Job Demands-Resources Model | Severin Hornung, Hong Kong Polytechnic U.

OB: EM(POWER)MENT: Revisiting the Role of Power in Empowerment Initiatives | Margaret M. Luciano, U. of Connecticut

OB: Negotiated Relational Identity: A Prelude to High Quality Work Relationships | Bryant Thompson, U. of South Carolina

574: (Paper Session) - (DISC) Careers Division Discussion
Paper Session: Navigating One’s Career
2:00pm - 4:20pm Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 574
Discussant: Jessie Koen, U. of Amsterdam

CAR: A Multidimensional Scale for Measuring Employer Brand | Pallavi Srivastava, Amity U. Uttar Pradesh; Jyotsna Bhatnagar, Management Development Institute; Ashok P. Arora, Management Development Institute


CAR: Micro-Role Transitions between Occupations | Opal Leung, Bentley U.

575: (Paper Session) - (DISC) Entrepreneurship Discussion
Paper Session: Behavior
2:00pm - 4:20pm Boston Park Plaza: Lexington Room
Tweet this session: #AOM2012 575
Discussant: Elisa Alvarez-Garrido, Georgia State U.

ENT: Entrepreneurial Innovation as a Learning System | David A Kolb, Case Western Reserve U.; Robert Gemmell, Case Western Reserve U.; Antoinette Somers, Wayne State U.

ENT: Symbolic Management and Stakeholder Relationships in Entrepreneurial Firm Development | Matthew Allan Wong, Ivey School of Business; Dominic S. K. Lim, Brok U.


576: (Paper Session) - (DISC) Organizational Behavior
Discussion Paper Session: Prosocial Behavior
2:50pm - 4:20pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 576
Discussant: Chris A. Henle, Colorado State U.

OB: The Identity Salience of Professionals: Multiple Identities and Intrinsic Needs | Pauline Assenza, Berkeley College

→ OB: Psychological Ownership and Subjective Happiness: The Role of Flow State and Cooperative Climate | Sheng-Tsung Hou, Feng Chia U.; Hsueh-Liang Fan, National Chengchi U.

OB: An Affective Mechanism of Linking Voluntary Workplace Green Behavior to Job Satisfaction | Andrea Kim, Rutgers U.; Youngsang Kim, U. of South Carolina; Kyoung Han, Rutgers U.


577: (Paper Session) - (DISC) Organizational Behavior
Discussion Paper Session: Cognition, Perception and Self-Concept
Session Details – Sunday, 2:00 - 4:00 PM

578: (Paper Session) - (DISC) International Management Discussion Paper Session: People and Relationships
2:50pm - 4:20pm Boston Park Plaza: Thoreau Room
Twitter this session: #AOM2012 577
Discussant: Mila B. Lazanova, Simon Fraser U.
- IM: Food Contamination Attitudes of Hispanic Workers in the Fruit and Vegetable Industry | Jesus Bravo, Washington State U.
- IM: Tribe and Village in African Organizations and Business | Simon Ulrik Kragh, Copenhagen Business School
- IM: Examining the Effects of Cultural Differences on Employee Psychological Empowerment | Nadia C. DeGama, York U.

579: (Paper Session) - (DISC) Gender and Diversity in Organization Discussion Paper Session: Diversity
2:50pm - 4:20pm Boston Park Plaza: Winthrop Room
Twitter this session: #AOM2012 579
Discussant: Vasanthi Srinivasan, Indian Institute of Management, Bangalore
- GDO: Accounting for the Gap: A Firm Study Manipulating Organizational Accountability in Pay Decisions | Emilio J. Castilla, Massachusetts Institute of Technology
- GDO: Double Jeopardy: The Influence of Age on a Model of Gender, Ageism, Sexism, and Organizational Trust | Justin D. Purl, Ohio U.; Charles Ritter, Ohio U.; Shannon Pinegar, Ohio U.; Roger Griffeth, Ohio U.; Marinus van Driel, DEOMI PAES; Daniel McDonald, Defense Equal Opportunity Management Institute
- GDO: Women in SMEs: influences on managerialization and performance | Lucrezia Songini, Bocconi U.; Luca Gnan, Tor Vergata U.
- CM: Gender and Taboo Trade-offs in Organizations | Jessica Kennedy, The Wharton School, UPENN; Laura Kray, U. of California, Berkeley

Sunday 3:00PM

580: (ICW) ASQ Annual Reception
3:00pm - 5:00pm Sheraton Boston Hotel: Back Bay Ballroom D
Twitter this session: #AOM2012 580
Organizer: Robert A Giacalone, Temple U.

Sunday 3:30PM

585: (AAA) Town Hall: AOM Strategic Plan
3:30pm - 5:00pm Sheraton Boston Hotel: Back Bay Ballroom A
Twitter this session: #AOM2012 585
Join us as we look back over the last two years 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: Anne S. Tsui, Arizona State U.; Ming-Jer Chen, U. of Virginia

587: (AAA) AMLE Editors Meeting
3:30pm - 5:00pm Sheraton Boston Hotel: Essex North-West
Twitter this session: #AOM2012 587
By Invitation Only
Organizer: Kenneth G. Brown, U. of Iowa

588: (BPS) BPS Executive Committee Meeting
3:30pm - 5:00pm Boston Hynes Convention Center: Room 308

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Sunday, 4:00 - 6:00 PM

589: (CM) Conflict Management Division Executive Committee Meeting
3:30pm - 5:00pm Boston Park Plaza: Clarendon Room
Tweet this session: #AOM2012 589

590: (CMS) CMS Business Meeting
3:30pm - 5:00pm Marriott Boston Copley Place: Salon J
Tweet this session: #AOM2012 590
Division Chair-Elect: Alex Faria, Fundacao Getulio Vargas
Program Chairs: Gavin Jack, La Trobe U.; Jan Schapper, La Trobe U.

591: (ENT) ENT Executive Committee Meeting
3:30pm - 5:00pm Sheraton Boston Hotel: Kent
Tweet this session: #AOM2012 591

592: (GDO) GDO Executive Committee Meeting
3:30pm - 5:30pm Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 592
Division Chair: Diana Billimoria, Case Western Reserve U.
Division Chair-Elect: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Program Chair: Stacy Blake-Beard, Simmons College
Professional Development Workshop Chair: Charmine E. J. Hartel, U. of Queensland
Past Chair: David A. Kravitz, George Mason U.

593: (HCM) HCM Executive Meeting
3:30pm - 5:00pm Marriott Boston Copley Place: Salon I
Tweet this session: #AOM2012 593
Professional Development Workshop Chair: Rebecca Wells, U. of North Carolina

594: (HR) HR Division Executive Committee Meeting
3:00pm - 5:00pm Boston Park Plaza: Cambridge Room
Tweet this session: #AOM2012 594
Division Chair: Murray R. Barrick, Texas A&M U.
Division Chair-Elect: Wendy R. Boswell, Texas A&M U.
Program Chair: David G. Allen, U. of Memphis
Professional Development Workshop Chair: Frederick P. Morgeson, Michigan State U.
Past Chair: John E. Delery, U. of Arkansas

595: (ICW) Journal of Management Editorial Board Meeting and Reception *by invitation only
3:30pm - 6:30pm Boston Hynes Convention Center: Room 309
Tweet this session: #AOM2012 595
Organizer: Deborah Elizabeth Rupp, Purdue U.

596: (MC) Management Consulting Division Executive Committee Meeting
3:30pm - 5:00pm Westin Copley Place: Defender
Tweet this session: #AOM2012 596
Division Chair: Therese F. Yaeger, Benedictine U.

597: (OB) OB Executive Committee Meeting
3:30pm - 5:00pm Boston Park Plaza: Berkeley Room
Tweet this session: #AOM2012 597

1829: (OMT) OMT Executive Committee Meeting
3:30pm - 5:00pm Sheraton Boston: Jefferson
Tweet this session: #AOM2012 1829

598: (ONE) ONE Executive Committee Meeting
3:30pm - 5:00pm Marriott Boston Copley Place: Salon C
Tweet this session: #AOM2012 598
Division Chair: Jorge Rivera, George Washington U.

599: (RM) RM Executive Committee Meeting
3:00pm - 5:30pm Westin Copley Place: North Star
Tweet this session: #AOM2012 599
Organizer: Brian Boyd, City U. of Hong Kong

600: (TIM) TIM Executive Committee Meeting
3:30pm - 5:30pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 600
Division Chair: Paul Olk, U. of Denver
Division Chair-Elect: Arvids A Ziedonis, U. of Oregon
Program Chair: Riitta Katila, Stanford U.
Professional Development Workshop Chair: Dianne HB Welsh, U. of North Carolina, Greensboro
Past Chair: Fernando Suarez, Boston U.

Sunday 4:00 PM

601: (BPS) The Present and Future of Behavioral Strategy
4:00pm - 5:30pm Boston Hynes Convention Center: Room 302
Tweet this session: #AOM2012 601
Chair: Nicholas Argyres, Washington U. in St. Louis
New Paper Title Goes Here. ||
Speakers: Donald C. Hambrick, Pennsylvania State U.; Dan Lovullo, Sydney U.; Thomas Powell, Said Business School; Richard Rumelt, U. of California, Los Angeles

602: (ICW) International Association for Chinese Management Research Business Meeting/Research Panel
4:00pm - 6:30pm Sheraton Boston Hotel: Republic A
Tweet this session: #AOM2012 602
Since the research panel and IACMR reception will be back to back, that is, research panel will be from 4:00-6:30pm, and reception will be from 6:30-8:00pm, we need two rooms to be very close if possible, at least will be located in the same hotel, thanks!
Organizer: Xiaomeng Zhang, American U.

603: (ICW) Network of Leadership Scholars Awards Presentations
4:00pm - 5:00pm Boston Hynes Convention Center: Room 311
Tweet this session: #AOM2012 603
Organizer: Mary Uhl-Bien, U. of Nebraska

604: (MOC) Outreach and Integration Committee
4:00pm - 5:00pm Marriott Boston Copley Place: Gardiner B
Tweet this session: #AOM2012 604

605: (PNP) PNP Business Meeting
4:00pm - 5:30pm Marriott Boston Copley Place: Salon A
Tweet this session: #AOM2012 605

606: (SIM) BAS ‘Business & Society’ Board Meeting
4:00pm - 6:00pm Marriott Boston Copley Place: Salon B
Tweet this session: #AOM2012 606
Chair: Duane Windsor, Rice U.
Sunday 4:20PM

607  ➔ (AAT) Understanding the Role of Favors in the Informal Economies of Developed and Developing Countries
4:30pm - 6:00pm Boston Hynes Convention Center: Room 103
Tweet this session: AOM2012 607
Chairs: Sheila M. Puffer, Northeastern U.; Daniel J McCarthy, Northeastern U.
Facilitators: David Ahlstrom, Chinese U. of Hong Kong; Arif Nazir Butt, Lahore U.; Zhujun Ding, The Chinese U. of Hong Kong; Carolyn P. Egri, Simon Fraser U.; David L Ford Jr, U. of Texas, Dallas; Kiran Mirza Ismail, St. John’s U.; Charlotte M. Karam, American U. of Beirut; Yan Li, Beijing Institute of Technology; Ram Mudambi, Temple U.; Pietro Navarra, U. of Messina; Mike Peng, U. of Texas, Dallas; David A. Raiston, U. of Oklahoma; Valery Yakubovich, ESSEC
Discussants: Denise R. Dunlap, Northeastern U.; Alfred M Jaeger, McGill U.

Sunday 4:30PM

608  ➔ (AAA) AMLE Editorial Review Board
4:30pm - 5:30pm Westin Copley Place: St. George C & D
Tweet this session: AOM2012 608
Organizer: Kenneth G. Brown, U. of Iowa

609  ➔ (AAA) AOM Tweet Up
4:30pm - 6:00pm Boston Hynes Convention Center: Room 301
Tweet this session: AOM2012 609
Meet fellow tweeps you know online through Twitter at this informal face-to-face social gathering. This event is aimed at bringing life to those 1x1 avatars to help members make a personal connection face-to-face social gathering. This event is aimed at bringing life to those 1x1 avatars to help members make a personal connection through online followers. Academy staff responsible for social media activities will be on hand to answer questions about our website and social media plans now and into the future. RSVP is not required, but kindly requested by email to sfernandez@pace.edu or DM @AOMConnect

610  ➔ (AAT) Varieties of Informal Work in Comparative Perspective
4:30pm - 6:00pm Boston Hynes Convention Center: Room 101
Tweet this session: AOM2012 610
Organizer: Arne L Kalleberg, U. of North Carolina, Chapel Hill
Varieties of Informal Work in Comparative Perspective | Arne L Kalleberg, U. of North Carolina, Chapel Hill; Annette Bernhardt, National Employment Law Project; Joseph R Bongiovvi, U. of North Carolina, Chapel Hill; Francoise Carre, U. of Massachusetts, Boston

611  ➔ (AAT) Informal Entrepreneurship in a Global Context
4:30pm - 6:00pm Boston Hynes Convention Center: Room 102
Chair: Michael P. Ciuchta, U. of Central Florida
Informal and formal opportunities: the role of entrepreneurial motivation | Mark A. Maltarich, St. Ambrose U.; Michael P. Ciuchta, U. of Central Florida
Technological innovation for the informal economy | Sanjay Jain, Santa Clara U.

612  ➔ (AAT) Wicked Problems and the 'Informal' Economy of Ideas:Addressing the Crisis
4:30pm - 6:00pm Boston Hynes Convention Center: Room 104
Tweet this session: AOM2012 612
Organizers: Judith A. Clair, Boston College; Sandra Waddock, Boston College
Speakers: Andrew J. Hoffman, U. of Michigan; Robert Eccles, Harvard Business School; Pratima Bansal, U. of Western Ontario; Steven Lydenberg, Harvard Kennedy School

613  ➔ ➔ (AAT) Urban Entrepreneurship and Socioeconomic Development Policy in Formal and Informal Economies
4:30pm - 6:30pm Boston Hynes Convention Center: Room 107
Tweet this session: AOM2012 613
Organizer: Banu Özkan-Pan, U. of Massachusetts, Boston
Chair: Arturo E Osorio, Rutgers U.
Panelists: Quintus Jett, Rutgers U.; Maureen A. Scully, U. of Massachusetts, Boston

614  ➔ ➔ ➔ (AAT) Breaking through Formal Boundaries: Creative Lenses for Sensible Leadership in an Ambiguous World
4:30pm - 6:00pm Boston Hynes Convention Center: Room 201
Tweet this session: AOM2012 614
Facilitators: Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.; Svetlana Holt, Woodbury U.

615  ➔ (AAT) Measurement of Hidden Unemployment and Underutilization: Factors affecting the Informal Economy
4:30pm - 6:00pm Boston Hynes Convention Center: Room 203
Tweet this session: AOM2012 615
Participant: Marilyn Young, The U. of Texas at Tyler

616  ➔ (AAT) Working beyond formal arrangements: Eastern and Western perspectives on retirement decisions
4:30pm - 6:30pm Boston Hynes Convention Center: Room 208
Tweet this session: AOM2012 616
Organizer: Thomas H. Stone, Oklahoma State U.
Participants: Dean Tjosvold, Lingnan U.; Uma Devi Jogulu, Deakin U.; Gillian Leithman, John Molson School of Business; Jennifer A. Harrison, York U.

617  ➔ (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Practice
4:30pm - 6:00pm Marriott Boston Copley Place: Falmouth
Tweet this session: AOM2012 617
Discussant: Jean-Baptiste Litrico, Queen’s School of Business, Canada
OMT: Rational Decision Making as a Practical Accomplishment | Emmanouil Gkeredakis, Warwick Business School; Jacky Swan, U. of Warwick; Davide Nicolini, U. of Warwick
OMT: Exploring the Dynamics of Entanglement: A practice-based study of biomedical innovation | Sue Newell, Bentley U.; Maxine Robertson, Queen Mary U. of London; Jacky Swan, U. of Warwick
OMT: Environmental Hostility: An MNC drama | Nilufar Yapici, Florida Atlantic U.
Session Details – Sunday, 4:00 - 6:00 PM

618 : (Paper Session) - (DISC) Social Issues in Management Discussion Paper Session: Governance & Decision-Making
4:30pm - 6:00pm Marriott Boston Copley Place: Hyannis
Discussant: Lori Verstegen Ryan, San Diego State U.

SIM: Strategic Responses to Shareholder Resolutions | Paul Dunn, Brock U.

SIM: Targeting Companies with Social Policy Resolutions: Activist heterogeneity and choice of targets | Kate Sikavica, U. of Munich; Kathleen Rehbein, Marquette U.

SIM: The embeddedness of ethical choice: Relationships, moral efficacy, and peer reporting | Megan Fiohrr Hess, U. of Virginia

619 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Institutions and Resources
4:30pm - 6:00pm Marriott Boston Copley Place: Nantucket
Discussant: Punit Arora, City U. of New York

BPS: Heterogeneous Firm Responses to Regulations Regarding Board Independence: Evidence from China | Xuanli Xie, GSM, Peking U.; Wei Shen, Arizona State U.; Shiye Wang, GSM, Peking U.

BPS: Contradictions, Dualities and Tensions in Cooperation and Competition: A Capability Based Framework | Devi R Ongayawi, Virginia Polytechnic Institute; Jinyu He, Hong Kong U. of Science and Technology; Ravi Madhavan, U. of Pittsburgh; Maria Bengtsson, Umea U.

BPS: A study of organizational failure: The perspectives of organizational ecology and slack resource | Kuo-Pin Yang, National Dong Hwa U.; Christine Chou, National Dong Hwa U.; Yu-Jen Chiu, National Dong Hwa U.

BPS: Governance, Competence, and Firm Boundaries: An Organizational Perspective and Theory Integration | Chih I. Liu, U. of Illinois, Urbana-Champaign; I-Chen Wang, U. of Illinois, Urbana-Champaign

620 : (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Organizational Forms & Identity
4:30pm - 6:00pm Marriott Boston Copley Place: Orleans
Discussant: Cara Christina Maurer, U. of Western Ontario


OMT: When Market Information Bifurcates Fields | Gabriel Rossman, U. of California, Los Angeles; Olivier Schilke, U. of California, Los Angeles

OMT: Small is Beautiful? Organizational identity and growth rates in a partitioned market | Min Liu, Durham U.; Filippo Carlo Wezel, U. of Lugano


621 : (Paper Session) - (DISC) Organization & Management Theory Discussion Paper Session: Change
4:30pm - 6:00pm Marriott Boston Copley Place: Provincetown

This session: #AOM2012 621

Discussant: Charlene E. Zietsma, U. of Victoria

OMT: When do Firms Benefit from Strategic Changes? The role of social capital at the CEO and firm levels | David H. Weng, City U. of Hong Kong; Zhiang “John” Lin, U. of Texas, Dallas

OMT: Barriers to Implementing Western Change-management Models in the Chinese Context | Kuan-Cheng Chen, Shih Hsin U.

OMT: Micro-mechanisms of Institutional Change: How competing new categories are sustained in tandem | Ellen T. Crumley, U. of Alberta

OMT: A Director Primacy View on CEO Dismissals | Steve Sauerwald, U. of Texas, Dallas; Mike Peng, U. of Texas, Dallas

622 : (Paper Session) - (DISC) Organizations & the Natural Environment Discussion Paper Session: Governance & Business Function
4:30pm - 6:00pm Marriott Boston Copley Place: Vineyard
Discussant: Mark P Sharfman, U. of Oklahoma

ONE: Green HR Initiatives Adoption through The Theory of Planned Behaviour Lens | Sukanlaya Sawang, Queensland U. of Technology

ONE: Consolidation within the ESG Rating Industry: Motivation and Impact | Emma Avetisyan, SKEMA Business School; Kai N. Hockerts, Copenhagen Business School

ONE: Of Culture And Religion: Insurance Regulation And The Informal Economy In A South African City | Molehi Thuto Shale, U. of Cape Town

623 : (Paper Session) - (DISC) Business Policy and Strategy Discussion Paper Session: Alliances
4:30pm - 6:00pm Marriott Boston Copley Place: Yarmouth
Discussant: Tiona Zuzul, Harvard Business School

BPS: Knowledge Specificity and Long-term Partnership | Taewon Suh, Texas State U.; Jae Jung, U. of Missouri, Kansas City; Gali Zank, Texas State U.

BPS: The Inter Relationship Between Alliances and Acquisitions: An Integrated Perspective | Shyam Kumar, Rensselaer Polytechnic Institute; KwangWook Gang, Rensselaer Polytechnic Institute; Simona Ileana Giura, Rensselaer Polytechnic Institute

BPS: Implications of Knowledge and Learning for Alliance Performance and Post-alliance Strategy | Rimi Zakaria, Florida International U.

624 : (Paper Session) - (DISC) Technology Innovations & Management Discussion Paper Session: Innovation & Systems
4:30pm - 6:00pm Boston Park Plaza: Alcott Room
Discussant: Shawn M. Carraher, Indiana Wesleyan U.

TIM: Diffusion of Innovations and Intelligent Transportation Systems: Explaining Market Failures | Konstantinos N Giannoutakis, Cass Business School; Feng Li, Cass Business School

TIM: Where Innovation Fails: The Role of Externalities | Maria Rumyantseva, U. of Sydney; Richard G Seymour, U. of Sydney

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

Section D 232
625: (Paper Session) - (DISC) Organizational Development and Change Discussion Paper Session: Catalysts and Identity

Paper Session: Opportunities & Innovation
4:30pm - 6:00pm Boston Park Plaza: Back Bay Room
Tweet this session: #AOM2012 625
Discussant: Vanessa Urch Druskat, U. of New Hampshire

ODC: Integrated Catalysts: Transforming the Executive Habitats | Kleio Akrivou, lecturer; Hilary Bradbury-Huang, Oregon Health and Sciences U.
ODC: How Does Who We Are Affect Where We Go? | Multiple Identities and Organizational Outcomes | Arjo Laukia, Aalto U.
ODC: Institutions and Work, or institutions at work.
Studying news production in a newspaper. | Elena Raviola, Gothenburg U.

626: (Paper Session) - (DISC) Entrepreneurship Discussion Paper Session: Opportunities & Innovation
4:30pm - 6:00pm Boston Park Plaza: Brandeis Room
Tweet this session: #AOM2012 626
Discussant: Chihmao Hsieh, U. of Amsterdam

ENT: Creating Digital Fashion Brands: The Effect of Emerging Entrepreneurial Practice | Iva Petkova, Columbia U.

627: (Paper Session) - (DISC) Human Resources Discussion Paper Session: Global
4:30pm - 6:00pm Boston Park Plaza: Cabot Room
Tweet this session: #AOM2012 627
Discussant: Angela Miles, North Carolina A & T State U.
HR: Comparing Four Approaches to Understanding the Proximal Determinants of Pay Level Satisfaction | Yongheng Angus Yao, Concordia U.; Edwin A. Locke, U. of Maryland, College Park; Muhammed Jamal, Concordia U.

628: (Paper Session) - (DISC) Human Resources Discussion Paper Session: Compensation & Motivation
4:30pm - 6:00pm Boston Park Plaza: Charles River Room
Tweet this session: #AOM2012 628
Discussant: Daniel G. Gallagher, James Madison U.

HR: Comparing Four Approaches to Understanding the Proximal Determinants of Pay Level Satisfaction | Yongheng Angus Yao, Concordia U.; Edwin A. Locke, U. of Maryland, College Park; Muhammed Jamal, Concordia U.

HR: Comparing Four Approaches to Understanding the Proximal Determinants of Pay Level Satisfaction | Yongheng Angus Yao, Concordia U.; Edwin A. Locke, U. of Maryland, College Park; Muhammed Jamal, Concordia U.
Session Details – Sunday, 4:00 - 6:00 PM

**Discussion Paper Session: Leaders and Followers**

**Discussant:** Sherry E. Sullivan, Bowling Green State U.

**CAR:** Manager: Hierarchical and Subjective Career Success: Examining Individual and Contextual Moderators | Yanjun Guan, Renmin U. of China

**CAR:** Antecedents and Consequences of Overqualification, Job Status and Job Field Underemployment | Tina W. Thompson, Florida State U.; Jack Florio, Florida State U.

**DSSN:** Job Search of Immigrants: Role of Cultural Knowledge, Work Orientation, and Future Orientation | Satvir Singh, U. of Texas at El Paso; Laura Guerrero, U. of Texas at El Paso; Prajita Rakshit Vidyarthi, U. of Texas at El Paso

**Discussion Paper Session: Internationalization**

**Discussant:** Susan Elaine Murphy, James Madison U.

**OB:** Uncertainty, Quality and Status: An Empirical Examination in Diverse Groups | Minna Paunova, IESE Business School

**OB:** Group Diversity and Helping Behaviors, Exploring the Mediating Roles of Group Cohesion & Cooperation | Hsiao-Yun Liang, National Cheng Kung U.

**OB:** Who’s Bringing the Donuts? The Role of Positive Affect in Group Information Exchange | Kyle J. Emich, Cornell U.

**OB:** Cross-understanding and Shared Mental Model Theory: A Comparison and Empirical Contrast | Mark Bayer, U. of Texas, Austin; Kyle Lewis, U. of Texas, Austin

**Discussion Paper Session: Organizational Behavior**

**Discussant:** Tatiana Kostova, U. of South Carolina

**OB:** Cross-border M&A activity, M&A cultural diversity and the effects on CEOs fixed and variable pay | Desislava Dikova, Vienna U. of Economics and Business Administration; Padma Rao Sahib, U. of Groningen; Hans Van Ees, U. of Groningen

**OB:** Internationalization, Institutional Support, and Foreign Listing of Emerging Market Firms | Yangwen Wang, The Chinese U. of Hong Kong; Xuef Ma, Chinese U. of Hong Kong

**OB:** Does Board Experience Matter? Evidence from Foreign Direct Investment | Jung-Ho Lai, National Taipei College of Business; Li-Yu Chen, Soochow U.

**OB:** CEO duality and the choice of partial acquisition | Qunyong Xie, U. of Agder

**Discussion Paper Session: Management Consulting**

**Discussant:** David Jamieson, U. of St. Thomas

**MC:** Impact of Consulting Firms Going Public on Prestige Perceptions: An Institutional Perspective | Susan M. Adams, Bentley U.; Alberto Zanzi, Suffolk U.

**MC:** Brokering a Deal with an Obsessive Compulsive Leader: The Management Consultant as Negotiator | Alan Goldman, Arizona State U.
Session Details – Sunday, 4:00 - 6:00 PM

638: (ICW) Organization Science Editorial Review Board Reception
4:30pm - 5:30pm Westin Copley Place: America Ballroom Center
Tweet this session: #AOM2012 638
Organizer: Kate Luckey, INFORMS

639: (IM) Booz&Co/Strategy+Business Eminent Scholar in International Management Award Presentation
4:30pm - 5:00pm Boston Hynes Convention Center: Room 313
Tweet this session: #AOM2012 639
Organizer: Timothy Michael Devinney, U. of Technology, Sydney
Award Recipient: Jean-Francois Hennart, Tilburg U.
Presenters: Art Kleiner, Booz & Company / strategy+business;
Alain C. Verbeke, U. of Calgary; Arjen Slanger, RSM Erasmus U.

640: (OM) OM Division Business Meeting
4:30pm - 6:00pm Westin Copley Place: Parliament
Tweet this session: #AOM2012 640
We will discuss the status of the division and present several annual awards. All division members are encouraged to attend.
Division Chair: Thomas F. Gattiker, Boise State U.
Division Chair-Elect: Karen Chinander Dye, Florida Atlantic U.
Program Chair: Kevin Linderman, U. of Minnesota
Professional Development Workshop Chair: Stephan Vachon, Richard Ivey School of Business
Past Chair: Amelia Carr, Bowling Green State U.

Sunday 5:00PM

641: (CM) Conflict Management Division Business Meeting
5:00pm - 6:00pm Boston Park Plaza: Statler Room
Tweet this session: #AOM2012 641

642: (Paper Session) - (CMS) CMS Keynote: Professor Paul S. Adler, CMS's Trajectory: A Personal View
5:00pm - 6:00pm Marriott Boston Copley Place: Salon J
Tweet this session: #AOM2012 642
Division Chair: Sarah Stookey, Central Connecticut State U.
Division Chair-Elect: Alex Faria, Fundacao Getulio Vargas
Program Chairs: Gavin Jack, La Trobe U.; Jan Schapper, La Trobe U.
Distinguished Speaker: Paul Adler, U. of Southern California

643: (ICW) Management Learning Social Evening
5:00pm - 7:00pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 643
Management Learning Social Evening - for members of the Editorial Board and other interested parties - a catch up with the EIC's and colleagues.
Organizer: Sarah Gundry, U. of Bath

644: (ICW) ESMT European School of Management and Technology Reception
5:00pm - 7:00pm Marriott Boston Copley Place: Salon G
Tweet this session: #AOM2012 644
Organizer: Hannes Graef, ESMT

645: (ICW) Carnegie Mellon University Reception
5:00pm - 7:00pm Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: #AOM2012 645
Organizer: Jennifer Kukawa, Carnegie Mellon U.

646: (ICW) Learn about opportunities within the CEMS network.
5:00pm - 8:00pm Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: #AOM2012 646
If you are a student, studying at a CEMS member school don't miss out on the opportunity to meet with your peers and faculty, as well as learning about many opportunities open to you.
Organizer: Catriona Campbell, CEMS GLOBAL ALLIANCE

647: (ICW) Network of Leadership Scholars Reception
5:00pm - 6:00pm Boston Hynes Convention Center: Room 312
Tweet this session: #AOM2012 647
Sponsored by Elsevier.
Organizer: Mary Uhl-Bien, U. of Nebraska

648: (MOC) MOC Executive Committee Meeting
5:00pm - 6:30pm Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 648

649: (MSR) MSR Executive Committee Meeting
5:00pm - 7:00pm Sheraton Boston Hotel: Gardiner B
Tweet this session: #AOM2012 649

650: (SAP) Strategizing, Activities and Practice Meeting
5:00pm - 7:00pm Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 650

651: (SIM) Finalists -- Best SIM Dissertation
5:00pm - 6:00pm Marriott Boston Copley Place: Salon K
Tweet this session: #AOM2012 651
Best Dissertation Award sponsored by The Beard Institute at Duquesne University
Chair: Miriam Muethel, WHU - Otto Beisheim School of Management

Sunday 5:30PM

652: (AAA) AMLE Ten Year Anniversary Celebration
5:30pm - 6:30pm Westin Copley Place: Essex North-Center & East
Tweet this session: #AOM2012 652
Organizers: Tim O Peterson, North Dakota State U.; Kenneth G. Brown, U. of Iowa

653: (ICW) University of Massachusetts Amherst Isenberg School of Management Reception
5:30pm - 7:30pm Sheraton Boston Hotel: Independence East
Tweet this session: #AOM2012 653
Alums, students, family and friends of the UMass Isenberg School of Management are invited to reconnect at this reception honoring the arrival of Steven Floyd as the school's Isenberg Chair of Innovation and Entrepreneurship.
Organizer: D. Anthony Butterfield, U. of Massachusetts, Amherst

654: (ICW) CJAS Social hour
5:30pm - 7:00pm Sheraton Boston Hotel: Independence West
Tweet this session: #AOM2012 654
The Canadian Journal of Administrative Sciences (CJAS) is a multidisciplinary, peer-reviewed, international quarterly that publishes manuscripts with a strong theoretical foundation. The journal welcomes literature reviews, quantitative and qualitative studies, as well as conceptual pieces. CJAS is an ISI listed journal that publishes papers in all key disciplines of business.
Organizer: Victoria Miecznikowski, Canadian Journal of Administrative Sciences
Session Details – Sunday, 6:00 - 8:00 PM

655 : (ICW) 6th Annual Richard Ivey School of Business PhD Alumni Reception
5:30pm - 7:30pm Sheraton Boston Hotel: Liberty Ballroom B
Tweet this session: #AOM2012 655
6th Annual Richard Ivey School of Business PhD Alumni Reception - By Invite Only
Organizer: Krista Pettit, Richard Ivey School of Business

656 : (MC) Management Consulting Division Social Hour
5:30pm - 7:00pm Westin Copley Place: Huntington
Tweet this session: #AOM2012 656

657 : (TIM) TIM Business Meeting
5:30pm - 6:30pm Boston Hynes Convention Center: Room 310
Tweet this session: #AOM2012 657
Division Chair: Paul Olk, U. of Denver
Division Chair-Elect: Arvinda A Ziedonis, U. of Oregon
Program Chair: Riitta Katila, Stanford U.
Professional Development Workshop Chair: Dianne HB Welsh, U. of North Carolina, Greensboro
Past Chair: Fernando Suarez, Boston U.

658 : (BPS) 2012 Irwin Outstanding Educator Award in honor of Henry Mintzberg
6:00pm - 8:00pm Boston Hynes Convention Center: Room 302
Tweet this session: #AOM2012 658
By Invitation Only
Division Chair: Diana Billimoria, Case Western Reserve U.
Division Chair-Elect: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Program Chair: Stacy Blake-Beard, Simmons College
Professional Development Workshop Chair: Charme E. J. Hartel, U. of Queensland
Past Chair: David A. Kravitz, George Mason U.

659 : (CM) Conflict Management Division Social
6:00pm - 8:00pm Boston Park Plaza: Clarendon Room
Tweet this session: #AOM2012 659

660 : (GDO) GDO Executive Committee Dinner
6:00pm - 8:00pm Offsite: TBA
Tweet this session: #AOM2012 660
By Invitation Only
Division Chair: Diana Billimoria, Case Western Reserve U.
Division Chair-Elect: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Program Chair: Stacy Blake-Beard, Simmons College
Professional Development Workshop Chair: Charme E. J. Hartel, U. of Queensland
Past Chair: David A. Kravitz, George Mason U.

661 : (HR) HR Division Business Meeting and Reception
6:00pm - 8:30pm Boston Park Plaza: Georgian & Arlington Room
Tweet this session: #AOM2012 661
Division Chair: Murray R. Barrick, Texas A&M U.
Division Chair-Elect: Wendy R. Boswell, Texas A&M U.
Program Chair: David G. Allen, U. of Memphis
Professional Development Workshop Chair: Frederick P. Morgeson, Michigan State U.
Past Chair: John E. Delery, U. of Arkansas

662 : (ICW) IFERA reception for Scholars Interested in the Field of Family Business
6:00pm - 8:00pm Boston Hynes Convention Center: Room 206
Tweet this session: #AOM2012 662
Hosted by Sanjay Goel, Lloyd Steier & Torsten Pieper
Organizer: Amruta Prabhu, Ifera Office Management

663 : (OM) OM Division Social
6:00pm - 7:30pm Westin Copley Place: Essex North-West
Tweet this session: #AOM2012 663

664 : (SIM) SIM Symposium: Honoring a Senior SIMian Scholar
6:00pm - 7:00pm Marriott Boston Copley Place: Salon E
Tweet this session: #AOM2012 664
New Member Welcome. Sponsored by: University of Washington
Organizer: Jennifer J Griffin, George Washington U.
Award Recipient: Thomas M. Jones, U. of Washington
Presenters: Edward Freeman, M. of Virginia; Andrew C Wicks, U. of Virginia; Paul C. Godfrey, Brigham Young U.; Lori Versteegen Ryan, San Diego State U.; Shawn Berman, U. of New Mexico; Craig Smith, London Business School

665 : (SIM) IABS Board Meeting
6:00pm - 9:00pm Marriott Boston Copley Place: Salon K
Tweet this session: #AOM2012 665
Chair: Stephen Brammer, U. of Warwick

Sunday 6:30PM

666 : (ICW) IACMR Reception jointly hosted by Peking University
6:30pm - 8:00pm Sheraton Boston Hotel: Republic B
Tweet this session: #AOM2012 666
Since IACMR business meeting/research panel and IACMR-PekingU reception will be back to back, that is, business meeting/research panel will be from 4:00-6:30pm, and reception will be from 6:30-8:00pm, we need two rooms to be very close if possible, at least will be located in the same hotel, thanks!
Organizer: Xiaomeng Zhang, American U.

667 : (ICW) Singapore Management University
6:30pm - 8:30pm Westin Copley Place: St. George C & D
Tweet this session: #AOM2012 667
Organizer: Priscilla Kumari A, Singapore Management U.

668 : (ONE) From Social Inequality to Sustainability: Talk & Reception
6:30pm - 9:00pm Offsite: 2nd Floor, 565 Boylston St.
Tweet this session: #AOM2012 668
Talk by Chuck Collins (6:30-7:30) and reception hosted by UMass Boston's new Organizations & Social Change Ph.D. Program (7:30-9:00pm).
Organizer: Nardia Haigh, U. of Massachusetts

669 : (PNP) PNP Social
6:30pm - 8:00pm Marriott Boston Copley Place: Boylston Room
Tweet this session: #AOM2012 669

1830 : (TIM) TIM Division Social
6:30pm - 8:00pm Boston Hynes Convention Center: Room 311
Tweet this session: #AOM2012 1830
Division Chair: Paul Olk, U. of Denver
Division Chair-Elect: Arvinda A Ziedonis, U. of Oregon
Program Chair: Riitta Katila, Stanford U.
Professional Development Workshop Chair: Dianne HB Welsh, U. of North Carolina, Greensboro
Past Chair: Fernando Suarez, Boston U.
Session Details – Sunday, 6:00 - 8:00 PM

Sunday 7:00PM

670: (ICW) CEIBS Reception on August 5
7:00pm - 10:30pm Marriott Boston Copley Place: Salon C
Tweet this session: #AOM2012 670
By invitation only.
Organizer: Daisy Li, CEIBS

671: (ICW) Kauffman Foundation Emerging Scholars Reception
7:00pm - 10:30pm Marriott Boston Copley Place: St. Botolph
Tweet this session: #AOM2012 671
Kauffman Foundation Emerging Scholars Reception and Awards Ceremony
Organizer: Mette Kramer, Ewing Marion Kauffman Foundation

672: (ICW) University of Michigan Ross School of Business Alumni Reception
7:00pm - 10:00pm Sheraton Boston Hotel: Back Bay Ballroom A
Tweet this session: #AOM2012 672
Organizer: Yong Hyun Kim, U. of Michigan

673: (MSR) MSR Business Meeting
7:00pm - 8:00pm Sheraton Boston Hotel: Fairfax A
Tweet this session: #AOM2012 673

Sunday 7:30PM

674: (ICW) The University of Maryland, Robert H. Smith School of Business
7:30pm - 9:30pm Sheraton Boston Hotel: Back Bay Ballroom D
Tweet this session: #AOM2012 674
Organizer: Barbara Chipman, U. of Maryland

675: (MC) Management Consulting Division Members & Friends Dinner
7:30pm - 10:30pm Offsite: Harvard Club of Boston
Tweet this session: #AOM2012 675

676: (SIM) SIM Welcome Reception
7:30pm - 8:30pm Marriott Boston Copley Place: Salon E
Tweet this session: #AOM2012 676
Program Chair: Jennifer J Griffin, George Washington U.

Sunday 8:00PM

677: (AAA) President's Reception (Invitation Only)
8:00pm - 10:00pm Westin Copley Place: Staffordshire
Tweet this session: #AOM2012 677
INVITATION ONLY!

678: (AAM) AAM/APJM reception
8:00pm - 10:00pm Sheraton Boston Hotel: Republic B
Tweet this session: #AOM2012 678

679: (ICW) The Reception hosted by The Hong Kong University of Science and Technology, August 5, 2012
8:00pm - 10:30pm Marriott Boston Copley Place: Salon F
Tweet this session: #AOM2012 679
Organizer: Jiatao Li, Hong Kong U. of Science and Technology

680: (ICW) City university of Hong Kong Reception (Department of Management)
8:00pm - 10:00pm Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: #AOM2012 680
All Participants of AOM are welcome to the CityU reception

Organizer: Julyanna Chan, City U. of Hong Kong

681: (MSR) MSR Social
8:00pm - 9:30pm Sheraton Boston Hotel: Republic A
Tweet this session: #AOM2012 681
Monday 7:00AM

682: (ICW) Christian Management Scholars Network Breakfast
7:00am - 8:00am Sheraton Boston Hotel: Back Bay Ballroom D
Tweet this session: #AOM2012 682
Organizer: Mitchell J. Neubert, Baylor U.

683: (ICW) FBR Advisory and Editorial Board Meetings
7:00am - 8:30am Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: #AOM2012 683
Organizer: Pramodita Sharma, U. of Vermont

684: (IM) International Management Thought Leadership Cafe
7:00am - 8:00am Boston Hynes Convention Center: Room 311
Tweet this session: #AOM2012 684
Organizer: Paul Olk, U. of Cincinnati

685: (MSR) MSR Morning Meditation
7:00am - 8:00am Sheraton Boston Hotel: Hampton B
Tweet this session: #AOM2012 685
Facilitator: Gerald Siberman, U. of Scranton

686: (OM) OM Division Welcome Breakfast
7:00am - 8:00am Westin Copley Place: Parliament
Tweet this session: #AOM2012 686
Organizer: Riitta Katila, Purdue U.; Hummel, U. of North Carolina, Greensboro
Past Chair: Dianne HB Welsh, U. of North Carolina, Greensboro
Past Chair: Bart Dormans, Maastricht U.
Past Chair: Libby Weber, U. of California, Irvine
Past Chair: John E. Delery, U. of Arkansas
Past Chair: David G. Allen, U. of Memphis
Past Chair: Donald D Bergh, U. of Denver
Past Chair: John E. Delery, U. of Arkansas
Program Chair: Jennifer J Griffin, George Washington U.
Professional Development Workshop Chair: Michael L. Barnett, Oxford U.
Past Chair: Barry M Mitnick, U. of Pittsburgh
Past Chair: Shawn Berman, U. of New Mexico
Program Chair: Jennifer J Griffin, George Washington U.
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Past Chair: Jennifer J Griffin, George Washington U.

Monday 7:30AM

689: (AAA) Current and Incoming Heads and Members of Academy Committees
7:30am - 9:00am Sheraton Boston Hotel: Back Bay Ballroom C
Tweet this session: #AOM2012 689
Organizer: Ming-Jer Chen, U. of Virginia

690: (HR) HR Division Welcome Breakfast and Awards
7:30am - 9:30am Park Plaza: Arlington Room
Tweet this session: #AOM2012 690
Divsion Chair: Murray R. Barrick, Texas A&M U.
Division Chair-Elect: Wendy R. Boswell, Texas A&M U.

Monday 8:00AM

691: (AAA) Placement Services
8:00am - 5:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer
Tweet this session: #AOM2012 691
Placement Services - Registration and Information
Organizers: Wendy Kramer, Keystone College; La Verne Hairston Higgins, Eastern Michigan U.

692: (AAA) Conference Registration
8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A
Tweet this session: #AOM2012 692
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

693: (AAA) Conference Exhibits
8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A
Tweet this session: #AOM2012 693
Membership Committee volunteers, as well as representatives from the Membership Committee volunteers, as well as representatives from the Membership Department, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!
Organizer: Stephanie Casey Henagan, Northern Illinois U.

695: (Paper Session) - (BPS) Alliance Governance: Contracts and Beyond
8:00am - 9:30am Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 695
Chair: Libby Weber, U. of California, Irvine

Beyond Contracts: Governing Structures in Non-Equity Alliances | Jeffrey J. Reuer, Purdue U.; Shivaram Devarakonda, Purdue U., West Lafayette
R&D Alliance Contracts: The Stipulation of Contractual Specification in Strategic Alliances | John Hagedoorn, Maastricht U.
Relational, incomplete, and framework contracts: Where do we stand today? | Stefanos Mouzas, Lancaster U.
Built to Last versus Meant to End: Time Bounds | John E. Delery, U. of Arkansas

696: (Paper Session) - (BPS) Acquisition performance - resources, learning, and integration processes
8:00am - 9:30am Boston Hynes Convention Center: Room 103
Tweet this session: #AOM2012 696
Chair: Donald D Bergh, U. of Denver
Can reputation and customers be acquired? A contingent analysis of spillover effects in acquisitions | Cher-Min Fong, National Sun Yat-sen U.; Chun-Ling Lee, National Sun Yat-sen U.; Hui Wen Wang, National Sun Yat-sen U.; Sze-Ting Chen, National Sun Yat-sen U.
Program Chair: David G. Allen, U. of Memphis
Professional Development Workshop Chair: Frederick P. Morgeson, Michigan State U.
Past Chair: John E. Delery, U. of Arkansas
Managing cultural distance: Effects of technological overlap in cross-border acquisitions | Pankaj C Patel, Ball State U.; David R. King, Marquette U.

The Role of Cultural Learning and Collaborative Teaching Initiatives in M&A Knowledge Transfer | Paulina Junni, Hanken School of Economics; Rikka M Sarala, U. of North Carolina, Greensboro

Organizational Authenticity during Post-Merger Integration, Employee Productivity and Performance | Margaret Cording, IMD; Jeffrey S. Harrison, U. of Richmond; Robert E. Hoskisson, Rice U.

Managing heterogeneity: market and non-market mechanisms | Sheryl Winston Smith, Temple U.; Gary Dushnitsky, London Business School

Firms as Shelters and Shapers: An Extension to Theories of the Firm | Peter Moran, AGSM-Australian School of Business; Wouter Rosingham, Chaopa Venues Limited

Holding a grudge: Psycho-historical rivalry in competitive dynamics | Gavin J Kilduff, New York U.; Kuo-Hsien Su, National Taiwan U.

The Role of Mediating firms in the Emergence of Mediation Platform-Based Industry Architectures | Ulas Burkay, BI Norwegian Business School

Corporate Political Activity as Competitive Action | Bruce C. Rudy, U. of Texas, San Antonio; Andrew Franklin Johnson, U. of Texas, San Antonio

Close to Me and Distant from Them? CEO/Board Social Ties and New Outside Director Selection | Jeongil Seo, Sogang U.; Dongseop Lee, Korea U.; Gyeong-Hwan Lee, Ains Partner

Corporate Governance, Board Networks and Firm Performance | Deeksha A Singh, Temple U.; Andrew Delios, National U. of Singapore

Board Experience and Strategic Change During Periods of CEO Stability | Joel F. Bolton, Southeast Missouri State U.; Margaret A White, Oklahoma State U.

Disagreement Within Senior Management Teams: What we know and what we do not know | Chet Miller, U. of Houston; Carla D. Jones, U. of Houston

Discussants: Pamela S. Barr, Georgia State U.; Frances J. Milliken, New York U.

Risk-related Conflict within Top Management Teams: Antecedents-Processes-Consequences-Solutions | Christopher Eaton, U. of Calgary; Laurie Milton, U. of Calgary

Cognitive Faultlines Among Upper Echelon Managers | Carla D. Jones, U. of Houston; Codou Samba, U. of Houston; Chet Miller, U. of Houston

Antecedents and Consequences of Relationship Conflict | Veroniek Collewaert, Maastricht U.; Audrey Korsgaard, U. of South Carolina; Tony L Simons, Cornell U.

TMT Disagreement about Strategy: What we can learn from four decades of research | Steven W. Floyd, U. of Massachusetts, Amherst; Franz W. Kellermanns, U. of Tennessee; Bill Wooldridge, U. of Massachusetts, Amherst

Organizational Risk Taking and Behavioral Strategy | Christina Fang, New York U.
Session Details – Monday, 8:00 - 10:00 AM

703  MONDAY  (BPS, TIM, ENT): Strategy in the Context of Ecosystems: Exploring the Implications of Multi-lateral Dependence
8:00am - 9:30am Boston Hynes Convention Center: Room 306
Chair: Ron Adner, Dartmouth College
Organizer: Ron Adner, Dartmouth College

704  MONDAY  (Paper Session) - (CAR) Doing the Hard Yards: Dealing with Tough Career Experiences
8:00am - 9:30am Boston Park Plaza: Berkeley Room
Chair: Akram Al Aris, Toulouse Business School
Discussant: Marijke Verbruggen, Katholieke U. Leuven
The Work That Doesn’t Kill You Makes You Stronger: Growth After Work-Related Trauma | Emily Amudre, Case Western Reserve U.
Meta-Analyzing the Association Between Age and Professorial Performance Across Contexts | Will Felps, Erasmus U. Rotterdam; Julien Clement, Erasmus U. Rotterdam; Jochem Kroezen, Erasmus U. Rotterdam
Predicting Medical Specialists’ Working (Long) Hours: In Search for a Gender-Specific Career Model | Berber Pas, Radboud U. Nijmegen; Bob N. Eisenga, Radboud U. Nijmegen; Hans Doorewaard, Radboud U. Nijmegen

705  MONDAY  (Paper Session) - (CAR) Demarcating Career Boundaries
8:00am - 9:30am Boston Park Plaza: Cambridge Room
Chair: James Jaimin Sun, Renmin U. of China
Discussant: Kerr Inskon, U. of Auckland
Speakers: Negative and Positive Work-Family Spillover: A Study of Self-Employed Workers | Ronit Waismel-Manor, Case Western Reserve U.
Recreational Boundaries in Boundaryless Careers: The Career Transitions of Momprenuers | Candice Harris, Auckland U. of Technology; Rachel Lopes Morrison, Auckland U. of Technology; Kate Lewis, Massey U.; Marcus W. Y. Ho, Auckland U. of Technology

706  MONDAY  (CAR) Building Talent Management Theory: Definitions, Typologies, Propositions
8:00am - 9:30am Boston Park Plaza: Franklin Room
Chair: Nicky Dries, Katholieke U. Leuven
What is the Meaning of ‘Talent’ from a Business Point of View? | Eva Gallardo-Gallardo, U. Oberta de Catalunya
Towards a Pluralistic Approach to Talent Management: Critical Comments and New Perspectives | Marian Thunnissen, Hogeschool Utrecht; Paul Boselie, Utrecht U.; Ben Fryttinger, Hogeschool Utrecht
Talent Management, from Phenomenon to Theory: A Systems Typology | Nicky Dries, Katholieke U. Leuven

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

Section D

Page 240
Session Details – Monday, 8:00 - 10:00 AM

710 | CAU: (CAU) Art Management, Cultures and the Informal Economy
8:00am - 9:30am Sheraton Boston Hotel: Dalton A
Tweet this session: #AOM2012 710
Coordinator: Siegrid Guillaumon, Catholic U. of Brasilia
Participants: Tania Casado, U. of Sao Paulo; Franciele Aline Parrila Santos, FEA-USP; Jaime Ruiz-Gutierrez, U. de los Andes; Dennis H. Barber III, U. of New Mexico; Narasimhan Srinivasan, U. of Connecticut

711 | CAU: (CAU) Leveraging India: Strategies for Global Competitiveness
8:00am - 9:30am Sheraton Boston Hotel: Dalton B
Tweet this session: #AOM2012 711
Organizers: Vikas Kumar, Sydney U.; Murali D.R. Chari, Indiana U. South Bend
Distinguished Speakers: Farok J. Contractor, Rutgers U.; Mitraburan Sarkar, Temple U.; Ram Mudambi, Temple U.

712 | CAU: (CAU) Health Care in the Underground: Lessons to be Learned
8:00am - 9:30am Sheraton Boston Hotel: Longfellow Room
Tweet this session: #AOM2012 712
Organizers: Claudia Steinke, U. of Lethbridge; A R Elangovan, U. of Victoria

713 | CAU: (CAU) Organizational Errors, Reliability, and Safety Culture
8:00am - 9:30am Boston Park Plaza: Holmes Room
Tweet this session: #AOM2012 713
Organizers: Timothy J. Vogus, Vanderbilt U.; Paul S. Goodman, Carnegie Mellon U.

714 | CAU: (CAU) Era of the Social Franchise: Nonprofits Engaging the Franchise Model in Support of Their Mission
8:00am - 9:30am Boston Park Plaza: Longfellow Room
Tweet this session: #AOM2012 714
In this caucus, we seek to initiate a research dialogue among scholars, doctoral students, researchers and others interested in the sustainability of nonprofit organizations in an effort to better understand the social franchise issues developing in this "informal economy". This caucus will seek to identify the primary issues nonprofit leaders must address and set research agendas for further analysis.
Chair: Benjamin C. Litaien, Georgetown U.

715 | (Paper Session) - (CDP) Getting Employees to Lend a Helping Hand: Antecedents of Prosocial Behaviors
8:00am - 9:30am Westin Copley Place: Baltic
Tweet this session: #AOM2012 715
Facilitator: Sabine Sonnentag, U. of Mannheim
MSR: Poor Leader-Member Exchange and Citizenship Behaviors: The Moderating Role of Member Spirituality
Corey Fox, Oklahoma State U.; Gabriella Osawa, Oklahoma State U.; William Camron Casper, Oklahoma State U.; Brian Webster, Oklahoma State U.

716 | (Paper Session) - (CDP) Doing the Right Thing: Social and Ethical Responsibility
8:00am - 9:30am Westin Copley Place: Essex North-Center
Tweet this session: #AOM2012 716
Facilitator: Jeffrey G. York, U. of Colorado, Boulder

717 | (Paper Session) - (CDP) Issues in Governance: Agency, Network, and Opportunism
8:00am - 9:30am Westin Copley Place: Essex North-East
Tweet this session: #AOM2012 717
Facilitator: Curtis L. Welye II, Indiana U. Kelley School

Best CMS Paper
CMS: The Dark Side Of Corporate Philanthropy: Purchasing Social Legitimacy Through Community Donations | Robbin Derry, U. of Lethbridge

Best Paper
ENT: Take it or Leave It: The Effects of Founder Managers on Merger Payoffs in US Public Companies | Joon Mahn Lee, U. of Pennsylvania

BPS: Interaction Effects between Types of Political Connection: Evidence from Brazil | Rodrigo Bandeira-de-Mello, Fundacao Getulio Vargas; Rosilene Marcon, U. do Vale do Itajai - UNIVALI

718: (Paper Session) - (CDP) Enhancing Employee Fit Through Recruitment, Culture, and Cross-Cultural Adjustment
8:00am - 9:30am Westin Copley Place: Essex North-West
Facilitator: Margaret Shaffer, U. of Wisconsin, Milwaukee
CAR: The Impact of Emotional Intelligence on Expatriates’ Cross-Cultural Adjustment | Alexei Koveshnikov, Hanken School of Economics; Heidi Wechtler, Sorbonne Business School - IAE Paris; Cecile Dejoux, CNAM Paris (France)
HR: A Mediated Moderation Model of Recruiting Socially and Environmentally Responsible Job Applicants | Stanley M Gully, Rutgers U.; Jean Phillips, Rutgers U.; William Castellano, Rutgers U.; Kyongji Han, Rutgers U.; Andrea Kim, Rutgers U.
CMS: Background Still Matter in International Agreements? | Elaine Murphy, U. of Hawaii-Manoa; Sooyeol Kim, George Mason U.; Jin Suk Park, U. of Hawaii-Manoa
GDO: What Side of the Tracks are You from? Socioeconomic Background and Mentoring in the Workplace. | Dianne Deborah Murphy, U. of Wisconsin, Milwaukee
CAR: Relational Challenges in Mentoring Leaders | Susan Elaine Murphy, James Madison U.; Cary Kemp, National Science Foundation; Grant R Rosen, James Madison U.
719: (Paper Session) - (CDP) Realizing the Promise of Leadership Mentoring and Identity Development
8:00am - 9:30am Westin Copley Place: St. George D
Facilitator: George B Graen, U. of Illinois, C-U (retired)
CMS: Follower Motivation: The Affect of Hierarchy on Follower Self-Identity and Dignity | Kim T. Hinrichs, California State U. Chico; Andrew T. Hinrichs, U. of Western Australia
GDO: What Side of the Tracks are You from? Socioeconomic Background and Mentoring in the Workplace. | Dianne Deborah Murphy, U. of Wisconsin, Milwaukee
CAR: Relational Challenges in Mentoring Leaders | Susan Elaine Murphy, James Madison U.; Cary Kemp, National Science Foundation; Grant R Rosen, James Madison U.
720: (Paper Session) - (CDP) National Cultures: Understanding Ideology and Building Cooperation
8:00am - 9:30am Westin Copley Place: St. George D
Facilitator: Gurmeeta Vasudeva Vasudeva, U. of Minnesota
IM: Mao Meets the Market: Reconciling Ideology and Pragmatism in China | Song Yang, U. of South Australia; Bruce W. Stening, Peking U.
OM: Negotiating Across the Globe: Does Cultural Background Still Matter in International Agreements? | Dina Ribbink, U. of Western Ontario; Curt Grimm, U. of Maryland
OB: Overlapping Cultural Repertoires in Global Collaboration | Tsedal Neeley, Harvard U.; Rynann Manning, Harvard Business School; Mark Mortensen, INSEAD
CM: Cooperation between Cultures in the Commons: Implications for Cross-Cultural Interactions | Christopher G. Myers, U. of Michigan, Ann Arbor; Shirli Kopelman, U. of Michigan, Ann Arbor
721: (DRP Session) - (CM) New Perspectives on Conflict in Organizations
8:00am - 9:30am Boston Park Plaza: Tremont Room
Facilitator: Maura A. Belliveau, Long Island U.
EGYPTIAN MANAGERS’ PERCEPTION OF CONFLICT IN STRATEGIC DECISION MAKING | Said Elbanna, United Arab Emirates U.; Abbas J Ali, Indiana U., Pennsylvania
THE EFFECT OF ETHICAL INFRASTRUCTURE ON WHISTLE-BLOWING INTENTIONS AND BEHAVIORS | Abhijeet K. Vadera, Indian School of Business; Ann Tenbrunsel, U. of Notre Dame; Kristina Diekmann, U. of Utah
ON THE IMPORTANCE OF A FULL APOLOGY: HOW TO BEST REPAIR BROKEN TRUST | Beth Polin, Ohio State U.; Robert B. Lount, Ohio State U.; Roy J. Lewicki, Ohio State U.
RELATIONSHIP-BASED SUBGROUPS AND GROUP EFFECTIVENESS | Wookje Sung, Yonsei U.; Hongseok Oh, Yonsei U.
8:00am - 9:30am Marriott Boston Copley Place: Salon J
722: (Paper Session) - (CMS) Re-Searching and Re-Casting Theoretical Foundations
8:00am - 9:30am Marriott Boston Copley Place: Salon J
Facilitator: Sarah Stookey, Central Connecticut State U.
ORGANIZATIONAL ANALYSIS: PARADIGMATIC POSSIBILITIES FOR POST-PARADIGM TIMES | John Hassard, U. of Manchester; Julie Wolfram Cox, Monash U.
THE BOP DISCOURSE AS CAPITALIST HEGEMONY | Nick Montgomery, U. of Victoria; AnaMaria Peredo, U. of Victoria; Elly Carlson, U. of Victoria
BEST PAPER ON INTERNATIONAL BUSINESS
STRAWMEN AND STEREOTYPES: HAYSTACKS, HISTORY, AND WEBER IN MANAGEMENT HISTORIOGRAPHY | Terrance G. Weatherbee, Acadia U.; Gabrielle Durepos, St. Francis Xavier U.; Albert J. Mills, Saint Mary’s U.; Christopher Michael Hartt, Saint Mary’s U., Canada
723: (DRP Session) - (ENT) Social Capital and Entrepreneurship
8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom A
Facilitator: Marleen McCormick, U. of Illinois, Urbana-Champaign
HOW DO INTRAPRENEURS AND ENTREPRENEURS DIFFER IN THEIR MOTIVATION TO START A NEW VENTURE? | Matthias Alfred Tietz, Richard Ivey School of Business; Simon C Parker, Ivey School of Business
THE FAMILY SOCIAL CAPITAL AND THE FORMATION OF FIRM’S CAPABILITIES: A CONTINGENCY MODEL | Massimiliano Matteo Pellegrini, U. of Florence
ENTREPRENEURIAL SOCIAL NETWORKS: SOCIAL CAPITAL AND GENDER EFFECTS IN CRISIS RESPONSE | Zeynep Aksoy, Ozyegin U.
Session Details – Monday, 8:00 - 10:00 AM

724 SHCS: (ENT) The Process of Creating Opportunities in a Corporate Setting
8:00am - 9:30am Sheraton Boston Hotel: Berkeley A
Chair: Brian Michael Saxton, The Ohio State U.
Discussant: Sharon Alvarez, The Ohio State U.
Participants: Jay B Barney, The Ohio State U.; William S Schulze, U. of Utah; Michael Bills, Resource Interactive
Facilitator: Ajnesh Prasad, U. of NSW
Tweet this session: #AOM2012 724

A Multilevel SEM on Entrepreneurs’ and Employees’ Cognitive Styles in Idea Generation Activities | Sebastian Fischer, Leuphana U. Luevenburg; Bjorn Seeger, Leuphana U.
Examining the Development of Internal and External Legitimacy in an Entrepreneurial | Israel Drori, College of Management, Israel; Benson Honig, McMaster U.
Academic Entrepreneurial Diversification in a Resource Constrained Environment | Lasandahasi Ranumuthumalie de Silva, Manchester Business School; Elvira Uyarra, Manchester Business School; Ray Oakey, Manchester Business School

725 : (DRP Session) - (ENT) Cognition, Motivation, and Resources
8:00am - 9:30am Sheraton Boston Hotel: Clarendon A & B
Facilitator: Ajnesh Prasad, U. of NSW
Tweet this session: #AOM2012 725

A Multilevel SEM on Entrepreneurs’ and Employees’ Cognitive Styles in Idea Generation Activities | Sebastian Fischer, Leuphana U. Luevenburg; Bjorn Seeger, Leuphana U.
Examining the Development of Internal and External Legitimacy in an Entrepreneurial | Israel Drori, College of Management, Israel; Benson Honig, McMaster U.
Academic Entrepreneurial Diversification in a Resource Constrained Environment | Lasandahasi Ranumuthumalie de Silva, Manchester Business School; Elvira Uyarra, Manchester Business School; Ray Oakey, Manchester Business School

726 : (DRP Session) - (ENT) Learning in Entrepreneurial Contexts
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom A
Facilitator: Deirdre O’Shea, U. of Limerick
Conducting Field Experiments Using eLancing’s Natural Environment | Herman Aguinis, Indiana U., Bloomington; Sola O. Lawal, Indiana U., Bloomington
A Study of Managerial Network Cognition among Firms Tendering for the 2014 Olympic Games in Russia | Souren Arzadian, VU U. Amsterdam; Wouter Stam, Hong Kong U. of Science and Technology; Tom Elfring, VU U. Amsterdam
Competitive Aggressiveness in Long-Lived Family Firms | Juha Kansikas, U. of Jyväskylä; Tanja Kontinen, U. of Jyväskylä; Ville Sarpo, U. of Jyväskylä
Learning from Failure: The Making of Successful Entrepreneurs | Fang He, George Washington U.
Business Assistance Systems: The Missing Link | Sergio Janczak, U. of Western Ontario; Franz Bares, HEC Montreal

727 : (JS: (ENT, BPS, TIM) Lean Startups: Emergent Management Practice and Future Research Agendas
8:00am - 9:30am Sheraton Boston Hotel: Beacon H
Chair: Satish Nambsan, U. of Wisconsin, Milwaukee
Panelists: Rahul Kapoor, U. of Pennsylvania; Suresh Kotha, U. of Washington, Seattle; Christopher L Tucci, Ecole Polytechnique Federale de Lausanne; Shaker A. Zahra, U. of Minnesota, Twin Cities
Discussants: Valerie L. Myers, U. of Michigan; Daniel Armanios, Stanford U.; Chuck Eesley, Stanford U.; Jizhen Li, Teiinghua U.

728 SHCS: (ENT, TIM) Innovation and Entrepreneurship in Emerging Economies
8:00am - 9:30am Sheraton Boston Hotel: Jefferson
Chair: Gelaye Debebe, George Washington U.
Discussant: Valerie L. Myers, U. of Michigan
Organizers: Francisco Veloso, Catolica Lisbon / Carnegie Mellon; Romel Mostafa, U. of Western Ontario

Network Ties or Institutional Rules: How Do Entrepreneurs Innovate in Emerging Economies? | Daniel Armanios, Stanford U.; Chuck Eesley, Stanford U.; Jizhen Li, Teiinghua U.
Innovation by users in emerging economies: Evidence from mobile banking services | Paul van der Boor, Catolica Lisbon / Carnegie Mellon; Pedro Oliveira, Catholic U. of Portugal - FCEE

Factor Market Imperfections and Pre-Entry Experience: Spinoffs in the Bangladesh Garment Industry | Romel Mostafa, U. of Western Ontario

729 : : (JS: (ENT, TIM, BPS) Entrepreneurship in the iPhone Economy: Critical Research Issues and Managerial Challenges
8:00am - 9:30am Sheraton Boston Hotel: Beacon G
Chair: Satish Nambsan, U. of Wisconsin, Milwaukee
Panelists: Rahul Kapoor, U. of Pennsylvania; Suresh Kotha, U. of Washington, Seattle; Christopher L Tucci, Ecole Polytechnique Federale de Lausanne; Shaker A. Zahra, U. of Minnesota, Twin Cities
Discussants: Valerie L. Myers, U. of Michigan; Daniel Armanios, Stanford U.; Chuck Eesley, Stanford U.; Jizhen Li, Teiinghua U.

Beyond the Glass Ceiling to the Glass Cliff? Analyzing the Promotion of Racial/Ethnic Minority CEOs | Alison Cook, Utah State U.; Christy Glass, Utah State U.
An Unrequited Affinity Between Talent Shortages and Untapped Female Potential | Ahi Tati, U. of London; Joana Vassilopoulou, U. of East Anglia; Mustafa F Ozbilgin, Brunel U.

THREATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 8:00 - 10:00 AM

**Faculty Transnational Research Best Paper Award**

731 (Paper Session) - (GDO) Careers Around the World
8:00am - 9:30am Boston Park Plaza: Stanbro Room
Tweet this session: #AOM2012 731
Chair: Payal Kumar, XLRI - Xavier Labour Relations Institute, India
Discussant: S. Gayle Baugh, U. of West Florida
- Striving for Success and Equity: Chinese Professors in American Business Schools | Hao Zhao, Rensselaer Polytechnic Institute; Meina Liu, U. of Maryland, College Park; Chaoping Li, Renmin U. of China
- Approving Routes and Alternative Paths: The Construction of Women’s Careers in the French Big Four | Ioanna Lupu, CNAM
- The Role of Values and Leadership Style in Developing OCB Among Arab Teachers in Israel | Ibrahim Abd El Majid, Haifa U.; Aaron Cohen, U. of Haifa

732 (GDO) GDO Welcome Breakfast
8:00am - 9:00am Boston Park Plaza: Terrace Room
Tweet this session: #AOM2012 732
Division Chair: Diana Bilimoria, Case Western Reserve U.
Division Chair-Elect: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Program Chair: Stacy Blake-Beard, Simmons College
Professional Development Workshop Chair: Charmine E. J. Hartel, U. of Queensland
Past Chair: David A. Kravitz, George Mason U.

733 (GDO, OB, CAR) Managing The Personal and Invisible Self: An Analysis of LGBT Career Experiences
8:00am - 9:30am Boston Park Plaza: Thoreau Room
Tweet this session: #AOM2012 733
Chair: Raymond N. C. Trau, U. of Western Australia
Discussant: Douglas Creed, U. of Rhode Island
- Discovering Heterosexual Bias in the Measurement of Work-Family Conflict | Katina B. Sawyer, Villanova U.
- Protective Masks and Glass Closets: Invisible Stigmas, Social Norms, and the Workplace | R Anthony Turner, U. of British Columbia
- The Impact of Relational Identity on Self-Disclosure, Stigma Consciousness and Job Satisfaction | Raymond N. C. Trau, U. of Western Australia; Xiaowen Hu, U. of Ulster; Ying Wang, U. of Western Australia

734 (DRP Session) - (HCM) Health Systems: Policy, Strategy & Leadership
8:00am - 9:30am Marriott Boston Copley Place: Hyannis
Tweet this session: #AOM2012 734
Chair: Robert Weech-Maldonado, U. of Alabama, Birmingham
Discussant: Elizabeth Goodrick, Florida Atlantic U.
- Employment Effects of Hospital Privatization in Germany | Mareike Heimeshoff, U. of Hamburg; Jonas Schreyögg, U. of Hamburg, Oliver Tiemann, Munich U.
- In the Eye of the Beholder: Alternative Approaches for Ranking Hospital Performance | John R. Griffith, U. of Michigan; Christy Harris Lemak, U. of Michigan, Ann Arbor; David Mendez, U. of Michigan, Ann Arbor; David Foster, Thomson Reuters Healthcare; Jenefer M. Jedele, U. of Michigan, Ann Arbor; Julie S. Shook, Thomson Reuters Healthcare

735 (Paper Session) - (HCM) Health Care Governance and Structures
8:00am - 9:30am Boston Park Plaza: Cabot Room
Tweet this session: #AOM2012 735
Chair: Michal Tamuz, SUNY Downstate Medical Center
Discussant: Patrick Albert Palmieri, Pacifico Peruano Suiza
- Agency Problems of Global Budget System in Taiwan's National Health Insurance | Yu-Hua Yan, Tainan Municipal Hospital; Chen-Wei Yang, Fооying U.; Shih-Chieh Fang, National Cheng Kung U.; Wen-Chun Li, National Cheng Kung U.
- Challenges of Simultaneous Infrastructure and Service Design Transformation | Danielle Tucker, Imperial College London
- Hospital Ownership and Community Benefit | Paula H. Song, Ohio State U.; Shou-Yih Daniel Lee, U. of Michigan, Ann Arbor; Jeffrey Alexander, U. of Michigan, Ann Arbor; Eric Seiber, Ohio State U.

736 (HR) Labor Relations and HR Legal Issues
8:00am - 9:30am Boston Park Plaza: Cabot Room
Tweet this session: #AOM2012 736
Chair: Barbara L. Rau, U. of Wisconsin, Oshkosh
Integrating SHRM and HR Legal Issues Work: Getting a Clearer Picture by Looking Through Both Lenses | Sashi C. Sekhar, U. of Wisconsin, Milwaukee
- The Role of Supervisory Support and Union Commitment in Predicting Change Acceptance | Natalia Lorinkova, Wayne State U.; James E. Martin, Wayne State U.
- Structural and Behavioral Determinants of Works Council Members’ Influence in Organizations | Saraí Sapulete, U. Utrecht School of Economics

737 (Paper Session) - (HR) Strategic HR: Leadership and Innovation
8:00am - 9:30am Marriott Boston Copley Place: Charles River Room
Tweet this session: #AOM2012 737
Chair: Mark A. Clark, American U.
- Facilitating Productive Energy in Organizations: The Role of HRM and Transformational Leadership | Daniela Dolle, U. of St. Gallen; Miriam Karin Baumgartner, U. of St. Gallen
- Assignment of HR Responsibility to Line Management for Organizational Performance | Dhruva Kumar Gautham, Tribhuvan U.
- How Innovation Strategy Influences Team Performance in Chinese High-Tech Firms | Zhi-Xue Zhang, Peking U.; Xiaobei Li, GSM, Peking U.; Yuan Li, Peking U.
Session Details – Monday, 8:00 - 10:00 AM

### 738: (DRP Session) - (HR) Novel Perspectives on the Intersection of HR and Organizational Strategy
8:00am - 9:30am Boston Park Plaza: Newbury Room
Tweet this session: AOM2012 738
Facilitator: Mahesh V. Subramony, Northern Illinois U.

- Competency Models at Work: The Value of Perceived Relevance and Fair Rewards for Employee Outcomes | Elizabeth A. Redmond, BI Norwegian Business School
- A Corporate Governance Lens on Strategic Human Resources Management | Graeme Martin, U. of Glasgow; Elaine Farndale, Pennsylvania State U.; Philip Gordon Stiles, Cambridge U.

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

### 740: (ICW) Haas-Berkeley Alumni Breakfast
8:00am - 9:30am Westin Copley Place: Huntington
Tweet this session: AOM2012 740
Organizer: Bernadette Doerr, U. of California, Berkeley

### 742: (ICW) WU Vienna Breakfast Reception
8:00am - 12:00pm Boston Hynes Convention Center: Room 312
Tweet this session: AOM2012 742
Organizer: Clemens Rogl, WU Vienna

### 743: (Paper Session) - (IM) Hierarchy, Networks, and Institutional Pressures
8:00am - 9:30am Boston Hynes Convention Center: Room 205
Tweet this session: AOM2012 743
Chair: Eleanor Westney, Schulich School of Business

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

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Section D

### 744: (Paper Session) - (IM) Strategic Choices and Export Performance in the Age of e-Retailing
8:00am - 9:30am Boston Hynes Convention Center: Room 210
Tweet this session: AOM2012 744
Chair: Nolan Gaffney, U. of North Texas

- Cross-national Variation in E-retail Spending: Longitudinal Country-Level Data Evidence | Nir B Kshetri, U. of North Carolina, Greensboro; Ralf Bebenroth, Kobe U.; Nick Williamson, U. of North Carolina
- Market Orientation and Export Performance | Ximin He, Newcastle U.; Keith D. Brouthers, North Carolina State U.; Igor Filatotchev, City U. London; Lance Brouthers, Kennesaw State U.
- Export intensity, domestic market competition, and product innovation in an emerging economy | Zhenzhen Xie, Hong Kong U. of Science and Technology; Jiatao Li, Hong Kong U. of Science and Technology

### 745: (Paper Session) - (IM) Distance and International Production Networks
8:00am - 9:30am Boston Hynes Convention Center: Room 209
Tweet this session: AOM2012 745
Chair: Moses Acquah, U. of North Carolina, Greensboro

- Country Relatedness And International Coherence | Sokol Cel0, Suffolk U.; Aya S. Chacar, Florida International U.
- Fundaçao Dom Cabral Best Paper in International Strategy Finalist

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### 739: (HR, OB) Organizational Socialization: Taking the Next Steps
8:00am - 9:30am Boston Park Plaza: Whittier Room
Tweet this session: AOM2012 739
Chairs: Connie Wanberg, U. of Minnesota; Yongjun Choi, U. of Minnesota, Twin Cities
Discussant: Helena Cooper Thomas, U. of Auckland
Socialization Resources Theory: A New Approach to Socialization Research and Practice | Alan M. Saks, U. of Toronto; Jamie A. Gruman, U. of Guelph

The Odd One Out: How Newcomers Who Are Different Become Adjusted | Charlice Hurst, The U. of Western Ontario; John Kammeyer-Mueller, U. of Florida; Beth Ann Livingston, Cornell U.

The Consequences and Antecedents of Social Networks in Organizational Socialization | Markku Jokisaari, Employment and Economic Development Office, Kotka, Finland; Jari-Erik Nurmi, U. of Jyväskylä

The Role of Time in Socialization Dynamics | Blake E. Ashforth, Arizona State U.
Session Details – Monday, 8:00 - 10:00 AM

8:00am - 9:30am Boston Hynes Convention Center: Room 206
Session Details – Monday, 8:00 - 10:00 AM

**Practice**

**Generalizability: A Challenge for Both Theory and Practice**
8:00am - 9:30am Boston Hynes Convention Center: Room 206
Facilitator: Dan V. Caprar, Australian School of Business
Chair: Danna Greenberg, Babson College

**SHCS:**

**746 (DRP Session) - (IM) Cross-Cultural Generalizability: A Challenge for Both Theory and Practice**
8:00am - 9:30am Boston Hynes Convention Center: Room 303
Facilitator: Dan V. Caprar, Australian School of Business
Chair: Danna Greenberg, Babson College

**747 (DRP Session) - (IM) The Challenges of Global Leadership in Asia**
8:00am - 9:30am Boston Hynes Convention Center: Room 309
Facilitator: Schon Beecher, INSEAD
Chair: Danna Greenberg, Babson College

**748 (SHCS): (IM, HR, OB) Knowledge Transfer in MNCs – The Importance of Expatriates, Repatriates, and Inpatriates**
8:00am - 9:30am Boston Hynes Convention Center: Room 206
Chair: Danna Greenberg, Babson College

**749 (DRP Session) - (MED) Crises & Clowns: Experiential and Innovative Approaches in Management Education & Learning**
8:00am - 9:30am Marriott Boston Copley Place: Nantucket
Facilitator: Susan Lawler, Rush U.

**750 (Paper Session) - (MED) Leadership Skills Development, Coaching & Executive Education**
8:00am - 9:30am Marriott Boston Copley Place: Salon B
Chair: Danna Greenberg, Babson College

**Thematic Orientation:**

- Teaching
- Practice
- International
- Program Theme
- Research
- Diversity
- Best Paper
their PhD within the past nine years, that is, have graduated in 2003

751: (Paper Session) - (MOC) Emotions and Decision Making
8:00am - 9:30am Boston Park Plaza: Berkley B
Tweet this session: #AOM2012 751
Chair: Neal M. Ashkanasy, U. of Queensland
| Johnna Capitano, Drexel U.; Jonathan C. Ziegert, Drexel U.; Katrina A. Graham, Drexel U.
| Exploring Emotional Experiences of Interruptions Through a Temporal Lens | Elana R. Feldman, Boston U.
| Voice Behavior after a Tragic Event: How the Target of Empathy Makes a Difference | Shu-cheng Steve Chi, National Taiwan U.; Ray Friedman, Vanderbilt U.; Shu-Chen Chen, Ming Chuan U.; Timothy J. Vogus, Vanderbilt U.
| Anger and Escalation of Commitment | Allan Filipowicz, INSEAD; Neil Bearden, INSEAD; Kriti Jain, INSEAD

752: (MOC, BPS, OMT) Exploring the Role of Heterogeneity in Organizational Learning
8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: #AOM2012 752
Organizers: Claus Rerup, U. of Western Ontario; Pamela R Haunschild, U. of Texas, Austin
Discussants: Anne S Miner, U. of Wisconsin, Madison; Linda Argote, Carnegie Mellon U.
| Staying Agile in Messy Environments: A fuzzy set approach to organizational configurations | YoungKi Park, U. of Akron; Omar A. El Sawy, U. of Southern California; Peer C. Fiss, U. of Southern California
| From Dynamic Capabilities to Dynamic Organizations: Internal ecology of organizational evolution | Daniel Levinthal, U. of Pennsylvania; Alessandro Marino, Wharton School
| Attentional Oscillation: Distractions, delays and coordination of organizational attention in crises | Claus Rerup, U. of Western Ontario; Pamela R Haunschild, U. of Texas, Austin
| Organizing to Preclude Tragedy: Problem detection, heterogeneity and cross-level coordination | Claus Rerup, U. of Western Ontario; Morten Thanning Vendelo, Copenhagen Business School

753: (Paper Session) - (OB) Predictors and Outcomes of Work Engagement
8:00am - 9:30am Boston Park Plaza: Aboot Room
Tweet this session: #AOM2012 753
Chair: Joan Brett, Arizona State U.
| Employee Work Engagement, Affect and Outcomes | Zeynep Yesim Yalabik, U. of Bath; Patchara Popaitoon, U. of Bath; Julie A Chowne, U. of Bath; Bruce A. Rayton, U. of Bath
| The dynamics between resources and their impact on work engagement | Dave Bouckenooghe, Brock U.; Usman Raja, Brock U.; Muhammad Abbas, Ripah International U.

754: (DRP Session) - (OB) Feedback and Training Mechanisms
8:00am - 9:30am Boston Park Plaza: Back Bay Room
Tweet this session: #AOM2012 754
Chair: Shung Jae Shin, Portland State U.
| The Relationship between Supervisor Feedback Environment and Voluntary Work Behavior | Jei-chen Peng, St. John's U.
| Channeled Autonomy: Joint Effects of Autonomy and Feedback on Team Performance through Goal Clarity | Erik Gonzalez-Mule, U. of Iowa; Stephen H Courtright, Texas A&M U.; Jee Young Seong, U. of Iowa
| In Desperate Need for Rejuvenation: Conceptualising and Measuring Training-related Motivation | Ramon Wenzel, U. of Western Australia

755: (DRP Session) - (OB) Justice, Exchange, and Reciprocity
8:00am - 9:30am Boston Park Plaza: Board Room
Tweet this session: #AOM2012 755
Facilitator: Suzanne S. Masterson, U. of Cincinnati
| The effects of managerial values enactment on employee values enactment | Antonio Travaglione, Curtin U. of Technology; Steven L McShane, U. of Western Australia; Jie Shen, U. of South Australia; Grant O'Neil, Charles Sturt U.; Justin Hancock, Curtin U.
| The memory of inclusion as a facilitator of positive reciprocity in exchange relationships | Kevin W. Rockmann, George Mason U.; Gary A. Ballinger, U. of Virginia
| Trust Me—It Won’t Happen Again: Using Accounts to Repair Psychological Contract Breaches | Kristen Bell DeTienne, Brigham Young U.; Rachel Lizon, Brigham Young U.
| The Influence and Mechanism of System Responsiveness on Voice | Changchun Xiang, Huazhong U. of Science & Technology
| Dual Process Model of the Impact of PC Breach on Performance: The Moderating Role of Traditionality | Jieying Chen, Hong Kong U. of Science and Technology; Chang-qin Lu, Peking U.

756: (DRP Session) - (OB) LMX and Creativity and Performance
8:00am - 9:30am Boston Park Plaza: Brandes Room
Tweet this session: #AOM2012 756
Facilitator: Elizabeth Cooper, U. of Rhode Island
Leaders’ creativity initiative, LMX, and employee creativity: Testing a multilevel model | Lei Huang, U. of Nebraska, Lincoln; Dina V. Krasikova, U. of Nebraska, Lincoln
Investigating Direct and Indirect Effects of Leader-Member Exchange to Individual Performance. | Chung-Jen Wang, National Cheng Kung U.; Chin Pin Li, National Cheng Kung U.
High leader-member exchange but not creative? The moderating role of leader regulatory focus | Ramzi Said, U. of Groningen; Bernhard Nijstad, U. of Groningen; Onne Janssen, U. of Groningen; Laetitia Mulder, U. of Groningen
It Takes Two to Tango: Examining the Effects of Convergence in Leader and Member Perceptions of LMX | Anjali Chaudhry, Saint Xavier U.; Prajya Rakshit Vidyarthi, U. of Texas at El Paso; Robert C. Liden, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago; Brian Christopher Glibkowski, Stonehill College

Absence Supervision and Supervisor-Directed Deviance: The Application of Self-Control Theory | Huwen Lian, Hong Kong U. of Science and Technology; Douglas J. Brown, U. of Waterloo; Lance Ferris, Pennsylvania State U.; Lindie Liang, U. of Waterloo; Lisa M. Keeping, Wilfrid Laurier U.
A Multi-level Examination of Mediating and Moderating Processes of Absence Supervision in China | Serena Ng, Australian National U.; Zhen-Kong Chen, Australian National U.
Taking it out on survivors: Submissive employees, downsizing, and abusive supervision | Pedro Neves, Nova U., Lisbon

Politics, Impression Management, and Work
Facilitator: Darren C. Treadway, State U. of New York at Buffalo
Political skill reduces the negative impact of employees having distrust in management | Vickie Coleman Gallagher, Cleveland State U.; James A. Meurs, U. of Mississippi; Kenneth J. Harris, Indiana U., Southeast
The Effects of Impression Management on Supervisors’ Attitudes and Affect: A Conceptual Framework | Amanda Rose Feiler, U. of Guelph
Prosocial and Impression Management Motive and OCB: Testing Moderators | Byoung Kwon Choi, LG Economic Research Institute; Hyoung Koo Moon, Korea U.; Jae Uk Chun, Korea U.
Revisiting the impostor phenomenon: How individuals cope with feelings of being in over their heads | Kristen Shanine, U. of Alabama; Marilyn V. Whitman, U. of Alabama

Creative charting: A grounded theory of information displaying | Elizabeth D. Rouse, Boston College
Understanding the Intensity and Variety of Networking Behaviors and Innovation Support Climate | Yun Chung, U. of Idaho; Joseph Blasi, Rutgers U.; Douglas Kruse, Rutgers U.

Understanding Differentiated Leadership in Teams
Chair: Ronald F. Piccolo, Rollins College
Discussant: David Henderson, London School of Economics and Political Science
Beyond Leader-Member Dyadic Relationships in Teams: A Multi-foci Perspective on Team Leadership | Brad Harris, U. of Illinois; Bradley L. Kirkman, North Carolina State U.; Ning Li, Texas A&M U.
When Leaders “Individualize” Consideration: Consequences of Differentiation on Group Effectiveness | Claudia Buengeler, Jacobs U. Bremen; Sven Constantin Voelpel, Jacobs U. Bremen

Diversity and Discrimination: Exacerbated by LMX Differentiation | Lisa Hisae Nishii, Cornell U.

Measuring Differentiated Leadership: Differentiated Approaches | Ronald F. Piccolo, Rollins College; Claudia Buengeler, Jacobs U. Bremen; Sven Constantin Voelpel, Jacobs U. Bremen

762: (Paper Session) - (OB) Leader-Member Exchange Outcomes
8:00am - 9:30am Boston Park Plaza: Stuart Room
Tweet this session: AOM2012 762
Chair: Robyn L. Brover, State U. of New York, Buffalo

Leader-Member Exchange and Attitudinal Outcomes | Anthony Cobb, Virginia Tech; Rebecca S Lau, The Open U. of Hong Kong
Leader-Member Exchange and Employee Outcomes: The Effects of Taking Charge | Tae-Yeol Kim, CEIBS; Zhiqiang Liu, Huazhong U. of Science & Technology
The Relational Nature of Leader Behaviors | John W. Michel, Loyola U. Maryland; Michael J. Tews, Pennsylvania State U.

763: (Paper Session) - (OB) Social Processes and Counter-Productive Work Behaviors
8:00am - 9:30am Boston Park Plaza: Winthrop Room
Tweet this session: AOM2012 763
Chair: Laci M Rogers, U. of Southern Indiana
Reconceptualizing Counterproductive Work Behavior via Norms: A Theory of Dysfunctional Work Behavior | Cynthia Kay Stevens, U. of Maryland; Deborah Searcy, U. of Maryland, College Park
Multifoci Effects of Unfairness on CWB and the Moderating Roles of Moral Identity and Narcissism | Christopher Harris, Tilburg U.; James J. Lavelle, U. of Texas, Arlington; M. Blake Hargrove, U. of Texas, Arlington; Gary C. McMahan, U. of Texas, Arlington
Positive People and Negative Practices: Mediating Role of Moral Disengagement on Unethical Behavior | Crystal Justice Tillman, U. of Texas, Dallas; Ericka R. Lawrence, U. of Alabama; Oscar Holmes IV, The U. of Alabama
The Effects of Consideration and Structure on Perceived Justice and Counterproductive Behavior | Brian C. Holtz, Temple U.; Crystal M. Harold, Temple U.

764: (OB, HR) Organizational Influences on Emotion Processes at Work
8:00am - 9:30am Boston Park Plaza: Beacon Hill Room
Tweet this session: AOM2012 764

Emotional Contagion at Work and Organizational Culture | Laura Petitta, U. of Rome La Sapienza
What's My Motivation? A Qualitative Study of Emotional Labor Goals | Jason Dahlings, College of New Jersey; Rachel Amrhein, Hay Group; George Boff, College of New Jersey; Rachel Tenenbaum, College of New Jersey; Aaron Feldman, College of New Jersey; Christopher Ruppel, College of New Jersey

765: SC: (OB, HR) Shared Leadership in Teams: An Exploration of Antecedents, Formal Hierarchy & Leadership Dimensions
8:00am - 9:30am Boston Park Plaza: Statler Room
Tweet this session: AOM2012 765
Chairs: John Mathieu, U. of Connecticut; Lauren D’Innocenzo, U. of Connecticut
Discussant: Daniel Scott DeRue, U. of Michigan

Exploring Relational & Diversity Antecedents of Shared Leadership in Teams | Cecile Emery, London School of Economics; Thomas Stephen Calvard, U. of Edinburgh
Team Composition and Shared Leadership: A Study of Leader Personality and Team Attributes | Jay Carson, Southern Methodist U.; Christopher O. L. H. Porter, Indiana U.
An Inconvenient Truth? Formal Hierarchy and the Development of Shared Leadership Networks | Ned Wellman, U. of Michigan, Ann Arbor

8:00am - 9:30am Boston Park Plaza: White Hill Room
Tweet this session: AOM2012 766
Chairs: Ellen Ernst Kossek, Michigan State U.; Matthew M. Piszczek, Michigan State U.; Kristie Lynne McAlpine, Cornell U.
Discussant: Gary N. Powell, U. of Connecticut

Work Schedulers and Schedule Support (and Control) in Organizations | Ellen Ernst Kossek, Michigan State U.; Kristie
Lynne McAlpine, Cornell U.; Matthew M. Pischke, Michigan State U.; Leslie B. Hammer, Portland State U.
A Comprehensive Model of Flexibility for Work-Life Balance | Monique Valcour, EDHEC Business School; Anne Baroel, Monash U.; Ariane Oiller-Malatter, Rouen Business School

767 .MessageBox:(Paper Session) - (OCIS) Trust in Work, Teams and Online
8:00am - 9:30am Sheraton Boston Hotel: Fairfax A
Tweet this session: #AOM2012 767
Chair: Tara Behrend, George Washington U.
Trust but Verify?: Trust and Behavior Controls in Virtual Teams | Lionel P. Robert, U. of Michigan, Ann Arbor
Digital Natives and Digital Immigrants: Differences in Online Trust Formation | Christian Pieter Hoffmann, U. of St. Gallen; Andrea Chandra Von Kaenel, U. of St. Gallen; Christoph Lutz, U. of St. Gallen; Miriam Meckel, U. of St. Gallen
Social Networks, Psychological and Organizational Climate and IS Development Success | Russell L. Purvis, Clemson U.; Adam Stubblefield, Clemson U.

768 MessageBox:(DRP Session) - (OCIS) Information Technology in Firms and Markets
8:00am - 9:30am Sheraton Boston Hotel: Hampton A
Tweet this session: #AOM2012 768
Facilitator: James Howison, UT-Austin
Project Uncertainty and Buyer Informedness: A Study of Price Dispersion in Service e-Markets | Yili Hong, Temple U.
Are Green IT Announcements Effective Market Signals? | Rohit Nishant, National U. of Singapore Business School; Thompson S. H. Teo, National U. of Singapore; Mark Goh, National U. of Singapore
How Do Foreign Workers Affect US Workers and Firm Profits? | Sunil Mithas, Robert H. Smith School of Business; Kunsoo Han, McGill U.
Information Technology Innovations: The Role of Cumulative Experience and Performance Feedback | Nilesh Saraf, Simon Fraser U.; Srabana Dasgupta, U. of British Columbia; Poorni Assadi, Simon Fraser U.

769 MessageBox:(DRP Session) - (ODC) Readiness, Resistance, and Employee Responses to Change
8:00am - 9:30am Sheraton Boston Hotel: Exeter A & B
Tweet this session: #AOM2012 769
Facilitator: Boram Do, Boston College
Middle Managers' Initial Change Concerns: Examining Change Readiness Beliefs in the U.S. and India | Virajanand Varma, Columbus State U.; Stanley G. Harris, Auburn U.; Achilles A. Armentakis, Auburn U.; Hubert S. Feild, Auburn U.
How Do Employees Adapt to Organizational Change Driven by Cross-border M&As? A Case in China | Jing Du, Wuhan U.; Goo Hyok Chung, Seoul National U.
Psychological Contract Violation during Organizational Change | Jiseon Shin, U. of Maryland, College Park; Susan M. Taylor, U. of Maryland
A Self-determination Perspective of Change Recipients’ Attitudes toward Organizational Change | An-Chih Wang, National Taiwan U.

770 MessageBox:(ODC) Relational Leadership: New Developments in Theory and Practice
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom B
Tweet this session: #AOM2012 770
Chairs: Jody Hoffer Gittell, Brandeis U.; Anne Douglass, U. of Massachusetts, Boston
Discussant: Joyce K Fletcher, Simmons College
Relational leadership as collective leadership: Mapping the territory | Erica Gabrielle Foldy, New York U.; Sonia Ospina, New York U.
D-leadership and relational leadership: Beginning the conversation | Deborah Ancona, Massachusetts Institute of Technology; Elaine V. Backman, Massachusetts Institute of Technology; Kate Parrot, Massachusetts Institute of Technology
From relational to sense leadership with savoir-relier: Leading in complexity | Valérie Gauthier, HEC Paris
Developing strategic relational leadership | Carsten Hornstrup, Tilburg U.
Leading in coordination: The meta-feedback role of leaders in performative groups | John Paul Stephens, Case Western Reserve U.

771 MessageBox:SHCS: (ODC, OB, MC) Influential Research and Practice in ODC Dynamics
8:00am - 9:30am Sheraton Boston Hotel: Republic B
Tweet this session: #AOM2012 771
Chair: Dale E Zand, New York U.
Speakers: Edgar H. Schein, Massachusetts Institute of Technology; Michael Beer, Harvard U.; Warner Burke, Columbia U.; Dale E Zand, New York U.

772 .MessageBox:(Paper Session) - (OM) Operations Innovation and Technology
8:00am - 9:30am Westin Copley Place: North Star
Tweet this session: #AOM2012 772
Chair: Dr. Angela D. Mitchell, Wilmington College
Effects of ERP System-Based Manufacturing Planning and Control in Dynamic Operating Environments | Antti Tenhiala, IE Business School; Pekka Helkii, Aalto U.
Balancing Continuous Improvement and Innovation: the double helix of contextual ambidexterity | Andrea Furlan, U. of Padova; Andrea Vinelli, U. of Padova
The missing link in buyer-supplier joint product innovation: A work group effectiveness perspective | Tingting Yan, Wayne State U.; Kevin Dooley, Arizona State U.
Service Innovation in Manufacturing | John E. Ettlie, Rochester Institute of Technology; Stephen Rosenthal, Boston U.
Presenters: Antti Tenhiala, IE Business School; Andrea Furlan, U. of Padova; Tingting Yan, Wayne State U.; John E. Ettlie, Rochester Institute of Technology

773  MessageBox: (OMT) Distinguished Scholar Breakfast
8:00am - 9:30am Sheraton Boston Hotel: Independence West
Tweet this session: #AOM2012 773

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
774: (DRP Session) - (ONE) Organizational Slack, Greening and Performance
8:00am - 9:30am Marriott Boston Copley Place: Falmouth
Tweet this session: AOM2012 774
Chair: Nicole Darnall, Arizona State U.
Organizational Slack and Environmental Performance: A Behavioral Theory of The Firm Perspective | Pavlos C. Symeou, Cyprus U. of Technology; Stelios C. Zyglidopoulos, U. of Cambridge

775: (ONE, SIM) Cross-Sector Solutions to Complex Environmental Issues
8:00am - 9:30am Marriott Boston Copley Place: Salon I
Tweet this session: AOM2012 775
Organizers: Oana Branzei, U. of Western Ontario; Haiying Lin, U. of Waterloo
Between Informal and Formal? Cross-Sector Interactions in Developing and Conflict Countries | Ans Kolk, U. of Amsterdam
Cross-Sector Governance: From Local Networks to Socialial Environmental Partnerships at the BOP | Carlos Rufin, Sufolk U.; Miguel Rivera-Santos, Babson College
Cross-sector Attractors: Choosing Partners for Environmental Breakthroughs | Haiying Lin, U. of Waterloo; Oana Branzei, U. of Western Ontario
Government-based Cross-Sector Alliances for Environmental Improvements | Haiying Lin, U. of Waterloo; Azin Rastan, U. of Waterloo
Cross-sector Solutions to Supply Chain Management | David Graham Hyatt, U. of Arkansas, Fayetteville
The Engagement of Firms in Environmental Collaborations: Existing Contributions & Future Directions | Ulrich Wassmer, Concordia U.

776: (Paper Session) - (PNP) Accountability
8:00am - 9:30am Marriott Boston Copley Place: Salon C
Tweet this session: AOM2012 776
Chair: Jean Hartley, U. of Warwick
Community Reinvestment Agreements: Policy Actors, Tools and Democratic Accountability | Colleen Casey, U. of Texas, Arlington
Public School Accountability and Professional Autonomy: The Role of Principal Ambidexterity | N. C. Jackson, U. of California, Berkeley

777: (Paper Session) - (PNP) Leadership and Innovation - Panel One
8:00am - 9:30am Marriott Boston Copley Place: Salon D
Tweet this session: AOM2012 777
Chair: Benedict Jimenez, Rutgers U.
Entrepreneurial Orientation in the Context of Social Venture Creation | Kathrin Lurtz, European Business School, Wiesbaden; Karin Kreutzer, European Business School, Wiesbaden
Entrepreneurship in Public Services: Understanding its Role in Change | Zoe Radnor, Cardiff Business School, UK; Hannah Noke, Nottingham U.

778: (ONE, OB) Private and Public Differences? Examining the Meaning of Sector in Motivation and Leadership
8:00am - 9:30am Marriott Boston Copley Place: Tremont
Tweet this session: AOM2012 778
Organizers: Robert K Christensen, U. of Georgia; Bradley E. Wright, Georgia State U.
Discussant: Steven Kelman, Harvard U.
Performance Appraisals: The Role of Sector, Manager Motivation and Employee Extra-role Behavior | Robert K Christensen, U. of Georgia; Steven Whiting, Indiana U.
Assessing the Effects of Task, Relations, Change Behaviors and Ethical Leadership Across Sector | Gary Yuki, State U. of New York, Albany; Shahidul Hassan, Ohio State U.

779: (Paper Session) - (RM) Hypothesis Formation and Testing
8:00am - 9:30am Westin Copley Place: Empire
Tweet this session: AOM2012 779
Chair: Seth Spain, Binghamton U.
Accommodational Plasticity in Organizational Science: Impact of Hypothesis Framing on Effect Size | Frank A. Bosco, Marshall U.; James G Field, Marshall U.; Charles A. Pierce, U. of Memphis
Two Types of Mediation, Two Types of Theories: Embracing the Complexities of Mediation Analysis | Amit Gal, Tel Aviv U.

780: (RM, MOC, CM) Yin-Yang Research: Where Do We Go from Here?
8:00am - 9:30am Westin Copley Place: Defender
**Session Details – Monday, 8:00 - 10:00 AM**

**Section D**

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### 781 ➔ (DRP Session) - (AP) Middle Management in the Practice of Strategy

8:00am - 9:30am Boston Hynes Convention Center: Room 307

**Facilitator:** Julia Balogun, Lancaster U.

Deviant practices of middle managers while implementing change in a pluralistic context | Celine Legrand, Audencia Management School; Arnaud Nicolas, Audencia Management School; Maton Eric, Audencia Management School

Social Networks and Strategic Renewal: A Middle Management Perspective | Sebastian Fourne, Erasmus U.

A middle manager perspective on strategy formulation and implementation effectiveness | Lisa Barton, IESEG School of Management

Middle Managers & Performance Review Meetings: Knowledge Creation & Capability Identification | Rory Eckardt, U. of Massachusetts

From being the same to being different: French radio programmers’ practices of competitive imitation | Philippe Mouricou, ESCEM Tours (France)

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### 782 ➔ (Paper Session) - (AP) Varieties of Strategic Practice

8:00am - 9:30am Boston Hynes Convention Center: Room 308

**Chair:** Chahrazad Abdallah, U. of London, Birkbeck

Avoiding a “good kicking”: Public sector strategizing in practice | Alex Wright, Open U.

Stepping into the void: Strategy absence in South Africa | Peet Venter, U. of South Africa

Capabilities as structuring dispositions: Reframing resource-based theory in practice terms | Robert Chia, U. of Strathclyde; Robert Bradley MacKay, U. of Edinburgh

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### 783 ➔ (Paper Session) - (SIM) Reputation, Transparency and Reporting

8:00am - 9:30am Marriott Boston Copley Place: Boylston

**Chair:** Stephen Pavelin, U. of Bath

Sustainability reporting and transparency: A counter-account of GRI reports | Olivier Boiral, U. Laval

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### 784 ➔ (Paper Session) - (SIM) Legitimacy, Political Activities

8:00am - 9:30am Marriott Boston Copley Place: Provincetown

**Chair:** Barry M Mitnick, U. of Pittsburgh

Corruption, Legitimacy, and Nascent Ventures’ Resource Acquisitions in a Transition Economy | Li Tian, Nankai U.

Political Ties and Entrepreneurship: Understanding the Enigma | Kuan-Cheng Chen, Shih Hsin U.

An Extended Resource-Based View on Corporate Political Activities | Omer N. Gokalp, U. of Texas, Dallas

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### 785 ➔ (Paper Session) - (SIM) Governance, Banking and Microfinance Industry

8:00am - 9:30am Marriott Boston Copley Place: Salon K

**Chair:** Paul Dunn, Brock U.

“Something beyond us”? The Effect of Family Involvement on Employee Relations | Sébastien Fosse, IE Business School; Carl J. Kock, Instituto de Empresa Business School; Marianna Maki, U. of Miami

SVM and Risk Taking in the U.S. Banking Industry Reranking Corporate Governance Mechanisms | Marguerite Schneider, NJIT; J. Daniel Wischnesvky, Fairleigh Dickinson U.

Filling Governance Gaps through Political CSR | Andrew Penn Bradley, The Australian National U.

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### 786 ➔ (DRP Session) - (SIM) Moral frames, (un)ethical decision-making, and (un)ethical behavior

8:00am - 9:30am Marriott Boston Copley Place: Vineyard

**Chair:** Andrew C Wicks, U. of Virginia

Distal and Proximal Influences on the Use of Business and Moral Frames in Responsible Decisions | Grégoire Bollmann, U. of Lausanne; Sébastien Mena, U. of Alberta


Psychological Distance and Seemingly Unethical Decision-Making | Michael Wood, Richard Ivey School of Business; Theodore Noseworthy, Richard Ivey School of Business; Scott Colwell, U. of Guelph

Towards a Theory of Fair Interest Rates on Microcredit | Marek Hudon, ULB - Solvay Brussels School; CERM; Joakim Sandberg, U. of Gothenburg

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### 787 ➔ (Paper Session) - (TIM) Open Innovation

8:00am - 9:30am Boston Hynes Convention Center: Room 104

**Chair:** Saikat Chaudhuri, Wharton School

Formation of a Marketplace for Ideas: An Industry Analysis | Thomas Klueter, U. of Pennsylvania

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

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**Section D**

252
Session Details – Monday, 8:00 - 10:00 AM

788: (Paper Session) - (TIM) Innovation, Exploration and Exploitation Perspectives
8:00am - 9:30am Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 788
Chair: Robert Neal Eberhart, Stanford U.
A Guest in Time: How the Maturity, Distance, and Diffusion of Knowledge Affect Innovation | Antonio Capaldo, Catholic U. of the Sacred Heart - Milan and Rome; Dov Levy, Technion Israel Institute of Technology; Antonio Messeni Petruzzielli, Politecnico di Bari
TIM Best Paper Proceedings
Bridging Research and Market: A Case of an Industrial Research Lab | Yutaka Yamauchi, Kyoto U.; Yasuo Sugiyama, Kyoto U.
Firm Size, Ownership Structure and Extent of Technological Exploitation and Exploration | Jaya Dixit, Lally School of Management & Technology; Kwang Wook Gang, Rensselaer Polytechnic Institute

789: (Paper Session) - (TIM) Marketplaces for Ideas: Licensing of Technology
8:00am - 9:30am Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012 789
Chair: Yan Gong, U. of California, Irvine
Deals Not Done: Sources of Failures in the Market for Ideas | Iain Cockburn, Boston U.; Laurina Zhang, U. of Toronto
TIM Best Paper Proceedings
Managing Licensing in a Market for Technology | Thomas Ronde, Copenhagen Business School; Andrea Fosfuri, U. Carlos III de Madrid; Ashish Arora, Duke U.
TIM Best Paper Proceedings

790: (Paper Session) - (TIM) Creating and Evaluating New Ideas
8:00am - 9:30am Boston Hynes Convention Center: Room 203
Tweet this session: #AOM2012 790
Chair: Pek-Hooi Soh, Simon Fraser U.
The Consensus Discount: How Analysts' Recommendations Influence Firms' Ability to Attract Investors | Matt Theeke, George Mason U.; Francisco Polidoro, U. of Texas, Austin
How does Cooperative Goal Affect R&D Team Creativity? A Motivated Information Processing Approach | Zizhen Geng, Xi'an Jiaotong U.; Jie Feng, U. of Wisconsin, Madison; Xinmei Liu, Xi'an Jiaotong U.; Min Liu, Ningbo U.
Ambidextrous Innovation, Market Orientation, and Performance: A Disruptive Innovation Perspective | Jie Zhao, Xi'an Jiaotong U.; Zelong Wei, Xi'an Jiaotong U.; Xiwu Liao, Xi'an Jiaotong U.

791: (Paper Session) - (TIM) Technological Evolution Change and Learning
8:00am - 9:30am Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 791
Chair: Sherry E. Sullivan, Bowling Green State U.
The Trap Between Local and Distant New Combinations: Recombination and Impact of Inventions | Steffen Keijl, Tilburg U.; Victor Gilsing, Tilburg U.; Geert Duysters, Eindhoven U. of Technology
Organizational Learning and the Continuity of Adaptive Success | Murad A Mithani, Rensselaer Polytechnic Institute; Jonathan O'Brien, Rensselaer Polytechnic Institute
Are Switching Costs Always Effective? The Moderating Role of Organizational and Demand Regimes | Gianluca Capone, Bocconi U.; Franco Malerba, Bocconi U.; Luigi Orsenigo, IUS Pavia
Enabling Exploratory Learning in Complex, Science-based Innovation Systems | Deborah J Dougherty, Rutgers U.; Danielle D Dunne, Fordham U.

792: (Paper Session) - (TIM) Innovation and Entrepreneurship
8:00am - 9:30am Boston Hynes Convention Center: Room 313
Tweet this session: #AOM2012 792
Chair: Ikenna S. Uzuegbunam, U. of Kentucky
Synthesizing Professional and Market Logics: A Study of iOS App Entrepreneurs | Yixin Qiu, U. of Maryland, College Park; Anand Gopal, U. of Maryland, College Park; Il-Horn Hann, U. of Maryland, College Park
A Glimpse at Persistence without Liquidity Events: Asymmetric Effects on Success and Failure | Anindya Ghosh, IESE Business School; Johannes M Pennings, U. of Pennsylvania
Who wants to be a Founder, and who wants to Join One? The Entrepreneurial Intentions of S&PE PhDs | Michael Roach, U. of North Carolina; Henry Sauermann, Georgia Institute of Technology
Session Details – Monday, 8:00 - 10:00 AM

**793**: (TIM, BPS, OM) Services, Platforms and Innovation  
8:00am - 9:30am Boston Hynes Convention Center: Room 310  
Tweet this session: #AOM2012 793

Chair: Annabelle Gawer, Imperial College London  
Discussant: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH  
Services, Industry Evolution, and the Competitive Strategies of Product Firms | Michael Cusumano, Massachusetts Institute of Technology, Steven Kahl, U. of Chicago; Fernando Suarez, Boston U.  
Building Service Platforms: A Knowledge-Based Process | Andrew Davies, Imperial College London; Annabelle Gawer, Imperial College London; Stefano Miraglia, Imperial College London  
Service Innovation Platforms: Issues of Definition, Design and Structure | Henry Chesbrough, U. of California, Berkeley  

**Monday 9:00AM**

**794**: (AAA) Academy of Management Perspectives: Showcase Symposium on Agency Theory  
9:00am - 10:30am Westin Copley Place: Adams  
Tweet this session: #AOM2012 794

Organizers: Timothy Michael Devinney, U. of Technology, Sydney; Donald Siegel, State U. of New York, Albany  
Distinguished Speaker: Michael C. Jensen, Harvard U.

**Monday 9:45AM**

**795**: (Paper Session) - (BPS) Unpacking Networks  
9:45am - 11:15am Boston Hynes Convention Center: Room 101  
Tweet this session: #AOM2012 795

Chair: Corey Phelps, HEC Paris  
Are high-status firms more likely to be brokers? | Guangxi Zhang, City U. of Hong Kong; Kwangho Kim, City U. of Hong Kong; Haibin Yang, City U. of Hong Kong  
Micro-Geography and Opportunities for Relationships: Evidence from the US Senate Chamber | Jillian Darroch Chown, U. of Toronto; Christopher C. Liu, U. of Toronto  
The moderating role of context in managerial ties-firm performance link: A meta-analytic review | Peihua Fan, Xi'an Jiaotong U.; Qiaozhuan Liang, Xi'an Jiaotong U.; Mingjun Hou, Xi'an Jiaotong U.  
The problem of embeddedness revisited: Collaboration and market types | Kristina Vaarst Andersen, Roskilde U.

**796**: (Paper Session) - (BPS) Causes and consequences of M&A activity  
9:45am - 11:15am Boston Hynes Convention Center: Room 103  
Tweet this session: #AOM2012 796

Chair: Laurence Capron, INSEAD  
How Do Firms Become Good Acquirers? Managerial Learning and the Acquisition Capability of Firms | Philipp Meyer-Doyle, U. of Pennsylvania  
Who gets first dibs? A buy-side investigation of the dual tracking phenomenon in M&A | Roberto Ragozzino, U. of Texas, Dallas  
Ownership and Premium in Foreign Acquisitions: Impact of Geographic Distance and Payment Method | Ajai S Gaur, Rutgers U.; Shavin Malhotra, Ryerson U.  

**797**: (DRP Session) - (BPS) Technology & Innovation  
9:45am - 11:15am Boston Hynes Convention Center: Room 204  
Tweet this session: #AOM2012 797

Facilitator: Peter Cebon, U. of Melbourne  
Incumbents and institutions: How the value of resources varies across markets | Lucio Fuertes, U. of Zaragoza; Elisabet Garrido, U. of Zaragoza; Juan P Maicas, U. of Zaragoza  
What the Market Likes: External Learning and Firm Valuation | Anuja Gupta, U. of Pennsylvania  
Balancing exploration and exploitation: the moderating role of technological interdependence | Gianluca Vagnani, U. of Rome La Sapienza; Michele Simon, Parthenope U. of Naples; Paola Pisano, U. of Turin  
Strategic decision comprehensiveness and innovation in technology ventures in China | Jingjiang Liu, Zhejiang U.; Haiyang Li, Roe U.; Huanli Wang, Tsinhua U.  
Overcoming Collective Action Problems in Innovation: Evidence from the Automotive Supply Chain | Jennifer Kuan, Stanford U.

**798**: (Paper Session) - (BPS) Strategic approaches to Corporate Social Responsibility  
9:45am - 11:15am Boston Hynes Convention Center: Room 201  
Tweet this session: #AOM2012 798

Chair: Simon Peck, Case Western Reserve U.  
The Collateral Effects of Corporate Social Responsibility: Evidence from Bank Loans | Bill Francis, Rensselaer Polytechnic Institute; Pamela Harper, Rensselaer Polytechnic Institute; Shaym Kumar, Rensselaer Polytechnic Institute  
Location, Clusters, and CSR Engagement: The Role of Information Asymmetry and Knowledge Spillovers | Bryan W Husted, York U. and ITESM; Dima Jamali, American U. of Beirut; Walid Saffar, American U. of Beirut  
Is Your Social Reputation True, False or Schizophrenic? | Graeme R. Dowling, U. of Technology, Sydney; Peter Moran, AGSM-Australian School of Business  
Towards a Theory of Stakeholder Management Exploration and Exploitation | Carmelo Cennamo, Bocconi U.

**799**: (Paper Session) - (BPS) Industry structure: Networks and Architectures  
9:45am - 11:15am Boston Hynes Convention Center: Room 204  
Tweet this session: #AOM2012 799

Chair: Emiel F.M. Wubben, Wageningen U.  
The Drivers and Consequences of Cross-Border Competitive Aggressiveness in Cooperation Network | Yu-Ching Chiao, National Chung Hsing U.; Shu-Mei Hsu, National Chung Hsing U.
Tweet this session: #AOM2012 802
Organizers: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Maurizio Zollo, Bocconi U.
Speakers: Stefano Cappa, San Raffaele U.; Vinod Venkatraman, Temple U.; William Ocasio, Northwestern U.; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH
Presenters: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH; Maurizio Zollo, Bocconi U.

803 SHCS: (BPS, TIM, HCM) Innovations in Pharmaceutical Innovation: New Medicines for Diseases of the Poor
9:45am - 11:15am Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 803
Discussant: Jeff Furman, Boston U.
Diffusion of New Drugs in the Post-TRIPS Era | Iain Cockburn, Boston U.
Biopharmaceutical Innovation in China, India and Brazil after TRIPS | Anita M McGahan, U. of Toronto; Rahim Rezaie, U. of Toronto; David Wolfe, U. of Toronto
Encouraging Pharmaceutical Innovation | Margaret K Kyle, Duke U.; David Ridley, Duke U.
Generations of Innovation: R&D Leadership in HIV Treatment | Alfonso Gambardella, Bocconi U.; Anita M McGahan, U. of Toronto; Giovanni Valentini, Bocconi U.

804 9:45am - 11:15am Boston Park Plaza: Berkeley Room
Tweet this session: #AOM2012 804
Chair: Denise M. Jepsen, Macquarie U.
Discussant: Yoav Vardi, Tel Aviv U.
Academic Mentoring: Examining the Antecedents and Consequences of Mentoring Relational Quality | Laci M Rogers, U. of Southern Indiana; Pamela L Perrewe, Florida State U.
Institutional Prestige and Academic Career Success: Incorporating the Role of Social Networks | Margaret K Kyle, Duke U.
Academic Mentoring: Examining the Antecedents and Consequences of Mentoring Relational Quality | Laci M Rogers, U. of Southern Indiana; Pamela L Perrewe, Florida State U.

805 9:45am - 11:15am Boston Park Plaza: Georgian Room
Tweet this session: #AOM2012 805
Chair: Nikos Bozionelos, Durham U.
Discussant: Sherry E. Sullivan, Bowling Green State U.
An Interactive View of the Five-Factor Model of Personality: Implications for Career Success | Thomas J. Naughton, Wayne State U.
The Way To The Top: Career Patterns of Fortune 100 CEOs | Bernard Forques, EM Lyon; Michael Koch, EM Lyon; Vanessa Monties, EM Lyon
Linking Gender Role Orientation to Career Success: The Mediating Role of Psychological Capital | Hang-yue Ngo, Chinese U. of Hong Kong; Sharon Foley, Tsinghua U.;
806 ☐ ☐ ☐ [DRP] - [CAR] Career Development Dynamics
9:45am - 11:15am Boston Park Plaza: Stanhope Room
Tweet this session: #AOM2012 806
Facilitator: Kimberly Eddleston, Northeastern U.
On The Outside Looking In: The Fairness of Mentoring From Protégé and Non-Protégé Perspectives | James E Wilbanks, U. of Arkansas at Little Rock; Thomas W. Dougherty, U. of Missouri at Columbia
Perceptions of Mentoring Fairness: Construct Development and Instrument Validation | James E Wilbanks, U. of Arkansas at Little Rock; Thomas W. Dougherty, U. of Missouri at Columbia
Generation, Gender, and Culture Differences in Career Perceptions in the United States and China | Xiang Yi, Western Illinois U.; Weibo Cheng, Central South U.; Linna Fu, China South U.; Barbara A. Ribbens, Illinois State U.
Development and Initial Validation of the Willingness to Compromise Scale | Serena Wei, Singapore Management U.

807 ☐ ☐ [CAU] Value of trust in entrepreneurship development: institutional and interpersonal perspectives
9:45am - 11:15am Marriott Boston Copley Place: Columbus I
Tweet this session: #AOM2012 807
Coordinators: Mai Thi Thanh Thai, HEC Montreal; Participants: Alpha Ayande, ESG-UQAM; Constant D. Beugre, Delaware State U.; Darlene Alexander-Houle, Hewlett Packard; Dennis H. Barber III, U. of New Mexico; Heather R. Wishik, Heather Wishik Consulting; Jacob Park, Green Mountain College; Jose G Vargas-Hernandez, U. de Guadalajara; Monika Hudson, U. of San Francisco; Olivia Kyriakidou, Athens U. of Economics and Business; Robert Robinson, Ryerson U.; Ronda M. Smith Nelson, Fort Hays State U.; Roxanne Zolin, Queensland U. of Technology; Yang Xu, Pennsylvania State U.; Steven A Gedeon, Ryerson U.

808 ☐ ☐ [CAU] Women on Corporate Boards—Contributing to the Public Debate
9:45am - 11:15am Marriott Boston Copley Place: Columbus II
Tweet this session: #AOM2012 808
Organizers: Ruth H.V. Sealy, Cranfield U.; Heather Fouste-Cummings, Catalyst

809 ☐ ☐ [CAU] Advancing Research in Social Enterprise and Social Entrepreneurship
9:45am - 11:15am Sheraton Boston Hotel: Dalton A
Tweet this session: #AOM2012 809
Organizers: John C. Ronquillo, DePaul U.; Gordon Shockley, Arizona State U.

810 ☐ ☐ [CAU] Gender Issues in the Classroom: A Conversation Among Female Faculty
9:45am - 11:15am Sheraton Boston Hotel: Dalton B
Tweet this session: #AOM2012 810
Organizers: Margaret Cording, IMD; Kathryn Aten, Naval Postgraduate School

811 ☐ ☐ ☐ [CAU] Humanistic Management Caucus
9:45am - 11:15am Sheraton Boston Hotel: Dalton C
Tweet this session: #AOM2012 811
The Humanistic Management Network has already come forward with, 'Humanism in Business', a book that looks at how humanism can contribute to management theory and practice on a systemic, organizational and personal level (Cambridge University Press 2009.), and several volumes with Palgrave McMillan(2 case volumes on humanistic management in practice, 1 volume on humanistic business philosophy, 1 volume on humanistic management education, and 1 volume on humanistic business ethics).
Organizer: Michael Andreas Pirson, Fordham U.
Facilitator: Heiko Spitzeck, FDC - Fundacao Dom Cabral
Participant: Claudia Verena Peus, TUM School of Management

812 ☐ ☐ ☐ ☐ [CAU] Maximizing Collaborations: Utilizing the Opportunities Created by the Indian Academy of Management
9:45am - 11:15am Marriott Boston Copley Place: Longfellow Room
Tweet this session: #AOM2012 812
Program Description: Meeting to provide an opportunity for scholars to come together and discuss India related research themes. Also, it will enable Indian Academy of Management officials to seek input on key issues.
Chairs: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U.
Chicago
Participants: Jyotsna Bhatnagar, Management Development Institute; Vasanthi Srinivasan, Indian Institute of Management, Bangalore; Josey Mathew, Middlesex U.; Aarti Ramaswami, ESSEC Business School

813 ☐ ☐ ☐ (Paper Session) - (CDP) Antecedents and Outcomes of Employee Turnover
9:45am - 11:15am Westin Copley Place: Baltic
Tweet this session: #AOM2012 813
Facilitator: Marion B. Eberly, U. of Washington, Tacoma
OB: The Crucial Role of Turnover Intentions in Transforming Moral Disengagement into Deviant Behavior | Jessica L. Siegel, U. of Arizona; Aleksander P. J. Ellis, U. of Arizona
HCM: The Relationship of Structure and HR Practices on Workers' Job Satisfaction and Turnover Intent | Jungyoun Kim, U. Of Nebraska Medical Center; Nizak K. Wehbi, U. Of Nebraska Medical Center; Jamil Leanne DelliFraine, U. of Texas; Diane Brannon, Pennsylvania State U.
CAR: A Structural Analysis of Voluntary Turnover: The Influence of Coworkers on Protean Career Mobility | Daniel Halgin, U. of Kentucky; Gopakumar Gopalakrishnan, Infosys Limited; Stephen Borgatti, U. of Kentucky
CMS: Alternatives to the Partnership Track: New Horizon or Dead End for Female Lawyers and Accountants? | Kathryn Haynes, Newcastle U.; Savita Kumra, Brunel U.
| Session Details – Monday, 8:00 - 10:00 AM |

### 814: (Paper Session) - (CDP) Expecting Better: Understanding Ethics in Practice
9:45am - 11:15am Westin Copley Place: Essex North-Center
Facilitator: Eun-Hee Kim, George Washington U.
-SAP: Between Caring and Ruling | Lise Rechsteiner, ETH Zurich; Georg von Krogh, ETH Zurich

#### Facilitator:

| 815: (Paper Session) - (CDP) Developing the Ambidextrous Firm and Exploring Performance Implications
9:45am - 11:15am Westin Copley Place: Essex North-East
Facilitator: Andre O. Laplume, Michigan Technological U.
-BPS: Performance Through Ambidexterity: the Role of a Firm’s Organizational TMS and Reflexive Climate | Pepijn van Neerwinden, Erasmus U. Rotterdam; Michael Pieter Tempelaar, Erasmus U. Rotterdam; Michala C. Schippers, Erasmus U. Rotterdam; Patrick Figge, U. of Passau

#### Facilitator:

| 816: (Paper Session) - (CDP) Strategic HR Systems and Organizational Performance
9:45am - 11:15am Westin Copley Place: Essex North-West
Facilitator: Rebecca R. Kehoe, Rutgers U.
-BPS: Ownership Structure and Human Resources Strategy: The Case of Spanish Manufacturing Firms | Jan Garbe, Autonoma U. of Barcelona; Miguel Garcia-Cestona, U. Autonoma de Barcelona

#### Facilitator:

### 817: (Paper Session) - (CDP) Factors Influencing Effective and Ineffective Leadership
9:45am - 11:15am Westin Copley Place: St. George C
Facilitator: Alexander D Stajkovic, U. of Wisconsin Madison
-OB: Faces, Leadership, and Career Success | Erik Dietl, U. of Bonn; Tobias Mathes, U. of Bonn

#### Facilitator:

### 818: (Paper Session) - (CDP) Innovation and Change: Reconsidering Barrier to Adoption
9:45am - 11:15am Westin Copley Place: St. George D
Facilitator: Edward Levitas, U. of Wisconsin Milwaukee

#### Facilitator:

### 819: (Paper Session) - (CM) Deceptions and Distortions in Negotiation: Effects of Context on Tactics and Outcomes
9:45am - 11:15am Boston Park Plaza: Cambridge Room
Chair: Alexandra A. Mislin, American U.

#### Chair:

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

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257
Session Details – Monday, 8:00 - 10:00 AM

820  ᄇ: (DRP Session) - (CM) Conflict in Teams:
Emergence and Implications
9:45am - 11:15am Boston Park Plaza: Tremont Room
Tweet this session: #AOM2012 820
Facilitator: Stephen M. Garcia, U. of Michigan
Personality Moderators of the Relationship between Task Conflict and Team Performance | Brett H. Bradley, U. of Oklahoma - Norman; Anthony Klotz, U. of Oklahoma - Norman; Bennett E. Postlethwaite, Pepperdine U.
Unpacking the Relationships between Conflicts and Innovation in Project Teams | Yuanqiong He, Huazhong U. of Science & Technology; Kumpeng Yang, Huazhong U. of Science & Technology; Yun Chen, Hubei U. of Economies; Kin Keung Lai, City U. of Hong Kong
A Longitudinal Study of Changes in Role Ambiguity, Relationship Conflict, and Turnover Intentions | Kevin Hill, HEC Montreal; Denis Chênevert, HEC Montreal; Jean Poitras, HEC Montreal
The Impact of Momentary Moods and Agreeableness on Conflict Frame and Conflict Management | Mei-Yu Yang, Chihlee Institute of Technology; Fei-Chun Cheng, Yuanpei U.; Aichia Chuang, National Taiwan U.

821  ᄇ: SHCS: (CMS, MED) Critical Approaches to Leadership Learning and Development
9:45am - 11:15am Marriott Boston Copley Place: Salon J
Tweet this session: #AOM2012 821
Organizers: Jackie Margaret Ford, Bradford U.; Ann L Cuniffe, U. of New Mexico
New Title |
I’m Here to Save the World ... Or Am I? A Critical Engagement with Leadership and Ethics | Ann L Cuniffe, U. of New Mexico
Defeating the Myths of Transcendental Leadership: Critical Perspectives on Leadership Development | Jackie Margaret Ford, Bradford U.
Articulating the Performativity of Leadership: Re-Constructing Leadership to Change its Practice | Lucia Crevani, The Royal Institute of Technology; Monica Lindgren, The Royal Institute of Technology; Johann Packendorff, The Royal Institute of Technology
Post-Heroic Leadership Development or the Encouragement of a Split Personality | Nancy Harding, Bradford U.
Teaching Leadership When Practice Is At Stake | Joseph A Raelin, Northeastern U.
Concluding Remarks | Jackie Margaret Ford, Bradford U.; Ann L Cuniffe, U. of New Mexico

822  ᄇ: (DRP Session) - (ENT) Discover Search Processes
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom A
Tweet this session: #AOM2012 822
Facilitator: Franz T. Lohrke, Brock School of Business, Samford U.
Differential Effects of Governance Mechanisms on Franchisor-Franchisee Unit Opportunism | Ragnhild Silkoset, Norwegian School of Management; Arne Nyaas, Norwegian School of Management; Roland E. Kidwell, U. of Wyoming
The Cognitive Processes Underpinning Entrepreneurial Action | Matthew S. Wood, Baylor U.; David W. Williams, U. of Tennessee; Denis A. Gregoire, Georgia State U.
Error Management Culture, Organizational Ambidexterity, and Firm Performance | Kathrin Rosing, Leuphana U. Lueneburg; Nina Rosenbusch, Strathclyde U.; Verena Mueller, Jacobs U. Bremen

823  (Paper Session) - (ENT) Entrepreneurial Action and Process
9:45am - 11:15am Sheraton Boston Hotel: Beacon G
Tweet this session: #AOM2012 823
Chair: Mike Henry, Grant MacEwan U.
Age and Entrepreneurial Behaviour: The Role of Different Entrepreneurial Preferences | Teemu Kautonen, U. of Turku; Simon Down, Newcastle U.
Explaining Family Firm Performance through Psychological and Situational Stewardship Factors | Mary Beth Rousseau, U. of Tennessee; Kristen Madison Day, U. of Tennessee, Knoxville
Exploring the Nature of the Family Firm Brand | Claudia Binz, U. of Bern; Artur Baldauf, U. of Bern

824  (Paper Session) - (ENT) Venture Creation
9:45am - 11:15am Sheraton Boston Hotel: Beacon H
Tweet this session: #AOM2012 824
Chair: William R. Stromeyer, The Ohio State U.
Simulating the Role of Specialization at the Firm/Market Boundary | Per L. Bylund, U. of Missouri at Columbia
Ba Creation and Ba Expansion in Social Entrepreneurship Partnerships | Benedetto Lorenzo Cannatelli, U. Cattolica del Sacro Cuore; Brett R. Smith, Miami U. Ohio
The Importance of Group Context in Network Formation | Lei Zhang, U. of South Florida

825  (Paper Session) - (ENT) Opportunities and Performance
9:45am - 11:15am Sheraton Boston Hotel: Berkley A
Tweet this session: #AOM2012 825
Chair: Furkan Amil Gur, LSU
Understanding Small and Medium-Sized IT Firms’ Partnership Development Practices | Melike N Findikoglu, Technion Israel Institute of Technology
Revisiting the Link between Family Involvement in Business and Performance: A Set-Theoretic Approach | Maria-Jose Casasola-Martinez, U. Carlos III de Madrid; Roberto Garcia-Castro, IESE Business School
Strategic Orientation, Knowledge Acquisition, and Opportunity: The Sourcing Suppliers’ Perspective | Yen-Chih Huang, Asia U.; Rong Ma, U. of Missouri, Kansas City
Conceptualizing Opportunity, Risk, and Innovation in Institutional Entrepreneurship | Christopher G. Pryor, Oklahoma State U.; Justin W. Webb, Oklahoma State U.

826  (DRP Session) - (ENT) Experimental and Qualitative Design
9:45am - 11:15am Sheraton Boston Hotel: Clarendon A & B
Tweet this session: #AOM2012 826
Facilitator: Sharam Alijani, REIMS Management School

THREATMATIC ORIENTATION:  ■ Teaching |  ● Practice |  ● International |  ● Program Theme |  ● Research |  ● Diversity |  ● Best Paper

Section D 258
Inputs of Entrepreneurial Supply | Nicholas Dew, Naval Postgraduate School; Anusha Ramesh, Indian Institute of Management, Bangalore; Stuart Read, IMD

Subjective Entrepreneurial Success – Development of a Multi Dimensional Measurement Instrument | Dominika Dej, Technische U. Dresden; Marija Gorgievski, Erasmus U. Rotterdam

A Cognitive Explanation of Entrepreneurial Judgment: Opportunity as Analogy | Uğur Uygur, Loyola U. Chicago

Pre-Planned Exit Strategies and Value-Adding in Venture Capital Trade Sales Exits | Roger Serheim, NTNU; Robert Haarstad, NTNU; Erik Aasprong Englok, NTNU; Alexander Østebø Helby, NTNU

Entrepreneurial Behaviors of Returnee Entrepreneurs and Local Entrepreneurs in China | Daomi Lin, Peking U.

**827**: (Paper Session) - (ENT) New Ventures, Entry and Management
9:45am - 11:15am Sheraton Boston Hotel: Jefferson
Tweet this session: #AOM2012 827
Chair: Niki Hynes, ESC Dijon Burgundy School of Business
From Snipers to Scanners: Market Entry Decisions in Emerging Organisations | Sharon Tal-Tzvikovitch, Technion Israel Institute of Technology; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Uzi De Haan, Technion Israel Institute of Technology

How Ambidexterity in Network Development Affects New Venture Performance | Mark Ebers, U. zu Koeln; Thorsten Semrau, U. of Cologne; Stefano Sigmund, U. of Cologne

Risky Knowledge: The Effect of Financial Knowledge on Portfolio Strategies for New-Venture Investors | Chien Sheng Richard Chan, Peking U.

**828**: (DRP Session) - (ENT) Market Entry
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom A
Tweet this session: #AOM2012 828
Facilitator: Sascha G Walter, Christian-Albrechts-U. of Kiel

Regulatory Focus as an Antecedent to Revenue Generation | Jeffrey M. Pollack, U. of Richmond; William R. Forster, Lehigh U.; Paul Johnson, Western Carolina U.; Daniel C. Molden, Northwestern U.

Corporate Entrepreneurship in Academia: University Scientists’ Intentions to Commercialize Research | Thomas Walter, RWTH Aachen U.; René Mauer, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.

Governing for Impact and Performance within SEVs: The Mediating Role of Organizational Capabilities | Sophie Catherine Bacq, U. Catholique de Louvain; Frank Janssen, U. Catholique de Louvain; Jill Kickul, New York U.

Beyond Market Choice: Performance Implications of Entering Product or Technology Markets | Johan Bruneel, Imperial College London; Bart Clerysse, U. of Ghent

Entrepreneurial Orientation and Value Creation: Does Managerial Discretion Play a Role? | Vishal K. Gupta, State U. of New York, Binghampton; Andreas Engelen, U. of Dortmund; Alexander Franke, Trade Mobe

**829**: (Paper Session) - (GDO) Women and Board Membership
9:45am - 11:15am Boston Park Plaza: Clarendon Room
Tweet this session: #AOM2012 829
Chair: dt ogilvie, Rutgers U.
Discussant: Lotte Ballyn, Massachusetts Institute of Technology Professional network: How does it affect the odds of board membership for women? | Renuka Hodigere, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.

Can quotas challenge gender inequality regimes? - The effects of quotas on corporate boards in Norway | Catherine Seierstad, U. of Brunel

Institutional Influences on Changing Gender Ratios on Corporate Boards: An Australian Case Study | Alison Jane Sheridan, U. of New England; Anne Ross-Smith, Macquarie U.; Linley Lord, Curtin U.

**830**: (Paper Session) - (GDO) Generational Differences
9:45am - 11:15am Boston Park Plaza: Stannard Room
Tweet this session: #AOM2012 830
Chair: Audrey Murrell, U. of Pittsburgh
Discussant: Ilene Carol Wasserman, ICW Consulting Group
Understanding and Managing Intergenerational Tensions | Michael Joseph Urlick, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati; Suzanne S. Masterson, U. of Cincinnati

Multiple Role Planning Attitudes Among Young Adults | Dynah A Basuil, Asian Institute of Management; Wendy J. Casper, U. of Texas, Arlington

After-retirement work-profiles: how do employees want to continue working after retirement | Tugba Polat, VU U. Amsterdam; Paul G W Jansen, VU U. Amsterdam

**831**: (Paper Session) - (GDO) Diversity Management: Organizational Practices
9:45am - 11:15am Boston Park Plaza: Thoreau Room
Tweet this session: #AOM2012 831
Chair: Lyneda L. Moore, Simmons College
Discussant: H. Timothy Ewing, Case Western Reserve U.


From Managing to Leading Diversity: Mandatory Versus Aspirational Diversity Approaches | Sheilasha Willis, Claremont Graduate U.; Michelle C. Bligh, Claremont Graduate U.

**832**: (DRP Session) - (HCM) Technology, Innovation and Adaptive Systems: Health Care Organizational Change
9:45am - 11:15am Marriott Boston Copley Place: Hyannis
Tweet this session: #AOM2012 832
Chair: David F. Robinson, Indiana State U.
Facilitator: Sonja Wiley-Patton, Louisiana State U.
A User-Centric Approach to Health Care Innovation | Lauren Marie Aquino Shluzas, Stanford U.

HCM Division Best Paper Based on a Dissertation Award Nominee

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

Section D
Complexity Science & Scale-up: The Role of Self-organization in Variation across Local Contexts | Holly Jordan Lanham, The U. of Texas Health Science Center San Antonio; South Texas Veterans Health Care System; Luci K Leykum, South Texas Veterans Health Care System; Barbara Taylor, The U. of Texas Health Science Center San Antonio; Joseph McCannon, Centers for Medicare and Medicaid Services

Supporting knowledge translation in healthcare: 'Bridging' & 'blurring' boundary spanning approaches | Sarah Evans, U. of Warwick; Harry Scarborough, U. of Warwick; Daniela D'Andrea, U. of Warwick

Innovation in Healthcare: Let’s start at the very beginning... | Hannah Noke, Nottingham U.; Simon Mosey, Nottingham U.; Mathew Hughes, Nottingham U.

833 ◊ SHCS: (HCM, OB) The Transformation of Professional Roles and Work in Service Industries: Healthcare as a Model Case
9:45am - 11:15am Marriott Boston Copley Place: Cabot Room
Tweet this session: #AOM2012 833
Organizer: Timothy Hoff, State U. of New York, Albany
Applying Incentive Systems to Professionals: Implications for Professional Identity and Performance | Gary J. Young, Northeastern U.
Professional Role Evolution and Organizational Science: The Case of Nursing | L Michele Issel, U. of Illinois, Chicago
Integrating Services by Redefining Front-Line Staff Roles | Rebecca Wells, U. of North Carolina

834 ◊ (Paper Session) - (HR) Turnover Dynamics: Job Complexity, Embeddedness, and Functionality
9:45am - 11:15am Boston Park Plaza: Cabot Room
Tweet this session: #AOM2012 834
Chair: Kevin Carlson, Virginia Tech
Task/Contextual Performance & Turnover: Curvilinearity & Moderating Effects of Job Complexity | Bret Becton, U. of Southern Mississippi; Jon C. Carr, Texas Christian U.
Individual Intention to Stay and Embeddedness: Exploring the Case of a Ballet Company | Fabrizio Montanari, U. of Modena and Reggio Emilia; Annachiara Scapolan, U. of Modena and Reggio Emilia
Turnover Dynamics: Insights into Variance in Turnover Functionality | Richard Watson, Virginia Tech; Kevin Carlson, Virginia Tech; Jerry Flynn, Virginia Tech; Andrew O. Herdan, East Carolina U.

835 ◊ (Paper Session) - (HR) Cross-Cultural Impacts on HRM Practices
9:45am - 11:15am Boston Park Plaza: Charles River Room
Tweet this session: #AOM2012 835
Chair: Elaine Farnamle, Pennsylvania State U.
The Research-Practice Gap in HR: A Cross-Cultural Study | Aino Tenhiahä, Aalto U.; Tamara L. Gluk, Xavier U.; Cristina Simon, IE Business School; In-Sue Oh, Virginia Commonwealth U.; Sven Repes, Virginia Commonwealth U.; Seongsu Kim, Seoul National U.

Balancing Conflicting Roles in the Search for Legitimacy: The Professionalization of HRM in Canada | Dionne Pohler, U. of Saskatchewan; Chelsea Willness, U. of Saskatchewan

836 ◊ (DRP Session) - (HR) Managing Roles, Conflict, and Trust
9:45am - 11:15am Boston Park Plaza: Newbury Room
Tweet this session: #AOM2012 836
Facilitator: Pauline Schilpzand, Oregon State U.
Network Congruence: The Effects of Role Congruity in Multiple Networks on Work-related Outcomes | Hee Jung, INSEAD; Myung-Ho Chung, Ewha Womans U.; Min-Soo Kim, Hanyang U.
Supervisor Incivility and Subordinate Outcomes: The Roles of Negative and Positive Affect | Ismael Diaz, Texas A&M U.; Rebecca J Thompson, Texas A&M U., College Station; Mindy E. Bergman, Texas A&M U.; Amanda Danielle Pesonen, Texas A&M U., College Station
Trust in the HR Dept. The Role of e-HRM in Supporting Informal Coordination Through Formalization | Barbara Imperatori, Catholic U. of the Sacred Heart; Rita Bissola, Catholic U. of the Sacred Heart
“My Boss is Whack”: Exploring Employees’ Online Vents | Mindy K. Shoss, Saint Louis U.; Elizabeth Rupprecht, Saint Louis U.; Allison Maurer, Saint Louis U.; Liam C Ryan, Saint Louis U.
The Impact of HR System Perceptions on Innovative Work Behavior and the Role of Work-Life Conflict | Adriana Abstein, EBS Business School; Sven Heidenreich, EBS Business School; Patrick Spieth, EBS Business School

837 ◊ SHCS: (HCM, OB) Learning about the Future of the HRM-Performance Debate by Exploring its Knowledge Domains
9:45am - 11:15am Boston Park Plaza: Whittier Room
Tweet this session: #AOM2012 837
Organizers: Sasa Batistic, U. of Reading; Robert Kaše, U. of Ljubljana; Jaap Pauwe, Tilburg U.
Chair: Jaap Pauwe, Tilburg U.
Facilitator: Robert Kaše, U. of Ljubljana
Panelists: John E. Delery, U. of Arkansas; David E Guest, King's College London; James P. Guthrie, U. of Kansas; Anthony J. Hesketh, Lancaster U.; Mark Huselid, Rutgers U.; Paul Sparrow, Lancaster U.; Patrick Wright, Cornell U.

838 ◊ (Paper Session) - (IM) Institutions, Equity Offerings, and Acquisitions
9:45am - 11:15am Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 838
Chair: Irina Naoumova, U. of Hartford
Global Equity Offerings as a Stage of Internationalization Process: Evidence from Emerging Market | Xueji Jessie Liang, National U. of Singapore; Jane Lu, National U. of Singapore
Country- and Firm-Level Determinants of Legal Internationalization By Emerging-Market Firms | Joel Malen,
Session Details – Monday, 8:00 - 10:00 AM

Carlson School of Management; Paul M Vaaler, U. of Minnesota; Ivy Zhang, Carlson School of Management

The motives and performance of cross-border acquirers from emerging economies | Rekha Rao Nicholson, U. of Bath; Julie Salaber, U. of Bath

Not for All: What Explains Cross-Border Acquisitions from Emerging Market Firms | Larissa Rabbiosi, Copenhagen Business School; Tamara Stucchil, Copenhagen Business School

9:45am - 11:15am Boston Hynes Convention Center: Room 209

Tweet this session: #AOM2012 839

Chair: Amanda Bullough, Thunderbird


Competitive Dynamics between MNCs and Domestic Companies at the BoP: An Institutional Perspective | Federica Angeli, Maastricht U.; Anand Jaiswal, Indian Institute of Management, Ahmedabad

IM Division Gustavson School of Business Award for the Best Qualitative Paper in International Business Finalist

Microfinance, Gender and Poverty Alleviation: Why Does Context Matter? | Dirk Michael Boehe, Insper Institute of Education and Research; Luciano Barin Cruz, HEC Montreal


9:45am - 11:15am Room 206

Tweet this session: #AOM2012 840

Chair: Majid Eghbali Zarch, The U. of Western Ontario

Institutional Distance, International Divestment, and Organizational Capabilities | Jingoo Kang, Korea U. Business School; Jeoung Yul Lee, Hongik U.

Fundação Dom Cabral Best Paper in International Strategy Finalist

Distance and Cross-Border Acquisition Equity Participation by Emerging Market Multinationals | Nolan Gaffney, U. of North Texas; Ben L Kedia, U. of Memphis; Jack A Clampil, U. of Memphis

The FDI Location Decision: Modelling Conceptions of Distance | Graham David Cookson, King’s College London; Frederic Blanc-Brude, EDHEC; Jefnifer Piessse, Bournemouth U.; Roger Strange, U. of Sussex

Relational Embeddedness, Institutional Distance, and Partner Selection Decisions Across Borders | Miguel LCJ Meuleman, Vrije Leuven Gent Management School, Mikko Jääskeläinen, Aalto U.; Markku V. J. Maula, Aalto U.; Mike Wright, Imperial College London

9:45am - 11:15am Room 208

Tweet this session: #AOM2012 841

Chair: Lilach Nachum, Baruch College

Stakeholder Engagement and Legitimacy of Chinese MNEs in the United States and Australia | Peter Hofman, Nottingham U. Business School China; Lei Li, Nottingham U. Business School China; Yanxue Sun, Nottingham U. Business School China

Effects of Formal and Informal Institutional Differences on Foreign Firms' Legitimacy in the U.S. | Daniel Rottig, Florida Gulf Coast U.; Taco Reus, Erasmus U. Rotterdam

The Impact of Psychic Distance on Chinese Outward Foreign Direct Investments | Katarina Blomqvist, Uppsala U.; Rian Drogendijk, Uppsala U.

Explaining Discrimination experienced by MNEs: An Interest Alignment and Agency Theory of the LOF | Subramanian Rangan, INSEAD; Danqing Wang, INSEAD

9:45am - 11:15am Room 309

Chair: Ivo Zander, Uppsala U.

Knowledge transfer and innovation in International Joint Ventures (IJVs) | Chansoo Park, U. of British Columbia

Skills and innovation of foreign and domestic firms | Annette Un, Northeastern U.; Fernando Muñoz-Bullain, U. Carlos III de Madrid; Maria J Sanchez-Bueno, Carlos III U.

R&D Internationalization and Innovation Performance | Chia-Wen Hsu, National Chung Cheng U.; Yung-Chih Lien, National Taiwan U.; Homin Chen, National Taiwan U.; Yin-Ru Chen, National Taiwan U.

Dynamic Capabilities and Subsidiary Innovation: Towards an Integrative Framework | Snejina Michailova, U. of Auckland; Wu Zhan, U. of Sydney

Subsidiary Technology Acquisition from Multiple Sources and MNC Performance | Sean Tsuhsiang Hsu, U. of Pittsburgh, Akie Iriyama, State U. of New York, Buffalo

9:45am - 11:15am Room 303

Chair: Peter W Dorfman, New Mexico State U.; Mansour Javidan, Thunderbird

Participants: Mary F. Sully de Luque, Thunderbird; Paul J Hanges, U. of Maryland

9:45am - 11:15am Room 306

Chair: Vida Ramdeen, Pace U.

Consulting at the Informal Level: A Case Analysis of Successful Consulting in African Nations | Enyom Canice Kudonoo, Student Member; Therese F. Yaeger, Benedictine U.

Moving from Informal to Formal Economy through Consulting | Henri Savail, ISEOR, IAE - U. of Lyon 3; Veronique Zardet, ISEOR, IAE - U. of Lyon 3, Marc Bonnet,
Session Details – Monday, 8:00 - 10:00 AM

9:45am - 11:15am Boston Park Plaza: Franklin Room
Chair: Lisa T. Stickney, U. of Baltimore
Discussant: J B Arbaugh, U. of Wisconsin, Oshkosh

Workers: Innovative Approaches to Executive Education
by Wiley-Blackwell Publishing for the paper that offers the most
MED Best Paper in Management Education Award sponsored
by Sage Publishers Award for Best Management History Division
Paper in Leadership

845 ☯: (DRP Session) - (MED) Graduate Education, PhD
Programs and Research-Teaching Balance in Management Education
9:45am - 11:15am Marriott Boston Copley Place: Nantucket
Facilitator: Regina F. Bento, U. of Baltimore
Factors Perpetuating the Research-Teaching Gap in Management Education | Barbara L. Rau, U. of Wisconsin, Oshkosh; Lisa A. Burke, U. of Tennessee, Chattanooga
Seven Lessons for the Journey: A Relational Approach to Doctoral Dissertation Completion | Faith Wambura Ngunjiri, Eastern U.
System, scholar, or students? Which most influences online MBA course effectiveness? | J B Arbaugh, U. of Wisconsin, Oshkosh
Becoming an Expert Management Researcher: a Community of Practice Perspective on Doctoral Study | Colin Pilbeam, Cranfield U.; David Denyer, Cranfield U.

9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom B
Chair: James E. King, U. of Alabama, Tuscaloosa
Discussant: Cynthia L. Sherman, Claremont Graduate U.

846 ☯: (Paper Session) - (MED) Rock-stars & Social Workers: Innovative Approaches to Executive Education
9:45am - 11:15am Marriott Boston Copley Place: Salon B
Chair: Lisa T. Stickney, U. of Baltimore
Commitment to the Profession of Novice Social Work Students | Anat Freund, Haifa U.; Edith Blit-Cohen, Hebrew U. of Jerusalem; Ayala Cohen, Tel-Hai College; Nicole Dehan, Haifa U.
Rockstar vs. Ringmaster: Balancing Complementary Teaching Roles | Peter A. Heslin, U. of New South Wales; Geoff Mortimore, Australian National U.
MED Best Paper in Management Education Award sponsored by Wiley-Blackwell Publishing for the paper that offers the most significant contribution to management education.

847 : (Paper Session) - (MH) Leadership and Diversity in Unusual Places: From Churches to Streets
9:45am - 11:15am Boston Park Plaza: Franklin Room
Chair: Paul L Govekar, Ohio Northern U.
Facilitator: Avi Kay, Jerusalem College of Technology

848 : (Paper Session) - (MOC) MOC Welcome Session and Distinguished Scholar Address
9:45am - 11:15am Sheraton Boston Hotel: Hampton B
Chair: James E. King, U. of Alabama, Tuscaloosa
Discussant: Cynthia L. Sherman, Claremont Graduate U.

849 ☯: (Paper Session) - (MSR) Management Spirituality, Religion, and Integrity
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom B
Chair: James E. King, U. of Alabama, Tuscaloosa
Discussant: Cynthia L. Sherman, Claremont Graduate U.

850 : (Paper Session) - (OB) Trust Violations and Repair
9:45am - 11:15am Boston Park Plaza: Arcott Room
Chair: Jason Dahling, College of New Jersey
Maintaining Leader-Follower Relationships in the Aftermath of Trust Violations | Steven Grover, U. of Otago; Markus Hasel,
EM Lyon; Caroline Manville, IAE Toulouse; Carolina Serrano Archimi, IAE Aix-en-Provence; Marie-Aude Dupont, IAE Aix-en-Provence

The Presentation of a Dynamic Model of Trust | Ryan K. Gottfredson, Indiana U., Bloomington

Breaking the Letter vs. Spirit of the Law | Derek Harmon, U. of Southern California; Peter H Kim, U. of Southern California; Kyle J Mayer, U. of Southern California

851: (Paper Session) - (OB) Multi-Rater Perspectives on Leadership & Teams
9:45am - 11:15am Boston Park Plaza: Back Bay Room
Chair: Dirk Deichmann, VU U. Amsterdam

When Political Skill Matters to Leader Effectiveness

Ratings: The Role of Perceived Prosocial Impact | William A. Gentry, Center for Creative Leadership; Laura M. Graves, Clark U.; Sarah Stawiski, Center for Creative Leadership; Todd J. Weber, Central Washington U.; Marian Ruderman, Center for Creative Leadership; Jennifer J. Deal, Center for Creative Leadership

➡️ Observer ratings of leader personality and performance: A test of socioanalytic theory | Aarti Shyam Sunder, Infosys Leadership Institute; Matthew Barney, Infosys Leadership Institute

Self-Other Rating Agreement: Implications for Leadership Effectiveness and Career Derailed | Philip B. Braddy, Center for Creative Leadership; Janaki Gooty, U. of Northern California, Charlotte; John W. Fleener, Center for Creative Leadership; Francis J. Yammarino, Binghamton U.


852: (OB) Beyond Performance Evaluations... Organizational Citizenship Behavior and Outcomes
9:45am - 11:15am Boston Park Plaza: Beacon Hill Room
Organizer: Jaron Harvey, U. of Alabama
Discussant: Elizabeth Wolfe Morrison, New York U.
Selecting Good Soldiers Versus Avoiding Bad Apples | Timothy D. Maynes, Indiana U.; Steven Whiting, Indiana U.; Nathan Philip Podsakoff, U. of Arizona

From Helping to Happy: Why Being Neurotic Isn’t So Bad | Matthias Spitzmueler, National U. of Singapore; David T. Wagner, Singapore Management U.; You Jin Kim, Michigan State U.; Linn Van Dyne, Michigan State U.; Remus Ilyes, National U. of Singapore

A Social Information Processing Model of Task and Contextual Performance | Riki Takeuchi, Hong Kong U. of Science and Technology; Cass Shum, Hong Kong U. of Science and Technology; Dan S. Chiaburu, Texas A&M U.

The Moderating Effect of Reward System on the Relationship Between Citizenship Behavior and Outcomes | Diane Bergeron, Case Western Reserve U.; Jaron Harvey, U. of Alabama; Mark C. Bolino, U. of Oklahoma; Anthony Klotz, U. of Oklahoma - Norman

853: (DRP Session) - (OB) OB Concepts at the Organizational Level
9:45am - 11:15am Boston Park Plaza: Board Room
Facilitator: S. Douglas Pugh, Virginia Commonwealth U.

➡️ What Matters More? The Impact of Industry and Organizational Factors on Organizational Culture | Anjali Chaudhry, Saint Xavier U.; Ling Selena Yuan, Takeda Pharmaceuticals; Robert A. Cooke, U. of Illinois, Chicago

➡️ Positive affective climates: Emergence and organizational outcomes | Jochen I. Menges, U. of Cambridge


854: (DRP Session) - (OB) New Directions in Transformational Leadership Leadership
9:45am - 11:15am Boston Park Plaza: Brandeis Room
Facilitator: Grace K. Daghe, Lebanese American U.

Leadership and organizational tenure diversity as determinants of project team effectiveness | Frouke De Poel, U. of Groningen; Janka Ireen Stoker, U. of Groningen; Karen van der Zee, U. of Groningen

➡️ Charismatic Leadership and Follower Traits of Self-Consciousness | Anyi Chung, National Sun Yat-sen U.; Praveen Parboteeah, U. of Wisconsin, Whitewater; Heng Chen, National Sun Yat-sen U.; Ying-Tzu Lin, National Sun Yat-sen U.

➡️ Implicit Theories and the Impact of Transformational Leadership on Engagement and Performance | Stephanie R Seitz, State U. of New York, Buffalo

➡️ Personality and transformational and transactional leadership: Differing profiles by gender | Winny Shen, U. of South Florida; David Yoon, U. of Minnesota; Joyce E. Bone, U. of Florida

➡️ Testing a Mediated Model of Transformational Leadership, Values, and Organization Change | Kevin S. Groves, Pepperdine U.

855: (Paper Session) - (OB) Diversity & Respect in the Workplace
9:45am - 11:15am Boston Park Plaza: Constitution Room
Chair: Kyle Ehrhardt, U. of Wisconsin, Milwaukee

➡️ Climate for Diversity: Antecedents and Outcomes | Monisha Nag, U. of Maryland, College Park; Cheri Ostroff, U. of Maryland

➡️ The Consequences of Confronting Prejudice for Minority-Majority Workplace Interactions | Aneeta Rattan, Stanford U.; Carol S. Dweck, Stanford U.

➡️ Invoking Racist Roads Not Taken: The Licensing Effect of Immoral Counterfactual Behaviors | Daniel A. Effron, Northwestern U.; Dale Miller, Stanford U.; Benoit Monin, Stanford U.

Respect in Organizations | Kristen M Rogers, Arizona State U.; Blake E. Ashforth, Arizona State U.
Session Details – Monday, 8:00 - 10:00 AM

856: (DRP Session) - (OB) Implications of Engagement on Work
9:45am - 11:15am Boston Park Plaza; Emerson Room
Tweet this session: #AOM2012 856
Facilitator: Rabi S. Bhagat, U. of Memphis
The Motivational Impact of Perceived Progress on Effort Intensity through Positive Activation | Marilyn A. Uy, Nanyang Technological U.; Maw-Der Foo, U. of Colorado, Boulder; Remus Ilies, National U. of Singapore
Breaking Them In or Revealing Their Best? Reframing Socialization Around Newcomer Self Expression | Dan Cable, London Business School; Francesca Gino, Harvard U.; Bradley R Staats, U. of North Carolina, Chapel Hill
Success is not the key to happiness, happiness is the key to success | Flora F T Chiang, Hong Kong Baptist U.; Thomas A Birtch, U. of Cambridge; Nick Chan, Hong Kong Baptist U.
Why do people engage at work: A work-related commitment perspective | Haitao Jiao, Renmin U. of China; Yukun Liu, Renmin U. of China

857: (Paper Session) - (OB) Justice Perceptions: Multiple Forms and Mechanisms
9:45am - 11:15am Boston Park Plaza; Gloucester Room
Tweet this session: #AOM2012 857
Chair: Gabriele Jacobs, Erasmus U. Rotterdam
Justice for All or “Everyone for Themselves”? Employees’ Responses to Justice for Self and Others | Matthew Zingoni, Syracuse U.; Kris Byron, Syracuse U.; Lynn Shore, San Diego State U.; Debra Dookeran, None
Fairness Perceptions of Group versus Individual Decision Makers | Maryam Kouchaki, U. of Utah; Isaac H Smith, U. of Utah; Ekaterina Netcheva, U. of Utah
Wicked Justice: Differentiating between unfairness and envy | Paresh Mishra, Indiana U.
Righting the Wrong: The Role of Moral Identity in Third Parties’ Deontic Reactions to Injustice | Isaac H Smith, U. of Utah; Dan Freeman, U. of Delaware

858: (Paper Session) - (OB) Resource Depletion & Spillover Effects in Work-nonwork Interfaces
9:45am - 11:15am Boston Park Plaza; Lexington Room
Tweet this session: #AOM2012 858
Chair: Laura Erakine, Illinois State U.
Taking Home the Show: Effects of Emotional Labor on Strain-Based Outcomes at Home | Christopher M. Barnes, Virginia Tech; David T. Wagner, Singapore Management U.; Brent A. Scott, Michigan State U.
Beginning the Workday Already Depleted? Consequences of Late-Night Smartphone Use and Sleep Quantity | Klodiana Lanaj, Michigan State U.; Russell E. Johnson, Michigan State U.; Christopher M. Barnes, Virginia Tech
Too Drained to Help: A Resource Depletion Perspective on Daily Interpersonal Citizenship Behaviors | John P. Trougakos, U. of Toronto; Bonnie Hayden Cheng, U. of Toronto; Ivona Hideg, U. of Toronto; David Zweig, U. of Toronto

859: (OB) Research on Psychological Safety: Past Findings and Future Directions
9:45am - 11:15am Boston Park Plaza; White Hill Room
Tweet this session: #AOM2012 859
Chair: Michael Lance Frazier, Old Dominion U.
Discussant: Ethan Burris, U. of Texas, Austin
A Meta-Analytic Examination of the Antecedents and Consequences of Psychological Safety | Michael Lance Frazier, Old Dominion U.; Stav Fainshmidt, Old Dominion U.; Ryan Lee Klinger, Old Dominion U.; Veselina Vracheva, Old Dominion U.; Amir Pezeshkan, Old Dominion U.
Trust, Psychological Safety, and Auditing Quality: Implications for Improving Clinic Performance | Malka Zisu, Clalit Health Services; Abraham Carmeli, Tel Aviv U.
Do Psychological Factors Affect Team Ambidexterity? An Examination of Organizational Influences | Justin J.P. Jansen, Erasmus U. Rotterdam; Konstantinos Kostopoulos, EADA Business School; Oli Radu Mihalache, Free U. Amsterdam; Alexandros Papalexandris, Athens U. of Economics and Business

860: (Paper Session) - (OB) Leadership Emergence and Development
9:45am - 11:15am Boston Park Plaza; Winthrop Room
Tweet this session: #AOM2012 860
Chair: Natalie C. Cotton-Nessler, U. of Michigan
The Effects of Learning Disabilities on Leadership: Emergence, Role Occupancy and Effectiveness | Gil Luria, Hafa U.; Yuval Kalish, Tel Aviv U.
Investigating the Multiple Facets of Narcissism on Leadership Emergence in a Large Informal Group | Cécile Emery, London School of Economics; Alessia D’Amato, London School of Economics
Developing Leaders: The Role of Human and Social Capital | Leisa D. Sargent, U. of Melbourne; Maria Kramar, U. of Iowa; Scott Selbert, U. of Iowa; Kohyar Kiazad, Monash U.

861: (US) (OB, HR) New Developments in Motivating Teams
9:45am - 11:15am Boston Park Plaza; Statler Room
Tweet this session: #AOM2012 861
Chair: Ruth Kanfer, Georgia Institute of Technology
Discussant: Gilad Chen, U. of Maryland
Advancing Theory on Team Motivation Processes: A Meta Analysis | Raquel Asencio-Hodge, Georgia Institute of Technology;
Better Health Decisions: Choice Architecture in Groups and Teams


862 ❄️❄️❄️ JS: (OB, HR, MOC) Nudging Employees Toward Better Health Decisions: Choice Architecture in Organizational Contexts

9:45am - 11:15am Boston Park Plaza: Stuart Room
Chair: Caitlin M. Hogan, Google; Jessica Wisdom, Google
Nudging as a Weight Management Intervention: Choice Architecture to Reduce Employee Caloric Intake | Jessica Wisdom, Google; Caitlin M. Hogan, Google
Effectiveness of a Labeling Intervention on Food Choices of Minority and Low-Income Employees | Douglas E. Levy, Harvard Medical School; Jason Riis, Harvard Business School; Lilian Sonnenberg, Harvard Medical School; Anne N. Thorndike, Harvard Medical School; Susan J. Barracough, Massachusetts General Hospital
Dynamics of Limited Attention to Finances: Evidence from Messaging in a Financial Planning Tool | Stephen Wendel, HelloWallet; Jonathan Zimman, Dartmouth College

863 ❄️❄️❄️ JS: (OB, MOC) Perceptual Asymmetry in Groups and Teams

9:45am - 11:15am Boston Park Plaza: St. James Room
Discussant: Karen A. Jehn, Melbourne U.
Asymmetric Effects of Anticipating Future Interactions in Small Groups | Alfredo San Martin, INSEAD; Dimitri Vasiljevic, INSEAD; Roderick Swaab, INSEAD
Value Asymmetry in Multicultural Teams with Western and Middle Eastern Members | Susan Crotty, Zayed College of Business Sciences; Kristin Behfar, U. of Virginia; Randall S. Peterson, London Business School

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

Section D
Session Details – Monday, 8:00 - 10:00 AM

867 : (Paper Session) - (ODC) Change and the Interplay of Dualities
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom B
Tweet this session: #AOM2012 867
Chair: David Brian Szabia, Northeastern U.

- Change as the Loss and Reinvention of Control | Katherine Heynoski, Battelle for Kids
- Winner of ODC Division Best Paper Based on a Dissertation
- Organizing Forms Dualities: Theory, Concept, Guidelines and Next Steps | Fiona M. Sutherland, La Trobe U.; Aaron C. T. Smith, RMIT U.; David Gilbert, RMIT U.

- Unpacking Continuity and Change as a Process of Radical Transformation | Namrata Malhotra, Imperial College London; C.R. Bob Hinings, U. of Alberta

868 : (DRP Session) - (OM) Product and Process Improvement
9:45am - 11:15am Westin Copley Place: Courirer 868
Tweet this session: #AOM2012 868
Chair: William H. A. Johnson, Pennsylvania State U., Erie

- A Longitudinal Assessment of the Theoretical Foundations of the Baldridge Criteria | Mahour Mellat-Parast, North Carolina A & T State U.

- Outcome Ownership in the Project Governance Model: The Moderating Effect of Risk Level | Ofer Zwikael, National U.; John R. Smyrk, Sigma Management Science

- Lean supply chain strategy and integration: their impact on product innovation and product quality | Suntchail Kochmarin, Manchester Business School; Steve Eldridge, Manchester Business School; James Freeman, Manchester Business School

- Competitive Advantage and Information Velocity: Financial Performance Effects of Lean Manufacturing | Nile W. Hatch, Brigham Young U.


869 : (Paper Session) - (OMT) Processes and Effects of Trust
9:45am - 11:15am Sheraton Boston Hotel: Beacon D
Tweet this session: #AOM2012 869
Chair: Dara Szyliowicz, U. of the Pacific

- Exploring the Role of the Law in Repairing Interorganizational Trust | Mohamed Hedi Charki, EDHEC Business School; Emmanuel Josserand, U. of Bologna; Nabil Boukef Charki, ESDES BUSINESS SCHOOL; OF PARIS DAUPHINE

- Dynamics of Cluster Firms’ Identity Orientations and the Emergence of Cluster Macrocultures | Andac Arikan, Florida Atlantic U.

- Trust in the State and Participation in the Russian Bank Deposit Market | Andrew Spicer, U. of South Carolina; Ilya Okhmatovskiy, McGill U.

- Franchisee Cooperation: The effects of justice perception, trust, and affective commitment | Trayan Kushev, U. of Louisville; William Meek, U. of Dayton

870 : (Paper Session) - (OMT) Agency and Firm Behavior
9:45am - 11:15am Sheraton Boston Hotel: Beacon E
Tweet this session: #AOM2012 870
Chair: Jason Whan Park, City U. of Hong Kong

- When Does Number Two Try Harder?: Organizational incentives, aspiration levels and firm performance | Tomasz Obloj, HEC Paris; Douglas H. Frank, INSEAD

- Risk Sharing and Inter-Organizational Relationships: A study of Nissan Europe | Arnaldo Camufo, Bocconi U.; Silva Chemedikian, U. of Padova

- All Dogs Can Bite! Executive compensation, media outtry and the reputation of outside directors | Georg Wernicke, U. of Mannheim

- Multiple Directorships and the Wealth Effect of M&A Announcements | Li-Yu Chen, Soochow U.; Jung-Ho Lai, National Taipei College of Business

871 : (Paper Session) - (OMT) Brokerage Dynamics
9:45am - 11:15am Sheraton Boston Hotel: Beacon F
Tweet this session: #AOM2012 871
Chair: Russell J. Funk, U. of Michigan, Ann Arbor


- Close Connections: Hedge funds, brokers and the emergence of a consensus trade | Jan Simon, IESE Business School; Yuval Millo, London School of Economics; Neil Keillard, U. of Essex; Ofer Engel, London School of Economics

872 : (Paper Session) - (OMT) Institutional Logics, Complexity and the Study of Individual Behavior
9:45am - 11:15am Sheraton Boston Hotel: Fairfax B
Tweet this session: #AOM2012 872
Chair: Tina Dacin, Queen’s U.


- Individual Dynamics and Micro-institutional Complexity: An ethnographic study | Giulia Cappellaro, U. of Cambridge

- Situated Motivation: How institutional logics shape individual behavior | Vern Glaser, U. of Southern California;
Nathanael J. Fast, U. of Southern California; Sandy E. Green, U. of Southern California

873: (Paper Session) - (OMT) Organizational Ambidexterity
9:45am - 11:15am Sheraton Boston Hotel: Gardner A
Tweet this session: AOM2012 873
Chair: Timothy F. Reymann, Franklin U.
- Ambidexterity and Senior Leadership: Paradoxical practices to explore and exploit simultaneously | Wendy K. Smith, U. of Delaware
- Differentiation or Integration? Combining specific antecedents with organizational ambidexterity | Sebastian Kortmann, U. of Amsterdam; Johan Perols, U. of San Diego; Carsten Zimmermann, U. of San Diego
- The Autonomy-Interdependence Paradox: Achieving temporal flexibility in professional services | Spela Trefalt, Simmons College; Emily Heaphy, Boston U.
- Antecedents of Organizational Ambidexterity: Toward cognitive ambidexterity capability reasoning | Mary Han, Fudan U.

874: (Paper Session) - (OMT) Legitimacy Processes
9:45am - 11:15am Sheraton Boston Hotel: Gardner B
Tweet this session: AOM2012 874
Chair: Matthew G Grimes, Vanderbilt U.
- Leading Towards Legitimacy: Emphasizing the role of leadership in legitimacy discourses | Christian Voeltgin, U. of Zurich; Ina Kaufmann, UFSP Ethik
- Identity Realization, Multiple Logics and Legitimacy | Anil Divarci, U. of Antwerp; Christophe Boone, U. of Antwerp; Arjen van Witteloostuijn, U. of Antwerp
- Testing, Contesting and Legitimizing Technology Diffusion in Regulated Environments | Stephane Guerard, U. of Zurich
- New Firm Alliance Formation from the Perspective of Cognitive Legitimacy | Emily W. Choi, The U. of Texas at Dallas

875: (Paper Session) - (OMT) Social Movement Processes
9:45am - 11:15am Sheraton Boston Hotel: Independence East
Tweet this session: AOM2012 875
Chair: Brayden G King, Northwestern U.
- A Social Movement Model for the International Diffusion of Corporate Governance Practices | Daniel Waeger, HEC U. of Lausanne; Sebastien Mena, U. of Alberta
- "Too Old to Work and Too Young to Die": The framing of strategic change and the Treaty of Detroit | J. Adam Cobb, U. of Pennsylvania
- Marginalized Stakeholders in a Firm-specific Setting: Gaining saliency and use of representations | Rashedur Rob Chowdhury, U. of Cambridge; Stelios C. Zygidopoulos, U. of Cambridge
- When Doing Less Is Something New: Social movements and frame contraction processes | Marc Hoffman Lavine, U. of Massachusetts, Boston

876: (Paper Session) - (OMT) Entrepreneurship in Industries and Fields
9:45am - 11:15am Sheraton Boston Hotel: Independence West
Tweet this session: AOM2012 876
Chair: Jo-Ellen Pozner, U. of California, Berkeley
- Community Social Capital and Entrepreneurship | Seok-Woo Kwon, U. of California, Riverside; Colleen Hefflin, U. of Missouri at Columbia
- From Surgeries to Startups: Institutions and entrepreneurial activity in the field of health care | W Chad Carlos, Cornell U.
- Blending and Bridging: A Goldilocks theory of field formation | Jade Yu-Chieh Lo, U. of California, Los Angeles

877: (Paper Session) - (OMT) Resource Dependence or Resourcefulness?
9:45am - 11:15am Sheraton Boston Hotel: Kent
Tweet this session: AOM2012 877
Chair: Joseph Lampel, City U. London
- Bankruptcy: Directors’ resourcefulness, firm context and likelihood of successful re-emergence | Punit Arora, City U. of New York
- The Role of Power in the Emergence of Organizational Routines | Katharina Dittrich, U. of Zurich
- A Career Analysis of Executive Pay and Corporate Performance | Brian Main, U. of Edinburgh; Ian Gregory-Smith, U. of Edinburgh
- Opportunity vs. Threat Dependence in Firm-government Relations: Extending resource dependence theory | Bruce C. Rudy, U. of Texas, San Antonio

878: (Paper Session) - (OMT) Institutions, Innovations and Expertise
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: AOM2012 878
Chair: Kamal Munir, U. of Cambridge
How Coordination Shapes Expert Practice in Cross-domain Cancer Research | Hille C. Bruns, Free U. Amsterdam
- Race to the Top: The impact of an innovation award on the subsequent organizational innovation | Yoonhee Cecile Choi, U. of Minnesota, Twin Cities; Stephen L Jones, U. of Minnesota; Seog Jou Hwang, U. of Minnesota, Twin Cities; Andrew H. Van de Ven, U. of Minnesota
- Organizational Knowledge and Technological Change | Elizabeth G. Pontikes, U. of Chicago; William P Barnett, Stanford U.

879: (Paper Session) - (OMT) Dynamics of Status and Reputation
9:45am - 11:15am Sheraton Boston Hotel: Republic A
Tweet this session: AOM2012 879
Chair: Sylvia Flatt, San Francisco State U.
The Costs and Benefits for Low-status Partners in Status-heterophilous Affiliations | Rui Shen, Erasmus U.; Yi Tang, Hong Kong Polytechnic U.
- Borne Identity: The role of organizational identification and reputation following disruptions | Anastasiya A. Zavyalova, U. of Maryland, College Park
Session Details – Monday, 8:00 - 10:00 AM

880 ➔ (DRP Session) - (ONE) Push and Pull: Greening Supply Chains
9:45am - 11:15am Marriott Boston Copley Place: Falmouth
Chair: Helen Walker, Cardiff Business School, UK
Tweet this session: #AOM2012 880

881 (Paper Session) - (ONE) New Evidence on Greening and Financial Performance
9:45am - 11:15am Marriott Boston Copley Place: Salon I
Chair: Edeltraud Guenther, Technische U. Dresden
Tweet this session: #AOM2012 881

882 (Paper Session) - (PNP) Networks
9:45am - 11:15am Marriott Boston Copley Place: Salon C
Chair: Emanuele Vendramini, Catholic U.
Tweet this session: #AOM2012 882

883 (Paper Session) - (PNP) Leadership and Innovation - Panel Two
9:45am - 11:15am Marriott Boston Copley Place: Salon D
Chair: Kathryn E. Newcomer, George Washington U.

THEMATICAL ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Unpacking the temporal and spatial dimensions of coopetition in tourism destinations | Marcello M Mariani, U. of Bologna; Mika Kylanen, Rovaniemi U. of Applied Sciences

887: Practical Relevance of Practice-based Approaches to Strategy | SMS: (SAP, OMT, BPS)
9:45am - 11:15am Boston Hynes Convention Center: Room 308
Tweet this session: AOM2012 887
Discussant: Loizos Th. Heracleous, U. of Warwick
Coordinators: David Nils Seidl, U. of Zurich; Violetta Splitter, U. of Zurich
On the Desirability of Practical Relevance for Practice-based Strategy Research | Richard Whittington, Said Business School
On the Particular Kinds of Knowledge that Practice-based Research can Offer to Practitioners | Jorgen Sandberg, U. of Queensland
On Reflexivity as a Pre-condition for Generating Practically Relevant Knowledge | David Nils Seidl, U. of Zurich; Violetta Splitter, U. of Zurich
On the Use of Strategy Concepts and Discourses in Managerial Reasoning | Eero Vaara, Hanken School of Economics; Violetta Splitter, U. of Zurich

888: Organizational Misconduct | (Paper Session) - (SIM)
9:45am - 11:15am Marriott Boston Copley Place: Boylston
Chair: Anke Arnaud, Embry Riddle Aeronautical U.
Competing outside the lines: Organizational misconduct as a consequence of rule codification | Julia Herchen, U. of North Texas
Informal Institutions and Corporate Tax Evasion | Steve Sauerwald, U. of Texas, Dallas
How Anticommens Resources Emerge through Territorial Conflict in Organizations | Matthew W. McCarter, Chapman U.; Shirli Kopelman, U. of Michigan, Ann Arbor; Thomas Turk, Chapman U.; Candace Ybarra, Chapman U.

889: Transparency, Reporting, and Crises | (Paper Session) - (SIM)
9:45am - 11:15am Marriott Boston Copley Place: Salon K
Chair: Rafael Lucea, George Washington U.
Explaining Cross-National Differences in Corporate Social Responsibility Behavior | Susan L. Young, Ohio State U.

890: (DRP Session) - (SIM) Moral Courage, Moral Degradation and Moral Development | (Paper Session) - (TIM)
9:45am - 11:15am Marriott Boston Copley Place: Vineyard
Facilitator: James Weber, Duquesne U.
Copenhagen Business School; Markus Perkmann, Imperial College London; Ammon Salter, Imperial College London
TIM Best Paper Proceedings

Applying External Knowledge from University-Industry Relationships | Michael D Santoro, Lehigh U.

983: (Paper Session) - (TIM) Innovation and Leadership
9:45am - 11:15am Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 893
Chair: Rene M. Bakker, Queensland U. of Technology

Top Level Leader Behavior and the Impact on Business Model Innovation | David Johann Klang, ETH Zurich; Friederike Hoffmann, U. of St. Gallen (HSG)
TIM Best Paper Proceedings

An Examination of CEO Tenure Effects on Firm Invention: The Role of Managerial Discretion | Mengge Li, U. of Houston; Laura B. Cardinal, U. of Houston; Donald E. Hatfield, Virginia Tech

Withdrawing a Project from the Corporate Innovation Portfolio: Person, Portfolio and Firm Level | Judith Behrens, Technical U. of Munich; Ulrich Lichtenthaler, U. of Mannheim; Holger Patzelt, Technical U. of München

Distributed Power in TMTs and Profitability in a Context of Radical Systems Innovation | Willow Sheremeta, York U.; Thomas Medof, York U.

984: (Paper Session) - (TIM) Innovation Ecosystems
9:45am - 11:15am Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012 894
Chair: Wim Vanhaverbeke, ESADE

Incubation of Innovation Ecosystems in Nascent Industries: the Role of Pre-investment Capabilities | Mahka Moeen, U. of Maryland; Rajshree Agarwal, U. of Maryland

The Relative Importance of Five Organizational Actors as Innovation Intermediaries | Wei Wei Wu, U. of Ottawa; Margaret Dalziel, U. of Ottawa

Spin-offs are not the Only Story: Demand Start-ups in High-tech Industries | Franco Malerba, Bocconi U.; Roberto Fontana, U. of Pavia & Bocconi U.; Pamela Adams, Franklin College

Knowledge Base of Industrial Clusters and Regional Technological Specialization | Kun Fu, Bocconi U.

985: (Paper Session) - (TIM) Patent Data: Innovation and Process Issues
9:45am - 11:15am Boston Hynes Convention Center: Room 203
Tweet this session: #AOM2012 895
Chair: Gary Graham, U. of Leeds


How idiosyncratic is patent value? the importance of assignee characteristics in patent valuation | George Chdrakhani, U. of Oxford; Mari Sako, Oxford U.

Identifying Breakthroughs: Using Topic Modeling to Distinguish the Cognitive from the Economic | Sarah Kaplan, U. of Toronto; Keyvan Vakili, U. of Toronto
TIM Best Paper Proceedings

Professional Patent Management: Literature Review and Exploratory Study | Steven Setyadi Kasih, U. of Mannheim

986: (Paper Session) - (TIM) Technological Change and Innovation Cycles
9:45am - 11:15am Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 896
Chair: Deli Yang, Trinity U.

Symmetric Assumptions in the Theory of Disruptive Innovation: Theoretical & Managerial Implications | Henrik Berglund, Chalmers U. of Technology; Christian Sandström, Chalmers U. of Technology; Mats Magnusson, Royal Institute of Technology - KTH


How Does the Technological Transition Process Unfold? An Empirical Study | Hai-Chau Courneude-Tran, Air Liquide R&D; Eleonore Mounoud, Ecole Centrale Paris; Linh-Chi Vo, ISCParis

Why Displaced Technologies Won't Go Away: The Case of the LP Record | Tomi Samuli Nokelainen, Tampere U. of Technology; Ozgur Dedehayir, Tampere U. of Technology; Joona Järvinen, Tampere U. of Technology

987: (Paper Session) - (TIM) Institutions and Infrastructure
9:45am - 11:15am Boston Hynes Convention Center: Room 313
Tweet this session: #AOM2012 897
Chair: Amol M. Joshi, U. of Hawaii-Manoa


Governance and Institutional Forces' Impact on Innovation Adoption: The Case of Food-Safety | William J. Ritchie, James Madison U.; George Young, Liberty U.; Steven Alexander Melnyk, Michigan State U.; Ali Shahzad, James Madison U.

How Institutional Conditions Impact University-industry Search Strategies and Networks | Carsten Bergenholtz, Aarhus U.; Toke Bjerggaard, Aarhus U.

Feast and Famine: Resource scarcity, slack, and digital infrastructure innovation | Nicholas Berente, U. of Georgia; Jennifer L. Ciggett, U. of Georgia

988: (TIM, ENT, BPS) Technology-transfer Offices in Universities: Their Processes and Performance Metrics
9:45am - 11:15am Boston Hynes Convention Center: Room 310
Tweet this session: #AOM2012 898
Organizers: Raja Roy, Drexel U.; Donna Marie DeCarolis, Drexel U.; Ehsan Fakharizadi, Drexel U.; Vadam Narayanan, Drexel U.

Monday 10:00AM

989: (AAA) Annals Editor/HQ Meeting with Taylor & Francis
10:00am - 11:00am Westin Copley Place: Helicon
Tweet this session: #AOM2012 899
By Invitation Only
Organizer: Royston Greenwood, U. of Alberta
Monday 10:15AM

900  : (AAA) Conference Break
10:15am - 10:45am Boston Hynes Convention Center: Convention Center Exhibit Hall A
Tweet this session: #AOM2012 900

Monday 11:00AM

901  : (AAA) Annals Editors Only
11:00am - 12:00pm Westin Copley Place: Helcon
Tweet this session: #AOM2012 901
By Invitation Only
Organizer: Royston Greenwood, U. of Alberta

Monday 11:30AM

902  : (Paper Session) - (BPS) How Did We Get Here? Learning from Alliances
11:30am - 1:00pm Boston Hynes Convention Center: Room 101
Tweet this session: #AOM2012 902
Chair: Xavier Castaño, U. of Lausanne
- The Impact of Strategic Alliances on Subsequent Competitions | Victor Cui, U. of Manitoba; Ian Vertinsky, U. of British Columbia; Haibin Yang, City U. of Hong Kong
- How do Past Structures Create Value? Effects of Alliance Governance Experience on Value Creation | Rui Wu, Tsinghua U.

Foreign direct investment: Domestic alliance experience as an antecedent to international expansion | Linda Rademaker, Tilburg U.; Xavier Martin, Tilburg U.

903  : (Paper Session) - (BPS) Strategy process: Strategic planning
11:30am - 1:00pm Boston Hynes Convention Center: Room 102
Tweet this session: #AOM2012 903
Chair: Wei Guo, U. of Maryland, College Park
- Strategic Planning and Firm Performance: the mediating role of Employee Strategic Alignment | Mohamed Laid Ouakouak, REIMS Management School; Ababacar Mbengue, REIMS Management School
- Slack, planning and organizational performance | Said Elbanna, United Arab Emirates U.

Facilitating Integration through Participation in Strategic Planning Process | Virpi Turkulainen, Aalto U.; Pekka Helkkö, Aalto U.
- Strategy Implementation and Firm Performance: A Configuration Approach | Alexander Kern, WU Vienna; Tamara Wehrstein, WU Vienna

904  : (Paper Session) - (BPS) New spins on spinoffs
11:30am - 1:00pm Boston Hynes Convention Center: Room 103
Tweet this session: #AOM2012 904
Chair: Lyda S. Bigelow, U. of Utah
- Do Analysts Add Value When They Most Can? Evidence from Corporate Spinoffs | Emilie Feldman, Wharton School; Belen Villalonga, Harvard U.; Stuart Gilson, Harvard U.

Adding by Subtracting: Impact of Aspirations on Asset Reconfiguration and Divestitures | Maria Elena Vidal, Duke U.
A New Perspective on the Relational Ties of Divestitures | Caterina Moschieri, Instituto de Empresa Business School; Johanna Mair, Stanford U.
Biological Children vs. Step Children: The Impact of Parent Support on Spinoff Success Mechanisms | Bilgehan Uzunca, IESE Business School

905  : (DRP Session) - (BPS) Organization Structure & Design
11:30am - 1:00pm Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 905
Facilitator: Michael J. Mol, U. of Warwick
- Cyclicality in Reorganizations: Theory and Evidence | Mario Raveendran, London Business School
- Managerial knowledge underlying the process of strategic renewal | Bill Wooldridge, U. of Massachusetts, Amherst; Steven W. Floyd, U. of Massachusetts, Amherst
- Management Systems for Exploration and Exploitation | M. Diane Burton, Cornell U.; Charles A O'Reilly, Stanford U.; Matthew J. Bidwell, U. of Pennsylvania
- Ambidexterity and Open Innovation in SMEs | Andy Cossh, U. of Cambridge; Joanne Jin Zhang, U. of Cambridge

906  : (Paper Session) - (BPS) Power to the people. The role of individual-level factors in explaining performance
11:30am - 1:00pm Boston Hynes Convention Center: Room 201
Tweet this session: #AOM2012 906
Chair: Charles Williams, Bocconi U.
- Dancing With the Stars: How Talent Shapes Firm Performance | Bo H. Eriksen, U. of Southern Denmark
- Deploying individual-level resources under constraints: Evidence from UK M&A legal advisory firms | Olivier Chatain, U. of Pennsylvania; Philipp Meyer-Doyle, U. of Pennsylvania
- Well-matched: Ownership experience and IPO success | Razvan Lungeanu, Northwestern U.; Edward Zajac, Northwestern U.

907  : (BPS) The Role of Research Universities in Creating Entrepreneurial Clusters: What Do We Know?
11:30am - 1:00pm Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 907
Organizer: David Benson, Brigham Young U.
Participants: Maryann P Feldman, U. of North Carolina, Chapel Hill; William Kerr, Harvard Business School; Martin Kenney, U. of California, Davis; Bryan Ritchie, U. of Utah

908  : (Paper Session) - (BPS) Information diffusion: the development and consequences of rules and norms

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

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

Section D

271
Session Details – Monday, 10:00 AM - 12:00 PM

10:00 AM - 12:00 PM

Section D

Collaborating in a Nascent Industry: Confronting the ‘Wicked Problem’ of Sustainable Urbanization | Tiona Zuzul, Harvard Business School

Entrepreneurship and Desperate Poverty: Biopharmaceutical Innovation in China, India, and Brazil | Peter G Klein, U. of Missouri

Anita M McGahan, U. of Toronto

Rahim Rezaie, U. of Toronto

Embedded Autonomy in Multi-entity Collaborations: Learning and Executing in Parallel amidst Crisis | Faaiza Rashid, Harvard Business School

911 (Paper Session) - (CAR) Dealing With Career Events

11:30 am - 1:00 pm. Boston Park Plaza: Berkeley Room

Chair: Tania Casado, U. of Sao Paulo

Discussant: Gina Dokko, U. of California, Davis

Career Attitudes and Outcomes of Blue-Collar Workers: The Impact of Chance Event | Yehuda Baruch, Rouen Business School

Russell Wordsworth, U. of Canterbury

Sarah Wright, U. of Canterbury

Colleen Mills, U. of Canterbury

Trying Times, Supportive Family: Job Displacement, Family Relationships and Well-being | Don J.Q. Chen, National U. of Singapore

Vivien KG Lim, National U. of Singapore

Where Do I Go From Here?: Meaning-Making in Response to Missed Promotions | Heather C. Vough, McGill U.

Brianna Barker Caza, Wake Forest U.

912 (Paper Session) - (CAR) Leveraging Career Networks

11:30 am - 1:00 pm. Boston Park Plaza: Georgian Room

Chair: Stephen T.T. Teo, Auckland U. of Technology

Discussant: Monica L. Forret, St. Ambrose U.

Developmental Networks and Prominence: Alternate Paths for Future Knowledge Creation | Mary Dunn, U. of Texas, Austin

Going Global: The Historical Contingency of Baseball Hall of Famer Developmental Networks | Richard Donald Cotton, Appalachian State U.

Direct and Moderating Effects of Experience and Leadership on Occupying Critical Network Position | Bernard Gan, U. of New South Wales

Chih-Hsing Liu, De Lin Institute of Technology, Taiwan

Yuchen Eason Zhang, U. of New South Wales

Chou Sheng-Fang, National Taiwan Normal U.


Sowon Kim, IESE Business School

Dealing With Career Relevance of “Career Worlds” Schemas | Jean Pralong, Rouen Business School

913 (Paper Session) - (CAR) Routes to Career Success

11:30 am - 1:00 pm. Boston Park Plaza: Stanhope Room

Chair: Susan M. Adams, Bentley U.

The Impact of Turnover Intentions on Career Satisfaction among Stayers | Marijke Verbruggen, Katholieke U. Leuven

From Human Capital to Objective Career Success: The Relevance of “Career Worlds” Schemas | Jean Pralong, Rouen Business School

10:00 AM - 12:00 PM

Section D

Facilitator: Nicola Misani, Bocconi U.

Sustainable Development Venturing and Private Regulation Guidelines | Luis Antonio Perez-Batres, Central Michigan U.

Van Miller, Central Michigan U.

Dan Li, Indiana U.

Michael Pisani, Central Michigan U.

Vigdis Boasson, Central Michigan U.

The Strategic Use of CSR to Mitigate the Damaging Effects of Negative Firm Events | Douglas Miller, Washington State U.

David S Noack, Washington State U.

Dustin Bradley Smith, Washington State U.

The Missing Link between CSR and Financial Performance: Evidence from Italian Firms | Lucrezia Songini, Bocconi U.

Lara Gnann, Tor Vergata U.

Human Capital and Founder Leadership at Initial Public Offering | Jon Eckhardt, U. of Wisconsin

Madison

Marc T. Junkunc, Virginia Tech

Mingxiang Li, U. of Wisconsin

Madison Family Firms & Stakeholder Management: Socioemotional Wealth in Stakeholder Management Strategies | Geoff Martin, IE Business School

Mariani Makri, U. of Miami

10:30 AM - 11:00 AM

JSA: (Paper Session) - (CAR)

Collaborating to Confront ‘Wicked Problems’

10:30 AM - 11:00 AM

Chair: Tiona Zuzul, Harvard Business School

Amy C. Edmondson, Harvard U.

Discussant: Anita M McGahan, U. of Toronto

Tackling “Wicked Problems” and Managing Multi-disciplinary Expertise | Elizabeth Long Lingo, Curb Center at Vanderbilt U.

Siobhan O’Mahony, Boston U.

Amy C. Edmondson, Harvard U.


Renew, Reuse and Reinforce: Building Capabilities for Sustainable Urban Solutions | Andrew Davies, Imperial College London

Lars Frederiksen, Aarhus Business School

Yijiang Wu, Imperial College London

11:30 AM - 12:00 PM

Chair: Michael Gittelman, Rutgers U.

Examining automobile manufacturer participation in regulatory processes | David Eduardo Cavazos, U. of New Mexico

Matthew A. Rutherford, James Madison U.

Second-party sanctioning of norm violations: The case of know-how trading in gourmet cuisine | Giada Di Stefano, HEC Paris

Andrew King, Dartmouth College

Gianmario Verona, Bocconi U.

Agglomeration and the Choice of Alliance versus Acquisition | Brian T. McCann, Vanderbilt U.

Jeffrey J. Reuer, Purdue U.

Nandini Lahiri, U. of North Carolina

Chapel Hill

Firm Inventions in Geographic Clusters: The Moderating Role of Inventive Concentration | Alex Vestal, Oregon State U.

Erwin Danneels, U. of Central Florida

11:00 AM - 12:00 PM

Chair: Susan M. Adams, Bentley U.

The Impact of Chance Event | Yehuda Baruch, Rouen Business School

Russell Wordsworth, U. of Canterbury

Sarah Wright, U. of Canterbury

Colleen Mills, U. of Canterbury

Family Firms & Stakeholder Management: Socioemotional Wealth in Stakeholder Management Strategies | Geoff Martin, IE Business School

Mariani Makri, U. of Miami

10:30 AM - 11:00 AM

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Yuchen Eason Zhang, U. of New South Wales

Chou Sheng-Fang, National Taiwan Normal U.


Sowon Kim, IESE Business School

Dealing With Career Relevance of “Career Worlds” Schemas | Jean Pralong, Rouen Business School

913 (Paper Session) - (CAR) Routes to Career Success

11:30 am - 1:00 pm. Boston Park Plaza: Stanhope Room

Chair: Susan M. Adams, Bentley U.

The Impact of Turnover Intentions on Career Satisfaction among Stayers | Marijke Verbruggen, Katholieke U. Leuven

From Human Capital to Objective Career Success: The Relevance of “Career Worlds” Schemas | Jean Pralong, Rouen Business School
Exploring Job Search Expectations of HRM Graduates in Canada: A Longitudinal Qualitative Study | Laxmikant Manroop, York U.

Level Playing Field? Effects of Participation in Collegiate Athletics on Early Career Success | Stephen Sauer, Clarkson U.; Scott Desmond, Clarkson U.; Martin Heintzelman, Clarkson U.

914 ☐ CAU (CAU) The Entangled Organization – Moving Beyond Employee Engagement
11:30 am - 1:00 pm Marriott Boston Copley Place: Columbus I
Tweet this session: #AOM2012 914
Organizer: Ramon L. Benedetto, U. of Phoenix
Discussant: Kenneth R. Thompson, DePaul U.
Participant: Thomas J Walter, Tasty Catering, Inc.

915 ☐ CAU (CAU) Russian and CIS Management
Research Caucus
11:30 am - 1:00 pm Marriott Boston Copley Place: Columbus II
Tweet this session: #AOM2012 915
Organizer: Carl F. Fey, Nottingham U. Business School China
Presenter: Alena Ledenava, U. College London

916 ☐ CAU (CAU) Institutional Theory in International Business and Management
11:30 am - 1:00 pm Sheraton Boston Hotel: Dalton A
Tweet this session: #AOM2012 916
The caucus is organized around papers in the forthcoming volume of the Advances in International Management series (Emerald) of the same title.
Organizer: Laszlo Tihanyi, Texas A&M U.

917 ☐ CAU (CAU) Prohibited, but possible if you want it bad enough: The role of informal economy in Russia
11:30 am - 1:00 pm Sheraton Boston Hotel: Dalton B
Tweet this session: #AOM2012 917
In addition to discussing the role that informal economy plays in the society, we will talk about conducting research on the topic. As informal "strings" are much harder to unearth, we will focus on research methods, both quantitative and qualitative, that could help us become more familiar with the phenomena.
Organizers: Valentina V. Kuskova, National Research U.; Alexander Settles, NRU Higher School of Economics
Presenter: Liudmila V. Petrova, NRU Higher School of Economics Participants: Nan Zhou, Moscow School of Management Skolkovo; Nikolay B. Filinov, National Research U.; Galina Shiroukova, St. Petersburg U. GSOM; Meng Zhao, Moscow School of Management Skolkovo; Liudmila M. Cheglakova, Higher School of Economics, National Research U.; Daria Podmetina, Lappeenranta U. of Technology; Romie Frederick Littrey, Auckland U. of Technology

918 ☐ CAU (CAU) Corruption and the Informal Economy
11:30 am - 1:00 pm Boston Park Plaza: Holmes Room
Tweet this session: #AOM2012 918

919 ☐ CAU (CAU) Bridging the Global Broadband Divide in Informal and Formal Economies
11:30 am - 1:00 pm Boston Park Plaza: Longfellow Room
Tweet this session: #AOM2012 919
Coordinators: Joseph W Weiss, Bentley College; Dave J Yates, David J. Yates

920 ☐ (Paper Session) (CDP) Managing Workplace Stress: Role of Job Demands, Support, and Engagement
11:30 am - 1:00 pm Westin Copley Place: Baltic
Tweet this session: #AOM2012 920
Facilitator: Jonathan R. B. Halbesleben, U. of Alabama


HCM: Work Engagement, Burnout and Health Re-examined: A New Evidence-Based Framework | Scott Moodie, ESADE Business School; Simon L. Dolan, ESADE Business School; Ronald J. Burke, York U.

GDO: Demands, Resources and Negative Affectivity: Antecedents of Workplace Bullying and Violence | John J. Rodwell, Australian Catholic U.; Defined Demir, Australian Catholic U.

OCIS: Exploring Social Behavior in Virtual Support Communities: Social Support and Companionship Activity | Kuang-Yuan Huang, State U. of New York, Albany

921 ☐ (Paper Session) (CDP) Reconsidering Humanity and Moral Legitimacy of Organizations
11:30 am - 1:00 pm Westin Copley Place: Essex North-Center
Tweet this session: #AOM2012 921
Facilitator: Donna Latkin, Cranfield U.


CMS: From the Informal Domain into Center Stage: Humanity in Organizations | Mzamo P Mangaliso, U. of Massachusetts; Jann-Marie Culhane, The Culhane Group; Bradford J Knipes, Westfield State U.

OB: We Need it to be Human, We Need it to be Moral: Anthropomorphizing the Organization to Effect Change | Carolyn Dang, U. of Washington; Scott J. Reynolds, U. of Washington

MED: Understanding Where We Are: The Legitimacy Of The U.S. Financial Sector | Susan L. Kirby, Texas State U.; Douglas W Lyon, Fort Lewis College; Eric G Kirby, Texas State U.

922 ☐ (Paper Session) (CDP) Making Alliances Work: Status, Orchestration and Exploration
11:30 am - 1:00 pm Westin Copley Place: Essex North-East
Tweet this session: #AOM2012 922
Facilitator: Hans T. W. Frankort, Cass Business School

BPS: Allying with Large Partners: Small Firms’ Alliance Strategy in Exploration and Exploitation | Haibin Yang, City U. of Hong Kong; Yanfeng Zheng, U. of Hong Kong; Xia Zhao, California State U. Dominguez Hills

TIM: Orchestrating Complex Product Development: Reducing Rework Hazards of Architectural Mismatches | Benjamin Dawson, Massachusetts Institute of Technology; Sebastian Fixson, Babson College; Daniel E. Whitney, Massachusetts Institute of Technology

TIM Best Paper Proceedings

BPS: What Partners Are Right For Me? Resource Complementarity and Status Seeking in Alliance Relations |
Session Details – Monday, 10:00 AM - 12:00 PM

ZHANG "John" LIN, U. of Texas, Dallas; DAVID H. WENG, City U. of Hong Kong; BO BAO, U. of Texas, Dallas
\textbf{OMT:} Supplier Referrals and Closure of Embedded Multiplex Triads | ANDREW V. SHIPILOV, INSEAD; SAN X. LI, York U.; JUNGYUN HAN, INSEAD

\textbf{923} : (Paper Session) - (CDP) Employer Status and Prominence: Implications for Performance, Entrepreneurship, and Ethics
11:00am - 1:00pm Westin Copley Place: Essex North-West
\textbf{Facilitator:} DALI MA, Drexel U.
\textbf{ENT:} The Effect of Employer Prominence on Employee Entrepreneurship | ANDERS BROMSTRÖM, Royal Institute of Technology - KTH; NIVAD BAZZAZIAN, HEC Paris
\textbf{OB:} Big is Bad: The Link between Organizational Size and Ethical Integrity | KIERAN SEAN O'CONNOR, Stanford U.; FRANK FLYNN, Stanford U.
\textbf{ODC:} The Expectation of Experts & Human Resource Practice | JOCLENYE ABRAHAM, CERMAT-IAE de Tour; JEAN-YVES SAULQUIN, ESCEM; RICHARD SOPAROT, ESCEM Tours
\textbf{ODM:} Managerial Migration to SMEs: Flow of Organizational Legitimacy & its Institutional Rewards | TARIQ H. MALIK, Dongbei U. of Finance and Economics

\textbf{924} : (Paper Session) - (CDP) Managing at the Top: Values, Socialization, and Relative Comparison
11:00am - 1:00pm Westin Copley Place: St. George C
\textbf{Facilitator:} KENNETH LEE BETTENHAUSEN, U. of Colorado, Denver
\textbf{MC:} Seeing Herself as a Leader: A Study of Women’s Identities In Transitions to Greater Leadership | BETH K. HUMBRED, Boston College
\textbf{MSR:} Is the Spiritual Bond Bound by Blood? An Exploratory Study of Spiritual Leadership in Family Firms | KRISTEN MADISON DAY, U. of Tennessee, Knoxville; FRANZ W. KELLERMANS, U. of Tennessee
\textbf{HCM:} Can’t Get No Satisfaction: Examining the Link between Patient Satisfaction and CEO Compensation | KARIN SCHNARR, Richard Ivey School of Business; W GLENN ROWE, Richard Ivey School of Business; ANNE SNOWDON, U. of Windsor
\textbf{HCM Division Best Paper Award Nominee}

\textbf{925} : (Paper Session) - (CDP) Stakeholder Theory: Underlying Assumptions and New Directions
11:00am - 1:00pm Westin Copley Place: St. George D
\textbf{Facilitator:} DAVID SOUDER, U. of Connecticut
\textbf{BPS:} Stakeholder Theory and Value Creation: Managing Stakeholders with Heterogeneous Motives | FIORE BRIDOUX, U. of Amsterdam; J.W. STEELOHRST, U. of Amsterdam
\textbf{OMT:} When Activists Attack: Activism, identity and changes to corporate practices | CHAD NAVIS, U. of Wisconsin, Madison; THEODORE L. WALDRON, Baylor U.; GREG FISHER, Indiana U.; JOCELYN M. LEITZINGER, U. of Wisconsin, Madison
\textbf{MOC:} Prioritizing Stakeholders in Family Firms: CEO Responses to Stakeholder Attributes and Goals | ALFREDO DE MASSIS, U. of Bergamo; JOSIP KOTLAR, U. of Bergamo

\textbf{926} : (Paper Session) - (CM) Dysfunctions of Hierarchy: The Impact of Power and Status on Communication and Relationships
11:00am - 1:00pm Boston Park Plaza: Cambridge Room
\textbf{Facilitator:} CHRIS P. LONG, Georgetown U.
\textbf{DRP:} The Dysfunctional Side of Status | NATE PETTIT, New York U.
\textbf{MC:} The Apology Mismatch: Asymmetries Between Victim’s and Perpetrator’s Need for Apologies | LEIGH PLUNKETT TOST, U. of Washington, Seattle; HANA HUANG JOHNSON, U. of Washington

\textbf{927} : (Paper Session) - (CM) Emotion Regulation in Negotiation and Conflict Management
11:00am - 1:00pm Boston Park Plaza: Tremont Room
\textbf{Facilitator:} MARA OLEKALNS, U. of Melbourne
\textbf{MC:} Emotion Regulation as Moderator of the Relationship between Team Conflict and Performance | JANE YAN JIANG, Nanjing U.; XIAO ZHANG, Nanjing U.; DEA TJSPOVOLD, Lingnan U.
\textbf{MSR:} Emotional Displays in Online Negotiations – When Anger Helps and Happiness Hurts | LIUBA Y. BELKIN, Lehigh U.; TERRI R. KURTZBERG, Rutgers U.; CHARLES E. NAQUIN, DePaul U.
\textbf{MOC:} Effects of Anger, Disgust, and Sadness in Social Dilemmas | EVAN POLMAN, New York U.; SHARON H KIM, Johns Hopkins U.
\textbf{MOC:} Cool Down and Explain Yourself: Spanish Honor and Anglo Dignity in Intercultural Negotiation | JIMENA RAMIREZ-MARIN, U. of Seville; SOROUSH ASLANI, Northwestern U.; JEANNE M BRETT, Northwestern U.; CATHERINE TINSLEY, Georgetown U.; LOURDES MUNDUATE, U. Seville
\textbf{MOC:} The Apology Mismatch: Asymmetries Between Victim’s and Perpetrator’s Need for Apologies | JOOST LEUNISSEN, RSM; ERASMUS U.; DAVID DE CREMER, ERASMUS U.; ROTTERDAM; CHRIS REINDERS FOLMER, U. of Ghent; MARIUS VAN DIJKE, ERASMUS U.; ROTTERDAM

\textbf{928} : (Paper Session) - (CMS) MNCs: Sites of Multiple Imperialisms
11:00am - 1:00pm Marriott Boston Copley Place: Salon J
\textbf{Facilitator:} PUSHKALRA PRASAD, Skidmore College
\textbf{MC:} Capability Transfer as Imperialism: A Critical Reappraisal | RAZA A MIR, William Paterson U.
\textbf{MC:} Building Global Firms? National, Transnational and Postcolonial Effects in Management Consultancies | MEHDI BOUSSEBAA, U. of Bath; GLENN MORGAN, Cardiff U.; ANDREW STURDY, U. of Bristol
“Othering” Accounts of Bolivian Employees of a Brazilian Transnational Corporation | Ana Christina Celano, Fundação Getulio Vargas - Rio; Denise Franca Barros, Fundacao Getulio Vargas; Sergio Wanderley, EBAPE-FGV; Ana Lucia Guedes, Fundacao Getulio Vargas

929 : (DRP Session) - (ENT) Environmental Search
11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom A
Tweet this session: AOM2012 929
Facilitator: Maria Jose Parada, ESADE/JIBS

Entrepreneurs’ Search Behavior: An Experimental Study | Katrin Susanne Muehfeld, Utrecht U.; Diemo Urbig, Jackstadt Research Center for Entrepreneurship and Innovation, U. of Wuppertal; Utz Weitzel, Radboud U. Nijmegen; Codrin Krujine, U. Utrecht School of Economics
Conflict between Entrepreneurs and VCs: Interplay of Conflict Types and Effect on Perceived VC Value | Daniel Appelhoff, RWTH Aachen U.
Signals of Quality and Intent: Which New Ventures are Suitable for Funding? | Linda F. Edelman, Bentley U.; Tatiana S. Manolova, Bentley U.; Candida G Brush, Babson College

930 : (Paper Session) - (ENT) Entrepreneurship Theory
11:30am - 1:00pm Sheraton Boston Hotel: Beacon G
Tweet this session: AOM2012 930
Chair: Marie Gould, American Public U.

Evaluating Competing Theorizations of Informal Entrepreneurship: A Study of India’s Street Hawkers | Colin C Williams, U. of Sheffield; Anjula Gurtan, Indian Institute of Science; Sara Nadin, U. of Sheffield
Beyond Information Asymmetry: Underpricing of IPOs in the Management Literature | Diane Patrick Blevins, U. of Texas, Dallas
On-the-Job Learning and Entrepreneurship | Alona Martiarevi, Aston Business School

931 : (Paper Session) - (ENT) Entrepreneurial Environments
11:30am - 1:00pm Sheraton Boston Hotel: Beacon H
Tweet this session: AOM2012 931
Chair: Craig E. Armstrong, U. of Alabama

The Legitimacy Paradox: Opposing Tensions in Social Entrepreneurship | Trish Ruebottom, Schulich School of Business

932 : (Paper Session) - (ENT) Opportunities, Orientation and Failure
11:30am - 1:00pm Sheraton Boston Hotel: Berkeley A
Tweet this session: AOM2012 932
Chair: Yong Li, State U. of New York, Buffalo

Political Ties, Institutional Environment and Opportunity Recognition in a Transition Economy | Xinglu Zhao, Sun Yat-sen U.; Jianqi Zhang, Sun Yat-sen U.; Jun Wu, Sun Yat-sen U.; Xi Li, Sun Yat-sen U.
Entrepreneurial Orientation in Thought, Word and Deed: Advancing the EO Conversation | William John Wales, James Madison U.; Erik Monsen, U. of Strathclyde; Louis Marino, The U. of Alabama; Jeffrey A. Martin, U. of Alabama, Tuscaloosa

933 : (DRP Session) - (ENT) The Founder
11:30am - 1:00pm Sheraton Boston Hotel: Clarendon A & B
Tweet this session: AOM2012 933
Facilitator: Francesco Castellaneta, Catolica Lisbon School of Business and Economics

Founder, Employee, or Academic? A Third Career Option and an Extension of Theory of Planned Behavior | Philipp Sieger, U. of St. Gallen; Erik Monsen, U. of Strathclyde
Does Response Rate Moderate Key Relationships in Entrepreneurship Research? An Exploratory Study | Matthew W. Rutherford, Virginia Commonwealth U.; Ernest H O’Boyle, Longwood U.
Different Sources of Venture Capital and Their Investment Management Practices | Sarah Park, EMLYON; Joseph A LiPuma, EM Lyon; Se Park, U. of California, Berkeley
Reluctant Entrepreneurs: Why They Do It and How They Do It | Eyal Yaniv, Bar Ilan U.; David M Brock, Ben Gurion U. of the Negev
How Entrepreneurship Forgot Capitalism | Daniel Wadhwa, U. of the Pacific

934 : (Paper Session) - (ENT) Demand and Entrepreneurship
11:30am - 1:00pm Sheraton Boston Hotel: Jefferson
Tweet this session: AOM2012 934
Chair: Steffen Korsgaard, Aarhus U.

The Twilight Zone: Exploring the Intersection of Social, Serial and Academic Entrepreneurship | Evelyn Rita Micelotta, U. of Alberta
Social Sanctions or Social Relations? Microfinance Repayment Rates and Capital Formation in Mexico | Denis John Griffin, CIIDIR-IPN Unidad Oaxaca; Bryan W Husted, York U. and ITESM
MONDAY

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

936  (): (Paper Session) - (GDO) Cultural Competence
11:30am - 1:00pm Boston Park Place: Clarrendon Room
Chair: Ruby L Beale, Hampton U.
Discussant: Marcy Crary, Bentley U.
A Culturally Competent Behaviors at Workplace: An Intergroup Perspective | Apoorva Ghosh, XLRi - Xavier Labour Relations Institute, India
Interest and Uncertainty in Cross-Cultural Experience: The Influence of Goal Orientation | Marcus Maharg Stewart, Bentley U.; Alicia Boisnier, Suffolk U.; Jakari Griffith, Salem State College; Melissa Gamble, Bentley U.
Translating the Social Watch Gender Equity Index for University Use | Sonia M Goltz, Michigan Technological U.; Amy B Hietapelto, Northeastern Illinois University

937  (): (Paper Session) - (GDO) Affirmative Action
11:30am - 1:00pm Boston Park Place: Stanbro Room
Chair: Ryan K Robertson, PricewaterhouseCoopers
Discussant: Daria Crawley, Robert Morris U.
Reactions to Affirmative Action: Differences Between the Northern and Southern United States Live On | Aneika L Simmons, Sam Houston State U.; Maria Carmen Triana, U. of Wisconsin, Madison
Anti-egalitarians for affirmative action? | Geoffrey C. Ho, U. of California, Los Angeles; Miguel M. Unzueta, U. of California, Los Angeles

938  (): (DRP Session) - (GDO) Women Managers in Predominantly Male Settings
11:30am - 1:00pm Boston Park Place: Thorneu Room
Chair: Mary Shapiro, Simmons College
Discussant: Erika H. James, U. of Virginia
Women managers in engineering: the process of professional identity construction | Olivia Kyriakidou, Athens U. of Economics and Business
Gender and Persistence in the Engineering Profession | Kathleen Relihan Buse, Case Western Reserve University
Structure, agency and career strategies of women and BME individuals in the legal profession | Daniel Muzio, The U. of Manchester; Jennifer Tomlinson, U. of Leeds

939  (): (DRP Session) - (HCM) Health Care Professionals: Learning and Performance
11:30am - 1:00pm Marriott Boston Copley Place: Hyannis
Chair: Justin K Benzer, VA Boston Healthcare System
Discussant: Amer Kaisi, Trinity U.
Antecedents and Consequences of Occupational Ideologies | John P. Bechara, Washington U. in St. Louis; Andrew H. Van de Ven, U. of Minnesota
Organizational Actions to Foster Coordinators | Professionalismt to Improve Organ Donation Process | Yoko Uryu, Kobe U.; Norio Kambayashi, Kobe U.; Tomoaki Shimada, Kobe U.
HCM Division Best International Paper Award Nominee

940  (): (Paper Session) - (HCM) Governance and Decision Making in Health Care Organizations
11:30am - 1:00pm Marriott Boston Copley Place: Salon H
Facilitator: Mattia J Gilmartin, New York U.
Exploring Organisational Form Divergence among Professional Service Firms in the Healthcare Sector | Janice Jones, Flinders U. of South Australia; Tatiana Zalan, U. of South Australia; Pi-Shen Seet, Flinders U. of South Australia
HCM Division Best Paper Award Nominee

HCM Division Best International Paper Award Nominee

THREATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Performance Award-Winning Dissertation Studies

Role of Feedback on Performance

Stocks, Merit Pay, and Pay Secrecy

These studies are based on dissertations awarded SHRM 2011 #AOM2012 944

11:30am - 1:00pm Boston Park Plaza: Cabot Room

Chair: Charles H. Fay, Rutgers U.

The Use of Employee Stock Incentives From a Corporate Governance Perspective | Nien-Chi Liu, National Central U.; Avner Ben-Ner, U. of Minnesota

Social Comparison Processes and Employee Reactions to Merit Pay | Yingchun Wang, U. of Houston, Downtown; Jason D. Shaw, U. of Minnesota

The Impact of Pay Secrecy on Individual Task Performance | Elena Belogolovsky, Cornell U.; Peter A. Bamberger, Tel Aviv U.

Effect of Lateral Partners on Law Firm Performance | Robert E Ployhart, WU Vienna; Yih-teen Lee, IESE Business School

The Buffering Effects of Human Capital Resources on Firm Recession Performance | Younsgang Kim, U. of South Carolina; Robert E Ployhart, U. of South Carolina

Mapping the Core Debates Regarding HR Practices: Working Towards Increasing Construct Clarity | Susanne Beijer, Tilburg U.; Jaap Pauwe, Tilburg U.; Riccardo Peccei, King's College London; Marc Van Veldhoven, Tilburg U.

Effect of Lateral Partners on Law Firm Performance | Kwangho Kim, City U. of Hong Kong; Tae-Hyun Kim, KAIST; Heejung Byun, U. of Maryland

Content vs. Process in the HRM-Performance Relationship: An Empirical Examination | Anastasia A. Katou, U. of Macedonia; Pawan S. Budhwar, Aston U.; Charmi Patel, Aston U.

Cutting Edge HR Research: Award-Winning Dissertation Studies

11:30am - 1:00pm Boston Park Plaza: Whittier Room

These studies are based on dissertations awarded SHRM 2011 Dissertation Grants.

Chair: Debra J. Cohen, Society for Human Resource Management

Fired Up or Burned Out? How Developmental Challenge Differentially Impacts Leader Behavior | Stephen H Courtwright, Texas A&M U.

Winner of HR Division Best Student Paper Award Antecedents and Consequences of Effective Human Resource Practice Implementation | David Sikora, Florida State U.

When and Why Do Talented Employees Experience Victimization? A Multilevel Investigation | Eugene Kim, Georgia Institute of Technology

Training Soft Skills For Interviews: Exploring the Roles of Personality and Emotional Intelligence | Amy Crook, Belmont U.

Comparative Human Resource Management – Insights from Beyond the Pale

Organizers: Chris Brewster, Henley Business School; Wolfgang Mayrhofer, WU Vienna; Yih-teen Lee, IESE Business School

HRM in South America | Marta M. Elvira, IESE Business School; Anabella Davila, Tecnologico de Monterrey

HRM in non-Saharan Africa | Geoffrey Wood, U. of Sheffield

HRM and Asian Socialist Economies in Transition: China, Vietnam and North Korea | Ngan Collins, RMIT U.; Ying Zhu, U. of South Australia

Learning from Comparative HRM | Yih-teen Lee, IESE Business School

Organizations: Chris Brewster, Henley Business School; Wolfgang Mayrhofer, WU Vienna

Country clusters from taxonomy towards theory: Implications for international management | Lena Zander, Uppsala U.; Christina Lea Butler, Kingston U.

Best Paper in OB / HRM / OT Finalist

Varieties of Capitalism Perspective on MNE Adaptation: an Empirical Approach | Andrei Kuznetsov, U. of Central Lancashire; Marcus Jacob, European Business School

The Institutional Effects on Inter-organizational Network Structure | Abdulrahman Chikhouni, John Molson School of Business; Mehdi Farashahi, Concordia U.

Following our own nation's path: Different routes between a country's culture and its prosperity | Martha L Maznevski, IMD; Celia Wing See Chui, U. of Lausanne - HEC Lausanne

Multinational Corporations: Coordination and Knowledge Sharing through Expatriates and Global Teams

Organizers: Chris Brewster, Henley Business School; Wolfgang Mayrhofer, WU Vienna

Ethnic Identity Confirmation in Knowledge Transfer between Expatriates and Host Country Employees | Shea
Fan, U. of Melbourne; Tine Koehler, U. of Melbourne; Anne-Wil Harzing, U. of Melbourne
When Global Virtual Teams Share Knowledge: The Role of Media, Culture and Language | Anders Kilmolter, Aarhus U.
IM Division Gustavson School of Business Award for the Best Qualitative Paper in International Business Finalist
► Professionals Who Go the Distance? Coordinating Cross-Border Teams in Professional Service Firms. | Samantha Fairclough, U. of Mississippi
948 ➞ ✒: (Paper Session) - (IM) Emerging Markets and MNEs
11:30am - 1:00pm Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 948
Chair: Luis Alfonso Dau, Northeastern U.
→ ✓ Confidence in Learning from Others’ Failures: Foreign Investment Strategy in a Transition Economy | Jing Yu (Gracy) Yang, U. of Sydney; Jiatao Li, Hong Kong U. of Science and Technology; Andrew Delios, National U. of Singapore Fundação Dom Cabral Best Paper in International Strategy Finalist
► Shaping regional strategies of multinational corporations | Dirk Ulrich Gilbert, U. of Hamburg; Patrick Heinecke, Friedrich-Alexander-U. Erlangen-Nuremberg; Andreas Rasche, U. of Warwick
949 ➞ ✒: (Paper Session) - (IM) Cross-Cultural Differences: New Constructs and Applications
11:30am - 1:00pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 949
Chair: Markus Vodosek, German Graduate School of Management & Law (GGS)
→ ✓ Taking the Next Step: A Cross-National Comparison of Universalism-Particularism | Chao C. Chen, Rutgers U.; Joseph P. Gaspar, Rutgers U.; Ray Friedman, Vanderbilt U.; Katherine Xin, CEIBS; Ronaldo C. Parente, Florida International U.; Michael C. Nippa, Freiburg U.
► Cross-Cultural Psychological Capital: A Validation Study | Maren Dollwet, Claremont Graduate U.; Rebecca J Reichard, Claremont Graduate U.
Best Paper in OB / HRM / OT Finalist
International Cultural Ambidexterity: Developing the Concept and Its Measurement | Christiane Prange, EM Lyon; Olga Petrovna Bruyaka, Virginia Polytechnic Institute
950 ➞ ✒: (DRP Session) - (IM) Internationalization for Asset-Securing Purposes
11:30am - 1:00pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 950
Facilitator: Anna Lamin, Northeastern U.
→ Empirical Research on Foreign Entry Mode: Assessing Core Tenets of Four Theoretical Frameworks | Jesper Wulf, Aarhus U.
► From process to performance: extending the OLI perspective of R&D Internationalization | Ying-Ching Ho, National Chung Cheng U.; Ying-Ying Hsieh, National Chung Cheng U.
► Brazilian Banks’ Internationalization Process: A New Perspective | Mauricio Geleitay, U. of Fortaleza (UNIFOR); Sergio H. Arruda Cavalcante Forte, U. of Fortaleza (UNIFOR); Norton Gonzalez, U. of Fortaleza (UNIFOR)
► Multinationality and Institutional Barriers: Evidence from Global Top 100 Banks | Han, Feng Chia U.; Hsin-Yu Liang, Feng Chia U.; Yuen Chong, National Chengchi U.
► A Resource-based View of the Determinants of Foreign Expansion by EMNEs | Peter J. Buckley, U. of Leeds; Peter Enderwick, Auckland U. of Technology; Nicolas Forsans, U. of Leeds; Suresh Munjal, U. of Leeds
951 ➞ ✒: (Paper Session) - (IM, BPS, OMT) Thinking About the Multinational: Countries, costs and capabilities
11:30am - 1:00pm Boston Hynes Convention Center: Room 309
Tweet this session: #AOM2012 951
Organizers: Sunyoung Lee, Oxford U.; David Tceee, U. of California, Berkeley
Discussant: Donald Siegel, State U. of New York, Albany
Strategic Management of Multinationals: The quest for agility | Yves Doz, INSEAD
Globalizing Firms | Pankaj Ghemawat, IESE Business School
How Great Companies Think Differently | Rosabeth Kanter, Harvard Business School
Fifty Years of International Business Theory and Beyond | Alan M Rugman, U. of Reading
Dynamic Capabilities and the MNE | David Tceee, U. of California, Berkeley
Multinational Firms, Labor Market Discrimination, and the Capture of Competitive Advantage | Jordan Siegel, Harvard U.
952 ➞ ✒: (Paper Session) - (MC) Client-Consultant Interaction
11:30am - 1:00pm Westin Copley Place: Adams
Tweet this session: #AOM2012 952
Chair: David Mitchell Ford, U. of Alabama, Tuscaloosa
Do We Have a Problem? An Absorptive Capacity Perspective on What Drives Firms to Hire Consultants | Sudhir Nair, U. of Victoria; Bruce Skaggs, U. of Massachusetts
► Client and Consultant Logics on the Purchasing of Consulting Services | Frida Pemer, Stockholm School of Economics; Tale Skjolsvik, U. of Oslo
Winner of the Thomson South-Western Outstanding Research-Based Paper on Management Consulting
► Trust as a "Leap of Faith": Trust Granting | Natalia Nikolova, U. of Technology, Sydney; Markus R. Reihlen, Leuphana U. Lueneburg
953 ➞ ✒: (Paper Session) - (MED) MED Keynote Address
by Henry Mintzberg: Impact: From IMPact to IMpact
11:30am - 1:00pm Marriott Boston Copley Place: Salon E
954 (Paper Session) - (MH) Cooperation in Industry Development, Stewardship, and Scholarship
11:30am - 1:00pm Boston Park Plaza: Franklin Room
Chair: Josh Bendickson, Louisiana State U., E J Ourso school of Business
Facilitator: Joe J. Eassa Jr., Palm Beach Atlantic U.
Tweet this session: #AOM2012 954
John F. Mee Award for Paper with the Best Management History Division Contribution
Entrepreneurial Stewardship and Implicit CSR: The Responsible Leadership of Lillian Shedd McMurry | John Humphreys, Texas A&M U., Commerce; Stephanie Panehaden, Texas A&M U.; Mario Hayek, Texas A&M U.; Jacqueline Eisten, Nova Southeastern U.; Jason Fertig, U. of Southern Indiana; William Paczkowski, Rensselaer Polytechnic Institute; David Weir, U. Campus Suffolk
Center for Ethical Business Cultures Halloran Award for Best Management History Division Paper in Business Ethics
Upward Defiance in Organizations: Management Lessons from the Battle of Blai Mountain | John Humphreys, Texas A&M U., Commerce; Jane Whitney Gibson, Nova Southeastern U.; Jennifer Oyler, Texas A&M U., Commerce
From Primary Concept to Prisoner's Dilemma: Tracing “Cooperation” in Organizational Scholarship | Laura Singleton, Eckerd College

955 (Paper Session) - (MOC) Intuition and Learning in Crisis Situations: Decision-making, Learning, and Managing Crises
11:30am - 1:00pm Sheraton Boston Hotel: Berkley B
Chair: Chet Miller, U. of Houston
Tweet this session: #AOM2012 955
Intuition in Crisis Management: Cognitive styles, processing and performance | Bjorn Tallak Bakken, Norwegian Defense U. College; Thorvald Haerem, Norwegian School of Management
911 Organizations detecting novel crises | Laura Frigotto, U. of Trento; Alessandro Narduzzo, Free U. Bozen-Bolzano
Learning From Disruptive Market Events: A Study Of Financial Advisor Beliefs and Behavior | Philipp Albert Hensler, Case Western Reserve U.; Sheri Perelli, Wayne State U.
Intuition and Organizational Learning: Empirical Investigation and Elaboration of the 4I Framework | Cinia Akinci, U. of Surrey; Eugene Sadler-Smith, U. of Surrey

956 (Paper Session) - (OB) Exploration on Identity Transmission from Organizations to Individuals
11:30am - 1:00pm Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 956
Organizer: Boram Do, Boston College
Chair: Jean M. Bartunek, Boston College
Discussant: Kristie M Rogers, Arizona State U.
Doing Distance: Leaders' Crafting of Psychological Distance as a Mean to Transmit Meanings | Ronit Kark, Bar Ilan U.; Moran Anisman-rizin, Bar Ilan U.
Emotions and Identity Transmission Between Individual and Organization | Boram Do, Boston College
Cross-level Identity Dynamics in an Inter-organizational Collaborative Change Program | Manta Bhatt, Erasmus U. Rotterdam; Jean M. Bartunek, Boston College
The Transmission of Identity from the Organization to the Individual: A Tale of Three Organizations | Shelley Brickson, U. of Illinois, Chicago

957 SHCS: (MOC, OMT) Making New Connections: Leadership and Social Networks in Organizations
11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom B
Chair: Kristie M Rogers, U. of Cincinnati; Eva Norlyk Smith, U. of Southern Indiana; Laura Frigotto, U. College Dublin; Lupine Robinson, Texas Southern U.
Tweet this session: #AOM2012 957
Organizer: Ned Wellman, U. of Michigan, Ann Arbor
Discussant: Martin J Kilduff, U. of Cambridge
Integrating Social Network and Leadership Perspectives: Past and prospects | Raymond T Sparrowe, Washington U. in St. Louis
Powerful Leaders and Satisfied Followers: Roles of social worth and leadership prototypes | Chia-Yen Chiu, State U. of New York, Buffalo; Prasad Balkundi, State U. of New York, Buffalo
How to Gain a Following: Follower networks and the dynamic patterning of leadership perceptions | Ajay Mehra, U. of Kentucky; Zuzana Sasoovova, VU U. Amsterdam; Ted K. Dass, U. of Cincinnati
Leadership Construction in Hierarchical Groups | Ned Wellman, U. of Michigan, Ann Arbor

958 (MSR) Intersection of Spirituality/Religion and Entrepreneurship
11:30am - 1:00pm Sheraton Boston Hotel: Hampton B
Chair: Laquita C Blockson, College of Charleston
Tweet this session: #AOM2012 958
Organizer: Laquita C Blockson, College of Charleston
Chair: Laquita C Blockson, College of Charleston
Meditation practice, purpose, and entrepreneurial success | Ajay Mehra, U. of Maharashtra; Jane Schmidt-Wilk, Maharishi U.
Alleviating poverty through conscious enterprise | Kathryn Pavlovich, U. of Waikato
Religion as an explanatory variable for entrepreneurial behavior | Miles Kevin Davis, Shenandoah U.
This far by faith: Spiritual expressions of African American women entrepreneurs | Laquita C Blockson, College of Charleston; Jeffrey A. Robinson, Rutgers U.; Sammie L Robinson, Texas Southern U.
Environmental influences on entrepreneurial strategy: The social responsibility role of megachurches | Patrice Perry-Rivers, Rutgers U.
Panelists: Dennis P. Heaton, Maharishi U.; Kathryn Pavlovich, U. of Waikato; Miles Kevin Davis, Shenandoah U.; Jeffrey A. Robinson, Rutgers U.; Patrice Perry-Rivers, Rutgers U.; Cynthia L. Sherman, Claremont Graduate U.
959: (Paper Session) - (OB) Newcomer Experiences and Socialization Processes
11:30am - 1:00pm Boston Park Plaza: Alcott Room
Tweet this session: #AOM2012 959
Chair: Sheila Simiansian Webber, Suffolk U.
The organization, the work group and you: A tripartite socialization model | Lucas Dufour, GSCM, Montpellier Business School; Meena Andiappan, GSCM, Montpellier Business School
Newcomer turnover thoughts: the effect of social information, emotions and social resources | Maria Tomprou, Carnegie Mellon U.
On becoming (un)committed: A taxonomy and test of newcomer on-boarding scenarios | Omar N. Solinger, VU U. Amsterdam; Woody Van Olffen, RSM Erasmus U.; Robert A. Roe, Maastricht U.
How Newcomers Form their Psychological Contracts during Organizational Socialization | Kyung Min Kim, Korea U.; Hyoung Koo Moon, Korea U.

960: (Paper Session) - (OB) Building and Nurturing Trust
11:30am - 1:00pm Boston Park Plaza: Back Bay Room
Tweet this session: #AOM2012 960
Chair: Christina A. Hannah, U. of Maryland, U. College
Are Managers Obligated to Help? Subordinates’ Expectations of Receiving Help and The Effects of Help | Vicki M. Scherwin, California State U. Long Beach; Maia J. Young, U. of California, Los Angeles; Jennifer R. Overbeck, U. of Southern California
The Other Way Around: How Subordinates Influence Their Managers’ Procedural Justice | Guozhen Zhao, Delta State U.; Ya-Ru Chen, Cornell U.; Joel Brockner, Columbia U.
The Co-development of Reciprocity and Trust - a Longitudinal Case Study | Anna Swärd, BI Norwegian Business School
Too proud to help? Examining the opposing influences of authentic and hubristic pride on helping | Matthias Spörle, U. of Applied Management; Prisca Brost, TUM School of Management

961: (DRP Session) - (OB) Goal Orientation: Outcomes and Processes
11:30am - 1:00pm Boston Park Plaza: Board Room
Tweet this session: #AOM2012 961
Facilitator: David L. McLain, State U. of New York, Oswego
The Influence of Goal Orientation on Escalation of Commitment: A Temporal Orientation Perspective | Jong Seok Lee, Georgia State U.; Mark Keil, Georgia State U.; Kin Fai Ellick Wong, Hong Kong U. of Science and Technology
Effects of Goal Orientation on Incremental and Radical Creativity: A Learning Perspective | Sally Siu Yin Cheung, Hong Kong Baptist U.; Yaping Gong, Hong Kong U. of Science and Technology
The Role of Proactive Personality, Goal Orientation & Self-Efficacy in Goal Setting & Performance | Jean Phillips, Rutgers U.; Stanley M Gully, Rutgers U.; John E McCarthy, Rutgers U.
Learning goal orientation and employee creativity: A moderated mediation model of PsyCap and LMX | Lei Huang, U. of Nebraska, Lincoln; Fred Luftans, U. of Nebraska, Lincoln; Xiaolan Zhou, Shandong U.

962: (DRP Session) - (OB) Role of Social Networks
11:30am - 1:00pm Boston Park Plaza: Brandes Room
Tweet this session: #AOM2012 962
Facilitator: Jessica Methot, Rutgers U.
Colliding worlds: How boundary work on online social networks impacts professional relationships | Ariane Ollier-Malaterre, Rouen Business School; Nancy Rothbard, U. of Pennsylvania, Justin Berg, U. of Pennsylvania
The Influence of Social Networks on the Team’s Psychological Safety | André Escorsio Soares, Instituto Politécnico de Tomar; Miguel Pereira Lopes, Technical U. of Lisbon
Social Networks and Ethical Choice | C Justice Tillman, U. of Texas, Dallas; Anthony C. Hood, The U. of Alabama; Ericka R. Lawrence, U. of Alabama
Aversion-AVOIDANCE Processes In Network Genesis And Evolution: The Case Of The Neurotic Ego | Kathleen O’Connor, Cornell U.; Eric C Gladstone, Cornell U.
A Longitudinal Study of Personality, Centrality and Churn in Close Friendship and Broader Networks | Arjun Bhardwaj, U. of British Columbia; Israr Qureshi, Hong Kong Polytechnic U.; Alison M. Konrad, U. of Western Ontario; Seung Hwan Mark Lee, Colorado State U.

963: (Paper Session) - (OB) Understanding Turnover Mechanisms
11:30am - 1:00pm Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 963
Chair: Brooks C. Holtom, Georgetown U.
The Significance of Supervisor and Coworker Trust on Turnover Intentions: A Cross-Cultural Study | Richard Insga, State U. of New York, Oneonta; Robert D Costigan, St. John Fisher College
Elevated Turnover for the Highly Involved? Revisiting the Job Involvement-commitment Hypothesis | Sean Robinson, Ohio U.; Rodger Griffith, Ohio U.
Turnover Intentions and Voluntary Turnover: The Moderating Role of Network Centrality | James M. Vardaman, Mississippi State U.; David G. Allen, U. of Memphis; Shannon G. Taylor, Northern Illinois U.; Maria B Gondo, U. of New Mexico
Commitment Profiles and Employee Turnover | Laura J. Stanley, East Carolina U.; Robert J. Vandenbarg, U. of Georgia; Christian Vandenbergh, HEC Montreal; Kathleen Bentein, U. du Québec à Montréal

964: (DRP Session) - (OB) Identification at Work
11:30am - 1:00pm Boston Park Plaza: Emerson Room
Tweet this session: #AOM2012 964
Facilitator: Laura M. Little, U. of Georgia
Situational identity at work: How professionals strategically construct and use identity | Maura Soekijad, VU U. Amsterdam; Irene Skovgaard Smith, Copenhagen Business School
Identification Targets and Well-Being within the Workplace: A Function of Hierarchy | Kate Horton, Erasmus U. Rotterdam; Charlotte R McClelland, Manchester Business School; Mark A. Griffin, U. of Western Australia
Moral Identity Work: Persevering in the Wake of Negative Work Events | Roxana Barbulescu, McGill U.; Jennifer Tosti-Kharas, San Francisco State U.; Herminia Ibarra, INSEAD
CSR Makes Work More Meaningful: Implications for Employee Outcomes | Marko Pitesa, Grenoble Ecole de Management; Caroline Straub, Grenoble Ecole de Management

956: (Paper Session) - (OB) Dynamics of Customer Service Interactions
11:30am - 1:00pm Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 956
Chair: S. Douglas Pugh, Virginia Commonwealth U.
Moderating the effect of emotional labor: The role of relationship strength & personalized service | Karyn L. Wang, U. of New South Wales; Markus Groth, U. of New South Wales
An Invisible Hand in Employee Service Creativity: Customer Empowering Behaviors | Yuntao Dong, U. of Maryland, College Park; Hui Liao, U. of Maryland; Aichia Chuang, National Taiwan U.; Jing Zhou, Rice U.; Elizabeth Margaret Campbell-Bush, U. of Maryland
Group emotional labor and group emotional deviance, service climate, and customer satisfaction | Paraskevi Christoforou, National U. of Singapore
Untangling Employee and Customer Incivility Spirals: Hardiness and Boredom in Service Interactions | David Douglas Walker, U. of British Columbia, Okanagan; Danielle van Jaarsveld, U. of British Columbia; Daniel Skarlicki, U. of British Columbia

957: (Paper Session) - (OB) New Directions on Transformational Leadership
11:30am - 1:00pm Boston Park Plaza: Stuart Room
Tweet this session: #AOM2012 957
Chair: Kevin B. Lowe, U. of North Carolina, Greensboro
Differentiated Transformational Leadership and Leader Performance: Examine Curvilinear Effects | Zhen Zhang, Arizona State U.; Mo Wang, U. of Florida; Amanda Christensen, Arizona State U.; John W. Fleenor, Center for Creative Leadership
The neuropsychological antecedents of transformational leadership | Kanchna Ramchandran, U. of Iowa; Daniel Tranel, U. of Iowa
Unpacking the "black box": Alternative mechanisms of transformational leadership effects | Qing Lu, Hong Kong Polytechnic U.; Yonghong Liu, U. of Miami; Xu Huang, Hong Kong Polytechnic U.; Chester A. Schriesheim, U. of Miami
Are Transformational Leaders Always the Most Successful Bosses for All Followers? | Gang Wang, U. of Idaho; In-Sue Oh, Virginia Commonwealth U.

958: (Paper Session) - (OB) Proactivity in the Workplace
11:30am - 1:00pm Boston Park Plaza: Whirlpool Room
Tweet this session: #AOM2012 958
Chair: Laura Elizabeth Marler, Mississippi State U.
Afraid of taking charge? Leveraging internal and external sources of self-regulation for proactivity | Maria Strobel, TUM School of Management, Andranik Tumasjan, Technical U. Munich; Isabella Melanie Welpe, Technical U. Munich
Transformational leadership, Future Orientation and Employee Proactive Behavior, RBSE as a mediator | Hong Zhu, Hong Kong Baptist U.; jili Li, Hong Kong Baptist U.
Proactive Personality and Proactive Performance: Perspectives on Person-Situation Interactions | Brian W. McCormick, U. of Iowa; Amy E. Colbert, U. of Iowa; Greg L Stewart, U. of Iowa; Russell P. Guay, U. of Northern Iowa

959: JS: (OB, CM) Considering the Person-Situation Interaction in Aggressive Work Behaviors
11:30am - 1:00pm Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 959
Chair: Jennifer Bozeman, U. Manitoba
Emotional Labor, Emotional Exhaustion, and CBW: The Moderating Role of Autonomy | Lisa M. Penney, U. of Houston
Victim Precipitation and Retaliation: The Role of Target Personality | Jennifer Bozeman, U. Manitoba; Sandy Hershcovis, U. of Manitoba; Nathan Bowling, Wright State U.
Antecedent of Abusive Supervision: An Application of Trait Activation Theory | Deshani B. Ganegoda, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida

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

Section D 281
Session Details – Monday, 10:00 AM - 12:00 PM

970 :SHCS: (OB, CM, SIM) New Developments in Abusive Supervision Research
11:30am - 1:00pm Boston Park Plaza: White Hill Room
Tweet this session: #AOM2012 970
Chair: Ryan M. Vogel, Pennsylvania State U., Erie
Discussant: Sandra L. Robinson, U. of British Columbia
Abusive Supervision in Context: Examining the Impact of Unit-Level Culture | Jessica L. Siegel, U. of Arizona; Aleksander P. J. Ellis, U. of Arizona
Employee Neuroticism and Performance as Antecedents of Supervisor Abuse | Alannah E. Rafferty, U. of New South Wales; Sandy Hershcovich, U. of Manitoba
Cross-Lagged Relations between Abusive Supervision and Organizational Deviance | Huwien Lian, Hong Kong U. of Science and Technology; Douglas J. Brown, U. of Waterloo; Lance Ferris, Pennsylvania State U.; Rachel Morrison, U. of Waterloo
A Cross-Cultural Examination of Abusive Supervision | Ryan M. Vogel, Pennsylvania State U., Erie; Marie S. Mitchell, U. of Georgia; Bennett J. Tepper, Georgia State U.; Simon Lloyd D. Restubog, The Australian National U.; Chanyung Yu, National Chengchi U.; Wei Hua, Singapore Management U.

971 :SHCS: (OB, HR) How to Build Successful Theories: The Overlooked Role of Induction
11:30am - 1:00pm Boston Park Plaza: Stater Room
Tweet this session: #AOM2012 971
Chair: Edwin A. Locke, U. of Maryland, College Park
The Inductive Development of Goal Setting Theory | Gary P. Latham, U. of Toronto
The Inductive Story behind the Unfolding Model of Voluntary Turnover and Job Embeddedness | Thomas Lee, U. of Washington
How the Hypothetico-Inductive Method Undermines Successful Theory Building | Edwin A. Locke, U. of Maryland, College Park
How an Over-emphasis on Theory Impedes Evidence-based Management for Real Organizations | Sara L Rynes, U. of Iowa

972 :SHCS: (OB, MOC, TIM) Creating Together: Exploring the Social Dynamics of Creativity
11:30am - 1:00pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 972
Organizers: Elizabeth D. Rouse, Boston College; Spencer Harrison, Boston College
Discussant: Kimberly D. Elsbach, U. of California, Davis
Diversity and Creativity in Collaborative Relationships | Gamze Kosoglu, Georgia Tech; Christina E. Shalley, Georgia Institute of Technology
Modern Dancers, Designers, and Entrepreneurs: Characteristics of Feedback for Creative Work | Spencer Harrison, Boston College; Elizabeth D. Rouse, Boston College

973 : (DRP Session) - (OCIS) Trust and Stories
11:30am - 1:00pm Sheraton Boston Hotel: Hampton A
Facilitator: Anca Metiu, ESSEC Business School
Trust, Control and Formalization in Open-Collaboration Communities: A Qualitative Study of Wikipedia | Dariusz Jemielniak, Kozminski U.
The Dialectic of Requirements in Open Source Software: ‘Rigour-Engagement, and Trust’ | Daniel Curto-Millet, London School of Economics; Maha Shaikh, Warwick Business School; Tony Cornford, London School of Economics
Re-locating Accountability through Technology: From Bureaucratic to Electronic Government | Dimitra Petrakaki, U. of Sussex
Telling Tales at Work: An Evolutionary Psychological Explanation | Chulguon Yang, Southern Connecticut State U.

974 :JS: (OCIS, OMT) Theoretical Elements of a Sociomaterial Perspective in Organization Studies
11:30am - 1:00pm Sheraton Boston Hotel: FairfFax A
Tweet this session: #AOM2012 974
Organizers: Anne-Laure Fayard, Politechnic Institute of New York U.; Melissa Mazmanian, U. of California, Irvine
Affordances as a Relational Concept to Conceptualize Sociomaterial Practices | Anne-Laure Fayard, Politechnic Institute of New York U.
Theoretical Origins and Applications of the ‘Mangle’ of Practice | Michael Barrett, U. of Cambridge
Performativity as a Sociomaterial Lens to Study Identity in Virtual Worlds | Ulrike Schultze, Southern Methodist U.
Figuring, Configuring and Reconfiguring in Sociomaterial Perspectives of Organizational Life | Melissa Mazmanian, U. of California, Irvine
Materiality, Sociomateriality and Socio-technical Systems | Paul M. Leonard, Northwestern U.

975 : (DRP Session) - (ODC) Networks, Structure, and Change
11:30am - 1:00pm Sheraton Boston Hotel: Exeter A & B
Facilitator: Tracy A. Thompson, U. of Washington, Tacoma
Brokerage As A Change-Inducing Process: Decoupling Action From Social Network Structure | David Obstfeld, U. of Arizona

Winner of ODC Division Best Doctoral Student Paper

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

Culture

Anticipating, and Regulating Shifts in Organizational Culture

11:30am - 1:00pm Sheraton Boston Hotel: Beacon D

Chair: Jennifer M. Merluzzi, Tulane U.

Performance Feedback and Post-entry Resource Deployment: The moderating role of competitive action | Kai-Yu Hsieh, National U. of Singapore; Wenpin Tsai, Pennsylvania State U.; Ming-Jer Chen, U. of Virginia

Performance Feedback, Firm Resources, and Strategic Change | Thorsten Grohsjean, Imperial College London; Tobias Kretschmer, LMU Munich; Nils Stieglitz, U. of Southern Denmark

Knowing Your Place: Performance feedback and organizational change in the best and worst of times | Thomas P. Moliterno, U. of Massachusetts, Amherst; Nikolaus Beck, U. of Lugano; Christine Beckman, U. of California, Irvine


Too Close for Comfort? A micro-foundational analysis on when institutions reset the legitimacy clock: Toward a question of organizational ancestors | Simon Oertel, Friedrich Schiller U. Jena

Twin Separated at Birth? A meta-analysis of institutional influences on ecological processes | Michel Lander, HEC Paris; Pursey Heugens, RSM Eramus U.

Capturing the Evolution of a Pool of Institutional Logics: A hierarchical classification analysis | Thibault Daudiges, Grenoble Ecole de Management; Amelie Boutinot, Grenoble Ecole de Management; Stephane Jaumier, Grenoble Ecole de Management

When Institutions Reset the Legitimacy Clock: Toward a theory of punctuated age dependence | Rajiv Krishnan Kozhkode, U. of Groningen

Performance Feedback and Post-entry Resource Deployment: The moderating role of competitive action | Kai-Yu Hsieh, National U. of Singapore; Wenpin Tsai, Pennsylvania State U.; Ming-Jer Chen, U. of Virginia

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When Institutions Reset the Legitimacy Clock: Toward a theory of punctuated age dependence | Rajiv Krishnan Kozhkode, U. of Groningen
Session Details – Monday, 10:00 AM - 12:00 PM

Managing the Academic-Practitioner Interface: On the role of boundary communities
Laure Cabantous, ESCP Europe; Jean-Pascal Gond, HEC Montreal
Organizational Toolmaking: Transformations in the influence of experts
Yuval Milo, London School of Economics; Matthew Hall, London School of Economics; Anette Mikes, Harvard Business School
For a Sociology of Algorithms: Reproducing the social in the automation of the NYSE
Daniel Beunza, London School of Economics

982: (Paper Session) - (OMT) Creativity and Innovation
11:30 am - 1:00 pm Sheraton Boston Hotel: Gardiner A
Chair: Jeannette Colyvas, Northwestern U.
Seeking Social and Technical Novelties In Product Development
Ha Hoang, ESSEC Business School - Paris; Hakan Ener, IESE Business School
How Firms Create Knowledge through Collaborations
Yuanyuan Wu, McGill U.; Paola Perez-Aleman, McGill U.
This is Where the Magic Happens!: A study of creative practice
Sharon Koppman, U. of Arizona, Tucson
Mobilizing Resources in Collaborative Innovation
Renee Rottner, New York U.

983: (Paper Session) - (OMT) Seeds of Collective Action
11:30 am - 1:00 pm Sheraton Boston Hotel: Independence East
Chair: Brandon H. Lee, London Business School
Running for the Exits: Community cohesion and bank panics
Henrich R. Greve, INSEAD; Ji-Yub Jay Kim, INSEAD
Orchestrated Social Movements: Integrating intra- and extra-institutional action
Brodie Boland, Case Western Reserve U.
Paths to Social Change: Mobilization, institution building, and entrepreneurship in colonial India
Arijit Chatterjee, ESSEC
Making it Personal: Humanizing tactics and the diffusion of success in the anti-sweatshop movement

984: (OMT) Organization Theory in the Era of Capitalist Crisis
11:30 am - 1:00 pm Sheraton Boston Hotel: Independence West
Chair: Michael Lounsbury, U. of Alberta
Discussant: Paul Adler, U. of Southern California
Speakers: Gerald F. Davis, U. of Michigan; Marie-Laure Djeic, ESSEC; Frank Dobbin, Harvard U.; Thomas A Kochan, Massachusetts Institute of Technology

985: (Paper Session) - (OMT) The (In)effectiveness of Firm Leadership?
11:30 am - 1:00 pm Sheraton Boston Hotel: Kent
Chair: Ellen T. Crumley, U. of Alberta

The Effects of Firm Social Responsibility and CEO Extraversion on Firm Social Irresponsibility
Margaret Ormiston, London Business School; Elaine M. Wong, U. of Wisconsin, Milwaukee
The Impact of Top Management Teams on Organizational Ambidexterity
Ciaran Heavey, U. College Dublin; Zeki Simsek, U. of Connecticut
Organizational Adaptation and Survival: A literature review
Gianpaolo Abatecola, Tor Vergata U.
Who Will Support a CEO Like Me? Social inference processes in new director selections

986: (Paper Session) - (OMT) Betwixt and Between
11:30 am - 1:00 pm Marriott Boston Copley Place: Falmouth
Chair: Jaco Lok, AGSM-Australian School of Business
Managing the Faultline between Art and Commerce in the Film Industry
Joris J. Ebbers, U. of Amsterdam; Evl Smits, U. of Amsterdam; Nachoem M. Wijnberg, U. of Amsterdam
What is Brewing beyond Conflicting Logics?
The dynamics of organizational responses to complexity
Lærke Heiggaard Christiansen, Copenhagen Business School
Institutional Entrepreneurs between a Rock and a Hard Place
Farah Kodeih, REIMS Management School; Hamid Bouchikhi, ESSEC Business School
Maintaining Organizational Fields: Immigration law firms as buffers between firms and regulators
Greg Liegel, U. of Chicago

987: (Paper Session) - (OMT) Dynamics of Careers and Work
11:30 am - 1:00 pm Sheraton Boston Hotel: Republic A
Chair: Brian Philip Reschke, U. of California, Berkeley
Career Ladders and the Origins of Brokerage in Intra-organizational Networks
Adam M. Kleinbaum, Dartmouth College
Embedding Disruption: A multi-level model of change in organizational job structures
Lisa Ellen Cohen, McGill U.
Coming with Baggage: Past rejections and relationship evolution in executive search
Isabel Fernandez-Mateo, London Business School; Marko Coh, London School of Economics
Historical Developments in Research on Managerial Work: A critical overview
Maja Korica, U. of Warwick; Bart Johnson, Warwick Business School; Davide Nicolini, U. of Warwick

988: (DRP Session) - (ONE) Keeping It In The Family: Greening Small and Family Firms
11:30 am - 1:00 pm Marriott Boston Copley Place: Falmouth
Chair: Mark B. Milstein, Cornell U.
Sustainability Across Generations: Family Influences on a Proactive Environmental Strategy
Sanjay Sharma, U. of Vermont; Pramodita Sharma, U. of Vermont
Proactive Environmental Management and Firm Performance
Yi-Chun Huang, National Kaohsiung U. of
Chair: Ying-Juan Wong, National Kaohsiung U. of Applied Sciences; Min-Li Yang, National Kaohsiung U. of Applied Sciences

**Green Creativity and Performance from Taiwanese High-Tech Sectors** | Yi-Chun Huang, National Kaohsiung U. of Applied Sciences; Hung-Bin Ding, Loyola U. Maryland

**Environmental Orientation and Economic Performance:** How Profitable are Small Green Firms? | Marcus Wilhelm Linder, Chalmers U. of Technology; Joakim Björkdahl, Chalmers U. of Technology; Daniel Ljungberg, Gothenburg U.

**989:** (Paper Session) - (ONE) Green-Washing and White Noise: Identifying Symbol and Substance in Environmental Disclosure

11:30am - 1:00pm Marriott Boston Copley Place: Salon I

Chair: Lutz Preuss, U. of London

CEO Statements in Corporate Sustainability Reports - Substantive Information or Background Noise? | Ralf Barkemeyer, U. of Leeds; Frank Figge, Euro应急管理; Giulio Napolitano, Queen's U. Belfast

Sustainability and Environmentally Conservative Firms: Lessons from Corporate Argentina | Diego Alfonso Vazquez, BRASS Institute, Cardiff U.; Catherine Liston-Heyes, Ottawa U.

Reputation Obligés: Dual Constraints of Prior Reputation on Sustainability Disclosure Transparency | Rodolphe Durand, HEC Paris; Anup Menon Nandialath, HEC Paris; Samuel Touboul, HEC Paris

**990:** (Paper Session) - (PNP) Collaboration

11:30am - 1:00pm Marriott Boston Copley Place: Salon C

Chair: Tom Entwistle, Cardiff U.

Corporate Foundations: Like a Bridge over the Troubled Water of Cross-sector Collaboration | Janni Thusgaard Pedersen, Copenhagen Business School; Heidi Herlin, Hanken School of Economics

Compelling Events, Formation of Cohesive Subgroups, and Non-Profit Partnering | Rachael Leah Shwom, Rutgers U.

Theorizing the Role of Soft Power in Enabling Cooperation | Peter McNamara, U. College Dublin; Karan Sonpar, U. College Dublin; Federica Pazzaglia, U. College Dublin

**991:** (Paper Session) - (PNP) Performance Management

11:30am - 1:00pm Marriott Boston Copley Place: Tremont

Chair: Mary K. Feeney, U. of Illinois, Chicago

Building Goal Alignment in Federal Agencies' Performance Appraisal Programs | Rebecca Ayers, U.S. Office of Personnel Management

Performance culture: A concept to understand and deal with ambiguity of performance information | Pietro Micheli, Cranfield U.; Andrey Pavlov, Cranfield School of Management

**992:** (Paper Session) - (RM) Exploratory Research Tools

11:30am - 1:00pm Westin Copley Place: Empire

Chair: Todd Alessandri, Northeastern U.

Discussant: Steven E. Markham, Virginia Tech

**993:** (DRP Session) - (RM) Issues in Measurement and Analyses

11:30am - 1:00pm Westin Copley Place: Parliament

Chair: Lutz Preuss, U. of London

Facilitator: Marcus M. Butts, U. of Texas, Arlington


Dummy Constructs? Binomial Categorical Variables as Constructs: The Case of CEO duality | Steve Gove, Virginia Tech; Marc T. Junkunc, Virginia Tech


**994:** (DRP Session) - (SAP) Beyond Instrumental Rationality: Ethics, Emotion and Sensemaking in Strategic Management

11:30am - 1:00pm Boston Hynes Convention Center: Room 307

Chair: Lutz Preuss, U. of London

Facilitator: Linda Rouleau, HEC Montreal

Weaving a strategy and business model for a BoP market: The case of Grundfos LIFELINK | Pou Hounan Andersen, Aarhus U.; Lars Õstergaard, Aarhus U.

Ethics in Strategic Management: Sensemaking of the Strategic aim and Ethics | Henrik Franck, Hanken School of Economics

Sustainability Strategy as Practice: Inside the Black-Box of Sustainability Strategy | Tim Williams, School of Business, UTS


Changing plans: Emotional dynamics in the construction of a strategic plan | Feng Liu, U. of British Columbia

**995:** (JS): (SAP, OB) Spanning Individual and Organizational Levels: Meeting the Promise of Meso

11:30am - 1:00pm Boston Hynes Convention Center: Room 308

Chair: Mary Uhl-Bien, U. of Nebraska

Discussant: Denise M. Rousseau, Carnegie Mellon U.

**Using Market Basket Analysis in Management Research** | Herman Aquino, Indiana U.; Bloomington; Luna E. Forcum, Indiana U.; Bloomington; Harry Joo, Indiana U., Bloomington

Benefits and Limitations of Using the Repertory Grid Technique in Management Research | Keith Goffin, Cranfield U.; Pietro Micheli, Cranfield U.; Ursula Koners, Zeppelin U.; Marek Szewczewski, Cranfield U.

Optimal Matching in Management Research | Torsten Biemann, U. of Cologne; Deepak K Datta, U. of Texas, Arlington
Session Details – Monday, 10:00 AM - 12:00 PM

Using a Meso Approach to Define the Emergence of Organization | Benyamin B. Lichtenstein, U. of Massachusetts, Boston

A Meso View of Strategic Leadership: Leadership “Of” and “In” Organizations | Erin Bass, U. of Nebraska; Mary Uhl-Bien, U. of Nebraska

Emotions in the Boardroom: A Meso Examination of Individual and Group Affective Experience | Chris Tuggle, U. of Missouri at Columbia; Christopher Robert, U. of Missouri at Columbia; John Berns, U. of Missouri at Columbia; Ram Srivinas, U. of Missouri at Columbia

A Meso View of Organizational Knowledge Creation | Ivana Milosevic, U. of Nebraska

996 | (Paper Session) - (SIM) Financial Performance and Valuation
11:30am - 1:00pm Marriott Boston Copley Place: Boylston
Tweet this session: #AOM2012 996

Chair: Mark P Sharfman, U. of Oklahoma

The Sustainability of Social Ventures: The Financial-Social Performance Debate in Microfinance | Eric Yanpei Zhao, U. of Alberta


The Performance Effects of Coupling Strategic Change with CSR During the 2008 Market Crash | Jordi Surroca, U. Carlos III de Madrid; Josep A. Tribó, U. Carlos III de Madrid; Sandra Waddock, U. of Columbia

997 | (Paper Session) - (SIM) Partnerships, Global Norms and Governance Gaps
11:30am - 1:00pm Marriott Boston Copley Place: Salon K
Tweet this session: #AOM2012 997

Chair: Mark P Sharfman, U. of Oklahoma

The Role of Status in Stakeholder Saliency | Elise Perrault Crawford, Bentley U.; Cynthia Clark, Bentley U.

The Effects of Ethical Climate on Organizational Trust | Aditya Simha, Gonzaga U.; Agata Stachowicz-Stanusch, Silesian U. of Technology

How Extortion Works: Evidence from an Emerging Economy | Abiola Olukeum Ogungbemi, Lagos Business School

Leadership, stakeholder culture, and social innovation: The role of care and compassion | Nicola M. Pless, ESADE; Matthew Murphy, ESADE; Thomas Maak, ESADE

The cognitive drivers of corporate charitable donations: a policy-capturing study | Shuo Wang, Dublin City U.; Yuhui Gao, Dublin City U.; Gerard P. Hodgkinson, U. of Warwick

999 | JS: (SIM, CMS) CSR and Communication in Social Media Environments: Theory-Building, Case-Study and Research Agenda
11:30am - 1:00pm Marriott Boston Copley Place: Provincetown
Tweet this session: #AOM2012 999

Organizers: Friederike Schultz, VU U. Amsterdam; Itziar Castello, Copenhagen Business School; Mette Morsing, Copenhagen Business School

The Communicative Construction of CSR in Network Societies: A Mediation Perspective | Friederike Schultz, VU U. Amsterdam; Itziar Castello, Copenhagen Business School; Mette Morsing, Copenhagen Business School

Activists’ Online Activities to Impact Corporate Social Responsibility | Frank G.A. De Bakker, VU U. Amsterdam; lina R Hellsten, VU U. Amsterdam

The Ethical Economy: A Theory of Value for the Information Society | Adam Arvidsson, U. of Milan, Elnar Colleoni, Copenhagen Business School

1000 | (Paper Session) - (TIM) Alliances and Innovation
11:30am - 1:00pm Boston Hynes Convention Center: Room 104
Tweet this session: #AOM2012 1000

Chair: Federico Munari, U. of Bologna

Learning vs. Leaking: Indirect Ties to Competitors and Firm Innovation | Emily Cox, U. of Washington; Rory Morgan McDonald, U. of Texas, Austin; Dan Jun Wang, Stanford U.

Preventing the Gloomy Side of Innovation Collaboration | Sandra Schillo, Innovation Impact Inc.; Achim Walter, U. of Kiel; Thomas Ritter, Copenhagen Business School

Partnerships of Excellence: Complementary Specialization in Technology Alliances | Korcan Kavusan, Tilburg U.

Performance-Based Contracting as an Enabler of Innovation | Regien Sumo, Eindhoven U. of Technology; Wendy van der Valk, Eindhoven U. of Technology; Arjan J. van Weele, Eindhoven U. of Technology

1001 | (Paper Session) - (TIM) User Innovation
11:30am - 1:00pm Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 1001

Chair: Nathan Furr, Brigham Young U.

All for the Money? The Ambiguity of Monetary Rewards in Firm-Initiated Ideation with sers | Alexander Vossen, RWTH Aachen U.; Christoph Ihl, RWTH Aachen U.; Frank T. Piller, RWTH Aachen U.

Expected Social Benefit as a Novel Characteristic of Innovating Users | Frank-Martin Belz, Technische U. München, Roxana Codita, Technische U. München; Krystallia Moysidou, Technische U. München

Lead Users as Firm Employees: How are they Different and Why Does it Matter? | Tim Schweisfurth, Hamburg U. of Technology; Christina Raasch, Hamburg U. of Technology
1002 : (Paper Session) - (TIM) Inventor Networks and Inventor Community
11:30am - 1:00pm Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012 1002
Chair: Paul Louis Drnevich, The U. of Alabama
Inventor Sourcing of Alliance Partners' Knowledge: Role of Intra-firm Inventor Networks | Srikanth Paruchuri, Pennsylvania State U.
TIM Best Paper Proceedings

1003 : (Paper Session) - (TIM) Geographical and Spatial Influences on Innovation
11:30am - 1:00pm Boston Hynes Convention Center: Room 203
Tweet this session: #AOM2012 1003
Chair: Claudia Bird Schoonhoven, U. of California, Irvine
Great Minds Think Alike: Isomorphism and Competitive Pressures on Organizational Ambidexterity | Renato Sydler, ETH Zurich; Nicole Alexandra Rosenkranz, Wharton School
Dual External Embeddedness of Geographically Distributed R&D | Suma Athreye, Brunel U.; Georgios Batsakis, Brunel U.; Satwinder Singh, Brunel U.
Does Spatial Ambidexterity Pay Off? A Firm-level Investigation of Technological Performance | Bart Van Looy, Katholieke U. Leuven; Annelles Geerts, U. of Twente; Bart Leten, Katholieke U. Leuven; Rene Beldersbos, KU Leuven
How Does Co-Location Affect the Rate and Direction of Innovative Activity? | Christian Catalini, U. of Toronto
TIM Best Paper Proceedings

1004 : (Paper Session) - (TIM) Network Perspectives on Innovating Organizations
11:30am - 1:00pm Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 1004
Chair: William H. A. Johnson, Pennsylvania State U., Erie
Boundary Spanners and the Nature of R&D-based Innovation | Tim Swift, St. Joseph’s U.
Bridging the Boundaries of Science and Technology: Author-Inventors and Quality of Inventions | Gino Cattani, New York U.; Daniele Rotolo, SPRU - U. of Sussex; Antonio Messeni Petruzzelli, Politecnico di Bari
The Role of Technology in Interpersonal Relationship Development in Virtual Collaboration | Peter M. Madsen, Brigham Young U.; Sheli Sillito, Brigham Young U.

1005 : (Paper Session) - (TIM) External Influences on Innovation
11:30am - 1:00pm Boston Hynes Convention Center: Room 313
Tweet this session: #AOM2012 1005
Chair: Douglas Paul Hannah, Stanford U.
A Multilevel Framework to Identify Innovation Barriers (Withdrawn by author 5/11/12) (WITHDRAWN) | Anne-Karen Hueske, Technische U. Dresden
The Subjective Productive and Incumbent Response to Technological Change | Daniel Engler, New York U.
Architectural Change across Levels: Understanding Drivers of Industry Modularity | Richard Tee, Imperial College London
TIM Best Paper Proceedings

11:30am - 1:00pm Boston Hynes Convention Center: Room 310
Tweet this session: #AOM2012 1006
Organizers: Alberto Galasso, U. of Toronto; Carlos J Serrano, U. of Toronto
Discussant: Ashish Arora, Duke U.
Trading and Enforcing Patent Rights | Alberto Galasso, U. of Toronto; Carlos J Serrano, U. of Toronto; Mark Schankerman, London School of Economics
Keeping Distance: Patent Enforcement and the Relocation of Knowledge Workers | Martin Ganco, U. of Minnesota; Rosemarie Ziedonis, U. of Oregon
Patent Pools, Thickets, and Source Software Entry by Start-Up Firms | Wen Wen, Georgia Institute of Technology; Marco Ceccagnoli, Georgia Institute of Technology; Chris Forman, Georgia Institute of Technology
Does Copyright Encourage Creativity? Empirical Evidence from the 1711 Statute of Anne | Megan MacGarvie, Boston U.; Petra Moser, Stanford U.
PHY: (ICW) JMS Editorial Board Working Lunch
12:00pm - 2:00pm Boston Hynes Convention Center: Room 304
Tweet this session: #AOM2012 1007
Organizer: Jo Brudenell, Journal of Management Studies

Monday 12:00PM

1007: (ICW) JMS Editorial Board Working Lunch
12:00pm - 2:00pm Boston Hynes Convention Center: Room 304
Tweet this session: #AOM2012 1007
Organizer: Jo Brudenell, Journal of Management Studies

Monday 1:00PM

1008: (MED) MED Annual Past Chairs’ Luncheon and MED Executive Committee Meeting
1:00pm - 3:00pm Marriott Boston Copley Place: Salon A
Tweet this session: #AOM2012 1008
By invitation only! The luncheon is for MED Past Chairs Division Officers and is followed by MED’s Executive Committee Meeting.
Monday 1:15PM

1009: (Paper Session) - (BPS) Alliance Portfolio: Design and Consequences
1:15pm - 2:45pm Boston Hynes Convention Center: Room 101
Treasurer: V Seshan, Pepperdine U.
Chair: Devorah Ahiyad, Technion Israel Institute of Technology
When more is not better: Simultaneous alliance commitments and alliance performance | Nitin Pangarkar, National U. of Singapore; Sairah Hussain, International Enterprise Singapore
Understanding Product Innovation Effects of Technological Diversity in Alliance Portfolios | Hans T. W. Frankort, Cass Business School
The Performance Implications of Supplier-Portfolio Reconfiguration | Youtha Cuypers, U. of Hong Kong; Xavier Martin, Tilburg U.
Performance effects of diversity of alliance portfolio resources and market experience | Seong-Young Kim, EM Lyon; Bernard Forguès, EM Lyon

1010: (Paper Session) - (BPS) Strategy process: The role of emotions
1:15pm - 2:45pm Boston Hynes Convention Center: Room 102
Chair: Adrian Keevil, U. of Virginia
When feelings obscure reason: The impact of explicit and emotional knowledge transfer on performance | Petra A. Nylund, EADA; Jonathan D. Raelin, U. of Bath
The Affective Side of Dynamic Capability Regulation, And Resource Activation In Firms | Christoph Zott, IESE Business School; Guy Nguyen Huy, INSEAD

1011: (Paper Session) - (BPS) Understanding firm scope decisions
1:15pm - 2:45pm Boston Hynes Convention Center: Room 103
Chair: Devorah Ahiyad, Technion Israel Institute of Technology
Firm Focus and Performance: A Natural Experiment | Gabriel Natividad, New York U.; Evan Rawley, Columbia Business School
Performance Implications of Vertical Integration and Industrial Agglomeration under Demand Slowdown | Octavio Jose Martinez, U. of Toronto

→ Offshoring and Offshore Outsourcing by MNCs | Heather Berry, George Washington U.
→ Outsourcing Failure and Reintegration: The Influence of Contractual and External Factors | Sandro Cabral, Federal U. of Bahia; Bertrand V. Quelin, HEC Paris; Walimir Maia, UFBA - Federal U. of Bahia
Presenter: Nicholas Argyles, Washington U. in St. Louis

1012: (DRP Session) - (BPS) Resources & Capabilities
1:15pm - 2:45pm Boston Hynes Convention Center: Room 109
Facilitator: Bo H. Eriksen, U. of Southern Denmark
Towards a better understanding of dynamic capabilities: Taking a process management perspective | Jutta Wollersheim, Technische U. Muenchen; Claudia Carduck, Frankfurt School of Finance & Management; Erich W. Barthel, Frankfurt School of Finance and Management
Antecedents and Consequences of Dynamic Capabilities: A Multilevel Review of Innovation Research | Andreas Distel, Mannheim U.
Unpacking dynamic capability deployment: U.S. defense systems integrators’ response to 9/11 | Colette Deppeyre, U. Paris-Dauphine; Jean-Philippe Vergne, Ivey School of Business
Organizational Capabilities, Risk Orientation and the Speed of Strategic Change | Yaqun Yi, Xi'an Jiaotong U.; Xiaoming He, Beijing Jiaotong U.; ZE LONG WEI, Xi'an Jiaotong U.; Qin Xiang, Xi'an Jiaotong U.
On the Contingent Relationship between Dynamic Capabilities and Competitive Advantage | Oliver Schilke, U. of California, Los Angeles

1013: (Paper Session) - (BPS) Strategies at the bottom of the pyramid
1:15pm - 2:45pm Boston Hynes Convention Center: Room 201
Chair: Francisco Noel Montalvo, Inter American U. of Puerto Rico
Competitive Strategy, Management Control Systems and Firm Performance in sub-Saharan Africa | Moses Acquah, U. of North Carolina, Greensboro
Non-Ownership Mobility Services for the Base of the Pyramid: Business Model and User Preferences | Tobias Schaefers, European Business School; Patrick Rometsch, EBS Business School; Roger Moser, U. of St. Gallen
Sources of Performance Heterogeneity in Emerging Economies | Francisco Diaz Hermelo, IAE Business School Argentina; Roberto Vassolo, Austral U.; Hernan Etiennot, IAE Business School Argentina
How do different slack resources drive the Growth of Transitioning Economy Firms? | Wisoon Kittiklasankwong, Zhejiang U.; Weiqi Dai, Zhejiang U. of Finance & Economics

1014: (Paper Session) - (BPS) Wiley Dissertation Award Finalists
1:15pm - 2:45pm Boston Hynes Convention Center: Room 202
Past Chair: Jeffrey J. Reuer, Purdue U.
Essays on Vulnerability to and Likelihood of Reemergence from Corporate Bankruptcy | Punit Arora, City U. of New York
Session Details – Monday, 12:00 - 2:00 PM

1015: (Paper Session) - (BPS) Governance in Family Firms + Risk Taking
1:15pm - 2:45pm Boston Hynes Convention Center: Room 204

Chair: William S Schulze, U. of Utah

Performance Effects of the Transition from Family Managed Firms to Professionally Managed Firms | Sea Jin Chang, National U. of Singapore; JUNG WOOK SHIM, National U. of Singapore

When do Family Members Join Boards? Legitimacy-Building Strategies for Family Members | Seung-Hwan Jeong, Korea U.; Hicheon Kim, Korea U.


Riding the wave without support: Predictable failure from inverted aspiration discrepancies | David Souder, U. of Connecticut; Scott G. Johnson, Oklahoma State U.; Michael Willenborg, U. of Connecticut

1016: (DRP Session) - (BPS) Top Management Teams and Executives
1:15pm - 2:45pm Boston Hynes Convention Center: Room 301

Facilitator: Vincent L. Barker, U. of Kansas

Antecedents of founder-CEO turnover and their impacts on the selection of new CEOs | Yangmin Kim, Sogang U.; Jee-Hyun Park, Sogang U.

Supplementing Board Capital and New CEO Performance Consequences | Marko Reimer, WHU - Otto Beisheim School of Management; Stefan Görgens, WHU - Otto Beisheim School of Management; Utz Schäffer, WHU - Otto Beisheim School of Management

Should I Stay or Should I Go? Rank-Order Tournaments and Top Executive Voluntary Departures | Stefan Hilger, EBS Business School; Ansgar Richter, EBS Business School; Utz Schäffer, WHU - Otto Beisheim School of Management

CEO Succession and Performance: How Chaotic/Intelligent Appeal of New CEO Vision Swings Market Reactions | Nikolaos Kavadias, Erasmus U. Rotterdam; Mariano L.M. Heyden, Erasmus U. Rotterdam; Jatinder Singh Sidhu, Erasmus U. Rotterdam


1017: (JS: (BPS, TIM, ENT)) On the Microfoundations of Spillovers: Spinoffs, Mobility, Networks and Regions
1:15pm - 2:45pm Boston Hynes Convention Center: Room 306

Chair: William S Schulze, U. of Utah

Inventors | Riccardo Catacco, Carnegie Mellon U.; Corrado Lavorgna, National U. of Singapore


Why do spinoffs outperform other startups? | Michael S. Dahl, Aalborg U.; Olav Sorensen, Yale School of Management

1018: (Paper Session) - (CAR) Cutting-Edge Advances in Career Theory
1:15pm - 2:45pm Boston Park Plaza: Georgian Room

Chair: Julia Richardson, York U.

Discussant: Lotte Ballyn, Massachusetts Institute of Technology

Social Chronology Theory: A Multiperspective Approach to Career Studies | Hugh P. Gunz, U. of Toronto; Wolfgang Mayrhofer, WU Vienna

Career and Work Influences on Suicide: A Grounded Theory Study | Angus J. Duff, York U.

Oops, I'm Stigmatized! A Model of Stigma Frame and Individual Career Outcomes | Burak Koyuncu, Rouen Business School

Betwixt and Between: Varieties and Indicators of Identity Liminality in Postmodern Careers | Herminia Ibarra, INSEAD; Ottila Obozaru, INSEAD

1019: (DRP Session) - (CAR) Career Motivations and Context
1:15pm - 2:45pm Boston Park Plaza: Stanhope Room

Chair: William S Schulze, U. of Utah

Facilitator: Ute-Christian Kleehe, Justus-Liebig U. Gießen

Salaryman by Day, Superhero by Night: Balancing Creative and Economic Needs for Creative Workers | Allya Paramita Koesoema, UNSW

Informality in Formal Settings: Organizational Context and Employee Motivation to Lead | Tracy Porter, Cleveland State U.; Kelly Riesemey, Independent Consultant; Dail Fields, Regent U.

Entrepreneurship, Professionalism, Leadership: A Person-centered Framework for Boundaryless Careers | Kim Yin Chan, Nanyang Technological U.; Ringo Moon-ho Ho, Nanyang Technological U.; Oleksandr Chernyshenko, Nanyang
Support for Family Workplace: Understanding Supervisor and Organizational Economy

Calling in the Informal Economy: The Failures of a Formal Economy

#AOM2012  Tweet this session:

1:15pm - 2:45pm Sheraton Boston Hotel: Dalton B
Organizers: Wendy J. Casper, Case Western Reserve U.; Susan Vinnicombe, Drexel U.; Weiqi Zhang, U. of Georgia

Developing a Complexity Research Agenda

The caucus will bring together researchers who share a common complexity science perspective on business and social organizing. In particular, the discussion will assume a perspective wherein: Human interactions and the constrained choices that enact them (and how these are stored, updated, and communicated) are the fine-grained units of analysis; Stable coarse-grained properties, such as routines and capabilities, arise from these interactions; and these are the coarse-grained units of analysis that enable the evolution of organizing forms within a changing ecosystem.

After summarizing the objectives of this caucus, participants will be provided with an overview of some of the research that panel members have conducted on the subject of gender inequity in work and business, then roundtable discussions will begin. Participants will be asked to focus on identifying opportunities to research gender inequity in work and business further from a multidisciplinary perspective and where scope for collaborating in the future with others from disciplines different to their own exist. To close the caucus, major issues identified during the session will be summed up by the discussant. Food and drink will be provided half way through. Please contact the organizers by email prior to the caucus if you are interested in attending.

Organizer: Angelina Zubac, U. of Adelaide, Kate Hughes, Heriot-Watt U

Distinguished Speakers: Hugh Scullion, Nui Galway, Ireland;
Diana Bilmorina, Case Western Reserve U.; Susan Vinnicombe, Cranfield U.; David Gaddis Ross, Columbia Business School;
Suzy Fox, Loyola U. Chicago
Facilitator: Kate Hughes, Heriot-Watt U.

Integrating Evidence-Based Research into the Management Curriculum

1:15pm - 2:45pm Marriott Boston Copley Place: Columbus I

Coordinators: James P Gelatt, U. of Maryland, U. College; John Sherlock, Western Carolina U.

Poverty and identity threats: Understanding low-wage work and the informal economy

1:15pm - 2:45pm Marriott Boston Copley Place: Columbus II

Organizers: Emily Stiehl, U. of Pittsburgh; Jina Mao, Boston U.

Finding and losing your calling in the informal economy: The failures of a formal economy

1:15pm - 2:45pm Sheraton Boston Hotel: Dalton A

Organizers: Yan Shen, U. of Victoria; A R Elangovan, U. of Victoria

Innovation in informal economy organizations

1:15pm - 2:45pm Sheraton Boston Hotel: Dalton B

Organizers: Juan Ling, Georgia College & State U.; Weiqi Zhang, U. of Georgia

Beyond the Workplace: Integrating work and home

1:15pm - 2:45pm Westin Copley Place: Baltic

Facilitator: Lois E. Tetrick, George Mason U.

In the Boardroom and the Playroom: Understanding Professional Women’s Narrative Identity Work

Christine D. Bataille, McGill U.

MSR: Integrating spirituality and the work-home interface: A resource and demand perspective

Scott Dust, Drexel U.

MSR: The relationship between the integration of faith and work with life and job outcomes

Alan G. Walker, Auburn U.
### Session Details – Monday, 12:00 - 2:00 PM

<table>
<thead>
<tr>
<th>Session</th>
<th>Topic</th>
<th>Time</th>
<th>Location</th>
<th>Chair(s)</th>
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<tbody>
<tr>
<td>1028</td>
<td>(Paper Session) - (CDP) Ethical Transgressions: Getting Away with it and Feeling Good</td>
<td>1:15pm - 2:45pm</td>
<td>Westin Copley Place: Essex North-Center</td>
<td>Jonathan Pinto, Imperial College London</td>
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<tr>
<td>1030</td>
<td>(Paper Session) - (CDP) Effectively Managing Change in the Workplace</td>
<td>1:15pm - 2:45pm</td>
<td>Westin Copley Place: Essex North-West</td>
<td>Jill Waymire Paine, Instituto de Empresa Business School</td>
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<tr>
<td>1031</td>
<td>(Paper Session) - (CDP) Understanding Leadership and Leadership Development in China</td>
<td>1:15pm - 2:45pm</td>
<td>Westin Copley Place: St. George D</td>
<td>Bat Ajagaly, Harvard U.</td>
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<tr>
<td>1032</td>
<td>(Paper Session) - (CDP) Institutional Theory: Continuity, Change, and Conflicting Logics</td>
<td>1:15pm - 2:45pm</td>
<td>Westin Copley Place: St. George D</td>
<td>Tim Hargrave, U. of Washington, Bothell</td>
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<tr>
<td>1033</td>
<td>(Paper Session) - (CM, OB) Barriers and Gateways to Forgiveness in the Workplace: New Directions in Theory and Research</td>
<td>1:15pm - 2:45pm</td>
<td>Boston Park Plaza: Cambridge Room</td>
<td>Laurie J. Barclay, Wilfrid Laurier U.</td>
</tr>
</tbody>
</table>

**OBS: Work-family/Family-work Conflict: Gender and Status of Working Spouses as Moderators** | **CM: School** |
---|---|
**Facilitator:** Jonathan Pinto, Imperial College London | **Tweet this session:** AOM2012 1028 |
**OMT:** The Effects of Rule Features on Rule Violations: Evidence from health inspections | **David Lehman, National U. of Singapore; Rangaraj Ramanujam, Vanderbilt U.; Bruce Coill, Vanderbilt U.** |
**CMS:** The Cheater’s High: The Unexpected Affective Benefits of Unethical Behavior | **Nicole Ruedy, U. of Washington; Celia Moore, London Business School; Maurice Schweitzer, U. of Pennsylvania** |
**OMT:** Effects of Wrongdoer Status on Moral Licensing | **Evangelos Polman, New York U.; Batia Mishan Wiesenfeld, New York U.** |
**CM:** Group Reactions to Dishonesty | **Stepfen Keck, INSEAD** |
**Effectively Managing Change in the Workplace** | **John Stephan, Marist College** |
**Passion, Purpose and Place: Shared Values, Clustering and Capability Development in Hybrid Companies** | **Michael V. Russo, U. of Oregon** |
**Market Partitioning and the Organizational Dynamics of Fringe Banking in the United States** | **Giacomo Negro, Emory U.; Anand Swaminathan, Emory U.; Fabiana Visentin, EPFL** |
**CMS: Casting the Lean Spell: Mechanisms of Hope in UK Healthcare Restructuring** | **Lea McCann, U. of Manchester; John Hassard, U. of Manchester; Paula Hyde, U. of Manchester; Edward Granter, U. of Manchester** |
**ODC: A Comparative Study of the Behaviours of Female Leaders from Denmark and the Philippines** | **Lisa Castro Christiansen, U. of Reading; Malcolm John Higgs, Southampton U.** |
**Car: Have Careers Really Shifted? An Inter-generational Perspective on Modern Careers** | **Sean Thomas Lyons, U. of Guelph; Linda Schweitzer, Carleton U.; Eddy S. Ng, Dalhousie U.** |
**Understanding Leadership and Leadership Development in China** | **Shuang Ren, U. of Melbourne; Ying Zhu, U. of South Australia** |
**Functional Backgrounds of CEOs: New Evidence from China’s Largest 100 Listed Firms** | **Neng Liang, China Europe International Business School; Fan Han, China Europe International Business School; Lan Wang, China Europe International Business School** |
**Making Sense of Leadership in the People’s Republic of China** | **Chongqing U.; Dong Chen, Loyola Marymount U.; Junwu Dong, Guangdong U. of Foreign Studies** |
**Education for Ethical Managers in China** | **Cheng, Chongqing U.; Jes Villa, U. of Tasmania** |
**Institutional Entrepreneurs and The Maintenance of Logics in Alberta’s Oil Sands** | **P. Devereaux Jennings, U. of Alberta; Charlotte Coleman, U. of Leeds; Patricia Joan Misutka, U. of Alberta; Andrew J. Hoffman, U. of Michigan** |
**Institutional Compliance vs. Client Loyalty in the Consideration of Ambiguous Tax Issues** | **Timothy Fogarty, Case Western Reserve U.; David E Jones, Case Western Reserve U.** |
**The Roots of Regulatory Change in Financial Reporting** | **Julia Morley, London School of Economics** |
**Eliciting Informal Processes: The Deterrence Effects of U.S. Merger Policy Instruments** | **Joseph A. Clougherty, U. of Illinois, Urbana-Champaign; Joel Seldeslachts, U. of Amsterdam** |
**Have Careers Really Shifted? An Inter-generational Perspective on Modern Careers** | **Sean Thomas Lyons, U. of Guelph; Linda Schweitzer, Carleton U.; Eddy S. Ng, Dalhousie U.** |

**On the Relationship between Justice and Forgiveness: Are All Forgiveness Empowers Victims After Conflict** | **Laurie J. Barclay, Wilfrid Laurier U.** |
**Chair:** Laurie J. Barclay, Wilfrid Laurier U. | **Discussant:** Robert Bies, Georgetown U. |
**Forgiveness Empowers Victims After Conflict** | **Ryan Fehr, U. of Washington; Seatttle; Michelle Zheng, National U. of Singapore; Kenneth Tai, National U. of Singapore; Jayanth Narayanan, National U. of Singapore; Michele J. Gelfand, U. of Maryland** |

**On the Relationship between Justice and Forgiveness: Are All Forms of Justice Made Equal?** | **Tyler Okimoto, U. of Queensland; Michael Wenzel, Flinders U. of South Australia**
Promoting Forgiveness—Granting and Forgiveness—Seeking: The Role of Psychological Distance | Sana Rizvi, U. of Waterloo; Ramona Bobocel, U. of Waterloo

What Motivates Forgiveness? | Susie S. Cox, McNeese State U.; Rebecca J. Bennett, Louisiana Tech U.

Barriers on the Road to Forgiveness: A Macro Perspective | Robert Bies, Georgetown U.; Thomas M. Tripp, Washington State U.; Laurie J. Barclay, Wilfrid Laurier U.

1034 : (DRP Session) - (CMS) Shifting from the Centre
1:15pm - 2:45pm Marriott Boston Copley Place: Falmouth
Tweet this session: #AOM2012 1034

Facilitator: Craig Prichard, Massey U.

The Paradox of Publishing in Top-Tier Journals from the Periphery | Ralph Hamann, U. of Cape Town

PRME Praxis: Institutional Change through Native American Relational Logics | Amy Klemm Verbos, U. of South Dakota; Maria Theresia Humphries, U. of Waikato

Cultural Discourse in IT Bangalore: Organizational Resistance or Self-Colonization? | Jasmin Mahadevan, Pforzheim U.; Stefan Weißert, U. of Applied Sciences, Karlsruhe

Emerging Multinational Practices: A Decolonial Perspective | Sergio Wanderley, EBAPE-FGV; Alex Faria, Fundacao Getulio Vargas; Ana Lucia Guedes, Fundacao Getulio Vargas

Bureaucratized Collaboration: Colonising the Lifeworld in Management and Business Schools in England | Marianna Fotaki, Bradford U.; Hugh Lee, EBAPE-FGV; Alex Faria, Fundacao Getulio Vargas

Mind the Gap: Cultural Discourse in IT Bangalore: Organizational Resistance or Self-Colonization? | Jasmin Mahadevan, Pforzheim U.; Stefan Weißert, U. of Applied Sciences, Karlsruhe

1035 : (DRP Session) - (CMS, OMT) Mind the Gap: Introducing an Intersectingness Perspective to Understand Organisations
1:15pm - 2:45pm Marriott Boston Copley Place: Falmouth
Tweet this session: #AOM2012 1035

Organizers: Marianna Fotaki, U. of Manchester; Nancy Harding, Bradford U.

Chair: Mark Learmonth, Durham U.

Discussants: Stella M. Nkomo, U. of Pretoria; Beverly Metcalfe, U. of Manchester; Jackie Margaret Ford, Bradford U.; Kate M. Kenny, National U. of Ireland - Galway

Simultaneity: Building on Intersectionality and Transnational Feminism in Organization Studies | Evangelina Holvino, Chaos Management Ltd.

Methodological Difficulties of Disentangling Various Aspects of Intersectionality | Yvonne Benschop, Radboud U. Nijmegen


The Dynamics of Difference in Higher Education: Management and Business Schools in England | Marianna Fotaki, U. of Manchester

1036 : (DRP Session) - (ENT) The Context in which Entrepreneurship Exists
1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom A
Tweet this session: #AOM2012 1036

Facilitator: Eric Charles Henri Dorion, U. de Caxias do Sul

When the Customer Isn’t King. Small Business Owners’ Strategies to Fulfill the Autonomy Motive | Marco Van-Gelder, Massey U. New Zealand; Sentini Grunberg, InMovement

Passion Diversity in Entrepreneurial Teams | William R. Forster, Lehigh U.; Corinne Post, Lehigh U.; Melissa S. Cardon, Pace U.

Entrepreneurship within Informal Economies in Rural India: A Field Study | Arvind Karunakaran, Massachusetts Institute of Technology; Vijayalakshmi C. Balasubramaniam, IFMR, Chennai


The Structural Effects of Foreign Ventures on Domestic Entrepreneurship | Hanqing Fang, Mississippi State U.; Esra Memili, U. of North Carolina, Greensboro; James J Chrisman, Mississippi State U.
Opportunities
#AOM2012 1042
Tweet this session:
Facilitator: [Name]

A Foot in Both Camps: The Impact of Professional Identity on Facilitator: [Name]
1:15pm - 2:45pm Sheraton Boston Hotel: Clarendon A & B

Volatility and Growth. Are They Influenced by the Same Peer Effects and Entrepreneurship: Coworkers Up-Close

The Voice in the Entrepreneur's Head: The Anatomy and Physiology of Semantic Memory

A Foot in Both Camps: The Impact of Professional Identity on Facilitator: [Name]

Startups and Human Wellbeing across Countries | Tiradentes, Brazil | Entrepreneurs |

SMEs: The Role of Employee Human Capital | Florida Atlantic U. | Chris Steyaert

Factors? | Ontario, Canada, Chile, Ireland, and Italy | Gilberto Sarfati

Identity disclosure by intimate partner violence victims: Why do they tell someone at work? | U. of Arizona | Samantha A. Conroy

Gender Disparities in Career Success: The Role of Gender Role Orientation | U. of Minnesota | Samantha A. Conroy

Negotiation and the Gender Wage Gap: The Influence of Gender Role Orientation | Harvard U. | Chelsea Vanderpool

Self-Regulation and Adoption of High Risk Strategies by Entrepreneurs: Self-Control and Metacognition | U. of Arizona | Robert Alan Baron

Research in Entrepreneurship: Learning from Learning Theories | U. of Cologne | Janice Byrne

Best Student Paper Award.

Entrepreneurship, Appropriability and the Role of Market and Ecosystem Co-Creation | U. of Cambridge | Christos N. Pitsis

Organizing New Venture’s Network Management for Resource Access and Financial Performance | U. of Cologne | Thorsten Semrau

Ask and Ye Shall Receive? The Dynamics of Employer Negotiation and the Gender Wage Gap: The Influence of Gender Role Orientation | U. of Texas, Austin | Chelsea Vanderpool

Diversity and Intense | U. of St. Gallen | Todd Lowell Pittinsky

Entrepreneurship, Appropriability and the Role of Market and Ecosystem Co-Creation | U. of Cambridge | Christos N. Pitsis

Organizing New Venture’s Network Management for Resource Access and Financial Performance | U. of Cologne | Thorsten Semrau

Self-Regulation and Adoption of High Risk Strategies by Entrepreneurs: Self-Control and Metacognition | Robert Alan Baron, Oklahoma State U.; Keith Hmieleski, Texas Christian U.; Corey Fox, Oklahoma State U.; Cameron Casper, Oklahoma State U.

Research in Entrepreneurship: Learning from Learning Theories | Janice Byrne, IESEG School of Management; Olivier Toutain, ESC Dijon Burgundy School of Business

Why Do They Flame and Then Disappear? | Julia (Yulia) Ivy, Lancaster U.

Entrepreneurship, Appropriability and the Role of Market and Ecosystem Co-Creation | Christos N. Pitsis, U. of Cambridge; Efstathia Pitsa, Judge Business School


Self-Regulation and Adoption of High Risk Strategies by Entrepreneurs: Self-Control and Metacognition | Robert Alan Baron, Oklahoma State U.; Keith Hmieleski, Texas Christian U.; Corey Fox, Oklahoma State U.; Cameron Casper, Oklahoma State U.

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Self-Regulation and Adoption of High Risk Strategies by Entrepreneurs: Self-Control and Metacognition | Robert Alan Baron, Oklahoma State U.; Keith Hmieleski, Texas Christian U.; Corey Fox, Oklahoma State U.; Cameron Casper, Oklahoma State U.

Research in Entrepreneurship: Learning from Learning Theories | Janice Byrne, IESEG School of Management; Olivier Toutain, ESC Dijon Burgundy School of Business

Why Do They Flame and Then Disappear? | Julia (Yulia) Ivy, Lancaster U.
1045 ☁️ JS: (GDO, OB, HR) Managing Stigmatized Identities: How, When and to Whom Matters
1:15pm - 2:45pm Boston Park Plaza: Thoreau Room
Chair: Ann Marie Ryan, Michigan State U.
Discussant: Belle Rose Ragins, U. of Wisconsin, Milwaukee
Sexual Orientation Disclosure: Examination of Target Characteristics | Jennifer Wessel, Michigan State U.
From Baby Bump to Stressful Slump: An Episodic Model of Identity Management in Pregnant Employees | Kristen P. Jones, George Mason U.; Eden King, George Mason U.; Whitney Botsford Morgan, U. of Houston, Downtown; Sarah Singleton Walker, U. of Houston, Downtown
Acknowledging Race During The Interview | Implications of Acknowledging Disability in Employment Interviews: An Experimental Investigation | James C. MacPhail, New York U.
HCM Division Best Paper Award Nominee
Winner of HCM Division Best Paper Award

1046 ☁️: (DRP Session) - (HCM) Groups, Teams and Leaders - Oh my! Innovation, Quality and Safety
1:15pm - 2:45pm Marriott Boston Copley Place: Hyannis
Chair: Grant T. Savage, U. of Alabama at Birmingham
Discussant: Ellen Kaye-Gehrke, National U.
Improving Patient Care through Leadership Engagement with Frontline Staff: A VA Case Study | Sara J. Singer, Harvard U.; Peter E. Rivard, Suffolk U.; Jennifer Hayes, Veterans Health Administration; Prithi Shokeen, Boston VA Medical Center; David Gaba, U.S. Department of Veterans Affairs; Amy Rosen, U.S. Department of Veterans Affairs
Making the most of limited resources through relational climate: A study of primary care clinics | David C. Mohr, VA Boston Healthcare System; Gary J. Young, Northeastern U.; Justin K Benzer, VA Boston Healthcare System
What Say You? How Healthcare Executives Construe Compassion at Work | Andre S. Avramchuk, Fielding Graduate Institute

HCM Division Best Paper Based on a Dissertation Award Nominee


1047 ☁️: (Paper Session) - (HCM) Organizational Learning and Change: Research and Methods for Health Care Settings
1:15pm - 2:45pm Marriott Boston Copley Place: Salon H
Chair: Christopher Johnson, Texas A&M Health Science Center
Discussant: Elio Borgonovi, Boccun U.
Disruptive Institutional Work: An Analysis of NHS Inquiries | Andrea Herepath, Cardiff Business School, UK; Martin Kitchener, Cardiff U.
Development of a Short-Form Learning Organization Survey: The LOS-27 | Sara J. Singer, Harvard U.; Scott C. Moore, Dept of Veterans Affairs; Mark Menterko, VA Boston Healthcare System; Sandra Williams, Dept of Veterans Affairs

1049 ☁️: (Paper Session) - (HR) The Role of Personal Values, Personality, and Expectations on Employee Withdrawal
1:15pm - 2:45pm Boston Park Plaza: Cabot Room
Chair: James M. Vardaman, Mississippi State U.
Embedding Networks and Employee’s Retention – the Modering Effects of Personal Values | Dongmei Song, IESE Business School; Lorna Doucet, China Europe International Business School; Zixing Xiao, China Europe International Business School; Haijie Ding, reagroup
Intervening Mechanisms Between Personality and Turnover: Mediator and Suppressor Effects | Emily David, Zayed U.; Courtney L. Holladay, MD Anderson Cancer Center
Role of Disconfirmed Expectations in Influencing Work Alienation of Knowledge Workers | Nisha Nair, Indian Institute of Management Indore

1050 ☁️: (DRP Session) - (HR) Understanding Alternative Work Arrangements
1:15pm - 2:45pm Boston Park Plaza: Newbury Room
Chair: James M. Guthrie, U. of Kansas
Strength of the HRM System or HRM Internal Power? The Development of a Measure | Joaquim Pinto Coelho, Instituto Superior de Psicologia Aplicada; Rita Campos Cunha, U. Nova de Lisboa; Jorge F. S. Gomes, ISEG/UTL; Anabela Correa, Aveiro U.
In Prosperity as in Adversity? The Effect of HPWs and Social Capital on Performance | Javier Martinez-del-Rio, U. de Almeria; Ana Perez-Lufo, Pablo de Olavide U.; Jose Cespedes-Lorente, U. of Almeria
Flexible Work and Its Relationship to Organizational Performance – A Cross-National Analysis | Michael Koch, EM Lyon

Facilitator: Matthew J. Bidwell, U. of Pennsylvania
Externalization Motives and Temporary versus Permanent Employee Wellbeing | Jeroen de Jong, Tilburg U.
The Part-time Job Satisfaction Puzzle: The Impact of Job Discrepancies and Family Centrality | Anja Iseke, U. of Paderborn

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Nonstandard Employment and Workplace Profitability | Qian He, U. of Toronto
HR Attributes and the Dual Commitment of Temporary Agency Workers and Outsourced Workers | Rita Fontinha, Katholieke U. Leuven; Bastiaan A. S. Koene, Rotterdam School of Management, Erasmus U.; Maria José Chambel, Lisbon U.; Nele De Cuyper, Katholieke U. Leuven
Flexible Work Arrangements and Job Quality in Greece | Iouliia Bessa, City U. London; Lilian M. de Menezes, Cass Business School

1051 (HR) From Being Relevant to Becoming Integral to Practice: Organization Science and Workforce Analytics
1:15pm - 2:45pm Boston Park Plaza: Whittier Room
 Tweet this session: #AOM2012 1051
Chairs: Gopakumar Gopalakrishnan, Infosys Limited; KB Akhilesh, Indian Institute of Science
Discussant: Tojo Thatchenery, George Mason U.
HR Analytics: Recent Developments and Opportunities for Bridging Science and Practice | John P. Hausknecht, Cornell U.
Leveraging Data to Make HR Decisions | Mohit Rajkumar, Google; Vijayakumar Parameswaran, IIT Madras; KB Akhilesh, Indian Institute of Science
Discovering Patterns in Protean Career Mobility: Application of Network Perspective | Gopakumar Gopalakrishnan, Infosys Limited; Daniel Hafkin, U. of Kentucky; Jai Ganesh, Infosys Technologies
Insightful Analytics for Strategic HR Decision Making | Luk Smeers, Inostix

1052 (IM) IM Division-AIB Joint Session: Emerging Market Managers’ Roundtable
1:15pm - 2:45pm Boston Hynes Convention Center: Room 205
 Tweet this session: #AOM2012 1052
Chair: Kathleen Park, Massachusetts Institute of Technology
Strategic Deviation in Multinationality and Firms’ Performance | Claudio Giachetti, U. Ca’ Foscari of Venice; Ettore Spadafora, Bocconi U.
International Performance Of Small- And Medium-Sized Enterprises: An Effectual Perspective | Alexander Jais, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.
Multinationals as Resource Deployment, and Innovation Performance | Chia-Wen Hsu, National Chung Cheng U.; Yuchieh Chao, National Pingtung U. of Science and Technology; Yin-Ru Chen, National Taiwan U.
Strategic flexibility, social networks and international venturing by emerging economy firms | Heng Liu, Sun Yat-sen U.; Jianqi Zhang, Sun Yat-sen U.; Ming Nick Yan, Sun Yat-sen U.; Mengchen Yang, Xi’an Jiaotong U.

1054 (Paper Session) - (IM) FDI Inflows, International Agreements, Cross Border Divestitures and Impact On Local Firms
1:15pm - 2:45pm Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 1054
Chair: Margaret Jenima Crabble, Ghana Institute of Management and Public Administration (GIMPA)
How Does BIT Design Impact FDI and International Joint Ventures in Politically Risky Countries? | Christopher Williams, Richard Ivey School of Business; Tatiana Vashchilko, The U. of Western Ontario
Why Do Firms Divest Their Formerly Acquired Foreign Subsidiaries? | Jun Xia, West Virginia U.; Xufei Ma, Chinese U. of Hong Kong
Do institutional factors still affect M&A markets in integrated regions of the world? | Caterina Moschieri, Instituto de Empresa Business School; Roberto Ragozzino, U. of Texas, Dallas; Jose Campa, IESE Business School

1055 (Paper Session) - (IM) Trust and Opportunism in International Collaboration
1:15pm - 2:45pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 1055
Chair: Shih-Fen S. Chen, U. of Western Ontario
Home Country Effects on Trust in International Joint Ventures | Gokhan Ertug, Singapore Management U.; Ilya Cuyvers, Singapore Management U.; Niels G. Noorderhaven, Tilburg U.; Ben M. Bensoua, INSEAD
The Effect of Individualism on Opportunism Propensity in International Strategic Alliances | Olivier Furrer, Radboud U. Nijmegen; Brian Tjemkes, VU U. Amsterdam; Arzu Ugen Aydinlik, Istanbul U.; Murat Yasioglu, Istanbul U.; Tüker Bas, Istanbul U.
The Effect of National Ethical Environment on Subsidiary Ownership: TCE and Learning Perspectives | George Z. Peng, U. of Regina; Paul Beamish, U. of Western Ontario
The IJV Trust Problem: Assessing the Knowledge Balance and LOF Risk | Mikelle A. Calhoun, Georgia Southern U.; Akhadian S Hansome, Georgia Southern U.

1056 (DRP Session) - (IM) Exploring the Roles of the State, Political Boundaries, and Firm History on Performance
1:15pm - 2:45pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 1056
Facilitator: Ted London, U. of Michigan
The Impact of History on Firms’ Governance Choices | Ilgaz Arikon, The Ohio State U.; Oded Shenkar, Ohio State U.
Rules of the Game for Emerging Market Firms | Tanvi Kothari, U. of Wisconsin, Oshkosh; Masaaki Kotabe, Temple U.
Founding Conditions, Promarket Transformation, and Firm Competitiveness in Emerging Economies | Vladislav Maksimov, U. of Miami; Stephanie C Lu, U. of Miami
Traversing Bounds: The Implications of Nations, Within-Nation Regions and Multiple-Nation Clusters | Mark F. Peterson, Florida Atlantic U.; Mikael Sondergaard, Aarhus U.
1057  Roles of Bi/Multicultural Employees: Tapping the Internal Resources of Today's Multicultural Firms
1:15pm - 2:45pm Boston Hynes Convention Center: Room 309
Chair: Davina E. Vora, State U. of New York, New Paltz
Discussant: David C. Thomas, Simon Fraser U.
Leveraging Inside-Out Bicultural Knowledge to Reinvigorate the Firm: The Case of Tesco plc | Mary Yoko Brannen, U. of Victoria; INSEAD; Terry Mughan, Anglia Ruskin U.
Identity Influence on Person Perception Process in Global Teams: Multiculturals vs. Monoculturals | Hae-Jung Hong, ESSEC
The Bicultural Experience: The Case of Indigenous Employees’ Relationship with Nature Orientations | Cristina Gibson, U. of Western Australia; Dana McDaniel, California State U. Long Beach
Roles that Multicultural Employees Play in Organizations: Individual and Contextual Antecedents | Stacey R. Fitzsimmons, Western Michigan U.; Davina E. Vora, State U. of New York, New Paltz; David C. Thomas, Simon Fraser U.

1058  (Paper Session) - (MC) Strategic Consulting
1:15pm - 2:45pm Westin Copley Place: Adams
Chair: Ken Williams, Avalere Health LLC
Leading Unpopular Changes With Fair Process: Towards a Strategic Process Design | Bo Vestergaard, act2learn
Utilizing Creative Problem Solving to Formulate Blue Ocean Strategies | Sean Lux, U. of South Florida; Nathan Schwagler, U. of South Florida

1059  (DRP Session) - (MED) From Twitter to Virtual Worlds: Internet, Distant Learning & Social Networks in Management Education
1:15pm - 2:45pm Marriott Boston Copley Place: Nantucket
Facilitator: Bined Sundararajan, Dalhousie U.
Challenges of Online Learning in Management Education: An Empirical Study | John James Cater, The U. of Texas at Tyler; Norbert Michel, Nicholls State U.; Otmar E Varela, U. of Arkansas at Little Rock
The Impact of e-Textbooks on Student Performance and the Used Textbook Market | Robert D. Morrison, U. of Texas Pan American; Claudia P. Dole, U. of Texas Pan American
Stimulating Higher Education Students’ Desire to Learn Through Microblogging (“Tweeting”) | Thomas Menkhoff, Singapore Management U.; Yue Wah Chay, Unisim
Management Learning at the Speed of Life | Fahri Karakas, U. of East Anglia; Alperen Manisaligil, Case Western Reserve U.

1060  (MC) Going to Extremes: Leadership Lessons from Teams and Situations Outside the Norm
1:15pm - 2:45pm Sheraton Boston Hotel: Berkley B
Chair: Jeffrey Loewenstein, U. of Illinois, Urbana-Champaign
Explaining Task Performance and Creativity From Perceived Organizational Support Theory | Chongxin Yu, U. of New South Wales; Stephen J. Frenkel, U. of New South Wales
Creativity in Same-Discipline Interactions | Kevyn Yong, HEC Paris
The Outsider’s Advantage: Social Rejection Can Fuel Creative Thought | Lynne Catherine Vincent, Chapman U.
Optimal specialization: Theory development and testing amongst management scholars | Will Felps, Erasmus U. Rotterdam; Nees Jan van Eck, Leiden U.; Ludo Waltman, Leiden U.; Erin Leahey, U. of Arizona, Tucson
Toward a Geocentric Meta-Paradigm of Creative Cognition | Peter Ping Li, Copenhagen Business School

1061  (Paper Session) - (MOC) Social and Cultural Antecedents of Creativity
1:15pm - 2:45pm Sheraton Boston Hotel: Berkley B
Chair: Jeffrey Loewenstein, U. of Illinois, Urbana-Champaign
Explaining Task Performance and Creativity From Perceived Organizational Support Theory | Chongxin Yu, U. of New South Wales; Stephen J. Frenkel, U. of New South Wales
Creativity in Same-Discipline Interactions | Kevyn Yong, HEC Paris
The Outsider’s Advantage: Social Rejection Can Fuel Creative Thought | Lynne Catherine Vincent, Chapman U.
Optimal specialization: Theory development and testing amongst management scholars | Will Felps, Erasmus U. Rotterdam; Nees Jan van Eck, Leiden U.; Ludo Waltman, Leiden U.; Erin Leahey, U. of Arizona, Tucson
Toward a Geocentric Meta-Paradigm of Creative Cognition | Peter Ping Li, Copenhagen Business School

1062  (MOC) Information-Laden Processes under Complexity and Uncertainty: Individual and Team Perspectives
1:15pm - 2:45pm Sheraton Boston Hotel: Gardner B
Chair: Zhike Lei, ESMT European School of Management and Technology
Discussant: Mary J. Waller, York U.
Adaptation to discontinuous nonroutine events: Dual threats and the mediator of fear | Mary J. Waller, York U.; Rommel O. Salvador, U. of Massachusetts, Amherst; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

Patterns of team information processing in times of crisis | Golechhehr Sohrab, York U.

Moving targets: information-laden processes in turbulent times | Christopher Fredette, Sprott School of Business, Carleton U.; Mary J. Waller, York U.; Zhike Lei, ESMT European School of Management and Technology

Variability in Effective Interaction Patterns in Medical Trauma Teams | Lillian Su, Children’s National Medical Center; Mary J. Waller, York U.; Seth A. Kaplan, George Mason U.

1063 → SHCS: (MOC, OB) Possible Selves at Work: From Identity Work to Job Crafting
1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: #AOM2012 1063

Chairs: Matthijs Bal, VU U. Amsterdam; Karolína Strauss, U. of Sheffield
Discussant: Laura Morgan Roberts, Antioch U.

A Narrative Approach to Possible Selves: Distinguishing the self from the Narrator and Protagonist | Matthijs Bal, VU U. Amsterdam

Preserving “Me” Beyond “Thou and Thee”: Crafting Identity Through Past and Possible Selves | Therese Sprinkle, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati; Mathew L. Sheep, Illinois State U.

Impossible Selves: Making Sense of the Loss of the Possible | Sally Maitlis, U. of British Columbia

Ideal and Feared Future Work Selves: Implications for Feedback Seeking and Feedback Monitoring | Karolína Strauss, U. of Sheffield

How to Become Your Possible Selves at Work? A Diary Study on Job Crafting | Maria Tims, Erasmus U. Rotterdam; Arnold B. Bakker, Erasmus U. Rotterdam; Daantje Derks, Erasmus U. Rotterdam

1064 → (MSR) Waking Up at Work—Collaborative Research on Mindfulness and Awareness
1:15pm - 2:45pm Sheraton Boston Hotel: Hampton B
Tweet this session: #AOM2012 1064

Facilitator: Susan Skjei, Naropa U.
Participants: Yih-teen Lee, IESE Business School; Kathryn Stanley, Massachusetts School of Professional Psychology; Lorna Cortes, Alliant International U.

1065: (Paper Session) - (OB) Emotions and Affect in the Workplace
1:15pm - 2:45pm Boston Park Plaza: Alcott Room
Tweet this session: #AOM2012 1065

Chair: Myeong-Gu Seo, U. of Maryland

Work Events, Mood, and Motivation: An Experience Sampling Study | Jaclyn Marie Koopmann, U. of Florida; Joyce E. Bono, U. of Florida; Kristie Campana, Minnesota State U.

Development and validation of a negative and positive work events taxonomy using concept mapping | Antje Schmitt, U. of Kassel; Sandra Ohly, U. of Kassel

Surprise, surprise: The ambivalent nature of surprise as a catalyst for curiosity and learning | Spencer Harrison, Boston College

1066: (Paper Session) - (OB) Forms & Functions of Diversity in Teams
1:15pm - 2:45pm Boston Park Plaza: Back Bay Room
Tweet this session: #AOM2012 1066

Chair: Andrew P. Knight, Washington U. in St. Louis

The Impact of Language Barriers on Shared Mental Models in Multinational Teams | Helene Tenzer, Tübingen U.; Markus Pudelko, Tübingen U.

Differentiating differences: Conceptualizing team diversity using continuous dimensions | Thomas Stephen Calvard, U. of Edinburgh; Inga J. Hoever, Rotterdam School of Management, Erasmus U.

Relationship Conflict and Affective Commitment over Time: The Moderating Influence of Team Diversity | Hannes Guenter, Maastricht U.; Tom Kypers, Maastricht U.; Hetty Van Emmerik, Maastricht U.; Bert Schreurs, Maastricht U.; Guy Notelaers, Maastricht U.

Team Dynamics in Long-Standing Technology-Supported Virtual Teams | Nora Misiólek, Marist College; Kevin Crowston, Syracuse U.; Joshua Seymour, Syracuse U.

1067: (OB) Authentic Leadership Theory and Research: Expanding the Boundaries of Current Understanding
1:15pm - 2:45pm Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 1067

Leader-Follower Authenticity Fit and Junior Leader Fortitude and Performance | Sean Hannah, Wake Forest U.; Fred O. Walumbwa, Arizona State U.; Bruce J. Avolio, U. of Washington; Dustin James Bluhm, U. of Colorado, Colorado Springs


The Interactive Influence of Authentic and Transformational Leadership | James B. Avey, Central Washington U.
Authentic Leadership and Developmental Relationships: Transformational Leadership as a Moderator | Bryan J. Deputia, Florida Atlantic U.; Ethlyn Anne Williams, Florida Atlantic U.

Leader Authenticity Breaches: Effects on Follower Trust and Affective Organizational Commitment | Kelly Marie Davis, Texas Tech U.
Getting at the Root Concept: Alternative Ways to Measure Authenticity | Brandon Randolph-Seng, Texas Tech U.
**Session Details – Monday, 12:00 - 2:00 PM**

**1068 : (DRP Session) - (OB) OCB, Voice, and Well-being**
1:15pm - 2:45pm Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 1068
Facilitator: Matthias Spitzmiller, National U. of Singapore

**1069 : (Paper Session) - (OB) Perspectives on Social Capital**
1:15pm - 2:45pm Boston Park Plaza: Statler Room
Tweet this session: #AOM2012 1069
Chair: Prasad Balkundi, State U. of New York, Buffalo

**1070 : (DRP Session) - (OB) Individual Differences and Employee Behavior**
1:15pm - 2:45pm Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 1070
Chair: Yes R. F. Guillaume, Aston U.
Discussant: Susan E. Jackson, Rutgers U.

**1071 : (Paper Session) - (OB) Predictors of Creativity**
1:15pm - 2:45pm Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 1071
Chair: Tamara Montag, Saint Louis U.

**1072 : (DRP Session) - (OB) Pushing the Boundaries of Attribution Theory: How Attributions Inform Relationships at Work**
1:15pm - 2:45pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 1072
Coordinator: Marion B. Eberly, U. of Washington, Tacoma

**1073 : (OB) 20 Years of Relational Demography Research: Current Challenges and Future Research Directions**
1:15pm - 2:45pm Boston Park Plaza: Statler Room
Tweet this session: #AOM2012 1073
Chair: Yes R. F. Guillaume, Aston U.
Discussant: Susan E. Jackson, Rutgers U.

**Section D**

**1068 : (DRP Session) - (OB) OCB, Voice, and Well-being**
1:15pm - 2:45pm Boston Park Plaza: Brandes Room
Tweet this session: #AOM2012 1068
Facilitator: Matthias Spitzmiller, National U. of Singapore

**1069 : (Paper Session) - (OB) Perspectives on Social Capital**
1:15pm - 2:45pm Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 1069
Chair: Prasad Balkundi, State U. of New York, Buffalo

**1070 : (DRP Session) - (OB) Individual Differences and Employee Behavior**
1:15pm - 2:45pm Boston Park Plaza: Emerson Room
Tweet this session: #AOM2012 1070
Facilitator: Laura Elizabeth Marler, Mississippi State U.

**1071 : (Paper Session) - (OB) Predictors of Creativity**
1:15pm - 2:45pm Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 1071
Chair: Tamara Montag, Saint Louis U.

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1:15pm - 2:45pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 1072
Coordinator: Mark J. Martinko, Florida State U.

**1073 : (OB) 20 Years of Relational Demography Research: Current Challenges and Future Research Directions**
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**Section D**

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**Section D**
**Approaches**

**Advantage: the Good, the Bad, and the Ugly**

**Technology**

#AOM2012  1077
1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax A

**From Leadership to Psychopathy: HR's Role in Molding**

**When Will Subordinates Follow the Leader to a Startup Firm?**

**The Antecedent Effects of Star Employees on Developing Organizers**

**#AOM2012  1076**
1:15pm - 2:45pm Boston Park Plaza: Stuart Room

**Status Inertia and Member Replacement in Role-Integration, and Innovations**

**Deaf Ears: The Effect of an Advice-Giver’s Power and Status on Receptiveness to Advice**

**When Power Makes Others Speechless: The Negative Impact of Leader Power on Team Performance**

**Status, Power and Perspective-Taking**

**Chair:**

**1:15pm - 2:45pm Boston Park Plaza: White Hill Room**

**1076**

**JS:** (OB, CM) **Status & Power: Differentiation, Integration, and Innovations**

**Chair:** Aiwa Shirako, New York U.

**Deaf Ears: The Effect of an Advice-Giver’s Power and Status on Receptiveness to Advice**

**Diffusion of IT Innovations via Social Media: Studying a Chinese Micro-Blog Community**

**Symbolic Action Through Microblogging During and After a Crisis: Tweeting the Oil Spill**

**Facilitator:** Lionel Robert, U. of Michigan

**"What's Coming Next?" Epistemic Curiosity and Lurking Behavior in Online Communities**

**Online Media Comments Influence on Cinematic Movie Sales: Exploring when Online Comments Matter**

**1079**

**JS:** (DRP Session) - (OCIS) **Online Communities and Micro-blogs**

**Chair:** Bijan Azad, American U. of Beirut

**The Eye of the Beholder: Flexibility and the Reliability of Enterprise Systems Success**

**Reciprocity between Senior IT Executives and IT-Capable Firms: A Source of Competitive Advantage**

**Business Intelligence Systems and Fraud Opportunity**

**Facilitator:** Bijan Azad, American U. of Beirut

**1:15pm - 2:45pm Sheraton Boston Hotel: Hampton A**

**Tweet this session:** #AOM2012  1078

**1078**

**JS:** (DRP Session) - (OCIS) **Online Communities and Micro-blogs**

**Chair:** Zachary Sheaffer, Ariel U. Centre

**Managing Critical Lock-ins: Strategic Intents in Crisis Reactions**

**Changing Business Models: How Traditional Airlines Address the Challenge of Low Cost Carriers**

**Alignment Dynamics: Applying Action Research to Barriers to Learning for Organisational Alignment**

**Chair:** Zachary Sheaffer, Ariel U. Centre

**When Will Subordinates Follow the Leader to a Startup Firm?**

**A Proposed Model**

**From Leadership to Psychopathy: HR's Role in Molding Leaders for Good or Bad**

**1077**

**JS:** (Paper Session) - (OCIS) **Managing Information Technology**

**Chair:** Patrice Wright, Ohio State U.

**The Eye of the Beholder: Flexibility and the Reliability of Enterprise Systems Success**

**Reciprocity between Senior IT Executives and IT-Capable Firms: A Source of Competitive Advantage**

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**1077**

**JS:** (Paper Session) - (OCIS) **Managing Information Technology**

**Chair:** Patrice Wright, Cornell U.

**When Will Subordinates Follow the Leader to a Startup Firm?**

**A Proposed Model**

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**Chair:** Patrice Wright, Cornell U.

**When Will Subordinates Follow the Leader to a Startup Firm?**

**A Proposed Model**

**From Leadership to Psychopathy: HR's Role in Molding Leaders for Good or Bad**

**Chair:** Patrice Wright, Cornell U.
Session Details – Monday, 12:00 - 2:00 PM

Organizers: Reut Livne-Tarandach, Boston College; Harald Heinz Tuckermann, U. of St. Gallen
Chair: Jean M. Bartunek, Boston College
Discussant: Tor Hernes, Copenhagen Business School
The Process of Responding to Paradoxical Tension in Organizations | Jane Kirsten Le, U. of Sydney
Changing Change: Linking Identity Work and Identity Regulation | Inger G. Stensaker, Norwegian School of Economics; Julia Balogun, Lancaster U.
We’re Big or are We Small: Reinterpreting Change at a Growing Organization | Scott Sonenshein, Rice U.
Vitality of Change | Vitality of Change
We’re Big or are We Small: Reinterpreting Change at a Growing Organization | Scott Sonenshein, Rice U.
Vitality of Change | Vitality of Change

1081 ☯: (ORP Session) - (OM) Supply Chain Networks
1:15pm - 2:45pm Westin Copley Place: Courier
Tweet this session: #AOM2012 1081
Chair: Antti Tenhialä, IE Business School
What Skills and Attributes are Desired of Australian Supply Network Managers? | Peter Tatham, Griffith U.; Yong Wu, Griffith U.; Tim Butcher, RMIT U.; Gyongyi Kovacs, Hanken School of Economics
Understanding Project Based Production Through Socio Technical Modularity | Christian Thuesen, DTU Danish Technical U.
How to Inhibit Strong and Weak Forms Opportunism: Impacts of Network Embeddedness and Bilateral TSIs | Ting Liu, Shanghai U.; Yao Li, Xi’an Jiaotong U.; Yu Zhang, Xi’an Jiaotong U.
Aligning Governance Mechanism to Power Conditions in Supply-Chain Relationships | Thomas Clauß, U. of Hamburg; Björn Lasse Milinski, U. of Hamburg; Thorsten Andreas Teichert, U. of Hamburg

1082 ☯: (Paper Session) - (OM) Environmental Operations
1:15pm - 2:45pm Westin Copley Place: North Star
Tweet this session: #AOM2012 1082
Chair: Seweryn J. Spalek, Silesian U. of Technology
The Financial Impact of ISO14001 Certification: An Empirical Analysis Using NYSE and NASDAQ Firms | Donghyun Choi, U. of Nebraska, Lincoln; Yonghwi Noh, U. of Nebraska, Lincoln; Jin Sung Rha, U. of Nebraska, Lincoln
The effect of ISO 14001 certification on financial performance within the United States | Pieter de Jong, U. of North Florida; Antony Paulraj, U. of North Florida; Constantin Blome, Catholic U. of Louvain
The effect of ISO 14001 certification on financial performance within the United States | Pieter de Jong, U. of North Florida; Antony Paulraj, U. of North Florida; Constantin Blome, Catholic U. of Louvain
The Effects of Stakeholder Orientations on Sustainability and Cost Prevalence in Supplier Selection | Kai Foerstl, EBS Business School; Philipp Goebel, EBS Business School; Carsten Reuter, Fraunhofer SCS; Richard Pibernik, U. of Wuerzburg

1083: (Paper Session) - (OMT) Perspectives on Corporate Strategic Change
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon D
Tweet this session: #AOM2012 1083
Chair: Kimberly A. Bates, Ryerson U.
The Punctuated Equilibrium Perspective of Corporate Turnaround | Chanchai Tangpong, North Dakota State U.; Zhonghui Li, Nanjing Audit U.
A Longitudinal Study on Emerging Identities in Mergers and Acquisitions | Anna Aleksandra Lupina Wegener, U. of Geneva; Susan C. Schneider, HEC U. of Geneva
Social Integration Post-acquisition: How Identity Claims Demarcate and Compound | Helene Loee Colman, BI Norwegian Business School; Audrey Rouzies, U. of Toulouse; Randi Lunnan, BI Norwegian Business School
Does Strategic Consistency Matter in M&A Series? Evidence from Europe | Kerstin Fehre, Karlsruhe U. of Technology; Michael Wolff, U. of Goettingen; Hagen Lindstedt, U. of Karlsruhe (TH); Daniel Kronenwett, Karlsruhe U. of Technology

1084: (Paper Session) - (OMT) Understanding the Design of Organizations
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon E
Tweet this session: #AOM2012 1084
Chair: Glen Dowell, Cornell U.
The Organizational Design for Pricing and its Consequences on Relative Firm Performance | Stephan Liozu, Case Western Reserve U.; Richard J. Boland, Case Western Reserve U.; Andreas Hinterhuber, Hinterhuber & Partners/Bocconi U.; Gary Hunter, Case Western Reserve U.; Antoinette Somers, Wayne State U.
Make vs. Buy: The impact of quality management on the decision to outsource | Jean-Malik Dumas, Tilburg U.; Elena Golovko, Tilburg U.
The Temporal Organization Grid: A new classification system of temporary organizations | Vallari Chandra, U. of North Texas
Features of Informal Firms: Insights on improvising and organizing in the Nigerian movie industry | Uchenna Uzo, Lagos Business School; Johanna Mair, Stanford U.
1085: (Paper Session) - (OMT) Processes of Meaning-Making
1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax B
Twitter this session: #AOM2012 1085
Chair: Elizabeth Goodrick, Florida Atlantic U.
- Rhetorical History as a Theorization Strategy: The case of Ontario fine wine | Shilo Hills, Brock U.; Maxim Voronov, Brock U.; Dirk De Clercq, Brock U.; C.R. Bob Hinings, U. of Alberta
- From God to Market: Study of meaning-making strategies as responsible investments became mainstream | Afshin Mehrpouya, HEC Paris
- Institutionalization as Translation: Importing business discourse into a military bureaucracy | Alona Harness, Ben Gurion U.
- Does Size Matter? Organizational size and the efficacy of Managerial Search: An empirical inquiry | Nicole S. Zimmermann (Paper Session) - (OMT)
- How do we Explain? A typology of explanation in empirical management research | Nimruji Jammulamadaka, Indian Institute of Technology, Kanpur; Chad Navis, Boston College
- Goal-boundary Typology of Non-profit Organizations: A proposal | B Nimruj Jammulamadaka, IIM Calcutta
- How do we Explain? A typology of explanation in empirical management research | Pauli Aulin, Aalto U.
- The Role of Meta-theoretical Research in Management and Organizational Science | Mark Gerard Edwards, U. of Western Australia
- Cooperative Situations: A situational typology of interorganizational relationships | Love Börjeson, Stockholm U.
- How Organizational Goals are Influenced by Economic Institutions | George A. Shinkle, U. of New South Wales; Aldas Pranas Kriauciuënas, Purdue U.; Michael Shayne Gary, AGSM-Australian School of Business; Gerard P. Hodgkinson, U. of Warwick
- Hatchery and Conditioning in the Year 65 after Ford: Do rankings trigger isomorphism? | Chris Moos, London School of Economics
- The Effect of Previous Institutional Conformance on Responses to New Institutional Pressures | Anders Villadsen, Aarhus U.

1086: (Paper Session) - (OMT) Theorizing Organization Diversity
1:15pm - 2:45pm Sheraton Boston Hotel: Gardner A
Twitter this session: #AOM2012 1086
Chair: Ronit Waisel-Manor, Netanya U. College
- The Role of Meta-theoretical Research in Management and Organizational Science | Mark Gerard Edwards, U. of Western Australia
- Cooperative Situations: A situational typology of interorganizational relationships | Love Börjeson, Stockholm U.
- Goal-boundary Typology of Non-profit Organizations: A proposal | B Nimruj Jammulamadaka, IIM Calcutta
- How do we Explain? A typology of explanation in empirical management research | Pauli Aulin, Aalto U.

1087: (Paper Session) - (OMT) Simulating Organizational Behavior
1:15pm - 2:45pm Sheraton Boston Hotel: Kent
Twitter this session: #AOM2012 1087
Chair: Patrick Vermeulen, Radboud U. Nijmegen
- Managerial Search: An empirical inquiry | William M. Tracy, Rensselaer Polytechnic Institute; Dmitri Markovitch, Rensselaer Polytechnic Institute; Lois S. Peters, Rensselaer Polytechnic Institute; B V Phani, Indian Institute of Technology, Kanpur; Deepu Phillip, Indian Institute of Technology, Kanpur
- The Implementation Imperative: Why effective implementation may be useful even with bad strategy | Eucman Lee, London Business School
- A Theory of Shift and Stasis in Organizational Attention | Nicole S. Zimmermann, U. of Siegen; Laura J. Black, Montana State U.

1088: (Paper Session) - (OMT) Institutional Effects
1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom C
Twitter this session: #AOM2012 1088
Chair: Gerardo Patriotta, Nottingham U.
- How Organizational Goals are Influenced by Economic Institutions | George A. Shinkle, U. of New South Wales; Aldas Pranas Kriauciuënas, Purdue U.; Michael Shayne Gary, AGSM-Australian School of Business; Gerard P. Hodgkinson, U. of Warwick
- Hatchery and Conditioning in the Year 65 after Ford: Do rankings trigger isomorphism? | Chris Moos, London School of Economics
- The Effect of Previous Institutional Conformance on Responses to New Institutional Pressures | Anders Villadsen, Aarhus U.

1089: (OMT) The Complexities of Institutional Work
1:15pm - 2:45pm Sheraton Boston Hotel: Republic A
Twitter this session: #AOM2012 1089
Organizers: Merav Migdal Picker, Hebrew U. of Jerusalem; Tammar B. Zilber, Hebrew U. of Jerusalem
Chair: Tammar B. Zilber, Hebrew U. of Jerusalem
Discussant: Roy R Sudabyy, U. of Alberta
- What does it all Mean? On multiple means and multiple ends in discursive institutional sork | Merav Migdal Picker, Hebrew U. of Jerusalem
- Interaction Work and Modest Action: Boundary organizations as institutional entrepreneurs | Markus Perkmann, Imperial College London; Henri Schildt, Hanken School of Economics
- Creating Institutional Complexity during the Emergence of the Nanotechnology Field | Stine Grodal, Boston U.
- Working with Institutional Complexity | Charlene E. Zietsma, U. of Victoria

1090: (OMT, ENT) Institutions and Entrepreneurship
1:15pm - 2:45pm Sheraton Boston Hotel: Independence East
Twitter this session: #AOM2012 1090
Organizers: Robert J David, McGill U.; Wesley Sine, Cornell U.
Discussant: Pamela S. Tolbert, Cornell U.
- The Logic of Place: Geographic community identity and market formation | Johnny Boghossian, McGill U.
- Failure to Deliver: Institutional dynamics and the non-emergence of the online grocery market | Chad Navis, U. of Wisconsin, Madison; Greg Fisher, Indiana U.; Ryan L. Raffaelli, Boston College; Mary Ann Glynn, Boston College
- Regulation and Rationalization: How regulatory institutions influence entrepreneurial decision making | W Chad Carlos, Cornell U.
- A Nation of Shopkeepers: Institutions, industrialization & entrepreneurship in early modern societies | Martin Ruef, Princeton U.; David Reinecke, Princeton U.

1091: (SHCS, OMT, MOC, BPS) Toward Emergence Studies: A Sensemaking Symposium
1:15pm - 2:45pm Sheraton Boston Hotel: Independence West
Twitter this session: #AOM2012 1091
Organizers: Mark Thomas Kennedy, U. of Southern California; Mukti V Khare, Harvard U.
Discussant: Klaus Weber, Northwestern U.
What is it? New markets from visual cues, linguistic representations, and functional attributes | Sarah Kaplan, U. of Toronto; Mary Tripsas, Harvard U.
Framing, Contestation and Emergence: Analogies and category construction in online advertising | Vern Glaser, U. of Southern California; Peer C. Fiss, U. of Southern California; Mark Thomas Kennedy, U. of Southern California
Categorization by Emergent Networks: A distributed sensemaking simulation study | Jarrett Spire, INSEAD; Joseph Porac, New York U.
Born to be Wild: Examining the emergence of structure within a category system | Tyler Earle Wry, Wharton School
Winner of OMT Division Best Symposium Proposal Award

1092: SHCS: (OMT, TIM, BPS) Open Innovation and the Theory of the Firm: (How) do Organizations and Boundaries (still) Matter?
1:15pm - 2:45pm Marriott Boston Copley Place: Tremont
1093: (Paper Session) - (ONE) The Psychology of Sustainability
1:15pm - 2:45pm Marriott Boston Copley Place: Salon I
Chair: Sally V. Russell, Griffith U.
Eco-Premium or Eco-Penalty? Eco-Labels and Quality in the Organic Wine Market | Magali Delmas, U. of California, Los Angeles; Neil Lessem, U. of California, Los Angeles
_ratings Systems and Cognitive Models: The Psychology of Sustainability | Jeffrey Gauthier, U. of Massachusetts, Amherst; Bill Wooldridge, U. of Massachusetts, Amherst
1094: (Paper Session) - (PNP) Contracts
1:15pm - 2:45pm Marriott Boston Copley Place: Salon C
Chair: Deborah Balter, U. of Missouri, St. Louis
Challenges of the government-nonprofit relationship after the recession | Brent Never, U. of Missouri, Kansas City; Erwin de Leon, Urban Institute
Assessing the Opportunity Costs of Contracting in Noncompetitive Public Service Markets | Amanda Michelle Girth, The Ohio State U.; Jocelyn M. Johnston, American U.
Complex Contracted Governmental Projects and the Challenge of Shared Understanding | Navid Ghaffarzadegan, Massachusetts Institute of Technology; Laura J. Black, Montana State U.; Don Greer, Montana State U.; David Andersen, State U. of New York, Albany
1095: (Paper Session) - (PNP) Performance of Individuals
1:15pm - 2:45pm Marriott Boston Copley Place: Tremont
Chair: Katie Truss, U. of Kent
When the whole self gives less than the parts: Multiple identities and prosocial task performance | Lakshmi Ramarajan, Harvard U.; Ida Berger, Ryerson U.; Italy Greenspan, U. of Pennsylvania
Exploring the Antecedents and Consequences of the Acceptability of Performance Appraisal System | Byung Il Ahn, Sungkyunkwan U.; Sung Min Park, Sungkyunkwan U.
1096: (Paper Session) - (RM) New Methodological Tools
1:15pm - 2:45pm Westin Copley Place: Empire
Chair: Charles A. Pierce, U. of Memphis
Discussant: Paul Johnson, Western Carolina U.
QCA and Lattice-Theory in the Analysis of Organizational Configurations: Complements or Substitutes? | Dmitry Sharapov, Imperial College London
The Analysis of Two-mode Networks - State-of-the-art Methods with Examples | Anke Piepenbrink, Rutgers U.; Ajai S Gaur, Rutgers U.
Executive Succession as a Competitive Advantage Intervention: Simulating a Randomized Control Trial | Dmytro Babik, U. of North Carolina at Greensboro; Kevin B. Lowe, U. of North Carolina, Greensboro; Eric W. Ford, U. of North Carolina, Greensboro; Timothy R. Huerta, Texas Tech U.
1097: (DRP Session) - (RM) Learning from Narratives
1:15pm - 2:45pm Westin Copley Place: Parliament
Chair: Linda Klonsky, Chicago School of Professional Psychology
Critical Discourse Analysis as Textual Analysis: An Illustration in Private Military Companies | Masoud Shadnam, Rouen Business School; Bernard Leca, IAE de Lille
Storytelling from A West-meets-East perspective: Sustainability, Poetry, and Bi-cultural Studies | Yipeng Liu, U. of Mannheim; Yijun Xing, Beijing Jiaotong U.; Mark Starik, San Francisco State U.
Organizational Ethnography as Situated Practice | Elien Lamprou, Lancaster U. Management School
Sociological Discourse Analysis And Its Possibilities For Use In The Organizational Field | Christiane Kleinübing Godoi, U. do Vale do Itajaí - UNIVALI; Ana Lucia de Araujo Lima Coelho, U. do Vale do Itajaí - UNIVALI
1098: (DRP Session) - (SA) Tools and Practices of Strategizing
1:15pm - 2:45pm Boston Hynes Convention Center: Room 307
Chair: A. Paul Spee, Sydney U.
Chasing the "Cheshire Cat": An Ethnographic Tale to Uncover the Presence of Strategy Tools in Use | Suela Haxhiraj, Said Business School
The Use of Strategy Tools: A General Overview and a Research Agenda | Paula Jarzabkowski, Aston U.; Bruno Oliveira, Aston U.
Exploring the Rationales Expressed for Including a CSR Position to the Top Management Team | Robert Strand, Copenhagen Business School

| CEO Pay from a Social Norm Perspective - The Infringement and Reestablishment of the Fairness Norm | Katja Rost, Friedrich Schiller U. Jena; Antoinette Weibel, Konstanz U.

Exploring outcomes of sustainable firms: Executive compensation, taxes and economic performance | Grant Miles, U. of North Texas; Patti Collett Miles, U. of Maine

Board Diversity as a Camouflage Signal | Jill Ann Brown, Lehigh U.; Ann K. Buchholtz, Rutgers U.; Marcus Maharg Stewart, Bentley U.; Bryan Dennis, U. of South Carolina, Beaufort

The Role of Board Heterogeneity and Voluntary Initiatives in CSR Towards Employee Stakeholders | W.G. Douglas Fernandez, Florida International U.; Meredith F. Burnett, Florida International U.

Shareholder Activism: Driver of Corporate Change or Much Ado about Nothing? | Maria Goranova, U. of Wisconsin, Milwaukee; Lori Verstegen Ryan, San Diego State U.

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

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

1105: (Paper Session) - (TIM) Networking and R&D
1:15pm - 2:45pm Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 1105
Chair: Daniel Tzabrel, Drexel U.
- The Effects of Ego and Industry Alliance Networks on Exploratory and Exploitative Conversion | Turanyan Caner, North Carolina State U.; Susan Cohen, U. of Pittsburgh
- Project Social Capital in Biotech R&D: Its Configuration and Impact on Knowledge Development | Mats Magnusson, Royal Institute of Technology - KTH; Daniele Mascia, Catholic U. Rome; Fausto Di Vincenzo, G.D`Annunzio U.
- All Networks are Not Equal: Multiple Ties and Alliances Formation in High Tech Industries | Lori Rosenkopf, U. of Pennsylvania; Anuja Gupta, U. of Pennsylvania
- The Contagious Power of Innovativeness: A Comparison of Different Types of Firm Partners | Heinz-Theo Wagner, German Graduate School of Management & Law (GGS); Bernhard Moos, U. of Bamberg; Daniel Beimbom, U. of Bamberg; Tim Weitzel, U. of Bamberg

1106: (Paper Session) - (TIM) Financing of Innovation
1:15pm - 2:45pm Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012 1106
Chair: Tingting Yan, Wayne State U.
- Internal and External Determinants of Corporate Venture Capital Activity | Felix Cardenas, HEC U. of Lausanne; Tony Davila, IESE Business School; Daniel Oyon, U. of Lausanne
- Productive Assets or Quality Signals? The Role of Patents and Alliances in VC Financing | Daniel Hoenig, Technische U. München; Joachim Henkel, Technische U. München
- A Panel Analysis of the Impact of Venture Capital on Innovation Performance in Europe | Liang Guo, Rouen Business School; Sebastien Tran, Normandy Business School; Lawrence King, U. of Cambridge; Sujuan Xie, U. of Cambridge
- Bank Financing for Firm R&D: How Information Externalities, Portfolio Risks and Signaling Matter | Wolfgang Soika, Tilburg U.; Tobias Schmidt, Deutsche Bundesbank; Daniel Hoever, Centre for European Economic Research (ZEW)

1107: (Paper Session) - (TIM) Innovation - Performance Link
1:15pm - 2:45pm Boston Hynes Convention Center: Room 203
Tweet this session: #AOM2012 1107
Chair: Fernando Suarez, Boston U.
- Profiting from Innovation: A Review, Integration, and Outlook | Bernadette Alexa Baumstark, U. of Mannheim
- The Link between Innovation and Firm Performance: A Meta-analytic Review and Integration | Helmut Khulvai, U. of Mannheim
- Knowledge Integration and Ambidexterity as Mediators between Innovativeness and Performance | Kyootai Lee, Ulsan National Institute of Science and Technology; Han-Gyun Woo, Ulsan National Institute of Science and Technology; Kailash Joshi, U. of Missouri, St. Louis

1108: (Paper Session) - (TIM) University - Industry Relationships
1:15pm - 2:45pm Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 1108
Chair: Paul Okl, U. of Denver

TIM Best Paper Proceedings
- Trust Formation in University-Industry Collaborations in the US Biotechnology Industry | Ludwig Bstieler, U. of New Hampshire; Martin Hemmert, Korea U.
- Decisions to Engage in Innovative Activities by Academic Scientists and Engineers | Wan-Ling Huang, Tamkang U.; Eric Welch, U. of Illinois, Chicago
- A Study on Strategic University-Industry Collaboration | Beryl L Kuo, National Chengchi U.; Peter J. Sher, National Chi Nan U.; Hsin-Yu Shih, National Chi Nan U.

1109: (Paper Session) - (TIM) Patenting
1:15pm - 2:45pm Boston Hynes Convention Center: Room 310
Tweet this session: #AOM2012 1109
Chair: Paulo Prochno, U. of Maryland, College Park
- Patent Traders or Trolls: Innovation Accelerators or Inhibitors | Mukund Chari, U. of Washington; Kevin Steensma, U. of Washington; Ralph A Heidl, Michigan State U.
- Market and Science: Combining Knowledge Sources for Patent Commercialization | Martina Pasquini, Bocconi U.; Myriam Mariani, Aalto U.; Giovanni Valentin, Bocconi U.
- Complementary Ideas and Innovation Fluctuations | David Eric Fieldhouse, The U. of Western Ontario
- How the Strength of Patents Influence Firm Strategies and Competition? | Anand Nandkumar, Indian School of Business Management

1110: (Paper Session) - (TIM) Boundary Spanning Innovation Activities
1:15pm - 2:45pm Boston Hynes Convention Center: Room 313
Tweet this session: #AOM2012 1110
Chair: BJ Zirger, U. of Cincinnati
- Balancing R&D across Firms’ Boundaries: Performance Implications of Complementary Search Strategies | Abel Ernesto Lucena, U. Balearic Islands
- The Impact of R&D Collaboration on the Effectiveness and Efficiency of R&D Projects | Jingshu Du, Hasselt U.; Bart Leten, Katholieke U. Leuven

Monday 2:00PM

1111: (AAA) AOM Editors meeting with AOM Board Representatives and HQ. By invitation only.
2:00pm - 3:00pm Westin Copley Place: Helicon

Thematic Orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
<table>
<thead>
<tr>
<th>Session Details – Monday, 2:00 - 4:00 PM</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monday 2:30PM</strong></td>
</tr>
<tr>
<td><strong>1112</strong>  (HR) HR Division Ice Cream Social</td>
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<td>2:30pm - 4:30pm Boston Hynes Convention Center: Room 101</td>
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<td>Tweet this session: #AOM2012 1112</td>
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<td><strong>Join your friends and colleagues for ice cream!</strong></td>
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<td>Division Chair: Murray R. Barrick, Texas A&amp;M U.</td>
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<td>Division Chair-Elect: Wendy R. Boswell, Texas A&amp;M U.</td>
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<td>Program Chair: David G. Allen, U. of Memphis</td>
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<td>Professional Development Workshop Chair: Frederick P. Morgeson, Michigan State U.</td>
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<td>Past Chair: John E. Delery, U. of Arkansas</td>
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<td><strong>Monday 2:45PM</strong></td>
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<td><strong>1113</strong>  (AAA) Conference Break</td>
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<td>2:45pm - 3:15pm Boston Hynes Convention Center: Convention Center Exhibit Hall A</td>
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<td>Tweet this session: #AOM2012 1113</td>
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<td><strong>Monday 3:00PM</strong></td>
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<td><strong>1114</strong>  (Paper Session) - (BPS) Pushing Forward: Performance Implications of Alliances</td>
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<td>3:00pm - 4:30pm Boston Hynes Convention Center: Room 101</td>
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<td><strong>Chair:</strong> Saikat Chaudhuri, Wharton School</td>
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<td><strong>Run Away or Stick Together? Predicting Alliance Termination in Light of Adverse Events</strong></td>
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<td><strong>Costs and Benefits of Learning through Alliances for Entrepreneurial Firms</strong></td>
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<td><strong>The Positive Effect of Integration on Marketing Accountability and Performance Measurement Ability</strong></td>
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<td><strong>Agency Theory and Valuation Effects of Joint Venture Investments</strong></td>
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<td><strong>1115</strong>  (Paper Session) - (BPS) Strategy process: The role of experience and speed</td>
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<td>Tweet this session: #AOM2012 1115</td>
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<td><strong>Chair:</strong> Chris Meyer, Fairleigh Dickinson School</td>
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<td><strong>Learning From Failure and Learning from Success in the Pharmaceutical and Biotech Industry</strong></td>
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<td><strong>How Firm Experience and Success Influence Attention Modulation Capabilities: Evidence from Buyouts</strong></td>
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<td><strong>Caution and Causation: Why (not) Un-adopt the Strategy Failed in Other firms?</strong></td>
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**Strategic decision implementation speed and firm performance** | Andreae Noemi Kiss, U. of Groningen; Pamela S. Barr, Georgia State U. |

**1116**  (Paper Session) - (BPS) Diversification |
3:00pm - 4:30pm Boston Hynes Convention Center: Room 103 |
Tweet this session: #AOM2012 1116      |
**Chair:** Tyson Brighton Mackey, California Polytechnic State U. |
**Competitive Context & Diversification: The Impact of Opportunities & Selection Pressures on Strategy** | Julia Hautz, Innsbruck U.; Michael Mayer, U. of Bath; Christian Stadler, U. of Bath |
**Does Corporate Diversification Reduce Firm Downside Risk?** | Jan Mammen, Friedrich-Alexander-U. Erlangen-Nuremberg; Martin Weiss, U. of Erlangen-Nuremberg; Andreas Koenig, International Institute for Management Development |
**War or Peace? Integrating Resource-Based and Multimarket Logics of Diversification** | Ana Elisa Iglesias, Tulane U.; Vladislav Maksimov, U. of Miami; Tieying Yu, Boston College |
**The performance implications of demand-side diversification** | Lalit Manral, U. of Central Oklahoma; Kathryn Rudie Harrigan, Columbia Business School |

**1117**  (DRP Session) - (BPS) Behavior & Resources |
3:00pm - 4:30pm Boston Hynes Convention Center: Room 109 |
Tweet this session: #AOM2012 1117      |
**Facilitator:** Parshottam Dass, U. of Manitoba |
**The Process of Resource Acquisition, Accumulation and Development** | Martina McGuinness, U. of Sheffield; Harry Sminia, U. of Sheffield |
**Sensermaking and Organizational Search** | Stephan Billinger, U. of Southern Denmark; Thorbjorn Knudsen, U. of Southern Denmark; Kannan Srikant, Indian School of Business |
**Knowledge, Recent Performance, and Risk Taking under Performance Pressure** | Yu Zhang, U. of California, Irvine; Philip Bromiley, U. of California, Irvine |
**Envisaging Possibilities and Learning About Them** | Timo Ralf Ehrig, Max Planck Institute for Mathematics in the Sciences |

**1118**  (Paper Session) - (BPS) Understanding value: definition, generation and appropriation |
3:00pm - 4:30pm Boston Hynes Convention Center: Room 201 |
Tweet this session: #AOM2012 1118      |
**Chair:** Oliver Alexy, Imperial College London |
**The Impact of Modularity on Intellectual Property and Value Appropriation** | Carliss Baldwin, Harvard U.; Joachim Henkel, Technische U. München |
**Heterogeneous and homogeneous discourses and the creation of value around resources** | Shaz Ansari, U. of Cambridge; Kamal Munir, U. of Cambridge; Violina Rindova, U. of Texas, Austin |
**An Extension of the VCA Model to Estimate Stakeholder Value Appropriation** | Roberto Garcia-Castro, IESE Business School; Marvin B Lieberman, U. of California, Los Angeles |
Teaching old dogs new tricks: Acquisition or accumulation of resources? | Bo H. Eriksen, U. of Southern Denmark

1119 (BPS) Unravelling the Determinants of Absorptive Capacity: Conceptual and empirical advances
3:00pm - 4:30pm Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012_1119
Organizers: Christine Soo, U. of Western Australia; Amy Wei Tian, U. of Western Australia
Micro-foundations of Absorptive Capacity: Toward a Managerial Approach | Henk W. Volberda, Erasmus U. Rotterdam
Vicarious Group Learning: Implications for Research on Absorptive Capacity | Henrik Bresman, INSEAD
Team Absorptive Capacity and Innovation Outcomes: The Role of Team Social Integration | Konstantinos Kostopoulos, EADA Business School; Justin J.P. Jansen, Erasmus U. Rotterdam; Alexandros Papalexandris, Athens U. of Economics and Business
The driving forces of subsidiary absorptive capacity | Torben Pedersen, Copenhagen Business School
The relationship between intellectual capital-enhancing HR and absorptive capacity | Christine Soo, U. of Western Australia; John Cordery, U. of Western Australia; Amy Wei Tian, U. of Western Australia

1120 (Paper Session) - (BPS) TMT and Middle Managers’ Role in Strategy Processes
3:00pm - 4:30pm Boston Hynes Convention Center: Room 204
Tweet this session: #AOM2012_1120
Chair: Zeki Simsek, U. of Connecticut
Integrating Middle Managers in Strategic Planning Processes through Formalization | Carola Wolf, Aston Business School
TMT processes as antecedents of management innovation: The moderating role of absorptive capacity | Oli Radu Mihalache, Free U. Amsterdam; Mashito Mihalache, Erasmus U. Rotterdam
How TMT Heterogeneity and Faultlines Affect The Resource-Action-Performance Model | Hermann Achidi Ndofer, Texas A&M U.; David G. Simron, Texas A&M U.; Xiaoming He, Beijing Jiaotong U.

1121 (DRP Session) - (BPS) Agency Theory and Top Management Teams
3:00pm - 4:30pm Boston Hynes Convention Center: Room 301
Tweet this session: #AOM2012_1121
Facilitator: Burak Koyuncu, Rouen Business School
Conflicting Expectations Toward Inside Monitors: The Case of Board Secretary | Xing Chen, Chinese U. of Hong Kong; Daphne W. Yiu, Chinese U. of Hong Kong
The Performance Effect of Strategic Persistence: The Moderating Role of Top Managerial Powers | Cheng-Yu Lee, National Taiwan U.; Hsieh Liang Wu, National Taiwan U.; Chia-Jung Lee, National Taiwan U.; Hui-Wen Pao, Takming U. of Science and Technology
It’s Not Only Wins and Losses, It’s When You Play the Game: Chief Executive Dismissal in the NFL | Clint Chadwick, U. of Kansas; W. David Allen, U. of Alabama, Huntsville; Donald J. Scheper, U. of South Carolina
Managing Agency Problems in Early Shareholder Capitalism: Liverpool Transatlantic Shipping 1744-85 | Brian S. Silverman, U. of Toronto; Paul Ingram, Columbia U.
Value Creation by Centres of Unrelated Portfolios through Vertical Intervention in Business Units | Christian Landau, EBS Business School

1122 (BPS) Sports as context for studying organizational phenomena
3:00pm - 4:30pm Boston Hynes Convention Center: Room 306
Tweet this session: #AOM2012_1122
Chairs: Aaron Hill, U. of Nevada, Reno; Paul Johnson, Western Carolina U.
Discussant: Scott G. Johnson, Oklahoma State U.
Who Gets a Second Act? Substantive, Symbolic, and Contextual Influences | Craig Crossland, U. of Texas; Kwangho Kim, City U. of Hong Kong; Guoli Chen, INSEAD
Examining the contextual differences in the efficacy of abusive supervision | Paul Johnson, Western Carolina U.; Joseph Long, Western Carolina U.; Michael Lance Frazier, Old Dominion U.
Organizational Reputation: Social Judgment or Rational Expectation | Aaron Hill, U. of Nevada, Reno; Jason Ridge, Clemson U.

1123 (DRP Session) - (CAR) Life Beyond the Workplace
3:00pm - 4:30pm Boston Park Plaza: Stanhope Room
Tweet this session: #AOM2012_1123
Facilitator: Lisa A Mainiero, Fairfield U.
CEO Career Horizon Problem and Pension Pay: An Empirical Investigation | Rezaul Kabir, U. of Twente; Hao Li, U. of Stirling; Yulia Veld-Merkoulova, U. of Stirling
Realistic Recruitment as a Protective Antecedent of Work Interference with Family | Russell W. Clayton, U. of North Carolina - Asheville; Walter Davis, U. of Mississippi; Christopher H. Thomas, U. of Mississippi; Milorad M. Novicevic, U. of Mississippi; Anthony P. Ammeter, U. of Mississippi
A Qualitative Exploration of Facilitating Conditions for Work-Family Enrichment | Sowon Kim, ISE Business School; Mirela Las Heras, U. of Navarre
Volunteering Abroad: A Career-Related Analysis of Self-Initiated Development Aid Workers | Mairke Andresen, U. of Bamberg; Tanja Gustschin, Training Company; Susanne Imhof, Otto-Friedrich U.

SHCS: (CAR, ENT, MED) Staying Hungry, Staying Foolish: Academic Reflections on the Life and Career of Steve Jobs
1125 CAU (CAR, OB) Values and Career Success: New Research and Implications for Organizations
3:00pm - 4:30pm Boston Park Plaza: Berkeley Room
Chair: Jon P. Briscoe, Northern Illinois U.
Discussant: Michael Dickmann, Cranfield U.
The Values We Hold and the Success We Seek: A Career Anchor Perspective | Martin Guibler, ETH Zurich; Crispin Coombs, Loughborough U.; John Arnold, Institute of Work Psychology, U. of Sheffield
The Impact of Generation Y Values on the Perception of Work Environments in Brazil | Eliza Veloso, Faculdade FIA de Administração e Negócios; Rodrigo Cunha da Silva, FEA-USP; Joel Souza Dutra, U. of Sao Paulo; André Luiz Fischer, U. of Sao Paulo

1126 CAU (CAU) Formal and informal HRM: Implications for the HRM process perspective
3:00pm - 4:30pm Marriott Boston Copley Place: Columbus I
Tweet this session: #AOM2012 1126
Organizers: Jorge F.S. Gomes, ISEG/UTL; Karin Sanders, Australian School of Business

1127 CAU (CAU) Linking management practices to organization outcomes: dataset curation/collaboration opportunities
3:00pm - 4:30pm Marriott Boston Copley Place: Columbus II
Tweet this session: #AOM2012 1127
Organizers: Amy Elizabeth Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.
Discussant: Jeffrey Alan Sonnenfeld, Yale U.
Entreprenurial Careers: Stages, Phases, and Ages | Amy Elizabeth Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.; Richard Sudek, Chapman U.
Decoding Leadership: How Steve Jobs Transferred Apple to Spearhead a Technological Informal Economy | Howard Yu, IMD International
Steve Jobs, the Innate Identity Master | Hamid Bouchikhi, ESSEC Business School; John R Kimberly, U. of Pennsylvania
Steve Jobs as an Artist | Benjamin Tee, Chapman U.; Joel Souza Dutra, ISEG/UTL
Steve Jobs, the Innate Identity Master | Hamid Bouchikhi, ESSEC Business School; John R Kimberly, U. of Pennsylvania
Steve Jobs, the Innate Identity Master | Hamid Bouchikhi, ESSEC Business School; John R Kimberly, U. of Pennsylvania
"Just Three Stories" The Career Lessons Behind Steve Jobs' Stanford Commencement Address | Julia Richardson, York U.; Michael B. Arthur, Suffolk U.
Emotionalised Interactions with Technology: Mourning for Steve Jobs | Emma Bell, Keele U.; Scott Taylor, U. of Exeter

1128 CAU (CAU) Degrowth - stimulating discourses of change
3:00pm - 4:30pm Boston Park Plaza: Holmes Room
Tweet this session: #AOM2012 1128
*The current degrowth discussion focuses on five main areas: (i) injury to and loss of ecosystems and human livelihoods and communities due to human activities; (ii) the rebuttal of the idea that human-made capital substitute for the loss of natural capital; (iii) commodification of interhuman and human-Earth relations and values; (iv) a critique of growth as a social, economic and political imperative and of over-reliance on technology and industrialization to address ecological pressures; and (v) an examination of global and historical distributional inequalities through social justice perspectives" (Montreal Degrowth 2012). Learning and change is interpreted broadly and draws on theory and practice that supports the view that all change seeks to resolve questions through discourse. This caucus will take a Strategic Questioning approach (Fran Peavey 2000) to question sustainable development and challenge the values [and assumptions] of traditional growth based imaginaries. This will entail creating questions that challenge boundary conditions and do not deliberately impose a normative expectation. These are questions that stimulate diseonance and unsettle the existing footholds forcing exploration of new anchor points. Strategic questions don’t presume an answer they open up options not close them down. As a starting point for the creation of strategic questions, the notion of right relationship (Brown and Garver 2009) will be introduced. Right relationship (A key theme of the Montreal Degrowth Conference 2012) has been posed as an important practice for sustainability and developing a whole earth economy. Right relationship has three components: spirituality, systems thinking and morality. The proposition for this caucus is that the practice of right relationship is conducive to fostering the creation of a new imaginary that is supportive of degrowth. Using organizational degrowth as both metaphor and roadmap (Reichel, O’Neill, & Bastin, 2010) may well help to develop new ideas beyond the mainstream for research and practical change among organisational and management scholars. What are the iconoclastic questions that degrowth raises? What does degrowth mean for organisational and management studies? References Brown, P.G. and Garver, G. (2009) Right Relationship: building a whole earth economy Berret-Koehler San FranciscoFran Peavey (2000) Strategic Questioning http://www.context.org/ICLIB/IC4/Peavey.htm accessed 10/11/2011Montreal Degrowth http://montreal.degrowth.org/home_themes.html accessed 10/12/2011Reichel, A., O’Neill, D., & Bastin, C. 2010. Enough Excess Profits: Rethinking Business. In D. O’Neill, R. Dietz & N. Jons (Eds.), Enough is enough. Ideas for a sustainable economy in a world of finite resources.: 87–94. Leeds: Center for the
Session Details – Monday, 2:00 - 4:00 PM

Advancement of the Steady State Economy (Arlington, Virginia, USA); Economic Justice for All (Leeds, UK).
Organizers: Robert Perey, U. of Technology, Sydney; Andre Reichel, Zeppelin U.
Facilitators: Thomas Clarke, U. of Technology, Sydney; Cathy Rusinko, Philadelphia U.

1129: (Paper Session) - (CDP) The Dark Side of the Informal Economy: Unnoticed, Ignored or Condoned
3:00pm - 4:30pm Boston Park Plaza: Longfellow Room
Tweet this session: #AOM2012 1129
Organizer: Matrecia S.L. James, Jacksonville U.
Participants: Angela Miles, North Carolina A & T State U.; Millicent F. Nelson, Middle Tennessee State U.; Jennifer Collins, Florida A&M U.; Sally Sledge, Norfolk State U.; Arline P. McKinney, Coastal Carolina U.

1130: (Paper Session) - (CDP) Sustainability Practices: Positive Deviance and Positive Scholarship
3:00pm - 4:30pm Westin Copley Place: Baltic
Tweet this session: #AOM2012 1130
Facilitator: Nardia Haigh, U. of Massachusetts

1134: (Paper Session) - (CDP) Consequences of Conflicting Identities
3:00pm - 4:30pm Westin Copley Place: Essex North-West
Tweet this session: #AOM2012 1134
Facilitator: Roxana Barbulescu, McGill U.

1131: (Paper Session) - (CDP) Operating in the Informal Economy: Information Asymmetry, Structure, and Choice
3:00pm - 4:30pm Westin Copley Place: Essex North-Center
Tweet this session: #AOM2012 1131
Facilitator: AnaMaria Peredo, U. of Victoria

1133: (Paper Session) - (CDP) Ethical Leadership and Transformation
3:00pm - 4:30pm Westin Copley Place: St. George C
Tweet this session: #AOM2012 1133
Facilitator: Ralph Stabilein, Massey U.

1132: (Paper Session) - (CDP) Interrelationships Among Strategic Orientation, Culture and Performance from The Practice Perspective
3:00pm - 4:30pm Westin Copley Place: Essex North-East
Tweet this session: #AOM2012 1132
Facilitator: Charles Williams, Bocconi U.

#SAP: As Time Goes By--Intrafirm Network Climate, Market Orientation & Innovation Performance | Tao Zhu, U. of Groningen

OMT: Organizational Culture and Performance: The Effects of Culture Content and Strength | Jennifer A. Chatman, U. of California, Berkeley; David F Caldwell, Santa Clara U.; Charles A O’Reilly, Stanford U.; Bernadette Doerr, U. of California, Berkeley


#DGO: Optimal Masculinity: Feminine Races or Genders | Erika Verniece Hall, Northwestern U.; Katherine W. Phillips, Columbia U.

#MSR: The Antenarrative of Illicit Market Entrepreneurs an Auto-Ethnography of Melanoma Experiences | Rohny Sayfors, New Mexico State U.

#MSR: How Leaders Engage Spirituality in Secular Corporate Cultures | Andre L Delbecq, Santa Clara U.

SIM: Digital Storytelling as Reflexive Sensemaking: Developing Personal Narrative for Moral Leadership | Michael B Elmes, Worcester Polytechnic Institute; Katherine King, WPI

#MC: Recognition and Integration of Incoming Leader | Marine Daclin, ISEOR, IAE - U. of Lyon 5; Alexis Roche, ISEOR, IAE - U. of Lyon 3
### Session Details – Monday, 2:00 - 4:00 PM

#### 1135: (Paper Session) - (CDP) Managing the Challenge of Change Inside Organizations
3:00pm - 4:30pm Westin Copley Place: St. George D

**Facilitator:** Jade Yu-Chieh Lo, U. of California, Los Angeles

**OCIS:** Technology and Context: A Sociomaterial Perspective on Technology Enabled Change | Mark Lewis, Appalachian State U.; S. Balaji, Bentley U.; Arun Rai, Georgia State U.

**SAP:** Change in the Face of Strategic Isomorphism | Christopher Jay Roussin, Suffolk U.; Michael Behnam, Suffolk U.

**OB:** Grassroots Movement: A Multilevel Model of Bottom-Up Change from Work-Unit Employees | Elijah Xun Ming Wee, U. of Maryland; Susan M. Taylor, U. of Maryland

**MED:** Three Tails of Organizational Change: from the Value Creation Perspective | Chih-Cheng Lin, National Taiwan Normal U.; Zheng Ma, U. of Southern Denmark

#### 1136: (Paper Session) - (CM) Refinements of Task Conflict: Assessing Errors, Asymmetries, and Phases
3:00pm - 4:30pm Boston Park Plaza: Cambridge Room

**Chair:** Cindy P. Zapata, Georgia Institute of Technology

**OCIS:** Blind Spots and Mirages: A Dyadic Approach to the Study of Team Conflict | Eric J. Neuman, U. of Illinois, Urbana-Champaign; Ariel C. Aygar, U. of Illinois, Urbana-Champaign

**WINNER OF CM DIVISION BEST PAPER AWARD - NEW DIRECTIONS**

**FACILITATOR:** Not All Task Conflicts Are Created Equal: Divergent and Convergent Task Conflicts in Groups | Ming-Hong Tsai, U. of California, Los Angeles; Corinne Bendersky, U. of California, Los Angeles

**OCIS:** Causes and Consequences of Perceptions of Intragroup Conflict Asymmetry | Amanda Ferguson, Northern Illinois U.; Randall S. Peterson, London Business School; Jeffrey Sanchez-Burks, U. of Michigan

#### 1137: (Paper Session) - (CM) The Negotiation Process: Perception, Power, and Motives
3:00pm - 4:30pm Boston Park Plaza: Tremont Room

**Facilitator:** Alice F Stuhlmacher, DePaul U.

**OCIS:** Extremely Difficult Negotiator Goals: Do They Follow the Predictions of Goal-Setting Theory? | Edward W. Miles, Georgia State U.; Elizabeth Foster Creneny, Georgia State U.

**OCIS:** Professional and Personal Consequences of Subjective Value during Sequential Negotiations | William J. Becker, Texas Christian U.; Russell Cropanzano, U. of Arizona

**OCIS:** Gender, Power and Negotiation | Julia Bear, Technion Israel Institute of Technology, Daniel Heller, Tel Aviv U.

**OCIS:** The Effect of Negotiators’ Own Social Motives and Their Counterparts’ Social Motives on Trust | Sinem Acar, BI Norwegian Business School

**OCIS:** Status Constraints in Negotiation: Studies of Global-Local Biculturalism in the Arab Gulf | Hannah Riley Bowles, Harvard U.; May Al Dabbagh, Dubai School of Government

#### 1138: (Paper Session) - (CMS) Power and Politics of CSR
3:00pm - 4:30pm Marriott Boston Copley Place: Falmouth

**Facilitator:** Mark Learmonth, Durham U.

**OCIS:** CSR and the Politicization of Multinational Corporations: A Foucauldian Governmentality Framework | Assaad El Akremi, U. of Toulouse; Inès Dhaouadi, ISG Tunis

**OCIS:** Governing Antisociality: The Topological Approach to Corporate Social Responsibility Research | Cameron Sabadoz, U. of Toronto

**OCIS:** A Climate for Change? Critical Reflections on the Durban United Nations Climate Change Summit | Bobby Banerjee, U. of Western Sydney

**OCIS:** Conscience as Control – Managing Employees Through CSR | Jana Costas, Free U. Berlin; Dan Kärreman, Copenhagen Business School

**OCIS:** The Institutionalization of CSR Field in France and in the United States | Emma Avetisyan, SKEMA Business School; Michel Ferrary, U. of Geneva - HEC

**BEST STUDENT PAPER**

**OCIS:** The Institutionalization of CSR Field in France and in the United States Best CMS Student Paper

**Facilitator:** Mark Learmonth, Durham U.

**OCIS:** CSR and the Politicization of Multinational Corporations: A Foucauldian Governmentality Framework | Assaad El Akremi, U. of Toulouse; Inés Dhaouadi, ISG Tunis

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**BEST STUDENT PAPER**

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

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**Section D**

1141: (Paper Session) - (ENT) Antecedents, Mobility and Performance
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon G
Chair: Kathleen R Allen, U. of Southern California
- What Aspects of Entrepreneur-Incumbent Relationships Make a Difference? | Hong Jiang, U. of New South Wales; James Christian Broberg, U. of New South Wales
- Social and Environmental Performance at SMEs: Motivations, Capabilities and Instrumentalism | Richard J Arend, U. of Missouri, Kansas City; Clive Chapple, U. of British Columbia

1142: (Paper Session) - (ENT) Human Capital, Social Capital, Small Business and Franchising
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon H
Chair: Sarika Pruthi, King's College London
- Entrepreneurial Skills and Workers' Wages in Small Firms | Rui Baptista, Instituto Superior Tecnico; Francisco Lima, Instituto Superior Tecnico; Miguel Torres Prete, Instituto Superior Tecnico
- Organizational Design of Franchising Chains and Differentiation: A Theoretical Explanation | Vinay K Garg, Missouri State U.
- Returnee Entrepreneurs in India: Opportunity Identification and Resource Acquisition | Sarika Pruthi, King's College London
Understanding the Micro-Foundations of Substantive and Dynamic Capabilities: The Role of Personality | Robin De Cock, U. of Ghent; Bart Clarysse, U. of Ghent; Maw-Der Foo, U. of Colorado, Boulder

1143: (Paper Session) - (ENT) Ambiguous Causality
3:00pm - 4:30pm Sheraton Boston Hotel: Berkley A
Chair: Andrew Lewis Maxwell, U. of Waterloo
- Entrepreneurial Team Formation: A Quest for Socio-psychological Affinities and Strategic Resources | Cyrine Ben-Hafaiadh-Dridi, Champagne School of Management

1144: (Paper Session) - (ENT) Networks and the Entrepreneurial Process
3:00pm - 4:30pm Sheraton Boston Hotel: Clarendon A & B
Facilitator: Amy Rebecca Gresock, U. of Michigan, Flint
- Does Cultural Capital Matter? Exploring Sources of Funding in New Venture Creation | Amy Ingram, Clemson U.; Diana Hechavarria, U. of Cincinnati
- Goals and Control of Family Offices: A Conceptual Framework | Stephan Wessel, WHU - Otto Beisheim School of Management; Carolin Decker, WHU - Otto Beisheim School of Management; Andreas Hack, WHU - Otto Beisheim School of Management; Knut Stefan Garrit Lange, U. of Surrey
- Straight from the Underground: When Do Hackers Become Entrepreneurs? | Ethan Mollick, Wharton School
- National and Regional Long-Term Orientation Effects on Entrepreneurship | Jason Lortie, Florida Atlantic U.
- How to Teach Effectuation: The Situationist Dérive as a Solution? | Sylvain Pierre Bureau, ESCP Europe; Marios Koufaris, Baruch College

1145: (Paper Session) - (ENT) Human Capital and Resource Allocation
3:00pm - 4:30pm Sheraton Boston Hotel: Jefferson
Chair: Sheryllynne Roberts, U. of Texas, Arlington
The Impact on Earnings when Entering Self-Employment – Evidence for Germany | Johannes Martin, U. of Duisburg-Essen
- Salesman or Scholars? A Critical Examination of Professorship in the Field of Entrepreneurship | Benson Honig, McMaster U.
- Institutional Entrepreneurship and Industry Formation: The Case of Mobile Telephony in India | Deepali Sharma, Indian Institute of Management, Bangalore; Sanjay Jain, Santa Clara U.

1146: (DRP Session) - (ENT) Entrepreneurship and the Environment
3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom A
Facilitator: Wayne Daniel Jones, U. of South Florida
- Harmonious and Obsessive Entrepreneurial Passion and Their Interaction with the Environment | Melissa S. Cardon, Pace U.; Mike Haynie, Syracuse U.; Charles Y. Mumiekh, U.S. Air Force Academy
- Incentives of Resources? Commercialization of University Research by Startups vs Established Firms | Brent Goldfarb, U. of Maryland; Rachelle Sampson, U. of Maryland; Arvind A Ziedonis, U. of Oregon
- Profiling from Entrepreneurial Orientation: The Importance of Being Socially Responsible | Taiyuan Wang, IE Business School
1147 | 1147 | (GDO) New UN PRME Project to Advance the Teaching of Gender Issues in Management Education] Worldwide
3:00pm - 3:30pm Boston Park Plaza: Clarendon Room
Tweet this session: #AOM2012 1147
Chair: Stacy Blake-Beard, Simmons College
Discussant: Patricia Dayton, PRME Secretariat / United Nations Global Compact Office; Lynda L. Moore, Simmons College; Camilla Quental, Audencia Management School
Presenters: Patricia M. Flynn, Bentley U.; Maureen A. Kilgour, U. de St-Boniface; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Lynda L. Moore, Simmons College; Camilla Quental, Audencia Management School
The Age Cube | Jesse Segers, U. of Antwerp/ Antwerp Management School; Ilke Inceoglu, ShL.; Lisa M. Finkelstein, Northern Illinois U.
The Age Cube | Jesse Segers, U. of Antwerp/ Antwerp Management School; Ilke Inceoglu, ShL.; Lisa M. Finkelstein, Northern Illinois U.

1148 | 1148 | JS: (GDO, HR, OB) New Perspectives on Researching Generational Diversity at Work
3:00pm - 4:30pm Boston Park Plaza: Thoreau Room
Tweet this session: #AOM2012 1148
Chair: Emma Parry, Cranfield U.
Discussant: Stacy McIlraith Campbell, Kennesaw State U.
Age Cohort or Identity? Examining the Meaning of Generation | Michael Joseph Urick, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati
The Age Cube | Jesse Segers, U. of Antwerp/ Antwerp Management School; Ilke Inceoglu, ShL.; Lisa M. Finkelstein, Northern Illinois U.

1149 | 1149 | (HCM) Keynote Address: Dr. David Blumenthal from Harvard Medical School
3:00pm - 4:30pm Marriott Boston Copley Place: Salon F
New Paper Title Goes Here. | Dr. David Blumenthal, Harvard Medical School

1150 | 1150 | (Paper Session) - (HR) Career and Leadership Development
3:00pm - 4:30pm Boston Park Plaza: Cabot Room
Chair: Samuel Rabinowitz, Rutgers U-Camden
Mind the Gap: Impacts of On-the-Job Development and the Expectation Gap on Organizational Commitment | Jie Cao, IE Business School; Monika Hamori, IE Business School
Senior Manager Leadership Development in Rapid Employee Growth Organizations | Saurabh Kaushik Pandya, Indian Institute of Management, Bangalore; Ganesh N. Prabhu, Indian Institute of Management, Bangalore
Predictors of Effective Mentoring: Is the Mentor’s Commitment All that Matters? | Altovise Monae Rogers, San Jose State U.; Aleksandra Luksyte, U. of Western Australia; Christiane Spitzmueller, U. of Houston

1151 | 1151 | (Paper Session) - (HR) Strategic HR and Core Competencies
3:00pm - 4:30pm Boston Park Plaza: Charles River Room
Tweet this session: #AOM2012 1151
Chair: Kira Kristal Reed, Syracuse U.
In the Eyes of the Beholder: HR Capabilities in MNC Units as Perceived by Managers and Professionals | Sofia John, Hanken School of Economics; Ingmar Björkmann, Aalto U.
High Performance Work Systems, Human Capital and Service Quality: A Resource-Based View | Samuel Aryee, King’s College London; Fred O. Walumbwa, Arizona State U.; Emmanuel Y.M. Seidu, Aston U.; Lilian Otaye, Aston U.
Should I Pursue HR Certification? Motivations, Expectations, and Benefits for the PHR and SPHR | Scott W Lester, U. of Wisconsin, Eau Claire; Dale J Dwyer, U. of Toledo

1152 | 1152 | (DRP Session) - (HR) Socialization and Adjustment
3:00pm - 4:30pm Boston Park Plaza: Whittier Room
Tweet this session: #AOM2012 1152
Facilitator: Anthony R. Wheeler, U. of Rhode Island
Understanding the Role of Superior and Self Perceptions of Fit on New Executive Adjustment | Jia (Jasmine) Hu, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago; Tialy N. Bauer, Portland State U.; Berrin Erdogan, Portland State U.
Socialization Tactics as Antecedents for Goal Interdependence and Employee Adjustment and Retention | Changhong Lu, Lingnan U.; Dean Tjosvold, Lingnan U.
Characteristics of Employment as Antecedents of Socialization Tactics and Information Seeking | Diana Zdravkovic, Wu Vienna University
Internalizing Corporate CSR Principles: Authenticity and the Moderating Role of Justice | Martin R. Edwards, King’s College London; Tony Edwards, King’s College London

1153 | 1153 | JS: (HR, MED) Positive Psychological Capital in Organizational Life and Practice
3:00pm - 4:30pm Boston Park Plaza: Whittier Room
New Paper Title Goes Here. | Dr. David Blumenthal, Harvard Medical School

1154 | 1154 | (Paper Session) - (IM) Internationalization and Innovation: Challenges of Emerging Markets and MNCs
3:00pm - 4:30pm Boston Park Plaza: Clarendon Room
Chair: Daria Podmetina, Lappeenranta U. of Technology
Chinese Market as a Source of Global Innovation: Foreign MNCs’ R&D Activities in China | Simone Corsi, Scuola Superiore Sant’Anna; Alberto Di Minin, U. of California, Berkeley
Superstar inventors in foreign subsidiaries of the MNC | Katarina Blomkvist, Upsala U.; Philip Kappen, Upsala U.; Ivo Zander, Upsala U.
Towards a Theory of Frugal Innovation: What is frugal, what is innovation? | Yasser Ahmad Bhatti, U. of Oxford
The Role of Internationalization in the Product Innovation of Emerging Market Firms | Haiyang Li, Rice U.; Jie Wu, U. of Macau; Anthea Yan Zhang, Rice U.
George Washington University CIBER Best Paper on Emerging Markets Finalist

Section D
1155  ➔: (Paper Session) - (IM) Finalists for the Robert H. Schaffer Award for Best Paper in Applied International Management
3:00 pm - 4:30 pm Boston Hynes Convention Center: Room 206
Tweet this session: #AOM2012 1155
Chairs: Nadim Matta, Schaffer Consulting; Ron Ashkenas, Schaffer Consulting

- The Trailing Spouse Re-visited: A Study of Organizational Support During International Assignments | Yvonne McNulty, Shanghai U.
- Robert H. Schaffer Award for the Best Paper in Applied International Management Finalist
- Multinational Teams: How Team Interactions Mediate Between Cultural Differences and Team Performance | Aida Hajro, Brunel U.; Markus Pudelko, Tübingen U.
- Robert H. Schaffer Award for the Best Paper in Applied International Management Finalist
- Internationalization and performance in a recently advanced country: A horizontal S-shaped link? | Diana Benito-Osorio, Rey Juan Carlos U.; José Ángel Zúñiga-Vicente, Rey Juan Carlos U.; Luis Angel Guerras-Martín, Rey Juan Carlos U.
- Robert H. Schaffer Award for the Best Paper in Applied International Management Finalist
- International Arbitrage Strategies and Risk-Return trade-offs | Ingo Ralf Kleindienst, WHU - Otto Beisheim School of Management; Christian Geisler Asmussen, Copenhagen Business School; Thomas Hutzschenreuter, WHU - Otto Beisheim School of Management
- Robert H. Schaffer Award for the Best Paper in Applied International Management Finalist

1156  ➔: (Paper Session) - (IM) Multinational Knowledge Seeking Efforts and Assets
3:00 pm - 4:30 pm Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 1156
Chair: Jörg Zimmermann, European Commission JRC IPTS

- Internationalization of the Second Degree: Process Drivers and Restrictions in Modern MNCs | Nicolas Lohr, U. of Fribourg; Dirk Morschett, U. of Fribourg
- IM Division Gustavson School of Business Award for the Best Qualitative Paper in International Business Finalist
- Strategic Asset-Seeking FDI by Emerging Economy Enterprises: The Enabler and Motivator | Yang Yang, Beijing Technology & Business U. China; Roger Chen, U. of San Francisco; Xiaohua Yang, U. of San Francisco
- Knowledge Seeking and Outward FDI of Chinese MNEs: The Modest Effect of Inward FDI | Jing Li, Simon Fraser U.; Yong Li, State U. of New York, Buffalo; Daniel Shapiro, Simon Fraser U.

MNCs, local institutions and indigenous technological efforts in an emerging economy | Zhenzhen Xie, Hong Kong U. of Science and Technology

1157  ➔: (Paper Session) - (IM) International Joint Venture Networks and Processes
3:00 pm - 4:30 pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 1157
Chair: John Clary, Rutgers U.

- In Search of a Prince: An INV’s quest for a strong tie with an MNE | Shameen Prashantham, Nottingham U. Business School China; Suresh Bhagavatula, Indian Institute of Management, Bangalore; Kumar Kothandaraman, Indian Institute of Management, Bangalore
- Effects of Network Partner Configurations on Knowledge Access through Expanding Vertical Integration | Florian Zock, Mannheim U.; Suleika Bort, Mannheim U.; Andreas Al-Laham, Mannheim U.

1158  ➔: (DRP Session) - (IM) Culture and Its Cross-Level Implications for Leaders, Teams, Organizations and Nation
3:00 pm - 4:30 pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 1158
Facilitator: Martha L Maznevski, IMD

- Leadership, Charisma, Holistic & Analytic Cognition and Potential Failacies of Dimension Theories | Romie Frederick Littrell, Auckland U. of Technology
- The impact of perceptual differences between self- and peer-ratings on CQ | Lu M Shannon, London School of Economics
- Beyond individual cultural intelligence: construct cultural intelligence in a team phenomenon | Jiexin Wang, Texas A&M U.
- C-IC fit predicts performance: Insights from national culture and national intellectual capital fit | Carol Yeh-Yun Lin, National Chengchi U.

1159  ➔: (Paper Session) - (IM) Government Policy in Emerging Markets: Implications for Business
3:00 pm - 4:30 pm Boston Hynes Convention Center: Room 309
Tweet this session: #AOM2012 1159
Chair: Jonathan Brookfield, Tufts U.

- Pro-market reforms in developing countries and the marketing capability-performance relationship | Elitsa R. Balanilieva, Northeastern U.; Alvaro Cuervo-Cazurra, Northeastern U.; Ravi Sarathy, Northeastern U.
- The Response of Inventors to IPR Reform | Theodore Andrew Khoury, Portland State U.; Alvaro Cuervo-Cazurra, Northeastern U.; Luis Alfonzo Dau, Northeastern U.

Dough Nigh Award Finalist
George Washington University CIBER Best Paper on Emerging Markets Finalist

- Legal System Voids and Business-Government Ties in an Emerging Market Environment | George O. White, Old Dominion U.; Thomas A. Hemphill, U. of Michigan, Flint; Roberto Martin Nolan Galang, Ateneo de Manila U.; Anne Canabal, U. of Maine

1160  ➔: JS: (MC, ODC) Lessons from and ideas for teaching experienced change agents
3:00 pm - 4:30 pm Westin Copley Place: Adams
Tweet this session: #AOM2012 1160

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

Section D
Lessons from and ideas for teaching experienced change agents | Leon De Caluwe, Vrije U.; Hans Vermaak, Sioo & Tynwstra; David Jamieson, U. of St. Thomas; Marc Thompson, U. of Oxford; Barbara Benedict Bunker, State U. of New York, Buffalo; Hubert Lohnig, Lomon Consulting, Uni Klagenfurt

1161 (DRP Session) - (MED) Developing Leadership Skills, Using Coaching and Internships in Management Education
3:00pm - 4:30pm Marriott Boston Copley Place: Nantucket
Tweet this session: AOM2012 1161

DRP
Facilitator: Gabriele Lakomski, U. of Melbourne

Perceptions of Executive Coaching Among Senior United States Military Officials | Philip N. Brown, Federal Government

Distinguishing Behaviors and Competencies of Effective Physician Leaders | Margaret M. Hopkins, U. of Toledo; Deborah Anne O’Neil, Bowling Green State U.; Caryl A. Hess, Cleveland Clinic


Emerging Patterns in 21st Century Leadership: An Exploration of Generational Normative Collisions | Donna L. Haeger, Case Western Reserve U. Weatherhead SOM; Tony Lingham, Case Western Reserve U.

1162 Special Session: (MED, IM) Large-scale international student collaboration projects and experiential exercises in IB
3:00pm - 4:30pm Marriott Boston Copley Place: Salon D
Tweet this session: AOM2012 1162

Chair: Vas Taras, U. of North Carolina, Greensboro

Challenges of and Best Practices for Recruiting Instructor Participants | Vas Taras, U. of North Carolina, Greensboro


Students’ Experiences, Challenges, Feedback, and Teaching Evaluations | Anja Schuster, U. of Vienna; Alfredo Jimenez, U. of Burgos

Making International Business/Management Education Live for Students | Betty Jane Punnett, U. of West Indies; Susan Gupta, Monmouth U.

Challenges and best practices of coordination | Pawel Bryla, U. of Lodz

Comparison of X Culture with other International Business simulations | Louise Curran, Toulouse Business School

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

1163 (SHCS - (MED, MOC) Understanding and Advancing the Informal Management Curriculum
3:00pm - 4:30pm Marriott Boston Copley Place: Salon B
Tweet this session: AOM2012 1163

Organizers: Holly H Brower, Wake Forest U.; Arran Caza, Griffith U.

Presenters: David S. Bright, Wright State U.; Kenneth G. Brown, U. of Iowa; James O’Toole, U. of Denver; Karl E. Weick, U. of Michigan, Ann Arbor; Henry Mintzberg, McGill U.

1164 (MOC) The Human Interaction as Unit of Analysis in Leadership & Management Research
3:00pm - 4:30pm Sheraton Boston Hotel: Berkley B
Tweet this session: AOM2012 1164

Human Beings as Agents in Complex Adaptive Systems: Challenges and Opportunities | James K. Hazy, Adelphi U.; Allan Ashley, Adelphi U.

Deep Empathy as a Precursor of Emergence and Innovation Within Complex Adaptive Systems | David Holzmer, Union Institute and U.

Deception Inside & Outside of the Workplace: Behaviors & Characteristics | Ke Zhang, Warwick Business School

Exploring Interaction Resonance: Exploring Relationship Awareness Theory & Generative Leadership | Gil Brady, George Washington U.; Tim Scudder, Fielding Graduate U.

Is Context-Independent Communication Possible?: The Case for Basic Social Math | Jared Lee Hanson, Oxford U.
A Calling to Compassion: A Study of Animal Shelter Workers | Kira F. Schabram, U. of British Columbia; Sally Matilis, U. of British Columbia
Unpacking the Nature and Importance of Within-workday Restorative Client Interaction | Jacoba Lilis, Queen's U. Canada
The Social Context of Constricted Compassion | William A Kahn, Boston U.
Giving and Receiving Compassion: The Complicating Role of Identity | Amy E. Colbert, U. of Iowa; Matt C Bloom, U. of Notre Dame
Shouting for Help: Anger and Compassion in Hospital Emergency Departments | Anat Rafaeli, Technion Israel Institute of Technology; Arik Chesin, U. van Amsterdam

1167 🌐 (Paper Session) - (MSR) Management, Spirituality, and Religion Research Landscape
3:00pm - 4:30pm Sheraton Boston Hotel: Hampton B
Tweet this session: #AOM2012 1167
Chair: Kathryn Goldman Schuyler, Alliant International U.
Discussant: Darren Good, Pepperdine U.
A Review of Spirituality in Higher Education | Linda Carol Jones, U. of Arkansas
The Dark Light of Workplace Spirituality: Why Workplace Spirituality Is Open to Being Mis/Used | Claudia Gross, Radboud U. Nijmegen
Management Research and Religion: A Citation Analysis | Matthias Filser, Montpellier Research in Management, GSCM - Montpellier Business School; Katherine Gundolf, Montpellier Research in Management, GSCM - Montpellier Business School
Spirituality and Religion: Seeking a Juxtaposition that Supports Research in the Field of MSR | Kelly A. Phipps, Rockhurst U.; Margaret Benefiel, Andover Newton Theological School

1168 🌐 (Paper Session) - (OB) Organizational Culture and Leadership Influences
3:00pm - 4:30pm Boston Park Plaza: Alcott Room
Tweet this session: #AOM2012 1168
Chair: Sophia Vladimirova Marinova, U. of Illinois, Chicago
Which Fit Fits? The Effect of Two Types of Leadership-Culture Fit on Firm Performance | Angelo J. Kinicki, Arizona State U.; Mel Fugate, Southern Methodist U.; Chad A. Hartnell, Georgia State U.; Patricia Corner, Auckland U. of Technology
From Agree to Disagree: The Financial Impact of Manager and Non-Manager Culture Dynamics | Levi R. G. Nieminen, Denison Consulting; Ia Ko, Denison Consulting; Lindsey M Kotra, Denison Consulting; Daniel Denison, IMD
Error Management Culture in Relation to Leadership Motivations, Behavior, and Individual Ascendancy | Todd J. Maurer, Georgia State U.; Michael Lippstreu, AP Metrics

1169 🌐 (OB) The Duality of Creativity and Innovation
3:00pm - 4:30pm Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 1169
Chair: Rikki Nouri, Technion Israel Institute of Technology
Discussant: Miriam Erez, Technion Israel Institute of Technology
Minority Dissent, Leadership, and Radical Innovation in Top Management Teams | Bernard Nijstad, U. of Groningen; Carsten K. W. De Dreu, U. of Amsterdam
The Development of Routine and Adaptive Expertise in a Large Team | Susanhaa Paletz, U. of Pittsburgh; Irene Tollinger, NASA Ames Research Center; Christian Schunn, U. of Pittsburgh; Antonio Vela, NASA Ames Research Center
Gender, International and Local Experiences and Incremental and Radical Creativity | Nora Madjar, U. of Connecticut
Cultural Diversity in the Meaning of Creativity | Rikki Nouri, Technion Israel Institute of Technology; Miriam Erez, Technion Israel Institute of Technology

1170 🌐 (DRP Session) - (OB) Leadership Processes & Effectiveness
3:00pm - 4:30pm Boston Park Plaza: Board Room
Tweet this session: #AOM2012 1170
Facilitator: Joan Brett, Arizona State U.
Leader Reactions to Proactive Behavior: Giving Credit When Credit Is Due | Bryan Fuller, Louisiana Tech U.; Laura Elizabeth Marler, Mississippi State U.; Kim Hester, Arkansas State U.
A Study of Effective Leadership in the Chinese Context | Wai Kwan Lau, Northeastern State U.
A Construal Level Perspective of the Leadership Influence Process | Merlijn Venus, Erasmus U. Rotterdam; Russell E. Johnson, Michigan State U.
Understanding Leadership: The Followers’ Influence on Leader Effectiveness | Troy Smith, Texas A&M U.; Bradley L. Kirkman, North Carolina State U.

1171 🌐 (DRP Session) - (OB) New Directions in Work-Family Conflict
3:00pm - 4:30pm Boston Park Plaza: Brandeis Room
Tweet this session: #AOM2012 1171
Facilitator: Lois E. Tetrick, George Mason U.
Organisational Work-Life Culture: A test of model across two case studies | Gwen Daverth, U. of Manchester
The Cross-Level Effect of Cognitive Interdependence on The Crossover of Work-Family Conflict | Liam C Ryan, Saint Louis U.; Dustin K. Jundt, Saint Louis U.; Carl P. Maertz, Saint Louis U.
Social Support and Work Family Conflict: A Test of Indirect and Moderated Models | T. T. Rajan Selvarajan, U. of Houston, Victoria; Peggy A Cloninger, U. of Houston, Victoria; Barjinder Singh, U. of Houston, Victoria
The roles of dispositional variables on work-family conflict and enrichment | Marc H Anderson, Iowa State U.; Jarrod M. Haar, U. of Wakato

1172: (Paper Session) - (OB) Implications of Being on the Edge at Work
3:00pm - 4:30pm Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 1172
Chair: Roxana Barbulescu, McGill U.
Retirement and Alcohol Consumption: The Role of Unit-level Drinking Norms and Stress Climate | Inbal Nahum-Shani, U. of Michigan; Peter A. Bamberger, Tel Aviv U.; Etti Doveh, Technion Israel Institute of Technology; Samuel Bacharach, Cornell U.
An Empirical Test of Shadow Theory: Antecedents and Outcomes of the Fear of Appearing Incompetent | Julita A. Haber, SUNY College at Old Westbury; Stephen P Fitzgerald, Trident U. International; Robyn L. Brour, State U. of New York, Buffalo; Audrey Paul, Mount Sinai Medical Center

1173: (DRP Session) - (OB) Intervening Effect of Trust
3:00pm - 4:30pm Boston Park Plaza: Emerson Room
Tweet this session: #AOM2012 1173
Facilitator: Bart A. de Jong, VU U. Amsterdam
The Role of Transparency in the Trustworthiness-Trust Relationship | Andrew Schnackenberg, Case Western Reserve U.; Ed Tomlinson, West Virginia U.
Negative Feedback and Learning – A Multilevel Study on the Role of Directness and Distrust | Jana Niemann, U. of Groningen; Diana Rus, U. of Groningen; Nico W. Van Yperen, U. of Groningen; Kai Sassenberg, Knowledge Media Research Centre Tuebingen
How does Shared Leadership Affect Team Performance? A Meditational Path over Communication and Trust | Marcus Armin Drescher, Technical U. Munich; Isabel Melanie Welpe, Technical U. Munich; Audrey Korsgaard, U. of South Carolina; Rolf T Wigand, U. of Arkansas at Little Rock
Work Engagement: Relationship with Fairness, Trust and Innovative Work Behaviour | Upasana Aggarwal, S.P.Jain Institute for Management and Research
Transformational Leadership and Knowledge Sharing Behaviors: The Role of Trust and Self-efficacy | Zhenyuan Wang, Shanghai U.; Yanrong Wang, Shanghai U.

1174: (Paper Session) - (OB) Thriving & Resilience at Work
3:00pm - 4:30pm Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 1174
Chair: Carmine P. Gibaldi, Harvard U.
Evaluating a Well-being and Resilience Initiative: The Comprehensive Soldier Fitness Program | Paul B. Lester, Comprehensive Soldier Fitness Office; P. D. Harms, U. of Nebraska, Lincoln; Mitch Herian, U. of Nebraska / TKC Global; Dina V. Krasikova, U. of Nebraska, Lincoln; Aaron Mack, TKC Global; Megan McGuffey, TKC Global
Intervening to Enhance Eudaimonic Well-being in the Workplace: The Active Workforce Initiative | Karoline Strauss, U. of Sheffield; Sharon K. Parker, U. of Western Australia
The influence of collective psychological capital on individual job performance | Shu-Ling Chen, Dong Hwa U., Taiwan; Kuo-i Chang, Dong Hwa U., Taiwan; Kuang-Yeh Tung, Southern Taiwan U.; Ming-Chun Chou, Dong Hwa U., Taiwan

1175: (Paper Session) - (OB) Determinants and Consequences of Voice
3:00pm - 4:30pm Boston Park Plaza: Lexington Room
Tweet this session: #AOM2012 1175
Chair: Leisa D. Sargent, U. of Melbourne
Speaking Up for the Greater Good: Prosocial Motivation and Voice in Unfavorable Contexts | R David Lebel, U. of Pittsburgh
Investigating the Effects of Self-efficacy and Participative Leadership on Voice Behavior | Yao-Long Liu, National Defense U., Taiwan; Mei-Yu Yang, Chihlee Institute of Technology; Chin Tien Hsu, Ming-Chuan U.; Ji-Chyuan Liou, National Defense U., Taiwan
The cost to go the extra mile: Consequences of skip-level voice | Erica Xu, Hong Kong Polytechnic U.; Wu Liu, Hong Kong Polytechnic U.; Rongwen Jia, Hong Kong Polytechnic U.

1176: (Paper Session) - (OB) Team Adaptation and Flexibility
3:00pm - 4:30pm Boston Park Plaza: Stuart Room
Tweet this session: #AOM2012 1176
Chair: Kevin S. Cruz, U. of Texas at El Paso
A network perspective on membership change: Structural disruption and adaptation in hockey teams | H Colleen Stuart, Carnegie Mellon U.
Shared Team Leadership: Its Emergence and Meaning in Adaptive Teams | Christopher O. L. H. Porter, Indiana U.; Douglas Anthony Franklin, Texas A&M U., College Station
On the Confluence of Leadership and Coordination in Balancing Stability and Flexibility in Teams | Guelda Grote, ETH Zurich; Michaela Kolbe, ETH Zurich; Mary J. Waller, York U.

1177: (Paper Session) - (OB) Identity in Different Settings

Session Details – Monday, 2:00 - 4:00 PM
Crafting Happiness: Sustainable Gains from Modifying Work and Self | Amy Wrzesniewski, Yale U.; Justin Berg, U. of Pennsylvania; Adam M. Grant, The Wharton School, UPENN; Jennifer Kurkoski, Google; Brian Welle, Google

**1180** | SHCS: (OB, HR, RM) 40 Years of LMX Research: Evolution, Challenges and Future Directions
3:00pm - 4:30pm Boston Park Plaza: White Hill Room
Tweet this session: #AOM2012 1180

**Chairs:** Terry A. Nelson, U. of Memphis; Tom Stafford, U. of Memphis

**Speakers:** George B. Graen, U. of Illinois, C-U (retired); K. Michele Kacmar, U. of Alabama; Terri A. Scandura, U. of Miami; Chester A. Schriesheim, U. of Miami; Lynn Shore, San Diego State U.; Yonghong Liu, U. of Miami

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**1178** | JS: (OB, GDO, SIM) The Manifestations of Social Class in Organizations
3:00pm - 4:30pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 1178

**Chair:** Stéphane Côté, U. of Toronto

**Discussant:** Arthur P. Brief, U. of Utah

On Wealth and Wrongdoing: How Social Class Influences Unethical Behavior | Paul K. Piff, U. of California, Berkeley

The Anger of Occupy Wall Street | Katy DeCelles, U. of Toronto; Scott Sonenshein, Rice U.

Signs of Social Class | Michael W. Kraus, U. of Illinois; Wendy Berry Mendes, U. of California, San Francisco

The Stigma of Dirty Work in Dyadic Interactions | Sven Mikolon, Ruhr-U. Bochum; Jan Wieske, Ruhr-U. Bochum; Glen E. Kreiner, Pennsylvania State U.

'Class Work'. Unpacking the Forms of Institutional Work that Reinforce Inequality in Organizations | Barbara Gray, Pennsylvania State U.; Jennifer J. Kish-Gephart, U. of Arkansas, Fayetteville

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**1179** | SHCS: (OB, HR, MOC) Job Crafting in Organizations: Advancing Insights into Self-initiated Change at Work
3:00pm - 4:30pm Boston Park Plaza: Statler Room
Tweet this session: #AOM2012 1179

**Chairs:** Uta Bindl, U. of Western Australia; Kerrie Unsworth, U. of Western Australia

**Discussant:** Adam M. Grant, The Wharton School, UPENN

The Dynamics of Job Crafting: How time and goal hierarchies influence active changes to the job | Uta Bindl, U. of Western Australia; Kerrie Unsworth, U. of Western Australia

When and Why Do Individuals Craft Their Jobs? The Role of Work Characteristics and Motivation | Cornelia Niessen, Friedrich-Alexander-U. Erlangen-Nuremberg; Petya Kostova, Konstanz U.

Individual and Contextual Antecedents and Motivational Outcomes of Cognitive and Task Crafting | Severin Hornung, Hong Kong Polytechnic U.; Catherine K Lam, City U. of Hong Kong
Session Details – Monday, 2:00 - 4:00 PM

1183 : (DRP Session) - (ODC) Leadership and Change
3:00pm - 4:30pm Sheraton Boston Hotel: Exeter A & B
Tweet this session: #AOM2012 1183
Facilitator: Charles G. Capps, Lipscomb U.
Chair: Sylvia Flatt, San Francisco State U.; Jason Harris-Bovdy, San Francisco State U.; Sharon Wagner, Linfield College

1184 : (ODC) Distinguished Speaker: Andrew Pettigrew
3:00pm - 4:30pm Sheraton Boston Hotel: Republic B
Tweet this session: #AOM2012 1184
Intervening in Organisations and Large Systems | Andrew M Pettigrew, U. of Oxford

1185 : (DRP Session) - (OM) Supply Chain, Logistics, and Transportation Management
3:00pm - 4:30pm Westin Copley Place: Courrier
Tweet this session: #AOM2012 1185
Chair: Eric Jamal Tucker, United States Air Force Academy

1186 : SHCS: (OM) Service Operations and Supply: Developing Theory Using Service Triads
3:00pm - 4:30pm Westin Copley Place: North Star
Tweet this session: #AOM2012 1186
Organizer: Martin Spring, Lancaster U. Management School
Chair: Finn Wynstra, RSM Erasmus U.
Speakers: Larry Menor, U. of Western Ontario; Uday Apte, Naval Postgraduate School; Thomas Y. Choi, Arizona State U.

1187 : (Paper Session) - (OMT) Power, Risk and Strategic Decision Making
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon D
Tweet this session: #AOM2012 1187
Chair: Fabrizio Ferraro, IESE Business School
NEDs’ Involvement and Exercise of Power and Influence in Strategic Decision Making | Michael Ruess, Jacobs U. Bremen/U. of St. Gallen/Strat-Ex
With Great Power Comes Great Risk Taking: A model of CEO power and risk taking | Krista Burrill Lewellyn, Old Dominion U.

1188 : (Paper Session) - (OM) Values, Valuing and its Effects
3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax B
Tweet this session: #AOM2012 1188
Chair: Lianne Lefsrud, U. of Alberta
Departure Status: The effect of leaving a misconduct firm on director labor market outcomes | Jo-Ellen Pozner, U. of California, Berkeley
The Impact of Women Top Managers and Directors on Corporate Environmental Performance | Donald A Palmer, U. of California, Davis; Chris Marquis, Harvard U.; Amanda Kimball, U. of California, Davis
Why Institutions Matter: Stakeholder attention to organizational ethics commitments | David Chandler, U. of Colorado, Denver
What is ‘Value’? Unpacking an overlooked key concept | H. C. Willmott, Cardif U.

1189 : (Paper Session) - (OMT) Negotiating Multiple Institutional Logics
3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: #AOM2012 1189
Chair: Rich DeJordy, Northeastern U.
Gaining Legitimacy Amid Competing Logics: Religious mutual funds in the United States | Jared Peifer, Rice U.

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

Section D
### 1190 JS: (OMT, CAR, GDO) The Stratification of Opportunity: Inequality in Social Capital and Labor Market Outcomes

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon E

Facilitator: Jungyeon Lee, Emory U.
Discussant: Mark S Mizruchi, U. of Michigan
Coordinator: Adina D. Sterling, Washington U. in St. Louis; Lauren A Rivera, Northwestern U.

Where Are Weak Ties Strong? Labor Market Institutions and the Effectiveness of Weak Ties | Ofir Sharone, MIT Sloan
How and How Much Do Contacts Help? The Effect of Contact Characteristics on Job Search Outcomes | Elena Obukhova, MIT Sloan; George Lan, MIT Sloan
Recasting the Value of an Elite Education | Jayanti Owens, Princeton U.; Lauren A Rivera, Northwestern U.

Shared Education Affiliations and Workplace Relationships | Adina D. Sterling, Washington U. in St. Louis; Christopher I. Rider, Emory U.

### 1191 SHCS: (OMT, MOC) Fields of Gold: Mining the Origins, Definitions, and Assumptions Attending Institutional Fields

3:00pm - 4:30pm Sheraton Boston Hotel: Independence East

Organizer: Ryan L. Raffaelli, Boston College
Chair: Jesper Strandgaard Pedersen, Copenhagen Business School
Moderator: Jesper Strandgaard Pedersen, Copenhagen Business School
Discussant: Mary Ann Glynn, Boston College
Participants: W. Richard (Dick) Scott, Stanford U.; Gerald F Davis, U. of Michigan; Frank Dobbin, Harvard U.

### 1192 JS: (OMT, MOC, OB) Experimental Research in Institutional Theory

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon F

Organizers: Alex B. Bitekine, HEC Montreal; Patrick Haack, U. of Zurich
Discussant: Kimberly D. Elsbach, U. of California, Davis
Institutional Theory and Organizational Decision-Making: From small groups to herds | Pamela S. Tolbert, Cornell U.; Verena Krause, Cornell U.; Rachel Ruttan, Northwestern U.
An Experimental Vignette Approach in Institutional Analysis | Aafke Raaijmakers, Tilburg U.; Patrick Vermeulen, Radboud U. Nijmegen; Marius T.H. Meeus, Tilburg U.
Beyond Text Analysis: The unremitting mission of experiments in legitimacy research | Patrick Haack, U. of Zurich

Organizational Legitimacy, Reputation and Status: Development and validation of empirical measures | Alex B. Bitekine, HEC Montreal; Kevin Hill, HEC Montreal

### 1193 JS: (OMT, OB) Dodging Death and Taxes: Risk management on the front line

3:00pm - 4:30pm Sheraton Boston Hotel: Gardner A

Organizers: Roman V. Galperin, MIT Sloan; Rathanue Huisng, McGill U.
Discussants: Susan Silbey, Massachusetts Institute of Technology; Michel Anteby, Harvard U.
Security Work and Asymmetries of Danger, Discretion, and Knowledge in the New York Subway | Noah McClain, Illinois Institute of Technology
Risk Management through Minimal Professional Autonomy: A case of tax preparation work | Roman V. Galperin, MIT Sloan
Co-producing Control: The role of clients in risk management activities | Rathanue Huisng, McGill U.

### 1194 JS: (OMT, OCIS, MOC) Backstreet Businesses, Covert Collectives and Beyond: Unmasking hidden organizations

3:00pm - 4:30pm Sheraton Boston Hotel: Independence West

Organizers: Luciana D’Adderio, U. of Edinburgh; Martha S. Feldman, U. of California, Irvine
Market routines between the social and the automatic | Daniel Beunza, London School of Economics; Yuval Millo, London School of Economics
Competing Rules, Materiality and the Diffusion of Organizational Theories | Luciana D’Adderio, U. of Edinburgh; Neil Pollock, Edinburgh U
Performing Knowledge: The Constitutive Role of Materiality in Rating and Ranking Practices | Wanda J. Orlikowski, Massachusetts Institute of Technology; Susan Scott, London School of Economics
Disruption and Coordination: Changing Practices to Create a New Order | Paola Perez-Aleman, McGill U.
Producing Stability by Protecting Chaos | Martha S. Feldman, U. of California, Irvine; Kathleen H Pine, U. of California at Irvine
Fear and loathing in the market: Heterogeneity seeking coherence in price adjustment | Mark J Zbaracki, The U. of Western Ontario

### 1196 SHCS: (ONE, OMT, SIM) How Institutions Drive Technological Development in Sustainable Energy

3:00pm - 4:30pm Marriott Boston Copley Place: Salon I

Organizers: W Chad Carlos, Cornell U.; Shon R Hiatt, Harvard Business School
Chair: Shon R Hiatt, Harvard Business School
Discussant: Rebecca Henderson, Harvard Business School
Institution Building in the Carbon Offset Industry | Hans
Nikolas Rawhouser, U. of Minnesota, Twin Cities; Brandon H.
Lee, London Business School
Collective Activism and Market Identity Change in the U.S.
Biomass Sector | Shon R Hiatt, Harvard Business School;
Sangchan Park, National U. of Singapore
Influence of Social Movements on Adoption, Decoupling &
Impact of State Renewable Portfolio Laws | Arkangel Miguel
Cordero, Cornell U.; Wesley Sine, Cornell U.
Institutional Legacies of Activism and Adoption of Electric
Vehicle Recharging Station Technology | Jon Bogdan Vasi,
Columbia U.; Hayagreeta Rao, Stanford U.

1197: (Paper Session) - (PNA) Public Service Motivation
3:00pm - 4:30pm Marriott Copley Place: Salon C
Chair: Richard Philip Winter, The Australian National U.
Encouraging workplace participation in pro-environmental
behavior | Justin M Stritch, U. of Georgia
Public Service Motivation and Job Satisfaction: Person-
Organization Fit and Needs-Supplies Fit | Bangcheng Liu,
Shanghai JiaoTong U.; Thomas Li-Ping Tang, Middle
Tennessee State U.; Kaifeng Yang, Florida State U.
The role of organizational identity and public service
motivation in workplace giving decisions | Robert K
Christensen, U. of Georgia; Rebecca Nesbit, U. of North
Carolina, Charlotte; Brian Gamsey, The U. of Georgia; Justin M
Stritch, U. of Georgia

1198: (Paper Session) - (PNA) Organizational Change and
Development - Panel One
3:00pm - 4:30pm Marriott Copley Place: Tremont
Chair: Rachel Elizabeth Ashworth, Cardiff U.
From Community to Professionalization: Stages and
Pathways of Development of Nonprofit Organizations |
Patrick Valeau, IAE - U. of La Réunion
Organizational birth: An identity-based perspective |
Dimitrios Spyridonidis, Imperial College London; Jane Hendy,
U. of Surrey; James Barlow, Imperial College London
Organizing Dynamics in Grassroots Networks: Social
Spaces as Sites of Emergence | Melissa Edwards, U. of
Technology, Sydney; Ellen Baker, U. of Technology, Sydney;
Jenny Onyx, U. of Technology, Sydney

1199: (DRP Session) - (RM) Current Issues in Research
and Publishing
3:00pm - 4:30pm Westin Copley Place: Parliament
Facilitator: Lisa Schurer Lambert, Georgia State U.
Accelerating Scholar-Practitioner Collaborative Research
Through Speed Consortium Benchmarking | Holger Schiele,
U. of Twente; Stefan Krummaker, U. of East Anglia; Rita
Kowalski, Work Life Consulting LLC; Petra Hoffmann, U. of
Twente
That’s Mundane! The Virtues of Publishing ‘Boring’ Research |
Will Felps, Erasmus U. Rotterdam; Eliza Byington, Rotterdam
School of Management, Erasmus U.

1200: (PNA) Aligning Team Measurement
Practice with Theory Through Novel Analytic Applications
3:00pm - 4:30pm Westin Copley Place: Empire
Facilitator: Nathan T. Carter, U. of Central Florida;
Dorothy R Carter, Georgia Institute of Technology
IRT-Based Evidence of Team Construct Measurement Quality
and Emergence | Nathan T. Carter, U. of Central Florida;
Dorothy R Carter, Georgia Institute of Technology; Leslie A.
DeChurch, Georgia Institute of Technology; Miliani Jimenez,
U. of Central Florida; Daniel Doty, U. of Central Florida
Measuring Behavioral Process of Complex Teams Under
Compilational Models | Toshibu Murase, Northwestern U.;
Leslie A. DeChurch, Georgia Institute of Technology; Budd
Darling, U. of Central Florida; Scott Ramsay, U. of Central
Florida
Team Personally: Understanding the Construct,
Measurement and Application | Jing Jin, U. of Illinois,
Urbana-Champaign; Jing Guo, U. of Illinois, Urbana-Champaign;
Ding Yu Jiang, National Chung Cheng U.; Meng Yu Cheng,
Feng Chia U.

1201: (DRP Session) - (SAP) Strategic Change and
Implementation
3:00pm - 4:30pm Boston Hynes Convention Center: Room 307
Facilitator: Rajiv Nag, Georgia State U.
Strategic Change in a Pluralistic Knowledge Based
Organization: Forming New Creative Collectives | Maritza
Salazar, Claremont Graduate U.; Theresa K Lant, Pace U.
Leader Integration and Strategic Change in the CEO Post-
Succession Period: Review and Directions | Shenghui Ma,
U. of Zurich; Stephane Guerd, U. of Zurich
Strategic Implementation: Pluralism in Assessing
Performance of a Transition Office | Monique Aubry, ESG-
UQAM; Marie-Claire Richer, McGill U.; Melanie Lavoie-
Treblay, McGill U.; Guylaine Cyr, McGill U.
Beyond Learning from Failure: Failure Management |
Junesoo Lee, Rockefeller College, U. at Albany - SUNY
The Effect of Public Sector Context on the Perception of
Strategy Execution Challenges | Tomi M. M. Laamanen, U.
of St. Gallen; Rebekka Sputtek, U. of St. Gallen (HSG); Samuli
Skurnik, Aalto U.

1202: (Paper Session) - (SAP) Beyond Organizational
Boundaries: Practicing strategy in networks
3:00pm - 4:30pm Boston Hynes Convention Center: Room 308
Facilitator: Timo Vuori, Hanken School of Economics
Compete to cooperate – Practicing the paradox of
cooperation in supplier networks | Joerg Sydow, Freie U.
Berlin; Miriam Wilhelm, Groningen U. (RuG)
Co-creation and the Role of the Customer in Strategizing |
Sebastiano Lombardo, BI Norwegian Business School
Inter-organizational strategizing as extension of sensemaking capacities | Felix Werle, U. of Zurich; David Nils Seidl, U. of Zurich

1203  (Paper Session) - (SIM) Legitimacy, Multinationals, Governance and Responsibility
3:00pm - 4:30pm Marriott Boston Copley Place: Salon K
Tweet this session: #AOM2012 1203
Chair: Douglas A Schuler, Rice U.

Mining MNEs, Communities of Place and the Informal Economy | Aloysius Marcus Newenham-Kahindi, U. of Saskatchewan; Charles Edward Stevens, U. of Wyoming

Legitimizing the Stakeholder Perspective at a Saudi Conglomerate | Yusuf M. Sidani, American U. of Beirut; Sammy Showali, American U. of Beirut

Legitimacy Strategies in a Globalized World: Organizing for Complex & Heterogeneous Environments | Andreas Georg Scherer, U. of Zurich; Guido Palazzo, U. of Lausanne; David Nils Seidl, U. of Zurich

1204  (DRP Session) - (SIM) Trans-National and Trans-Cultural Learning and Leadership
3:00pm - 4:30pm Marriott Boston Copley Place: Vineyard
Tweet this session: #AOM2012 1204
Facilitator: Jeffrey Lenn, George Washington U.

Human ‘Value Creation’ and ‘Human Value’ Creation: The Capability Approach | John Geunghoo Bae, Korea U.; Chiho Ok, Korea U.


Trans-boundary Crisis Management: Leadership Challenges of Cultural Variance | Christine Pearson, Thunderbird; Amy Sommer, HEC Paris

Transnational Horizontal Accountability | Minh Nien Thi PHAM, U. of Lausanne

The Micro and Macro Processes of MNE CSR Learning: A Historical View | Jing’an Tang, Sacred Heart U.

1205  (SIM, ENT) Accounting for Stakeholders: Perspectives from Strategy, Entrepreneurship and Accounting
3:00pm - 4:30pm Marriott Boston Copley Place: ProvinceCtown
Tweet this session: #AOM2012 1205
Chairs: Michelle Greenwood, Monash U.; Harry J Van Buren, U. of New Mexico

Accounting for stakeholders | Ronald Mitchell, Texas Tech U.; Edward Freeman, U. of Virginia; Michelle Greenwood, Monash U.; Harry J Van Buren, U. of New Mexico

Accounting for stakeholders from a business policy and strategy perspective | Robert A. Phillips, Boston U.; Joyce van der Laan Smith, U. of Richmond

Accounting for stakeholders from an entrepreneurship perspective | Saras D Sarasvathy, U. of Virginia

Accounting for stakeholders from an accounting perspective | Robert Ricketts, Texas Tech U.

1206  (SHCS: (SIM, OB, CM) Studying Ethical Behavior in the Field: Challenges and Opportunities
3:00pm - 4:30pm Marriott Boston Copley Place: Boylston
Tweet this session: #AOM2012 1206
Chairs: Celia Moore, London Business School; Lamar Pierce, Washington U. in St. Louis
Discussant: Joshua D Margolis, Harvard U.

The Gift of Punishment: When Social Norms and Social Responsibility Collide | Lamar Pierce, Washington U. in St. Louis; Celia Moore, London Business School

The Legitimacy of Corrupt Practices: Geography of Auditors Advice and Backdating of Stock Option Grants | Aharon Yehuda Cohen Mohliver, Columbia Business School


1207  (Paper Session) - (TIM) Reviews, Ratings and Reputation
3:00pm - 4:30pm Boston Hynes Convention Center: Room 104
Tweet this session: #AOM2012 1207
Chair: Gary Graham, U. of Leeds

Ranking the Technology and Innovation Journals: An Empirical Study of Faculty Perceptions | Shawn M. Carracher, Indiana Wesleyan U.; Sherry E. Sullivan, Bowling Green State U.

The Influence of a Firm’s Approach to Innovation on its Ability to Attract Analyst Coverage | Matt Theeke, George Mason U.; Francisco Polidoro, U. of Texas, Austin; James W Fredrickson, U. of Texas, Austin

TIM Best Paper Proceedings

The Need for Speed: How Reputation Incongruence Impacts New Product Introduction | Owen Nelson Parker, IU Kelley School of Business; Ryan Adam Krause, Indiana U. Kelley School

TIM Best Paper Proceedings

1208  (Paper Session) - (TIM) Knowledge Flows within and across Organizational Boundaries
3:00pm - 4:30pm Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 1208
Chair: Jeffrey A. Martin, U. of Alabama, Tuscaloosa

Obliteration, Symbolic Adoption, and Other Finicky Challenges in Tracking Innovation Diffusion | Andrew Nelson, U. of Oregon; Andrew Earle, U. of Oregon; Jennifer Howard-Grenville, U. of Oregon

TIM Best Paper Proceedings

The Dynamic Impact of Absorptive Capacity and Market Overlap on Endogenous Spillover Pools | Gianluigi Giustiziero, U. of Michigan, Ann Arbor; Brian Wu, U. of Michigan, Ann Arbor

Knowledge Transfer & Innovative Behavior in Multiunit Organizations: The Role of Knowledge Outflows | John
Session Details – Monday, 4:00 - 6:00 PM

1209: (Paper Session) - (TIM) Innovation Legitimacy
3:00pm - 4:30pm Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012 1209
Chair: Manuel Sosa, INSEAD

- Going Underground: Bootlegging and Individual Innovation Performance | Paola Criscuolo, Imperial College London; Ammon Salter, Imperial College London; Anne L.J. ter Wal, Imperial College London
- Material Strategies of Legitimacy in Sustained Innovation | Renee Rotter, New York U.
- Sex, Lies and Videotape: From the Art of Interessement to the Art of Becoming Interesting | Helene Delacour, U. Nancy 2; Sebastien Liarte, ISAM-IAE Nancy, France
- Organizational Innovation and Expectations: Overcoming the Cycle of Negative Expectations | Kai Xu, Texas A&M U.; Richard W. Woodman, Texas A&M U.

1210: (Paper Session) - (TIM) New Product Development, Value Creation and Timing
3:00pm - 4:30pm Boston Hynes Convention Center: Room 203
Tweet this session: #AOM2012 1210
Chair: Susan L. Cohen, U. of North Carolina

- Experimentation and Bold Thinking: Realizing Breakthrough Radical Innovations in CE/IT Industries | Shengfa Johnson Chuang, Case Western Reserve U.
- Contribution of CVC, R&D, and their interaction to Market and Profitability Value Creation | Felix Cardenas, HEC U. of Lausanne; Michael Burkert, U. of Lausanne; Tony Davila, IESE Business School; Daniel Oyon, U. of Lausanne
- Sequential Introduction of Innovations by the Start-up Firm | Sreekumar Bhaskaran, Southern Methodist U.; Sinan Erzurumlu, Babson College; Karthik Ramachandran, Southern Methodist U.
- Innovation Timing in Supply Chain Alliances: Contingent Performance of Pioneers and Followers | Ricarda B. Bouncken, U. of Bayreuth; Martin Ratzmann, U. of Bayreuth; Julian Hassan, U. of Bayreuth

1211: (Paper Session) - (TIM) Adoption of Information Technology
3:00pm - 4:30pm Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 1211
Chair: Asli Musaoglu Arikan, The Ohio State U.

- Procedural Justice, not Absorptive Capacity, Matters in Multinational Enterprise ICT Transfers | Vernon Bachor, Saint Cloud State U.; Brenda Nguyen, U. of Calgary; Alain C. Verbeke, U. of Calgary
- Technology Acceptance under Contingent Authority: Adoption Decisions | Patricia J Holahan, Stevens Institute of Technology; Blake J. Lesselroth, Portland Veterans Affairs Medical Center; Kathleen Adams, Portland Veterans Affairs Medical Center; Kai Wang, Stevens Institute of Technology; Victoria Church, Portland Veterans Affairs Medical Center
- Unsticking the Status Quo: Framing Effects on the Organizational Bias Against Telework | Brittany Harker Martin, U. of Calgary
- Ethics Frames for a Decision Support System: Focus on the banking sector | Carole Tansley, Nottingham Trent U.; Colin Fisher, Nottingham Trent U.

1212: (ICW, BPS, IM) Learning from Trade: New Empirical Evidence and Avenues for Future Research
3:00pm - 4:30pm Boston Hynes Convention Center: Room 310
Tweet this session: #AOM2012 1212
Organizer: Elena Golovko, Tilburg U.
Discussants: J Myles Shaver, U. of Minnesota; Robert Salomon, New York U.

- Learning by Exporting, Learning by Non-Exporting | Rene Belderbos, KU Leuven; Christoph Grümpe, Copenhagen Business School
- Formal and Informal Transfer of Knowledge in Learning-by-Exporting | Elena Golovko, Tilburg U.; Giovanni Valentini, Bocconi U.
- Firm Internationalization, Innovation and Productivity | Bruno Cassiman, IESE Business School & KU Leuven; Stijn Vanormelingen, IESE Business School, HU Brussel

Monday 4:00PM

1213: (ICW) Journal of Trust Research Annual Editorial Board Meeting
4:00pm - 5:00pm Marriott Boston Copley Place: Salon H
Tweet this session: #AOM2012 1213
Organizer: Janette Rawlings, Copenhagen Business School

Monday 4:30PM

1214: (ICW) Organizational Research Methods Editorial Review Board Meeting
4:30pm - 5:30pm Westin Copley Place: Staffordshire
Tweet this session: #AOM2012 1214
Organizer: Cynthia Nalevanko, Sage Publications

Monday 4:45PM

1215: (Paper Session) - (BPS) Alliances: Partner Selection and Firm Protection
4:45pm - 6:15pm Boston Hynes Convention Center: Room 101
Tweet this session: #AOM2012 1215
Chair: Benjamin L. Hallen, London Business School

- Resource Matching and Egocentric Biases in the Identification of Partner Alliance Opportunities | Hitoshi Mitsuhashi, Keio U.; Jiwon Min, Kyushu U.
- The Interplay of Legal, Temporal, and Social Defenses in Corporate Venture Capital Relationships | Benjamin L. Hallen, London Business School; Riitta Katila, Stanford U.; Jeff Rosenberger, Stanford U.
- Bringing tasks back in: complementarities, asymmetries and the search for alliance partners | Marco Furlotti, Tilburg U.; Giuseppe Soda, Bocconi U.
- Value Protection in Uneven R&D Alliances | Sascha G Walter, Christian-Albrechts-U. of Kiel; Won Kyung Min, Temple U.; Mitrarborun Sarkar, Temple U.; Achim Walter, U. of Kiel
Session Details – Monday, 4:00 - 6:00 PM

1216 : (Paper Session) - (BPS) Firm boundaries in emerging markets
4:45pm - 6:15pm Boston Hynes Convention Center: Room 103
Tweet this session: #AOM2012 1216

Chair: Apalak Khattia, Indian Institute of Management Trichurappalli
The theory of the firm revisited: Is opportunism necessary?
Aleksey Martynov, U. of Houston, Clear Lake
Growth and persistence of business groups in emerging markets: Towards solving the puzzle
J Ramachandran, Indian Institute of Management, Bangalore; K S Manikandan, Indian Institute of Management Trichurappalli
Internal Market Failure for Firms in Emerging Economies: An Application of the Coase Theorem
Michael N. Young, Hong Kong Baptist U.; Joyce Wang, Hong Kong Baptist U.
Seemingly related diversification and firm performance
Nan Zhou, Moscow School of Management Skolkovo

1217 : (DRP Session) - (BPS) Knowledge, Resources, and Capabilities
4:45pm - 6:15pm Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 1217

Facilitator: Rimi Zakaria, Florida International U.
The Deployment of Dynamic and Operational Capabilities and its Impact on New Capability Development
Heiko Gebauer, Eawag - Swiss Federal Institute of Aquatic Science and Technology; Hagen Worch, Eawag - Swiss Federal Institute of Aquatic Science and Technology; Bernhard Truffer, Cirus - Innovation Research in Utility Sectors
Stickiness and the Sequencing of Investments in Knowledge Coordination Capabilities
Robert Jensen, Brigham Young U.; Gabriel Szulanski, INSEAD
Knowledge Creation and Appropriation within Incumbent Firms and Employee Entrepreneurship
Alfonso Gambardella, Bocconi U.; Martin Garco, U. of Minnesota; Florence E M Honore, U. of Minnesota
Managerial Ability, Strategic Choice, and Firm Outcomes
Peter Wright, U. of Memphis; Mark Kroll, Texas U. of Brownsville; Son Anh Le, Louisiana Tech U.
Knowledge-in-Practice: Exploring The Influence of Knowledge Management Processes on Performance
Derrick McIver, U. of Texas, San Antonio; Cynthia A. Lengnick-Hall, U. of Texas, San Antonio

1218 : (Paper Session) - (BPS) Strategic interactions:
rivalry, aggression, symbiosis
4:45pm - 6:15pm Boston Hynes Convention Center: Room 201
Tweet this session: #AOM2012 1218

Chair: Sabine Brunswicker, Fraunhofer Institute for Industrial Engineering
Towards a behavioral theory of competitive interactions: a system dynamics approach
Jukka Luoma, Aalto U.; Sampsa Ruutu, Technical Research Center of Finland (VTT); Henriki Tikkanen, Aalto U.
The Wealth Effect among Rivals: Evidence from Response and Nonresponse on Competitive Actions
Heng-Yu Chang, National Cheng Kung U.
Competitive Aggressiveness and Firm Performance: A Meta-Analysis
Philip Andrew Rowland, Queen's School of Business, Canada
Symbiosis in Organizations and Organizing
Zackary R. Edens, U. of Kentucky

1219 : (Paper Session) - (BPS) Board Dynamics:
Composition and behavior
4:45pm - 6:15pm Boston Hynes Convention Center: Room 204
Tweet this session: #AOM2012 1219

Chair: Karen Schnatterly, U. of Missouri at Columbia
Recategorization: The Selection of Minority Directors and Their Subsequent Influences on Boards
Whose Preferences Will Prevail in Board Member Selection?
Internal and External Power Struggles
Alina Wilker, LMU Munich; Anja Christine Tusche, U. of Munich; Patricia Klarner, U. of Munich
I Know Something You(r Board Committee) Don(’t) Know!
Linking Pin Directors & Board Monitoring
Pamela Brandes, Syracuse U.; Ravi Dhawadkar, Syracuse U.; Sang Hyun Suh, Tennessee State U.
Flexible director contributions to board meetings: An observational, process focused analysis
Gavin John Nicholson, Queensland U. of Technology; Amedeo Pugliese, Queensland U. of Technology; Pieter-Jan Bezemer, Queensland U. of Technology; Amy Hillman, Arizona State U.

1220 : (DRP Session) - (BPS) Cognition and the Behavioral Theory of the Firm
4:45pm - 6:15pm Boston Hynes Convention Center: Room 301
Tweet this session: #AOM2012 1220

Facilitator: Susan Elaine Murphy, James Madison U.
Governance reform and shareholder-friendly behaviors in Korean firms
Joctae Kim, Dankook U.
Does Hybrid Ownership Work? The Diversity of Blockholders and Performance in the Banking Industry
Dony Abdul Chahid, U. of Bologna; Federico Munari, U. of Bologna
Christopher Ray Reutzell, Utah State U.
That’s Not Fair! Deviations from Economic Rationality in Shareholder Say-on-Pay Voting
Ryan Adam Krause, Indiana U. Kelley School; Kimberly Whilter, Indiana U. Kelley School
The Determinants of Foreign Institutional Ownership in Emerging Economy Firms
Hiechun Kim, Georgia State U.; Hicheon Kim, Korea U.

1221 : (Paper Session) - (BPS) The Path Towards a Sustainable Society
4:45pm - 6:15pm Boston Hynes Convention Center: Room 306
Tweet this session: #AOM2012 1221

Organizers: Ioannis Ioannou, London Business School; George Serafeim, Harvard U.

THematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 4:00 - 6:00 PM

1222: (CAR) Careers Division Business Meeting
4:45pm - 6:15pm Boston Park Plaza: Georgian Room
Tweet this session: #AOM2012 1222
How does the Careers Division work? What's been happening? Who won our awards? Perhaps you? What lies ahead? All this and more will be revealed...
Division Chair: Svetlana Khapova, VU U. Amsterdam
Division Chair-Elect: Julia Richardson, York U.
Program Chair: Peter A. Jeslin, U. of New South Wales
Professional Development Workshop Chair: Kimberly Edleston, Northeastern U.

1815 SHCS: (CAR, MED, OB) Preparing the Next Generation of Professors: A Current Assessment and Prescription for Change
4:45pm - 6:15pm Sheraton Boston Hotel: Dalton A
Tweet this session: #AOM2012 1815
Chairs: Suzanne C. de Janasz, IMD; Maury Peiperl, IMD
Presenters: Robert Marx, U. of Massachusetts, Amherst; James G. Clawson, U. of Virginia; Monica L. Forret, St. Ambrose U.; Julie L Hancock, Rutgers U-Camden; Suzanne C. de Janasz, IMD; Catarina Anita Ahlvik, Hanken School of Economics; Maury Peiperl, IMD

1223 CAU: (CAU) Gender Role as a Resource for Female Entrepreneurship in the Informal Economy
4:45pm - 6:15pm Sheraton Boston Hotel: Bayley Room
Tweet this session: #AOM2012 1223
Organizers: Aegean Ol Kam Leung, U. of Victoria; Patrick Vermeulen, Radboud U. Nijmegen
Participants: Jennifer E Jennings, U. of Alberta; Richard G Seymour, U. of Sydney; Yvonne Benschop, Radboud U. Nijmegen; Johanna Mair, Stanford U.; Charlene E. Zietsma, U. of Victoria

1224 (Paper Session) - (CDP) Global Perspectives on Corporate Social Responsibility
4:45pm - 6:15pm Westin Copley Place: Baltic
Tweet this session: #AOM2012 1224
Facilitator: Glen Dowell, Cornell U.

1225 (Paper Session) - (CDP) Ethnicity, Culture, and Spirituality: Implications for Entrepreneurship
4:45pm - 6:15pm Westin Copley Place: Essex North-Center
Tweet this session: #AOM2012 1225
Facilitator: Simona Giorgi, Boston College

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BPS: Structural Recombination and Innovation: Roles of technological capability, diversity and coherence | Samina Karim, Boston U.; Aseeem Kaul, U. of Minnesota

OB: Absorptive Capacity, Learning Orientation and Institutional Investment Performance | Mimi Lord, Case Western Reserve U.


BPS: Pre-Entry Capabilities, the Boundaries of New Firms, and Survival in the Early U.S. Auto Industry | Nicholas Argyres, Washington U. in St. Louis; Romel Mostafa, U. of Western Ontario

OCIS: Contact Expansion Under Stress Using ICT | Ann Majchrzak, U. of Southern California; Sirska Jarvenpaa, U. of Texas; Aalto U.; Jeremiah Johnson, U. of Southern California

OCIS: A Network Perspective on Success in Collaboration: Stop Citing Me for Our Own Good? | Alina Lungeanu, Northwestern U.; Yun Huang, Northwestern U.; Noshir Contractor, Northwestern U.

THREATD: (Paper Session) - (CDP) Examining Trust and Disruption in Supply Chain Management
4:45pm - 6:15pm Westin Copley Place: St. George D
Tweet this session: #AOM2012 1228
Facilitator: Jay Nathan, St. John's U.
Session Details – Monday, 4:00 - 6:00 PM

4:29 - 4:45 PM: (Paper Session) - (ENT) Entrepreneurship in Large and Small Contexts
4:45pm - 6:15pm Sheraton Boston Hotel: Beacon H
Tweet this session: #AOM2012 1233
Chair: Mario Hayek, Texas A&M U., Commerce


Research, Innovation and Productivity of SMEs: Does Family Ownership Matter? | Nicholas Classen, Maastricht U.; Martin Carree, U. of Maastricht; Anita Van Gils, U. of Maastricht; Bettina Peters, Centre for European Economic Research (ZEW)

Dual Identity and Human Capital of Philanthropic Venture Capital Firms | Mariarosa Scarlata, Newcastle U.; Andrew Zacharakis, Babson College; Jennifer M. Walske, U. of California, Berkeley

→ Entrepreneurship in a Developing Economy: Preliminary Findings | Judy Matthews, Queensland U. of Technology; Carol Dalglish, QUT; Marcello Tonelli, Queensland U. of Technology

Family Succession and Employment of Non-Family Managers | Hangqing Fang, Mississippi State U.; Esra Memili, U. of North Carolina, Greensboro; Robert Van De Graaff Randolph, Mississippi State U.; James J Chrisman, Mississippi State U.; Tim Barnett, Mississippi State U.

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

1235: (DRP Session) - (ENT) Action and Entrepreneurship
4:45pm - 6:15pm Sheraton Boston Hotel: Clarendon A & B
Tweet this session: #AOM2012 1235
Facilitator: Sandra Schillio, Innovation Impact Inc.
The Essence of Family Business: A Review and Implications for Research | Alexandra Dawson, Concordia U.; Donata Mussolino, U. of Naples Federico II
Competitor Orientation, New Venture Performance, and the Mediating Role of Organizational Legitimacy | Yunzhou Du, Anhui U. of Finance & Economics; Yuli Zhang, Nankai U.; Bing Ren, Nankai U.
Social Entrepreneurs, Social Enterprise and Social Entrepreneurship: A Synthesis of Perspectives | Aqeel Tirmizi, SIT Graduate Institute
Municipal Entrepreneurship, Sources of Opportunity and Procurement for Innovation | Jan H. Kietzmann, Simon Fraser U.; Boyd Cohen, (Formerly) U. of British Columbia
Patents and Alliances as Venture Capitalist Screening Criteria - Investigating Industry Difference | Daniel Hoening, Technische U. München; Joachim Henkel, Technische U. München

1236: (DRP Session) - (ENT) Context and Entrepreneurship
4:45pm - 6:15pm Sheraton Boston Hotel: Hampton A
Tweet this session: #AOM2012 1236
Facilitator: Ilgaz Arikan, The Ohio State U.
An Information Processing Perspective: TMT Diversity and SME Performance | Jan Brinckmann, ESADE; Dietmar Grinchik, U. of St. Gallen; Felizitas Julia Eichinger, WHU - Otto Beisheim School of Management
The Extended Mind at Work: From Boundened Rationality to Unleashed Cognition | Dietmar Grinchik, U. of St. Gallen; Nicholas Dew, Naval Postgraduate School; Katrin Haug, WHU - Otto Beisheim School of Management; Jan Brinckmann, ESADE; Stuart Read, IMD
Opportunity Recognition in Emerging Economies: A Multilevel Analysis | Chang Hoon Oh, Simon Fraser U.; Dominic S. K. Lim, Brock U.
Economic Downturn and Financing Innovative Startup Firms | Yongwook Paik, U. of Southern California; Heejin Woo, U. of Southern California
Structural Similarity and Specific Knowledge in Entrepreneurial Applications of Technologies | Eric Shaunn Mattingly, U. of Louisville; Tae Jun Bae, U. of Louisville; James Fiet, U. of Louisville; Sharon A Kerrick, U. of Louisville

1237: (Paper Session) - (ENT) Decision Making in Entrepreneurial Contexts
4:45pm - 6:15pm Sheraton Boston Hotel: Jefferson
Tweet this session: #AOM2012 1237
Chair: Chien Sheng Richard Chan, Peking U.
Risk, Balanced Skills and Entrepreneurship | Chihmiao Hsieh, U. of Amsterdam; Mirjam Van Praag, U. of Amsterdam
Signaling Endorsement Legitimacy: A Signaling Theory Approach to VC Investment Decision Making | Will Drover, SIU Carbondale

1238: (DRP Session) - (ENT) Entrepreneurship and the Individual
4:45pm - 6:15pm Sheraton Boston Hotel: Liberty Ballroom A
Tweet this session: #AOM2012 1238
Facilitator: Aaron Francis McKenny, U. of Oklahoma
The Contribution of Behavioral Genetics to Entrepreneurship Research: An Evolutionary Perspective | Graciela Kuchle, U. of Deusto
The Effect of One’s Cognitions on Others in Resource Acquisition for Commercialization of Inventions | Gordon Kwesi Adomdza, Northeastern U.; Thomas Astebro, HEC
Transnational Entrepreneurs’ Network Diversity, Structure and Performance: Return Migration to China | Benson Honig, McMaster U.; Yuval Kalish, Tel Aviv U.; Xiaohua Howard Lin, Ryerson U.
The Two Faces of Socio-Emotional Wealth | Isabelle Le Breton-Miller, HEC Montreal & U. of Alberta; Danny Miller, HEC Montreal & U. of Alberta

1239: (Paper Session) - (GDO) Psychological Variables
4:45pm - 6:15pm Boston Park Plaza: Clarendon Room
Tweet this session: #AOM2012 1239
Chair: Joyce K Fletcher, Simmons College
Discussant: David M. Porter Jr, Walter Kaltz Foundation
Managing Workplace Diversity: Does Psychological Safety Hold the Key to Employee Performance? | Barinder Singh, U. of Houston, Victoria; T. T. Rajan Selvarajan, U. of Houston, Victoria
The Role of Self-Image Threat in Nonbeneficiaries and Beneficiaries’ Reactions to Employment Equity | Ivona Hideg, U. of Toronto; Lance Ferris, Pennsylvania State U.
Hierarchical Workplace Romance: The Role of Social Judgment and Gender on Career Outcomes | Lydia Teo, U. of New South Wales; Suzanne Chan-Serafin, U. of New South Wales; Amirali Minbashian, U. of New South Wales; David Chee-mun Cheng, U. of New South Wales; Lu Wang, U. of New South Wales

1240: (DRP Session) - (GDO) Diversity Climate
4:45pm - 6:15pm Boston Park Plaza: Tremont Room
Tweet this session: #AOM2012 1240
Chair: Douglas Creed, U. of Rhode Island
Discussant: Lisa Hisae Nishii, Cornell U.
The Spillover of Community Racial Diversity and Diversity Climate to the Workplace | Belle Rose Ragins, U. of Wisconsin, Milwaukee; Jorge A. Gonzalez, U. of Texas Pan American; Kyle Ehrhardt, U. of Wisconsin, Milwaukee; Romila Singh, U. of Wisconsin, Milwaukee
Session Details – Monday, 4:00 - 6:00 PM

**Dorothy Harlow Best Paper Award.**
- The age of innocence: Diversity climate, work attitudes, and the role of age and gender | Stefano Basaglia, Bergamo U.; Chiara Paolino, Bocconi U.; Massimo Magni, Bocconi U.
- Employee Relations-Oriented Diversity and Store Unit Effectiveness: Does Community Matter? | Orlando C. Richard, U. of Texas, Dallas; Marcus Maharg Stewart, Bentley U.; Patrick F. McKay, Rutgers U.; Timothy Sackett, HRU Technical Resources

**A Work Group Climate Perspective of the Relationships among Leadership, Diversity and Creativity** | Peng Wang, Miami U. Ohio; Joseph Charles Rode, Miami U. Ohio; Kan Shi, Chinese Academy of Sciences; Zhengxue Luo, The Fourth Medical U.

**1241** JS: (GDO, HR, CAR) New Views of Age Stereotypes:
- Form, Prevalence, and Consequences
  - 4:45pm - 6:15pm Boston Park Plaza: Charles River Room
  - Chair: Tracey McCausland, George Mason U.; Eden King, George Mason U.
  - Discussant: Lisa M. Finkelstein, Northern Illinois U.
  - Another 30 Years: Stereotypes of ‘Older Workers’ in the 21st Century | Jean Anne McCarthy, U. of Limerick; Noreen Heraty, U. of Limerick
  - Christine Cross, U. of Limerick
  - Age Stereotypes Affect Performance in Information Technology Training | Tracey McCausland, George Mason U.; Eden King, George Mason U.; Lindsey Bartholomew, George Mason U.; Rachel Fayre, George Mason U.; Alia Ahmad, George Mason U.
  - Rater Personality Effects On Evaluations Of Younger Versus Older Workers | Donald M Truxillo, Portland State U.; Elizabeth McCune, Microsoft Corporation; Franco Fraccaroli, U. of Trento
  - The Shared Effects of Age, Supervisor-Feedback, and Selection Behaviors on Job Performance | Matthias Weigl, Munich U.; Andreas Muller, Munich U.; Peter Angerer, U. of Duesseldorf

**1242** (HCM): HCMD Business Meeting
- 4:45pm - 6:15pm Marriott Boston Copley Place: Salon F
  - Division Chair: Trish Reay, U. of Alberta
  - Division Chair-Elect: Jamie Leanne Dell’Freina, U. of Texas
  - Program Chair: Eric W. Ford, U. of North Carolina, Greensboro
  - Professional Development Workshop Chair: Rebecca Wells, U. of North Carolina
  - Past Chair: Eric S. Williams, U. of Alabama

**1243** (DRP Session) - (HR) Recruiting Strategies and Job Choice
- 4:45pm - 6:15pm Boston Park Plaza: Board Room
  - Chair: Michael Biron, U. of Hafia & Tilburg U.
  - The Effects of Inducement and Expectation HR Practices on Turnover & Customer Satisfaction | Joseph A. Schmidt, U. of Saskatchewan; David A. Jones, U. of Vermont; Chelsea Willness, U. of Saskatchewan; Joshua S Bourdage, U. of Calgary; Mark Youn, Skidmore College
  - The Mechanism Linking HRM Practices to Performance and Turnover: The Mediating Role of Followership | Yunhui Xie, GSM, Peking U.; Yi Chi Zhang, Peking U.
  - The Moderating Effect of Employees’ HR Attribution on HRM - Employee Outcomes Linkages | Karin Sanders, Australian School of Business; Huadong Yang, U. of Twente; Sungmoon Kim, U. of New South Wales

**Facilitator:** Brian W. Swider, Georgia Institute of Technology
- Broadening the Business Case for Employee Referrals: Does Referral Hiring Affect Referrer Outcomes? | Jenna R. Pieper, U. of Texas, Dallas
- Modeling Corporate Social Performance and Job Pursuit Intention | Chieh-Peng Lin, National Chiao Tung U.; Wei-Ting Hung, Vanung U.; Sheng-Wuu Joe, Vanung U.; Chou-Kang Chiu, National Taichung U.
- Informational Asymmetries in Job Markets and Its Impact on Companies’ Recruiting Success | Arndt Werner, U. of Siegen; Alwine Mohnen, Technical U. Munich
- Do I Really Want to Work Here? Testing a Model of Job Pursuit for MBA Interns | Gerard Beenen, California State U., Fullerton; Shaun Pichler, California State U., Fullerton

**1244** (Paper Session) - (HR) Leadership and HR: Perceptions, Information, and Employee Outcomes
- 4:45pm - 6:15pm Charles River Room
  - Chair: Cesare Bolognia, Florida State U.
  - Rising Stars and Falling Commitment: Self-Perceived Status and Responses to Performance Feedback | Igor Kotlyar, U. of Ontario Institute of Technology; Len Karakowsky, York U.
  - CEO’ Empowering Leadership and CE: the Role of TMT Information Elaboration & Environmental Dynamism | Guiyao Tang, Shandong U.; Pengcheng Li, Shandong U.; Zhijun Chen, Shandong U.
  - Line Managers' Perception of User-Friendly HR and Employee Outcomes | Bard Kuvaaas, BI Norwegian Business School; Anders Dysvik, BI Norwegian Business School; Robert Buch, BI Norwegian Business School

**1245** (Paper Session) - (HR) Effects of HR Practices on Firm Performance and Turnover
- 4:45pm - 6:15pm Charles River Room
  - Chair: Michael Biron, U. of Hafia & Tilburg U.
  - The Effects of Inducement and Expectation HR Practices on Turnover & Customer Satisfaction | Joseph A. Schmidt, U. of Saskatchewan; David A. Jones, U. of Vermont; Chelsea Willness, U. of Saskatchewan; Joshua S Bourdage, U. of Calgary; Mark Youn, Skidmore College
  - The Mechanism Linking HRM Practices to Performance and Turnover: The Mediating Role of Followership | Yunhui Xie, GSM, Peking U.; Yi Chi Zhang, Peking U.
  - The Moderating Effect of Employees’ HR Attribution on HRM - Employee Outcomes Linkages | Karin Sanders, Australian School of Business; Huadong Yang, U. of Twente; Sungmoon Kim, U. of New South Wales

**Thematic Orientation:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 4:00 - 6:00 PM

1246  

Should I Stay or Should I Go: Workers’ Intentions to Leave in Domestic Russian Organizations | Azer Efendiev, National Research U.; Evgeniya Balabanova, National Research U.; Mats Ehrmooth, Hanken School of Economics; Alexei Koveshnikov, Hanken School of Economics

Unraveling the Relationship of Pay Dispersion and Turnover Intention Among White-Collar Employees | Wei He, Huazhong U. of Science & Technology; Li-rong Long, Huazhong U. of Science & Technology

Causal Ambiguity and the Social Construction of Executive Remuneration | Cliff Bowman, Cranfield U.

1247  
(HP) New Perspectives on the Study of Work-Life Processes and Health 4:45pm - 6:15pm Boston Park Plaza: Whitter Room

Chairs: Kelly Schwind Wilson, Purdue U., West Lafayette; Theresa M. Glomb, U. of Minnesota

Discussant: Ellen Ernst Kossek, Michigan State U.

The Consequences of Workaholism and Work Engagement for Employee Well-Being and Health | Lieke L. ten Brummelhuis, Erasmus U. Rotterdam; Benjamin Uhrich, U. of North Carolina, Charlotte; Nancy Rothbard, U. of Pennsylvania; Steven Rogelberg, U. of North Carolina, Charlotte

Conflict between Employees’ Work, Family, and Personal Lives and Relationships with Health Outcomes | Heidi M. Baumann, Purdue U., West Lafayette; Kelly Schwind Wilson, Purdue U., West Lafayette

Organizational and Family Resources as Predictors of Perceptions of Mental Health | Heather Odle-Dusseau, Gettysburg College; Thomas W Britt, Clemson U.; Tiffany M. Greene-Shortridge, Kenexa

1248  
(HP, OB) Corporate Social Responsibility: What Do We Know and Where Do We Go From Here? 4:45pm - 6:15pm Boston Park Plaza: Stanbro Room

Organizers: Deborah Elizabeth Rupp, Purdue U.; Ruodan Shao, City U. of Hong Kong; Daniel Skarlicki, U. of British Columbia

Discussant: Patrick Wright, Cornell U.

What We Know and Don’t Know about Corporate Social Responsibility: A Review and Research Agenda | Ante Glavas, U. of Notre Dame; Herman Aguinis, Indiana U., Bloomington


Corporate Social Responsibility and Employee Outcomes: Toward an Employee-Centered Model of CSR | Youngkyun Chang, U. of Kansas; Douglas R May, U. of Kansas; Jong-Seok Cha, Hansung U.

How Business Ethics Pay Off: The Role of Corporate Social Responsibility in Employees’ OCB | Deborah Elizabeth Rupp, Purdue U.; Ruodan Shao, City U. of Hong Kong; Daniel Skarlicki, U. of British Columbia; Tae-Yeo Kim, CEIBS

1249  
(Paper Session) - (IM) Offshoring, Inter-Firm Relations, and Global Networks 4:45pm - 6:15pm Boston Hynes Convention Center: Room 205

Chair: Ping Deng, Maryville U. of St. Louis

The Impact of R&D Offshoring on the Knowledge Production of OECD Investing Regions | Lorena DAgostino, U. Catania; Keld Laursen, Copenhagen Business School; Grazia D. Santangelo, U. of Catania

The Rise of Global Service Delivery Networks: Network Conditions and Embedded Strategies | Stephan Manning, U. of Massachusetts, Boston; Pratyush Bharati, U. of Massachusetts, Boston

Value-based Governance in Asymmetric Inter-organizational Relationships: Cases in an Emerging Market | Min-Ping Kang, National Taiwan Normal U.

Knowledge Transfer in Offshoring Arrangements: Social Capital, Efficacy and Outcome Expectations | Angelika Zimmermann, Loughborough U.; M N Ravishankar, Loughborough U.

IM Division Gustavson School of Business Award for the Best Qualitative Paper in International Business Finalist

1250  
(Paper Session) - (IM) Cultural Values and International Management Theory 4:45pm - 6:15pm Boston Hynes Convention Center: Room 206

Chair: Malika Richards, Pennsylvania State U.

How, when and why cultural values evolve: Challenging the present crossvergence approach | Alex Mackinnon, Middlesex U.; Markus Kittler, U. of Stirling

Implications of Individualism Bias in Social Identity Theory in International Organizational Studies | Steve Stewart, Florida Atlantic U.

Cultural Values and Organizational Identification | 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.; Kiran Silvernail, U. of Massachusetts, Amherst; Mehmet D Aydin, Hacettepe U.; Ana Heloisa da Costa Lemos, Pontifical Catholic U. of Rio de Janeiro; Vilamante Kumpikaita, Kaunas U. of Technology; Sudhirt Nair, U. of Victoria; Paul F Donnelly, Dublin Institute of Technology; Robert Marx, U. of Massachusetts, Amherst; Linda M. Peters, U. of Massachusetts, Amherst

Transnational Learning in WMNCs: Context, Complexity and Competence | Lisbeth Clausen, Copenhagen Business School; Verner Ditte Worm, Copenhagen Business School

327
Session Details – Monday, 4:00 - 6:00 PM

1251 | (IM) Richman Dissertation Award Session
4:45pm - 6:15pm Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 1251
Come hear about cutting edge research, and honor the 2012 finalists for the Richman Dissertation Award!
Chair: Elizabeth L. Rose, Aalto U.
Facilitator: Mary Yoko Brannen, U. of Victoria INSEAD

1252 | (MC) The Governance Challenges in Cross-Border Alliances: The Old Issues and New Insights
4:45pm - 6:15pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 1252
Chair: Shlomo Yedidia Tarba, Open U.
- Alliance Network as a Signal for Foreign Partners | Weilei (Stone) Shi, Baruch College; Brian Campbell Pinkham, U. of Texas, Dallas
- Information Asymmetry and Partner Selection in International Alliances | Amol M. Joshi, U. of Hawaii-Manoa; Nandini Lahiri, U. of North Carolina, Chapel Hill
- Resource Dependence And Practice Standardization In Cross-Border Alliances | Jun Xia, West Virginia U.; Marshall Shihing Jiang, Brock U.; Sali Li, U. of Wisconsin, Milwaukee; Preet S Aulakh, York U.
- International Joint Venture Equity Ownership Change:Frequency and Directional Reversals | Akie Iriyama, State U. of New York, Buffalo; Weilei (Stone) Shi, Baruch College; John E Prescott, U. of Pittsburgh

1253 | (DRP) Working Together: Collaborating Across International, Multicultural and Diverse Teams
4:45pm - 6:15pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 1253
Facilitator: Hyun-Jung Lee, London School of Economics
- Processes in International Management Research: How Author Teams Collaborate | Karsten Jonsen, IMD; Christina Lea Butler, Kingston U.; Rian Drogendijk, Upssala U.; Jakob Lauring, Aarhus U.; Jon Erland Lervik, Norwegian School of Management; Kristinna Måkelå, Aalto U. School of Economics; Cecilia Pahlberg, Upssala U.; Markus Vodosek, German Graduate School of Management & Law (GGS); Lena Zander, Upssala U.
- Multicultural Multiteam Systems | Aycan Kara, FAU

1254 | (IM) Global Firm Governance: What Really Matters?
4:45pm - 6:15pm Marriott Boston Copley Place: Nantucket
Tweet this session: #AOM2012 1254
Chair: James H. Biteman, Tulane U.
- Corporate Governance, Board Networks and Growth Strategies | Deeksha A Singh, Temple U.; Andrew Delios, National U. of Singapore
- Foreign Ownership and Corporate Governance Patterns: The Board-Auditor Relationship in Japan | Kurt Desender, U. Carlos III de Madrid; Ruth V. Aguilleria, U. of Illinois, Urbana-Champaign; Rafel Crespi-Cladera, U. de les Illes Balears
- Board Capital, Board Structure, and Organizational Learning: A Cross-National Analysis | Mariano L.M. Heyden, Erasmus U. Rotterdam; Jana Oehmichen, U. Gottingen; Sven Nichtig, Erasmus U. Rotterdam

1255 | (MC) MC Division Distinguished Speaker: Rosabeth Moss Kanter
4:45pm - 6:15pm Westin Copley Place: Huntington
Tweet this session: #AOM2012 1255
Division Chair: Theresa F. Yaeger, Benedictine U.
Program Chair: Anthony F. Buono, Bentley U.
Distinguished Speaker: Rosabeth Kanter, Harvard Business School

1256 | (DRP) Ethics, Social Responsibility & Sustainability Issues in Education
4:45pm - 6:15pm Marriott Boston Copley Place: Nantucket
Tweet this session: #AOM2012 1256
DRP Facilitator: Maurice Cayer, U. of New Haven
- Learning in the Digital Economy: YouTube as Informal Organizational Practice | Pauline Leonard, U. of Southampton; Emma Bell, Keele U.
- Intellectual, Psychosocial and Social Outcomes in the Constructivist Classroom | David S. Bright, Wright State U.; Elizabeth Fisher Turetsky, U. of Southern Maine; Eric Nelson, U. of Central Missouri; Roger Putzel, Saint Michael's College; Ray Luechtfeld, U. of La Verne; Carolyn Whitney, St. Michael's

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

Section D 328
Session Details – Monday, 4:00 - 6:00 PM

1261 (Paper Session) - (MOC) Identity Formation
4:45pm - 6:15pm Sheraton Boston Hotel: Kent
Chair: Janet M. Dukerich, U. of Texas, Austin
Discussant: Entrepreneur Narratives of Psychological Decoupling | Elizabeth D. Rouse, Boston College
How category labels affect organizational identity formation in emerging disciplines | Ileana Stigliani, Imperial College London; Kimberly D. Elsbach, U. of California, Davis
Practicing identity: The emergence of organizational identity in start-up firms | David Oliver, HEC Montreal; Heather C. Vough, McGill U
A little help from my enemies: Gaining organizational status from disassociations with others | Richard Grover Gardner, Texas A&M U.; Laszlo Tihanyi, Texas A&M U.

1262 JS: (MOC, ENT, TIM) Breakthrough Innovations in Large Organizations: Challenges and Recommendations
4:45pm - 6:15pm Sheraton Boston Hotel: Back Bay Ballroom B
Organizers: Rangapriya Kannan-Narasimhan, U. of San Diego; Michael W. Lawless, U. of Maryland
Chair: Rangapriya Kannan-Narasimhan, U. of San Diego
Speakers: Pamela S. Barr, Georgia State U.; Sharon Alvarez, The Ohio State U.; Michael W. Lawless, U. of Maryland; Mary Tripsas, Harvard U.

1263 JS: (MSR) Beyond the Informal Economy of Attention: Eastern Mindfulness at Work
4:45pm - 6:15pm Sheraton Boston Hotel: Hampton B
Organizers: Darren Good, Pepperdine U.; Christopher Lyddy, Case Western Reserve U.; Hannes Leroy, Katholieke U. Leuven
Discussant: Sophie Leroy, U. of Minnesota
Eastern Mindfulness at Work: A Qualitative Exploration of Its Value, Nature, and Integration | Christopher Lyddy, Case Western Reserve U.
Eastern Mindfulness, Psychological Capital and Leaders’ Mental Health: A Multi-Sample Effect Study | Maree Roche, Waikato Institute of Technology
Changes in Self-Construal Resulting from a MBSR Course: An examination of PCB-PCV mediators | Kevin E. Henderson, U. of St. Thomas, St. Paul/Mpls, MN; Anne O’Leary-Kelly, U. of Arkansas
Why do employees get upset about broken promises?: An examination of PCB-PCV mediators | Kevin E. Henderson, U. of St. Thomas, St. Paul/Mpls, MN; Anne O’Leary-Kelly, U. of Arkansas
Violating versus distrust: Assessing competing perspectives for the psychological contract breach | Ghulam Ali Arain,

1257 (Paper Session) - (MOC) Effects of Cultural Differences and International Aspects on Management Education & Learning
4:45pm - 6:15pm Marriott Boston Copley Place: Salon B
Tweet this session: #AOM2012 1257
Chair: Jacob Eisenberg, U. College Dublin
The moderating effect of individual differences on the effectiveness of simulation-based training | Ofer Zwikael, Australian National U.; Avraham Shub, Technion Israel Institute of Technology; Ying-Yi Chih, Australian National U.

1258 JS: (MED, MC, ODC) Coaching Graduate Education: from Wild West to Established Territory
4:45pm - 6:15pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 1258
Moderator: Mary Wayne Bush, Colorado Technical U.
Panelists: Pauline Fatien Diochon, U. of Amsterdam; Madelon L. M. van Hooff, U. of Amsterdam
Discussant: Stephen Vodanovich, U. of West Florida

1259 (MOC) Then and Now
4:45pm - 6:15pm Boston Park Plaza: Franklin Room
Tweet this session: #AOM2012 1259
Chairs: Robert C. Ford, U. of Central Florida; Ronald F. Piccolo, Rollins College
Presidents: Victor Vroom, Yale U.; Jill Ellingson, Ohio State U.; Lynn A. McFarland, Clemson U.

1260 (MOC) Emotions at Work: The Case of Boredom
4:45pm - 6:15pm Sheraton Boston Hotel: Berkley B
Tweet this session: #AOM2012 1260
Chairs: Edwin A.J. van Hoof, U. of Amsterdam; Madelon L. M. van Hooff, U. of Amsterdam
Discussant: Stephen Vodanovich, U. of West Florida
Relationships of Boredom with Different Forms of Counterproductive Work Behavior | Erin M. Eatonough, U. of South Florida; Stacey Robin Kessler, Montclair State U.; Suzy Fox, Loyola U. Chicago; Paul E. Spector, U. of South Florida
Proximal and Distal Consequences of Work-Related Boredom: Moderating and Mediating Mechanisms | Madelon L. M. van Hooff, U. of Amsterdam; Edwin A.J. van Hooff, U. of Amsterdam

Partial text is missing, please provide the remaining content.
**1265** (OB) **Trust in Intra- and Inter-Organizational Networks**
4:45pm - 6:15pm Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 1265

Who are Structural Entrepreneurs? Tertius Gaudens or Tertius Adserviens? | Donald L. Ferrin, Singapore Management U.; Andrew Parker, Grenoble Ecole de Management; Robert L. Cross, U. of Virginia; Kurt T Dirks, Washington U. in St. Louis

The Role of Trust in Idea Generation and Idea Realization Networks | Rahmat Shazi, U. of Queensland; John T Steen, U. of Queensland; Nicole Gillespie, U. of Queensland

Risk and Trust in Dynamic Inter-Organizational Networks | Nuno Oliveira, LSE

Governing Interfirm Networks: The Contract-Trust Relationship in New Product Development Projects | Stephanie Christine Schleimer, U. of Queensland; Erwin Hofman, U. of Twente

**1266** (DRP Session) - (OB) **Individual Differences and Workplace Deviance**
4:45pm - 6:15pm Boston Park Plaza: Brandeis Room
Tweet this session: #AOM2012 1266

Facilitator: James M. Schmidtke, California State U. Fresno

Coping Styles and CWB: Towards a Better Understanding of the Personality-CWB Relationship | Mindy K. Shoss, Saint Louis U.; Emily M Hunter, Baylor U.; Lisa M. Penney, U. of Houston

On Unethical Behavioral Contagion: The Influence of Moral Disengagement and Moral Identity | Sanne Ponsioen, Groningen U. (RuG); Laetitia Mulder, U. of Groningen; Eric Mollemann, U. of Groningen

What Makes People Cyberloaf on the Job? An Interactionist Perspective | Kwanghyun Kim, Korea U.; Kwiyoung Chung, Korea U.; Nahyun Oh, Korea U.

Lower Personal Agency Fosters Immoral Behavior | Jennifer Jordan, Groningen U. (RuG); Bob Fennis, Groningen U. (RuG)

Does Engagement Mediate Personality’s Effect on Workplace Deviance? A Meta-Analytic Path Model | David S. DeGeest, U. of Iowa; Erik Gonzalez-Mule, U. of Iowa; Michael K Mount, U. of Iowa

**1267** (Paper Session) - (OB) **Creativity Enablers and Barriers**
4:45pm - 6:15pm Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 1267

Chair: Richard Blackburn, U. of North Carolina, Chapel Hill

Conscientious Creativity: How age-diverse teams are affected by elderly stereotypes | Robert A. Eckhoff, Jacobs U. Bremen; Sven Constantin Voelpel, Jacobs U. Bremen; Jens Foerster, U. of Amsterdam

How Middle Managers’ Achievement Goals and Position Power Shape Their Reactions To Creative Input | Roy B. L. Sijbom, U. of Groningen; Onne Janssen, U. of Groningen; Nico W. Van Yperen, U. of Groningen

Utility of Implicit Personality: Effects of Achievement Motivation and Evaluations on Creativity | Jeremy Schoen, Georgia Gwinnett College

Social Network Determinants of Stylistic Innovation & Performance in a Network of Fashion Designers | Raina A. Brands, U. of Cambridge

**1268** (DRP Session) - (OB) **Job Crafting and Design**
4:45pm - 6:15pm Boston Park Plaza: Emerson Room
Tweet this session: #AOM2012 1268

Facilitator: John P. Meyer, Iona College

Penalized for expertise: Psychological proximity and the devaluation of polymathic experts | Shefali V. Patil, U. of Pennsylvania

The Influence of Future Time Perspective on Worker Outcomes: The Role of Job Crafting | Dorien Kooij, Tilburg U.; Maria Tims, Erasmus U. Rotterdam

Interactive Effects of Work Characteristics and Social Skill on Employee Job Crafting | Tomoki Sekiguchi, Osaka U.; Jie Li, Osaka U.

Client Supportiveness in Contingent Employment: The Role of Relationship Quality | Mahesh V. Subramony, Northern Illinois U.

But I Don’t Even Know You: Experiencing Work Meaningfulness from Unmet Beneficiaries | Teresa Cardador, U. of Illinois; Gregory Northcraft, U. of Illinois; Naomi B. Rothman, Lehigh U.; Rohini Jalan, Cornell U.

**1269** (DRP Session) - (OB) **Identity/Commitment in the New Economy**
4:45pm - 6:15pm Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 1269

Chair: Douglas L. Micklich, Illinois State U.

Meaning and Power in Organizational Symbols: Employees’ Reactions to their Organizations’ Logos | Subhadra Dutta, Central Michigan U.; Terry A. Beehr, Central Michigan U.


Employee Commitment in the Informal Economy | John Edward Baur, U. of Oklahoma - Norman

A social identity approach to biculturals | Andy Yu-Yen Chiu, Baruch College

**1270** (Paper Session) - (OB) **Emotional Intelligence & Outcomes**
4:45pm - 6:15pm Boston Park Plaza: Lexington Room
Tweet this session: #AOM2012 1270

Chair: Cindy P. Zapata, Georgia Institute of Technology

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

**Section D**

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

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**Program Theme:**

- Nonlinear Associations between Breached Obligations and Employee Wellbeing | Jeroen de Jong, Tilburg U.; Thomas Rigotti, U. of Leipzig; Claudia Bernhard-Oettel, Stockholm U.; Michael Clinton, King’s College London

When and Why Does Emotional Intelligence Matter in Self-Managing Teams? | Yonjeong Paik, U. of Maryland, College Park; Myeong-Gu See, U. of Maryland; Sirkwoo Jin, Merrimack College


Factors Affecting Aggression & Victimization | Nate Pettit

Is it Better to Be Average? High and Low Performance as Predictors of Employee Victimization | Jaclyn M. Jensen, George Washington U.

Destructive Leadership as a Multifaceted Phenomenon: Predictors and Outcomes of Its Manifestations | Dina V. Krasikova, U. of Nebraska, Lincoln

Predicting Teaching Performance over Time | Jeremy Burrus, Educational Testing Service; Jonas Berling, Educational Testing Service; Richard D Roberts, Educational Testing Service

A Temporal Perspective on Predicting Performance with Employee Justice Perceptions | Michael Bashshur, Singapore Management U.; Gwendolin Beatriz Sajons, U. Pompeu Fabra

Changing Performance, Changing Personality | Seth Spain, Binghamton U.

Factors Affecting Aggression & Victimization | Nate Pettit

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A Temporal Perspective on Predicting Performance with Employee Justice Perceptions | Michael Bashshur, Singapore Management U.; Gwendolin Beatriz Sajons, U. Pompeu Fabra

Changing Performance, Changing Personality | Seth Spain, Binghamton U.
Session Details – Monday, 4:00 - 6:00 PM

Servant Leadership as an Act of Service: A Longitudinal Study on Employee Dispositions and Behaviors | Alexandra Panaccio, Concordia U.; David Henderson, London School of Economics; Robert C Liden, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago

Exploring Shared Servant Leadership and Behavioral Integration on Self-management Team Performance | Hilton Correia de Sousa, RSM Erasmus U.; Dirk Van Dierendonck, RSM Erasmus U.

1276  (OCIS) OCIS Keynote Address: Dr. Barry Wellman, University of Toronto
4:45pm - 6:15pm Sheraton Boston Hotel: Fairfax A
Tweet this session: #AOM2012 1276
Program Chair: Kevin Crowston, Syracuse U.
Networked: The New Social Operating System | Barry Wellman, Dept of Sociology, U. of Toronto

1277  (ODC) ODC Division Business Meeting
4:45pm - 6:15pm Sheraton Boston Hotel: Liberty Ballroom B
Tweet this session: #AOM2012 1277
Division Chair: Inger G. Stensaker, Norwegian School of Economics

1278  (Paper Session) - (OM) Process Improvement, Lean, and Quality
4:46pm - 6:15pm Westin Copley Place: North Star
Tweet this session: #AOM2012 1278
Chair: James R. Maxwell, U. of Northern Iowa
What do lean managers do? Modeling management behaviors in lean production environments | Arnaldo Camuffo, Bocconi U.; Fabrizio Gerli, U. Ca' Foscari of Venice
Human Dynamics of Effective Lean Team Cultures and Climates | Desiree van Dun, U. of Twente
ISO 9000 as a Best Practice Intervention: An Empirical Examination | John Gray, Ohio State U.; Gopesh Anand, U. of Illinois, Urbana-Champaign; Aleda V. Roth, Clemson U.
Achieving Employee Commitment for Continuous Improvement Initiatives | Marco Lam, York College of Pennsylvania; Mark E. O'Donnell, York College of Pennsylvania; Dan Robertson, WellSpan Health
The Dynamic of TQM and its Impact on Financial Performance | Armin Wiedenegger, WU Vienna; Adrian Koch, WU Vienna; Robert Lindorfer, WU Vienna
Presenters: Fabrizio Gerli, U. Ca' Foscari of Venice; Desiree van Dun, U. of Twente; Gopesh Anand, U. of Illinois, Urbana-Champaign; Mark E. O'Donnell, York College of Pennsylvania

1279  (Paper Session) - (OMT) Dynamics of Learning
4:45pm - 6:15pm Sheraton Boston Hotel: Beacon E
Tweet this session: #AOM2012 1279
Chair: Renee Rottner, New York U.
The Impact of Control on Learning: Mechanisms of control as drivers of exploration and exploitation | Andrew Schnackenberg, Case Western Reserve U.
Learning to Write Killer Apps? A system-wide perspective in Facebook | Terence Ping Ching Fan, Singapore Management U.; Xuesong Geng, Singapore Management U.
When Rules Grow Persistent: Problem-based adaptation of clinical practice guidelines | Martin Schulz, U. of British Columbia; Kejia Zhu, U. of British Columbia
Vicarious Learning from Others' Small Losses and Big Failures of Acquisitions | Yan Gong, U. of California, Irvine; Yu Zhang, U. of California, Irvine

1280  (Paper Session) - (OMT) Organizational Attention, Search and Decision Making
4:45pm - 6:15pm Sheraton Boston Hotel: Beacon F
Tweet this session: #AOM2012 1280
Chair: W. L. Dougan, U. of Wisconsin, Whitewater
Attention Process: A multilevel perspective | Luciana Carvalho de Mesquita Ferreira, Inser Institute of Education and Research
The Search Environment is not Benign: Reassessing the Social Risks of Intra-organizational Search | Sam Macaulay, Imperial College London; John T Steen, U. of Queensland; Tim Kastelle, U. of Queensland
Uncovering Unknown Unknowns: Towards a Baconian approach to management decision-making | Alberto Feduzi, Nottingham U. Business School China; Jochen Runde, Cambridge U.
Selection of Routines in Organizational Search | Amit Nigam, New York U.; Brian R. Golden, U. of Toronto

1281  (Paper Session) - (OMT) Institutional Sensemaking
4:45pm - 6:15pm Sheraton Boston Hotel: Fairfax B
Tweet this session: #AOM2012 1281
Chair: Santi Furmani, City U.
Framing Controversial Practices: Frame salience, source credibility, and stock market reaction | Eunice Yunjin Rhee, U. of Southern California; Peer C. Fiss, U. of Southern California
A Reasoning-based Theory of the Sensemaking Process | Henri Schildt, Hanken School of Economics
Organizational Negotiation Skills, Persuasion, and the Contested Meaning of ISO 26000 | Wesley Helms, Brock U.
Building a New Field: How an emerging category becomes meaningful and legitimate | Ileana Stigliani, Imperial College London; Bruce Tether, Imperial College London

1282  (Paper Session) - (OMT) Mechanisms of Knowledge Flow
4:46pm - 6:15pm Sheraton Boston Hotel: Gardner A
Tweet this session: #AOM2012 1282
Chair: Jennifer Whyte, U. of Reading
Knowledge Flow as a Metaphor? A grounded theory of information and knowledge networks | Dana Wang, U. of Texas, San Antonio
Reversing the Brain Drain? Skilled returnees as brokers of knowledge transfer | Dan Jun Wang, Stanford U.

1283  (Paper Session) - (OMT) The Hills and Valleys of Leadership
4:46pm - 6:15pm Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: #AOM2012 1283
Chair: Jean Siobhan Clarke, U. of Leeds

You're Taking the Fall: How top managers use external scapegoats to counter legitimacy threats | Matthew Semadeni, Indiana U., Bloomington; Ryan Adam Krause, Indiana U. Kelley School

We Go Together (or Maybe Not): Examining director-board match stability and dissolution | Michael C. Withers, Texas A&M U.; Carla D. Jones, U. of Houston

CEO Celebrity and Management Dismissal: A power contest perspective | Jong-Hun Park, Sogang U.; Yundal Sung, Sogang U.

Walmart and the Informal Economy: Organization theory in the age of extreme capitalism | 4:45pm - 6:15pm Sheraton Boston Hotel: Independence West

Organizers: Hayagreeva Rao, Stanford U.; Lori Qingyuan Yue, U. of Southern California; Paul Ingram, Columbia U.

Discussant: Gerald F Davis, U. of Michigan

Presenters: Bethany Moreton, The U. of Georgia; David Potere, Boston Consulting Group

Simplexity, Prescience and Pragmatism: Keeping Organizational Theory Alive and Vital | 4:45pm - 6:15pm Sheraton Boston Hotel: Republic A


Culture as a Repertoire: Can it help us examine organizational transitions to sustainability? | 4:45pm - 6:15pm Sheraton Boston Hotel: Independence East

Organizers: Brooke Lahman, U. of Oregon; Emily Joyce Plews, U. of Oregon


ONE Business Meeting | 4:45pm - 6:15pm Marriott Boston Copley Place: Salon I

Chair: Jorge Rivera, George Washington U.

Organizational Change and Development - Panel Two | 4:45pm - 6:15pm Marriott Boston Copley Place: Tremont

Chair: Bradley E. Wright, Georgia State U.

Tracing the implementation of a state initiative within schools: The first five years | Rebecca Wells, U. of North Carolina; Elizabeth J. Gifford, Duke U.

What drives red tape perceptions? An experimental study of objective and subjective predictors | Wesley Kaufmann, U. of Antwerp; Mary K. Feeney, U. of Illinois, Chicago

Relating Governance Dimensions to Information Infrastructure and E-Government Development | Satish Krishnan, National U. of Singapore; Thompson S. H. Teo, National U. of Singapore

The role of routines in handling crisis: The flexibility of routines in crisis situations | Gerardo Okhuysen, U. of Utah; Beth Bechky, U. of California, Davis

Routine Crisis?! Exploring the nature and role of routines in managing catastrophes | Anja Schroeder, U. of Kaiserslautern; Daniel Geiger, U. of Kaiserslautern


Acquisition of Technology Based Firms: A Visual Approach | 4:45pm - 6:15pm Marriott Boston Copley Place: Salon C

Organizers: Ruppin Academic Center

Panelists: Barry M Mitnick, U. of Pittsburgh; Duquesne U.

Weber, U. of Pennsylvania; Lisa A. Slevin, U. of Houston; Matthew Black, U. of Illinois, Chicago

From Subjectivity to Method: Countertransference Detection in Organizational Ethnography | Mark de Rond, Cambridge U.

How Can We See What They Say? On the Use of Visual Representations in Qualitative Interviewing | Nicole Bischof, U. of St. Gallen; Alice Comi, U. of Lugano; Martín J. Eppler, U. of St. Gallen

Acquisition of Technology Based Firms: A Visual Approach to Mapping Entrepreneurial Expectations | Caren Weinberg, Ruppin Academic Center

An Epistemology of Becoming: Toward a Pragmatic Emergence Method | Jacqueline Fendt, ESCP Europe

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

1293: (DRP Session) - (SIM) Activism, Identity, Ethical Leadership and Employees
4:45pm - 6:15pm Marriott Boston Copley Place: Vineyard
Chair: Robbin Derry, U. of Lethbridge
Organizational Identity and Identification: Implications for the Localism Movement | Michael P. Ciuchta, U. of Central Florida; Jay O'Toole, U. of Wisconsin, Madison
CSR and Ethical Leadership: An Inferential-Impression Model of Ethical Behavior | S. Duane Hansen, Central Washington U.; Bradley J Alge, Purdue U.; Benjamin B. Dunford, Purdue U.; Christine Lynn Jackson, Purdue U., West Lafayette; Michael E. Brown, Pennsylvania State U., Erie
Navigating Rough Waters: A Theoretical Model of Organizational Action in Corrupted Environments | Andrea Tunarosa, Boston College
Attractiveness as an Employer: The Influence of Corruption Allegations and Organizational Responses | Tanja Rabl, U. of Bayreuth

1294: SHCS: (SIM, MSR) The 'Common Good' and the Value Proposition of Business
4:45pm - 6:15pm Marriott Boston Copley Place: Provincetown
Chair: Lori Kiyatkin, Towson U.
Where now for fair trade | Iain Andrew Davies, U. of Bath; Bob Doberty, Liverpool Hope U.
A perspective on climate change: Exploratory insights from the Australian wine industry | Jeremy Galbreath, Curtin U. of Technology
Sweatshops, information asymmetry and signaling strategies | Minh Nhien Thi PHAM, U. of Lausanne

1296: (Paper Session) - (TIM) Strategy Perspectives on Innovation
4:45pm - 6:15pm Boston Hynes Convention Center: Room 107
Chair: Mary J. Benner, U. of Minnesota
Management Innovation and Adoption of Emerging Technologies– The Case of Cloud Computing | Saeed Khanagha, Erasmus U. Rotterdam; Ian Oshri, Loughborough U.
Innovate and Change: Understanding the Effects of Novel Innovation and Search on Strategic Change | Toyah L. Miller, Indiana U., Bloomington
Innovation and Strategy in Micro, Small and Medium Businesses | Jessica Mendoza, U. Autonoma del Estado de Hidalgo Mexico; Martin Aubert Hernandez, U. Autonoma del Estado de Hidalgo Mexico; Blanca Cecilia Salazar, U. Autonoma del Estado de Hidalgo Mexico

1297: (Paper Session) - (TIM) Knowledge Management Strategies: Integration and Sharing
4:45pm - 6:15pm Boston Hynes Convention Center: Room 108
Chair: Eric Charles Henri Dorion, U. de Caxias do Sul
Mobile Engineers and the Mastering of Participation In Knowledge Integration Processes | Jonas Söderlund, Linköping U.; Karin Bredin, Linköping U.
A Firm’s Role in Production Networks and Its Knowledge Strategies | Shu-Jou Lin, National Taiwan Normal U.; Hsing-Er Lin, National Sun Yat-sen U.; Edward McDonough, Northeastern U.
Relational Models of Knowledge Sharing: Transitioning between Markets and Communities | Hind Benbya, GSCM, Montpellier Business School; Tanya Menon, U. of Chicago
The Dynamics Between Imitation and Innovation within the Firm | Ahmed Doha, Carleton U.
TIM Best Paper Proceedings

1298: (Paper Session) - (TIM) Customer Interaction and Innovation
4:45pm - 6:15pm Boston Hynes Convention Center: Room 203
Chair: Arvin Sahaym, Washington State U.
Commercialization of Innovations Created by Users | Jongtae Shin, Long Island U.
Trust Attitudes and the Perceived Waiting towards Repurchasing Intentions in Online Shopping | Shi-Wan Hung, National Central U.; Min-Jih Cheng, National Central U.; Ping-Chuan Chen, National Central U.; Chia-Chin Chang, National Central U.
02 : (ICW) Annual Reception hosted by Sigma Iota Epsilon
5:30pm - 7:00pm Westin Copley Place: St. George C
Tweet this session: #AOM2012 1302
Please join us to learn the benefits of having a chapter of the Academy’s student honorary/professional fraternity, Sigma Iota Epsilon, on your campus. Beer/Wine and hors d’oeuvres provided. No invitation necessary - RSVP to brenda.ogden@colostate.edu, or just drop in!
Organizer: Brenda Ogden, Sigma Iota Epsilon

Monday 6:00PM

03 : (SAP) SAP Business Meeting and Party
6:00pm - 11:00pm Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 1303

Monday 6:15PM

04 : (IM) IM Division Business Meeting
6:15pm - 8:00pm Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 1304
Attend the meeting to learn about the state of the Division, see colleagues, honor award winners & adjourn to the greatest social event in town!

05 : (MED) MED Business Meeting and Awards Presentation
6:15pm - 8:00pm Marriott Boston Copley Place: Salon B
Tweet this session: #AOM2012 1305
In the first part of the meeting MED Officers review their division activities during the past year. The second part is dedicated to presenting Divisi
Division Chair: Jon Billsberry, Deakin U.
Division Chair-Elect: Toni Ungaretti, Johns Hopkins U.
Program Chair: Jacob Eisenberg, U. College Dublin
Professional Development Workshop Chair: Barbara A. Ritter, Coastal Carolina U.
Past Chair: Kenneth R. Thompson, DePaul U.
Treasurer: V Seshan, Pepperdine U.
Secretary: Joann Krauss Williams, Judson College

06 : (MOC) MOC Social Hour and Business Meeting
6:15pm - 8:15pm Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: #AOM2012 1306
Division Chair: Mark J. Martinko, Florida State U.
Division Chair-Elect: Rhonda K. Reger, U. of Maryland
Program Chair: Kyle Lewis, U. of Texas, Austin
Professional Development Workshop Chair: Elizabeth George, Hong Kong U. of Science and Technology
Past Chair: Gerard P. Hodgkinson, U. of Warwick
Treasurer: Kerrie Unsworth, U. of Western Australia
Coordinators: Marlys K. Christianson, U. of Toronto; Frances H. Fabian, U. of Memphis; Douglas A Lepisto, Boston College; Davide Ravasi, Bocconi U.; Andac Ankan, Florida Atlantic U.; Paul Harvey, U. of New Hampshire; Richard Blackburn, U. of North Carolina, Chapel Hill; Shelley Brickson, U. of Illinois, Chicago; Charles Watson, George Washington U.

Monday 6:30PM

07 : (BPS) BPS Business Meeting
6:30pm - 7:30pm Boston Hynes Convention Center: Room 102
Tweet this session: #AOM2012 1307

Monday 5:00PM

01 : (ICW) European Management Journal (EMJ)
Editorial Board Meeting & Reception
5:00pm - 6:30pm Westin Copley Place: Helicon
Tweet this session: #AOM2012 1301
For more information on EMJ see: http://www.esceurope.eu/faculty-research/esce-europe-european-management-journal/
Organizer: Michael Haenlein, ESCP Europe

Monday 5:30PM
Session Details – Monday, 6:00 - 8:00 PM

1308: (ICAR) Careers Division Social
6:30pm - 8:00pm Offsite: TBA
Tweet this session: #AOM2012 1308
Division Chair: Svetlana Khapova, VU U. Amsterdam
Division Chair-Elec: Julia Richardson, York U.
Program Chair: Peter A. Heslin, University of New South Wales
Professional Development Workshop Chair: Kimberly Eddleston, Northeastern University.

1309: (CMS) CMS Social Event
6:30pm - 8:00pm Marriott Boston Copley Place: Salon J
Tweet this session: #AOM2012 1309
Program Chairs: Jan Schapper, La Trobe U.; Gavin Jack, La Trobe U.

1310: (ENT) ENT Business Meeting
6:30pm - 7:30pm Sheraton Boston Hotel: Constitution Ballroom B
Division Chair: Mike Wright, Imperial College London
Division Chair-Elec: David Audretsch, Indiana U., Bloomington
Program Chair: Sharon Alvarez, The Ohio State U.
Professional Development Workshop Chair: Harry J Sapienza, University of Minnesota
Past Chair: Per Davidsson, Queensland University of Technology

1311: (GDO) GDO Business Meeting
6:30pm - 7:30pm Boston Park Plaza: Clarendon Room
Tweet this session: #AOM2012 1310
Members and friends of GDO are encouraged to attend the Business Meeting. Celebrate with recipients of GDO Division research and service awards.
Division Chair: Diana Billimoria, Case Western Reserve U.
Division Chair-Elec: Gwendolyn M. Combs, University of Nebraska, Lincoln
Program Chair: Stacy Blake-Beard, Simmons College
Professional Development Workshop Chair: Charmine E. J. Hartel, University of Queensland
Past Chair: David A. Kravitz, George Mason U.

1312: (MHR) Management History Business Meeting
6:30pm - 7:45pm Boston Park Plaza: Franklin Room
Tweet this session: #AOM2012 1311
Division Chair: Theresa F. Yaeger, Benedictine U.

1313: (OB) OB Awards/Social Hour
6:30pm - 8:30pm Boston Park Plaza: Imperial & Plaza Ballroom
Tweet this session: #AOM2012 1312

1314: (O CIS) OCIS Business Meeting
6:30pm - 7:30pm Sheraton Boston Hotel: Fairfax A
Tweet this session: #AOM2012 1313
All OCIS members and friends are invited to attend the OCIS business meeting.
Division Chair: Manju K. Ahuja, U. of Louisville
Division Chair-Elec: Elizabeth Davidson, U. of Hawaii-Manoa
Program Chair: Kevin Crowston, Syracuse U.
Professional Development Workshop Chair: Youngjin Yoo, Temple U.
Past Chair: Brian S. Butler, U. of Maryland

1315: (ODC) ODC Division Members Reception
6:30pm - 8:30pm Sheraton Boston Hotel: Independence West
Tweet this session: #AOM2012 1314
This is the annual social gathering for ODC members.
Division Chair: Inger G. Stensaker, Norwegian School of Economics

1316: (OMT) OMT Business Meeting
6:30pm - 7:30pm Sheraton Boston Hotel: Constitution Ballroom B
Tweet this session: #AOM2012 1315

1317: (RM) Research Methods Business Meeting
6:30pm - 7:30pm Boston Park Plaza: Empire
Tweet this session: #AOM2012 1316

1318: (SIM) SIM Division Social
6:30pm - 8:30pm Marriott Boston Copley Place: Salon G
Tweet this session: #AOM2012 1317
Sponsors: George Washington University Institute for Corporate Responsibility (ICR)

Monday 7:00PM

1319: (ONE) ONE Social
7:00pm - 9:00pm Offsite: Skywalk Observatory
Tweet this session: #AOM2012 1318
Welcome to the annual social gathering for all ONE members. See one.aomonline.org for details.
Program Chair: Frances E Bowen, Queen Mary U. of London

Monday 7:30PM

1320: (AAC) Indian Academy of Management Social
7:30pm - 9:00pm Westin Copley Place: America Ballroom Center
Tweet this session: #AOM2012 1319

1321: (BPS) BPS Social
7:30pm - 8:30pm Boston Hynes Convention Center: Room 103
Tweet this session: #AOM2012 1320

1822: (ENT) ENT Division Social Reception
7:30pm - 8:30pm Sheraton Boston Hotel: Constitution Ballroom A
Division Chair: Mike Wright, Imperial College London
Division Chair-Elec: David Audretsch, Indiana U., Bloomington
Program Chair: Sharon Alvarez, The Ohio State U.
Professional Development Workshop Chair: Harry J Sapienza, University of Minnesota
Past Chair: Per Davidsson, Queensland University of Technology

1322: (GDO) GDO Social Hour
7:30pm - 9:00pm Boston Park Plaza: Terrace Room
Tweet this session: #AOM2012 1321
Division Chair: Diana Billimoria, Case Western Reserve U.
Division Chair-Elec: Gwendolyn M. Combs, University of Nebraska, Lincoln
Program Chair: Stacy Blake-Beard, Simmons College

Treasurer: Marie-Claude Boudreau, University of Georgia
Secretary: Michael Boyer O’Leary, Georgetown U.
Participants: Likoebe M. Maruping, University of Louisville; Anca Metiu, ESSEC Business School; Natalia Levina, New York U.; Paul M. Leonard, Northwestern U.; Rose Kerelens, VU U. Amsterdam; Chris Maurer, University of Georgia; Marina Friedler, University of Passau; Atreyi Kankanahalli, National U. of Singapore; Michel Avital, Copenhagen Business School; James Lynch, Intel
Professional Development Workshop Chair: Charmine E. J. Hartel, U. of Queensland
Past Chair: David A. Kravitz, George Mason U.

1323: (OCIS) OCIS Reception and Social Event
7:30pm - 9:30pm Sheraton Boston Hotel: Gardiner A & B
Tweet this session: #AOM2012 1323
The OCIS Reception welcomes all members and friends of the OCIS division. Come catch up with your colleagues over hors d’oeuvres and adult beverages.

1324: (OMT) OMT Social Hour
7:30pm - 9:00pm Sheraton Boston Hotel: Back Bay Ballroom D
Tweet this session: #AOM2012 1324

1325: (RM) Research Methods Division Reception
7:30pm - 9:30pm Westin Copley Place: Essex North-West
Tweet this session: #AOM2012 1325

Monday 7:45PM

1326: (MED) MED: It's Your Party!
7:45pm - 10:30pm Marriott Boston Copley Place: Salon B
Tweet this session: #AOM2012 1326
THE Reception to be in on Monday evening! All MED members and friends are welcome to come, socialise and have fun.
Host: Jacob Eisenberg, U. College Dublin
Division Chair: Jon Billsberry, Deakin U.

1327: (MH) Management History Social
7:45pm - 10:30pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 1327

Monday 8:30PM

1328: (ICW) Case Western Reserve, Weatherhead, Organizational Behavior & Doctor of Management Annual Reception
8:30pm - 10:30pm Sheraton Boston Hotel: Independence East
Tweet this session: #AOM2012 1328
This is the annual reception for Case Western Reserve University, Weatherhead School of Management, Organizational Behavior and Doctor of Management Alumni, Colleagues and Friends. Attendees will be asked to sign in at the door and present a current business card for entry.
Organizer: Lila E Robinson, Weatherhead School of Management
Tuesday 7:00AM

1329: (IM) Meet the IM Division Exec. Committee Breakfast Meeting
7:00am - 8:00am Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 1329
Come one, come all! Stop by, eat breakfast, and sit with the EC to discuss and brainstorm innovations to improve the IM Division!

1330: (MSR) MSR Morning Meditation
7:00am - 8:00am Sheraton Boston Hotel: Hampton B
Facilitator: Gerald Biberman, U. of Scranton

Tuesday 7:30AM

1331: (AAA) AOM Past Presidents Breakfast
7:30am - 8:30am Boston Hynes Convention Center: Room 311
Tweet this session: #AOM2012 1333

1332: (SIM) SIM Welcome Session
7:30am - 8:00am Marriott Boston Copley Place: Boylston
Facilitator: Gerald Biberman, U. of Scranton

Tuesday 8:00AM

1333: (AAA) Placement Services
8:00am - 12:00pm Marriott Boston Copley Place: 3rd Floor Atrium Foyer
Placement Services - Registration and Information

1334: (AAA) Conference Registration
8:00am - 5:00pm Boston Hynes Convention Center: Exhibit Hall A
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

1335: (AAA) Hospitality Suite for First Time Attendees
8:00am - 5:00pm Boston Hynes Convention Center: Room 207
Membership Committee volunteers, as well as representatives from the Membership Committee volunteers, as well as representatives from the Membership Department, will be here to greet First Time Attendees and help answer questions. Stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions!
Organizer: Stephanie Case Henagan, Northern Illinois U.

1336: (DRP Session) - (BPS) Cooperative/Relational Strategies: Governance & Strategies
8:00am - 9:30am Boston Hynes Convention Center: Room 101
Facilitator: Ilgaz Arikian, The Ohio State U.

My Once & Future Partner—or Acquirer? Unpacking the Impact of Partner-Specific Alliance Experience | Adeline Thomas, Freie U. Berlin; Thomas Mellewigt, Freie U. Berlin; Edward Zajac, Northwestern U.
The impact of knowledge structures on alliance formation | Sai Krishna Yayavaram, National U. of Singapore; Manish K. Srivastava, Michigan Technological U.; Mitrabarun Sarkar, Temple U.

1337: (Paper Session) - (BPS) Strategy process: learning
8:00am - 9:30am Boston Hynes Convention Center: Room 102
Chair: Maziar Raz, Richard Ivey School of Business

The nature of balance: Managing Learning Paradoxes in Communities of Practice | Sebastian Raisch, HEC U. of Geneva; Stefano Borzillo, SKEMA Business School; Gilbert Probst, U. of Geneva

The Nature of Balance: Managing Learning Paradoxes in Communities of Practice | Liang Wang, U. of San Francisco; Justin Tan, Schulich School of Business

1338: (DRP Session) - (BPS) Industry Dynamics and Competitive Interactions
8:00am - 9:30am Boston Hynes Convention Center: Room 109
Facilitator: Corentin Curchod, Nottingham U.

The Impact of Institutional Thickness and Agglomeration on Entrepreneurship | Ming-Jer Chen, U. of Virginia; Hao-Chieh Lin, National Cheng Kung U.; John G Michel, U. of Notre Dame


Rivalry and Forbearance in the European Airline Industry | Michel Ghertman, U. de Nice Sophia antipolis; Zied Guerdri, EMLYON

Multimarket Contact and Entrant Firm Behavior: Being Cooperative yet Staying Competitive | Kai-Yu Hsieh, National U. of Singapore

1339: (Paper Session) - (BPS) Strategic decision making: antecedents and effects
8:00am - 9:30am Boston Hynes Convention Center: Room 201
Chair: Sabina Nielsen, Copenhagen Business School

Unpacking the Dynamic Managerial Capability to Sense and Seize | Tim Colman, U. of Wollongong; Timothy Michael Deviney, U. of Technology, Sydney

Mixed signals: A longitudinal analysis of automobile warranty, 1960-2008 | Dror Etzion, McGill U.; Aviad Pe’er, Rutgers U.
Diversification and Effects

Tweet this session: #AOM2012 1341

8:00am - 9:30am Boston Hynes Convention Center: Room 204

Tweet this session: #AOM2012 1340

1340 (DRP Session) - (BPS) Corporate Strategy: Diversification

Facilitator: Todd Alessandri, Northeastern U.


Firm Scope Advantages and the Demand Side | Jens Schmidt, Aalto U.; Richard Makadok, Emory U.; Thomas Keil, Aalto U.

The Interaction between Geographic Heterogeneity and Human Capital Heterogeneity | Asghar Zardkoohi, Texas A&M U.; Leonard Bierman, Texas A&M U.; Subrata Chakraborty, U. of Nebraska, Lincoln

Unpacking Analyst Influence on Managerial Investment Decisions | Rebecca A Ranucci, U. of Connecticut

International Diversification and Firm Performance: A Multilevel Contextual Framework and Analysis | Bo Bernhard Nielsen, Copenhagen Business School; Sabina Nielsen, Copenhagen Business School

1341 (Paper Session) - (BPS) CEOs’ Features, Behavior and Effects

Chair: Adam J. Wowak, U. of Notre Dame

Arrogant but not Ignorant? How CEOs Manage Their Own Hubris with Conservative Coping Mechanisms | Michael J. Mannor, U. of Notre Dame; Mathias Arrfelt, Arizona State U.; Adam J. Wowak, U. of Notre Dame

Risk Aversion or Loss Aversion? The Role of CEO Perceived Control | Rong Ma, U. of Missouri, Kansas City; Peter Wright, U. of Memphis

Performance Attainment Discrepancy and R&D Intensity: CEO and Director Stock Options as Moderators | Elizabeth Lim, The U. of Texas at Dallas; Brian T. McCann, Vanderbilt U.

Toward a More Accurate Contextualization of the CEO Effect: A New Method and Implications | Donald C. Hambrick, Pennsylvania State U.; Timothy J. Quigley, Lehigh U.

1342 (DRP Session) - (BPS) Institutional Theory

Facilitator: Scott G. Johnson, Oklahoma State U.

Foreign investors, political ties, and corporate governance reform in emerging economies | Weiting Zheng, Hong Kong Polytechnic U.; Chi-Nien Chung, National U. of Singapore

Evolution of Business-Stakeholder Relationship: The Case of GRI Sustainability Reporting Guidelines | Yana Grushina, U. of Western Australia

Political Adoption of a Governance Reform: State Embeddedness vs. Institutional Gap | Cyndi Man Zhang, INSEAD

Business Owners’ Social Status and Firm Philanthropy | Yongqiang Gao, Huazhong U. of Science & Technology; Xiaobin He, Huazhong U. of Science & Technology

The functions of the executive at 75: reflections on a management classic | Paul C. Godfrey, Brigham Young U.; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign

1343 (JS: (BPS, OMT) Architecture of Adaptation: Role of the corporate office in adaptation of the multi-business firm

8:00am - 9:30am Boston Hynes Convention Center: Room 103

Tweet this session: #AOM2012 1343

Organizers: Charles Williams, Bocconi U.; John Joseph, Duke U.

Discussant: Phanish Puranam, London Business School

Industry Location and Diseconomies of Scope in Multi-business Firms | Charles Williams, Bocconi U.; Maria Elena Vidal, Duke U.

How Boundary and Focus in a Multi-divisional Firm Arise: Avoiding a ‘stuck in the middle’ strategy | Hyoung-Goo Kang, Hanyang U.; Richard M Burton, Duke U.


Decentralization of Formal and Real Decision Authority: An empirical investigation | Magdalena Dobratska, U. of Southern Denmark; Stephan Billinger, U. of Southern Denmark; Samina Karim, Boston U.

Speaker: Michael L. Tushman, Harvard U.

1344 (JS: (BPS, OMT, TIM) Geography, Networks and Change

8:00am - 9:30am Boston Hynes Convention Center: Room 313

Tweet this session: #AOM2012 1344

Chair: Christopher C. Liu, U. of Toronto

Local Environments and Scientific Research Trajectories: Evidence from a bio-pharmaceutical firm | Ajay K. Agrawal, U. of Toronto; Christopher C. Liu, U. of Toronto; Jasjit Singh, INSEAD

National Institutions and Network Emergence: Evidence from human embryonic stem cell research | Jeff Furman, Boston U.; Fiona Murray, Massachusetts Institute of Technology

Vertical De-integration and Innovation in Global Production Networks | Juan Alcacer, Harvard U.; Haris Tabakovic, Harvard Business School

Organizational Emergence in U.S. Communities | Pino G. Audia, Dartmouth College; Atul Teckchandani, California State U., Fullerton

Resilience Theories from Ecology and Management | Andrew King, Dartmouth College

1345 (JS: (CAR, HR, OB) Exploring New Research in Individual & Leader Success via Learning / Development & Career Behavior

8:00am - 9:30am Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 1345

Organizer: Todd J. Maurer, Georgia State U.
Chair: Elizabeth Foster Clenney, Georgia State U.
Discussant: Manuel London, State U. of New York, Stony Brook
Exploring the Effects of Career Types on Leadership Development | Gorkem Turgut Ozer, Georgia State U.
Toward a Goal-Oriented Model of Entrepreneur-CEO Growth Intentions and Aspirations | Francois Neville, Georgia State U.
Predicting Ten Years of Worker Career Success from Employee Development Constructs | Todd J. Maurer, Georgia State U.; Elizabeth Foster Clenney, Georgia State U.
The Effect of Follower Protean and Boundaryless Career Orientation on Leader-Member Exchange Quality | Dina Leheta, Georgia State U.

1346 JS: (CAR, OB, MED) Disentangling the Impact of Reference Groups on Career Identity
8:00am - 9:30am Boston Park Plaza: Berkeley Room
Tweet this session: #AOM2012 1346
Chairs: Gudela Grote, ETH Zurich; Douglas T. Hall, Boston U.
Discussant: Barbara S. Lawrence, U. of California, Los Angeles
Reference Groups: The Missing Links in Career Studies? | Gudela Grote, ETH Zurich; Douglas T. Hall, Boston U.
Career Communities | Polly Parker, U. of Queensland
Who Can Help Me? The Role of the Social Network in Career Transitions | Cecile Tschopp, ETH Zurich; Martin Gubler, ETH Zurich; Silvano Kobald, ETH Zurich; Wiebke Doden, ETH Zurich

1347 CAU: (CAU) Authentic Leadership Caucus – Building a Research Community and Challenges of the Informal Economy
8:00am - 9:30am Marriott Boston Copley Place: Columbus I
Tweet this session: #AOM2012 1347
Authentic leadership is a relatively new topic of academic inquiry and thus needs an engaged and cooperative research community to ensure that it is advanced in a coherent direction. In this caucus we seek to extend the network of scholars in the field, and identify opportunities for future research and collaborations, while exploring the implications of for the informal economy.

1348 CAU: (CAU) The Pocket Entrepreneurs: Caucus for Native and Indigenous Peoples research, teaching and advocacy
8:00am - 9:30am Marriott Boston Copley Place: Columbus II
Tweet this session: #AOM2012 1348
This caucus discusses the unique aspects of management values and practices among indigenous people, this year emphasizing on indigenous informal economies. This caucus is open to all, and those especially interested in a deeper understanding of indigenous contribution to management education are invited to attend.
Organizer: Joe Gladstone, New Mexico State U.
Facilitator: Amy Klemm Verbos, U. of South Dakota
Participants: Deanna M. Kennedy, U. of Washington, Bothell; Chellie Spiller, U. of Auckland; Daniel Stewart, Gonzaga U.; Eugene F Stone-Romero, U. of Texas, San Antonio; Keith James, Portland State U.

1349 CAU: (CAU) Developmental Networks and the Informal Economy
8:00am - 9:30am Sheraton Boston Hotel: Dalton A
Tweet this session: #AOM2012 1349
Organizers: Richard Donald Cotton, Appalchian State U.; Yan Shen, U. of Victoria

1350 CAU: (CAU) Migration research in the Academy: Community building and fostering international collaborations
8:00am - 9:30am Sheraton Boston Hotel: Dalton B
Tweet this session: #AOM2012 1350
Organizers: Jelena Zickic, York U.; Tony Fang, York U.

1351 CAU: (CAU) Evidence-Based Management (EBMgt) Caucus
8:00am - 9:30am Westin Copley Place: Essex North-Center
Tweet this session: #AOM2012 1351
Pre-registration is NOT required, but a brief email by July 20 to motivas@clarion.edu, letting us know of your motivations or professional interest on Evidence-Based Management will be appreciated to better focus the caucus meeting!
Participants: Gary P. Latham, U. of Toronto; Jone L. Pearce, U. of California, Irvine; Rob B. Briner, U. of Bath; Eric Barends, VU U. Amsterdam; Tanya Bondarouk, U. of Twente

1352 CAU: (CAU) Gray Borders of the Informal Economy: Nepotism and Bribery in China
8:00am - 9:30am Westin Boston Park Plaza: Longfellow Room
Tweet this session: #AOM2012 1352
Chairs: Albert J. Chan, St. Ambrose U.; Jessica Marie Greenwald, St. Ambrose U.

1353 (Paper Session) - (CDP) Diversity: Measurement and Multi-level Consequences
8:00am - 9:30am Westin Copley Place: Baltic
Tweet this session: #AOM2012 1353
Facilitator: Paul V. Martorana, Fordham U.
GDO: Categorial and Informational Diversity and Diversity of Thought | Marina McCarthy, Rutgers U.; Nancy DiTomaso, Rutgers U.; Corinne Post, Lehigh U.
OCD: A Longitudinal Study of Age-Related Differences in Reactions to Psychological Contract Breach | Matthijs Bal, VU U. Amsterdam
ODC Division Best Paper Finalist

(GDO) The Diversity-Morality Link | Sun Young Kim, Northwestern U.; Katherine W. Phillips, Columbia U.
MED: Organization to Organization Mentoring: Expanding Minority Presence in Business Management | Terry A. Nelson, U. of Memphis; Rachida Aissaoui, U. of Memphis

1354 (Paper Session) - (CDP) Cultural Differences: International Entrepreneurs, Innovation, and Customer Loyalty
8:00am - 9:30am Westin Copley Place: Essex North-Center
Tweet this session: #AOM2012 1354
Facilitator: Jeff Vanenhoven, U. of Wisconsin, Whitewater
IM: Amy Who? Transnational Entrepreneurs as Mobile Subjectivities | Han Ou, U. of Massachusetts, Amherst
HR: Top-down, Bottom-up or Outside-in? The Effects of Three Mechanisms on Firm Innovation in China | Yu Zhou, Renmin U. of China; Zhuhua Qin, Renmin U. of China; Yingying Zhang, CUNEF, Complutense U. of Madrid


IM: Cultural Roots of Shanzhai: a Chinese Phenomenon | Hai Hua Zhang, U. of Cambridge; Yongjiang Sh. U. of Cambridge

1355: (Paper Session) - (CDP) New Venture Funding: Changing Sources and their Implications
8:00am - 9:30am Westin Copley Place: Essex North-East

Facilitator: Punit Arora, City U. of New York

ONE: Conferring Legitimacy: Takeoff in Clean Energy Venture Capital Investment | Alfred Allen Marcus, U. of Minnesota; Shmuel Ellis, Tel Aviv U.; Joel Malen, Carlson School of Management


ENT: From Funding to Founding: The Changing Role of Investors | Stephan Jung, WU Vienna, Christopher Lettl, WU Vienna

OB: State Governments as Financiers of Technology Startups: Effects on New Venture Performance | Bo Zhao, U. of Michigan, Ann Arbor; Rosemarie Ziedonis, U. of Oregon

1356: (Paper Session) - (CDP) Advances in Research Methodology: Where Have We Been and Where Should We Be Headed
8:00am - 9:30am Westin Copley Place: Essex North-West

Facilitator: Hettie A. Richardson, Louisiana State U.

RM: When Often Becomes Always, and Sometimes Becomes Never: Miscomprehension in Surveys | Ben Hardy, Open U.; Lucy R. Ford, St. Joseph’s U.

Sage Publications/RM Division Best Paper Winner

QMT: Add Artifact Control Variables Last in Hierarchical Regression Analyses | Kevin Carlson, Virginia Tech; Hanko K. Zeitzmann, Virginia Tech; Jerry Flynn, Virginia Tech


HR: Strategic Human Resource Management Research: A Content Analysis | Karin Sanders, Australian School of Business; Hugh TJ Bainbridge, U. of New South Wales; Sunghoon Kim, U. of New South Wales; Julie Ann Cogin, Australian School of Business; Veronica Cai-Hui Lin, UNSW

HR: Observed Differential Validity: Not Much More than Range Restriction | Philip L. Roth, Clemson U.; Huy Le, UNLV; In-Sue Oh, Virginia Commonwealth U.

1357: (Paper Session) - (CDP) Revitalizing the Organization through Strategy, Entrepreneurship and Technology
8:00am - 9:30am Westin Copley Place: St. George C

Facilitator: Elena Novelli, U. of Bath

ODC: The Experience of Systems: The Centrality of Perception in Healthcare Quality and Cost Management | Heather Grooms, Case Western Reserve U.; Tony Lingham, Case Western Reserve U.

MC: Using the Repertory Grid Technique to Surface Strategic Planning Assumptions | W Timothy Few, Edinboro U. of Pennsylvania; Molly Few, Core Strategies, LLC


ENT: The Relationship Between CE and Organization’s Contextual Dimensions: An Overview | Serima Nazarian, Ph.D. Student; Kourosh Yazdani Rashvandouel, Würzburg U.; Sepehr Keyvanshokh, Graduate Student

1358: (Paper Session) - (CDP) Managing the Challenges of Alternative Work Arrangements
8:00am - 9:30am Westin Copley Place: St. George D

Facilitator: Anthony R. Wheeler, U. of Rhode Island

HR: My, Your or Our Employees? Co-management of Human Resources in Outsourced Call Center Operations | Michel Herrmans, Cornell U.

OB: Revisiting Physical Separation in the Workplace | Diego Stea, Luisa Guido Carli U.; Peter Holdt Christensen, Copenhagen Business School

OB: Impact of Telework on Exhaustion and Job Engagement: a Job Demands and Job Resources Model | Shrutti Sardeshmukh, U. of South Australia; Dheeraj Sharma, Indian Institute of Management, Ahmedabad; Timothy Golden, Rensselaer Polytechnic Institute

OB: Identity from a Distance: Telework, Leader-Orgizational Identifications and Work-Family Conflict | Margarita Mayo, IE Business School; Shainaz F尻iray, IE U.

1359: (Paper Session) - (CM) Managing Damaged Relationships: Methods for Repair, Prevention, and Intervention
8:00am - 9:30am Boston Park Plaza: Cambridge Room

Facilitator: Cecily D Cooper, U. of Miami

HR: Trust Repair via Distributive Justice Rationales: The Implications of Equity, Equality, and Need | Peter H Kim, U. of Southern California; Derek Harmon, U. of Southern California


HR: Preemptive Apology as a Trust Preservation Mechanism: An Inoculation Theory Perspective | Ksenia O. Krylova, Case Western Reserve U.

Section D
1360: (Paper Session) - (CMS) Facing Off: Communication and Influence in Negotiation and Social Exchange
8:00am - 9:30am Boston Park Plaza: Franklin Room
Chair: Linda M. Dunn-Jensen, Indiana U.
- Multiple Equivalent Simultaneous Offers in Negotiations: Effects on Individual and Joint Gain | Geordie McRuer, U. of Toronto; Jun Gu, U. of Toronto; Geoffrey J. Leonardelli, U. of Toronto
- I'm Sorry About the Rain! The Positive Effects of Superfluous Apologies | Alison Wood Brooks, U. of Pennsylvania; Maurice Schwartzstein, U. of Pennsylvania; Hengchen Dai, U. of Pennsylvania
- Negotiating Face to Face: Men's Facial Structure Predicts Negotiation Performance | Michael Haselhuhn, U. of Wisconsin; Elaine M. Wong, U. of Wisconsin; Milwaukee; Margaret Ormiston, London Business School; M. Ena Ilesi, London Business School

1361: (DRP Session) - (ENT) The Human Capital of Founders
8:00am - 9:30am Sheraton Boston Hotel: Beacon D
Facilitator: Joseph A LiPuma, EM Lyon
- Human Capital of Spinoffs | Natarajan Balasubramanian, Syracuse U.; Mariko Sakakibara, U. of California, Los Angeles
- The Legitimacy of Founder CEOs: Foreign IPOs in the United States | Dane Patrick Blevins, U. of Texas, Dallas
- Does Migration Improve Entrepreneurial Opportunity Recognition? Evidence from a Natural Experiment | Peter Vandor, Vienna U. of Economics and Business Administration; Nikolaus Franke, Vienna U. of Economics and Business Administration
- Trust and New Ventures’ Performance: Moderated by Institutional Context? | Boris Bauke, U. of Cologne; Thorsten Semrau, U. of Cologne; Zheng Han, Haniel Group Chair of Marketing and Entrepreneurship, CDHK/Tongji U.

1362: (Paper Session) - (CMS) What are Universities Doing? Critical Analyses
8:00am - 9:30am Marriott Boston Copley Place: Falmouth
Chair: Susan Mayson, Monash U.
- The Emotional Turn in Higher Education: A Psychoanalytic Contribution | Sarah Elaine Gilmore, U. of Portsmouth; Valerie Anderson, U. of Portsmouth
- Enlisting in the Global War for Talent: Generation Now and the Production of Young Professionals | Emily T. Porschitz, Keene State College; Linda Smirich, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst

1363: (DRP Session) - (ENT) Entrepreneurs, the Firm and the Context
8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom A
Facilitator: Richard John Gentry, U. of Mississippi
- The Narrative Rationality of Organizational Structuring: A Model of Explanatory Coherence | Adam J Bock, U. of Edinburgh; Massimo Warglien, Ca’ Foscari of Venice
- The Role of Organizational Size in the Heterogeneous Nature of Corporate Entrepreneurship | Robert S. Nason, Syracuse U.; Alexander McKelvie, Syracuse U.; G. T. Lumpkin, Syracuse U.
- The Attractive Passionate Entrepreneur: To Whom Does it Matter? | Chaim Ross Letwin, U. of Central Florida; Cameron Ford, U. of Central Florida; Michael P. Ciuchta, U. of Central Florida
- Varieties of Entrepreneurship: Institutional Drivers across Entrepreneurial activity and Country | Farzana Chowdhury, Indiana U.; Siri Ann Terjesen, Indiana U.; Bloomington; David Audretsch, Indiana U., Bloomington
1366: (Paper Session) - (ENT) Action, Identity, and Performance
8:00am - 9:30am Sheraton Boston Hotel: Beacon H
Tweet this session: #AOM2012 1366
Chair: Sergio Janczak, U. of Western Ontario
 Assessments and New Venture Survival: Individuality, Ricardian, and Schumpeterian Actions | Suresh Kotha, U. of Washington, Seattle; David M. Gomulya, Nanyang Technological U.
 A Model for the Role of Trust in Firm Level Performance: The Case of Family Businesses | Matt R Allen, Babson College; James H Davis, Utah State U.
 HPWS, Corporate Entrepreneurship, and Performance: The Moderating Role of Dysfunctional Competition | Chunyan Jiang, Nanjing U.; Yina Mao, Chinese U. of Hong Kong; Jun Liu, Renmin U. of China; Shuming Zhao, Nanjing U.
 In Search for Legitimacy and Entrepreneurial Identity: A Case Study of Two Growth Farmers | Pekka Stenholm, U. of Turku; Ulla Hytti, U. of Turku; Elisa Akola, U. of Turku

1367: (Paper Session) - (ENT) Failure and Performance
8:00am - 9:30am Sheraton Boston Hotel: Berkeley A
Tweet this session: #AOM2012 1367
Chair: H Shawna Chen, Texas Tech U.
 Who Wants to Live Forever? How Families Manage Tensions between Family and Firm Logics in Succession | Peter Jaskiewicz, U. of Alberta; Katharina Heinrich, WHU - Otto Beisheim School of Management; Sabine B. Klein, WHU - Otto Beisheim School of Management
 The Influence of Socio-Cultural Environments on the Performance of Nascent Entrepreneurs | Christian Hopp, U. of Vienna; Ute Stephan, U. of Sheffield
 Mobility and Entrepreneurship: How Career History Influences Entrepreneurial Entry and Survival | Lars Frederiksen, Aarhus Business School; Karl Wennberg, Stockholm School of Economics

1368: (DRP Session) - (ENT) The Latent Entrepreneur
8:00am - 9:30am Sheraton Boston Hotel: Clarendon A & B
Tweet this session: #AOM2012 1368
Chair: Mazhar Islam, Drexel U.
 Disentangling the Effect of Prior Entrepreneurial Exposure on Entrepreneurial Intention | Florian B. Zapkau, U. of Dusseldorf; Christian Schwens, U. of Dusseldorf; Holger Steinmetz, U. of Giessen; Rudiger Kabst, U. of Giessen
 Partner Selection under Uncertainties and Venturing Success | Chun-Yun Cheng, National Taiwan U.
 “My Heart is in That Interest Too”: Recognizing Opportunities for Social Entrepreneurship | Maja Renko, U. of Illinois, Chicago; Sarah Parker Harris, U. of Illinois, Chicago; Katherine E. Caldwell, U. of Illinois, Chicago

1369: (Paper Session) - (ENT) Creativity and Entrepreneurship
8:00am - 9:30am Sheraton Boston Hotel: Jefferson
Tweet this session: #AOM2012 1369
Chair: Paul Louis Dmenevich, The U. of Alabama
 Entrepreneurial Motivations & Their Impact on Ventures Organizational Design in Creative Industries | Celine Abecassis-Moedas, U. Catolica Portuguesa; Shem Ben Mahmoud-Jouini, HEC Paris; Delphine Manceau, ESCP Europe
 Determinants of Formal Entrepreneurship versus Informal Entrepreneurship at the Macro Level | Mai Thi Thanh Thai, HEC Montreal; Ekaterina Turkina, HEC Montreal

1370: (Paper Session) - (GDO) Women’s Navigation of Their Careers
8:00am - 9:30am Boston Park Plaza: Clarendon Room
Tweet this session: #AOM2012 1370
Chair: Hannah Riley Bowles, Harvard U.
 Discussant: Rowena Ortiz-Walters, Quinnipiac U.
 Gender as the compass: Gender as a key to navigating effective workplace influence | Alexis Nicole Smith, Ramapo College; Marla Baskerville Watkins, Northeastern U.; Michael J. Burke, Tulane U.; Caitlin E. Smith, Tulane U.; Shalei V. K. Simms, SUNY College at Old Westbury; Alison V. Hall, Tulane U.
 It’s not what you know, but who you know | Uma Devi Jogulu, Deakin U.; Lesley Fergus, Auckland U. of Technology
 Conceptualizing the Nature of and Observers’ Attitudes Toward Conflict Among Professional Women | Leah D Sheppard, U. of British Columbia

1371: (Paper Session) - (GDO) LGBT
8:00am - 9:30am Boston Park Plaza: Thoreau Room
Tweet this session: #AOM2012 1371
Chair: Maureen A. Scully, U. of Massachusetts, Boston
 Discussant: Elizabeth A. Cooper, U. of Rhode Island
 Organizational Actions in Face of Institutional Contestation: Diffusion of LGBT-Friendly Policies | William Newbury, Florida International U.; Naomi A Gardberg, Baruch College; Bryant A. Hudson, Florida Atlantic U.; Yonathan Feffer, Baruch College
 Coming Out and Being Out in the Executive Suite: The Experiences of Senior Gay and Lesbian Leaders | Eric John Lutzo, Case Western Reserve U.; Sheri Perelli, Wayne State U.; Diana Billimoria, Case Western Reserve U.
Predictors of the adoption of gay-friendly HR policies | Benjamin Everly, U. of California, Los Angeles; Joshua Schwartz, Miami U.

1372 Tweet this session: #AOM2012 1372
Entrepreneurship
8:00am - 9:30am Boston Park Plaza: Tremont Room
Chair: Bonita L Betters-Reed, Simmons College
Discussant: Laquita C Blockson, College of Charleston
Does Gender Diversity in Management Benefit the Firm? Role of Entrepreneurial Orientation | Vishal K. Gupta, State U. of New York, Binghamton; Christoph Klaus Streib, U. of Groningen
A postcolonial feminist analysis of high-technology entrepreneurship | Banu Özkanç-Par, U. of Massachusetts, Boston
Cognitions and Decisions: An Exploration of Gender and Entrepreneurial Choice | Alice M Wieland, U. of California, Los Angeles
Wind Beneath My Wings: Factors Supporting Women’s Productive Entrepreneurial Activity | Susan Clark Muntean, Ball State U.
Women in Entrepreneurship Education | Jeong-Hwan Choi, U. of Illinois, Urbana-Champaign; Sunny Jeong, U. of Illinois, Urbana-Champaign

1373 Tweet this session: #AOM2012 1373
Diffusion of Innovation Processes: Organizational Performance, Safety and Health
8:00am - 9:30am Boston Park Plaza: Cabot Room
Chair: Cheryl Ratheart, U. of Missouri
Discussant: Ferhat Zengul, U. of Alabama, Birmingham
Optimising Quality of Care and Well-being through Work Engagement: A Study with Midwives | Yseult Miriam Freeney, Dublin City U.; Martin R. Fellenz, Trinity College Dublin
ADHD: Medication Use and Opinions Among American College Students | Mary Patton, U. of Tennessee, Knoxville; Michael J Stahl, U. of Tennessee, Knoxville
The Asymmetry of Resonance and Dissonance in Effective Physician-Patient Helping Relationships | Loren R. Dyck, U. of La Verne
HCM Division Best Paper Based on a Dissertation Award Nominee
Determinants of entrepreneurial orientation in family-owned healthcare organizations | Mariangela Vecchiarini, Second U. of Naples; Donata Mussolino, U. of Naples Federico II

1374 Tweet this session: #AOM2012 1374
Change Management for Quality and System Improvements
8:00am - 9:30am Boston Park Plaza: Salon H
Chair: Lori T. Peterson, Cleveland State U.
Discussant: Michael I. Harrison, Agency for Healthcare Research and Quality
Dealing with Boundaries: Communities of General Practice and Implementation of Change | Roman Kislov, Manchester Business School

1375 Tweet this session: #AOM2012 1375
The Importance of Employee Learning
8:00am - 9:30am Boston Park Plaza: Newbury Room
Chair: Bradford S Bell, Cornell U.
Learning Curves: Longitudinal Growth Modeling of GMA and Goal Orientation’s Effects on Performance | David S. DeGeest, U. of Iowa; Patrick E. Downes, U. of Iowa
Identifying a Relapse or Identifying a Goal? Two Types of Post-Training Transfer Intervention | Agoes Ganesha Rahyuda, U. of Kent; Jawad Syed, U. of Kent; Ebrahim Soltani, U. of Kent
SFCA and Effective Overseas Adjustment: A framework for future research. | Brent MacNab, U. of Sydney

1376 Tweet this session: #AOM2012 1376
Talent Acquisition and Workforce Reduction
8:00am - 9:30am Boston Park Plaza: Charles River Room
Chair: Joyce T. Heames, West Virginia U.
An Integrative Model for the Study of Overqualification in Organizations | Mark L. Lengnick-Hall, U. of Texas, San Antonio; Patricia G Martinez, Loyola Marymount U.; Mukta Kulkarni, Indian Institute of Management, Bangalore
Technology as a service in Global Talent Recruitment | Elfi Furtmueller, U. of Twente
Relationships between Ownership Structures and Employee Downsizing: An Agency Theory Perspective | Elena Radeva, U. of Texas, Arlington; Deepak K Datta, U. of Texas, Arlington; Dynah A Basuill, Asian Institute of Management

1377 Tweet this session: #AOM2012 1377
HR Architectures and High Performance Work Practices
8:00am - 9:30am Boston Park Plaza: Newbury Room
Facilitator: Carrie A. Belzito, Utah State U.
HR Architectures and Practices: Fostering Ambidexterity in MNCs | C Lakshman, Bordeaux école de Management; Olivier Dupouet, Bordeaux école de Management; Tatiana Bouzdine Chameeva, Bordeaux école de Management
Perceived High Commitment Work System, the Transactive Memory System, and New Product Performance | Hsi-An Shih, National Cheng Kung U.; Yun-Hwa Chang, Ming-Chuan
1378 ː (Paper Session) - (HR) Diversity in the Workplace
8:00am - 9:30am Boston Park Plaza: Whittier Room
Tweet this session: #AOM2012 1378
Chair: Eden King, George Mason U.
◉ Effects of HR Diversity Management on Employee Knowledge Sharing: Mediating Role of Trust | Jie Shen, U. of South Australia; Ningyu Tang, Shanghai Jiao Tong U.; Brian D’Netto, Australian Catholic U.
◉ Age Inclusion: Social Harmony or Real Business Case? The Effects of Strategy and HR-Systems | Ruth Maria Stock, Darmstadt U. of Technology; Florian Dorozalla, Darmstadt U. of Technology
◉ Don’t They Want to Work with Us? Workplace Homophily Climate in a Society of Ethnic Tensions | Hyunjung Lee, London School of Economics; Carol Wasbauer Reade, San Jose State U.

1379 ː SHCS; (HR, OCIS, OB) Connectivity and Disconnectivity in Contemporary Work Arrangements
8:00am - 9:30am Boston Park Plaza: Arlington Room
Tweet this session: #AOM2012 1379
Organizers: Clare Kellifer, Cranfield U.; Julia Richardson, York U.
Requisite Connectivity in Distributed Teams Engaged in Exploitative and Explorative Innovation | Paul D. Collins, U. of Washington; Dar G. Kolb, U. of Auckland
Permission to Disconnect: Lessons Learned from a Study of Mobile Connectivity in Financial Services | Kristine Dery, U. of Sydney; Judith Sylvia Mac Cormick, U. of New South Wales
Shaping Boundaries between Work and Private Life to Maintain Higher Levels of Work Engagement | Pascale Peters, Radboud U. Nijmegen; Lisa van den Berg, Hay Group bv; Beatrice Van der Heijden, Radboud U. Nijmegen

1380 ː (Paper Session) - (IM) Governments and Firm Capabilities in Emerging Markets
8:00am - 9:30am Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 1380
Chair: Rajeev J Sawant, Baruch College
◉ Subnational Institutions and Internationalization of Emerging Market Firms: The Macro-Micro Link | Xuef Ma, Chinese U. of Hong Kong; Zhujun Ding, The Chinese U. of Hong Kong
◉ The Political Driver of Emerging Multinationals: Evidence from Brazil | Rodrigo Bandeira-de-Mello, Fundacao Getulio Vargas; Maria Fernanda Arreola, Fundacao Getulio Vargas; Rosilene Marcon, U. do Vale do Itajai - UNIVALI

1381 ː (Paper Session) - (IM) Internal Knowledge Transfer and MNCs: The Impact of Context and Culture
8:00am - 9:30am Boston Hynes Convention Center: Room 206
Tweet this session: #AOM2012 1381
Chair: Andrew Inkpen, Thunderbird
◉ Outcomes of Practice Transfer in the Multinational Enterprise | Gwyneth Edwards, Concordia U.; Rick Molz, Concordia U.
Transferring codes of conduct within a multinational firm: The case of Lebanon | Samer Francois Nakhe, Beirut Arab U.; Eric F. G. Davoine, U. of Fribourg
◉ when the north transfers its management practices to the south: the jordanian case of Lafarge | Helia Yousfi, U-Paris Dauphine

1382 ː (Paper Session) - (IM) Innovation Transfer in International Business for Mutual Sustainability
8:00am - 9:30am Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 1382
Chair: Motofusa Murayama, Chiba U.
◉ The Impact of Emerging Market Firms’ International Engagement on Product and Process Innovation | Sandra Corredor, U. of Illinois, Urbana-Champaign; Bongsun Kim, U. of Illinois, Urbana-Champaign; Deepak Somaya, U. of Illinois, Urbana-Champaign
◉ Investments in Innovation in Developing Economy Firms: The Role of Internationalization | Raveendra Chittoor, Indian School of Business; Preet S Aulakh, York U.; Sougata Ray, Indian Institute of Management, Calcutta
◉ Innovations as drivers of headquarters’ attention allocation and orchestration activities | Hendrik Dellestrae, Uppsala U.
◉ Proactive Knowledge Replication: The Choice and Performance Effects of Using Principles or Templates | James Ballad Oldroyd, Sungkyunkwan U.; Shad S. Morris, Ohio State U.

1383 ː (Paper Session) - (IM) Determinants and Performance Effects of CEO Compensation
8:00am - 9:30am Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 1383
Chair: Sven M. Lauden, U. of Bremen, Germany
◉ Pay-Performance Contracting for Chinese Top Management | James J Cordeiro, State U. of New York, Brockport; Leong He, State U. of New York, Brockport; Shaw Tara, Indian Institute of Management
◉ The drivers of international corporate entrepreneurship: CEO incentive and CEO monitoring
mechanisms | Yu-Kai Wang, Soochow U.; Chris Changwha Chung, Korea U.

» Towards an institutional theory of managerial power on CEO compensation: an international test | Jordan Otten, RSM Erasmus U.; Edward Carberry, Erasmus U. Rotterdam; Marc van Essen, U. Utrecht School of Economics; Hans Van Oosthoort, Erasmus U. Rotterdam

A Contingency Analysis on Shareholder Involvement in CEO pay: Evidence from the French Case | Dong Kwan Jung, College of Business Administration/Hankuk U. of Foreign Studies

1384 » (DRP Session) - (IM) Individual, Relational and Transactional Explanations of Social Exchange, Culture and Globalization
8:00am - 9:30am Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 1384
Facilitator: Svjetlana Madzar, U. of Minnesota

» A Meta-Analytic Review Of Subjective Well-Being And Culture | Piers Steel, U. of Calgary; Vas Taras, U. of North Carolina, Greensboro; Rebecca Merkin, Baruch College

» Facilitating Employee Creativity: The Role of Social Exchange Relationship Quality | Xiaoxia Zhu, Shanghai U.; Fangxiang Peng, Shanghai U.

Three different approaches to assess the relationship between globalization and work values | Irina Cozma, U. of Tennessee, Knoxville; David J Woehr, U. of North Carolina, Charlotte

» Societal Trust and Individual Employees’ Trust of the Out-group | Miriam Muethel, WHU - Otto Beisheim School of Management; Michael Harris Bond, The Chinese U. of Hong Kong

» Towards a Transactional Approach to Culture | Taran Patel, Grenoble Ecole de Management; Steve Rayner, U. of Oxford

1385 » (DRP Session) - (IM) Responsible Global Leadership
8:00am - 9:30am Boston Hynes Convention Center: Room 309
Tweet this session: #AOM2012 1385
Discussant: Schon Beechler, INSEAD

Explicating the Context of Responsible Global Leadership | Allan Bird, Northeastern U.

The Ethical Dimension of Global Leadership: Considerations, Perspectives, and the Road Ahead | Mark E. Mendenhall, U. of Tennessee, Chattanooga

Approaches to CSR in Global Organizations and Implications for Responsible Global Leadership | Guenter K. Stahl, WU Vienna and INSEAD

Antecedents to Responsible Global Leadership | Christof Miska, WU Vienna

 Responsible Global Leadership in Emerging Markets | Sheila M. Puffer, Northeastern U.

1386 » (Paper Session) - (MC) Dynamics in Professional Services Firms
8:00am - 9:30am Boston Hynes Convention Place: Adams
Tweet this session: #AOM2012 1386
Chair: Rida Elias, Richard Ivey School of Business

» The Future is in your Reputation: The Effect of Reputation on the Diversification of PSFs | Anna Christina Littmann, EBS Business School

Winner of the Information Age Publishing Outstanding Doctoral Student Paper Award

» An Exploration of Relational Routines, Coordination, Knowledge Management and Innovation in PSFs | Na Fu, Dublin City U.

» The Impact of Gender in Shaping Consultancy Careers and Flexibility in the UK and USA | Rory Donnelly, U. of Birmingham UK

1387: (MED) MEDI Executive Committee Planning Meeting
8:00am - 9:30am Marriott Boston Copley Place: Nantucket
Tweet this session: #AOM2012 1387
This meeting is for the MEDI Division Executive Committee to plan the agenda and establish the work-plan for the coming year.
Division Chair: Toni Ungaretti, Johns Hopkins U.
Division Chair-Elect: Jacob Eisenberg, U. College Dublin
Program Chair: Barbara A. Ritter, Coastal Carolina U.
Past Chair: Jon Billsberry, Deakin U.
Treasurer: V Seshan, Pepperdine U.
Secretary: Joann Krauss Williams, Judson College

1388 »: (Paper Session) - (MED) Innovative Minds & Caring Hearts: Social Issues in Entrepreneurship Education
8:00am - 9:30am Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 1388
Chair: Darlene Alexander-Houle, Hewlett Packard

Educating the Minds of Caring Hearts: Understanding Social Entrepreneurship Competencies | Toyah L. Miller, Indiana U., Bloomington; Curtis L Wesley II, Indiana U. Kelley School; Denise Williams, Butler U.

The Necessity Entrepreneurship and the Gender Dimension:Implications for Entrepreneurship Educators | Janice Byrne, ISEEG School of Management; Alain Fayolle, EM Lyon

A Framework for Social Entrepreneurship Education: Linking Research and Teaching | Aqeel Tirmizi, SIT Graduate Institute

1389 » (DRP Session) - (MH) Gender, Sports, and Changing Nature of the Firm
8:00am - 9:30am Marriott Boston Copley Place: Board Room
Tweet this session: #AOM2012 1389
Chair: Furkan Amil Gur, LSU
Facilitator: Mario Hayek, Texas A&M U., Commerce


Smoke and Mirrors: Gender Identities, The "New American Woman" and Female Cigarette Consumption | Anshuman Prasad, U. of New Haven; Kelly Baker, Skidmore College; Pushkala Prasad, Skidmore College

Business History’s Influence on Sport Management | Chad Selfried, Louisiana State U.
Agency Theory: An Historical Perspective | Josh Bendickson, Louisiana State U., E J Ourso school of Business; Jeffrey Muldoon, Louisiana State U.

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1390  ➔: (Paper Session) - (MOC) Identity and Institutions
8:00am - 9:30am Sheraton Boston Hotel: Berkeley B
Tweet this session: AOM2012 1390
Chair: Rhonda K. Reger, U. of Maryland
Imitation and Institutionalization – Combining Bourdieu’s Habitus Concept with Institutional Theory | Jost Sieweke, U. of Dusseldorf
Exploring the nested chain of meanings between collective and individual corporate identity stories | Laura Illia, IE U.; Alessandra Zamparini, U. of Lugano
Team Mental Model Characteristics and Performance in a Simulation Experiment | Yi Yang, U. of Massachusetts, Lowell; Vadeke Narayanan, Drexel U.; Yamuna Baburaj, Drexel U.; Srinivasan Swaminathan, Drexel U.
The influence of team climate for innovation on team performance: A comprehensive meta-analysis | Andranik Tumasjan, Technical U. Munich; Maria Strobel, TUM School of Management; Christian Portele, TUM School of Management; Isabelle Melanie Welpe, Technical U. Munich
Self-Concordance: Understanding Its Effects through a New Conceptualisation and Task Differentiation | Elisa Adriasola, U. of Western Australia; Kerrie Unsworth, U. of Western Australia; David V. Day, U. of Western Australia

1391  ➔: (Paper Session) - (MOC) Team Cognition and Performance
8:00am - 9:30am Sheraton Boston Hotel: Kent
Tweet this session: AOM2012 1391
Chair: Gergana Todorova, U. of Miami
The effects of Within-Group Consensus and Team Reflexivity on Strategic Consensus Between Groups | Jeanine Pieternel Porck, Erasmus U. Rotterdam; Patrick J.F. Groenen, Erasmus U. Rotterdam; Daan van Knippenberg, RSM Erasmus U.
Team Mental Model Characteristics and Performance in a Simulation Experiment | Yi Yang, U. of Massachusetts, Lowell; Vadeke Narayanan, Drexel U.; Yamuna Baburaj, Drexel U.; Srinivasan Swaminathan, Drexel U.
The influence of team climate for innovation on team performance: A comprehensive meta-analysis | Andranik Tumasjan, Technical U. Munich; Maria Strobel, TUM School of Management; Christian Portele, TUM School of Management; Isabelle Melanie Welpe, Technical U. Munich
Self-Concordance: Understanding Its Effects through a New Conceptualisation and Task Differentiation | Elisa Adriasola, U. of Western Australia; Kerrie Unsworth, U. of Western Australia; David V. Day, U. of Western Australia

1392  ➔: (MOC, OB) Self-concordance: How Connecting a Person’s Needs to their Behaviours Affects Workplace Outcomes
8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: AOM2012 1392
Chairs: Elisa Adriasola, U. of Western Australia; Kerrie Unsworth, U. of Western Australia
Discussant: Joyce E. Bono, U. of Florida
A Self-Concordance Perspective on Proactivity in Organizations | Karoline Strauss, U. of Sheffield
How Do Transformational Leaders Motivate? A Cross-Cultural Investigation | Zheni Wang, Concordia U.; Marylene Gagne, Concordia U.
Self-Concordance: Understanding Its Effects through a New Conceptualisation and Task Differentiation | Elisa Adriasola, U. of Western Australia; Kerrie Unsworth, U. of Western Australia; David V. Day, U. of Western Australia

Session Details – Tuesday 8:00 - 10:00 AM
"I love to do it" or "I can do it?" Competing mechanisms in explaining creative deviance | Bilian Lin, The Chinese U. of Hong Kong; Huanyong Chen, Hong Kong Baptist U.
A Historical Perspective of Creativity and Innovation in China | Victor Zengyu Huang, Zayed U.
The effect of the work environment on employee creativity: A person-environment fit perspective | Jan Dul, RSM Erasmus U.; Canan Ceylan, Uldag U.; Ferdinand Jaspers, Rotterdam School of Management, Erasmus U.

1396 ➔ (OB) What Do We Know About Creative Leadership?
8:00am - 9:30am Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 1396
Organizers: Olga Epitropaki, ALBA Graduate Business School; Babis Mainemis, ALBA Graduate Business School
Panelists: Olga Epitropaki, ALBA Graduate Business School; Kimberly Jaussi, Binghamton U.; Ronit Kark, Bar Ilan U.; Babis Mainemis, ALBA Graduate Business School; Jennifer Mueller, U. of Pennsylvania; Pamela Tiemey, Portland State U.

1397: (DRP Session) - (OB) Experimental Designs
Examining Justice
8:00am - 9:30am Boston Park Plaza: Brandeis Room
Tweet this session: #AOM2012 1397
Facilitator: Cindy P. Zapata, Georgia Institute of Technology
How Unjust? An Experimental Investigation on Evaluation Errors and Motivation | Lucia Marchegiani, U. Roma3; Tommaso Reggiani, U. of Toulouse 1; Matteo Rizzolli, Free U. Bozen-Bolzano
Construing Leader Punishment of Unethical Followers | Gijs van Houwelingen, Erasmus U. Rotterdam; David De Cremer, Erasmus U. Rotterdam; Marius van Dijke, Erasmus U. Rotterdam
The effect of specific and general rules on moral behavior | Laetitia Mulder, U. of Groningen; Jennifer Jordan, Groningen U. (Rug); Floor Rink, U. of Groningen
Psychological Contracts in the Laboratory: A New Method for Examining an Old Construct | Gretchen L. Schauf, Virginia Tech; Anthony Cobb, Virginia Tech
Two Wrongs Make It Right: The Use of Rule Violations to Restore Justice | Kieran Sean O'Connor, Stanford U.; Elizabeth Mullen, Stanford U.

1398: (Paper Session) - (OB) Rewards and Intrinsic Motivation
8:00am - 9:30am Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 1398
Chair: Long Wang, City U. of Hong Kong
Motivating to Be Prosocial: How Complementary Motivators Reduce the Ambiguity of Intrinsic Rewards | Torben Pedersen, Copenhagen Business School; Mia Reinhold, CBS; Diego Stea, Luis Guido Carli U.
"I'll Have One of Each": How Separating Rewards into (Meaningless) Categories Increases Motivation | Scott Wiltemuth, U. of Southern California
The Foundation of Autonomous Motivation in the Workplace – An Attachment Perspective | Sigalit Ronen, TUI U.; Mario Mikulincer, Interdisciplinary Center (IDC) Herzliya

1399: (DRP Session) - (OB) Individual Differences and Work Design
8:00am - 9:30am Boston Park Plaza: Emersion Room
Tweet this session: #AOM2012 1399
Facilitator: Dorien Kooij, Tilburg U.
Mediating Role of Creativity on the Job Complexity-Task Performance Relation in Two Job Types | Heesun Chae, Seoul National U.; Jin Nam Choi, Seoul National U.; Oh Soo Park, Seoul National U.
An Examination of the Role of Stereotypes and Status in Diverse Work Groups | Hans van Dijk, Tilburg U.; Bertolt Meyer, U. of Zurich; Marloes L. van Engen, Tilburg U.
Social Impact Limits Spontaneous Selfishness in Resource Allocations | Stefan Thau, London Business School; Marko Pitesa, Grenoble Ecole de Management; Madan M. Pillutla, London Business School

The Impact of Multitasking in Organizations | Molly J. Russ, Texas Woman’s U.; Derek Crews, Texas Woman’s U.

1400: (Paper Session) - (OB) Differential Responses to Stressors
8:00am - 9:30am Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 1400
Chair: John Paul Stephens, Case Western Reserve U.
Actively Coping With Job Insecurity: A Perceived Control Perspective | Helen Hailin Zhao, Hong Kong Polytechnic U.; Cynthia Lee, Northeastern U.
The Moderating Role of Social Dominance Orientation in Justice and Emotional Exhaustion | Jing Zhang, Graduate Student; Lei Wang, Peking U.

1401: (Paper Session) - (OB) Leadership in Teams
8:00am - 9:30am Boston Park Plaza: Lexington Room
Tweet this session: #AOM2012 1401
Chair: Thomas Stephen Galvard, U. of Edinburgh
Application of Agent-based Modeling in Studying Leadership Effects on Group Task Satisfaction | Kaivalya Prasad, Monash U.; Ly-Fie Sugianto, Monash U.; Sen Sendjaya, Monash U.
Team-Based Reward Leadership and Team Performance: Role of team commitment and abusive supervision | Vincent Rousseau, U. of Montreal; Caroline Aubé, HEC Montreal
Are there differences on team leadership across contexts? A qualitative study | Ana Margarida Graça, Instituto U. de Lisboa (ISCTE-IUL); Ana Margarida Passos, Instituto U. de Lisboa (ISCTE-IUL)

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

Section D 348
1402 (OB) Revisiting “Organizational Abuses”: Might Alleged Perpetrators be Victims?
8:00am - 9:30am Boston Park Plaza: St. James Room
Chair: Debra L. Shapiro, U. of Maryland
Discussant: Bennett J. Tepper, Georgia State U.
Social Network-influences on Supervisors’ Perceptions of Employee Deviance | Chris Sterling, U. of Kentucky; Travis J Grosser, U. of Kentucky; Giuseppe Labianca, U. of Kentucky
When are Leaders “Abusive” versus “Performance-Driving”?: A Contingency Model of Perceived Abuse | Debra L. Shapiro, U. of Maryland; Robert Bies, Georgetown U.; Thomas M. Tripp, Washington State U.
Social Construction of Envy in Teams | Tanya Menon, U. of Chicago; Leigh Thompson, Northwestern U.

1403 (Paper Session) (OB) Ethical and Empowering Leadership
8:00am - 9:30am Boston Park Plaza: Winthrop Room
Chair: Eleftherios Apospori, Athens U. of Economics and Business
The Impact of Ethical Leadership on Dark Side Workplace Behaviors | Flora F T Chiang, Hong Kong Baptist U.; Longzeng Wu, Shanghai U. of Finance and Economics; Thomas A Birch, U. of Cambridge
Building an Empowering Organization: A Study of Humble CEOs | Amy Y. Ou, National U. of Singapore
The empowerment expectation-perception gap - An examination of three competing models | Sut I Wong Humbornstad, BI Norwegian Business School
Do I Care If My Boss Does the Right Thing? An Ethical Lens on Psychological Contract Fulfillment | Samir Nurmohamed, U. of Michigan; Ann Arbor; Rebecca L. Greenbaum, Oklahoma State U.; David Mayer, U. of Michigan; Daniel Scott DeRue, U. of Michigan

1404 (OB, CAR, HR) Some Events Just Matter More than Others: Advances in the Study of Individuals’ Transitions
8:00am - 9:30am Boston Park Plaza: White Hill Room
Chair: Lisa Dragoni, Cornell U.
Discussant: Susan M. Taylor, U. of Maryland
Event Systems Theory: An Event-Oriented Approach to the Organizational Sciences | Frederick P. Morgeson, Michigan State U.; Terence R. Mitchell, U. of Washington; Dong Liu, Georgia Institute of Technology
The School-to-Work Transition and Work-Role Identity | Alan M. Saks, U. of Toronto; Jesse Koen, U. of Amsterdam
Ups and Downs of the Expatriate Transition: An Examination of Adjustment and Learning Trajectories | Jing Zhu, Hong Kong U. of Science and Technology; Connie Wanberg, U. of Minnesota; David A. Harrison, U. of Texas; Austin; Erica Diehn, U. of St. Thomas
Navigating the Transition to Becoming a Leader: The Role of Experience and Mentoring Support | Lisa Dragoni, Cornell U.; Haeseen Park, Cornell U.; Sheila Forte-Trammell, IBM

1405 (SHCS) (OB, CM) Trust Across Contexts: Examining Unanswered Questions and Challenging Conventional Wisdom
8:00am - 9:30am Boston Park Plaza: Statler Room
Chair: Mariana Van Dick, U. of Groningen
Organizer: Bart A. de Jong, VU U. Amsterdam; Nicole Gillespie, U. of Queensland; Dejun Tony Kong, U. of Richmond
Discussant: Roy J. Lewicki, Ohio State U.
Trust Dispersion in Teams: The Role of Leader and Member Characteristics | C. Ashley Fulmer, U. of Maryland, College Park; Beng Chong Lim, Nanyang Technological U.; Paul J Hanges, U. of Maryland
Interpersonal Trust in Dyadic Negotiations: Meta-Analytical Evidence and Critical Contingencies | Dejun Tony Kong, U. of Richmond; Kurt T Dirks, Washington U. in St. Louis; Donald L. Ferrin, Singapore Management U.

8:00am - 9:30am Boston Park Plaza: Stuart Room
Chair: Tammy Rubel - Lifschitz, Hebrew U. of Jerusalem; Lilach Sagiv, Hebrew U. of Jerusalem
Discussant: Pamela K Smith, U. of California, San Diego
The Negative Implications of Leaders’ Universalism on Leadership Attainment and Seniority | Yair Berson, U. of Haifa; Shaul Oreg, The Hebrew U. of Jerusalem
The Effects of Perspective Taking on Power and Communication Strategies | Melanie Marie Henderson, U. of Michigan; Fiona Lee, U. of Michigan
New Insights into Corruption: Paradoxical Effects of Approach Orientation for the Powerful | Mindi Rock, U. of Massachusetts, Amherst; Ronnie Janoff-Bulman, U. of Massachusetts, Amherst

1407 (Paper Session) (OCIS) Managing in China
8:00am - 9:30am Sheraton Boston Hotel: Fairfax A
Chair: Arnold Picot, Ludwig Maximilians U.
Understanding Public Relations Organizational Practices in China through an Institutional Lens | Zhengye Hou, U. of
Session Details – Tuesday 8:00 - 10:00 AM

1408 (DRP Session) - (OCIS) Information Technology and Work
8:00am - 9:30am Sheraton Boston Hotel: Hampton A
Tweet this session: #AOM2012 1408
Facilitator: Katherine Chudoba, Utah State U.

Alleviating the Perils of Dispersion: A Study of Procedural Justice Climate and Team Innovation | Massimo Magni, Bocconi U.; Manju K. Ahuja, U. of Louisville; Likoebe M. Maruping, U. of Louisville

Multiple Team Membership and Team Performance: The Effects of Social Networks and Technology | Fabiola Bertolotti, U. of Modena and Reggio Emilia; Elisa Mattarelli, U. of Modena and Reggio Emilia; Matteo Vignoli, U. of Modena and Reggio Emilia; Diego Maria Macrì, U. of Modena and Reggio Emilia

Diversity, Social Categorization and the Elaboration of Task-Relevant Information in Global Teams | Ivan Alfaro, U. of Illinois, Chicago

Revisiting Interdependence in Multinational Firms: Collaborative Technology and Changes in Team Work | Matthew Weber, Rutgers U.; Jonathon N. Cummings, Duke U.

Focus, Divide or Switch: A Theoretical Model of Attention Allocation across Tasks & Info. Streams | Michael Boyer O’Leary, Georgetown U.; Jeannine W. Turner, Georgetown U.

1409 (Paper Session) - (OCIS) Knowledge Across Organizations
8:00am - 9:30am Sheraton Boston Hotel: Republic Ballroom A
Tweet this session: #AOM2012 1409
Chair: Nicolas Julien, Institut Telecom

Knowledge Transfer in Alliances: The Role of Information Technology | Simona Ileana Giura, Rensselaer Polytechnic Institute; T. Ravichandran, Rensselaer Polytechnic Institute

Knowledge Integration in Complex Collaboration | Diego Mastroianni Dela Corte, McGill U.; Samer Faraj, McGill U.

Innovating in the Trading Zone: Organizing Inter-organizational R&D | Pernille Smith, Aarhus U.

1410 (Paper Session) - (ODC) Reframing, Identification, and Emotional Accountability in Change
8:00am - 9:30am Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 1410
Chair: Joan Ernst Van Aken, Eindhoven U. of Technology

Changing Routine: Reframing Performance Management within a Multinational | Philip Gordon Stiles, Cambridge U.

Emotional Accountability as Managerial Motivation behind Corporate Social Responsibility Actions | Latha Poonamallee, Michigan Technological U.

Unveiling the Interrelatedness of Emotion Sharing and Identification with the Organization | Francesco Sguera, U. of Michigan, Ann Arbor; Richard P. Bagozzi, U. of Michigan; Wayne Boss, U. of Colorado, Boulder; David S. Boss, Texas A&M U., College Station

1411 (Paper Session) - (ODC) Impact of Change on Employee Engagement
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom B
Tweet this session: #AOM2012 1411
Chair: Donald D Warrick, U. of Colorado, Colorado Springs

It Takes a Village: The Impact of Coworkers on an Individual's Propensity to Take Charge | Mary Sue Love, Southern Illinois U.; Edwardsville; Susan Dustin, Southern Illinois U., Edwardsville

ODC Division Best Paper Finalist
Cognitive Appraisal as a Mechanism Linking Negative Organizational Shocks and Desire to Leave | David G. Allen, U. of Memphis; Jon Biggane, U. of Memphis; John Matthew Amis, U. of Memphis; Mel Fugate, Southern Methodist U.

Competing Perceptions: Contrasting Employee Experiences of Change in a UK Public Sector Agency | Martin McCracken, U. of Ulster; Hadyn Robert Bennett, U. of Ulster; Paula Marie O’Kane, U. of Otago
Winner of ODC Division Rupert F. Chisholm Best Theory-to-Practice Paper

1412 (SHCS: (ODC) Research in Organization Change and Development: Trajectories and Insights of ROCD
Volume 20 Authors
8:00am - 9:30am Sheraton Boston Hotel: Republic B
Tweet this session: #AOM2012 1412
Organizers: A.B. Rami Shani, California Polytechnic State U.; William A Pasmor, Columbia U.; Richard W. Woodman, Texas A&M U.

The Leadership of Organization Change: A View From Recent Empirical Evidence | Jeffrey D Ford, Ohio State U.

A Counter-Intuitive View of the Role of The Communication Medium in Leadership and Change | Oliver Fischer, U. of Oxford; Loizos Th. Heracleous, U. of Warwick

Action Learning as Praxis in Learning and Changing | David Coghlan, Trinity College Dublin; Clare Rigg, Institute of Technology Tralee Ireland

Organizational Learning - Dynamic, Integrative: A Concept Returns, Older and Wiser | Barry Sugarman, Society for Organizational Learning

An Integrative Conceptual Framework of Organizational Change: A 'Triple Helix' Model | Gianfranco Rebora, LIUC, Cattaneo U.; Eliana Alessandra Minelli, LIUC, Cattaneo U.

Driving Organizational Change Through An Integrated OD and Learning Agenda: The Finance University Case Study | Allan H Church, PepsiCo, Inc; Brad Haines, PepsiCo, Inc; Byron Johnson, PepsiCo, Inc

Embedding Sustainability: How the Field of Organization Development and Change Can Help Companies Harness the Next Big Competitive Advantage | James D Ludema, Benedictine U.; Chris Laslo, Case Western Reserve U.; Kevin Lynch, Benedictine U.
Without Effort There Can Be No Change: Re-Examining the Impact of Survey Feedback and Action Planning on Employee Attitudes | Allan H Church, PepsiCo, Inc; Leslie Golay, U. of Connecticut; Christopher T Rotolo, PepsiCo, Inc; Michael Fuller, U. of Connecticut; Amanda Shull, Columbia U.; Erica Desrosiers, PepsiCo, Inc

1413 : (Paper Session) - (OMT) Global Operations Strategy
8:00am - 9:30am Westin Copley Place: North Star
Tweet this session: #AOM2012 1413
Chair: Salil Kumar Sen, NTU Singapore
The Effect of Culture and Cultural Distance on Plant-Level Process Compliance | Brett Massimino, The Ohio State U.; John Gray, Ohio State U.
Toward an Empirical Typology of Buyer-Supplier Relationships based on Absorptive Capacity | Elena Revilla, Instituto de Empresa Business School; Maria Jesus Saenz, Zaragoza Logistics Center; Desiree Knoppen, EADA Business School

1414 : (Paper Session) - (OMT) History Matters: The Legacy of Institutions
8:00am - 9:30am Sheraton Boston Hotel: Beacon E
Tweet this session: #AOM2012 1414
Chair: Kaisa E. Snellman, Harvard U.
Addressing Institutional Challenges with History: Two cases in the Argentine agricultural industry | Daniel Joseph Friel, U. San Andres
In the Shadow of Traditional Industrial Relations in Germany | Achim Krausert, Nottingham U. Business School China
The Path of Least Resistance: The historical contingency of intra-logic persistence and change | Mia Raynard, U. of Alberta; Farah Kodeih, REIMS Management School
Narrative Divergence and Community Inertia in Industrial Decline | Mirva Peltoniemi, Aalto U.; Juha-Antti Lamberg, Jyväskylä U.

1415 : (Paper Session) - (OMT) New Approaches to Network Process
8:00am - 9:30am Sheraton Boston Hotel: Beacon F
Tweet this session: #AOM2012 1415
Chair: Benjamin L. Hallen, London Business School
How Inter-organizational Networks can Become Path-dependent: Bargaining in the photonics industry | Markus Burger, Freie U. Berlin; Joerg Sydow, Freie U. Berlin
Who Killed the Inner Circle? The de-cohesion of the American corporate elite, 1997-2010 | Johan S. G. Chu, U. of Michigan, Ann Arbor
How Formal and Informal Structures Influence Tie Formation | Susan Lynch, INSEAD
Assembling a Network: Longitudinal processes of network orchestration | Raymond L. Paquin, Concordia U.; Jennifer Howard-Grenville, U. of Oregon

1416 : (Paper Session) - (OMT) The Contested Terrain of Social Responsibility
8:00am - 9:30am Sheraton Boston Hotel: Fairfax B
Tweet this session: #AOM2012 1416
Chair: Sara B. Soderstrom, U. of Michigan
Soft Law Opportunity Structures for CSR-based Activism | Sébastien Mena, U. of Alberta; Daniel Waeger, HEC U. of Lausanne
Socially Responsible Firms, Hypocrisy, and the Moral Outrage about Executive Greed | Georg Wernicke, U. of Mannheim; Steffen H. Brenner, Copenhagen Business School Moral Frictions: Ethics, legitimacy and creativity in stem cell science | Joelle Evans, Massachusetts Institute of Technology
Air Trade: Cultural values, norms and firm participation in morally contested markets | Jiao Luo, Columbia U.

1417 : (Paper Session) - (OMT) Ecological Approaches to Categorization
8:00am - 9:30am Sheraton Boston Hotel: Gardner A
Tweet this session: #AOM2012 1417
Chair: Damon Golsorkhi, Grenoble Ecole de Management
Contrasting Alternative Explanations for the Negative Effects of Category Spanning | Balazs Kovacs, U. of Lugano; Rebeka Lex, U. della Svizzera Italiana
Job Categories and Geographic Identity | Ming D. Leung, U. of California, Berkeley
Beyond Categorical Identity: To be (moral) or not to be | Magali Fassiotto, Stanford U.
Categorical Coherence or Sequential Consistency: Breach of contract in SME financing | Rodrigo Canales, Yale U.; Jason Greenberg, New York U.

1418 : (Paper Session) - (OMT) Making and Breaking Institutional Rules
8:00am - 9:30am Sheraton Boston Hotel: Independence East
Tweet this session: #AOM2012 1418
Chair: Namrata Malhotra, Imperial College London
Tree Huggers and Money Grubbers: Co-evolution of standards for self-regulation in forestry | Emily S. Block, U. of Notre Dame; Joseph Broschak, U. of Arizona
Winner of the OMT Division Best International Paper Award Performance Implications of Changes in Regulatory and Social Legitimacy | Stewart R. Miller, U. of Texas, San Antonio; Lorraine Eden, Texas A&M U.; Joanna Tochman Campbell, Texas A&M U.; Dan Li, Indiana U.
The Halo Effect of Regulatory Change: An event study of the FDA Food Safety Modernization Act | Benjamin M. Cole, Fordham U.

1419 : (Paper Session) - (OMT) Networks and Networking
8:00am - 9:30am Sheraton Boston Hotel: Independence West
Tweet this session: #AOM2012 1419
Chair: Giuseppe Soda, Bocconi U.
Session Details – Tuesday 8:00 - 10:00 AM

TUESDAY

1420  (Paper Session) - (OMT) Navigating Multiple Institutional Logics
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: #AOM2012 1420
Chair: Patricia H Thornton, Duke U.

Networking-as-practice: A new approach toward network research | Laura Berger, Radboud U. Nijmegen; Yvonne Benschop, Radboud U. Nijmegen; Marieke van den Brink, Radboud U. Nijmegen

Social Capital, Personality, and Agency | Brian Rubineau, Cornell U.; Evan Polman, New York U.

Does Calculation Crowd Out Community? The persistence of social ties in the face of certainty | Brian Philip Reschke, U. of California, Berkeley

1421  (Paper Session) - (OMT) Firm Status and its Effect
8:00am - 9:30am Sheraton Boston Hotel: Republic A
Tweet this session: #AOM2012 1421
Chair: David L. Deephouse, U. of Alberta

Elitist Firms: Do status and reputation based on knowledge heavy is the head that wears a crown: High-reputation princes and paupers: How firm status differences affect strategic transactions, and slack | Pasi Kuusela, Aalto U.; Thomas Keil, Aalto U.; Markku V. J. Maula, Aalto U.

Firm Status and its Effect | Rui Shen, Erasmus U.; Yi Tang, Hong Kong Polytechnic U.

Between Endogenous Logics: Deinstitutionalization of mortgage lending as carnival, not tsunami | Paul M Hirsch, Northwestern U.; Razvan Luneanu, Northwestern U.

Possibilities and Restrictions for Switching Institutional Logics | Bernadette Bullingier, U. of Innsbruck, Institute for Organization and Learning; Julia Brandl, U. of Innsbruck, School of Management

1422  (Paper Session) - (OMT) Aspirations, Learning and Adaptation
8:00am - 9:30am Boston Hynes Convention Center: Room 307
Tweet this session: #AOM2012 1422
Chair: Taekjin Shin, U. of Illinois, Urbana-Champaign

Adaptation in organizational learning | Maciej Workiewicz, INSEAD; Vikas A. Aggarwal, INSEAD


1423  (Paper Session) - (ONE) Living Green: Employee Values and Green Productivity
8:00am - 9:30am Marriott Boston Copley Place: Provincetown
Tweet this session: #AOM2012 1423
Chair: Stephanie Bertels, Simon Fraser U.

Organizational Consciousness: Factors that Influence Environmentalism on MNCs in India | David Klossner, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.

Human Values and Corporate Actions Propensity: Examining the Behavioural Roots of Sustainability | Joel Marcus, Wilfrid Laurier U.

Environmental Standards and Labor Productivity | Magali Delmas, U. of California, Los Angeles; Sanja Pekovic, Paris Dauphine U.

1424  (Paper Session) - (ONE) Environment, Space and Geography
8:00am - 9:30am Marriott Boston Copley Place: Salon I
Tweet this session: #AOM2012 1424
Chair: Timo Busch, ETH Zurich

Attenuating the Link between Geographical Orientation and Environmental Management | Michael Wood, Richard Ivey School of Business; Pratima Bansal, U. of Western Ontario


Corporate Climate Change Adaptation: Concepts and Evidence for a New Research Area | Pete Tashman, Portland State U.

1425  (Paper Session) - (PNP) Leadership and Performance in Healthcare
8:00am - 9:30am Marriott Boston Copley Place: Salon C
Tweet this session: #AOM2012 1425
Organizer: Christy Harris Lemak, U. of Michigan, Ann Arbor
Moderator: Thomas D’Aunno, Columbia U.

CEO Transitions and Performance in Hospitals | Timothy R. Huerta, Texas Tech U.

Leadership Practices and Hospital Performance | Andrew N. Garman, Rush U.; Christy Harris Lemak, U. of Michigan, Ann Arbor; Joyce Anne Wainio, National Center for Healthcare Leadership

The Influence of Health Care Leadership on Patient-Centered Cultures: An International Study | Jon Chilingerian, Brandeis U.

1426  (Paper Session) - (PNP) Strategic Approaches to Managing Human Capital in Nonprofit Organizations
8:00am - 9:30am Marriott Boston Copley Place: Tremont

Human Capital in Nonprofit Organizations | Phanish Puranam, London Business School; Murali Swamy, U. of Southern Denmark

Performance Feedback, Aspirations, and Inertia in Team-based Learning | Joseph Lampel, City U. London; Pushkar P. Jha, U. of Newcastle

Skill vs. Luck: Disentangling capability building and adaptation in organizational learning | Maciej Workiewicz, INSEAD; Vikas A. Aggarwal, INSEAD

Organizational Consciousness: Factors that Influence Environmentalism on MNCs in India | David Klossner, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.

Human Values and Corporate Actions Propensity: Examining the Behavioural Roots of Sustainability | Joel Marcus, Wilfrid Laurier U.

Environmental Standards and Labor Productivity | Magali Delmas, U. of California, Los Angeles; Sanja Pekovic, Paris Dauphine U.

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

Section D
Session Details – Tuesday 8:00 - 10:00 AM

1426 #RM #BPS Methodological Advances in Strategic Management Research
8:00am - 9:00am Westin Copley Place: Empire
Chair: Nathan Philip Podsakoff, U. of Arizona; Philip M. Podsakoff, Indiana U.
Discussant: Marta F Wiersma, U. of California, Irvine
Testing For Mediating Effects in Strategy Research
| Jed Devaro, California State U. East Bay

1427 #JS (RM, BPS) Methodological Advances in Strategic Management Research
8:00am - 9:00am Westin Copley Place: Empire
Chair: Nathan Philip Podsakoff, U. of Arizona; Philip M. Podsakoff, Indiana U.
Discussant: Marta F Wiersma, U. of California, Irvine
Testing For Mediating Effects in Strategy Research
| Jed Devaro, California State U. East Bay

1428 #JS (SAP, ODC, RM) Leadership-as-Practice: Prospective Avenues for Leadership Theory and Research
8:00am - 9:00am Boston Hynes Convention Center: Room 308
Chair: Nada Endrisat, Bern U. of Applied Sciences; Viviane Sergi, HEC Montreal
Discussant: Linda Rouleau, HEC Montreal
Who is the Strategist? Leadership Practices and Roles in Strategy Formulation
Examining Competition-Commitment-Compliance: Motivation of Philanthropic Donation in the Spanish Corporate Sector
| Virpi Sorsa, HEC Montreal

1429 #J (RPS, BPS) Employer - Employee Relations and Stakeholder Management
8:00am - 9:00am Marriott Boston Copley Place: Hyannis
Chair: Harry J Van Buren, U. of New Mexico
Delay of Gratification in Predicting New Employees’ Job Performance
| Xiaoyan Liu, Peking U.; Lei Wang, Peking U.; Jing Jiang, Peking U.
The Effect of Corporate Social Responsibility on Employees: Expanding the Research Agenda
| Akwasi Isaac Opoku-Dakwa, Rutgers U.; Chao C. Chen, Rutgers U.
The Impact of Corporate Social Responsibility on Employees: A Social Exchange Perspective
| Mariam Farooq, CERGAM, U. of Paul Cezanne, France; Omer Farooq, Euromed Management; Nadeem Javail, Lahore U.; Naeem Ashraf, Euromed Management, & CERGAM, Aix-Marseille U.

1430 #J (DRP Session) - (SIM) Cross Sector Analysis and Cooperation (or not)
8:00am - 9:00am Marriott Boston Copley Place: Salon K
Chair: Duane Windsor, Rice U.
Firm-NGO collaborations: an agency theory perspective
| Miguel Rivera-Santos, Babson College; Carlos Rufin, Suffolk U.; Ulrich Wassmer, Concordia U.
The political-cultural origins of CSR: An historical comparative perspective
| Jose Carlos Marques, McGill U.
A meta-analysis of the impact of corporate political activity on firm outcomes
| Michael Hadani, Long Island U.; Nicolas M Dahan, Rouen Business School; Jean-Philippe Bonardi, HEC U. of Lausanne

1431 #J (DRP Session) - (SIM) Industry/Firm Effects, SRI, and Stockholder Valuation
8:00am - 9:00am Marriott Boston Copley Place: Salon K
Chair: Judith Schrempf, U. of Richmond
Effects of Acquisition CSR Characteristics on Shareholder Value
| Gueae Choi, Rutgers U.; Petra Christmann, Rutgers U.
Shareholder value from sustainability leadership: Comparing valuation ratios within industry groups
| Timothy Stewart Clark, Northern Arizona U.; David S Allen, Northern Arizona U.
Why do they do it? Examining industry and firm effects on social responsibility
| Matthew J. Mazzei, Auburn U.; Karen Ashley Gangloff, Auburn U.
Calculative Routines and Dynamic Reactivity: How an SRI Index Shapes CSR Practices
| Catharina Rieneke Slager, Nottingham U.
Corporate social responsibility, noise, and stock market volatility
| Marc O. Orlitzy, Pennsylvania State U., Altoona

THEMATIC ORIENTATION:
- Teaching
- Practice
- International
- Program Theme
- Research
- Diversity
- Best Paper
1432  ➔ (Paper Session) - (SIM) Cognition and Decision Making
8:00am - 9:30am Marriott Boston Copley Place: Yarmouth
Tweet this session: #AOM2012 1432
Chair: Dawn R Elm, U. of St. Thomas

Thinking about doing the right thing: Mapping the responsibility mindsets of leaders | Nicola M. Pless, ESADA, Thomas Maak, ESADA
Mitigating unethical pro-organizational behavior: Need for cognition and ethical leadership | Julia Herchen, U. of North Texas; Marcus Z. Cox, U. of North Texas; Mark A. Davis, U. of North Texas

1433  ➔ (Paper Session) - (SIM) International Corporate Responsibility, Mutual Governance and Systems Thinking in CSR Research
8:00am - 9:30am Marriott Boston Copley Place: Yarmouth
Tweet this session: #AOM2012 1433
Chair: Pei Tao, U. of Bath

Systemic CSR: Insourcing the Invisible Hand | Brent D Beal, The U. of Texas at Tyler; Cristina Neecham, Monash U.
Corporate Social Responsibility as Mutual Governance | Jeremy Moon, U. of Nottingham / ICSHR, Jette Steen Knudsen, Copenhagen Business School
Building International CSR on Solid Foundations: Locational Aspects of Nonmarket Environments | Rafael Lucea, George Washington U.

1434  ➔ (Paper Session) - (TIM) Open Innovation
8:00am - 9:30am Boston Hynes Convention Center: Room 104
Tweet this session: #AOM2012 1434
Chair: Michael Quinn Christensen, Stanford U.

Managing Organizational Innovation Communities: A Sensemaking Perspective | Bastian Bansemir, HHL - Leipzig Graduate School of Management; Anne-Katrin Neyer, Fraunhofer MOEZ, Vivek K Velamuri, HHL - Leipzig Graduate School of Management
Neither Invented Nor Shared Here: How Attitudes Prevent the Adoption of Open Innovation Practices | Ana Luiza de Araujo Burchard, Aarhus U.; Mette Praest Knudsen, U. of Southern Denmark; Helle Alsted Søndergaard, Aarhus U.
Open Innovation in the Informal Economy: The Case of Shenzhen Cellular Phone Industry | Yuchun Chen, National Tsing Hua U.
The Role of Public Open Innovation Intermediaries in Local Governments and the Public Sector | Tuba Yesim Bakici, ESADA Business School; Esteve Almirall, ESADA Business School; Jonathan D. Wareham, ESADA

1435  ➔ (Paper Session) - (TIM) Knowledge Networks
8:00am - 9:30am Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 1435
Chair: James R. Maxwell, U. of Northern Iowa

Network Position & Innovation: Contingent & Complementary Effects of Centrality & Structural Holes | Federica Angeli, Maastricht U.; Jatinder Singh Sidhu, Erasmus U. Rotterdam
Cross-Level Effects of Collaboration and Competition on Individual Gains and Skill Utilization | Julia Backmann, Ludwig Maximilians U.; Martin Hoegl, LMU Munich; K. Praveen Parboteeah, U. of Wisconsin, Whitewater
Understanding Knowledge Creation in Virtual Communities through Narrative Network Analysis | Michael R Weeks, U. of Tampa; Natasha F. Veltri, U. of Tampa
SME Strategic Orientation, Environmental Hostility, and the Creation of Tacit Knowledge | Ana Pérez-Luño, Pablo de Olavide U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology, Patrick Sarapito, Saint Joseph’s U.

1436  ➔ (Paper Session) - (TIM) Individuals and Innovation
8:00am - 9:30am Boston Hynes Convention Center: Room 106
Tweet this session: #AOM2012 1436
Chair: Martin Hemmert, Korea U.

When Chinese Observation Meets Western Innovation: Complementary Impacts on Technical Workers | Quey-Jen Yeh, National Cheng Kung U.; Tai-Ping Chang, National Kaohsiung First U. of Science & Technology
Lighting the Way or Stealing the Shine? Assessing Star Employees’ Effects on Colleague Performance | Rebecca R. Kehoe, Rutgers U.; Daniel Tzabbar, Drexel U.
Disentangling the Dynamics Between Relational Embeddedness and Individual Exploration Activities | Pepijn van Neerijnen, Erasmus U. Rotterdam; Tom Mom, Erasmus U.; Ernst Verwaal, Queen’s U. Belfast; Patrick Reinmoeller, Cranfield U.

1437  ➔ (Paper Session) - (TIM) Corporate Entrepreneurship and Established-Firm Innovation
8:00am - 9:30am Boston Hynes Convention Center: Room 203
Tweet this session: #AOM2012 1437
Chair: Danielle D Dunne, Fordham U.
Do Corporate Spin-Outs Benefit The Parent Organization? | Bruno Cirillo, SKEMA Business School
Product Market Competition and Corporate Venture Capital Investments | Keongtae Kim, U. of Maryland, College Park; Anand Gopal, U. of Maryland, College Park; Gerard Hoberg, U. of Maryland, College Park

TIM Best Paper Proceedings
Business Models for Sustainable Innovation: A Study of the Emergence of Electric Vehicles | Rene Bohnsack, U. of Amsterdam; Jonatan Pinkse, Grenoble Ecole de Management; Ans Kolk, U. of Amsterdam

1438  ➔ (Paper Session) - (TIM) Technology and Policy
8:00am - 9:30am Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 1438
Chair: Robert C. Seamans, New York U.
Strategies: Alliance Governance & Alliance Strategies

Tweet this session: #AOM2012 1442 (Paper Session) - (BPS) Strategy process: debates about dynamic capabilities
9:45am - 11:15am Boston Hynes Convention Center: Room 102
Tweet this session: #AOM2012 1442
Chair: Jennifer Colleen Sexton, Florida State U.
The elephant in the room of Dynamic Capabilities: Bringing two diverging conversations together | Giada Di Stefano, HEC Paris; Margaret Peteraf, Dartmouth College

The Role of the Environment in the Capabilities–Performance Relationship: A Meta-Analysis | Amit Karna, EBS Business School; Ansgar Richter, EBS Business School; Eberhard Riesenkampf, EBS Business School

Operational definitions, variables, and data types in research on dynamic capabilities | Ola Laaksonen, Aalto U.; Mirva Peltoniemi, Aalto U.

The Development of Dynamic Capabilities through Organizational and Managerial Processes | Dawn A Harris, Loyola U Chicago; Frederick Kafer, Loyola U Chicago; Linda Salchenberger, Marquette U.

Program Theme

Tuesday 9:00AM

1443 (BPS) OB Lifetime Achievement Address
9:00am - 10:00am Boston Hynes Convention Center: Plaza Ballroom
Tweet this session: #AOM2012 1440

Facilitator: Yongjiang Shi, U. of Cambridge

Sub-national institutional heterogeneity and outward FDI | Victor Zitian Chen, U. of North Carolina / Columbia U.; Jing Li, Simon Fraser U.; Daniel Shapiro, Simon Fraser U.

The influence of economic institutions on the product strategy choices of firms | George A. Shinkle, U. of New South Wales; Brian T. McCann, Vanderbilt U.


Does Market Transition Eclipse the Significance of Political Connections? | Nan Jia, U. of Southern California; Jing Shi, Australian National U.; Yongxiang Wang, U. of Southern California

The attention allocation toward environmental performance in firms | Robin Stevens, U. College Ghent; Nathalie Moray, U. College Ghent

Tuesday 9:45AM

1441 (DRP Session) - (BPS) Cooperative/Relational Strategies: Alliance Governance & Alliance Strategies
9:45am - 11:15am Boston Hynes Convention Center: Room 101
Tweet this session: #AOM2012 1441

Facilitator: Jongwook Kim, Western Washington U.

Alliance Re-formation: Market Uncertainty, Task Inexperience and Termination Routines | Darcy Kathryn Fudge Kamal, Chapman U.

Unpacking Functional Alliance Portfolios: How Signals of Viability Affect Young Firms’ Outcomes | Manuela N. Hoehn-Weiss, U. of Washington; Samina Karim, Boston U.

Exploring the Inter-Temporal Alliance–Acquisition Relationship in an Industry Convergence Context | Sean Tsuchiang Hsu, U. of Pittsburgh; John E Prescott, U. of Pittsburgh

The Impact of Alliance on Self Learning | Simona Ileana Giura, Rensselaer Polytechnic Institute; Shyam Kumar, Rensselaer Polytechnic Institute

Value appropriation in economic networks: Does relational strength matter? | Saro Kumar Pani, Indian Institute of Management, Indore

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday 8:00 - 10:00 AM

Institutional Logics of Investors and Startup Innovation | Emily Cox, U. of Washington; Riitta Katlla, Stanford U.; Kathleen M. Eisenhardt, Stanford U.

Measuring Radical Innovation Using Interrupted Patent Citation Flows | Russell J. Funk, U. of Michigan, Ann Arbor; Jason Owen-Smith, U. of Michigan, Ann Arbor

1445 DRP Session - (BPS) M&A Process & Strategy

9:45am - 11:15am Boston Hynes Convention Center: Room 202

Tweet this session: #AOM2012 1445

Facilitator: Ronaldo C. Parente, Florida International U.

- M&A target choice in the global mobile network operator industry | Joerg Claussen, Ifo Institute at the U. of Munich; Rebecca Ermecke, LMU Munich, Tobias Kretschmer, LMU Munich

- Performance Implications of Different Types of Geographic Roll-Up Acquisition Programs | Natalia Vuori, Aalto U.

- The Impact of Signals and Rivals’ M&As on the Acquisition of High-Technology Ventures | Cheng-Wei Wu, Purdue U.; Jeffrey J. Reuer, Purdue U.; Umit Ozmel, Purdue U., West Lafayette


- Organizational Indigestion: Managerial Capacity as a Limit to Acquisitive Growth | David R. King, Marquette U.; Pankaj C Patel, Ball State U.; Mario Schijven, Texas A&M U.

1446 Paper Session - (BPS) Board Dynamics and Strategic Behavior

9:45am - 11:15am Boston Hynes Convention Center: Room 204

Chair: Richard A Johnson, U. of Missouri at Columbia


1447 DRP Session - (BPS) Corporate Governance: Individual Decision Making

9:45am - 11:15am Boston Hynes Convention Center: Room 301

Tweet this session: #AOM2012 1447

Facilitator: Virginia Bodolica, American U. of Sharjah

CEO Narcissism, Board Interlock, and Network Diffusion of Acquisition Strategies | Guoli Chen, INSEAD; David H. Zhu, Arizona State U.

- Decision Extensiveness in Complex and Political Contexts: A Rational-Choice Perspective | Matthias F. Brauer, U. of St. Gallen; Chet Miller, U. of Houston

An Examination of the Factors that Influence Top Management Information Technology Decisions | Michael Mahoney, Stevens Institute of Technology; Ann Mooney Murphy, Stevens Institute of Technology; Barbara Wixom, U. of Virginia

CEO’s personal values and organizational outcomes: The mediating effect of organizational culture | Liangding Jia, Nanjing U.; Ping Ping Fu, Chinese U. of Hong Kong; Peggy M. Lee, Arizona State U.; Victor M Litz, Drexel U.

Outside Director Pay Attainment Discrepancy and Strategic Risk-Taking: Moderating Role of Firm Size | Elizabeth Lim, The U. of Texas at Dallas

1448 JS: (BPS, OMT, CAR) Status-based Competition and Tournaments for Prestige

9:45am - 11:15am Boston Hynes Convention Center: Room 103

Tweet this session: #AOM2012 1448

Organizer: Daniel Malter, U. of Maryland, College Park

Discussant: Ezra Zuckerman, Massachusetts Institute of Technology

Matthew: Effect or fable? | Pierre Azoulay, Massachusetts Institute of Technology; Toby E. Stuart, Harvard U.; Yanbo Wang, Boston U.

On the Causality, Cause and Consequence of Returns to Organizational Status | Daniel Malter, U. of Maryland, College Park


Peer Effects in Tournaments for Prestige: Evidence from U.S. colleges and universities | Noah Askin, U. of Chicago; Matthew S. Bothner, U. of Chicago

1449 JS: (BPS, TIM, ENT) The Dynamics of Value Migration: Patterns of Profit Shifts and Their Causes

9:45am - 11:15am Boston Hynes Convention Center: Room 313

Tweet this session: #AOM2012 1449

Discussants: Melissa A Schilling, New York U.; Constance E Helfat, Dartmouth College

Coordinator: Michael G. Jacobides, London Business School

Presenters: John Paul MacDuffie, U. of Pennsylvania; Chung Won Tae, London Business School; C. Jason Woodard, Singapore Management U.; Mikko Kosonen, Sitra

1450 JS: (CAR, OMT, HR) Multiple Perspectives on Career Scripts: Theoretical and Empirical Advances

9:45am - 11:15am Boston Park Plaza: Georgian Room

Tweet this session: #AOM2012 1450

Organizers: Katharina Chudzikowski, WU Vienna; Stefanie Gustafsson, U. of Bath

Chair: Svenja Tams, U. of Bath

Introduction and Theoretical Background | Svenja Tams, U. of Bath
A Rose by any Other Name: Scripts, Fields, Logics and Systems | Hugh P. Gunz, U. of Toronto

Why Do Career Scripts Still Matter? | Françoise Dany, EM Lyon

Contextualising Career Scripts: Organizations, Occupations and Beyond | Joanne Duberley, U. of Birmingham UK; Laurie Cohen, Loughborough U.

Examining Organizational Career Scripts from a Culture-as-Practice Perspective | Katharina Chudzikowski, WU Vienna; Svenja Tams, U. of Bath; Stefie Gustafsson, U. of Bath

1451 → CAU: (CAU) Informal Economy and Urban Development in Africa
9:45am - 11:15am Marriott Boston Copley Place: Columbus I
Tweet this session: #AOM2012 1451

Organizers: Eileen Kwesiga, Bryant U.; Elham Metwally, American U. in Cairo
Facilitators: Katharina Spraul, U. of Mannheim; Crystal Xiangwen Jiang, Bryant U.; Stella M. Nkomo, U. of Pretoria
Participants: Nceku Nyathi, Open U.; Moses Acquaah, U. of North Carolina, Greensboro

1452 → CAU: (CAU) Caucus on Hispanic Work Issues
9:45am - 11:15am Marriott Boston Copley Place: Columbus II
Tweet this session: #AOM2012 1452

You are welcome to this annual AOM get-together for researchers, educators, and practitioners interested in Hispanic topics in Management. Come, share and learn with colleagues that share similar research interests! While participation does not require pre-registration, a brief email by July 20 to molivas@clarion.edu, letting us know of your motivations or professional interest on this event will be appreciated to sharpen the focus of the meeting!

Organizers: Dianna L. Stone, U. of Texas, San Antonio; Miguel Rodriguez-Lujan, Clarion U. of Pennsylvania
Participants: Miguel Quinones, Southern Methodist U.; Eugene F Stone-Romero, U. of Texas, San Antonio; Herman Aguiniis, Indiana U.; Bloomington; Luis R Gomez-Mejia, Texas A&M U.; Angelo DeNisi, Tulane U.; Donna Maria Blanero, Bentley U.; Mark M. Suazo, Wright State U.; Julio Cesar Canedo Soto, U. of Texas, San Antonio

1453 → CAU: (CAU) Research Matters: Is the Academy Part of the Informal Economy?
9:45am - 11:15am Sheraton Boston Hotel: Dalton A
Tweet this session: #AOM2012 1453

Organizers: Elena Antonacopoulou, U. of Liverpool; Tyrone S. Pitsis, Newcastle U.
Chair: Regina F. Bento, U. of Colorado
Participants: V Seshan, Pepperdine U.; Murray Dalziel, U. of Liverpool; Kristian Mjøen, NTNU; Samuel Freeman, Thunderbird; Triona Buckley, Liverpool Women’s NHS Foundation Trust; Svein Skeie, Stavanger U. Hospital; Britt Skadberg, U. of Bergen

1454 → CAU: (CAU) Informal Economy Influences on the Sustainability Agenda
9:45am - 11:15am Sheraton Boston Hotel: Dalton B
Tweet this session: #AOM2012 1454

This meeting invites participants to discuss aspects of Informal Economy that can influence the concepts underpinning ongoing research carried out by academic networks in the area of Sustainability and Pro-sustainable Management.

Coordinators: Cleber Dutra, U. of Fortaleza (UNIFOR); Kumba Jallow, De Montfort U.
**Session Details – Tuesday 8:00 - 10:00 AM**

**1459**: (Paper Session) - (CDP) Organizational Learning and Learning in Organizations 9:45am - 11:15am Westin Copley Place: Essex North-East
Tweet this session: #AOM2012 1459
Facilitator: Deborah J Dougherty, Rutgers U.

- ODC: Learning about learning agility | Adam G Mitchinson, Columbia U.; Nathen M Gerard, Columbia U.; Kathryn S Roloff, Columbia U.; Warner Burke, Columbia U.
- ODC Division Best Paper Finalist
- MOC: How to Recover from the Loss of Knowledge Though Intentional Unlearning? | Juan-Gabriel Cegarra-Navarro, Politecnica de Cartagena; Anthony Wensley, U. of Toronto

**1460**: (Paper Session) - (CDP) Making Sense in Individuals and Organizations 9:45am - 11:15am Westin Copley Place: Essex North-West
Tweet this session: #AOM2012 1460
Facilitator: Anthony Briggs, U. of Alberta

- MOC: From Big to Small: The Relative Size Effect on Corporate Capital Allocations | David Bardole, Bocconi U.; Dan Lovallo, Sydney U.; Richard Rumelt, U. of California, Los Angeles; Craig R. Fox, U. of California, Los Angeles
- OCIS: A Digital Soapbox? The Information Value of Online Physician Ratings | Guodong (Gordon) Gao, U. of Maryland, College Park; Brad N Greenwood, U. of Maryland, College Park; Jeffrey McCullough, U. of Minnesota; Ritu Agarwal, R. H. Smith School of Business
- OB: Selling the Forest, Buying the Trees: Mental Representation of Endowments | Caglar Irmak, U. of South Carolina; Cheryl Waksatik, U. of Southern California; Yaacov Trope, New York U.

**1461**: (Paper Session) - (CDP) Building Dynamic Capabilities and Competencies in Organizations 9:45am - 11:15am Westin Copley Place: St. George C
Tweet this session: #AOM2012 1461
Facilitator: Asli Musaoglu Arikan, The Ohio State U.

- ODC: Projecting as a Dynamic Capability in Contextually Ambidextrous Organizations | Wolfgang H. Guettel, Johannes Kepler U. Linz; Stefan W. Konlechner, Johannes Kepler U. Linz
- ODC: The Direct and Complementary Effects of Dynamic Capabilities | Kieran John Patrick Macinerney, U. of Cologne
- SAP: The impact of the OEM supplier on buyer competence and performance | Feng Hsu Liu, Shih Hsin U.; Hung Tai Tsou, Ming Dao U.
- OMT: History as a Source of Competitive Advantages: The matchmaking industry in East Germany | Simon Oertel, Friedrich Schiller U. Jena; Kirsten Thommes, Radboud U. Nijmegen

**1462**: (Paper Session) - (CDP) Enhancing Social Entrepreneurship Through Education and Research 9:45am - 11:15am Westin Copley Place: St. George D
Tweet this session: #AOM2012 1462
Facilitator: Helen Haugh, U. of Cambridge

- MED: Engaging the Informal Economy to Educate Social Entrepreneurs and Social Innovators | Isaac H Smith, U. of Utah; Warner P. Woodworth, Brigham Young U.
- MED: Social Entrepreneurship Education as a Socialization Process into Multiple Institutional Logics | Anne-Claire Pache, ESSEC Business School; Imran Chowdhury, ESSEC Business School - Paris
- SIM: Social Entrepreneurship, Fitness Landscapes, and the Competing Dimensions of Sustainability | Chris Meyer, Fairleigh Dickinson U.; Jeffrey Gauthier, U. of Massachusetts, Amherst
- SIM: Objective Analysis Of Subjectivity: Q-Methodology For Social Research On Social Entrepreneurship | Israr Qureshi, Hong Kong Polytechnic U.; Babita Bhatt, Carleton U.; Suhail Riaz, U. of Massachusetts, Boston

**1463**: (CM) Counter-intuitive Results in Negotiations: Implications for Teams, Status, Personality, and Offers 9:45am - 11:15am Boston Park Plaza: Cambridge Room
Tweet this session: #AOM2012 1463
Chair: Marwan Sinaceur, INSEAD
Discussant: Kathleen L. McGinn, Harvard U.

- Where Are Two Heads Better than One? Teams and Solos Negotiating Deals in the U.S. and Taiwan | Michele J. Gelfand, U. of Maryland; Jeanne M Brett, Northwestern U.; Lynn Imai, Richard Ivey School of Business; Brian C. Gunion, Johns Hopkins U.
- Within-group Status Conflict Increases Strategic Misrepresentation in Between-group Negotiation | Yeri Cho, U. of Southern California; Jennifer R. Overbeck, U. of Southern California; Peter J. Carnevale, U. of Southern California
- How High Status Leads to Worse Negotiated Outcomes | Geoffrey J. Leonardelli, U. of Toronto; Glen Whyte, U. of Toronto

- Person-environment Interactions when the Environment is Another Person: Twins in Negotiations | Hillary Anger Ellfenbein, Washington U. in St. Louis; Noah Eisenkraft, U. of North Carolina, Chapel Hill; Lisabeth F. DiLalla, Southern Illinois U.; Jared R. Curhan, Massachusetts Institute of Technology; Roy Perlis, Harvard U.
- Person-environment Interactions when the Environment is Another Person: Twins in Negotiations | Hillary Anger Ellfenbein, Washington U. in St. Louis; Noah Eisenkraft, U. of North Carolina, Chapel Hill; Lisabeth F. DiLalla, Southern Illinois U.; Jared R. Curhan, Massachusetts Institute of Technology; Roy Perlis, Harvard U.

- Person-environment Interactions when the Environment is Another Person: Twins in Negotiations | Hillary Anger Ellfenbein, Washington U. in St. Louis; Noah Eisenkraft, U. of North Carolina, Chapel Hill; Lisabeth F. DiLalla, Southern Illinois U.; Jared R. Curhan, Massachusetts Institute of Technology; Roy Perlis, Harvard U.
There is Such a Thing as a Stupid Question: Question Disclosure in Strategic Communication | Julia Alexandra Minson, Wharton School; Nicole Ruedy, U. of Washington


1465 : (DRP Session) - (CMS) Managing Subjectivities
9:45am - 11:15am Marriott Boston Copley Place: Falmouth
Facilitator: Patrizia Zanoni, Hasselt U.

"You Can Never Go Home Again": Conceptualizing and Contextualizing the Self in the Field | Ajnesh Prasad, U. of NSW

π π Authenticity and Autonomy in the Subjectification of Management Consultants in a Small Firm | Djahanchah Philip Ghadiri, HEC Montreal
π π Interaction, Introspection and Interoception: Listening to the Body’s Voice in Reflexive Incidents | Ben Hardy, Open U.; Paul Hibbert, U. of St Andrews

Becoming a Critical Management Studies Scholar: What Bodies Matter (in the Margins) | Emma Bell, Keele U.; Susan Merilainen, Helsinki School of Economics; Scott Taylor, U. of Exeter; Janne Tienari, Helsinki School of Economics

1466 : (Paper Session) - (CMS) Work and No (n) Work Identities
9:45am - 11:15am Marriott Boston Copley Place: Salon J
Chair: Todd Bridgman, Victoria U. of Wellington
π π "Bricolage" and the Informalization of Exploitation at Work | Peter Fleming, Queen Mary U. of London
π π The Creative Self on Sale: Work Experiences of Store Artists | Nada Endrisatt, Bern U. of Applied Sciences; Claus Noppeney, Bern U. of Applied Sciences

1467 : (DRP Session) - (ENT) The Entrepreneurial Mindset
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom A
Facilitator: Veronica Vecchi, Bocconi U.

π π Envisioning the Future as an Entrepreneur: A Neurobiological Analysis of Episodic Memory | David A. Baucus, eNur Neurobiology Research; Melissa S. Baucus, U. of Louisville
π π Entrepreneurial and Institutional Mindset: Determining Types of New Ventures in Emerging Economies | Birton Cowden, Saint Louis U.; Hongxin John Zhao, Saint Louis U.

Perceived Venture Capital Support | John Edward Baur, U. of Oklahoma - Norman

1468 : (DRP Session) - (ENT) The Mindset of the Entrepreneur
9:45am - 11:15am Sheraton Boston Hotel: Beacon D
Facilitator: Henri Burgers, Queensland U. of Technology

π π Entrepreneurial Mindsets: Theoretical Foundations and Empirical Properties of a Mindset Scale | John Erik Mathisen, Norwegian School of Management; Jan Ketil Arnulf, BI Norwegian Business School

Dynamic Capabilities’ Antecedents: The Role of Entrepreneurial Orientation and Intellectual Capital | Cristian Eduardo Zamora-Matute, Tecnologico de Monterrey
π π Endorsing Legitimacy to Avoid IPO Underpricing When Markets for Technology Fail | Ching-Yi Hwang, Imperial College London; Bart Clarysse, U. of Ghent
π π State of the Union: Putting Boundaries on Opportunity Types | Chris Welter, Ohio State U.

1469 : (Paper Session) - (ENT) New Ventures, Resources and Small Business
9:45am - 11:15am Sheraton Boston Hotel: Beacon G
Chair: Franz W. Kellermanns, U. of Tennessee

π π Charitable Donations by Self-Employed Small Business Owners | Matthias Alfred Tietz, Richard Ivey School of Business; Simon C Parker, Ivey School of Business
π π Team Formations in Technology Ventures | Shanti Dewi Anak Agung Istri, Georgia Institute of Technology
π π Innovative Products vs. Specialized Complementary Resources: The Determinants of Alliance Funding | Paul R. Forshey, High Point U.; Edward Levitas, U. of Wisconsin, Milwaukee
π π Employee Turnover and Innovation in SMEs: The Contingent Role of Cross-Functional Integration | Taiyuan Wang, IE Business School; Stewart Thornhill, U. of Western Ontario

1470 : (Paper Session) - (ENT) Causal and Creative Entry Modes
9:45am - 11:15am Sheraton Boston Hotel: Beacon H
Chair: M. Shahid Qureshi, Technical U. Berlin
π π Beyond the Profit Motive: Employer and Employee Relations in the Immigrant Informal Economy | Muhammad Shehrryar Shaid, U. of Central Punjab; Colin C Williams, U. of Sheffield
π π International Resource Orchestrators: Creating High-Tech Startups with Globally Dispersed Resources | Klaus Meyer, China Europe International Business School; Tianjiao Xia, U. of Bath
π π Causal and Creative Modes of Entrepreneurial Strategizing: A Content Analysis of Business Plans | Jeroen Kraaijenbrink, U. of Twente; Tiago Ratinho, U. of Twente

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday 8:00 - 10:00 AM

Learning to Identify Opportunities: The Concomitant Influence of Affect, Cognition, and Motivation | Brandon Mueller, Oklahoma State U.; Dean A Shepherd, Indiana U.

1471: (Paper Session) - (ENT) Knowledge and New Ventures
9:45am - 11:15am Sheraton Boston Hotel: Berkley A
Tweet this session: #AOM2012 1471
Chair: Tor A Johannessen, Norwegian School of Economics
Understanding the Role of Social Ties in Informal Firm Success in Emerging Economies | Julio O. De Castro, IE Business School; Garry D Bruton, Texas Christian U.
Creating Their Own: A Cross-National Examination of Entrepreneurial Foundings | Leif Willard Lundmark, U. of Utah

1472: (Paper Session) - (ENT) Opportunities and the Market Process
9:45am - 11:15am Sheraton Boston Hotel: Jefferson
Tweet this session: #AOM2012 1472
Chair: Regis Cabral, FEPRO - Funding for European Projects
Role of External Knowledge Sources and Organizational Design in Opportunity Exploitation | Nicolai Foss, Copenhagen Business School; Jacob Lyngsie, Copenhagen Business School; Shaker A. Zahra, U. of Minnesota, Twin Cities
Towards a Theory of Entrepreneurial Rents: A Simulation of the Market Process | Mohammad Keyhani, Schulich School of Business; Moren Levesque, York U.; Anoop Madhok, Schulich School of Business
Entrepreneurial Opportunity and the Entrepreneurship Nexus: A Reconceptualization | Per Davidsson, Queensland U. of Technology

1473: (Paper Session) - (GDO) Diversity Management: Identity
9:45am - 11:15am Boston Park Plaza: Thoreau Room
Tweet this session: #AOM2012 1473
Chair: Eleni Apospori, Athens U. of Economics and Business
Discussant: Suzanne M Gagnon, McGill U.
Excessive vs. Inadequate: The Limbo for Optimal Diversity Identity Management | Brooklyn Cole, U. of North Texas; Manjula S Salimath, U. of North Texas
Diverse According to Whom? Exploring Differences in Diversity Judgments and Their Consequences | Christopher W Bauman, U. of California, Irvine; Sophie Trawalter, U. of Virginia
Racial/ethnic Identity as a Boundary Condition in the Similarity-Attraction Hypothesis | Atira Cherise Charles, Florida State U.; Rachel Kane, Florida State U.

1474: (DRP Session) - (GDO) Work Family
9:45am - 11:15am Boston Park Plaza: Tremont Room
Tweet this session: #AOM2012 1474
Chair: Gina LaRoche, Seven Stones Leadership Group
Discussant: Tania Casado, U. of Sao Paulo
When the Cup Runneth Over: Positive Spillover from Nonwork to Work | Katherine C. Ryan, Indiana U.; Bloomingston; Linda M. Durn-Jensen, Indiana U.
Pregnancy Identity Management in the Workplace | Virginia Smith Major, Miller Consultants, Inc.; Amanda Sophia Hinojosa, Texas Tech U.; Laura M. Little, U. of Georgia; Debra L Nelson, Oklahoma State U.
Work-Life Benefits and Organizational Attractiveness: The Mediating Role of Person-Organization Fit | Shainaz Firifir, IE U.

1475: (JS) - (GDO, OB, BPS) Contextualizing Faultlines: Exploring the Role of Environmental Contexts in Team Faultline Dynamics
9:45am - 11:15am Boston Park Plaza: Clarendon Room
Tweet this session: #AOM2012 1475
Chairs: Sherry M Thatcher, U. of Louisville; Dora C. Lau, Chinese U. of Hong Kong
Discussant: Keith Murnighan, Northwestern U.
Top Management Team Demographic Faultlines and Firm Performance | Jiatao Li, Hong Kong U. of Science and Technology; Guoqiang Wan, Hong Kong U. of Science and Technology
Faultlines and Ultimate Performance in the Dynamic Environment of Baseball Teams | Yekaterina Bezrukova, Santa Clara U.; David F Caldwell, Santa Clara U.; Jerry Burger, Santa Clara U.; Chester S. Spell, Rutgers U.
Alignment and Refinement: The Temporal Context of Faultlines | Sherry M Thatcher, U. of Louisville; Pankaj C Patel, Ball State U.
Faultlines in Board of Directors in Family Businesses | Weiwen Li, Sun Yat-sen U.; Dora C. Lau, Chinese U. of Hong Kong; Yongcong Huang, South China U. of Technology

1476: (Paper Session) - (HCM) Satisfaction and Commitment in Health Care Organizations
9:45am - 11:15am Marriott Boston Copley Place: Orleans
Tweet this session: #AOM2012 1476
Chair: L Michele Issel, U. of Illinois, Chicago
Discussant: Decima Chris Garcia, U. of the Incarnate Word
Emotional Exhaustion and Its Consequences among Nurses in India and China | Saifuddin Khan, Qurtuba U., Pakistan; Vishwanath V. Baba, McMaster U.; Louise Tourigny, U. of Wisconsin, Whitewater

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

Section D 360
Turnover: A Performance Perspective
Pathways, Levels and Exceptions
9:45am - 11:15am Boston Park Plaza: Charles River Room

Knowledge Loss & the Turnover-Performance Link:
Chair: John J. Rodwell, Australian Catholic U.; Louise Munro, Australian Catholic U.

HCM Division Best International Paper Award Nominee
Taking control: An exploration of control based HRM practices in Australian hospitals | Ju Li Ng, U. of New South Wales; Julie Ann Cogin, Australian School of Business; Tito Lee, Australian School of Business

1477 : (Paper Session) - (HCM) Innovation: Barriers, Pathways, Levels and Exceptions
9:45am - 11:15am Boston Park Plaza: Salon H
Tweet this session: #AOM2012 1477
Chair: Mark L. Diana, Tulane U.
Discussant: Michael K Lin, U. of Pittsburgh

Patterns of Task and Network Actions Performed by Navigators to Facilitate Cancer Care | Jack A Clark, Boston U. Medical Campus; Victoria Anne Parker, Boston U.; Karen Freund, Tufts U.; Jennifer Leysen, Boston U.; Caroline Logan, Boston U.; Tracy Battaglia, Boston U.

"Now there is a computer between them": the theatrics of knowledge production using an EMR System. | Shirley Bar-Lev, Ruppin Academic Center

We Did Not Use Telemedicine That Time: Can Critical Incidents Analysis Explain Non-Use? | Sunayana Karra, Bentley U.; Janis L. Gogan, Bentley U.; Monica Garfield, Bentley U.

HCM Division Best Theory to Practice Award Nominee
Innovation theorization across multiple levels of the health care system | Jane Hendy, U. of Surrey; Theopisti Chrysanthaki, Imperial College London; Janeus Barlow, Imperial College London

HCM Division Best International Paper Award Nominee
1478 : (Paper Session) - (HR) Consequences of Employee Turnover: A Performance Perspective
9:45am - 11:15am Boston Park Plaza: Cabot Room
Tweet this session: #AOM2012 1478
Chair: Julie I Hancock, Rutgers U-Camden

Voluntary Turnover, Volatility in Voluntary Turnover, and Labor Productivity | Ilke Van Beveren, Lessius, KU Leuven; Stijn Vanomelingen, IESE Business School, HU Brussels; Sophie De Winne, Lessee U. College; Luc Sels, U. of Leuven

Knowledge Loss & the Turnover-Performance Link: Differences Between Service & Manufacturing Firms | Rory Eckardt, U. of Massachusetts; Bruce Skaggs, U. of Massachusetts; Mark Yount, Skidmore College

The Relationships of Unit Level Turnover, Hiring, and Job Demands with Unit Performance | Mark A. Maltarich, St. Ambrose U.; Anthony J Nyberg, U. of South Carolina; Gregory P. Reilly, U. of Connecticut; Ingo Weller, U. of Munich

1479 : (Paper Session) - (HR) HRM Perceptions, Citizenship, and Firm Performance
9:45am - 11:15am Boston Park Plaza: Charles River Room

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

TUESDAY
1482 ▶: (HR, OB, CAR) New Directions in Job Search: The Importance of Self-Efficacy, Goals, and Applicant Attraction
9:45am - 11:15am Boston Park Plaza: Arlington Room
Tweet this session: #AOM2012 1482
Chair: Lisa K J Kuron, Wilfrid Laurier U; Serge P Da Motta Veiga, U. of Missouri at Columbia
Discussant: Edwin A.J. van Hooft, U. of Amsterdam
Examining the Within-person Effect of Job Search Efficacy on Job Search: A Two-Week Diary Study | Shuhua Sun, National U. of Singapore; Zhaoli Song, National U. of Singapore
I Want It and I Want It Now! Antecedents and Outcomes of the Goal to Find Employment Quickly | Lisa K J Kuron, Wilfrid Laurier U; Simon Taggar, Wilfrid Laurier U.
Who is Searching for Whom? Integrating Applicant Attraction and Job Search | Serge P Da Motta Veiga, U. of Missouri at Columbia; Daniel Turban, U. of Missouri at Columbia

1483 ▶: (Paper Session) - (IM) Institutions and Corporate Response
9:45am - 11:15am Boston Hynes Convention Center: Room 205
Chair: Thomas Roehl, Western Washington U.
Institutions of Economic Governance and Corporate Governance: An Earnings Redistribution Analysis | Anish Sugathan, Indian Institute of Management, Bangalore; Reje George, Indian Institute of Management, Bangalore
Do Islamic Banks Engage in Less Earnings Management? | Majdi Anwar Quttainah, Rensselaer Polytechnic Institute
Cultural Influence on Adoptions of Corporate Governance Best Practices Based on Agency Theory | Marcos Citeli, IESE Business School

1484 ▶: (Paper Session) - (IM) Global Mobility: Antecedents, Correlates and Consequences
9:45am - 11:15am Boston Hynes Convention Center: Room 206
Chair: Jan Selmer, Aarhus U.
Getting Employees to Go the Global Distance | Shad S. Morris, Ohio State U.; Bi-Juan Zhong, The Ohio State U.; Mona V Makhiya, Ohio State U.
Toward a Refinement of the Global Leadership Construct | Mark E. Mendenhall, U. of Tennessee, Chattanooga; B. Sebastian Reiche, IESE Business School; Allan Bird, Northeastern U.; Joyce Osland, San Jose State U.
Self-initiated return migration vs. global assignments: Knowledge transfer outcomes | Dan Jun Wang, Stanford U.

1485 ▶: (IM) Foreignness Beyond Liabilities: Extending Our Understanding of Foreignness and its Consequences
9:45am - 11:15am Boston Hynes Convention Center: Room 209
Organizer: Jesper Edman, Hitotsubashi U.
Participants: Lilach Nachum, Baruch College; Jordan Siegel, Harvard U.; Annette Un, Northeastern U.

1486 ▶: (DRP) Offshoring: Organization and Governance in Global Value Chains
9:45am - 11:15am Boston Hynes Convention Center: Room 303
Facilitator: Charles Dhanaraj, Indiana U., Bloomington
How bad / good are cultural differences in global services sourcing? | Carine Peeters, U. Libre de Bruxelles; Catherine Dehon, U. Libre de Bruxelles; Patricia Garcia-Prieto, U. Libre de Bruxelles
Whether or not to prepare for offshoring: A simulation study | Marcus Meller Larsen, Copenhagen Business School; Christian Geisler Asmussen, Copenhagen Business School
Institutional environment in offshoring: Host-country attractiveness and organizational model | Julien Gooris, U. Libre de Bruxelles
Exploring platform firms in an international supply chain: The case of specialty coffee | Alejandra Marin, Texas Tech U.; Kimberly B. Boal, Texas Tech U.
From Value Chain to Responsibility Chain: The Social Responsibility of Multinational Corporations | Annabelmauve Bonnefous, REIMS Management School; Isabelle Robert, REIMS Management School; Eric Fimbels, REIMS Management School

1487 ▶: (Paper Session) - (IM) Expatriates, Migrants, and Business Travelers
9:45am - 11:15am Boston Hynes Convention Center: Room 309
Chair: David Weir, U. Campus Suffolk
International Business Travelers and Commuters: Curvilinear Effects of Travel Frequency | Mihaela Dimitrova, U. of Wisconsin, Milwaukee; Sherwin Ignatius Chia, Nanyang Technological U.; Dora Luk, U. of Hong Kong; Margaret Shaffer, U. of Wisconsin, Milwaukee; Cheryl SL Tay, Nanyang Technological U.
The interactive impact of host country context and expatriate personality traits on job satisfaction | Vesa Peltokorpi, Japan Advanced Institute of Science and Technology; Fabian Jintae Freose, Korea U.
What distinguishes self-initiated expatriates from assigned expatriates and migrants? | Jil Margenfeld, Otto-Friedrich U.; Franziska Bergdolt, Otto-Friedrich U.; Susanne Imhof, Otto-Friedrich U.

1488 ▶: (IM, OMT, OB) What Have We Really Learned from Japanese Management Practices?
9:45am - 11:15am Boston Hynes Convention Center: Room 208
Chair: Ulrike Schaede, U. of California, San Diego
Discussant: Charles A O'Reilly, Stanford U.
Why are Japanese Firms Still in Trouble? An explanation from the middle management perspective | Masaru Karube, Hitotsubashi U.; Toshikiko Kato, Hitotsubashi U.
Show Me the Money: An analysis of highly profitable Japanese companies in the 2000s | Ulrike Schaefer, U. of California, San Diego
Japanese Employment Practice: Has it changed? Does (or Did) It Work? What Can Be Learned from It? | James R. Lincoln, U. of California, Berkeley
The Influence of Japanese Management on Management Theory | Christina L Ahmadjian, Hitotsubashi U.
1489 (MC) Management Consulting and the Informal Economy
9:45am - 11:15am Westin Copley Place: Adams
Participants: Thomas G. Cummings, U. of Southern California; Rickie A. Moore, EM Lyon; Flemming Poullfelt, Copenhagen Business School
Facilitator: Romie Frederick Littrell, Auckland U. of Technology
From Cultural Chameleons to Cultural Intelligence: Teaching International Business in the Real World | Christian Scholz, U. of Saarland; Volker Stein, U. of Siegen
A ranking analysis of the management schools in Great China (2000-2010) | Mingjun Hou, Xi’an Jiaotong U.; Heng Liu, Sun Yat-sen U.; Peihua Fan, Xi’an Jiaotong U.
Relationships between Students’ Culture, Motivation and Course Evaluations: An Exploratory Study | Cody Cox, U. of Texas at Brownsville; Jennie S Johnson, U. of Texas at Brownsville
Satisfaction of international students: The case of African international students in Quebec | Chétima Mamadou Mai Moussa Gaptia, U. Laval; Yao Aleawogbe Amewokunu, Virginia State U.; Egide Karuranga, U. Laval; Sherrie Lewis, Saint Leo U.
1491 (Paper Session) - (MO) The Impact and Role of Business Schools: Linkages to Career Development, Ranking and Accreditation
9:45am - 11:15am Marriott Boston Copley Place: Salon D
Chair: Charles Wankel, St. John’s U.
Between symbolic and social capital: A structuration theory approach to academic productivity | Olga I. Ryazanova, U. College Dublin; Peter McNamara, U. College Dublin
1492 (SHCS) - (MED, BPS, SIM) The future of business and the role of business education
9:45am - 11:15am Marriott Boston Copley Place: Salon B
Organizer: Michael Andreas Pirson, Fordham U.
Discussant: Craig Smith, London Business School
Speakers: Michael C. Jensen, Harvard U.; Roger L. Martin, U. of Toronto
Presenters: Henry Mintzberg, McGill U.; Riane Eisler, Center for Partnership Studies; Nitin Nohria, Harvard U.
Participants: Heiko Spitzock, FDC - Fundacao Dom Cabral; Ernst von Kimakowitz, The Humantic Management Network
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.
1493 (DRP Session) - (MH) From Scientific Management to Agency and Strategy
9:45am - 11:15am Boston Park Plaza: Board Room
Chair: Russell W. Clayton, U. of North Carolina - Asheville
Facilitator: Kenneth R. Thompson, DePaul U.
The Origins of Materials Requirements Planning in F. W. Taylor’s Planning Office | James M Wilson, U. of Glasgow
WHAT IS STRATEGY? The case of retail finance and English Building Societies | Manuel Hensmans, ULB
Industrial Safety: Contributions of Frank and Lillian Gilbreth and Hugo Münsterberg | Nicole Cannoille, Louisiana State U., Baton Rouge
A Hole in Our Science | Thomas P. Kenworthy, U. of Dayton; Edward McMullan, U. of Calgary
Scientific Management, the ILO, and the Evolution of Management Theory | Chris Nyland, Monash U.; Kyle Bruce, Macquarie U.
1494 (Paper Session) - (MO) Identity and the Employment Relationship
9:45am - 11:15am Sheraton Boston Hotel: Berkley B
Chair: Deborah J. Armstrong, Florida State U.
Saying Thank-You: Authentic and Strategic Gratitude and Their Effects on Work Relationships | Kerry Roberts Gibson, Georgia Institute of Technology; David M. Sluss, Georgia Institute of Technology
Relational Identification in the Workplace: Specifications of Workplace Relationships and Context | Shora Moteabbed, ESSEC Business School - Paris
Navigating Fractional Hybrid Identities: Implications for Organizational Identification and Loyalty | Tammy MacLean, Suffolk U.; Sheila Simsarian Webber, Suffolk U.
Helping Makes a Difference: Employee Volunteering, Identity and the Meaning of Work | Christi Lockwood, Boston College
Committed to the Causes? Identification, Commitment, and Behavior in a Hybrid Identity Organization | Marya Hill-Popper Besharov, Cornell U.

THETIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1495 : (Paper Session) - (MOC) Cognition and Leadership
9:45am - 11:15am Sheraton Boston Hotel: Kent
Tweet this session: #AOM2012 1496
Chair: Sandra Cha, Brandeis U.
License to be real: The effect of authentic leadership on followers' authenticity | Dana Yagil, U. of Haifa; Hana Medler-Liraz, Academic College of Tel Aviv
Implicit Theories of Followership Bridge Personality and Transformational Leadership | Elliott T Kruse, U. of California, Riverside; Thomas Sy, U. of California, Riverside; Susanna Tram, U. of California, Riverside
Subordinates' Individual Differences and Perceptions of Abusive Supervision | Jeremy Ray Brees, U. of Scranton; Mark J. Martinko, Florida State U.; Paul Harvey, U. of New Hampshire
Transforming organizational leadership: A schema change perspective | Robert McLeay Thompson, Queensland U. of Technology; Neal Francis Ryan, Southern Cross U.

1496 : JIS: (MOC, OMT, OB) Exploring How Individuals Shape, Coordinate and Maintain Organizational Routines
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: #AOM2012 1496
Organizers: Marly K. Christianson, U. of Toronto; Curtis LeBaron, Brigham Young U.
Discussant: Daniel Levinthal, U. of Pennsylvania
Entangling artwork and blockbusters: Coordinating contrasting interpretations of routines | Carlo Salvato, Bocconi U.; Claus Rerpup, U. of Western Ontario
How Dispositions Shape Organizations: The Carl Zeiss case | Markus C. Becker, U. of Southern Denmark
Maintaining an organizational routine: A video-based study of physician handovers | Curtis LeBaron, Brigham Young U.; Lyndon Garrett, Brigham Young U.; Marly K. Christianson, U. of Toronto; Michael D. Cohen, U. of Michigan

1497 : (Paper Session) - (MSR) Eastern and Western Perspectives on Spiritual and Religious Practices
9:45am - 11:15am Sheraton Boston Hotel: Hampton B
Tweet this session: #AOM2012 1497
Chair: Gerard Beenen, California State U., Fullerton
Discussant: D Christopher Kayes, George Washington U.
Impact of Spiritual Leadership on Catholic Organizational Identity | Linda T Dayler, Catholic Family Services of Hamilton; Louis W. (Jody) Fry, Texas A&M U. - Central Texas
Intercession and Integrative Agreements: The Effects of Prayer on Negotiation | Shelli Silvio, Brigham Young U.; Alexander R. Bolinger, Idaho State U.
Consciousness and Employee Effectiveness in the Informal Economy: Western and Indian Perspectives | Sharda Nandram, Nyenrode Business U.; Surabhi Surendra, Institute of Productivity and Management
The Dongba redux: culture, business, religion, spirituality, politics, careers in rural China | Yochanan Altman, BEM Bordeaux Management School; Zheng Xie, London college

1498 : (Paper Session) - (OB) Trust and Status in Teams
9:45am - 11:15am Boston Park Plaza: Abbot Room
Tweet this session: #AOM2012 1498
Chair: Dionne Pohler, U. of Saskatchewan
Antecedents and Consequences of Trust as an Emergent Group Property | Douglas Mahony, Lehigh U.; Adrian H. Pitariu, U. of Regina
The Moderated Mediation Model of Trust & Team Performance in Sports: When Trust Consensus Matters | Merce Mach, U. of Barcelona; Elena Lina, Saint Joseph's U.
Why would I trust them? How relational climates moderate the effect of social cynicism on team trust | Andranik Tomasjan, Technical U. Munich; Maria Strobel, TUM School of Management
When Status Hierarchies Enhance Group Performance: The Moderating Role of Task Simplicity | Yeliz Cantimur, U. of Groningen; Floor Rink, U. of Groningen; Gerben van der Vegt, U. of Groningen

1499 : (OB) The Interactive Dynamics of Helping
9:45am - 11:15am Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 1499
Chairs: Michal Frida Gradshtein, Tel Aviv U.; Linn Van Dyne, Michigan State U.
Do to Others as You Would Have Them Do to You | You Jin Kim, Michigan State U.; Linn Van Dyne, Michigan State U.; Christopher Polle, U. of Saskatchewan
Newcomers' Exchange Agreement and the Development of Relational Commitment | Dorra Geller, The College of Management, Rishon Lezion; Michal Frida Gradshtein, Tel Aviv U.
The Emotional Consequences of Dyadic Helping Relations in Organizations: A Grounded Theory Approach | Maya Golan, Afeka Tel-Aviv Academic College of Engineering; Peter A. Bamberger, Tel Aviv U.

1500 : (DRP Session) - (OB) Leadership and OCB
9:45am - 11:15am Boston Park Plaza Brandes Room
Tweet this session: #AOM2012 1500
Facilitator: Vanessa K. Boohns, U. of Waterloo
Paying It Forward: A Trickle-Down Model of Citizenship Instrumentality | Daniel Gregory Bachrach, U. of Alabama; Tjai M. Nielsen, George Washington U.; Jaron Harvey, U. of Alabama; Chun Hui, U. of Hong Kong; Fang He, George Washington U.
Larger, longer, and more pervasive: The distinct experiences of broken and fulfilled promises | Neil Conway, U. of London, Birkbeck; Tina Kiefer, Warwick Business School; Rob B. Briner, U. of Bath
The Effects of Paternalistic Leadership on Outcomes: The Moderating Role of Perceived Motive | Aparna Krishnan, Rutgers U.
1501: (Paper Session) - (OB) Mechanisms of Leadership Influence
9:45am - 11:15am Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 1501
Chair: James P. Gelatt, U. of Maryland, U. College
A Social Signal Processing View on Leadership: Specific Behaviors Characterize Considerate Leaders | Bertold Meyer, U. of Zurich; Klaus Jonas, U. of Zurich; Sebastian Feese, Swiss Federal Institute of Technology Zurich, ETH; Bert Arnnich, Swiss Federal Institute of Technology Zurich, ETH; Gerhard Tröster, Swiss Federal Institute of Technology Zurich, ETH; Carsten C. Schermuly, SRH Hochschule Berlin
Leveraging Leadership to Cultivate Improvement Ideas: The Contingent Effect of Leader Mindsets | Dirk Deichmann, VU U. Amsterdam
Measuring the Impact of Servant Leadership on OBGs & the Mediating Role of Stewardship Climate | Wallace A. Williams, U. of Mississippi; Anthony P. Ammeter, U. of Mississippi; Milorad M. Novicevic, U. of Mississippi; Christopher H. Thomas, U. of Mississippi
The Effect of Leadership and Framing on Unethical Pro-Organizational Behavior | Katrina A. Graham, Drexel U.; Jonathan C. Ziegert, Drexel U.; Johnna Capitano, Drexel U.

1502: (DRP Session) - (OB) Conceptualizing Cognition and Creativity
9:45am - 11:15am Boston Park Plaza: Emerson Room
Tweet this session: #AOM2012 1502
Facilitator: Gabriele Jacobs, Erasmus U. Rotterdam
Using Fractional Factorial Conjoint Analysis Methodology in Organizational Behavior Studies | Steven A. Edelson, Walsh U.
Managing Envy to Foster Organizational Innovation | Marina Binari, Strathclyde U.; Quy Nguyen Huy, INSEAD
A criterion-oriented review of workplace creativity | Tamara Montag, Saint Louis U.; Carl P. Maertz, Saint Louis U.; Markus Baer, Washington U. in St. Louis
Effects of Indirect Leadership on Incremental and Radical Creativity | Dong Ha Kim, Binghamton U.; Chien-wei Lin, Binghamton U.
A Cross-Level Model of Curiosity and Innovative Workplace Behavior | Karyn Dosssinger, U. of Minnesota, Twin Cities

1503: (Paper Session) - (OB) New Forms of Teamwork & Collaboration
9:45am - 11:15am Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 1503
Chair: Heidi K. Gardner, Harvard U.
The Changing Nature of Organizational Work: From Teams to Recombinant Collaboration | Mark Mortensen, INSEAD

1504: (Paper Session) - (OB) Expanding Understanding of Work-nonwork Interfaces
9:45am - 11:15am Boston Park Plaza: Lexington Room
Tweet this session: #AOM2012 1504
Chair: Laura Erskine, Illinois State U.
Managers’ job embeddedness in organizations and communities: A Malaysian Study | Mary Bambacas, U. of South Australia
Work-Family Interface: A Review and Research Agenda | Marcello Russo, Rouen Business School
Positive Affectivity, Social Support and Work-Family Enrichment | Ying-Jung Yvonne Yeh, National Taiwan U. of Science and Technology; Su-Ying Pan, National Taiwan U. of Science and Technology
Why do they do it, and what does it mean for their job? An investigation of employee volunteering | Jessica Rodell, U. of Georgia

1505: (Paper Session) - (OB) Leadership, Betrayal and Forgiveness
9:45am - 11:15am Boston Park Plaza: Stanhope Room
Tweet this session: #AOM2012 1505
Organizer: Olga Epitropaki, ALBA Graduate Business School
Chair: Julian Barling, Queen’s U.
Discussant: Roy J. Lewicki, Ohio State U.
Forgiveness from the Top: How Leaders Build Forgiving Organizations | Ryan Fehr, U. of Washington, Seattle; Michele J. Gelfand, U. of Maryland
Betrayal and Forgiveness in Leader-Member Exchanges | Olga Epitropaki, ALBA Graduate Business School; Geoff Thomas, Aston Business School; Robin Martin, Aston Business School
Leaders’ Apologies: Understanding and Mitigating Negative Outcomes for Leaders and Subordinates | Alyson Byrne, Queen’s U.; Julian Barling, Queen’s U.; Katherine Dupre, Memorial U. of Newfoundland
Owing It or Feeling It: The Power and Limits of Blame-taking | Brian C. Guina, Johns Hopkins U.; Sohyeon Shim, Northwestern U.

1506: (Paper Session) - (OB) Cross-Cultural Perspectives on Leadership & Teams
9:45am - 11:15am Boston Park Plaza: Stanhope Room
Tweet this session: #AOM2012 1506
Chair: Susan S. Case, Case Western Reserve U.
Leading Up: A Cross-cultural, Longitudinal, and Multilevel Investigation of TMT Support and Shocks | Dong Liu, Georgia Institute of Technology
Beyond LMX Differentiation: An Indigenous Approach to Leader-Member Relationship Differentiation | Ying Chen, UIUC-ILIR; Enhai Yu, North China Electric Power U.; Jooyeon Son, UIUC-ILIR
A Cross-Cultural Perspective on Team Empowerment and Team Performance | Xueling Jiang, U. of Massachusetts, Amherst; Ronapree Leelawong, U. of Massachusetts, Amherst;
**Session Details – Tuesday 8:00 - 10:00 AM**

### 1507: (Paper Session) - (OB) Learning and Creativity

**Panel:** Both New and Useful: How Sequential and Synchronous Goal Orientations Affect Individual Creativity | Elia Miron-Spektor, Technion Israel Institute of Technology; Gerard Beenen, California State U., Fullerton

- A Longitudinal Investigation of the Influence of Foreign Cultural Experiences on Creativity | Melody Manchi Chao, Hong Kong U. of Science and Technology; Jing-Lih Farh, Hong Kong U. of Science and Technology
- Learning Goal Orientation and Creative Performance: The Mediating Roles of Intrinsic Motivation | Kwok Leung, City U. of Hong Kong; Tingting Chen, Lingnan U., Hong Kong; Guoquan Chen, Tsinghua U.

**Chair:** Cameron Ford, U. of Central Florida

**Discussant:** Jessica Methot, Rutgers U.; Wendy R. Boswell, Texas A&M U.; Theresa M. Glomb, U. of Minnesota

The Formation of Leaders’ Attribution of OCB Motives and Its Impact on OCB Performer | Joo Hun Han, U. of Maryland; Kathryn M. Bartol, U. of Maryland, College Park; Seongsu Kim, Seoul National U.

The Emergence and Management of Conflict Influences in Teams | Mark A. Maltarich, St. Ambrose U.; Gregory P. Reilly, U. of Connecticut; Michael Kuenkenberger, U. of Connecticut

Qualitative Study on Abuse toward Customer Service Workers in China | Xiaobei Li, GSM, Peking U.; Feiyi Gao, AGSM-Australian School of Business; David A. Waldman, Arizona State U.; Melissa Graebner, U. of Texas, Austin

### 1508: (Paper Session) - (OB) Followership: Attributions, Motives & Synthesis

**Panel:** A Flair for Fashion: Professional Multicultural Experience and Creative Performance | Frederic Clement Godart, INSEAD; William W. Maddux, INSEAD; Andrew V. Shipilov, INSEAD; Adam D. Galinsky, Northwestern U.

**Chair:** Mark A. Clark, American U.

- “Please Accept My Sincerest Apologies:” Examining Follower Reactions to Leader Apology | Tessa E. Basford, George Washington U.; Lynn Offermann, George Washington U.
- The Effect of Attributed Leader Motives on Employee Turnover and Productivity | Bradley Paul Owens, State U. of New York, Buffalo; Daniel Scott DeRue, U. of Michigan; Susan J. Ashford, U. of Michigan
- Follower Motive Compatible Leadership: When Individual Consideration Meets the Affiliation Motive | Hugo Martin Kehr, Technical U. of Munich; Friederike Xenia Gerstenberg, TUM School of Management; Juergen Weibler, U. of Hagen

**Chair:** Hector R. Flores, U. of Massachusetts, Amherst; Charles C. Manz, U. of Massachusetts, Amherst

- The Role of Sociometric Status in the Establishment and Evolution of a Concertive Control System | Maurits de Klepper, Free U.; Giuseppe Labianca, U. of Kentucky; Ed Sleebos, VU U. Amsterdam; Filip Agneessens, VU U. Amsterdam
- Organizational Citizenship Behavior and Burnout: The Joint Role of Time and Group Dynamics | Jessica Methot, Rutgers U.; David P. Lepak, Rutgers U.; Wendy R. Boswell, Texas A&M U.; Theresa M. Glomb, U. of Minnesota

The On-going Effect of Structural Holes: Exploring Cognitive and Affective Process | Khiyun Lee, Korean Naval Leadership Center; Inyong Shin, Yonsei U.; Hongseok Oh, Yonsei U.

**Chair:** Binod Sundararajan, Dalhousie U.

- You Take the High Road, I Take the Low Road: Unfolding Parallel Discourse in Epistemic Communities | Julie E. Ferguson, VU U. Amsterdam; Marleen Huysman, VU U. Amsterdam; Maura Soekijad, VU U. Amsterdam

**Chair:** Mathis Schulte, HEC Paris

- Regulatory Focus and Social Support Seeking: How Do People Mobilize Social Network Resources? | Xi Zou, London Business School

The Effects of Regulatory Focus on the Formation of Intra-Organizational Friendship Networks | Mathis Schulte, HEC Paris; Jill Waymire Paine, Instituto de Empresa Business School

How Regulatory Focus Influences Individuals’ Risk Taking Behavior Following Near Miss Events | Matthias Seifert, Instituto de Empresa Business School; Jill Waymire Paine, Instituto de Empresa Business School

**Chair:** Joel Brockner, Columbia U.

- Regulatory Focus, Discrepancies, And Alliance Evolution | Rajesh Kumar, Nottingham U.; Tony Higgins, Columbia U.

### 1511: (Paper Session) - (OCIS) Online Communities

**Panel:** Online Innovation Communities | Tory Higgins, HEC Paris; Dina Van Dijk, Ben Gurion U. of the Negev; Elinat Esformes, Amdocs

- Awareness, Social Capital, and Online Communities | Michelle Gielkens-Lenzen, Amdocs
- Online Communities: Theory in Organizational Research: New Findings and Future Directions | William W. Maddux, U. of Central Florida; Mathis Schulte, HEC Paris; Andrew V. Shipilov, INSEAD; Adam D. Galinsky, Northwestern U.


- Online Communities | Maura Soekijad, VU U. Amsterdam; Maura Soekijad, VU U. Amsterdam; Maura Soekijad, VU U. Amsterdam
1512: (DRP Session) - (OCIS) Organizational Adoption and Use of Information Technology
9:45am - 11:15am Sheraton Boston Hotel: Hampton A
Facilitator: Rajiv Kishore, State U. of New York, Buffalo
- Saas Adoption: Critical Factors for CRM Applications
  Cecilia Rossignoli, U. of Verona; Lapo Mola, U. of Verona; Antonella Ferrari, U. of Verona; Alessandro Zardini, U. of Verona
- Shifting Fortunes: Human Agency Shaping Strategic Value from the Human Resource Information System
  Kristine Dery, U. of Sydney
- Strategic IT Alignment: An Evaluation and Process-Oriented Reconceptualization of the Construct
  Magno Queiroz, U. of Wollongong; Tim Coltman, U. of Wollongong; Rajeev Sharma, U. of Wollongong; Paul Tallon, Loyola U. Maryland; Peter Reynolds, Massachusetts Institute of Technology
- Emergence and Development of Inter-Organizational Relationships in the Macedonian Wine Supply Chain
  Kristijan Mirkovski, City U. of Hong Kong; Robert M. Davison, City U. of Hong Kong

1513: (Paper Session) - (OCIS) Knowledge Management
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom A
Chair: Maria Christina Binz-Scharf, City U. of New York, City College
- A Multilevel Process Model of Knowledge Transfer—Enablers and Barriers
  Isaac Vaghefi, Desautels Faculty of Management; Liette Lapointe, Desautels Faculty of Management; Isabelle Vedel, Faculty of Medicine, McGill U.
- Managing Obsolete Knowledge: Toward a Clarified and Contextualized Concept of Unlearning
  Mohammad Hosein Rezaazadeh Mehrizi, ESADA-Ramon Llull U.; Juan Rodon, ESADA; Milad Zafarnejad, Amirkabir U.
- Drilling Wells and Killing Wells through Knowledge Networks
  Gianna Giudicati, U. of Trento; Massimo Riccaboni, IMT Lucca

1514: (ODC) It's About Time: New Developments in Organizational Temporality Research
9:45am - 11:15am Sheraton Boston Hotel: Gardner B
Chair: Gentyz Franz, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign
Discussant: Barbara S. Lawrence, U. of California, Los Angeles
- Fit Narratives: A Qualitative Exploration
  Karen Jansen, U. of Virginia; Abbie J. Shipp, Texas Christian U.
- The Anticipatory Psychology of Strategic Change: Evidence from a Recent IPO
  Scott Sonenshein, Rice U.; Ryan Quinn, U. of Virginia
- Beyond Job Engagement: Examining the Interplay of Organizational Identification and Fit Construal
  Morela Hernandez, U. of Washington; Cristiano Levi Osellero Guaranà, U. of Washington
- Talkin' Bout My Generation: A Qualitative Study of Generations at Work
  Gentyz Franz, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign; Tiffany Dawn Johnson, U. of Illinois, Urbana-Champaign; Teresa Cardador, U. of Illinois

1515: (Paper Session) - (ODC) Leadership and Coaching During Change
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom B
Chair: Malcolm John Higgs, Southampton U.
- Leadership in a Complex Adaptive System: Insights from Positive Deviance
  Curt Lindberg, Complexity Partners; Marguerite Schneider, NJIT
- Winner of ODC Division Best Paper Award
- Managerial Learning and Coaching Through Organizational Change
  Colette Vogel-Boeker, Lecturer Seattle U.
- Synthesizing Research to Develop Leadership for Managing Knowledge Organizations
  A. D. Amar, Seton Hall U.; Vlatka Hlupic, U. of Westminster

1516: (Paper Session) - (OM) Supply Chain Structure and Performance
9:45am - 11:15am Westin Copley Place: North Star
Chair: Candido Perez, IESA-Tulane U.
- Performance Measurement Systems for the Purchasing Function
  Carsten Reuter, Fraunhofer IOSB
- The Role of Network Structure in Manufacturing Joint-Venture Formations
  Steven Carnovale, Rutgers U.; Sengen Yeniyurt, Rutgers U.
- Supply Chain Responsiveness to Product Recalls
  Antony J Potter, Manchester Business School; Benn Lawson, U. of Cambridge
- Value Creation in Supplier Development: A Complementarity Approach
  Paul D. Cousins, U. of Manchester; Kenneth J Petersen, U. of Tennessee, Knoxville; Benn Lawson, U. of Cambridge; Robert Handfield, North Carolina State U.

1517: (Paper Session) - (OMT) Field Emergence and Evolution
9:45am - 11:15am Sheraton Boston Hotel: Beacon E
Chair: Tim Hargrave, U. of Washington, Bothell
- Co-evolution of Institutional Multiplicity and Field Structure
  Pooya Tavakoly, U. of Lugano / U. of Alberta; Nikolaus Beck, U. of Lugano
- Local Context Influence on Micro-institutionalization Dynamics: The case of Quebec daycare centers
  Marcos Pereira Fernandes de Barros, HEC Montreal
- Institutional Detritus and the Emergence of the Aesthete Brewery Form in the Netherlands
  Jochem Kroezen, Erasmus U. Rotterdam; Pursey Heugens, RSM Erasmus U.
- The Changing Motivations of ISO 9000 Adoption among Korean Firms
  Hokyu Hwang, U. of New South Wales; Yong Suk Jang, Yonsei U.; Kitae Park, U. of Hawaii

1518: (Paper Session) - (OMT) Network Formation and Dissolution
9:45am - 11:15am Sheraton Boston Hotel: Beacon F
Chair: Anna Marsili, U. of Pittsburgh; Paul D. Cousins, U. of Wisconsin; Kyleeryn Jacob, U. of Chicago
- Winner of ODC Division Best Paper Award
- Performance Measurement Systems for the Purchasing Function
  Carsten Reuter, Fraunhofer IOSB
- The Role of Network Structure in Manufacturing Joint-Venture Formations
  Steven Carnovale, Rutgers U.; Sengen Yeniyurt, Rutgers U.
- Supply Chain Responsiveness to Product Recalls
  Antony J Potter, Manchester Business School; Benn Lawson, U. of Cambridge
- Value Creation in Supplier Development: A Complementarity Approach
  Paul D. Cousins, U. of Manchester; Kenneth J Petersen, U. of Tennessee, Knoxville; Benn Lawson, U. of Cambridge; Robert Handfield, North Carolina State U.
- Local Context Influence on Micro-institutionalization Dynamics: The case of Quebec daycare centers
  Marcos Pereira Fernandes de Barros, HEC Montreal
- Institutional Detritus and the Emergence of the Aesthete Brewery Form in the Netherlands
  Jochem Kroezen, Erasmus U. Rotterdam; Pursey Heugens, RSM Erasmus U.
- The Changing Motivations of ISO 9000 Adoption among Korean Firms
  Hokyu Hwang, U. of New South Wales; Yong Suk Jang, Yonsei U.; Kitae Park, U. of Hawaii

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday 8:00 - 10:00 AM

Chair: Jonathon E. Mote, Southern Illinois U.

- Time will Tell: Time-dependence in the formation and maintenance of network ties | Eric Quintane, U. of Lugano; Francesca Pallotti, U. of Lugano; Alessandro Lomi, U. of Lugano; Daniele Mascia, Catholic U. Rome


- When Does the Glue of Social Ties Dissolve? | Pavel Ivanov Zhelyazkov, Harvard Business School

- Friends and Foes: The dynamics of dual social structures | Maxim Sytch, U. of Michigan; Adam Tatarynowicz, Tilburg U.

1519: (Paper Session) - (OMT) Institutional Emergence

9:45am - 11:15am Sheraton Boston Hotel: Fairfax B

Chair: Samantha Fairclough, U. of Mississippi

- Emergence of an Organizational Field: Divergent and convergent mechanisms in distributed agency | Devi Vijay, Indian Institute of Management, Bangalore; Mukta Kulkami, Indian Institute of Management, Bangalore; Saras D Sarasvathy, U. of Virginia


- Institutional Entrepreneurship in the Creation of a New Market | Chuan-Kai Lee, National Tsing Hua U.; Shih-Chang Hung, National Tsing Hua U.

- Interstitial Spaces: An issue-based model of institutional genesis between organizational fields | Santi Furnari, City U.

1520: (Paper Session) - (OMT) Identity Construction and Constraint

9:45am - 11:15am Sheraton Boston Hotel: Gardner A

Chair: Yuval Millo, London School of Economics

- What's in a Name? The demography of product names and firm product innovation in the ODD industry | Olga Khessina, Cornell U.

- Once a Microbrew Always a Microbrew? Identity constraints in the specialty brewing industry | J. Cameron Verhaal, U. of Utah

- Losing the Faith: Organizational identification and wrongdoing in the Catholic church | Bryan Kaiser Stroube, U. of Maryland, College Park; Anastasiya A. Zavyalova, U. of Maryland, College Park

- Who Are We and How Do We Get There? An integrative framework on organizational identity construction | Bing Ran, Pennsylvania State U., Harrisburg; Timothy John Golden, Pennsylvania State U., Harrisburg

1521: (Paper Session) - (OMT) The Dynamics of Diffusion

9:45am - 11:15am Sheraton Boston Hotel: Independence East

Chair: Donald A Palmer, U. of California, Davis

- Contested Institutional Change: External goals versus internal performance feedback | Tim Rowley, U. of Toronto; Andrew V. Shipilov, INSEAD; Henrich R. Greve, INSEAD

- Co-evolution in Management Fashion: Computational models of consultant-driven innovation | David Strang, Cornell U.; Robert J David, McGill U.; Saeed Akhlaghpour, McGill U.

- Window-dressers and Closet Conformists: Organizational decoupling revisited | Kaisa E. Snelman, Harvard U.

- Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award

- Structure of Behavior: Understanding diffusion processes in the individual level | Sang-Joon Kim, U. of California, Irvine

1522: (Paper Session) - (OMT) Categories and Classification

9:45am - 11:15am Sheraton Boston Hotel: Independence West

Chair: Yuri Mishina, Imperial College London

- Value and Categories in Socially Constructed Authenticity: Empirical tests from restaurant reviews | Balazs Kovacs, U. of Lugano; Glenn R Carroll, Stanford U.; David Lehman, National U. of Singapore

- The Classification of Organizational Forms: Theory and application to the field of higher education | Martin Ruff, Princeton U.; Manish Nag, Princeton U.

- Organizational Response to Public Attacks of Rivals: A categorization perspective | Rodolphe Durand, HEC Paris; Jean-Philippe Vergne, Ivey School of Business

- The Fallacy of Focus: Variance in bonus compensation in starting offers for MBAs | Jennifer M. Merluzzi, Tulane U.; Damon J Phillips, Columbia Business School

1523: (Paper Session) - (OMT) Institutions, Diffusion and Firm Adoption Behavior

9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom C

Chair: Emily S. Block, U. of Notre Dame

- Waiting and Seeing: Learning and customization as drivers of late-stage firm adoption behavior | David Chandler, U. of Colorado, Denver

- Does Spillover Effect Apply for All? Foreign auditors’ presence & auditing practice in host country | Pengji Wang, James Cook U.; Lin Yuan, U. of Macau

- Adoption of Trending Fashionable Techniques: The case of an emerging economy | Mehmet Ercek, Istanbul Technical U.

- Jumping In, but Easing Out | Peter Younkin, McGill U.

1524: (Paper Session) - (OMT) Executive Compensation and Organizational Behavior

9:45am - 11:15am Sheraton Boston Hotel: Republic A

Chair: Teppo Felin, Brigham Young U.

- Firm Performance Context, in-the-money CEO Stock Options, and Corporate Acquisitions | Elizabeth Lim, U. of Texas at Dallas

- The Effects of the Top Management Team’s Pay Dispersion and Member Diversity on Performance Feedback | Sunghee Park, Yonsei U.

- The Limits of Institutional Change: Executive compensation in the economy of permanent crisis | Edward Carberry, Erasmus U. Rotterdam
Executive Compensation, Fat Cats and Best Athletes | Jerry W. Kim, Columbia U.; Bruce Bogut, Columbia Business School; Jae-Suk Yang, Columbia U.

1525  (Paper Session) - (OMT) Knowledge and Learning
9:45am - 11:15am Boston Hynes Convention Center: Room 307
Tweet this session: #AOM2012 1525
Chair: Sanjay Jain, Santa Clara U.
 Emotional Ambivalence and Organizational Learning | John Sillince, Newcastle U.; Helen Shipton, Aston U.
 Deriving Three Knowledge "Forms" from the Knowledge Based Theory of the Firm | Cliff Bowman, Cranfield U.; Nardine Collier, Cranfield U.

1526  (Paper Session) - (ONE) Feedback, Framing and Engagement: Working for The Environment
9:45am - 11:15am Marriott Boston Copley Place: Prowitotown
Tweet this session: #AOM2012 1526
Chair: Carolyn P. Egri, Simon Fraser U.
 - The Impact of Feedback Activators on Environmentally Significantly Behaviors: A Review | Johnny Kok-Keong Tay, Queen's U. Canada
 - Frames that Fit: The Role of Sociopolitics in the Adoption of Organizational Practices | Ken Chung, California State U. East Bay; Yun Su, Rutgers U.
 - Working for the Environment and Intention to Stay: Role of Involvement and Participation | Suzanne Benn, U. of Technology, Sydney; Stephen T.T. Teo, Auckland U. of Technology; Andrew Martin, U. of Sydney; Alicia Egginton, U. of Technology, Sydney

1527  (ONE) Sustainability and Clustering
9:45am - 11:15am Marriott Boston Copley Place: Salon I
Tweet this session: #AOM2012 1527
Chair: Dror Etzion, McGill U.
Discussant: Wesley Sine, Cornell U.
Institutional Logics and Regional Cluster Emergence: Evidence from the Wind and Solar Industries | Suzanne Gladys Tilleman, U. of Montana; Michael V. Russo, U. of Oregon
Cluster Emergence | Adam Femeth, Ivey School of Business; Alfred Allen Marcus, U. of Minnesota
Industry Clusters and Environmental Strategy | Kevin David McMahon, McGill U.; Dror Etzion, McGill U.

1528  (Paper Session) - (PDP) Organizational Strategy
9:45am - 11:15am Marriott Boston Copley Place: Salon C
Tweet this session: #AOM2012 1528
Chair: John M. Bryson, U. of Minnesota
 - Strategic Agility in Public Management | Timo Hämäläinen, Sitra; Mikko Kosonen, Sitra; Yves Doz, INSEAD
 - The concept of non economic value in social entrepreneurship ventures | Giova Cajaiba-Santana, EM Lyon
 - Enriching Public Sector with Strategic Management | Anil P Patel, U. of Georgia; Mahesh P Joshi, George Mason U.

1529  (Paper Session) - (PDP) Human Resource Management - Panel One
9:45am - 11:15am Marriott Boston Copley Place: Tremont
Tweet this session: #AOM2012 1529
Chair: Karin Kreutzer, European Business School, Wiesbaden
Job Characteristics and Turnover Intent among Nonprofit Employees: Mediating and Moderating Effects | Jose Poneeza, Widener U.
 One Strike and You’re Out? Employee Reactions to Organizational Wrongdoing and CSI | Janet P Near, Indiana U.; Marcia P Miceli, Georgetown U.; A.J. Brown, Griffith U.
 Linking HR to Work Intensification and Exhaustion in the Public Sector: A Moderated-Mediation Model | Edel Conway, Dublin City U.; Na Fu, Dublin City U.; Kathy monks, Dublin City U.; Katie Truss, U. of Kent

1530  (Paper Session) - (RM) Addressing Problems With Your Data
9:45am - 11:15am Westin Copley Place: Empire
Tweet this session: #AOM2012 1530
Chair: Huwen Lian, Hong Kong U. of Science and Technology
Discussant: Sabina Nielsen, Copenhagen Business School
Tales Left Tails Tell: A Natural Experiment Involving the Truncation of Nonignorable Missing Data | Richard Hunt, U. of Colorado, Boulder; D. Lerner, U. of Colorado
Sage Publications/RM Division Best Student Paper Winner
Group-Level Common Method Variance and the Estimation of Cross-Level Parameters | Joseph Nicholas Luchman, Fors Marsh Group; Jose M. Cortina, George Mason U.

1531  (Paper Session) - (SAP) Sociomateriality of Strategic Management
9:45am - 11:15am Westin Copley Place: Boylston
Tweet this session: #AOM2012 1531
Chair: Wanda J. Orlikowski, Massachusetts Institute of Technology
Keeping it real: Bringing sociomateriality into strategy-as-practice | A. Paul Spee, Sydney U.; Paula Jarzabkowski, Aston U.; Michael Smets, Aston Business School
Strategy as a Practice of Thousands: The Case of Wikimedia | Leonhard Dobusch, Free U. Berlin; Gordon Mueller-Seitz, Freie U. Berlin
The Practice of Strategic Planning: A Sociomaterial Approach | Robert Demir, Stockholm U.

1532  (Paper Session) - (SIM) Spotlight on the Media: Status, Trust and Stakeholders
9:45am - 11:15am Westin Copley Place: Boylston
Tweet this session: #AOM2012 1532
Chair: Jonathan Nicholas Bundy, U. of Georgia
What Influences Stakeholder Attitudes? Media Accounts and Stakeholder Trust in Business | Jared D. Harris, U. of Virginia; Adrian Keevil, U. of Virginia; Andrew C Wicks, U. of Virginia
The Media Stakeholder Effect on Corporate Social Behavior | Pei Tao, U. of Bath; Stephen Bramer, U. of Warwick
Patterns of Enforcement: Examining the Interplay between Firms, Media and Regulators | David Eduardo Cavazos, U. of New Mexico; Marvin Washington, U. of Alberta; Karen D. W. Patterson, U. of New Mexico

Section D
Session Details – Tuesday 8:00 - 10:00 AM

1534 ": (DRP Session) - (SIM) Salience, Trust, Power & Dependency among Stakeholders
9:45am - 11:15am Marriott Boston Copley Place: Hyannis
Chair: Michael E Johnson-Cramer, Bucknell U.
Facilitator: David Weitzner, York U.; Yuval Deutsch, York U.
Free-Floating Salience: Governments as Salience Investors
Jonathan D. Raeth, U. of Bath; Jonathan P Doh, Villanova U.
Power/dependency & trust in buyer-supplier relationships:
Embedding socially responsible processes; Stefan Hoejmose, U. of Bath; Johanne Grosvold, U. of Bath; Andrew I. Millington, U. of Bath.
A Political Stakeholder Theory Model of Firms’ Response Strategies to Marginalized Stakeholders; Rashedur Rob Chowdhury, U. of Cambridge.
The Informal Component of the Russian Labour Market Model and its Influence on Employment; Rostislav Kapelushnikov, Institute of World Economy; Olya Kuznetsova, Manchester Metropolitan U.
Leader Personality Characteristics and Upward Trust: A Study of Employee-Supervisor Dyads in China; Han Ping, Xi’an Jiaotong U.; Bahaadin G. Majtaba, Nova Southeastern U.; David A. Whetten, Brigham Young U.; Yan Wei, Xi’an Jiaotong U.

1535 ": (DRP Session) - (SIM) Corporate Reputation, Stakeholder Engagement and the Media
9:45am - 11:15am Marriott Boston Copley Place: Salon K
Facilitator: Jego Lee, U. of South Florida.
A tale of two cities; Adrian Zicari, ESSEC Business School.
The Reputation Effects of Stakeholder Orientation and the Moderating Role of Market Risk; Claudia Vurro, Bocconi U.; Angeloantonia Russo, LUM U.; Francesco Perrini, Bocconi U.
From Doing Good to Looking Good: A Longitudinal Study of Corporate Social Actions and Reputation; Carol-Ann Tetrauld Sirly, Carleton U.; Elena Livina, Saint Joseph’s U.
Why Stakeholder Engagement will not be Tweeted; Logic and the Conditions of Authority Corset; Itziar Castello, Copenhagen Business School; Michael Etter, CBS; Mette Morsing, Copenhagen Business School.
Volunteering as a Corporate Citizenship Initiative; Fostering People and Management-related Skills; Amy Mickel, California State U. Sacramento; Laura Riolli, California State U. Sacramento.

1536 ": (Paper Session) - (SIM) Responsibility, Leadership and SMEs in China
9:45am - 11:15am Marriott Boston Copley Place: Yarmouth
Chair: Jeremy Moon, U. of Nottingham / ICCSR.
CEO Attention, Governance Structure, and Corporate Social Performance: Evidence from China; Shouming Chen, Tongji U., Shanghai; Ru Li, Tongji U.; Xiaoping Zhao, Virginia Tech.

1537: (Paper Session) - (TIM) Academic Entrepreneurship and University - Industry Ecosystem
9:45am - 11:15am Boston Hynes Convention Center: Room 104
Chair: Rangapritya Kannan-Narasimhan, U. of San Diego.
Stage Based Theoretical Perspectives of Academic Entrepreneurship; Sharon Alicia Simmons, Syracuse U.
University Technology Transfer through Student and Faculty Entrepreneurship; Wai Fong Boh, Nanyang Technological U.; Uzi De Haan, Technion Israel Institute of Technology; Robert J. Strom, Kauffman Foundation.
How Universities Create Local Economic Development: The PC Software Industry; Thomas J Cottrell, Haskayne School of Business; Thomas Astebro, HEC.

1538: (Paper Session) - (TIM) Competitive and Cooperative Dynamics
9:45am - 11:15am Boston Hynes Convention Center: Room 107
Chair: Uriel Stettner, Tel Aviv U.
Conceptualizing Coopetition Strategy As Management Innovation; Roger L. Dunbar, New York U.; Anna Mina, U. of Catania.
All Eggs in One Basket: A Competition-based View of Uncertainty and Technological Specialization; PaikyKhoon Toh, U. of Minnesota; Taekyu Kim, U. of Minnesota, Twin Cities.

1539 : (Paper Session) - (TIM) Service and Innovation
9:45am - 11:15am Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012
Chair: Ting-Kuei Kuo, National Taiwan U. of Science and Technology
Quality of E-Services and Brand Equity on E-Banking | Hsin Hsin Chang, National Cheng Kung U.; Ta Wei Kao, State U. of New York, Buffalo; Jing Ting Chiu, National Cheng Kung U., Taiwan
Innovation and Performance in KIBS: The Moderating Role of Standard and Modular Services | Anna Cabigiosu, Ca Foscari U.; Diego Campagnolo, U. of Padova
Service Innovation: Past, Present, and Future Research | Stephanie Michelle Smith, U. of Mannheim
Management Innovation and Firm Performance in Service Innovation Management | Matthijs Jansen, U. of Amsterdam; Alexander S. Alexiev, VU U. Amsterdam; Pim Den Hertog, U. of Amsterdam; Carolina Castaldi, Eindhoven U. of Technology

1540 : (Paper Session) - (TIM) New Product Development Processes
9:45am - 11:15am Boston Hynes Convention Center: Room 203
Tweet this session: #AOM2012
Chair: Sebastian Fixson, Babson College
Deep Sea vs. Inshore Fishing – Impact of Market Information Internationalization on NPD Performance | Anna Dubiel, WHU - Otto Beisheim School of Management; Christoph Grime, Copenhagen Business School
Complexity, Design and Capability Development in Distributed Work: The Case of Clinical Trials | Metin Onal Vural, IE Business School
Building Organisational Trust with New Technology Partners in NPD Projects | Raluca Bunduchi, U. of Aberdeen; Sanda Berar, U. of Aberdeen

1541 : (Paper Session) - (TIM) Open Innovation and Users
9:45am - 11:15am Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012
Chair: Michelle Gittelman, Rutgers U.
Open Innovation - A Gold Mine or Fool's Gold for Young Firms? | Nelli Theyel, U. of Cambridge; Andy Cos, U. of Cambridge

TIM Best Paper Proceedings
Open Innovation Sourcing in Small and Medium-sized Enterprises (SMEs): Choice or Curse? | Sabine Brunswicker, Fraunhofer Institute for Industrial Engineering
Does Organizational Readiness Matter? Analyzing CRM Implementation and Success in Small Companies | Aurora Garrido-Moreno, Malaga U.; Antonio Padilla-Meléndez, U. of Malaga; Ana Rosa del Águila-Obra, Malaga U.


1542 : (Paper Session) - (TIM) International Policy and Innovation: Macro and Micro Issues
9:45am - 11:15am Boston Hynes Convention Center: Room 310
Tweet this session: #AOM2012
Chair: Sheryl Winston Smith, Temple U.
Trade Vertical Specialization, International Technology Trade and Technological Upgrading | Szu-Wei Yen, WuFeng U.; Kuo-An Tseng, National Cheng Kung U. of Science and Technology
Cross-border Acquisitions of Science-based Firms: Their Effect on Innovation in the Acquired Firm | Marcela Miozzo, U. of Manchester; Lori DiVito, U. of Manchester; Panos Desylas, U. of Manchester
Government and Grassroots Innovation | Anup Karath Nair, U. of Strathclyde; David John Mackay, U. of Strathclyde
Flight of the Innovative Class: Mobility, Retention and Productivity of Life Scientists in the U.S. | Kenneth G Huang, Singapore Management U.; Gokhan Ertug, Singapore Management U.

Tuesday 10:10AM
1543 : (OB) Making Connections Coffee
10:10am - 11:10am Boston Park Plaza: Georgian Room
Tweet this session: #AOM2012

Tuesday 11:30AM
1544 : (DRP Session) - (BPS) Cooperative/Relational Strategies
11:30am - 1:00pm Boston Hynes Convention Center: Room 101
Tweet this session: #AOM2012
Facilitator: Vikas A. Aggarwal, INSEAD
Moderating Effect of Relevant Alliance Experience on Diversity and Firm Performance | Donghun Lee, Seattle Pacific U.; Min-Young Kim, U. of Illinois, Urbana-Champaign
Large Alliance Partners And Path-Dependent Capability Portfolios | Ramon Vandaile, U. of Minnesota; Akbar Zaheer, U. of Minnesota
Alliances and Firm Growth: A Capability Portfolio Perspective | Ramon Vandaile, U. of Minnesota; Akbar Zaheer, U. of Minnesota
Mitigating transaction hazards-An analysis of alliance governance form and contract design decisions | Massimo Gaetano Colombo, Politecnico di Milano; Evila Piva, Politecnico di Milano; Stephanie Christine Schleimer, U. of Queensland
Session Details – Tuesday 10:00 AM - 12:00 PM

1545  📚 (Paper Session) - (BPS) Strategy process: building capabilities
11:30am - 1:00pm Boston Hynes Convention Center: Room 102
Tweet this session: #AOM2012 1545

Chair: Olga Petricevic, Georgia State U.
The relational deployment and development of dynamic capabilities | Alessandro Giudici, Cranfield U.; Patrick Reinmoeller, Cranfield U.
Strategic Ambidexterity | William Carter, U. of North Texas
How Employee Behaviors Contribute to Firms’ Absorptive Capabilities | J. Bruce Gilsip, U. of Southern Mississippi;
Timothy A. Hart, Oklahoma State U.
Harmonizing Habits and Self-Determination: When Personalism Meets Dynamic Capabilities | Carlo Salvato, Bocconi U.; Roberto Vassolo, Austral U.

1546  📚 (DRP Session) - (BPS) Competitive Heterogeneity and Resources
11:30am - 1:00pm Boston Hynes Convention Center: Room 109
Tweet this session: #AOM2012 1546

Facilitator: David R. King, Marquette U.
Asset-seeking acquisitions: performance consequences for service sector EMNCs | Sathyajit Gubbi, U. of Groningen;
Padma Rao Sahib, U. of Groningen
Disentangling the third capability: Asset reconfiguration and stakeholder learning in Pharma | Fotini Pachidou, ETH Zurich;
Stefan Haefliger, ETH Zurich; Georg von Krogh, ETH Zurich
Effectiveness of cooperative and competitive behavior: Technological & market position as moderator | Bou-Wen Lin, National Tsing Hua U.; Wan-Ting Su, National Tsing Hua U.
How Do I Use All These Resources? Examining Countercyclical Resource Management | Juhana Peltonen, Aalto U.
Corporate Governance and Value Addition Efficiency of Corporate Resources in Southeast Asia | Syed Abdullah Al Mamun, Asian Institute of Technology; Dr. Yusosre Badir, Asian Institute of Technology

1547  📚 (Paper Session) - (BPS) Sources of Renewal and Organizational Change
11:30am - 1:00pm Boston Hynes Convention Center: Room 201
Tweet this session: #AOM2012 1547

Chair: Michael Winfield, Pennsylvania State U.
Do Young Outsiders Transform the Firm? Reassessment of how Tenure and Age Affect Strategic Change | Max von der Planitz, WHU - Otto Beisheim School of Management; Utz Schäffer, WHU - Otto Beisheim School of Management; Marko Reimer, WHU - Otto Beisheim School of Management
Renewal through rookies: The growth effects of top management recruits from different levels | Charles Williams, Bocconi U.; Pao-Lien Chen, National Tsing Hua U.
Attention to search and adaptive change: how TMT experiences affect strategic renewal | Mariano L.M. Heyden, Erasmus U. Rotterdam; Jatinder Singh Sidhu, Erasmus U.

1548  📚 (DRP Session) - (BPS) M&A Process and Organizational Learning
11:30am - 1:00pm Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 1548

Facilitator: Ulrike Schaede, U. of California, San Diego
Going After the Big Fish – When Do Firms Escalate From Small to Large Acquisitions? | Yuval Deutsch, York U.;
Thomas Keil, Aalto U.; Tomi M. M. Laamanen, U. of St. Gallen; Markku V. J. Maula, Aalto U.
How do Firms Learn to Complete Acquisition Deals? |
Trang Thu Doan, U. of Antwerp; Padma Rao Sahib, U. of Groningen; Arjen Van Witteloostuijn, U. of Antwerp
Why M&A advice rarely pays off: Ineffective advisors or experience incompatibility? | Carmen Weigelt, Tulane U.;
Alexander Sleptsov, U. of Illinois, Urbana-Champaign
Toward a social disorganization theory of firms in sustainability research | Liang Wang, U. of Western Ontario;
Subrata Chakrabarty, U. of Nebraska, Lincoln
Partnership or Integration? Organizational Status, Integration Mode, and Acquisition Performance | Jungun Lee, Korea U. Business School; Eoonsoo Kim, Korea U. Business School;
Young-Kyu Kim, Korea U. Business School

1549  📚 (Paper Session) - (BPS) TMT: Composition, Compensation, Turnover and Competitive behavior
11:30am - 1:00pm Boston Hynes Convention Center: Room 204
Tweet this session: #AOM2012 1549

Chair: Maria Goranova, U. of Wisconsin, Milwaukee
TMT dispositional composition and firm performance: the mediating role of competitive actions | Sucheta Nadkarni, Drexel U.; Jianhong Chen, Drexel U.
Executive Cognition and Firm Innovation Activities: The Moderating Role of Corporate Governance | Shouming Chen, Tongji U., Shanghai; Miao Bu, Tongji U., Shanghai; Xin Liang, U. of Minnesota, Duluth; Sibin Wu, U. of Texas Pan American
Pay structure implications for turnover in the CEO’s top team | Jason Ridge, Clemson U.; Aaron Hill, U. of Nevada, Reno; Federico Aime, Oklahoma State U.; Oleg V. Petrenko, Oklahoma State U.

1550  📚 (DRP Session) - (BPS) Corporate Governance and the Behavioral Theory of the Firm
11:30am - 1:00pm Boston Hynes Convention Center: Room 301
Tweet this session: #AOM2012 1550

Facilitator: A. D. Amar, Seton Hall U.
In over their head? Executive job demands and their effect on decision making and firm outcomes | Nicholas N Bartkoski, U. of Oklahoma
Time to learn: superstitious learning about others’ competence | Francesco Castellaneta, Catolica Lisbon School of Business and Economics; Oliver Gottschalg, HEC Paris;
Maurizio Zollo, Bocconi U.

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

Rent Appropriation of Strategic Assets and Firm Performance in Weak Institutions | Cui Li Qian, City U. of Hong Kong; Heli Wang, Hong Kong U. of Science and Technology; Toni Maria Tong, City U. of Hong Kong

A Theory of Expert Leaders | Amanda H. Goodall, Institute for the Study of Labor

1551 | JS: (BPS, SAP) Breaking out of strategy vectors: Renewing the capability base of large organizations
11:30am - 1:00pm Boston Hynes Convention Center: Room 103
Tweet this session: #AOM2012 1551
Organizer: Martin Friesel, Lancaster U.
Discussant: Robert A Burgelman, Stanford U.
Breaking out of Strategy Vectors | Julia Balogun, Lancaster U.; Steven W. Floyd, U. of Massachusetts, Amherst
Market-Hierarchy Hybrids and Strategy | Teppo Felin, Brigham Young U.
The Role of Dynamic Capabilities for Path-Breaking Change | Margaret Peteraf, Dartmouth College

1552 | JS: (BPS, TIM) The Complicated Life of Technology Transitions
11:30am - 1:00pm Boston Hynes Convention Center: Room 313
Tweet this session: #AOM2012 1552
Organizers: Nathan Furr, Brigham Young U.; Daniel Snow, Brigham Young U.
Discussant: Mary J. Benner, U. of Minnesota
Innovation Ecosystems and the Pace of Substitution: Re-Examining Technology S-Curves | Rahul Kapoor, U. of Pennsylvania
Reversing Course: IBM's Strategic Recovery in the Flat Panel Display Industry | J.P. Eggers, New York U.
Managing Technological Transitions: The Importance of Unlearning | Susan L. Cohen, U. of North Carolina; Mary Tripsas, Harvard U.
Managing Strategic Threats: Technology Discontinuities and Technology@â€™s Last Gasp | Nathan Furr, Brigham Young U.; Daniel Snow, Brigham Young U.

1553 | CAU: (Paper Session) - (CAR) What's the Point?
Personal Meaning and Career Experiences
11:30am - 1:00pm Boston Park Plaza: Berkeley Room
Tweet this session: #AOM2012 1553
Chair: Joy A. Schnee, Rider U.
Discussant: Monique Valcour, EDHEC Business School
British and German School Teachers and their Conceptualization of their Work-Retirement Transition | Heike Simone Schroder, U. of St. Gallen; Michael Muller-Camen, Wu Wien; Matt Flynn, Middlesex U.
The Influence of New Career Attitudes and Organizational Culture on Managerial Career Orientation | Patrick Hoffmann, LMU Munich; Matthias Weiss, LMU Munich
Session Details – Tuesday 10:00 AM - 12:00 PM

**1559**  
(Paper Session) - (CDP) Rethinking Risk and Uncertainty for Managers and Organizations  
11:30am - 1:00pm Westin Copley Place: Essex North-Center  
Tweet this session: #AOM2012 1559

**Facilitator:** Laura Parks, James Madison U.

**CM:** Influence of Customer Verbal Aggression on Turnover Intentions: the Moderating Effect of PsyCap | Xiaoyan Li, Huazhong U. of Science & Technology; Erhua Zhou, Huazhong U. of Science & Technology

**BPS:** Perceptions from CEO faces as Predictors of CEO Pay and Organizational Performance | Martin J. Conyon, Wharton School; Noah Eisenkraft, U. of North Carolina, Chapel Hill

**CAR:** Business Groups, Diversification and M&A Activity | James Madison U.

**OB:** Goodbye Germany: An Empirical Study of Business Students’ Emigration Intent | Stefan Remhof, U. Magdeburg; Marjaana Gunikel, Leuphana U. Lüneburg; Christopher Schlaegel, U. Magdeburg

**Facilitator:** Laura Parks, James Madison U.

11:30am - 1:00pm Westin Copley Place: Essex North-West

**Facilitator:** Jessica Marie Greenwald, St. Ambrose U.

**OB:** Socially Constructed Authenticity: Empirical Tests of an Organizational Theory | Glenn R Carroll, Stanford U.; Kieran Sean O'Connor, Stanford U.

**AP:** Price Perception Perspective on Service Recovery Strategy | Lin Ching Hsu, Far East U.

**CM:** Inferences of Social Attraction: The Effects of Socially Engaging & Disengaging Emotions | Naomi B. Rothman, Lehigh U.; Joe Magee, New York U.

**CM:** How Managers’ Trust and Control Activities Influence Subordinates’ Perceptions | Chris P. Long, Georgetown U.; Tim Carroll, U. of South Carolina

**Winner of CM Division Best Paper Award - Conflict in Context**

11:30am - 1:00pm Westin Copley Place: Franklin Room

**Facilitator:** Kathryn Rudie Harrigan, Columbia U.

**BPS:** Coinsurance within Business Groups: Evidence from Related Party Transactions in an Emerging Market | Nan Jia, U. of Southern California; Yongxiang Wang, U. of Southern California

**OMT:** An Epitaph for Crony Capitalism? Business group affiliation, capital structure and liberalization | Apalak Khatura, Indian Institute of Management Tiruchirappalli

**BPS:** The Invisible Hand of Family: Diversification in Business Groups in Emerging Economies | Qian Gu, Georgia State U.; Jane Lu, National U. of Singapore; Chi-Nien Chung, National U. of Singapore

**TIM:** Merger and Acquisition Strategies for Industry Leaders, Challengers and Niche Players | Wan-Chen Chen, National Cheng Kung U.; Po-Young Chu, National Chiao Tung U.

**1560**  
(Paper Session) - (CDP) New Venture Performance: Alliances, Networks, and Scale  
11:30am - 1:00pm Westin Copley Place: Essex North-East  
Tweet this session: #AOM2012 1560

**Facilitator:** Richard J Arend, U. of Missouri, Kansas City

**ENT:** Risk Bias and the Link between Motivation and New Venture Post-Entry International Growth | Andrea Noemi Kiss, U. of Groningen; David W. Williams, U. of Tennessee; Susan Houghton, North Carolina A & T State U.

**OB:** Institutional Exuberance: Risk and Return in Systemic Financial Crisis, 2008 | Abby Larson, U. of California, Berkeley

**OMT:** Object and Relations Uncertainty | Tony Fracololini, U. of Western Ontario

**MC:** Managing Risks Through ISO 31000 | Carole Lalonde, U. Laval; Olivier Boiral, U. Laval

**1561**  
(Paper Session) - (CDP) Constructing Perceptions: Consequences for Individuals and Organizations  
11:30am - 1:00pm Westin Copley Place: Essex North-West

**Facilitator:** Jessica Marie Greenwald, St. Ambrose U.

**OB:** Socially Constructed Authenticity: Empirical Tests of an Organizational Theory | Glenn R Carroll, Stanford U.; Kieran Sean O'Connor, Stanford U.

**AP:** Price Perception Perspective on Service Recovery Strategy | Lin Ching Hsu, Far East U.

**CM:** Inferences of Social Attraction: The Effects of Socially Engaging & Disengaging Emotions | Naomi B. Rothman, Lehigh U.; Joe Magee, New York U.

**CM:** How Managers’ Trust and Control Activities Influence Subordinates’ Perceptions | Chris P. Long, Georgetown U.; Tim Carroll, U. of South Carolina

**Winner of CM Division Best Paper Award - Conflict in Context**

11:30am - 1:00pm Westin Copley Place: Franklin Room

**Facilitator:** Kathryn Rudie Harrigan, Columbia U.

**BPS:** Coinsurance within Business Groups: Evidence from Related Party Transactions in an Emerging Market | Nan Jia, U. of Southern California; Yongxiang Wang, U. of Southern California

**OMT:** An Epitaph for Crony Capitalism? Business group affiliation, capital structure and liberalization | Apalak Khatura, Indian Institute of Management Tiruchirappalli

**BPS:** The Invisible Hand of Family: Diversification in Business Groups in Emerging Economies | Qian Gu, Georgia State U.; Jane Lu, National U. of Singapore; Chi-Nien Chung, National U. of Singapore

**TIM:** Merger and Acquisition Strategies for Industry Leaders, Challengers and Niche Players | Wan-Chen Chen, National Cheng Kung U.; Po-Young Chu, National Chiao Tung U.

**1562**  
(Paper Session) - (CDP) New Perspectives on Business Groups, Diversification and M&A Activity  
11:30am - 1:00pm Westin Copley Place: St. George C  
Tweet this session: #AOM2012 1562

**Facilitator:** Kathryn Rudie Harrigan, Columbia U.

**BPS:** Coinsurance within Business Groups: Evidence from Related Party Transactions in an Emerging Market | Nan Jia, U. of Southern California; Yongxiang Wang, U. of Southern California

**OMT:** An Epitaph for Crony Capitalism? Business group affiliation, capital structure and liberalization | Apalak Khatura, Indian Institute of Management Tiruchirappalli

**BPS:** The Invisible Hand of Family: Diversification in Business Groups in Emerging Economies | Qian Gu, Georgia State U.; Jane Lu, National U. of Singapore; Chi-Nien Chung, National U. of Singapore

**TIM:** Merger and Acquisition Strategies for Industry Leaders, Challengers and Niche Players | Wan-Chen Chen, National Cheng Kung U.; Po-Young Chu, National Chiao Tung U.

**1563**  
(Paper Session) - (CDP) Emerging Practices in Human Resource Management  
11:30am - 1:00pm Westin Copley Place: St. George D  
Tweet this session: #AOM2012 1563

**Facilitator:** Christopher M. Barnes, Virginia Tech

**HR:** Is Alignment Necessary? A Competing Values Perspective on Human Resource Development | Stephen Gibb, U. of Strathclyde

**HR:** Electronic Human Resource Management: Four Decades of Empirical Evidence | Tanya Bondarouk, U. of Twente; Elfi Furtmueller, U. of Twente

**CM:** A Multiplex View of Conflict and Team Performance | Daniel Gregory Bachrach, U. of Alabama; Anthony C. Hood, The U. of Alabama; Jeong-Yeon Lee, U. of Kansas

**HR:** Incentive Pay Systems: Does Societal Cultural Influence Global Adoption? | J. Bruce Prince, Kansas State U.; Nicholas Ryan Prince, U. of Oklahoma - Norman

**JS:** (CM, OB) Eat, Drink, and Be Merry, For Tomorrow We Negotiate!

11:30am - 1:00pm Boston Park Plaza: Franklin Room

Tweet this session: #AOM2012 1564
Chair: Peter Belmi, Stanford U.
Discussant: Maurice Schwartz, U. of Pennsylvania
Feeding or Starving the Beast: How Hunger Influences Cooperation | Kevin M. Kniffin, Cornell U.; Brian Wansink, Cornell U.; Jeong Hyun Richardson, Cornell U.; Luise Michael, Cornell U.
Eating with the Enemy: receptiveness and Attitude Strength in Hostile Dialogue | Julia Alexandre Minson, Wharton School; Frances S Chen, U. of Freiburg
Can Eating With the Enemy Close Better Deals? Testing Whether Food Sharing Leads to Value Creating | Peter Belmi, Stanford U.; Margaret A. Neale, Stanford U.

Angry then Happy Gets You More: The Effect of Emotional Transitions in Negotiator Performance | Senia Maymin, Stanford U.; Margaret A. Neale, Stanford U.; Lucia Elizabeth Guillory, Stanford U.

1565: (DRP Session) - (CMS) Ideology, Discourse and Constructed Identities
11:30am - 1:00pm Marriott Boston Copley Place: Falmouth
Tweet this session: #AOM2012 1565
Inequalities in International Education and the Role of Print Media: A Critical Discourse Analysis | CMS Best Student Paper Award
Facilitator: Frances A Viggiani, Alfred U.
Constructing the Concept of Success in Brazil: The Role of the Business Media. | Cristiana Trindade Ituassu, Escola de Administracao de Empresas de Sao Paulo; Maria Jose Tonelli, Fundacao Getulio Vargas
Inequalities in International Education and the Role of Print Media: A Critical Discourse Analysis | Toby Paltridge, Monash U.; Susan Mayson, Monash U.

Best Student Paper
The Battle for 'Middle-Earth': A Quest for National Identity in an Industrial Dispute | Todd Bridgman, Victoria U. of Wellington; Colm McLaughlin, U. College Dublin
Collective Agency to Overcome the “Gender Status Quo”: The Potential of Women’s Business Networks | Florence Villesche, HEC U. of Geneva; Emmanuel Josserand, HEC U. of Geneva
Communicative Constitution of Routines: Challenging the ‘Dynamic’ Thesis | Alex Wright, Open U.; Howard Viney, Open U.

1566: (CMS) CMS Dark Side Case Competition
11:30am - 1:00pm Marriott Boston Copley Place: Salon J
Tweet this session: #AOM2012 1566
Chairs: Pauline Fatien Diochon, Menlo College; Marrianna Potaki, U. of Manchester
Milk or Wine Come Rain or Shine | Alexandra Bristow, Surrey U.
Bulldogs Under the Carpet: The Scandal Surrounding the Polish Broadcasting Act Amendment | Maciej Kisiolski, Central European U.
Ethical Breaches at News of the World | Debapratim Purkayastha, IBS Hyderabad
Hydro-Quebec and the Cree: The Great Whale 2 Project | Emmanuel Raufflet, HEC Montreal

1567: (DRP Session) - (ENT) Founding and Performance
11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom A
Tweet this session: #AOM2012 1567
Facilitator: Wayne E. Ballentine, Prairie View A&M U.
Founding Team Networks: Does Who You Know, and Who They Know, Get You What You Need? | Lee J. Zane, Rider U.; Donna Marie DeCarolis, Drexel U.
Visit the Personality-Entrepreneurship Relationship: Level Effects vs. Pattern Effects | Wencang Zhou, Montclair State U.; Stephan Dichter, Baruch College
Family Management and Firm Performance – The Role of Long-Term Orientation on Firm Performance | Christian Michael Hoffmann, HHL - Leipzig Graduate School of Management; Torsten Wulf, U. Marburg; Stephan Stubner, HHL - Leipzig Graduate School of Management
How Proactiveness and Risk Taking Influence the Discovery and Exploitation of Opportunities | Jacob Lyons, Copenhagen Business School
Effectuation, Bricolage, and Creation: Drawing the Boundary Lines | Chris Welter, Ohio State U.

1568: (Paper Session) - (ENT) Brand Management/Tradeoffs and Growth
11:30am - 1:00pm Sheraton Boston Hotel: Beacon G
Tweet this session: #AOM2012 1568
Chair: Daniela Baglieri, U. of Messina
Brand Management, Quality and Performance in Micro Firms: The Italian Brewing Industry | Benedetto Lorenzo Cannatelli, U. Cattolica del Sacro Cuore; Matteo Pedrini, U. Cattolica del Sacro Cuore
Aspiration Levels and Tradeoffs in Business Angel Investment Decisions | Andrew Lewis Maxwell, U. of Waterloo; Moren Levesque, York U.
Building Global Products: the Role of Chinese Univ. Spinouts and Required Innovation Capabilities | Yuan Zhou, Tsinghua U.; Guannan Xu, Tsinghua U.
Mercy or Rigour: Do Harsher Bankruptcy Laws Deter Entrepreneurs? | Saul Estrin, London School of Economics; Tomasz Marek Mickiewicz, Aston Business School; Anna Rebmann, UCL

1569: (Paper Session) - (ENT) Myopic Lens in Entrepreneurship
11:30am - 1:00pm Sheraton Boston Hotel: Beacon H
Tweet this session: #AOM2012 1569
Chair: Nicolas Classen, Maastricht U.
Inertia toward Divestitures: A Family Firm’s Curse? | Tobias Dehlen, U. of St. Gallen
Tigerblood: Availability Cascades, Social Media, and the Environment of the Entrepreneurship | Brad N Greenwood, U. of Maryland, College Park; Anand Gopal, U. of Maryland, College Park
Entrepreneurial Orientation, Absorptive Capacity and Performance in Low- and Medium-Tech Industries |
Salvatore Sciascia, IULM U. - MILAN; Laura D'Oria, IULM U.; Massimiliano Bruni, IULM U.

1570: (Paper Session) - (ENT) Institutional Voids
11:30am - 1:00pm Sheraton Boston Hotel: Berkeley A
Tweet this session: #AOM2012 1570
Chair: John Skardon, OI Networks
† Institutional Influences on Firm-Level Entrepreneurship | Brian S. Anderson, Richard Ivey School of Business; Patrick M. Kreiser, Ohio U.; Mark Weaver, U. of South Alabama
✉ Geographic Clustering by Hybrid Companies: Shared Values, Institutions, and Resource Acquisition | Michael V. Russo, U. of Oregon; Andrew Earle, U. of Oregon; Brooke Lahneman, U. of Oregon; Suzanne Gladys Tillemann, U. of Montana

1571: (DRP Session) - (ENT) Resource Scarcity
11:30am - 1:00pm Sheraton Boston Hotel: Clarendon A & B
Tweet this session: #AOM2012 1571
Facilitator: Marina Binari, Strathclyde U.
✉ Sensation Seeking and Entrepreneurial Behavior in the Formal and Informal Economy | Daniel Lerner, U. of Colorado; R. Hunt, U. of Colorado
✉ Bricolage, Resource Dependence, and the Creative Destruction of the Music Industry | Rebecca J. Franklin, Oklahoma State U.
Process and Intensity of Internationalization: Evidence from Indian IT Industry | Parul Gupta, Army Institute of Management & Technology
✉ Mobility of Experts, Collaborative Corporate Entrepreneurship, and New Capability Acquisition | Sahangsoon Kim, U. of Seoul
The Use of e-Business by Small Companies in Emerging Countries: Reflections on a Business Model | Silvia Novaes Zilber, UNINOVO; Jose Braza Araujo, UNINOVO U.

1572: (Paper Session) - (ENT) Stakeholders and Entrepreneurship
11:30am - 1:00pm Sheraton Boston Hotel: Jefferson
Tweet this session: #AOM2012 1572
Chair: Arvin Sahym, Washington State U.
✉ Entrepreneurial Narratives Online: Influencing Stakeholder Engagement through Twitter | Eileen Fischer, York U.; Rebecca Reuber, U. of Toronto
✉ Alliance Experience and Acquisition Likelihood: Entrepreneurial Firms in the Biotech Industry | Dev K. Dutta, U. of New Hampshire; Manpreet Hora, Georgia Institute of Technology
✉ Endogeneity in Start-Up Size. Selection Effects among Types of Entrants | Timothy B Folta, Purdue U.; Frederic Delmar, EM Lyon; Francesca Meillo, Luis Guido Carli U.

1573: (DRP Session) - (GDO) Age
11:30am - 1:00pm Boston Park Plaza: Board Room
Tweet this session: #AOM2012 1573
Chair: Evangelina Holvino, Chaos Management Ltd.
Discussant: Nancy E. Day, U. of Missouri, Kansas City
✉ Organizational Boundary Conditions to Prevent Negative Performance Consequences of Age Diversity | Florian Kunze, U. of St. Gallen; Stephan Alexander Boehm, U. of St. Gallen
✉ Beyond Chronological Age. Time and Health as Age-related Mediators in Relations to Work Motives | Dorien Kooij, Tilburg U.; Annet De Lange, Radboud U. Nijmegen; Paul G W Jansen, VU U. Amsterdam; Josie Dikkers, VU U. Amsterdam
✉ Tit for Tat: Perceived Age Discrimination as a Stressor and Affective Organizational Commitment | Tanja Rabi, U. of Bayreuth
✉ Limits of HRM’s Impact: How Age Dilutes the Effects of Selective HR Practices on Work Outcomes | Joerg Korf, Jacobs U. Bremen; Torsten Biemann, U. of Cologne; Sven Constantijn Voelpel, Jacobs U. Bremen
✉ Concerns about the “age quake” – How to overcome age stereotypes in hiring decisions | Christoph Débrich, Technische U. München; Jutta Wollersheim, Technische U. München; Matthias Spoerri, U. of Applied Management Science
✉ Gender Differences in the Perceived Effectiveness of Narcissistic Leaders | Annebel H.B. De Hoogh, U. of Amsterdam; Barbara Nevicky, U. of Amsterdam
✉ Going beyond human capital explanations for the gender pay gap in top management teams | Maximilian Sarry, U. of Goettingen; Michael Wolff, U. of Goettingen; Jana Oehmichen, U. Goettingen
✉ Stereotype violation: A comparison of women and men employed in male-typed jobs | Kathryn S Roloff, Columbia U.; Dyan Ferraris, Columbia U.; Elissa L. Perry, Teachers College, Columbia U.; Brenda Kathleen Johnson, Cleveland State U.
✉ Cross-Cultural Gender Differences in the Adoption and Usage of Social Media Platforms | Johannes Putzke, U. of Cologne; Detlef Schoder, U. of Cologne; Kai Fischbach, U. of Cologne

1575: (GDO, MC) Gender in Professional Service Firms: New Findings and a Research Agenda
11:30am - 1:00pm Boston Park Plaza: Tremont Room
Tweet this session: #AOM2012 1575
Chair: Daphne Perkins Berry, U. of Massachusetts, Amherst
Discussants: Donna Maria Biancero, Bentley U.
✉ Gender Differences in the Perceived Effectiveness of Narcissistic Leaders | Annebel H.B. De Hoogh, U. of Amsterdam; Barbara Nevicky, U. of Amsterdam
✉ Going beyond human capital explanations for the gender pay gap in top management teams | Maximilian Sarry, U. of Goettingen; Michael Wolff, U. of Goettingen; Jana Oehmichen, U. Goettingen
✉ Stereotype violation: A comparison of women and men employed in male-typed jobs | Kathryn S Roloff, Columbia U.; Dyan Ferraris, Columbia U.; Elissa L. Perry, Teachers College, Columbia U.; Brenda Kathleen Johnson, Cleveland State U.
✉ Cross-Cultural Gender Differences in the Adoption and Usage of Social Media Platforms | Johannes Putzke, U. of Cologne; Detlef Schoder, U. of Cologne; Kai Fischbach, U. of Cologne
1576  

**Gender and the Arab Spring: Women Shaping Change**

**Chair:** Charlotte M. Karam, American U. of Beirut; Fida Afouni, American U. of Beirut; Dima Jamali, American U. of Beirut

**Discussant:** Dima Jamali, American U. of Beirut

Crafting Positive Identities: Changing the Stereotypical 'Emirati Woman' Role Identity | Katty Marmenout, EM Lyon

Women's Progress to Business Leadership in the UAE: A Female Community Shapes Change | Linzi J. Kemp, American U. of Sharjah

Female Leaders, Mindsets and Change in the Arab Middle East | Yusuf M. Sidani, American U. of Beirut; Alison M. Konrad, U. of Western Ontario; Charlotte M. Karam, American U. of Beirut

Arab School-to-Work: Never Ending Transition | Ikhlas Ali Abdalla, Gulf U. of Science and Technology

Women, Islamic Feminism, Civil Society and Social Reform in the Middle | Beverly Metcalf, U. of Manchester

### 1577 (Paper Session) - (HCM) **Four Views on Leadership: Theory Development for Professional Organizations**

**Chair:** Attilla J. Hertelendy, Florida Atlantic U.

**Discussant:** David C. Mohr, VA Boston Healthcare System

- How to take care of your employees in healthcare: Two types of exchange relationships compared. | Monique Veld, Open U. the Netherlands; Karina van de Voorde, Tilburg U.
- Leadership as Boundary Management in Interprofessional Health Care Teams | Samia Chreim, U. of Ottawa; Ann Langley, HEC Montreal; Marline Comeau Vallée, HEC Montreal; Jo-Louise Hug, U. of Alberta

**HCM Division Best Paper Award Nominee**

- Distributed leadership practice in health policy formulation: A socio-material perspective | Eivor Oborn, U. of London; Sandra Dawson, Cambridge U.

**HCM Division Best Theory to Practice Award Nominee**

- The Leadership Challenge: Becoming Master Leaders in Healthcare Organizations | Alan T Belasen, State U. of New York, Empire State College; Barry Eisenberg, State U. of New York, Empire State College

### 1578: (Paper Session) - (HCM) **The Culture Club: Quality Improvement, Job Satisfaction and Care Outcomes**

**Chair:** Ann Scheck McAlearney, Ohio State U.

**Facilitators:** Darrel L. Sandall, Purdue U.; West Lafayette; Dawn Oetjen, U. of Central Florida

- Surgical Safety Culture in South Carolina Hospitals | Sara J. Singer, Harvard U.; Mathew V Kiang, Harvard School of Public Health; Lyen Huang, Harvard School of Public Health; Wei Jiang, Harvard School of Public Health; Lizbeth Edmondson, Harvard School of Public Health; William R Berry, Harvard School of Public Health

**HCM Division Best Theory to Practice Award Nominee**


- Exploring the relationship between organizational culture and clinical governance in the Italian NHS | Anna Prenestini, Bocconi U.; Stefano Calciolari, U. della Svizzera Italiana; Federico Lega, Bocconi U.; Roberto Grilli, ASSR Emilia-Romagna

**Winner of HCM Best International Paper Award**

- A Multilevel Exploration of the Effects of the Nursing Work Index on Nursing Outcomes | Allison S. Gabriel, U. of Akron; Christina M. Moran, U. of Akron; James Diefendorf, U. of Akron; Rebecca J. Erickson, U. of Akron

### 1579: (Paper Session) - (HR) **Getting Committed: Exploration of Commitment and Turnover**

**Chair:** Suzanne S. Masterson, U. of Cincinnati

**Profiles of Commitment in Alternative Work Arrangements** | Joseph T. Cooper, U. of Wyoming; Laura J. Stanley, East Carolina U.; Howard J. Klein, Ohio State U.; Aino Tenhunen, Aalto U.

- Why Do Employees Work When Ill? A Study of the Antecedents and Outcomes of Presenteeism | Stephen Deery, U. of London; Roderick D Iverson, Simon Fraser U.; Janet Walsh, King's College London

**HCM Division Best Paper Award Nominee**

- Leadership, Job Satisfaction and Organizational Commitment as Structural Determinants of Turnover | Cynthia Mathieu, U. du Québec à Trois-Rivières; Bruno Fabi, U. du Québec à Trois-Rivières; Richard Lacoursière, U. du Québec à Trois-Rivières; Louis Raymond, U. du Québec à Trois-Rivières

### 1580: (Paper Session) - (HR) **Work Design and Quality of Work and Family Life**

**Chair:** Jenny M. Hoobler, U. of Illinois, Chicago

- The Effects of Daily Job Conditions on the Quality of Family Life | Lieve L. ten Brummelhuis, Erasmus U. Rotterdam; Jeffrey H. Greenhaus, Drexel U.

- Lessons Learned From a Part-Time Worker Typology Applied to Full-Timers | Jenell Lynn Senter Wittmer, U. of Toledo; James E. Martin, Wayne State U.
Managing Telecommuting Groups: The Impact of Group Attributes on Individual Outcomes | Mark Podolsky, McMaster U.; Mary Jo Dutcherme, York U.; Christa McIntyre, York U.

1581  (DRP Session) - (HR) Performance Management
11:30am - 1:00pm Boston Park Plaza: Newbury Room
Tweet this session: #AOM2012 1581
Facilitator: Maria Rotundo, U. of Toronto

Leniency in Performance Appraisals: The Impact of Rater Personality, Competence, and Accountability | John Bernardin, Florida Atlantic U.; Stephanie Thomason, U. of Tampa; Michael R. Buckley, U. of Oklahoma; Jeffrey S. Kane, Organizational Decision Sciences

Gender-Specific Preferences in Global Performance Management? An Empirical Study | Marion Festing, ESCP Europe; Lena Knappert, ESCP Europe; Angela Kornau, ESCP Europe

Contextual Influences of Policies and Supervisor Preferences in Performance Appraisals | Danish Pesteonje, U. of Arkansas; Nina Gupta, U. of Arkansas

The Creativity-Performance Relationship: Rewarding Creativity Alters the Expression of Creativity | Cristina Sue-Chan, City U. of Hong Kong; Paul S. Hempel, City U. of Hong Kong

Informal Feedback-Seeking in the Initial Career Stage | Janine van der Rijt, Maastricht U.; Piet Van den Bossche, ESCP Europe; Mien Segers, Maastricht U.; Wim Gijselaers, Maastricht U.

1582  (Paper Session) - (HR) HRM Context, Boundaries, and Corporate Social Responsibility
11:30am - 1:00pm Boston Park Plaza: Whittier Room
Tweet this session: #AOM2012 1582
Chair: Rebecca R. Kehoe, Rutgers U.

HRM in Small Organizations: On the Divide between Formal and Informal Arrangements | Brigitte Kroon, Tilburg U.

HRM in Professional Service Firms: Engendering Commitment to What or Whom? | Frances Jorgensen, Aarhus U.; Karen Becker, Queensland U. of Technology

Effects of Socially Responsible HRM on Employee Support for Their Organization | Yas External CSR | Jie Shen, U. of South Australia; Peter Yu Chen, Colorado State U.

Outcomes and Antecedents of Multilevel Technology Usage for Work Boundary Management | Aalwisse Monae Rodgers, San Jose State U.; Kuo-Yang Kao, U. of Houston; Aleksandra Lukyute, U. of Western Australia; Christiane Spitzmueller, U. of Houston

1583  (SHCS) - (HR, IM) HRM: The Importance of (National) Context
11:30am - 1:00pm Boston Park Plaza: Arlington Room
Tweet this session: #AOM2012 1583
Chair: Elaine Fardale, Pennsylvania State U.
Discussant: Ammon Caspi, Bar Ilan U.

Contextual Human Resource Management | Paul Gooderham, NHH - Norwegian School of Economics; Chris Brewster, Henley Business School

Institutional Frameworks and HRM Practices in Europe | Elaine Fardale, Pennsylvania State U.; Paul Lighthart, Radboud U. Nijmegen; Chris Brewster, Henley Business School; Frederick Poutsma, PARTNER Group, Radboud U.

National Values, HRM Practices and Organizational Performance: A Study Across 21 Countries | Hilla Perez, ORT Braude College; Yitzhak Fried, Syracuse U.

Converging and Diverging Trends in HRM Between Nordic Countries and Estonia | Sinikka Vanhala, Aalto U.; Ruth Alas, Estonian Business School


1584  (Paper Session) - (IM) Home Country Effects on Foreign Operations
11:30am - 1:00pm Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 1584
Chair: Angelika Lindstrand, Stockholm School of Economics

The home country cultural determinants of firms’ foreign market entry timing strategies | Charles Edward Stevens, U. of Wyoming; Bernadine J. Dykes, U. of Delaware


Innovation and performance at foreign subsidiaries: The country of origin effect | Rene Olie, Erasmus U. Rotterdam; Elko Klijn, VU U. Amsterdam


1585  (Paper Session) - (IM) IM Scholarship, Methods, and Data
11:30am - 1:00pm Boston Hynes Convention Center: Room 206
Tweet this session: #AOM2012 1585
Chair: Timo Sohl, U. of St. Gallen

Strategy research in emerging markets: Methods of assessing group variation | Valentina V. Kuskova, National Research U.; Alexander Settles, NRU Higher School of Economics

Sources of Data for International Business Research: Availabilities and Implications for Researchers | Jean McGuire, Louisiana State U.; Barclay James, Louisiana State U.; Andrew Papadopoulos, Quinipiak C.

Dynamics of Differentiation in International Business Research: A Relational Cluster Perspective | Werner Kunz, U. of Massachusetts, Boston; Stephen Manning, U. of Massachusetts, Boston

Which came first, the chicken or the egg? Using propensity score matching to determine causality | Wenjie Chen, George Washington U.; Alvaro Cuervo-Cazurra, Northeastern U.

1586  (Paper Session) - (IM) Spillovers and Diffusion of Knowledge
11:30am - 1:00pm Boston Hynes Convention Center: Room 208
Tweet this session: #AOM2012 1586

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday 10:00 AM - 12:00 PM

1587 🟢: (Paper Session) - (IM) Leveraging the Cross-Cultural Experiences of Sojourners, Expatriates and Host Country Nationals
11:30am - 1:00pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 1587
Chair: Margaret Shaffer, U. of Wisconsin, Milwaukee
	- 🟢 Attribute-Treatment Interactions in Cross-cultural Training: Evidence from a Field Experiment | Jinyan Fan, Auburn U.; Lei Lai, Tulane U.
	- 🟢 Recruitment Sources and Employee Turnover in Domestic and Foreign-owned Firms in Japan | Fabian Jintae Froese, Korea U.; Vesa Peltokorpi, Japan Advanced Institute of Science and Technology
	- 🟢 The Instrumental Considerations of Learning Goal Orientation Among Sojourners | Justin Kraemer, Rutgers U.; Chao C. Chen, Rutgers U.

1588 🟢: (DRP Session) - (IM) Capabilities, Conditions, and International Scope
11:30am - 1:00pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 1588
Facilitator: Stephen B Tallman, U. of Richmond
	- 🟢 How does export price competitiveness affect geographic diversification and performance? | Dirk Michael Boehe, Insper Institute of Education and Research
	- 🟢 Firm Capabilities and Internationalization Intention and Target | Nx Wang, Hong Kong U. of Science and Technology

1589 🟢: (Paper Session) - (IM) Top Management Team Characteristics and the Nature of MNE Internationalization
11:30am - 1:00pm Boston Hynes Convention Center: Room 309
Tweet this session: #AOM2012 1589
Chair: Nicholas Athanassiou, Northeastern U.
	- 🟢 CEO characteristics and corporate entrepreneurship: Evidence from China | Li-Qun Wei, Hong Kong Baptist U.; Ying Ling, George Mason U.
	- 🟢 The role of executives' formative-years international experience in foreign acquisition decisions | Dorota Piaskowska, U. of College Dublin; Grzegorz Trojanowski, U. of Exeter
	- 🟢 Top Management Team Effects on Subsidiary Performance | Rebecca Mitchell, U. of Newcastle; Stephen Nicholas, U. of Newcastle; Brendan Boyle, U. of Newcastle
	- 🟢 Corporate Strategy, attention to subsidiaries, and the dilution of attention | Mehdi Hossein Nejad, Richard Ivey School of Business

1590 🟢: (Paper Session) - (MC) Developing Competency as a Consultant
11:30am - 1:00pm Westin Copley Place: Adams
Tweet this session: #AOM2012 1590
Chair: Aaron J Nurick, Bentley U.
	- 🟢 Becoming an Expert: Transfer and Generation of Expertise in Student Consulting Process | Dmitry Khanin, California State U., Fullerton; Atul Teckchandani, California State U., Fullerton
	- 🟢 Winner of the Management Consulting Division Outstanding Field Report Paper Award
	- 🟢 The Client’s Evaluation of the Process of Consultation | Elsbeth Reitsma, Free U.

1591 🟢: (DRP Session) - (MC) Culture and Context in Consulting
11:30am - 1:00pm Westin Copley Place: Courier
Tweet this session: #AOM2012 1591
Facilitator: Virginia Gerde, Duquesne U.
	- 🟢 The Influence of National Culture on the Use of Management Consultants | Frida Pemer, Stockholm School of Economics; Jost Sieweke, U. of Dusseldorf; Andreas Werr, Stockholm School of Economics
	- 🟢 Innovation in Emerging Markets: The Role of Consulting Firms | Yujin Back, Korea U. Business School; K. Praveen Parboteeah, U. of Wisconsin, Whitewater; Daeil Nam, Korea U.
	- 🟢 Local Responses to Global Integration in a Transnational Professional Service Firm | Dirk Klimkeit, Leuphana U. Lueneburg; Markus R. Reihlen, Leuphana U. Lueneburg
	- 🟢 The Internationalization of Professional Service Firms – An Anatomy of the Literature | Soeren H. Jensen, Copenhagen Business School; Flemming Poulsen, Copenhagen Business School; Rex Degnegaard, Copenhagen Business School
	- 🟢 Conceptualizations of the Ideal Professional in Four Professional Service Contexts | Annika Schilling, Stockholm

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

Section D
SSession Details – Tuesday 10:00 AM - 12:00 PM

School of Economics, Andreas Werr, Stockholm School of Economics

1592 (Paper Session) - (MED) Research on Factors Impacting Students’ Learning Quality, Processes and Performance
11:30am - 1:00pm Marriott Boston Copley Place: Salon B
Tweet this session: #AOM2012 1592
Chair: Keith James, Portland State U.
Using Mind Maps to Study the Influence of the Business School Model on Student Learning | Mark John Somers, New Jersey Institute of Technology; Katia Passerini, New Jersey Institute of Technology; Anna Leena Parhan Kangas, U. of Illinois, Chicago; Jose Casal, New Jersey Institute of Technology
Should the teacher leave the kids alone? The drawbacks of autonomy supportive teaching on learning | Rossella Cappetta, Bocconi U.; Chiara Paolino, Bocconi U.
An econometric evaluation of a tutorial attendance and participation policy | Graham David Cookson, King’s College London

1593 (Paper Session) - (MED) Curriculum Design, Educational Strategies & Academic Leadership
11:30am - 1:00pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 1593
Chair: Christina G Cataldo, U. of Bath
Successful Alignment of MBA Curriculum: A Product of Attentional Change | Laurie A. Branch, Case Western Reserve U.; Tony Lingham, Case Western Reserve U.
Putting Human Capital Management into the Business Core: The Case for a Required HRM Course | Barbara L. Rau, U. of Wisconsin, Oshkosh; J B Arbaugh, U. of Wisconsin, Oshkosh; Lisa A. Burke, U. of Tennessee, Chattanooga
Oral-Communication Skills in Business Education: Is It Time for Alignment? | Kyle E Brink, Western Michigan U.; Robert D Costigan, St. John Fisher College

1594 (Paper Session) - (MOC) Sensemaking and Social Construction: Jobs and Work
11:30am - 1:00pm Sheraton Boston Hotel: Berkley B
Tweet this session: #AOM2012 1594
Chair: Daniel A. Gruber, Northwestern U.
Sensemaking and Social Accounts of Middle Managers | Danielle Tucker, Imperial College London; Jane Hendy, U. of Surrey; James Barlow, Imperial College London
Toward a Theory of Organizational Authenticity from a Stakeholder Perspective | Erica L. Steckler, Boston College
Freedom is encapsulation: The invisible iron cage of job autonomy | Kevin W. Rockmann, George Mason U.; Claus W Langfred, George Mason U.
The Social Construction of Strategic Surprises: Learning from the CIA, 1947-2001 | Philippe Silberzahn, EM Lyon; Milo Jones, IE Business School

1595 (Paper Session) - (MOC) Decision-Making in Uncertain and Dynamic Environments
11:30am - 1:00pm Sheraton Boston Hotel: Kent
Tweet this session: #AOM2012 1595
Chair: Robert Phillip Wright, Hong Kong Polytechnic U.
Effective Heuristics for Decisions Under Uncertainty: Lessons from Angel Investing | Magdalena Cholakova, Bocconi U.; Anna Grandori, Bocconi U.
Success in Failure during Downturn Business Cycles | Gavin M. Schwarz, U. of New South Wales
Overcoming strategic persistence: Effects of mental simulation on reorientation after change | Mark P. Healey, U. of Manchester; Gerard P. Hodgkinson, U. of Warwick
Top managers’ cognitive executive function in dual processes of environment interpretation | Emmanuelle Reuter, U. of St. Gallen
Analogical Reasoning in Complex and Dynamic Environments | Kent D Miller, Michigan State U.; Shu-Jou Lin, National Taiwan Normal U.

1596 (JS): (MOC, ODC, HR) Understanding Trust at the Organizational Level: Conceptual and Empirical Advances
11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: #AOM2012 1596
Chairs: Antoinette Weibel, Konstanz U.; Nicole Gillespie, U. of Queensland
Discussant: Michael Andreas Pirson, Fordham U.
Organizational Structuring to Facilitate Institutional Trust: The Case of the ATLAS Collaboration | Fianin Buckley, Dublin City U.; Angelos Alexopoulos, Dublin City U.
Exploring Employee Group Expectations for Organizational Trustworthiness | Kirsimarja Blomqvist, Lappeenranta U. of Technology
Organizational Trust, Distrust, and its Repair in a UK Context | Rosalind H. Searle, Coventry Business School; Veronica hope hailey, City U. London; Graham Dietz, Durham U.
Control as a Driver of Trust in the Organization | Antoinette Weibel, Konstanz U.; Rosalind H. Searle, Coventry Business School; Nicole Gillespie, U. of Queensland; Frederique Six, U. of Amsterdam; Denise Skinner, Coventry U.; Tally Hatzakis, Brunel U.

1597 (JS): (MSR, ODC, MED) Meditation as a leadership practice
11:30am - 1:00pm Sheraton Boston Hotel: Hampton B
Tweet this session: #AOM2012 1597
Facilitators: Richard Jackson Major, CERGAM, Institute d’Administration des Entreprises d’Aix-en-Provence; Doriane Cotter-Lockard, Fielding Graduate Institute
Panelists: Andre L Delbecq, Santa Clara U.; Stuart Lord, Naropa U.; Jean Robert Ouimet, To God Go Foundation

1598 (Paper Session) - (OB) New Directions in Justice Research
11:30am - 1:00pm Boston Park Plaza: Ablco Room
Tweet this session: #AOM2012 1598
Chair: Christina L. Stamper, Western Michigan U.
What does procedural justice climate convey? The role of social identification and job security | Xiaowan Lin, U. of Macau; Kwok Leung, City U. of Hong Kong
Erasmus U. Rotterdam; David De Cremer, Erasmus U. Rotterdam; Lieven Brebels, Hogeschool U. Brussel (HUB)


1599: (DRP Session) - (OB) Groups and Creativity
11:30am - 1:00pm Boston Park Plaza: Back Bay Room
Tweet this session: AOM2012 1599
Facilitator: Frank Flynn, Stanford U.

Effects of trait affect on creativity: Moderating role of group affective climate and reflexivity | Moon Young Kim, Seoul National U.; Jin Nam Choi, Seoul National U.


--> Status Inequality and Team Creativity: The Role of Organizational Tenure and Rank Inequality | Won-Woo Park, Seoul National U.; Joon Yeol Lew, U. of Illinois, Urbana-Champaign; Gilsoo Lee, U. of Illinois, Urbana-Champaign; Eun Kyung Lee, U. of Illinois, Urbana-Champaign

Effects of error climate and individual goal orientation on business innovation and success | Sebastian Fischer, Leuphana U. Lueneburg; Lutz Schumacher, Leuphana U.; Bjern Seeger, Leuphana U.

How Information Use Turns Diversity into Creativity | Kevyn Yong, HEC Paris; Kristina Dahlin, HEC Paris; Kristine De Valck, HEC Paris

1600: (DRP Session) - (OB) Harassment, Aggression & Abuse at Work
11:30am - 1:00pm Boston Park Plaza: Brandeis Room
Tweet this session: AOM2012 1600
Facilitator: Rebecca L. Greenbaum, Oklahoma State U.

Kick Em When They're Down: An Investigation of Targeted Incivility | Erik Gonzalez-Mule, U. of Iowa; David S. DeGeest, U. of Iowa; Michael K Mount, U. of Iowa

The Relationship Between Narcissism and Ostracism: Expertise Status and Team Goal Interdependence | Erica Xu, Hong Kong Polytechnic U.; Xu Huang, Hong Kong Polytechnic U.


Cultural Specific and Universal Components of Abusive Supervision | Brent J. Lyons, Michigan State U.; Wan Hua Cheng, Singapore; Yu Xing Loh, Singapore; Ann Marie Ryan, Michigan State U.

A License to Misbehave? Organizational Harassment Norms and Employee Well-Being | Tove Helland Hammer, Cornell U.; Mahmut Bayazit, Sabanci U.; Per Oystein Saksvik, NTNU

1601: (Paper Session) - (OB) Social and Group Processes
In Decision Making
11:30am - 1:00pm Boston Park Plaza: Constitution Room
Chair: Stuart Daniel Sidle, U. of New Haven


The Role of Leader Hyper Self-Efficacy in Group Decision Fiascoes | Glen Whyte, U. of Toronto

The Effect of the Motivation to Solicit Advice on Advice Taking | Margarita Almeida, Georgia State U.

Two Routes to Cooperation: Unraveling the Effect of Social Identity in Social Dilemmas | Anna Katherine Ward, U. of South Carolina; Nancy R Buchan, U. of South Carolina; Sophia Soyoun Jeong, Chinese U. of Hong Kong

1602: (DRP Session) - (OB) Positive Leadership
11:30am - 1:00pm Boston Park Plaza: Emerson Room
Tweet this session: AOM2012 1602
Facilitator: Lisa Schurer Lambert, Georgia State U.

The Impact of Empowering Leadership on Team Performance | Eric Kearney, Leibniz U. Hannover; Meir Shenma, Technische U. Dresden

Understanding How Ethical Leadership and Organizational Politics Relate to Employee Behaviors | Xiujian Zhang, Sun Yat-sen U.; Zhen-Xiong Chen, Australian National U.

A Preliminary Test of a Multi-Dimensional Measure of Perceived Leader Integrity | Robert Moorman, Elon U.; Todd C. Darnold, Creighton U.; Manuela Priesemuth, Williford Laurier U.

What's In It For Me? Noticed Organizational Support, Behavioral Integrity, And Manager Performance | Sean A. Way, Cornell U.; Tony L Simons, Cornell U.; Elizabeth Tuleja, U. of Notre Dame

Adaptive Leadership and Performance in Distributed Teams: Addressing 'Wicked' Environments | Young Hun Ji, U. of Auckland; Darl G. Kelb, U. of Auckland; Arran Caza, Griffith U.; Paul D. Collins, U. of Washington

1603: (Paper Session) - (OB) Status, Power, and Influence at Work
11:30am - 1:00pm Boston Park Plaza: Gloucester Room
Tweet this session: AOM2012 1603
Chair: Randy Evans, U. of Tennessee, Chattanooga

An Aversion to Dominance: The Effect of Insider and Newcomer Behavioral Style on Status Conferral | Jin Wook Chang, Carnegie Mellon U.; Rosalind M. Chow, Carnegie Mellon U.; Larissa Z. Tiedens, Stanford U.; Caitlin M. Hogan, Google

The Influence of Status on Task Motivation in Small Groups | Robert B. Lount, Ohio State U.; Nate Pettit, New York U.; Sebastien Brion, Carnegie Mellon U.; Andra Serban, Northern Illinois U.

How power influences the effectiveness of social influences in ethical decision making | Marko Piteas, Grenoble Ecole de Management; Stefan Thau, London Business School

Impression management during decline: Role of publicity, image concerns, and incentive compensation | Daniel Han...
1604: (Paper Session) - (OB) Knowledge Sharing: Forms & Mechanisms
11:30am - 1:00pm Boston Park Plaza: Lexington Room
Tweet this session: #AOM2012 1604
Chair: John P. Meyer, Iona College
Inter-team knowledge sharing: The variegated effects of context and when lobbying can help | Henrik Bresman, INSEAD
Leadership of Knowledge Diffusion in Organizations: A Network Analysis | Craig Schreiber, Lenoir Rhyne College; Russ Marion, Clemson U.
The task redefinition process: Exploring the micro-foundations of knowledge sharing in organizations | Chia-yu Kou, UCL; Sarah Harvey, U. College London
Creativity as a Motivation for Provider Knowledge Sharing and the Moderating Effect of Gender | Michele L. Swift, Oregon State U.

1605: (Paper Session) - (OB) Connectedness and Caring in the Workplace
11:30am - 1:00pm Boston Park Plaza: Stanhope Room
Caring connections – Compassionate mutuality in organizational life | Frank Martela, Aalto U.
Reciprocity at Work: A Latent Profile Analysis of Perceived Support, Self-concept, and Performance | Yuen-Shan Noel Wong, Chinese U. of Hong Kong; Kin-Kit Li, City U. of Hong Kong
How Interdependence Influences Employee Performance | Brian J. Collins, U. of Southern Mississippi; Benjamin M. Galvin, U. of Washington, Bothell
Leadership as a role – The follower expectations in a caregiving organization | Frank Martela, Aalto U.

1606: (OB) The Mindset of the Moral Manager: The Causes and Consequences of a Moral Mindset in Organizations
11:30am - 1:00pm Boston Park Plaza: White Hill Room
Organizer: Rebecca L. Schaumberg, Stanford U.
The Effects of Psychological Ownership on Moral Behavior | Maryam Kouchaki, U. of Utah
Punishing Increases Moral Self-Regard and Deviance | Gabriele Adams, London Business School; Benoit Monin, Stanford U.
Licensing Indulgence by Exaggerating Counterfactual Vices | Daniel A. Effron, Northwestern U.; Dale Miller, Stanford U.; Benoit Monin, Stanford U.
A Desire to Feel Moral Increases the Tendency to Escalate Commitment | Rebecca L. Schaumberg, Stanford U.; Scott Wiltermuth, U. of Southern California

1607: (Paper Session) - (OB) Ethical Leadership: Antecedents to Outcomes
11:30am - 1:00pm Boston Park Plaza: Winthrop Room
Tweet this session: #AOM2012 1607
Chair: John W. Michel, Loyola U. Maryland
Toxicity in Leadership: A Case Study of Qantas to Explore the Impacts of Leadership | Tricia Vilkinas, U. of South Australia; Duncan Murray, U. of South Australia; Alick Peter Kay, U. of South Australia
An investigation on the exchange mechanisms linking ethical leadership to organizational commitment | Raymond Loi, U. of Macau; Long Wai Lam, U. of Macau; Hang-yue Ng, Chinese U. of Hong Kong
Fallen from Grace...But Not that Far: A Test of the Kobe Effect | David Mayer, U. of Michigan; Karl Aquino, U. of British Columbia; Mary Bardeas Mawritz, Drexel U.; Manuela Priesemuth, Wilfrid Laurier U.
When organizational identification elicits ethical leadership: A matter of the right climate | Suzanne van Gils, RSM Erasmus U.; Michael Hogg, Claremont Graduate U.; Niels Van Quaquebeke, Kuehne Logistcs U.
On Ethically Solvent Leaders: The Role of Pride and Moral Identity in Predicting Ethical Leadership | Stacey Sanders, Groningen U. (RuG); Diana Rus, U. of Groningen; Nicole V. Yperen, U. of Groningen

1608: JS: (OB, HR) Extending the Employee-Organizational Relationship Literature to Reflect the World of Work
11:30am - 1:00pm Boston Park Plaza: Statler Room
Tweet this session: #AOM2012 1608
Chair: Lois E. Tetrick, George Mason U.

1609: JS: (OB, IM) Virtuality & Cultural Diversity in Teams: Creating Challenges or Opportunities?
11:30am - 1:00pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 1609
Chairs: Marissa Shuffler, Institute for Simulation & Training, UCF; Tine Koehler, U. of Melbourne; Christopher William Wiese, U. of Central Florida
Optimizing Benefits of Cultural Differences As Global Virtual Teams Evolve | Cristina Gibson, U. of Western Australia; Yana Grushina, U. of Western Australia; Andrew T. Hinrichs, U. of Western Australia
Using Cultural Scripts to Understand Coordination Breakdowns in Global Teams | Tine Koehler, U. of Melbourne; Catherine Cranton, George Mason U.
Leadership Structure: Mitigation Strategies for Decrements in Virtually Distributed Teams | Shawn Burke, U. of Central Florida; Marissa Shuffler, Institute for Simulation & Training, UCF; Stephen Fiore, U. of Central Florida

1610: JS: (OB, MOC, HCM) Handling Risk and Innovation: On Different Forms and Contingencies of Voice
11:30am - 1:00pm Boston Park Plaza: Stuart Room
Tweet this session: #AOM2012 1610
Chair: Gudela Grote, ETH Zurich
Technology in Work and Non-work Life: Two Sides of a Coin?
Facilitator: 11:30am - 1:00pm Sheraton Boston Hotel: Hampton A
Creating Boundaries to Promote Voice | Melissa Valentine, Harvard U.; Ingrid M. Nemhardt, Yale U.
Building a Case for Structure and Hierarchy as Enablers of Expression, Reflection, and Speaking Up | J. Stuart Bunderson, Washington U.; Peter Austin Boumgarde, Hope College; Bret Saner, Washington U. in St. Louis
Speaking Up in Multiteam Systems: Effects of Status, Psychological Safety and Leadership | Nadine Bienenfeld, ETH Zurich; Gudela Grote, ETH Zurich

1611 :JS: (OB, RM) Understanding Dynamics Conceptually, Analytically, Computationally, and Empirically
11:30am - 1:00pm Boston Park Plaza: Beacon Hill Room
Chair: Jeffrey B Vancouver, Ohio U.
Multivariate Dynamics in Organizational Science | Rick DeShon, Michigan State U.
Going from the Still Photograph to the Moving Picture: Making Motivational Models | Piers Steel, U. of Calgary
What We Learned from a Computational Model of Job Regulation Process at Work | Dan Beal, U. of Texas, San Antonio; John P. Trougakos, U. of Toronto; Howard M Weiss, Georgia Institute of Technology; Reeshad Sam Dalal, George Mason U.

1612 : (Paper Session) - (OCIS) Distributed Work
11:30am - 1:00pm Sheraton Boston Hotel: Fairfax A
Chair: Sharon P. McKechnie, Emmanuel College
- The Role of Communication and Identification in the Emergence of Perceived Proximity in Virtual Work | Michael O'Leary, Georgetown U.; Jeanne M. Wilson, William & Mary; Anca Metiu, ESSEC Business School
- Temporal Distance, Synchronicity and Team Performance | J. Alberto Espinosa, American U.; Ning Nan, U. of Oklahoma; Erran Carmel, American U.

1613 : (DRP Session) - (OCIS) Work in Teams
11:30am - 1:00pm Sheraton Boston Hotel: Hampton A
Facilitator: Bing Ran, Pennsylvania State U., Harrisburg

Studying Information Technology-Enabled Change from 'Within' | Eleni Lamprou, Lancaster U. Management School

1614 : (Paper Session) - (OCIS) Knowledge Across Boundaries
11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom A
Chair: JoAnn M Brooks, Syracuse U.
Learning to Cross Boundaries in Online Knowledge Communities | Elina Hwang, Carnegie Mellon U.; Param Vir Singh, Carnegie Mellon U.
Crowdsourcing Corporate Innovation: Bridging Remote Knowledge Silos of the Multi-business Firm | Juan Andrei Villarroel, Massachusetts Institute of Technology; Filipa R. Reis, UCP-FCEE
Requirements in the Wild—A Socio-Technical Perspective on Requirements Engineering | Sean William Hansen, Rochester Institute of Technology
Managing the Dynamics of Process Improvement: Production, Improvement, and Learning | J. Bradley Morrison, Brandeis U.

1615 : (Paper Session) - (ODC) Organization Learning and Renewal
11:30am - 1:00pm Sheraton Boston Hotel: Gardner B
Chair: Ralf Wilden, U. of Technology, Sydney
- Exploring and Reconfiguring a Firm’s Competence Base: A Process Model of Strategic Renewal | Andrea Lipparini, U. of Bologna; Emanuela Prandelli, Bocconi U.; Gianmaria Verona, Bocconi U.
- Five Capabilities for Mastering Environmental Turbulence | Joseph E McCann, U. of South Florida Polytechnic; John W Selsky, U. of South Florida Polytechnic
- Managing the Dynamics of Process Improvement: Production, Improvement, and Learning | J. Bradley Morrison, Brandeis U.

1616 :JS: (ODC, OB) Bringing Relationality into Leadership Research: A Multi-Paradigmatic Conversation
11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom B
Chair: Mary Uhl-Bien, U. of Nebraska
Discussant: Gail T Fairhurst, U. of Cincinnati
Participants: Kevin Barge, Texas A&M U.; Ann L Cunliffe, U. of New Mexico; Joyce K Fletcher, Simmons College; Sonia Ospina, New York U.; Anson Seers, Virginia Commonwealth U.; Boas Shamir, Hebrew U. of Jerusalem

1617 : (Paper Session) - (OM) Supply Chain Coordination
11:30am - 1:00pm Westin Copley Place: North Star
Chair: Mile Terziovski, U. of South Australia
- Cooperation and conflicts in long-term supply relationships: The roles of contracts and trust | Jens K. Roehrich, U. of Bath

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

Thematic Orientation:
- Teaching |
- Practice |
- International |
- Program Theme |
- Research |
- Diversity |
- Best Paper
The role of trust and control in co-exploitation and co-exploration buyer-supplier relationships | Björn Claes, Open U.; Oksana Koryak, Cranfield U.; Angel Diaz, Instituto de Empresa Business School; Oswaldo Lorenzo, DEUSTO BUSINESS SCHOOL

Managing Vendor Relationships in Professional Service Firms that Outsource | Subhajit Chakraborty, U. of Texas Pan American; Hale Kaynak, U. of Texas Pan American


1618 : (Paper Session) - (OMT) Scandal, Stigma and Ethics
11:30am - 1:00pm Sheraton Boston Hotel: Beacon E
Tweet this session: #AOM2012 1618

Chair: Shon R Hiatt, Harvard Business School

The Ethical Possibilities of Managing as a Craft Discipline | Donna Ladkin, Cranfield U.; Steven S Taylor, Worcester Polytechnic Institute; Matt Statter, New York U.

Painted with the Same Brush: The negative impact of stigma diffusion on the TMT | Kevin Wesley Cain, U. of Georgia; Allen Amason, U. of Georgia


Winner of OMT Division Best Paper Award

The Interplay Between Institutional Defender and Challenger in the Wake of a Corporate Scandal | Sungchul Noh, McIll U.

1619 : (Paper Session) - (OMT) Capabilities and Performance
11:30am - 1:00pm Sheraton Boston Hotel: Beacon F
Tweet this session: #AOM2012 1619

Chair: Zachary Sheaffer, Ariel U. Centre

Beyond Agency Theory: Resource-based value creation by private equity firms | Christian Landau, EBS Business School; Carolin Bock, TUM School of Management

The Hierarchical Structure of Dynamic Capabilities and Evolutionary Fitness of Firms | Mikko Pohjola, U. of Utrecht School of Economics; Pekka Stenholm, U. of Turku

Alliance Portfolio Management Capability and Portfolio Performance | Pallavi Shukla, Rutgers U.

Dynamic Capabilities: Dimensions, measurement and validation | Kieran John Patrick Macneirn, U. of Cologne

1620 : (Paper Session) - (OMT) Institutional Work
11:30am - 1:00pm Sheraton Boston Hotel: Fairfax B
Tweet this session: #AOM2012 1620

Chair: Claudia Gabbiotena, U. of Genoa

Changing, Stabilizing or Coping? Investigating mundane institutional work | Maxim Voronov, Brock U.; Dirk De Cleercq, Brock U.; C.R. Bob Hinating, U. of Alberta

Dynamic Institutional Capabilities for Cooperative Banking: Institutional work across time and space | Luciano Barin Cruz, HEC Montreal; Jean-Pascal Gond, HEC Montreal; Bernard Leca, IA de Lille

Why won't You Advocate for Us! The disruptive institutional work of marginalized stakeholders | Madeline Toubiana, Schulich School of Business; Patricia Bradshaw, Saint Mary's U.

Positive Institutional Work | Warren O. Nilsson, U. of Cape Town

1621 : (Paper Session) - (OMT) Network, Knowledge and Information Exchange
11:30am - 1:00pm Sheraton Boston Hotel: Gardner A
Tweet this session: #AOM2012 1621

Chair: Patrick Kenis, U. of Antwerp


Structuration of Interorganizational Collaboration through Conversations | Riku Ruotsalainen, Aalto U., Department of Industrial Engineering and Management; Henri Schildt, Hanken School of Economics

Are Relational Ties Always Good for Knowledge Acquisition? Buyer-supplier exchanges in China | Qiyuan Zhang, U. of Hong Kong; Shibin Sheng, U. of Alabama, Birmingham; Kevin Zheng Zhou, U. of Hong Kong

Network Resources, Centrality and Scope in the Formation of Firm Performance of R&D Intensive Firms | Antonio J Verdu, U. Miguel Hernandez; Ernst Verwaal, Queen's U. Belfast; Herman Belgraver, Queen's U. Belfast

1622 : (Paper Session) - (OMT) Institutions & Networks
11:30am - 1:00pm Sheraton Boston Hotel: Independence East
Tweet this session: #AOM2012 1622

Chair: Mary Still, U. of Massachusetts, Boston

Overcoming Resistance to Organizational Change: Strong ties and affective cooptation | Tiziana Casciaro, U. of Toronto; Julie Battilana, Harvard U.

Interstitial Brokers and Institutional Change | Santi Furnari, City U.

Board Interlocks and Information Transfers: How, when, and in what direction does information flow? | Linna Shi, Binghamton U.; Ravi Dhawadkar, Syracuse U.; David Harris, Syracuse U.


1623 : (Paper Session) - (OMT) Institutional Approaches to Categorization
11:30am - 1:00pm Sheraton Boston Hotel: Independence West
Tweet this session: #AOM2012 1623

Chair: Giacomo Negro, Emory U.

Do I Stay or Do I Go? Exploring the antecedents of category spanning | Tyler Earle Wry, Wharton School

Institutional Rules and Category Structure | Peter Cebon, U. of Melbourne

The Politics of Value: The work of value entrepreneurs in shaping categories | Juliane Reinecke, U. of Warwick; Shaz Ansari, U. of Cambridge
1624: (Paper Session) - (OMT) Exploring Institutional Multiplicity
11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: #AOM2012 1624
Chair: Sheen S. Levine, Columbia U.
- Institutional Complexity in Transition Fields: The case of socially responsible investing | Daniela Laurel, HEC Paris; Diane-Laure Arjaliess, HEC Paris; Marco Giorgino, Politecnico di Milano
- Blending Multiple Institutional Logics to Construct Identity | Grace Hong Fan, Imperial College London
The Institutional Contingency of Political Embeddedness | Xiaowei Luo, INSEAD; Xiao Wang, Jinan U.; Liru Lai, Jinan U.

1625: (Paper Session) - (OMT) Human Resource Processes in and Across Organizations
11:30am - 1:00pm Sheraton Boston Hotel: Republic A
Tweet this session: #AOM2012 1625
Chair: Dionne Pohler, U. of Saskatchewan
- Promote or Hire? Comparing make or buy and competing process views in a professional services firm | Matthew J. Bidwell, U. of Pennsylvania; Joseph Keller, Wharton School
- The Impact of Faculty Productivity and Restricted Exchange on Doctoral Candidate Job Placement | Dali Ma, Drexel U.; Hongwei Xu, INSEAD; Ehsan Fakharizadi, Drexel U.
- The Emergence of the Division of Labor: Evidence from a lab study | Marlo Raveendran, London Business School; Massimo Warglien, U. Ca' Foscari of Venice
The Re-presentation of Cultural Fit: Cynical candidate ideologies in the recruitment process | Ashley James Byron Roberts, Warwick Business School

1626: JS: (OMT, TIM, CAR) Markets and Networks: Career Choices and Job Searches of New Science and Technology Graduates
11:30am - 1:00pm Boston Hynes Convention Center: Room 307
Tweet this session: #AOM2012 1626
Organizers: Jennifer Miller, U. of North Carolina, Chapel Hill; Malika Banerjee, Cornell U.
Discussant: William Kerr, Harvard Business School
- Career Preferences of PhD Scientists and Engineers: Levels, changes and predictors | Henry Sauermann, Georgia Institute of Technology; Michael Roach, U. of North Carolina
- Faculty, Postdocs, and Graduate Students: Substitutes or complements in production of research? | Jennifer Miller, U. of North Carolina, Chapel Hill; Maryann P Feldman, U. of North Carolina, Chapel Hill
- Do Job-seekers Benefit from Contacts? A direct test | George Lan, MIT Sloan; Elena Obukhova, MIT Sloan
Organizational Context and First Career-path Job Placements of Young Scientists and Engineers | Malika Banerjee, Cornell U.; M. Diane Burton, Cornell U.

1627: (Paper Session) - (ONE) Embeddedness, Networks and Ownership
11:30am - 1:00pm Marriott Boston Copley Place: Salon I
Tweet this session: #AOM2012 1627
Chair: Suzanne Benn, U. of Technology, Sydney
- The Environmental Consequences of Shared Ownership | Robert Ryan Rafferty, Richard Ivey School of Business; Adam Fresmeth, Ivey School of Business
- Strategic Alliances for Complex Environmental Issues | Haiying Lin, U. of Waterloo; Nicole Darnall, Arizona State U.

1628: JS: (ONE, OB, ODC) Green Pursuits: Design of Workplace Environmental Sustainability Interventions
11:30am - 1:00pm Marriott Boston Copley Place: Province-town
Tweet this session: #AOM2012 1628
Organizers: Matthew C. Davis, U. of Leeds; Rose Challenger, U. of Leeds; Sally V. Russell, Griffith U.
Chair: Chris W. Clegg, U. of Leeds
A Socio-technical Approach to Sustainable Intervention Design | Matthew C. Davis, U. of Leeds; Rose Challenger, U. of Leeds
"Turn it Off": An Intervention Study to Reduce Workplace Electricity Use | Sally V. Russell, Griffith U.; Kelly Fielding, U. of Queensland; Alice Evans, Griffith U.; Christopher Hill, Mater Health Services
Growing Greens: The Impact of Goal-Systems on Intervention Effectiveness in the Agricultural Sector | Jon Heath, U. of Western Australia; Ilona McNeill, U. of Western Australia
Key Questions Regarding the Study of Interventions to Foster Sustainable Behavior at Work | Gordon P. Rands, Western Illinois U.
The Future of Environmentally Sustainable Behavior Change Research: An Interactive Discussion | Chris W. Clegg, U. of Leeds

1629: (Paper Session) - (PNP) Organizational Performance - Panel One
11:30am - 1:00pm Marriott Boston Copley Place: Salon C
Tweet this session: #AOM2012 1629
Chair: Zoe Radnor, Cardiff Business School, UK
- Surviving the Great Recession: Performance Management and the Budget Deficits of City Governments | Benedict Jimenez, Rutgers U.
- Organizational Capacity and Anticipated Growth in Nonprofit Voluntary Community Sport Organizations | Alison Doherty, Western U.; Graham Cuskelly, Griffith U.
Co-creating sustainable value in public-private partnerships: an empirical assessment | Katharina Spraul, U. of Mannheim; Julia Stephanie Thaler, U. of Mannheim; Bernd Helmig, U. of Mannheim

1630: (Paper Session) - (PNP) Human Resource Management - Panel Two
11:30am - 1:00pm Marriott Boston Copley Place: Tremont
Tweet this session: #AOM2012 1630
Chair: Shahidul Hassan, Ohio State U.
Session Details – Tuesday 10:00 AM - 12:00 PM

1631 SHCS: (RM, BPS, OB) Longitudinal Data Analysis in the Organizational Sciences: Challenges and Opportunities

11:30am - 1:00pm Westin Copley Place: Empire

Tweet this session: #AOM2012 1631

Chair: Matthew J. Mazzei, Auburn U.; Jason D Debode, Auburn U.

Participants: Robert J. Vandenberg, U. of Georgia; Mo Wang, U. of Florida; Jeremy Collin Short, Texas Tech U.; Alicia Robb, Ewing Marion Kauffman Foundation

1632 (SAP) Toward the Future: Frontiers of Strategic Planning

11:30am - 1:00pm Boston Hynes Convention Center: Room 308

Tweet this session: #AOM2012 1632

Chair: Richard Whittington, Said Business School

Strategic Planning Processes as Mindful Accomplishments: Effects of Institutionalization | Carola Wolf, Aston Business School


The relation of key performance indicators and strategy development revisited | A. Paul Spee, Sydney U.; Efstathios Tapinos, Aston U.

1633 (SAP) Socially Responsible Investing (SRI) and Microfinance

11:30am - 1:00pm Marriott Boston Copley Place: Boylston

Tweet this session: #AOM2012 1633

Chair: Cynthia Clark, Bentley U.

Inertia and Discounting in the Selection of Socially Responsible Investments | Pat Auger, Melbourne Business School; Timothy Michael Devinney, U. of Technology, Sydney; Grahame R. Dowling, U. of Technology, Sydney; Christine Eckert, U. of Technology, Sydney; Nithdiha Lin, U. of Western Sydney

Collective representations of responsible investment and their evolution between 1985 and 2010 | Christel Dumas, ICHEC Brussels Management School; Celine Louche, Vlerick Leuven Gent Management School

Legitimacy, Transparency, and Economic Performance Within the Microfinance Industry | Darline Augustine, Baruch College; Christopher Wheat, Rutgers U.

1634 (DRP Session) - (SIM) Social Change, Social Business and Socially Responsible

11:30am - 1:00pm Marriott Boston Copley Place: Hyannis

Tweet this session: #AOM2012 1634

Facilitator: Stephen Brammer, U. of Warwick


Low-income women: are they a target for beauty products? | Mariana NAZARÉ Livramento, Pontifical Catholic U. of Rio de Janeiro; Luis Fernando Hor-Meyll, Pontifical Catholic U. of Rio de Janeiro; LUIS ALEXANDRE GRUBITS PESSOA, Pontifical Catholic U. of Rio de Janeiro


Socially-, Sustainably- and Financially-Oriented MFIs: Going Beyond Microfinance Fuzziness | Diego BITTENCOURT Marconatto, PPGA - EA-UFRGS; Luciano Barin Cruz, HEC Montreal; Eugenio Ávila Pedrozo, U. Federal do Rio Grande do Sul

Features and Challenges of the “Social Business” Model: Lessons from Microfinance | Marek Hudon, ULB - Solvay Brussels School; CERMi; Joakim Sandberg, U. of Gothenburg

The Financial Sector and the Recession: Discourses on Corporate Social Responsibility | Christian Herzig, U. of Nottingham / ICCSR; Jeremy Moon, U. of Nottingham / ICCSR

1635 (DRP Session) - (SIM) Cross-Sector, Cross-National, and Cross-Cultural Aspects of Global Challenges/Solutions

11:30am - 1:00pm Marriott Boston Copley Place: Salon K

Facilitator: Paul V. Martorana, Fordham U.

Problem-Centered Organizing: A Framework of Organizational Responsiveness to Global Problems | Amanda Porter, VU U. Amsterdam

A Multi-Level Analysis of Cross-Sector Partnership Success Factors | Ralph Hamann, U. of Cape Town

Understanding Cross-National Variation in Corporate Social Performance | Sean Christopher Buchanan, Schulich School of Business


How do Companies Invest in CSR? An Ordonomic Contribution for Empirical CSR Research | Matthias Georg Will, Martin-Luther U. Halle; Stefan Hietsher, Martin-Luther U. Halle

1636 (SIM) Ethics Training

11:30am - 1:00pm Marriott Boston Copley Place: Vineyard

Tweet this session: #AOM2012 1636

Chair: David M. Wasielewski, Duquesne U.

Promoting Ethics in Organizations: A Longitudinal Study of Formal Ethics Training and Outcomes | Danielle E. Warren, Rutgers U.; William Lauffer, Wharton School; Joseph P. Gaspar, Rutgers U.

Employee Participation in Corporate Citizenship Activities: A Policy-Capturing Approach | Nien-Chi Liu, National Central U.; Yi-Ting Lin, National Central U.; Chih-Yuan Wang, National Central U.
□ Enabling or restricting ethical conduct? A Foucauldian perspective on values-based ethics programs | Claudia Gross, Radboud U. Nijmegen; Johanna K. Moisander, Aalto U.; Beatrix Van der Heijden, Radboud U. Nijmegen

1637  ➔: (Paper Session) - (SIM) Social Enterprises, Social Entrepreneurship and Social Change
11:30am - 1:00pm Marriott Boston Copley Place: Yarmouth
Tweet this session: AOM2012 1637
Chair: May Seitanidi, U. of Hull
Social and Economic Tension in Social Enterprises: Does it exist? | Ines Alegre, IESE Business School
Desperate Poverty, Corruption, and Entrepreneurship with Ethics | Ronald Mitchell, Texas Tech U.; Rob Mitchell, Ivey School of Business; Jae Hwan Lee, Texas Tech U.; Angela Randolph, Texas Tech U.
This is Our Story: Social Entrepreneurs’ Use of Storytelling for Resource Acquisition | Kisha Lashley, Pennsylvania State U.

1638: (Paper Session) - (TIM) University - Industry Collaboration
11:30am - 1:00pm Boston Hynes Convention Center: Room 104
Tweet this session: AOM2012 1638
Chair: Ruelif Ma, Tongji U.
Korean University Researchers’ Knowledge Acquisition through Research Partnerships with Companies | Martin Hemmert, Korea U.
Resource Based View of Firm Competitive Advantage from University Collaboration | Sharon Alicia Simmons, Syracuse U.
Innovation in Academic-Industry Partnerships: Measuring the Challenges to Effective Performance | Katherine Chudoba, Utah State U.; Mary Beth Watson-Manheim, U. of Illinois; Chicago, Kevin Crowston, Syracuse U.

1639: (Paper Session) - (TIM) Adoption of New Technologies and Products
11:30am - 1:00pm Boston Hynes Convention Center: Room 107
Tweet this session: AOM2012 1639
Chair: Peiran Su, U. College Dublin
Intent to Use Technology: Facilitation Effect of Group Presence | Sean Walker, U. of Tennessee at Martin
Adoption Cycle of Managerial Innovation: Effects of Innovation Social Status and Transaction Costs | Fariborz Damanpour, Rutgers U.; Catherine Maglese, Rutgers U.
TIM Best Paper Proceedings
The Two Faces of Market Support | Joern Hoppmann, ETH Zurich; Michael Peters, ETH Zurich; Malte Schneider, ETH Zurich; volker H. Hoffmann, ETH Zurich

1640: (Paper Session) - (TIM) Energy Economies and Culture
11:30am - 1:00pm Boston Hynes Convention Center: Room 108
Tweet this session: AOM2012 1640
Chair: Silvia Massini, U. of Manchester
Potentials and Configuration of Foreign Innovation in China: A Case Study of Multinational Companies | Jan Henning Behrens, U. of Kassel
The Presence of an Innovative Culture Across the Company and Differences Among Functional Areas | Liliana Vasconcellos-Guedes, U. of Sao Paulo; Eduardo Vasconcellos, U. of Sao Paulo; Luis Fernando Ascencio Guedes, U. of Sao Paulo; Roberto Deboni, Cristina Laboratory
Global Vertical Specialization Participation and Domestic Technological Growth: the Case of China | Jason Z Yin, Seton Hall U.

1641: (Paper Session) - (TIM) Individuals and Innovative Organizations
11:30am - 1:00pm Boston Hynes Convention Center: Room 203
Tweet this session: AOM2012 1641
Chair: M. Lourdes Sosa, London Business School
The Dark Side of Employee Mobility: Evidence from Enterprise Software Adoption | Joerg Claussen, Itö Institute at the U. of Munich; Thorsten Grohsjean, Imperial College London
Leader Behaviors that Promote Creativity: Development of a Measurement Instrument for R&D Context | Vishal Gupta, Indian Institute of Management, Lucknow; Shailendra Singh, Indian Institute of Management, Lucknow
CEO’s Role in Driving Innovation Orientation: A View of Managerial Discretion on Three Levels | Lis Senta Strenger, RWTH Aachen U.
IT Professionals: To engage or not to engage? That is the question! | Linda M Pittenger, Stevens Institute of Technology; Richard E. Boyatzis, Case Western Reserve U.; Antoinette Somers, Wayne State U.

1642: (Paper Session) - (TIM) Exploration, Exploitation and Ambidexterity
11:30am - 1:00pm Boston Hynes Convention Center: Room 305
Tweet this session: AOM2012 1642
Chair: Tim Swift, St. Joseph’s U.
On Strategic Aspects of Organizational Ambidexterity R&D Decisions | Christine Chou, National Dong Hwa U.; Steven O Kimbrough, U. of Pennsylvania
Consistently Capricious: The Performance Effects of Simultaneous and Sequential Ambidexterity | Martin C. Goossen, HEC Paris; Navid Bazzazian, HEC Paris; Corey Phelps, HEC Paris
Reconciling the Effect of Exploration and Exploitation on Innovation: A Fit Theory Approach | Tali Hadasa Blank, Technion Israel Institute of Technology; Eitan Naveh, Technion Israel Institute of Technology
**Session Details – Tuesday 12:00 - 2:00 PM**

**1643**: (Paper Session) - (TIM) Product Development Strategy

11:30am - 1:00pm Boston Hynes Convention Center: Room 310

Tweet this session: #AOM2012 1643

Chair: Sanjay R. Sisodiya, U. of Idaho

Organizer: Networks exploration, exploitation and ambidexterity

- Technology Commercialization Strategy Dynamics and Entrepreneurial Performance | Matt Marx, MIT Sloan; David Hsu, Wharton School
- Investigating Value Creation through the Business Models of Nanotechnology Ventures | Elcia Mainé, Simon Fraser U.

**Tuesday 1:15PM**

**1644**: (AAA) Membership Committee Closing Debrief Meeting

1:15pm - 2:45pm Boston Hynes Convention Center: Room 101

Tweet this session: #AOM2012 1644

Any interested volunteers are welcome to join us and contribute your ideas as we finalize our plans for next year’s activities.

**1645**: (DRP Session) - (BPS) Industry Analysis and Networks

1:15pm - 2:45pm Boston Hynes Convention Center: Room 103

Tweet this session: #AOM2012 1645

Facilitator: Wilfred Dolsma, U. of Groningen

- Intrafirm Embeddedness and the Effect of Family Membership on Hedge Fund Survival | Emanuel Roland Kastl, Cass Business School
- An Empirical Examination of Network Ambidexterity in the Contemporary Motion Picture Industry | Chailin Cummings, California State U. Long Beach
- Investigating alliance network changes in the green-tech industry with alliance partner distance | Ribuga Kang, U. of Minnesota, Twin Cities

**1646**: (Paper Session) - (BPS) Strategy process: exploration, exploitation and ambidexterity

1:15pm - 2:45pm Boston Hynes Convention Center: Room 102

Tweet this session: #AOM2012 1646

Chair: Marcel Bogers, U. of Southern Denmark

**1647**: (BPS) Competitive Positioning and Differentiation

1:15pm - 2:45pm Boston Hynes Convention Center: Room 103

Tweet this session: #AOM2012 1647

Organizers: Robert C. Seamans, New York U.; Feng Zhu, U. of Southern California

Chair: Marvin B Lieberman, U. of California, Los Angeles

- Positioning on a Multi-Attribute Landscape | Ron Adner, Dartmouth College; Felipe A. Casasaz, U. of Michigan; Peter Zemsky, INSEAD
- Product Scope, Differentiation, and Competition in Regulated Industries | Charlotte Ren, Purdue U., West Lafayette; Kenneth J. Meier, Texas A&M U.; Chao Guo, Indiana U.-Purdue U. Indianapolis; Laurence O’Toole, U. of Georgia

**1648**: (DRP Session) - (BPS) Competitive Heterogeneity and Corporate Strategy

1:15pm - 2:45pm Boston Hynes Convention Center: Room 109

Tweet this session: #AOM2012 1648

Facilitator: Flore Bridoux, U. of Amsterdam

- The impact of product proliferation strategies in response to complex customer choices | Alicia Barroso, U. Carlos III de Madrid; Marco Giarratana, Bocconi U.
- Under the Crossfire: Political Ambivalence, Social Activism and Value Outcomes in the Water Industry | Ilze Kivleniece, HEC Paris; Bertrand V. Quelin, HEC Paris
- Zero-sum or zeros added? | Tale Skjolsvik, U. of Oslo; Karl Joachim Breunig, Norwegian School of Management
- Business Model Innovation of Complex Service Providers: a Quest for Fit | Ivana Visnjic, ESADE Business School; Andrew Neely, Cambridge U.

**1649**: (Paper Session) - (BPS) Relational Ties: Families, Firms, and Foreign Enterprises

1:15pm - 2:45pm Boston Hynes Convention Center: Room 201

Tweet this session: #AOM2012 1649

Chair: Michelle Gittelman, Rutgers U.
Family Firms and Technology Innovation: Teething Competing Hypotheses | Ashwin Arehalli Subramanyam, Infosys Limited; Rishikeshaa Krishnan, Indian Institute of Management, Bangalore; Reje George, Indian Institute of Management, Bangalore

Multiplex Ties in Business Group Innovation: Complements or Substitutes? | Shu-Ping Li, National U. of Singapore; Ishtiaq Pasha Mahmood, National U. of Singapore

Do Knowledge Flows Trigger Interfirm Cooperation? Evidence from the Enterprise Software Industry | Hyun Ju Jung, Georgia Institute of Technology

Multi-Country Knowledge Generation: Evolving Relationships and Global Innovation within MNCs | Heather Berry, George Washington U.

Corporate Strategy & Resources
1:15pm - 2:45pm Boston Hynes Convention Center: Room 202
Tweet this session: #AOM2012 1650
Facilitator: Sybille Sachs, U. of Applied Sciences, Zurich
The Shadow of the Future in Vertical Relationships | Bart Vanneste, INSEAD; Douglas H. Frank, INSEAD

Acquiring External Human Capital-Based Capabilities Through M&A Versus Hiring | John Mawdsley, U. of Illinois, Urbana-Champaign; Deepak Somaya, U. of Illinois, Urbana-Champaign

Combining activity systems and RBV lenses on cross-business synergy | Tim Franke, Technical U. of Berlin; Dodo Zu Knyphausen-Aufsess, Technical U. Berlin

Resource Based Theory and the Expansion of Firm Boundaries | Gerhard Speckbacher, WU Vienna; Kerstin Neumann, WU Vienna; Werner Helmut Hoffmann, WU Vienna


New Directions in Corporate Governance
1:15pm - 2:45pm Boston Hynes Convention Center: Room 204
Tweet this session: #AOM2012 1651
Chair: Scott D. Graffin, U. of Georgia

Time to Act: Competitive Responses to the Executive Turnover of Rivals | Junich Yamanou, Chinese U. of Hong Kong

The potential for improvement through experiential learning of different governance modes. | Louis Mulotte, Tilburg U.

The Effectiveness of Self-Regulation: the Case of International Certifiable Management Standards | Konstantinos Latridis, U. of Central Lancashire; Andrei Kuznetsov, U. of Central Lancashire


Top Management Teams and Performance
1:15pm - 2:45pm Boston Hynes Convention Center: Room 301
Tweet this session: #AOM2012 1652
Facilitator: Paul Seaborn, U. of Denver

External or Internal Board Evaluation: The Case of UK Companies | Amon Chizema, Loughborough U.; Dzidziso Samuel Kamuriwo, City U. London

Board capital and exploration: From a resource provisional perspective | Nami Kim, Korea U. Business School; Eonsoo Kim, Korea U. Business School; Daeil Nam, Korea U.


Leadership Stability as a Performance Facilitator in Organizations with Stretch Goals | Pierre-Xavier Meschi, CERGAM, Aix Marseille U. & SKEMA Business School; Emmanuel Metalis, EDHEC

Entrepreneurial Career Resources: How Founders’ Career Experiences Influence Their Firms
1:15pm - 2:45pm Boston Park Plaza: Berkeley Room
Tweet this session: #AOM2012 1654
Organizers: Svetlana Khapova, VU U. Amsterdam; Michael B. Arthur, Suffolk U.

Career Capital of Self-Employed Business School Graduates | Markus Latzke, WU Vienna; Michael Schifflinger, WU Vienna; Paul Georg Demeter, Wu Wien

The Career Capital of Former Apprentices: A Qualitative Study From Austria | Katharina Chudzikowski, WU Vienna
Towards a More Holistic View of Entrepreneurial Careers | Jelena Zikic, York U.; Souha R. Ezzedeen, York U.

Compositions of Firm Founders’ Career Resources | Eva De Mol, Free U. Amsterdam; Svetlana Khapova, VU U. Amsterdam; Tom Elfring, VU U. Amsterdam
Session Details – Tuesday 12:00 - 2:00 PM

Chair: Shanker Gajendran, Loughborough U.
Facilitator: Laurie Cohen, Loughborough U.; Joanne Duberley, U. of Birmingham UK; Hugh P. Gunz, U. of Toronto; Wolfgang Mayrhofer, WU Vienna

1:15pm - 2:45pm Westin Copley Place: Essex North-Center

1657: (Paper Session) - (CDP) Forming and Implementing Teams for Effective Performance
1:15pm - 2:45pm Westin Copley Place: Baltic
Facilitator: Ramon J. Aldag, U. of Wisconsin, Madison
SAP: Do Team Selectors Really Look for Chemistry? Perhaps Not!
Jonathan Pinto, Imperial College London
OCIS: Team Knowledge Sharing, Communication, Conflict, 
& Transactional Memory: Implications for Performance
Ravi Shanker Gajendran, U. of Illinois, Urbana-Champaign
OM: Video-Analysis of Lean Teams
Behaviors: Triangulated Evidence on Three Prototypical Work Situations
Desiree van Dun, U. of Twente; Celeste P. M. Wilderom, U. of Twente; Mark Van Vuuren, U. of Twente
HR: Proactive Personality and Employee Creativity in Work Teams: Examining a Multilevel Model (WITHDRAWN)
Nan Wang, National U. of Singapore; Zhitao Xie, Shanghai JiaoTong U.; Jinlong Zhu, National U. of Singapore; Xin-Ming Tian, Shanghai JiaoTong U.; Hourui Li, Shanghai JiaoTong U.

1658: (Paper Session) - (CDP) Innovating for Performance: Crowdsourcing and Design Thinking
1:15pm - 2:45pm Westin Copley Place: Essex North-East
Facilitator: Mary Dunn, U. of Texas, Austin
TIM: Cherry Picking if a Thousand Flowers Bloom: How Organizations Cull the Pool of User Suggestions
Henning Piezunka, Stanford U.; Linus Dahlander, ESMT European School of Management and Technology
TIM: Getting More out of the Crowd: How to Organize Crowdsourcing for Innovation
Bjorn Smeets, Tilburg U.; Maryse Chappin, Tilburg U.; Bram Kaasheek, Dialogic Innovative & Interactive
OM: Design for Evolvability: New Framing for Infrastructure Development (Capital) Projects
Nuno A Gil, U. of Manchester; Guilherme Biesek, Manchester Business School
OM: TO and Innovativeness in TSFs: Perspectives from Operations, Marketing and Strategic Management
Mahesh P Joshi, George Mason U.; Nacef Mour, George Mason U.; Sidhartha R Das, George Mason U.

1659: (Paper Session) - (CDP) Understanding and Avoiding Employment Discrimination Based on Citizenship, Religion, Criminal History, and Age
1:15pm - 2:45pm Westin Copley Place: Essex North-West
Facilitator: Danielle van Jaarsveld, U. of British Columbia
HR: Off to a Green Start? How State Agents Shape the Employment of Foreign Nationals by Citizenship
Ben A. Rissing, MIT Sloan; Emilio J. Castilla, Massachusetts Institute of Technology
MSR: Beyond Accommodation: Avoiding Religious Expression Disputes in the Workplace
Kathy Lund Dean, Gustavus Adolphus College; Scott R. Safaranski, Saint Louis U.; E. Scott Lee, Idaho State U.
GDO: Hiring Ex-offenders: A Theoretical Model
Nicole C. Jones, U. of Connecticut; Gary N. Powell, U. of Connecticut
GDO: Overqualification Moderates the Effects of Age Discrimination on Withdrawal and Somatic Symptoms
Maria Carmen Triana, U. of Wisconsin, Madison; Tiffany Trzebiatowski, U. of Wisconsin, Madison

1660: (Paper Session) - (CDP) Leveraging Knowledge through Routines, Clusters, and Templates
1:15pm - 2:45pm Westin Copley Place: St. George C
Facilitator: Linda F. Edelman, Bentley U.
SAP: Designing Program Routines as Sources of Flexibility in Dynamic Environments
Wein-Hong Emily Chen, National Dong Hwa U.; Chwo-Ming Yu, National Chengchi U.
Session Details – Tuesday 12:00 - 2:00 PM

1667 (Paper Session) - (ENT) Society and Entrepreneurship
1:15pm - 2:45pm Boston Park Plaza: Board Room
Chair: Gustavo Oliveira Almeida, Fundacao Getulio Vargas
Discussant: James A. Mitchell, University of Minnesota

1668 (Paper Session) - (ENT) The Entrepreneur and the Market
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon H
Chair: Cameron Ford, U. of Central Florida
Discussant: Jerry Reymond, University of Arizona

1671 (Paper Session) - (GDO) Senior Women and Leadership
1:15pm - 2:45pm Boston Park Plaza: Thoreau Room
Chair: Judith A. Clair, Boston College
Discussant: Mariko Gakiya, Harvard U. & Tokyo U.

1672 (DRP Session) - (GDO) Disabilities
1:15pm - 2:45pm Boston Park Plaza: Tremont Room
Chair: Joy E. Beatty, U. of Michigan, Dearborn
Discussant: C V Harquail, Authentic Organizations

Thematic Orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1673 JS: (HCM, MOC) Overload in Hospitals: Theory and Its Application to Improve Patient Safety 1:15pm - 2:45pm Marriott Boston Copley Place: Salon H
Panelists: Kathleen M. Sutcliffe, U. of Michigan; Ann Arbor; Carol Stoak Saunders, U. of Central Florida; Anne F. Rutkowski, Tilburg U.; Jack J. Jakimowicz, Catharina Hospital Eindhoven; Robert Wears, U. of Florida

1674 JS: (Paper Session) - (HR) Employee Benefits and Well-Being 1:15pm - 2:45pm Boston Park Plaza: Cabot Room
Chair: Daniel J. Koons, DePaul U.
- The Effect of Work and Family Demands and Work Support on Individual Long-Term Health | Amit Kramer, U. of Illinois, Urbana-Champaign; Wonjun Chung, U. of Illinois, Urbana-Champaign

1675 JS: (Paper Session) - (HR) Cultural Influences on Employees, Teams, and Workgroups 1:15pm - 2:45pm Boston Park Plaza: Charles River Room
Chair: Sumita Raghuram, Pennsylvania State U.
- Human Resource Management and Team-Level Identification Among Employees in a Collectivistic Culture | Ji Li, Hong Kong Baptist U.; Pengcheng Li, Shandong U.; Guiyao Tang, Shandong U.
- Cultural Influences on Fit and Friction in the Employee-Employer Relationship | Stacey R. Fitzsimmons, Western Michigan U.; Christina L. Stamper, Western Michigan U.
- Strengths that Individualism and Collectivism Bring to Workgroups: Strengths-Oriented HRM practices | Yuka Fujimoto, Deakin U.; Charmine E. J. Hartel, U. of Queensland; Andre Anguerakah Pekerti, U. of Queensland

1676 JS: (DRP Session) - (HR) The Role of Social Media and On-Line Resources in Selection 1:15pm - 2:45pm Boston Park Plaza: Newbury Room
Facilitator: Richard N. Landers, Old Dominion U.
Applicant Reactions to Online Background Checks: Welcome to a Brave New World | Scott Seibert, U. of Iowa; Patrick E. Downes, U. of Iowa; Justin Christopher, U. of Iowa
Factors Affecting Applicants' Reactions to the Collection of Data in Social Network Websites | Stephanie Lee Black, U. of Texas, San Antonio; Andrew Franklin Johnson, U. of Texas, San Antonio; Stephen Edward Takach, U. of Texas, San Antonio; Dianna L. Stone, U. of Texas, San Antonio
Do They Care? Applicant Reactions to On-Line Social Networking Presence Checks | Rudolph J Sanchez, California State U. Fresno; Kelly Roberts, California State U. Fresno; Melissa Freeman, California State U. Fresno; Ann-Marie C. Clayton, California State U. Fresno

1677 JS: (Paper Session) - (HR) Loyalty, Reputation, and Relationships: Effects on Withdrawal Processes and Performance 1:15pm - 2:45pm Boston Park Plaza: Whittier Room
Chair: Brian R. Dineen, U. of Kentucky
The Effects of Collective Quits and Dismissals on Performance in Retail Units: A Panel Data Analysis | Cristina Simon, IE Business School; Isabel de Sivatte, U. of Castilla-La Mancha; Ricardo Olmos, U. Autonoma de Madrid
- Can We Still Be Friends? The Role of Exit Conversations in Facilitating Post-exit Relationships | Carol T. Kulik, U. of South Australia; Belinda R. Tovale, U. of South Australia; Shruti Sardeshmukh, U. of South Australia; Sanjeeva Samanmali Perera, U. of South Australia; Gayathri Wijesinghe, U. of South Australia
- Best Places to Work: How "Making the List" Impacts Employee Turnover | Brian R. Dineen, U. of Kentucky; Jason D. Shaw, U. of Minnesota

1678 JS: (HR, MED, OB) New Directions in Understanding Motivation to Learn 1:15pm - 2:45pm Boston Park Plaza: Arlington Room
Chair: Howard J. Klein, Ohio State U.
Discussant: Raymond A. Noe, Ohio State U.
Effects of Mean Levels of and Diversity in Goal Orientation on Team Learning Over Time | Cynthia Kay Stevens, U. of Maryland; Deborah Searcy, U. of Maryland, College Park; Rhonda K. Reger, U. of Maryland
A Longitudinal Study of Antecedents and Outcomes of Goal Orientation Change | Aaron Watson, SWA Consulting Inc; Eric Alan Surface, SWA Consulting Inc; Reanna Harman, SWA Consulting Inc; Erich C. Diederolf, DePaul U.
The Role of Competence, Confidence, and Commitment Over Time in Developing | Howard J. Klein, Ohio State U.; Alison M. Dachner, Ohio State U.; Eric Alan Surface, SWA Consulting Inc; Kenneth G. Brown, U. of Iowa
The Dynamic Interplay of Learning and Self-Regulatory Processes over Time | Traci Sitzmann, U. of Colorado Denver; Thomas M. Cavanagh, Colorado State U.

Using Social Media Information for Staffing Decisions: Some Uncharted Territory In Validity Research | Philip L. Roth, Clemson U.; Philip Bobko, Gettysburg College; Chad H. Van Iddekinge, Florida State U.; Jason Thatcher, Clemson U.
Social Media and Employee Selection: Literature-Based Expectations of Adverse Impact | Philip L. Roth, Clemson U.; Philip Bobko, Gettysburg College; Chad H. Van Iddekinge, Florida State U.; Jason Thatcher, Clemson U.
1679 ➔ (Paper Session) - (IM) Sustaining International Mergers and Acquisitions in a Global World
1:15pm - 2:45pm Boston Hynes Convention Center: Room 205
Tweet this session: #AOM2012 1679
Chair: Furkan Aml Gür, LSU
➔ International Mergers and Acquisitions: A Test of New Integration Approach Paradigm | Yaakov Weber, College of Management, Israel; Shlomo Yedidia Tarba, Open U.; Guenter K. Stahl, WU Vienna and INSEAD; Ziva Rozen Bachar, The Western Galilee College
➔ Organizational Identity Change of the Target Firm after a Cross-Border Acquisition | Tomoki Sekiguchi, Osaka U.; Ralf Bebenroth, Kobe U.
Facilitator: Fundação Dom Cabral Best Paper in International Strategy Finalist
➔ Absorptive and Disseminative Capacities in M&A Knowledge Transfer | Paulina Junni, Hanken School of Economics; Riikka M Sarala, U. of North Carolina, Greensboro
Doug Nigh Award Finalist
➔ Spatial Geography and Control in Foreign Acquisitions | Shavin Malhotra, Ryerson U.; Ajai S. Gaur, Rutgers U.

1680 ➔ (Paper Session) - (IM) SME Internationalization: Alliances, Learning and Competitive Advantage
1:15pm - 2:45pm Boston Hynes Convention Center: Room 206
Tweet this session: #AOM2012 1680
Chair: Wade Danis, U. of Victoria
➔ Nonlinearity in the Internationalization of Emerging Economy Born-Global Firms | Weiqi Dai, Zhejiang U. of Finance & Economics; Chungen Yu, Zhejiang U.
➔ Geographic Dispersion and Profitability of High-Tech SMEs: Environmental Diversity, FSAs and CSAs | Lei Li, Nottingham U. Business School China; Dan Li, Indiana U.
➔ DEVELOPMENT OF LEARNING CAPABILITIES AMONG INTERNATIONALIZING BRITISH AND INDIAN PARTNER SMEs | Pushyaraag Pushuressury, U. of Birmingham UK; John Child, Birmingham U.; Suzana Braga Rodrigues, Erasmus U. Rotterdam
➔ Enhancing SMEs' international competitiveness through cross-border relationships: a GVC perspective | Giulio Bucini, U. of Verona; Lapo Mola, U. of Verona

1681 ➔ (Paper Session) - (IM) Political Risk, External Threats, and MNE Survival
1:15pm - 2:45pm Boston Hynes Convention Center: Room 209
Tweet this session: #AOM2012 1681
Chair: George O. White, Old Dominion U.
➔ Leveraging Political Risk and Cross-Border Acquisitions: Chinese SOEs vs. Private Enterprises | Grimm Noh, U. of Pennsylvania
➔ External Threats and MNE Strategy: The Role of Exposure, Resources and Coping Mechanisms | Li Dai, Loyola Marymount U.; Lorraine Eden, Texas A&M U.; Paul Beamish, U. of Western Ontario
George Washington University CIBER Best Paper on Emerging Markets Finalist
➔ Policy risk, political capabilities, and the survival of foreign direct investment projects | Esteban Garcia-Canal, U. de Oviedo, Spain; Laura Fernandez-Mendoza, U. de Oviedo, Spain
➔ Developing a legitimacy-based view of political risk: The case of Google in China | Charles Edward Stevens, U. of Wyoming

1682 ➔ (ORP Session) - (IM) Economic, Social & Institutional Conditions and Firm Performance
1:15pm - 2:45pm Boston Hynes Convention Center: Room 303
Tweet this session: #AOM2012 1682
Facilitator: Niels G. Noorderhaven, Tilbug U.
➔ Vulnerability to the Financial Crisis: The Roles of Firm- and Country-Level Governance Mechanisms | Peter-Jan Engelen, U. Utrecht School of Economics; Marc van Essen, U. Utrecht School of Economics
➔ Performance Across Countries: How Institutions Affect Diversification-Performance Relationships | Brian Roy Tan, Nanyang Technological U.; Asda Chintakananda, Nanyang Technological U.
➔ The Responsibility-Spillovers of Foreign Direct Investment | Arthur Rubens, Florida Gulf Coast U.; Roland Bardy, Florida Gulf Coast U.

1683 ➔ (Paper Session) - (IM) Firm Development, Agglomeration, and Business Performance of Foreign Market Entrants
1:15pm - 2:45pm Boston Hynes Convention Center: Room 308
Tweet this session: #AOM2012 1683
Chair: Kate Hughes, Macquarie U.
➔ Agglomeration, Entry and the Liability of Foreignness | Anna Lamin, Northeastern U.; Grigoriios Livanis, Northeastern U.
➔ Ethnic Ties vs. Agglomeration Density: Demystifying Multi-cluster Location Choices of Emerging MNCs | Amit Karna, EBS Business School; Rajesh S Upadhyayula, Indian Institute of Management, Kozhikode; D Karthik, Indian Institute of Management, Ahmedabad
➔ A Network-based Theory of International Agglomeration and Foreign Entry Performance | Jing’an Tang, Sacred Heart U.

1684 ➔ (Paper Session) - (IM) Cultural Intelligence and Cosmopolitanism: Global Talents for International Management
1:15pm - 2:45pm Boston Hynes Convention Center: Room 309
Tweet this session: #AOM2012 1684
Chair: Cordula Barzantray, Groupe ESC Toulouse Business School
➔ The Link Between Cultural Intelligence and Effective Global Leadership | Thomas Parel Verghese, U of South Australia; Brian D'Netto, Australian Catholic U.
On the Relationship Between Biculturalism and Cultural Intelligence | Said Al-Riyami, U. of Texas at El Paso; Si-Hyun Kim, U. of Texas at El Paso; Maria Fernanda Wagstaff, U. of Texas at El Paso
➔ Bringing Cosmopolitanism Back to International Management Research | Orly Levy, IMD; Maury Peiperl, IMD; Karsten Jonsen, IMD

THEMATIC ORIENTATION: ☐ Teaching | ☐ Practice | ☐ International | ☐ Program Theme | ☐ Research | ☐ Diversity | ☐ Best Paper
Session Details – Tuesday 12:00 - 2:00 PM

1685 o o (IM, HR, OB) Social Capital in Multinational Companies: Challenges and Opportunities
1:15pm - 2:45pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 1685
Organizer: Mila B. Lazarova, Simon Fraser U.
Chair: Mila B. Lazarova, Simon Fraser U.
The Role of Social Capital in the Development of Subsidiary HR Capabilities | Kristiina Mäkelä, Aalto U. School of Economics; Jennie Sumelius, Hanken School of Economics; Catarina Anita Ahlvik, Hanken School of Economics
A Social Capital Approach to Managing Reverse Innovation | Shad S. Morris, Ohio State U.; Bi-Juan Zhong, The Ohio State U.
Integrating Multi-domestic MNEs in the Face of Political and Social Capital Challenges | Paul Gooderham, NHH - Norwegian School of Economics
The Unpredictable Factor: The Role of Social Capital in Subsidiary Takeovers | Dana Minaeva, Copenhagen Business School; Steen Navbjerger, U. of Copenhagen
Career Management and Social Capital in MNCs | Sully Taylor, Portland State U.; Mila B. Lazarova, Simon Fraser U.
International Assignments and Social Capital in Multinational Enterprises | Odul Bozkurt, Lancaster U.

1686 o o (DRP Session) - (MC) Conceptualizing Consulting Roles and Interventions
1:15pm - 2:45pm Marriott Boston Copley Place: Courier
Tweet this session: #AOM2012 1686
Facilitator: Sally Sledge, Norfolk State U.
Can Management Consultants Influence Firms’ Dynamic Capabilities Development? A Multiple Case Study | Giacomo Carli, U. of Bologna; Alessandro Grandi, U. of Bologna
How Projects Fail: Applying Organizational Theory to Management Consulting | Allison D. Stewart, U. of Oxford
Rethinking “Role” in Client-Consultant Interaction | Rita Järventie-Thesleff, Aalto U.; Janne Tieneri, Aalto U.
On the Performance of Management Consulting Teams | Patricia Klanner, U. of Munich; Marko Sarstedt, Ludwig Maximillians U.; Michael Hoeck, Technical U. Bergakademie Freiberg; Christian M. Ringle, Hamburg U. of Technology

1687 o o (Paper Session) - (MED) Evaluation & Assessment of New Techniques and Teaching Methods
1:15pm - 2:45pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 1687
Chair: Thomas P. Bradley, Tarleton State U.
Does course format affect perceived student satisfaction and learning? | Douglas N Ross, Towson U.; Douglas Sanford, Towson U.; Al Rosenbloom, Dominican U.; Vince Luchsinger, U. of Baltimore
Shifting the Curriculum: Developing, Implementing, and Assessing a Business Writing Requirement | Caroline P. D’Abate, Skidmore College
CARMA in the Classroom: Supplementing Doctoral Research Methods Training with Webcasts | Timothy M. Madden, U. of Tennessee, Knoxville; Laura T. Madden, U. of Tennessee, Knoxville; David J. Woehr, U. of North Carolina, Charlotte; Mark E. Collins, U. of Tennessee, Knoxville; Mary Beth Rousseau, U. of Tennessee

1688 o o (Paper Session) - (MOC) Ethical Behavior and Decision-Making
1:15pm - 2:45pm Sheraton Boston Hotel: Berkshire B
Tweet this session: #AOM2012 1688
Chair: Frances H. Fabian, U. of Memphis
Creative and Entitled: How the Creative Identity Promotes Dishonesty | Lynne Catherine Vincent, Cornell U.
Dominant Individuals and Unethical Decisions: The Role of Moral Disengagement and Self-Control | Valerie Rosenblatt, U. of Hawaii-Manoa
Don’t worry I’ll do good tomorrow. How procrastination can affect ethical decision-making | Fong T. Keng, U. of Washington
“Iit all happened so slow!”: the impact of action speed on assessments of intentionality | Zachary Burns, U. of Chicago; Eugene M Caruso, U. of Chicago
Negative affect and CWB: The moderating role of moral disengagement and gender | Al-Karim Sammami, York U.; Sabrina Deutsch Salamon, York U.; Parbudyal Singh, York U.

1689 o o (Paper Session) - (MOC) Managing Uncertainty and Organizational Change
1:15pm - 2:45pm Sheraton Boston Hotel: Kent
Tweet this session: #AOM2012 1689
Chair: Andrea Casey, George Washington U.
Organizational identification during change: The role of self enhancement and uncertainty reduction | Mirdita N. Elstak, FHR Lim A Po Institute for Social Studies; Cees B.M. Van Riel, Erasmus U. Rotterdam; Mamba Bhat, Erasmus U. Rotterdam; Guido Berens, Erasmus U. Rotterdam
A longitudinal study of organizational identification and projected continuity in a Mexican merger | Anna Aleksandra Lupina Wegener, U. of Geneva; Frank Drzensky, Goethe U.; Johannes Ullrich, Goethe U.; Susan C. Schneider, HEC U. of Geneva; Rolf van Dick, Goethe U.
Efficient realignment: Managing uncertainty and equivocality in the entrepreneurial process | Michelle A. Barton, Boston U.

1690 o o (MO, OB) Does Culture Really Matter?
Reexamining the Role of Culture in Organization Studies
1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom B
Tweet this session: #AOM2012 1690
Organizer: Lee Watkiss, Boston College

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday 12:00 - 2:00 PM

1691: (Paper Session) - (OB) Managing Change and Paradoxes in Organizations
1:15pm - 2:45pm Boston Park Plaza: Alcott Room
Tweet this session: #AOM2012 1691
Chair: Laura M. Little, U. of Georgia
We are the champions of change: employees, managers, and cognitive processes | Guillaume Soenen, EM Lyon; Mel Fugate, Southern Methodist U.
How do leaders cope with the paradoxical situations? The development of paradoxical leadership | Yan Zhang, Peking U.; Yu-Lan Han, Peking U.; Xiaobei Li, GSM, Peking U.

1692: (DRP Session) - (OB) Satisfaction and Motivation
1:15pm - 2:45pm Boston Park Plaza: Back Bay Room
Tweet this session: #AOM2012 1692
Facilitator: Sharon Wagner, Linfield College
A Thematic Trend Analysis of Relationships Among Organizational Behavior Constructs | Fernando Parra, U. of Texas at El Paso; Thaung Han, U. of Texas at El Paso; Abby Peters, U. of Texas at El Paso; Praya Rakshit Vidyarthi, U. of Texas at El Paso
Satisfaction with Creativity: Organizational Characteristics and Personal Motivations | Ermanno C. Tortia, U. of Trento; Silvia Sacchetti, U. of Sirling
The Effects of Authority from Job Position and Supervisors on Job Satisfaction and Work Performance | Ziguang Chen, City U. of Hong Kong; Wing Lam, Hong Kong Polytechnic U.; Yuanyuan Huo, City U. of Hong Kong
Effects of Job Insecurity on Job Dissatisfaction and Creativity | Angela Shin-yih Chen, Chang Gung U.; Yu-Hsiang Hou, National Chung Hsing U.

1693: (DRP Session) - (OB) Team and Group Processes
1:15pm - 2:45pm Boston Park Plaza: Brandes Room
Tweet this session: #AOM2012 1693
Facilitator: Jing Zhu, Hong Kong U. of Science and Technology
Expanding the social capital ledger: The "dark side" of social capital symmetry in teams | Kevin S. Cruz, U. of Texas at El Paso; Frits Pil, U. of Pittsburgh; John S. Hulland, U. of Georgia
Interaction of Group Cohesion, Group Efficacy, and Self-Enhancement Motives on Turnover Intention | Sangyun Kim, Seoul National U.; Semin Park, Seoul National U.; Cheol Young Kim, Seoul National U.
Boundary Spanning of Broad Functional Generalists: Roles of Cognitive Complexity and Identification | Thom De Vries, U. of Groningen; Frank Walter, U. of Groningen; Gerben van der Vegt, U. of Groningen; Peter Ensens, TNO; Ad Vogelaar, Netherlands Defense Academy

1694: (Paper Session) - (OB) Causes & Consequences of Work Satisfaction
1:15pm - 2:45pm Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 1694
Chair: Alan D. Boss, U. of Washington, Bothell
Direct and Indirect Effects of Corporate Community Involvement on Employee Attitudes and Behavior | David A. Jones, U. of Vermont; Amanda Shantz, U. of Toronto; Kerstin Alfs, Kingston U.
Perceived Investment in Employee Development and Work Outcomes: A Person-Environment Fit Perspective | Yuhee Jung, Meiji U.; Norihiko Takeuchi, Aoyama Gakuin U.
Would You Be Happier If You Worked Harder? A Comparison of Life Satisfaction in Workers’ Types | Orit Shmari, U. of Haifa; Itzhak Harpaz, U. of Haifa; Raphael Snir, Academic College of Tel Aviv-Yaffo
Leader humor use, relationship quality, and subordinate job satisfaction: the role of humor styles | Christopher Robert, U. of Missouri at Columbia; Timothy C Dunne, U. of Missouri; Joyce Iun, Chinese U. of Hong Kong

1695: (DRP Session) - (OB) Ethical Implications of Justice
1:15pm - 2:45pm Boston Park Plaza: Emerson Room
Tweet this session: #AOM2012 1695
Facilitator: Neal M. Ashkanasy, U. of Queensland
Cynicism and Merger & Acquisition: Moderating Role of Justice and Authentic Leadership | Bryan J. Deptula, Florida Atlantic U.; Kimberly M Ellis, Florida Atlantic U.
Benign envy and malicious envy: Relative deprivation, anxiety, and perceived opportunity | Abdur Karim Khan, LUMS; Samina Qurat-ul-Ain, LUMS; Chis M Bell, York U.
And (Procedural) Justice For All? Relating Organizational Justice to Withdrawal by Means of Coping | Tim Friend, Groningen U. (RuG)
A multi-level congruence effect of perceptual distance between leaders and their teams | Lu M Shannon, London School of Economics; George Michaelides, LSE; Henry Moon, London Business School

1696: (Paper Session) - (OB) Guilt at Work: Contributing Factors and Moderators
1:15pm - 2:45pm Boston Park Plaza: Gloucester Room
Tweet this session: #AOM2012 1696
Chair: Brian Whitaker, Appalachian State U.
**Session Details – Tuesday 12:00 - 2:00 PM**

**Guilt by Design: Structuring Organizations to Promote Guilt as an Affective Reaction to Failure** | Vanessa K. Bohns, U. of Waterloo; Frank Flynn, Stanford U.

**Victorious Shame/Guilt during Organizational Misbehavior:**
- The Role of Organizational Identification | Shu-cheng Steve Chi, National Taiwan U.; Ray Friedman, Vanderbilt U.; Hsin-Hsin Lo, Ching-Yun U.
- Uneasy Lies the Head that Wears the Crown: The Link between Guilt-Proneness and Leadership | Rebecca L. Schaubenberg, Stanford U.; Frank Flynn, Stanford U.

**1697:** (Paper Session) - (OB) Forms of Support & Outcomes
1:15pm - 2:45pm Boston Park Plaza: Lexington Room
Tweet this session: #AOM2012 1697
Chair: Thomas E. Becker, U. of Delaware

**Culture and Proactive Behavior:** How Perceived Values of Proactive Behavior Mediate the Relationship? | Kan Ouyang, Hong Kong Polytechnic U.; Wing Lam, Hong Kong Polytechnic U.; Ziguang Chen, City U. of Hong Kong

**A Cross-Foci Examination of Perceived Team Support, Organizational Commitment and Performance** | Sarah Vermunt, Wilfrid Laurier U.; Simon Taggar, Wilfrid Laurier U.

**Demands, control and support: A meta-analytic review of work characteristic interrelationships** | Joseph Nicholas Luchman, Fors Marsh Group; M. Gloria Gonzalez-Morales, U. of Guelph

**1698:** (Paper Session) - (OB) Sources of Conflict & Resistance in Teams
1:15pm - 2:45pm Boston Park Plaza: Stuart Room
Tweet this session: #AOM2012 1698
Chair: Frances J. Milliken, New York U.

**How Does Intragroup Relationship Conflict Drive Newcomer Passivity and Escape: A Multilevel Model** | Sushil Shyam Nifadkar, U. of Calgary

**Role-Based Faultlines and Intragroup Conflict** | Joseph Liu, Georgia Institute of Technology

**OCEAN Faultlines: An Investigation of Personality-Based Subgroups in Teams** | Eliza Byington, Rotterdam School of Management, Erasmus U.

**Time Urgent Personality Traits and Anxiety Toward Self-Directed Teams** | William Carter, U. of North Texas

**When Does Team Conflict Lead to Negative Affect? The Role of Uncertainty and Team Efficacy** | Nicola Breugst, Technische U. München; Dean A Shepherd, Indiana U.; Holger Patzelt, Technical U. München

**1699:** (Paper Session) - (OB) Individual and Social Motivational Processes
1:15pm - 2:45pm Boston Park Plaza: Whinfloip Room
Tweet this session: #AOM2012 1699
Chair: Elizabeth A. Cooper, U. of Rhode Island

**Do Interviewers Sell Themselves Short? The Effect of Selling Orientation on Interviewers’ Judgments** | Jennifer Carson Marr, London Business School; Dan Cable, London Business School

**Fundamental social goals and the attractiveness bias in personnel decision making** | Sunyoung Lee, London Business School; Madan M. Pillutla, London Business School; Stefan Thau, London Business School

Employee regulatory focus as predictors and moderators in explaining motivational states | Chongxin Yu, U. of New South Wales; Stephen J. Frenkel, U. of New South Wales


**1700** ➢ JS: (OB, HR, MOC) Employee and Organizational Consequences of Aggression Prevention Climate
1:15pm - 2:45pm Boston Park Plaza: Beacon Hill Room
Tweet this session: #AOM2012 1700
Discussant: Aaron C. H. Schat, McMaster U.

**The Role of Bullying Climate and Work Context on Work and Health Relationships in Library Settings** | Nanette L. Yragui, Sharp Program; Whitney B. Johnson, Sharp Program


Violence Prevention Climate and Violence Exposure in New Nurses | Paul E. Spector, U. of South Florida; Zhiqing E. Zhou, U. of South Florida; Liu-Qin Yang, Portland State U.

**Aggression Preventative Supervisor Behavior:** Scale Development and Validation | Liu-Qin Yang, Portland State U.; David E. Caughlin, Portland State U.

**1701** ➢ JS: (OB, IM, GDO) Creativity in Social Contexts
1:15pm - 2:45pm Boston Park Plaza: St. James Room
Tweet this session: #AOM2012 1701
Chairs: Cynthia Lee, Northeastern U.; Rikki Nouri, Technion Israel Institute of Technology
Discussant: Christina E. Shalley, Georgia Institute of Technology

**The Differential Effect of Feedback Valence on the Creativity of Diverse and Homogenous Teams** | Inga J. Hoever, Rotterdam School of Management, Erasmus U.; Jing Zhou, Rice U.

**Global Identity and Creativity in Multicultural Globally Distributed Teams** | Elia Glikson, Technion Israel Institute of Technology

Do Power Distance & Supervisor Presence have the same effect on Creativity in Tight & Loose Cultu | Rikki Nouri, Technion Israel Institute of Technology; Cynthia Lee, Northeastern U.; Warren C. K. Chiu, Hong Kong Polytechnic U.

**Workplace Ostracism and Creativity: The Roles of Individual Resources** | Ho Kwong Kwan, Shanghai U. of Finance and Economics; Yina Mao, Chinese U. of Hong Kong; Jun Liu,
Session Details – Tuesday 12:00 - 2:00 PM

**1702 SHOS: (OB, MOC, CM) Multi-Cultural, Multi-Method Analyses of Emotion Expression Interpretation in Organizational Life**
1:15pm - 2:45pm Boston Park Plaza: Statler Room
Tweet this session: #AOM2012 1702
Chair: Laura L. Rees, U. of Michigan, Ann Arbor
Discussants: Anat Rachai, Technion Israel Institute of Technology; Jeffrey Sanchez-Burks, U. of Michigan
The Social Effects of Inauthentic Happiness in Fundraising: The Role of Dialectical Reasoning | Ivona Hideg, U. of Toronto; Stephane Cote, U. of Toronto
Cultural Influences on the Interpretation of Emotional Expressions in Organizational Contexts | Laura L. Rees, U. of Michigan, Ann Arbor
Effects of Anger Intensity and Anger Disposition on Interpretation and Response to Displayed Anger | Arik Cheshin, U. van Amsterdam; Ella Gilkson, Technion Israel Institute of Technology
Job Seekers' Affective Experiences, Self-Regulatory Processes and Success in a Networking Event | Shira Agasi, U. of Toronto; John P. Trougakos, U. of Toronto

**1703 JS: (OB, MOC, HR) Leading to Proactive Behavior: The Role of Leadership from a Multi-level Perspective**
1:15pm - 2:45pm Boston Park Plaza: White Hill Room
Tweet this session: #AOM2012 1703
Chair: Chia-huei Wu, U. of Western Australia
Discussant: Mark A. Griffin, U. of Western Australia
Leader as a Secure Base: The Role of Supervisors Support in Shaping Subordinates’ Proactive Behavior | Chia-huei Wu, U. of Western Australia; Sharon K. Parker, U. of Western Australia
Going from Problem Identification to Overt Proactive Behavior | Sabine Sonnentag, U. of Mannheim; Anita Starzyk, U. of Mannheim
A Multilevel Model of Abusive Supervision on Team Member Voice | Zhijun Chen, Shanghai U. of Finance and Economics; Crystal Chien Farh, U. of Maryland, College Park; Jiing-Lih Farh, Hong Kong U. of Science and Technology
Personal Initiative and its Role in the Entrepreneurial Process | Thorsten Drusglosch, Leuphana U.; Michael Marcus Gielnik, National U. of Singapore; Michael Frese, National U. of Singapore

**1704 JS: (OCIS, TIM, OMT) Harnessing Diversity through Open Innovation Platforms: You Can’t Boil the Ocean…Or Can You?**
1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax A
Tweet this session: #AOM2012 1704
Organizer: Natalia Levina, New York U.
Discussant: Thomas W. Malone, Massachusetts Institute of Technology
OpenIDEO: Enabling Technology Brokering and Cultivating Collective Intelligence | Anne-Laure Fayard, Polytechnic Institute of New York U.
The Challenge of Solution Evaluation in Open Innovation | Karim R. Lakhani, Harvard U.
Crowdsourcing Governance | Erik Johnston, Arizona State U.
You Cannot Boil the Ocean! | Sam Kogan, GEN3 Partners

**1705 ODC) Action Research Contributions At Individual, Team And National Network Levels Of Intervention.**
1:15pm - 2:45pm Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 1705
Chair: Hilary Bradbury-Huang, Oregon Health and Sciences U.
Moderator: William Torbert, Boston College
Discussant: Victoria Anne Parker, Boston U.
Action Research Contributions At Individual, Team And National Network Levels Of Intervention | Hilary Bradbury-Huang, Oregon Health and Sciences U.; Svante Lifvingren, Chalmers U. of Technology; Jenny W. Rudolph, Harvard Medical School; Erik Olsson, Chalmers U. of Technology

**1706 (Paper Session) - (ODC) Alternative Models in the Leadership of Change**
1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom B
Tweet this session: #AOM2012 1706
Chair: Steven E. Markham, Virginia Tech
The Human Reaction System: A Recipient-Centric Organizational Change Model | David Brian Sabia, Northeastern U.
An Attribution-Based Model of When Corporate Boards Respond to Performance Downturn | Young Un Kim, U. of New South Wales

**1707 (Paper Session) - (OMT) Institutions and Identity**
1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax B
Tweet this session: #AOM2012 1707
Chair: Nina Granqvist, Aalto U.
Institutional Pluralism and Organizational Evolution: Case studies of military conversion in China | Runtian Jing, U. of Electronic Science and Technology of China; Mary J. Benner, U. of Minnesota
Organizational Integrity in Hybrid Identity Organizations: A study of a social enterprise | Funda Sezgi, IESE Business School
Professional Role Identity Reconstruction: The interplay of framing and agency | Stephane A. Tywoniak, Curtin U. of Technology; Anne Marie Fray, ESCEM Tours (France)
Political Identity and Adoption of a New Management Practice | Hee-eun Jang, Yonsei U.

**1708 (OMT) Citing Behaviors, Ranking Games, and the Myths of Judging Academic Merit**
1:15pm - 2:45pm Sheraton Boston Hotel: Independence West
Tweet this session: #AOM2012 1708
Organizers: Chengwei Liu, U. of Warwick; Jerker C. Denrell, U. of Oxford
Discussants: Howard Aldrich, U. of North Carolina; Ezra Zuckerman, Massachusetts Institute of Technology
The Skewed Few: Does high impact signal quality among journals, articles and academics in management | Joel Baum, U. of Toronto
Performance Inflation | William H. Starbuck, U. of Oregon
Are Papers with More Citations of Greater Merit? | Jerker C. Denrell, U. of Oxford; Chengwei Liu, U. of Warwick
How to Overcome Ranking Games | Margit Osterloh, U. of Zurich; Bruno S. Frey, U. of Zurich
Rankings, Journal Classification, and Similarity | Balazs Kovacs, U. of Lugano; Chengwei Liu, U. of Warwick

1709: (Paper Session) - (OMT) Firm Responses to Institutional Complexity
1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: #AOM2012 1709
Chair: Ryan L. Raffaelli, Boston College
Organizational Response to Tension in Social and Profit Logics: A dynamic process model | Garima Sharma, Case Western Reserve U.
How do Multiple Institutional Logics Shape Organizational Responses to Government Regulation? | Danqing Wang, INSEAD; Xiaowei Luo, INSEAD; Jianjun Zhang, Peking U.
Theorizing Firm Response to Systemic Problems | Mike Valente, U. of Western Ontario; Jan M. W. N. Lepoutre, Vlerick Leuven Gent Management School
Organizational Responses to Contradicting Institutions in the European Airline Industry | Ayse Saka, U. of Surrey; Florian Becker-Ritterspach, German U. in Cairo; Knut Stefan Garrt Lange, U. of Surrey; Mike Geppert, U. of Surrey

1710: (OMT) Institutions and Individual, Organizational and Field-level Identities
1:15pm - 2:45pm Sheraton Boston Hotel: Republic A
Tweet this session: #AOM2012 1710
Organizers: Osnat Hazan, Hebrew U. of Jerusalem; Tammar B. Zilber, Hebrew U. of Jerusalem
Chair: Tammar B. Zilber, Hebrew U. of Jerusalem
Discussant: Michael G. Pratt, Boston College
From ‘Church Cruise Director’ to ‘Rabbi’: Self-narrative as an institutional process | Douglas Creed, U. of Rhode Island; Rich DeJordy, Northeastern U.; Jaco Lok, AGSM-Australian School of Business
How do Institutions Strike Roots at the Individual Level? | Osnat Hazan, Hebrew U. of Jerusalem
Identity Claims Amidst Institutional Contestation: A case from the field of microfinance | Silvia Dorado, U. of Rhode Island; Elena Dalpiaz, Imperial College London
Managing Organizational Identity as Institutional Work: The case of Intel | Annabelle Gawer, Imperial College London; Nelson Phillips, Imperial College London
Into the Great Wide Open: Identity creation in an emerging field | Tyler Earle Wry, Wharton School; Michael Lounsbury, U. of Alberta

1711: (OMT, IM) Exploring the Use of Matrix Structures in Modern MNCs
1:15pm - 2:45pm Sheraton Boston Hotel: Gardner A
Tweet this session: #AOM2012 1711
Chair: Charles C. Snow, Pennsylvania State U.
Discussants: Lex Donaldson, AGSM-Australian School of Business; William G Egelhoff, Fordham U.
Jay Galbraith on Matrix Organizations | Jay Galbraith, U. of Southern California
Matrix Structure in the Telecommunications Industry | Karsten Heppner, Deutsche Telekom
International Strategy-structure Models for Matrix Structures | Jane Qiu, AGSM-Australian School of Business
Interesting Findings from Recent Exploratory Research in MNCs with Matrix Structures | Joachim Wolf, Christian-Albrechts-U. of Kiel

1712: SHCS: (OMT, OB, ODC) Where are All the New Management and Organization Theories?
1:15pm - 2:45pm Sheraton Boston Hotel: Independence East
Tweet this session: #AOM2012 1712
Chair: Jeffrey Miles, U. of the Pacific
Discussant: Roy R Suddaby, U. of Alberta
Building Management and Organization Theories | Jeffrey Miles, U. of the Pacific
Personal and Intellectual Roots in Building New Theory | Jay B Barney, The Ohio State U.
Revising What Constitutes a Theoretical Contribution | Dennis A. Gioia, Pennsylvania State U.; Kevin G. Corley, Arizona State U.
Why a Shortage of New Theories and What We Can do About It | David A. Whetten, Brigham Young U.
Overcoming Challenges Facing Contemporary Theorists | Roy R Suddaby, U. of Alberta

1713: JS: (OMT, ODC, OB) Leadership in the Plural:
Insights from Professional Organizations
1:15pm - 2:45pm Sheraton Boston Hotel: Seacoast F
Tweet this session: #AOM2012 1713
Discussant: Ann Langley, HEC Montreal
The Emergence of Distributed Leadership During Strategic Organizational Change | Heidi K. Gardner, Harvard U.; J. Stuart Bunderson, Washington U.
Becoming ‘Professionals’ in a Pluralistic Institutional Environment | James P Spillane, Northwestern U.
Leadership Configurations in Professional Organization Acquisitions | Samia Cheirif, U. of Ottawa
Complexity Leadership and Professional Service Firms: When Everyone and No One is a Leader | Laura Empson, Cass Business School

1714: (OMT, PNP, SIM) Cultural (Ac)counting: The rise of formal organization in social and cultural domains
1:15pm - 2:45pm Sheraton Boston Hotel: Seacoast E
Tweet this session: #AOM2012 1714
Organizers: Patricia Bromley, U. of Utah; Amanda J Sharkey, U. of Chicago
Discussant: Brayden G King, Northwestern U.
Between the Logics of Market and Mission: Weighting the LEED Green Building Rating System | Beth M. Duckles, U. of Arizona
Third-party Ratings and Firms’ Approach to Diversity and the Environment | Amanda J Sharkey, U. of Chicago; Patricia Bromley, U. of Utah
The Institutionalization of Workforce Diversity and Corporate Performance | Frank Dobbin, Harvard U.; Alexandra Kavel, Tel Aviv U.

1715: (Paper Session) - (ONE) Institutional Work in Self-Regulation
1:15pm - 2:45pm Marriott Boston Copley Place: Provincetown
Tweet this session: #AOM2012 1715
Chair: Glen Dowell, Cornell U.
- Institutionalising Divergent Carbon Management Frameworks: The Role of Experimental Devices | Franck Aggeri, Mines-Paristech; Melodie Aude Cartel, Mines-Paristech
- Organizational Ingenuity under Institutional Constraints in the Solar Industry | Kent Walker, U. of Windsor; Francine Schlosser, U. of Windsor

1716: (Paper Session) - (ONE) Greening in Emerging and Developing Economies
1:15pm - 2:45pm Marriott Boston Copley Place: Salon I
Tweet this session: #AOM2012 1716
Chair: Ans Kolk, U. of Amsterdam
- Corporate Environmental Responsibility (CER) in Developed and Emerging Countries | Corrina Doegi, U. of Erlangen, Nuremberg; Michael Behnam, Suffolk U.
- Business Contributions to Climate Change Governance in Areas of Limited Statehood | Ralph Hamann, U. of Cape Town; Tanja Börzel, Freie U. Berlin; Farai Kapfupuzarwa, U. of Cape Town; Nicole Kranz, Freie U. Berlin; Nadine Methner, U. of Cape Town
- Greening of Industries in Bangladesh: Pollution Prevention Practices | Md Asadul Hoque, U. of Waterloo; Amelia C. Clarke, U. of Waterloo

1717: (Paper Session) - (PNP) Organizational Performance - Panel Two
1:15pm - 2:45pm Marriott Boston Copley Place: Salon C
Tweet this session: #AOM2012 1717
Chair: Steven Kelman, Harvard U.
- Feeling the squeeze: The experience of change and innovation in public organizations | Tina Kieler, Warwick Business School; Jean Hartley, U. of Warwick; Neil Conway, U. of London, Birbeck; Rob B. Briner, U. of Bath

1718: (PNP) Management innovation and reform challenges in the public sector
1:15pm - 2:45pm Marriott Boston Copley Place: Tremont

Tweet this session: #AOM2012 1718
Chair: Rhys Andrews, Cardiff U.
Symposium overview | Rhys Andrews, Cardiff U.
Enablers and Barriers to Public Service Innovation | Richard Mark Walker, City U. of Hong Kong
Institutionalising Innovations: Legitimising structural reform in UK local government | Rachel Elizabeth Ashworth, Cardiff U.
E-government and civic participation: Innovations in local government in the United States | Mary K. Feeney, U. of Illinois, Chicago
Innovating to Re-balance the Professional Tendencies of Doctors in Wales | Tom Entwistle, Cardiff U.

1719: (Paper Session) - (RM) Evaluating and Learning from Qualitative Research Studies
1:15pm - 2:45pm Westin Copley Place: Empire
Tweet this session: #AOM2012 1719
Chair: Bernard Stancati, Colorado Technical U.
Discussant: Chanchai Tangpong, North Dakota State U.
- Qualitative Meta-Studies in Management Research: The Emergence of a Method | Jacqueline Fendt, ESCEP Europe; Sebastien Point, U. of Franche-Comté
- Meta-Synthesis of Qualitative Case Studies – An Approach to Theory Building | Christina Hoon, Leibniz U. Hannover
- Taking the Temperature: Grounded Theory Methods in AMJ | Laura Gover, Carleton U.
- Quality in Qualitative Strategy Research: Current Designs & Future Directions | Jane Kirsten Le, U. of Sydney; Torsten Schmid, U. of St. Gallen

1720: (Paper Session) - (SIM) Individuals and Responsibility
1:15pm - 2:45pm Marriott Boston Copley Place: Boylston
Tweet this session: #AOM2012 1720
Chair: Michelle Karen Westermann-Behayo, American U.
- The Social Responsibilities of the Individual: Towards a Theoretical Framework | Davide Secchi, Bournemouth U.
- Individual level outcomes of corporate social performance | Matthias Baum, Giessen U.; Rodrigo Isidor, U. of Giessen
- Corporate Social Performance and the Psychological Contract | Bruce A. Rayton, U. of Bath; Stephen Brammer, U. of Warwick; Andrew I. Millington, U. of Bath

1721: (DRP Session) - (SIM) Crises, Controversies, the Media and Risk Management
1:15pm - 2:45pm Marriott Boston Copley Place: Hyannis
Tweet this session: #AOM2012 1721
Facilitator: John F Mahon, U. of Maine
What have you done for me lately? Corporate social behaviors’ impact on post-crisis performance | Kyle Turner, U. of Tennessee, Knoxville; Craig Turner, East Tennessee State U.
- Legitimacy, Morality Policy and Research Integrity: The Case of a Controversial Activity | Grant Michelson, Audencia Management School; Rohan Miller, The U. of Sydney Business School
- Accounting for Approval: Organizational Response Strategies to a Crisis | Jonathan Nicholas Bundy, U. of Georgia; Michael D. Pfarrer, U. of Georgia

THEMATIC ORIENTATION: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
The Fate of Patents: An Exploratory Analysis of Patents as Intellectual Property Strategy in Innovative SMEs—A Case of Strategic Disclosure | Jana Thiel, EPFL; Tilo Stratton Peters, EPFL

1725 : (Paper Session) - (TIM) Perspectives on Patenting
1:15pm - 2:45pm Boston Hynes Convention Center: Room 104
Tweet this session: #AOM2012 1725
Chair: Andrew Lewis Maxwell, U. of Waterloo
The Fate of Patents: An Exploratory Analysis of Patents as IPO Signals of Reputational Advantage | Nada Basir, Doctoral Student

The Assessment Of Invention Novelty And The Failure Of Inventors To Reveal Relevant Prior Art | Kevin Steensma, U. of Washington; Mukund Char, U. of Washington; Ralph A Heidl, Michigan State U.

Are Patent Law Firms Intermediaries of Knowledge Spillovers? | Stefan Wagner, ESMT European School of Management and Technology; Grid Thoma, Department of Computer Science and Mathematics - U. of Camerino; Karin Hoisl, U. of Munich

Intellectual Property Strategy in Innovative SMEs—A Case for Strategic Disclosure | Jana Thiel, EPFL; Tilo Stratton Peters, EPFL

1726 : (Paper Session) - (TIM) Organizational Evolution, Recombination and Replication
1:15pm - 2:45pm Boston Hynes Convention Center: Room 107
Tweet this session: #AOM2012 1726
Chair: Tomi Samuli Nokelainen, Tampere U. of Technology


TIM Best Paper Proceedings
Adaptive replication: Knowledge reuse in fast-paced industries | Stefano Miraglia, Imperial College London

Digital Innovation and Organizational Genetics: The Case of Web APIs and Mashups | Zhewei Zhang, Temple U.; Youngjin Yoo, Temple U.; Sunil Wattal, Temple U.; Rob Kulathinal, Temple U.

1727 : (Paper Session) - (TIM) Organization Structure and Stakeholders
1:15pm - 2:45pm Boston Hynes Convention Center: Room 108
Tweet this session: #AOM2012 1727
Chair: Daniel Tzabbar, Drexel U.
Sales Department Integration in New Product Development
and the Role of Innovativeness | Andreas Waschto, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.

Financial slack, Board composition and the explorative and exploitative innovation behavior of firms | Lin-Hua Lu, National Cheng Kung U.; Poh-Kam Wong, National U. of Singapore

TIM Best Paper Proceedings

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

401
1728 | (Paper Session) - (TIM) Capabilities and Innovation
1:15pm - 2:45pm Boston Hynes Convention Center: Room 203
Tweet this session: #AOM2012 1728
Chair: Sihem Ben Mahmoud-Jouini, HEC Paris
How to Boost Innovation Network Performance | Johannes Landsperger, EBS Business School; Patrick Spieth, EBS Business School; Sven Heidenreich, EBS Business School
Collaborative Innovation: Conceptualizing a Multifaceted Phenomenon | Rohit Nishant, National U. of Singapore Business School; Mark Goh, National U. of Singapore
Impact of New Online Technologies on Advertising Effectiveness Incorporating Synergies and Time Lags | Jens Christian Reich, RWTH Aachen U.

1729 | (Paper Session) - (TIM) Network Perspectives on Innovation
1:15pm - 2:45pm Boston Hynes Convention Center: Room 305
Tweet this session: #AOM2012 1729
Chair: Sruthi M. Thatchenkery, Stanford U.
How to Boost Innovation Network Performance | Johannes Landsperger, EBS Business School; Patrick Spieth, EBS Business School; Sven Heidenreich, EBS Business School
Collaborative Innovation: Conceptualizing a Multifaceted Phenomenon | Rohit Nishant, National U. of Singapore Business School; Mark Goh, National U. of Singapore
Impact of New Online Technologies on Advertising Effectiveness Incorporating Synergies and Time Lags | Jens Christian Reich, RWTH Aachen U.

1730 | (Paper Session) - (TIM) Coordination Mechanisms
1:15pm - 2:45pm Boston Hynes Convention Center: Room 310
Tweet this session: #AOM2012 1730
Chair: Mary Mathew, Indian Institute of Science
Cultural Distance in International Supply Chain Innovation Alliances: A Cognitive-based View | Robin N. Pesch, U. of Bayreuth; Torben Bruder, U. of Bayreuth
The Evolution of Project-based Cooperation to Deliver Integrated Solutions | Jens K. Roehrich, U. of Bath; Lars Frederiksen, Aarhus Business School

1731 | (Paper Session) - (DRP) Analysis of Outcomes
1:15pm - 2:45pm Boston Hynes Convention Center: Room 308
Tweet this session: #AOM2012 1731
Chair: Mark Goh, National U. of Singapore
Measuring Property Rights Protection in a Transition Economy: an Empirical Study | Andrei Kuznetsov, U. of Central Lancashire; Rostislav Kapielushnikov, Institute of World Economy; Olgia Kuznetsova, Manchester Metropolitan U.
The Organizational Slack and Performance Relationship: A Configurational Approach | Dan Marlin, U. of South Florida; Scott W. Geiger, U. of South Florida St. Petersburg
When Push Comes to Shove: Organizational Migration and Geographic Concentration | Chirag Kasbekar, Emory U.

1732 | (Paper Session) - (BPS) Strategy Process
1:15pm - 2:45pm Boston Hynes Convention Center: Room 316
Tweet this session: #AOM2012 1732
Chair: David John Mackay, U. of Strathclyde
Balancing Exploration and Exploitation for Firm’s Superior Performance: The Role of the Environment | Keren Caspi-Wagner, Duke U.; Shmuel Ellis, Tel Aviv U.; Asher Tishler, Tel Aviv U.
Dynamism, Munificence, Internal and External Exploration-Exploitation and Their Performance Effects | Michel Pieter Tempelaar, Erasmus U. Rotterdam; Vareska Van De Vrande, Rotterdam School of Management, Erasmus U.
Change in Organizational Search Behaviors as a Response to Environmental Change | Jinh Yang Kim, Harvard Business School; Jerry W. Kim, Columbia U.
Choosing Not to Choose: A Behavioral Perspective on Parallel Search | J.P. Eggers, New York U.; Elad Green, New York U.

1733 | (Paper Session) - (DRP) Competitive Heterogeneity
1:15pm - 2:45pm Boston Hynes Convention Center: Room 309
Tweet this session: #AOM2012 1733
Chair: David Eduardo Cavazos, U. of New Mexico
Has the U.S. Market Become More Hypercompetitive? It Depends. | Hung-Yao Liu, U. of Amsterdam

Determinants of the Optimal Network Configuration and the Implications for Coordination | Patricia Deforin, U. of Zurich; Helmut Dietl, U. of Zurich; Markus Lang, U. of Zurich; Eric Lucas, U. of Zurich
Pushing the Envelope: Higher-Level Outsourcing and Systems Integration at Airbus | Isabel Doerfler, CDTM and U. of Munich; Oliver Baumann, U. of Southern Denmark; Markus C. Becker, U. of Southern Denmark

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

Section D

Page 402
Unequal Business-group Effects: Power and Status of Different Affiliated Companies | Chuan-Hung Wang, National Taiwan U.; Wenyi Chu, National Taiwan U.; Chien-Nan Chen, National Dong Hwa U.

Institutional Resources and Firm Competitive Advantage: Evidence from the Indian Textile Industry | Raveendran Chittoor, Indian School of Business; Preeth S Aulakh, York U.; Oana Branzei, U. of Western Ontario

The Impact of Stakeholder Identities on Mutual Value Creation in Issue-Based Stakeholder Networks | Thomas Schneider, U. of Applied Sciences in Business Administration Zurich; Sybille Sachs, U. of Applied Sciences, Zurich

Asset Specificity and Firms' Financial Structure: The Case of Agricultural Production | Mario P. Mondelli, Centre for Economic Research

Managing uncertainty | John W Upson, U. of West Georgia

When do Restructuring and Reconfiguration Pay? The Contingencies of Environment and Sequence | Stephanie Girod, Accenture; Richard Whittington, Said Business School

The Impact of Technological Relatedness and Customer Relatedness on Firm Performance | Elisabeth Nocker, U. of Innsbruck; Harry P. Bowen, Queens U. of Charlotte; Kurt Matzler, U. of Innsbruck; Christian Stadler, U. of Bath

Competing Imitation Strategies in The U.S. Video Game Market | Eric Yanfei Zhao, U. of Alberta; Masakazu Ishihara, New York U.; P. Devereaux Jennings, U. of Alberta

When are explicit real options acquired? An empirical exploration of aircraft leases. | David Thornblad, Virginia Tech; Anju Seth, Virginia Tech

Corporate Strategy: Vertical Integration and Diversification | Zachary Sheaffer, Ariel U. Centre

Outside Blockholders and the Choice Between Spin-off and Sell-off | Donald D Bergh, U. of Denver; Barton M Sharp, Northern Illinois U.

Why is outsourcing difficult? The effect of knowledge codification on the hazard of outsourcing | Magdalena Dobratska, U. of Southern Denmark

The Global Co-Evolution of Firm Boundaries: Commoditization, Capabilities, and Paths Dependencies | Stephan Manning, U. of Massachusetts, Boston; Silvia Massini, U. of Manchester; Carine Peeters, U. Libre de Bruxelles; Arie Y. Lewin, Duke U.


Exploration and Exploitation Approaches for Various Stages of Firm Growth through Diversification | Andre O. Laplume, Michigan Technological U.; Parshotam Dass, U. of Manitoba

CEO & TMT Dynamics | Richard L Priem, Texas Christian University

Profit from Empowerment at the Top: The Role of CEO-TMT Missalignment | Yan Ling, George Mason U.; Li-Qun Wei, Hong Kong Baptist U.; Richard J. Klimoski, George Mason U.

Reconciling and Mastering Middle Managers' Role Conflicts | Sebastian Fourne, Erasmus U. Rotterdam; Justin J.P. Jansen, Erasmus U. Rotterdam; Tom Mom, Erasmus U.; Slawomir Magala, Erasmus U.

I like what I see: How CEO service on other firms' boards influences R&D spending. | Won Yong Oh, U. of Kansas; Vincent L. Barker, U. of Kansas

The Power of Plain Language: Executives' Rhetoric and Stock Market Reaction | Wei Guo, U. of Maryland, College Park

Strategy Process and Planning | Sunny Li Sun, U. of Missouri, Kansas City

Implementing Strategic Change and Participative Style: The Role of Middle Managers | Mahesh P Joshi, George Mason U.; Sanjeev Jha, U. of New Hampshire; Robert D. Hamilton, Temple U.


Logistics Revisited: Disentangling Sequential Investment, Low-Commitment, & Resource Re-Alloc. | Ronald Klinebier, Warwick Business School; Ron Adner, Dartmouth College

Setting Strategic Direction in Technology Transfer Offices | Ciara Fitzgerald, UCD; James A. Cunningham, National U. of Ireland - Galway; Conor O'Kane, NUI Galway, Ireland

Overcoming the Implementation Gap by Integrating Strategy and Project Portfolio Management | Alexander Kock, Berlin Institute of Technology; Sascha Meskendahl, Boston Consulting Group; Hans Georg Gemuendet, Berlin Institute of Technology

All Academy Distinguished Contributions Awards | U. of Oregon

This session will present four Academy of Management Award winners for the year 2012 to discuss how their careers led them to the high level of achievement that merits this recognition by AOM. These four award winners allow Careers to showcase these very distinguished members by having them share their insights on the path each took to be successful in a career might serve as a model for others. The four presenters are:

2012 Distinguished Service Award Winner - Jack Minor, U. of Oregon

2012 Distinguished Educator Award Winner - Anita McGahan, U. of Oregon
Session Format: The session will take the form of the traditional hour and half time block and will allow each presenter to talk approximately 15 minutes. The session chair will open with the introduction of the four winners and a brief review of their accomplishments that merited the award each received. Some limited time at the end of the session will be available for audience questions.

Participants Agreements: As part of their nomination, all of the awardees are expected to participate in this special session. However, their participation has not been confirmed as of the publication of the program.

Organizer: Robert C. Ford, U. of Central Florida
Chair: Lyman W. Porter, U. of California, Irvine

1739 · JS: (CAR, OB) Managing Job Crafters and Idiosyncratic Work Arrangements: A Blessing or a Nightmare for HRM?
3:00pm - 4:30pm Boston Park Plaza: Gloucester Room
Chair: Faeza R. Bashir, Hong Kong Polytechnic U.
Discussant: Neelam Arora, U. of Arizona
Participants: Luc W. Dorenbosch, TNO Work & Employment; Wayne F. Cascio, U. of Colorado, Denver; John W Boudreau, Center for Effective Organizations; Lei Lai, Tulane U.; Severin Hornung, Hong Kong Polytechnic U.; Justin Berg, U. of Pennsylvania

1740 · (Paper Session) - (CDP) Cognitive Perspectives on Organizational Decisions and Change
3:00pm - 4:30pm Westin Copley Place: Essex North-East
Facilitator: John Stephan, Marist College
BPS: Cognitive Shifts and the Development of Dynamic Capabilities | Christina Hoon, Lebniz U. Hannover
MOC: A Cognitive Inquiry into Knowledge Change in Organization Studies | Thomas G. Cummings, U. of Southern California; Chailin Cummings, California State U. Long Beach
MOC: The Applicability of Aesthetic Knowledge in Organizational Decision Making Processes | Thomas Keenan, Queensland U. of Technology; Anne Pisarski, Queensland U. of Technology; Jennifer Bartlett, Queensland U. of Technology
MED: Educating Climate Smart Managers to Deal with a Warmer Planet | Robert McLeay Thompson, Queensland U. of Technology; Judy Matthews, Queensland U. of Technology

1741 · (Paper Session) - (CDP) Identity and Identification in Organizations
3:00pm - 4:30pm Westin Copley Place: Essex North-West
Facilitator: Andrea Casey, George Washington U.
BPS: Organizational Identity and Adaptation to Discontinuous Change: The Role of Focus and Locus | Nadine Kammerlander, International Institute for Management Development; Andreas Koenig, International Institute for Management Development; Albrecht Enders, International Institute for Management Development
OMT: Formal Organizations and Identity Groups | Kyoung-Hee Yu, AGSM-Australian School of Business
GDO: Personal Values and Relational Conflicts in Organizations: Taking the Example of Religious Values | Diether Gebert, Renmin U. of China; Sabine Boerner, U. of Konstanz
OCIS: Brewing Branding in Carlsberg IT: A Case of Mid-Level Corporate Communication Leadership | Mary Jo Hatch, Copenhagen Business School; Majken Schultz, Copenhagen Business School

1742 · JS: (CMS, RM) Reflexivity and Crafting Research Narratives: Challenges, Suggestions, and Implications
3:00pm - 4:30pm Marriott Boston Copley Place: Salon J
Chair: Marwan Sinaceur, INSEAD
Discussant: Jeffrey T. Polzer, Harvard U.
The Impact of Status on the Relationship between Disagreeing In-group Members | Denise Lewin Loyd, Massachusetts Institute of Technology; So-Hyeon Shim, Northwestern U.; Sun Young Kim, Northwestern U.
Multichannel Communication: Majority Reactions to Minority Opinions | Roderick Swaab, INSEAD; Blair Beverly, Northwestern U.

Surprise in Groups: When an Emotional Expression Affects the Group Members’ Processing and Judgment | Marwan Sinaceur, INSEAD; Dimitri Vasiljevic, INSEAD

1743 · JS: (CMS, RM) Social Factors in Decision-making: How Relationships, Context, and Emotions Impact Group Decisions
3:00pm - 4:30pm Boston Park Plaza: Franklin Room
Chair: Kyoung-Hee Yu, AGSM-Australian School of Business
Discussant: Dominique Meunier, U. de Montréal
The Impact of Status on the Relationship between Disagreeing In-group Members | Denise Lewin Loyd, Massachusetts Institute of Technology; So-Hyeon Shim, Northwestern U.; Sun Young Kim, Northwestern U.
Multichannel Communication: Majority Reactions to Minority Opinions | Roderick Swaab, INSEAD; Blair Beverly, Northwestern U.

Surprise in Groups: When an Emotional Expression Affects the Group Members’ Processing and Judgment | Marwan Sinaceur, INSEAD; Dimitri Vasiljevic, INSEAD

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

#AOM2012 1744

Chair:

Tweet this session:

3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom A

Facilitator: Terri Lonier, Columbia College Chicago

The Role of Gender in Family Firm Succession: Case Studies from France | Salma Fattoum, INSEEC Business School; Janice Byrne, IESEG School of Management

No Regrets? Entrepreneurs’ Counterfactual Emotions | Dmitry Khanin, California State U., Fullerton; Ofir Turel, California State U., Fullerton

Discovery and Creation of Entrepreneurial Opportunities: A Creative Problem-Solving Perspective | Ana Cristina O Siqueira, Duquesne U.; Larry W Cox, Pepperdine U.; John G Shearer, Pepperdine U.

Bootstrapping as a Resource Dependence Management Strategy and Its Association with Startup Growth | Tom R. Vanacker, U. of Ghent; Sophie Manigart, U. of Ghent; Miguel LCJ Meuleman, Vlerick Leuven Gent Management School

Facilitator:

Tweet this session:

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon H

Passion Isn’t Always Good: Examining Entrepreneurs’ Small Firm Growth Ambitions using Qualitative Bootstrapping as a Resource Dependence Management Discovery and Creation of Entrepreneurial Opportunities: A THEMATIC ORIENTATION:

Leuphana U. Lueneburg

U. of Oxford; Thomas Marc Bohne, U. of Auckland

Entrepreneur Gender and Performance: The Mediating Role of Firm Resources, Industries, and Location | In Hyeock Ian Lee, Western Kentucky U.; Matthew R. Marvel, Western Kentucky U.

Chair:

Marilyn Young, The U. of Texas at Tyler

Small Firm Growth Ambitions using Qualitative Comparative Analysis (QCA) | Kevin F Mole, U. of Warwick; Margi Levy, U. of Warwick

Heroes Today - But What about Tomorrow? Gazelles and Their Long-Term Performance | Pernille Gjerlav-Juel, Aalborg U.; Christina Guenther, Max Planck Institute of Economics


Entrepreneur Gender and Performance: The Mediating Role of Firm Resources, Industries, and Location | In Hyeock Ian Lee, Western Kentucky U.; Matthew R. Marvel, Western Kentucky U.

Chair:

Wencang Zhou, Montclair State U.

Hayek and Social Franchising: Scaling Social Entrepreneurship through Small- and Big-Group Logics | Markus Beckmann, Leuphana U. Lueneburg; Anica Zeyen, Leuphana U. Lueneburg

Passion Isn’t Always Good: Examining Entrepreneurs’ Passion, Networking Behaviors and Performance | Violet Ho, U. of Richmond; Jeffrey M. Pollack, U. of Richmond

Entrepreneurial Orientation and the Value of Directive Management among High-Tech SMEs | Jeffrey G. Covin, Indiana U.; Mark Simon, Oakland U.


Chair:

Mary Still, U. of Massachusetts, Boston

Discussants: Teresa Nelson, Simmons College

Perceived sex similarity and attitudes: The effect of coworker support and creativity requirement | Gamze Koseoglu, Georgia Tech

The Role of Team Diversity and Dissent in Innovation Outcomes | Nada Basir, Doctoral Student

Gender and Ideation Generation: Do Women Benefit Less for Innovative Behavior? | Aleksandra Luksyte, U. of Western Australia; Kerrie Unsworth, U. of Western Australia; Derek R. Avery, Temple U.

Chair:

Erica Gabrielle Foldy, New York U.

Discussant: Laura Morgan Roberts, Antioch U.
### Session Details – Tuesday 2:00 - 4:00 PM

#### 1751 (Paper Session) - (GDO, CAR)
**Managing the New Workforce: International Perspectives on the Millennial Generation**

<table>
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<th>Organizers</th>
<th>Authors</th>
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| 3:00pm - 4:30pm | Boston Park Plaza: Clarendon Room | Eddy S. Ng, Dalhousie U.; Sean Thomas Lyons, U. of Guelph; Linda Schweitzer, Carleton U. | Work Values and Sector Employment Choice Among Belgian Generation Yers | Rein De Cooman, Lessius U. College; Nicky Dries, Katholieke U. Leuven  
Generational Career Shift: Millennials and the Changing Nature of Careers in Canada | Eddy S. Ng, Dalhousie U.; Sean Thomas Lyons, U. of Guelph; Linda Schweitzer, Carleton U. | Going through the Mist: Early Career Transitions of Young Chinese Returnees | Emily T. Porschitz, Keene State College; Jose L.C. Costa Alves, U. of Massachusetts; Chun Guo, Sacred Heart U.  
Differences in Work-Related Attitudes Between Millennials and Generation X: Evidence from Germany | Heiko Breitsohl, U. Wuppertal; Sascha Alexander Ruhe, U. Wuppertal  
Age Diversity: What do Younger and Older Workers in Singapore think of each other? | Stewart L Arnold, Nanyang Technological U.  
Assessing Millennials in the Work Context | Nico Martins, U. of South Africa; Ellen Caroline Martins, Organizational Diagnostics  
Turkish Millennials’ Intention to Stay: Evidence from the Frontline Hospitality Employees | Kivanc Omer Inelem, Bogazici U.; Isik Ura Zeytinoglu, McMaster U.; Duygu Uyguv, Istanbul Bilgi U.  
Career Counseling for Millennials: Practitioners’ Perspectives | Linda M Hite, Indiana U.; Purdue U., Ft. Wayne; Kimberly S McDonald, Indiana U.; Purdue U., Ft. Wayne  
Perceptions of Authority and Leadership: A Cross-National, Cross-Generational Investigation | Jennifer J. Deal, Center for Creative Leadership; Sarah Stawski, Center for Creative Leadership; Laura M. Graves, Clark U.; Todd J. Weber, Central Washington U.  
#### 1752 (Paper Session) - (HCM)
**Leaders and Organizational Change: Rules, Boundaries and Babel**

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<th>Discussant</th>
<th>Authors</th>
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| 3:00pm - 4:30pm | Boston Park Plaza: Cabot Room | Eric S. Williams, U. of Alabama | Jeff Helton, U. of Texas | History and Management of Performance Evaluations of Healthcare Chief Executive Officers | Danielle Mascia, Catholic U. Rome; Ilaria Piconi, Catholic U. Rome  
GETTING BEYOND THE TOWER OF BABEL?: Disparate Evidence Based Management(s) in Health Care | Ewan Ferlie, King's College; Sue Dopson, U. of Oxford; Louise Fitzgerald, U. of Oxford; Michael D Fischer, King's College; Jean Ledger, King's College; Gerald McGivern, U. of London  
Career Histories and Managerial Performance of Healthcare Chief Executive Officers | Ilaria Piconi, Columbia Business School; Emily Bergeron, Case Western Reserve U.; Tiffany Schroeder, Case Western Reserve U.; Hector Martinez, Case Western Reserve U.; Emily Amdurer, Case Western Reserve U.; Chantal Van Esch, Case Western Reserve U.  
#### 1753 (Paper Session) - (HCM)
**Professional Decision Making and Outcomes**

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<th>Discussant</th>
<th>Authors</th>
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| 3:00pm - 4:30pm | Marriott Boston Copley Place: Salon H | Robert C. Myrtle, U. of Southern California | Thomas E. Vaughn, U. of Iowa | Changing the rules of the game: interprofessional collaboration and institutional rules | Jo-Louise Huq, U. of Alberta  
Resident physicians’ medical errors: Active learning climate and personality traits | Elkan Naveh, Technion Israel Institute of Technology; Tal Katz-Navon, Interdisciplinary Center; Zvi Stern, Hadassah Hebrew U. Medical Center  
Clinical Decision-Making: An Examination of Current Themes and Emerging Issues in the Literature | Russell Seidle, McGill U.  
#### 1754 (Paper Session) - (HR)
**HR Metrics and Modernization Across Cultures**

<table>
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<th>Time</th>
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<th>Authors</th>
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| 3:00pm - 4:30pm | Boston Park Plaza: Cabot Room | Gwendolyn M. Combs, U. of Nebraska, Lincoln | Measuring Cultural Intelligence across Cultures: Testing Cross-Cultural Equivalence of the CQ scale | Joost Bück, Radboud U. Nijmegen; Olivier Furrer, Radboud U. Nijmegen; Tanja Peeters Weem, Radboud U. Nijmegen  
Leadership, Modernization and Cultural Influences | Ashique Ali Jhatial, U of Bradford; Nelzarin Comelius, Bradford Management Center; James Wallace, U. of Bradford  

1755 ☉: (Paper Session) - (HR) Performance: The Role of Expectations, Politics, and Personality
3:00pm - 4:30pm Boston Park Plaza: Charles River Room
Tweet this session: #AOM2012 1755
Chair: Laura Parks, James Madison U.
- How Performance Expectations Affect Managerial Change | Jan Pierer, U. of Zurich; Stephan Nüesch, U. Zurich; Egon Franck, U. of Zurich
- Political Skill Moderates the Personal Initiative-Supervisor Job Performance Ratings Relationship | Andreas Wihler, U. of Bonn; Wayne A. Hochwarter, Florida State U.; Gerald R. Ferris, Florida State U.
- The Conscientiousness - Task Performance Link Moderated by Learning Approach and Political Skill | Gerhard Blickle, U. of Bonn; Andreas Wihler, U. of Bonn; Christian Ewen, U. of Bonn; James A. Meurs, U. of Mississippi

1756 ☐: (DRP Session) - (HR) The Role of HRM in Workplace Productivity, Attitudes, and Behaviors
3:00pm - 4:30pm Boston Park Plaza: Newbury Room
Facilitator: Brian Martinson, U. of Texas-Arlington
Shivganesh Bhargava, Indian Institute of Technology
- Knowledge as a Key Factor in the Relationship between HPWS and Workforce Productivity | Joachim Dominik Wagner, U. of Cambridge; Bjorn Michaelis, U. of Frankfurt;
Lars Schweizer, U. of Frankfurt
- Personal Factors as Mediators of the Relationships between HR Practices and Work Attitudes | Hong Thi Minh Bui, Bournemouth U.

1757 ☐: (Paper Session) - (HR) Executive Compensation
3:00pm - 4:30pm Boston Park Plaza: Whitten Room
Chair: Nancy E. Day, U. of Missouri, Kansas City
 Firms' Responses to CEO Underwear Options | Yuanyuan Sun, U. of Illinois, Urbana-Champaign; Craig Olson, U. of Illinois, Urbana-Champaign
- Antecedents and Consequences of Executive Pay Dispersion in the U.S. Banking Industry | Yong-Yeon Ji, Towson U.; Won Yong Oh, U. of Kansas
- Share Price Reactions to Announcements of Firms Entering the C-suite | Michelle Arthur, U. of New Mexico; Lisa Solis, U. of New Mexico
- The Diminishing Returns of CEO Pay | Eric Fong, U. of Alabama, Huntsville; Xuejing Xing, U. of Alabama in Huntsville;
William Iverson Mackenzie, U. of Alabama in Huntsville

1758 ☽jis: (HR, MED) Intrinsic, Extrinsic, and Achievement Motivation: Similarities and Differences
3:00pm - 4:30pm Boston Park Plaza: Arlington Room
Tweet this session: #AOM2012 1758
Chairs: Marylene Gagne, Concordia U.; Kaspar Philipp Schattke, Concordia U.
Discussant: Edwin A. Locke, U. of Maryland, College Park
Is Intrinsic Motivation Distinct from Achievement Motivation? | Marylene Gagne, Concordia U.; Kaspar Philipp Schattke, Concordia U.; Edwin A. Locke, U. of Maryland, College Park
The Undermining Effect Revisited: Why Intrinsic Motivation Wanes and How This Can Be Avoided | Hugo Martin Kehr, Technical U. Munich; Susanne Steiner, TUM School of Management
Differentiating Source of Support in Relation to Workers' Intrinsic Motivation and Achievement | Tomas Junger, McGill U.; Richard Koestner, McGill U.; Nathalie Houlfort, ENAP

1759 ☼: (Paper Session) - (IM) Offshoring: Ins and Outs
3:00pm - 4:30pm Boston Hynes Convention Center: Room 205
Chair: Carolyn Buie Erdener, KIMEP U.
- Offshore outsourcing, costs & value creation:A process view of knowledge-intensive services | Michael J. Møl, U. of Warwick; Kristin Brandli, Copenhagen Business School
- Contract Administration for Knowledge Based Work: Insights from Indian Offshore Vendors | Shrish C Srivastava, HEC Paris

1760 ☼: (Paper Session) - (IM) Timing the Internationalization Decision
3:00pm - 4:30pm Boston Hynes Convention Center: Room 208
Chair: Bo Bernhard Nielsen, Copenhagen Business School
- Determinants of the speed of the internationalization process from a learning perspective | Jose Carlos Casillas, U. de Sevilla; Ana Maria Moreno, U. de Sevilla
- Modelling the speed: examining the different modes of internationalization by the timing and speed | Masahiro Kotosaka, Said Business School
- The Interactive Effect of Age and Speed of Internationalization on Performance of Chinese MNCs | Lin Yuan, U. of Macau; Nitin Pangarkar, National U. of Singapore
- An international ambidexterity model to understand new venture internationalization and growth | Devi R Gnyawali, Virginia Polytechnic Institute; Fiona Xiaoying Ji, Kean U.

1761 ☼: (DRP Session) - (IM) Ventures' Views of International Contexts: Orientation, Imagination, Adaption, and Decision
3:00pm - 4:30pm Boston Hynes Convention Center: Room 303
Chair: Joseph A LiPuma, EM Lyon

Breaking Free from the Adaption Logic: a View on SME Managerial Discretion in International Business | Joerg Freiling, U. of Bremen, Germany; Sven M. Laudien, U. of Bremen, Germany

The Linkage between Market Orientation, Entrepreneurial Orientation, and Firm Performance | Tina Gruber-Muecke, U. of Linz; Katharina Hofer, U. of Linz

**1762** ➔ **(Paper Session) - (IM) Human Resource Capabilities and Management**
3:00pm - 4:30pm Boston Hynes Convention Center: Room 309
Tweet this session: #AOM2012 1762
Chair: Rajanindri Pillai, California State U. San Marcos

Serving many masters: Evaluation of HR capabilities within the MNC | Kristiina Mäkelä, Aalto U. School of Economics; Ingrid Björkman, Aalto U.; Mats Ehrnrooth, Hanken School of Economics; Adam Smale, U. of Vaasa; Jennie Sumelius, Hanken School of Economics

1763 ➔ **(MOC) Human Resource Management Consulting Division**
3:00pm - 4:30pm Westin Copley Place: Parliament
Tweet this session: #AOM2012 1763
Division Chair-Elect: Anthony F. Buono, Bentley U.

1764 ➔ **(Paper Session) - (MED) Diversity and Whistle Blowing in Business Classes: Teaching & Practising Ethics and Social Responsibility**
3:00pm - 4:30pm Marriott Boston Copley Place: Salon D
Tweet this session: #AOM2012 1764
Chair: Christina A. Hannah, U. of Maryland, U. College
Cross-Disciplinary Ethics Education in MBA Programs: Rhetoric or Reality? | Andreas Rasche, U. of Warwick; Dirk Ulrich Gilbert, U. of Hamburg
MED Best Paper in Graduate Management Education Award sponsored by the Graduate Management Admission Council for the most significant contribution to graduate management education.

Organizational diversity learning framework: Diverse employee involvement and participation | Yuka Fujimoto, Deakin U.; Charmine E. J. Hartel, U. of Queensland

1765 ➔ **US: (MED, CMS, MHR Beyond the Scene: Power and Paradoxes in Executive Coaching**
Ahmedabad; Neharika Vohra, Indian Institute of Management, Ahmedabad
Modeling Motivation Gain in Teams through Social Comparison: A Regulatory Focus Perspective | Herbert K.S. Leung, Hong Kong Polytechnic U.
Motivation and Bias in Group Decision Making: A Computational Approach | Taehyon Choi, U. of Hawai’i-Manoa
Don’t fuss, focus: On-task thoughts as a mediator of the effect of error approach on performance | Nicoletta G. Dimitrova, VU U. Amsterdam; Cathy Van Dyck, VU U. Amsterdam; Edwin A.J. van Hoot, U. of Amsterdam; Peter Groenewegen, VU U. Amsterdam
Mood and Self-Efficacy: The Moderating Effect of Hedonic and Utilitarian Motivation | Abhishek Kumar Totawar, Indian Institute of Management, Indore; Ranjeet Kumar Nambudiri, Indian Institute of Management, Indore

1769: SHCS: (MOC, OB, OMT) Finding Meaning in the Economic Sphere: Revisiting and Advancing a Core Question
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon F
Tweet this session: #AOM2012 1769
Organizer: Douglas A Lepisto, Boston College
Chair: Michael G. Pratt, Boston College
Participants: Matthew Knaatz, U. of Illinois; Michèle Lamont, Harvard U.; Amy Wrzesniewski, Yale U.

1770: (Paper Session) - (OB) CEO Leadership and Organizational Outcomes
3:00pm - 4:30pm Boston Park Plaza: Alcott Room
Tweet this session: #AOM2012 1770
Chair: Amy Randel, San Diego State U.
A Look Inside the Black Box: Exploring the Link Between CEO Change Leadership and Firm Performance | Angelo J. Kinicki, Arizona State U.; Chad A. Hartnell, Georgia State U.; Chris Reina, Arizona State U.; Suzanne J. Peterson, Arizona State U.
Examining the Relationship between CEO Leadership Style and Performance: Does Competence Matter? | Tsu-Ting Lin, National Taiwan U.; Li-Fang Chou, National Cheng Kung U.; Chih-Hao Chen, U. of Texas, Austin

1771: (DRP Session) - (OB) Outcomes of Transformational Leadership
3:00pm - 4:30pm Boston Park Plaza: Board Room
Tweet this session: #AOM2012 1771
Facilitator: Laura Erskine, Illinois State U.
Motivation in words: Promotion focus, the economy, and presidential greatness | Daan Stam, DSM Erasmus U.; Barbara Wisse, U. of Groningen; Anne Nederveen Pieterson, Free U. Amsterdam
High-risk Occupations: Leader Influence on Employee Stress and Burnout | Lisa M. Russell, Indiana U. Southeast
Transformational Leadership and Innovative Behavior: An Examination of Boundary Conditions | Qin Zhou, U. of York, UK
CEO transformational leadership, collaborative human resource management, and employee outcomes | Zhen Wang, Renmin U. of China; Zhongxing Su, Renmin U. of China

1772: (Paper Session) - (OB) Motivational Mechanisms Influencing Performance
3:00pm - 4:30pm Boston Park Plaza: Constitution Room
Tweet this session: #AOM2012 1772
Chair: Lisa Schurer Lambert, Georgia State U.
An Empirical Investigation of Processes Linking Core Self-Evaluations and Performance | Samuel Aryee, King’s College London; Reuben Mondejar, City U. of Hong Kong; Chris WL Chu, U. of Surrey
Who are the High Achievers at Work? Motivational Climate, Goal Orientation Profiles and Performance | Christina G. L. Nerstad, BI Norwegian Business School; Astrid M. Richardsen, BI Norwegian Business School; Glyn C. Roberts, Norwegian U. of Sport Science

1773: (DRP Session) - (OB) Deviance & Aggression Antecedents and Outcomes
3:00pm - 4:30pm Boston Park Plaza: Emerson Room
Tweet this session: #AOM2012 1773
Facilitator: Lamar Pierce, Washington U. in St. Louis
The development and validation of an explicit justification of aggression scale | Jesse S. Michel, Florida International U.; Anya Edun, Florida International U.; Victoria L. Pace, Florida International U.; Ena Sawhney, Florida International U.; Jeffrey P. Thomas, New York U.
The differential effects of supervisor, coworker, and customer incivility on strain outcomes | Nicole L Wilson, U. of Alberta; Camilla M Holmwall, Saint Mary’s U.
Engagement: The Hidden Cost or a Coping Strategy of Workplace Aggression? | Dianne P. Ford, Memorial U. of Newfoundland; Susan Myrdal, Memorial U. of Newfoundland; Kevin Kelloway, Saint Mary’s U.
What Role Do Just-World Beliefs Play in Harmful Responses to Injustice? | Grégoire Bollmann, U. of Lausanne; Franciska Krings, U. of Lausanne

1774: (Paper Session) - (OB) New Directions in Research on OCB
3:00pm - 4:30pm Boston Park Plaza: Lexington Room
Tweet this session: #AOM2012 1774
Chair: Lisa Dragoni, Cornell U.
Session Details – Tuesday 2:00 - 4:00 PM

\[ \text{TUESDAY} \]

\[ \text{Section D} \]

\[ \text{410} \]

Session Details – Tuesday 2:00 - 4:00 PM

Forms and Mechanisms

The Differential Effects of Motives on Role Outcomes

The Self-Enhancement Motive and Helping: The Mediating When the “Good Guys” Lie: Contrasts between Unethical Pro-

Discussant: 

Organizers:

Tweet this session: #AOM2012 1776

Chair:

Tweet this session:

JS: (OB) Novel Applications of Organizational Justice: Promising New Directions

3:00pm - 4:30pm Boston Park Plaza; Shattuck Room

Tweet this session: #AOM2012 1777

Chairs: Jerald Greenberg, RAND Corporation; Adam C. Stoverink, Texas A&M U.; Elizabeth Eve Umphress, U. of Washington

Discussant: Jerald Greenberg, RAND Corporation

Pay What You Want Good How Fairness Influences Payment for an Ostensibly Free Good | Dustin J. Sleesman, U. of Delaware; Donald E. Conlon, Michigan State U.

Directing Fairness in Self-Managing Teams: How Team Leadership Moderates Justice Climates | Quintessa Roberson, Villanova U.; Amanuel G. Tekleab, Wayne State U.; Ian O. Williamson, Melbourne Business School; Carol Gill, U. of Melbourne


Fairness in an Electronic Workplace: The Role of Media Richness | Adam C. Stoverink, Texas A&M U.; Ning Li, Texas A&M U.; Elizabeth Eve Umphress, U. of Washington

1776 (OB) For Me, For You, or For Them? Contrasting Prosocial and ProSelf Motivations in Organizations

3:00pm - 4:30pm Boston Park Plaza: White Hill Room

Tweet this session: #AOM2012 1776

Organizers: Steven M Farmer, Wichita State U.; Linn Van Dyne, Michigan State U.

Discussant: Caroline A Bartel, U. of Texas, Austin

When the “Good Guys” Lie: Contrasts between Unethical Pro-


The Self-Enhancement Motive and Helping: The Mediating Role of Relational Identification | Danielle Cooper, U. of North Texas; Sherry M Thatcher, U. of Louisville; Victoria McKeel, U. of North Texas

The Differential Effects of Motives on Role Outcomes Enhanced by Team Affective Climate | Anya Johnson, U. of New South Wales; Sharon K. Parker, U. of Western Australia; Helena Hong, U. of New South Wales

Prosocial or ProSelf Lagged Antecedents and Outcomes of Organization-Specific Prosocial Identity | Steven M Farmer, Wichita State U.; Linn Van Dyne, Michigan State U.

1777 JS: (OB, HR) Emotion Expression and Suppression at Work: Theoretical Considerations and New Empirical Evidence

3:00pm - 4:30pm Boston Park Plaza: Beacon Hill Room

Tweet this session: #AOM2012 1778

Chairs: Jochen I. Menges, U. of Cambridge; Melanie Milovac, U. of Cambridge; Paulo N. Lopes, Catholic U. of Portugal

Discussant: Stephane Cote, U. of Toronto


Unlocking Integrative Potential: The Effects of Expressed Emotional Ambivalence | Naomi B. Rothman, Lehigh U.

Expressive Flexibility at Work | Paulo N. Lopes, Catholic U. of Portugal; Carlos Ferreira Peralta, Catholic U. of Portugal

Extinguishing Emotions: Expressive Suppression of Emotions in Masculine Organizational Cultures | Olivia Amanda O’Neill, George Mason U.; Nancy Rothbard, U. of Pennsylvania

1778 JS: (OB, MOC) When and For Whom Can Supervisors Enhance Subordinates’ Proactivity?

3:00pm - 4:30pm Boston Park Plaza: St. James Room

Tweet this session: #AOM2012 1779

Chair: Chiachuei Wu, U. of Western Australia

Trust in Supervisor and Proactive Behavior | Sandra Ohly, U. of Kassel

The Role of Leader Personality in Evaluating Proactive Behavior | Deanne N. DenHartog, U. of Amsterdam; Frank D. Belschak, U. of Amsterdam

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

Section D

410

Bottom-up and Top-down Management of Innovation-Compatible or Conflicting Practices? | Ronald Bledow, U. of Ghent

1780 □ SHCS: (OCIS) Modularity and Digitalization: The Digital Revolution and Complex Product Innovation
3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax A
Tweet this session: #AOM2012 1780
Organizers: Nicholas Berente, U. of Georgia; C. Jason Woodard, Singapore Management U.
Discussant: Richard N. Langlois, U. of Connecticut
Digitalization, Layered Modular Architecture and Unbounded Innovation | Youngjin Yoo, Temple U.
Design Capital and Design Moves in Digital Architectures | C. Jason Woodard, Singapore Management U.; Narayan Ramasubbu, U. of Michigan, Ann Arbor; Feichin Ted Tschang, Singapore Management U.; V. Sambamurthy, Michigan State U.
Digital Technology and the Role of Architectural Frames | Ola Henfridsson, Chalmers U. of Technology
Digital Controls and the Management of Product Complexity | Nicholas Berente, U. of Georgia
Modularity & Digitalization Discussant | Richard N. Langlois, U. of Connecticut

1781 □ (Paper Session) - (ODC) Discourse and Communication in Conduct of Change
3:00pm - 4:30pm Sheraton Boston Hotel: Gardner B
Tweet this session: #AOM2012 1781
Chair: Gavin M. Schwarz, U. of New South Wales
aremos: Learning By Sampling on the Dependent Variable: Appreciative Inquiry as Organizational Search | Ryan Quinn, U. of Virginia; Brett Crane, U. of Virginia; Jared D. Harris, U. of Virginia
A Guide to Discursive In-the-Moment OD Interventions | Robert J. Marshak, American U.
Communication, Procedural Justice & Employee Adjustment During Change: A Longitudinal Investigation | Martin R. Edwards, King's College London; Nerina L. Jimmieson, U. of Queensland

1782 □ (Paper Session) - (ODC) Leadership and Strategic Change
3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom B
Tweet this session: #AOM2012 1782
Chair: Tracy A. Thompson, U. of Washington, Tacoma
International Acquisition as an Effective Catalyst for Organizational Change | Wei Shi, Rice U.
Multinational Corporations’ Strategies at the Base of the Pyramid: an Action Research Inquiry | Francois Perrot, Ecole Polytechnique
ODC Division Best Paper Finalist
A Strategic Transformational Leadership Model of Energy Mobilization and Maintenance for Performance | Bernd Vogel, U. of Reading; Anneloes Raes, U. of St. Gallen

1783 □ (Paper Session) - (OMT) Framing, Communication and Symbolic Management
3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax B
Tweet this session: #AOM2012 1783
Chair: Wesley Helms, Brock U.
The Communicative Constitution of Partial Organizations in the Global Realm | Dennis Schoenebom, U. of Zurich; Patrick Haack, U. of Zurich; Tim Kuhn, U. of Colorado, Boulder
Symbolic Management with Multiple Stakeholder Groups | Eun-Hee Kim, George Washington U.; Thomas P Lyon, U. of Michigan
Contested Frames in a Privatization Process: Consequences for the UK nuclear industry | Namrata Malhotra, Imperial College London; Tim J Morris, U. of Oxford
How Umbrella Constructs Evolve Within Fields: The framing of environmental management in aviation | Jean-Baptiste Litrico, Queen’s School of Business, Canada; Robert J David, McGill U.

1784 □ (Paper Session) - (OMT) Workplace, Structure and Culture
3:00pm - 4:30pm Sheraton Boston Hotel: Gardner A
Tweet this session: #AOM2012 1784
Chair: Claus Rerup, U. of Western Ontario
Mundane Management of Extreme Events: A cultural perspective on workplace violence | Brian Rubineau, Cornell U.; Lynne Catherine Vincent, Cornell U.
Influence of Culture and Structure on Leadership of Cluster Managers and its Effectiveness | Carola Jungwirth, U. of Passau; Susanne Rückdaechel, U. of Passau
Shadowing Networks: Cross-training and workplace networks | Sameer B. Srivastava, U. of California, Berkeley
A Multidimensional View of Providing Assistance through Workplace Ties: Performance Implications | Daniel Z. Levin, Rutgers U.; Neha Parikh Shah, Rutgers U.

1785 □ (Paper Session) - (OMT) Organizational Governance and Boards of Directors
3:00pm - 4:30pm Sheraton Boston Hotel: Independence West
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Chair: Martin Spraggon, American U. of Sharjah
Family-versus Lone-founder Controlled Corporations: Socioemotional wealth and the board of directors | Albert Cannella, Tulane U.; Carla D. Jones, U. of Houston; Michael C. Withers, Texas A&M U.
Upshots of ‘Good’ Governance: When and how independent boards change the composition of top teams | Nikolaos Kavadis, Erasmus U. Rotterdam; Pieter-Jan Bezemer, Queensland U. of Technology; Frans A.J. Van den Bosch, Erasmus U. Rotterdam; Henk W. Volberda, Erasmus U. Rotterdam
Institutional Embeddedness of Founding Boards: Explaining banks’ appetite for growth and risk | John Almadoz, IESE Business School

1786 □ (Paper Session) - (OMT) Institutional Logics in Practice
3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom C
Tweet this session: #AOM2012 1786
Chair: Wesley Helms, Brock U.
The Communicative Constitution of Partial Organizations in the Global Realm | Dennis Schoenebom, U. of Zurich; Patrick Haack, U. of Zurich; Tim Kuhn, U. of Colorado, Boulder
Symbolic Management with Multiple Stakeholder Groups | Eun-Hee Kim, George Washington U.; Thomas P Lyon, U. of Michigan
Contested Frames in a Privatization Process: Consequences for the UK nuclear industry | Namrata Malhotra, Imperial College London; Tim J Morris, U. of Oxford
How Umbrella Constructs Evolve Within Fields: The framing of environmental management in aviation | Jean-Baptiste Litrico, Queen’s School of Business, Canada; Robert J David, McGill U.

Session Details – Tuesday 2:00 - 4:00 PM
Session Details – Tuesday 2:00 - 4:00 PM

A Sensemaking Perspective on Competing Institutional Logics
| Amanda Moss Cowan, U. of Oxford
| Tina Dacin, Queen's U.

The Logic of Practice in the Practice of Logics: An ethnographic study in a newspaper newsroom
| Paola Dubini, Bocconi U.; Elena Raviola, Gothenburg U.

What can Organisation and Management Theory Learn from the Economies of Worth Framework?
| Ann Langley, HEC Montreal

Change in a Pluralistic Context: What can EoW and Institutionalism Learn from Each Other?
| Jean-Pascal Gond, HEC Montreal; Bernard Leca, IAE de Lille

When Orders of Worth Clash: Negotiating Legitimacy in Situations of Moral Multiplexity
| Juliane Reinecke, U. of Warwick; Andre Spicer, U. of Warwick; Koen Van Bommel, U. of Warwick

Applying an ‘Orders of Worth’ Perspective to the Study of Inter-organizational Collaboration
| Charlotte Cloutier, HEC Montreal; Ann Langley, HEC Montreal

Dominion, Institutions, Praxis & Actors’ Emancipation: The Contribution of Pragmatic Sociology
| Damon Golsorkhi, Grenoble Ecole de Management

Institutional Logics and Identity: Entangling and disentangling the two concepts
| Christopher John Steele, Northwestern U.; Vanessa Pouthier, Northwestern U.; William Ocasio, Northwestern U.

The Work of Identity: Influences of collective identity on the life courses of institutional logics
| Christopher William John Steele, Northwestern U.; Vanessa Pouthier, Northwestern U.

Reciprocal Identities and Multiple Institutional Logics
| Renate Elisabeth Meyer, WU Vienna; Dennis Janscay, WU Vienna; Markus A. Höllerer, U. of New South Wales; Vitaliano Andrea Barberio, WU Vienna

Institutional Logics and Micro Dynamics in the Construction of Identity and Identification
| Samia Chreim, U. of Ottawa; Trish Reay, U. of Alberta

The Relations between Institutional Logics, Identity and Emotions
| Jaco Lok, AGSM-Australian School of Business; Mark DeRond, U. of Cambridge

From Confrontation to Influence: How social movements drive the corporate sustainability agenda
| Ioannis Ioannou, London Business School; Fabrizio Ferraro, IESB Business School; Shon R Hiatt, Harvard Business School

Tactical Mimesis in Private Politics: Companies’ appropriation of a contentious social movement
| Mary-Hunter McDonnell, Northwestern U.

The Big Tent: Enacting demand for responsible investment
| Daniel Beunza, London School of Economics; Fabrizio Ferraro, IESB Business School

Influence of Non-confrontational SMO Tactics on Technology Adoption in the Energy Sector
| Vitaliano Andrea Barberio, WU Vienna; Charlotte Cloutier, HEC Montreal; Ann Langley

Environmental Risks and Resilience
| Virginia Gerde, Duquesne U.

Corporate Social Responsibility, Negative Externalities, and Organizational Risk
| Timo Bosch, ETH Zurich; Niils Lehmann, ETH Zurich; Volker H. Hoffmann, ETH Zurich

Social and Environmental Responsibility as a Long-Term Firm Strategy for Resilience
| Natalia Ortiz de Mandojana, U. of Granada

Stakeholder Orientation, Environmental Proactivity, Profitability: Understanding Performance Links
| Franck Brulhart, Aix-Marseille U.; LEST - Toulouse Business School; Sandrine Gherra, Montpellier Research in Management, GSCM - Montpellier Business School

Mining the Carbon Disclosure Project: Corporate Carbon Management Disclosure
| Jonatan Pinkse, Grenoble Ecole de Management

Is Voluntary GHG Disclosure a Global Trend? Yes, but Quality Differs Strongly
| Nele Glienke, Technische U. Dresden

Corporate Strategy and Public Policy for Climate Change Impact Mitigation
| Charles Backman, U. of Calgary; Alain C. Verbeke, U. of Calgary; Bob Schulz, U. of Calgary

Volunteering
| AOM2012  1792
Perspectives on Public and Non Profit Organizations

Chair: Alison Doherty, Western U.

Relating volunteer activity to personality and psychological contracts: a mediated moderation model | Tim Vantilborgh, Vrije U.; Jemima Bidee, Free U. Brussels; Roland Pepermans, Vrije U.


Volunteer Psychological Climate and Its Effect on Volunteer Satisfaction | Sean Rogers, Rutgers U.; Kaifeng Jiang, Rutgers U.; Carmen M. Rogers, U of Arkansas, Fayetteville

1793 📌: (Paper Session) - (P2P) New Research Perspectives on Public and Non Profit Organizations

3:00pm - 4:30pm Marriott Boston Copley Place: Tremont

Chair: Brent Neve, U. of Missouri, Kansas City
Impact on Society versus Impact on Knowledge: Scholarly Production in Latin American Studies | Milagros Pereyra-Rojas, Case Western Reserve U.


The Motivational Roots of International Volunteering: A cross-disciplinary framework | Eliane Karskalian, U. de la Sorbonne Nouvelle; Anthony Fee, U. of Sydney

1794 📌: (Paper Session) - (RM) Assessing Current Analytical Methods

3:00pm - 4:30pm Westin Copley Place: Empire

Chair: Alexander D Stajkovc, U. of Wisconsin, Madison


Power Analysis of the Social Network Autocorrelation Model | Wei Wang, U. of Illinois, Urbana-Champaign; Eric J. Neuman, U. of Illinois, Urbana-Champaign

The Influence of Omitted Variable Bias on the Causal Steps of Regression Approach | Chelsea Vanderpool, Cornell U.; Elisa K Chan, Cornell U.; Sanghee Park, Cornell U.

Assessing the Robustness of Meta-Analytic Results and Conclusions | Sven Kepes, Virginia Commonwealth U.; George Banks, Virginia Commonwealth U.; Michael A. McDaniel, Virginia Commonwealth U.; Traci Sitzmann, U. of Colorado Denver

1795 📌: (Paper Session) - (SIM) Leadership, Politics and Identity: Entrepreneurial Ventures

3:00pm - 4:30pm Marriott Boston Copley Place: Boylston

Chair: Cristina Neesham, Monash U.
Leadership, Social Responsibility, and Projected Identity: The Ben & Jerry’s Story | Julie Bayle-Cordier, Audencia Management School; Philip H. Mirvis, Center for Corporate Citizenship; Bertrand Moingeon, HEC Paris

A Paradoxical Leadership Model for Social Entrepreneurs | Wendy K. Smith, U. of Delaware; Marya Hill-Popper Besharov, Cornell U.; Anke K. Wessels, Cornell U.; Michael Chertok, Digital Divide Data


1796 📌: (DRP Session) - (SIM) Questions of Scale and Communities in Informal Economies

3:00pm - 4:30pm Marriott Boston Copley Place: Hyannis

Chair: Aimee Dars Ellis, Ithaca College

Social Embeddedness and BOP-Oriented Initiatives: A Multi-Case Study in China | Liping Zhang, Tsinghua U.; Xinzi Li, Tsinghua U.; Xudong Gao, Tsinghua U.

Scaling up of social enterprise to fill institutional voids: a case study of CBHI in rural India | Rajesh Chandwani, Indian Institute of Management, Bangalore; Vasanthi Srinivasan, Indian Institute of Management, Bangalore; Vishunprasad Nagadevarya, Indian Institute of Management, Bangalore; Mithileshwar Jha, Indian Institute of Management, Bangalore

An example of community-based management research: Low-income school efficiencies in Bolivia | Joao Neiva de Figueiredo, Sao Jose do U; Ann Marie Jursca-Keffer, Saint Joseph’s U.; Miguel Angel Marca Barrientos, Fe y Alegría; Silvana Gonzalez, Fe y Alegría

Informal Power. 40 years of Humanitarian Appeal | Anne Vestergaard, Copenhagen Business School

Doing ethnography in informal sector: Study of BOP consumers in Brazil, India, Russia and Tanzania | Minna Halme, Aalto U.; Arno Kourula, Stanford U.; Sarah Lindeman, Hanken School of Economics; Galina Kallio, Aalto U.; Maria Lima-Toivanen, Technical Research Center of Finland (VTT); Angelina Korosunova, Aalto U.

1797 📌: (DRP Session) - (P2P) Leadership, Politics and Identity: Entrepreneurial Ventures

3:00pm - 4:30pm Marriott Boston Copley Place: Hyannis

Chair: Todd J. Weber, Central Washington U.

A Paradoxical Leadership Model for Social Entrepreneurs | Wendy K. Smith, U. of Delaware; Marya Hill-Popper Besharov, Cornell U.; Anke K. Wessels, Cornell U.; Michael Chertok, Digital Divide Data


1798 📌: (Paper Session) - (SIM) Knowledge Creation, Isomorphism and Inertia

3:00pm - 4:30pm Marriott Boston Copley Place: Vineyard

Chair: Brent D Beal, The U. of Texas at Tyler

What?, Why?, How?: An Exploratory Study about the Determinants of CSR in SMEs | Caterina Tantalo, San Francisco State U.; Alberto Willi, IAE - U. Austral

What is Social Entrepreneurship Really? 83 Definitions to Clarify the Terms. | Ines Alegre, IESE Business School

Cognitive Mechanisms in Entrepreneurship as Firm-Level Determinants of Stakeholder Orientation | Elise Perrault Crawford, Bentley U.


The Principal Prioritity Paradox in management decision-making | Nadine Meyer, U. of Cape Town

TUESDAY
Session Details – Tuesday 2:00 - 4:00 PM

TUESDAY
Section D
414

1799 | (Paper Session) - (TIM) R&D Process
3:00pm - 4:30pm Boston Hynes Convention Center: Room 104

Chair: Michael Gerald Leatherbee, Stanford U.

Does Real-options Logic Complement Evolutionary Theory to Explain Investment Patterns in R&D? | Jan Hendrik Fisch, U. of Augsburg; Jan-Michael Ross, Imperial College London; Emanuela Varga, U. of Augsburg

Artificial Science: How Technology Evolves with Social Forces | Ruey-Lin Hsiao, National Chengchi U.; Sue Hwa Ou, National Chengchi U.

Modeling the link between leader-member exchange and individual innovation in R&D | Leif Denti, Gothenburg U.; Sven Hemlin, Gothenburg U.

How Does Regional R&D Decentralization Shape the Distribution of Returns from Inventive Activity? | Raffaele Conti, Catolica Lisbon School of Business and Economics

1800 | (Paper Session) - (TIM) Inter-Organizational Networks and Innovation
3:00pm - 4:30pm Boston Hynes Convention Center: Room 107

Chair: Tim Edward Ott, Stanford U.

Inter-organizational Networks: their Role in the Emergence of Disruptive Technologies | Niki Hynes, ESC Dijon Burgundy School of Business


TIM Best Paper Proceedings

Technological & Organizational Complexity: Clinical Trial Innovation in China: Open-Contingency | Tariq H. Malik, Dongbei U. of Finance and Economics

1801 | (Paper Session) - (TIM) External Knowledge and Adaptive Capacity
3:00pm - 4:30pm Boston Hynes Convention Center: Room 108

Chair: Margaret Dalziel, U. of Ottawa

The Effects of Prior Knowledge, Networks, and Cognitive Style on Individuals’ Absorptive Capacity | Sandor Lowik, U. of Twente; Jeroen Kraaijenbrink, U. of Twente; Aard J Groen, U. of Twente

TIM Best Paper Proceedings

Firm Search for External Knowledge: How Institutions Matter for Innovation Performance | Wolfgang Sofia, Tilburg U.; Christoph Grimpe, Copenhagen Business School

Technology Widening: A Study on the Citation Network of Essential Patents in Wireless Communications | Shihmin Jiang, National Chi Nan U.; Bau-Jung Chang, Feng Chia U.; Yiky Phang, National Chi Nan U.

Absorptive capacity as an individual-level phenomenon? | Alex da Mota Pedrosa, U. of Southern Denmark; Claudia Jasmand, Imperial College London

1802 | (Paper Session) - (TIM) Boundary Spanning Interfaces and Innovations
3:00pm - 4:30pm Boston Hynes Convention Center: Room 203

Chair: Oliver Alexy, Imperial College London

Open Service Innovation and the Firm’s Search for External Knowledge | Andrea Mina, U. of Cambridge; Elif Bascavusoglu-Moreau, U. of Cambridge; Alan Hughes, Cambridge U.

Antecedents to Positive Attention in Firm-hosted User Communities | Morten Berg-Jensen, Aarhus U.; Christoph Hienerth, WHU - Otto Beisheim School of Management; Christopher Lettl, WU Vienna

An Exploration of Collaborative Prototyping as a Multi-Level Boundary-Crossing Prototyping Process | Marcel Bogers, U. of Southern Denmark; Willem Horst, U. of Southern Denmark

The Emergence of a New Architecture: Coordination through Interlaced Knowledge at ATLAS, CERN | Philipp Tuertscher, WU Vienna; Raghu Garud, Pennsylvania State U.; Arun Kumaraswamy, Temple U.

1803 | (Paper Session) - (TIM) Innovation and Teams
3:00pm - 4:30pm Boston Hynes Convention Center: Room 305

Chair: Michael R Weeks, U. of Tampa

Entrepreneurial Project Team Composition in New Technology-Based Ventures | Preeta Banerjee, Brandeis U.; Benjamin A. Campbell, Ohio State U.

R&D Manpower and Technological Performance: The Impact of Demographic and Functional Diversity | Dries Faems, Groningen U. (RuG); Annapoornima M Subramanian, National U. of Singapore

The Speedy Road to Success: Knowledge Overlap in R&D Teams | Annamaria Conti, Georgia Institute of Technology; Karin Hoisl, U. of Munich

Exogenous vs. Endogenous Governance in Innovation Communities: Effects on Motivation and Conflict | Niclas Störmer, Technische U. Hamburg-Harburg (TUHH); Cornelius Herstatt, Hamburg-Harburg U.

1804 | (Paper Session) - (TIM) Collective and Collaborative Perspectives on Innovation
3:00pm - 4:30pm Boston Hynes Convention Center: Room 310

Chair: Stefano Brusoni, Swiss Federal Institute of Technology Zurich, ETH

Innovation as Emergent Collective Cognition: An Agent-Based Nested Radii View | Thomas Will, Agnes Scott College

Where Can Open Collaboration Thrive? A Model of Performance | Sheen S. Levine, Columbia U.; Michael J. Prietula, Emory U.

TIM Best Paper Proceedings

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

Section D 414
Social Networks and Creativity: A Sequential Model of Creative Process | Gayoung Lee, Boston College; Hongseok Oh, Yonsei U.

Internalization of R&D Outsourcing: An Empirical Study | Sangyun Han, Yonsei U.; Sung Joo Bae, Yonsei U.
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The Academy of Management Perspectives
Special AMP Events and Symposia at the 2012 AOM Conference

As you may have recognized there are a number of changes being instituted in the Academy of Management Perspectives. The journal has started to move to a new format that includes Exchanges, Symposia and Articles and we will soon be launching a new web presence that will include a number of exciting features. In line with these changes we have also added a series of events and sessions at the AOM Meeting both in the PDW and Program component of the conference. These activities are aimed at featuring material from current issues of AMP, future issues of AMP and helping individuals wanting to become involved with the journal. We would like to call your attention to a number of these events, all of which are open to the entire membership.

**Academy of Management Perspectives: Publishing in AMP.** This session will be an interactive session with member of the Editorial team. The focus will be on not just the process of submitting and working with AMP but a primer on publishing in general. We are keen, in particular, to involve junior scholars and groups of scholars interested in developing both articles and symposia (groups of articles on key themes). Program Session #: 266, Saturday, Aug 4 2012 10:00AM - 11:00AM at Westin Copley Place in Adams.

**Academy of Management Perspectives: Management Practices and Data Sets.** The session features presentations on several exciting new datasets (at multiple levels of analysis) on management practices (e.g., the World Management Survey, STAR Metrics, and the new Census survey of Management And Organizational Practices (MOPS)). The presenters are Nick Bloom (Stanford and NBER), Julia Lane (National Science Foundation), and Lucia Foster (U.S. Census Bureau). David Waldman (Arizona State) will serve as a discussant. Program Session #: 296, Saturday, Aug 4 2012 11:00AM - 12:30PM at Westin Copley Place in St. George C & D

**Academy of Management Perspectives: Showcase Symposium on Agency Theory.** Distinguished Speaker: Michael Jensen (Harvard University). Since the publication of the seminal articles on agency theory in the 1970s, agency theoretic thinking has not only pervaded Economics & Finance but Management as well. Michael Jensen will be giving a short presentation of the relevance of agency theory and we will have ample time for an exciting interactive discussion. Program Session #: 794, Monday, Aug 6 2012 9:00AM - 10:30AM at Westin Copley Place in Adams.

Although none of these sessions require formal registration we ask that you express your interest by filling in the form at: https://docs.google.com/spreadsheet/embeddedform?formkey=dE5nbE5ySFdPeI4WDI1MHICZ1RF51E6MQ

Timothy M. Devinney & Donald Siegel, Editors, Academy of Management Perspectives
Pace University is proud to partner with the Academy of Management and host its offices on our Briarcliff Manor, New York campus.

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The “Participant Index”, the list of people associated with sessions on the Program, is not available.

You may use the built-in PDF search to try to find a particular name.
Notes
SHRM’s Assurance of Learning Assessment is the new universal benchmark* for undergraduate- and graduate-level HR students. After passing the exam, students receive a Certificate of Learning that states they have sufficient knowledge to enter the human resource profession based on formal education studies in an HR-related degree program.

Exam registration for the fall 2012 exam window opens August 16.

Faculty should encourage students to take this assessment. It has been designed to help universities meet their accrediting body’s assurance of learning requirements by showing that the HR degree program teaches its students what it says it will teach them.

Key points for students:
1. Most students take the exam in the final year of their degree program.
2. The SHRM Preparation Guidebook serves as a study supplement to the degree program and features a sample exam. Students can purchase the guidebook at www.shrm.org/assessment/guidebook.
3. Students use the 160-question sample exam in the Preparation Guidebook to design their own study plan.

* The HR Certification Institute changed the eligibility requirements for all its certification exams in January 2011. Students are no longer eligible to take the HR Certification Institute’s PHR exam.