Capitalism in Question

Lake Buena Vista
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2013

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Academy of Management 2013 Annual Meeting

http://aom.org/annualmeeting/2013/

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Welcome to the 73rd Annual Meeting of the Academy of Management

On behalf of the thousands of AOM members and staff who have worked very diligently and effectively to organize the 2013 program, we welcome you to Orlando for the 73rd 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.
- to create and renew friendships, and to develop our professional skills and contacts.

Our Theme for 2013 is “Capitalism in Question” The recent economic and financial crises and the emergence of many protest movements around the world have put back on the agenda some big questions about the “better world” part of our Vision: What kind of economic system would this better world be built on? Would it be a capitalist one? If so, what kind of capitalism? If not, what are the alternatives? Although most of our work does not usually ask such “big” questions, the assumptions we make about the corresponding answers deeply influence our research, teaching, and service.

Three features differentiate capitalism from previous economic systems in history: (a) market competition among profit-driven firms, (b) wage employment within these firms, and (c) limited government over them. Each of these features is associated with important benefits but also with important economic, social, and environmental costs. Partly in response to these costs, some countries have evolved variants of capitalism that differ from the canonical “free market” form, and some people argue that these differences should be enlarged — broadening the objectives of the firm to encompass social and environmental goals, deepening the participation of employees in management decision-making, and strengthening government’s regulatory role. More radical critics argue that these reforms are insufficient: they urge replacing competition with collaboration, wage employment with cooperative ownership, and limited government with economic planning. Proponents of free-market capitalism respond that such reforms, whether more modest or more radical, endanger both economic growth and individual liberty.

While some aspects of these debates may be beyond our professional expertise, much of our work on organization, strategy, human resources, and behavior is directly relevant. Conversely, many aspects of these debates are directly relevant to the practice of management and therefore to our scholarship. Indeed, if, as researchers and teachers, we assume the inevitability of the prevailing economic system, we blind ourselves to the important issues posed by that system and turn our backs on debates prompted by calls to change it.

The issues raised by our theme are of theoretical, empirical, and practical importance across the full range of Academy divisions and interest groups. Moreover, our international membership affords us a broad perspective, as economic systems vary across regions. And these issues are of practical importance to managers, employees, and the other stakeholders in our scholarly enterprise. We look forward to a lively debate in Orlando.

The Annual Meeting offers many opportunities to participate and learn during five full days of activities and events, divided into three parts:

- Friday and Saturday: Professional Development Workshops offered by 34 divisions and interest groups, and special committees;
- Sunday: All-Academy Theme Program presenting symposia and PDWs on theme-related topics;
- Sunday: The first-ever Teaching and Learning Conference: TLC@AOM is an Academy-wide teaching conference in response to the growing teaching related-needs of AOM members around the globe.
• Monday - Tuesday: More of the scholarly programs with 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 11th, 8:00 AM – 11:00 AM at WDW Dolphin Resort, Pacific Ballroom B&C.
  • Buffet Breakfast
  • Introduction of the 2013 Meeting Theme
  • Awards Ceremony
  • Presidential Address

• All-Academy Reception: Sunday, Aug 11th, 6:00 PM - 8:00 PM at WDW Dolphin Resort, Pacific Ballroom B&C.

The Annual Meeting celebrates the work of all who participate in it. The 2013 Call for Submissions elicited 6,190 paper submissions, 313 unique symposium submissions, and 436 Professional Development Workshops proposals. Our records indicate that 5,880 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 8,500 individual participants.

Enjoy your time and experiences in Orlando, a city that is rich in activity opportunities and culinary delights! We are confident you will find that your time in this city will yield many opportunities to engage in valuable discussions about our research, teaching, and practice during both the formally scheduled sessions as well as during informal, spontaneous conversations.

We look forward to seeing you in Orlando in August! Welcome to the 73rd Annual Meeting of the Academy of Management!

Paul S. Adler
2013 Program Chair

Debra L. Shapiro
2013 PDW Chair
Academy Program Highlights

All-Academy Program Highlights:

*New Member Orientation: Sessions*
Friday, August 9 & Saturday, August 10, 5:30 PM-7:30 PM
Location: WDW Dolphin Resort, Salon IV & V

*All-Academy Welcome Breakfast*
Sunday, August 11, 8:00 AM-9:00 AM
Location: WDW Dolphin Resort, Pacific Hall B&C

*Academy of Management Presidential Address and Awards Ceremony*
Sunday, August 11, 9 AM-11 AM
Location: WDW Dolphin Resort, Pacific Hall B&C

*Academy Leadership Forum: Workshop for Academy Volunteer Leaders*
Sunday, August 11, 1:00 PM-3:00 PM
Location: WDW Dolphin Resort, Salon A1

*Connecting the Academy Through Technology*
Sunday, August 11, 2:00 PM-4:00 PM
Location: WDW Dolphin Resort, Europe 7

*AOM Tweet Up*
Sunday, August 11, 4:30 PM-6:00 PM
Location: WDW Dolphin Resort, Europe 6

*All-Academy Reception*
Sunday, August 11, 6:00 PM-8:00 PM
Location: WDW Dolphin Resort, Pacific Hall B&C

*AOM Farewell Gathering*
Tuesday, August 13, 5:00 PM-7:00 PM
Location: WDW Yacht & Beach Resort, Ariel's

Division, Interest Group & Committee Program Highlights:

**ASIA ACADEMY OF MANAGEMENT (AAM)**

We are pleased to announce that the Asia Academy of Management is once again sponsoring a suite of professional development workshops for those interested in Asia-related management research. The AAM sponsored PDWs run throughout the day of Saturday, August 10, 2013. We hope that you can actively participate in these PDWs and network with other Asia-interested scholars during the Academy conference.

The program kicks off in the morning with a PDW on the Varieties of Asian Capitalism, Program # 196, Saturday, August 10, 8:00 AM - 11:00 AM at WDW Swan Resort in Dove. Highly aligned with the AOM 2013 conference theme of Capitalism in Question, this workshop presents the research implications of how the varied features of Asian business systems provide a distinct counterpoint to the traditional investigations on capitalism as done from a Western context. The main goal of this workshop is to help scholars with an interest in Asian business to gain a philosophical and methodological understanding of the varieties of Asian capitalism. This PDW will be conducted by Barbara Krug (Erasmus University), Xiaohua Yang (University of San Francisco), Michael Carney (Concordia University), Michael Witt (INSEAD), Richard Whitley (University of Manchester) and Steven Casper (Keck Graduate Institute).

The late morning session involves a PDW on New Directions in Strategic Management by Japanese Firms, Program # 293, Saturday, Aug 10, 11:45 AM - 1:45 PM at WDW Swan Resort in Swan 9. This panel discussion talks about how Japanese firms revived themselves after the 1990s by strengthening their strategic capabilities, despite the prolonged economic challenges they faced in their home market. Researchers of this topic will offer their detailed qualitative analyses of various industries (automobile, electric, pharmaceutical, and gaming industries) and firms (Toyota, Sony, Takeda Pharmaceutical, Nintendo, etc.). The PDW features Tatsuyuki Negoro (Waseda University), Kiyohiko Ito (University of Hawaii at Manoa), Ying Zhu (Kyushu University), Atsushi Osanai (Waseda University), Ryuichi Nakamoto (Sugiyama Women's University), Fumihiro Ikuine (Tsukuba University), and Norihiko Takeuchi (Waseda University). This session is jointly organized by Soshiki Gakkai (Academic Association for Organizational Science: Japan’s leading academic association of management studies), the Association of Japanese Business Studies (the largest academic association of Japanese business studies outside Japan), and the Asia Academy of Management.
The afternoon closes with a PDW on Asian Management Research: Retrospects and Prospects, Program # 370, Saturday, August 10, 4:15 PM to 6:15 PM at WDW Swan Resort in Pelican 1. This panel aims to trace the development of Asian management research and offer new research insights on the topic. The panel will cover three aspects of Asian management research, namely: academic organizations and Asian management research; country-focused (e.g. China, India, Korea, and Japan) management research in Asia; and publishing Asian management research. The speakers for this workshop are Daphne Yiu (Chinese University of Hong Kong), Seung-Hyun Lee (University of Texas, Dallas), Mike Peng (University of Texas, Dallas), Asli Colpan (Kyoto University) and Anil Nair (Old Dominion University).

BUSINESS POLICY AND STRATEGY (BPS)

Irwin Outstanding Educator Award in Honor of Bernard Yeung
Sunday, August 11, 6:00-8:00 PM, WDW Swan Resort: Pelican 1&2

This year’s BPS Division’s Irwin Outstanding Educator Award recipient is Bernard Yeung, the Dean and Stephen Riady Distinguished Professor of the National University of Singapore Business School. In addition to serving as Dean, Prof. Yeung is the Abraham Krasnoff Professor in Global Business at the Stern School of Business (NYU) and has been director of the NYU-China Initiative. This year’s Irwin Award recognizes Prof. Yeung’s longstanding commitment to advancing research and to mentoring PhD Students, many of whom have gone on to become significant contributors to BPS. He participated in 38 PhD committees and repeatedly published in several of the top journals in management and finance such as: Management Science, Strategic Management Journal, Journal of Finance, Journal of Monetary Economics, and Review of Financial Studies.

Join us to hear from faculty colleagues, Ph.D. students and Bernard Yeung himself as we honor and celebrate his teaching achievements. Stay after the awards ceremony for a wine and cheese reception where you will have the chance to congratulate him personally.

BPS Plenary Session: The Sociology of Strategy
Monday, August 12, 9:45 AM - 11:15 AM WDW Swan Resort: Swan 5
Facilitators: Jeffrey J. Reuer, Purdue U.; Christoph Zott, IESE Business School
Panelists: Olav Sorenson, Yale School of Management; Paul Ingram, Columbia U.; Henrich R. Greve, INSEAD; Toby E. Stuart, U. of California, Berkeley

The field of strategic management has been significantly shaped by research in traditional academic disciplines, including economics and sociology. In this session, Professor Toby Stuart will moderate a discussion of the contributions of sociology to strategy. The Plenary will offer the BPS community the unique opportunity to gather around a single session and have a conversation on a focused topic, with no other BPS sessions scheduled in parallel!

Wiley Dissertation Award Finalists
Monday, August 12, 1:15-2:45 PM, WDW Swan Resort: Swan 3
Chair: Rajshree Agarwal, U. of Maryland

This session showcases the research of the Wiley Dissertation Award Finalists. Following an introduction by the BPS Division Chair-Elect, each finalist will make a short presentation of his or her research. The award winner will be announced at the BPS Business Meeting later in the day. Don’t miss this great opportunity to learn about some of the most exciting research by the new generation of BPS scholars!

BPS Program Tracks: Monday, August 12 and Tuesday, August 13

The 2013 BPS Program again includes conference tracks covering seven domains within the strategy field. Sessions for a given track are typically scheduled sequentially in the same rooms during the scholarly program on Monday and Tuesday. The aim is to nurture and build smaller academic communities within the larger BPS community. The number of sessions per track varies. The tracks and track chairs for 2013 are:
Academy Program Highlights

Alliances and Networks
Jay Anand, Ohio State University
Rooms: WDW Swan Resort - Toucan 1 and Pelican 2

Competitive Heterogeneity
Kira Fabrizio, Boston University
Rooms: WDW Swan Resort – Toucan 1 and Pelican 2

Corporate Governance
Patricia Klarner, Ludwig-Maximilians University
Rooms: WDW Swan Resort – Toucan 2 and Swan 7

Firm Boundaries and Corporate Strategy
Carmen Weigelt, Tulane University
Rooms: WDW Swan Resort – Swan 8 and Pelican 1

Industry Dynamics
Corey Phelps, HEC Paris
Rooms: WDW Swan Resort – Swan 8 and Swan 7

Innovation and Strategic Renewal
Aseem Kaul, University of Minnesota
Room: WDW Swan Resort – Swan 1

Strategy Process and Change
Louise Mors, Copenhagen Business School
Rooms: WDW Swan Resort - Pelican 2 and Macaw 2

CAREERS (CAR)
The Careers Division has a sizzling hot program planned for this year’s conference in Orlando, Florida. The weather will surely be hot, but our program will be sizzling with excitement! Our program begins with an array of PDWs that aim to help AOM members prosper in their careers. PDWs focus on topics like academic career transitions and development, publishing advice, and job search strategies. Our PDW program ends with a Social Event Saturday night from 7:00-8:30pm at the Il Mulino restaurant in the Swan Resort. Our competitive program includes a multitude of paper sessions and symposiums that will surely spark discussion and research ideas. For example, we have sessions on under- and un-employment, career success, generational issues, diversity, mentoring, and boundary management, to mention a few.

A highlight of the Careers program is our plenary session: “The Stories Behind Some of Management’s Greatest Theories.” During the plenary, our distinguished panel will reveal the Eureka moments and inspiration behind some of management’s greatest theories. The panel consists of Jay Barney, Karl Weick, Jeff Greenhaus, Alain Verbeke and Denise Rousseau. Each panelist will explain how they created their theory and also how the development of the concept influenced their career. We also have a special prize for one member of our audience. This plenary session will be held on Monday from 1:15-2:45 in the Dolphin Resort, Salon III.

Finally, we have a fabulous Social planned for Monday night from 6:30-8:00. After our business meeting in the Dolphin Resort (Asia 3 Room from 4:30-6:00), we will head to the Epcot Disney Park where we will be escorted to the Canada Terrace in the World Showcase Promenade. Please be sure to meet us at the business meeting to easily make our way to the Social (no park ticket required for our Social). We hope to see you there!

CONFLICT MANAGEMENT (CM)
The 2013 Conflict Management Division Scholarly Program and Professional Development Workshops include a number of interesting and innovative sessions. A couple of these sessions are highlighted here. Our excellent program has broad appeal to CM division members as well as the Academy at large. We invite you to peruse the program and begin thinking about what sessions you would like to attend at: (http://program.aomonline.org/2013 subroutine=Menu.asp?m=14) We have several provocative symposiums and more than a dozen paper sessions that will present ideas and new knowledge worthy of your time and discussion. You will find many panels that will be of interest to you. Be sure to thoroughly check out our program!

New to the conference this year are Plenary Sessions tied to the Conference theme “Capitalism in Question”. Each division has 90 minutes allotted during the scholarly program for a Plenary Session which can take the form of a debate, a special speaker, or other innovative form. For our inaugural Plenary Session the Conflict Management Division will host a debate:

Is Organizational Justice the New Industrial Relations? A debate on Individual vs Collective Underpinnings of Justice
Scheduled on Monday, August 12, 2013 from 11:30 AM-1:00 PM at WDW Dolphin Resort in Salon 3

Presenters: Stephen Gillian, Associate Dean, Executive Director, Center for Leadership Ethics
This debate will tie the conference theme “Capitalism in Question” to the implementation of justice processes in firms. People like John D. Rockefeller Jr. – who has been called one of the founders of Industrial Relations – created systems of representation and grievance handling that allowed workers to act together. It was not a union relation, but it foreshadowed the advent of widespread collective bargaining in the workplace. For about three decades from 1950 on, union relations served to establish good wages, secure jobs, and cooperative relations with employers. As this began to break down in the 1980s, unions went into a severe decline and traditional bargaining gave way to individual employment relationships. New intellectual disciplines took over the study of work and workers, primarily economics and psychology. The focus was on quantitative methodology and individual behaviors. The question for this debate is whether the old system still has any useful lessons for understanding employment relations, or whether the new mode of analyzing justice and voice in the workplace is adequate, or even superior.

People like Rockefeller (and many, many other employers of the late nineteenth and early twentieth centuries) tried to implement justice processes in their firms aiming to cover all dimensions of workplace behavior from an employer/worker standpoint, and we will examine their ideas against contemporary views of justice and voice in the workplace.

The debate will include time for questions and interaction with the audience so we would love it if you would attend and be thinking about questions you might ask at the Plenary Session. I’ve asked both of our debate panelists for some preliminary points for discussion and it looks like we will have a good set of arguments for this lively session. Please consider attending our Plenary Session.

CM Division Professional Development Workshops Mara Olekalns, PDW Chair and her team have put together a great collection of Professional Development Workshops. Among them is the Junior Faculty Research Incubator “Research in the Fast Lane: Strategies for Enhancing Research Productivity” on Saturday, August 10, 2013 from 9:00 AM-4:00 PM. This PDW is aimed at junior faculty who have completed their doctoral studies in the last five years and has at least one year’s experience in a faculty position. At this day long workshop, experienced faculty will give share their strategies for undertaking impactful research, work with participants to develop research collaborations, and will also provide a unique opportunity for participants to gain feedback on their own scholarly work. The workshop will end with a panel discussion in which presenters offer their tips for becoming highly effective researchers: they will discuss their work habits and how they go about their work (e.g., time allocation, co-authorships, writing blocks, and strategies) as well as other “life” factors that influence their productivity.

In the afternoon session, panelists will give junior faculty feedback on a current research project. For this session, please submit a 6 – 10 double-spaced page research proposal that includes: a brief abstract, an overview of the research (key research question, theoretical framework, proposed methodology), and the specific issues you would like to discuss with panelists.

Preapproval of your proposal is required for registration. Please send research proposals to Mara Olekalns (mara.olekalns@gmail.com) by Friday, 14th June. Once your proposal is approved, we will send the registration code and further information about the registration process. Please note that to ensure a constructive experience; participant numbers for this PDW are limited. Preference will be given to early submissions. Please direct any questions about this PDW to Mara Olekalns (mara.olekalns@gmail.com). We have an outstanding group of panelists participating in this PDW: Gerben Van Kleef, Matt Cronin, Jana Raver, Katerina Bezrukova, Peter Kim, Jen Overbeck, and Laurie Weingart.

CM Division Showcase Symposium

Our Division has two Showcase Symposiums among several we are cosponsoring with other divisions. We highlight one here “Exploring the Darker Side of Leadership” (cosponsored with OB) to be held on Monday, August 12, 2013 from 9:45am-11:15am at the WDW Dolphin Resort in Asia 3. Emma Y. Zhao (Chair), Karen A. Jehn (Chair), and Jana L. Raver (Discussant) have put together a provocative symposium.
Research on leadership has typically focused on the positive side of the phenomenon and its beneficial implications for organizations and followers. However, history and recent events, such as the collapses of Enron and Lehman Brothers, have illustrated that there are undeniably plenty of ‘dark’ leaders and that their behaviors can be disastrous for organizations. Research is only beginning to explore the characteristics and outcomes of destructive forms of leadership. This symposium will present an array of research that showcases the darker side of leadership and its effects on group outcomes. The papers in this symposium address several types of negative leadership styles, thereby emphasizing the many forms that negative leadership can take in organizations. Our symposium includes research that has explored leadership and its impacts at the team level as well as outcomes at an organizational level. More specifically, the first presentation will discuss the effects of entitlement on the relationship between emergent leadership and team performance outcomes, which sheds light on why entitlement is not always bad. The second presentation delves into the impact of transformational and pseudo-transformational of CEOs on team human capital and performance in baseball teams. The third paper examines abusive supervision as a team-level phenomenon (abusive climate) and how it impacts team level outcomes. The final presentation examines how in-group members’ acquisition of power may be gained through norm violation. Collectively, this symposium provides a unique contribution to the research on leadership in general and will improve our understanding of the dark side of leadership.

Michael Gross, 2013 Scholarly Program Chair, Conflict Management Division, Academy of Management

CRITICAL MANAGEMENT STUDIES (CMS)

Researchers and educators in the CMS Division responded enthusiastically to the conference theme of ‘Capitalism in Question’. Our program this year is packed full of cross-divisional workshops, symposia, and paper presentation sessions. Our contributors focus, as always, on questioning the taken-for-granted in management and organization. There are political analyses, theoretical perspectives, and reflexive accounts of research and teaching. Here are three standout parts of the Division program:

One of the most striking workshops in the PDW program brings the idea of ‘degrowth’ to the debate about capitalism, under the title ‘Degrowth, Capitalism and the Role of Business’ (#11917, 8-10 am Saturday, Dolphin Resort Salon E1). Building on two very popular workshops at previous meetings, the organizers and contributors all ask how managers in organizations can construct new ways of achieving prosperity. Is it possible to move beyond the modernist fixation on growth and being bigger than competitors? Responses come from around the world, engaging with the ecological crisis, economic crisis, and challenges to the political legitimacy of government – this will be a fascinating workshop to set an educational and research agenda for years to come.

When we come to symposia on the program, the Division is making a significant contribution to this year’s meeting, especially for the All-Academy Theme day. This is exemplified in ‘Shadows to the Marquee Lights: Questioning capitalism and the mission of the Academy of Management’ (#11658, time and place). Contributors from Africa, the US, Europe, Canada, and New Zealand look back on the 40 year journey of the critical analysis of capitalism, management, and organization within the Academy in fascinating depth and breadth, and point to the future of both critical analysis and the Academy.

Finally, if there is only one CMS Division paper presentation session not to be missed this year it is…

And last but not least, CMS will as ever host two friendly and lively social events. Join long-standing and new members on Saturday evening at the Welcome/PDW Social, 6.30 to 8 pm in the Cancun room at Coronado Springs, where the reception is sponsored by Keele Management School, Keele University. Doctoral students and new faculty are especially welcome. Then don’t miss the main program Social on Monday evening in Coronado M, [time? The program claims 5.30-10.30, can this really be true? I struggle to last more than an hour ;-].

Raza Mir, CMS Division main program chair
Emma Bell, Scott Taylor, CMS Division PDW program co-chairs
DIVERSITY & INCLUSION THEME COMMITTEE (D&ITC)

The Diversity and Inclusion Theme Committee has put together a series of outstanding workshops to support and leverage the scholarly contributions of AOM's diverse members. We invite you to attend:

Eliciting Best Practices of Inclusion within AOM
Friday, August 9, 10:30 AM – 12:30 PM in WDW Dolphin Resort (Europe 2)
The purpose of this PDW is to engage attendees through an Appreciative Inquiry-inspired exploration of their peak moments of inclusion within AOM. We intend to attract members from each Division/Interest Group (DIG). We intend to advertise with each DIG's PDW Chair and on their distribution lists, newsletters, Facebook, and AOMConnect pages. We particularly want to attract a diverse group in terms of career stage, racioethnicity, nationality, philosophical stance, and discipline. The deliverable from this workshop is to provide the Diversity & Inclusion Theme Committee (DITC) with the collective feedback of the group, with the goal of further increasing members' levels of perceived inclusion within the AOM.

Diversity and Inclusion in the Academy: A Town Hall Meeting
Saturday, August 10, 3:00 PM – 5:00 PM in WDW Dolphin Resort (Europe 2)
At this highly interactive session, the D&ITC leadership will share progress since last year's Town Hall, and discuss some of the results of a survey of AOM members. Most of the session will focus on participant sharing of inclusion experiences in the Academy, ideas about how to make AOM more inclusive, and best practices at AOM for diversity and inclusion. As the Committee prepares to assess the state of diversity and inclusion in the Academy, your input will allow this effort to be aligned with the hopes and aspirations of our diverse members. It will also help work toward developing guidelines and tools for diversity and inclusion practices in AOM. Connections Cafe to follow – all AOM members invited.

Diversity and Inclusion Connections Café
Saturday, August 20, 5:15 PM – 7:15 PM in WDW Dolphin Resort (Europe 2)
All AOM members are invited to connect with other members at this social following the D&ITC Townhall. We are also seeking new committee members.

ENTREPRENEURSHIP (ENT)

This year's program theme of “Capitalism in Question” has generated a variety of high quality Paper Sessions, Symposia, and PDWs that have a range of interest not only for members of the Entrepreneurship Division, but for whoever is interested in the area of entrepreneurship. Management scholars attending the program will find many ENT-sponsored sessions provocative in addressing the research and practical issues surrounding the possible roles of entrepreneurship in challenging and improving existing economic systems. A few suggested presentations that might be of particular interest can be found among the following.

PDW: “Entrepreneurship and Economic Freedom: Establishing a Research Agenda” (#52)
(Friday, 10:00 AM – 12:00 PM WDW Swan Resort: Swan 9)
Moderator: Steven Walter Bradley (Baylor U.)
Presenters: Nicolai Foss (Copenhagen Business School), Peter G. Klein (U. of Missouri), Jeffrey S. McMullen (Indiana U., Bloomington), Karl Wennberg (Stockholm School of Economics)

Recent trends in the United States and Europe suggest that there is now a declining number of new firms attempting to take their place in the market. In contrast, other developing countries are experiencing a rapid rise in net entrepreneurial activity. These rapidly shifting trends remain relatively absent from our current theory, analysis and teaching. Traditionally, entrepreneurship research and education have emphasized the entrepreneur, opportunities, resources and competitive environment in which business entry occurs with the assumption that relatively unhindered markets exist. Increasingly, however, political institutions play an influential role in many industries, both attempting to promote as well as potentially hinder business initiation. A greater understanding and awareness of how these institutional forces alter the motives, processes and outcomes for opportunities, business initiation, and growth is needed.
Academy Program Highlights

All-Academy Symposium: Examining Urban Entrepreneurship: Forms and Varieties under Capitalist and Transition Economies (#452)
(Sunday, Aug 11 2013 11:15 AM – 12:45 PM at WDW Dolphin Resort in Asia 3)
Organizers: Arturo E. Osorio (Rutgers U.), Banu Özkazanç-Pan (U. of Massachusetts Boston)
Presenters: Chun Guo (Sacred Heart U.), Jeffrey A. Robinson (Rutgers U.)

Inspired by this year's Academy Theme of 'Capitalism in Question', our symposium aims to bring together scholars interested in examining and questioning the nexus of urban entrepreneurship and the capitalist economic systems in which such forms of entrepreneurship are embedded. We aim is to foster conversations and dialogue on urban entrepreneurship given that such entrepreneurship is often heralded by supranational institutions (e.g., UNDP, World Bank) and national and local agencies as solving inner city and urban problems, such as food deserts, access to quality healthcare, and urban economic development among other issues. Thus, making of urban entrepreneurs disruptors of the local dynamics as they bring in the “positive” local change. Within this context we question, do market relations, that are the taken-for-granted basis of capitalist economic systems particularly as they are practiced in the U.S. and other Western contexts, necessarily represent the driving force behind urban entrepreneurship activities? Why do individuals and groups practice urban entrepreneuring and how are these activities related to addressing public health topics, community building practices (i.e., immigrant groups), cultural and social civic engagement, and/or political motivations? We want to examine these and other relevant questions as part of our symposium in order to discuss the reasons, conditions, and contexts for the production of meaningful and productive urban entrepreneuring activities beyond for-profit motives. To this end, each of our presenters considers urban entrepreneuring in a different set of nations and/or groups of people inclusive of tracing its formation historically.

Plenary Session: Can Entrepreneurship Save Capitalism? (#946)
Monday, Aug 12 2013 1:15 PM - 2:45 PM at WDW Swan Resort, Swan 5
Session Chair: Shaker A. Zahra
Speakers: Yong Li (State University of New York, Buffalo), Ron Mitchell (Texas Tech University), Jeff McMullen (Indiana University), Shaker A. Zahra (University of Minnesota)

With its emphasis on individuality, risk taking and private ownership, capitalism has inspired and encouraged entrepreneurship that has led to growth and prosperity of countless nations. In turn, entrepreneurship has provided the engine of renewal that has sustained and revitalized capitalism. This symbiotic relationship has enriched individuals and societies. Yet, different societies have had to adapt capitalism to their own history and culture, giving rise to the notion of “varieties of capitalism”. US and Canadian capitalism share many commonalities but still differ in some fundamental ways. Brazil, Singapore and Turkey have developed their own distinct versions of capitalism. These adaptations have been essential to address some of the problems created by capitalism. These problems center on the wealth gap among citizens, the differential access successful entrepreneurs and other elite that have access to political institutions and national resources, excessive greed that has resulted in alienating large groups in society, and the uneven social and economic development of different sectors of the national economy.

HEALTH CARE MANAGEMENT (HCM)

Topics addressed in HCM sessions include professional identity, organizational culture and climate, and networks, as well as such facets of organizational change as leadership, information technology, and performance measurement.

Some highlights are: Session 720 Networks and Research to Practice on Monday, Aug 12 2013 8:00-9:30 AM at WDW Coronado Springs Resort in Yucatan 1; Session 973 Professional Logics and Emotions Monday, Aug 12 2013 1:15 - 2:45 PM at WDW Coronado Springs Resort in Fiesta; and Session 1431 Performance Measurement on Tuesday, Aug 13 2013 11:30 - 1:00 PM at WDW Coronado Springs Resort in Fiesta 4.
All HCM members and friends who arrive by Saturday are welcome at our PDW social 8:00 - 10:00PM that evening Offsite in Miniature Golf at Fantasia Gardens. On Monday, we encourage HCM members to celebrate our Division’s accomplishments at our business meeting 4:45 - 6:15 PM at WDW Coronado Springs Resort in Fiesta 5, followed by another social 6:30 - 8:00 PM at the Rix Lounge at the Coronado Springs Resort.

HUMAN RESOURCES (HR)

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

**PDW: The Next Big Questions? Expanding the HR-Performance Research Agenda**
**Scheduled:** Friday, August 9, 12:30 PM - 3:30 PM, WDW Dolphin Resort: Oceanic 6

Understanding how the management of human capital affects the operational and financial performance of organizations has been a primary aim of scholars of human resource management, industrial relations, and strategic management for many years. Much of this research has focused on how bundles of HR practices [e.g., high performance work systems (HPWS)] relate to organizational performance. Accumulated research has found a small but positive relationship between systems of practices and business unit- and firm-level outcomes (Combs, Liu, Hall, & Ketchen, 2006), and scholars are now investigating mediating processes in this relationship (e.g., Boxall & Mackey, 2009; Chuang & Liao, 2010; Jiang, Lepak, Hu, & Baer, in press; Liao, Toy, Lepak, & Hong, 2009). But some fundamental challenges and questions remain underexplored. The goal of this PDW is to encourage scholars to think creatively about these challenges, with an eye toward advancing theory and invigorating empirical research in this area. We organize the main part of the program around three selected topics: (1) Theoretical/methodological issues related to causal direction of the HR-performance relationship and to economic determinants of HPWS adoption; (2) Theoretical issues related to the cross-cultural “universalism” of the HRM-performance relationship; and (3) Theoretical/methodological issues related to multilevel processes in the HRM-firm performance causal chain. We invite distinguished scholars to facilitate small-group dialogue regarding each of these topics, discussing potential theory development or even “ideal studies” that could enhance this research. We also ask participants to help identify emerging research topics for possible inclusion in a future PDW.

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.

**HR Division Plenary:**
**Scheduled:** Tuesday, August 13, 11:30 AM - 1:00 PM, WDW Dolphin Resort in Salon III

Four scholars studying China, Hong Kong, and India will discuss the current trends in HRM research and practice (including education) in these countries. The discussion will include the impact of cultural, economic and political forces. The scholars will identify the salient issues, challenges, and future directions in HRM practice and scholarship.

**Networking Opportunities**
**Business Meeting and Social**
**Scheduled:** Sunday, August 11, 6:00 PM – 8:30 PM, WDW Dolphin Resort, Salon III

**Welcome Breakfast and Awards**
**Scheduled:** Monday, August 12, 7:30 AM – 9:30 AM, WDW Dolphin Resort, Salon I

**Ice Cream Social**
**Scheduled:** Monday, August 12, 2:30 PM – 4:30 PM, WDW Dolphin Resort, Asia 1
Academy Program Highlights

INTERNATIONAL MANAGEMENT (IM)

This year’s scholarly program has something for everyone.

Log on to http://program.aom.org/2013/ to peruse the 22 IM-sponsored consortia (including 3 showcase symposia); 43 paper sessions, and 4 discussion paper sessions. Let me point to just a few highlights that should hold broad interest:

Booz&Co./Strategy+Business Eminent Scholar in International Management Award Presentation featuring Eleanor Westney, York University
Sunday 4:30 PM-6:00 PM, WDW Yacht and Beach Club Resort, Grand Harbor Salon V.

The Upside of Cultural Distance: A Positive Organizational Scholarship Perspective:
Tuesday 9:45 AM-11:15 AM, WDW Yacht and Beach Club Resort, Asbury A

Description: Current theory and research in cross-cultural and comparative management tend to emphasize the “dark side” of culture, in that a pervasive bias exists towards emphasizing the adverse outcomes associated with cultural differences while de-emphasizing the potentially positive role of cultural diversity in organizations. The idea that there are negative consequences associated with cultural differences lies at the heart of the “cultural distance”, “psychic distance” and “liability of foreignness” concepts that have guided hypotheses formulation and empirical testing in much of the literature in international business and international organizational behavior. Recently scholars have argued that this negative bias has hindered our understanding of the processes and conditions that help organizations leverage the benefits of cultural differences. In this symposium, we provide evidence that this negative bias permeates the literature and argue that it has hindered our understanding of the processes and conditions that help organizations leverage the benefits of cultural differences. The presenters apply a Positive Organizational Scholarship (POS) lens (Cameron, 2008) to highlight a complementary perspective, namely the idea that cultural differences can be an asset rather than a liability in a wide range of international business contexts, including foreign market entry, cross-border transfer of knowledge, multinational teams, and international alliances, mergers, and acquisitions.

IM Thought Leadership Café
Monday 7:00 AM-8:00 AM, WDW Yacht and Beach Club Resort, Asbury B

Description: IM Division holds the Thought Leadership Café where we offer coffee and informal conversations with some of the IM Division’s most innovative through leaders. Informal roundtable groups will provide great opportunities for open-ended discussions with these scholars.

Sustainability/Corporate Social Responsibility
Tima Bansal, Ivey Business School, Institutional Distance and International Expansion
Robert Salomon, NYU Stern School, Emerging market MNCs
Sam Park, Skolkov, Global Strategy
Steve Tallman, U. of Richman

MANAGEMENT CONSULTING (MC)

This year’s Distinguished Speaker is Rajendra Sisodia, author of Firms of Endearment: How World-Class Companies Profit from Passion and Purpose (Wharton, 2007) and the recently released Conscious Capitalism: Liberating the Heroic Spirit of Business (Harvard University Press, 2013), co-authored with Whole Foods CEO John Mackey. Raj is also Professor of Marketing at Bentley University and Co-Founder of the Conscious Capitalism Institute.

On Sunday evening, the Division will hold its annual Members & Friends Dinner, this year honoring David Jamieson, associate professor and department chair, Organization Learning & Development, University of St. Thomas. A long-time member of the MC Division, Dave is a well-known scholar-practitioner whose books include The Facilitator’s Fieldbook (AMACOM) and Consultation for Organization Change (Information Age Publishing).

PDW “Management Consulting ‘In the Rough: Linking Research and Practice to Address Organizational Concerns” will feature a panel discussion on applied research in management...
consulting engagements and emerging topics in MC research. Organized by Cheryl Jordan and David Szabla, the workshop is divided into three parts:

1. How to Make Management Consulting Research Useful
2. Emerging Research in Management Consulting and
3. Management in the Rough which will explore potential research projects and establish partners.

Panelists will include Anthony Buono, Fleming Poulfelt, Kurt Motamedi, Rickie Moore, Léon de Caluwé, Kim Cobb, Alan Goldman, Peter Sorensen, and Therese Yaeger.

Léon de Caluwé, Vrije Universiteit and Hans Vermark of Sio & Twynstra Group in the Netherlands will lead a workshop on “Learning to Work with Multiple Perspectives on Change.” This session will acquaint participants with the 5 prevailing approaches to change and provide opportunities to interact around the implications of how professionals can diagnose, strategize, and communicate with others on change given the multiple perspectives in organizations. Leon de Caluwé and Hans Vermark are the authors of Learning to Change: A Guide for Organizational Change Agents.

MANAGEMENT EDUCATION AND DEVELOPMENT (MED)

Come join MED in Orlando for conference sessions that are sure to excite and inspire. Some of the highlights are listed here.

Check out our innovative PDW sessions on Saturday, including “Management Education for the Future –Towards Responsibility, Sustainability and Integrity” (session 215), “Dynamite Case Discussion: Question Design and Use for Insightful Learning” (session 214), and “Natural Education and Development for Practicing Managers” (session 296). These interactive PDW sessions will provide you with tools that can be applied directly to the classroom.

Two scholarly sessions will focus on innovative approaches to teaching and learning (sessions 986 & 1518) and a variety of others will focus on topics such as the scholarship of teaching and learning, research on training, cross-cultural issues, graduate education, and technology. Take particular note of our showcase symposium, “Developing Intercultural Competencies through Cross-Cultural Management Education”, which is sure to be an interesting discussion encompassing a variety of approaches to the development of cross-cultural awareness and competencies (session 903, Monday at 11:30 AM).

Our plenary session at 9:45 AM Monday, with distinguished speaker Nancy Adler, is entitled, “Learning Studios or MOOCs: The Artistry of the 21st Century” (session 803). This session will explore how online technology and increasing global connectivity via virtual networks affects our sense of community.

Join us for dinner and networking with MED members on Friday at 6:30 PM (meet outside Fiesta 3&4, Coronado Springs Resort). The MED Business Meeting and Awards will be at 6:30 PM on Monday and our Social will follow at 7:30 PM. You also won’t want to miss the MED thank you reception Tuesday at 9:45 AM.

You will find many more exciting MED sessions in the full program.

MANAGEMENT HISTORY (MH)

The Management History Division will offer a variety of interesting PDW workshops and paper sessions this year focusing on identity and ideology in business and higher education, leadership and institutions, and historical perspectives on economics, entrepreneurship and innovation. Most of the paper sessions will be held in Europe 11 in the Dolphin Resort, most of the day Monday and from 9:45 AM-11:15 AM Tuesday. One paper session the division would like to highlight features several of our 2013 award winning division papers:

Historical Perspectives on Moral Hazard, Transaction Costs and Opportunism, Tuesday Aug. 13, 9:45 AM-11:15 AM in Europe 11, Dolphin Resort.

Limited liability and moral hazard implications – An alternative reading of the financial crisis.
Authors: Marie-Laure Djelic and Joel Bothello, ESSEC Business School
The rise of the modern corporation: Revisiting the nature of man in Alfred Chandler’s oeuvre
Author: Liena Kano, Haskayne School of Business

Local elites versus dominant shareholders: Dividend smoothing at the Dutch East India Company
Authors: WIM VAN Lent and Stoyan V. Sgourev, ESSEC Business School - Paris Framing
transaction value: The role of rhetoric in the emergence of the U.S. advertising industry
Authors: Y. Sekou Bermis, U. of Texas, Austin, and Peter Murmann, Australian School of Business, UNSW

We would also like to highlight our Then and Now Symposium on Leadership, Monday Aug. 12 from 1:15 PM-2:45 PM in Europe 11, Dolphin Resort. Then and Now provides a forum for management research pioneers to discuss their work and interact with those who follow in their footsteps. Our distinguished speakers for this year’s session on leadership are Chester A. Schriesheim, University of Miami and John Antonakis, University of Lausanne. The purpose of the “Then and Now” program is to engage senior scholars more actively in the AOM annual meeting and provide a forum for them to interact with those who are following in their footsteps. This purpose allows the missions of the Community of Academy Senior Scholars (CASS) and the Management History (MH) Division to intersect, meeting a CASS goal of keeping management history scholars engaged in their profession and their professional organization (AOM) and meeting an MH division goal of accurately recording the intellectual contributions of pioneers in the management field.

Finally, the division has a special PDW planned for Saturday Aug. 10 entitled Disney’s Epcot History and Experience. This experiential workshop starts at Disney’s Yacht & Beach Complex at 2:00 pm with a presentation by past and present Disney staff on the history and the management of the magic at Epcot. About 3:45 pm, participants will be escorted to Epcot for a “Magic of Epcot” scavenger hunt where participants will be organized into small groups to see and learn about the unique features of Epcot that make the guest experience magical. After having dinner on their own, participants will assemble at the United Kingdom Pavilion Lochside Terrace (on the France Pavilion side of the UK) for a special waterfront viewing of the Illuminations fireworks and Reflections of Earth program that ends the day at Epcot with a sumptuous coffee and dessert buffet. At the conclusion of Illuminations the participants will be escorted back to the Disney’s Yacht & Beach Club Resort about 9:15 PM. Please consult the AOM website for admission charges and availability for the Epcot tour portion of the PDW.

MANAGEMENT SPIRITUALITY & RELIGION (MSR)

The MSR Interest Group has planned another innovative and thought-provoking program for the upcoming 2013 AOM conference in Orlando. Don’t miss these sessions and a full line-up of engaging PDWs, symposia and scholarly papers.

We would like to highlight in particular:

- MSR Meditation Sessions will be hosted by Jerry Biberman from 7:00–8:00 AM (Saturday to Tuesday) at the WDW Dolphin Resort
- MSR PDW All-Academy session, “Creating conscious pathways for evolving enterprises and communities” will be held at the WDW Swan Resort, Osprey 1 on Sunday at 11:30 AM
- MSR Plenary session, “Transformational Leadership and Social Issues”. Panelists Ian Mitroff, UC Berkley, Otto Sharmer, MIT Sloan, and Michael Matheson Miller, Acton Institute, are scheduled with Allison Garrett, ACU as discussant, on Monday 9:45–11:15 AM WDW Dolphin Resort: Salon III
- MSR Business Meeting, Best Dissertation Awards and Social Event, Sunday evening from 7:00 to 8:00 PM (WDW Dolphin Resort, Oceanic 5) and 8:00–9:30 PM (WDW Dolphin Resort, Oceanic 1)

Finally, we would like to highlight sessions that extend our member’s book publications:

- Spirituality That Shapes Identity, Saturday, 1:00 – 3:00 PM, WDW Dolphin Resort: Europe 3
- Capitalism, Consciousness, and Wisdom, Sunday, 11:15 AM –1:15 PM, WDW Swan Resort: Swan 6
Academy Program Highlights

- Empathy, Consciousness, and Transcendence, Tuesday, 1:15 – 2:45 PM, WDW Dolphin Resort: Europe 10
  Please join us for great networking, conversation and refreshments!

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). This year we have a new consortium Diamonds in the Rough which provides an excellent opportunity to hear about the paths that senior faculty have taken in studying cognition, receive personalized feedback about managing your own research stream, and build connections with other emerging as well as seasoned scholars studying cognition in organizations. In particular we want to highlight three parts of our program that highlight the scholarly and social aspects of this Division. On Saturday Think about it….over a beer or a glass of wine (WDW Dolphin Resort, Salon E3) offers an opportunity for division members, old and new, to gather in an informal setting and renew or make new connections. On Monday morning we have the MOC Welcome Session and Distinguished Scholar Address (WDW Dolphin Resort, Salon III) where we honor the contributions and achievements of this year’s award winner, Frances Milliken. Please also join us for the many scholarly symposia and paper sessions starting immediately after this welcome session. Finally, please join us for the Business Meeting and Social Hour (WDW Dolphin Resort, Salon A3) on Monday where we will announce the winners of the MOC Best Paper and Best Students Paper awards. We look forward to seeing you at these sessions.

ORGANIZATIONAL BEHAVIOR (OB)

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

On Friday and Saturday, we are offering a number of PDWs that address the full spectrum of career-related issues (e.g., Advice for Pre-Dissertation Doctoral Students; How to Build and Find a Micro community; Research Tips and Strategies from Prolific Junior Faculty; Surfacing Problems and Proposing Solutions in OB; Disseminating and Promoting your Research Globally; and Congratulations, You Got a Revise and Resubmit! Now What?). There will also be several great teaching-focused workshops as well as a wide array of topic specific research-related PDWs. We particularly recommend sessions that strengthen connections between research and practice (e.g., Research in Practice: Connecting Theory and Work through Academic/Practitioner Collaborations [described in detail below], and Getting Great Field Data: Strategies for Successfully Partnering with Organizations to Collect Data).

In the scholarly program, we have lots of interesting symposia and paper sessions and the highlights include the two finalists for the 2013 Emerald Best International Symposium Award:

“The Contributions of Context-related Global Characteristics to Global Leadership Effectiveness” on Monday, Aug 12 2013 1:15 PM – 2:45 PM at Dolphin Resort in Asia 4 and “The Upside of Cultural Distance: A Positive Organizational Scholarship Perspective” on Tuesday, Aug 13 2013 9:45 AM – 11:15 AM at Yacht and Beach Club Resort in Asbury A.

One of the highlights of the OB division’s program is the Lifetime Achievement Award Address on Tuesday morning, where we honor the achievements and contributions of this year’s recipient, Benjamin Schneider, who will be the Distinguished Speaker. This will be followed by our Hot Coffee, Cool People social event that would be uncool to miss!

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

Research in Practice: Connecting Theory and Work through Academic/Practitioner Collaborations:
Friday, August 9, 3:15 to 5:15 PM
WDW Dolphin Resort, Salon A1

Interest in improving connections between scholarly research and practice has grown in the Academy in recent years. Yet, the goal of integrating research with practice poses a conundrum: organizations typically look to scholars to deliver research relevant to practice, while scholars reprimand practitioners for failing to translate and apply their findings. Few mechanisms exist that help us bridge this gap. Joint research partnerships between practitioners and academics are one way of avoiding these pitfalls, yet true partnerships are challenging and rare due to the difficulty of designing and implementing studies that meet the twin high bars of theoretical contribution and practical application, as well as aligning all the appropriate incentives. This PDW will focus on perspectives from matched pairs of academics and practitioners who can speak to both sides of the same collaboration. Through a panel presentation, attention will be called to some of the most pressing issues facing academics and practitioners who can speak to both sides of the same collaboration. Interactive break-out sessions will be used to challenge participants to tackle some of the trickiest roadblocks, share insights, and design ways to facilitate more successful collaborations going forward.

OB Division Awards and Reception:
Saturday August 10, 6 PM - 8 PM
Dolphin Resort Salon B & C

Lifetime Achievement Award Address: Ben Schneider, University of Maryland:
Tuesday, August 13, 9:45 AM - 10:45 AM
Dolphin Resort: Salon III

OB Division Hot Coffee, Cool People:
Tuesday, August 13, 10:45 AM - 11:45 AM
Dolphin Resort: Salon V

Academy Program Highlights

ORGANIZATIONAL COMMUNICATION AND INFORMATION SYSTEMS (OCIS)

Transformation of Higher Education (Submission #173610)
Time: Saturday, Aug 10, 2013, 8:am – 12:00 pm,
Location: WDW Swan Resort in Swan 10

No higher-education institutions are insulated from the highly disruptive and transformative movement of Masively Open Online Courses (MOOCs). MOOCs are offered through entrepreneurial startups using social computing technology to provide world-class educational experiences for tens of thousands of students at a time. Waves of technological, pedagogical, and institutional innovation that could either be fundamental transformations or distracting fads. These are just a few of the issues, trends, and dynamics related to higher education that have become recently prominent. Yet, in spite of their importance, many discussions of these trends are based on the personal opinion and isolated experience of popular commentators, activists, and pundits – leaving faculty, students, administrators, and policymakers uncertain as to how to prepare for the future. The purpose of this PDW is to strengthen the connection between state-of-the-art management, organization, and information systems research and the policy, institutional, and professional issues raises by the ongoing transformation of higher education. To achieve these objectives the proposed PDW will focus on developing a set of 1-2 page briefs that make strategic connections between emerging issues in higher education and current management, organization, and information systems research.

PDW: Future Search: Research about information & communication technology and the cultural contradictions of capitalism (Submission #16166)
Time: Saturday, August 10, 2013, 1:30 PM – 4:00 PM
Location: WDW Swan in Maccaw 1&2.

As technology is penetrating more into every facet of our social lives, scholars must explore new ways of conducting research in order to explore the possible technology-enabled future in order to remain
relevant in the society. This half-day professional development workshop aims to build a community of OCIS and other Academy scholars interested in doing research that generates practice-relevant knowledge about the social, ethical, and other challenges associated with the use of emerging information and communication technologies. A secondary emphasis will be on foresight methodologies (possibly combining historical analyses, contemporary workplace practice studies, and future studies) for feeding forward social scientific knowledge into the design of emerging ICT artifacts. The workshop will be organized as a participatory “Future Search Conference” in which participants jointly examine their shared past and present, find common ground, and make plans for future action.

**OCIS Doctoral Consortium Reception and Member Networking**

Time: Saturday, August 10, 2013, 6PM – 7:30PM  
Location: WDW Swan Resort in Swan 10

Please join us to see the poster presentations by this year’s doctoral consortium participants. If you have good questions, you may earn some free drink tickets!

**OCIS Keynote Presentation: Become Human by Shaping Stones and Making Tablets: A Mangle of Technology, Socio-Materiality and Information Studies**

Time: Monday, August 12, 2013, 4:45 pm – 6:15 pm  
Location: WDW Swan Resort in Swan 2

This year’s OCIS Division Keynote Speaker is Richard J. Boland, Jr. who is Elizabeth M. and William C. Treuhaft Professor of Design and Innovation at the Weatherhead School of Management at Case Western Reserve University, where is also Professor of Cognitive Science. Prior to joining to the Weatherhead School in 1989, he was Professor of Accountancy at the University of Illionois at Urbana-Champaign. He also held many visiting positions including UCLA, University of Gothenburg, and University of Cambridge. Throughout his career, Professor Boland has emphasized interpretive studies of how individuals experience the design, implementation and use of information technologies. Many of us in OCIS community, as well as scholars in the other fields, are deeply indebted to him for his ground-breaking work. In his keynote, Professor Boland will reflect on his own journey of last four decades of studying accounting, information systems, and most recently design and innovation. He will in particular discuss how the making of useful artifacts throughout human history, beginning with the earliest stone tools, reveal the complex intertwining of material artifacts, productive practices, human cognition and the social world as a continual process of becoming.

**OCIS Plenary Panel: Technology for Societal Change**

Time: Tuesday, August 13, 2013, 3pm – 4:30 pm  
Location: WDW Swan Resort in Swan 2

This special panel is designed to showcase different types of efforts by practitioners in bringing technology solutions to address large-scale societal challenges. In this plenary panel, four panelists will discuss how information technology is being used for large scale social change. Abhi Nemani (Chief of Staff, Code for America) will describe how Code for America is working with multiple cities to use technology to invent civic solutions for pressing urban challenges. Richard C. Boly (Director of eDiplomacy, US Department of State) will describe TechCamp, a global outreach program by the US State Department to bring international activists and technologists to design new technology-based solution for specific social challenges in different developing countries. Garrett Melby will talk about the role of social ventures and incubators in supporting various types of social entrepreneurship projects. Finally, Estave Almirall (ESADE, Code for Europe) will describe how Code for Europe is being organized through different parts of Europe. After the short presentations by the panelists, the audience will be invited to discuss what type of research can be carried out to theorize and study such emerging phenomena.

**ORGANIZATION DEVELOPMENT AND CHANGE (ODC)**

ODC has put together an exciting program for this year’s conference at Orlando. The innovative paper
sessions, PDWs and symposia that we have accepted will appeal to those from across the Academy as well as ODC division members and often have an international flavour to them. A number of sessions address the meeting theme “Capital in Question” and do so in imaginative, often provocative, ways. Other sessions that will of interest to both scholars and practitioners alike, seek to address key organizational change related issues through high quality research and dialogue that advances both theory and practice. To whet your appetite, here are a few of the many sessions that might be of interest:

Among our PDWs that we wish to draw your attention to is Carbon Markets in Question (Saturday, Aug 10, 12:15 PM — 3:15 PM, WDW Coronado Springs Resort, Baja). This workshop, though roundtable discussion, expert short presentations and Q&A will seek to show how an organizationally sensitive perspective may facilitate improvements in the design of climate change regulation. As such, it addresses the conference theme of ‘Capitalism in Question’ and responds to the ODC division’s call for discussions of ‘different governance and leadership systems at the societal and organizational level’. Pre-registration is required.

For academy members with an interest in practice, the division will also be holding an interactive PDW session Yes to the Mess: Surprising Leadership Lessons from Improvisation (Saturday, Aug 10, 5:00 PM – 8:00 PM, WDW Coronado Springs Resort, Coronado Q,R,S). The session explores leadership efforts to design for improvisation and innovation. One of the presenters is a jazz musician, the other two presenters are professional improvisatory actors. For those looking to translate research and scholarship into their teaching and practice we recommend attending That was Great!” More High Impact Exercises for Teaching and Consulting on Organizational Change PDW (Friday, Aug 9, 10:45 AM –12:45 PM, WDW Coronado Springs Resort, Coronado T). Here you will be invited to participate in a number of new experiential exercises designed to enhance your teaching and consultancy skills. Finally, Post-Merger Integration: Research, Practice & Teaching PDW (Friday, Aug 9, 4:30PM - 7:30PM, WDW Coronado Springs Resort, El Paso 1&2) will bring together scholars from diverse disciplines along with executives that manage and live through post-merger integration in order to advance our understanding of a process that has important consequences for organizational performance. Pre-registration is required for this workshop.

Our distinguished speaker Haridimos Tsoukas, University of Cyprus, Cyprus and University of Warwick, UK will explore the issue of Thinking about organizational change as if change mattered: Insights from process philosophy. The keynote will be held on Monday, 3:00 PM –5:00 PM WDW Coronado Springs Resort: Coronado R, S, T.

Highlights of our symposia and paper-sessions include critical reflections upon organization theories and research as well as issues of awareness and virtue on the organizational level. The Showcase Symposium Virtue at the Organization Level: Fact or Fiction? (Program # 503) addresses this year’s overall topic by posing the question of whether an organization can really be virtuous and if so, what will this construct look like. The panel symposium, co-sponsored by divisions ODC, SIM, OMT, and AAT, will be held Sunday, 1:00 PM - 2:30 PM WDW Swan Resort: Swan 10.

Research in Organization Change and Development has provided a valuable platform for scholars and practitioners to share new research-based insights since 1987. Our Showcase Symposium Research in Organization Change & Development: Trajectories and Insights of ROCD Volume 21 Authors (Program # 901) provides an opportunity to meet with the authors of Volume Twenty One of Research in Organizational Change and Development and engage in thought provoking discussions in small groups (Monday, 11:30 AM – 1:00 PM WDW Coronado Springs Resort: Baja). Symposium # 1506 will debate and reflect upon the numerous ways in which the past can be leveraged in organizational life to facilitate changing the future (Tuesday, 1:15pm - 2:45pm WDW Coronado Springs Resort: Baja).

Our paper sessions offer ample possibilities to explore important findings from current research. For example, paper session # 902, Creative Approaches to Organizational Development and Change will
give valuable insights into the latest innovative approaches to ODC (Monday, 11:30 AM – 1:00 PM WDW Coronado Springs Resort: Laredo 2). Paper session # 1267 Organizational Culture and Identity in Organizational Development and Change (Tuesday, 8:00 AM – 9:30 AM WDW Coronado Springs Resort: Baja) will focus on the importance of organizations’ identities and cultures.

These are, however, just a few examples from this year’s ODC Division’s program. We are looking forward to stimulating discussions that will advance our understanding and insights of current issues in our field and seeing you in Orlando!

David Grant, PDW Chair and Sonja Sackmann, Program Chair

ORGANIZATIONS AND THE NATURAL ENVIRONMENT (ONE)

The ONE team has assembled an exciting and stimulating collection of PDWs that span teaching, research, and practice. Our sessions also leverage the overall AOM program theme, with many linking to other divisions, theme groups and committees.

Our PDW program begins Friday morning with a timely, interactive session on Climate Change and Economic Growth: Management Scholars and Transformative Technological Change (Session #66) and continues with our doctoral consortium (Session #98), a session on Joining the Dots: Developing a Systems Approach to Workplace Proenvironmental Behavior Intervention (Session #116), a teaching oriented session on Sustainability in Management Education: Going Forward in Adopting and Transforming the Curriculum (Session #121) and a challenging session that will explore the tension between phenomenon and theory driven research, Disasters, Crises, Environmental Accidents: Phenomenon-Driven vs. Theory-Driven Research (Session #168).

Our Saturday program includes our Junior Faculty Consortium (Session #228), joint with the Social Issues and Management Division, and includes a number of jointly sponsored sessions, including the 4th year of a highly successful and interactive PDW on cross-sector partnerships, this year focusing on the work of the the Sustainability Consortium (TSC) whose mission was to develop a collaborative, comprehensive, science-based measurement and reporting system for product sustainability, with representative of University of Arkansas, Walmart, and Environmental Defense Fund – Transforming Markets: Cross Sector Partnerships for Sustainable Product Standards (Session #334). On Saturday evening, we welcome participants in our PDW workshops, as well as new and returning members, to our ONE Welcome Reception (Session #441) from 6:30 PM – 8:30 PM at the WDW Coronado Springs Resort, Acapulco room.

For Sunday’s All-Academy program, we have a number of exciting and timely sessions. A provocative showcase symposium, Shadows to the Marquee Lights: Questioning Capitalism and the Mission of the Academy of Management (session #593) will feature Walter Nord, Maxim Voronov, Paul Adler and others discussing and debating whether – and to what degree – the Academy has taken on the challenge of “Capitalism in Question.”

On Monday, our scholarly program will focus on topics related to sustainability reporting (The Importance and Problems of Corporate Sustainability Reporting – Session #754), sustainability in SMEs and venture capital (Sustainability Management in Small and Medium-Sized Enterprises and the Venture Green Investments – Session #937), renewable energy (Renewable Energy, Energy Use in Organizations, and the Natural Environment – session #1020) and conclude with our Business Meeting, from 5:00 PM – 6:30 PM in WDW Coronado Springs Resort, Coronado M,N and our ONE Social, which will be held offsite at the Epcot Terrace des Fleurs from 7:30 PM – 9:30 PM.

Finally, on Tuesday, we have assembled a special plenary session of the Best ONE Submissions (Session #1391) and two showcase symposia: Halos and Horns: Understanding Corporate Reputations for Social and Environmental Responsibility (Session #1469) and Taking Human Sustainability Seriously: Exploring Individual and
Academy Program Highlights

Organizational Enablers of Thriving (Session #1472).

PRACTICE THEME COMMITTEE (PTC)

The PTC exists to catalyze meaningful interactions between researchers and professionals in practice about the importance and relevance of research to practitioners—whether executives, managers, or consultants. This year, our reception and awards ceremony will honor sociologist Amitai Etzioni, who has contributed to expanding social science thinking for many decades, addressing economics, genetics, the future of society, and politics in many diverse and very concrete ways. Join us Saturday at 12.30 at the Coronado Springs Resort in El Paso 1&2 to honor Prof. Etzioni and enjoy champagne and canapés.

Session 263 The Impact of Dialogue between Management Scholarship and Practice.
Saturday, Aug 10, 10:15 AM – 12:15 PM at WDW Coronado Springs Resort in Fiesta 5
Organizer: Elena P. Antonacopoulou; U. of Liverpool;
Presenters: Elena P. Antonacopoulou; U. of Liverpool; Richard Badham; Macquarie U.; Laure Cabantous; U. of Warwick; Laura Empson; Cass Business School; Jean-Pascal Gond; Cass Business School; Thomas Schumacher; U. of St. Gallen (HSG);
Facilitators: Murray Dalziel; U. of Liverpool; Kathryn Goldman Schuyler; Alliant International U.;
Discussants: Pierre Guillet de Monthoux; Copenhagen Business School; Emmanuel Monod; Shanghai JiaoTong U.;
Chairs: Tyrone S. Pitsis; Newcastle U.; Kuo Frank Yu; City U. of Hong Kong

This PDW seeks to describe the variety of ways in which identities are formed, knowledge is co-created, and political tensions are negotiated. We will use round table discussions to invite active reflection on the ways that the participants experience such impact in their own scholarship.

Saturday, Aug 10, 2:45 PM – 5:45 PM at WDW Coronado Springs Resort in Fiesta 5
Organizer: Kuo Frank Yu, City U. of Hong Kong;

Why might today’s institutional environments, technical advances, rapid information exchanges, and inter-organizational interdependence make detecting weak signals crucial? How do we contextualize and interpret weak signals in a timely manner, so they can assist organizational responses? How do we design policies, rules, and procedures in such a way that fosters a friendly institutional environment for weak signal detection? In particular, we focus on organizations operating under high levels of risk and uncertainty where the detection of weak signals is crucial for reliable operations and transport the lessons to other kinds of organizations.

Session 415 Capitalism, Consciousness, and Wisdom
Distinguished Speakers: Subhan Saxena; CIPLA; Otto Scharmer; MIT Sloan; Susan Skjei; Naropa U.; Coordinator: Kathryn Goldman Schuyler; Alliant International U.
The panelists are internationally-respected leaders, educators, and consultants who have cultivated awareness personally for years, led or facilitated systemic change, and trained leaders to do so. They will discuss the interdependence of contemplative practices and societal action in the context of moving beyond capitalism. Breakouts will allow everyone to participate actively. Among our questions are: "How do mindfulness, meditation, and other awareness practices build capacity for responding intelligently to difficult systemic change challenges?" and "How are new economic theory and action related to new levels of inner awareness?"

PUBLIC AND NONPROFIT (PNP)

About the PNP Division. The Public and Nonprofit Division of the Academy of Management is a multidisciplinary, multi-methodologically focused division that concentrates on organizations outside profit-oriented domains. These organizations include government agencies, nonprofit organizations and producer and consumer cooperatives that operate in diverse areas and industries such as social services, health care, the military, culture, education, religion and advocacy.

2013 Meetings Program of the PNP Division. All topics within management with relevance to the PNP division’s areas of interest are welcome, including but not limited to: decision making; strategy; organizational behavior; human resource management; collaboration and conflict among public, nonprofit, and private for-profit organizations; service and community-building; performance measurement and management; theories of governance; and the social and ethical dimensions of public and non-profit activity. We are particularly interested in public and nonprofit organizations’ management, organizational processes, and performance, and how these dimensions compare to those in for-profit firms

(Plenary) – (PNP) Roles and Challenges that Public and Nonprofit Organizations Face in Comparison with

Forprofit Firms (17860)
8:00 AM – 9:30 AM WDW Coronado Springs Resort: Coronado R,S,T
Tweet this session: #AOM2013 13
Chairs: Kimberley Roussin Isett, Georgia Institute of Technology; Avner Ben-Ner, U. of Minnesota
Presenters: George Alexander Boyne, Cardiff U.; Alnoor Ebrahim, Harvard U.; Peter G Klein, U. of Missouri; Mary Tschirhart, North Carolina State U.

(PNP) Meet the Editors (17868)
9:45 AM – 11:15 AM WDW Coronado Springs Resort: Durango 2
Tweet this session: #AOM2013 26
Editors will discuss domains and aims of their journals and reviews.
Chair: Stephanie Moulton, The Ohio State U.
Discussants: George Alexander Boyne, Cardiff U.; Steven Kelman, Harvard U.; Clay G Wescott, Wiley-Blackwell; Lucas C.P.M. Meijs, Erasmus U. Rotterdam

(PNP) Employees Identification and Commitment (18019)
11:30 AM – 1:00 PM WDW Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 1437
Chair: Yvonne Brunetto, Southern Cross U.
-Comparing Affective Commitment of Office Workers in the Public and Private Sectors | Jesper Rosenberg Hansen, Aarhus U.; Anne Mette Kjeldsen, Aarhus U.
-A Qualitative Look at Organisational Commitment: identifying varied forms of commitment employees Samantha Jane Johnson, U. of Canberra; Deborah A. Blackman, U. of Canberra
-(Mis)Using Employee Volunteering for Public Relations: Implications for Organizational Commitment | Anne-Laure Gatignon-Turnau, U. of Toulouse III, Paul Sabatier; Karim Mignonac, U. of Toulouse 1 Capitole

PNP Business Meeting (17793)
4:00 PM – 6:00 PM WDW Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 582

Academy Program Highlights
Academy Program Highlights

PNP Social (17792)
6:30 PM – 8:30 PM WDW Coronado Springs Resort: Durango 1
Open to all, please come for a drink, food and conversation

RESEARCH METHODS (RM)

What Grounded Theory Is....

Moderator: Isabelle Walsh; Rouen Business School; Distinguished Speaker: Barney Glaser; The Grounded Theory Institute
Speaker: Judith A Holton; Mount Allison U.
Speaker: Walter Fernandez; Australian National U.
Speaker: Natalia Levina; New York U.
Speaker: Lotte Bailyn; Massachusetts Institute of Technology

In 2006, Suddaby wrote a very interesting piece detailing what Grounded Theory (GT) “is not” that listed six common misconceptions: an excuse to ignore the literature, a presentation of raw data, theory testing, content analysis or word count, routine application of formulaic techniques to collected data, easiness, an excuse for the absence of methodology. Although it was at the time absolutely essential to highlight these misconceptions, it has now become even more essential and urgent to clarify what GT “is”: GT is currently taught in many doctoral schools across the world in ways that are much too limited to allow creativity and full use of possible resources. As a result, GT is nowadays mostly applied as a qualitative method. This limited use of GT restrains researchers’ capabilities, blocks some innovative possibilities in our times of ‘big data’ and the emergence of valuable and badly needed theories. This symposium brings together leading scholars, including GT’s originator, Barney Glaser, to reflect on what GT “is”. Amidst the recent social, economic and financial crises which have been spreading in many countries in the last few years, we have to develop new models and new paradigms in order to answer some essential questions that appear to have lost their established answers, and to engage some new ways of thinking on which to build a better world. With this panel symposium we propose GT as a full research paradigm that may help the management field of research in this immense endeavor. We propose to remind Academy scholars of the true realm of GT in order to give some freedom to their creativity while at the same time provide some essential guidelines.

Organizational Research Methods: Retrospective and Prospective Views

Moderator: Brian Boyd; City U. of Hong Kong; While only sixteen years old, Organizational Research Methods has become a highly influential journal, ranking highly in both Management and Applied Psychology. In this session we explore the journal’s trajectory, in the form of a conversation between the founding Editor Larry Williams, outgoing Editor Jose Cortina, and the incoming Editor, James LeBreton.

Innovative Research Methods Aimed at Measuring the Hidden Performance of Organizations

Measuring Hidden Performance

Presenter: Robert P. Gephart; U. of Alberta; Organizer: Marc Bonnet; ISEOR, IAE - U. of Lyon 3
Participant: Michel Peron; ISEOR, IAE - U. of Lyon 3
Participant: Amandine Savall; ISEOR, CNAM Paris;
Participant: Veronique Zardet; ISEOR, IAE - U. of Lyon 3

Traditional capitalist approaches to performance management tend to focus on short term economic results as shown by financial quarterly reports and downplay the importance of hidden factors stemming from the involvement of people and Human Potential. Both Ethnostatistics and Qualimetrics research methods draw our attention to the necessity to broaden the scope of data collection in order to shed light on the importance of Human Potential as the key success factor of organizational performance, as opposed to the “commoditizing” of people considered as cogs in the wheel. In the literature on human capital, people are theorized to have the informal power to deliver performance or to hinder performance, while traditional capitalism limits peoples’ motivation to wage considerations. Traditional capitalism also fails to consider many recent advances made in organizational research, such as organizational justice and employee empowerment, because these factors are not explicitly related to financial performance. Ethnostatistics and qualimetrics research methods allow the inclusion of unmeasured hidden costs and performance

Publication Bias: Causes, Detection, and Remediation

Publication Bias

Presenter: Sven Kepes; Virginia Commonwealth U.
Presenter: Michael A. McDaniel; Virginia Commonwealth U.
Academy Program Highlights

Publication bias exists to the extent that available research (e.g., published or easily accessible research) is not representative of all research. There is growing concern in science that our journals are primarily publishing statistically significant findings, resulting in the remaining research being suppressed (e.g., made unavailable) from the literature. This serves to overestimate the magnitude of effect sizes and distorts conclusions of the publically available scientific literature. Although some research areas (e.g., the medical sciences) are devoting considerable resources to the reduction of publication bias, management and related areas in the organizational sciences largely ignore this phenomenon. This PDW will review causes of publication bias and overview methods to detect and potentially adjust for this bias. These methods are largely derived from meta-analytic techniques in the medical and related sciences. The PDW begins with the presentation of a taxonomy of publication bias relating to outcome bias and sample bias. Outcome bias concerns the suppression of effect sizes in a readily available paper (e.g., a journal article). Sample bias concerns the suppression of entire studies. Causes of outcome and sample publication bias will be identified with respect author decisions, the journal review process, and organizational constraints. Then, methods to detect and assess publication bias will be reviewed. These include contour-enhanced funnel plots, trim and fill, Egger’s test of the intercept, Begg and Mazumdar’s rank correlation, cumulative meta-analysis, selection models, and meta-regression. For each method, examples will be offered and guidance on available software for such analyses will be presented.

STRATEGIZING ACTIVITIES AND PRACTICE (SAP)

This year's Strategizing Activities and Practices (SAP) program team has put together a number of high-quality and exciting Paper Sessions, Symposia, and Professional Development Workshops (PDWs) that have a range of interest not only for the SAP division, but even more a cross-divisional interest. Management scholars attending the program will find the program provocative in addressing strategy-making research issues from a number of different theoretical and empirical perspectives.

SAP PDW sessions

On Saturday, we have a full line-up of SAP PDW sessions from 7:30am to 5pm at the Swan Resort which run the gamut from SAP basics to emerging SAP research topics to how to teach SAP.

We would like to draw your attention to one PDW that should have wide appeal: Session 311 on Saturday August 10th from 12:30 to 2:30 (Swan 5) in which new research directions in SAP will be discussed. These topics include the role of institutions, emotions and materiality as well as the emergence of new textual sites and the role of performativity in strategy practice. The PDW’s purpose is to enthrone and link established and emerging researchers in strategy-as-practice. For each topic area, two scholars will outline the research achievement so far and discuss the potential agenda going forward. These introductory presentations will provide a broad overview of each topic area and identify promising new themes or gaps that might help guide future research. After the talks, participants will break into roundtables with the speakers by topic area to share interests and discuss new research questions and appropriate methodologies for addressing them. Participants will come away from this PDW recharged with ideas and approaches for engaging in strategy-as-practice research at the cutting edge of the field’s development. Please join us!

SAP’s distinguished keynote speaker: Dr. Robert Burgelman, Stanford University

Scheduled: Monday, August 12, 2013, from 8:00 AM – 9:30 AM, at the WDW Swan Resort in Osprey 1.

Professor Robert Burgelman (Stanford University) will be the Strategy-as-Practice division's distinguished keynote speaker. Robert Burgelman is the Edmund W. Littlefield Professor of Management and the Executive Director of the Stanford Executive Program (SEP) of the Stanford University Graduate School of Business. In his research, Robert Burgelman has focused on the role of strategy-making in firm evolution. His research uncovered strategy-making processes of how companies enter into new businesses, exit from other existing ones and ensure adaptation. His talk will focus on his experience studying strategy-making processes in organizations, where strategic action is distributed among multiple levels of management. Followed by the keynote, the session panelists reflect on how their work has been influenced by the work of this year's SAP Distinguished Keynote Speaker.

Chair: Richard Whittington, Said Business School
Panelists: Bill Wooldridge, U. of Massachusetts, Amherst; Paula Jarzabkowski, Cornell U.; Saku Mantere, Hanken School of Economics

SAP’s Showcase Symposium: The Micro Turn in Strategy: Variations and Connections

Scheduled: Monday, August 12, 2013, from 1:15 PM – 2:45 PM, at the WDW Swan Resort in Dove.

This symposium (co-sponsored with BPS, MOC) pertains to a theme with great cross-divisional appeal. It takes stock of the trend for more micro...
perspectives on strategy, exploring the role of individuals’ cognition, emotions, dispositions and activities in strategy-making and strategy processes. From a range of theoretical perspectives, it examines the potential of micro perspectives on strategy for the strategic management field as a whole, and how both can learn from each other. The symposium encourages interaction among panelists and with the audience.

Organizer: Richard Whittington, Said Business School
Chair: Tomi M.M. Laamanen, U of St Gallen
Panelists: Teppo Felin, Brigham Young U.; Steven W. Floyd, U. of Massachusetts, Amherst; William Ocasio, Northwestern U.; Rhonda Reger, U. of Tennessee

SOCIAL ISSUES IN MANAGEMENT (SIM)

Michael Barnett (Program Chair) and Harry Van Buren (PDW Chair)

We’re going to Disneyworld! Plan a long trip, because you shouldn’t have any time to visit the parks from August 9th through 13th. Instead, you’ll be ears deep in the magical kingdom of SIM content that awaits you. The Walt Disney World Coronado Springs Resort is where most of the SIM magic happens.

We have an exciting PDW program, which starts on Friday and goes through Sunday. Much of the program will feel familiar to long-time members of the division. The doctoral consortium will start on Thursday night and continue through Friday afternoon, and the Junior Faculty Consortium (co-sponsored with ONE) will be on Saturday morning. The teaching workshop on Saturday morning, developed by the SIM Curriculum Committee, will address the use of social media in teaching social, environmental, and ethics topics. The SIM Manuscript Development workshop and SIM Speed Dating will be on Saturday morning and early afternoon, followed by a research-oriented session entitled “Some Questions We Don’t Need to Keep Asking in SIM Research, and Some Questions We Should Be Asking.”

Throughout Friday and Saturday, there will be PDWs that address important topics, including the bottom of the pyramid, CSR in Iberoamerica, development-oriented CSR, gun violence, mainstreaming SIM research, multi-stakeholder dialogue, supply-chain responsibility, sustainability, and many others. SIM also has a PDW on Sunday’s All-Academy program entitled “Capitalism in Crisis and Other Conundrums: Tackling the Big Questions.”

The scholarly program, conducted from Sunday to Tuesday, includes 172 papers and 14 symposia spread across 43 sessions. As an experiment, the 39 divisional sessions are grouped into four tracks according to the common problems they seek to address or questions they are asking:

Track A: Theorizing social issues in management. Papers in this track are primarily conceptual. The ten sessions in this track address issues such as the drivers of unethical behavior, reframing stakeholder theory, and refining the CSR concept. Most sessions will be held in Coronado Q at the Coronado Springs Resort.

Track B: Managing social issues. Papers in this track are primarily empirical and deal with the process or practice of managing social issues. The twelve sessions in this track address issues such as managing base of the pyramid ventures, repairing trust in the organization, and managing CSR globally. Sessions will be held in Fiesta 1 and Fiesta 2 at the Coronado Springs Resort.

Track C: Assessing business outcomes. Papers in this track are primarily empirical and deal with how the management of social issues affects organizations. The twelve sessions in this track address issues such as the effects of CSR on organizational performance, the effects of misconduct on firm performance, and political influences on firm performance. Sessions will be held in Coronado P and El Paso 1 and 2 at the Coronado Springs Resort.

Track D: Assessing societal outcomes. Papers in this track are mixed method and deal with how the management of social issues affects society. The five sessions in this track address issues such as outcomes in developing countries, institutional influences on social practices, and drivers of social problems. Sessions will be held in El Paso 1 at the Coronado Springs Resort.

Discussion paper sessions are roundtable sessions, where the emphasis is on paper development rather than presentation. They will be run akin to doctoral seminars, and facilitated by experts on each of four focal areas: refining conceptual papers, refining qualitative papers, refining theory in quantitative papers, and refining methods in quantitative papers. Please attend to learn more about how to refine these aspects of your research papers. These
sessions are on Sunday in the Egret and Heron Rooms of the Swan Resort.

Needless to say, there will be lots of social events as well. Check out all of the division’s sessions in the online program. We hope to see you in Orlando!

TEACHING THEME COMMITTEE (TTC)

TTC welcomes you to invest a little time at the conference thinking about ways to further improve your teaching. Please join us for the following interactive PDWs we know you’ll enjoy:

Designing Online Experiential and Team Assignments: A TTC Interactive Workshop offers an opportunity to examine and apply principles and best practices for design of online experiential and team assignments. Specific attention is given to design and implementation of successful experiential and team-based projects to support significant and meaningful learning in online classes. Session #39, Friday, Aug 9 2013 8:00 AM – 10:00 AM at WDW Coronado Spring Resort in Acapulco

Pedagogical Insights for Teaching Teamwork explores various methods for teaching teamwork skills to undergraduate, graduate and executive-level students. Participants will engage with the facilitators and each other to begin the conversation on teaching teamwork that will continue beyond the session. Session #38, Friday, Aug 9 2013 8:00AM-10:30AM at WDW Coronado Spring Resort in El Paso 1&2

Teaching with Technology: Empowering Students to Collaborate in the Capitalist Marketplace engages participates in an integrated, hands-on session to explore the facilitators’ development, employment, and sharing of technology resources that bring interactive experiences to classrooms and courses. Session #40, Friday, Aug 9 2013 8:00 AM–11:00 AM at WDW Coronado Spring Resort in Baja

Group learning through negotiation simulations in management facilitates participants’ experience in a group negotiation in management to highlight innovative approaches to group and team learning in the classroom. Session #70, Friday, Aug 9 2013 10:15 AM–12:15 PM at WDW Coronado Spring Resort in Acapulco

Making Critical Thinking Meaningful: A TTC Interactive Workshop immerses participants in a set of facilitated activities intended to help them design and develop courses, and supporting assignments for any management discipline, that introduce a model for and then systematically apply, measure, and continuously build critical thinking skills. Session #105, Friday, Aug 9 2013 12:30 PM – 2:30 PM at WDW Coronado Spring Resort in Acapulco

Capitalizing Upon the Changing Virtual Landscape of Learning & Education explores the current trends in the changing landscape of academia due to free online education (such as MOOCs or massive online open courses) that supplements and may soon replace traditional methods of knowledge dissemination and skill acquisition in higher education. Session #123, Friday, Aug 9 2013 2:15 PM – 4:15 PM at WDW Coronado Spring Resort in El Paso 1&2 (Pre-registration required.)

Issues in Testing: A Rotating Roundtable offers an interactive discussion in a supportive environment on the best practices in testing. Topics such as the frequency of testing, amount of material to be included on a test, question format, prevention of cheating during tests, and a plethora of other test-related items will be discussed. Session # 386, Saturday, Aug 10 2013 5:45 PM – 7:45 PM at WDW Coronado Spring Resort in Baja

TECHNOLOGY AND INNOVATION MANAGEMENT (TIM)

The TIM Division has a variety of exciting and high-quality Professional Development Workshops, Paper Sessions, and Symposia this year. We hope you will join us.

TIM Distinguished Scholar Luncheon Saturday, August 10th, 2013 at 12:00 PM – 1:30PM at WDW Swan Resort in Swan 6.

This event is hosted by Arvids Ziedonis and Riitta Katila. The distinguished speaker will be Constance Helfat from Dartmouth College.

All Academy TIM PDWs

1. Myths and Realities of Capitalism: Micro and Macro Perspectives: Sunday, Aug 11 4:30 – 7:30 PM at WDV Dolphin Resort in Asia 3

The theme of the 2013 Academy of Management Meetings is based on a call into question of the efficacy and merits of capitalism—and the free enterprise system that it entails. However, all of the economic systems in the world today represent
Academy Program Highlights

varying degrees of free enterprise and government intervention. This PDW addresses the call of examining micro and macro perspectives on some of the myths and realities of capitalism. A critical and informed examination of perhaps the most foundational underpinning of business and management—voluntary trade among producers based on the premise of human rights to life, liberty and pursuit of happiness—is urgently called for. The PDW brings together micro and macro scholars within the Academy, along with leading businessmen and spokespersons from policy institutes. The format of the PDW allows for an articulation of premises that guide both micro individual behavior and macro institutional factors that are required for value creation under a capitalist system, and a discussion of the alleged virtues and vices of capitalism. The workshop is designed in four parts and is structured to provide workshop participants with the opportunity to learn from experts and each other and to co-develop relevant implications for management faculty around the world.

2. Innovation under Different Forms of Capitalism:
Sunday, Aug 11 12:30 – 2:30 PM at WDW Swan Resort in Osprey 2

This PDW aims to examine innovation under different forms of capitalism and bring to the forefront variation in national institutions that set the “rules of the game” for innovation. The PDW will focus on industrialized and, particularly, emerging economies, where efforts to adopt, diffuse and commercialize novel, innovative technologies often require social innovation, entrepreneurship, introduction of new business models and changes in institutions and the innovation system to encourage new market formation. The PDW will examine variations in technological and social innovation under different institutional conditions and forms of capitalism and focus on: (1) the relationship between institutions and innovation systems; (2) the impact of institutions on linkages for technology diffusion, capability building, entrepreneurship, market formation and economic development both within and across national systems; (3) impact of institutions on new models of organization and pathways for the commercialization of innovations. The PDW panelists’ presentations will incorporate Q&A and dialogue with participants.

TIM Dissertation Award Finalists: Sunday
August 11 1:00 – 3:00 PM at WDW Swan Resort in Swan 7

This session shall include the outstanding dissertation finalists for the TIM Division. They shall be chosen by the Dissertation Awards Committee.
Special Thanks
Welcome to all New Members & First Time Attendees!

MAKE THE MOST OF YOUR MEETING EXPERIENCE!

*YOUR ARRIVAL*
- Friday and Saturday consist of Professional Development Workshops (PDW’s); Sunday consists of All-Academy Theme sessions (AAT) for PDW’s and symposia; Monday and Tuesday are reserved for division scholarly programs, including paper sessions and symposia.
- Focus on sessions that are organized by your two primary divisions.
- Attend your division’s social events and business meetings. Some of the social events may require a prior reservation, so be sure to check the program for details.
- 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 Dolphin Resort, Atlantic B/C 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.
- Attend the New Member Orientation Fair on Friday OR Saturday 5:30 pm – 7:30 pm, Dolphin Resort, Salon IV.
- Don’t miss the All Academy Breakfast and President’s Address – Sunday, 8:00 am, Dolphin Resort, Pacific B&C, and the All Academy Reception - Sunday, 6:00 pm – 8:00 pm, Dolphin Resort, Pacific B&C.
- Have fun at the All Academy Farewell Gathering – Tuesday, 5:00 pm – 7:00 pm, Ariel’s-Yacht & Beach Club.

*PRINTED PROGRAM NAVIGATION*
- **Table of Contents** - Points of interest:
  * Hotel and Convention Center Map
  * Abbreviations/Acronym/Symbol Guide
  * Academy Program Highlights

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

*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.
- **Shuttle service** will be offered daily between all conference hotels.
- **Placement Location & Hours** - for applicants with pre-scheduled interviews – Coronado Resort.
- **Join the Conversation** - Follow conference attendees on Twitter, Facebook, and LinkedIn.

*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.

ADDITIONAL QUESTIONS? Please visit:
* **Hospitality Suite for First Time Attendees**
  - **Dolphin Resort - Salon E4**
  - Open Friday through Monday:
    - 8:00 am to 5:00 pm
  - Tuesday - 8:00 am to 3:00 pm
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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 headquarters 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 22 in 2012.

**WU Undergraduate Programs**

BSc Business, Economics & Social Sciences (*in German*)

LL.B. Business Law (*in German*)
WU Graduate Programs

in English:
MSc Quantitive 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
MScSocio-Economics
MSc Taxation and Accounting
Doctorate Social and Economic Sciences
Doctorate Business Law

WU Executive Academy

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WU has a strong international orientation with about 26% of its 23,600 degree students coming from abroad and 1,000 exchange students every year. With memberships in PIM and CEMS and over 220 partner universities on all six continents as well as 8 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)
(Sponsor of ID Name Badge Lanyard)

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

Global Reach
SHRM provides resources, global best practices and a network of valuable contacts to more than 5,000 members in over 140 countries, in addition to U.S.-based HR professionals involved in global HR. As part of SHRM’s commitment to developing the HR profession globally, SHRM opened offices in Beijing, China, and Mumbai, India, to help establish important two-way relationships, provide education and facilitate the advancement of HR. SHRM is running a pilot program to create Member Forums in selected countries to encourage local networking among SHRM members. SHRM is an active member of the North American Human Resource Management Association and the current secretariat for the World Federation of People Management Associations.

Helpful Links for Educators and Students
How to join SHRM. A special, first-time membership rate of $100 applies for HR Faculty; join online using promotional code MMFT. Students can become members for $35. Join online at www.shrm.org/join

Resources for HR Educators. All in one place, gain access to information of great value to those who teach HR.
http://www.shrm.org/education/hreducation including links to the SHRM HR Curriculum Guidelines, the SHRM Assurance of Learning® Assessment, the HR Program Directory that lists all the undergraduate and graduate programs aligning with SHRM’s curriculum guidelines, cases & learning modules to download for use in the classroom, and information about the Innovation in HRM Teaching Conference held in June in conjunction with the SHRM Annual Conference and Exposition.

SHRM Research. Explore the many sources of survey research, workplace trends and forecasting, benchmarking and other official SHRM Research.
http://www.shrm.org/research

HR Competency Model. Consolidated in one place, get the latest information on SHRM’s HR Competency Model, SHRM Elements for Success. An overview of the model, tools and FAQs are available online at http://www.shrm.org/competencies

HR Standards. Consistent with SHRM’s role in promoting professionalism in the HR field, the Society began an intensive effort to sponsor the development of organizational standards in 2009. For more information visit us online at http://www.shrm.org/hrstandards

SHRM Foundation. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management (SHRM). Many useful
resources are available online including an instructional DVD series, Effective Practice Guidelines and Executive Briefings. The Foundation offers a variety of scholarships to students and research grants are available as well. The work of the Foundation is possible because of generous contributions from HR faculty, students and professionals like you. Visit us online at http://www.shrmfoundation.org

Copenhagen Business School  
(Sponsor of the AOM Shuttle Buses)

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 organization, 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. In line with this, we have established four ‘business in society platforms’ which operate on a cross-departmental basis:
- **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;
- **Competitiveness** dealing with the success of firms in a rapidly developing global environment;
- **Entrepreneurship** expanding the traditional boundaries of entrepreneurship research by spanning and combining several fields including start-up venturing, social entrepreneurship and corporate entrepreneurship.

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: 19,999
- Foreign exchange students: 3,106
- Full-time faculty members: 690
- PhD students: 258
- Administrative staff: 549
- Visiting professors: 69
Exchange agreements: 333
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
(Sponsor of Mobile Meeting App)

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.

BI Norwegian Business School
(Sponsor of Hotel Key Cards at the Walt Disney World Swan & Dolphin Resort)

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. 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. Since 1983 more than 200 000 graduates have completed their studies at BI. The School 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 7 600 mentions in the media in 2012.

BI’s Portfolio

- Bachelor: Fifteen BSc programmes, plus the BSc/MSc in Business and Economics (Norw. siviløkonom).
- MSc: Seven 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: Nine students graduated from BI with a PhD, and 72 scholarship holders participated in BI’s PhD programme, spring 2012.

Ranking and Accreditations
BI was ranked number 62 in the Financial Times ranking of the world’s best business schools and achieved a 15th 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!

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

Description ESMT:
About 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. ESMT focuses on
three main topics: leadership and social responsibility, European competitiveness, and the management of technology. The school offers a full-time MBA, an executive MBA, and open enrollment and customized executive education programs. ESMT is based in Berlin, Germany, with an additional location in Schloss Gracht near Cologne. The school and its programs are accredited by AACSB, AMBA, and FIBAA.

Faculty and research
ESMT’s international faculty is currently made up of 32 members from 19 countries. The faculty members 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 ‘leadership and social responsibility’, ‘European competitiveness’, and the ‘management of technology’, ESMT strives to generate relevant and ground-breaking knowledge for managers, business leaders, and policy makers by integrating world-class research with a practice-oriented approach. Research output is published in leading international academic journals.

Degree programs
The ESMT full-time MBA is a one-year MBA program taught entirely in English. It is Germany’s most international MBA, with an average of 90% of students and 80% of program faculty from outside Germany. The class of 2013 is made up of 53 students representing 27 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. The MBA program is accredited by AACSB (Association to Advance Collegiate Schools of Business), AMBA (Association of MBAs), as well as by the German accreditation agency FIBAA and the Berlin Senate.

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 2012. The programs offer high-quality executive education in English and German. ESMT currently runs 34 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 services firms design and deliver tailor-made programs to companies. www.esmt.org

Gold Sponsors:

Darden School of Business, University of Virginia
(Sponsor of the Pens at Registration)

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

Darden’s mission is to improve the world by developing responsible and complete leaders and by advancing knowledge. This mission serves as the foundation for the School’s educational and research programs.

Darden delivers the world’s best management education experience through its high-engagement learning environment, which is distinguished by three key elements: the case study method, top-ranked faculty and a 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 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—provide thought leadership across disciplines and advance business knowledge and practice.

**Leadership University Sponsors**

**Darden School of Business, University of Virginia**

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**University of Southern California**

Real-world experience, Study abroad opportunities, Outstanding faculty; The University of Southern California Marshall School of Business offers an unparalleled educational experience, focused on student success. Marshall is internationally recognized for its emphasis on entrepreneurship and innovation, social responsibility and path-breaking research. Located in the heart of Los Angeles, Marshall offers its 5,500-plus undergraduate and graduate students a unique worldview and impressive global opportunities. With an alumni network spanning 90 countries, Marshall students join a worldwide community of thought leaders who are redefining the way business works. Marshall emphasizes experiential learning that nurtures entrepreneurial talent and fosters critical problem solving. Our guiding philosophy—that success is based on an understanding of the inner workings of the global marketplace—puts us in the top tier of the nation’s business schools. Recognizing the benefits of bolstering classroom theory with hands-on learning, Marshall offers many opportunities for leadership roles in student organizations and for community involvement. Students also learn firsthand how business works in today’s global economy through study abroad. The School was the first to require international travel and study projects as part of every MBA degree, and Marshall undergraduates, including first-year students, have numerous opportunities to study outside the United States. Beginning this fall, the new World Bachelor in Business program offers a business degree across three continents at the University of Southern California, Bocconi University in Milan, and Hong Kong University of Science & Technology; students in this unique program will be graduates of all three universities at the conclusion of their undergraduate studies.

Marshall’s world-renowned faculty serve as mentors and advisers for our students. They are prolific

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**Section A**
researchers, influential thinkers and leading policymakers who publish in the top academic and practitioner journals in business, serve as editors and associate editors of these journals, and hold leadership positions in academia and in the business world. Throughout the academic journey and beyond, Marshall provides its students with connections to internships, jobs, and industry mentors, channeling their skills and ambition into exceptional careers with the power to transform business and make a positive difference in people’s lives. A Marshall education provides the foundation for a lifetime of learning and helps pave the way to personal and professional distinction. Founded in 1880, the University of Southern California is the oldest private teaching and research university in the western United States and one of the world’s leading private research universities. Enrolling more international students than any other U.S. university, USC fosters a vibrant culture of public service and encourages students to cross academic as well as geographic boundaries in their pursuit of knowledge.

University of Maryland

About the University of Maryland
The University of Maryland, College Park is the flagship campus of the University System of Maryland and one of the nation’s preeminent public research universities. It is committed to educating exceptional students, conducting groundbreaking research, fostering global connections and serving as the state’s strongest economic engine.

Located just outside Washington, D.C., the university was founded in 1856 as a private agricultural college and is now home to 12 colleges and schools offering more than 200 academic degrees to 37,000 undergraduate and graduate students.

Our renowned academic community is addressing important scientific and societal challenges including climate change, the economy, energy, homeland security and public health. We partner with governments, major corporations, nonprofit organizations and educational institutions around the world, and our research brought in $502 million in fiscal year 2012. As a land-grant institution, the university shares its research, educational, cultural and technological strengths with the Maryland citizenry and other constituencies.

Vital to these activities are the university’s outstanding students, staff and faculty, who include five Pulitzer Prize winners, three Nobel laureates, scores of Fulbright scholars and nearly 50 members of the national academies. The university also counts the diversity of its community among its greatest strengths, and it is committed to diversity and inclusiveness in all educational and work environments.

The university is making entrepreneurship and innovation one of its signature features. In 2013, the university announced a new Academy for Innovation and Entrepreneurship, a signature initiative to infuse the university with a culture of innovation and entrepreneurship across all colleges and the curriculum. As a pioneer in educating the next generation of entrepreneurs, the university helps create successful ventures and connects Maryland companies with university resources to help them succeed. The university is ranked as one of the nation’s top schools for entrepreneurship and innovation as a result of 25 years of collaborative effort from the Robert H. Smith School of Business’ Dingman Center for Entrepreneurship and the A. James Clark School of Engineering’s Maryland Technology Enterprise Institute (Mtech).

Ranked No. 19 among public universities by U.S. News & World Report, the university has 25 academic programs in U.S. News’ Top 10 and 72 in the Top 25. The Institute of Higher Education (Jiao Tong University, Shanghai), which ranks the world’s top universities based on research, puts Maryland at No. 38 in the world and No. 13 among U.S. public universities. For the fourth consecutive year, the University of Maryland ranked in the top 10 of Kiplinger’s Personal Finance magazine's list of Best Values in Public Colleges for 2012–13. The Princeton Review also named the university a Best Value College for 2013.

Pace University, Lubin School of Business

The Academy of Management is located on the Briarcliff Manor, New York, Campus of Pace University. Prior to residing at Pace University, the Academy’s head office was located at the volunteer treasurer’s university, rotating with each new appointment. In 1994, the Academy’s Board of Governors made the decision to hire professional staff for the growing association and conducted a national search for a more permanent home. Pace was selected from the field of potential candidates and the Academy has resided at Pace since 1994. The Academy of Management has benefited from the administrative and infrastructure support given by Pace University and in turn the Academy has contributed to the scholarly objectives of the Lubin School of Business. As in other successful models
of this type in which preeminent and independent scholarly associations and universities align, Pace University and the Academy of Management have experienced a mutually beneficial relationship aimed at advancing their shared academic missions. The Academy of Management thanks Pace University and the Lubin School of Business for hosting its office and Website.

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 Megan Lisi, AOM Meetings Coordinator, at mlisi@aom.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 9*
Hours: 9:00 a.m. - 5:00 p.m.

EXHIBITS HOURS (open only to those wearing badges):

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

*Sunday, August 11*
Hours: 8:00 a.m. - 5:00 p.m.
Breaks: 10:15 a.m. - 10:45 a.m.  
2:45 p.m. - 3:15 p.m.

*Monday, August 12*
Hours: 8:00 a.m. - 5:00 p.m.
Breaks: 10:15 a.m. - 10:45 a.m.  
2:45 p.m. - 3:15 p.m.

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

*Monday, August 12*
Hours: 5:00 p.m. - 8:00 p.m.
2013 Academy of Management Exhibitors

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

Exhibitors/BoothNumber(s)

Alexander Street Press – 612
Anthem Foundation for Objectivist Scholarship – Table Display
AOM Publications Booth – 409
Association Book Exhibit – 212
The Austral Group – 414
Berrett-Koehler Publishers – 312, 314
BI Norwegian Business School – 512
Business Expert Press – 110
California Management Review – 415
Cambridge University Press – 508
Canadian Journal of Administrative Sciences – 112
Capsim Management Simulations Inc. – 315
CARMA (Center for the Advancement of Research Methods and Analysis) – 700
Cengage Learning – 600, 602
CENTRUM Catolica Graduate Business School – 122
Cesim – 504
Copenhagen Business School – 310
Darden Business Publishing – 304
Edward Elgar Publishing – 411, 413
EFMD – European Foundation for Management Development – 710
Elsevier – 515
Emerald Group Publishing Inc. – 410, 412
Ethics-LX – 106 6
Expert Negotiator LLC – 210
Forio Online Simulations – 514
GlobaLens/William Davidson Institute at the University of Michigan – 405
Gower Publishing – 308
Graduate Management Admission Council – 208
Graziadio Business Review, Pepperdine University – 704
Greenleaf Publishing – 114

Exhibitors/BoothNumber(s)

Harvard Business Publishing – 416, 417, 418
IAP - Information Age Publishing Inc. – 309
IMD – 510
Innovative Learning Solutions (Marketplace Simulations) – 209, 211
Interpretive Simulations – 408
Ivey Publishing – 501
Kendall Hunt Publishing Co. – 201
M.E. Sharpe, Inc. – 604
Management by the Numbers, Inc. – 108
McGraw-Hill/Irwin – 509, 511, 608, 610
The MIT Press – 311
MIT Sloan Management Review – 708
Now Publishers – 116
Oxford University Press – 500, 502
Palgrave Macmillan – 609, 611
Pearson – 419
Penguin Group (USA)613
Philosophy Documentation Center – Table Display
Prendo Simulations Limited – 118
Provalis Research – 505
Psychology Press – 204
Rotman School of Management & University of Toronto Press – 503
Routledge – 200, 202, 203, 205
SAGE – 601, 603, 605
Society for Human Resource Management – 401, 403
Springer – 300, 302
Stanford University Press – 313
Tilde University Press – 513
Wiley – 301, 303, 305, 400, 402, 404
WorldStrides Capstone Programs – 213
Placement Services

**Process & Costs:** Placement Services for the 2013 Academy of Management annual meeting will be located in Disney’s Coronado Springs Resort, 1000 West Buena Vista Drive, Lake Buena Vista, FL 32830. Although the Online placement services are now conducted annually 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 Lake Buena Vista. We will provide assistance on-site in Lake Buena Vista 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 Lake Buena Vista meeting and we will be able to help you. If you have not yet paid your annual applicant fee ($35), 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.

Also please note that we use the term “career fair” here in the general sense of the term. If you come to Lake Buena Vista anticipating arranging interviews and meetings upon arrival (as at a traditional career fair), you have already fallen significantly behind your fellow recruiters/applicants. Typically, both applicants and recruiters have established interview schedules via our web system prior to the conference, and we encourage everyone registered with Placement Services to be proactive in this process management.

Tables are provided for conducting interviews during the Academy of Management’s meeting in Lake Buena Vista. They are located in small-medium size rooms (9–15 tables/room) and will be available from noon on Friday, August 9th through noon on Tuesday, August 13th. 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://aom.org/placement/ beginning May 15th, 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 9th: 3:30 – 5:00 p.m., Disney Coronado Springs, Fiesta 6

This session is designed for individuals who represent institutions with position openings. It provides information on hiring practices, statistics
Placement Services

Placement Committee Volunteers 2013 - 2014

Josh Bendickson, Louisiana State University
Jeffrey Bentley, University at Buffalo (State University of New York)
Jeremy Bernerth, Louisiana State University
Janice Black, Coastal Carolina University
Robyn Brouer, University at Buffalo (State University of New York)
Shawna Chen, Texas Tech University
Jimmy Collins, Eastern Michigan University
Alison McConnell Dachner, Ohio State University
Jason DeBode, Auburn University
Kay Devine, Athabasca University
Stacey Donahue, Keystone College
James Dulebohn, Michigan State University
Megan Endres, Eastern Michigan University
Randy Evans, University of Tennessee-Chattanooga
Claudia Ferrante, USAF Academy
Jason Fertig, University of Southern Indiana
Angela French, Texas Tech University
Crissie Frye, Eastern Michigan University
Vickie Coleman Gallagher, Cleveland State University
Ann Gregory, American University - Bulgaria
Erin Henry, Harvard University
Gary Insch, West Virginia University
Matreicia James, Jacksonville University
Teresa Svacina-Johnson, University of Texas – San Antonio
Cheryl Jordan, Color Outside the Lines, LLC
Christian Kiewitz, University of Dayton
Ida Kutschera, Bellarmine University
Jae Hwan Lee, Texas Tech University
Alejandra Marin, Texas Tech University
John Martin, USAF Academy
Angela Miles, North Carolina &T University
Marianne Miller, Virginia Commonwealth University
Millicent Nelson, Middle Tennessee State University
Stephanie Newell, Eastern Michigan University
Deborah Pemberton, College of St. Benedict/St. John’s University
Michael Pickerell, Eastern Michigan University
LeJon Poole, Campbell College
Maiyuwai Reeves, University at Buffalo
(State University of New York)
Bill Ritchie, James Madison University
Sammie Robinson, Texas Southern University
Stephanie Seitz, University at Buffalo
(State University of New York)
Brooke Shaughnessy, University at Buffalo
(State University of New York)
Scott Sherman, Texas A&M - Corpus Christi
Janice Witt Smith, Winston-Salem University
Lisa Stickney, University of Baltimore
Darren Treadway, University at Buffalo
(State University of New York)
Liva Van Scotter, University of Florida
Angela Wallace, University at Buffalo
(State University of New York)
Mike Whitfield, Georgia College and State University
Diana Wong, Eastern Michigan University

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 9th: 5:30 – 7:00 p.m., Disney Coronado Springs, Fiesta 6

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 Activities

The interview areas offered by Placement Services are a very appropriate location for interviews, and the interview rooms are used by the great majority of schools conducting personnel interviews at the Academy of Management conference. However, interviews may also be scheduled and conducted in public, conversational areas available throughout the conference facilities. The Academy of Management and Placement Services are concerned about providing appropriate settings for conducting interviews. Appropriate settings include those that will accommodate individuals with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms do not meet these requirements, and are considered to be inappropriate settings for conducting recruiting interviews. Finally, please be sensitive to the concerns of others by avoiding actions or comments that may be perceived as uncomfortable, inappropriate, and/or illegal.

Excerpt from the Academy’s Code of Ethical Conduct

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

1. It is implicitly or explicitly suggested that submission to or rejection of the conduct will be a factor in academic employment, admission, evaluation, or participation in an academic activity; or

2. The conduct has the purpose of interfering with an individual’s academic or work performance, by creating an intimidating, hostile, or otherwise unacceptable educational or work environment.

The determination of what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment takes many forms: subtle and indirect, blatant and overt. It can be conduct affecting an individual of the opposite 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 Heli Wang, Singapore Management University, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs.

The 2013 William H. Newman Award Nominees are:

**BPS**
The Impact of Weather on Imitation: A grounded cognition perspective. Richard Chan, Peking U.

**CM**
Beyond Words: Nonverbal Expressions of Canadian and Chinese Negotiators Zhaleh Semnani-Azad, U. of Waterloo

**CMS**
Playing the Game and Trying not to Lose Myself: On the Institutional Pressures for Research Output Ajnesh Prasad, AGSM-Australian School of Business

**ENT**
Strategic Flexibility and Exploiting Capability Advantage: The Moderating Role of Managerial Ties Haowen Chen X`ian, Jiaotong U.

**GDO**
Contradictory Discourses and the Identity Work of Mothers Managers in Accountancy Ioana Lupu, Rouen Business School

**HCM**
Collaborating or Selling Patients? A Conceptual Framework of Between-Unit Handoff Negotiations Brian Hilligoss, The Ohio State U.

**HR**
Applicant Attitudes Across the Recruitment Process: Time is of the Essence Brian W. Swider, Georgia Institute of Technology

**IM**
The Signaling Role of BIT Stringency for Facilitating FDI Tatiana Lukoianova, The U. of Western Ontario

**MC**
Organizational development in a non-profit organization in India: A cultural perspective Nishant Uppal, Indian Institute of Management Indore Nisha Nair, Indian Institute of Management Ahmedabad Dipayan Roy, Indian Institute of Management Indore

**MED**
Online Business Simulations: A Sustainable or Disruptive Innovation in Management Education? Jason Scott Earl, Brigham Young U. Hawaii

**MH**
A genealogy of the shareholder value ideology: ideal type, founding fathers and theoretical fate Anne-Laure Boncori, INSEEC Business School

**MOC**
Seeing Past the Orange: An Inductive Investigation of Organizational Respect in a Prison Context Kristie M Rogers, U. of Kansas

**ONE**
Stable versus Shifting Ethical Leadership: The Impact on Team Positivity and Performance Dustin James Bluhm, U. of Colorado, Colorado Springs

**OCIS**
Organizing for High Generativity: Unraveling the Nature of Internet-Based Generative Collectives Wietske Van Osch, Michigan State U.

**ODC**
Takers at the Flood: Theorising Individual Agency in Alliance Development and Change Kate Joyner, Brisbane City Council

**OMT**
The Illusions of Power Murad A Mithani, Stevens Institute of Technology

**ONE**
The materiality of chemical emissions and their effect on environmental performance Michael O. Wood, U. of Waterloo

**PNP**
State Capture and public integrity in Italian local PA’s: a predictable failure? Paolo Esposito, U. of Sannio

**RM**
Research diary mapping: enhancing reflectivity in process research Claire Aura Parmentier, Cajaiba U. of Nice

**SAP**
Strategy as an Institutional Ecology Riku Osterman, Aalto U., Department of Industrial Engineering and Management

**SIM**
Membership strategies in pluralistic organizations: The case of ISO 26000 Luc Pierre Bres, HEC Montreal

**TIM**
Resource Similarity versus Complementarity: Governance Determinants for Asymmetric Alliances Sonya H Wen, Tamkang 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, Silvia Inés Monserrat, UNICEN Business School, Argentina.

The 2013 Carolyn Dexter Award Nominees are:

<table>
<thead>
<tr>
<th>Division</th>
<th>Title</th>
<th>Authors</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAR</td>
<td>Training Mentors: A Way to Ensure the Quality of Mentoring Outcomes for Novice Entrepreneurs?</td>
<td>Etienne St-Jean, U. du Québec à Trois-Rivières; Stephanie Mitrano-Meda’ Merkapt</td>
</tr>
<tr>
<td>CM</td>
<td>When Disadvantage Becomes Advantageous: A Conflict Expectation Model of Demographic Faultlines</td>
<td>Lindie Liang, U. of Waterloo; Ivona Hidieg, Wilfrid Laurier U.; Wendi L. Adair, U. of Waterloo</td>
</tr>
<tr>
<td>CMS</td>
<td>The Ford Foundation’s “mess” in Management Education in Brazil</td>
<td>Rafael Alcadipani, FGV-EAESP; Bill Cooke, Lancaster U.</td>
</tr>
<tr>
<td>ENT</td>
<td>Microfinance and Innovation Ecosystem: Evidence from Brazil and Insights for Social Entrepreneurship</td>
<td>Ana Cristina O Siqueira, Duquesne U.; Sandra R. H. Mariano, U. Federal Fluminense; Joysis Moraes, U. Federal Fluminense</td>
</tr>
<tr>
<td>MC</td>
<td>Quality Management in a Top Tier Accounting Firm: Towards A Socio-Cognitive Model</td>
<td>Christoph Seckler, Leuphana U.; Markus R. Reihlen, Leuphana U. Lueneburg</td>
</tr>
<tr>
<td>MED</td>
<td>A Multiple Psychological Perspective of Individual Unlearning</td>
<td>Mohammad Hosein Rezazade; Mehrizi, ESADE-Ramon Llull U.; Margarida Romero Velasco, ESADE</td>
</tr>
<tr>
<td>MH</td>
<td>Americanization from a Comparative Perspective: Business School Systems in Finland and the UAE</td>
<td>Kimmo Jouni Alajoutsijärvi, U. of Jyväskylä; Katarina Outi Juusola, U. of Jyväskylä; Kerttu Kettunen, U. of Oulu</td>
</tr>
<tr>
<td>MOC</td>
<td>Cultural Difference in Perception of Individual versus Organizational Bribery</td>
<td>Zhi Liu, Columbia U.; Xiaoxiao Liu, Nanyang Technological U.; Ying-Yi Hong, Nanyang Technological U. Tam Kim-pong, Hong Kong U. of Science and Technology; Li Yanmei, Chinese Academy of Sciences</td>
</tr>
<tr>
<td>ODC</td>
<td>Board Industry Expertise and Strategic Change: The Impact of Institutional Differences</td>
<td>Jana Oehmichen, U. Gottingen; Sebastian Schrapp, U. of Goettingen; Michael Wolff, U. of Goettingen</td>
</tr>
<tr>
<td>OMT</td>
<td>The Diffusion of Contested Practices across Environments: Social Movements’ Boundary-Bridging Role</td>
<td>Daniel Waeber, HEC U. of Lausanne; Sébastien Mena, U. of Alberta</td>
</tr>
<tr>
<td>ONE</td>
<td>Legal Origins, Corporate Governance and Environmental Outcomes</td>
<td>Carl J. Kock, IE Business School; Byung Min, Griffith U.</td>
</tr>
<tr>
<td>SAP</td>
<td>Open Strategy between Crowd and Community: Lessons from Wikimedia and Creative Commons</td>
<td>Leonhard Dobusch, Free U. Berlin; Jakob Kapeller, Johannes Kepler U. Linz</td>
</tr>
</tbody>
</table>
The Carolyn Dexter Award

GDO
Tearing Down the Walls: The Moderating Role of Climate Strength in Diversity-Cohesion Relationship
Wei Jun, U. of Science and Technology Beijing; Wei Zheng, U. of Wisconsin - River Falls; Mian Zhang, Tsinghua U.

HCM
Effect of Hospital Referral Networks on Appropriateness of Hospitalization Decisions: A HLM Analysis
Daniele Mascia, Catholic U. Rome; Federica Angeli, Maastricht U.; Fausto Di Vincenzo, G. D’Annunzio U.

HR
Human Resources Management and Creativity: A Cross-level Examination of Underlying Mechanisms
Dong Liu, Georgia Institute of Technology; Yaping Gong, Hong Kong U. of Science and Technology; Jing Zhou, Rice U.; Jia-Chi Huang, National Chengchi U.

MSR
Does Meditation Improve Emotional Intelligence of Senior Managers? Findings from a Study in London
Tanmika Tamwatin, U. of Westminster; Vlatka Hlupic, U. of Westminster; A.D. Amar, Seton Hall U.

OB
Why Offering Participative Opportunities Does Not Necessarily Facilitate Speaking Up
Jian Liang, Shanghai JiaoTong U.; Xu Huang, Hong Kong Polytechnic U.; Zhen-Xiong Chen, Australian National U.

OCIS
The Interpretive Work of Offshore Professionals in Intercultural Collaborations
Sharon Koppman, U. of Arizona, Tucson; Elisa Mattarelli, U. of Modena and Reggio Emilia; Amar Gupta, Pace U. Seidenberg School of Computer Science and Information Systems

SIM
Style Matters: Exploring the Influence of Style on the Efficacy of Organizational Accounts
Vikas Anand, U. of Arkansas; Amy J. Guerber, U. of Arkansas; Alan E. Ellstrand, U. of Arkansas; Matthew A. Waller, U. of Arkansas; Iris Reychav, Ariel U.; Poornima Gupta, Fortune Institute of International Business

TIM
Do Gurus Breed Gurus? An Analysis of Collaboration in Design
Haibo Liu, INSEAD; Jürgen Mihm, INSEAD; Manuel Sosa, INSEAD
Academy of Management 2013 Annual Meeting

2013 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 that one sponsor.)

Sponsor
AAA
AAM
AAT
BPS
CAR
CAU
CM
CMS
D&ITC
ENT
GDO
HCM
HR
IAM
IM
INDAM
ITC
MC
MED
MEN
MH
MOC
MSR
NDSC

Paper
Submissions
0
0
0
693
110
0
106
103
0
624
181
116
300
0
414
0
0
43
91
0
35
207
50
0

Paper
Acceptances
0
0
0
289
48
0
52
57
0
264
40
47
108
0
172
0
0
20
40
0
16
66
20
0

OB
OCIS
ODC
OM
OMT
ONE
PNP
PTC
RM
SAP
SIM
TIM
TTC
TOTALS

893
121
116
118
605
122
149
0
60
69
346
518
0
6190

390
56
55
53
264
56
56
0
32
28
156
208
0
2593

TABLE 2:
Sessions & Participants
Session Type
Caucus

Discussion Paper
Best Papers
Acceptances
0
0
0
0
0
0
36
33
4
5
0
0
6
6
12
6
0
0
29
29
4
4
6
6
10
10
0
0
16
17
0
0
0
0
2
1
8
3
0
0
3
2
7
6
6
2
0
0
39
6
6
4
35
6
6
0
4
3
16
20
0
294

Symposium
Submissions
2
0
37
45
27
0
31
15
0
23
31
7
75
0
32
0
0
10
10
0
5
54
6
0

Symposium
Acceptances
2
0
26
28
16
0
13
9
0
13
27
4
44
0
20
0
0
4
3
0
3
41
3
0

Showcase
Symposia
0
0
0
4
2
0
2
0
0
2
2
0
6
0
2
0
0
1
1
0
0
5
0
0

151
13
22
4
58
8
9
0
19
6
31
31
0
762

85
5
14
1
38
4
2
0
8
4
12
22
0
451

10
2
2
0
5
0
1
0
0
1
2
3
0
53

35
3
5
5
30
6
4
0
4
4
17
23
0
266

TABLE 3:
Affiliations with 30+ Participants

Total
Aarhus U.

Discussion Paper

74

Arizona State U.

Rutgers U.

Meeting

246

Bocconi U.

Stanford U.

Paper Session

633

Case Western Reserve U. Texas A&M U.

PDW Workshop

357

Plenary Session

24

The Ohio State U.
Tilburg U.

Social Event

69

Copenhagen Business
School

Symposium

233

Cornell U.

U. of Central Florida

All Sessions

1661
Erasmus U. Rotterdam

U. of Illinois,
Urbana-Champaign

George Washington U.

U. of Michigan

Participants

Total

People On Program 8338
Countries

88

Country Name*
ARGENTINA
AUSTRALIA
AUSTRIA
AZERBAIJAN
BAHRAIN
BANGLADESH
BARBADOS
BELGIUM
BOLIVIA
Bosnia Hercegovina
BRAZIL
CANADA
CHILE
CHINA
COLOMBIA
COSTA RICA
CROATIA
CYPRUS
DENMARK
Dominican Republic
ECUADOR
EGYPT
ESTONIA
FINLAND
FRANCE
GERMANY
GHANA
GREECE
GRENADA
HONG KONG

Pennsylvania State U.

Columbia U.

Georgia Institute of
Technology

U. of Minnesota

Georgia State U.

U. of Pennsylvania

Harvard U.

U. of Southern California

INSEAD

U. of St. Gallen

Michigan State U.

VU U. Amsterdam

National U. of Singapore

Xi`an Jiaotong U.

New York U.

York U.

27
11
16
5
22
8
9
8
16
5
14
23
10
436

27
7
16
5
20
7
6
6
16
5
13
18
7
358

Caucus
Submissions
0
0
0
0
0
33
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0
0

Caucus
Acceptances
0
0
0
0
0
25
0
0
0
0
0
0
0
0
0
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0
0
0
0
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0
33

0
0
0
0
0
0
0
0
0
0
0
0
0
25

TABLE 4: Participant Country Representation

Affiliation Name

25

PDW
PDW
Submissions Acceptances
0
0
5
4
14
5
28
27
11
8
0
0
4
4
11
10
5
5
27
21
12
7
17
15
29
20
6
5
23
22
2
2
1
1
14
10
24
17
1
1
5
5
5
5
13
10
5
1

Northwestern U.

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

47

Count Country Name*
13 HUNGARY
301
41
1
1
1
4
85
1
1
80
406
14
284
12
4
1
3
128
3
1
3
2
93
226
363
1
10
1
85

ICELAND
INDIA
IRELAND
ISRAEL
ITALY
JAMAICA
JAPAN
JORDAN
KENYA
Korea, Republic Of
KUWAIT
LATVIA
LEBANON
LIECHTENSTEIN
LITHUANIA
LUXEMBOURG
MACAU
MACEDONIA
MALAYSIA
MALTA
MEXICO
MONACO
MONGOLIA
NETHERLANDS
NEW ZEALAND
NIGERIA
NORWAY
OMAN

Count
Country Name*
3
PAKISTAN
2
102
31
65
174
1
28
1
1
1
1
1
8
2
1
4
5
1
8
2
12
1
3
286
35
3
33
2

PERU
PHILIPPINES
POLAND
PORTUGAL
QATAR
ROMANIA
Russian Federation
SAUDI ARABIA
SINGAPORE
SLOVENIA
SOUTH AFRICA
SOUTH KOREA
SPAIN
SRI LANKA
SWEDEN
SWITZERLAND
TAIWAN
TANZANIA
THAILAND
TURKEY
UGANDA
United Arab Emirates
UNITED KINGDOM
UNITED STATES
URUGUAY
VENEZUELA
VIETNAM
ZAIRE

Count
12
4
7
7
36
2
1
13
4
147
16
13
104
146
1
50
184
139
2
5
19
2
24
561
3849
1
1
1
1

Section A


### 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
- **D&ITC**: Diversity & Inclusion Theme Committee
- **DISC**: Discussion Paper Sessions
- **IAM**: Iberoamerican Academy of Management
- **ICW**: In-Conjunction With Activities
- **INDAM**: Indian Academy of Management
- **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
- **SWN**: WDW Swan Resort
- **DOL**: WDW Dolphin Resort
- **YBE**: WDW Yacht and Beach Club Resort
- **COR**: WDW Coronado Springs Resort
- **BDK**: WDW Boardwalk Inn Resort
- **OS**: Offsite

#### Symbols
- 🎨: Program Theme-oriented
- 📚: Teaching-oriented
- 📚+: Management Practice-oriented
- 🌐: International-oriented
- 🚀: Research-oriented
- 💡: Diversity-oriented
- 🎁: Selected as a Conference Best Paper
Disney's Coronado Springs Resort

Coronado Ballroom
60,214 sq. ft.

Fiesta Ballroom
21,160 sq. ft.

©Disney
Disney's Coronado Springs Resort
HOSPITALITY SUITES

SWAN
Walt Disney World Resort Map

Directions to the Walt Disney World Resort: Driving from Orlando International Airport, take the South (left) to the Orange Parkway West (Exit 3). Follow the signs to the Walt Disney World Resort.

Magic Kingdom Resort Area
- Disney's Polynesian Resort
- Disney's Grand Floridian Resort & Spa
- Bay Lake Tower at Disney's Contemporary Resort
- Disney's Contemporary Resort
- The Villas at Disney's Wilderness Lodge
- Disney's Wilderness Lodge
- Disney's Fort Wilderness Resort & Campground

Epcot Resort Area
- Disney's Caribbean Beach Resort
- Disney's Beach Club Resort
- Disney's BoardWalk Inn
- Disney's BoardWalk Villas
- Disney's BoardWalk Inn

Disney's Animal Kingdom Resort Area
- Disney's All-Star Sports Resort
- Disney's All-Star Music Resort
- Disney's All-Star Movies Resort
- Disney's Animal Kingdom Lodge
- Disney's Animal Kingdom Villa
- Disney's Animal Kingdom Lodge
- Disney's Contemporary Resort

Downtown Disney, Resort Area
- Disney's Port Orleans Resort - Riverside
- Disney's Port Orleans Resort - French Quarter
- Disney's Old Key West Resort
- Disney's Saratoga Springs Resort & Spa
- Downtown Disney at Disney's Saratoga Springs Resort & Spa

Disney's Hollywood Studios, Resort Area
- Disney's Pop Century Resort
- Disney's Art of Animation Resort

Golf Courses
- Disney's Magnolia Golf Course
- Disney's Palm Golf Course
- Disney's Lake Buena Vista Golf Course
- Disney's Oak Tree Golf Course
- Disney's Oak Tree Golf Course

Miniature Golf
- Disney's Winter Summerland Miniature Golf Course
- Disney's Fantasia Gardens Miniature Golf Course
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NEW TO OUP
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ser.oxfordjournals.org

Industrial and Corporate Change
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icc.oxfordjournals.org

Enterprise and Society
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es.oxfordjournals.org

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“One of the most hopeful propositions to come along in a long time.”—Bill Clinton. Social entrepreneurs Paul Polak and Mal Warwick lay out the principles for profitably and ethically designing products and services that will improve the lives and livelihoods of the poor—which they argue is the only way to truly alleviate poverty.

September 2013 • $27.95 Hardcover

Humble Inquiry builds the kinds of positive, trusting, balanced relationships that are vital in the modern workplace. Edgar Schein shows the benefits Humble Inquiry provides in many different settings, and offers advice on overcoming the cultural, organizational, and psychological barriers that keep us from practicing it.

September 2013 • $18.95 Paperback
PDF ebook 978-1-60994-982-2

In his previous book Positive Leadership, Kim Cameron outlined leadership strategies that characterize exceptionally high-performing organizations. Here he takes the next step, providing tactics and tools for implementing these strategies to achieve what he calls "positive deviance" in five different areas.

September 2013 • $18.95 Paperback
PDF ebook 978-1-60994-973-0

Using real-life stories drawn from his extensive research studying 151 episodes of leadership struggle—as well as from his experiences working with Bill Gates in the early years of Microsoft—Steven Snyder shows how to navigate intense challenges to achieve personal growth and organizational success.

March 2013 • $19.95 Paperback
PDF ebook 978-1-60994-645-6

Peter Block’s Stewardship was provocative when the first edition was published in 1993, and it is still relevant and radical today. This second edition includes a new introduction by Block addressing what has and hasn’t changed since the first edition and a new chapter on applying stewardship to the common good of the wider community.

May 2013 • $22.95 Paperback
ISBN 978-1-60994-822-1
PDF ebook 978-1-60994-823-8

In 2009, Henry Mintzberg’s Managing was named one of the best books of the year by strategy+business, Library Journal, the Toronto Globe and Mail, and Choice magazine. To make it even more useful to harried managers he has updated and distilled the essence of his original 320-page book into a lean, action-oriented 216 pages.

September 2013 • $18.95 Paperback
PDF ebook 978-1-60994-924-2
Eric Bing and Marc Epstein present a new model for developing entrepreneurial solutions to social problems. This book applies the model to health care, with over 100 examples of how people in Africa, Asia and Latin America are delivering simple, life-saving treatments to the world’s poorest, most inaccessible areas.

May 2013 • $29.95 Hardcover
PDF ebook 978-1-60994-790-3

Bob Kaplan and Rob Kaiser draw on thousands of assessments of senior executives to identify four fundamental leadership qualities that, if overemphasized, can seriously compromise a leader’s effectiveness. This book offers a new way for leaders to calibrate their performance so they and their organizations can move forward.

April 2013 • $19.95 Hardcover
ISBN 978-1-60994-904-4
PDF ebook 978-1-60994-905-1

Richard Swanson and Thomas Chermack offer a complete five-step approach for developing sound theory in applied disciplines, from conceptualization to creating relevant assessment criteria, establishing a research agenda to test the theory’s validity, applying the theoretical concepts in the real world, and using that experience to further refine the theory.

August 2013 • $39.95 Paperback
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In the first serious challenge to Who Moved My Cheese? Deepak Malhotra tells an inspiring story about a new generation of mice who don’t just dutifully chase after the new cheese but instead challenge assumptions and ask important questions—the keys to innovation, entrepreneurship, problem-solving and business growth.

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### Friday Morning, August 9, 2013

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Start and end times are approximate. See Session Details (Section D) for exact times.
## Friday Morning, August 9, 2013 (continued)

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**Friday Evening, August 9, 2013**

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Start and end times are approximate. See Session Details (Section D) for exact times.
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Morning, August 10, 2013 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Afternoon, August 10, 2013

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## Saturday Evening, August 10, 2013

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<td>6:00</td>
<td>OS: Epcot: 383 ENT: ENT New Member Meeting Point</td>
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<td>OS: Epcot: 410 ENT: ENT Social</td>
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<tr>
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<td>OS: Grand Floridian Hotel: SIM: SIM/SBE Keynote &amp; Reception</td>
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<td>OS: Il Mulino: 412 CAR: Careers Division PDW Social</td>
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<td>OS: Miniature Golf at Fantasia Gardens: 415 HCM: HCM PDW Social</td>
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<td>OS: TBA: 413 D&amp;ITC: D&amp;ITC Committee Meeting/Dinner</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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Start and end times are approximate. See Session Details (Section D) for exact times.
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<td>DOL: SWN: Swan 2: 443 MEN: Mentorship Committee Meeting</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Sunday Morning, August 11, 2013 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
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<td>7:00</td>
<td>546 AAA: AMJ ERB</td>
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<td>564 OB/CM/AAT: Inequality &amp; Social</td>
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<td>593 ONE/GDO/CMS/AAT: Shadows to</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Sunday Evening, August 11, 2013

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<tr>
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<tr>
<td>5:00</td>
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<tr>
<td>5:30</td>
<td><strong>665</strong> GDO: GDO Executive Board Dinner</td>
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<td>6:00</td>
<td>OS: Wolfgang Puck Grand Cafe</td>
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<td><strong>667</strong> MC: MC Members &amp; Friends Dinner</td>
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<td>7:00</td>
<td><strong>650</strong> CM: CM Division Social</td>
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<td><strong>651</strong> ICW: IMD International Day 3</td>
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<td><strong>652</strong> HR: HR Business Meeting/Reception</td>
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<td><strong>653</strong> AAT: Benefit Corporations</td>
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<td><strong>658</strong> AAA: All-Academy Reception</td>
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<td><strong>668</strong> AAA: President’s Reception</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Sunday Evening, August 11, 2013 (continued)

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<tr>
<td>SWN: Toucan 1&amp;2</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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Conf. Program Guide – Monday, August 12, 2013

Start and end times are approximate. See Session Details (Section D) for exact times.
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<td>DOL: Salon E</td>
<td>742 OB: Emotions at Work</td>
<td>814 OB: Affect at work</td>
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<td>743 OB: Leadership/Follower Voice</td>
<td>815 OB: Leader Personality</td>
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<td>687 AAA: Hospitality Suite</td>
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<td>681 HR: HR Breakfast and Awards</td>
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<td>732 MOC: MOC Welcome Session</td>
<td>807 MSR: Leadership and Social Issues</td>
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<td>745 OB/HR: Proactivity and Creativity</td>
<td>821 OB/OMT/BPS: What is Impact?</td>
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<td>746 OB/HR: Motives for CWB</td>
<td>816 OB/CMHR: Abusive Supervision</td>
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<td>705 ENT: Nascent &amp; Serial Entrepreneurs</td>
<td>843 SAP: Evolutionary Perspectives</td>
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<td>769 TIM/OCT: New Technologies</td>
<td>850 TIM: Organizational Networks and Strategies</td>
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<td>706 ENT: Internal Corporate Venturing</td>
<td>779 ENT: Entrepreneur Identity</td>
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<td>707 ENT: Stories &amp; Legitimacy</td>
<td>780 ENT: Team Composition</td>
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<td>851 TIM: Universities and Innovation...</td>
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<td>765 TIM: Product Innovation...</td>
<td>852 TIM: The Role of Open Innovation...</td>
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<td>SWN: Mockingbird 1</td>
<td>712 ENT/BPS/OCT: Venture Founding and</td>
<td>781 ENT: Opportunity Develop &amp; Exploit</td>
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<td>708 ENT: Social Capital/Networks</td>
<td>782 ENT: Boards and Governance</td>
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<td>783 ENT: DM Heuristics &amp; Expertise</td>
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<td>698 CAU: The Free Market Renaissance</td>
<td>861 AAA: Annals Editor/HQ</td>
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<td>691 BPS: Boundaries of the Firm</td>
<td>855 TIM/HMC: Biomedical R&amp;D</td>
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<td>690 BPS: Corporate Strategy &amp; Alliances</td>
<td>825 OCTIS/OB/HR: Leadership in Virtual Groups</td>
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<td>766 TIM: Innovation in Practice...</td>
<td>853 TIM: Institutional Innovation Strategies</td>
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<td>691 TIM: Organizing for Innovation</td>
<td>857 TIM/ENT/M: Frugal Innovation</td>
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<td>768 TIM/BPS/OCT: New Frontiers of Research</td>
<td>860 TIM/OCT/SAP: Rediscovering Bricolage</td>
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<td>748 OCT: artifacts and materiality</td>
<td>822 OCTIS: Online Communities (1)</td>
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<td>710 ENT: Socioemotional/Family Firms</td>
<td>784 ENT: Succession/Family Firms</td>
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<td>711 ENT: EO &amp; Performance</td>
<td>785 ENT: EO &amp; Venture Configuration</td>
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<td>692 BPS: CEO Compensation</td>
<td>855 TIM/BPS: Market for Ideas</td>
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<td>693 BPS: Scope of the Firm</td>
<td>859 TIM/OCTIS/BPS: IT Splitters</td>
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<td>767 TIM: The Foundation of Knowledge in Inn...</td>
<td>854 TIM: What Influences Innovation?...</td>
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<td>699 CAU: HRM Process approach</td>
<td>773 CAU: Exploring sociomateriality</td>
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<td>SWN: Toucan 1</td>
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<td>695 BPS: Strategy and uncertainty</td>
<td>824 OCTIS: Technology and Institutions</td>
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<td>801 IMHROB: Expatriate Family Research</td>
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<td>722 IM: Institutional Responsiveness</td>
<td>796 IM: Institutions, Network, HR</td>
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<td>723 IM: CGIO Award in Corp. Governance</td>
<td>797 IM: Int Corp Governance</td>
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<td>728 MC: Consulting in Applied Settings</td>
<td>802 MC: Consulting and Power Dynamics</td>
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<td>799 IM: FDC Award in Strategy/B</td>
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<td>836 OCTIS/BO/CAR: The Origins of Networks</td>
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<td>800 OCTIS: Culture &amp; Knowledge Transfer</td>
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<td>YBE: Grand Harbor Salon VI &amp; IM: Welcome Breakfast</td>
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<td>835 OCTIS/ENT/TIM: Institutions &amp; Entrepreneurship</td>
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<td>YBE: Hampton</td>
<td>752 OCT: New ways in SSCM research</td>
<td>829 OCTIS: Sustainable Supply Chains</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.

Section B
### Monday Early Afternoon, August 12, 2013

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<td>BDK: Marvin Gardens A</td>
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<td>BDK: Marvin Gardens C</td>
<td>ICW: IMD International Day 4</td>
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<td>COR: Acapulco</td>
<td>879 CMS: Academy and Pedagogy</td>
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<td>COR: Baja</td>
<td>925 ODC: ROCD: Current Trajectories</td>
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<td>COR: Cancun</td>
<td>938 PNP: Cross sector collaboration</td>
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<td>COR: Coronado M.N.P</td>
<td>951 MED: MED Executive Committee</td>
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<td>944 SIM: Refining CSR Concept</td>
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<td>COR: Coronado R.S.T</td>
<td>926 SIM: Reframing Stakeholder Theory</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Monday Early Afternoon, August 12, 2013 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
### Monday Late Afternoon, August 12, 2013

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Start and end times are approximate. See Session Details (Section D) for exact times.
### Monday Late Afternoon, August 12, 2013 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
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Start and end times are approximate. See Session Details (Section D) for exact times.
# Tuesday Morning, August 13, 2013

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Start and end times are approximate. See Session Details (Section D) for exact times.
## Tuesday Morning, August 13, 2013 (continued)

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*Note: Start and end times are approximate. See Session Details (Section D) for exact times.*
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Start and end times are approximate. See Session Details (Section D) for exact times.
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Start and end times are approximate. See Session Details (Section D) for exact times.
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## All Academy Activities

Program Chair: Paul S. Adler, U. of Southern California  
Professional Development Workshop Chair: Debra L. Shapiro, U. of Maryland

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<td>7:00am</td>
<td>DOL:Salon E4</td>
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<tr>
<td></td>
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<td>Adopt-a-Member Meet &amp; Greet</td>
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<td>7:30am</td>
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<td>8:00am</td>
<td>DOL:Asia 1</td>
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<td>AMR Writing and Reviewing Theory Workshop</td>
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<td>DOL:Asia 1</td>
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<td>Publishing in AMD: Meet the Editors</td>
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<td>AMLE Special Issue Production: A 360 Degree View</td>
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<td>The Ins and Outs of Faculty Recruiting</td>
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<td>DOL:Salon IV &amp; V</td>
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<td>New Member Orientation</td>
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<td>The Academic Job Search: Workshop for Applicants</td>
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<td>Membership Committee Opening Meeting &amp; Breakfast</td>
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<td>BDK:St. James A&amp;B</td>
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<td>Open Forum: Ethics Education in AOM</td>
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<td>Teaching and Learning Conference</td>
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# Affiliate Activities & Committees

## Program Chair: Paul S. Adler, U. of Southern California

## Professional Development Workshop Chair: Debra L. Shapiro, U. of Maryland

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|      | 7:30pm | 1224 | YBE:Grand Harbor Salon V  | INDAM: Indian Academy of Management Social                           |</p>
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# Showcase Symposia

**Program Chair:** Paul S. Adler, U. of Southern California  
**Professional Development Workshop Chair:** Debra L. Shapiro, U. of Maryland

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## Caucuses

Caucuses  
Program Chair: Theodore Brown, Oakwood U.

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## Business Policy & Strategy

**Program Chair:** Christoph Zott, IESE Business School  
**Professional Development Workshop Chair:** Alfonso Gambardella, Bocconi U.

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## Business Policy & Strategy

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## Careers

Program Chair: Kimberly Eddleston, Northeastern U.  
Professional Development Workshop Chair: Monique Valcour, EDHEC Business School

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### Conflict Management

Program Chair: Michael A. Gross, Colorado State U.  
Professional Development Workshop Chair: Mara Olekalns, U. of Melbourne

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## Critical Management Studies

**Program Chair:** Raza A. Mir, William Paterson U.  
**Professional Development Workshop Chair:** Emma Bell, Keele U.  
**Professional Development Workshop Chair:** Scott Taylor, U. of Birmingham

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## Entrepreneurship

Program Chair: Harry J Sapienza, U. of Minnesota  
Professional Development Workshop Chair: Carlo Salvato, Bocconi U.

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## Gender & Diversity in Organizations

**Program Chair:** Charmine E. J. Hartel, U. of Queensland  
**Professional Development Workshop Chair:** Lisa Hisae Nishii, Cornell U.

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## Gender & Diversity in Organizations (cont.)

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## Health Care Management

Program Chair: Rebecca Wells, Texas A&M Health Science Center  
Professional Development Workshop Chair: Ann Scheck McAlearney, The Ohio State U.

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### Human Resources

Program Chair: Frederick P. Morgeson, Michigan State U.  
Professional Development Workshop Chair: David P. Lepak, Rutgers U.

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# International Management

Program Chair: Sea Jin Chang, National U. of Singapore  
Professional Development Workshop Chair: Alvaro Cuervo-Cazurra, Northeastern U.

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### Management Consulting

**Program Chair:** Joanne C Preston, Global Exchange Group  
**Professional Development Workshop Chair:** Kathleen A. Edwards, U. of Texas, Austin

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## Management History

**Program Chair:** Roland E. Kidwell, U. of Wyoming  
**Professional Development Workshop Chair:** Stephanie Case Henagan, Louisiana State U.

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# Managerial & Organizational Cognition

Program Chair: Elizabeth George, Hong Kong U. of Science and Technology  
Professional Development Workshop Chair: Kevin W. Rockmann, George Mason U.

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# Operations Management

Program Chair: Stephan Vachon, Western U.  
Professional Development Workshop Chair: Dayna Simpson, Monash U.

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## Organization & Management Theory

Program Chair: Candace Jones, Boston College  
Professional Development Workshop Chair: Nelson Phillips, Imperial College London

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## Organization & Management Theory (cont.)

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# Organization Development & Change

Program Chair: Sonja A. Sackmann, U. Bundeswehr, Munich  
Professional Development Workshop Chair: David Stephen Grant, U. of Sydney

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## Organizational Behavior

Program Chair: Jacqueline A-M. Coyle-Shapiro, London School of Economics  
Symposium Chair: Mary Uhl-Bien, U. of Nebraska  
Professional Development Workshop Chair: Joyce E. Bono, U. of Florida

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### Organizations & the Natural Environment

Program Chair: J. Alberto Aragón-Correa, U. of Granada  
Professional Development Workshop Chair: Jonathan P Doh, Villanova U.

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# Research Methods

Program Chair: Brian Boyd, City U. of Hong Kong  
Professional Development Workshop Chair: Hettie A. Richardson, Texas Christian U.

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## Social Issues in Management

Program Chair: Michael L. Barnett, Rutgers U.  
Professional Development Workshop Chair: Harry J Van Buren, U. of New Mexico

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# Strategizing Activities and Practice

**Program Chair:** Tomi M. M. Laamanen, U. of St. Gallen  
**Professional Development Workshop Chair:** Anne D. Smith, U. of Tennessee, Knoxville

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# In Conjunction With Activities

Program Chair: Paul S. Adler, U. of Southern California  
Professional Development Workshop Chair: Debra L. Shapiro, U. of Maryland

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FRIDAY

Session Details – Friday, 8:00 · 10:00 AM

Friday 7:00AM

1: (AAA) Adopt-a-Member Meet & Greet
7:00am - 8:00am WDW Dolphin Resort: Salon E4
Tweet this session: #AOM2013 1
RSVP Only between Mentor and Mentee to meet and greet one another in the Hospitality Suite

2: (AAA) AOM Journals Committee Breakfast
7:00am - 8:00am WDW Boardwalk Inn: Salon II
Tweet this session: #AOM2013 2
Invitation Only

3: (ICW) Delivery Resources Partner
7:00am - 8:00pm WDW Boardwalk Inn: Marvin Gardens C
Tweet this session: #AOM2013 3
Organizer: Marianne Rothenbuehler, IMD International

Friday 7:30AM

4: (AAA) Conference Registration
7:30am - 9:00pm WDW Dolphin Resort: Atlantic &C.
Tweet this session: #AOM2013 4
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

Friday 8:00AM

5: (AAA) AMR Writing and Reviewing Theory Workshop
8:00am - 10:30am WDW Dolphin Resort: Asia I
Tweet this session: #AOM2013 5
Organizer: Roy S Suddaby, U. of Alberta
Participants: Neal M. Ashkanasy, U. of Queensland; Rick Delbridge, Cardiff U.; Cynthia E. Devers, Michigan State U.; Peer C. Fiss, U. of Southern California; Ingrid Fulmer, Rutgers U.; Vilmos F. Misangyi, Pennsylvania State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Christine Quinn Trank, Vanderbilt U.

6: (AAA) Hospitality Suite for First Time Attendees
8:00am - 5:00pm WDW Dolphin Resort: Salon E4
Tweet this session: #AOM2013 6
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!

7: (AAA) Board of Governors’ Meeting
8:00am - 8:30pm WDW Boardwalk Inn: St. James A&B
Tweet this session: #AOM2013 7

8: (BPS) Fostering Publication from Around the World in Leading Organization and Strategy Journals
8:00am - 11:30am WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 8
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 1, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Luca Gnan, Tor Vergata U.; Moses Acaduah, U. of North Carolina, Greensboro; George A. Shinkle, U. of New South Wales; Francisco Diaz Hermelo, IAE Business School Argentina; Romel Mostafa, U. of Western Ontario
Coordinator: Naga Lakshmi Damaraju, Indian School of Business

9: (BPS) Business Policy and Strategy Division
10:00am - 12:00pm WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 9

10: (BPS, HB, OB, OMT, TIM) Defining and Expanding the Conceptual Space of Strategic Human Capital
8:00am - 10:00am WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 10
Organizers: Craig E. Armstrong, U. of Alabama; Rhett Andrew Brymer, Miami U.; Melanie Lorenz, U. of Alabama
Participants: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Frank T. Rothaermel, Georgia Institute of Technology; Thomas P. Moliterno, U. of Massachusetts, Amherst; Deepak Somya, U. of Illinois, Urbana-Champaign; Benjamin A. Campbell, The Ohio State U.; Patrick M. Wright, U. of South Carolina; William S Hesterly, U. of Utah

11: (BPS, OM, TIM, IM) Redefining Today’s Role of Suppliers Within Alliances Toward a Peripheral View of Networks
8:00am - 10:00am WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 11
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Moderator: Paolo Aversa, Cass Business School, City U. London

8:00am - 11:00am WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 12
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Chairs: Rory Eckardt, U. of Massachusetts; Alia Crocker, U. of Massachusetts, Amherst; Thomas P. Moliterno, U. of Massachusetts, Amherst
Facilitators: Brian Boyd, City U. of Hong Kong; David Ketchen, Aubum U.

13: (BPS, TIM) How to Apply Neuroscientific Methods to Management Research
8:00am - 10:00am WDW Swan Resort: Mockingbird 1
Tweet this session: #AOM2013 13
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to
register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval.

Organizers: Stefano Brunoni, ETH Zurich; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH

Participants: Mirko Meboldt, ETH Zurich; Christopher Chabris, Union College; Vinod Venkatraman, Temple U.; Malia Mason, Columbia Business School; Maurizio Zollo, Bocconi U.

14 ☐  ☐:(CM) Workplace Bullying: Using Advances in Academic Research to Address this Phenomenon
8:00am - 12:00pm WDW Dolphin Resort: Asia 3
Tweet this session: #AOM2013 14
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRG. The deadline to register online is August 7, 2013.
Organizers: Sara Branch, Griffith U.; Jane P Murray, Bond U. Facilitators: Charlotte Rayner, U. of Portsmouth; Helge Hoel, U. of Manchester; Loraleigh Keashly, Wayne State U.; Joel H. Neuman, SUNY, New Paltz; Jana L. Raver, Queen's U.; Premilla D'Cruz, Indian Institute of Management Ahmedabad

15 ☐: (CMS) Doctoral Consortium - Critical Management Studies
8:00am - 10:30am WDW Coronado Springs Resort: Coronado T
Tweet this session: #AOM2013 15
Pre-registration required - contact Rosalie Hilde rosalieh@shaw.ca, Scott Taylor s.taylor@bham.ac.uk Registration deadline July 1; includes breakfast.
Organizers: Denise Franca Barros, Unigranrio - U. do Grande Rio; Emma Bell, Keele U.; Sarah Elaine Gilmore, U. of Portsmouth; Rosalie Hilde, Athabasca U.; Ana Maria Peredo, U. of Victoria; Scott Taylor, U. of Birmingham
Facilitators: John M Jermier, U. of South Florida; Irena Grugulis, Durham U.; Nancy Harding, Bradford U.; Michael Rowlinson, Queen Mary U. of London; Gavin Jack, La Trobe U.
Presenters: Nada Basir, Schulich School of Business; Sean C. Buchanan, York U.; Gabriele Durepos, St. Francis Xavier U.; Ajnesh Prasad, AGSM-Australian School of Business; Madeline Toubiana, Schulich School of Business

16 ☐ ☐: (CMS, OMT, RM, SIM) Philosophies of Organizational Research
8:00am - 10:00am WDW Coronado Springs Resort: Yucatan 2&3
Tweet this session: #AOM2013 16
Facilitator: Raza A. Mir, William Paterson U.
Participants: Ali Mir, William Paterson U.; Bobby Banerjee, City U. London; Andre Spencer, U. of Warwick; Marieke van den Brink, Radboud U. Nijmegen

17 ☐: (ENT, RM) Using Simulation Experiments to Build and Test Entrepreneurship Theories
8:00am - 11:00am WDW Swan Resort: Swan 6
Tweet this session: #AOM2013 17
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRG. The deadline to register online is August 7, 2013.
Chair: G. Christopher Crawford, U. of Louisville
Discussants: Alessandro Lomi, U. of Lugano; Benjamin B. Lichtenstein, U. of Massachusetts Boston
Presenters: Jason Davis, Massachusetts Institute of Technology; Martin Ganco, U. of Minnesota; Robert L. Porter, U. of Central Florida; Cameron Ford, U. of Central Florida

18 ☐ ☐: (GDO) GDO Junior Faculty Consortium
8:00am - 12:30pm WDW Dolphin Resort: Europe 1
Tweet this session: #AOM2013 18
Pre-registration is required for this workshop. To register, please contact Eden King (eking6@gmu.edu). The deadline to register is July 1, 2013.
Organizers: Eden King, George Mason U.; Donna Maria Blanco, Bentley U.; Susan Vinnicombe, Cranfield U.
Facilitators: Deidre Anderson, Cranfield U.; Gwendolyn M. Combs, U. of Nebraska, Lincoln; C. Douglas Johnson, Georgia Gwinnett College; David A. Kravitz, George Mason U.; Mustafa F Ozbilgin, Brunel U.; Jenessa Shapiro, U. of California, Los Angeles; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Mo Wang, U. of Florida

19 ☐ ☐: (GDO, MED, D&ITC) Getting “Managing Diversity” on the Business School Curriculum
8:00am - 10:00am WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 19
Organizers: Isabel Metz, U. of Melbourne; Eddy S. Ng, Dalhousie U.
Speakers: Martin N. Davidson, U. of Virginia; Mustafa F Ozbilgin, Brunel U.; Katherine W. Phillips, Columbia U.; Mo Wang, U. of Florida
Participants: Regine Bendi, WU Vienna; Alain Klasfeld, Toulouse Business School; dt ogilvie, Rutgers U.; Jone L. Pearce, U. of California, Irvine; Claartje J Vinkenburg, VU U. Amsterdam

20 ☐ ☐: (IM) Improving Your Teaching of International Management (No Matter How Good You Are)
8:00am - 11:30am WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 20
Organizers: Anabella Davila, Tecnologico de Monterrey; B. Sebastian Reiche, IESEP Business School; Katherine Xin, CEIBS Chair: Stephen E Weiss, York U.
Presenter: Jose De La Torre, Florida International U.
Panelists: Paul Beamish, U. of Western Ontario; John D Daniels, U. of Miami; Henry W Lane, Northeastern U.; Joyce Osland, San Jose State U.

21 ☐ ☐: (IM, BPS) The Sustainability of International Joint Ventures (IJV) Performance in Developing Countries
8:00am -10:00am WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 21
Distinguished Speakers: Prashant Kale, Rice U.; Nathaniel C Lupton, Fordham U.
Chairs: Sergio Janczak, ICN Business School; Alidou Ouedraogo, U. of Moncton
Discussant: Patrick Valéau, IAEE - U. de La Réunion
Presenters: Robia Naguib, Sharjah U.; Emmanuel Raufflet, HEC Montreal; Michel Viola, ESC Rennes School of Business

22 ☐ ☐ ☐: (IM, ITC, HR, GDO) Conducting Impactful Cross-Cultural Research: A Workshop on Scientific Mindfulness
8:00am - 10:00am WDW Yacht and Beach Club Resort: Cape Cod B
Tweet this session: #AOM2013 22
Pre-registration is required. To register online, please visit https://secure.aomonline.org/PDWRG. The deadline to register online is August 1
Organizers: Iris Berdrow, Bentley U.; Nakiye Boyacigiller, Sabanci U.; Joerg Dietz, U. of Lausanne; Karsten Jansen, IMD;
Sonja A. Sackmann, U. Bundeswehr, Munich; Markus Vodosek, German Graduate School of Management & Law (GGS)

23 (MC) Learning to work with multiple perspectives on change
8:00am - 10:00am WDW Yacht and Beach Club Resort: Cape Cod C
Tweet this session: #AOM2013 23
Presenters: Leon De Caluwe, Vrije U., Amsterdam; Hans Vermaak, Sioo & Tywstrna

24 (MC) How Leadership Teams Transform Their Routines
8:00am - 10:00am WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Tweet this session: #AOM2013 24
Facilitators: Manon De Jongh, The Development Consultants; Morten Fossgaard, Aalborg U.; Kenneth Albaek, The Development Consultants; Ulla Sparre, The Development Consultants; Jette Lindhard, The Development Consultants; Henrik Adler, The Development Consultants; Michael Bo Nielsen, The Development Consultants; Palle Weinreich, The Development Consultants; Birgitte Kurup, The Development Consultants; Kristen Engelbrecht, The Development Consultants; Jakob Thayssen, The Development Consultants; Pia Stevm, The Development Consultants; Ulrik Toft, The Development Consultants; Annemette Hyldgaard, The Development Consultants
Speaker: Anders Raman Trillingsgaard, The Development Consultants
Presenter: Karen Poder Petersen, U. of Copenhagen

25 (MOC, RM, OMT, OB, BPS, ENT) Content Analysis in Organizational Research: Techniques and Applications
8:00am - 12:00pmm WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 25
Organizers: Michael D. Pfarrer, U. of Georgia; Moriah A. Meyksens, U. of San Diego
Participants: Jonathan Nicholas Bundy, U. of Georgia; Candace Jones, Boston College; Aaron Francis McKemy, U. of Oklahoma; Vilmos F. Misangyi, Pennsylvania State U.; Rhonda K. Reger, U. of Tennessee; Jeremy Collin Short, U. of Oklahoma, Norman; Klaus Weber, Northwestern U.; Miles A. Zachary, Texas Tech U.; Anastasiya Zavyalova, Rice U.

26 (MSR) Longing for Wholeness in a Capitalistic Culture
8:00am - 10:00am WDW Dolphin Resort: Oceanic 1
Tweet this session: #AOM2013 26
Organizer: Isabel Rimanoczy, Fordham U.
Coordinator: James A.F. Stoner, Fordham U.

27 (OB) The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty
8:00am - 12:00pmm WDW Dolphin Resort: Asia 4
Tweet this session: #AOM2013 27
Organizers: John J. Sumanth, Southern Methodist U.; Jason Harvey, U. of Wyoming
Discussants: Gavin J Kilduff, New York U.; Ashleigh Shelby Rosette, Duke U.

28 (OB, BPS, HR, IM, ENT) Congratulations, You Got a Revise and Resubmit! Now What?
8:00am - 10:00am WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 28
Distinguished Speakers: Richard A Bettis, U. of North Carolina, Chapel Hill; William L. Gardner, Texas Tech U.; Sucheta Nadkarni, Drexel U.; Mitabarun Sarkar, Temple U.; Gabriel Szulanski, INSEAD
Chair: Gretchen Vogelgesang, San Jose State U.
Moderator: Rachel Clapp-Smith, Purdue U., Calumet

29 (OB, MOC, MEN, ODC) Past, Present, and Future Investigation of Positive Relationships at Work
8:00am - 11:00am WDW Dolphin Resort: Asia 2
Tweet this session: #AOM2013 29
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: David S. Bright, Wright State U.; Stephanie J Creary, Boston College; Elana R. Feldman, Boston U.; Rajashi Ghosh, Drexel U.; Kerry Roberts Gibson, Georgia Institute of Technology; Delia McManus Mannen, ESADE
Presenters: Jane E. Dutton, U. of Michigan; Jody Hoffer Gittell, Brandeis U.; David M. Sluss, Georgia Institute of Technology

30 (OB, PNP) Homelessness and Helpfulness: What Does Leadership Have to Offer?
8:00am - 3:00pm WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 30
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. The deadline to register online is August 7, 2013. The cost to register is $55.00.
Organizers: Krzysztof Dembek, Monash U.; Nagaraj Sivasubramian, Duquesne U.; Surinder Kahai, SUNY, Binghamton; Barbara C. Crosby, U. of Minnesota; John M. Bryson, U. of Minnesota

31 (ODC, MC, BPS) The Polarity Culture Model: Capitalizing on Paradox to Align Culture and Strategy
8:00am - 10:00am WDW Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 31
Organizers: Nancy C. Wallis, Pepperdine U.; Brian Emerson, Fielding Graduate U.

32 (ODC, RM, MED) Action Research
8:00am - 10:00am WDW Coronado Springs Resort: Durango 1&2
Tweet this session: #AOM2013 32
Coordinator: David Coghlan, Trinity College Dublin

33 (OMT, OMT) OMT Junior Faculty Consortium
8:00am - 2:30pm WDW Yacht and Beach Club Resort: Asbury B
Tweet this session: #AOM2013 33
This session is by invitation only.
Organizers: Martine Haas, U. of Pennsylvania; Chris Marquis, Harvard U.
34: (OMT) OMT Doctoral Consortium
8:00am - 2:30pm WDW Yacht and Beach Club Resort: Asbury C
Tweet this session: #AOM2013 34
By invitation only. For questions, feel free to contact Forrest Briscoe (fbriscoe@psu.edu) or Peer Fiss (fiss@marshall.usc.edu). Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Forrest Briscoe, Pennsylvania State U.; Peer C. Fiss, U. of Southern California

35: (OMT, BPS) Unpacking Process in Organizational Search: From Simulation to Ethnography and Back Again
8:00am - 12:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Tweet this session: #AOM2013 35
Organizers: Sam MacAulay, Imperial College London; Amit Nigam, New York U.
Discussions: Gino Cattani, New York U.; Mark J Zbaracki, The U. of Western Ontario
Speakers: David Obstfeld, California State U., Fullerton; John Joseph, Duke U.; Nils Stieglitz, Frankfurt School of Finance & Management

36: (RM, SAP, BPS, OMT, OCIS, ODC, OB) Time and Temporality in Process Research
8:00am - 12:00pm WDW Coronado Springs Resort: Fiesta 5
Tweet this session: #AOM2013 36
Pre-registration is required for both parts of the workshop. For Part 1, participants can register online at https://secure.aomonline.org/PDWR by August 1, 2012. For Part 2 you need an approval code to register. To get this, you need to fill in the short paper form on the websites www.processresearchmethods.org and submit it to Sarah Wise at ahvalstaff@umn.edu. She will then give you an approval code to register online at https://secure.aomonline.org/PDWR. The deadline to register for Part 2 is July 8, 2012.
Chairs: Paula Jarzabkowski, Cornell U.; Clive Smallman, U. of Western Sydney
Facilitators: Julia Balogun, Lancaster U.; Patricia Klarner, U. of Munich; Melissa Mazmanian, U. of California, Irvine; Sebastian Raisch, HEC U. of Geneva; Andrew H. Van de Ven, U. of Minnesota; Michael Smets, Aston Business School
Presenters: JoAnne Yates, MIT Sloan; Sarah Kaplan, U. of Toronto; Connie J. Gersick, Yale U.

37: (SIM) SIM Doctoral Consortium
8:00am - 6:00pm WDW Coronado Springs Resort: Coronado Q.R.S
Tweet this session: #AOM2013 37
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. The deadline to register online is June 30, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Coordinators: Andrew C Wicks, U. of Virginia; Johanne Grosvoid, U. of Bath

38: (TTC) Pedagogical Insights for Teaching Teamwork
8:00am - 1:30pm WDW Coronado Springs Resort: El Paseo
Tweet this session: #AOM2013 38
Organizers: Travis Maynard, Colorado State U.; Lucy L. Gilson, U. of Connecticut
Facilitators: Eli Awtrey, U. of Washington, Seattle; Mark A. Clark, American U.; Benjamin Herndon, Georgia Tech; Michael D. Johnson, U. of Washington; Goichereh Sofrah, York U.; Mary J. Waller, York U.; Lisa Schreiber, Millersville U.; Bernard Ma, Canadian Imperial Bank of Commerce

39: (TTC, MED, OB) Designing Online Experiential and Team Assignments: A TTC Interactive Workshop
8:00am - 10:00am WDW Coronado Springs Resort: Acapulco
Tweet this session: #AOM2013 39
Organizer: Christina A. Hannah, U. of Maryland U. College
Facilitators: Anna Andriasova, U. of Maryland U. College; Anke Arnaud, Embry Riddle Aeronautical U.; Jacob Park, Green Mountain College; Toni Ungaretti, Johns Hopkins U.

40: (TTC, MED, OB, HR, OCIS, HCM) Teaching with Technology: Empowering Students to Collaborate in the Capitalist Marketplace
8:00am - 11:00am WDW Coronado Springs Resort: Baja
Tweet this session: #AOM2013 40
Join our integrated hands-on session to explore why to use technology, what technology to use, how to acquire technology, and when to use technology.
Organizer: Randall G. Sleeth, Virginia Commonwealth U.

Friday 8:30AM

41: (BPS) Business Policy and Strategy Division Dissertation Consortium
8:30am - 6:00pm WDW Swan Resort: Swan 5
Tweet this session: #AOM2013 41
Chairs: Mary J. Benner, U. of Minnesota; Hart E. Posen, U. of Wisconsin, Madison

42: (ENT) ENT Doctoral Consortium 2013
8:30am - 4:00pm WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 42

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the ENT Doctoral Consortium Part 2 (#235) on Saturday. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.

Chairs: Keith Hmieleski, Texas Christian U.; Jeffrey S. McMullen, Indiana U., Bloomington

43 ENT Early Career Development Consortium
8:30am - 1:00pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 43
ECDC will continue in the afternoon as a joint session with the Doctoral Consortium (submission 17795).
registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.

Chairs: Donna Marie DeCarolis, Drexel U.; Kimberly Eddleston, Northern Michigan U.

44 MH, ITC New Member Workshop: Volunteerism and Professional Development
8:30am - 11:00am WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 44
Chair: Regina A. Greenwood, Nova Southeastern U.

45 ODC Organization Development and Change Division Doctoral Consortium
8:30am - 5:00pm WDW Coronado Springs Resort: Fiesta 1&2
Tweet this session: #AOM2013 45
Participation is by invitation only. For details on how to apply, please email Jeffrey Ford (ford.1@osu.edu). Applications close June 15.
Organizer: Jeffrey D Ford, The Ohio State U.
Participants: Quy Nguyen Huy, INSEAD; John Matthew Amis, U. of Memphis; Danielle Zandee, Nyenrode Business U.; Clifford Oswick, City U. London; Ronald Fry, Case Western Reserve U.; Myeong-Gu Seo, U. of Maryland; Ian Palmer, RMIT U.; Ram Tenksai, Benedictine U.; Katherine Hynoyoski, Battelle for Kids; Gavin M. Schwarz, U. of New South Wales; Karen Jensen, James Madison U.; Richard W. Woodman, Texas A&M U.; David Stephen Grant, U. of Sydney

Friday 9:00AM

46 HCM HCM Division PDW Welcome Breakfast
9:00am - 10:00am WDW Coronado Springs Resort: Fiesta 3&4
Tweet this session: #AOM2013 46
Come meet and greet to kick off the HCM doctoral student and junior faculty consortium. Sponsored by generous donations to the HCM Division.

47 MC Co-Creating Actionable Research
9:00am - 11:00am WDW Yacht and Beach Club Resort: Hampton
Tweet this session: #AOM2013 47
Organizer: Rikke Kristine Nielsen, Copenhagen Business School

Presenters: Therese F. Yaeger, Benedicte U.; Majken Schultz, Copenhagen Business School; Rickie A. Moore, EM Lyon; Anthony F. Buono, Bentley U.; Flemming Poufelt, Copenhagen Business School

48 MSR, GDO Freedom of Religion or Freedom from Religion in Organizations: Dialogue for Giving Voice to Values
9:00am - 11:00am WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 48
Organizer: Tracy Porter, Cleveland State U.
Facilitator: Sharon E. Norris, Spring Arbor U.
Coordinator: Susan S. Case, Case Western Reserve U.
Presenters: Matthew C. Mitchell, Drake U.; Wasseem Abaza, Case Western Reserve U.; Susan Case, Case Western Reserve U.

49 OCIS OCIS Doctoral Consortium
9:00am - 4:00pm WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 49
Presenters: Paul M. Leonardo, Northwestern U.; Peter R. Monge, U. of Southern California; Marleen Huysman, VU U. Amsterdam; Emmanuelle Vaast, Desautels Faculty of Management; JoAnne Yates, MIT Sloan

50 OCIS OCIS Junior Faculty Consortium
9:00am - 4:00pm WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 50
Presenters: Kevin Crowston, National Science Foundation; Ojekani Ngwenyama, U. of Cape Town; Janet Fulk, U. of Southern California; Samer Faraj, McGill U.; Michael Barrett, U. of Cambridge

51 OMT, CMS System-Theoretical Perspectives on Capitalism, Business and the Future of Economic Action
9:00am - 12:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 51
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is August 7, 2013.
Organizer: Andre Reichel, Zeppelin U.
Facilitator: Laura Frost, Walsh College
Presenters: Robert Perey, U. of Technology, Sydney; Steffen Roth, U. de Genèves; Thomas Schumacher, U. of St. Gallen (HSG); James C. McMann, Walsh College

Friday 10:00AM

52 DUTC, RM, GDO Hidden in Plain Sight: Strategies for Studying Hard-to-Find, or Invisible Populations
10:00am - 12:30pm WDW Coronado Springs Resort: Oceanic 7
Tweet this session: #AOM2013 52
Chairs: Roxanne Beard, Ohio Dominican U.; Robyn A. Berkley, Southern Illinois U., Edwardsville; Nicole Cundiff, U. of Alaska Fairbanks; Nicholas Hoffman, Southern Illinois U. Carbondale
Presenters: Donna Maria Biancero, Bentley U.; Michelle R. Hebl, Rice U.; Amy Klemm Verbos, Central Michigan U.

53 ENT, BPS Entrepreneurship and Economic Freedom: Establishing a Research Agenda
10:00am - 12:00pm WDW Swan Resort: Swan 9
Tweet this session: #AOM2013 53
Moderator: Steven Walter Bradley, Baylor U.
**FRIDAY**

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

**54** Getting Tenure in non-US Universities

- **Panel Members**
  - Anne-Laure Mention
  - Martin Ihrig
  - Daria Podmetina Dabrowska
  - Juha Hinkkanen
  - Tweet this session: @AOM2013 54

- **Facilitators**
  - Genc Genc, Montclair State University/EBAPE

**55** Business Cultural Intelligence Quotient (BCIQ)

- **Panel Members**
  - Wendy J. Casper
  - Victoria Anne Parker
  - Victoria Anne Parker

**56** Using meditation to imagine and prepare for a better world

- **Panel Members**
  - Gerald Biberman
  - Satinder K Dhiman
  - Joan Marques
  - Sharda Nandram

**57** Innovation Cocktail for Venture Growth: Global Experiences

- **Panel Members**
  - Bruno K. Woeran
  - Juha Hinkkanen
  - Daria Podmetina
  - Martin Ihrig
  - Marko T. Torkkeli
  - Anne-Laure Mention
  - Csaba Deak

**58** Entrepreneurial Learning: Innovative Education for Inclusive Entrepreneurship in Emerging Markets

- **Panel Members**
  - Silviya Svejnova
  - Eva Boxenbaum

**59** Developing in the Teacher Role: Essentials for Managing Yourself and Your Class

- **Panel Members**
  - Alpha Ayande
  - Paul Aligica
  - George Mason U.
  - Naila Paauwe
  - Tilburg University

**60** Internationalization of Firms from Economies in Transition

- **Panel Members**
  - Anthony J. Mayo
  - Ranjay Gulati

**61** Going into the Field: How Experiential Methods Complement Case-Based Teaching

- **Panel Members**
  - Anthony J. Mayo
  - Ranjay Gulati

**62** Identifying Student Cheating Behaviors and Developing Strategies/Techniques to Deter Cheating

- **Panel Members**
  - Matricia S.L. James
  - Angela Miles
  - Daniel L. Morrell

**63** Thriving in Capitalism: Channeling Emotional Intelligence into Economic Success

- **Panel Members**
  - Svetlana S. Holt
  - Robert Weech-Maldonado

**64** Operations Management History, Why? And How?

- **Panel Members**
  - Regina A. Greenwood
  - Eva Boxenbaum

**65** New Frontiers of Organizational Scholarship: Practices, Processes, and Creativity

- **Panel Members**
  - Svetlana S. Holt

**Thematic orientation:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
66 ☯: (ONE) Climate Change and Economic Growth: Management Scholars and Transformative Technological Change
10:15am - 12:15pm WDW Coronado Springs Resort: Yucatan
Tweet this session: #AOM2013 66
Organizers: Margaret Taylor, Stanford U.; Timothy M. Smith, U. of Minnesota
Facilitators: Jonatan Pinkse, Grenoble Ecole de Management; Margaret Taylor, Stanford U.; Timothy M. Smith, U. of Minnesota; Thomas P. Lyon, U. of Michigan

67 ☯: (RM, BPS, OMT) Why We All Should Be Bayesians: Opportunities of Bayesian Statistics for Management Research
10:15am - 12:15pm WDW Coronado Springs Resort: Coronado M.N.P
Tweet this session: #AOM2013 67
Organizer: Andreas Schwab, Iowa State U.
Presenters: James Lemoine, Georgia Institute of Technology; Usman Ghani, Harvard Kennedy School

68 ☯: (SIM, BPS) Business Ethics: Field, Subfield or Flavor of the Day? Making the Most of Mainstreaming SIM
10:15am - 12:15pm WDW Coronado Springs Resort: Yucatan 2&3
Tweet this session: #AOM2013 68
Organizers: Smila Kishor Trivedi, George Washington U.; Alberto Willi, IAE - U. Austrat; Gastón de los Reyes, U. of Pennsylvania
Distinguished Speakers: Andrew Crane, York U.; Thomas J. Donaldson, U. of Pennsylvania; Johanne Grosvoild, U. of Bath; Jared D. Harris, U. of Virginia; Dirk Matten, Schulich School of Business; Bidhan Parmar, U. of Virginia; Gary R. Weaver, U. of Delaware; Patricia Werhane, DePaul U.; Michelle Karen Westermann-Behaylo, American U.

69 ☯: (TIM, ENT) Innovation and University-Industry Collaboration: Comparison among China, Japan, Taiwan
10:15am - 12:15pm WDW Swan Resort: Coronado T
Tweet this session: #AOM2013 69
Chairs: Tsungting Chung, National Yunlin U. of Science & Technology; Chang-Yung Liu, I-Shou U.
Panelists: Weite Chen, SDI Corporation; Jun Jin, Zhejiang U.; Mari Kondo, Doshisha U.

70 ☯: (TTC, MED, CM, ODC, OB) Group learning through negotiation simulations in management
10:15am - 12:15pm WDW Coronado Springs Resort: Asapaloo
Tweet this session: #AOM2013 70
Chair: Emmanuel Monod, Shanghai JiaoTong U.
Facilitators: Michellana Jester, MIT Sloan; Hugh O'Doherty, Harvard Kennedy School; Usman Ghani, U. of Texas, Dallas; Dallas; G. James Lemoine, Georgia Institute of Technology
Moderator: Jingshu Chen, Shanghai JiaoTong U.
Discussant: Darla Deardorff, Duke U.

86 ☯: (DITC, GDO, ITC) Eliciting Best Practices of Inclusion within AOM
10:30am - 12:30pm WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 71
Presenters: J Goosby Smith, Pepperdine U.; Josie Lindsay, Bell & Lindsay, Inc.

72 ☯: (TIM) TIM Doctoral Students Consortium
10:30am - 5:30pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 72
Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the TIM Doctoral Students Consortium - Day 2 (#251) on Saturday. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Sanjay Jain, Santa Clara U.; Kevin Boudreau, London Business School
Participants: Laura B. Cardinal, U. of Houston; Sarah Kaplan, U. of Toronto; Renee Rotter, New York U.; Jason Davis, Massachusetts Institute of Technology; Deepak Somaya, U. of Illinois, Urbana-Champaign; Lars Bo Jepsen, Bocconi U.; Alexander Oetti, Georgia Institute of Technology

Friday 10:45AM
73 ☯: (BPS, TIM) Tackling Uncertainty
10:45am - 1:45pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 73
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizers: Elena Novelli, Cass Business School, City U. London; Raffaele Conti, Catolica Lisbon School of Business and Economics
Panelists: Gautam Ahuja, U. of Michigan; Ashish Arora, Duke U.; Gino Cattani, New York U.; Jerker C. Denrell, U. of Warwick; Timothy B. Folta, Purdue U.; Marvin B Lieberman, U. of California, Los Angeles

74 ☯: (ODC, MC, TTC, MED, OMT) "That was Great!" More High Impact Exercises for Teaching or Consulting on Organizational Change
10:45am - 12:45pm WDW Coronado Springs Resort: Coronado T
Participants: Gavin M. Schwarz, U. of New South Wales; Richard Dunford, U. of Newcastle, Australia; Ian Palmer, RMIT U.; Anthony F. Buono, Bentley U.; David Jameson, U. of St. Thomas; Cynthia Martinez, U. of Southern California; Susan Resnick West, U. of Southern California; Gary Wagenheim, Simon Fraser U.

75 ☯: (ODC, OB) Positive Organizational Behavior for A Better World: Premise, Research, Results
10:45am - 12:45pm WDW Coronado Springs Resort: El Paso 1&2
Tweet this session: #AOM2013 75
Presenter: Michael J. Provitera, Barry U.

Friday 11:00AM
76 ☯: (AAA) Publishing in AMD: Meet the Editors
11:00am - 12:30pm WDW Dolphin Resort: Asia 1
Tweet this session: #AOM2013 76
Organizer: Andrew H. Van de Ven, U. of Minnesota

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

Section D
Session Details – Friday, 10:00 AM - 12:00 PM

Friday 11:15AM

77 \rightarrow: (HCM) Success of Health Care Technologies - An International Perspective on Research Opportunities
11:15am - 1:15pm WDW Coronado Springs Resort: Baja
Organizer: Ronny Reinhardt, Technische U. Dresden
Panelists: Sandra C. Buttigieg, U. of Malta; Carsten Schultz, Christian-Albrechts-U. of Kiel; Dimitrios Spyridonidis, Imperial College London; Lauren Marie Aquino Shluzas, Stanford U.

78 \rightarrow: (MSR) A Market of Measures: Assessing the Viability of Management Spirituality and Religion Measures
11:15am - 1:15pm WDW Dolphin Resort: Oceanic 3
Organizer: Carole L. Jurkiewicz, Hofstra U.; Robert A Giacalone, Temple U.
Participants: Silverman, Michigan State U.; Dianna L. Stone, Nottingham Trent U.; Carsten Schulz, Monash U.; Christian Albrechts U. of Kiel; Dimitrios Spyridonidis, Imperial College London; Lauren Marie Aquino Shluzas, Stanford U.

Friday 11:45AM

80 \rightarrow: (BPS, MH, TIM) History and Strategy: Toward an Integration of Theory and Method
11:45am - 1:45pm WDW Swan Resort: Swan 10
Organizer: Steven Kahl, Dartmouth College (TUCK); Brian S. Silverman, U. of Toronto
Participants: David A. Kirsch, U. of Maryland; Huseyin Leblebici, U. of Illinois; J Peter Murmann, Australian School of Business, UNSW

81 \rightarrow: (HR, OCIS) A Research Agenda for eHRM: What Do We Know, and Where Do We Go from Here?
11:45am - 1:45pm WDW Dolphin Resort: Oceanic 2
Organizers: Soon Ang, Nanyang Technological U.; Africa Arino, IESE Business School; Peter A. Bamberger, Tel Aviv U.; Chet Miller, U. of Houston; Frances J. Milliken, New York U.
Participants: Soon Ang, Nanyang Technological U.; Africa Arino, IESE Business School; Peter A. Bamberger, Tel Aviv U.; Chet Miller, U. of Houston; Frances J. Milliken, New York U.

82 \rightarrow: (IAM, SIM) CSR in Iberoamerica: Old Wolf, New Wool Suit?
11:45am - 1:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Organizer: Lourdes Susaeta, IESE Business School
Participants: Carlos Marti, Barna Business School; Angela Gallifa, IESE Business School; Esperanza Suarez, IESE Business School; Sandra Idrovo, INALDE; Rito Campos Cunha, U. Nova de Lisboa; Natalia Weisz, IAE Business School Argentina; Carlos Colom, Barna Business School; Andrea Maria Prado, INCAE Business School; Isis Olimpia Gutierrez-Martinez, U. de las Americas-Puebla; Francisco Leguizamón, INCAE Business School; Felipe Pérez, INCAE Business School; Carolina Torres-Castillo, INALDE; Manuela Correa, U. Lusia de Lisboa; Pamela Leyva-Townsend, INALDE

Friday 12:00PM

83 \rightarrow: (AAA) Placement Services
12:00pm - 5:00pm WDW Coronado Springs Resort: South Registration
Organizer: Lourdes Susaeta, IESE Business School
Participants: Soon Ang, Nanyang Technological U.; Africa Arino, IESE Business School; Peter A. Bamberger, Tel Aviv U.; Chet Miller, U. of Houston; Frances J. Milliken, New York U.
Participants: Soon Ang, Nanyang Technological U.; Africa Arino, IESE Business School; Peter A. Bamberger, Tel Aviv U.; Chet Miller, U. of Houston; Frances J. Milliken, New York U.
Participants: Soon Ang, Nanyang Technological U.; Africa Arino, IESE Business School; Peter A. Bamberger, Tel Aviv U.; Chet Miller, U. of Houston; Frances J. Milliken, New York U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Facilitators: Reinhard Bachmann, U. of Surrey; Sharon Belenzon, Duke U.; Steven C. Currall, U. of California, Davis; Chris P. Long, Georgetown U.; Roger C Mayer, North Carolina State U.; Bill McEvily, U. of Toronto; Keith Mumaghan, Northwestern U.; Michele Williams, Cornell U.; Lynne G Zucker, U. of California, Los Angeles

87 TIM TIM Junior Faculty Consortium 12:00pm - 6:00pm WDW Swan Resort: Swan 8 Tweet this session: #AOM2013 87 To apply, email aija.leiponen@cornell.edu or a.salfer@imperial.ac.uk Additional registration is required at https://secure.aomonline.org/PDWReg. If registering for this workshop, you MUST also be registered for TIM Junior Faculty Consortium Day 2 (#233) on Saturday. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.


Friday 12:15PM

Friday 12:30PM

91 (ENT, CMS) What's Holding Back Social Entrepreneurship? Removing the Impediments to Theoretical Advancement 12:30pm - 3:00pm WDW Swan Resort: Swan 9 Tweet this session: #AOM2013 91 Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.


92 (GDO, MEN, DB/T) Publishing Diversity Research Workshop 12:30pm - 3:30pm WDW Dolphin Resort: Salon A2 Tweet this session: #AOM2013 92 Junior faculty need to submit their manuscripts by 6/1/2013 to provide adequate time for the review process. Doctoral students are encouraged to attend the session in order to learn about the review process. Registration for participation is required by 07/01/2013 (early registration is encouraged as we have limited seats for participants). Please contact Raymond Trau (raymond.trau@curtin.edu.au) for manuscript submission, registration and other queries. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 1, 2013. Please contact the workshop organizer(s) to obtain the approval code.

Organizer: Raymond N. C. Trau, Curtin U. Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Robin Ely, Harvard U. Discussants: Derek R. Avery, Temple U.; Jennifer L. Berdahl, U. of Toronto; Prithviraj Chatpatpadyay, Hong Kong U. of Science and Technology; Judith A. Clair, Boston College; Marta M. Elvira, ISEE Business School; Charmine E. J. Hartel, U. of Queensland; Michelle R. Hebl, Rice U.; Eden King, George Mason U.; Alison M. Konrad, U. of Western Ontario; Ellen Ernst Kossek, Purdue U.; David A. Kravit, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Margarita Mayo, IE Business School; Lisa Hisae Nishii; Cornell U.; Katherine W. Phillips, Columbia U.; Ashleigh Shelby Rosette, Duke U.; Ann Marie Ryan, Michigan State U.; Maureen A. Scully, U. of Massachusetts Boston

93 (HCM, CAR) Job Search Strategies: Moving Up the Academic Career Ladder—Session and Lunch 12:30pm - 2:00pm WDW Coronado Springs Resort: Cancun Tweet this session: #AOM2013 93 This session is part of the HCM doctoral student and junior faculty consortium. Lunch sponsored by HCMO donors.

94  : (HR, BPS) The Next Big Questions?: Expanding the HR-Performance Research Agenda
12:30pm - 2:30pm WDW Dolphin Resort: Oceanic 6
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. The deadline to register online is August 7, 2013.
Organizers: Ingrid Fulmer, Rutgers U.; John E. Delery, U. of Arkansas; James P. Guthrie, U. of Kansas
Facilitators: Bruce E Kaufman, Georgia State U.; Hui Liao, U. of Maryland; Shad S. Morris, The Ohio State U.; Clint Chadwick, U. of Kansas; Steve W. J. Kozlowski, Michigan State U.; Dana Minbaeva, Copenhagen Business School
\#AOM2013 94

95  : (HR, CAR, CM) Being a Department Chair:
Learning from Others
12:30pm - 4:30pm WDW Dolphin Resort: Oceanic 8
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Chairs: Charles R. Greer, Texas Christian U.; Chuck Williams, Butler U.; Sharon Oswald, Mississippi State U.
Speakers: Steve Barr, North Carolina State U.; Thomas G. Cummings, U. of Southern California
\#AOM2013 95

96  : (IM) International Management Division Paper Development Workshop
12:30pm - 2:30pm WDW Yacht and Beach Club Resort: Cape Cod A
By invitation only; papers are selected by the Program Chair.
Distinguished Speakers: Keith D. Brouthers, King's College London; Ilya Cuypers, Singapore Management U.; Carolyn P. Egri, Simon Fraser U.; Gary Knight, Willamette U.; Elizabeth L. Rose, Aalto U.; Minyuan Zhao, U. of Michigan
Chair: William Newberry, Florida International U.
\#AOM2013 96

97  : (OMT, MH) History and Organization Theory:
Introducing an AMR Special Topic Forum
12:30pm - 2:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Moderator: John Hassard, U. of Manchester
Participants: Paul C. Godfrey, Brigham Young U.; Michael Rowlinson, Queen Mary U. of London
\#AOM2013 97

98  : (ONE) ONE Doctoral Consortium
12:30pm - 4:30pm WDW Coronado Springs Resort: Fiesta 3&4
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWR. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Karin Strzeletz Ivertsen, Copenhagen Business School; Raquel Antolin-Lopez, U. of Almeria; Natalia Ortiz-de-Mandojana, U. of Balearic Islands; Yipeng Liu, Mannheim U. Chair: Jonatan Pinkse, Grenoble Ecole de Management
\#AOM2013 98
Session Details – Friday, 12:00 - 2:00 PM

Facilitators: Claudia J. Ferrante, U.S. Air Force Academy; G. James Lemoine, Georgia Institute of Technology

Friday 12:45PM

105 ☯ ☯: (OB, DGO, D&ITC, HR, CM) Workplace Incivility Research Incubator
12:45pm - 3:45pm WDW Dophin Resort: Europe 2
Tweet this session: #AOM2013 105
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Shanna R Daniels, Florida State U.; Lisa A Marchiondo, Wayne State U.; Dana Kabat-Farr, U. of Nevada Reno
Facilitators: Lila Cortina, U. of Michigan; Christine L. Porath, Georgetown U.; Steve Jex, Bowling Green State U.; Sandy Lim, National U. of Singapore; Sandy Hershcovis, U. of Manitoba

Friday 1:00PM

106: (AAA) AMLE Special Issue Production: A 360 Degree View
1:00pm - 3:00pm WDW Dophin Resort: Europe 8
Tweet this session: #AOM2013 106
Organizers: Kenneth G. Brown, U. of Iowa; Jacob Eisenberg, U. of College Dublin

107: (AAA) Publishing in AMJ: Tips from the Editors
1:00pm - 4:00pm WDW Dophin Resort: Salon I
Tweet this session: #AOM2013 107
Organizers: Jason Colquitt, U. of Georgia; Gerard George, Imperial College London

108: (CAR) Composing your next life stage: Navigating the transition in to Late Adulthood
1:00pm - 4:00pm WDW Dophin Resort: Asia 3
Tweet this session: #AOM2013 108
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Facilitators: Susan J. Ashford, U. of Michigan; Kathy E. Kram, Boston U.; Ilena Carol Wasserman, ICW Consulting Group; Placida V Gallegos, Fielding Graduate U.

109: (CM, OB, MOC, HR, OMT) The Antecedents, Management, and Implications of Unethical Behavior at Work
1:00pm - 5:00pm WDW Dophin Resort: Salon A3
Tweet this session: #AOM2013 109
Chair: Francesca Gino, Harvard U.

110: (MOC, OB, OMT, CM, HR, ODC) Reviewing the Rough: A PDW for Doctoral Students and Junior Faculty
1:00pm - 3:00pm WDW Dophin Resort: Europe 1
Tweet this session: #AOM2013 110

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizers at mocreview@gmail.com to obtain the approval code. The deadline to register online is July 1, 2013.
Organizers: Douglas A Lepisto, Boston College; Jeffrey Bednar, U. of Michigan; Kevin S. Cruz, U. of Texas at El Paso
Facilitators: Neal M. Ashkanasy, U. of Queensland; John B. Bingham, Brigham Young U.; Erik Dane, Rice U.; Luis Martins, U. of Texas, Austin; Sandra L. Robinson, U. of British Columbia; Frits Pil, U. of Pittsburgh; Suzanne S. Masterson, U. of Cincinnati; S. Gayle Baugh, U. of West Florida
Presenters: Daniel Scott DeRue, U. of Michigan; Michael G. Pratt, Boston College; Glen E. Kreiner, Pennsylvania State U.

111: (OMT) Professionals, Professions and Professionalism at Work: A Paper Development Workshop for JPO
1:00pm - 3:00pm WDW Yacht and Beach Club Resort: Cape Cod C
Tweet this session: #AOM2013 111
Participants: David M Brock, Ben Gurion U. of the Negev; Huseyn Leblebici, U. of Illinois; Daniel Muzio, U. of Manchester

112: (PTC, ENT, TIM, MED, ODC, OMT, PNP, OCIS) Bridging the Divides between Academics, Practice, and Policy in Entrepreneurship
1:00pm - 3:30pm WDW Swan Resort: Pelican 2
Tweet this session: #AOM2013 112
To share knowledge and help participants build upon it:[http://www.slideshare.net/norriskrueger/pdw-proposal-15279]
Organizers: Norris F. Krueger, Entrepreneurship Northwest; Suresh U Kumar, NexAge Technologies USA Inc; Fedor Ovchinnikov, Center for Intercultural Communication
Participants: David C Croson, Southern Methodist U.; Donna Kelley, Babson College; Lesley Hayes, Athabasca U.; Tom Mierzwz, U. of Maryland U.College; Robert S. D’Intino, Rowan U.; Tyrone S. Pitsis, Newcastle U.

Friday 1:15PM

113: (ENT) The Role of Entrepreneurial Education in Sustainable Entrepreneurship
1:15pm - 3:15pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 113
Organizer: Robert Newbery, Plymouth U.
Distinguished Speaker: Aneel Karnani, U. of Michigan, Ann Arbor
Presenter: Hilary Buckett, Plymouth U.

Friday 1:30PM

114: (MSR, IM) Business Models of Faith-Based Organizations: The Integration of "Prophet" and "Profit"
1:30pm - 3:30pm WDW Dophin Resort: Oceanic 3
Tweet this session: #AOM2013 114
Facilitator: Les DiLabay, Lake Forest College

115: (OB) LMX Research Incubator
1:30pm - 4:30pm WDW Dophin Resort: Asia 2
Tweet this session: #AOM2013 115
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.


**Presenter:** George B Graen, U. of Illinois, C-U (retired)

**Participants:** Wolfgang Mayrhofer, Australian National U., Brigham Young U., Hui Liao, U. of Maryland; Michaél C. Schippers, Erasmus U. Rotterdam

**Moderator:** David Hsu, Northwestern U.

**Facilitators:** Alexis Arevalo, U. of Miami; Phillipa Coan, U. of Leeds

**Presenters:** Sally V. Russell, Griffith U.; Matthew C. Davis, U. of Leeds

116 ☁ ☁ ☁: (ONE, OB, ODC) Joining the Dots: Developing a Systems Approach to Workplace Proenvironmental Behavior Intervention

1:30pm - 3:30pm WDW Coronado Springs Resort: Baja

**Tweet this session:** #AOM2013 116

Delegates are invited to submit organizational case studies in advance for use in the workshop. Pre-registration is required for this workshop.

To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.

**Organizers:** Sally V. Russell, Griffith U.; Matthew C. Davis, U. of Leeds

**Facilitators:** Cleber Dutra, U. of Fortaleza (UNIFOR); Jennifer Robertson, Queen's U. Canada; Phillipa Coan, U. of Leeds

**Presenters:** Sally V. Russell, Griffith U.; Matthew C. Davis, U. of Leeds

**Chairs:** Monica Sharif, U. of Miami

2:00pm - 4:00pm WDW Coronado Springs Resort: Swan 10

**Organizer:** Lisa Dragoni, Cornell U.

**Presenters:** J. Stuart Bunderson, Washington U.; Ethan Burris, U. of Texas, Austin; Carrie R. Leana, U. of Pittsburgh; Hui Liao, U. of Maryland; Michaél C. Schippers, Erasmus U. Rotterdam

120 ☁: (SAP) Capitalist Approach to Strategy as practice and the role of numbers

2:00pm - 4:00pm WDW Coronado Springs Resort: Swan 10

**Tweet this session:** #AOM2013 120

**Chairs:** Vincent Cristallini, ISER, IAE - U. of Lyon 3; John Conbere, U. of St. Thomas

**Facilitator:** Alla Heorhiadi, U. of St. Thomas

**Discussant:** Michel Peron, ISER, IAE - U. of Lyon 3

**Presenter:** Veronique Zardet, ISER, IAE - U. of Lyon 3

**Friday 2:15PM**

121 ☁ ☁ ☁: (ONE, OM, SIM, MED, BPS) Sustainability in Management Education: Going Forward in Adopting and Transforming the Curriculum

2:15pm - 5:15pm WDW Coronado Springs Resort: Coronado T

**Tweet this session:** #AOM2013 121

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.

**Chairs:** Patricia G. Vidal, U. Presbiteriana MacKenzie; Jorge Alexis Arevalo, William Paterson U.

**Facilitators:** Shelley F. Mitchell, U. of New Hampshire; Denise Cardoso Pereira, U. Presbiteriana MacKenzie; Claudine Soosay, U. of South Australia

**Discussants:** Mary Catherine Gentile, Babson College; Denise Roomo, U. Libre de Bruxelles; Celine Louche, Vlerick Business School; Daniel Arenas, ESADE-Ramon Llull U.; Joanne Lawrence, Hult International Business School; Matthew Murphy, U. of Victoria


122 ☁ ☁ ☁: (TTC) Capitalizing Upon the Changing Virtual Landscape of Learning & Education

2:15pm - 4:15pm WDW Coronado Springs Resort: El Paso 122

**Tweet this session:** #AOM2013 122

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.

**Chairs:** James Gaskin, Brigham Young U.; Aron Lindberg, Case Western Reserve U.
Friday 2:30PM

123 ☐: (IAM) International Management Mid-Career Workshop: Success after Promotion
2:30pm - 4:30pm WDY Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 123
Organizers: Aya S. Chacar, Florida International U.
Distinguished Speakers: Africa Arino, Iese Business School; Petra Christmann, Rutgers U.; Giovanni Battista Dagnino, U. of Catania; Yves Doz, INSEAD; Michael A. Hitt, Texas A&M U.; Tatiana Kostova, U. of South Carolina; Stephen B Tallman, U. of Richmond

Friday 2:45PM

124 ☐: (IAM) Leveraging India and China, to Inform the World
2:45pm - 4:45pm WDY Yacht and Beach Club Resort: Asbury A
Tweet this session: #AOM2013 124
Organizers: Vikas A. Aggarwal, INSEAD; Raveendra Chittoor, Indian School of Business; Brian Wu, U. of Michigan, Ann Arbor
Distinguished Speakers: Prashant Kale, Rice U.; Haiyang Li, Rice U.; Sougata Ray, Indian Institute of Management, Calcutta; Balagopal Vissa, Aalborg U.; Murray R. Barrick, Columbia U.; Grant T. Savage, Harvard Business School; Claude Westergaard Elmholdt, Southern Cross U.; Palle Weinreich, The Development Consultants

Friday 3:00PM

125 ☐: (HCM) Getting Published: Successful Management of Submission and Revision
2:45pm - 4:45pm WDY Coronado Springs Resort: Laredo 1&2
Tweet this session: #AOM2013 125
This session is part of the HCM doctoral student and junior faculty consortium
Coordinator: Mattia J Gilmartin, New York U.
Presenters: Thomas D’Aunno, Columbia U.; Grant T. Savage, U. of Alabama at Birmingham

126 ☐: (HR) Managing Research Projects: Tips, Lessons Learned, and Project Management 101
2:45pm - 4:45pm WDY Dolphin Resort: Oceanic 1
Tweet this session: #AOM2013 126
Chair: Deidra J Schleicher, Texas A&M U.
Presenters: Murray R. Barrick, Texas A&M U.; Frederick P. Morgeson, Michigan State U.; Victoria L Buenger, Texas A&M U.

127 ☐: (OCIS) Constructive Use of Power in Creating Sustainable Organizations
2:45pm - 5:45pm WDY Yacht and Beach Club Resort: Grand Harbor Salon IV
Tweet this session: #AOM2013 127
Facilitators: Anders Ramian Trillingsgaard, The Development Consultants; Manon De Jongh, The Development Consultants; Kenneth Albaek, The Development Consultants; Ulla Sparre, The Development Consultants; Jette Lindhard, The Development Consultants; Henrik Adler, The Development Consultants; Michael Bo Nielsen, The Development Consultants; Palke Weinreich, The Development Consultants; Birgitte Kurup, The Development Consultants; Kristen Engelbrecht, The Development Consultants; Jakob Thayssen, The Development Consultants; Pia Stev, The Development Consultants; Ulrik Tot, The Development Consultants; Annmette Hylgaard, The Development Consultants
Presenters: Claus Westergaard Elmholt, Aalborg U.; Morten Fogsgaard, Aalborg U.

130 ☐: (PNP) AMLE Writer’s Workshop
3:00pm - 5:00pm WDY Dolphin Resort: Europe 3
Tweet this session: #AOM2013 130
Organizers: Andrey Pavlov, Cranefield School of Management; Pietro Michel, Warwick Business School
Participants: Jonathan Feffer, Baruch College; Zhu Zhu, Baruch College

131 ☐: (PNP, OMT, OM) Organizational Performance: What is it?
2:45pm - 4:45pm WDY Coronado Springs Resort: Acapulco
Tweet this session: #AOM2013 131
Organizers: Joao Barroso, LSE; Christian Benisch, Aalto U.; Juan M. Perez-Vicente, EALEU; Marcell A. Kuruvilla, FU Berlin; Katherine Harvare, U. of Michigan; Sonja M. Vermeulen, U. of Cambridge; Automne Urdan, U. of Florida; Jorge Zaldalari, U. of Florida
Participants: Manju K. Ahuja, U. of Louisville; Manon De Jongh, The Development Consultants; Anthea Yan Zhang, Indian Institute of Management, Calcutta; Yves Doz, INSEAD; Michele Anteby, NCPH; Lesley特派, U. of Pennsylvania; Alex de Waal, The Development Consultants; Manha Asgar, The Development Consultants; Lisa Bird, The Development Consultants; Ulla Sparre, The Development Consultants; Peter O’ Driscoll, The Development Consultants; Sanne de Vries, The Development Consultants; Tom Ibrekk, The Development Consultants; Ingrid M. Knudsen, The Development Consultants; Tanja Johannessen, The Development Consultants; Claus Westergaard Elmholt, Aalborg U.; Morten Fogsgaard, Aalborg U.

132 ☐: (AAA) Constructive Use of Power in Creating Sustainable Organizations
2:45pm - 4:45pm WDY Swan Resort: Mockingbird 1
Tweet this session: #AOM2013 132
Organizer: Manju K. Ahuja, U. of Louisville

133 ☐: (PNP, OMT, OM) AMLE Writer’s Workshop
3:00pm - 5:00pm WDY Dolphin Resort: Europe 3
Tweet this session: #AOM2013 133
Organizer: Hannah K. Rothstein, Baruch College
Participants: Jonathan Feffer, Baruch College; Zhu Zhu, Baruch College

134 ☐: (AAA) Constructive Use of Power in Creating Sustainable Organizations
2:45pm - 4:45pm WDY Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 134
Organizer: Hannah K. Rothstein, Baruch College
Participants: Jonathan Feffer, Baruch College; Zhu Zhu, Baruch College

Program Theme:杠杆作用在可持续组织中的应用研究

Friday 3:00PM

129 ☐: (OCIS) International Paper Development Workshop
2:45pm - 4:45pm WDY Yacht and Beach Club Resort: Asbury B
Tweet this session: #AOM2013 129
Organizers: Elizabeth Hansen, Harvard Business School; Curtis Kwinyen Chan, Harvard Business School
Participants: Michel Anteby, Harvard U.; Kimberly D. Elsbach, U. of California, Davis; Gideon Kunda, Tel Aviv U.; Melissa Mazmanian, U. of California, Irvine

Session Details – Friday, 2:00 - 4:00 PM

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

Section D

179
By Invitation only
Organizers: Kenneth G. Brown, U. of Iowa; Cynthia Fukami, U. of Denver

135  D/ITC Diversity and Inclusion in AOM Divisions: Survey Results, Best Practices, and Action Plan
3:00pm - 5:00pm WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 135
Restricted to Divisional Officers and by invitation only.
Chair: Christina L. Stamper, Western Michigan U.
Facilitators: Yvonne Benschop, Radboud U. Nijmegen; Isabel Metz, U. of Melbourne; Eddy S. Ng, Dalhousie U.; Stella M. Nkomo, U. of Pretoria; Quinetta Roberson, Villanova U.
Presenters: Bernardo M. Feredman, Alliant International U.; Patrick F. McKay, Rutgers U.

136 (MSR) MSR Doctoral Student and New Faculty Consortium
3:00pm - 6:00pm WDW Dolphin Resort: Oceanic 7
The MSR Doctoral and New Faculty Consortium is a workshop focused on supporting doctoral students and new faculty who are interested in the field of Management, Spirituality and Religion. Senior faculty meet with doctoral students and new faculty to address issues and concerns of those who are just beginning their careers in this field. Experts will share their advice and guidance, and the workshop is designed for maximum interaction in order to support networking and mentoring. Pre-registration is required before 1 August 2013: https://secure.aomonline.org/PDWReg. Please contact the organizer for the approval code.
Chair: Judith A. Neal, U. of Arkansas

137 OMT Teaching Roundtables
3:00pm - 5:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 137
This session is by invitation only. Further information can be found at http://TeachOMT.com/teaching-roundtables/Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 31, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: David Touve, The U. of Virginia; Eva Boxenbaum, Mines ParisTech; Klaus Weber, Northwestern U.
Facilitators: Ellen R. Auster, York U.; Joseph Broschak, U. of Arizona; Amy Wrzesniewski, Yale U.; Balagopal Vissa, INSEAD; Bill McEvily, U. of Toronto; Martin Gargiulo, INSEAD; Rodney Lacey, Emory U.

138 TIM, BPS, OMT, OB Multilevel Innovation Networks
3:00pm - 7:00pm WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 138
Though not required, please register in advance so we can form discussion groups of individuals with similar research interests.
Organizers: Corey Phelps, HEC Paris; Martin C. Goosen, HEC Paris; Srikanth Paruchuri, Pennsylvania State U.
Facilitator: Wenpin Tsai, Pennsylvania State U.
Participants: Konstantinos Grigoriou, Florida International U.; Hans Berends, VU U. Amsterdam; G. Tyge Payne, Texas Tech U.; Amnon Salter, Imperial College London; Zheng Jane Zhao, U. of Kansas

Friday 3:15PM

139 (IM, OB, OMT) GLOBE Project Findings on CEO leadership: Reactions, Questions, and Practical Applications
3:15pm - 5:15pm WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 139
Chairs: Peter W Dorfman, New Mexico State U.; Paul J Hanges, U. of Maryland; Mansour Javidan, Thunderbird; Mary F. Sully de Luque, Thunderbird

140 (MSR) Cultivating Empathy in Leadership
3:15pm - 5:15pm WDW Dolphin Resort: Europe 7
Tweet this session: #AOM2013 140
Coordinator: Keiko Krahne, U. of Northern Colorado
Participant: Sharon Clinebell, U. of Northern Colorado

141 (OB, PTC, ODC) Research in Practice: Connecting Theory and Work through Academic / Practitioner Collaborations
3:15pm - 5:15pm WDW Dolphin Resort: Salon A1
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Participants: Jennifer Kurkoski, Google; Mary Kate Stimmer, Google Research; Karlene H. Roberts, U. of California, Berkeley; Karen Hoff, Boston College; Katherine Smith, Boston College; Kevin Boudreau, London Business School; Karim R. Lakhan, Harvard U.; Jean M. Bartunek, Boston College

Friday 3:30PM

142 (AAA) The Ins and Outs of Faculty Recruiting
3:30pm - 5:00pm WDW Coronado Springs Resort: Fiesta 6
Tweet this session: #AOM2013 142

143 (BPS, PTC) The Practice of Scholarly Impact and the Scholarly Impact of Practice
3:30pm - 5:30pm WDW Swan Resort: Swan 7
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 5, 2013.
Organizer: Tyrone S. Pitsis, Newcastle U.

Friday 3:45PM

144 (CAR, OB) Insights for Publishing Careers
Research in Top Journals
3:45pm - 5:15pm WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 144
Organizer: Lois M. Shelton, California State U., Northridge
Panelists: Shoshana Dobrow, London School of Economics; Gina Dokko, U. of California, Davis; Timothy Golden, Rensselaer Polytechnic Institute; Peter A. Heslin, U. of New South Wales; Maria Kraimer, U. of Iowa; Julia Richardson, York U.; Scott Seibert, U. of Iowa
Friday 4:00PM

145: (CMS) How to become less excellent  
3:45pm - 5:45pm WDW Coronado Springs Resort: Yucatan 2&3
Tweet this session: #AOM2013 145
Organizers: Nick Butler, Lund U.; Sverre Spoelstra, Lund U.
Speakers: Nancy Harding, Bradford U.; Mark Learmonth, Durham U.; Craig Richard, Massey U.

146: (GDO, OB) Spanning the Great Divide: Six Practices to Transform Limiting Borders into New Frontiers  
3:45pm - 6:15pm WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 146
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRreg. The deadline to register online is August 5, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Facilitators: Donna Chrobot-Mason, U. of Cincinnati; Kristin L. Cullen, Center for Creative Leadership

147: (OB, HR, ENT) Making the World a Better Place: Planting a Social Seed in Capitalist Minds  
3:45pm - 5:45pm WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 147
Coordinators: Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.; Gerald Biberman, U. of Scranton; Svetlana S. Holt, Woodbury U.

Friday 4:00PM

148: (MC, ENT) A Revival of Entrepreneurial Capitalism through Management Consulting in Family Businesses  
4:00pm - 6:00pm WDW Yacht and Beach Club Resort: Cape Cod C
Tweet this session: #AOM2013 148
Presenter: Patrick Tabchoury, U. of Balamand
Participants: Veronique Zardet, ISEOR, IAÉ - U. of Lyon 3; Amandine Savall, ISEOR, CNAM Paris; Terry R Armstrong, Colorado Technical U.

149: (MED, OB, MEN) Discovering Your Solar System: Identifying and Crafting Your Research Identity  
4:00pm - 6:00pm WDW Coronado Springs Resort: Fiesta 8
Tweet this session: #AOM2013 149
Small groups key to this workshop. Register with 2-3 research colleagues whom you will do the exercise. Otherwise, we will create a group for you. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRreg. The deadline to register online is July 15, 2013.
Organizers: Ashley Hardin, U. of Michigan; Cassandra Aceves, U. of Michigan; Lyndon Garrett, U. of Michigan
Presenter: Robert E Quinn, U. of Michigan

Panelists: Greg L Stewart, U. of Iowa; Kevin B. Lowe, U. of North Carolina at Greensboro; Markus Groth, U. of New South Wales; Ethan Burris, U. of Texas, Austin; Mark C. Bolino, U. of Oklahoma; K. Michele Kacmar, U. of Alabama; Cristina Gibson, U. of Western Australia; Michella K. Duffy, U. of Minnesota; Jeffery A. Thompson, Brigham Young U.

Friday 4:15PM

151: (BPS, IM, OMT) Inter-Organizational Relationships in Emerging Markets: How do they Differ?  
4:15pm - 6:15pm WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 151
Chairs: Laurence Capron, INSEAD; Aline Gatignon, INSEAD
Participant: Harbir Singh, U. of Pennsylvania

Panelists: Suchitra Veera, Henley Business School; Rudolph J Sanchez, California State U. Fresno

Friday 4:30PM

155: (HR) HR Division - Junior Faculty Consortium 2013 - (Orlando)  
4:30pm - 7:00pm Offsite: TBD
Tweet this session: #AOM2013 155
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRreg. The deadline to register online is August 2, 2013. Please contact the workshop organizer(s) to obtain the approval code. Location is TBD, registrants will be contacted with information. Contact lhm5@cornell.edu with questions

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Organizers: Diane E. Johnson, U. of Alabama, Tuscaloosa; Lisa Hise Nishi, Cornell U.; Riki Takeuchi, Hong Kong U. of Science and Technology

156 ☐ ☐ ☐ (INDAM, IM) Stepping Out with the Indian Academy of Management
4:30pm - 7:00pm Offsite: Walt Disney World Dolphin Resort
For questions regarding this event contact Aarti Ramaswami at aramaswami@essesc.edu.
Facilitators: Stacy Blake-Beard, Simmons College; Rajashi Ghosh, Drexel U.; C Lakshman, Bordeaux École de Management; Sushil Nidakdar, Georgia State U.; Charmi Patel, U. of Edinburgh Business School; Aarti Ramaswami, ESSEC Business School; Vasanthi Srinivasan, HHL Graduate School of Management Leipzig; Indian Institute of Management Bangalore

157 ☐ ☐ ☐ (ODC, BPS, SAP, MC) Post-Merger Integration: Research, Practice & Teaching
4:30pm - 7:30pm WDW Coronado Springs Resort: El Paso 1&2
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizers: Quy Nguyen Huy, INSEAD; Taco Reus, Erasmus U. Rotterdam
Speakers: Sayan Chatterjee, Case Western Reserve U.; Kimberly M Ellis, Florida Atlantic U.; Tomi M. M. Laamanen, U. of St. Gallen; Bruce T. Lamont, Florida State U.; Philippe M. Monin, EM Lyon; Mark Sirower, Deloitte Consulting; Eero Vaara, Hanken School of Economics; Yaakov Weber, College of Management, Israel

Friday 4:45PM

158 ☐ ☐ ☐ (ENT) Get Creative! Data Collection Under Adverse Conditions
4:45pm - 7:45pm WDW Swan Resort: Osprey 1
Chair: Amanda Bullough, Thunderbird; Maija Renko, U. of Illinois, Chicago
Participants: Julio O. De Castro, IE Business School; Fernando D’Alessio, Centrum Catolica; Isabel Gutierrez, U. Carlos III de Madrid; Maria Jose Tonelli, Fundacao Getulio Vargas; Roberto Vassolo, IAE Business School Argentina; José Ernesto Amorós, U. del Desarrollo

159 ☐ ☐ ☐ (IAM, IM) Academic Careers in Iberoamerican Business Schools: Implications for Careers of New Scholars
4:45pm - 6:45pm WDW Yacht and Beach Club Resort: Asbury A
Chair: Mehdi Farashahi, Concordia U.
Participants: Anas Al Bakri, Qatar U.; Wissam Al-Hussaini, American U. of Beirut; Soumaya Ben Letaifa, UGAM; Said Elbanna, United Arab Emirates U.

160 ☐ ☐ ☐ (IM, OMT, MSR) Institutional Changes Unfolding: The Case of Uprising Islamic Societies
4:45pm - 6:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Chair: Mehdi Farashahi, Concordia U.
Participants: Anas Al Bakri, Qatar U.; Wissam Al-Hussaini, American U. of Beirut; Soumaya Ben Letaifa, UGAM; Said Elbanna, United Arab Emirates U.

Friday 5:00PM

161 ☐ ☐ ☐ (MED, NSC) 2013 Management Education and Development Writer’s Workshop
4:45pm - 6:45pm WDW Coronado Springs Resort: Fiesta 3&4
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, 2013. Please contact the workshop organizer(s) to obtain the approval code and where to e-mail a pdf copy of manuscript for this workshop.
Facilitators: Kathy Lund Dean, Gustavus Adolphus College; Jacob Eisenberg, U. College Dublin; Charles J. Fornaciari, Florida Gulf Coast U.; Thomas F Hawk, Frostburg State U.; Jennifer S. A. Leigh, Nazareth College; Gordon W Meyer, Canisius College; Maria L Nathan, Lynchburg College; V Seshan, Pepperdine U.; James C Spee, U. of Redlands; Lisa T. Stickney, U. of Baltimore
Coordinator: Kathleen J. Barnes, East Stroudsburg U.

162 ☐ ☐ ☐ (MED, ODC) Service Learning using an Action Learning Approach to Inspire and Enable a Better World
4:45pm - 6:45pm WDW Coronado Springs Resort: Coronado M,N,P
Pre-registration encouraged, through organizer
Organizer: Irena Grugulis, Durham U.
Presenter: John Weeks, IMD
Participants: Irena Grugulis, Durham U.; Paul Kerr Edwards, U. of Warwick

163 ☐ ☐ ☐ (CMS, RM, OMT) Ethnographies and Explanation
5:00pm - 7:00pm WDW Coronado Springs Resort: Cancun
Chair: Amanda Bullough, Thunderbird; Maija Renko, U. of Illinois, Chicago
Participants: Grant T. Savage, U. of Alabama at Birmingham; Ann Scheck McAlearney, The Ohio State U.; Elizabeth Goodrick, Florida Atlantic U.; Thomas D’Anno, Columbia U.; Trish Reay, U. of Alberta; Robert Weech-Malandado, U. of Alabama, Birmingham; Timothy Hoff, Northeastern U.; Victoria Anne Parker, Boston U.

164 ☐ ☐ ☐ (HCM) Moving Your Work to the Next Step: Getting Feedback from the Experts
5:00pm - 6:00pm Offsite: Rix Lounge, Coronado Springs Resort
Meet in the lobby of the Coronado Springs Resort. Please contact organizer Al Johnson at al@uw.edu or 425-516-4458 with questions.
Coordinator: Christopher Johnson, U. of Washington
Participants: Grant T. Savage, U. of Alabama at Birmingham; Ann Scheck McAlearney, The Ohio State U.; Elizabeth Goodrick, Florida Atlantic U.; Thomas D’Anno, Columbia U.; Trish Reay, U. of Alberta; Robert Weech-Malandado, U. of Alabama, Birmingham; Timothy Hoff, Northeastern U.; Victoria Anne Parker, Boston U.

165 ☐ ☐ ☐ (HR) HR Division Doctoral Consortium Networking & Dinner
5:00pm - 7:00pm WDW Dolphin Resort: Asia 2
Meet in the lobby of the Coronado Springs Resort. Please contact organizer Christopher Johnson at chrisj@uw.edu or 425-516-4458 with questions.
Coordinator: Christopher Johnson, U. of Washington
Participants: Grant T. Savage, U. of Alabama at Birmingham; Ann Scheck McAlearney, The Ohio State U.; Elizabeth Goodrick, Florida Atlantic U.; Thomas D’Anno, Columbia U.; Trish Reay, U. of Alberta; Robert Weech-Malandado, U. of Alabama, Birmingham; Timothy Hoff, Northeastern U.; Victoria Anne Parker, Boston U.

166 ☐ ☐ ☐ (MED, OB, HR) Disrupt or Be Disrupted: The Future of Graduate Management Education
5:00pm - 7:00pm WDW Coronado Springs Resort: Durango 1&2
Meet in the lobby of the Coronado Springs Resort. Please contact organizer Christopher Johnson at chrisj@uw.edu or 425-516-4458 with questions.
Coordinator: Abdulrahman Chikhouni, John Molson School of Business
Organizers: Brooks C. Holton, Georgetown U.; Erich C. Diederoff, DePaul U.
Discussant: Lyman W. Porter, U. of California, Irvine
Participant: Rachel Ann Edgington, Graduate Management Admission Council

167 : (OB) Organizational Behavior Junior Faculty Workshop
5:00pm - 9:30pm WDW Dolphin Resort: Asia 3
Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the Organizational Behavior Junior Faculty Workshop (#239) on Saturday. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 1, 2013. Please contact the workshop organizer(s) to obtain the approval code. The cost to register is $150.00.
Organizers: Deanne N. DenHartog, U. of Amsterdam; Daniel Scott DeRue, U. of Michigan
Presenters: Robin Ely, Harvard U.; Sabine Sonnentag, U. of Mannheim; Cristina Gibson, U. of Western Australia; Keith Murmighan, Northwestern U.; Susan J. Ashford, U. of Michigan; Blake E. Ashforth, Arizona State U.

168 ☯ (ONE, SIM, RM) Disasters, Crises, Environmental Accidents: Phenomenon-Driven vs. Theory-Driven Research
5:00pm - 7:00pm WDW Coronado Springs Resort: Baja
Chair: Martina K. Linnenluecke, U. of Queensland; Ken Chung, California State U. East Bay
Discussants: John Matthew Amis, U. of Memphis; Shaz Ansari, U. of Cambridge; Andrew Griffiths, U. of Queensland

169 ☯ (PNP) Citizen Participation as a Prerequisite for the Future of Capitalism
5:00pm - 8:00pm WDW Coronado Springs Resort: Laredo 1&2
Chair: Jan Molin, CBS.
Facilitators: Anders Ramian Trillingsgaard, The Development Consultants; Morgen Fogsgaard, Aalborg U.; Kenneth Albæk, The Development Consultants; Jette Lindhard, The Development Consultants
Presenters: Manon De Jongh, The Development Consultants; Michael Bo Nielsen, The Development Consultants

170 ☯ (RM, OCIS) Ethical e-Research: Designing Qualitative and Quantitative Studies in a Digital World
5:00pm - 7:00pm WDW Coronado Springs Resort: Acapulco
Chair: Bluetooth. Coordinator: Janet E. Salmons, Capella U.
Co-Author: Benson Honig, McMaster U.; Paul Louis Drnevich, The U. of Alabama; Janet E. Salmons, Capella U.

Friday 5:30PM

171 : (AAA) New Member Orientation
5:30pm - 7:30pm WDW Dolphin Resort: Salon IV & V
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 Lake Buena Vista (Orlando), FL. 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 10, 2013 at 5:30 pm.
Coordinator: John Mezias, U. of Miami

172 : (AAA) The Academic Job Search: Workshop for Applicants
5:30pm - 7:00pm WDW Coronado Springs Resort: Fiesta 6
Tweet this session: #AOM2013 172

Friday 6:00PM

173 : (GDO) GDO Pre-Conference Social
6:00pm - 7:30pm WDW Dolphin Resort: Salon E3
Tweet this session: #AOM2013 173
International, new and current members of GDO are invited. A special focus on international and new members will be made, with representatives from GDO’s International and Membership Committees present.
Organizer: Raymond N. C. Trau, Curtin U.
Division Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Division Chair-Elect: Stacy Blake-Beard, Simmons College
Program Chair: Charmine E. J. Hartel, U. of Queensland
Professional Development Workshop Chair: Lisa Hisae Nishii, Cornell U.

174 : (HCM) Research in Support of the Triple Aim: Data Resources and Strategies
6:00pm - 8:00pm WDW Coronado Springs Resort: Fiesta 5
Tweet this session: #AOM2013 174
This session is part of the HCM doctoral student and junior faculty consortium
Chair: Andrew N. Garman, Rush U.
Co-Director: Joyce Anne Wainio, National Center for Healthcare Leadership
Presenters: Jeff Helton, Metropolitan State College of Denver; Francis Fullam, Rush U.; Cheryl Rathert, U. of Missouri; Nir Menachemi, U. of Alabama at Birmingham

175 : (ICW) The CBS executive MMD program is hosting a debriefing session each evening during AOM 2013 (1)
6:00pm - 7:30pm WDW Dolphin Resort: Oceanic 2
Tweet this session: #AOM2013 175
We look forward to welcoming MMD students, MMD Community, any other reflective practitioners interested in investigating new grounds and frontiers of the organizational context and leadership practice. Language: probably mostly Danish. Hosts: MMD with Professor Kristian Kreiner, CBS and Dean of Education, Professor Jan Molin, CBS.
Organizer: Lise Balslev, CBS/ MMD

176 : (IM) International Management Division PDW Welcome
6:00pm - 6:30pm WDW Yacht and Beach Club Resort: Asbury B
Tweet this session: #AOM2013 176
After a brief welcome, IM PDW participants join the Executive Committee for dinner in nearby restaurants (each person pays own dinner)
Division Chair: John Mezias, U. of Miami

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Division Chair-Elect: Jennifer Spencer, George Washington U.
Program Chair: Sea Jin Chang, National U. of Singapore
Professional Development Workshop Chair: Alvaro Cuervo-Cazurra, Northeastern U.
Past Chair: Mary Yoko Brannen, U. of Victoria/INSEAD

177 (MED) Threshold Concepts in Management Education
6:00pm - 8:00pm WDW Coronado Springs Resort: Fiesta 1&2
Organizers: Paul Hibbert, U. of St Andrews; April Lee Wright, U. of Queensland
Chair: Jon Billsberry, Deakin U.

178 (MSR) MSR Dinner
6:00pm - 8:00pm Offsite: To Be Announced.
Pre-registration is required for this small group dinner. To register online, please visit https://secure.aomonline.org/PDWReg. Contact jsmith2@pepperdine.edu with questions about the event.
Coordinator: J Goosby Smith, Pepperdine U.

179 (NDSC) New Doctoral Student Consortium Social Hour
6:00pm - 8:00pm Offsite: To Be Announced.
The New Doctoral Student Consortium is holding an informal social hour for NDSC participants, lunch hosts, facilitators and speakers.
Location TBD contact ndsc2013@gmail.com for more information

180 (ODC, OB) Creating Healthier Organizational Worlds: Diagnosing Top Companies Using Positivistic Paradigms
6:00pm - 8:00pm WDW Coronado Springs Resort: Coronado Q,R,S
Participants: Judith A Gebhardt, U. of Southern California; Thomas Hilton Olson, U. of Southern California

181 (OIC, SIM) Overhauling Capitalism Through a Socio-Economic Approach to Management
6:00pm - 8:00pm WDW Coronado Springs Resort: Yucatan 1
Facilitator: Michel Peron, ISEOR, IAE - U. of Lyon 3
Discussants: Marine Daclin, ISEOR, IAE - U. of Lyon 3; Patrick Tabchoury, U. of Balamand
Participant: Vincent Cristallini, ISEOR, IAE - U. of Lyon 3

182 (OMT) Meet OMT Social
6:00pm - 8:00pm WDW Yacht and Beach Club Resort: Asbury D

183 (RM, HR, ENT) Publication Bias: Causes, Detection, and Remediation
6:00pm - 8:00pm WDW Coronado Springs Resort: Yucatan 2&3
Presenters: Sven Kepes, Virginia Commonwealth U.; Michael A. McDaniel, Virginia Commonwealth U.

Friday 6:30PM

184 (MED) Dinner and networking with MED members
6:30pm - 9:30pm Offsite: To Be Announced...
Come meet MED members and officers for dinner! Join us for food (self-paid), fun and networking. Meet outside Fiesta 3&4, Coronado Springs, at 6:45pm. If you have any questions regarding this session please contact contact Jacob at jacob.eisenberg@ucd.ie
Organizer: Jacob Eisenberg, U. College Dublin

Friday 7:00PM

185 (ICW) GMAC and Wiley Reception
7:00pm - 9:00pm WDW Coronado Springs Resort: Fiesta T
Organizer: Jeanenne Ray, John Wiley & Sons, Inc.

186 (TTC) Teaching Theme Committee Business Meeting
7:00pm - 9:00pm WDW Coronado Springs Resort: Fiesta 3&4
This is a business and planning session for 2013 Teaching Theme Committee members.
Saturday 7:00AM

187: (CW) IMD International
7:00am - 8:00pm WDW Boardwalk Inn: Marvin Gardens C
Tweet this session: #AOM2013 187
Organizer: Marianne Rothenbuehler, IMD International

188: (MSR) MSR Morning Meditation
7:00am - 8:00am WDW Dolphin Resort: Europe B
Tweet this session: #AOM2013 188
Facilitator: Gerald Bberman, U. of Scranton

Saturday 7:30AM

189: (SAP) Strategizing Activities and Practice Doctoral Breakfast
7:30am - 8:30am WDW Swan Resort: Macaw 1&2
Please bring your doctoral students to meet senior and junior SAP scholars over breakfast from 7:30 to 8:30am!
Organizers: Rebekka Skubinn, U. of Hannover; Anne D. Smith, U. of Tennessee, Knoxville; Carola Wolf, Aston Business School
Facilitator: Chahrazad Abdallah, U. of London, Birkbeck
Discussant: Saku Mantere, Hanken School of Economics

Saturday 8:00AM

190: (AAA) Conference Registration
8:00am - 5:00pm WDW Swan Resort: Atlantic B&C.
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

191: (AAA) Conference Exhibits
8:00am - 5:00pm WDW Dolphin Resort: Atlantic B&C.
Visit this year’s Exhibit Hall to see the latest products and services from exhibitors. The Exhibit Hall offers networking opportunities, raffle prizes, coffee breaks, Internet stations, and conference materials.

192: (AAA) Hospitality Suite for First Time Attendees
8:00am - 8:00pm WDW Dolphin Resort: Salon E4
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!

193: (AAA) Membership Committee Opening Meeting & Breakfast
8:00am - 10:00am WDW Dolphin Resort: Salon E4
All interested volunteers are welcome to join us as we begin the planning process for our upcoming year.

194: (AAA) Placement Services
8:00am - 8:00pm WDW Coronado Springs Resort: South Registration
Tweet this session: #AOM2013 194
Placement Services - Registration and Information

195: (AAA) Board of Governors’ Meeting
8:00am - 1:00pm WDW Boardwalk Inn: St. James A&B

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

Section D
8:00am-10:00am WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 202
Chairs: Sumita Raghuram, Pennsylvania State U.; Denise M. Jepsen, Macquarie U.
Facilitators: Katherine Xin, CEBS; Michael Sturmian, Cornell U.; Jenny M. Hoobler, U. of Illinois, Chicago; Hannah R. Rothstein, Baruch College; Henrik Holt Larsen, Copenhagen Business School; Susan E. Brodt, Queen’s U.; Grant T. Savage, U. of Alabama at Birmingham; Jill M. Purdy, U. of Washington, Tacoma

**203 **(CMS) Degrowth, Capitalism and the Role of Business
8:00am-10:00am WDW Dolphin Resort: Salon E1
Tweet this session: #AOM2013 203
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizer: Andre Reichel, Zeppelin U.
Facilitator: Robert Perey, U. of Technology, Sydney
Discussants: Paul S. Adler, U. of Southern California; John M Jermier, U. of South Florida; Bobby Banerjee, City U. London; Paul Shrivastava, Concordia U.
Presenters: Andre Reichel, Zeppelin U.; Andre Martinuzzi, WU Vienna; Gavin Jack, La Trobe U.

**204 **(ENT. TIM) The Fonts of Entrepreneurship: Individuals, Organizations and Institutional Settings
8:00am-10:00am WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 204
Organizers: Riccardo Fini, U. of Bologna; Rosa Grimaldi, U. of Bologna; Timothy B Folta, Purdue U.
Participants: James C. Hayton, Warwick Business School; Vangelis Soutaritis, City U. London; Christine Beckman, U. of California, Irvine; Mike Wright, Imperial College London; Maria Minniti, Syracuse U.; Per Davidsson, Queensland U. of Technology

**205 **(HCM) Survey Methods in Organizational Research
8:00am-10:00am WDW Coronado Springs Resort: Durango 1&2
Tweet this session: #AOM2013 205
Chair: Elizabeth Goodrick, Florida Atlantic U.
Presenters: Keith G Provan, U. of Arizona; Thomas D’Aunno, Columbia U.; Linda Searle Leach, U. of California, Los Angeles

**206 **(HCM, CAR) Career Development Perspectives: Strategies for Success at All Stages of Your Academic Career
8:00am-10:00am WDW Coronado Springs Resort: Yucatan 1
Tweet this session: #AOM2013 206
Coordinator: Amy Yarborough Landry, U. of Alabama, Birmingham
Participants: Rohit Pradhan, U. of Arkansas For Medical Sciences; Deirdre Mcaughey, Pennsylvania State U.; Stephen James O’Connor, U. of Alabama, Birmingham

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

Panelists: Julia Richardson, York U.; Glen J. Weaver, Hood College; Ronald William Eastburn, U. of South Alabama; Deborah Anne O’Neil, Bowling Green State U.; Ellen Brooks Van Oosten, Case Western Reserve U.; Margaret M. Hopkins, U. of Toledo; Michael Dickmann, Cranfield U.; Linda M Pittenger, Stevens Institute of Technology; Torsten Weber, Bridging People and Ideas; Jeffrey D. Vergyler, Golden Gate U.

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**207 **(HR) HR Division Ambassador Program
Research Project and Survey
8:00am-10:00am WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 207
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Mark V Roehling, Michigan State U.; Philip L. Roth, Clemson U.
Presenters: Michael S Christian, U. of North Carolina, Chapel Hill; Felice B. Klein, Michigan State U.; Tashlin Lakhani, Cornell U.; In-Sue Oh, Fox School of Business, Temple U.; Chad H. Van Iddekinge, Florida State U.; Philip Bobko, Gettysburg College; Erich C. Dierdorff, DePaul U.; Jeff Erickson, Michigan State U.; Crystal I Chien Farh, Michigan State U.; Elizabeth P. Karam, Texas Tech U.; Anthony J Nyberg, U. of South Carolina; Bard Kuvaas, BI Norwegian Business School; M. Susan Taylor, U. of Maryland; Bradford S Bell, Cornell U.; Xiao-Ping Chen, U. of Washington; Jose M. Cortina, George Mason U.; Gary Greguras, Singapore Management U.; Rodger Griffeth, Ohio U.; Bennett J. Tepper, Georgia State U.; Vivien KG Lim, National U. of Singapore; James C. Hayton, Warwick Business School; Jing Zhou, Rice U.; Wendy R. Boswell, Texas A&M U.; Samuel Aryee, King’s College London; Deidra J Schleicher, Texas A&M U.; David G. Allen, U. of Memphis; Prashant Bordia, The Australian National U.; David G Collings, Dublin City U.; Anne Keegan, U. of Amsterdam; Janet H. Marler, SUNY, Albany; Shad S. Morris, The Ohio State U.; Dana Minbaeva, Copenhagen Business School; Yoshio Yanadori, U. of South Australia; Karin Sanders, Australian School of Business
Participant: Wendy J. Casper, U. of Texas, Arlington

**208 **(HR) HR Division Doctoral Consortium
8:00am-5:30pm WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 208
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Mark V Roehling, Michigan State U.; Philip L. Roth, Clemson U.
Presenters: Michael S Christian, U. of North Carolina, Chapel Hill; Felice B. Klein, Michigan State U.; Tashlin Lakhani, Cornell U.; In-Sue Oh, Fox School of Business, Temple U.; Chad H. Van Iddekinge, Florida State U.; Philip Bobko, Gettysburg College; Erich C. Dierdorff, DePaul U.; Jeff Erickson, Michigan State U.; Crystal I Chien Farh, Michigan State U.; Elizabeth P. Karam, Texas Tech U.; Anthony J Nyberg, U. of South Carolina; Bard Kuvaas, BI Norwegian Business School; M. Susan Taylor, U. of Maryland; Bradford S Bell, Cornell U.; Xiao-Ping Chen, U. of Washington; Jose M. Cortina, George Mason U.; Gary Greguras, Singapore Management U.; Rodger Griffeth, Ohio U.; Bennett J. Tepper, Georgia State U.; Vivien KG Lim, National U. of Singapore; James C. Hayton, Warwick Business School; Jing Zhou, Rice U.; Wendy R. Boswell, Texas A&M U.; Samuel Aryee, King’s College London; Deidra J Schleicher, Texas A&M U.; David G. Allen, U. of Memphis; Prashant Bordia, The Australian National U.; David G Collings, Dublin City U.; Anne Keegan, U. of Amsterdam; Janet H. Marler, SUNY, Albany; Shad S. Morris, The Ohio State U.; Dana Minbaeva, Copenhagen Business School; Yoshio Yanadori, U. of South Australia; Karin Sanders, Australian School of Business
Participant: Wendy J. Casper, U. of Texas, Arlington

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

Section D 185
Speakers: Ibraiz Tarique, Pace U.; Günter K. Stahl, WU Vienna and INSEAD; Fang Lee Cooke, U. of Manchester; Kamel Mellahi, Warwick U.

210  210  210  210: (IM) International Management Division Junior Faculty Consortium 8:00am - 4:30pm Offline: Rollins College. Tweet this session: #AOM2013 210 Pre-registration required; see IM website. JFC is held at Rollins College. Meet at lobby of Yacht and Beach Club Resort at 7:50am to take bus. Organizer: Ram Mudambi, Temple U. Presenters: Jaideep Anand, The Ohio State U.; Kazuhiro Asakawa, Keio U.; Paul Beamish, U. of Western Ontario; Aya S. Chacar, Florida International U.; Farok J. Contractor, Rutgers U.; John Mezias, U. of Miami; Felipe Monteiro, INSEAD; Stephen B. Tallman, U. of Richmond; Paul M Vaaler, U. of Minnesota

211  211  211  211: (IM, HR, OB) Integrating Global Leadership with CSR, Talent Management and Team Research 8:00am - 1:00pm WDW Yacht and Beach Club Resort: Ashbury B Tweet this session: #AOM2013 211 Organizers: Mark E. Mendenhall, U. of Tennessee, Chattanooga; Joyce Oslan, San Jose State U.; Günter K. Stahl, WU Vienna and INSEAD Facilitators: Paula M Caligiuri, Rutgers U.; Alon Lisak, Ben-Gurion U. of the Negev; Kristiina Mäkelä, Aalto U. of Economics; Shad S. Morris, The Ohio State U.; Mary F. Sully de Luque, Thunderbird; David A. Waldman, Arizona State U.; John Mezias, U. of Miami; Felipe Monteiro, INSEAD; Stephen B. Tallman, U. of Richmond; Paul M Vaaler, U. of Minnesota Participants: Nancy J. Adler, McGill U.; Nakiye Boyacigiller, Sabanci U.

212  212  212  212: (IM, ITC) International Management Division Doctoral Consortium 8:00am - 4:30pm Offline: Rollins College Tweet this session: #AOM2013 212 Pre-registration required; see IM website. DC is held at Rollins College. Meet at lobby of Yacht and Beach Club Resort at 7:50am to take bus. Organizer: Charles Dhanaraj, Indiana U., Bloomington Distinguished Speakers: Christian Geisler Asmussen, Copenhagen Business School; Heather Berry, George Washington U.; Cyril Daniel Bouquet, IMD; Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign; Prithwiraj Choudhury, U. of Pennsylvania; Tatiana Kostova, U. of South Carolina; Sumit Kumar Kundu, Florida International U.; Yadvog Luo, U. of Miami; Shameen Prashantham, Nottingham U. Business School; Xavier Martin, Tilburg U.; Subramanian Rangan, INSEAD; Sougata Ray, Indian Institute of Management, Calcutta; Mariko Sakakibara, U. of California, Los Angeles; Oded Shenkar, The Ohio State U.; Laszlo Tihanyi, Texas A&M U.; Gurneeta Vasudeva, U. of Minnesota; Alain C. Verbeke, U. of California; Changqi Wu, Peking U.

213  213  213  213: (MC, PTC) Being Scholarly and Practical during Doctoral Studies 8:00am - 12:00pm WDW Yacht and Beach Club Resort: Cape Cod B Tweet this session: #AOM2013 213 Please preregister by 19th July by contacting the Chair. Otherwise, arrive on the day & attend for the duration of the event. Distinguished Speaker: Leon De Caluwe, Vrije U., Amsterdam Chair: Jean E. Neumann, Tavistock Institute

Speakers: Marc Bonnet, ISOR, IAE - U. of Lyon 3; Earl T. Braxton, Edge Associates; David Coghlan, Trinity College Dublin; Ronald Fry, Case Western Reserve U.; David Jamieson, U. of St. Thomas; Kurt Motamedi, Pepperdine U.; Nancy C. Walls, Pepperdine U. Presenters: Moataz Al-Hilou, Manchester Business School; Julie Goldsmith, U. of St. Thomas; Andy Rasolofoarisoa, ISOR, IAE - U. of Lyon 3; Julie Huffer, Fielding Graduate U.

214  214  214  214: (MED) Dynamite Case Discussion: Question Design and Use for Insightful Learning - In Class and On Line 8:00am - 10:30am WDW Coronado Springs Resort: Asapulco Tweet this session: #AOM2013 214 Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 2, 2013. Organizer: Theresa Taylor-Coates, Limestone College Participants: Marilyn L. Taylor, U. of Missouri, Kansas City; Jyoti Bachani, Saint Mary’s College of California; Lee Bolman, U. of Missouri, Kansas City; Armand Gilinsky, Sonoma State U.; Richard McCracken, ecc; Vijaya L. Naraparedy, U. of Denver; J Kay Keels, Coastal Carolina U.; Chi Anyansi-Achibong, North Carolina A&T State U.

215  215  215  215: (MED, CMS) Management Education for the Future -Towards Responsibility, Sustainability and Integrity 8:00am - 12:00pm WDW Coronado Springs Resort: Fiesta 6 Tweet this session: #AOM2013 215 Organizers: Charles Wankel, St. John’s U.; Agata Stachowicz-Stanusch, Silesian U. of Technology; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Mary Catherine Gentile, Babson College; Michael Andreas Pirson, Fordham U.; Andreas Rasche, Copenhagen Business School; Jennifer S. A. Leigh, Nazareth College; Claus Dierksmeier, The U. of Tuebingen; Thomas A. Wright, Fordham U.; Jeannie Mannheimer Forray, Western New England U. Moderator: Michael Andreas Pirson, Fordham U. Presenters: Khadija Al Arkoubi, U. of New Haven; Ruth Alas, Estonian Business School; Laura Albareeda, U. of Deusto; Aneta Alekssander, Silesian U. of Technology; Wolfgang Amann, Goethe U.; Tomaz Amon, U. of Ljubljana; Rashmi H. Assudani, Xavier U.; Remziye Gulem Atabay, Izmir U. of Economics; Shahin D Bahrami, American U. in Dubai; Allan Claudius Queiroz Barbosa, Federal U. of Minas Gerais; Alfredo Behrens, Faculdade FIA de Administracao e Negocios; Cordula Barzantny, Toulouse Business School; Suzanne Benn, U. of Technology, Claudio Boechat, Uniao Brasileira de Qualidade; Mario Bogdanovic, U. of Split; Katarzyna Bratnicka, U. of Economics, Katowice; Manuela Brunsoni, Bocconi U.; Susan S. Case, Case Western Reserve U.; Rathinam Chandramohan, Sree Sevugam Annamalai College; Reccia Natasha Charles, St. George’s U.; Angela Shin-yih Chen, National Taipei U.; Tom Cockburn, U. of New South Wales; Giovanni Battista Dagnino, U. of Catania; Miles Kevin Davis, Shenandoah U.; Irene E. De Pater, U. of Amsterdam; Dominic DePersis, SUNY; Claus Dierksmeier, The U. of Tuebingen; Maha ElShinawy, American U. in Cairo; Bjarte Espedal, Norwegian School of Economics; Ravi Fernando, United Nations Global Compact Sri Lanka; Leonor Fernandes Ferreira, U. Nova de Lisboa; Liviu Florea, Washburn U.; Pedro Franco, U. del Pacifico (Lima); Jeannie Mannheimer Forray, Western New England U.;
Mark Andrew Fuller, St. Francis Xavier U.; Celine Gainet, U. of California, Los Angeles; Roberto Martin Nolan Galang, Ateneo de Manila U.; Consuelo Adelaida Garcia-de-la-Torre, IEADE, Instituto Tecnologico y de Estudios Superiores de Monterrey; Mary Catherine Gentile, Babson College; Lindsey N. Godwin, Champlain College; Luiz Autran Gomes, Ibmec/Rio de Janeiro; Paul L. Gowekar, Ohio Northern U.; Gudela Grote, ETH Zurich; Milenko Gudić, Ceeman; Burcu Guneri Çangarlı, İzmir U. of Economics; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Yi-Hui Ho, Chang Jung Christian U.; Bersant Hobdari, Copenhagen Business School; Kai N. Hockerts, Copenhagen Business School; Chieh Hsu, National Changhua U. of Education; John F. Hulpke, Hong Kong U. of Science and Technology; Jack Huddleston, Strayer U.; Robyn Hulsart, Austin Peay State U.; Li-Hwa Hung, Chien Hsin U. of Science and Technology; Heh Jason Huang, National Sun Yat-sen U.; Catherine Elizabeth Hyatt, Reinhardt U.; Marc Idelson, Peking U.; Gazi Islam, Grenoble Ecole de Management; Kiran Mirza Ismail, St. John’s U.; Hamid H Kazeroomy, Phoenixix U.; Louise Kelly, Alliant International U.; Matthias Kleinhempel, IAE Business School Argentina; Robert Krug, St. Joseph’s College, NY; Dr. D. Lee, Indiana U.; Indianapolis; Alfred Lewis, Lewis ASSOCIATES; Jennifer S. A. Leigh, Nazareth College; David Lewin, U. of California, Los Angeles; Chieh-Yu Lin, Chang Jung Christian U.; Waheeda Lillevik, College of New Jersey; Romie Frederick Littrell, Auckland U. of Technology; John Lui, U. of Cape Town; Robert Macy, Pennsylvania State U.; Sergio Madero, Tecnologico de Monterrey; Mehdi Majidi, George Washington U.; Gianluigi Mangia, U. degli Studi di Napoli Federico II; Sankaran Manikutty, Indian Institute of Management, Ahmedabad; Daniel E. Martin, California State U. East Bay; Helene Maria Mayerhofer, Vienna U. of Economics and Business Administration; Jason MacVaulgh, U. of Hull; Victoria McCarthy, Austin Peay State U.; Marjorie L McInerney, Marshall U.; Derrick Mckoy, Nova Southeastern U.; Josetta McLaughlin, Roosevelt U.; Andrew E. Michael, UGSU Monarch Business School; Carolyn B Mueller, Stetson U.; Michael Nancarrow, Central Queensland U.; Maria L Nathan, Lynchburg College; Chizu Nakajima, City U.; Silvia Azevedo Nelson, Southern Cross U.; Ken Nishikawa, Konan U.; Sharon E. Norris, Spring Arbor U.; Peter Odrakiewicz, Poznan U. College of Business; Hsu O’Keefe, Pace U.; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania; Gregory Robert Park, Dublin City U.; Nikos Passas, Northeastern U.; Michael Andreas Pirson, Fordham U.; Tracy Porter, Cleveland State U.; Andreas Rasche, Copenhagen Business School; Jaime Ruiz-Gutierrez, U. de los Andes; Sybille Sachs, U. of Applied Sciences, Zurich; Andrea Santiago, De La Salle U.; Toyoko Sato, Copenhagen Business School; Tali Seger Guttmann, Ruppin Academic Center; Radha R. Sharma, Management Development Institute; Agata Stachowicz-Stanusch, Silesian U. of Technology; James A.F. Stoner, Fordham U.; Augustin Suessmair, U. of Lueueburg; Joo-Seng Tan, Nanyang Technological U.; Soma Tandon, SNDT U.; Marco Tavanti, DePaul U.; Kenneth R. Thompson, DePaul U.; Rosa Nelly Trevino-Rodríguez, Tecnologico de Monterrey; Shiv K Tripathi, Mzumbe U.; Shay S Tzafir, U. of Haifa; Esther Unger-Aviram, Sapir Academic College; John P Ulhøi, Aarhus U.; Ambreen Waheed, Responsible Business Initiative; Charles Wankel, St. John’s U.; Klaus-Peter Wiedmann, Leibniz U. Hannover; David D. Van Fleet, Arizona State U.; Morten Thanning Vendelo, Copenhagen Business School; Jose G Vargas-Hernández, U. de Guadalajara; Jae Eon Yu, Keimyung U.; Muberra Yokuş, Kadir Has U.; Silvia Novaes Zilber, UNINOVE; Zita Zoltay-Paprika, Convins U. of Budapest; Thomas A Wright, Fordham U.; Christian Hauser, Swiss Institute for Entrepreneurship; Sinikka Vanhala, Aalto U.

216 (MOC) Cognition in the Rough
8:00am - 12:00pm WDW Dolphin Resort: Salon A4
By Invitation Only. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is July 31, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Marlys K. Christianson, U. of Toronto; Michelle A. Barton, Boston U.; Douglas A Lepisto, Boston College

217 (MSR) Reconnecting with Our Softer Side: Appreciating the Whole Person at Work
8:00am - 10:00am WDW Dolphin Resort: Oceanic 8
In this workshop, we want to collaboratively engage in a number of soft skills honing exercises.
Coordinators: Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.; Svetlana S. Holt, Woodbury U.; Gerald Biberman, U. of Scranton

218 (OB) Organizational Behavior Doctoral Consortium
8:00am - 5:30pm WDW Dolphin Resort: Asia 4
Must be nominated by advisor by May 17
Organizer: Amy E. Colbert, U. of Iowa
Division Chair: Cheri Ostroff, U. of Maryland
Division Chair-Elect: Paul E. Tesluk, U. of Buffalo
Presenters: Nancy Rothbard, U. of Pennsylvania; Neal M. Ashkanasy, U. of Queensland; Kenneth G. Brown, U. of Iowa; Frederick P. Morgeson, Michigan State U.; Ronald F. Piccolo, Rollins College; Amy L. Kristof-Brown, U. of Iowa; Jason Colquitt, U. of Georgia

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

219 重要 (OB, MED) Design Thinking in Management: Using Wicked Problems for a Deeper, Shared Understanding of OB
8:00am - 10:00am WDW Dolphin Resort; Oceanic 4
Tweet this session: #AOM2013 219
Coordinator: Nigel Patrick Munro-Smith, RMIT U.
Participant: Sherman Chin,*

220 重要 (OB, MED, MOC, ODC, OMT) Infusing Vitality: Using Positive Organizational Scholarship in Teaching OB and Management Topics
8:00am - 10:00am WDW Dolphin Resort; Salon II
Tweet this session: #AOM2013 220
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 28, 2013.
Organizers: Jane E. Dutton, U. of Michigan; Marc Hoffman Lavine, U. of Massachusetts Boston
Presenters: Gene Beyt, Brandeis U.; David S. Bright, Wright State U.; Shelley Brickson, U. of Illinois, Chicago; Mary Crossan, The U. of Western Ontario; Jane E. Dutton, U. of Michigan; Shirli Kopelman, U. of Michigan, Ann Arbor; Marc Hoffman Lavine, U. of Massachusetts Boston; Katty Marmenout, EM Lyon; Dana McDaniel Sumpter, California State U. Long Beach; Robert E. Quinn, U. of Michigan; Christopher Jay Roussin, Suffolk U.; Scott Sonenshein, Rice U.; Amy Wrzesniewski, Yale U.; Spencer Harrison, Boston College

221 重要 (OB, MOC, CAR, CM, MSR, HR, OMT) Eastern Mindfulness at Work: The Cutting Edge of Scholarship
8:00am - 11:00am WDW Dolphin Resort; Asia 1
Tweet this session: #AOM2013 221
Presenters: Darren Good, Pepperdine U.; Christopher Lyddy, Case Western Reserve U.; Erik Dane, Rice U.; Jochen Reb, Singapore Management U.; Shirli Kopelman, U. of Michigan, Ann Arbor; Tammy D. Allen, U. of South Florida; Michelle K. Duffy, U. of Minnesota; Joyce E. Bono, U. of Florida

222 重要 (OB, RM, HR, MOC) How Should I Study Time? A Temporal Tutorial and Workshop
8:00am - 12:00pm WDW Dolphin Resort; Salon A1
Tweet this session: #AOM2013 222
Organizers: Abbie J. Shipp, Texas Christian U.; Robert E Ployhart, U. of South Carolina
Participants: Steve W. J. Kozlowski, Michigan State U.; Robert J. Vandenberg, U. of Georgia; Gilad Chen, U. of Maryland; David A. Harrison, U. of Texas, Austin; Yitzhak Fried, Syracuse U.

223 (OCIS) MOOCs, Flipping the Classroom, and Transformation of Higher Education
8:00am - 12:00pm WDW Swan Resort; Swan 10
Tweet this session: #AOM2013 223
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Facilitators: Brian S. Butler, U. of Maryland; June Ahn, U. of Maryland

224 (ODC, MC, OB) The Art and Science of Values-Based Leadership: Tools and Techniques for a Better World
8:00am - 10:00am WDW Coronado Springs Resort; Cancun
Tweet this session: #AOM2013 224
Facilitators: Scott Bolland, Queensland U. of Technology; Geoffrey Abbott, Queensland U. of Technology; Joshua Plaskoff, IUPUI

225 (ODC, PTC) Leadership with Purpose: Developing Global Leaders with High Intent
8:00am - 10:00am WDW Coronado Springs Resort; El Paso 162
Tweet this session: #AOM2013 225
Presenters: Rick Smith, Singapore Management U.; Claudy Jules, Accenture, LLP

226 (OMT) Introduction to Social Network Analysis
8:00am - 12:00pm WDW Yacht and Beach Club Resort; Grand Harbor Salon II
Tweet this session: #AOM2013 226
Presenters: Giuseppe Labianca, U. of Kentucky; Daniel Halgin, U. of Kentucky; Tejaswi Channagiri, U. of Kentucky; Theresa Floyd, U. of Kentucky

227 (OMT, ONE) Infusing Sustainability into Organizing: A Challenge to (Capitalist) Business as Usual
8:00am - 11:00am WDW Yacht and Beach Club Resort; Cape Cod C
Tweet this session: #AOM2013 227
Organizer: Kristina Lauche, Radboud U. Nijmegen
Discussants: Allard C.R. Van Riel, Radboud U. Nijmegen; Brigitte Bernard-Rau, Oekom Research AG
Presenters: Vera Blazevic, Radboud U. Nijmegen; Karen L. Janssen, Radboud U. Nijmegen

228 (ONE, SIM) ONE/SIM Junior Faculty Consortium
8:00am - 12:00pm WDW Coronado Springs Resort; Laredo 182
Tweet this session: #AOM2013 228
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Stephanie Bertels, Simon Fraser U.; Jean-Pascal Gond, Cass Business School, City U. London
Session Details – Saturday, 8:00 - 10:00 AM

229 ☑️: (RM) Ask the Experts: Qualitative Research
8:00am - 10:00am WDW Coronado Springs Resort: Yucatan 2&3
Tweet this session: #AOM2013 229
Organizers: Raza A. Mir, William Paterson U.; Thomas Grechkan, Louisiana State U.
Participants: Karen Locke, College of William and Mary; Hari Bapuji, U. of Manitoba; Jeffrey A. Martin, U. of Alabama, Tuscaloosa

230 ☑️: (RM, OB, HR) Ask the Experts: Micro Methods
8:00am - 10:00am WDW Coronado Springs Resort: Fiesta 5
Tweet this session: #AOM2013 230

231 ☑️: (SIM) Earning Legitimacy through Stakeholder Dialogue
8:00am - 10:00am WDW Coronado Springs Resort: Coronado T
Tweet this session: #AOM2013 231
Discussant: Claus Dierksmeier, The U. of Tuebingen
Presenters: Ernst von Kimakowitz, Humanistic Management Center; Dirk C. Moosmayer, Nottingham U. Business School China; Christopher Goh, Kühne Logistics U.
Participant: Dorothea Baur, U. of St. Gallen

232 ☑️: (TIM) Strategic Social Media Website Analysis
8:00am - 10:00am WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 232
Organizer: Ron G Cheek, Academy of Entrepreneurship Journal Participants: Tamela Ferguson, U. of Louisiana; Barbara A Wech, U. of Alabama, Birmingham; Barbara D Minsky, Troy State U., Dothan; Bob Hatfield, Western Kentucky U.; John R Tanner, U. of Louisiana at Lafayette; Myles Hassell, U. of New Orleans; R Samuel Sale, Lamar U.

233 ☑️: (TIM) TIM Junior Faculty Consortium Day 2
8:00am - 10:00am WDW Swan Resort: Parrot 1&2
Tweet this session: #AOM2013 233
To apply, email aija.leiponen@cornell.edu or a.salter@imperial.ac.uk. If registering for this workshop, you MUST also be registered for the TIM Junior Faculty Consortium (#97) on Friday. Additional registration is required at https://secure.aomonline.org/PDWRreg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Aija E. Leiponen, Cornell U.; Ammon Salter, Imperial College London

Saturday 8:30AM

234 ☑️: (BPS) Junior Faculty Workshop - Paper Development Workshop
8:30am - 1:30am WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 234
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Nandini Lahiri, U. of North Carolina, Chapel Hill; Caterina Moschieri, Instituto de Empresa Business School; PuayKhoon Toh, U. of Minnesota; Ithai Stern, Northwestern U.
Panels: Gautam Ahuja, U. of Michigan; Africa Arino, IESE Business School; Manuel Becerra, Instituto de Empresa Business School; Richard A Bettis, U. of North Carolina, Chapel Hill; Stefano Brusoni, ETH Zurich; Robert E. Hoskisson, Rice U.; Xavier Martin, Tilburg U.; Margaret Ann Peteraf, Dartmouth College; Jeffrey J. Reuer, Purdue U.; Melissa A Schilling, New York U.; Akbar Zaheer, U. of Minnesota; Anthea Yan Zhang, Rice U.

235 ☑️: (ENT) ENT Doctoral Consortium Part 2
8:30am - 12:00pm WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 235
Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the ENT Doctoral Consortium 2013 (#42) on Friday. To register online, please visit https://secure.aomonline.org/PDWRreg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Chairs: Keith Hmieleski, Texas Christian U.; Jeffrey S. McMullen, Indiana U., Bloomington

236 : (GDO) Doctoral Consortium
8:30am - 4:00pm WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 236
Please submit CV and brief statement of interest to consortium chairs. Upon approval, register using RegOnline and complete online survey.
Chairs: Caren Goldberg, American U.; Orlando C. Richard, U. of Texas, Dallas
Presenters: Michelle Duguid, Washington U. in St. Louis; Jorge A. Gonzalez, U. of Texas Pan American; Eden King, George Mason U.; C Douglas Johnson, Georgia Gwinnett College; Alison M. Konrad, U. of Western Ontario; Amy McMillan, East Carolina U.; Elissa L. Perry, Teachers College, Columbia U.; David L Ford Jr., U. of Texas, Dallas; Ian O. Williamson, Melbourne Business School

237 : (HR) HR Division - Junior Faculty Consortium 2013 (Orlando)
8:30am - 5:30pm WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 237
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is August 2, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Diane E. Johnson, U. of Alabama, Tuscaloosa; Lisa Hisae Nishii, Cornell U.; Riki Takeuchi, Hong Kong U. of Science and Technology
Presenters: Christopher Berry, Texas A&M U.; Yaping Gong, Hong Kong U. of Science and Technology; Connie Wanberg, U. of Minnesota; K. Michele Kacmar, U. of Alabama; Brian S. Klas, U. of South Carolina; Jaap Pauwe, Tilburg U.; Christopher C. Rosen, U. of Arkansas; Bradford S Bell, Cornell U.; Paula M Caligiuri, Rutgers U.; Frederick P. Morgeson, Michigan State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Patrick M. Wright, U. of South Carolina; Derek R. Avery, Temple U.; Patrick F. McKay, Rutgers U.; In-Sue Oh, Fox School of Business, Temple U.; Jessica Method, Rutgers U.; Michael Sturman, Cornell U.; Ian...
O. Williamson, Melbourne Business School; Chelsea Williness, U. of Saskatchewan

238  (NDSC) New doctoral student consortium
8:30am - 3:30pm WDW Dolphin Resort: Salon I

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 5, 2013.

Chair: Jianhong Chen, Drexel U.

239  (OB) Organizational Behavior Junior Faculty Workshop
8:30am - 5:00pm WDW Dolphin Resort: Asia 3

Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for Organizational Behavior Junior Faculty Workshop (#167) on Friday. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code. The cost to register is $150.00.

Organizers: Deanne N. DenHartog, U. of Amsterdam; Daniel Scott DeRue, U. of Michigan

240  (ODC) Organization Development and Change Division Doctoral Consortium
8:30am - 2:00pm WDW Coronado Springs Resort: Fiesta 1&2

Pre-registration is by invitation only. For details on how to apply, please email Jeffrey Ford (ford.1@osu.edu). Applications close June 15.
Organizer: Jeffrey Ford, U. of Southern State U.
Participants: Julie Battilana, Harvard U.; Jean M. Bartunek, Boston College; Richard Dunford, U. of Newcastle, Australia; Nancy C. Wallis, Pepperdine U.; Ronald Fry, Case Western Reserve U.; Danielle Zandee, Nynrode Business U.; Clifford Oswick, City U. of London; Kevin G. Corley, Arizona State U.; William A. Pasmoro, Columbia U.; Rune Todhem By, Staffordshire U.; Jaime M. Franco, Florida International U.; David Stephen Grant, U. of Sydney

241  (OM) Junior faculty/Doctoral consortium opening breakfast
8:30am - 9:00am WDW Yacht and Beach Club Resort: Cape Cod A

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.

Organizers: Bill McEvilly, U. of Toronto; Martin Gargiulo, INSEAD

243  (PnP) 2013 Doctoral Student Professional Development Consortium
8:30am - 4:30pm WDW Coronado Springs Resort: Fiesta 3&4

Application and acceptance is required for this workshop.
Organizers: Shahidul Hassan, The Ohio State U.; Chris Silvia, U. of Kansas

244  (SAP, BPS) Publishing Strategy as Practice Research: SAP Paper Development Workshop
8:30am - 10:30am WDW Swan Resort: Macaw 1&2

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. Each paper matched to a SAP scholar.
Organizers: Chahrazad Abdallah, U. of London, Birbeck; Rebekka Stubbin, U. of Hannover; Carola Wolf, Aston Business School; Anne D. Smith, U. of Tennessee, Knoxville
Discussant: Saku Mantere, Hanken School of Economics

Saturday 9:00AM

245  (BPS, TIM, IM) Competition Research: Moving Beyond the Metaphor
9:00am - 11:30am WDW Swan Resort: Swan 9

By Invitation Only. 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, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizer: Manish K. Srivastava, Michigan Technological U.
Participants: Giovanni Battista Dagnino, U. of Catania; Javier Gimeno, INSEAD; Devi R Gnyawali, Virginia Polytechnic Institute; Dovey Lavie, Technion Israel Institute of Technology; Ravi Madhavan, U. of Pittsburgh; Maria Bengtsson, Umea U.

246  (CM) Junior Faculty Incubator: Research in the Fast Lane - Strategies for Enhancing Productivity
9:00am - 4:00pm WDW Dolphin Resort: Europe 1

By Invitation Only. 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, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Chair: Mara Olekalns, U. of Melbourne
Participants: Peter H Kim, U. of Southern California; Yekaterina Bezrukova, Santa Clara U.; Matthew A. Cronin, George Mason U.; Gerben A. Van Kleef, U. of Amsterdam; Jennifer R. Overbeck, Eccles School, U. of Utah; Jana L. Raver, Queen’s U.; Laurie R. Weingart, Carnegie Mellon U.
Session Details – Saturday, 8:00 - 10:00 AM

247 : (ICW) Mays Business School at Texas A&M University Meeting Room
9:00am - 10:00am WDW Swan Resort: Sandpiper
Tweet this session: #AOM2013 247
Organizer: Valerie Gootee, Mays Business School, Texas A&M U.

248 : (ICW) Administrative Science Quarterly Editor’s Meeting
9:00am - 12:00pm WDW Dolphin Resort: Europe 10
Tweet this session: #AOM2013 248
ASQ Editor’s Meeting
Organizer: Sally A. Iacovelli, Administrative Science Quarterly

249 : (MC, OMT, OB) Management Consulting in the Rough: Linking Research and Practice to Address Organizational Concerns
9:00am - 12:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
To identify partners or receive feedback on upcoming research projects, e-mail coloring@verizon.net or david.szabla@comcast.net before July 17, 2013.
Organizers: Cheryl D. Jordan, Color Outside the Lines, LLC; David Brian Szabla, George Washington U.
Facilitators: Cheryl D. Jordan, Color Outside the Lines, LLC; David Brian Szabla, George Washington U.
Participants: Anthony F. Buono, Bentley U.; Leon De Caluwe, Vrije U., Amsterdam; Alan Goldman, Arizona State U.; David Jamieson, U. of St. Thomas; Rickie A. Moore, EM Lyon; Kurt Motamedi, Pepperdine U.; Flemming Poulsen, Copenhagen Business School; Peter Sorensen, Benedictine U.; Therese F. Yaeger, Benedictine U.; Kim Cobb, Booz Allen Hamilton

250 : (OM) Junior Faculty and Doctoral Consortium
9:00am - 4:00pm WDW Yacht and Beach Club Resort: Cape Cod D
Tweet this session: #AOM2013 250
Coordinators: Antti Tenhiala, IE Business School; Antony Paurraj, U. of Southern Denmark

251 : (TIM) TIM Doctoral Students Consortium - Day 2
9:00am - 12:00pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 251
Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the TIM Doctoral Students Consortium (#72) on Friday. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Sanjay Jain, Santa Clara U.; Kevin Boudreau, London Business School

252 : (ENT, BPS, OB) Entrepreneurship Data Sets: Making Better Choices for Your Research
9:30am - 12:00pm WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 252
This PDW will help researchers, both new and seasoned to make better choices about when and how to use publicly available entrepreneurship dataset
Discussant: Phillip H. Kim, U. of Wisconsin, Madison
Presenters: Tiantian Yang, U. of North Carolina, Chapel Hill; Per Davidsson, Queensland U. of Technology; Donna Kelley, Babson College
Participant: Alicia Robb, Ewing Marion Kauffman Foundation

253 : (ICW) Human Relations Editorial Team meeting
9:30am - 12:30pm WDW Dolphin Resort: Europe 4
Tweet this session: #AOM2013 253
Organizer: Claire Castle, Human Relations

254 ☯ (MH, MED) A Good Story Needs A Good Story Teller: How To Combine Oral History In Writing Management History
9:30am - 12:00pm WDW Dolphin Resort: Europe 3
Tweet this session: #AOM2013 254
Organizer: Andrew Cardow, Massey U.
Participants: Mia Augier, Stanford U.; Denise L. Fleck, Federal U. Rio de Janeiro; Cynthia L Krom, Franklin & Marshall College; Karl Moore, McGill U.

255 ☯ (MH, OB, ENT) Collaboration Workshop: Expanding Research & Collaboration using a Management History Perspective
9:30am - 12:00pm WDW Dolphin Resort: Europe 11
Tweet this session: #AOM2013 255
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizer: William (Patch) Paczkowski, Palm Beach State College
Participants: Russell W. Clayton, Saint Leo U.; Jacqueline Einstein, Nova Southeastern U.; Majdi Anwar Quattainah, Kuwait U.; John Humphreys, Texas A&M U.; Commerce; Chester S. Spell, Rutgers U.; Jane Whitney Gibson, Nova Southeastern U.

256 : (OB, HR, RM) Organizational Behavior Research Incubator
9:30am - 11:30am WDW Dolphin Resort: Oceanic 2
Tweet this session: #AOM2013 256
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizer: Steven Whiting, Indiana U.

257 ☯ (OM, ONE, IM, SIM, BPS, TIM) Sustainability in Multinational Multi-Tier Supply Chains
9:30am - 11:30am WDW Yacht and Beach Club Resort: Astbury D
Tweet this session: #AOM2013 257
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Joerg S. Hofstetter, U. of St. Gallen; Julia Wolf, EBS Business School
Chairs: Robert D Klassen, U. of Western Ontario; Paul Shrivastava, Concordia U.
Speakers: Craig R. Carter, Arizona State U.; Petra Christmann, Rutgers U.; Tracy Gonzales-Padrón, U. of Colorado, Colorado Springs; Stephan Vachon, Western U.
Participants: Lisa Marie Ellram, Miami U.; Anthony Ross, Michigan State U.; Pat Auger, Melbourne Business School; Maurizio Zollo, Bocconi U.

Saturday 10:00AM

10:00am - 12:00pm WDW Swan Resort: Mockingbird 1
Tweet this session: #AOM2013 258
Chair: Robert Joseph Wuebker, U. of Utah
Discussant: Roy R Suddaby, U. of Alberta
Presenters: Jay B Barney, Eccles School, U. of Utah; Dimo Dimov, U. of Bath; Sharon Alvarez, The Ohio State U.; Peter G Klein, U. of Missouri; Mike Wright, Imperial College London; P. Devereaux Jennings, U. of Alberta
Participant: David Audretsch, Indiana U., Bloomington

259 ☒: (HR, NDSC) HR Division Pre-Dissertation Doctoral Student Professional Development Workshop
10:00am - 2:00pm WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 259
Pre-registration is required for this workshop. Interested participants should contact the organizers to self-nominate with a short paragraph and to receive the approval code. Complete your registration online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Chairs: Clint Chadwick, U. of Kansas; Michal Biron, U. of Haifa & Tilburg U.; Jill Ellingson, The Ohio State U.

260 ☒: (INDAM, IM, AAM) Challenges in Managing Projects in the Indian Context and Way Forward
10:00am - 12:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 260
Participants: Satish C. Sharma, Maharaja Group of Colleges, Udaipur, India; Prasanta Dey, Aston Business School; Charmi Patel, U. of Edinburgh Business School; Rajat Agarwal, Indian Institute of Technology, Roorkee; Veerender Kumar Kaushik, IIT&S Bhivani Haryana India; Vinay Sharma, Indian Institute of Technology, Roorkee

261 ☒: (OB, HR, MED) OB Teaching Incubator
10:00am - 12:00pm WDW Dolphin Resort: Asia 2
Tweet this session: #AOM2013 261
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. The cost to register is $10.00.
Facilitator: Christina Fong, U. of Washington

262 ☒: (OMT, TIM, ENT) Cultural Perspectives on Entrepreneurship and Innovation
10:00am - 12:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 262
Organizers: Jean Siobhan Clarke, U. of Leeds; Joel Gehman, U. of Alberta; Tyler Earle Wry, Wharton School
Discussants: Joep Cornelissen, U. of Leeds; Michael Lounsbury, U. of Alberta
Presenters: Daniel Beunza, London School of Economics; Santi Furnari, City U.; Krsto Pandza, U. of Leeds; Chad Navis, U. of Wisconsin, Madison; Violina Rindova, U. of Texas, Austin

263 ☒: (SIM) SIM Manuscript Development Workshop
10:00am - 12:00pm WDW Coronado Springs Resort: Baja
Tweet this session: #AOM2013 263
Coordinators: Dawn R Elm, U. of St. Thomas; Kathleen Rehbein, Marquette U.

264 ☒: (TIM, OCIS) Exploring Future Technology/Innovation Through Creative Science Prototyping
10:00am - 1:00pm WDW Swan Resort: Pelican 2
Tweet this session: #AOM2013 264
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Anita Greenhill, Manchester Business School; Deb Aikat, U. of North Carolina
Distinguished Speakers: Clarissa Lee, Duke U.; Brian David Johnson, Intel Labs
Chairs: Gary Graham, U. of Leeds; Victor Callaghan, U. of Essex

Saturday 10:15AM

265 ☒: (AAA) Conference Break
10:15am - 10:45am WDW Swan Resort: Atlantic &C
Tweet this session: #AOM2013 265

266 ☒: (ENT, MH) Historical Methods in Entrepreneurship Research - Some Exemplary Contributions
10:15am - 12:45pm WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 266
Organizers: David A. Lamond, Victoria U.; Hans Landstrom, Lund U.
Moderator: Hans Landstrom, Lund U.
Speakers: Juha-Antti Lamberg, Jyväskylä U.; Franz T. Lohrke, Brock School of Business, Samford U.; Patrick J. Murphy, DePaul U.; Kalle Paajanen, Jyväskylä U.; Daniel Wadhvari, U. of the Pacific

267 ☒: (GDO, CMS) Capitalism and Inclusion: Surfacing Contradictions at the Organizational and Individual Levels
10:15am - 12:15pm WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 267
An interactive workshop.
Presenters: Katherine Giscombe, Catalyst; Lisa Whitten, SUNY, Old Westbury

268 ☒: (GDO, OB) Advancing Leadership Development for Women
10:15am - 12:45pm WDW Dolphin Resort: Oceanic 8
Tweet this session: #AOM2013 268

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

Section D
269  (HCM) Using Secondary Data Sets in Health Care Management: Opportunities and Challenges
10:15am - 12:15pm WDW Coronado Springs Resort: Yucatan 1
Organizer: Cheryl Rathert, U. of Missouri
Presenters: Judy Scully, Aston U.; Sandra C. Buttiwig, U. of Malta; Deirdre McCaughey, Pennsylvania State U.; Christopher Johnson, U. of Washington; Timothy R. Huerta, Ohio State U.

270  (IM) State Capitalism and State-Owned Multinationals
10:15am - 12:15pm WDW Yacht and Beach Club Resort: Aabay A
Distinguished Speakers: Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Andrew Inkpen, Thunderbird; Aldo Musacchio, Harvard U.; Kannan Ramaswamy, Thunderbird; William P. Wan, City U. of Hong Kong

271  (MOC, ODC, RM, OB) Foundations of Social Math: Common Decision Analytics that Bridge the Research-Practice Gap in Mgt
10:15am - 12:15pm WDW Dolphin Resort: Oceanic 4
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 31, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Moderator: Jared Lee Hanson, Oxford U.

272  (OB) OB Research and Theory: Surfacing Problems and Proposing Solutions
10:15am - 12:15pm WDW Dolphin Resort: Salon II
Organizers: Mary Uhl-Bien, U. of Nebraska; Jerald Greenberg, RAND Corporation

273  (OCIS, RM) Publishing Research on IT-enabled Phenomena in Top Journals
10:15am - 12:15pm WDW Swan Resort: Parrot 1&2
The workshop is led by senior scholars including four current/past Editors of leading journals and 8 senior editors and 4 OCIS Division Chairs. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizer: Natalia Levina, New York U.
Facilitators: Ritu Agarwal, R. H. Smith School of Business; Elizabeth Davidson, U. of Hawaii-Manoa; Samer Faraj, McGill U.; Robert G. Fichman, Boston College; Sirska Jarvenpaa, U. of Texas, Austin; Mark Keil, Georgia State U.; Kalle Lyytinen, Case Western Reserve U.; Ann Majchrzak, U. of Southern California; Suprateek Sarker, Washington State U.; Daniel Robey, Georgia State U.; Youngjin Yoo, Temple U.

274  (PNP, HCM, OM) Lessons on Performance Management in the Health Care Sector from an International Perspective
10:15am - 12:15pm WDW Coronado Springs Resort: Cancun
This workshop has a strong international and comparative approach to performance management systems in the health care sector.
Chair: Giovanni Valotti, Bocconi U.
Coordinators: Rosanna Tarricone, Bocconi U.; Federico Lega, Bocconi U.

275  (PTC, BPS, OB, ODC, D&ITC, SAP, OCIS) The Impact of Dialogue between Management Scholarship and Practice
10:15am - 12:15pm WDW Coronado Springs Resort: Fiesta 5
Practical examples from lived experiences show the variety of impacts of dialogic exchanges among scholars, executives, and policy makers.
Organizer: Elena P. Antonacopoulou, U. of Liverpool
Chairs: Tyrone S. Pitsis, Newcastle U.; Kuo Frank Yu, City U. of Hong Kong
Facilitators: Murray Dalziel, U. of Liverpool; Kathryn Goldman Schuyler, Alliant International U.
Discussants: Pierre Guilet de Monthoux, Copenhagen Business School; Emmanuel Monod, Shanghai Jiao Tong U.
Presenters: Elena P. Antonacopoulou, U. of Liverpool; Richard Badham, Macquarie U.; Laura Empson, Cass Business School; City U. London; Jean-Pascal Gond, Cass Business School, City U. London; Thomas Schummer, U. of St. Gallen (HSG)

276  (RM, BPS, ENT, HR) How to Define, Identify, and Handle Outliers
10:15am - 12:15pm WDW Coronado Springs Resort: Yucatan 2&3
Organizer: Samuel Holloway, Columbia U. of Portland
Discussants: Herman Aguinis, Indiana U., Bloomington; Harry Joo, Indiana U., Bloomington; Ryan K. Gottfredson, Indiana U., Bloomington

277  (RM, BPS, TIM, ENT) The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans
10:15am - 12:15pm WDW Coronado Springs Resort: Coronado T
Organizer: Andre Schwab, Iowa State U.; Eric Abrahamson, Columbia U.; Samuel Holloway, U. of Portland

278  (SIM, IM, ENT, BPS, ONE, PNP) Building a Community of Base of the Pyramid Scholars: Creating a Legacy that can Change the World
10:15am - 12:15pm WDW Coronado Springs Resort: Coronado Q,R,S
Chair: Ted London, U. of Michigan
**Facilitators: Samer Abdelnour, London School of Economics; Joshua K Ault, U. of Victoria; Sophie C Bacq, Northeastern U.; Oana Branzei, U. of Western Ontario; James Calvin, Johns Hopkins U.; Lisa Jones Christensen, U. of North Carolina, Chapel Hill; Robert Lount, The Ohio State U.; G. T. Lumpkin, Syracuse U.; Candace Martinez, Saint Louis U.; Kevin McGaughey, York U.; Miriah A. Meyskens, U. of San Diego; Mark B. Milestein, Cornell U.; Todd W. Moss, Oregon State U.; Isar Qureshi, Hong Kong Polytechnic U.; Maija Renko, U. of Illinois, Chicago; Wesley Sine, Cornell U.; Brett R. Smith, Miami U.; Chris J Sutter, The Ohio State U.; Matthias Alfred Tietz, Richard Ivey School of Business; Sushil Vachani, Boston U.; Justin W. Webb, Oklahoma State U.; Warner P. Woodworth, Brigham Young U.; Charlene E. Zietsma, Schulich School of Business; Amanda Bullough, Thunderbird**

**Presenters:** Harry G. Barkema, London School of Economics; Geoff Kistruck, Miami U. Ohio

279 $$$: (TIM, BPS, ENT, OMT) Architectural Strategy and Design Evolution in Business Ecosystems: Opportunities and Challenges
10:15am - 12:45pm WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 279

**Organizers:** Richard Tee, EPFL; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; C. Jason Woodward, Singapore Management U.

**Moderator:** Elizabeth J. Altman, Harvard Business School

**Discussants:** Carliss Baldwin, Harvard U.; J Peter Mumman, Australian School of Business, UNSW

**Panelists:** Rahul Kapoor, U. of Pennsylvania; Andrea Prencipe, Luis Guido Carli U.; Arnoldo Camuffo, Bocconi U.

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**Saturday 10:30AM**

280 $$$: (AAA) Publishing in AMP
10:30am - 11:30am WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 280

**Organizers:** Timothy Michael Devinney, U. of Technology, Sydney; Donald Siegel, SUNY, Albany

281 $$$: (HR, IM) How International Members can Benefit from HR Division Activities and Connections
10:30am - 12:30pm WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 281

**The main objectives of this PDW are to increase involvement and commitment of international members in HR Division and AoM-wide activities.**

**Organizers:** Karin Sanders, Australian School of Business; James Jainmin Sun, Renmin U. of China; Pawan S. Budhwar, Aston U. Chair: Helen Joanne Shipton, Nottingham Trent U.

**Discussants:** Wendy R. Boswell, Texas A&M U.; John E. Delery, U. of Arkansas; Kenneth G. Brown, U. of Iowa

282 $$$: (SAP, OMT, OCIS, RM) Publishing Strategy as Practice Research: Meet the Editors
10:30am - 12:30pm WDW Swan Resort: Swan 8
Tweet this session: #AOM2013 282

**Editors from Org Studies, LR Ptg, J Mgmt Studies, Org Sci, & AMP will share views on attributes of manuscripts with potential to lead to publication.**

**Organizers:** Julia Balogun, Lancaster U.; Anne D. Smith, U. of Tennessee, Knoxville

**Facilitator:** Richard Whittington, Said Business School

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**Saturday 10:45AM**

283 $$$: (MED, HR) Daring to Respond? Addressing Reviewers Comments
10:45am - 12:45pm WDW Coronado Springs Resort: Acapulco
Tweet this session: #AOM2013 283

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.

**Participants:** Deborah A. Blackman, U. of Canberra; Allan Macpherson, U. of Wisconsin, La Crosse; Richard T. Harrison, Queen’s U. Belfast; Robert F. Gephart, U. of Alberta; Mustafa F Ozdogan, Brunel U.; Stephen T. T. Teo, Auckland U. of Technology; Jon Billsberry, Deakin U.; Paul Hibbert, U. of St Andrews; Kamel Mellahi, Warwick U.; Monica Therese Kennedy, U. of Canberra

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**Saturday 11:00AM**

285 $$$: (IM, BPS, TIM, ENT) Innovation Ecosystems and Customer Heterogeneity in International Business: Demand-Side Perspectives
11:00am - 1:00pm WDW Swan Resort: Macaw 1 & 2
Tweet this session: #AOM2013 285

**Organizers:** Ronald C. Parente, Florida International U.; Richard L Priem, Texas Christian U.; Ana Cristina O Siqueira, Duquesnes U.

**Presenters:** Erkko Aho, Imperial College London; Yves Doz, INSEAD; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Benson Honig, McMaster U.; Gianmario Verona, Bocconi U.; Shaker A. Zahra, U. of Minnesota, Twin Cities

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**Saturday 11:15AM**

286 $$$: (BPS, TIM) Innovation and Trends in Entrepreneurial Finance Research
11:15am - 1:15pm WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 286

**Organizers:** Emily Cox Pahnke, U. of Washington; Riitta Katila, Stanford U.; Benjamin L. Hallen, London Business School

**Participants:** Christoph Zott, IESE Business School; Gary Dushnitsky, London Business School; Ranjay Gulati, Harvard U.; Toby E. Stuart, U. of California, Berkeley; Michael A. Hitt, Texas A&M U.; Raphael H Amit, The Wharton School, U. of Pennsylvania

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

Section D
Session Details – Saturday, 10:00 AM - 12:00 PM

287 🌐 Environment, Social Vulnerability and Poverty: Business Strategies in Latin America
11:15am - 12:00pm WDW Yacht and Beach Club Resort: Cape Cod C
Tweet this session: #AOM2013 287
Organizer: Jeronimo de Burgos-Jimenez, U. de Almeria
Distinguished Speaker: Joseph Sarkis, Clark U.
Chair: Diego Alfonso Vazquez, Royal Holloway U. of London
Participants: Natalia Yakovleva, U. of Winchester, UK; Jose Antonio Plaza-Ubeda, U. of Almeria; Diana Irene Mutti, U. de Buenos Aires; Clovis Zapata, U. de Brasilia; J. Alberto Aragón-Correa, U. of Granada

288 🌐 Creativity and Innovation in Organizations
11:15am - 12:15pm WDW Yacht and Beach Club: Dove
Tweet this session: #AOM2013 288
Chair: John E. Ettlie, Rochester Institute of Technology
Presenters: Markus Baer, Washington U. in St. Louis; Charles M. Vance, Loyola Marymount U.; Kevin S. Groves, Pepperdine U.; dt ogilvie, Rutgers U.

Saturday 11:30AM

290 🌐 (AAA) Academy of Management Perspectives: Showcase Symposium on Private Equity
11:30am - 12:30pm WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 290
Organizers: Timothy Michael Devinney, U. of Technology, Sydney; Donald Siegel, SUNY, Albany
Private Equity: Managerial and Policy Implications
INTRODUCTION | Mike Wright, Imperial College London
Private Equity, HRM and Employment | Mike Wright, Imperial College London; Nick Bacon, Cass Business School, City U. of London; Rod Ball, Imperial College London; Miguel LCJ Meuleman, Vlerick Leuven Gent Management School
The Evolution and Strategic Positioning of Private Equity Firms | Robert E. Hoskisson, Rice U.; Wei Shi, Rice U.; Xiwei Yi, Rice U.; Jing Jin, Rice U.
Private Equity and Entrepreneurial Governance: Time for a Balanced View | Peter G Klein, U. of Missouri; John Chapman, Hill & Cutler Company; Mario P. Mondelli, Centre for Economic Research

292 🌐 (AAM) Asia Pacific Journal of Management Paper Development Workshop
11:45am - 1:45pm WDW Swan Resort: Swan 9
Tweet this session: #AOM2013 292
Requires the submission of manuscripts to the organizers and registration for accepted authors.
Chair: Daphne W. Yiu, Chinese U. of Hong Kong
Panelists: Michael Carney, Concordia U.; Seung-Hyun Lee, U. of Texas, Dallas; Steven S. Lui, U. of New South Wales; Anil Nair, Old Dominion U.; Elizabeth L. Rose, Aalto U.; Linda Chang Wang, Michigan State U.

Saturday 11:45AM

294 🌐 (CAR, GDO, RM, OMT, ENT, AAM) Serving as an Associate Dean for Research/Research Director: Learning from Others
11:45am - 1:45pm WDW Dolphin Resort: Oceanic 2
Tweet this session: #AOM2013 294
Facilitator: Yehuda Baruch, Rouen Business School
Panelists: David P. Lepak, Rutgers U.; Abby Ghobadian, U. of Reading; Pawan S. Budhwar, Aston U.; Yingchan Edwin Tang, National Chiao Tung U.

Saturday 12:00PM

295 🌐 (MC) Consulting in Uncertainty: The Power of Inquiry
12:00pm - 2:00pm WDW Yacht and Beach Club Resort: Asbury C
Tweet this session: #AOM2013 295
Thematic orientation: ☯ Teaching | ☯ Practice | ☯ International | ☯ Program Theme | ☯ Research | ☯ Diversity | ☯ Best Paper
296 (MED, ODC, HR, MC, BPS, HCM) Natural Education and Development for Practicing Managers
12:00pm - 4:00pm WDW Coronado Springs Resort: Fiesta 6
Tweed this session: AOM2013 296
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Facilitators: Dora Koop, McGill U.; Leslie Breitner, McGill U.
Presenters: Henry Mintzberg, McGill U.; Lucas Introna, Lancaster U.

297 (OB, CAR, ODC, CM) Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (5th Annual)
12:00pm - 4:00pm WDW Dolphin Resort: Asia 1
Tweed this session: AOM2013 297
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Chairs: Cindy P. Zapata, Georgia Institute of Technology; Ned Wellman, Arizona State U.; Maribeth Kuenzi, Southern Methodist U.
Speakers: Jennifer Carson Marr, Georgia Institute of Technology; Ean Crawford, U. of Iowa; Spencer Harrison, Boston College; Chad A. Hartnell, Georgia State U.; Dong Liu, Georgia Institute of Technology; Maribeth Kuenzi, Southern Methodist U.; Adina D. Sterling, Washington U. in St. Louis; John J. Sumanth, Southern Methodist U.; Ned Wellman, Arizona State U.
Presenters: Donald E. Conlon, Michigan State U.; Lisa Dragoni, Cornell U.; Thomas Lee, U. of Washington; Ronald F. Piccolo, Rollins College; Brent A. Scott, Michigan State U.; David M. Sluss, Georgia Institute of Technology; Cindy P. Zapata, Georgia Institute of Technology

298 (SIM) SIMian Speed Dating
12:00pm - 2:00pm WDW Coronado Springs Resort: Durango 1&2
Tweed this session: AOM2013 298
Coordinators: Dawn R Elm, U. of St. Thomas; Kathleen Rehebin, Marquette U.

299 (SIM) Distinguished Scholar Luncheon
12:00pm - 1:30pm WDW Swan Resort: Swan 6
Tweed this session: AOM2013 299
Hosts: Arvid A Ziedonis, U. of Oregon; Riitta Katiia, Stanford U.
Distinguished Speaker: Constance E Helfat, Dartmouth College

300 (CMS, SIM, OMT, BPS, IM) Economic Inequality, Business and Capitalism
12:15pm - 2:15pm WDW Coronado Springs Resort: Coronado M,N,P
Tweed this session: AOM2013 300
Organizers: Hari Bapuji, U. of Manitoba; Lukas Neville, U. of Manitoba

301 (MEN, CAR) Making the Most of Mentoring Moments: A Career Development Workshop
12:15pm - 3:45pm WDW Swan Resort: Swan 2
Tweed this session: AOM2013 301
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Nicole C. Jones, U. of Connecticut; Jerome Stewart, U. of North Carolina, Charlotte; Regina Michelle Taylor, U. of Central Florida

302 (ODC, CMS, OME) Carbon Markets in Question
12:15pm - 3:15pm WDW Coronado Springs Resort: Baja
Tweed this session: AOM2013 302
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register is August 7, 2013.
Organizer: Gareth John Veal, U. of Bath
Facilitator: Veronica Hope-Hailey, U. of Bath
Presenters: David Levy, U. of Massachusetts Boston; Bobby Banerjee, City U. London; Jane Davies, U. of Cambridge; Stefanos Mouzas, Lancaster U.; Shaz Ansari, U. of Cambridge

303 (ODC, MC) Appreciative Inquiry 2.0? Translating Appreciative Inquiry Principles into Contrasting Designs
12:15pm - 3:15pm WDW Coronado Springs Resort: Laredo 1&2
Tweed this session: AOM2013 303
Presenters: Danielle Zandee, Nyenrode Business U.; Hans Vermaak, Sioo & Twynstra; Frank J. Barrett, Naval Postgraduate School; Clifford Oswick, City U. London

304 (OMT) Advanced Networks PDW: Cutting-Edge Social Network Theoretical Work and ERGM Workshop
12:15pm - 4:15pm WDW Beach Club Resort: Grand Harbor Salon II
Tweed this session: AOM2013 304
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Coordinators: Giuseppe Labianca, U. of Kentucky; Daniel Halgin, U. of Kentucky; Tejaswi Channagiri, U. of Kentucky; Theresa Floyd, U. of Kentucky

Saturday 12:30PM
305 (CM, OB, HR, CAR, GDO, ENT) How To Negotiate Your First Job Offer
12:30pm - 3:30pm WDW Dolphin Resort: Salon A4
Tweed this session: AOM2013 305
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizer: Robert Lount, The Ohio State U.
Distinguished Speaker: Roy J. Lewicki, The Ohio State U.
Facilitator: Kathleen O’Connor, Cornell U.
12:30pm: [HCM] Bridging the Research to Practice Gap: A Symbiotic Approach
12:30pm - 2:30pm WDW Coronado Springs Resort: Yucatan 1
Tweet this session: #AOM2013 306
Moderator: Shital Shah, Rush U.
Participants: Andrew N. Garman, Rush U.; Larry Gamm, Texas A&M Health Science Center; Samuel Hohmann, UHC; Paul Kempinski, Nemours/Alfred I. duPont Hospital for Children; Christy E Pearson, Orlando Health; BG Porter, StuderGroup
Organizer: Becky Gann, USASBE

12:30pm - 2:30pm WDW Coronado Springs Resort: Yucatan 2
Tweet this session: #AOM2013 307
Meeting time: 1pm-4pm
Organizer: Becky Gann, USASBE

1:00pm - 3:30pm WDW Coronado Springs Resort: El Paso 1&2
Tweet this session: #AOM2013 308
Celebrate Amitai Etzioni’s life and career with the PTC Chris Argyris Lifetime Achievement Award. Join us for champagne, plus hot & cold canapés.
Organizers: Tyrone S. Pitsis, Newcastle U.; Kathryn Goldman Schuyler, Alliant International U.; Kuo Frank Yu, City U. of Hong Kong
Host: Paul S. Adler, U. of Southern California
Award Recipient: Amitai Etzioni, George Washington U.

12:30pm - 2:30pm WDW Coronado Springs Resort: Canun
Tweet this session: #AOM2013 310
Participants should bring laptops equipped with Microsoft Excel 2003 or later.
Presenter: G. James Lemoine, Georgia Institute of Technology

1:00pm - 3:00pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 311
New themes in SAP research, such as: role of institutions, emotions & materiality; new textual sites & the role of performativity in strategy practice.
Organizers: Chahrazad Abdallah, U. of London, Birkbeck; David Seidl, U. of Zurich
Discussant: Steven W. Floyd, U. of Massachusetts, Amherst
Presenters: Laure Cabantous, U. of Warwick; Jean-Pascal Gond, Cass Business School, City U. London; Stéphanie Dameron, Paris Dauphine U.; Jane Kirsten Le, U. of Sydney; Curtis LeBaron, Brigham Young U.; Feng Liu, Warwick Business School; Viviane Sergi, UQAM; Michael Smets, Aston Business School; Virpi Sorsa, Hanken School of Economics; Ethel L Brundin, Jonkoping U.

312: (CAR) Commuting to Campus: Strategies for Managing Remote Academic Careers
12:45pm - 2:45pm WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 312
Organizer: Bernadine J. Dykes, U. of Delaware
Panelists: Wendy K. Smith, U. of Delaware; Denise Lewin Loyd, Massachusetts Institute of Technology; Konstantinos Andriopoulos, Brunel U.

313: (HR, MED) Methods for Incorporating Experiential Learning
12:45pm - 2:45pm WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 313
This workshop will provide an opportunity for participants to develop ideas for ways to incorporate experiential learning in the classroom.
Presenters: Laura Parks, James Madison U.; Marshall Wilson; Pattie, James Madison U.

1:00pm - 3:00pm WDW Swan Resort: Parrot 1&2
Tweet this session: #AOM2013 314
Organizers: Susan A Hill, London School of Economics; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne

1:00pm - 3:00pm WDW Swan Resort: Saloon A3
Tweet this session: #AOM2013 315
Organizers: Franziska Guenzel, Aarhus U.; Jill Kickul, New York U.; Norris F. Krueger, Entrepreneurship Northwest; Jacob Park, Green Mountain College; Jennifer M. Walske, U. of California, Berkeley; Florian Forster, U. of California, Berkeley; Suress U Kumar, NexAge Technologies USA Inc

1:00pm - 3:00pm WDW Yacht and Beach Club Resort: Asbury A
Tweet this session: #AOM2013 316
Panelists: M. Susan Taylor, U. of Pennsylvania; Denise M. Friedman, U. of Nebraska, Lincoln; Jeffrey A. Sorsa, U. of Southern California; Mark J. Schmit, Society for Human Resource Management; Joan P. Brannick, Brannick HR Connections; Jonathan Canger, Marriott Vacations Worldwide

1:00pm - 3:00pm WDW Yacht and Beach Club Resort: Asbury A
Tweet this session: #AOM2013 317
Panelists: M. Susan Taylor, U. of Pennsylvania; Denise M. Friedman, U. of Nebraska, Lincoln; Jeffrey A. Sorsa, U. of Southern California; Mark J. Schmit, Society for Human Resource Management; Joan P. Brannick, Brannick HR Connections; Jonathan Canger, Marriott Vacations Worldwide

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Tweet this session: #AOM2013 317
Organizer: Helena Barnard, U. of Pretoria
Distinguished Speakers: Tomas Enrique Farchi, IAE - U. Austral; Anirvan Pant, Indian Institute of Management Calcutta; J Ramachandran, Indian Institute of Management, Bangalore

318  ☉: (IM, RM) Meta-Knowledge and Philosophy of Science in International Business and Management
1:00pm - 3:00pm WDW Yacht and Beach Club Resort: Astor B
Tweet this session: #AOM2013 318
Organizer: Timothy Michael Devinney, U. of Technology, Sydney
Facilitators: Torben Pedersen, Copenhagen Business School; Laszlo Tihanyi, Texas A&M U.
Participants: Gabriel R.G. Benito, Norwegian School of Management; Jean-Francois Hennart, Tilburg U.; Marc Idelson, Peking U.; Xavier Martin, Tilburg U.; Michael C. Nippa, Freiberg U.; Andreas Schwab, Iowa State U.; William H. Starbuck, U. of Oregon

319  ☉: (MSR) Spirituality That Shapes Identity
1:00pm - 3:00pm WDW Dolphin Resort: Europe 3
Tweet this session: #AOM2013 319
Organizers: Ornelita Burton, Abilene Christian U.; Jessica Weeden, Abilene Christian U.

320  ☉: (OB) Essentials of the OB Division
1:00pm - 3:00pm WDW Dolphin Resort: Asia 2
Tweet this session: #AOM2013 320
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Speakers: Nathan Philip Podsakoff, U. of Arizona; Adam C. Stoverink, Texas A&M U.; Elizabeth Wolfe Morrison, New York U.

321  ☉: (SIM, ONE, MED, MSR) Effective Use of Social Media in Teaching for Social, Environmental and Ethics Topics
1:00pm - 3:00pm WDW Coronado Springs Resort: Acaipuco
Tweet this session: #AOM2013 321
This professional development workshop takes participants through a hands-on application of social media in the teaching of social issues.
Organizer: Howard Harris, U. of South Australia
Participants: Tara L. Ceramic, U. of San Diego; Aimee Dars Ellis, Ithaca College; Sukhbir Sandhu, U. of South Australia

Saturday 1:15PM

322  ☉: (BPS, OMT, TIM, IM, OCIS) Using Outsourcing & Offshoring as a Context to Study Innovation, Collaboration & Organization Design
1:15pm - 3:45pm WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 322
Distinguished Speaker: Harbir Singh, U. of Pennsylvania
Chairs: Saikat Chaudhuri, U. of The Wharton School, U. of Pennsylvania; Phanish Puranam, INSEAD

Presenters: Natalia Levina, New York U.; Ravi Aron, U. of Southern California; Kannan Srikant, Indian School of Business; Joydeep Chatterjee, U. of Washington, Bothell

Saturday 1:30PM

323  ☉: (CMS, SIM, PTC) Getting Out of Disney World: Capitalism in Question in Central Florida
1:30pm - 5:30pm Offsite: Disney's Coronado Springs Resort
Tweet this session: #AOM2013 323
Trip to meet local activists. $35 for transportation and donation to host. Pre-registration recommended - contact Sarah Stokey, stookeysa@csu.edu. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Meet in Coronado Springs Convention Center lobby - look for sign that says "Get out of Disney World." Late registrants can also contact the organizer at (413) 687-5729.
Coordinator: Sarah Stokey, Central Connecticut State U.

324  ☉: (OCIS, ODC) Future Search: Research about Info & Comm Tech and the Cultural Contradictions of Capitalism
1:30pm - 4:00pm WDW Swan Swan Resort: Macaw 1&2
Tweet this session: #AOM2013 324
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Chair: M. Lynne Markus, Bentley U.
Facilitators: Ann Majchrzak, U. of Southern California; Kevin D Mentzer, Bentley U.; Carol Stok Saundres, U. of Central Florida; Harminder Singh, Auckland U. of Technology

Saturday 2:00PM

325  : (AAA) Forum for Leaders of the Academy’s Affiliated & Associated Societies
2:00pm - 5:00pm WDW Dolphin Resort: Oceanic 2
Tweet this session: #AOM2013 325
AOM Affiliates: WAM, EAM, MAM, SMA, AAM, IAM, IBERO, INDAM. AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, ACAIA, IACMR

326  : (AAA) 2013 Session Chairs, Facilitators & Discussants Meeting
2:00pm - 3:00pm WDW Coronado Springs Resort: Salon A1
Tweet this session: #AOM2013 326
Organizers: Paul S. Adler, U. of Southern California; Debra L. Shapiro, U. of Maryland; Jel Erica Hampson, Academy of Management; Michelle Donohue, Academy of Management; Gabriel Bramson, Academy of Management
Program Chair: Paul S. Adler, U. of Southern California
Professional Development Workshop Chair: Debra L. Shapiro, U. of Maryland

327  ☉: (ENT, PNP) Beyond Profit: A Blended Value Approach for Social Entrepreneurship Pedagogy and Education
2:00pm - 4:00pm WDW Swan Swan Resort: Swan 3
Tweet this session: #AOM2013 327
Organizer: Jill Kickul, New York U.
Presenters: Sophie C Bacq, Northeastern U.; Scott W Lester, U. of Wisconsin, Eau Claire
328 # Entrepreneurial Development: The Role of Business Schools & Local Authorities
2:00pm - 4:00pm WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 328
Organizer: Veronica Vecchi, SDA Bocconi
Chair: Manuela Brusoni, SDA Bocconi
Participants: Nora Brown, GBSN; Luca De Leonardis, Italian Chamber of Commerce and Industry in Australia Inc.; Kerry Brown, Southern Cross U.; Stephen Kelly, Southern Cross U., Australia; Rodney S Farr-Wharton, U. of the Sunshine Coast; Ben Farr - Warthon, Southern Cross U.; Yvonne Brunetto, Southern Cross U.; Veronica Vecchi, SDA Bocconi; Niccolo' Cusumano, Bocconi U.; Lew Brennan, Lew Brennan Consulting; Wynona Heim, Thunderbird

329 # The Innovation Process in Large Organizations: An International Comparison
2:00pm - 5:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VII & VIII
Tweet this session: #AOM2013 329
Facilitators: Heath Downie, General Electric Energy; Adela Jana McMurray, RMIT U.
Participants: Rosa Nelly Trevisy-Rodriguez, Tecnologico de Monterrey; Matthew Sukumaran, RMIT U. Vietnam; Claire A. Simmons, Saint Joseph's U.; Marcus Powe, Enterprise Creativity Innovation EIC Growth Pty Ltd.

331 # Advancing Research on Social-Business Hybrid Organizations: Emergence and Internal Dynamics
2:00pm - 5:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VII & VIII
Tweet this session: #AOM2013 331
Discussant: James P. Walsh, U. of Michigan, Ann Arbor

332 # Learning the Nuts and Bolts of Qualitative Design and Analysis
2:15pm - 4:15pm WDW Coronado Springs Resort: Durango 1&2
Tweet this session: #AOM2013 332
Presenters: Timothy Hoff, Northeastern U.; Ann Scheck McAleney, The Ohio State U.; Ingrid M. Nebhard, Yale U.; Brian Hilligoss, The Ohio State U.

333 # The long jump: How to succeed in a North American stage of your career
2:15pm - 4:15pm WDW Yacht and Beach Club Resort: Asbury C
Tweet this session: #AOM2013 333
Organizers: Javier Martinez-del-Rio, U. de Almeria; Miguel Perez-Valls, U. de Almeria
Participants: Pascual Berrone, IESE Business School; Javier Delgado-Ceballos, U. of Granada; Ivan Montiel, Loyola Marymount U.; Natalia Ortiz-de-Mandojana, U. of Balearic Islands; Desiree F. Pacheco, Portland State U.; Andrea Maria Prado, INCAE Business School; Miguel Rivera-Santos, EMLYON Business School; Raquel Antolin-Lopez, U. of Almeria

334 # Transforming Markets: Cross Sector Partnerships for Sustainable Product Standards
2:15pm - 6:15pm WDW Coronado Springs Resort: Fiesta 1&2
Tweet this session: #AOM2013 334
Organizers: David Graham Hyatt, U. of Arkansas; Oana Branzei, U. of Western Ontario; Marlene Janzen Le Ber, Western U.; Haiying Lin, U. of Waterloo; Amelia C. Clarke, U. of Waterloo
Facilitators: Jason Jesurum Jay, Massachusetts Institute of Technology; Jenna P. Stites, Pennsylvania State U.
Discussants: Jonathan Lewis Johnson, U. of Arkansas; Ans Kolk, U. of Amsterdam; May Seitenidi, U. of Kent, Canterbury; Hildy Teegen, U. of South Carolina; Andrew Spicer, U. of South Carolina; Lisa Jones Christensen, U. of North Carolina, Chapel Hill; Andrew Crane, York U.; Mary Tschirhart, North Carolina State U.; Miguel Rivera-Santos, EMLYON Business School; Jacob Park, Green Mountain College; Eric C. Martin, Bucknell U.; Jeff Rice, Wal-Mart Stores, Inc.; Alisha Staggs, Environmental Defense Fund

Saturday 2:30PM

335 # Updating and Questioning the Bounded Rationality Assumption in Organizational Research
2:30pm - 4:30pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 335
Chairs: Libby Weber, U. of California, Irvine; Nicolai Foss, Copenhagen Business School

336 # Business Model Innovation in Platform Markets
2:30pm - 4:30pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 336
Organizers: Ivanka Vismijic, ESADE Business School; Carmelo Cennamo, Bocconi U.; Bjorn Kijl, U. of Twente

337 # Scale Development and Validation: A Practical Guide
2:30pm - 6:30pm WDW Coronado Springs Resort: Coronado M,N,P
Tweet this session: #AOM2013 337
Organizer: Ben Hardy, Open U.
Participants: Terri A. Scandura, U. of Miami; Claudia C. Cogisler, Texas Tech U.; Stephanie L. Castro, Florida Atlantic U.; Chester A. Schriesheim, U. of Miami

338 # Advances in Patent Research: Data, Tools, and Policy
2:30pm - 5:00pm WDW Swan Resort: Mockingbird 1
Tweet this session: #AOM2013 338
Organizers: Kwanghui Lim, U. of Melbourne; Michael Roach, Duke U.
Discussant: Rosemarie Ziedonis, U. of Oregon
**Saturday 2:45PM**

**339** (AA4) Conference Break
2:45pm - 3:15pm WDW Dolphin Resort: Atlantic B&C
Tweet this session: #AOM2013 339

**340** (CMS) How to Critique Capitalism; Marxist and Post-Marxist Approaches
2:45pm - 4:45pm WDW Coronado Springs Resort: Coronado Q,R,S
Tweet this session: #AOM2013 340
Chair: Craig Prichard, Massey U.
Presenters: Michael Rowlinson, Queen Mary U. of London; Ralph Stabile, Massey U.; Peter Fleming, Queen Mary U. of London; Peter Edward, Newcastle U.; Robin Klimecki, U. of Bristol; Craig Prichard, Massey U.

**341** (MED, ONE, SIM) New Directions in Active Learning: Sustainability, Ethics & Social Entrepreneurship Internationally
2:45pm - 4:45pm WDW Coronado Springs Resort: Yucatan 1
Tweet this session: #AOM2013 341
Organizers: Ana Cristina O Siqueira, Duquesne U.; Diane Ramos, Duquesne U.
Presenters: Mario Prestes Monzoni-Neto, Fundacao Getulio Vargas-EAESP & EBPAE; Louise Kelly, Alliant International U.; Linda M Sama, St. John’s U.; Kameil Mnisri, ICN Business School

**342** (PTC, OMT, ODC, MC, SAP, HCM, BPS, OCIS, OM, TIM) "Weak Signals? But I Thought They Were Noise!": Highly Reliable Practices in Action
2:45pm - 5:45pm WDW Coronado Springs Resort: Fiesta 5
Tweet this session: #AOM2013 342
Organizer: Kuo Frank Yu, City U. of Hong Kong
Professional Development Workshop Chairs: Karlene H. Roberts, U. of California, Berkeley; Gregory A. Bigley, U. of Washington; Ian Mitroff, U. of California, Berkeley
Presenters: Mary Kate Stimmler, Google Research; James Douglas Orton, Project on National Security Reform; Sara J. Singer, Harvard U.; Claus Rerup, Western U.; Louise Comfort, U. of Pittsburgh; Timothy J. Vogus, Vanderbilt U.; Philippe Nicolas Baumard, CRG Ecole Polytechnique; Rangaraj Ramanujam, Vanderbilt U.; David Obstfeld, California State U.; Fullerton; Michael Siciliano, U. of Illinois, Chicago

**343** (RM, OB, HR) Ask the Experts: Macro and Multi-level Methods
2:45pm - 4:45pm WDW Coronado Springs Resort: Coronado 7
Tweet this session: #AOM2013 343

**344** (SAP, BPS, MED) Teaching Strategy as Practice
2:45pm - 5:15pm WDW Swan Resort: Swan 5
Tweet this session: #AOM2013 344
Practical exercises, vignettes, and innovations to show how to teach SAP in the classroom.
Organizers: Stephane Guerard, Stanford U.; Jane Kirsten Le, U. of Sydney
Distinguished Speakers: Julia Balogun, Lancaster U.; Loizos Th. Heracleous, U. of Warwick; Paula Jarzabkowski, Cornell U.; Winston Kwon, Lancaster U.; Johan Roos, Jönköping

International Business School; Eero Vaara, Hanken School of Economics; Richard Whittington, Said Business School

**345** (SIM) Some Questions We Don’t Need to Keep Asking in SIM Research, and Some Questions We Should be Asking
2:45pm - 4:45pm WDW Coronado Springs Resort: Yucatan 2&3
Tweet this session: #AOM2013 345
Chair: Stephen Brammer, U. of Warwick
Presenters: Michael L. Barnett, Rutgers U.; Heather Elms, American U.; Ronald Mitchell, Texas Tech U.

**Saturday 3:00PM**

**346** (D&ITC) Diversity and Inclusion in the Academy: A Town Hall Meeting
3:00pm - 5:00pm WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 346
Connections Cafe to follow - all AOM members invited
Chair: Eddy S. Ng, Dalhousie U.
Facilitators: Yvonne Benschop, Radboud U. of Nijmegen; Patrick F. McKay, Rutgers U.; Isabel Metz, U. of Melbourne; Stella M. Nkomo, U. of Pretoria; Quintetta Roberson, Villanova U.; Christina L. Stamper, Western Michigan U.
Presenter: Bernardo M. Ferrando, Alliant International U.

**347** (HR, MED) Current & Future Issues in Masters’ of HR/LR/IR Programs
3:00pm - 5:00pm WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 347
Chairs: Ryan D. Zimmerman, Virginia Tech; Philip L. Roth, Clemson U.; Tamara L. Giluk, Xavier U.

**348** (ICW) Journal of Applied Behavioral Science Associate Editors Meeting
3:00pm - 4:30pm WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 348
Organizer: Cynthia Nalevanko, Sage Publications

**349** (IM) Making International Management Research Practically Relevant: Schaffer Award for Applied IM Research
3:00pm - 6:00pm WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 349
Distinguished Speakers: Namid Matta, Schaffer Consulting; Patrice R. Murphy, Robert H. Schaffer & Associates; Wes Siegal, Schaffer Consulting
Presenters: Giulio Bucinui, Venice International U.; Giancarlo Coro’ U. Ca’ Foscari of Venice; Junyoo Im, U. of Missouri, Kansas City; Stefano Micelli, U. of Ca’ Foscari of Venice; Rosana Silveira Reis, ISG Paris; Fabian Ariel Salum, Fundação Dom Cabral; Lisa Zhao Song, U. of Missouri, Kansas City; Sunny Li Sun, U. of Missouri, Kansas City

**350** (MC, IAM) How to change paradigms in capitalism and management. Case studies using humanistic management.
3:00pm - 5:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Session Details – Saturday, 2:00 - 4:00 PM

Section D

351 🌐 (OB, RM, MEN) A Mentoring Session to Promote High Quality Leadership Research
3:00 pm - 5:00 pm WDW Dolphin Resort: Oceanic 6
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizer: Marie T. Dasborough, U. of Miami
Facilitator: Kevin B. Lowe, U. of North Carolina at Greensboro
Participants: Leanne E Atwater, U. of Houston; Gary Yukl, SUNY, Albany; Ronit Kark, Bar Ilan U.; Francis J. Yammarino, Binghamton U.; Terri A. Scandura, U. of Miami; William L. Gardner, Texas Tech U.; Claudia C. Cogiliser, Texas Tech U.; Robert G Liden, U. of Illinois, Chicago; Michael Mumford, U. of Oklahoma; Chester A. Schriesheim, U. of Miami; Robert G. Lord, U. of Akron; Fred O. Walumbwa, Arizona State U.; Shelley D. Dionne, Binghamton U.; John Antonakis, U. of Lausanne

352 🌐 (GMT, BPS) Advancing Paradox Theory: Methods to Empirically Explore Organizational Tensions
3:00 pm - 5:00 pm WDW Yacht and Beach Club Resort: Cape Cod B
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Facilitator: Dione Pohler, U. of Saskatchewan
Discussant: Marianne W. Lewis, U. of Cincinnati
Coordinator: Wendy K. Smith, U. of Delaware
Panelists: Paula Jarzabkowski, Cornell U.; Konstantinos Andriopoulos, Brunel U.; Ella Miron-Spektor, Technion Institute of Technology; Guy Nguyen Hue, INSEAD
Participants: Josh W. Keller, Nanyang Technological U.; Luc K Audebrand, U. Laval; Amy Ingram, Clemson U.

353 🌐 (BPS) BPS Managing your Dissertation Workshop 2013
3:15 pm - 7:15 pm WDW Swan Resort: Swan 4
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Coordinator: Tomasz Obloj, HEC Paris
Participants: Punit Arora, City U. of New York; Russell Coff, U. of Wisconsin; Madison; Ravi Darwadkar, Syracuse U.; Exequiel Hernandez, Washington U. in St. Louis; Amol M. Joshi, U. of Hawaii-Manoa; Bo Kyung Kim, Southern Methodist U.; David Kryscynski, Brigham Young U.; Paul Seaborn, U. of Denver; Brian S. Silverman, U. of Toronto; Akbar Zafeer, U. of Minnesota; Peter Zemsky, INSEAD

354 🌐 (OB, CM) OB New Member Networking and Research Forum
3:15 pm - 5:15 pm WDW Dolphin Resort: Asia 2
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: David M. Sluss, Georgia Institute of Technology; Bar A. de Jong, VU U. Amsterdam

355 🌐 (SIM, CMS) Perspectives on Gun Governance
3:15 pm - 5:15 pm WDW Coronado Springs Resort: Acapulco
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Facilitator: Emily Lean, U. of Toronto
Participants: Ryan Burg, National Research U.; Robbin Derry, U. of Lethbridge; Heather Elms, American U.; Thomas J. Donaldson, U. of Pennsylvania; Gordon G. Sollars, Fairleigh Dickinson U.

Saturday 3:30PM

356 (AA) 2013 Program Chairs’ Meeting
3:30 pm - 5:00 pm WDW Dolphin Resort: Europe 11
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizers: Paul S. Adler, U. of Southern California; Jel Erica Hampson, Academy of Management; Michelle Donohue, Academy of Management; Gabriel Bramson, Academy of Management
Program Chair: Paul S. Adler, U. of Southern California

357 🌐 (CMD, SIM) Focusing Capitalism on the Forgotten Internal Stakeholder
3:30 pm - 5:30 pm WDW Coronado Springs Resort: Laredo 1 & 2
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizers: David R. Hekman, U. of Colorado; Keith Leavitt, Oregon State U.
Participants: Steven Blader, New York U.; Freek Vermeulen, London Business School; Jeffrey G. York, U. of Colorado, Boulder; David R. Hekman, U. of Colorado

358 🌐 (MSR, OB) Management, Spirituality, and Religion Research Incubator
3:30 pm - 5:30 pm WDW Dolphin Resort: Oceanic 4
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizer: Matthew C. Mitchell, Drake U.
Participants: Kathryn Goldman Schuyler, Alliant International U.; Carole L. Jurkiewicz, Hofstra U.; J Goosby Smith, Pepperdine U.

359 🌐 (SIM, IM, BPS) Development-Oriented CSR: Private Sector Firms Serving as Change Agents in Developing Economies
3:30 pm - 5:30 pm WDW Coronado Springs Resort: Baja
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013.
Organizers: Charlotte M. Karam, American U. of Beirut; Dima Jamali, American U. of Beirut; David A. Raustov, Florida International U.
Facilitators: Michael Blowfield, Oxford U.; Carolyn P. Egri, Simon Fraser U.; Uwafiokun Idemudia, York U.; Anu Kolb, U. of Amsterdam; Lutz Preuss, U. of London

Saturday 3:45PM

360  (TIM, BPS, IM, AAM, INDAM) From (auto)mobile to mobility: technological change and innovation in the global vehicle industry
3:45pm - 5:45pm WDW Swan Resort: Parrot 1 & 2
Tweet this session: #AOM2013 360

Registration and paper submission to PDW: June 1, 2013. Please register at AOM Website https://secure.aomonline.org/PDWReg and please send paper submissions to: icc.si.auto@gmail.com Please contact the workshop organizer(s) to obtain the approval code.

Organizers: Anja Schulze, ETH Zurich; Florian A. Täube, EBS Business School
Discussant: John Paul MacDuffie, U. of Pennsylvania

Presenters: Rafael A. Corredoir, U. of Maryland, College Park; Michael G. Jacobides, London Business School; Kevin A. Miceli, U. of North Carolina, Chapel Hill; Ram Mudambi, Temple U.
Participants: Nicholas Berente, U. of Georgia; Nathan Furr, Brigham Young U.; Masato Itohisa, U. of Tokyo; Arun Kumaraswamy, Temple U.; Jaegul Lee, Wayne State U.; Gerald A. McDermott, U. of South Carolina; Atul Nerkar, U. of North Carolina, Chapel Hill; Haritha Saranga, Indian Institute of Management, Bangalore; C. Jennifer Tae, London Business School; Anindam Tripathy, SUNY, Albany; Masanori Yasumoto, Yokohama National U./U. of Tokyo

Discussant: William Ocasio, Northwestern U.
Presenters: John Joseph, Duke U.; Claus Rerup, Western U.; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Christopher Chabris, Union College

364  (D&ITC, GDO, MEN) Queer in the Academy - 2003 :: 2013 :: 2023
4:00pm - 6:30pm WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 364

Organizers: Ron Ophir, York U.; Gerardo Okhuysen, U. of Utah
Presenters: Gerardo Okhuysen, U. of Utah; Ron Ophir, York U.
Panelists: Jone L. Pearce, U. of California, Irvine; S. Gayle Baugh, U. of West Florida; Bernardo M. Ferdman, Alliant International U.; Angelina Lim, Organisation Solutions

365 (IAM) Family Capitalism, in question?
4:00pm - 6:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 365

Chair: Cristina Cruz, IE Business School
Participants: Luis R Gomez-Mejia, Texas A&M U.; Pramodita Sharma, U. of Vermont; Frank Hoy, Worcester Polytechnic Institute; Gonzalo Gomez, INALDE; Gustavo Gonzalez, Uniandes; Alberto Gimeno Sandig, ESEADE

366 (ICW) International Journal of Human Resource Management - Editorial Board Meeting
4:00pm - 6:00pm WDW Dolphin Resort: Europe 4
Tweet this session: #AOM2013 366

Editorial board meeting for the International Journal of Human Resource Management
Organizer: Matt Cannon, Routledge Publishing

369 (RM) Case-Based Research: Writing Cases to Develop Theory
4:00pm - 6:00pm WDW Coronado Springs Resort: Fiesta 6
Tweet this session: #AOM2013 369

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 1, 2013. Please contact the workshop organizer(s) to obtain the approval code.

Organizers: Jyoti Bachani, Saint Mary’s College of California; Vijaya L. Narapareddy, U. of Denver; Mikael Sondergaard, Aarhus U.
Participants: Chi Anyansi-Archibong, North Carolina A&T State U.; Marilyn L. Taylor, U. of Missouri, Kansas City; Theresa Taylor-Coates, Limestone College

Saturday 4:00PM

361 (AAA) Open Forum: Ethics Education in AOM
4:00pm - 5:30pm WDW Swan Resort: Teal
Tweet this session: #AOM2013 361

Chair: Benson Honig, McMaster U.

362 (BPS) Strategy as Arbitrage: a Behavioral Strategy Perspective
4:00pm - 7:00pm WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 362

Organizers: Christina Fang, New York U.; Jerker C. Denrell, U. of Warwick
Discussants: Richard Larrick, Duke U.; Zur Shapira, New York U.
Participants: Giovanni Gavetti, Harvard U.; Chengwei Liu, U. of Warwick; Nils Stieglitz, Frankfurt School of Finance & Management; Cade Massey, Yale U.

363 (BPS, MOC, TIM, RM, OMT) Attention Needs More Attention - Bridging Micro and Macro Perspectives
4:00pm - 6:30pm WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 363

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.

Organizers: Stefano Brusoni, ETH Zurich; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH
Moderator: Stefano Brusoni, ETH Zurich

Discussant: William Ocasio, Northwestern U.
Presenters: John Joseph, Duke U.; Claus Rerup, Western U.; Daniella Laureiro-Martinez, Swiss Federal Institute of Technology Zurich, ETH; Christopher Chabris, Union College

370 (AAM, IM) Asian Management Research: Retrospects and Prospects
4:15pm - 6:15pm WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 370

Thematic orientation: Teaching, Practice, International, Program Theme, Research, Diversity, Best Paper
Chair: Daphne W. Yiu, Chinese U. of Hong Kong
Panelists: Seung-Hyun Lee, U. of Texas, Dallas; Mike Peng, U. of Texas, Dallas; Asli M Colpan, Kyoto U.; Anil Nair, Old Dominion U.

371 ☯: (CAR, GDO, HR, ENT, OB, MC, BPS, TIM) Does this make sense or is it nonsense? Translating scholarship to practice-oriented outlets
4:15pm - 6:15pm WDW Dolphin Resort: Asia 1
Tweet this session: #AOM2013 371
Chairs: Jamie J. Ladge, Northeastern U.; Kimberly Eddleston, Northeastern U.
Participants: Ellen Ernst Kossek, Purdue U.; Kimberly D. Elsbach, U. of California, Davis; Ryan Quinn, U. of Virginia; Andy Molinsky, Brandeis U.; David Ketchen, Auburn U.; Robert C. Ford, U. of Central Florida; Julia Kirby, Harvard Business Review

372 ☯: (OB, HR, CAR) How to Build and Find a Microcommunity
4:15pm - 6:15pm WDW Dolphin Resort: Oceanic 1
Tweet this session: #AOM2013 372
Organizers: Bart A. de Jong, VU U. Amsterdam; Lisa M. Leslie, U. of Minnesota; Maia J. Young, U. of California, Los Angeles
Presenters: Stephen Fiore, U. of Central Florida; Emily Heaphy, Boston U.; David A. Kravitz, George Mason U.; Afzal Rahim, Western Kentucky U.; Mary Uhl-Bien, U. of Nebraska Participants: Robert B. Davison, Texas Tech U.; Charmaine E. J. Hartel, U. of Queensland; Howard J. Klein, The Ohio State U.; Ellen Ernst Kossek, Purdue U.; Millicent F. Nelson, Middle Tennessee State U.

373 ☯: (OCIS, RM) Simulation in Information Systems Research
4:15pm - 6:45pm WDW Swan Resort: Macaw 1&2
Tweet this session: #AOM2013 373
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 8, 2013. Please contact the workshop organizer(s) to obtain the approval code.
Organizers: Jungpil Hahn, National U. of Singapore; Steven L. Johnson, Temple U.; Gerald C Kane, Boston College; Ning Nan, U. of British Columbia; Yuying Ren, U. of Minnesota Participants: Ritu Agarwal, P. H. Smith School of Business; Manju K. Ahuja, U. of Louisville; Samer Faraj, McGill U.; Kalle Lyttinen, Case Western Reserve U.

374 : (OM) Doctoral/Junior Faculty Consortium Closing Drinks
4:15pm - 5:15pm WDW Yacht and Beach Club Resort: Cape Cod D
Tweet this session: #AOM2013 374
Closing drinks for the mentors, participants and guests of the doctoral and junior faculty consortium.

Emerald Publishing will be hosting a launch event and book signing with Marco Busi, the author of one of our new management titles: “Doing Research that Matters”. Copies of the book will be available at a discounted rate, and one lucky winner will receive a free signed copy!
Organizer: Juliet Harrison, Emerald Group Publishing

377 : (ICW) Human Relations Editorial Board Business Meeting
4:30pm - 6:30pm WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 377
Organizer: Claire Castle, Human Relations

378 → ☯: (IM) International Management Division Consortia Meet the Editors
4:30pm - 6:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 378
Organizers: Charles Dhanaraj, Indiana U., Bloomington; Ram Mudambi, Temple U.
Speakers: Mary Yoko Brannen, U. of Victoria/ INSEAD; Wayne F. Cascio, U. of Colorado, Denver; Charles Dhanaraj, Indiana U., Bloomington; Ram Mudambi, Temple U.; Stephen B Tallman, U. of Richmond; Laszlo Tihanyi, Texas A&M U.

379 : (MOC) Think About It...Over a Beer (or a Glass of Wine)
4:30pm - 5:30pm WDW Dolphin Resort: Salon E3
Tweet this session: #AOM2013 379
Division Chair: Rhonda K. Regev, U. of Tennessee
Division Chair-Elect: Kyle Lewis, U. of Texas, Austin
Program Chair: Elizabeth George, Hong Kong U. of Science and Technology
Professional Development Workshop Chair: Kevin W. Rockmann, George Mason U.
Past Chair: Mark J. Martinko, U. of Queensland

380 ☯: (PTC, MED, ODC) EDBAs and Engaged Scholarship: a Platform for Bridging the Gap?
4:30pm - 6:30pm WDW Coronado Springs Resort: El Paso 1&2
Tweet this session: #AOM2013 380
Chair: Emmanuel Monod, Shanghai JiaoTong U.
Facilitators: Tom Mierzwa, U. of Maryland U.College; Hugh O’Doherty, Harvard Kennedy School; Reid Oetjen, U. of Central Florida; Carol Stook Saunders, U. of Central Florida; Ningyu Tang, Shanghai JiaoTong U.
Discussants: Nadine Tournois, IAE U. de Nice
Presenters: Maris G. Martinsons, City U. of Hong Kong / Pacific Rim Institute for Studies of Management; Robert M. Davison, City U. of Hong Kong

Saturday 4:45PM

381 → ☯: (ENT) Understanding Urban Entrepreneurship: Defining Concepts and Empirics
4:45pm - 7:15pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 381
Organizers: Arturo E Osorio, Rutgers U.; Banu Özkazanç-Pan, U. of Massachusetts Boston

382 → ☯: (ENT, BPS) Multilevel Approaches to Firm Growth
4:45pm - 6:45pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 382

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

Section D
This PDW will provide guidance for researchers interested in contributing to the next generation of research on entrepreneurial growth.

Organizers: Ileana Stigliani, Imperial College London; Mike Wright, Imperial College London; Ted Baker, North Carolina State U.
Facilitator: Kisha Lashley, Pennsylvania State U.
Presenters: Andrew C. Corbett, Babson College; Alexander McKelvie, Syracuse U.; Karl Wennberg, Stockholm School of Economics; Per Davidsson, Queensland U. of Technology; Frederic Delmar, EM Lyon

Saturday 5:00PM

383 : (ENT) Entrepreneurship Division New Member Meeting Point 2013
5:00pm - 6:30pm Offsite, Epcot
Tweet this session: #AOM2013 383
This event will be held OFFSITE (Epcot) at the American Adventure Parlor. Please contact ENT PDW Chair, Carlo Salwo with questions at carlo.salwo@uniboconni.it.

384 : (ICW) Warwick Business School Reception
5:00pm - 7:00pm WDW Yacht and Beach Club Resort: Asbury D
Tweet this session: #AOM2013 384
Open Event
Organizer: Ann elisabeth Jackson, U. of Warwick

385 : (ICW) Oxford University Press Introduces Oxford Bibliographies and Oxford Handbooks Online
5:00pm - 7:00pm WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 385
Oxford University Press is proud to present Oxford Bibliographies in Management and Oxford Handbooks Online for Business and Management. Join us for a live demonstration and meet the Editors in Chief. Cocktails and light hors d’oeuvres will be served.
Organizer: Erin McAuliffe, Oxford U. Press

386 : (MED, OB, HR) A new challenge for teachers: looking for teaching tools to interact with today’s virtual students
5:00pm - 7:00pm WDW Coronado Springs Resort: Yucatan 1
Tweet this session: #AOM2013 386
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDReg. The deadline to register online is August 1, 2013.
Organizer: Ernestina Giudici, Cagliari U.
Presenters: Andreas Rasche, Copenhagen Business School; Davide Secchi, Bournemouth U.; Hetty Van Emmerik, Maastricht U.; Jacqueline Fendt, ESCP Europe; Luisa Varriale, U. OF NAPLES PARTHENOPE; Angela Dettori, U. of Cagliari; Claudia Melis, U. of Cagliari

387 : (NDSC, MED) MED/NDSC Joint Reception, co-sponsored by The Organizational Behavior Teaching Society (OBTS)
5:00pm - 7:00pm WDW Dolphin Resort: Salon E1 & E2
Tweet this session: #AOM2013 387

388 : (ODC, OB) Yes to the Mess! Surprising Leadership Lessons from Improvisation
5:00pm - 8:00pm WDW Coronado Springs Resort: Coronado Q,R,S
Tweet this session: #AOM2013 388
This session features demonstrations by jazz and theatre performers to explore new avenues for leadership development and organizational innovation.
Presenter: Frank J. Barrett, Naval Postgraduate School
Participants: Pamela Meyer, DePaul U.; Julie Huffaker, Fielding Graduate U.

389 : (ODC, SIM, ONE) Sustainability Leadership - Experiencing Ambiguities and Trade-offs by Systemic Constellations
5:00pm - 7:00pm WDW Coronado Springs Resort: Yucatan 2
Pre-registration is required for this workshop. For details on how to register please email Andre Martinuzzi (andre.martinuzzi@wu.ac.at). The deadline to register is July 31st 2013.
Organizer: Andre Martinuzzi, WU Vienna
Distinguished Speaker: Nigel Roome, U. Libre de Bruxelles
Moderator: Georg Mueller-Christ, Bremen U.
Speakers: Brent D. Beal, U. of Texas at Tyler; Ursula Kopp, WU Vienna; Cristina Neesham, Monash U.; Andre Martinuzzi, WU Vienna; Nicola M. Pless, ESADE; Georg Mueller-Christ, Bremen U.
Participants: Thomas Clarke, U. of Technology, Sydney; Tiberio Daddi, SanAnna School of Advanced Studies; Minna Halme, Aalto U. Business School; Stefan Hielisch, Martin-Luther U. Halle; Daina Mazutis, IMD; May Seitanidi, U. of Kent, Canterbury; Joana S. Story, NOVA School of Business and Economics; Stelios C. Zyglidopoulos, U. of Cambridge

390 : (OM) Journal of Supply Chain Management Best Paper Session: Crafting a High Quality Research Paper
5:00pm - 7:00pm WDW Yacht and Beach Club Resort: Asbury C
Tweet this session: #AOM2013 390
Coordinators: Craig R. Carter, Arizona State U.; Lisa Marie Ellram, Miami U.

391 : (PTC, CMS, OB, OMT, ODC, SAP) Translating Scholarship into Practice: How Can Scholarly Research Be Translated into Practice?
5:00pm - 8:00pm WDW Coronado Springs Resort: Coronado T
Tweet this session: #AOM2013 391
Organizer: Melanie Cohen, U.S. Department of Housing & Urban Development

Saturday 5:15PM

392 : (D&ITC) Diversity and Inclusion Connections Cafe.
5:15pm - 7:15pm WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 392
All AOM members are invited to connect with other members at this social following the D&ITC Townhall. We are also seeking new committee members.
Hosts: Yvonne Benschop, Radboud U. Nijmegen; Patrick F. McKay, Rutgers U.; Isabel Metz, U. of Melbourne; Stella M.
Session Details – Saturday, 4:00 - 6:00 PM

Nkomo, U. of Pretoria; Quinetta Roberson, Villanova U.; Christina L. Stamper, Western Michigan U.
Professional Development Workshop Chair: Eddy S. Ng, Dalhousie U.
Chair: Bernardo M. Ferdman, Alliant International U.

Saturday 5:30PM

393 : (AAA) New Member Orientation
5:30pm - 7:30pm WDW Dolphin Resort: Salon IV & V
Tweet this session: #AOM2013 393
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 Lake Buena Vista (Orlando), FL. 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.

394 : (RM) Research Methods Consortium Social
5:30pm - 7:30pm WDW Coronado Springs Resort: Fiesta 3&4
Tweet this session: #AOM2013 394
This event is by invitation only.

395 : (SIM) SIM/SBE Joint Keynote Speaker & Reception -- OFFSITE
5:30pm - 9:00pm Offsite: Grand Floridian Hotel
Tweet this session: #AOM2013 395
Held at Grand Floridian Resort & Spa, St. Augustine Hall. For additional information, contact David Wasieleski at david.wasieleski@gmail.com.
Organizer: David M. Wasieleski, Duquesne U.

Saturday 5:45PM

396 : (HCM) Managing Collaborative Research Relationships
5:45pm - 7:45pm WDW Coronado Springs Resort: Laredo 1&2
Tweet this session: #AOM2013 396
Organizer: Mark L. Diana, Tulane U.
Participants: Nir Menachemi, U. of Arizona at Birmingham; Abby Swanson Kazley, Medical U. of South Carolina; Eric W. Ford, U. of North Carolina, Greensboro

397 : (TTC) Issues in Testing: A Rotating Roundtable
5:45pm - 7:45pm WDW Coronado Springs Resort: Baja
Tweet this session: #AOM2013 397
Organizer: Lisa T. Stickney, U. of Baltimore
Participants: Anke Arnaud, Embry Riddle Aeronautical U.; Beverly J. DeMarr, Ferris State U.; C. Melissa Fender, Holy Family U.

Saturday 6:00PM

398 : (AAC) Southwest Academy of Management Executive Board
6:00pm - 7:30pm WDW Yacht and Beach Club Resort: Cape Cod D
Tweet this session: #AOM2013 398

399 : (AAM) Asia Pacific Journal of Management Editorial Board Meeting
6:00pm - 7:00pm WDW Swan Resort: Swan 9

Tweet this session: #AOM2013 399

400 : (BPS) 2013 BPS Division Mid-Career Workshop: Managing Your Evolving Career
6:00pm - 8:00pm WDW Swan Resort: Dove
Tweet this session: #AOM2013 400
Organizers: Amy Hillman, Arizona State U.; Annette L. Ranft, U. of Tennessee
Presenters: Pratima Bansal, U. of Western Ontario; Jean-Philippe Bonardi, HEC U. of Lausanne; Jeffrey J. Reuer, Purdue U.; Rita Gunther McGrath, Columbia U.; R. Duane Ireland, Texas A&M U.

401 : (ICW) The CBS executive MMD program is hosting a debriefing session each evening during AOM 2013 (2)
6:00pm - 7:30pm WDW Dolphin Resort: Oceanic 4
Tweet this session: #AOM2013 401
We look forward to welcoming MMD students, MMD Community, any other reflective practitioners interested in investigating new grounds and frontiers of your organizational context and leadership practice. Language: Probably mostly Danish. Hosts: MMD with Professor Kristian Kreiner, CBS and Dean of Education, Professor Jan Molin, CBS.
Organizer: Lise Balslev, CBS/ MMD

403 : (IM) International Management Division PDW Reception
6:00pm - 8:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 403
Welcome to IM! This reception is open to all International Management Division members. New members and doctoral students are especially welcome.
Professional Development Workshop Chair: Alvaro Cuervo-Cazurra, Northeastern U.

404 : (MED) Integrating Liberal Learning and Business Education: The Carnegie Conversation Continues
6:00pm - 8:00pm WDW Coronado Springs Resort: Fiesta 5
Tweet this session: #AOM2013 404
Organizers: Matt Statler, New York U.; Pierre Guillet de Monthoux, Copenhagen Business School
Speakers: Robert D. Austin, U. of New Brunswick; Paul Shrivastava, Concordia U.
Participants: Christopher Adkins, College of William and Mary; Nancy J Adler, McGill U.; Elena P. Antonacopoulou, U. of Liverpool; Yoann Bazin, ESG Management School; Roger L. Dunbar, New York U.; Marius Gudmand-Hoyer, Copenhagen Business School; Tor Hernes, Copenhagen Business School; Anna Inesta, ESADE; Cynthia L. Krom, Franklin & Marshall College; Romain Lafer, HEC Paris; Matthew Liao-Troth, Georgia College & State U.; Amanda Merryman, Harvard U.; Jeffery Nesteruk, Franklin & Marshall College; Sverre Raffnsoe, Copenhagen Business School; William Sullivan, Wabash College; Batia Mishan Wiesenfeld, New York U.

405 : (OB) OB Awards Ceremony & Reception
6:00pm - 8:00pm WDW Dolphin Resort: Salon B&C
Tweet this session: #AOM2013 405

406 : (OCIS) OCIS Doctoral Consortium Reception and Member Networking
6:00pm - 7:30pm WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 406
Presenter: Paul M. Leonard, Northwestern U.
Saturday 6:15PM

407: (IAM) Business meeting of the Iberoamerican Academy of Management
6:15pm - 7:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 407
Open to all members
Division Chair: Julio O. De Castro, IE Business School
Program Chair: Jose Cespedes-Lorente, U. of Almeria

Saturday 6:30PM

408: (BPS) BPS Conversations
6:30pm - 7:30pm WDW Swan Resort: Swan 6
Tweet this session: #AOM2013 408
Come and get involved with BPS! This social/reception event is designed for you to learn more about the Division’s activities. There will be two main sessions within the event:
1) "Conversations" (preregistration required, please contact the organizer) is for new members only (from 6.30pm till 7.30pm).
2) "Meet the BPS Officers" is open to all members (from 7.30pm till 9.00pm). There will be a brief formal introduction of the BPS officers and their responsibilities. Both sessions offer ample opportunity for you to mingle with BPS committee members (including, but not limited to executive, research, teaching, international representatives committees) in small group/round table discussions.
Organizer: Andrea Fosfuri, Bocconi U.

409: (CMS) CMS Welcome Social
6:30pm - 7:00pm WDW Coronado Springs Resort: Cancun
The CMS Division welcomes new and old members to this year’s meeting. This event is sponsored by Keele Management School, Keele University, UK.
Organizers: Emma Bell, Keele U.; Scott Taylor, U. of Birmingham

410: (ENT) Entrepreneurship Social
6:30pm - 7:30pm Offsite: Epcot.
Tweet this session: #AOM2013 410
This event will be held OFFSITE (Epcot) in the American Adventure Rotunda. Please contact the ENT PDW Chair, Carlo Salvato with questions at carlo.salvato@unibocconi.it.

411: (ONE) ONE Welcome Reception for New Members/PDW Participants
6:30pm - 7:30pm WDW Coronado Springs Resort: Acapulco
Tweet this session: #AOM2013 411
All the ONE members are invited to come and welcome each other and new people to the division and the conference.

402: (ICW) SHRM Networking Reception
6:30pm - 8:00pm WDW Dolphin Resort: Asia 5
Tweet this session: #AOM2013 402
Please join us for a fun evening. Reconnect with friends and colleagues or come meet new people. A light buffet will be served; first drink compliments of SHRM.
Organizer: Nancy A. Woolever, Society for Human Resource Management

Saturday 7:00PM

412: (CAP) Careers Division PDW Social
7:00pm - 9:00pm Offsite: Il Mulino
Tweet this session: #AOM2013 412
Il Mulino restaurant at WDW Swan Resort. Contact Monique Valcour with questions: Monique.valcour@edhec.edu
Program Chairs: Yvonne Benschop, Radboud U. Nijmegen; Patrick F. McKay, Rutgers U.; Isabel Metz, U. of Melbourne; Stella M. Nkomo, U. of Pretoria; Christina L. Stamper, Western Michigan U.
Professional Development Workshop Chair: Eddy S. Ng, Dalhousie U.
Past Chairs: Quinetta Roberson, Villanova U.; Lynn Shore, San Diego State U.
Chair: Bernardo M. Ferdman, Alliant International U.

413: (D&ITC) Diversity & Inclusion Theme Committee Meeting and Dinner
7:00pm - 9:00pm Offsite: TBA
Tweet this session: #AOM2013 413
Offsite, Please contact Ed Ng for information at edng@dal.ca
Program Chairs: Yvonne Benschop, Radboud U. Nijmegen; Patrick F. McKay, Rutgers U.; Isabel Metz, U. of Melbourne; Stella M. Nkomo, U. of Pretoria; Christina L. Stamper, Western Michigan U.
Professional Development Workshop Chair: Eddy S. Ng, Dalhousie U.
Past Chairs: Quinetta Roberson, Villanova U.; Lynn Shore, San Diego State U.
Chair: Bernardo M. Ferdman, Alliant International U.

414: (ICW) Chinese Management Scholars’ Community - Reunion
7:00pm - 10:30pm WDW Swan Resort: Swan 5
Tweet this session: #AOM2013 414
Organizer: Jing Cao, U. of Connecticut

Saturday 8:00PM

415: (HCM) HCM Division PDW Social
8:00pm - 10:00pm Offsite: Miniature Golf at Fantasia Gardens
Tweet this session: #AOM2013 415
Meet in the lobby of Coronado Springs Resort to travel to the Fantasia Miniature Golf Course. Contact Tim Huerta with any questions, 213-793-1900.
Organizer: Timothy R. Huerta, Ohio State U. Medical Center
Session Details – Sunday, 8:00 -10:00 AM

Sunday 7:00AM

417: (ICW) IMD International Day 3
7:00am - 8:00pm WDW Boardwalk Inn; St. James A
Tweet this session: #AOM2013 417
Organizer: Marianne Rothenbuehler, IMD International

418: (MSR) MSR Morning Meditation
7:00am - 8:00am WDW Dolphin Resort: Europe B
Tweet this session: #AOM2013 418
Facilitator: Gerald Biberman, U. of Scranton

419: (OM) OM Division early morning jog
7:00am - 5:00am Offsite, Disney’s Yacht Club Resort
Tweet this session: #AOM2013 419
Join the OM Division for an early morning jog on Sunday to start your day! All paces welcome! Meet at valet parking desk on Yacht lobby side. Email Dayna.Simpson@monash.edu to RSVP, for the start location or if you have any questions.
Organizer: Dayna Simpson, Monash U.

Sunday 7:30AM

420: (ICW) Annual Positive Organizational Scholarship (POS Gathering)
7:30am - 8:00am WDW Swan Resort; Swan 5
Tweet this session: #AOM2013 420
Organizer: Jane E. Dutton, U. of Michigan

421: (AAA) Conference Registration
8:00am - 5:00pm WDW Dolphin Resort: Atlantic B&C.
Tweet this session: #AOM2013 421
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

422: (AAA) Conference Exhibits
8:00am - 5:00pm WDW Dolphin Resort: Atlantic B&C.
Tweet this session: #AOM2013 422
Visit this year’s Exhibit Hall to see the latest products and services from exhibitors. The Exhibit Hall offers networking opportunities, raffle prizes, coffee breaks, Internet stations, and conference materials.

1641: (AAA) Teaching and Learning Conference
8:00am - 7:00pm WDW Boardwalk Inn; Walt Disney World’s Boardwalk Inn
Tweet this session: #AOM2013 1641
What is TLC@AOM?
TLC@AOM is an Academy-wide teaching conference in response to the growing teaching related-needs of AOM members around the globe. The goal of TLC is to engage members across all division on the practice of teaching. The conference seeks to support all AOM members teaching roles, increase the visibility of teaching both within and outside of the Academy, and position the Academy as a global leader in management education teaching in addition to its current leadership role in management education research.
Who Should Attend?
Academy members and Annual Meeting attendees who seek to improve their teaching, develop effective teaching skills and course improvement, to address new teaching demands and provide evidence of their positive impact on learning. This conference is open to all members from all divisions and interest groups who seek engagement on the continuous process of teaching and learning improvement.

423: (AAA) AMR Editors Only
8:00am - 9:00am WDW Dolphin Resort: Europe 3
By Invitation Only
Organizer: Roy R Suddaby, U. of Alberta

424: (AAA) AMD Editors Only
8:00am - 10:00am WDW Dolphin Resort: Europe 4
By Invitation Only
Organizer: Andrew H. Van de Ven, U. of Minnesota

425: (AAA) All-Academy Welcome Breakfast
8:00am - 9:00am WDW Dolphin Resort: Pacific B&C
Tweet this session: #AOM2013 425
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.

426: (AAA) Hospitality Suite for First Time Attendees
8:00am - 5:00pm WDW Dolphin Resort: Salon E4
Tweet this session: #AOM2013 426
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!

427: (AAA) Placement Services
8:00am - 5:00pm WDW Coronado Springs Resort: South Registration
Tweet this session: #AOM2013 427
Placement Services - Registration and Information

428: (ICW) Career Development International Editorial Advisory Board meeting
8:00am - 9:30am WDW Dolphin Resort: Oceanic 4
Tweet this session: #AOM2013 428
Invitation only.
Organizer: Zoe Sanders, Emerald Group Publishing

Sunday 8:00AM

429: (CMS) CMS Executive Meeting
8:30am - 10:00am WDW Coronado Springs Resort: Fiesta 3&4
Tweet this session: #AOM2013 429
Organizer: Raza A. Mir, William Paterson U.
Presenter: Alex Faria, Fundacao Getulio Vargas

Sunday 8:30AM

1642: (ICW) JME Editorial Board
9:00am - 10:00am WDW Coronado Springs Resort: El Paso 1
Tweet this session: #AOM2013 1642
This is a meeting of the Editorial Board of the Journal of Management Education. Attendees include Editorial Board members, Associate Editors, and the Publishers. In addition, we welcome the attendance of anyone wishing to find out more about
the journal. However, only Editorial Board members have a vote if any motions are put to the meeting.
Organizer: Jon Bilalberry, Deakin U.

430 : (AAA) AMJ Incoming Editors
9:00am - 10:45am WDW Dolphin Resort: Europe 3
Tweet this session: #AOM2013 430
By Invitation Only
Organizer: Gerard George, Imperial College London

431 : (AAA) AMR Editorial Review Board
9:00am - 10:30am WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 431
By Invitation Only
Organizer: Roy R Suddaby, U. of Alberta

432 : (AAA) Academy of Management Presidential Address and Awards Ceremony
9:00am - 11:00am WDW Dolphin Resort: Pacific B&C
Tweet this session: #AOM2013 432
Please join us for this plenary session and see who among your esteemed colleagues will win the various Career Achievement Awards. Make sure to stay for President Ming-Jer Chen’s speech.

433 : (AAC) Eastern Academy of Management Executive Committee Meeting
9:00am - 11:00am WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 433

434 : (CAR) Careers Executive Meeting
9:00am - 10:30am WDW Dolphin Resort: Oceanic 2
Tweet this session: #AOM2013 434

435 : (ICW) JOM Review Issue: Proposal Review Panel-Micro (closed meeting)
9:00am - 11:00am WDW Swan Resort: Macaw 1
Tweet this session: #AOM2013 435
Organizer: Deborah Elizabeth Rupp, Purdue U.

436 : (ICW) Mays Business School at Texas A&M University
9:00am - 5:00pm WDW Swan Resort: Macaw 2
Tweet this session: #AOM2013 436
Organizer: Valerie Gootee, Mays Business School, Texas A&M U.

437 : (ICW) Journal of Applied Behavioral Science Editorial Review Board Meeting
9:00am - 10:30am WDW Dolphin Resort: Salon E1
Tweet this session: #AOM2013 437
Organizer: Cynthia Nalevanko, Sage Publications

Sunday 9:30AM

438 : (ICW) Organization Studies Editorial Board Meeting & Breakfast
9:30am - 11:00am WDW Yacht and Beach Club Resort: Cape Cod D
Tweet this session: #AOM2013 438
Editorial Board meeting of Organization Studies, for co-editors, Senior Editors, Editorial Board members, EGOS Board members, Advisory Board and Book Review Editors, sponsored by SAGE.
Organizer: Sophia Tzagaraki, Organization Studies

Sunday 10:00AM

439 : (AAA) Ethics Education Committee Meeting
10:00am - 11:30am WDW Swan Resort: Teal

440 : (AAC) Midwest Academy of Management Officers Meeting
10:00am - 12:00pm WDW Dolphin Resort: Europe 7
Tweet this session: #AOM2013 440

441 : (ICW) What makes a paper interesting? A talk given by CJAS Editor in Chief, Professor Vishwanath Baba
10:00am - 11:00am WDW Swan Resort: Dove
Tweet this session: #AOM2013 441
Organizer: Melissa Corey, Canadian Journal of Administrative Sciences

442 : (ICW) Personnel Psychology Editorial Board Reception (By Invitation Only)
10:00am - 12:00pm WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 442
Organizer: Frederick P. Morgeson, Michigan State U.

443 : (MEN) Annual Mentorship Committee Meeting
10:00am - 11:30am WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 443
This meeting is intended to engage AOM members with the vision, objectives, and goals of the MEN committee. The opportunity for AOM impact and gro
Organizer: Atira Cherise Charles, Florida A&M U.

444 : (OM) OM Executive Committee and Officers Meeting
10:00am - 11:30am WDW Yacht and Beach Club Resort: Hampton
Tweet this session: #AOM2013 444

Sunday 10:15AM

445 : (AAA) Conference Break
10:15am - 10:45am WDW Dolphin Resort: Atlantic B&C
Tweet this session: #AOM2013 445

Sunday 10:30AM

446 : (AAA) AMLE Editors Meeting
10:30am - 11:30am WDW Dolphin Resort: Europe 4
Tweet this session: #AOM2013 446
By Invitation Only

447 : (AAA) AMD Advisory Committee And Editorial Review Board
10:30am - 12:00pm WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 447
By Invitation Only
Organizer: Andrew H. Van de Ven, U. of Minnesota
Presenters: Soon Ang, Nanyang Technological U.; Africa Arino, IESE Business School; Peter A. Bamberger, Tel Aviv U.; Chet Miller, U. of Houston; Frances J. Milliken, New York U.

448 : (ICW) European Journal of International Management: annual meeting of editors and friends
10:30am - 12:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 448
Organizer: Vlad Vaiman, Reykjavik U.

449 : (INDEAM) Indian Academy of Management Business Meeting
10:30am - 12:00pm WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 449
Sunday 11:00AM

450 : (AAA) 2014 Program Chairs’ Meeting
11:00am - 12:30pm WDW Dolphin Resort: Europe 11
Tweet this session: #AOM2013 450
Organizers: Debra L. Shapiro, U. of Maryland; Jel Erica Hampson, Academy of Management; Michelle Donohue, Academy of Management; Megan Lis, Academy of Management; Gabriel Bramson, Academy of Management
Program Chair: Debra L. Shapiro, U. of Maryland

451 : (AAA) 2013-2014 Division Chairs Meeting
11:00am - 12:30pm WDW Dolphin Resort: Europe 3
Tweet this session: #AOM2013 451

452 : (AAC) Eastern Academy of Management International Advisory Board and Executive Committee Meeting
11:00am - 3:00pm WDW Dolphin Resort: Oceanic 8
Tweet this session: #AOM2013 452

485 : (ICW) Entrepreneurship Theory and Practice Editorial Board Luncheon
11:00am - 1:30pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 485
By invitation only.
Organizer: Ray Bagby, Baylor U.

453 : (ICW) Journal of Management Associate Editor Meeting & Luncheon
11:00am - 1:00pm WDW Swan Resort: Macaw 1
Tweet this session: #AOM2013 453
Organizer: Deborah Elizabeth Rupp, Purdue U.

454 (AAT) Collaborating with Financial Pathfinders Challenging Finance’s Shareholder Wealth Maximization Model
11:00am - 1:00pm WDW Dolphin Resort: Europe 1
Tweet this session: #AOM2013 454
Presenters: James A.F. Stoner, Fordham U.; Frank Werner, Fordham U.; John Fullerton, Capital Institute; Lynn Stout. Cornell U.

Sunday 11:15AM

455 (AAT) Strategy in the evolution of capitalism
11:15am - 1:15pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 455
Chair: Maurizio Zollo, Bocconi U.

456 (AAT) Future of Health Care: Empowering Workers and Front Line Teams
11:15am - 12:45pm WDW Swan Resort: Swan 9
Tweet this session: #AOM2013 456
Chair: Thomas A Kochan, Massachusetts Institute of Technology
Participants: Jody Hoffer Gittell, Brandeis U.; Ingrid M. Nemkh, Yale U.; Richard Locke, Massachussetts Institute of Technology; John August, Exect. Director, Coalition of Kaiser Permanente Unions

11:15am - 12:45pm WDW Dolphin Resort: Asia 1
Tweet this session: #AOM2013 457
Organizer: Shawn M. Carraher, Oxford Journal Distinguished Research Professor
Host: Joshua Milage, Volly.
Distinguished Speakers: John J. Fernandes, Advanced Management Research Consultants Global LLC Philadelphia Penn.; Eric Cornuel, EFMD Brussels (Belgium)
Chairs: Shawn M. Carraher, Oxford Journal Distinguished Research Professor; Dianne HB Welsh, U. of North Carolina, Greensboro; Patrick J. Murphy, DePaul U.

458 (AAT) Culture and Capitalism: Reconsidering Capitalism from a Cultural Perspective
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 458
Chair: Patricia Klarner, U. of Munich
Codes and Institutional Work: Developing the UK Corporate Governance Codes, 1992-2010 | Donald Nordberg, Bournemouth U.
Boundary conditions for the relationship between asset specificity and governance form | Nilesih Khare, Abu Dhabi U.; Michael J Leiblein, The Ohio State U.
Why Firms Differ in R&D Expenditure: Revisit the Board Structure Explanation | Pengfei Wang, Erasmus U. Rotterdam
Beyond Window-Dressing: Antecedents And Consequences Of “Independent” Directors Selection | Daniel Z. Mack, INSEAD

459 : (DISC Paper Session) - (BPS) Firm Governance
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 459
Chair: Patricia Klarner, U. of Munich

460 : (DISC Paper Session) - (BPS) Key Resources and Processes for Innovation and Performance
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Tweet this session: #AOM2013 460
Chair: Gordon Walker, Southern Methodist U.
The Influence of Environmental Reputation Asymmetry Size on Alliance Performance | Anne Norheim-Hansen, SKEMA Business School
Organizational Knowledge Breadth, Concentration, Heterogeneity and Entry into New Business Domains | Alex Makarevich, ESADE Business School
-session Details – Sunday, 10:00 AM - 12:00 PM

**461**: (DISC Paper Session) - (CAR) Career Path Choices of Entrepreneurs and Students
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Chair: Sherry E. Sullivan, Bowling Green State U.
The Evolution of HRM Graduate Job Search Expectations: An Interpretive Interactionist Perspective | Laxmi Kant, York U.; Julia Richardson, York U.
Impact Of Entrepreneurship Training and Social Influence on Early Entrepreneurial Career Aspiration | Marilyn A. Uy, Nanyang Technological U.; Francis L. K. Wong, Nanyang Technological U.; Kim Yin Chan, Nanyang Technological U.; Ringo Moon-ho Ho, Nanyang Technological U.
Parental Entrepreneurial Exposure and Offspring’s Entrepreneurial Intention | Giuseppe Crocco, Jonkoping International Business School, Tommaso Minola, U. of Bergamo

**462**: (DISC Paper Session) - (CMS) Theory, Philosophy, Sexuality: Critiquing Capitalism
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Asbury A
Chair: Helen Haugh | (DISC Paper Session) - (CMS)
Queering Citizenship in Alabama: Discourse, Power and Implications for U.S. Immigration Politics | Elizabeth Jamison, Virginia Tech
Public Organizations Widows of Space: Contributions to a Possible Development from the Territory | Vanessa Brulon, Getulio Vargas Foundation-EBAPE; Alketa Peci, Fundacao Getulio Vargas
Not Always More Is Preferable Than Less: Some Philosophical Critiques to Capitalism | Jorge Daniel Duarte-Rolon, IAE - U. Austral
Theorizing the Emergence of New Organizational Forms for Community Based Enterprise | AnaMaria Peredo, U. of Victoria; Helen Haugh, U. of Cambridge
The Relationship Between Culture and Development in Fragile Spaces - An Organizational Study | Vanessa Brulon, Getulio Vargas Foundation-EBAPE; Daniel da S. Lacerda, Lancaster U. Management School, UK / CAPES, Brazil

**463**: (DISC Paper Session) - (ENT) Building Theoretical Frameworks of “Opportunity” in Entrepreneurship
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Asbury B
Chair: Michael McLeod, Texas Tech U.
Discussant: Michael McLeod, Texas Tech U.
SMEs and International Networks: Exploring Both Capabilities and Institutional Dynamics | Marine Falize, Louvain School of Management; Regis Coeurederoy, ESCP Europe

**464**: (DISC Paper Session) - (GDO) Advancing Diversity Theory and Practice
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Asbury C
Chair: Diane E. Johnson, U. of Alabama, Tuscaloosa
Women on Board and Role Modeling: A Sustainable Model of Gender Diversity on Corporate Boards | Junko Takagi, ESSEC; Shora Moteabbed, ESSEC Business School - Paris
The Effect of Race and Migration on the Managerial Advancement of Women | Nasreen Sultana, U. of Queensland; Günter F Härtel, Global Clinical R & D, CSL Limited
Sexual Orientation and Gender-Type Work: Combining Implicit Inversion and Role Congruity Theories | Heather M. Clarke, Memorial U. of Newfoundland; Kara Anne Arnold, Memorial U. of Newfoundland
Organizational Diversity Learning Framework: Going Beyond Diversity Training | Yuka Fujimoto, Deakin U.

**465**: (DISC Paper Session) - (HR) Performance Management
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Asbury D
Chair: Doan Tran, University of New South Wales, Australia
Sunday Work, Scheduling Preferences, and Scheduling Attitudes | Ariel Maya Lechchook, Gettysburg College; James E. Martin, Wayne State U.; Agnieszka Shepard, Wayne State U.
The Role of Procedural Justice Climate in Reactions to Performance Appraisals | Shaun Pichler, California State U.; Fullerton; Arup Varma, Loyola U. Chicago; Jesse S. Michel, Florida International U.; Pawan S. Budhwar, Aston U.; Paul E. Levy, U. of Akron
Networks and Bias in the Performance Appraisal of Human Resources: A Multilevel Theory | Lorenzo Bizz, California State U., Fullerton

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Sunday, 10:00 AM - 12:00 PM

467 | (DISC Paper Session) - (IM) International Management Discussion Paper Session:
Internationalization Process
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Cape Cod B
Chair: Joan Mileski, Texas A&M U.
International Involvement of Small Medium Enterprises: Antecedents, Outcomes and Moderators | Charles Martineau, U. of British Columbia; David Pastoriza, HEC Montreal

468 | (DISC Paper Session) - (MED) Development Through Collaboration: MED Discussion Session
11:15am - 12:45pm WDW Yacht and Beach Club Resort: Cape Cod C
Each paper selected has been paired with a paper that is theoretically linked. Paired participants will team up to discuss the overlapping issues.
Wisdom Development: A Fear of Foolishness Framework for Leaders | Stephanie Thomas Solansky, U. of Houston, Victoria
Looking Beyond Knowledge: Can Wisdom be Nurtured in Management Programs? | Ali Intezari, Massey U.; David Pauleen, Massey U.
Assessing the Executive Coaching Research and its Impact on Practice and Executive Education | Andromachi Athanasopoulou, U. of Oxford; Sue Dowson, U. of Oxford
Coaching for the Self, and Performance: An Application of Self-Determination Theory | Allison S. Gabriel, Virginia Commonwealth U.; Christina M. Moran, PRADCO; Jane Brodie Gregory, PDRI
Exploring the Potential of Serious Games | Andreas Alexiou, Erasmus U. Rotterdam; Ilan Oshri, Loughborough U.
An Ethical Audit of Strategy Exercise | Connie R James, Pepperdine U.; V Seshan, Pepperdine U.; Hannah Oaks, Pepperdine U.
Pathways to Achieving Impact: Assessing Company-Specific Executive Education Activities | Bettina Buechel, IMD; Katy Marmenout, EM Lyon
State of HRM Education: A Canadian Context | Nadia C. DeGama, York U.

469 | SHCS: (MOC, BPS, OMT, AAT) PROSPECTING FOR THE FUTURE: How Do We Make Organization Theories Forward-Looking?
11:15am - 12:45pm WDW Swan Resort: Swan 10
Dealing with Cognitive Distance: Extending The Bounds of Strategic Agency | Giovanni Gavetti, Harvard U.
Foresight: Engaging with the Unknowable | Haridimos Tsoukas, ALBA & Warwick Business School
Prospective Sensemaking: Bringing the Future into Sensemaking | Shubha Patvardhan, Pennsylvania State U.; Dennis A. Gioia, Pennsylvania State U.

470 | (DISC Paper Session) - (OB) Attachment and Engagement
11:15am - 12:45pm WDW Dolphin Resort: Pelican 2
Facilitator: Brian J. Collins, U. of Southern Mississippi
Commitment Propensity: A Review and Proposal for Reconciliation | Sascha Alexander Ruhle, U. Wuppertal
Effect of Violence in Organizations on Organizational Effectiveness: The Role of Engagement | Anya Johnson, U. of New South Wales; Helena Hong, U. of New South Wales; Markus Groth, U. of New South Wales; Adam Bove, U. of New South Wales; Jackie Crisp, U. of Technology, Sydney; Les White, NSW Department of Health
Staying Engaged when Recovery is Low: The Role of Selective Optimization with Compensation at Work | Laura Venz, U. of Mannheim

471 | (DISC Paper Session) - (OB) Personality, Environment and Role Development
11:15am - 12:45pm WDW Dolphin Resort: Salon A3
Facilitator: Brad Harris, U. of Illinois, Urbana-Champaign
Rethinking the Benefits and Pitfalls of LMX: A Dissonance-Based Environmental Moderator Perspective | Jeremy Bernerth, LSU; Harvell Jackson Walker, Auburn U.
Subordinates' Performance and Personality as Predictors of Leader Rated Leader- Member Exchange | Jeremy A. Henson, Madonna U.; Terry A. Beehr, Central Michigan U.
The Curious Case of the Curvilinear Relationship Between Role Clarity and Supervisor Satisfaction | Xingshan Zheng, Shanghai JiaoTong U.; Tomas Thunidy, Texas A&M U., College Station; Ryan Lee Klinger, Old Dominion U.; Andrew T. Hinrichs, U. of Western Australia

472 | (DISC Paper Session) - (OB) Addressing Work-Life Balance Issues
11:15am - 12:45pm WDW Dolphin Resort: Salon A4
Facilitator: Lois E. Tetrick, George Mason U.
The Interplay between Personal, Role and Collective Identities in the Work-Family Interface | Yu-Shan Hsu, U. of Wisconsin, Milwaukee; Dora Luk, U. of Hong Kong; Mihaela
Some Do, Some Don’t: Understanding why Managers Engage in Work-Life Supportive Behaviors | Sue A. Epstein, SUNY, Empire State College; Janet H. Marler, SUNY, Albany; Thomas D Taber, SUNY, Albany

→ Helping Behavior in Workplace and Work to Family Enrichment: A Multi-Foci and Dual-cultural Study | Chang Lu, CHANG, TIBUR.

Extending the Activation Hypothesis: Demands, Control, Work and Non-work Support on Performance | Marcus James Fila, Ohio U.; Lisa Sue Paik, Ohio U.

473 (DISC Paper Session) - (ODC) Satisfaction and Performance in Organizational Development and Change
11:15am - 12:45pm WDW Swan Resort: Toucan 1
Tweet this session: #AOM2013 473
Chair: Erica Heather Coslor, U. of Melbourne

Job Satisfaction and Supportive Leadership during Organizational Merger | Steffen Robert Giessner, Erasmus U. Rotterdam; Jeremy Dawson, U. of Sheffield; Michael West, Lancaster U

Leader Influence, Cognitive Appraisals, and Emotions During Organizational Change | Jane Shumski Thomas, U. of North Carolina, Charlotte; Janaki Gooty, U. of North Carolina, Charlotte; Steven Rogelberg, U. of North Carolina, Charlotte

→ When Counter-Performativity Meets Performativity: Making Organizational Change Happen | Kai P. Kaufmann, U. of Liverpool

474 (DISC Paper Session) - (OM) Operations Management
11:15am - 12:45pm WDW Swan Resort: Toucan 2
Tweet this session: #AOM2013 474
Chair: William H. A. Johnson, Pennsylvania State U., Erie


The Relationship Between ISO 9001 and Financial Performance: a Meta-analysis | Basak Manders, Erasmus U. Rotterdam; Henk de Vries, Erasmus U. Rotterdam; Knut Blind, Erasmus U. Rotterdam

Measuring over-confidence in supply management: an application to purchasing decisions | Alessandro Ancarani, U. of Catania; Carmela Di Mauro, U. of Catania; Diego D’Urso, U. of Catania

Between internal and external (mis)fit – A configurational perspective on the Toyota crisis | Arnaldo Camuffo, Bocconi U.; Miriam Wilhelm, Groningen U. (RuG)

475 (DISC Paper Session) - (OMT) Inter-Organizational Ties: Partner Choice
11:15am - 12:45pm WDW Swan Resort: Ibis
Tweet this session: #AOM2013 475
Chair: Daniel Halgin, U. of Kentucky

Picking a (poor) partner: A relational perspective on acquisitions | Michelle Rogan, INSEAD; Olav Sorenson, Yale School of Management

→ Innovation vs Implementation Alliances: Embeddedness and Partner Choice during Economic Uncertainty | Matthew Sargent, U. of California, Berkeley; James R Lincoln, U. of California, Berkeley

When to Meet New Friends? | Lei Zhang, U. of South Florida


476 (DISC Paper Session) - (OMT) Norms & Morals
11:15am - 12:45pm WDW Swan Resort: Sandpiper
Tweet this session: #AOM2013 476
Chair: Vikas Anand, U. of Arkansas


The Moral Component of Institutional Work: The Impact of Actors’ Efforts on Institutional Integrity | Geoff Moore, Durham U.; Gina Grandy, Mount Allison U.

Social Consensus in Multiple-Audience Context: People’s Complaints to Illegitimate Advertising | Gino Cattani, New York U.; Marco Clemente, HEC Paris; Rodolphe Durand, HEC Paris

Taboo Topics: Structural Barriers to the Study of Organizational Stigma | Bryant A. Hudson, Florida Atlantic U.; Gerardo Okhuysen, U. of Utah

477 (DISC Paper Session) - (PNP) Stakeholders Involvement in School Management
11:15am - 12:45pm WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 477
Facilitator: Rebecca Tekula, Pace U.

Social Learning, Parental Influence, and Public Service Orientations in Undergraduate Students | Justin M Stritch, U. of Georgia; Robert K Christensen, U. of Georgia

Gulick Revisited, Again: Investigating Drivers of Span of Control in North Carolina Public Schools | Candice Pippin Bodkin, North Carolina State U.; Casey Fleming, North Carolina State U.

School Choice and the Market: Lessons from the National Football League | Brent D Beal, U. of Texas at Tyler; Heather K. Olson Beal, Stephen F. Austin U.

478 (PTC, ODC, MSR, MC, ENT, IM, MED, OB, AAT) Capitalism, Consciousness, and Wisdom
11:15am - 11:55pm WDW Swan Resort: Swan 6
Tweet this session: #AOM2013 478
Internationally known scholars, consultants, and executives link beyond capitalism.

Distinguished Speakers: Subhanu Saxena, CIPLA; Otto Scharmer, MIT Sloan; Susan Skjel, Naropa U.
Coordinator: Kathryn Goldman Schuyler, Alliant International U.

479 (DISC Paper Session) - (RM) Mixed Topics on Methods
11:15am - 12:45pm WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 479
Chair: Ben Hardy, Open U.

→ Recommendations for Estimating Cross-level interaction effects Using Multilevel Modeling | Herman Aguinis, Indiana University
Session Details – Sunday, 10:00 AM - 12:00 PM

Section D

Papers for publication, using four draft papers as examples

Chair: U. of Applied Sciences Bern

Discussant: Northern Illinois U.; St. Joseph's U.

Random and Systematic Error Effects of Insomnia on Survey Behavior | Larissa K. Barber, U. of Washington; Kevin Carlson, Virginia Tech

480 ☯: (DISC Paper Session) - (SIM) Roundtable on Refining Theory in Quantitative Papers

11:15am - 12:45pm WDW Swan Resort: Heron

Tweet this session: #AOM2013 480

Discussing how to hone the theoretical contributions of quantitative papers for publication, using four draft papers as examples

Discussion: Duane Windsor, Rice U.

Benevolent and Opportunistic CSR Attributions: Impact on In-Role and Extra-Role Performance | Joana S. Story, NOVA School of Business and Economics

Clawback Provisions among Canadian Issuers after Sarbanes-Oxley Type Reforms | Mark David Easton, The U. of Toronto

Ethical Climates: The Joint Effect of Caring and Rules on Work Experiences of Senior Managers | Thomas J. Naughton, Wayne State U.

Institutional Ethical Framework, Ethical Leadership and their Communication to Stakeholders | Jeffrey Overall, Bradford U. School of Management; James Wallace, U. of Bradford; Neliarum Cornelius, Bradford Management Center

481 ☯: (DISC Paper Session) - (TIM) Firm Performance

11:15am - 12:45pm WDW Swan Resort: Egret

Chair: Martin Ganco, U. of Minnesota

Capability-Performance Relationship and Technology Evolution: Evidence from CT Scanner Industry | Ankush Chopra, Babson College; Jaegul Lee, Wayne State U.; Abhijit Guha, Wayne State U.

How Original Ideas Earn Pre-Commercial Recognition: The Role of Contextual Positioning | Denis Tardif, U. of California, Irvine

Effects of Absorptive Capacity and Turbulent Environments on the Market Orientation-Performance Link | Alex da Mota Pedrosa, U. of Southern Denmark; Claudia Jasmand, Imperial College London; Wolfgang Gerstberger, U. of Southern Denmark

Plural Governance of Vertical Alliances: Considering Antecedences and Consequences | Thomas Clauß, U. of Hamburg

Sunday 11:30AM

482 ☯: (AAT) Building Sustainable Higher Ambition Companies

11:30am - 1:00pm WDW Swan Resort: Swan 8

Chair: Michael Beer, Harvard U.

Participants: Charles Hecksher, Rutgers U.; Richard Gochnauer, United Stationers; Raj Sisodia, Babson College; Fred Keller, Cascade Engineering; Edward E. Lawler III, U. of Southern California

483 ☯: (AAT) Re-designing Capitalism - New Narratives for Firm's Value Creation

11:30am - 1:00pm WDW Dolphin Resort: Asia 2

Chair: Edwin A. Locke, U. of Maryland, College Park

Introduction | Edwin A. Locke, U. of Maryland, College Park

Marx on the Morality of Capitalism | Richard Mares, California State U. Sacramento

Capitalism as Moral | Yaron Brook, Ayn Rand Institute

Adam Smith and the Role of Ethics in a Free Political Economy | Patricia Werhane, DePaul U.

484 ☯: (AAT) The Morality of Capitalism: Left, Right and Center

11:30am - 1:00pm WDW Dolphin Resort: Oceanic 7

Chair: Richard Marens, California State U.

The workshop will provide both a theoretical and experiential opportunity to explore these practices, and to build up further networks of change.

Organizer: Bronwen Ann Rees, Anglia Ruskin U.

Distinguished Speakers: Joel Magnuson, Professor; David Arbell, Cambridgeshire County Council; Sharda Nandram, Nyenrode Business U.; Attila Vegh, Chief Executive; Linda Nowakowski, Community Organizer; Tim Jones, Chief Executive, Allia; Chris Ivory, Anglia Ruskin U.

Facilitator: John Nirenberg, Walden U.

492 (ICW) Organization Science Senior Editors Luncheon Meeting

11:30pm - 1:30pm WDW Swan Resort: Pelican 1

Tweet this session: #AOM2013 492

Organizer: Kate Luckey, INFORMS

Sunday 11:45AM

487 : (AAA) AOM Ethics Committee Meeting

11:45am - 12:45pm WDW Swan Resort: Teal

Tweet this session: #AOM2013 487

By Invitation only

488 : (AAT) Is Postcapitalist Organization and Management Possible? Some Answers to Matters of Concern

11:45am - 1:45pm WDW Swan Resort: Swan 2

Tweet this session: #AOM2013 488

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Sunday, 12:00 - 2:00 PM

Sunday 12:00PM

489: (AAA) Division Treasurers’ Meeting
12:00pm - 1:00pm WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 489

490: (AAA) Annals Incoming Associate Editors and Advisory Board
12:00pm - 2:00pm WDW Dolphin Resort: Europe 4
By Invitation Only
Organizers: Sim B. Sitkin, Duke U.; Laurie R. Weingart, Carnegie Mellon U.

491: (AAA) AMP Editorial Review Board
12:00pm - 1:30pm WDW Dolphin Resort: Europe 5
By Invitation Only

493: (ICW) Journal of Applied Management and Entrepreneurship annual meeting and luncheon
12:00pm - 2:00pm WDW Dolphin Resort: Europe 9
Tweet this session: #AOM2013 493
Organizer: Jane Whitney Gibson, Nova Southeastern U.

494: (ICW) SAMS/JMS Reception
12:00pm - 2:00pm WDW Dolphin Resort: Salon V
Tweet this session: #AOM2013 494
Organizer: Margaret Turner, Journal of Management Studies

495: (ITC) International Theme Committee (ITC) Executive Business Meeting
12:00pm - 2:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VII & VIII
Tweet this session: #AOM2013 495

Sunday 12:15PM

496: (ODC) Journal of Change Management Editorial Board Meeting
12:15pm - 2:15pm WDW Coronado Springs Resort: Laredo 1&2
Chair: Rune Todnem, Staffordshire U., U.K.

Sunday 12:30PM

497: (ICW) Group & Organization Management Editorial Review Board Lunch
12:30pm - 2:00pm WDW Dolphin Resort: Salon E1
Tweet this session: #AOM2013 497
Organizer: Cynthia Nalevanko, Sage Publications

498: (SIM) SIM Governance Committee Meeting
12:30pm - 4:00pm WDW Coronado Springs Resort: Coronado M.N.P
Tweet this session: #AOM2013 498
By invitation only; we’re special
Division Chair: Virginia Gerde, Duquesne U.

499: (TIM, IM, ENT, AAT) Innovation under Different Forms of Capitalism
12:30pm - 2:30pm WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 499

Distinguished Speaker: David Audretsch, Indiana U., Bloomington
Chair: Gita Surie, Adolph U.
Discussant: Jeff Furman, Boston U.
Presenters: Shyama Ramani, United Nations U., Maastricht; Rafael A. Corredoir, U. of Maryland, College Park; Felipe Monteiro, INSEAD; Dan Breznitz, Georgia Tech

Sunday 12:45PM

500: (AAT) Cross-national Capitalism in Question
12:45pm - 2:15pm WDW Dolphin Resort: Asia 1
Tweet this session: #AOM2013 500
Chair: Ruth V. Aguiler, U. of Illinois, Urbana-Champaign
Discussant: Bruce Kagot, Columbia Business School
Participants: Witold Jerzy Henisz, U. of Pennslyvania; Lite Narrey, U. of South Carolina; Sinziana Dorobantu, New York U.; Martin R. Schneider, U. of Paderborn; Gerald A. McDermott, U. of South Carolina; Richard Carney, Nanyang Technological U.; Michael A. Witt, INSEAD; Ruth V. Aguiler, U. of Illinois, Urbana-Champaign; Javier Capape, ESAD; Javier Santiso, ESADE

Sunday 1:00PM

501: (AAA) Academy Leadership Forum: Workshop for Academy Volunteer Leaders
1:00pm - 3:00pm WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 501
By Invitation Only

502: (AAT) Global Labor Standards: Codes of Conduct, Regulation and Worker Voice
1:00pm - 2:30pm WDW Swan Resort: Swan 9
Tweet this session: #AOM2013 502
Chair: Thomas A Kochan, Massachusetts Institute of Technology
Presenter: Steven Greenhouse, New York Times
Participants: Richard Locke, Massachusetts Institute of Technology; Scot Nova, Worker Rights Consortium; Joshua Cohen, Stanford U.

503: (DISC Paper Session) - (BPS) Issues on Corporate Strategy
1:00pm - 2:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 503
Chair: Gabriel Szulanski, INSEAD

The Mover-Stayer Model: An Ordinal Approach to Persistent Performance Heterogeneity I Hung-Yao Liu, U. of Amsterdam; Kai-Li Li, Chung Hua U.; Wei-Yu Kuo, National Chengchi U.


Can firms be both broad and deep? Exploring the relationship between horizontal and vertical scope | Francisco Brahnm, Pontificia U. Catolica de Chile; Anne Parmigiani, U. of Oregon; Jorge Tarzijanz, Pontificia U. Catolica de Chile

When Penrose Meets Arrow: The Micro-foundations of Firm Growth | Nir N. Brueiller, Tel Aviv U.; Gabriel Szulanski, INSEAD

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
504: (DISC Paper Session) - (BPS) Powerful, Narcissistic and Charismatic? The Influence of the CEO

Chair: Donald C. Hambrick, Pennsylvania State U.
Discussant: Denise Lewin Loyd, Massachusetts Institute of Technology

Being Forgiven by the Powerful: Transgressors’ Perception and Compliance Behavior | Xue Zheng, Erasmus U. Rotterdam; Jayanth Narayanan, National U. of Singapore
Conflict Management between Departments: Contribution of Social Identity and Controversy | Taohong Zhu, Lingnan U.; Nancy Chen, Lingnan U.

The effects of strikes on team collaboration - experimental evidence | Kirsten Thommes, Radboud U. Nijmegen; Agnes Akkerman, Radboud U. Nijmegen; Jana Vyrastekova, Radboud U. Nijmegen

505: (DISC Paper Session) - (CM) Team Industrial Conflict, Forgiveness, & Social Identity

Chair: Mathias Arrfelt, Virginia Tech
Discussant: Denise Lewin Loyd, Massachusetts Institute of Technology

Private Benefits and Entrepreneur’s Choice of Manager | Elena Kulchina, Duke U.
There’s No "I" in Governance: The Rise and Fall of Narcissistic Executives as Outside Directors | Adelaide Wilcox King, U. of Virginia; Annette L. Ranft, U. of Tennessee
Can’t Buy Me Love? How Charismatic CEOs Supplement Their Charms with Instrumental Behaviors | Adam J. Wowak, U. of Notre Dame; Michael J. Manno, U. of Notre Dame; Mathias Arrfelt, Arizona State U.
Understanding the Puzzle of CEO Severance: The Role of Board/CEO Power at Hiring | Amanda Cowen, U. of Virginia; Adelaide Wilcox King, U. of Virginia; Jeremy John Marcel, U. of Virginia

506: (DISC Paper Session) - (CMS, AAT) Making space for Indigenous worldviews: from received economic hegemony to diverse ways of knowing

Chair: William J Oliver, William J Oliver, A&M U., Commerce; Wallace A. Williams, Texas A&M U., Commerce; Brandon Randolph-Seng, Texas A&M U. - Commerce; Stephanie Pane-Haden, Texas A&M U.

507: (DISC Paper Session) - (ENT) Empirical and Comparative Studies in Entrepreneurship

Chair: Tommaso Minola, U. of Bergamo
Discussant: Tommaso Minola, U. of Bergamo
Effectiveness of Business Model for Young and Established Firms: Evidence From Indian SMEs | Rakesh Kumar Pati, Indian Institute of Management, Kozhikode; Nandakumar Mankavi Kovil Veettil, Indian Institute of Management, Kozhikode

Family Firms’ Internationalization Market Entry: Small and Speedy – or Chaotic? | Beate Cesinger, Hohenheim U.; Ricardo B. Bouncken, U. of Bayreuth; Viktor Fredrich, U. of Bayreuth; Sascha Kraus, U. of Liechtenstein
Entrepreneurial Persistence: Family Business Focus on Nonfinancial Benefits | Dalong Ma, U. of Louisville; Eric Shaunn Mattingly, U. of Louisville; Trayan Kushev, U. of Louisville; Manju K. Ahuja, U. of Louisville

508: (DISC Paper Session) - (ENT) Intention, Identity, and Orientation in Entrepreneurship

Chair: Florien Ueberbacher, U. of St. Gallen
Discussant: Florien Ueberbacher, U. of St. Gallen

Towards a Model of Social Entrepreneurial Intentions: Evidence from the Case of Daisy Low | Mario Hayek, Texas A&M U., Commerce; Wallace A. Williams, Texas A&M U., Commerce; Brandon Randolph-Seng, Texas A&M U. - Commerce; Stephanie Pane-Haden, Texas A&M U.

509: (DISC Paper Session) - (HCM) Innovation

Chair: Nick Edwardson, Texas A&M Health Science Center
Organizational Predictors of Early Adopters of Innovation | John McWhorter, Baylor U.; S. Robert Hernandez, U. of Alabama, Birmingham; Bisakha P. Sen, U. of Alabama, Birmingham; Patricia Patrician, U. of Alabama at Birmingham; Rosemary Luquire, Baylor Health System

510: (DISC Paper Session) - (HR) Staffing and Individual Differences

Chair: Ryan D. Zimmerman, Virginia Tech
Innovative Cognitive Style, Proactive Personality, Working Conditions and Employee Creativity (WITHDRAWN) | Yu-Yu Chang, National Chung Hsing U.; Ming-Huei Chen, National Chung Hsing U.
Hiring Discrimination on the Basis of Voice | Eric Kushins, Rutgers U.
511: (ICW) International Association for Chinese Research Management--Management & Organization Review Meeting
1:00 pm - 4:30 pm WDW Dolphin Resort: Oceanic 2
Tweet this session: #AOM2013 511
By Invitation Only.
Organizer: Xiaomeng Zhang, American U.

Facilitators: Michael Wesson, Texas A&M U.

Faison Hewlin, McGill U.; Sung Soo Kim, McGill U.; Youngho Song, McGill U.

515: (DISC Paper Session) - (OB) The Impact of Leadership
1:00 pm - 2:30 pm WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 515
Facilitator: Michael D. Johnson, U. of Washington

Maryam Kouchaki, Harvard U.

The Influence of Organizational Structure on Subordinate Perceptions of Supervisor Trustworthiness | Joe Krasman, U. of Ontario

A Dispositional Approach to Personality Development: Self-Development Trait (SDT) & Organizations | Stefanos Kalogirou, EMLYON Business School

516: (DISC Paper Session) - (OB) Identification, Trust and Status
1:00 pm - 2:30 pm WDW Dolphin Resort: Salon A4
Tweet this session: #AOM2013 516
Facilitator: Michael D. Johnson, U. of Washington

Jennifer S. Anderson, U. of Arizona

When the Past shapes the Future... Collective Guilt in Family Businesses | Fabian Bernhard, INSEEC Business School; Rania Labaki, Montesquieu-Bordeaux IV U.

The “We” in Mentoring: Identification-Based Trust, Protégé Outcomes, and the Role of Conflict | Jennifer Grace Manegold, U. of Texas, Arlington; Marcus M. Butts, U. of Texas, Arlington

Raphael Silberzahn, U. of Cambridge; Martin J. Kilduff, U. College London

517: (DISC Paper Session) - (ODC) Current Topics in Organizational Development and Change
1:00 pm - 2:30 pm WDW Swan Resort: Toucan 1
Tweet this session: #AOM2013 517
Chair: David Jamieson, U. of St. Thomas

The Role of Employee Participation in Generating and Commercializing Innovations in China | Peter Kesting, Aarhus U.; Zhihua Qin, Renmin U. of China; Michal Krol, Aarhus U.

J. Duane Hoover, Texas Tech U.; Robert C Giambatista, Lehigh U.
Organisational Theatre as Polyphonic Enterprise: Ambiguity & Process in Health Care Transformation | Linda J. Matula, Macquarie U.; Richard Badham, Macquarie U.; Stefan Meisiek, Copenhagen Business School

518 JS: (ODC, SIM, OMT, AAT) Virtue at the Organization Level: Fact or Fiction?
1:00pm - 2:30pm WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 518
Organizer: Bradley A Winn, Utah State U.
Discussant: David S. Bright, Wright State U.
Participants: Kim Cameron, U. of Michigan; Bonner Ritchie, Brigham Young U.; Mitchell J. Neubert, Baylor U.; Peter Jennings, U.S. Military Academy, West Point

519 DISC Paper Session - (OMT) Do Leaders Matter?
1:00pm - 2:30pm WDW Swan Resort: Ibis
Tweet this session: #AOM2013 519
Chair: Gina Grandy, Mount Allison U.

520 DISC Paper Session - (OMT) Status and Signals
1:00pm - 2:30pm WDW Swan Resort: Sandpiper
Chair: Jennifer M. Merluzzi, Tulane U.

521 DISC Paper Session - (ONE) The Good, the Ugly and the Bad: Corporation Sustainability and Implications
1:00pm - 2:30pm WDW Swan Resort: Toucan 2
Chair: Benyamin B. Lichtenstein, U. of Massachusetts Boston

A Descriptive Analysis of Environmental Disclosure: A Longitudinal Study of French Companies (WITHDRAWN) | Elisabeth Albertini, Sorbonne Business School

Creating CSR values or co-creating sustainable living? A critical discourse perspective | Sophie Esmann Andersen, Aarhus U.; Anne Elerup Nielsen, Aarhus U.
Why Firms Do What They Do | Cubie Lau, U. College Dublin; John F. Hulpke, Hong Kong U. of Science and Technology

522 SHCS: (PNP, ONE, AAT) The Value of the Shared Value-concept: A Critical Examination
1:00pm - 2:30pm WDW Dolphin Resort: Oceanic 1
Tweet this session: #AOM2013 522
Organizer: Dirk Matten, Schulich School of Business

523 DISC Paper Session - (SIM) Roundtable on Refining Methods in Quantitative Papers
1:00pm - 2:30pm WDW Swan Resort: Herton
Speaker: Andrew Crane, York U.; Laura J. Spence, U. of London; Isabelle Szmigin, Birmingham Business School; Thomas J. Donaldson, U. of Pennsylvania; David Levy, U. of Massachusetts Boston

Employees’ Responses to Corporate Social Responsibility: Does Individual Culture Matter? | Mariam Faroq, U. of Lahore; Omer Faroq, Euromed School of Management

Cooperative Goals and Face for Business Confidence in Government Regulators | Alfred Wong, Lingnan U.; Weiping Lu, Shanghai U. of Finance and Economics; Dean Tjosvold, Lingnan U.


524 DISC Paper Session - (TIM) Firm Problem-Solving
1:00pm - 2:30pm WDW Swan Resort: Egeret
Chair: Russell J. Funk, U. of Michigan, Ann Arbor

How to solve problems with crowds: A computer-based simulation model | Oana Vuculescu, Aarhus U.; Carsten Bergenholtz, Aarhus U.

Competitive dynamics in the standards battle | Tianxu Chen, Oakland U.; Vadake Narayanan, Drexel U.

Trust is Nice, but is Control Better? | Lisa Melander, Linköping U.; David Rosell, Linköping U.; Nicolette Lakemond, Linköping U.

Turning Lemons Into Lemonade: Building for Attentional Dynamism and Resourcefulness in Routines | Nicole C. Jackson, U. of California, Berkeley

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1:10pm - 1:45pm WDW Swan Resort: Dolphin 1

**Participants:**
- Sam Green, Georgia State U., 
- David Deblinger, Washington State U.
- Arash Akbarzadeh, University of New Mexico
- Mike Peng, University of Miami
- John Guidry, University of Louisiana-Lafayette
- Mike Potoski, Illinois Institute of Technology
- Rakesh Khurana, Harvard U.
- Joseph S. Lim, National University of Singapore
- Robert E. Hoskisson, Rensselaer Polytechnic Institute
- Arjan Markus, Technische Universitaet Darmstadt
- Ines Reiferscheid, Technische Universitaet Darmstadt

**Speakers:**
- Tim Swift, St. Joseph's U.
- Ruth Maria Stock, Technische Universitaet Darmstadt
- Arash Akbarzadeh, University of New Mexico
- Mike Peng, University of Miami
- John Guidry, University of Louisiana-Lafayette
- Mike Potoski, Illinois Institute of Technology
- Rakesh Khurana, Harvard U.
- Joseph S. Lim, National University of Singapore
- Robert E. Hoskisson, Rensselaer Polytechnic Institute
- Arjan Markus, Technische Universitaet Darmstadt
- Ines Reiferscheid, Technische Universitaet Darmstadt

**Program Theme:**
Capitalism in Question - New Visions From African, Asian, and North American Economies

**Session Details - Sunday, 12:00 - 2:00 PM**

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**Sunday 1:10PM**

526 (TIM) TIM Dissertation Award Finalists
1:00pm - 2:30pm WDW Swan Resort: Swan 7

**Participants:**
- Kira Fabrizio, CHUO University of Toronto;
- Talat Afza Ranganathan
- Carola A. Schenk, University of Bremen
- Michelle Donohue, Academy of Management
- Warren Byabashaija, National University of Singapore
- Miguel L. Guedes, University of Warwick
- Olga Voronina Hawn, Fordham U.
- Jameel B. Aziz, Wheaton College
- Rajiv Krishnan Kozhikode, Simon Fraser University
- Aljona Zorina, ESCEP Europe

**Speakers:**
- Danqing Wang, INSEAD; Chris Marquis, Harvard U.
- Edward Freeman, U. of Virginia
- Dongning Yang, GSEM, Peking U.; Jueлин Yin, Xi’an Jiaotong-Liverpool U.; Xiaowei Luo, INSEAD; Jianjun Zhang, Peking U.; Olga Voronina Hawn, Duke U.; Rekha Krishnan, Simon Fraser U.; Rajiv Krishnan Kozhikode, Simon Fraser U.
- Andrea Maria Prado, INCAE Business School

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**Sunday 1:15PM**

527 : (AAT) Capitalism and Corruption across the African, Asian, and North American Economies
1:15pm - 2:45pm WDW Swan Resort: Swan 2

**Participants:**
- Bahaudin G. Mujtaba, Nova Southeastern U.;
- Lam Dang Nguyen, Bloomsburg U. of Pennsylvania;
- Kazuhiyo Isomura, CHUO U.;
- Talat Afza, COMSATS Institute of Information Technology;
- Naseem Habib, COMSATS Institute of Information Technology;
- Pedro P. Neto, Nova Southeastern U.;
- Ping Han, Xi’an Jiaotong U.;
- Frank J. Cavico, Nova Southeastern U.;
- Mario E. Delgado, Rural Development Specialist; Maria I. Méndez, Ramkhamhaeng U.;
- Isaac Waswa Katono, Uganda Christian U.;
- Warren Byabashaija, Makerere U.;
- Achera Norway Plangnam, Rajamangala U. of Technology Lanna Lampang;
- Ruth Torres, HR Strategic Consulting;
- David Jackson, Olympus Corner Enterprise;
- Donovan A. McFarlane, Nova Southeastern U.;
- Osman Masahudu, Colorado State U.;
- Noel Fernandez, Ramkhamhaeng U.;
- Ikuwakanne Odekuhe, Columbia Southern U.

**Speakers:**
- Alison Davis-Blake, U. of Minnesota;
- Roger L. Martin, U. of Toronto;
- Per Holten-Andersen, Copenhagen Business School

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1:15pm - 2:45pm WDW Dolphin Resort: Asia 2

**Moderator:**
- Carrie R. Leana, U. of Pittsburgh

**Speakers:**
- Donovan A. McFarlane, Strategic Consulting; Ruth Maria Stock, Technische Universitaet Darmstadt
- Arash Akbarzadeh, University of New Mexico
- Mike Peng, University of Miami
- John Guidry, University of Louisiana-Lafayette
- Mike Potoski, Illinois Institute of Technology
- Rakesh Khurana, Harvard U.
- Joseph S. Lim, National University of Singapore
- Robert E. Hoskisson, Rensselaer Polytechnic Institute
- Arjan Markus, Technische Universitaet Darmstadt
- Ines Reiferscheid, Technische Universitaet Darmstadt

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529 : (AAT) Corporate Social Responsibility and Stakeholder Management in Emerging Markets
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 7

**Organizers:**
- Danqing Wang, INSEAD; Chris Marquis, Harvard U.

**Participants:**
- Dongning Yang, GSEM, Peking U.; Jueлин Yin, Xi’an Jiaotong-Liverpool U.; Xiaowei Luo, INSEAD; Jianjun Zhang, Peking U.; Olga Voronina Hawn, Duke U.; Rekha Krishnan, Simon Fraser U.; Rajiv Krishnan Kozhikode, Simon Fraser U.; Andrea Maria Prado, INCAE Business School

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530 : (AAT) Capitalism in Question-Management Education in Trouble?
1:15pm - 2:45pm WDW Swan Resort: Saloon A

**Organizers:**
- Katrin Muff, Business School Lausanne

**Moderator:**
- Michael Andreas Pirson, Fordham U.

**Speakers:**
- Rakesh Khurana, Harvard U.;
- Sandra Waddock, Boston College;
- Otto Scharmer, MIT Sloan;
- Anne S. Tsui, Arizona State U.

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531 : (ICW) JOM Review Issue: Proposal Review Panel--Macro (closed meeting)
1:15pm - 2:15pm WDW Swan Resort: Macaw 1

**Organizer:**
- Deborah Elizabeth Rupp, Purdue U.

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532 : (IM, AAT) Pro-Market Reforms and Global Competition
1:15pm - 2:45pm WDW Swan Resort: Swan 8

**Participants:**
- Michael Lounsbury, U. of Alberta;
- Paul M Hirsch, Northwestern U.;
- Renate Elisabeth Meyer, WU Vienna;
- Gerald A. McDermott, U. of South Carolina

**Speakers:**
- Alison Davis-Blake, U. of Minnesota;
- Roger L. Martin, U. of Toronto;
- Per Holten-Andersen, Copenhagen Business School

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533 : (AAA) 2014 Professional Development Workshop Chairs Meeting
1:30pm - 3:30pm WDW Dolphin Resort: Europe 1

**Organizers:**
- Murali D.R. Chari, Rensselaer Polytechnic Institute
- Gabriel Branson, Academy of Management

**Distinguished Speakers:**
- Gautam Ahuja, U. of Michigan;
- Robert E. Hoskisson, Rice U.;
- Yadong Luo, U. of Miami;
- Mike Peng, U. of Texas, Dallas

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534 : (AAA) AMLE Editorial Review Board
1:30pm - 3:00pm WDW Dolphin Resort: Oceanic 5

**Speakers:**
- By Invitation Only

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535 : (HR, AAT) We the Owners: Using film to explore shared ownership, entrepreneurial & human-centric models

**Speakers:**
- Albion Davis-Blake, U. of Minnesota;
- Roger L. Martin, U. of Toronto;
- Per Holten-Andersen, Copenhagen Business School
SUNDAY

Session Details – Sunday, 2:00 - 4:00 PM

1:30pm - 3:30pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 535
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRereg. The deadline to register online is August 7, 2013.
Facilitator: Mary Ann Beyster, Foundation for Enterprise Development
Panelists: Joseph Blasi, Rutgers U.; Perry Samson, U. of Michigan; Frank Shipper, Salisbury U.

536: (ICW) Association of Korean Management Scholars – Annual Meeting and Junior Faculty Consortium
1:30pm - 5:00pm WDW Swan Resort: Swan 6
Tweet this session: #AOM2013 536
Pre-registration recommended
Organizer: Jegoo Lee, U. of South Florida

537: (ONE) ONE Executive Committee Meeting
1:30pm - 3:00pm WDW Coronado Springs Resort: Yucatan 1
Tweet this session: #AOM2013 537

Sunday 1:45PM

538 ☯ ☯ ☯: (CAR, GDO, OB, HR, AAT) Define “Have It All”: A Candid Discussion of the Pursuit of Balance in Academia
1:45pm - 3:45pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 538
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRereg. The deadline to register online is August 7, 2013. Please contact the workshop organizer(s) to obtain the approval code.

539: (MH) Management History Division Executive Committee Meeting
1:45pm - 3:45pm WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 539
By Invitation Only

Sunday 2:00PM

540: (AAA) Connecting the Academy Through Technology
2:00pm - 4:00pm WDW Dolphin Resort: Europe 7
Tweet this session: #AOM2013 540
This is an invitation only meeting of Division & Interest Group communication leaders to explore the tools of the Academy and mainstream social media to effectively engage and communicate with members. For more information, contact Sue Fernandez sfernandez@pace.edu.

541: (ICW) International Association for Chinese Research Management Executive Committee Meeting
2:00pm - 5:00pm WDW Dolphin Resort: Oceanic 4
Tweet this session: #AOM2013 541
By invitation only.
Organizer: Xiaomeng Zhang, American U.

542: (ICW) The Leadership Quarterly Board Meeting
2:00pm - 3:00pm WDW Dolphin Resort: Salon E2
Tweet this session: #AOM2013 542
Invitation Only
Organizer: Vicki Wetherell, Elsevier Ltd.

543: (ICW) Administrative Science Quarterly Board Meeting
2:00pm - 3:00pm WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 543
Annual Board Meeting for ASQ
Organizer: Sally A. Iacovelli, Administrative Science Quarterly

544: (ITC) Carolyn Dexter Award Reception
2:00pm - 4:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 544

545: (PNP) PNP Executive Committee Meeting
2:00pm - 4:00pm WDW Coronado Springs Resort: Durango 2
Tweet this session: #AOM2013 545
Open to members of the PNP Executive Committee

Sunday 2:30PM

546: (AAA) AMJ Incoming Editorial Review Board
2:30pm - 4:00pm WDW Dolphin Resort: Asia 1
Tweet this session: #AOM2013 546
By Invitation Only
Organizer: Gerard George, Imperial College London

547: (BPS) BPS Global Representatives Meeting
2:30pm - 3:30pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 547
By invitation only.

548: (CMS) CMS: Activist Speaker Session: Mike Lewis
2:30pm - 3:30pm WDW Coronado Springs Resort: Yucatan 2B
Tweet this session: #AOM2013 548
For the CMS activist speaker session, we will have a talk by Mike Lewis, who is the Executive Director of the Centre for Community Renewal and a lead investigator in the BALTA research alliance on the social economy with several universities and social economy organizations in B.C. and Alberta, Canada. He is well known in Canada and internationally as a practitioner, author, educator, and leader in the field of the social economy.
Organizers: Gavin Jack, La Trobe U.; Jan Schapper, La Trobe U.; Raza A. Mir, William Paterson U.

549: (IM) International Management Division Executive Committee Meetings
2:30pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 549
The Executive Committee of the International Management Division meets with the eight Division Committees to review progress and future plans
Division Chair: John Mezias, U. of Miami
Division Chair-Elect: Jennifer Spencer, George Washington U.
Program Chair: Sea Jin Chang, National U. of Singapore
Professional Development Workshop Chair: Alvaro Cuervo-Cazurra, Northeastern U.
Past Chair: Mary Yoko Brannen, U. of Victoria / INSEAD

Thematic orientation: ☐ Teaching | ☐ Practice | ☐ International | ☐ Program Theme | ☐ Research | ☐ Diversity | ☐ Best Paper
550 : (RM) Research Methods Division Executive Committee Meeting
2:30pm - 4:30pm WDW Coronado Springs Resort: Fiesta 1&2
Tweet this session: #AOM2013 550
This meeting is by invitation only.

551 : (AAA) Conference Break
2:45pm - 3:15pm WDW Dolphin Resort: Atlantic B&C
Tweet this session: #AOM2013 551

552 : (AAT) Successful Enterprises Change with the Emerging Trends
2:45pm - 4:15pm WDW Swan Resort: Swan 5
Distinguished Speaker: Ruimin Zhang, Haier Group of China
Chair: James P. Walsh, U. of Michigan, Ann Arbor
Facilitator: Peter Ping Li, Copenhagen Business School
Discussant: Andrew H. Van de Ven, U. of Minnesota

553 : (DISC Paper Session) - (BPS) Resources and Strategies in Uncertain and Emerging Markets
2:45pm - 4:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Chair: Maurizio Zollo, Bocconi U.
Why Do Firms Use Open Source Strategies?: An Uncertainty Reduction Theory | Mejki MacAulay Abdelwahab, Schulich School of Business
Building Capabilities in Emerging Markets: How Firms Integrate Relational and Operational Resources | Aline Gatignon, INSEAD; Laurence Capron, INSEAD
Beyond What and Why: Understanding Organizational Evolution Towards Sustainable Enterprise Models | Maurizio Zollo, Bocconi U.; Carmelo Cennamo, Bocconi U.; Kerstin Neumann, WU Vienna
Seizing the Ethical High Ground: Ethical Reputation Building in Corrupt Environments | S Ramakrishna Velamuri, CEIBS; S. Venkataraman, U. of Virginia
A Review of How Firms Capture Value From Their Innovations | Sharon D. James, The Ohio State U.; Michael J Leiblein, The Ohio State U.; Shaohua Lu, Fisher College of Business
Building Capabilities in Emerging Markets: How Firms Integrate Relational and Operational Resources | Aline Gatignon, INSEAD; Laurence Capron, INSEAD
Beyond What and Why: Understanding Organizational Evolution Towards Sustainable Enterprise Models | Maurizio Zollo, Bocconi U.; Carmelo Cennamo, Bocconi U.; Kerstin Neumann, WU Vienna
Seizing the Ethical High Ground: Ethical Reputation Building in Corrupt Environments | S Ramakrishna Velamuri, CEIBS; S. Venkataraman, U. of Virginia
A Review of How Firms Capture Value From Their Innovations | Sharon D. James, The Ohio State U.; Michael J Leiblein, The Ohio State U.; Shaohua Lu, Fisher College of Business

554 : (DISC Paper Session) - (BPS) (Dynamic) Capabilities: New Perspectives
2:45pm - 4:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Chair: William G Mitchell, Duke U.
Configurations of e-business competitive strategies, strategic resources and dynamic capabilities | Mona Rashidirad, U. of Kent, Canterbury; Ebrahim Soltani, U. of Kent; Hamid Salimian, U. of Kent, Canterbury
A motivational-based approach to inter-firm heterogeneity in deliberate capability development | Fiore Bridoux, U. of Amsterdam; Regis Coudercroy, ESCP Europe
Improvement and Innovation in World-class Manufacturing. A dynamic capability approach | Andrea Furlan, U. of Padova; Andrea Vinelli, U. of Padova
The Reconfiguration and Evolution of Capability Portfolios | Sarah Park, EM Lyon Business School; Shaker A. Zahra, U. of Minnesota, Twin Cities

555 : (DISC Paper Session) - (CM) Difficult Team Members, Team Challenges and Negotiator Skill Development
2:45pm - 4:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Chair: Maurizio Zollo
Discussant: Peter Kesting, Aarhus U.
Becoming a Negotiator: A Proposed Negotiation Skill Development Complexity Model | Elizabeth Foster Clenney, Mercer U.; Todd J. Maurer, Georgia State U.; Edward W. Miles, Georgia State U.
Managing Co-Occurring Team Challenges: How Simultaneous Process Challenges Influence Team Process | Kristin J. Behfar, U. of Virginia; Ray Friedman, Vanderbilt U.; Jeanne M Brett, Northwestern U.
Difficult Team Members: Implications for Trust, Conflict, Effectiveness, and Leadership | Jana L. Raver, Queen's U.; Mark G. Ehrhart, San Diego State U.; Beng Chong Lim, Nanyang Technological U.

556 : (DISC Paper Session) - (ENT) Performance-related Studies in Entrepreneurship
2:45pm - 4:15pm WDW Yacht and Beach Club Resort: Asbury A
Chair: Albert Cannella, Arizona State U.
Discussant: Albert Cannella, Arizona State U.
CEO Exit After Initial Public Offering | Tang Wang, Michigan Technological U.
Entrepreneurial Orientation, Interfirm Networks, and Organizational Performance | Olaf N Rank, U. of Freiburg; Michael Strange, U. of Freiburg; Julia Breunec, U. of Freiburg
The Effects of Entrepreneurial Stories on Investors’ Opportunity Evaluations: A Theoretical Model | Jaime Villanueva, ESADE Business School
Demand Uncertainty in Skill-based Competition | Sabrina Artinger, U. of Oxford

557 : (DISC Paper Session) - (ENT) Entrepreneurship in International and Emerging Markets
2:45pm - 4:15pm WDW Yacht and Beach Club Resort: Asbury B
Chair: Sunny Li Sun, U. of Missouri, Kansas City
Discussant: Sunny Li Sun, U. of Missouri, Kansas City
The Survival of Entrepreneurial Firms in a Foreign Country | José Mata, NOVA School of Business and Economics; Claudia Alves, NOVA School of Business and Economics
Resource Orchestration: The Effects of Resource Investment and Leveraging Strategy on Performance | Noni E. Symeonidou, Imperial College London
Connecting Remittances and Entrepreneurship in Mexico: Financial Resources and Social Institutions | Janet E. Bercovitz, U. of Illinois, Urbana-Champaign; Andrea Martens, U. of Illinois, Urbana-Champaign; Jeff Savage, U. of Illinois, Urbana-Champaign

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Sunday, 2:00 - 4:00 PM

558 📌: (DISC Paper Session) - (HCM) Efficiency
2:45pm - 4:15pm WDW Yacht and Beach Club Resort: Asbury C
Tweet this session: #AOM2013 558
Chair: Geoffrey Silvera, The Pennsylvania State U, U. Park
- Physician-Owned Specialized Facilities: Focused Factories or Destructive Competition? | Melissa De Regge, U. of Ghent; Jeroen Trybou, U. of Ghent; Paul Gemmel, U. of Ghent; Philippe Duyck, General Hospital Nikolaas; Lieven Annemans, U. of Ghent
Hospital Costs and Strategies for Uncertain Demand: Waiting Times and Capital Investment | Stephen Glenn Jeffrey, U. of Passau
- Conceptualization of Redundancy in Hospital Operations | Huay Ling Tay, Melbourne U.
- Language Distance and Communication Efficiency in MNCs: Moderating Role of Convergence | Minyoung Kim, U. of Kansas; Midam Kim, Northwestern U.; Ann Bradio, Northwestern U.; Tailan Chi, U. of Kansas
- Willingly Vulnerable? How Do Western Expatriates Trust in China | Marie Haude, LMU Munich
- Unbundling the Linguistic Dynamics Affecting Cross-border Acquisitions | Satu Teerkangas, UCL; Olivier Irmann, HEC Montreal

559 📌: (DISC Paper Session) - (IM) International Management Discussion Paper Session: Language & Trust
2:45pm - 4:15pm WDW Yacht and Beach Club Resort: Asbury D
Tweet this session: #AOM2013 559
Chair: Hanora O’Sullivan, Marymount U.
- Friend or Foe? The Effects of English as Lingua Franca on Cooperative versus Competitive Choices | Diemo Urbig, U. of Wuppertal; Katrin Susanne Muehfeld, Utrecht U.; Arjen van Witteloostuijn, Tilburg U.; Vivien Procher, U. of Wuppertal
- Language Distance and Communication Efficiency in MNCs: Moderating Role of Convergence | Minyoung Kim, U. of Kansas; Midam Kim, Northwestern U.; Ann Bradio, Northwestern U.; Tailan Chi, U. of Kansas
- Willingly Vulnerable? How Do Western Expatriates Trust in China | Marie Haude, LMU Munich
- Unbundling the Linguistic Dynamics Affecting Cross-border Acquisitions | Satu Teerkangas, UCL; Olivier Irmann, HEC Montreal

560 📌: (DISC Paper Session) - (MC) Discussion Papers: Culture and Knowledge Transfer
2:45pm - 4:15pm WDW Yacht and Beach Club Resort: Cape Cod B
Tweet this session: #AOM2013 560
Discussant: Debra P. Hockenberry, Wilkes U.
- The role of intervener-researcher in know-how transfer | Marine Daclin, ISEOR, IAE - U. of Lyon 3; Arnaud Torres, ISEOR, IAE - U. of Lyon 3
- Leveraging Nonprofit Organizational Conditions for Successful Culture Adjustment | William J. Ritchie, James Madison U.; Brent Brantley, Oxford Graduate School; Bruce Swanson, U. of Phoenix; Josh Logsdon, College of William and Mary
Authors: Marine Daclin, ISEOR, IAE - U. of Lyon 3; William J. Ritchie, James Madison U.

561 📌: (DISC Paper Session) - (MOC) Individual Attributions and Self-Regulation
2:45pm - 4:15pm WDW Yacht and Beach Club Resort: Cape Cod C
Tweet this session: #AOM2013 561
Facilitator: Deborah J. Armstrong, Florida State U.
- So sexy it hurt: The influence of men's concern about appearing biased in favor of attractive women | Michelle Duguid, Washington U. in St. Louis
- Interaction Effect of Cultural Knowledge and Executive Resources on Social Judgments | Xi Zou, London Business School; Chi-Ying Cheng, Singapore Management U.
- Nothing to Declare: Disclosure Leads Advisors to Avoid Conflicts of Interest | Sunita Sah, Georgetown U.; George Loewenstein, Carnegie Mellon U.

562 📌: (DISC Paper Session) - (OB) Team Cohesion and Performance
2:45pm - 4:15pm WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 562
Facilitator: Timothy P. Munyon, U. of Tennessee, Knoxville
- Outcome Interdependence, Interpersonal Knowledge, and Team Performance: A TMS Perspective | Ravi Shanker Gajendran, U. of Illinois, Urbana-Champaign; Hong Ren, U. of Wisconsin, Milwaukee; David A. Harrison, U. of Texas, Austin
- We're in This Together: Communication Openness, Transactive Memory Systems, and Team Identity | Krishiga Sankaran, Indian School of Business; Megha S Srivastava, Indian School of Business; Alexander Mathew, Indian School of Business; Amit K. Nandkeolyar, Indian School of Business
- Trait Activation in Teams: How Individuals are Affected by Team Cohesion | Patrick E. Downes, U. of Iowa; Erik Gonzalez-Mule, U. of Iowa; David S. DeGeest, U. of Iowa; Jee Young Seong, Ulsan National Institute of Science and Technology
- Members’ Needs, Group Conflict, and Group Performance | Jinseok Chun, Columbia Business School

563 📌: (DISC Paper Session) - (OB) Antecedents and Effects of Group Processes
2:45pm - 4:15pm WDW Dolphin Resort: Salon A4
Tweet this session: #AOM2013 563
Facilitator: Sophia Vladimiriva Marinova, U. of Illinois, Chicago
- The Nonconscious Antecedents of Group Processes: An Experimental Analysis of Priming Group Beliefs | Sean Walker, U. of Tennessee at Martin; Steven Karau, Southern Illinois U. Carbondale
- Transferring Social Capital from Individual to Group in the Context of Team Innovative Performance | Suzanne Keasey Edinger, U. of Nottingham, UK
- The Individual-Level and Team-Level Effects of Dominance and Prestige in Organizational Work teams | Yeliz Cantimur, U. of Groningen; Floor Rink, U. of Groningen; Gerben van der Vegt, U. of Groningen

564 📌: (OB, CM, AAT) Do the 98% Really Dislike Inequality? How Ordinary People Legitimize Inequality & Hierarchies
2:45pm - 4:15pm WDW Dolphin Resort: Asia 3
Tweet this session: #AOM2013 564
Chair: Peter Belmi, Stanford U.
Discussant: Cameron Anderson, U. of California, Berkeley
- Entitled People Favor Hierarchies | Emily Zitek, Cornell U.; Alexander Jordan, Dartmouth College

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

Section D
Justifying Hierarchy and Inequality: The Role of Choice | Krishna Savani, National U. of Singapore; Aneeta Rattan, Stanford U.
Thinking That One is Attractive Increases the Tendency to Legitimize Inequality & Hierarchies | Peter Belmi, Stanford U.; Margaret A. Neale, Stanford U.
With Great Power Comes Great...Morality? | Jennifer R. Overbeck, Eccles School, U. of Utah; Leigh Plunkett Tost, U. of Michigan, Ann Arbor; Abbie Waziakiew, Columbia Business School
Minimizing the Importance of Race in Response to White Privilege: A Hierarchy-Maintenance Behavior | Rebecca L. Schauberg, Stanford U.; Brian Lowery, Stanford U.

565 ☞: (DISC Paper Session) - (OCIS) Technology Artifacts, Boundary and Identity
2:45pm - 4:15pm WDW Swan Resort: Pelican 2
Tweet this session: #AOM2013 565
Facilitator: Steven L. Johnson, Temple U.
Adaptive Learning through Objects: Exploring the Cross-boundary Spanning Process | Ching-Fang Lee, Shih Chien U.; Mansour Amjadi, Foyoin U.
Effects of Communication Media, Trust, Accuracy and Completeness on Organizational Commitment | Malayka Klimchak, Winthrop U.; J. Daniel Sherman, U. of Alabama, Huntsville; William Iverson MacKenzie, U. of Alabama in Huntsville; Anna Katherine Katherine Ward, U. of South Carolina
Materiality in Creative Collaborations: The Micro-processes of Designing a Fashion Collection | Nina Bauer, NOVA School of Business and Economics; Miguel Pina Cunha, U. Nova de Lisboa

566 ☞: (DISC Paper Session) - (OMT) Social Movements and Targets
2:45pm - 4:15pm WDW Swan Resort: Heron
Chair: Felipe G. Massa, Loyola U. New Orleans
Predicting Social Action in Traditional and Emerging Contexts | R. Anthony Turner, U. of British Columbia; Marc-David L Seidel, U. of British Columbia
"Friends behind the screen" Enacted Solidarity in the radicalization of a blog protest | David Courpasson, EM Lyon; François Dany, EM Lyon
Identity framing in response to collective activism among U.S. wood- biomass pellet producers | Shon R Hiatt, Harvard Business School; Sangchun Park, National U. of Singapore
Do Social Movements Influence Firms’ Production Decisions? Evidence from Solar Cell Manufacturers | Panayiotis G. Georgallis, HEC Paris

567 ☞: (DISC Paper Session) - (OMT) Learning Across Markets
2:45pm - 4:15pm WDW Swan Resort: Ibis
Chair: Patricia Klarner, U. of Munich
How Do Mobility Direction and Human Assets of Mobile Engineers Affect Joint Knowledge Creation? | Jeonghwan Lee, Myongji U.; Namgyoo Kenny Park, Seoul National U.; Donghwl Seo, Seoul National U.; Kira Choi, Seoul National U.
Decomposition of Nonlocal Experience in Multimarket Learning | Jungwon Min, Kyushu U.; Hitoshi Mitsuhashi, Keio U.

569 ☞: (DISC Paper Session) - (ONE) Environmental Decisions and Implications: Trade-offs in Sustainability and Organizational Resilience
2:45pm - 4:15pm WDW Swan Resort: Toucan 2
Chair: Matthew C. Davis, U. of Leeds
Good vs Good? Trade-offs in sustainability decision making: a consumer perspective | Diane Holt, Queen’s U. Belfast; Patrick McCole, Queen’s U. Belfast
Organizational resilience in extreme operating environments | Luciano Barin Cruz, HEC Montreal; Natalia Aguilar Delgado, McGill U.; Bernard Leca, IAE de Lille
Sustainable supply chain management: enabling ecological economics (WITHDRAWN) | Mary Haropoulos, U. of Western Sydney; Clive Smallman, U. of Western Sydney

570 ☞: (DISC Paper Session) - (PNP) Philanthropy
2:45pm - 4:15pm WDW Swan Resort: Toucan 1
Chair: Tessa Myser, U. of North Carolina, State U.
Descriptive Norms on Giving: Effects of Ambiguity, Specific Reference Amounts, and Expectations | René Bekkers, VU U. Amsterdam; Pamala Wiepking, Erasmus U. Rotterdam

571 ☞: (DISC Paper Session) - (SIM) Roundtable on Refining Conceptual Papers
2:45pm - 4:15pm WDW Swan Resort: Egret
Chair: Barry M Milnick, U. of Pittsburgh
Discussing how to hone conceptual papers for publication, using four draft papers as examples.
Discussion: Barry M Milnick, U. of Pittsburgh
Session Details – Sunday, 2:00 - 4:00 PM

572: (DISC Paper Session) - (TIM) Open Innovation
2:45pm - 4:15pm WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 572

Chair: Michael P. Ciuchta, U. of Central Florida
A supply-side story for a threshold model: Endogenous growth of open innovation communities | Francesco Rullani, Luiss Guido Carli U.; Lorenzo Zirulia, U. of Bologna
Is Open Innovation Working? The Case of Procter & Gamble | Chunja Han, U. of Southampton; Stephen Rhys Thomas, U. of Southampton
The Strategic Value of IT-Enabled Innovation: Examining the Co-evolution of Theory and Practice | Larry Tribble, U. of Alabama; Craig E. Armstrong, U. of Alabama; Paul Louis Dmewich, The U. of Alabama
Organizational innovation, environmental uncertainty and specialized service firm renewal | Carlos Martin-Rios, Rutgers U.; Susana Pasamar, Pablo de Olavide U.

573: (AAT) Capitalism in Question: Towards an Economics of Justice, Sustainability, and Economic Thrivability
3:00pm - 4:30pm WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 573
Organizers: Sandra Waddock, Boston College; Andreas Rasche, Copenhagen Business School
Discussant: Edward Freeman, U. of Virginia
Panelists: Nancy J Adler, McGill U.; Otto Scharmer, MIT Sloan; Henry Mintzberg, McGill U.; Paul Shrivastava, Concordia U.; Adam Sulkowski, U. of Massachusetts, Dartmouth

574: (AAT) Capitalism at the Crossroads: Perspectives on the Future of Business
3:00pm - 4:30pm WDW Dolphin Resort: Asia 2
Tweet this session: #AOM2013 574
Facilitator: Michael Andreas Pirson, Fordham U.
Discussant: André Habisch, Catholic U. of Eichstaett-Ingolstadt
Speakers: Stuart Hart, Cornell U.; Anil K Gupta, Indian Institute of Management; Kim Cameron, U. of Michigan; Robert E Quinn, U. of Michigan

575: (AAT) Inequality and the New Employment Relationship
3:00pm - 4:30pm WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 575

 Speakers: James N. Baron, Yale School of Management; Stephen Barley, Stanford U.; Bruce Kagot, Columbia Business School

576: (HR) HR Executive Committee Meeting
3:00pm - 5:00pm WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 576
Organizer: David P. Lepak, Rutgers U.

578: (ICW) Administrative Science Quarterly Reception
3:00pm - 5:00pm WDW Dolphin Resort: Salon E1
Tweet this session: #AOM2013 578
Organizer: Sally A. Iacovelli, Administrative Science Quarterly

579: (ICW) Network of Leadership Scholars (NLS) Member Meeting
3:00pm - 4:00pm WDW Dolphin Resort: Salon E2
Tweet this session: #AOM2013 579
Open to all
Organizer: Mary Uhlen-Bien, U. of Nebraska

580: (OCIS) OCIS Executive Committee Meeting
3:00pm - 5:00pm WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 580
Division Chair: Elizabeth Davidson, U. of Hawaii-Manoa

581: (ODC) ODC Board Meeting.
3:00pm - 6:00pm WDW Coronado Springs Resort: Fiesta 3&4
Tweet this session: #AOM2013 581

582: (OM) Journal of Operations Management (JOM) Award Session
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VII
Tweet this session: #AOM2013 582
The Journal of Operations Management recognizes the Jack Meredith Best Paper Award, along with the best Associate Editor and Reviewers for JOM

583: (OMT) OMT Executive Committee Meeting
3:00pm - 5:00pm WDW Yacht and Beach Club Resort: Cape Cod D
Tweet this session: #AOM2013 583

Sunday 3:00PM

577: (ICW) Organization Management Journal Meet the Editor and Editorial Board Meeting
3:30pm - 4:30pm WDW Swan Resort: Dove
Tweet this session: #AOM2013 577
Organizer: William P. Ferris, Western New England U.

584: (ICW) Journal of Management Editorial Board Meeting and Reception *by invitation only
3:30pm - 6:30pm WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 584
Organizer: Deborah Elizabeth Rupp, Purdue U.

585: (AAT) Transformation of American Labor & the Future of Worker Voice
3:30pm - 5:00pm WDW Swan Resort: Swan 8
Tweet this session: #AOM2013 585
Chair: Thomas A Kochan, Massachusetts Institute of Technology

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

Section D

224
Participants: David Rolf, President, Service Employees International Union Local 775; Elizabeth Shuler, Secretary Treasurer, AFL-CIO

586: (CM) Conflict Management Division Executive Committee Meeting
3:30pm - 5:00pm WDW Dolphin Resort: Europe 1
Tweet this session: #AOM2013 586
Organizer: Michael A. Gross, Colorado State U.
Division Chair: Zoe Barsness, U. of Washington, Tacoma
Division Chair-Elect: William P. Bottom, Washington U. in St. Louis
Program Chair: Michael A. Gross, Colorado State U.
Professional Development Workshop Chair: Mara Olekalns, U. of Melbourne
Past Chair: Barry M Goldman, U. of Arizona

587: (CMS) CMS Business Meeting
3:30pm - 5:00pm WDW Coronado Springs Resort: Yucatan 1
Tweet this session: #AOM2013 587

588: (ENT) ENT Executive Committee Meeting
3:30pm - 5:00pm WDW Swan Resort, Parrot 1&2
Tweet this session: #AOM2013 588

589: (GDO) GDO Executive Committee Meeting
3:30pm - 5:30pm WDW Dolphin Resort: Europe 11
Tweet this session: #AOM2013 589
Division Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Division Chair-Elect: Stacy Blake-Beard, Simmons College
Program Chair: Charmine E. J. Hartel, U. of Queensland
Professional Development Workshop Chair: Lisa Hisae Nishii, Cornell U.

590: (HCM) HCM Executive Committee Meeting
3:30pm - 5:00pm WDW Coronado Springs Resort: Acapulco
Tweet this session: #AOM2013 590

591: (MC) Management Consulting Division Executive Committee Meeting
3:30pm - 5:30pm WDW Yacht and Beach Club Resort: Hampton
Tweet this session: #AOM2013 591
Division Chair: Anthony F. Buono, Bentley U.

592: (OB) OB Executive Committee Meeting
3:30pm - 5:00pm WDW Dolphin Resort: Europe 5
Tweet this session: #AOM2013 592

593 :SHCS: (ONE, GDO, CMS, AAT) Shadows to the Marquee Lights: Questioning Capitalism and the Mission of the Academy of Management
3:30pm - 5:00pm WDW Dolphin Resort: Asia 5
Tweet this session: #AOM2013 593
Chair: Walter R. Nord, U. of South Florida
Discussant: Maxim Voronov, Brock U.
Some Thoughts on the Role of "Critique" in the Academy of Management | Paul S. Adler, U. of Southern California
One True World Management History: Management, Modernization, and Manifest Destiny | Bill Cooke, Lancaster U.
Dancing the Fine Line between the Shadows and the Spotlight with a Critical Agenda | Carolyn Day, U. of South Florida
Filling the Marquee: Developing the Critical Perspective in Management Scholarship | Ralph Stabilein, Massey U.
A Critical Perspective on Management Education and the Future of Business Schools | Eero Vaara, Hanken School of Economics

Sunday 3:45PM

594: (AAT) Making Worker Ownership Work Economically
3:45pm - 4:45pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 594
Organizer: Joseph Blasi, Rutgers U.
Chair: Jean Phillips, Rutgers U.
Discussant: Stanley M Gully, Rutgers U.
Panelists: Douglas Kruse, Rutgers U.; Joseph Blasi, Rutgers U.

595: (BPS) BPS Executive Committee Meeting
3:45pm - 5:15pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 595
By invitation only.

Sunday 4:00PM

597: (ICW) Network of Leadership Scholars (NLS) Awards Presentations
4:00pm - 5:00pm WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 597
Sponsored by The Center for Leadership at Florida International University and Elsevier.
Organizer: Mary Uhli-Bien, U. of Nebraska

598: (MSR) Journal of Management Spirituality, and Religion (JMSR) Editorial Board Meeting
4:00pm - 5:00pm WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 598
Presenter: Sandra King Kaunanui, Florida Gulf Coast U.

599: (PNP) PNP Business Meeting
4:00pm - 6:00pm WDW Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 599
Open to all members

600: (RM, AAT) Innovative Research Methods Aimed at Measuring the Hidden Performance of Organizations
4:00pm - 6:00pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 600
Organizer: Marc Bonnet, ISEOR, IAE - U. of Lyon 3
Presenter: Robert P. Gephardt, U. of Alberta
Participants: Michel Peron, ISEOR, IAE - U. of Lyon 3; Amandine Savall, ISEOR, CNAM Paris; Veronique Zardet, ISEOR, IAE - U. of Lyon 3

601: (SIM) Best SIM Dissertation Finalists
4:00pm - 5:00pm WDW Coronado Springs Resort: Fiesta 6
Tweet this session: #AOM2013 601
Award sponsored by The Beard Institute at Duquesne University
Division Chair: Virginia Gerde, Duquesne U.

602: (SIM, AAT) Capitalism in Crisis and Other Conundrums: Tackling the Big Questions
4:00pm - 6:00pm WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 602
Organizers: Sandra Waddock, Boston College; Andreas Rasche, Copenhagen Business School
Facilitator: Katrin Muff, Business School Lausanne
Sunday 4:15PM

603 ☯ (AAT) Benefit Corporations: New incorporation statutes as an impetus to a stakeholder society
4:15pm - 5:45pm WDW Dolphin Resort: Asia 1
Tweet this session: #AOM2013 603
Coordinator: Charles Heckscher, Rutgers U.
Participants: Jay Coen Gilbert, B Lab; Frank Keller, Cascade Engineering; Andy Perlmutter, Better World Books; Jostein Solheim, Ben and Jerry; Lynn Stout, Cornell U.; Albert Wenger, Union Square Ventures

604: (SIM) Business & Society Board Meeting
4:15pm - 6:15pm WDW Coronado Springs Resort: Coronado M.N.P
Tweet this session: #AOM2013 604
Chair: Duane Windsor, Rice U.

Sunday 4:30PM

605: (AAA) AMJ Outgoing Editorial Board
4:30pm - 6:00pm WDW Dolphin Resort: Asia 4
By Invitation Only

606: (AAA) AOM Tweet Up
4:30pm - 6:00pm WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 606
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 with 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 sffernandez@pace.edu or DM @AOMConnect.

607: (DISC Paper Session) - (BPS) The Effects of Industry and Firm Dynamics
4:30pm - 6:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 607
Chair: Ron Adner, Dartmouth College

608: (DISC Paper Session) - (BPS) Business Models: A New Frontier for Strategy Research
4:30pm - 6:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Tweet this session: #AOM2013 608
Chair: Constantinos Markides, London Business School
Exploring the Antecedents to Business Model Innovation: An Empirical Analysis of Pension Funds | Monika Hartmann, Luis Guido Carli U.; Raffaele Oriani, Luis Guido Carli U.; Hazel Bateman, U. of New South Wales
The role of imitation for business model design and firm performance: a new venture perspective | Karolin Frankenberger, U. of St. Gallen (HSG)
Business model transformation and ambidexterity: Renewal through recursive structural alteration | Saeed Khanagha, Erasmus U. Rotterdam; Henk W. Volberda, Erasmus U. Rotterdam; Ilian Oshri, Loughborough U.

609: (BPS, OB, TIM, ENT, MSR, IM, AAT) Myths and Realities of Capitalism: Micro and Macro Perspectives
4:30pm - 7:30pm WDW Dolphin Resort: Asia 3
Tweet this session: #AOM2013 609
Micro and Macro Perspectives on Myths and Realities of Capitalism from academics and practitioners
Organizers: Rajsheer Agarwal, U. of Maryland; Hildy Teegen, U. of South Carolina
Speakers: John Allison, Cato Institute; Yaron Brook, Ayn Rand Institute; Paul Green, Morning Star; Jay B Barney, Eccles School, U. of Utah; Doug Kirkpatrick, Morning Star Institute; Peter G Klein, U. of Missouri; Edwin A. Locke, U. of Maryland, College Park; John Sullivan, Center for International Private Enterprise; Paul E. Tesluk, U. of Buffalo

610 ➡️ (DISC Paper Session) - (CMS) Critiques of Capitalism: Non Western Voices
4:30pm - 6:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Tweet this session: #AOM2013 610
Creating the Periphery in Management and Organizational Knowledge | Rafael Alcadipani, FGV-EAESP
Gramsci and UPPs - The Passive Revolution of Capitalism in the Favelas of Rio de Janeiro | Daniel da S. Lacerda, Lancaster U. Management School, UK / CAPES, Brazil
Collaborative Assistance under the Crisis Situation: Questioning Capitalistic Mode of Organizing | Toru Kiyomiya, Seinan Gakuin U.; Yasushi Masuda, Meiji; Shigeyuki Hayashi, Tokyo Institute of Technology
Industrial Psychology: Through the Prism of the Middle Class | Ajanta Akhuly, Indian Institute of Technology Bombay
TRANSPARENCY IN TRANSNATIONAL GOVERNANCE: Exploring the genealogy of a powerful norm | Marie-Laure Djelic, ESSEC; Afshin Mehrpouya, HEC Paris

611 ➡️ (DISC Paper Session) - (ENT) Integrative/Interaction Models in Entrepreneurship Theory Building
4:30pm - 6:00pm WDW Yacht and Beach Club Resort: Asbury A

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Sunday, 4:00 - 6:00 PM

619  ▶️: (DISC Paper Session) - (MSR) Discussion Paper Session: MSR 2.0 - Teaching and Practice
4:30pm - 6:00pm WDW Yacht and Beach Club Resort: Cape Cod B
Tweet this session: ▶️AOM2013 619
Discussion: Andre L Delbecq, Santa Clara U.
Is It Enough To Be Spiritual?: MSR 2.0 | Eric B. Dent, Fayetteville State U.
Triguna research in Indian psychology: Philosophical reconstruction and directions | Kumar Alok, Chandragupta Institute of Management
Turning the lens on ourselves: MSR in higher education | Margaret Benefiel, Andover Newton Theological School
Passage Meditation: A Learning Resource for Integrating Spiritual Insight With Management Studies | Andre L Delbecq, Santa Clara U.
At the Crossroads: The Intersection of Private Spirituality in the Public Workplace | Richard Perego, U. of Dallas; Stacie Chappell, Western New England U.
Beyond the Spirit of Capitalism | Catherine L. Pastille, Assumption College

620  ▶️: (DISC Paper Session) - (OB) Implications of Deviance at Work
4:30pm - 6:00pm WDW Dolphin Resort: Salon A3
Tweet this session: ▶️AOM2013 620
Facilitator: Shannon G. Taylor, U. of Central Florida
“All work and no play makes Jack a dull boy”: What people do when they are not working at work. | Aristides Isidoro Ferreira, ISCTE; Joana Nascimento Diniz Esteves, PepsiCo, Inc.
Countering Expectations and Counterproductive Workplace Behaviors of High-School Educated Youth | Lucas Dufour, GSCM, Montpellier Business School; Meena Andiappan, GSCM, Montpellier Business School
The Effect of Ambient Temperature on Workplace Deviance: A Longitudinal Field Study | Liuba Y. Belkin, Lehigh U.

621  ▶️: (DISC Paper Session) - (OB) Learning and Absorptive Capacity
4:30pm - 6:00pm WDW Dolphin Resort: Salon A4
Facilitator: Christina L. Stamper, Western Michigan U.
The Relationships Between Core Confidence, Causal Attributions, and Performance | Jessica Marie Greenwald, St. Ambrose U.
Helping to Learn and Learning as Reciprocity: A Social Exchange Perspective on Firm Performance | Daniel

Illinois, Urbana-Champaign; Hyeran Choi, U. of Illinois, Urbana-Champaign
Rating Defense Mega-Project Success: The Role of Personal Attributes and Stakeholder Relationships | Alicia Mazur, Queensland U. of Technology; Anne Pisarski, Queensland U. of Technology; Artemis Chang, Queensland U. of Technology; Neil M. Ashkanasy, U. of Queensland

622  ▶️: (DISC Paper Session) - (OCIS) The Consequences of IT on Organization, E-commerce, and Work
4:30pm - 6:00pm WDW Swan Resort: Pelican 2
Tweet this session: ▶️AOM2013 622
Facilitator: Nicholas Berente, U. of Georgia
IT as An Enabler to Enhance Fast Growth Small-to-Medium Enterprise Performance | Rui Bi, Charles Sturt U.; Kosmas X. Smyniros, RMIT U.; Robert M. Davison, City U. of Hong Kong
An Element of Surprise: The Impact of Serendipity on Online Trust | Christian Pieter Hoffmann, U. of St. Gallen; Christoph Lutz, U. of St. Gallen; Miriam Meckel, U. of St. Gallen; Giulia Ranzini, U. of St. Gallen (HSG)

623 : (OM) Operations Management (OM) Division Business Meeting
4:30pm - 6:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VII
Tweet this session: ▶️AOM2013 623
We will discuss the status of the Division and present several awards. All division members are encouraged to attend.
Division Chair: Karen Chinander Dye, Florida Atlantic U.
Division Chair-Elect: Kevin Linderman, U. of Minnesota
Program Chair: Stephan Vachon, Western U.
Professional Development Workshop Chair: Dayna Simpson, Monash U.
Past Chair: Thomas F. Gatikker, Boise State U.
Treasurer: Arash Azadegan, Rutgers U.
Secretary: Antony Paulraj, U. of Southern Denmark

624  ▶️: (DISC Paper Session) - (OMT) Coordination, Control & Organizational Design
4:30pm - 6:00pm WDW Swan Resort: Heron
Tweet this session: ▶️AOM2013 624
Chair: Rodney Lacey, Emory U.
The Dynamics of Coordination Regimes: Implications for Organization Design | Michael G. Jacobides, London Business School
Organizational control as an antidote for organizational politics? | Markus Kreutzer, U. of St. Gallen; Jorge Walter, George Washington U.; Laura B. Cardinal, U. of Houston
Organizational designs for absorptive capacity | Massimo Gaetano Colombo, Politecnico di Milano; Nicolai Foss, Copenhagen Business School; Cristina Rossi-Lamastra, Politecnico di Milano
Organizational languages, coordination, and firm structure | Matthew Sargent, U. of California, Berkeley

Thematic orientation: ▶️Teaching | ◼Practice | ◼International | ☝Program Theme | ☼Research | ☀Diversity | ⚖Best Paper

Section D

228


**625 - (DISC Paper Session) - (OMT) Three C’s: Change, Complexity and Context**

4:30pm - 6:00pm WDW Swan Resort: Ibis

Chair: Amit Jain, National U. of Singapore

Why Do Employees Respond Differently to the Same Organizational Changes? | Andrew H. Van de Ven, U. of Minnesota | Stephen L Jones, U. of Minnesota

Selecting Issues To Sell Globally At Greenpeace International | Yves Plourde, Richard Ivey School of Business

Modes and Mechanisms of Organizational Change | Nicole S. Zimmermann, U. of Siegen; Laura J. Black, Montana State U.

Organizational Field Collapse: Complex Systems, Embeddedness, and it all Goes South. | Chris Meyer, Efex Capital; David Cohen, Isenberg School of Management; Suddhir Nair, U. of Victoria

Orchestrating complexity: a case study on the strategic impact of knotting action nets | Sebastien Picard, ESCP Europe; Mar Perezts, EMILYON Business School; Veronique Steyer, Institut Supérieur de Gestion de Paris, GRIISG; Xavier Philippe, Rouen Business School

**626 - (RM) Research Methods Division Past Chairs Meeting**

4:30pm - 5:30pm WDW Coronado Springs Resort: Fiesta 1&2

Tweet this session: #AOM2013 626

This meeting is by invitation only.

**627 - (DISC Paper Session) - (SAP) Relational Perspectives on Strategy-Making**

4:30pm - 6:00pm WDW Swan Resort: Toucan 2

Tweet this session: #AOM2013 627

Discussant: Torsten Schmid, U. of St. Gallen

The Enactment of Interorganizational Relational Strategy and the Dynamics of Governance | Mark Lewis, Appalachian State U.; Arun Rai, Georgia State U.; Lars Mathiassen, Georgia State U.

Strategy Implementation as Social Exchange: A Processual Analysis of Multi-Level Exigencies | Dennis Herhausen, U. of St. Gallen; Robert Morgan, Cardiff U.; Luigi De Luca, Cardiff U.; Marcus Schoegel, U. of St. Gallen

Relational Pluralism: Organizational Foresight in Practice | David Sarpong, U. of the West of England; Nicholas O’Regan, Bristol Business School; Abby Ghobadian, U. of Reading; Mairi MacLean, U. of Exeter

**628 - (DISC Paper Session) - (SIM) Roundtable on Refining Qualitative Papers**

4:30pm - 6:00pm WDW Swan Resort: Egret

Tweet this session: #AOM2013 628

Discussing how to hone qualitative papers for publication, using four draft papers as examples

Discussant: Dawn R Elm, U. of St. Thomas

CSR Decreasing: How and So What? A Case Study in China Emerging Context | Tianli Feng, U. of Electronic Science and Technology of China; Yuhuan Liu, U. of Electronic Science and Technology of China

Supply Chain Management and Corporate Social Responsibility: MNC-SME Linkages in Brazil | Flavia de Magalhaes Alvim, FDC - Fundacao Dom Cabral

Politics of social enterprises: The role of influential people in scaling up | Rajesh Chandwani, Indian Institute of Management, Bangalore; Vasanthi Srinivasan, HHL Graduate School of Management Leipzig; Indian Institute of Management Bangalore; Mithileshwar Jha, Indian Institute of Management, Bangalore; Vishnuprasad Nagadevara, Indian Institute of Management, Bangalore

Value Chain Extension: Making Sense of Strategic CSR Implementation | Juan Liu, Huazhong U. of Science & Technology; Zhilong Tian, Huazhong U. of Science & Technology; Pengfan Cheng, Huazhong U. of Science & Technology; Wen Yang, Huazhong U. of Science & Technology

**629 - (DISC Paper Session) - (TIM) Firm Strategy and Value**

4:30pm - 6:00pm WDW Swan Resort: Mockingbird 2

Tweet this session: #AOM2013 629

Chair: Gustavo Oliveira Almeida, Fundacao Getulio Vargas

Considering a Firm’s Strategy in the Link between Inventor Mobility & Interfirm Knowledge Flow | Erin Ann Fahrenheit, Carnegie Mellon U.

The influence of strategic orientations on business performance in Korean technology intensive SMEs | Do Hyung Lee, Yeungnam U.; Suk Bong Choi, U. of Ulsan

The Use of Knowledge in the Strategic Management Society | Scott G. Johnson, Oklahoma State U.; Timothy A Hart, Oklahoma State U.; Corey Fox, Oklahoma State U.

Shift in Value Creation: Competence-destroying Discontinuity on Complementary Assets | Alessio Cozzolino, Bocconi U.; Gianmarco Verona, Bocconi U.

**630 - (TIM) TIM Executive Committee Meeting**

4:30pm - 5:30pm WDW Swan Resort: Swan 9

Tweet this session: #AOM2013 630
634: (CM) Conflict Management Business Meeting
5:00pm - 6:00pm WDW Dolphin Resort: Oceanic 1
Organizer: Michael A. Gross, Colorado State U.
Division Chair: Zoe Barns, U. of Washington, Tacoma
Division Chair-Elect: William P. Bottom, Washington U. in St Louis
Program Chair: Michael A. Gross, Colorado State U.
Professional Development Workshop Chair: Mara Olekals, U. of Melbourne
Past Chair: Barry M Goldman, U. of Arizona

635: (ICW) University of Washington Cocktail Reception
5:00pm - 7:00pm WDW Swan Resort: Swan 3
Organizer: Matt Elseo, U. of Washington

636: (ICW) Carnegie Mellon University, Tepper School of Business, Reception
5:00pm - 7:00pm WDW Dolphin Resort: Europe 3
Organizer: Jennifer Kukawa, Carnegie Mellon U.

637: (ICW) Tsinghua SEM Reception
5:00pm - 7:00pm WDW Dolphin Resort: Salon A2
By Invitation Only.
Organizer: Yu Yang, Tsinghua SEM

638: (ICW) International Association for Chinese Management Research Business Meeting
5:00pm - 6:45pm WDW Swan Resort: Salon E2
Organizer: Xiaomeng Zhang, American U.

639: (ICW) Network of Leadership Scholars (NLS) Reception
5:00pm - 6:00pm WDW Dolphin Resort: Salon V
Co-Sponsored by Elsevier and the Center for Leadership at Florida International University (FIU).
Organizer: Mary Uhl-Bien, U. of Nebraska

640: (MOC) MOC Executive Committee Meeting
5:00pm - 6:30pm WDW Dolphin Resort: Oceanic 2
Organizer: Sotirios Paroutis, MOC Executive Committee Meeting
Program Chair: Elizabeth George, Hong Kong U. of Science and Technology
Presenters: Marlys K. Christianson, U. of Toronto; Kevin W. Rockmann, George Mason U.; Mark J. Martinko, U. of Queens; Kyle Lewis, U. of Texas, Austin; Rhonda K. Regler, U. of Tennessee; Douglas A Lepisto, Boston College; Shelley Brickson, U. of Illinois, Chicago; Frances H. Fabian, U. of Memphis; Richard Blackburn, U. of North Carolina, Chapel Hill; Davide Ravasi, Cass Business School, City U. London; Michelle A. Barton, Boston U.; Kerrie Unsworth, U. of Western Australia; Andac Arikian, Florida Atlantic U.; Charles Watson, George Washington U.

641: (MOC) MOC Executive Committee Meeting
5:00pm - 7:00pm WDW Dolphin Resort: Oceanic 8
Organizer: Sotirios Paroutis, MOC Executive Committee Meeting
Program Chair: Elizabeth George, Hong Kong U. of Science and Technology
Presenters: Marlys K. Christianson, U. of Toronto; Kevin W. Rockmann, George Mason U.; Mark J. Martinko, U. of Queens; Kyle Lewis, U. of Texas, Austin; Rhonda K. Regler, U. of Tennessee; Douglas A Lepisto, Boston College; Shelley Brickson, U. of Illinois, Chicago; Frances H. Fabian, U. of Memphis; Richard Blackburn, U. of North Carolina, Chapel Hill; Davide Ravasi, Cass Business School, City U. London; Michelle A. Barton, Boston U.; Kerrie Unsworth, U. of Western Australia; Andac Arikian, Florida Atlantic U.; Charles Watson, George Washington U.

642: (SAP) Strategizing Activities and Practice Interest Group Executive Committee Business Meeting
5:15pm - 6:45pm WDW Swan Resort: Swan 7
Organizer: Xuelian (Ming) Hu, University of Toronto
Division Chair: Richard Whittington, Said Business School
Division Chair-Elect: Saku Mantere, Hanken School of Economics
Program Chair: Tomi M. M. Laamanen, U. of St. Gallen
Professional Development Workshop Chair: Anne D. Smith, U. of Tennessee, Knoxville
Past Chair: Curtis LeBaron, Brigham Young U.
Treasurer: Claus D Jacobs, U. of St. Gallen
Secretary: Sotirios Paroutis, U. of Warwick
Participants: Chahrazad Abdallah, U. of London, Birkbeck; Jane Kirsten Le, U. of Sydney; Charlotte Cloutier, HEC Montreal

643: (BPS) BPS Teaching Committee Meeting
5:30pm - 6:30pm WDW Swan Resort: Swan 3
Organizer: Sotirios Paroutis, MOC Executive Committee Meeting
Program Chair: Elizabeth George, Hong Kong U. of Science and Technology
Presenters: Marlys K. Christianson, U. of Toronto; Kevin W. Rockmann, George Mason U.; Mark J. Martinko, U. of Queens; Kyle Lewis, U. of Texas, Austin; Rhonda K. Regler, U. of Tennessee; Douglas A Lepisto, Boston College; Shelley Brickson, U. of Illinois, Chicago; Frances H. Fabian, U. of Memphis; Richard Blackburn, U. of North Carolina, Chapel Hill; Davide Ravasi, Cass Business School, City U. London; Michelle A. Barton, Boston U.; Kerrie Unsworth, U. of Western Australia; Andac Arikian, Florida Atlantic U.; Charles Watson, George Washington U.

644: (ICW) CJAS Social Hour - Celebrating 30 Years of CJAS
5:30pm - 7:30pm WDW Coronado Springs Resort: Coronado R,S
Organizer: Karin Schnarr, Richard Ivey School of Business

645: (MC) Management Consulting Division Social Hour
5:30pm - 7:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Organizer: Sotirios Paroutis, MOC Executive Committee Meeting
Program Chair: Anthony F. Buono, Bentley U.

646: (TIM) TIM Business Meeting
5:30pm - 6:30pm WDW Swan Resort: Swan 3
Organizer: Sotirios Paroutis, MOC Executive Committee Meeting
Program Chair: Arvids A Ziedonis, U. of Oregon
Division Chair-Elect: Riitta Katila, Stanford U.
Program Chair: Dianne HB Welsh, U. of North Carolina, Greensboro
Professional Development Workshop Chair: Mary Tripsas, Boston College
Past Chair: Paul Olk, U. of Denver

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Treasurer: BJ Zirger, U. of Cincinnati  
Newsletter Editor: Daniele Rotolo, SPRU - U. of Sussex  
Listserv Manager: Darlene Joy Alexander-Houle, U. of Phoenix  
Representative-at-Large: Ammon Salter, Imperial College London; Rahul Kapoor, U. of Pennsylvania; Aija E. Leijonen, Cornell U.; Sanjay Jain, Santa Clara U.; Kira Fabrizio, Boston U.

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**Sunday 5:45PM**

**647**: (ICW) Organization & Environment Associate Editors Meeting  
5:45pm - 6:45pm WDW Yacht and Beach Club Resort: Hampton  
Tweet this session: #AOM2013 647  
Organizer: Cynthia Nalevanko, Sage Publications

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**Sunday 6:00PM**

**648**: (AAA) All-Academy Reception  
6:00pm - 8:00pm WDW Dolphin Resort: Pacific B&C  
Tweet this session: #AOM2013 648

**649**: (BPS) 2013 Irwin Outstanding Educator Award in Honor of Bernard Yeung  
6:00pm - 8:00pm WDW Swan Resort: Mockingbird 1  
Tweet this session: #AOM2013 649

**651**: (GDO) GDO Executive Board Dinner  
6:00pm - 8:00pm Offsite: TBD  
Tweet this session: #AOM2013 651  
This event will be held off-site and is by Invitation Only. More specific information will be provided to Executive Committee Members by the Division Chair. Contact gcombs@unlnotes.unl.edu with questions  
Division Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln  
Division Chair-Elect: Stacy Blake-Beard, Simmons College  
Program Chair: Charmaine E. J. Hartel, U. of Queensland  
Professional Development Workshop Chair: Lisa Hisae Nishii, Cornell U.

**652**: (HR) HR Business Meeting / Receptions  
6:00pm - 8:30pm WDW Dolphin Resort: Salon III  
Tweet this session: #AOM2013 652

**653**: (ICW) The University of Maryland, Robert H. Smith School of Business  
6:00pm - 8:00pm WDW Swan Resort: Swan 5  
Tweet this session: #AOM2013 653  
Organizer: Barbara Chipman, U. of Maryland

**655**: (ICW) The CBS executive MMD program is hosting a debriefing session each evening during AOM 2013 (3)  
6:00pm - 7:30pm WDW Dolphin Resort: Oceanic 4  
Tweet this session: #AOM2013 655  
We look forward to welcoming MMD students, MMD Community, any other reflective practitioners interested in investigating new grounds and frontiers of your organizational context and leadership practice. Language: Probably mostly Danish. Hosts: Professor Kristian Kreiner, CBS and Dean of Education, Professor Jan Molin, CBS.  
Organizer: Lise Balslev, CBS/ MMD

**656**: (ICW) University of Colorado Boulder Reception  
6:00pm - 8:00pm WDW Dolphin Resort: Salon E3  
Tweet this session: #AOM2013 656  
Organizer: Siddharth Vedula, U. of Colorado, Boulder

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**657**: (ICW) IFERA reception for Scholars Interested in the Field of Family Business  
6:00pm - 7:30pm WDW Coronado Springs Resort: Coronado Q  
Tweet this session: #AOM2013 657  
Hosted by Sanjay Goel, Gonzalez Gomez Betancourt, Torsten Pieper, and Iiro Jussila.  
Organizer: Sanjay Goel, IFERA-International Family Enterprise Research Academy

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**Sunday 6:30PM**

**650**: (CM) Conflict Management Division Social  
6:30pm - 8:30pm WDW Dolphin Resort: Oceanic 3  
Tweet this session: #AOM2013 650  
Host: William P. Bottom, Washington U. in St. Louis

**654**: (ICW) Human Relations Reception  
6:30pm - 8:30pm WDW Swan Resort: Swan 6  
Tweet this session: #AOM2013 654  
Organizer: Claire Castle, Human Relations

**660**: (ICW) Singapore Management University  
6:30pm - 8:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VIII  
Tweet this session: #AOM2013 660  
Organizer: Priscilla Kumari A, Singapore Management U.

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**Sunday 7:00PM**

**664**: (ICW) IACMR/Wiley/Nanjing University Joint Reception  
7:00pm - 8:30pm WDW Dolphin Resort: Salon E1  
Tweet this session: #AOM2013 664  
Organizer: Xiaoming Zhang, American U.

**665**: (MSR) MSR Business Meeting  
7:00pm - 8:00pm WDW Dolphin Resort: Oceanic 5  
Tweet this session: #AOM2013 665

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

Section D
Sunday 7:15PM

666: (ICW) Emerald Networking and Awards Presentation

Evening
7:15pm - 9:00pm WDW Swan Resort; Swan 8
Tweet this session: #AOM2013 666

Join us for a chance to network with the Publishers and Editors of some of Emerald’s most highly rated management journals and book series, as well as many recent award-winning authors. Several awards will be presented throughout the evening, without interrupting the flow of the conversation, including the highly prestigious Citations of Excellence Awards. These awards represent the top 50 papers chosen annually from 15,000 articles, all from the top 300 management publications worldwide. Therefore, receiving a Citation of Excellence is an extraordinary achievement and represents one of the highest accolades that an author can achieve. And there are probably never more winners in one place at one time than at the Emerald Networking Event, held annually at AOM. This is your chance to come and meet them, as well as discuss your ideas for papers and books with Publishers, Editors and award-winning authors, all in one place. Drinks and nibbles will be provided.

Organizer: Helen Evans, Emerald Group Publishing

Sunday 7:30PM

663: (ICW) Ewing Marion Kauffman Foundation Junior Faculty Fellowship Awards Reception

7:30pm - 9:30pm WDW Swan Resort; Swan 2
Tweet this session: #AOM2013 663

All Kauffman Foundation emerging scholars are welcome to attend. This is an open reception.

Organizer: Michelle St. Clair, Ewing Marion Kauffman Foundation

667: (MC) Management Consulting Division Members and Friends Dinner

7:30pm - 10:00pm Offsite: Wolfgang Puck Grand Cafe
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWRereg. The deadline to register online is August 7, 2013. The cost to register is $50.00. This event is taking place at the Wolfgang Puck Grand Cafe in Downtown Disney’s West Side. Please contact abuono@bentley.edu with questions.

Division Chair: Anthony F. Buono, Bentley U.
Program Chair: Joanne C Preston, Global Exchange Group
Speaker: David Jamieson, U. of St. Thomas

Sunday 8:00PM

668: (AAA) President’s Reception (Invitation Only)

8:00pm - 10:00pm WDW Swan Resort; Osprey Ballroom
Tweet this session: #AOM2013 668

By Invitation Only

669: (ICW) The Reception of The Hong Kong University of Science and Technology, AOM 2013

8:00pm - 10:00pm WDW Dolphin Resort; Asia 4
Tweet this session: #AOM2013 669

Hosted by Prof. Jiatao Li, Chair Professor and Head, Department of Management, The Hong Kong University of Science and Technology
Organizer: Jiatao Li, Hong Kong U. of Science and Technology
Monday 7:00AM

671: (AAA) Adopt-a-Member Meet & Greet
7:00am - 8:00am WDW Dolphin Resort: Salon E4.
Tweet this session: #AOM2013 671
RSVP Only between Mentor and Mentee to meet and greet one another in the Hospitality Suite

672: (ICW) FBR Advisory and Editorial Review Board Meetings
7:00am - 8:00am WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 672
Organizer: Pramodita Sharma, U. of Vermont

673: (ICW) Christian Management Scholars Network Breakfast
7:00am - 8:00am WDW Dolphin Resort: Salon II
Tweet this session: #AOM2013 673
Organizer: Mitchell J. Neubert, Baylor U.

674: (ICW) IMD International Day 4
7:00am - 8:00pm WDW Boardwalk Inn: Marvin Gardens C
Tweet this session: #AOM2013 674
Organizer: Marianne Rothenbuehler, IMD International

675: (IM) IM Thought Leadership Cafe
7:00am - 8:00am WDW Yacht and Beach Club Resort: Asbury B
Tweet this session: #AOM2013 675
Members of the IM division have breakfast with leading IM scholars

676: (MSR) MSR Morning Meditation
7:00am - 8:00am WDW Dolphin Resort: Oceanic 1
Facilitator: Gerald Biberman, U. of Scranton

677: (OM) OM Welcome Breakfast
7:00am - 8:00am WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Tweet this session: #AOM2013 677
Organizer: Stephan Vachon, Western U.

678: (TIM) TIM Breakfast
7:00am - 8:00am WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 678

Monday 7:30AM

679: (AAA) AOM Committee Chairs Meeting
7:30am - 9:00am WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 679

680: (GDO) GDO Welcome Breakfast
7:30am - 8:30am WDW Dolphin Resort: Asia 1
Tweet this session: #AOM2013 680
Division Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Division Chair-Elect: Stacy Blake-Beard, Simmons College
Program Chair: Charmaine E. J. Hartel, U. of Queensland
Professional Development Workshop Chair: Lisa Hisae Nishii, Cornell U.

681: (HR) HR Division Welcome Breakfast and Awards
7:30am - 9:30am WDW Dolphin Resort: Salon I
Tweet this session: #AOM2013 681
Come join your friends and colleagues for breakfast and to congratulate the winners of the HR Division Awards.
Division Chair: Wendy R. Boswell, Texas A&M U.
Division Chair-Elect: David G. Allen, U. of Memphis

Program Chair: Frederick P. Morgeson, Michigan State U.
Professional Development Workshop Chair: David P. Lepak, Rutgers U.
Past Chair: Murray R. Barrick, Texas A&M U.

682: (ICW) University of New Mexico Recruitment
7:30am - 9:00am WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 682
Organizer: Junella Montoya, U. of New Mexico

684: (SIM) SIM Morning Jumpstart
7:30am - 8:00am WDW Coronado Springs Resort: Durango 1&2
Tweet this session: #AOM2013 684
It's just coffee to start the day
Program Chair: Michael L. Barnett, Rutgers U.

Monday 8:00AM

685: (AAA) Conference Registration
8:00am - 5:00pm WDW Dolphin Resort: Atlantic B&C
Tweet this session: #AOM2013 685
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

686: (AAA) Conference Exhibits
8:00am - 5:00pm WDW Dolphin Resort: Atlantic B&C
Tweet this session: #AOM2013 686
Today is the last day that the Exhibit Hall will be open. Don't forget to stop by to take advantage of show discounts!

687: (AAA) Hospitality Suite for First Time Attendees
8:00am - 5:00pm WDW Dolphin Resort: Salon E4
Tweet this session: #AOM2013 687
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!

688: (AAA) Placement Services
8:00am - 5:00pm WDW Coronado Springs Resort: South Registration
Tweet this session: #AOM2013 688
Placement Services - Registration and Information

689: (Paper Session) - (BPS) Strategies at the Boundary of the Firm
8:00am - 9:30am WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 689
Chair: Nicholas Argyres, Washington U. in St. Louis
Putting Opportunism in the Back Seat: Bounded Rationality, Costly Conflict and Hierarchical Forms | Nicolai Foss, Copenhagen Business School; Libby Weber, U. of California, Irvine
Capitalism’s Secret Sauce: Compensatory Real Options, Private Ordering & International Entrepreneurs | Richard Hunt, U. of Colorado, Boulder
The Transaction Cost Economics Theory of Trading Favors: The Case of Entrepreneurial Firms | Elitza R. Banalieva, Northeastern U.; Kimberly Eddleston, Northeastern U.; Alain C. Verbeke, U. of Calgary
Blurring the Boundaries of the Firm: Internal Hybrids as Antecedents of Firm Performance | Miguel Perez-Valls, U. de Almeria; Jose Cespedes-Lorente, U. of Almeria; Eva Carmona-Moreno, U. de Almeria

Thematic orientation: ☝️ Teaching | 🍃 Practice | 🌐 International | 🌍 Program Theme | 📚 Research | 🌌 Diversity | ⚖️ Best Paper

Section D
### Session Details – Monday, 8:00 - 10:00 AM

#### Section D

**MONDAY**

- **8:00am - 9:30am WDW Swan Resort: Pelican 2**
  - **Chair:** Vikas A. Aggarwal, INSEAD
  - **Learning to Learn or Learning to Coordinate?** | *Korcan Kavusan*, Tilburg U.; *Niels G. Noorderhaven*, Tilburg U.
  - **Patterns and Constraints of Cooperative Tendencies in Small and Medium-Sized Enterprises** | *Brinja Meiseberg*, Westfälische Wilhelms-Universität Münster
  - **With experience comes wisdom? Difficulties learning from and using adviser acquisition experience** | *Jeray M Halebian*, U. of Georgia; *Adam Steinbach*, Michigan State U.; *Gerry McNamara*, Michigan State U.
  - **Experimental Learning in Joint Product Development Activities** | *Thorsten Grohsjean*, LMU Munich

- **8:00am - 9:30am WDW Swan Resort: Swan 1**
  - **Chair:** Anne Parmigiani, U. of Oregon
  - **Strategic Linkages Between the Information Technology Governance and Innovation** | *Alpha Ayande*, UQAM
  - **The Co-Evolution of Business Model and Organization in an Established Firm** | *Xu Han*, The Wharton School, U. of Pennsylvania
  - **The Impact of Parent Firm Knowledge Transfers on Foreign Subsidiary Innovation** | *Heather Berry*, George Washington U.

- **8:00am - 9:30am WDW Swan Resort: Swan 7**
  - **Chair:** Yuanyuan Sun, U. of Illinois, Urbana-Champaign
  - **Beauty Capital at the Helm: Effects of Physical Attractiveness on CEO Compensation** | *Wei Shi*, Rice U.; *Wm. Gerard Sanders*, Rice U.
  - **Do Boards Use Severance Contracts to Insure New CEOs Against Intense Monitoring?** | *Jeremy John Marcel*, U. of Virginia; *Amanda Cowen*, U. of Virginia; *Adelaide Wilcox King*, U. of Virginia
  - **The Moderating Effects of CEO Stock-Based Pay on Performance Feedback and Acquisition Risk** | *Elizabeth Lim*, U. of Texas, Dallas
  - **The Role of Reference Point in CEO Restricted Stock and Its Impact on R&D Intensity** | *Elizabeth Lim*, U. of Texas, Dallas; *Brian T. McCann*, Vanderbilt U.

- **8:00am - 9:30am WDW Swan Resort: Swan 8**
  - **Chair:** J Peter Murmann, Australian School of Business, UNSW
  - **Business Group Diversification Revisited: Strategy, Structure, and Institutions** | *Apalak Khatua*, Xavier Labour Relations Institute; *Indrajit Mukherjee*, Xavier Labour Relations Institute
  - **Ownership, Branding and Multiple Audience Concerns: Evidence from Nursing Homes** | *Susan F. Lu*, U. of Rochester; *Gerard Wedig*, U. of Rochester; *James Brickley*, U. of Rochester
  - **Diversification, Internationalization and Institutional Context** | *Jie Fu*, U. of Toulouse I, Capitole; *Denise Lacoste*, Toulouse Business School; *Laurent Germain*, Toulouse Business School

- **8:00am - 9:30am WDW Swan Resort: Toucan 1**
  - **Chair:** Rakesh B. Sambharya, Rutgers U.
  - **The Role of Firm Leverage in Alliance Formation** | *Fabio Zambuto*, U. of Palermo; *Shyam Kumar*, Rensselaer Polytechnic Institute; *Jonathan O'Brien*, Rensselaer Polytechnic Institute
  - **When Do Affiliations with VCs Matter? Payment Structures in High-Tech Partnerships** | *Jeffrey J. Reuer*, Purdue U.; *Shivaram Devarakonda*, Purdue U.; *West Lafayette; Siva Ramakrishna Devarakonda*, Purdue U.; *West Lafayette
  - **Do Politically Connected Firms Engage More or Less in Corporate Philanthropy?** | *Nan Jia*, U. of Southern California; *Yongxiang Wang*, U. of Southern California

- **8:00am - 9:30am WDW Swan Resort: Toucan 2**
  - **Chair:** Michael J. Mannor, U. of Notre Dame
  - **Why do Male and Female CEOs exit? Firm Performance & Board Homophily** | *Siri Ann Terjesen*, Indiana U.; *Karl Wennberg*, Stockholm School of Economics
  - **Probation Passed: Earnings Management in Interim CEOs Succession Episodes** | *Guoli Chen*, INSEAD; *Shuqing Luo*, National U. of Singapore; *Tapan Seth*, Wayne State U.
  - **Architectural advantages of vertical integration in the event of a competitor IPO** | *Kun Liu*, Wayne State U.; *Tapan Seth*, Wayne State U.

**Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper**
698  CAU: (CAU) The Evolution of the Free Market Economy Apotheosis
8:00am - 9:30am WDW Swan Resort: Parrot 2
Tweet this session: #AOM2013 698

Profit is the preeminent measure of a of a business’ progress and by extension its overall value. However, in order to establish or maintain relevance in the current competitive market, business leadership needs to engage practices that consider both their short and long-term compatibility with the social, ecological, and financial ecosystem in which they operate. The careful exploitation of resources through the establishment of a value based leadership system embedded in the respective organization’s culture businesses will be able to evolve in line with this complex phenomenon.

Organizers: Andrea Browne-Phillips, Benedictine U.; Kerrie Aman Carfagno, Benedictine U.

Discussions: Jacqueline Woodard, Benedictine U.; Gregory Hinton, Benedictine U.; Denise Lackey, Benedictine U.
703 ี้: (CM, OB, MOC) Intratask Conflict: Unique Perspectives and New Questions
8:00am - 9:30am WDW Coronado Springs Resort: Acapulco
Tweet this session: #AOM2013 703
Chair: Ruchi Sinha, Indian School of Business
Discussant: Laurie R. Weingart, Carnegie Mellon U.
A Social Network Approach to Measuring Intratask Conflict: Involvement vs. Perceptions | Ruchi Sinha, Indian School of Business
Impact of Task Conflict Network Density on Team Performance: The Role of Transactive Memory Systems | Anthony C. Hood, U. of Alabama at Birmingham; Daniel Gregory Bachrach, U. of Alabama; Elliot Bendoly, Emory U.
Misinterpreting Task conflict as Relationship Conflict: Damaging Effects on Group Decision Making | Frank De Wit, Leiden U.
A Multi-method Investigation of the Types and Consequences of Hierarchical Conflicts in Teams | Maartje E. Schouten, Erasmus U. Rotterdam; Lindred L. Greer, Erasmus U. Rotterdam; Daan van Knippenberg, Erasmus U. Rotterdam

704 🌍: (Paper Session) - (CMS) Bullying and Bullying to Democracy: Resisting Capitalist Routines
8:00am - 9:30am WDW Coronado Springs Resort: Acapulco
Tweet this session: #AOM2013 704
Chair: Frances A Viggiani, Southern Connecticut State U.
Discussant: Mark Learmonth, Durham U.
Routine Resistance: Limits to Reclaiming Power in the Context of Depersonalized Bullying | Ernesto Noronha, Indian Institute of Management Ahmedabad; Premilla D'Cruz, Indian Institute of Management Ahmedabad
Freedom and Non-domination in Organizations: Philip Pettit's Contribution to Workplace Democracy | Martyn Griffin, Durham U.; Mark Learmonth, Durham U.
Upholding the Subject Position of the Strategist - Study on the Power Effects of Discourse | Päivi Eriksson, U. of Eastern Finland; Marke Kiviärvi, U. of Eastern Finland
The Institutionalization of the Norm of Digital Measurement: A Foucauldian Analysis | Thierry Viale, U. of Liverpool; Yves Gendron, U. Laval
Workplace Bullying: Slavery Lurks in Shadows | Devi Akella, Albany State U.

705 🌍: (Paper Session) - (ENT) Nascent and Serial Entrepreneurs
8:00am - 9:30am WDW Swan Resort: Dove
Tweet this session: #AOM2013 705
Chair: Jon C. Carr, Texas Christian U.
Discussant: Mallika Banerjee, McGill U.
Learning, Firm Age and Performance: An Investigation of Returnee Entrepreneurs in China | Xiaohui Liu, Loughborough U.; Mike Wright, Imperial College London; Igor Filatotchev, City U. London
Cognitive Disposition for Serial Entrepreneurship | Dan Kai Hsu, Appalachian State U.; Jon C. Carr, Texas Christian U.; Sharon Alicia Simmons, William Paterson U.

706 🌍: (Paper Session) - (ENT) Internal Corporate Venturing
8:00am - 9:30am WDW Swan Resort: Heron
Tweet this session: #AOM2013 706
Chair: Marina Binari, Strathclyde U.
Discussant: Yuan Li, McGill U.
Value Proposition Evolution and the Performance of Internal Corporate Ventures | Jeffrey G. Covin, Indiana U.; Robert P. Garrett, Oregon State U.; Donald F Kuratko, Indiana U.
The Emergence of Collective Corporate Entrepreneurial Identity | Marina Binari, Strathclyde U.; Ying Zhang, U. of Strathclyde
Teach Your Ventures Well: A Control-Based Typology of ICV Parenting Styles | Ryan Adam Krause, Texas Christian U.; Owen Nelson Parker, Indiana U., Bloomington; Jeffrey G. Covin, Indiana U.

707 🌍: (Paper Session) - (ENT) Entrepreneurial Stories and Legitimacy
8:00am - 9:30am WDW Swan Resort: Ibis
Tweet this session: #AOM2013 707
Chair: Elco van Burg, VU U. Amsterdam
Discussant: Victor Zengyu Huang, Zayed U.
A Unifying Framework for New Venture Legitimacy Judgments Formation | Whitney Oliver Peake, U. of North Texas; Derrick E. D'Souza, U. of North Texas
Entrepreneurial Stories: What Are They? What Can They Do? | Jaume Villanueva, ESADE Business School
Stressing Legitimacy or Distinctiveness? The Argumentation Strategies of New Firm Founders | Ruben van Werven, VU U. Amsterdam; Onno Bouwmeester, VU U. Amsterdam

Thematic orientation: 🌍 Teaching | 🌍 Practice | 🌍 International | 🌍 Program Theme | 🌍 Research | 🌍 Diversity | 🌍 Best Paper
709  ☯: (Paper Session) - (ENT) The Nature of Opportunities
8:00am - 9:30am WDW Swan Resort: Parrot 1
Tweet this session: #AOM2013 709
Chair: Randall E Westgren, U. of Missouri
Discussant: Craig E. Armstrong, U. of Alabama
Opportunity Recognition and Opportunity Exploitation - Two Validated Measurement Scales | Andreas Kuckertz, U. of Hohenheim; Tobias Kollmann, U. of Duisburg-Essen; Patrick Krell, U. of Duisburg-Essen; Christoph Stöckmann, U. of Duisburg-Essen
The Ontology of Entrepreneurial Opportunity | Russell McBride, U. of Utah; Robert Joseph Wuebker, U. of Utah; Jaime Grant, U. of Utah
The Chimera of Entrepreneurial Opportunity | Randall E Westgren, U. of Missouri; André Ariew, U. of Missouri

710  ☯: (Paper Session) - (ENT) Socioemotional Wealth in Family Firms
8:00am - 9:30am WDW Swan Resort: Swan 3
Chair: Angela Randolph, Texas Tech U.
Discussant: Angela Randolph, Texas Tech U.
Socioemotional Wealth and Family Firm Performance: Economic Gains from Pursuing Noneconomic Goals | Kristen Madison, U. of Tennessee; Falk Hohenscheid; Tobias Kollmann, U. of Duisburg-Essen; Patric Krell, U. of Duisburg-Essen; Christoph Stöckmann, U. of Duisburg-Essen
The Effect of Socioemotional Wealth on CEO Career Horizons in Family Firms | Vanessa M. Strike, Erasmus U. Rotterdam; Stephen G. Sapp, U. of Western Ontario; Lorenzo Congiu, Independent

711  ☯: (Paper Session) - (ENT) Entrepreneurial Orientation and Performance
8:00am - 9:30am WDW Swan Resort: Swan 4
Chair: Crystal Lynn Ellis, Morgan State U.
Discussant: Nousheen Taqiq Bhutta, International Islamic U.

712  ☯: (ENT, BPS, OMT) Theory and Evidence on New Venture Founding and Strategy
8:00am - 9:30am WDW Swan Resort: Mockingbird 1
Tweet this session: #AOM2013 712
Organizers: Christopher I. Rider, Emory U.; Aaron Chatterji, Duke U.
Discussant: Peter Thompson, Emory U.
Do Undervalued Employees Make Entrepreneurs? New Theory and Evidence | Deepak Hegde, New York U.; Justin Tumlinson, Ifo Institute at the U. of Munich
Eponymous Entrepreneurs | Sharon Belenzon, Duke U.; Aaron Chatterji, Duke U.
Founder or Joiner? The Role of Preferences and Context in Shaping Entrepreneurial Orientations | Michael Roach, Duke U.; Henry Sauermann, Georgia Institute of Technology
Organizational founding conditions and the subsequent evolution of employee demography | Jing Chen, Copenhagen Business School; Christopher I. Rider, Emory U.

713  ☯: (Paper Session) - (GDO) Diversity, Groups and Training Models
8:00am - 9:30am WDW Dolphin Resort: Asia 2
Chair: Timurs Umans, Kristianstad U.
Female Leadership Advantage in Teams: A Situational Perspective | Corinne Post, Lehigh U.
The impact of diversity and identification on affective linkages in work teams | Meir Shenia, Rotterdam School of Management
Diversity Training in the Workplace: Modeling the Evolution of the Field and New Directions | Dianne Deborah Murphy, U. of Wisconsin, Milwaukee

714  ☯: (GDO) The Effects of Social Impact and Capacity Building on Organizational Performance
8:00am - 9:30am WDW Dolphin Resort: Europe 3
Chair: Raymond N. C. Trau, Curtin U.
Walk the Talk: A Multilevel Model of Social Impact | Raymond N. C. Trau, Curtin U.; Sharon K. Parker, U. of Western Australia
Building Capacity in a Developing Country: Women and Social Capital | Kantha Ruby Dayaram, Curtin U.
Session Details – Monday, 8:00 - 10:00 AM

715 (Paper Session) - (GDO) Discrimination and Harassment
8:00am - 9:30am WDW Dolphin Resort: Europe 5
Tweet this session: AOM2013 715
Chair: Anelka L. Simmons, Sam Houston State U.
- Racial Discrimination Allegations and Workplace Devaluation | Ivan Muslin, Marshall U.; Charles A. Pierce, U. of Memphis
- Asymmetric responses of majority vs. minority members to increasing racial diversity | Seon-young Hwang, Yonsei U.; Hyuntak Roh, Yonsei U.
- More money, more conflict: Family responsibility discrimination, rewards, and work-life conflict | Tiffany Treziobalski, U. of Wisconsin, Madison; Maria Carmen Triana, U. of Wisconsin, Madison

716 (Paper Session) - (GDO) New Perspectives on Diversity: Selection, Growth, Culture and Leadership
8:00am - 9:30am WDW Dolphin Resort: Oceanic 4
Tweet this session: AOM2013 716
Chair: Valerie Purdie-Vaughns, Columbia U.
Discussant: Robin Ely, Harvard U.
- Group Versus Case-By-Case Selection Decisions Increase Diversity and Reduce Bias | Valerie Purdie-Vaughns, Columbia U.; Gregory Walton, Stanford U.; Rainer Romero-Canias, Columbia U.; Rebecca I Mohr, Columbia U.
- The Impact of Minority Group Member Norm Violation on Perceived Professionalism | Tina R Opie, Babson College
- How Concerns with Appearing Biased Can Undermine Diversity: Exploring Favoritism Threat | Denise Lewin Loyd, Massachusetts Institute of Technology
- A “Cultural Fit” Model for Managing Diversity in Organizations | Evan Apfelbaum, MIT Sloan; Nicole Stephens, Northwestern Kellogg School of Management; Ray Reagans, MIT Sloan

717 (Paper Session) - (GDO) Rethinking Diversity
8:00am - 9:30am WDW Dolphin Resort: Oceanic 7
Tweet this session: AOM2013 717
Chair: Nancy E. Day, U. of Missouri, Kansas City
- From backlash to the “business case”: recasting Affirmative Action and diversity management | Shawna Bowden Vican, Harvard U.
- Age Diversity in the Workplace: Sheding Light on the Generation Construct | John Benson, U. of South Australia; Sukhbir Sandhu, U. of South Australia; Sarawati Sastrowardoyo, U. of South Australia; Christina M Scott-Young, U. of South Australia
- Conscientiousness Match in Vertical Dyps: The Moderation of Gender Match | Aichia Chuang, National Taiwan U.; Ryan Shuwei Hsu, National Taiwan U., Taiwan
- Two Sides of Sexism: How Sexist Attitudes May Undermine and Promote Gender Diversity | Iona Hidig, Wilfrid Laurier U.; Lance Ferris, Pennsylvania State U.

718 (Paper Session) - (GDO, HR) Sexuality, Gender, and Prejudice, Oh My! LGBQ Experiences in Organizations
8:00am - 9:30am WDW Dolphin Resort: Oceanic 3
Tweet this session: AOM2013 718
Chairs: Veronica C. Rabelo, U. of Michigan, Ann Arbor; Lilia Cortina, U. of Michigan
Discussant: Ann Marie Ryan, Michigan State U.
Can Being Gay Provide a Boost in the Hiring Process? | Benjamin Everly, U. of California, Los Angeles; Margaret Shih, U. of California, Los Angeles; Miguel M. Unzueta, U. of California, Los Angeles
The Effects of Sexual Orientation on Hiring, Treatment, and Pay | Nicholas Rule, U. of Toronto; Jennifer L. Berdahl, U. of Toronto
When Gender and Sexuality Collide: Workplace Harassment against Non-Heterosexual Employees | Veronica C. Rabelo, U. of Michigan, Ann Arbor; Lilia Cortina, U. of Michigan
Confronting Bias: How Targets and Allies Can Address Prejudice Against Gay Men in the Workplace | Larry R Martinez, Rice U.

719 (Paper Session) - (HCM) Understanding Change in Context
8:00am - 9:30am WDW Coronado Springs Resort: Fiesta 4
Tweet this session: AOM2013 719
Chair: Monica Perez Jolles, UNC School of Public Health
- Hospital and Health System Change and Transformation Typology | Christopher Johnson, U. of Washington; Aaron Spaulding, U. of North Florida; Bita Kash, Texas A&M U.; Jungyeon Kim, Texas A&M U.; Larry Gamm, Texas A&M Health Science Center
- The Role of Sensemaking in Constructing Agents of Change | Danielle Tucker, Imperial College London; Jane Hendy, U. of Surrey; James Barlow, Imperial College London
Improving the Ability of Behavior Change Theories to Predict Healthcare Professionals’ Behavior | Sarah Abigail Birken, U. of North Carolina, Chapel Hill; Sara Jacobs, U. of North Carolina, Chapel Hill; Alicia C. Bunge, Sheps Center for Health Services Research; Angela Stover, U. of North Carolina, Chapel Hill; Bryan J. Weiner, U. of North Carolina, Chapel Hill

720 (Paper Session) - (HCM) Networks and Research to Practice
8:00am - 9:30am WDW Coronado Springs Resort: Yucatan 1
Tweet this session: AOM2013 720
Chair: Ann Scheck McAlearney, The Ohio State U.
- Dissemination of Evidence-Based Practices: A New Role for Substance Abuse Treatment Organizations | Dail Fields, U. of Georgia; Paul M. Roman, U. of Georgia; Terry C. Blum, Georgia Institute of Technology

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
CGIO International Corporate Governance Award Finalist

724 (Paper Session) - (IM) International Joint Venture Governance, Partnering Concerns and Performance
8:00am - 9:30am WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 724
Chair: Gary D. Robinson, Capella U.
- Board Composition in International Joint Ventures | Ilya Cuypers, Singapore Management U.; Ben M. Bensaou, INSEAD
- A Study of the Institutional and Experiential Drivers of IJV Partnering Concerns | Jean-Paul Roy, Queen's School of Business, Canada
- TMT Organizational Identification, Knowledge Creation and International Joint Venture Performance | Bi-Juan Zhong, The Ohio State U.; Yaping Gong, Hong Kong U. of Science and Technology; Song Xu, Anhui U. of Finance & Economics
- Institutional Distance and Partner Selection in International Technological Alliances (WITHDRAWN) | Marius Sorin Krammer, Groningen U. (RUG)

725 (Paper Session) - (IM) Punching Above Their Weight: Internationalization and the Small Firm
8:00am - 9:30am WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 725
Chair: Julie Ann Elston, Oregon State U.
- Step by Step: A Hierarchical Model of SME Internationalization | Daniel Pastoriza, HEC Montreal; Hugo Zarco Jasso, U. of Navarra; Miguel Canela, U. of Barcelona
- The Impact of Inter-personal Network Formality on SME Internationalisation | Manuel Eberhard, Bond U.; Timothy Scott Kiessling, Bond U.
- The Influence of Public Policies on Chinese SMEs’ International Expansion | Guillermo Corderoza, INCAE Business School; Gaston Forones, U. of Bristol and ESIC Business School; Ping Li, Shandong U. of Technology; Ning Xu, Nanjing U.; Song Xu, Anhui U. of Finance & Economics
- New Venture Internationalization as a Rite of Passage: Unpacking Transitional Vulnerabilities | Shameen Prashantham, Nottingham U. Business School China; Steven W. Floyd, U. of Massachusetts, Amherst

726 (Paper Session) - (IM) Keeping Your Distance? The Relationship of Culture, Institution and Innovation
8:00am - 9:30am WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 726
Chair: Lorna Doucet, China Europe International Business School
- How Cultures Influence National Rate Of Innovation? - A Longitudinal Analysis of 52 Countries | Jing Betty Feng, Georgia State U.; Leigh Anne Liu, Georgia State U.
- We Know the Practice! Experience-based Antecedents of Cross-border Diffusion of Foreign Innovation | Donghoon Shin, McGill U.; Russell Seidell, McGill U.
- Building Dynamic Capabilities in Emerging Markets: The Roles of Networks and National Culture | Soo-Hoon Lee, Old Dominion U.; Rosey Bao, Old Dominion U.
- Cross-National Distance as a Determinant of Foreign Subsidiary Adaptive Capability Building | Orhun Guldiken, Old Dominion U.; George O. White, Old Dominion U.; Rosey Bao, Old Dominion U.

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

Monday, 8:00-10:00 AM

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

Section D
727 ▶️ (IM, CMS) Unlocking Postcolonial Perspectives in International Business and Management

8:00am - 9:30am WDW Yacht and Beach Club Resort: Coronado Springs

Chair: Falguni K Sen, Fordham U.

Participants: Robert Westwood, U. of Queensland; Gavin Jack, La Trobe U.; Mohan Subramaniam, Boston College; Bobby Banerjee, City U. London

728 ▶️ (Paper Session) - (MC) Consulting in Applied Settings

8:00am - 9:30am WDW Yacht and Beach Club Resort: Cape Cod D

Chair: Jean E. Neumann, Tavistock Institute

Discussant: Jean E. Neumann, Tavistock Institute

Participants: Falguni K Sen, Fordham U.; Mohan Subramaniam, Boston College; Bobby Banerjee, City U. London

729 ▶️ (MED) Questioning self-interest: Addressing the hidden moral impact of management theory and education

8:00am - 9:30am WDW Coronado Springs Resort: Coronado M

Chair: Dirk C. Moosmayer, Nottingham U. Business School China

Discussant: Sandra Waddock, Boston College

Self-interest and greed as an unintended outcome of management education | Angela CC Keister, Benedictine U.

Implementation of Management Tools for Boosting Entrepreneurial Behavior | Vincent Cristallini, ISEOR, IAЕ - U. of Lyon 3

Linking individual, organizational and macro-economic performance levels: hidden costs model | Henri Savall, ISEOR, IAЕ - U. of Lyon 3; Veronique Zardet, ISEOR, IAЕ - U. of Lyon 3

730 ▶️ (Paper Session) - (MED) Ethics in Education

8:00am - 9:30am WDW Coronado Springs Resort: Yucatan 2

Chair: Wei Zheng, U. of Wisconsin - River Falls

Discussant: James A.F. Stoner, Fordham U.

What Drives Ethics Education in Business Schools?
Influences on Ethics in the MBA Curriculum | Andreas Rasche, Copenhagen Business School; Dirk Ulrich Gilbert, U. of Hamburg

Would you look the other way? An investigation of peer reporting among business school students | Katrina Katja Mihelic, U. of Ljubljana, Faculty of Economics; Barbara Cullberg, U. of Ljubljana, Faculty of Economics

MED SAGE/Journal of Leadership and Organizational Studies

Best Paper Award for the most significant contribution that advances leadership or organization studies.

Business Forums Pave the Way to Ethical Decision Making | Joan M. Blewitt, King’s College; Jack Ryan, King’s U. College; JC Blewitt, Saint Louis U.


731 ▶️ (Paper Session) - (MH) Leadership and Institutions in Developing Management Thought

8:00am - 9:30am WDW Dolphin Resort: Europe 11

Chair: Kathleen Park, Massachusetts Institute of Technology

Discussant: Tom J. Sanders, U. of Montevideo


Leading Aesthetically: Emily Edwards, Rena Maverick Green, and the San Antonio Conservation Society | Stephanie Pane-Haden, Texas A&M U.; Sara Diaz, Texas A&M U., Commerce; John Humphreys, Texas A&M U., Commerce; Mario Hayek, Texas A&M U., Commerce

In the Shadows of Rationalization: The Weak Institutionalization of Human Relations in Finland | Hannele Seecck, the London School of Economics and Political Science; Anna Kuokkanen, Finnish Institute of Occupational Health

The Inner Circle: Canadian Management History and Canadian Contributors to New Institution Theory | Kristene Eleonore Collier, U. of Lethbridge; Corinne McNally, Saint Mary’s U., Canada; Albert J. Mills, Saint Mary’s U.

732: (Plenary) - (MOC) MOC Welcome Session and Distinguished Scholar Address

8:00am - 9:30am WDW Dolphin Resort: Salon III

Chair: Kevin W. Rockmann, George Mason U.

Past Chair: Mark J. Martinko, U. of Queensland

Distinguished Speaker: Frances J. Milliken, New York U.

733 ▶️ (Paper Session) - (MSR) Capitalism in Question: MSR Theme Paper Session

8:00am - 9:30am WDW Dolphin Resort: Europe 10

Chair: Rica Viljoen, Da Vinci Institute for Innovation and Technology

A Bird Flying in Spiritual Sky between Love, Fear and Hope | Faisal Ali Alshehri, U. of Manchester; Marianna Fotaki, U. of Manchester; Saleema Kauser, U. of Manchester

Unraveling the Mystique of Spirituality: Why the Spiritually Inspired Make Savvy Global Leaders | Kathryeni Purushothaman, Monash U.; Amrik S Sohal, Monash U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
734‒ ري (Paper Session) - (OB) Leadership & Creativity
8:00am - 9:30am WDW Dolphin Resort: Asia 5
Tweet this session: #AOM2013 734
Chair: Andreas W. Richter, U. of Cambridge


Maneuvring the Upper Echelon for Employee Creativity: The Role of Team Leaders' Social Network Ties | Vijaya Venkataramani, U. of Maryland, College Park; Andreas W. Richter, U. of Cambridge; Ronald Clarke, U. of Valencia

OB Division Best Paper Award

Leader Role Modeling, Job Complexity, Work Regulatory Focus and Creativity: A Mediated Moderation | Lei Li, Xi’an Jiaotong U.; Yufan Shang, Xi’an Jiaotong U.; Guiquan Li, Xi’an Jiaotong U.; Youmin Xi, Xi’an Jiaotong U.

Leaders' Responses to Creative Deviance | Bill Lin, The Chinese U. of Hong Kong; Ronit Kark, Bar Ilan U.; Babis Mainemelis, ALBA Graduate Business School

735‒ ري (Paper Session) - (OB) Commitment: Types, Antecedents and Consequences
8:00am - 9:30am WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 735
Chair: Pedro Neves, Nova U., Lisbon

Contagion of Organizational Commitment in the Context of Contradictory Influences | Theresa Floyd, U. of Kentucky; Stephen Borgatti, U. of Kentucky; Scott M. Soltis, U. of Missouri-Saint Louis

A Mindset of Obligation: Exploring a Normative Commitment Orientation beyond the Workplace | Alex Milam, U. of Houston, Clear Lake; Cristina Rubino, California State U., Northridge; Sara Jansen Perry, U. of Houston, Downtown; Rumela Roy, U. of Houston, Clear Lake; Jason Gardner, U. of Houston, Clear Lake; Kaitlyn Morton, U. of Houston, Clear Lake

How Expatriates Influence the Organizational Commitment of Host Country Nationals | Fabian Jintae Froese, U. of Goettingen; Katharina Hildisch, U. of Goettingen; Andreas Achteresch, U. of Cologne; Simon Behrens, U. of Cologne

Relationship of Personality to Organizational Commitment: A Meta-Analysis | Sudeep Sharma, Washington U. in St. Louis; Rahul Chandra Sheel, Indian Institute of Management, Ahmedabad; Neharika Vohra, Indian Institute of Management, Ahmedabad

736‒ ري (Paper Session) - (OB) Individual Processes in a Team Context
8:00am - 9:30am WDW Dolphin Resort: Europe 7

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 8:00 - 10:00 AM

Section D

Chair: Nathan S. Hartman, Illinois State U.
Discussant: Manuel London, SUNY, Stony Brook
From Conger to Yukl and Beyond: The Leadership of Doing, Having, and Being | Thomas A. Conklin, Georgia State U.
Which Way I Ought to Go From Here: A Connectionist View of Leader Identity Development | Ernest Hoffman, U. of Akron

Tweet this session: #AOM2013 739

740 ➔ (Paper Session) - (OB) Team Creativity & Innovation
8:00am - 9:30am WDW Dolphin Resort: Salon A3
Chair: Christopher Gordon Myers, U. of Michigan
Connecting the Dots from Team Innovation to Performing Managerial Objectives | Matthew Richard Carter, Aston U.; Zahide Karakitapolu-Aygin, LMU Munich; Lale Gumusluoglu, Bilkent U.; Robert Litchfield, Washington and Jefferson College; Giles Hirst, Monash U.

The Effect of Creative Environment and Standardization of Processes on Team Member's Creativity | Li-Fang Chou, National Cheng Kung U.; Chun-Jung Tseng, National Sun Yat-sen U.; Chin-Kang Jen, National Sun Yat-sen U.; Ming-Yen Lee, National Sun Yat-sen U.

A Cross-Level Analysis of Innovation Project Team Members’ Functioning under Stress | Stefan Razinkas, LMU Munich; Matthias Weiss, LMU Munich

The Curvilinear Effect of Creativity on Performance: A Moderating Effect of Team Creativity | Hyoun Sook Lim, U. of Connecticut; Lucy L. Gilson, U. of Connecticut

A Multi-Level Investigation of Creative Self-Efficacy, Team Creative Efficacy, and Member Creativity | Ji Min Kim, Korea U.; Jae Uk Chun, Korea U.

741 ➔ (Paper Session) - (OB) Justice and Leadership: Fairness as a Driver and Mediator
8:00am - 9:30am WDW Dolphin Resort: Salon A4
Chair: Ning Li, U. of Iowa


Organizational Justice as a Mediator Linking Leadership Style and Employee Contextual Performance | Chi-Tung Tsai, National Changhua U. of Education; I-Jung Tsai, National Changhua U. of Education

The Relationship between Leadership and Workplace Incivility: Fairness Perceptions as a Mediator | Junghyun Lee, U. of Michigan, Dearborn; Jaclyn M. Jensen, DePaul U.

Leader Fairness and Employee I-Deals: Coworkers as the Enablers | Smriti Anand, IIT Stuart School of Business; Jeremy David Meuser, U. of Illinois, Chicago; Prajya Rakshit Vidyarthi, U. of Texas at El Paso; Srinivas Ekkirala, XLRI

742 ➔ (Paper Session) - (OB) Expanding Understanding of Emotions at Work
8:00am - 9:30am WDW Dolphin Resort: Salon E2
Chair: Daniel L. Morrell, Middle Tennessee State U.


Daily Emotions and Daily Learning and the Moderating Effects of Perceived Resources | Spencer Harrison, Boston College; Shelly C. McFadie, Boston College; Michael G. Pratt, Boston College

The Phenomenon of Failed Humor: Implications for Interpersonal Affect Regulation | Michele Williams, Cornell U.; Kyle J. Emich, Fordham U.

Get Excited: Reappraising Pre-performance Anxiety as Excitement | Alison Wood Brooks, U. of Pennsylvania

743 ➔ (Paper Session) - (OB) The Influence of Leaders’ Actions on Followers’ Voice
8:00am - 9:30am WDW Dolphin Resort: Salon E3
Chair: Ashley Fulmer, National U. of Singapore

Why and When Leader’s Positive Emotion Promotes Employee Voice Behavior | Wu Liu, Hong Kong Polytechnic U.; Zhaoli Song, National U. of Singapore; Xian Li, National U. of Singapore

The Impact of Managerial Coaching on Employee Voice, Motivation to Learn, and Psychological Safety | Toby Egan, Indiana U. - Purdue U., Indianapolis; Sewon Kim, SUNY, Empire State College

Stogies and Squeaky Wheels: The Role of Followers in Shaping Leader Fairness | Burak Oc, Pompeu Fabra U.; Michael Bashshur, Singapore Management U.; Celia Moore, London Business School

The Joint Effects of Issue Importance, Managerial Openness, and Positive Mood on Voice and Tactics | Erica Xu, Hong Kong Polytechnic U.; Wu Liu, Hong Kong Polytechnic U.

744 ➔ (JS) (OB, HR) Management Research on Time: Exploring Temporal Aspects of Work and Organizations
8:00am - 9:30am WDW Dolphin Resort: Salon E1
Chair: Andrew Brodsky, Harvard Business School
Discussant: Sanford Eli DeVoe, U. of Toronto

Tell Me About Your Day! Time Spent on Job-related Conversations at Home | Sabine Sonnenstag, U. of Mannheim; Cornelia Niessen, Friedrich-Alexander-U. Erlangen-Nuremberg; Dana Unger, U. of Mannheim; Angela Neff, U. of Konstanz

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

Section D
All the Time in the World: Unbounded Idle Time, Internet Accessibility, and Productivity | Andrew Brodsky, Harvard Business School; Teresa M Amabile, Harvard U.


745 ☯ JS: (OB, HR) Take it to the Next Level: Proactive Personality and Creativity in Work Teams
8:00am - 9:30am WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 745
Chairs: Nan Wang, National U. of Singapore; Jinlong Zhu, National U. of Singapore
Discussant: Mike Crant, U. of Notre Dame
Team-Leader Congruence in Proactive Personality and Team Creativity | Nan Wang, National U. of Singapore; Jing Zhang, U. of Houston
Proactive Personality, Transformational Leadership and Leadership Effectiveness in Work Teams | Jinlong Zhu, National U. of Singapore; Wen-Dong Li, National U. of Singapore; Christian Dörrmann, Ruhr-U. Bochum
Proactive Employees as Job Crafters: Proactive Personality and Employee Creativity in Work Places | Xin-Ming Tian, Shanghai Jiao Tong U.; Jessica Juhun Song, LG Economic Research Institute
A Social Network Perspective on Team Proactive Personality and Team Effectiveness | Yaqian Wang, Lund U.; Zhitaixie, Shanghai Jiao Tong U.; Jinlong Zhu, National U. of Singapore

746 ☯ JS: (OB, HR) Understanding Motives for Counterproductive Work Behaviors
8:00am - 9:30am WDW Dolphin Resort: Salon V
Tweet this session: #AOM2013 746
Chairs: Mindy K. Shoss, Saint Louis U.; Lisa M. Penney, U. of Houston
Discussant: Suzy Fox, Loyola U. Chicago
Doing Bad to Feel Better? Between- and Within-Person Perceptions of CWB as a Coping Tactic | Mindy K. Shoss, Saint Louis U.; Dustin K. Jundt, Saint Louis U.; Allison Maurer, Saint Louis U.; Clair Reynolds; Saint Louis U.; Morgan Robertson, Saint Louis U.
Counterproductive Work Behavior as Coping: An Examination of Positive Outcomes in the Workplace | Dana Rhodes, U. of Houston
Nice Guys Finish Last: CWB and the Pursuit of Performance Goals | Alec Nordan, U. of Houston; Lisa M. Penney, U. of Houston
Mitigating CWBs: Roles of Interpersonal Locus of Control and Conflict | Ashley E. Nixon, Williamette U.; Jose F. Rodriguez, Florida International U.; Valentina Bruk-Lee, Florida International U.

747 ☯ ☯ JS: (OB, IM, HR) Workaholism at the Crossroads of Organizational and National Cultures
8:00am - 9:30am WDW Dolphin Resort: Asia 4
Tweet this session: #AOM2013 747
Chairs: Marina N Astakhova, Kent State U.; Mary Hogue, Kent State U.
Discussant: Gayle Porter, Rutgers U.
Working Overtime in Asian Workplaces: Three Cultural Orientations from Confucianism | Jae Hyeung Kang, George Washington U.
The Workaholic Organization: Cultural Factors that Enable and Sustain Workaholism | Benjamin Uhrich, U. of North Carolina, Charlotte; Cliff Scott, U. of North Carolina, Charlotte
Requiring Workaholism: What is It Managers Really Expect? | Gayle Porter, Rutgers U.; Mary Hogue, Kent State U.

748 ☯: (Paper Session) - (OCIS) Artifacts and Materiality
8:00am - 9:30am WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 748
Chair: Adrian Yeow, Nanyang Technological U.
Understanding Trust in IT Artifacts - A New Conceptual Approach | Matthias Söllner, U. of Kassel; Paul Pavlou, Temple U.; Jan Marco Leimeister, U. of Kassel
Sociomaterial regulation in organizations: The case of information technology | François-Xavier de Vaugany, U-Paris Dauphine; Vladislav Fomin, Vytautas Magnus U.; Kalle Lyytinen, Case Western Reserve U.; Stefan Haefliger, Cass Business School, City U. London
OCIS Best Paper Award Finalist
A Selective Review of Affordance Lens for Organization-Technology Research | Mostafa Mesgari, John Molson School of Business; Bijn Azad, American U. of Beirut
Company Involvement with Open Source Communities: Establishing the Worth of a Community | Maha Shaikh, Warwick Business School; Tony Corno, London School of Economics

749 ☯: (Paper Session) - (ODC) The Role of the Leader in Organizational Development and Change
8:00am - 9:30am WDW Coronado Springs Resort: Laredo 2
Tweet this session: #AOM2013 749
Chair: Linda Marie Ellington, Florida Atlantic U.
What is Leading the Leaders: Contextuality as a Perspective to Leadership | Jouni Virtanen, Aalto U.; Tuomas Liiri, Aalto U., Department of Industrial Engineering and Management; Tuukka Kostamo, Aalto U., Department of Industrial Engineering and Management
Leadership in Guilt-Proneness Context: Dictatorial Leader can be Highly Effective | Andreas Pazi Raharso, Hay Group; Witansu Angwijdjaja, Hay Group
Information Cues and Processes Shaping Middle Managers’ Change Readiness Sentiments | Virajand Varma, Auburn U.; Stanley G. Harris, Auburn U.; Achilles A. Armanakis, Auburn U.; Hubert S. Felid, Auburn U.
An Investigation into the Conditions Governing the Effects of Supervisor Support on Performance | Francesco Sguera, U. Católica Portuguesa; Richard P. Bagozzi, U. of Michigan; Wayne Boss, U. of Colorado, Boulder; David S. Boss, Texas A&M U., College Station
Session Details – Monday, 8:00 - 10:00 AM

750 ☯ JS: (OCD, MOC) The Organizational Context of Unlearning and Forgetting
8:00am - 9:30am WDW Coronado Springs Resort: Baja
Tweet this session: #AOM2013 750
Chair: Donald William Hislop, Loughborough U.
Organizational Unlearning: Theoretical Analysis and Empirical Evidence | Eric WK Tsang, U. of Texas, Dallas
Unlearning Traditional Approaches to Learning: A Study in the Australian Rail Industry | Karen Becker, Queensland U. of Technology
Organizational Forgetting and Change | Pablo Martin de Holan, EM Lyon
The Impact of Context on Managerial Unlearning in the UK National Health Service | Donald William Hislop, Loughborough U.

751 ☯: (Paper Session) - (OM) Service Operations
8:00am - 9:30am WDW Yacht and Beach Club Resort: Cape Cod C
Tweet this session: #AOM2013 751
Chair: Rajesh K Tyagi, HEC Montreal
Causes of Service Receiver Opportunistic Behavior in Outsourcing Arrangements | Ananya Bhattacharya, Melbourne U.; Prakash Jagat Singh, Melbourne U.
How store manager prevention focus influences on-shelf-availability | Rene B.M. de Koster, Erasmus U. Rotterdam; Daan Stam, Erasmus U. Rotterdam
The Impact of Organizational Empowerment and Workforce Flexibility on Service Performance Transition | Yuanqiong He, Huazhong U. of Science & Technology; Yangyi Tang, Huazhong U. of Science & Technology; Hongyi Sun, City U. of Hong Kong; Yun Chen, Hubei U. of Economics
The Effect of Service Sourcing on Perceived Value Proposition in Servitization | Hua Song, Renmin U. of China; Jack Cadeaux, U. of New South Wales; Kangkang Yu, Renmin U. of China

752 ☯: (OM) Pushing the Boundaries of Sustainable Supply Chain Management Research
8:00am - 9:30am WDW Yacht and Beach Club Resort: Hampton
Tweet this session: #AOM2013 752
Organizers: Joerg S. Hofstetter, U. of St. Gallen; Julia Wolf, EBS Business School
Chairs: Lisa Marie Ellram, Miami U.; Paul Shirivastava, Concordia U.
Panelists: Frances E Bowen, Queen Mary U. of London; Tracy Gonzales-Padron, U. of Colorado, Colorado Springs; Ans Kolk, U. of Amsterdam; Andrea Maria Prado, INCAE Business School; Dayna Simpson, Monash U.; Wendy L Tate, U. of Tennessee; Helen Walker, Cardiff Business School, UK; Tomas Hult, Michigan State U.

753: (Plenary) - (OMT) OMT Distinguished Scholar Breakfast
8:00am - 8:30am WDW Yacht and Beach Club Resort: Asbury A
Tweet this session: #AOM2013 753

754 ☯ ☯: (Paper Session) - (ONE) The Importance and Problems of Corporate Sustainability Reporting
8:00am - 9:30am WDW Coronado Springs Resort: Coronado N
Tweet this session: #AOM2013 754
Chair: Jonatan Pinkse, Grenoble École de Management
The effects of negative incidents in sustainability reporting on investors’ judgments | Daniel Reimbach, Heinrich-Heine U. of Dusseldorf; Rüdiger Hahn, U. of Kassel
Legitimating negative aspects in GRI-oriented sustainability reporting: A qualitative study | Rüdiger Hahn, U. of Kassel; Regina Lüffs, Heinrich-Heine U. of Dusseldorf
Exploring the inhibitors and enablers of Integrated Reporting in Australia | Wendy Stubbs, Monash U.; Colin Patrick Higgins, Deakin U.
The Formulation and Future of Multiple Institutional Logics in Corporate Climate Change Reporting | Sara B. Soderstrom, U. of Michigan; Krista Badiane, Aquinas College

755 ☯ ☯: (Paper Session) - (OM) The strategic adoption of proactive environmental approaches in the industry: The contingent and the internal influences
8:00am - 9:30am WDW Coronado Springs Resort: Fiesta 3
Tweet this session: #AOM2013 755
The multiple contingent and internal influences on the generation of green strategies in the wine industry, energy activities, heavy polluting indus
Chair: Jacob Park, Green Mountain College
The strategic adoption of environmental CMS by small firms in the Oregon wine industry | Brooke Lahneman, U. of Oregon
Driving green: Examining pro-environmental interventions in the auto manufacturing industry | Matthew C. Davis, U. of Leeds; Sally V. Russell, Griffith U.; Jennifer Galvan, U. of Leeds
Will overseas mutual funds never be a good stakeholder? Evidence from the US energy-sector funds | Jaemin Kim, U. of Mississippi; Clay Dibrell, U. of Mississippi

756: (Plenary) - (PNA) Roles and Challenges that Public and Nonprofit Organizations Face in Comparison with Forprofit Firms
8:00am - 9:30am WDW Coronado Springs Resort: Coronado R,S,T
Tweet this session: #AOM2013 756
Chairs: Kimberley Roussin Isett, Georgia Institute of Technology; Avner Ben-Ner, U. of Minnesota
Presenters: George Alexander Boyne, Cardiff U.; Alnoor Ebrahim, Harvard U.; Peter G Klein, U. of Missouri; Mary Tschirhart, North Carolina State U.

757: ☯: (Paper Session) - (RM) Mediation, SEM, and Multilevel
8:00am - 9:30am WDW Coronado Springs Resort: Yucaatan 3
Tweet this session: #AOM2013 757
Chair: Robert J. Vandenberg, U. of Georgia
Latent Class Analysis of Entrepreneurial Reframing: Effect of Latent Class on Innovation and Success | David John

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Gurjack, Lawrence Technological U.; Matthew Lawrence Cole, Lawrence Technological U.

758: (Plenary) - (SAP) Strategy-as-Practice Distinguished Keynote Speaker: Robert Burgelman

8:00am - 9:30am WDW Coronado Springs Resort: Osprey 1

Tweet this session: #AOM2013 758

Distinguished Speaker: Robert A Burgelman, Stanford U.

Chair: Richard Whittington, Said Business School

Panelists: Bill Wooldridge, U. of Massachusetts, Amherst; Paula Jarzabkowski, Cornell U.; Saku Mantere, Hanken School of Economics

759: (Paper Session) - (SIM) Effects of CSR on Organizational Performance

8:00am - 9:30am WDW Swan Resort: Osprey 1

Tweet this session: #AOM2013 759

Track C: Assessing business outcomes

Chair: Thomas J. Routel, HEC Paris / U. of Oxford

More Than Just a "Thing": The Development and Sustainment of Object Moralization | Ryan Burg, National Research U.; Ryan Fehr, U. of Washington, Seattle

760: (Paper Session) - (SIM) Reconceptualizing the Business and Society Relationship

8:00am - 9:30am WDW Coronado Springs Resort: Coronado Q

Tweet this session: #AOM2013 760

Track A: Theorizing social issues in management

Chair: Wayne Eastman, Rutgers U.

Revisiting the business & society relationship from a systems-theory-perspective | Christopher Wickert, U. of Lausanne

Sensemaking of Corporate Intervention in Societal Issues: Implications for Institutional Change | Valeria Cavotta, U. of Lausanne

Privacy and Freedom: An Economic (Re-)Evaluation of Privacy | Dominik van Aaken, LMU Munich; Andreas Ostermaier, TUM School of Management

761: (Paper Session) - (SIM) Effects of CSR on Employees

8:00am - 9:30am WDW Coronado Springs Resort: El Paso 1

Tweet this session: #AOM2013 761

Track D: Assessing societal outcomes

Chair: Aimee Dara Ellis, Ithaca College

Industrial specificity of Corporate Social Performance (CSP) in applicant attraction (WITHDRAWN) | Soyeon Kim, Korea U. Business School

HPWS, Corporate Social Performance and Employee Outcomes: Exploring the Missing Links | Mike Mingqiong Zhang, La Trobe U.; Di Fan, Victoria U., Melbourne; Cherrie J. Zhu, Monash U.

Need a break? How organizational control systems affect perceived stress in young employees | Marie Kerivelant, ESSEC Doctoral Program; Stefan Linder, ESSEC Business School; Adrian Zicari, ESSEC Business School

How and why sharing good news matters at work | Kristina Marie Workman, U. of Michigan

762: (Paper Session) - (SIM) Sustainable Development and Social Enterprise

8:00am - 9:30am WDW Coronado Springs Resort: El Paso 2

Tweet this session: #AOM2013 762

Track B: Managing social issues


Rethinking the Role of Social Movements: Inducing Firms’ Investments in Renewable Energy | Panayiotis G. Georgallis, HEC Paris

Understanding Carbon Markets: An Agent-based Approach to Building an Analytical Model | Olufemi Ajeyegbusi, U. of Lethbridge; Rossitsa Yalamova, U. of Lethbridge; John M Usher, U. of Lethbridge

Scarcity or abundance? Examination of resources behind responsible innovation in small enterprises | Minna Halme, Aalto U. Business School; Maria Korpela, Aalto U.

763: (Paper Session) - (SIM) Managing Base of the Pyramid Ventures

8:00am - 9:30am WDW Coronado Springs Resort: Fiesta 2

Tweet this session: #AOM2013 763

Track B: Managing social issues

Chair: Bonnie Richley, Case Western Reserve U.
The Impact of Partnerships on Strategy Processes in Base of the Pyramid Markets | Martin Herrndorf, U. of St. Gallen

Balancing Exploration and Exploitation in BoP Portfolios – Insights from Polar Cases | Martin Herrndorf, U. of St. Gallen

Bricolage as a means of innovating in a resource-scarce environment | Paula Linna, Aalto U.

Gender Inequality and Formal Ethics Codes in Microfinance Institutions | A Erin Bass, U. of Nebraska; Liang Wang, U. of Western Ontario; Subrata Chakrabarty, U. of Nebraska, Lincoln
764: (Paper Session) - (TIM) Innovation Speed & Capacity
8:00am - 9:30am WDW Swan Resort, Macaw 1
Tweet this session: #AOM2013 764
Chair: Suho Han, U. of Texas, Austin
Innovation speed: Does open innovation expedite corporate venturing? | Henry Lopez Vega, Linkoping U.; Jingshu Du, Vlerick Business School; Wim Vanhaverbeke, ESADE
Motivated toward Novelty or Speed to Market or Both? Building a Theory of Passionate Innovation | Judith Behrens, Technische U. München
Business model innovation and organizational inertia: costly signals, capabilities and users | Magnus Holmén, Chalmers U. of Technology; Sara Fallahi, Chalmers U. of Technology
Remembering to Forget: The Dual Role of Organizational Unlearning in Innovation | Christine Chou, National Dong Hwa U.; Kuo-Pin Yang, National Dong Hwa U.; Yu-Jen Chiu, National Dong Hwa U.; Chin-jung Luan, National Dong Hwa U.
765: (Paper Session) - (TIM) Product Innovation
8:00am - 9:30am WDW Swan Resort, Macaw 2
Tweet this session: #AOM2013 765
Chair: Gianluigi Giustizzero, U. of Michigan, Ann Arbor
Disruptive Product Innovations: How Emerging Market Firms are Making it Happen | Rifat Sharmelly, U. of New South Wales; Dr Sangeeta Ray, U. of Sydney
Innovation of Unique, Complex Products | Dana Alice Sheffer, Bar Ilan U.; Rittha Katila, Stanford U.; Raymond Levitt, Stanford U.; John E. Taylor, Virginia Tech
766: (Paper Session) - (TIM) Innovation in Practice
8:00am - 9:30am WDW Swan Resort, Sandpiper
Tweet this session: #AOM2013 766
Chair: Ilknur H Tekin, Portland State U.
Recombination of Exterior Sourcing and Technology Distinctness on Radical Innovations | Avimanyu Datta, Illinois State U.
Balancing Formalization and Climate in the Front End of Innovation | Alexander Kock, Berlin Institute of Technology; Minea Schwenk, Berlin Institute of Technology; Hans Georg Gemuenden, Berlin Institute of Technology
Making sense of innovation in practice | Phillip Ayoub, Pennsylvania State U.
Strategic Breakthroughs: The Flagpoles of Innovation Journey | Mukund Ramaran DIXIT, Indian Institute of Management, Ahmedabad; Sunil Sharma, Indian Institute of Management, Ahmedabad; Amit Karna, EBS Business School
767: (Paper Session) - (TIM) The Foundation of Knowledge in Innovation
8:00am - 9:30am WDW Swan Resort, Swan 9
Tweet this session: #AOM2013 767
Chair: Anas Al Bakri, Qatar U.
Filling the gap: knowledge foundations of open innovation | Irina Savitskaya, Lappeenranta U. of Technology; Justyna Dabrowska, Lappeenranta U. of Technology; Marko T. Torkkeli, Lappeenranta U. of Technology
 Discrimination of External Knowledge in Research and Development: The Case of the NIH-Syndrome | David Antons, RWTH Aachen U.; Kathleen Diener, RWTH Aachen U.
Vertical Integration in the Value Chain and New Technological Knowledge Creation | Niron Hashai, Hebrew U. of Jerusalem; Ram Mudambi, Temple U.; Tim Swift, St. Joseph's U.
Effect of HIWP and Employee Knowledge Innovation on Organizational Innovation Performance | Min-Shi Liu, Soochow U., B.A.
768: (TIM, BPS, OMT) New Frontiers of Research in Creativity, Scientific Discovery, and Innovation
8:00am - 9:30am WDW Swan Resort, Swan 10
Tweet this session: #AOM2013 768
Participants: Melissa A Schilling, New York U.; Toby E. Stuart, U. of California, Berkeley; Lee Fleming, U. of California, Berkeley; Gautam Ahuja, U. of Michigan; Andrew V. Shipilov, INSEAD
769: (TIM, MOC, OMT) Understanding New Technological Products: Identity, Practice, & Materiality
8:00am - 9:30am WDW Swan Resort, Eger
Tweet this session: #AOM2013 769
Organizer: Lee Watkiss, Boston College
Chair: Mary Ann Glynn, Boston College
Discussant: Stephen Bailey, Stanford U.
Participants: Lee Watkiss, Boston College; Mary Ann Glynn, Boston College; Sarah Kaplan, U. of Toronto; Mary Tipsas, Boston College

Monday 9:00AM

770: (AAA) Academy of Management Perspectives: Showcase Symposium on Microfoundations
9:00am - 10:30am WDW Dolphin Resort, Oceanic 5
Tweet this session: #AOM2013 770
Organizers: Timothy Michael Devinney, U. of Technology, Sydney; Donald Siegel, SUNY, Albany
Strategy in a Goal-Framing Perspective: Employee Motivation, Obligity, and Leadership Style for Value Creation | Nicolai Foss, Copenhagen Business School; Siegwart Lindenberg, U. of Groningen
Microfoundations of Management: Behavioral Strategies and Levels of Rationality in Organizational Action | Henrich R. Greve, INSEAD
Habit, deliberation and action: Strengthening the Microfoundations of Routines and Capabilities | Sidney G. Winter, U. of Pennsylvania
Rational and Reasonable Microfoundations of Markets and Institutions | Andrew H. Van de Ven, U. of Minnesota; Arik Lifschitz, U. of Minnesota

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Monday 9:45AM

771 : (Plenary) - (BPS) The Sociology of Strategy
9:45am - 11:15am WDW Swan Resort: Swan 5
Tweet this session: #AOM2013 771
Facilitators: Christoph Zott, IESE Business School; Jeffrey J. Reuer, Purdue U.
Panelists: Olav Sorensen, Yale School of Management; Paul Ingram, Columbia U.; Henrich R. Greve, INSEAD; Toby E. Stuart, U. of California, Berkeley

772 (Paper Session) - (CAR) Consequences of Diversity: An Asset or Stigma?
9:45am - 11:15am WDW Dolphin Resort: Europe 1
Tweet this session: #AOM2013 772
Chair: Laura M. Graves, Clark U.
The Target of Incivility Cannot Be an Island: Group Influence and Social Comparison | Xiaohong Xu, Texas A&M U.; Peng Zhao, Texas A&M U.; Kathi Miner, Texas A&M U.
The Effect of Job Mobility on Academic Career Success - A Theoretical and Empirical Analysis | Agnes Baeker, U. of Warwick; Susanne Breuninger, Eberhard Karls U. Tübingen; Julia Muschallik, Eberhard Karls U. Tübingen; Kerstin Pull, Eberhard Karls U. Tübingen
Anchoring Relationships at Work: Mentors as Buffers to Ambient Racial Discrimination | Belle Rose Ragins, U. of Wisconsin, Milwaukee; Karen S. Lyness, Baruch College; Kyle Ehrhardt, U. of Wisconsin, Milwaukee; Dianne Deborah Murphy, U. of Wisconsin, Milwaukee; John F Capman, Baruch College

The Careers Best Paper Award Winner

773 (CAU) - (CAU) Disentangling the Social and the Material: Exploring Sociomateriality in Organizational Studies
9:45am - 11:15am WDW Swan Resort: Teal
Tweet this session: #AOM2013 773
Organizers: Anne-Laure Fayard, Polytechnic Institute of New York U.; Melissa Mazmanian, U. of California, Irvine

774 (CAU) - (CAU) Capitalism Rediscovered: Research Questions for Emerging Economies
9:45am - 11:15am WDW Coronado Springs Resort: Laredo 1
Tweet this session: #AOM2013 774
This caucus may be of interest to anyone who is studying emerging markets, even if research areas do not involve market competition, wages, and government.
Chairs: Valentina V. Kuskova, NRU Higher School of Economics; Irina O. Volkova, NRU Higher School of Economics
Participants: John Mezias, U. of Miami; Galina Shirokova, St. Petersburg U. GSOM; Liudmila M. Chegakova, Higher School of Economics, National Research U.; Elena Shakina, NRU Higher School of Economics; Alexander Settles, NRU Higher School of Economics; Irina N. Shafranskaya, NRU Higher School of Economics; Anna A Bykova, NRU Higher School of Economics

775 (Paper Session) - (CM) Individual Decision Making, Perception, & Biases

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

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

MONDAY
Session Details – Monday, 8:00 - 10:00 AM

**MONDAY**

778 🌐 (Paper Session) - (CMS) Decolonizing Knowledge: Postcolonial Critiques of Capitalism
9:45am - 11:15am WDW Coronado Springs Resort: Acapulco

Chair: Patturaja Selvaraj, Indian Institute of Management Indore

Discussant: Balu Özkanç-Pan, U. of Massachusetts Boston

The Social Engagement of Individual Memories: the Petrobras Workers’ Memory Program | Alessandra Mello Costa, IAG PUC Rio; Denise Franca Barros, Unigranrio - U. do Grande Rio; Ana Christina Celano, Fundação Getulio Vargas - Rio

Postcolonial perspectives on ‘knowledge transfer’ | Paul F Donnelly, Dublin Institute of Technology; Balu Özkanç-Pan, U. of Massachusetts Boston

Management, Dependence Studies and Development: a Decolonial (Re)Encountering | Sergio Wanderley, EBAPE-FGV; Alex Faria, Fundacao Getulio Vargas

Exploring the work and lives of crematorium workers | Srinath Jagannathan, Independent Researcher; Patturaja Selvaraj, Indian Institute of Management Indore

Conflicting Regimes, Legitimacy of the State: Exploring Rights Centric Management | Faheem Alamgir, RMIT U.

779 🌐 (Paper Session) - (ENT) Entrepreneurial Identity
9:45am - 11:15am WDW Swan Resort: Heron

Chair: Patturaja Selvaraj, Indian Institute of Management Indore

Discussant: Claudia Doblinger, U. of Regensburg

Connective Entrepreneurship: Becoming Expatriate Entrepreneurs in Taiwan | Mansour Amjadi, Fooyin U.; Ching-Fang Lee, Shih Chien U.

The Impact of Entrepreneurial Social Identity on Founder Use of Online Social Networks | Claudia Smith, Strathclyde U.; Brock Smith, U. of Victoria; Eleanor Shaw, Strathclyde U.

The Role of Identity in Professionalizing Entrepreneurial Firms | Caroline Kaehr Serra, U. of Geneva; Jana Thiel, ESADE

A Tale of Two Identities: Identity and Entrepreneurial Orientation in Professional Service Firms | Steve Stewart, Florida Atlantic U.; Gary Castrogiovanni, Florida Atlantic U.; Bryant A. Hudson, Florida Atlantic U.

780 🌐 (Paper Session) - (ENT) Antecedents and Consequences of Team Composition
9:45am - 11:15am WDW Swan Resort: Ibis

Chair: Christopf Stöckmann, U. of Duisburg-Essen

Discussant: Florence E M Honore, U. of Minnesota


Power Distance Orientations Fits in the Entrepreneurial Team | Jinlong Zhu, National U. of Singapore

To Be or Not to Be: How do New Venture Teams Assign Task Role Positions? | HeeJung Jung, INSEAD; Balagopal Vissa, INSEAD; Michael Pich, INSEAD

There Is an I in Team: A Multilayered Examination of Personality in Entrepreneurial Teams | Christoph Stöckmann, U. of Duisburg-Essen; Tobias Kollmann, U. of Duisburg-Essen; Jana Wenka Linstaedt, U. of Duisburg-Essen

781 🌐 (Paper Session) - (ENT) Opportunity Development and Exploitation
9:45am - 11:15am WDW Swan Resort: Mockingbird 1

Chair: Rene M. Bakker, Queensland U. of Technology

Discussant: Mohammed R Ahmed, WebsterU / UOFX


The Startup Paradox: An Investigation at the Nexus of Opportunities and Enterprising Individuals | David Touve, The U. of Virginia

Toward an Initial Conceptualization of Opportunity Creation Processes | Francois Neville, Georgia State U.; Rajiv Nag, Georgia State U.

782 🌐 (Paper Session) - (ENT) Entrepreneurial Boards and Governance
9:45am - 11:15am WDW Swan Resort: Mockingbird 2

Chair: Ramesh Dangol, Youngstown State U.

Discussant: Ramesh Dangol, Youngstown State U.

Board Strategic Involvement in Early Stage High Tech Firms: An Attention Based Perspective | Mirjam Knockaert, U. of Ghent; Ekaterina S. Bjornal, Norwegian U. of Science and Technology; Truls Erikson, U. of Oslo, Norway


Outside Board Human Capital as Catalyst for Early Stage High Tech Firm Performance | Ellen Vandenbroucke, U. of Ghent; Mirjam Knockaert, U. of Ghent; Deniz Ucbasaran, U. of Warwick

Implications of Competence and Governance Strategies for Entrepreneurial Growth | Daniel D. Prior, UNSW; Paul Louis Dnevich, The U. of Alabama; All Jifri, The U. of Alabama

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

Section D 248
784 ☯: (Paper Session) - (ENT) Succession Issues in Family Firms
9:45am - 11:15am WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 784
Chair: Alex Stewart, Marquette U.
Discussant: Alex Stewart, Marquette U.
Developing Leadership Talent in Family Businesses: Embracing Risk or Playing It Safe | Stephen Phillip Miller, Case Western Reserve U., Weatherhead School of Management
Family firm incumbent’s attitude toward intrafamily succession: antecedents and effect on intention | Alfredo De Massis, U. of Bergamo; Philipp Sieger, U. of St. Gallen; Silvio Vismara, U. of Bergamo; Jesi H. Chua, U. of Calgary
Intra-family Succession in the Family Firm: The Role of Incumbent Proactive Personality | Laura Elizabeth Marler, Mississippi State U.; Alfredo De Massis, U. of Bergamo

785 ☯: (Paper Session) - (ENT) Entrepreneurial Orientation and Venture Configuration
9:45am - 11:15am WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 785
Chair: Kathleen Randerson, U. Grenoble Alpes
Discussant: Alessandro Giudici, Kingston Business School London
Configurations of Strategy, Organization, and Capability in Entrepreneurial Firms | Marc Larchenmueller, Yale U.
Strategic Orientations and Performance: A Configurational Perspective | Franziska Deutscher, Giessen U.; Florian B. Zapkau, U. of Dusseldorf; Christian Schwens, U. of Dusseldorf; Matthias Baum, Giessen U.; Ruediger Kabst, U. of Paderborn
The Gestalts of Entrepreneurial Orientation | Kathleen Randerson, U. Grenoble Alpes; Cristina Bettinelli, U. of Bergamo; Alain Favolle, EM Lyon

786 ☯: (GDO) Maximizing the Benefit of Prosocial Behavior: An Egocentric Perspective
9:45am - 11:15am WDW Dolphin Resort: Europe 10
Tweet this session: #AOM2013 786
Organizer: Abbie Wazlawek, Columbia Business School
Discussant: Hannah Riley Bowles, Harvard U.
Gender Differences in Moral Disengagement: An Explanation for Why Men are Less Prosocial than Wome | Jessica Kennedy, The Wharton School, U. of Pennsylvania; Gillian Ku, London Business School; Laura Kray, U. of California, Berkeley
Negotiating for Us: The Unique Advantage of Us-Advocacy for Female Negotiators | Emily T. Amanatullah, U. of Texas, Austin; Catherine Tinsley, Georgetown U.
Thanking Down: When Expressions of Gratitude Signal Authority | Abbie Wazlawek, Columbia Business School

787 ☯ ☯: (GDO) Protecting Employee Rights and Insuring Diversity in a Free Market Economy
9:45am - 11:15am WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 787
Organizer: Alik Valenti, U. of Houston, Clear Lake
Protecting Employee Rights and Insuring Diversity in a Free Market Economy | Alik Valenti, U. of Houston, Clear Lake; Lisa A. Burke, U. of Tennessee, Chattanooga; Teri Elkins, U. of Houston; John Friedl, U. of Tennessee, Chattanooga; Monique Okumakeyi, U. of Houston; Kevin C. Wooten, U. of Houston, Clear Lake

788 ☯ JS: (GDO, OB) Gender-Work Identity Management at Work and within Work-Life Boundaries
9:45am - 11:15am WDW Disney Resort: Yucatan 1
Tweet this session: #AOM2013 788
Chairs: E. Layne Paddock, Singapore Management U.; Chi-Ying Cheng, Singapore Management U.
Discussant: Ellen Ernst Kossek, Purdue U.
Gender-Professional Identity Integration (G-PII) on Female Businessperson’s Negotiation | Chi-Ying Cheng, Singapore Management U.; Yi Wen Tan, Singapore Management U.
The Effects of G-PII on Men’s Job Satisfaction and Organizational Commitment in Nursing | Aaron S. Wallen, Columbia U.; Shira Mor, Columbia Business School; Beth A. Devine, INSEAD
Self-Regulation of Work-Life: Integration of Perspectives on Work-Life Identity and a Typology | Ellen Ernst Kossek, Purdue U.
Family-Professional Identity Integration and Its Relationship to Existing Work-Family Concepts | E. Layne Paddock, Singapore Management U.; Chi-Ying Cheng, Singapore Management U.

789 ☯: (Paper Session) - (HCM) Integration Processes
9:45am - 11:15am WDW Coronado Springs Resort: Fiesta 4
Tweet this session: #AOM2013 789
Chair: Chen-Wei Yang, Fookin U.
Collaborating or Selling Patients? A Conceptual Framework of Between-Unit Handoff Negotiations | Brian Hilligoss, The Ohio State U.
HCM Division Best Paper Based on a Dissertation
Opening the Black Box of Impediments to Healthcare IOS Assimilation: A Study of Australian Hospitals | Vikram Bhakoo, U. of Melbourne; Alistair Brandon-Jones, Manchester Business School
Care & Cure: Combine or Collaborate? Evaluating Inter-Organizational Designs in Healthcare | Angele Pieters, Tilburg U.; Kim van Oorschot, BI Norwegian Business School; Henk Akkermans, Tilburg U.; Sally Brailsford, U. of Southampton

790 ☯: (Paper Session) - (HCM) Culture and Climate
9:45am - 11:15am WDW Coronado Springs Resort: Yucatan 1
Tweet this session: #AOM2013 790
Chair: Carsten Schultz, Christian-Albrechts-U. of Kiel
Collaborative Performance: A Mixed Methods Study of Relational Climate, Culture, and Quality | Justin K Benzer,

Thematic orientation: ☺ Teaching | ☎ Practice | ☏ International | ☑ Program Theme | ☑ Research | ☑ Diversity | ☑ Best Paper
VA Boston Healthcare System; David C. Mohr, VA Boston Healthcare System; Kelly L Stolzmann, VA Boston Healthcare System; Mark Metzker, VA Boston Healthcare System; Bert White, VA Boston Healthcare System; Katerine Osatuke, VHA National Center for Organization Development; Scott C Moore, Dept of Veterans Affairs; Martin P. Charns, U.S. Department of Veterans Affairs; Gary J. Young, Northeastern U.

- Work Characteristics Associated with Workplace Aggression in Aged Care Nurses and Nursing Assistants | John J. Rodwell, Australian Catholic U.; Define Demir, Australian Catholic U.; Andre Gulyas, Australian Catholic U.
- Enhancing Physician Engagement: An International Perspective | Amer Kaisi, Trinity U.
- Speaking Up is Hard to Do: What Can Management Do When Patient Safety is On the Line | Julie Robbins, The Ohio State U.; Ann Scheck McAlearney, The Ohio State U.

791 ☯: (HR) Contextualizing the Predictive Validity of General Mental Ability
9:45am - 11:15am WDW Dolphin Resort: Europe 3
Tweet this session: #AOM2013 791
Chairs: James Kemp Ellington, Illinois Institute of Technology; Erich C. Dierdorff, DePaul U.
Taking a More Complex Look at Complexity in the GMA—Job Performance Relationship | Erich C. Dierdorff, DePaul U.; Robert S. Rubin, DePaul U.
The Relationship Between GMA and Counterproductive Behaviors: A Meta-Analysis | Erik Gonzalez-Mule, U. of Iowa; Bennett E. Postlethwaite, Pepperdine U.
Investigating GMA-Training Criteria Relations in Foreign Language Learning Contexts | Eric Alan Surface, SWA Consulting Inc; Amanda Gissel, SWA Consulting Inc.; Matthew J. Borneman, SWA Consulting Inc.
Are We Underestimating the Predictive Validity of GMA? | James Kemp Ellington, Illinois Institute of Technology; Alan D. Mead, Illinois Institute of Technology; Ronald S. Landis, Illinois Institute of Technology; Christine M. Overfors, Illinois Institute of Technology

792 ☯: (Paper Session) - (HR) Cutting Edge HR Research: Award-winning Dissertation Studies
9:45am - 11:15am WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 792
Chair: Debra J. Cohen, Society for Human Resource Management
An Episodic Model of Identity Management Behaviors in Pregnant Employees | Kristen P. Jones, George Mason U.
Excited or Relieved to Make Progress? The Role of Activated and Deactivated Affect in Job Search | Serge P da Motta Veiga, Lehigh U.

793 ☯: (Paper Session) - (HR) Career and Leadership Development
9:45am - 11:15am WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 793
Chair: Jenny M. Hooibier, U. of Illinois, Chicago
Job Rotation: Using Job Assignments to Differentiate and Integrate Leaders | Michael C. Campion, U. of South Carolina
Structuring the Reflection Process: Why and How After Event Reviews Enable Performance Improvement | Elad Netaneli Sherf, U. of Maryland, College Park; M. Susan Taylor, U. of Maryland; Frederik Anseel, U. of Ghent
Antecedents and Consequences of Introducing Flexible Career Structures in Law Firms | Anna Christina Littmann, EBS Business School; Ansgar Richter, EBS Business School

794 ☯: (Paper Session) - (HR) Linking Strategic HR and Organizational Strategy
9:45am - 11:15am WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 794
Chair: Lisa Hisae Nishii, Cornell U.
Inside the Black Box of Strategic HRM: Parallel Realities and Unintended Disconnects | Christina Louann Frye, U. of Illinois, Urbana-Champaign
HR System for Scaling Up of Social Enterprises: A Case of Affordable Healthcare Organization | Rajesh Chandwani, Indian Institute of Management, Bangalore; Vasanthi Srinivasan, HHL Graduate School of Management Leipzig; Indian Institute of Management Bangalore; Vishnuprasad Nagadevara, Indian Institute of Management, Bangalore; Mithileshwar Jha, Indian Institute of Management, Bangalore

795 ☯ ☯: (HR, OCIS, GDO) Personnel Selection Using Social Networking Websites: Implications for Theory and Practice
9:45am - 11:15am WDW Dolphin Resort: Oceanic 4
Tweet this session: #AOM2013 795
Chair: Donald H. Kluemper, Northern Illinois U.
Panelists: Shawn M. Bergman, Appalachian State U.; Philip Bobko, Gettysburg College; H. Kristi Davison, U. of Mississippi; Philip L. Roth, Clemson U.; Chad H. Van Iddekinge, Florida State U.

796 ☯: (Paper Session) - (IM) Institutions, Network and Human Resource Practices
9:45am - 11:15am WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 796
Chair: Afsa Chintakananda, Nanyang Technological U.
The Complexities of Implementing Global HRM Systems: A Case Study on the Subsidiary Perspective | Mary Tate, Victoria U. of Wellington; Efi Furthmueller, Austrian Science Fund; Celeste P. M. Wilderom, U. of Twente
Chinese Multinational Enterprises’ Approach to Employer Associations in Host Country | Judith Shuoquin Zhu, U. of Newcastle, Australia

Guanxi Development, Exchange and Interaction Practices across Firm Boundaries in China | Nalin Bu, Queen's U. Canada; Jean-Paul Roy, Queen's School of Business, Canada


Corporate Governance in International Context
9:45am - 11:15am WDW Yacht and Beach Club Resort: Cape Cod B
Chair: Jose De La Torre, Florida International U.


Influence of Institutional Structures and External Governance Mechanisms on IPO Firms | Deepika R Gupta, Indian Institute of Management, Bangalore


Marketization, Controlling Ownership, and CEO Compensation | Ciprian Stan, U. of Texas, Dallas; Lidia Anna Markocz, U. of Texas, Dallas

Selection, Adaptation, and Governance of Foreign Market Entrants
9:45am - 11:15am WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Chair: Rajaram Veliyath, Kennesaw State U.

Managers’ Preferences for Entry Mode | Africa Arino, IESE Business School; Xavier Sobrepe, IESE Business School; Beverly B. Tyler, North Carolina State U.

Marketing Adaptation and Foreign Market Entry — The Link to Foreign Subsidiary Establishment (WITHDRAWN) | Desislava Dikova, Vienna U. of Economics and Business Administration; Arjen Slanger, Erasmus U. Rotterdam

Selection Forces, Mimetic Isomorphism, and Experiential Knowledge in Entry Mode and Region Choice | Marie Oehme, U. of Mannheim; Suleika Bort, Mannheim U.

An Anchoring Perspective of Foreign Equity Ownership Structure | Shavin Malhotra, Ryerson U.; Pengcheng Zhu, U. of the Pacific

IM Division Fundação Dom Cabral Best Paper Award Session in Strategy / IB Theory
9:45am - 11:15am WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Chair: Sherban Leonardo Cretou, Fundação Dom Cabral

Managing Resource Flows within MNCs: The Contingent Role of Expatriates in Foreign Subsidiaries | Heather Berry, George Washington U.

FDC Best Paper in International Strategy Finalist

Firm-Specific Intangible Assets and Subsidiary Profitability: The Moderating Role of Distance | Farok J. Contractor, Rutgers U.; Yong Yang, U. of Sussex; Ajai S Gaur, Rutgers U.

FDC Best Paper in International Strategy Finalist

The Signaling Role of BIT Stringency for Facilitating FDI | Tatiana Lukoianova, The U. of Western Ontario


FDC Best Paper in International Strategy Finalist

Micro-Level Views on the Dynamics of Cultural and Experience-Related Cross-Border Knowledge Transfer
9:45am - 11:15am WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Chair: Hyun-Jung Lee, London School of Economics

Psychological Distance and Zone of Proximal Development: International Returnee Knowledge Transfer | Michael Joseph Roberts, Grant MacEwan U.; Paul Beamish, U. of Western Ontario

Individuals Matter: Culture Carriers, Management Practices and MNC Strategic Orientation | Lena Zander, Upsala U.

Cultural Distance, Turbulence, and Friction: Advancing Constructs in Cross-border Knowledge Transfer | Martha L Maznevski, IMD; Celia Wing See Chui, U. of Lausanne; HEC Lausanne; Nicholas Athanassiiou, Northeastern U.; Daniel Waeger, HEC U. of Lausanne

Moving Sucks! What Expatriate Families Really Want (and Get) When They Relocate | Mila B. Lazarova, Simon Fraser U.; Robin Pascoe, Expatriate Press Limited

802 ☐ (Paper Session) - (MC) Consulting and Power Dynamics
9:45am - 11:15am WDW Yacht and Beach Club Resort: Cape Cod D
Tweet this session: #AOM2013 802
Discussant: Kurt Motamed, Pepperdine U.
The performance of authority in organizations: an example from management consulting | Nicolas Benczerki, Polytechnic Institute of New York U.; Alaric Bourgoin, Mines ParisTech
Winner of the Management Consulting Division Outstanding Field Report Paper Award

Shaping the conversation: How management consultants engage knowledge boundary processes | Anne Messervy, OUT

INTERNATIONAL CONSULTANTS AS CHANGE AGENTS: Roles, Responsibilities and Organizational Change Capacity | Karthik Subbiah, Dell Global Analytics, India; Anthony F. Buono, Bentley U.
Money Talks: The role of communication in monetarizing knowledge value | Karl Joachim Breunig, BI Norwegian Business School; Henri Johan Eduard Roberts, BI Norwegian Business School

803 : (Plenary) - (MED) Learning Studios or MOOCs: The Artistry of the 21st Century
9:45am - 11:15am WDW Coronado Springs Resort: Coronado R.S,T
Tweet this session: #AOM2013 803
Distinguished Speaker: Nancy J Adler, McGill U.

804 ☐ ☐ (Paper Session) - (MH) Constructing Identity and Ideology in Business and Higher Education
9:45am - 11:15am WDW Dolphin Resort: Europe 11
Tweet this session: #AOM2013 804
Chair: Ivana Milosevic, U. of Nebraska
Discussant: Richard J Butler, SUNY, Empire State College
Americanization from a comparative perspective: Business school systems in Finland and the UAE | Kimmo Jouni Alajoutsijärvi, U. of Jyväskylä; Katiarina Outi Juusola, U. of Jyväskylä; Kerttu Kettunen, U. of Oulu
Journal of Management History Award for Best International Paper

The Collective Endorsement of James Meredith: Initiating a Leader Identity Construction Process | John Humphreys, Texas A&M U.; Commerce; Milorad M. Novicevic, U. of Mississippi; Jack Smothers, U. of Southern Indiana; Stephanie Pane-Haden, Texas A&M U.; Mario Hayek, Texas A&M U.; Commerce; Wallace A. Williams, Texas A&M U.; Commerce; Jennifer Oyler, Texas A&M U.; Commerce; Russell W. Clayton, Saint Leo U.

Market Rationalism from a Top Management Perspective: An Explorative Study in a Finnish Context | Hannele Seeck, the London School of Economics and Political Science; Anita Välikangas, U. of Helsinki
A genealogy of the shareholder value ideology: ideal type, founding fathers and theoretical fate | Anne-Laure Boncori, INSEEC Business School

805 ☐ ☐ ☐ (Paper Session) - (MOC) Individual and Organizational Ethics
9:45am - 11:15am WDW Dolphin Resort: Europe 4
Tweet this session: #AOM2013 805
Chair: Sandra Cha, Brandeis U.
Cultural Difference in Perception of Individual versus Organizational Bribery | Zhi Liu, Columbia U.; Xiaoxiao Liu, Nanyang Technological U.; Ying-Yi Hong, Nanyang Technological U.; Tam Kim-pong, Hong Kong U. of Science and Technology; Li Yan-mei, Chinese Academy of Sciences
The Social Dilemma of Bribery in Emerging Economy | Yan Li, Beijing Institute of Technology
Does Your Company Ask Employees to Smile? Be Careful! They May Be Cheating. | Cristiano Levi Oseliero Guarana, U. of Washington
Moral Diversity and its Impact on Individuals' Ethical Decision Making in Organizations | Lydia Teo, U. of New South Wales; Suzanne Chan-Serfin, U. of New South Wales

806 SHCS: (MOC, OMT, SIM) Penn State and the Sandusky Scandal: Autoethnographic Accounts, Tales, and Analyses
9:45am - 11:15am WDW Dolphin Resort: Asia 2
Tweet this session: #AOM2013 806
Discussant: Kevin G. Corley, Arizona State U.
We Are Penn State, Aren’t We? | Glen E. Kreiner, Pennsylvania State U.
Joe Paterno: Penn State Icon | Derrick Bishop, Pennsylvania State U.
Identity and Identification: Alumni Responses to An Organizational Scandal | Jennifer Lynn Eury, Pennsylvania State U.
Self-reflection and Autoethnography | Dennis A. Gioia, Pennsylvania State U.

807 : (Plenary) - (MSR) Transformational Leadership and Social Issues
9:45am - 11:15am WDW Dolphin Resort: Salon III
Tweet this session: #AOM2013 807
Distinguished thinkers with contrasting views explore the connection of socio-political change with spiritual values, in the context of global changes in capitalism.
Program Chair: Ornetta Burton, Abilene Christian U.
Distinguished Speakers: Otto Scharmer, MIT Sloan; Ian Mitroff, U. of California, Berkeley; Michael Matheson Miller, Acton Institute
Facilitator: Kathryn Goldman Schuyler, Alliant International U.
Discussant: Allison Garrett, Abilene Christian U.

808 ☐ ☐ (Paper Session) - (OB) Psychological Empowerment & Employee Outcomes
9:45am - 11:15am WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 808
Chair: Joan Brett, Arizona State U.
Putting Power Into Empowerment: Reconceptualizing the Empowered State and the Empowerment Process | Beth Polin, Eastern Kentucky U.
809 ➔: (Paper Session) - (OB) The Impact of Diversity on Teams
9:45am - 11:15am WDW Dolphin Resort: Europe 7
Chair: Yujie Zhan, Wilfrid Laurier U.
Leadership and Team Diversity: Can High-High Leaders Help Leverage the Potential of Diversity? | Claudia Buengeler, Jacobs U. Bremen; Eric Kearney, Leibniz U. Hannover; Sven Constantin Voelpel, Jacobs U. Bremen
Self-Management in Teams: Good or Bad? The Role of Goal Orientation Diversity | Anne Nederveen Pieterse, Erasmus U. Rotterdam; Daan van Knippenberg, Erasmus U. Rotterdam; Matthias Spitzmueller, National U. of Singapore; Elizabeth P. Karam, Texas Tech U.; Dustin J. Sleesman, U. of Delaware
Exploring the Joint Effects of Diversity and Time Pressure on Team Performance | Eric Kearney, Leibniz U. Hannover

810 ➔: (Paper Session) - (OB) Social Networks & Social Capital
9:45am - 11:15am WDW Dolphin Resort: Oceanic 6
Chair: Aimee L. Hamilton, U. of Denver
A Widely Ranges of Social Relations Extension of Different Impacts on Knowledge Creation | Chih-Hsing Liu, Ming Chuan U.; Bernard Gan, U. of New South Wales; Sheng-Fang Chou, National Taiwan Normal U.
Integrating Social Capital and Social Identity Perspectives: Implication for Knowledge Exchange | Alberto Monti, Bocconi U.; Giuseppe Soda, Bocconi U.
Economic Economic Choices of a Nomadic and Isolated Work Force: Shifts in Social Relations | Christine D. Isakson, Stanford U.; Toke Reichstein, Copenhagen Business School; Michael S. Dahl, Aalborg U.

811 ➔: (Paper Session) - (OB) Ethical Challenges for Organizations
9:45am - 11:15am WDW Dolphin Resort: Oceanic 8
Chair: Xi Zou, London Business School
Evaluating Moral Deviants | Anca Dranca-Iacoban, Groningen U. (RuG); Jennifer Jordan, Groningen U. (RuG);

Floor Rink, U. of Groningen; Gerben van der Vegt, U. of Groningen
Quick Decisions, Quick Morals? The Effects of Temporal Constraint in Moral Decision Making | Meena Andiappan, GSCM, Montpelier Business School
A Goal Orientation Theory on Behavioral Ethics | Melvin Chao, Hong Kong U. of Science and Technology; Jilin-Li Farh, Hong Kong U. of Science and Technology
Is there a Tradeoff between Social and Financial Performance? Beliefs and the ‘Holy Grail’ | Sebastian Hafenybräi, HEC U. of Lausanne; Jan K Woike, Max Planck Institute for Human Development

812 ➔: (Paper Session) - (OB) Rewards & Creativity Research
9:45am - 11:15am WDW Dolphin Resort: Salon A3
Chair: Nora Madjar, U. of Connecticutt
Untangling the Mystery of Reward, Intrinsic Motivation and Creativity: A Three-Wave Field Study | Full Li, Xi’an Jiaotong U.; Hong Deng, City U. of Hong Kong; Yang Zhao, Xi’an Jiaotong U.
Rewards and Creativity: Moderating Effects of Reward Importance, Locus of Control, and Self-Efficacy | Mohammad Abrud Rahman Malik, Lahore U.; Arif Nazir Butt, Lahore U.; Jin Nam Choi, Seoul National U.
The Next Step in Reward Creativity Research | Muhammad Abrud Rahman Malik, Lahore U.; Arif Nazir Butt, Lahore U.
When Less is More: The Role of Prsosocial Motivation in the Reward-Creativity Link | Ozgu Ali Acar, Erasmus U. Rotterdam; Jan Van den Ende, Erasmus U. Rotterdam

813 ➔: (Paper Session) - (OB) LMX and Beyond!
9:45am - 11:15am WDW Dolphin Resort: Salon A4
Chair: Pamela Tierney, Portland State U.
Beyond LMX: Examining the Effects of Leader-member Guanxi (LMG) on Employee Outcomes in China | Ying Chen, UIUC-ILIR; Zhen-Xiong Chen, Australian National U.; Lifeng Zhong, Renmin U. of China; Jooyeon Sun, U. of Illinois, Urbana-Champaign
Only Time will Tell: The Dynamics of LMX, Job Performance, and Justice | Sanghee Park, Cornell U.; Michael Sturman, Cornell U.; Chelsea Vanderpool, Cornell U.; Elisa K Chan, Cornell U.
Moderation of the CSE-Performance Relationship by the Interaction of Supervisor CSE and LMX | Emma Soane, London School of Economics; Jonathan Edward Booth, London School of Economics; Kerstin Alfes, Tilburg U.; Amanda Shantz, York U.; Katie Truss, U. of Kent

814 ➔: (Paper Session) - (OB) Affect at Work: Antecedents, Outcomes and Mechanisms
9:45am - 11:15am WDW Dolphin Resort: Salon E2
Chair: Angelo DeNisi, Tulane U.
A Multi-level Investigation of Antecedents of Employee Positive Affective Displays | Wei-Chi Tsai; National Chengchi U.; Hao-Yi Chen, National Chengchi U.


Group Effectiveness Benefits from Subordinate-Supervisor Fit on Warmth and Assertiveness | Liva Gabrane Van Scatter, U. of Florida

Psychological Empowerment and Employee Work Outcomes: The Role of Emotional Instability | Hongwei He, U. of Strathclyde; Weiyue Wang, U. of Salford; Gang Wang, U. of Idaho

815  ➔  : (Paper Session) - (OB) Leader Personality as a Driver and Consequence of Outcomes
9:45am - 11:15am WDW Dolphin Resort; Salon E3
Tweet this session: #AOM2013 815
Chair: Jaclyn M. Jensen, DePaul U.

Leader’s CSE, Ethical Leadership, and Job Performance: The Role of Exchange Ideology | JAE HYUNG AHN, Seoul National U.; Sookjin Lee, Seoul National U.; Seckyoung Loretta Kim, Seoul National U.; Dongkyu Brian Kim, Richard Ivey School of Business; Seokhwa Yun, Seoul National U.

Leader Roles, Organization-Based Self-Esteem, and Employee Outcomes | Steve M. Norman, Colorado State U.-Pueblo; Donald G Gardner, U. of Colorado, Colorado Springs; Jon L. Pierce, U. of Minnesota, Duluth

The Contingent Effects of Directive and Empowering Leadership on Self-Efficacy and OB | Jia (Jasmine) Hu, U. of Notre Dame; Kailfeng Jiang, Rutgers U.; Songbo Liu, Renmin U. of China; Yuhui Li, Renmin U. of China

The Power of Followership: How Subordinate Characteristics Moderate Leader-Performance Relationships | G. James Lemoine, Georgia Institute of Technology; Terry C. Blum, Georgia Institute of Technology

Curvilinear relationships between Empowering Leadership and Subordinate Task Performance | Xingshan Zheng, Shanghai JiaoTong U.; Jiexin Wang, Texas A&M U.

816  ➔  : (OB, CM, HR) Theoretical and Empirical Developments on the Consequences of Abusive Supervision
9:45am - 11:15am WDW Dolphin Resort; Salon V
Tweet this session: #AOM2013 816
Chair: Marie S. Mitchell, U. of Georgia
Discusant: Bennett J. Tepper, Georgia State U.

Faking it In? Supervisor Abuse and Turnover Intentions Impact on Victim Self-Esteem and Facade | Ryan M. Vogel, Pennsylvania State U.; Eric; Marie S. Mitchell, U. of Georgia

Victim Perceptions of Supervisor Remorse on the Relationship between Abusive Supervision and LMX | Dana L. Haggard, Missouri State U.


Deontic Reactions to Supervisor Abuse of Coworkers | Katrina A. Graham, Drexel U.; Mary Mawritz, Drexel U.; Rebecca L. Greenbaum, Oklahoma State U.

Abusive Supervision, Home Deviance and Well-Being: Spillover and Crossover Effects | Rachel Morrison, U. of Waterloo; Huiwen Lian, Hong Kong U. of Science and Technology; Lance Ferris, Pennsylvania State U.; Douglas J. Brown, U. of Waterloo; Lisa M. Keeping, Wilfrid Laurier U.
819  8:00AM: (OB, HR) New Research Directions in Leader Development and Derailment
9:45am - 11:15am WDW Dolphin Resort: Oceanic 1
Chair: Deidra J Schleicher, Texas A&M U.
Translating Prior Experience into Higher Levels of Leadership Effectiveness | Lisa Dragni, Cornell U.; Haeseen Park, Cornell U.; Jim Solis, IBM
Learning for Me or for You: How Motives Impact Learning and Transfer for Innovation | Christopher Gordon Myers, U. of Michigan; Daniel Scott DeRue, U. of Michigan
When Empowering Leadership is Perceived as Passive-Avoidant Leadership: The Role of Extraversion | Stephen H Courtright, Texas A&M U.; Amy E. Colbert, U. of Iowa; Gary Thurgood, Texas A&M U., College Station; Brian W. McCormick, U. of Iowa
Managerial Self-Awareness: How “the Rich get Richer” with regard to Development | Deidra J Schleicher, Texas A&M U.; Heidi M. Baumann, Purdue U., West Lafayette; Christopher James Hartwell, Purdue U.

820  8:15AM: (OB, MOC, HR) Putting First Things First: Advances in Research on Goal Prioritization
9:45am - 11:15am WDW Dolphin Resort: Salon E1
Chair: Michael R. Parke, U. of Maryland; Brady Firth, U. of Maryland, College Park
Discussant: Gilad Chen, U. of Maryland
Goal Prioritization: The Role of Dynamic Values and Expectancies | Justin Weinhardt, Ohio U.; Jeffrey B Vancouver, Ohio U.
Highway to the Danger Zone! Situational Antecedents of Unsafe Corner-Cutting | James W. Beck, U. of Waterloo; Aaron M. Schmidt, U. of Minnesota, Twin Cities
The Role of the Activation Dimension of Resource Allocation among Competing Goals | Katrina Ann Piccone, Florida Institute of Technology; Patrick Converse, Florida Institute of Technology
Using Goal Conflict to Explain the Process of Intra-Individual Goal Prioritization | Michael R. Parke, U. of Maryland; Brady Firth, U. of Maryland, College Park

821  8:50AM: SHCS: (OB, OMT, BPS) What is Impact in Management Scholarship?
9:45am - 11:15am WDW Dolphin Resort: Salon IV
Chair: Debra L. Shapiro, U. of Maryland
Discussants: Thomas G. Cummings, U. of Southern California; Donald C. Hambrick, Pennsylvania State U.; James P. Walsh, U. of Michigan, Ann Arbor
Presenters: Herman Aguinis, Indiana U., Bloomington; Elena P. Antonacopoulou, U. of Liverpool; Andrew M Pettigrew, U. of Oxford

822  9:45AM: (Paper Session) - (OCIS) Online Communities (1):
Identify, Incentives and Gender
9:45am - 11:15am WDW Swan Resort: Swan 2
Chair: Anthony P. Ammeter, U. of Mississippi
The VIP Treatment: Lessons From an Incentive System in a Hybrid-Economic Peer-Production Community | Warren Allen, Drexel U.
User Reaction to the Integration of Real & Virtual Worlds; Implications for Virtual World Platforms | Michael D. Frutiger, Georgia Institute of Technology; Eric Overby, Georgia Institute of Technology; D.J. Wu, Georgia Institute of Technology

OCIS Best Student Paper Award Finalist
823  10:15AM: (Paper Session) - (OCIS) Managing IT Projects
9:45am - 11:15am WDW Swan Resort: Toucan 1
Chair: Sri Kudaravalli, HEC Paris
Putting the HR into the HRIS: A study of the implementation of Human Resource Information Systems | Kristine Dery, U. of Sydney; David Stephen Grant, U. of Sydney; Richard Hall, U. of Sydney; Nick Wailies, U. of Sydney; Sharna Wiblen, U. of Sydney
Performing strategy: conceptualising the strategizing of information systems in organisations | Alexander Wilson, Loughborough U.; Joao Baptista, U. of Warwick; Robert D. Galliers, Bentley U.
The Influence of Performance Appraisal on Escalation of Commitment in IT Projects | Jong Seok Lee, Georgia State U.; Mark Keil, Georgia State U.; Patrick Shane Givens, Georgia State U.
The Roles of Mood and Conscientiousness in Error Reporting Decisions on IT Projects | Hyung Koo Lee, Georgia State U.; Mark Keil, Georgia State U.; Jeff Smith, Miami U. Ohio; Sumantra Sarkar, Georgia State U.

824  10:45AM: (Paper Session) - (OCIS) Technology and Institutions
9:45am - 11:15am WDW Swan Resort: Toucan 2
Chair: Maha Shaikh, Warwick Business School
Digital Infrastructures and Institutional Change:Organizations, Identity Work, and Logics | Nicholas Berente, U. of Georgia; Uri Gal, U. of Sydney
Entrepreneurship of an IT Fashion – The Case of Enterprise 2.0 | Saeed Akhlaghpour, McGill U.; Liette Lapointe, Desautels Faculty of Management; Emmanuelle Vaast, Desautels Faculty of Management
Rhetorical Persuasion for Widespread Adoption: Creating a Compelling Cognitive-Institutional Account | Quang (Neo) Bui, Bentley U.
OCIS Best Student Paper Award Finalist
The Interpretive Work of Offshore Professionals in Intercultural Collaborations | Sharon Koppman, U. of Arizona, Tucson; Elisa Mattarelli, U. of Modena and Reggio Emilia; Amar
MONDAY

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

**Section D**

825 ☑ SHCS: (OCIS, OB, HR) Leadership in Virtual Groups: Looking Back and Charting Paths Forward
9:45am - 11:15am WDW Swan Resort: Pelican 2
Tweet this session: #AOM2013 825
Chair: N. Sharon Hill, George Washington U.
Discussant: Paul E. Tesluk, U. of Buffalo
Effects of Transformational Leadership and Media on Collaboration and Performance in Virtual Teams | Surinder Kahal, SUNY, Binghamton; John J. Sosik, Pennsylvania State U.; Great Valley; Bruce J. Avolio, U. of Washington
Leader Remoteness in Virtual Work: Role of LMX in Sustaining Employee Performance | Ravi Shanker Gajendran, U. of Illinois, Urbana-Champaign; Sumita Raghuram, Pennsylvania State U.
A Study of The Influence of Virtuality Dimensions on Leadership Effectiveness | Emmanuelle Andre Leon, ESCP Europe; Bradford S Bell, Cornell U.

826 ☐: (Paper Session) - (ODC) Knowledge Sharing and Learning in Organizational Development and Change
9:45am - 11:15am WDW Coronado Springs Resort: Laredo 2
Chair: Debra P. Hockenberry, Wilkes U.
Enhancing Organizational Knowledge: The Antecedents of Potential and Realized Absorptive Capacity | Radek Nowak, U. of Illinois
Improvement through Importing Best Practices and Internal Problem Solving? Evidence from Health Care | Ingrid N. Nemhward, Yale U.; Elizabeth Bradley, Yale U.; Praseetha Cherian, Yale U.
How does Involvement in Decision Making Affect Individual Participation in Knowledge Management? | Isabel Rechberg, U. of Kent; Luca A. Cacciolatti, U. of Kent, Canterbury

827 ☑ JS: (ODC, MC) Of Pearls and Swine: Recasting Practitioner-Oriented Academic Publishing
9:45am - 11:15am WDW Coronado Springs Resort: Baja
Tweet this session: #AOM2013 827
Moderator: Levi R. G. Nieminen, Denison Consulting
Participants: Daniel Denison, IMD; Susan A. Mohrman, U. of Southern California; Shlomo Ben-Hur, IMD; Bill Fischer, IMD

828 ☐: (Paper Session) - (OM) Service Quality
9:45am - 11:15am WDW Yacht and Beach Club Resort: Cape Cod C
Chair: Hale Kaynak, U. of Texas Pan American
Measuring Online Tourism Service Operations | Ziqi Liao, Hong Kong Baptist U.; Xinping Shi, Hong Kong Baptist U.
A Comparative Efficiency of Quality Management Practices in Higher Education Institutes (WITHDRAWN) | Erkan Bayraktar, Bahcesehr U.; Ekrem Tatoglu, Bahcesehr U.; Selim Zaim, Marmara U.

829 ☐: (Paper Session) - (OM) Sustainable Supply Chains
9:45am - 11:15am WDW Yacht and Beach Club Resort: Hampton
Chair: Joerg S. Hofstetter, U. of St. Gallen
A multi-dimensional assessment framework for sustainable supply chains | Mohsen Varsei, Uni of South Australia; Claudine Soosay, U. of South Australia; Behnam Fahimnia, U. of Technology, Sydney
The Social-Environmental Performance Tradeoff in Sustainable Supply Chain Management | James J Cordeiro, SUNY, Brockport; Julia Wolf, EBS Business School
Reputational Risk & Responsible Supply Chain Management: Decision Making under Bounded Rationality | Jens K. Roehrich, U. of Bath; Johanne Grosvold, U. of Bath; Stefan Hoejmeose, U. of Bath
Managing indirect supplier relations: The implementation of sustainability in extended supply chains | Miriam Wilhelm, Groningen U. (RuG); Constantin Blome, Catholic U. of Louvain; Ellen Wieck, EBS Business School

830 ☐: (Paper Session) - (OMT) Managerial decisions: authority, discretion, evidence
9:45am - 11:15am WDW Yacht and Beach Club Resort: Astbury B
Chair: Thomas P. Moliterno, U. of Massachusetts, Amherst
Evidence-Based Management: Opportunities, Barriers, and Ways for Implementation | Sebastian Schrodt, Mannheim U.; Nicolas Frederik Hoeflinger, Mannheim U.
Assembling a Black Stool: Toward a Systematic Account of Practices of Organizational Decision Maki | Kai Helge Becker, Queensland U. of Technology
Decentralization of Decision Authority in Complex Task Structures: An empirical Investigation | Magdalena Dobrajska, Copenhagen Business School; Stephan Billinger, U. of Southern Denmark; Samina Karim, Boston U.
Managerial discretion: Balancing opportunities and threats | Yuliya Ponomareva, Linnaeus U.; Timurs Umans, Kristianstad U.

831 ☐: (Paper Session) - (OMT) Mobilizing and Diffusing
9:45am - 11:15am WDW Yacht and Beach Club Resort: Astbury C
Chair: Forrest Briscoe, Pennsylvania State U.
Framing, Resonance, and Micro-Mobilization: Shall We Say What We Are For, or What We Are Against? | Soroush

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

Section D

256
Aslani, Northwestern U.; Brayden G King, Northwestern U.; Hamid Foroughi, U. of Reading


Is Setting Up a Facebook Page Enough for a Social Movement? | Yong Hyun Kim, U. of Michigan

Intentional Field Creation: The Case of an Anti-Plastic Pollution Social Movement | Itziar Castello, U. Carlos III de Madrid; David Barbera, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV); Charlene E. Zietsma, Schulich School of Business

The Diffusion of Contested Practices across Environments: Social Movements’ Boundary-Bridging Role | Daniel Waeger, HEC U. of Lausanne; Sébastien Menas, U. of Alberta Winner of the OMT Division Best International Paper Award

Florian Schloderer Chair:

#AOM2013 832 (Paper Session) - (OMT) Ecology of Hollywood 9:45am - 11:15am WDW Yacht and Beach Club Resort: Grand Harbor Salon III Tweet this session: #AOM2013 832 Chair: Florian Schloderer, INSEAD

How Far To Explore? Distance of Niche Change by Korean Movie Studios, 1971-2004 | Grimm Noh, Yonsei U.; Margueum Kim, Yonsei U.; Sunhyuk Kim, Korea U.; Dongyoub Shin, Yonsei U.

Multidimensional Niche Locations of Independent Film Production Companies in Hollywood | Martina Quan, U. of Texas, Dallas; Richard Harrison, U. of Texas, Dallas

Multi-Dimensional Niches and Hollywood Film Performance | Martina Quan, U. of Texas, Dallas; Richard Harrison, U. of Texas, Dallas

The demography of non-technological products | Alicia Barroso, U. Carlos III de Madrid; Marco Giarratana, Bocconi U.; Samira Reis, U. Carlos III de Madrid; Olav Sorenson, Yale School of Management

#AOM2013 833 (Paper Session) - (OMT) Shifts in Institutional Logics 9:45am - 11:15am WDW Yacht and Beach Club Resort: Grand Harbor Salon VIII Tweet this session: #AOM2013 833 Chair: Patricia H Thornton, Duke U.


It’s Good to be Bad: Social Disapproval of Banks as a Signal of Proximity to a Resistant Logic | Thomas J. Roulet, HEC Paris / U. of Oxford

Protecting the Core: Intra-logic persistence and change | Mia Raynard, U. of Alberta; Farah Kodeih, REIMS Management School

The Generativity of Institutional Logics | Christopher William John Steele, Northwestern Kellogg School of Management; Vanessa Pouthier, Northwestern U.

#AOM2013 834 (Paper Session) - (OMT) Institutional Theory and Board of Governors 9:45am - 11:15am WDW Yacht and Beach Club Resort: Grand Harbor Salon VIII Tweet this session: #AOM2013 834 Chair: Martin Spraggan, American U. of Sharjah

Organizational Susceptibility to Outside Influences: The Role of Ideology | Abhinav Gupta, Pennsylvania State U.

Governance and Accountability of Hybrid Organizations | Alnoor Ebrahim, Harvard U.; Johanna Mair, Stanford U.

Synergistic Effect of State &Self-regulations on Disclosure Level of Board Remuneration in Australia | Zahid Riaz, U. of Central Punjab; Sangeeta Ray, U. of Sydney; Pradeep Kanta Ray, Australian School of Business

Exploring the extensiveness of adoption of governance codes: the role of fit | Alessandro Zattoni, SDA Bocconi; Francesca Cuomo, Norwich Business School


Speakers: Howard Aldrich, U. of North Carolina; Kathleen M. Eisenhardt, Stanford U.; W. Richard (Dick) Scott, Stanford U.

From Whence They Came: How the Origins of Networks Constrain Their Effects 9:45am - 11:15am WDW Yacht and Beach Club Resort: Grand Harbor Salon IV Tweet this session: #AOM2013 836 Organizers: Adina D. Sterling, Washington U. in St. Louis; Elena Obukhova, MIT Sloan

Discussant: Martin Gargiulo, INSEAD

Geography, Workgroups, and the Structure of Scientist Networks | Christopher C. Liu, U. of Toronto

The Role of Negative Ties in Brokerage | Brian Rubineau, Cornell U.; Yisook Lim, Cornell U.

It is not all about Networking: The Value of Social Embeddedness in Job Search | Elena Obukhova, MIT Sloan; Adina D. Sterling, Washington U. in St. Louis

Trust in Networks of Emerging Market Investors | Christopher B. Yenkey, U. of Chicago

#AOM2013 837 SHCS: (OMT, OB, ODC) Creating and Publishing New Management and Organization Theories 9:45am - 11:15am WDW Yacht and Beach Club Resort: Asbury A Twe Tweet this session: #AOM2013 837 Chair: Jeffrey Miles, U. of the Pacific

Discussant: Roy R Suddaby, U. of Alberta

Creating and Publishing New Management and Organization Theories | Jeffrey Miles, U. of the Pacific

Building and Publishing Institutional Theory | W. Richard (Dick) Scott, Stanford U.


Building and Publishing Goal Setting Theory | Gary P. Latham, U. of Toronto

The Experience of Theorizing: Sensemaking Theory | Karl E. Weick, U. of Michigan, Ann Arbor

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

Section D
**Session Details – Monday, 8:00 - 10:00 AM**

**Section D**

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### 838 | (Paper Session) - (ONE) The Relations between Stakeholder Pressure and the Corporate Environmental Strategies

9:45am - 11:15am WDW Coronado Springs Resort: Coronado N

Chair: Irene Henriques, York U.

Stakeholder Response to, stakeholders impact on, and stakeholders pressure on corporate environmental strategies

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### 839 | (Paper Session) - (ONE) The International Perspective of Management and Environmental Sustainability

9:45am - 11:15am WDW Coronado Springs Resort: Fiesta 3

Chair: Javier Delgado-Ceballos, U. of Granada

Multinationals and international perspectives on climate change, sustainability, and the generation of clean energy

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**MONDAY**

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### 840 | (Paper Session) - (PNP) Gender

9:45am - 11:15am WDW Coronado Springs Resort: Canuc

Chair: Kimberley Roussin Isett, Georgia Institute of Technology

Millennials, Social Media, Moral Identity & Support for Social Causes; Do Gender Differences Count? | Ron Ferguson, Concordia U.; Michele Paulin, Concordia U.; Nina Jost, RWTH Aachen U.; Jean-Mathieu Fallu, HEC Montreal; Kaspar Philipp Schattle, Concordia U.

Getting to the helm: Women in leadership in federal regulation | Amy E. Smith, U. of Massachusetts Boston

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### 841 | (Paper Session) - (PNP) Public Private Partnership

9:45am - 11:15am WDW Coronado Springs Resort: Durango 2

Chair: Stephen T. T. Teo, Auckiland U. of Technology

Governance Misalignment and Its Consequences in PPP Procurement | Chen-Yu Chang, U. College London; Hui-Yu Chou, Chaoyang U. of Technology

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### 842 | (Paper Session) - (RM) Modeling and Simulation

9:45am - 11:15am WDW Coronado Springs Resort: Yucatan 3

Chair: Felipe Buchbinder, Fundacao Getulio Vargas

Proposal of a new distribution of firm performance | Felipe Buchbinder, Fundacao Getulio Vargas; Rafael Burstein

Modeling system dynamics of affect and contextual performances using state space models | Kristin Lee Sotak, SUNY, Binghampton; Seth M. Spain, Binghamton U.

Co-success, Structural Holes, Hierarchy, and Giant Clusters: An Integrated Examination | Jaideep Ghosh, CSIR - NISTADS; Avinash Kshiti, CSIR - NISTADS

Non-Normally Distributed Predictor Scores/Efffects on Expected Quality in Small Applicant Pools | Steve Scullen, Drake U.; Brad C. Meyer, Drake U.; Toby A. White, Drake U.

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### 843 | (Paper Session) - (SAP) Evolutionary Perspectives on Strategy-Making

9:45am - 11:15am WDW Swan Resort: Dove

Chair: Saku Mantere, Hanken School of Economics

Revisiting the Understanding of the Evolution of Strategic Initiatives | Jan-Florian Schlafner, Leuphana U. Lueneburg; Monika Lesner, Leuphana U. Lueneburg

Evolutionary Consequences of Managerial Practice: Internal Cessation as a Selective Outcome | Mikko Vesa, Hanken School of Economics

Open Strategy between Crowd and Community: Lessons from Wikimedia and Creative Commons | Leonhard Dobusch, Free U. Berlin; Jakob Kapeller, Johannes Kepler U. Linz

Individual Level Antecedents to Middle Managers’ Strategic Involvement | Ruifang Wang, U. College Dublin; Patrick T. Gibbons, U. College Dublin

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

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Section D
Corporate Social Responsibility and Organizational Commitment: Job Satisfaction as a Mediator | Ranjeet Nambudiri, Indian Institute of Management Indore; Ruchi Shukla Tewari, Shanti Communication School

The Impact of CSR Practices on Organizational Attractiveness: HRM Implications | Joana S. Story, NOVA School of Business and Economics; Filipa Castanheira, NOVA School of Business and Economics

Is Corporate Philanthropy an Agency Cost? The Moderating Role of Corporate Governance | Weichieh Su, U. of Texas, Dallas; Steve Sauerwald, U. of Texas, Dallas

Generating Competitive Advantage from Corporate Sustainability: The Moderating Role of Innovation | Stefan Wamsler, RWTH Aachen U.

845 (Paper Session) - (SIM) Critical Reviews of Corporate Social Responsibility
9:45am - 11:15am WDW Coronado Springs Resort: Coronado Q
Track A: Theorizing social issues in management
Chair: Robbin Derr, U. of Lethbridge
Corporate social responsibility, corporate citizenship and corporate sustainability: critical review | Ignacio Pavez, Case Western Reserve U.; Alim J. Beveridge, Case Western Reserve U.

CSR and HRM: A systematic review and conceptual analysis | Christian Voegtlin, U. of Zurich; Michelle Greenwood, Monash U.

"Why Should We Care about Gay Marriage?" - Political Advocacy as a Part of Corporate Responsibility? | Florian Wettstein, U. of St. Gallen; Dorothea Baur, U. of St. Gallen


846 (Paper Session) - (SIM) Capitalism in Question? What Would Peter Drucker Say?
9:45am - 11:15am WDW Coronado Springs Resort: Durango 1
Track B: Managing social issues
Chair: Emily S. Block, U. of Notre Dame

Framing and tactics for projecting a corporate socially and environmentally responsible image | Jenna P. Stites, Pennsylvania State U.; Barbara Gray, Pennsylvania State U.

Strategizing CSR: How Actors Bridge Institutional and Organizational Strategic Changes | Jean-Pascal Gond, Cass Business School, City U. London; Laure Cabantous, U. of Warwick; Frédéric Krikorian, Gaz Metro

First Impressions: Stakeholder Networks, Proactive Engagement & Stakeholder Opinions of Companies | Sinziana Dorobantu, New York U.; Lite Nartery, U. of South Carolina; Witold Jerzy Henisz, U. of Pennsylvania

Promoting Ethical Consumption or Protecting Local Elites? Tensions in the US "Buy Local" Movement | Sara Jane Jane McCaffrey, Franklin & Marshall College; Nancy B Kurland, Franklin & Marshall College

847 (Paper Session) - (SIM) Outcomes in Developing Countries
9:45am - 11:15am WDW Coronado Springs Resort: El Paso 1
Track C: Assessing business outcomes
Chair: Smita Kishor Trivedi, George Washington U.

Impact evaluation of a Kenyan ecobusiness: a pilot framework | David Littlewood, Queen's U. Belfast; Diane Holt, Queen's U. Belfast


Reducing social vulnerability and environmental deterioration through market mechanisms | Diego Alfonso Vazquez, Royal Holloway U. of London; Clovis Zapata, U. de Brasilia; Jose Antonio Plaza-Ubeda, U. of Almeria; Jeronimo de Burgos-Jimenez, U. de Almeria; Miguel Perez-Valls, U. of Almeria

Microfinance and the Business of Poverty Reduction: Critical Perspectives from Rural Bangladesh | Bobby Banerjee, City U. London; Laurel Jackson, U. of Western Sydney

848 (Paper Session) - (SIM) Stakeholder Influence on Firm Performance
9:45am - 11:15am WDW Coronado Springs Resort: El Paso 2
Track C: Assessing business outcomes
Chair: Bradley R. Agle, Brigham Young U.
It’s in the Asking: Issue Materiality as a Predictor of Managerial Action | Cynthia Clark, Bentley U.; Jennifer J Griffin, George Washington U.; Andrew Paul Bryant, George Washington U.
Exploring Determinants of the Proportion of Monetary Corporate Philanthropy | Pamela J. Harper, Marist College

Greasing The Squeaky Wheel? Stakeholder-Centric Governance as a Response to Stakeholder Pressure | Ali Shahzad, James Madison U.; Mark P Sharfman, U. of Oklahoma
The Financial Effects of Uniform and Mixed Corporate Social Performance | Ioannis Oikonomou, U. of Reading; Chris Brooks, U. of Reading; Stephen Pavelin, U. of Bath

849 (Paper Session) - (SIM) Managing Perceptions
9:45am - 11:15am WDW Coronado Springs Resort: Fiesta 2
Track B: Managing social issues
Chair: Emily S. Block, U. of Notre Dame


Organizational Structure, Real Options, and the Advantage of De Novo Firms | M. Lourdes Sosa, London Business School
The Interplay between Intraorganizational Network Fragmentation and Knowledge Diversity | Martin C. Goosen, HEC Paris

Does Firm Specificity matter? Leveraging Specificity and Network for Breakthrough Innovations | Ya Lin, Hong Kong U. of Science and Technology

851 (Paper Session) - (TIM) Universities and Innovation
9:45am - 11:15am WDW Swan Resort: Macaw 1
Tweet this session: #AOM2013 851
Chair: Floortje P. Blindenbach-Driessen, George Washington U.

+ Resource-Dependent Influence on the University’s Premature Termination of its R&D Project | Tariq H. Malik, Dongbei U. of Finance and Economics
+ University Reputation and the Disclosure of Academic Discoveries | Eric Stuen, U. of Idaho; Jeongskil Jay Lee, Georgia Institute of Technology
+ When Rebels Meet Radicals: Industry–University Alliances and Innovation Across Five sectors | Russell J. Funk, U. of Michigan, Ann Arbor; Jason Owen-Smith, U. of Michigan, Ann Arbor

852 (Paper Session) - (TIM) The Role of Open Innovation
9:45am - 11:15am WDW Swan Resort: Macaw 2
Tweet this session: #AOM2013 852
Chair: Daniela Baglieri, U. of Messina

+ Proclivity for Open Innovation: Construct Conceptualization and Empirical Validation | Kaja Rangus, Vibacom d.o.o.; Mateja Drnovsek, U. of Ljubljana; Alberto Di Minin, U. of California, Berkeley
+ The Role of Internal Coupling Activities in Explaining the Effectiveness of Open Innovation | Ana Burchart, Aarhus U.; Mette Praest Knudsen, U. of Southern Denmark; Helle Alsted Søndergaard, Aarhus U.
+ The emergence of openness: How firms learn selective revealing in open innovation | Joachim Henkel, Technische U. München; Simone Schöberl, McKinsey & Company; Oliver Alexy, Technische U. München

853 (Paper Session) - (TIM) Institutional Innovation Strategies
9:45am - 11:15am WDW Swan Resort: Sandpiper
Tweet this session: #AOM2013 853
Chair: Yoshihki Matsui, Yokohama National U.

+ Business Model Innovation and IP Protection: Profitable Strategies for Incumbents and Entrants | Panos Desyllas, U. of Manchester; Mari Sako, Oxford U.; Bruce Tether, Manchester Business School
+ Innovations within Institutions: the Perspective of Legitimacy Strategies | Hui-Fen Chen, National Taipei U. of Education
+ Institutional Ownership and the Role of Innovation | Abdullah A. Alshehr, King Saud U.; Edward Levitas, U. of Wisconsin, Milwaukee

How multilevel perspective and firm characteristics refine innovation barrier identification (WITHDRAWN) (WITHDRAWN) | Anne-Karen Hueske, Technische U. Dresden; Edeltraud Guenther, Technische U. Dresden

854 (Paper Session) - (TIM) What Influences Innovation?
9:45am - 11:15am WDW Swan Resort: Swan 9
Tweet this session: #AOM2013 854
Chair: Renee Rottner, New York U.

+ Racial diversity of professionals and firm innovation: influence of racial diversity of managers | Fiona Xiaoying Ji, Ohio U.; Mary L. Connerley, U. of Northern Iowa; Donald E. Hatfield, Virginia Tech
+ How field-level knowledge diversity affects the performance of technology innovation | Jade Yu-Chieh Lo, Drexel U.; Shanti Dewi Anag Agung Istri, Drexel U.
+ A Revision of the Role of Innovation Promoters: Towards a Dynamic Approach | Rene Chester Goduscheit, U. of Southern Denmark
+ Additonality and sustained additonality of public support for innovation | Stephen Roper, Warwick Business School; Nola Hewitt-Dundas, Queen’s U. Belfast

855 (TIM, BPS) Managing Innovation in the Market for Ideas
9:45am - 11:15am WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 855
Organizers: Alberto Galasso, U. of Toronto; Carlos J Serrano, U. of Toronto
Discussant: Alfonso Gambardella, Bocconi U.

+ Patents and Cumulative Innovation: Causal Evidence from the Courts | Alberto Galasso, U. of Toronto; Mark Schankerman, London School of Economics
+ Licensing and patent disclosure | Deepak Hegde, New York U.; Hong Luo, New York U.
+ Inefficiencies in the sale of ideas | Marie Laure Allain, Cnrs - Ecole Polytechnique of Paris; Emeric Henry, Sciences Po;
+ Margaret K Kyle, U. of Toulouse

+ Patents, Investor Prominence, and the Venture Lending Puzzle | Yael Hochberg, Northwestern U.; Carlos J Serrano, U. of Toronto; Rosemarie Ziedonis, U. of Oregon

856 (TIM, BPS, OMT) Entrepreneurial Action in Nascent Industries
9:45am - 11:15am WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 856
Chairs: Tiona Zuzul, Harvard Business School; Mary Tripsas, Boston College
Discussant: Violina Rindova, U. of Texas, Austin

Cultural Strategy, Market Creation, and Becoming a Cognitive Referent | Kathleen M. Eisenhardt, Stanford U.; Rory McDonald, U. of Texas, Austin
Entrepreneurial Experimentation vs. Legitimation in Nascent Industries | Mary Tripsas, Boston College; Tiona Zuzul, Harvard Business School
Historicism and Industry Emergence: Industry Knowledge and Interpretation | David A. Kirsch, U. of Maryland; Daniel Wadhwani, U. of the Pacific; Mahko Moen, U. of South Carolina

857 ☯ Tweet this session: 9:45am - 11:15am WDW Swan Resort: Swan 1
Frugal Innovation: Ways forward for Concept, Theory and Practice
9:45am - 11:15am WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 857
Organizers: Preeta Banerjee, Brandeis U.; Yasser Ahmad Bhatti, U. of Oxford; Sanjay Jain, Santa Clara U.
Discussants: Marc Ventresca, U. of Oxford; Xiaolan Fu, Oxford U.
Conceptualizing and Operationalizing Frugal Innovation | Yasser Ahmad Bhatti, U. of Oxford
Frugal innovation and Disruptive Innovation Theory | Sanjay Jain, Santa Clara U.
The Practice of Frugal Innovation in Healthcare and IT | Preeta Banerjee, Brandeis U.; William J Oliver, Brandeis U.
Frugal Solutions: Lessons from Practice | Peter Hesseldahl, Universe Foundation
Participant: Shaiesta E. Khilji, George Washington U.

858 ☯ Tweet this session: 9:45am - 11:15am WDW Swan Resort: Swan 1
Biomedical R&D: Exploring New Organizations and New Paradigms
9:45am - 11:15am WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 858
Organizers: Ayfer H. Ali, U. Carlos III de Madrid; Michelle Gittelman, Rutgers U.
Biopharmaceutical Innovation on Neglected Diseases in China, India, and Brazil | Peter G Klein, U. of Missouri; Anita M McGahan, U. of Toronto; Rahim Rezaie, U. of Toronto
Filling in the Gaps: Foundation Funding of Academic R&D | Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Maryann P Feldman, U. of North Carolina, Chapel Hill; Alex Grady-Reed, U. of North Carolina, Chapel Hill
Academic Medical Centers as Engines of Innovation | Ayfer H. Ali, U. Carlos III de Madrid; Michelle Gittelman, Rutgers U.

859 ☯ Tweet this session: 9:45am - 11:15am WDW Swan Resort: Swan 8
The Micro-foundations of Information Technology Spillovers
9:45am - 11:15am WDW Swan Resort: Swan 8
Tweet this session: #AOM2013 859
Organizer: Prasanna Tambe, New York U.
Supply Chain Based Network Effects in Information Technology Adoption | Kristina McElheran, Harvard Business School; Frank Nagle, Harvard Business School; Steven Kahl, Dartmouth College (TUCK)
Inter-Industry IT Spillovers After the Dot-Com Bust | Prasanna Tambe, New York U.
Network of Practice, IT Knowledge Spillovers, and Productivity: Evidence from Enterprise Software | Chris Forman, Georgia Institute of Technology

860 ☯ JS: (TIM, OMT, SAP) Rediscovering bricolage: Is bricolage useful for conceptualizing institutional innovation?
9:45am - 11:15am WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 860
Chairs: Lærke Højgaard Christiansen, Copenhagen Business School; Melodie Aude Cartel, Mines-Paristech
Discussant: Eva Boxenbaum, Mines ParisTech
Panelists: Michael Lounsbury, U. of Alberta; Mary Ann Glynn, Boston College; Charles-Clemens Rüling, Grenoble Ecole de Management

Monday 10:00AM
861 : (AAA) Annals Editor/HQ Meeting with Taylor & Francis
10:00am - 11:00am WDW Swan Resort: Parrot 2
Tweet this session: #AOM2013 861
By Invitation Only

Monday 10:15AM
862 : (AAA) Conference Break
10:15am - 10:45am WDW Swan Resort: Parrot 2

Monday 11:30AM
863 ☯ (Paper Session) - (BPS) Resource Stocks and Flows
11:30am - 1:00pm WDW Swan Resort: Macaw 2
Tweet this session: #AOM2013 863
Chair: Clint Chadwick, U. of Kansas
Combining Strategic Agility and Sustainable Competitive Advantage: the Need for Resource Sensitivity | Aurelien Acquier, ESCP Europe; Cedric Dalmasso, Ecole des Mines de Paris
Early Efforts in Absorptive Capacity Development and Performance Implications for New Ventures | Bábara Larrañeta, Pablo de Olavide U.; Shaker A. Zahra, U. of Minnesota, Twin Cities; Jose Luis Galan, U. of Seville
Being held back by the old: Incumbent Inertia and Renewable Energy Technologies | Carmen Weigelt, Tulane U.; Ekundayo Shittu, Tulane
Time Structure and Endogeneity in the R&D-Efficiency-Performance Relationship: A P-VAR Analysis | Eberhard Riesenkampff, EBS Business School; Amit Karna, EBS Business School; Ansgar Richter, EBS Business School

864 : (Paper Session) - (BPS) Institutions
1:30pm - 3:00pm WDW Swan Resort: Pelican 2
Tweet this session: #AOM2013 864
MONDAY

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

Section D

865 🔄: (Paper Session) - (BPS) Business Model Innovation
11:30am - 1:00pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 865

Chair: Timo Sohl, Iese Business School
On the applicability of the configurational approach to business model theory with fs/QCA | Diego Campagnolo, U. of Padova; Nicola Cenedese, U. of Padova

866 🔄: (Paper Session) - (BPS) Institutional theory
11:30am - 1:00pm WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 866

Chair: Rajaram Veiliyath, Kennesaw State U.
How Middle Managers in China State-Owned Enterprises Juggle Three Institutional Logics | Quy Nguyen Huy, INSEAD; Zhixing Xiao, George Washington U.; Yidi Guo, INSEAD

Beyond the Dichotomy of Symbolic versus Substantive Actions | Eun-Hee Kim, George Washington U.; Thomas P Lyon, U. of Michigan
institutional environment and multinational enterprises' choices: an institutional perspective | Chang Liu, U. of International Business and Economics; Zijie Li, U. of International Business and Economics; Yi Li, The Australian National U.; Yuting Liang, U. of International Business and Economics

What Bends the Iron Cage? Understanding Firms' Heterogeneous Responses to Institutional Requirement | Shiyi Wang, GSM, Peking U.; Changqi Wu, Peking U.; Guochen Du, Peking U.

867 🔄: (Paper Session) - (BPS) Adaptability, Exploration, and Building of New Capabilities
11:30am - 1:00pm WDW Swan Resort: Swan 8
Tweet this session: #AOM2013 867

Chair: Jeffrey A. Martin, U. of Alabama, Tuscaloosa
Microfoundations of Absorptive Capacity: A Multilevel Study | Andreas Distel, U. of Mannheim

Business Model: What It Is and What It Is Not | Carlos DaSilva, U. of Lubljana, Faculty of Economics; Peter Trrman, U. of Lubljana, Faculty of Economics

868 🔄: (Paper Session) - (BPS) Interpartner Trust, Contracts & Relationships
11:30am - 1:00pm WDW Swan Resort: Toucan 1
Tweet this session: #AOM2013 868

Chair: Jonathan O'Brien, Rensselaer Polytechnic Institute

Shadow of the Past in the Contract-Trust Interplay: A Meta-Analysis and a Field Study | Weiguo Zhong, City U. of Hong Kong


Inter-Firm Relational Roller Coasters: A Process Perspective on Trust Repair in Alliances | Anna Brattström, Stockholm School of Economics; Martin Carlsson-Wall, Stockholm School of Economics; Dries Faems, Groningen U. (RuG); Magnus Mähring, Stockholm School of Economics

869 🔄: (Paper Session) - (BPS) Agency theory
11:30am - 1:00pm WDW Swan Resort: Toucan 2
Tweet this session: #AOM2013 869

Chair: Maria Goranova, U. of Wisconsin, Milwaukee

Theory of the (State-Owned) Firm | Ciprian Stan, U. of Texas, Dallas; Garry D Bruton, Texas Christian U.

How Independent Directors Promote Principal-Principal Conflict: The Case of Antitakeover Defense | Zhonghui Wang, Purdue U., West Lafayette; Thomas Brush, Purdue U., West Lafayette; Charlotte Ren, Indiana U.

Organizational Misalignment and Firm Performance: A Two-Study Analysis of Franchising Firms | Melih Madanoglu, Florida Atlantic U.; Gary Castrogiovanni, Florida Atlantic U.

Asymmetric Information and the Dismissal of Newly Appointed Leaders | Malay Desai, Nottingham U. Business School; Andy
Lockett, U. of Warwick; Dave Paton, Nottingham U. Business School

870  SHCS: (BPS, OMT, MOC) Cognition in Complex Organizations
11:30am - 1:00pm WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 870

871  IS: (BPS, TIM, ENT) Creating and Capturing Value in Changing Ecosystems: From Research to Teaching and Practice
11:30am - 1:00pm WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 871
Panelists: Ron Adner, Dartmouth College; Michael G. Jacobides, London Business School; Constance E Helfat, Dartmouth College; Yves Doz, INSEAD; Melissa A Schilling, New York U.

872  (Paper Session) - (CAR) Work and Family: The good, the bad, and the ugly
11:30am - 1:00pm WDW Dolphin Resort: Europe 1
Tweet this session: #AOM2013 872
Chair: Lois M. Shelton, California State U., Northridge
Work-Family Spillover Effects of Emotional Labor | Xiao-Yu Liu, U. of International Business and Economics; Ho Kwong Kwan, Drexel U.; Frederick Hong-Kit Yim, Hong Kong Baptist U.; Jiafei Jin, Northwestern U. of Finance and Economics
When Satisfaction with Work-Family Balance Pays | Sowon Kim, Ecole Hoteliere de Lausanne; Mireia Las Heras, U. of Navarre; Pablo Ignacio Escribano, IESE Business School
Why Do I Love You? A Longitudinal Multilevel Investigation of Creativity and Love | Dong Liu, Georgia Institute of Technology; Ho Kwong Kwan, Drexel U.; Quan Lin, Shantou U.; Erica Christine Holley, Central Washington U.

873  IS: (CAR, IM) Talent Development 2.0: Mentoring Millennials, Enabling Entrepreneurs, and Grooming Global Leaders
11:30am - 1:00pm WDW Dolphin Resort: Asia 3
Tweet this session: #AOM2013 873
Chairs: Suzanne C. de Janasz, IMD; Maury Peiperl, IMD
Presenters: Punit Girdhar, Cintex International; Lynellyn D. Long, HERA; Monica Higgins, Harvard U.

874  IS: (CAR, OB, HR) A Wise Choice of a Vocation: Career Exploration and Identity
11:30am - 1:00pm WDW Dolphin Resort: Asia 1
Chair: Ute Christine Klehe, Justus-Liebig U. Giessen
Discussants: Douglas T. Hall, Boston U.
Protein Career Attitude - A Predictor or Consequence of Vocational Identity and Career Exploration? | Vanessa Jänsch, Leuphana U. Lüneburg; Andreas Hirschli, U. of Lausanne
Future Work Self, Proactive Career Behavior & Organizational Career Management: A Longitudinal Study | Ans De Vos, U. of Antwerp; Ine Willemsen, Vlerick Business School; Dirk Buyens, U. of Ghent

875  CAU: (CAU) Capitalism in Africa: The Strategic, Managerial and Cultural Challenges.
11:30am - 1:00pm WDW Swan Resort: Parrrot 2
Tweet this session: #AOM2013 875
Chair: Eileen Kwsiga, Bryant U.
Coordinators: Elham Metwally, American U in Cairo; David B. Zoogah, Morgan State U.; Nceku Nyathi, Open U.
Participants: Stella M. Nkomo, U. of Pretoria; Karel Stanz, U. of Pretoria; Moses Acquaah, U. of North Carolina, Greensboro; Constant D. Beugre, Delaware State U.

876  CAU: (CAU) Degrowth - Transition from Consumer Capitalism
11:30am - 1:00pm WDW Swan Resort: Teal
Tweet this session: #AOM2013 876
Organizers: Robert Perry, U. of Technology, Sydney; Andre Reichel, Zeppelin U.
Discussants: Thomas Clarke, U. of Technology, Sydney; Gavin Jack, La Trobe U.; Manjula S Salimath, U. of North Texas; Vallari Chandna, U. of North Texas

877  CAU: (CAU) Investigating Capitalism and Management via the South Asian Academy of Management
11:30am - 1:00pm WDW Coronado Springs Resort: Laredo 1
Tweet this session: #AOM2013 877
Organizers: Jawed Syed, U. of Kent; Edwina Pio, Auckland U. of Technology
Participants: Naresh Khatri, U. of Missouri at Columbia; Bahaudin G. Mujaba, Nova Southeastern U.; Faiza Ali, U. of Kent; Rana Haq, Laurentian U.; Shaiesta E. Khilji, George Washington U.; Raza A. Mir, William Paterson U.; Peter Anthony Murray, U. of Southern Queensland

878  (Plenary) - (CM) Is Organizational Justice the New Industrial Relations? A Debate on Individual vs Collective Underpinnings of Justice
11:30am - 1:00pm WDW Dolphin Resort: Salon III
Tweet this session: #AOM2013 878
Organizer: Michael A. Gross, Colorado State U.
879 (Paper Session) - (CMS) Critical Perspectives on Academy and Pedagogy
11:30am - 1:00pm WDW Coronado Springs Resort: Acapulco
Chair: Frances A Viggiani, Southern Connecticut State U.
Discussant: Ralph Stabilein, Massey U.
-
Decentring Capitalism through Pedagogy: Bolshevism to Ballet in Three Steps | Kevin Morrell, U. of Warwick
-
Capitalism and management education: a Marxist view | Ralph Stabilein, Massey U.
-
The Performativity of ‘Relevance’ in the Business School | Nick Butler, Lund U.; Stephen Dunne, U. of Leicester; Sverre Sjoelstra, Lund U.
-
Entrepreneurs as Social Others: How Collective Interests and Selflessness Affect Funding Success | Goran Calic, Purdue U.; Elaine Mosakowski, Purdue U.

880 (Paper Session) - (CMS) Dark Side Case Competition
11:30am - 1:00pm WDW Coronado Springs Resort: Yucatan 1
Chair: Denise Franca Barros, Unigranrio - U. do Grande Rio
Discussant: Sarah Elaine Gilmore, U. of Portsmouth
Long Day’s Journey into Flight: Trading Worker Loyalty in the Undoing of Norton Company | Michael B Elmes, Worcester Polytechnic Institute
-
The Monopolistic Power of the NCAA | Carl Anderson, U. of Windsor; Francine Schlosser, U. of Windsor
-
Labor Unrest at Maruti Suzuki India Limited (for Dark Side Case Competition) | Debapratim Purkayastha, IBS Hyderabad
-
To become a Public Manager or a Medallion? a critical teaching Case based on Machado de Assis | Fernanda Filgueiras Sauerbron, FACC/UFRJ; Joao Felipe Rammelt Sauerbron, Unigranrio - U. do Grande Rio
-
Dark Side Competition: Apple and the Human Costs of Production | Colm McLaughlin, U. College Dublin; Todd Bridgman, Victoria U. of Wellington

881 (Paper Session) - (ENT) Resource Acquisition: Causes and Effects
11:30am - 1:00pm WDW Swan Resort: Heron
Chair: Zhijian Xu, Nanjing U.
Discussant: Zhijian Xu, Nanjing U.
Entrepreneurial Teams and Start-Up Capital Sources: A Network Ambidexterity Approach | Robert Van De Graaff Randolph, Mississippi State U.; Bart Debicki, Towson U.; Rebecca G Long, Mississippi State U.
-
Your Social Skills Unlock the World of Resources! From Network Structure to Human Agency | Kim Klyver, U. of Southern Denmark; Mette Segaard Nielsen, U. of Southern Denmark
Does VC Funding Increase Trademarking in Startups? | Chunxiang Zhang, U. of Bologna; Enrico Forti, U. College London; Federico Munari, U. of Bologna
Entrepreneurs as Social Others: How Collective Interests and Selflessness Affect Funding Success | Goran Calic, Purdue U.; Elaine Mosakowski, Purdue U.

882 (Paper Session) - (ENT) New Ventures: Creation and Life-Cycles
11:30am - 1:00pm WDW Swan Resort: Ibis
Chair: Matthias Alfred Tietz, Richard Ivey School of Business
Discussant: Nathanial Boso, U. of Leeds
Career as Antecedent of Entrepreneurial Decision-making | Yuval Engel, VU U. Amsterdam; Emma Kleijn, VU U. Amsterdam; Svetlana Khapova, VU U. Amsterdam
Who, What, and Where: Towards an Integrated Model of New Venture Creation and Venture Mode | Matthias Alfred Tietz, Richard Ivey School of Business
Technology Commercialization: Understanding Strategic Mechanisms in the Effectuation Process | Jinyoung Kim, Nanyang Technological U.; Wai Fong Bo, Nanyang Technological U.
Changing with the Times: An Integrated View of Legitimacy, Logics and New Venture Lifecycles | Greg Fisher, Indiana U.; Amrita Lahiri, U. of Washington, Seattle; Suresh Kotha, U. of Washington, Seattle

883 (Paper Session) - (ENT) Personality Traits and Entrepreneurial Choice
11:30am - 1:00pm WDW Swan Resort: Macaw 1
Chair: Brian D. Blume, U. of Michigan, Flint
Discussant: Lumina S Albert, Colorado State U.
Affectivity, Openness, and Self-Efficacy: Linking Entrepreneur’s Personality to Innovation | Alenka Slavec, U. of Ljubljana; Mateja Drnovsek, U. of Ljubljana
Entrepreneurial Regulatory Foci and Strategy Process of Startup Firms | Ye Dai, Southern Illinois U.
Entrepreneurial Regulatory Foci and New Venture Creation Activities | Ye Dai, Southern Illinois U.

884 (ENT) The Salience of Imagination to Entrepreneurial Cognition: The Renaissance of Lost Wisdom
11:30am - 1:00pm WDW Swan Resort: Mockingbird 1
Chair: Peter Pung Li, Copenhagen Business School; Weiru Chen, CEIBS
Discussants: Robert Chia, U. of Strathclyde; Joep Cornelissen, U. of Leeds
Entrepreneurial Imagining | Sara Rosa Soares Traquina Alves Elias, U. of Missouri; Todd H Chiles, U. of Missouri

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Entrepreneurial Judgment as Empathic Accuracy: How Imagination Enables Market Coordination | Jeffrey S. McMullen, Indiana U.; Bloomington

The Routinization of Imagination in Entrepreneurial Decision Making | dt ogilvie, Rutgers U.

Prospects for Developing a Theory of Entrepreneurial Imagination | Kent D Miller, Michigan State U.

The Salience of Metaphor to Open-Minded Exploration for Creative Insight | Peter Ping Li, Copenhagen Business School; Yangfeng Cao, Peking U.

885 🅰: (Paper Session) - (ENT) Narratives and Start-up Processes
11:30am-1:00pm WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 885
Chair: Marcus Wolfe, Ball State U.
Discussant: Michael H. Morris, Oklahoma State University.
Winning Isn’t Everything: Entrepreneurial Orientation, Emotions, and Narratives | Marcus Wolfe, Ball State U.

886 🅱: (Paper Session) - (ENT) Entrepreneurial Learning
11:30am-1:00pm WDW Swan Resort: Parrot 1
Tweet this session: #AOM2013 886
Chair: Sondos Gamal Abdelgawad, ESADE
Discussant: Pablo Martin de Holan, EM Lyon

Relating Entrepreneurial Capability to Learning and Variety: Performance Implications | Sondos Gamal Abdelgawad, ESADE; Lucia Naldi, Jönköping International Business School

Evolving through Exaptation: The Case of L'ORÉAL | Andrea Ganzaroli, U. of Milan; Luigi Orsi, U. of Padua; Silvia Rita Sedita, U. of Padua; Fiorenza Belussi, U. of Padua

How to Accelerate Learning: Entrepreneurial Ventures Participating in Accelerator Programs | Susan L. Cohen, U. of North Carolina; Christopher B. Bingham, U. of North Carolina, Chapel Hill

A Longitudinal Assessment of Opportunity Recognition with a Mentor: The Effect of Goal Orientation | Etienne St-Jean, U. du Québec à Trois-Rivières; Maripier Tremblay, U. Laval

887 🅱: (Paper Session) - (ENT) Conflict and Crises in Family Firms
11:30am-1:00pm WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 887
Chair: Andy Yu, U. of Wisconsin, Whitewater
Discussant: Andy Yu, U. of Wisconsin, Whitewater

Oil Spill in the Gulf: Ripple Effects on Small Family Business Owners in South Louisiana | John James Cater, U. of Texas at Tyler; Brent D Beal, U. of Texas at Tyler

Family Human Capital and Impoverished Firm Performance: Evidence from Impoverished Indian Slums | Robert S. Nason, Syracuse U.

Yang and Yin: How Do Immigrant Entrepreneurs Manage the Contradictions of Family Roles? | Zhen Zhang, U. of Alberta; Trish Reay, U. of Alberta

Attention-based View of Family Firm Adaptation to Discontinuities: The Role of Non-financial Goals | Nadine Kammerlander, U. of St. Gallen (HSG); Melanie Maria Ganter, U. of St. Gallen

888 🅱: (Paper Session) - (ENT) Network Formation and Change
11:30am-1:00pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 888
Chair: Alessandro Giudici, Kingston Business School London
Discussant: Tanja Kontinen, U. of Edinburgh Business School

An Exploratory Study on Antecedents of Inter-firm Networking among Small Venture Businesses | Dong Soo Park, Yeungnam U.; Sanjar Shodmonov, Yeungnam U.

The Effects and Multilayeredness of Inter-Organizational and Institutional Trust in Key Partnerships | Indre Maurer, U. of Goettingen; Christiana Weber, Leibniz U. Hannover; Achim Oberg, Mannheim U.


The Impact of Networking Approach and Obstacles in Determining Entrepreneurial Network Change | Danny Soetanto, Lancaster U.; Sarah Jack, Lancaster U.

889 🅱: (Paper Session) - (GDO) Work-Life Conflict and Flexible Work Practices
11:30am-1:00pm WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 889
Chair: Tania Casado, U. of Sao Paulo

Gender, Gender Role and Crossover: How Partners in Dual-Career Couples React to Work-Family Conflict | Beth Ann Livingston, Cornell U.; Kristie Lynne McAlpine, Cornell U.; Chelsea Vanderpool, Cornell U.

Ironic Effects of Flexible Work Practices on Parents’ Career Success | Lisa M. Leslie, U. of Minnesota; Colleen Manchester, U. of Minnesota; Patricia Dahm, U. of Minnesota, Twin Cities

When “Balance” Means Working All The Time: Life Values, Role Negotiation, and Work-Life Balance | Brenda A. Lautsch, Simon Fraser U.; Kirsten M. Robertson, Simon Fraser U.; David R. Hannah, Simon Fraser U.

And you think you have it all mapped out”: Women Rhodes Scholars’ Work-Life Identity Narratives | Kathryn Lee Blackmon, Oxford U.; Susan Rudy, The Rhodes Project

890 🅱️: (GDO, MOC, CAR) More Than Meets the Eye: Unpacking the Complexity of Invisible Stigmas and Their Disclosure
11:30am-1:00pm WDW Dolphin Resort: Europe 5
Tweet this session: #AOM2013 890

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

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

Discussion: Ann Maria Ryan, Michigan State U.

More Than Meets the Eye: Unpacking the Complexity of Invisible Stigmas and Their Disclosure | Tiffany D. Johnson, Pennsylvania State U.; Aparna Joshi, Pennsylvania State U.; Judith A. Clair, Boston College; Eden King, George Mason U.; Raymond N. C. Trau, Curtin U.; Tracy McCausland, George Mason U.; Kristen P. Jones, George Mason U.; Afra Ahmad, George Mason U.; Alex Lindsey, George Mason U.; Jane Coffey, Curtin Business School

891 => SHCS. (GDO, OB, HR) Work and Family in a Multicultural World
11:30am - 1:00pm WDW Dolphin Resort: Europe 8
Chair: Matthew M. Piszczek, Michigan State U.
A Cross-National Study of Divergence and Convergence in Objective/Subjective Work-Family Assessment | Ellen Ernst Kossek, Purdue U.; Chu-Hsiang Chang, Michigan State U.
Where is Work-life Balance an Asset for Leaders? A Comparison of Welfare State Regimes | Ariane Ollier-Malaterre, Rouen Business School; Natalia Sarkisian, Boston College; Kelly Hannum, Center for Creative Leadership
Work-family Boundary Management Styles in Germany | Caroline Straub, VU U. Amsterdam; Barbara Beham, U. of Hamburg; Claartje J Vinkenburg, VU U. Amsterdam
The Effects of Childcare Policies on Establishment Turnover in Germany | Matthew M. Piszczek, Michigan State U.

892 : (Plenary) - (HCM) HCMD Plenary Session
11:30am - 1:00pm WDW Coronado Springs Resort: Coronado R.S.T
Chair: Ronda M. Smith Nelson, Fort Hays State U.
Developing Organizational Commitment Via ‘Employee-driven HRM’ in a Knowledge-Intensive Firm | Frances Jørgensen, Aarhus U.; Anne Boellingtoft, Aarhus U.; Mette Strange Nielsen, Aarhus U.
Survivability and Stability Thresholds and the Use of HPWPs in Early-Stage Firms | William Carter, U. of North Texas

893 => (Paper Session) - (HR) Development and Maintenance of Strategic HR
11:30am - 1:00pm WDW Dolphin Resort: Europe 3
Chair: Ronda M. Smith Nelson, Fort Hays State U.
Developing Organizational Commitment Via ‘Employee-driven HRM’ in a Knowledge-Intensive Firm | Frances Jørgensen, Aarhus U.; Anne Boellingtoft, Aarhus U.; Mette Strange Nielsen, Aarhus U.
Survivability and Stability Thresholds and the Use of HPWPs in Early-Stage Firms | William Carter, U. of North Texas

894 => JUS: (Paper Session) - (HR) Managing People and their Work Attitudes
11:30am - 1:00pm WDW Dolphin Resort: Oceanic 3
Chair: James M. Schmidtke, California State U. Fresno
Organizational Tenure and Mastery-Avoidance Goals: The Moderating Role of Psychological Empowerment | Sut I Wong Humorostad, BI Norwegian Business School
Thriving in Underemployment: The Bright Side from P-E Fit and Self-Enhancement Perspectives | Bilian Lin, The Chinese U. of Hong Kong; Kenneth S. Law, The Chinese U. of Hong Kong
The Influence of Managers’ Personal Social Networking Website on Prospective Job Applicants | Christopher Ballew, U. of Wisconsin; William Ross, U. of Wisconsin; Davide Secchi, Bournemouth U.

895 => (HR) A Closer Look at the Overqualification-Outcomes Relationships: Examining Moderators and Mediators
11:30am - 1:00pm WDW Dolphin Resort: Oceanic 4
Chair: Aleksandra Lukyte, U. of Western Australia
Overqualification and Voluntary Turnover: Examining the Multi-Path Model | Aleksandra Lukyte, U. of Western Australia; Eugene Wong, U. of Western Australia
When Are Overqualified Employees Loyal, Satisfied, and Healthy? | Yanan Wang, Renmin U. of China
The Difference between Self- and Supervisor-Rated Overqualification and Its Relationship with OB | Jian Min Sun, Renmin U. of China; Jinju Liu, Renmin U. of China
Overqualification and Adaptive Behavior: Moderating Effect of Job Autonomy | Amy Wei Tian, U. of Western Australia

896 => (HR) (Paper Session) - (HR) Managing Performance in the Global Economy
11:30am - 1:00pm WDW Dolphin Resort: Salon A2
Chair: Angelo DeNisi, Tulane U.
Influence of Rater Perceived Ability on Performance Ratings | Daanish Pestonjee, U. of Arkansas; Nina Gupta, U. of Arkansas
Up for Review: Unravelling the Link between Formal Evaluations and Merit-Based Practices | Rocío Bonet, IE Business School; Tor Eriksson, Aarhus U.; Jaime Ortega, U. Carlos III de Madrid
Do Global ‘Best Practices’ in Performance Management meet Employees’ Preferences? | Lena Knappert, ESCP Europe; Marion Festing, ESCP Europe
Star Performers in Twenty-First-Century Organizations | Herman Aguinis, Indiana U.; Bloomington; Ernest H O’Boyle, U. of Iowa

897 => (JUS: (HR, OB, IM) Broadening the Foci of Employee Engagement: Definitions, Antecedents, and Outcomes
11:30am - 1:00pm WDW Dolphin Resort: Salon A1
Chair: Elaine Fardale, Pennsylvania State U.
Discussant: Bruce Louis Rich, California State U. San Marcos

Managing Work in the Social Enterprise | Rita Bissola, U. Cattolica del Sacro Cuore; Barbara Imperatori, U. Cattolica del Sacro Cuore

Contextual Influences on Employee Work Engagement | Christina Sue-Chan, City U. of Hong Kong

Leader-member Exchange and Engagement for Italian Nurses | Elisabetta Trincher, Bocconi U.; Elena Borselli, Bocconi U.; Elio Borgoni, Bocconi U.

The Relationship between Employee Engagement, Wellbeing and the Human Resource Role | Gary Rees, Portsmouth Business School; Sally Rumbles, U. of Portsmouth, UK

Understanding Engagement: How Team Engagement Drives Performance | Peter Michael Hart, Deakin U.; Alexandra Sutherland, Deakin U.; James B L Tan, Insight SRC; Shi Shi Fisher, Deakin U.

998 (Paper Session) - (IM) Institutions and Governance
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Cape Cod B
Chair: Ruth V. Aguiler, U. of Illinois, Urbana-Champaign
Organizational Form and Expense-Preference Behavior: Evidence from Islamic Banks | Majdi Anwar Quttainah, Kuwait U.
Corporate Governance in BRIC Countries | Christoph Lattemann, Jacobs U. Bremen
National Governance Bundles and Equitable Wealth Creation | William Q Judge, Old Dominion U.; Stav Fainshtadm, Old Dominion U.; J. Lee Brown, Fayetteville State U.
Concentrated Owners in Asia: Contingent Performance Effects of Owner Type and Institutions | Marc Van Essen, U. of South Carolina; Pursey Heugens, Erasmus U. Rotterdam; Hans Van Oosterhout, Erasmus U. Rotterdam; Eric R Gedajlovic, Simon Fraser U.; Michael Carney, Concordia U.

999 (Paper Session) - (IM) Locations, Distance and MNC Networks
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Chair: Ilgaz Arikan, The Ohio State U.
Spatial Dependence of Country Relatedness: The Role of Host-Country Connectedness | Sokol Celio, Suffolk U.
Intra-firm Spatial Structure, Geographic Distance and MNE Location Choice | Guo-Liang Frank Jiang, Dalthouse U.; Guy Holburn, U. of Western Ontario; Paul Beamish, U. of Western Ontario
Geographic Concentration and Institutional Diversification for Multinational Banks | I Han, Feng Chia U.; Hsin-Yu Liang, Feng Chia U.
Agglomeration and Inter-Firm Competition and Cooperation: A Study of Chinese Township Clusters | Liangding Jia, Nanjing U.; Sali Li, U. of Wisconsin, Milwaukee; Stephen B Tallman, U. of Richmond; Yaqin Zheng, Nanjing U.
It Takes Two to Translate: Understanding the Steps Cultural Liaisons Make (and Don’t Make) | Bobbi Thomason, Stanford U.; Pamela Hinds, Stanford U.; Brandi Pearce, Carnegie Mellon U.; Sara Vaerlander, Stanford U.

903 SHCS: (MED, IM, GDO) Developing Intercultural Competencies through Cross-Cultural Management Education
11:30am - 1:00pm WDW Coronado Springs Resort: Yucatan 2
Tweet this session: #AOM2013 903
Chairs: Jacob Eisenberg, U. College Dublin; Günter K. Stahl, WU Vienna and INSEAD; Charmine E. J. Hartel, U. of Queensland
The Effects of International Collaboration Exercises on Int'l. Mgt. Learning Outcomes | Vas Taras, U. of North Carolina, Greensboro; Rikka M Sarala, U. of North Carolina, Greensboro
Developing Management Students’ Global Competencies through a Multicultural Team Project | Alon Lisak, Ben-Gurion U. of the Negev; Raveh Harush, Technion Israel Institute of Technology
Developing Management Students’ Global Competencies through a Multicultural Team Project | Alon Lisak, Ben-Gurion U. of the Negev; Raveh Harush, Technion Israel Institute of Technology
The Effects of International Collaboration Exercises on Int'l. Mgt. Learning Outcomes | Vas Taras, U. of North Carolina, Greensboro; Rikka M Sarala, U. of North Carolina, Greensboro
Developing Management Students’ Global Competencies through a Multicultural Team Project | Alon Lisak, Ben-Gurion U. of the Negev; Raveh Harush, Technion Israel Institute of Technology

904 (Paper Session) - (MHI) Entrepreneurship and Innovation in Management History
11:30am - 1:00pm WDW Dolphin Resort: Europe 11
Tweet this session: #AOM2013 904
Chair: K Doreen MacAulay, U. of South Florida
Discussant: Andrew Cardow, Massey U.
Capitalism’s Invisible Innovators: Historical Evidence from Mechanized Reapers and Cloud Computing | Richard Hunt, U. of Colorado, Boulder
Ronald B. Shuman Award for MH Division Best Student Paper
The Greatest Entrepreneurs and Businesspeople in American History: A Survey of Historians | Blaine McCormick, Baylor U.; Burton W. Folsom, Hillsdale College
Sovereign Trade as Historically Practiced among Indian Tribes in the Western United States | Joe Gladstone, New Mexico State U.
The Concept of Social Justice Entrepreneurship: A Narrative Analysis of Frances Wright’s Pioneering | Milorad M. Novicevic, U. of Mississippi; Jack Smothers, U. of Southern Indiana; Patrick J. Murphy, DePaul U.; John Humphreys, Texas A&M U., Commerce; Foster B. Roberts, U. of Mississippi

905 (Paper Session) - (MOC) CEO and TMT Cognition
11:30am - 1:00pm WDW Dolphin Resort: Asia 2
Tweet this session: #AOM2013 905
Chair: Josh W. Keller, Nanyang Technological U.
Who Sees More Clearly?: Boards of Directors and CEOs in a Multimarket Context | John Stephan, Marist College
Conceptual Metaphors as Windows into Executives’ Minds | Angela Fehr, U. of Bamberg; Andreas Koenig, Friedrich-Alexander-U. Erlangen-Nuremberg; Timothy J. Quigley, U. of Georgia; Albrecht Enders, International Institute for Management Development
Corporate Leaders’ Decision Styles, Entrenchment and Disruptive Strategies: A Conceptual Framework | Sherry Sanger, Case Western Reserve U.; Jagdip Singh, Case Western Reserve U.

906 (Paper Session) - (MOC) Teams, Knowledge Transfer and Learning
11:30am - 1:00pm WDW Coronado Springs Resort: Europe 2
Tweet this session: #AOM2013 906
Chair: Robin Rimmer Hurst, Virginia Commonwealth U.
Cognitive Versatility: A New Lens for Understanding Team Composition and Diversity | Ishani Aggarwal, Carnegie Mellon U.; Marco Serpa Molinaro, Carnegie Mellon U.
Facilitating Innovation in Interdisciplinary Science Teams: The Role of Intergroup Leadership | Maritza Salazar, Claremont Graduate U.; Theresa K Lant, Pace U.
A Dynamic Model of Knowledge Shaping | Stefania Mariano, New York Institute of Technology; Andrea Casey, George Washington U.

907 JS: (MOC, MSR) Mindfulness at Work: Promising Areas of Research Inquiry
11:30am - 1:00pm WDW Dolphin Resort: Europe 4
Tweet this session: #AOM2013 907
Organizer: Ravi S. Kudesia, Washington U. in St. Louis
Examining Workplace Mindfulness and its Relations to Job Performance and Turnover Intention | Erik Dane, Rice U.; Bradley Brummel, U. of Tulsa
Mindful Negotiation, Embodiment and Negative Capability: An Interdisciplinary Perspective | Ramaswami Mahalingam, U. of Michigan, Ann Arbor; Shirli Kopelman, U. of Michigan, Ann Arbor
The Benefits of Mindful Leadership: Examining LMX as a Mediator and Job Complexity as Moderator | Jochen Reb, Singapore Management U.; Sankalp Chaturvedi, Imperial College London; Jayanth Narayanan, National U. of Singapore

908 (Paper Session) - (OB) Retiring, Staying and Identifying: What Else is There?
11:30am - 1:00pm WDW Coronado Springs Resort: Europe 6
Tweet this session: #AOM2013 908
Chair: Elaine C. Hollensbe, U. of Cincinnati
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
The Influence of Organization Identification on Different Types of Unethical Behavioral Contagion | Sanne Ponsioen, Groningen U. (Rug); Laetitia Mulder, U. of Groningen; Eric Molleman, U. of Groningen

Taking Stock of Organizational Identification: A Meta-Analysis | Eun-Suk Lee, Korea Advanced Institute of Science & Technology; Tae-Youn Park, Vanderbilt U.; Bonjin Koo, Korea Advanced Institute of Science & Technology

Knowledge Sharing before Retirement | Kasey Martin, St. Boniface U.; University of Manitoba; Krista Uggerslev, U. of Manitoba

I'm Good Because of What I Get: A Meta-Analytic Mediation Model of Organizational Identification | Jeremy David Meuser, U. of Illinois; Xiaoyun Cao, U. of Illinois, Chicago

What Factor Triggers High Performers to Stay and Share their Knowledge? | Seckyoung Loretta Kim, Seoul National U.

909  ➔: (Paper Session) - (OB) The Role of Power and Struggles in Groups and Teams

11:30am - 1:00pm WDW Dolphin Resort: Europe 7
Tweet this session: #AOM2013 909
Chair: Amy Randel, San Diego State U.


Effects of Leader Uncertainty on Team Power Struggles and Performance | Linde L. Greer, Erasmus U. Rotterdam; Annelie H.B. De Hoogh, U. of Amsterdam; Gerben A. Van Kleef, U. of Amsterdam; Carsten K W De Dreu, U. of Amsterdam

A Model of Managerial Power Bases: Alternative Explanations of Reported Findings | M Afzalur Rahim, Western Kentucky U.

910  ➔: (Paper Session) - (OB) Meaning, Thriving and Passion: Positive Organizational Behavior

11:30am - 1:00pm WDW Dolphin Resort: Oceanic 1
Tweet this session: #AOM2013 910
Chair: Amy Wrzesniewski, Yale U.


The Role of Work Passion on Personal and Organizational Outcomes | Charm Patrick McAllister, Florida State U.; John Nolan Harris, Florida State U.; Stephanie Kristen Burns, Florida State U.; Pamela L. Perrew, Florida State U.

911  ➔: (Paper Session) - (OB) The "I" in the "We": Antecedents and Consequences of Conflict in Teams

11:30am - 1:00pm WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 911
Chair: Anna Katherine Katherine Ward, U. of South Carolina
How Team Turnover Disrupts Team Performance: A Human Resources Loss Perspective | Tom Kuyper, Maastricht U.; Hannes Guenter, Maastricht U.; Hetty Van Emmerik, Maastricht U.; Bert Schreurs, Maastricht U.

How would Employees Perform in Political Climate: The Cross-Level Mediation Role of Conflict | Yuntao Bai, Xiamen U.; Guohong Han, Youngstown State U.

The Role of Team Identification in the Relationship between Ostracism and Employee Responses | Erica Xu, Hong Kong Polytechnic U.; Xu Huang, Hong Kong Polytechnic U.

Do We (have to) Agree? A Multilevel Examination of Conflict Asymmetry in Teams | Ayse Karaca, Wayne State U.; Amanuel G. Tekleab, Wayne State U.; Narda Quigley, Villanova U.; Sharyn D. Gardner, California State U.

Hot Shots and Cool Reception: Social Consequences of High Performance at Work | Elizabeth Margaret Campbell-Bush, U. of Maryland; Hui Liao, U. of Maryland; Aichia Chuang, National Taiwan U.; Yuntao Dong, U. of Maryland, College Park

912  ➔: (Paper Session) - (OB) Social Networks: Affect and Cognition

11:30am - 1:00pm WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 912
Chair: Laura T. Madden, East Carolina U.

Do You Read Me? How Perceptions of Empathy Shape Self-Monitors’ Brokerage in Social Networks | Adam M. Kleinbaum, Dartmouth College; Alexander Jordan, Dartmouth College; Pino G. Audia, Dartmouth College

Network Size and Prosocial Behavior: Taking Bounded Rationality into Account | Torben Pedersen, Copenhagen Business School; Diego Stea, Copenhagen Business School


The Social Structure of Job Crafting: Exploring the Ambivalent Nature of Networks | Lorenzo Bizzi, California State U., Fullerton

913  ➔: (Paper Session) - (OB) Work-Family Balance: What is it and how do you get it?

11:30am - 1:00pm WDW Dolphin Resort: Oceanic 8
Tweet this session: #AOM2013 913
Chair: Robin Smith Mathis, Texas State U.
914  ☯: (Paper Session) - (OB) Novelty, Creativity & Relational Processes
11:30am - 1:00pm WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 914
Chair: Laurie Milton, U. of Calgary
The Trade-off between Novelty and Usefulness: Cultural Cognitive Differences and Creativity | Marina McCarthy, Rutgers U.; Chao C. Chen, Rutgers U.; Robert C. McNamee, Fox School of Business, Temple U.
Creative in Someone Else’s Shoes? The Effects of Perspective Taking and Motivation on Creativity | Verena Krause, Cornell U.
Lots of Ideas for Little Love: Creativity and Interpersonal Liking | Kevyn Yong, HEC Paris; Mathis Schulte, HEC Paris

915  ☯: (Paper Session) - (OB) LMX: Differentiation and Outcomes
11:30am - 1:00pm WDW Dolphin Resort: Salon A4
Tweet this session: #AOM2013 915
Chair: Benjamin David McLarty, Louisiana State U.
A Multilevel Examination of the Empowerment and Leader-Member Exchange Differentiation Relationship | Cécile Emery, London School of Economics; Jonathan Edward Booth, London School of Economics; Alexander Swaab, London School of Economics
Antecedents and Consequences of Leader-Member Exchange Differentiation: A Cross-Level Model | Cullian Zhang, Peking U.; Mingpeng Huang, GSM, Peking U.; Hui Wang, Peking U.
Clarifying How Leader-Member Exchange Affects Individual Turnover and Collective Turnover | Jungmin Seo, Arizona State U.; Min Z. Carter, Troy U.
The Role of Leader Humility and Worker Arrogance on Leader-Member Exchange and Feedback Response | Christopher Robert Langford, U. of Texas, San Antonio; Jessica Lynn Inocencio-Gray, U. of Texas, San Antonio

916  ☯: (Paper Session) - (OB) Well-Being at Work: Mitigating Stress and Burnout
11:30am - 1:00pm WDW Dolphin Resort: Salon E2
Tweet this session: #AOM2013 916
Chair: Aneika L. Simmons, Sam Houston State U.
Bringing work stress home: the impact of work role stress on spousal marital satisfaction | Andrew Michael Carnes, West Virginia U.
Grant Me the Grace of Control: How a Sense-of-Control Mindset Increases Subjective Well-Being | So-Hyone Shim, Northwestern U.; Alia J Crum, Columbia U.; Adam D Galinsky, Columbia U.
Work Stress and Employee Well-Being: The Critical Role of Zhong-Yong | Li-Fang Chou, National Cheng Kung U.; Chi-Chieh Chu, NTUST; Hui-Ching Diana Yeh, Yuan Ze U.; Jashen Chen, Yuan Ze U.
Investments in the Subjective Well-Being of Temporary Workers: A Controversial Discussion | Susanne Imhof, Otto-Friedrich U.

917  ☯: (Paper Session) - (OB) Shared Leadership: Collective Considerations
11:30am - 1:00pm WDW Dolphin Resort: Salon E3
Tweet this session: #AOM2013 917
Chair: Crystal I Chien Farh, Michigan State U.
Shared Leadership: Good or Bad for Team Innovation? | Aneek Kaur, National U. of Singapore
The Emergence of Shared Leadership in Inter-organizational R&D | Pernille Smith, Aarhus U.; Jørn Flohr Nielsen, Aarhus U.

918  ☯: (OB, CM, MOC) Why Justice Matters: The Role of Meaning in Organizational Justice Research
11:30am - 1:00pm WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 918
Chairs: Rashpal K Dhensia-Kahlon, London School of Economics; Lei Zhu, U. of British Columbia
Discussant: Karl Aquino, U. of British Columbia
Third Parties’ Reactions to Justice Failure in an Organizational Context: An Empirical Test | Lei Zhu, U. of British Columbia; Jason Martens, U. of British Columbia
Examining the Effectiveness of Talk as a Response to Violations of Justice Needs | Rashpal K Dhensia-Kahlon, London School of Economics
Interpersonal Injustice and Turnover: The Moderating Role of CSR and Collectivism | Ruodan Shao, City U. of Hong Kong; E. Layne Paddock, Singapore Management U.; Thierry Nadisic, EM Lyon
The Fairness of Resources: Task-Related Distributive Justice as a Source of Competence | Hayley Claire German, London School of Economics; David Patient, U. Catolica Portuguesa; Irina Cojuharcenco, U. Catolica Portuguesa

Thematic orientation: ☰ Teaching | ☰ Practice | ☰ International | ☰ Program Theme | ☰ Research | ☰ Diversity | ☰ Best Paper
**919 **JS: (OB, GDO) Team Performance in Multi-Team Systems: Faultlines and Team Boundaries
11:30am - 1:00pm WDW Dolphin Resort: Salon E1

**Chairs:** Martijn van der Kamp, U. of Melbourne; Karen A. Jehn, Melbourne U.
**Discussants:** Brian Tjmkoses, VU U. Amsterdam; Dora C. Lau, Chinese U. of Hong Kong

Bridging the Faultline Gap: Faultline Deactivation and Leadership in Crossed Groups Social Dilemmas | Ann-Sophie De Pauw, Vlerick Business School; Arjaan Wit, Leiden U.; Herman van den Broeck, Vlerick Business School

Team Faultlines and M&A Deal Completion: the Role of Managerial Ties and Status Differentials | Guoguang Wan, Hong Kong U. of Science and Technology; Jiatao Li, Hong Kong U. of Science and Technology

Cascading Faultlines in Multi-Team Systems | Martijn van der Kamp, U. of Melbourne; Brian Tjmkoses, VU U. Amsterdam; Karen A. Jehn, Melbourne U.

**Boundedness in Multi-Team Systems | Mark Mortensen, INSEAD**

**920 **SHCS: (OB, HR, CAR) Person-Environment Fit: Unanswered Questions and New Directions
11:30am - 1:00pm WDW Dolphin Resort: Salon V

**Organizer:** Adela Garza, Michigan State U.
**Discussant:** Jeffrey R. Edwards, U. of North Carolina

Making Sense of Fit Over Time | Karen Jansen, James Madison U.; Abbie J. Shipp, Texas Christian U.


Making the Effort to Fit In | Amy L. Kristof-Brown, U. of Iowa; Danielle Talbot, Coventry U.; Jon Billsberry, Deakin U.; Elizabeth H. Follmer, U. of Iowa; Stacy Lokuw, U. of Iowa

Wanted or Not? The Consequences of When Team Leaders Do (And When They Don’t) Fit with Their Teams | Adela Garza, Michigan State U.; Frederick P. Morgeson, Michigan State U.

**921 **JS: (OB, MOC) Who is a Leader? A Follower?: New Research on Leadership Identity in Organizations
11:30am - 1:00pm WDW Dolphin Resort: Salon Asia 4

**Chairs:** Ronald F. Piccolo, Rollins College; Daniel Scott DeRue, U. of Michigan

The Psychosocial Construction of Leadership Identity: A Life-Story Approach | Margarita Mayo, IE Business School; Ronit Kark, Bar Ilan U.

The Role of Interactive Empathy and Emotional Labor in Leader-Follower Identity Construction | Ronald H. Humphrey, Virginia Commonwealth U.


An Implicit Measurement of Leader Identity and Development | Ronald F. Piccolo, Rollins College; Elisabeth Gilbert, Rollins College; Susan A Bach, Rollins College

I Lead! You Lead! We All Lead! The Development of Leadership Structure Schemas Over Time | Daniel Scott DeRue, U. of Michigan; Jennifer D. Nahrgang, Arizona State U.

**922 **JS: (OB, MOC) Positive Relationships at Work: Expanding the Empirical Foundations of an Emerging Research Domain
11:30am - 1:00pm WDW Dolphin Resort: Asia 5

**Organizers:** Emily Heaphy, Boston U.; Kristie M Rogers, U. of Kansas

Discussant: Belle Rose Ragins, U. of Wisconsin, Milwaukee


Seeing More of Me in More of You: How Positive Relationships Foster Identity Movement and Growth | Stephanie J Creany, Boston College; Michael G. Pratt, Boston College


Gratitude’s Advantages and Disadvantages: How Role Engagement Changes the Meaning of ‘Thank you’ | Kerry Roberts Gibson, Georgia Institute of Technology; David M. Sluss, Georgia Institute of Technology

**923 **(Paper Session) - (OCIS) Trust in E-Commerce
11:30am - 1:00pm WDW Swan Resort: Sandpiper

**Chair:** Carol Stoak Saunders, U. of Central Florida

The Effects of Attribution Style and Helplessness on the Adoption of a Privacy Protective Response | Varol Kayhan, U. of South Florida St. Petersburg; Zheng Chen, U. of South Florida, St. Petersburg

How Events Turn the Cognitive Gears of Trust | Harrison McKnight, Michigan State U.; Peng Liu, California State U., Fullerton; Brian T Pentland, Michigan State U.

To trust or not to trust? Developing a scale for measuring online trust cues | Christian Pieter Hoffmann, U. of St. Gallen; Christoph Lutz, U. of St. Gallen


**924 **(Paper Session) - (OCIS) Online Communities (2): Changes and Evolution
11:30am - 1:00pm WDW Swan Resort: Swan 2

**Chair:** Alexandre Bari Lopes, Indiana U.

When Stuff Happens: A Narrative Theory Perspective on Moderator Intervention in Brand Communities | Amber Young, U. of Oklahoma; Shaila Miranda, U. of Oklahoma; Jama D. Summers, U. of Oklahoma

Short-term and long-term stability in electronic communication networks | Eric Quintane, U. of Lugano; Philippa E. Pattison, U. of Melbourne; Garry L. Robins, U. of Melbourne; Joeri M. Mol, U. of Melbourne

**OCIS Best Paper Award Finalist**

The Communicative Ecology of Web 2.0 @ Work: Social Networking in the Workplace | Robert M. Davison, City U. of Hong Kong; Carol Xiaojuan Ou, Tilburg U.; Maris G. Martinsons, City U. of Hong Kong / Pacific Rim Institute for Studies of Management; Xiaohua Guo, Renmin U. of China; Angela Y Zhao, Sichuan U.; Rong Du, Xidian U.

SHCS: (ODC) Research in Organization Change & Development: Trajectories and Insights of ROCD Volume 21 Authors
11:30am - 1:00pm WDW Coronado Springs Resort: Laredo 2
Tweet this session: #AOM2013 926
Organizers: A.B. Rami Shani, California Polytechnic State U.; Debra A. Noumair, Columbia U.; William A Pasmoo, Columbia U.; Richard W. Woodman, Texas A&M U.
Attitudes About the Field of Organization Development 20 Years Later | Amanda Shull, Columbia U.; Allan H Church, PepsiCo, Inc; Warner Burke, Columbia U.
Mastering Organizational Complexity: A Core Competence for 21st Century Leaders | Ron Ashkenas, Schaffer Consulting; Wes Siegal, Schaffer Consulting; Markus Spiegel, U. of Liechtenstein
Academics as Orchestrators of Interorganizational change and Development: Italian Observatories | Luca Gastaldi, Politecnico di Milano; Mariano Corso, Politecnico di Milano
Messy, Iterative Groping in the Swampy Lowlands: Challenges and Methods for Insider Inquiry | David Coghlan, Trinity College Dublin
Cognitive Behavior Executive Coaching | Darren Good, Pepperdine U.; Bauback Yeganah, American U.; Robin Yeganah, Cognitive Behavior Therapy & Mindfulness Center
Compassion for a Change: A Review of Research and Theory | Andre S. Avramchuk, California State U. Los Angeles; Michael R Manning, Benedictine U.; Robert A. Carpino, California State U. Los Angeles

Creative Approaches to Organizational Development and Change
11:30am - 1:00pm WDW Coronado Springs Resort: Laredo 2
Tweet this session: #AOM2013 926
Chair: Maureen R. Steinwall, U. of Phoenix
The Changing Face of Creativity | Alfonso Montuori, California Institute of Integral Studies; Gabriele Donnelly, California Institute of Integral Studies
The Role of Narratives and Identity Construction in the Translation of Ideas | Catherine Cassell, U. of Manchester; Bill Lee, U. of Sheffield
Toward an Alternative Form of Play in Organizations: A Practice-Based Perspective on SLAs | Martin Spraggon, American U. of Sharjah; Virginia Bodolica, American U. of Sharjah

Winner of ODC Division Rupert F. Chisholm Best Theory-to-Practice Paper
Arts-based Interventions and Organizational Development | Ariane Bertholin Antal, Social Science Research Center Berlin (WZB)
Learning Mechanisms and Creative Climate | Filomena Canterino, Politecnico di Milano; Stefano Cirella, Politecnico di Milano; Marco Guerci, Politecnico di Milano; Rami Shani, California Polytechnic State U.

New Product Development
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Cape Cod C
Tweet this session: #AOM2013 927
Chair: Boris William Zaremba, Swiss Federal Institute of Technology Zurich, ETH
Strategy Orientation and New Product Performance: The Role of Product Innovativeness | Mo-An Chu, Hwa Hsia Institute of Technology
Revisiting Supplier Integration Forms in New Product Development and Influence on Performance | Mehmet Donmez, SKEMA Business School; Paul Coughlan, U. of Dublin; Marie Koulkoff-Souviron, SKEMA Business School
Broker’s Centrality and NPD performance in Horizontal Networks | Adegoke Oke, Arizona State U.; Moronke Idiagbon-Oke, Grand Canyon U.

Sustainable Operations
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Hampton
Tweet this session: #AOM2013 928
Chair: Jury Gualandris, U. of Bergamo
Walking the Walk vs. Talking the Talk: Socially Responsible Communications, Actions & Performance | Suvrat Dhonkor, U. of Minnesota; Twin Cities; Sav Devaraj, U. of Notre Dame; Kevin Lindeman, U. of Minnesota; Johnny Rungtusanatham, The Ohio State U.
Ethical Culture – Motivating Green Championing as Opposed to Green Washing in Supplier Management?! | Kai Foerstl, EBS Business School
Environmental Performance and Organizational Performance: Insights from the Climate Leaders Program | Rohit Nishant, National U. of Singapore Business School; Thompson S. H. Teo, National U. of Singapore; Mark Goh, National U. of Singapore
Sustainability strategy deployment: the role of organizational responsibility and worker commitment | Annachiara Longoni, Politecnico di Milano

Performance Feedback and Aspirations
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Asbury B
Tweet this session: #AOM2013 929
Chair: David Maslach, Florida State U.
A Satisficing Response: How Positive Ratings Lead to Reduced Performance | Ben Lewis, Cornell U.
Who Shall Get More? How Intangible Assets and Aspiration Levels Affect the Valuation of Resources | Gokhan Ertug, Singapore Management U.; Fabrizio Castellucci, Bocconi U.
Aspiration-Level Adaptation Revisited: Performance Feedback and Performance Expectation | Peter M. Madsen, Brigham Young U.

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

930 (Paper Session) - (OMT) Academia: Diffusion, Standards and Stratification
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 930
Chair: Huseyin Leblebici, U. of Illinois
Understanding the Differences among Academic Disciplines | Hazhir Rahmandad, Virginia Tech
In Search of Rigor, Relevance, and Legitimacy - What Drives the Impact of Publications? | Miriam Nicole Flickinger, U. of Passau; Tina Gruber-Muecke, U. of Linz; Marina Fieder, U. of Passau
Hamlet’s Ghost And Ponzi Schemes: Provocation On Organizational Research Care | Gavin M. Schwarz, U. of New South Wales; Thomas G. Cummings, U. of Southern California; Chailln Cummings, California State U. Long Beach
The Evolution of the Research Article in Administrative Science Quarterly | David Strang, Cornell U.; Kyle Siler, McMaster U.

931 (Paper Session) - (OMT) Authenticity and Identity in Food and Beverage
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 931
Chair: Giacomo Negro, Emory U.
On How Hygiene and Authenticity Shape Consumer Evaluations of Restaurants | David Lehman, National U. of Singapore; Balazs Kovacs, U. of Lugano; Glenn R. Carroll, Stanford U.
Framing From A Far: The Role Of External Agents In Category Construction | Jesper Edman, Hitotsubashi U.; Christina L Ahmadian, Hitotsubashi U.
When newcomers cannot break with authenticity: identity implications in the Francocon beer industry | Margrita Cruz, U. of Lugano; Nikolaus Beck, U. of Lugano
Experiencing Authenticity: Organizational Production of Authenticity in Underground Supper Clubs | Daphne Ann Demetry, Northwestern U.

932 (Paper Session) - (OMT) Networks: Brokerage and closure within and between groups
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Tweet this session: #AOM2013 932
Chair: Massimo Maoret, Boston College
Putting the Group back in Closed Groups: Brokerage and Closure in the Indian Corporate Network | Dalhia Mani, HEC Paris; David Knobe, U. of Minnesota, Twin Cities
When does brokerage matter? Team success in an emerging academic field | Francois Herve Collet, ESADE Business School; Duncan Robertson, Oxford
Facilitating employees’ tertius iungens orientation: The role of organizational context | Kristiina Mäkelä, Aalto U. School of Economics; Olli-Pekka Kauppi, Aalto U.

933 (Paper Session) - (OMT) How Entrepreneurs Shape Institutions
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Tweet this session: #AOM2013 933
Chair: Robert J David, McGill U.
New venture creation and the use of cultural resources: The case of H-Farm | Elena Dalpiaz, Imperial College London; Paul Tracey, U. of Cambridge
An Institutional Entrepreneurial Approach to the Structure-Agency Debate | Desmond W. Ng, Texas A&M U.
Finalist for Best International Paper Award
Outsiders as institutional entrepreneurs | Theodore L. Waldron, Baylor U.; Greg Fisher, Indiana U.; Chad Navis, U. of Wisconsin, Madison

934 (Paper Session) - (OMT) Hybrid organizations & Institutional logics
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VII
Tweet this session: #AOM2013 934
Chair: Cara Christina Maurer, U. of Western Ontario
A Longitudinal Investigation of Institutional Dualism: Strategic Responses to Legitimacy Gaps | Tommaso Ramus, Catholic U. of Portugal; Antonino Vaccaro, IESE Business School; Pascual Berrone, IESE Business School
Hybrid Logics: An Oxymoron? The Case of Variation of a Minor and Major Logic | Thierry Amsel, Sorbonne Business School
How Hybrid Organizations Coordinate Multiple Demands by Sequential and Flexible Attention | Brian Seongyup Park, INSEAD

935 (Paper Session) - (OMT) Standards in a Global Context
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VIII
Tweet this session: #AOM2013 935
Chair: Ryan Raffaelli, Harvard Business School
Be Fair or Care? Fairtrade and the Standardization of Ethical Practices | Juliane Reinecke, U. of Warwick; Shaz Ansari, U. of Cambridge
Winner of OMT Best Paper on Environmental and Social Practices
Founders and the Social Performance of B Corporations | Li-Wei Chen, Emory U.; Peter W Roberts, Emory U.
How standards enable the emergence of sustainable construction as a new organizational field | Eva Baxenbaun, Mines ParisTech; Susse Georg, Copenhagen Business School; Satu Reijonen, Copenhagen Business School; Gabriela Garza de Linde, Copenhagen Business School

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 10:00 AM - 12:00 PM

Symbolic Benefits of Procedural Rationality: How Firms Switch Focus of Corporate Governance Policies | Ilya Okhatmovskiy, McGill U.

936 JS: (OMT, BPS) The Role of Organizational and Product Names in Management and Organization Theory
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Asbury C
Tweet this session: #AOM2013 936
Organizers: J. Cameron Verhaal, U. of Utah; W. Chad Carlos, Brigham Young U.; Olga Khessina, Cornell U.
Discussant: Aaron Chatterji, Duke U.
Organizational Names and Identity Claims in Late Imperial Russia, 1861-1913 | Olga Khessina, Cornell U.; W. Chad Carlos, Brigham Young U.
Institutional Contingencies, Organizational Status, and New Name Adoption | Zhi Huang, Hong Kong U. of Science and Technology; Chris Marquis, Harvard U.
The Name Game in the Nanotechnology Market | Jennifer Woolley, Santa Clara U.

937 ☯: (Paper Session) - (ONE) Sustainability Management in Small and Medium-Sized Enterprises and the Venture Green Investments
11:30am - 1:00pm WDW Coronado Springs Resort: Fiesta 3
Tweet this session: #AOM2013 937
The challenges of adopting Proactive Environmental Strategies in Small and Medium-Sized Enterprises (SMEs), and the generation of green investments
Chair: Frances E Bowen, Queen Mary U. of London
Barriers and Motivators to the Adoption of Energy Savings Measures for SMEs | Cristyn Meath, U. of Queensland; Martina K. Linnenluecke, U. of Queensland; Andrew Griffiths, U. of Queensland
Awareness and Application of Sustainability Management Tools in Small and Medium-Sized Enterprises | Matthew Johnson, Leuphana U. Lueneburg
Environmental innovations and product performance: A resource based view on climate mitigation | Timo Busch, U. of Hamburg; Maria Cristina De Stefano, U. Pompeu Fabra; Maria J. Montes-Sancho, U. Carlos III de Madrid

938 ☯: (Paper Session) - (PNP) Inter-Institutional Collaboration
11:30am - 1:00pm WDW Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 938
Chair: Kun Huang, U. of New Mexico
Value Creation and Appropriation in Cross-Sector Collaboration | Diana Trujillo, New York U.; Sonia Ospina, New York U.
Legitimation Work within a Cross-Sector Social Partnership | Dominik Rueede, EBS Business School

Sage Publications Best Conference Paper by a Public and NonProfit Division Doctoral Student
Structured to Collaborate: The Emergence of Cross-sector Collaboration in Disaster Response | Scott Robinson, Texas A&M U.; Angela L. Bies, Indiana U.

939 ☯: (Paper Session) - (PNP) Employees Satisfaction and Motivation
11:30am - 1:00pm WDW Coronado Springs Resort: Durango 2
Tweet this session: #AOM2013 939
Chair: Judy Matthews, Queensland U. of Technology
Satisfaction with and Success of Employee Trainings from a Public Service Motivation Perspective | Julia Stephanie Thaler, U. of Mannheim; Katharina Spraul, U. of Mannheim; Bernd Heinig, U. of Mannheim; Hannah Franze, U. of Mannheim
Does Organizational Experience Shape Employees’ Public Service Motivation? | Shuyang Peng, Rutgers U.; Sanjay K. Pandey, Rutgers U.
Proximal and Distal Levels of Leader Vision: A Stress Buffering Perspective | Cameron John Newton, Queensland U. of Technology; Adelle Bish, Queensland U. of Technology

940 ☯: (Paper Session) - (PNP) Performance Measurement and Management
11:30am - 1:00pm WDW Coronado Springs Resort: Fiesta 1
Tweet this session: #AOM2013 940
Chair: Eric C. Martin, Bucknell U.
The NPM-to-NG transition and the conditions for critique: Reading the UK Civil Service Reform Plan | Carl Stefan Roth-Kierkegaard, Copenhagen Business School; Rasmus Koss Hartmann, Copenhagen Business School
Twenty years of research on performance management in business and public administration domains | Corrado Cucurullo, Second U. of Naples; Massimo Aria, Dept of Mathematics and Statistics, U. of Naples Federico II; Fabrizia Sarto, U. of Catanzaro Magna Graecia
People Management and Service Performance in Elderly Homes | Eva Knies, Utrecht U.; Peter Leisink, Utrecht U.; Sascha Kraus-Hoogeveen, Utrecht U.

941 : (PTC) Practice Theme Committee Business Meeting.
11:30am - 1:00pm WDW Boardwalk Inn: Marvin Gardens A
Tweet this session: #AOM2013 941
Strategic and tactical planning for the Practice Theme Committee, open to all members of the committee and all who are interested in joining.
Professional Development Workshop Chairs: Kathryn Goldman Schuyler, Alliant International U.; Kuo Frank Yu, City U. of Hong Kong
Chair: Tyrone S. Pitsis, Newcastle U.
Session Details – Monday, 10:00 AM - 12:00 PM

942  What Grounded Theory Is…. 11:30am - 1:00pm WDW Coronado Springs Resort: Yuatan 3
Tweet this session: #AOM2013 942
Distinguished Speaker: Barney Glaser, The Grounded Theory Institute
Moderator: Isabelle Walsh, Rouen Business School
Speakers: Judith A Holton, Mount Allison U.; Walter Fernandez, Australian National U.; Natalia Levina, New York U.; Lotte Ballyn, Massachusetts Institute of Technology

943  Strategy-as-Practice as a Field of Research: Where Are We and Where Do We Go from Here? 11:30am - 1:00pm WDW Swan Resort: Swan 9
Tweet this session: #AOM2013 943
Chair: Paula Jarzabkowski, Cornell U.
The practice of studying social practices: What does the empirical literature tell? | Zeynep Erden, ETH Zurich; Andreas Ernst Schneider, ETH Zurich
Production and Dissemination of Knowledge between Research and Practice | Guillaume Carton, U. of Paris Dauphine; Stéphanie Dameron, Paris Dauphine U.
True value. A practice based definition of value co-created in professional firms. | Sebastiano Lombardo, BI Norwegian Business School

944  Refining the CSR Concept 11:30am - 1:00pm WDW Coronado Springs Resort: Coronado Q
Tweet this session: #AOM2013 944
Track A: Theorizing social issues in management
Chair: David M. Wasieleksi, Duquesne U.
Linking CSR, Social Capital and Innovation: A Strategy for Sustainable Value Creation | Elena Goryunova, Aix Marseille U., CERGAM (EA 4225), IAE Aix en Provence
Mary Parker Follett: Informing the Future of Capitalism and Corporate Social Responsibility | Susan Mawer, Salford U.; Jo Crotty, Salford U.
Stakeholder perceptions of authenticity: Connecting business and society through CSR | Daina Mazutis, IMD; Natalie Sliwinski, Memorial U. of Newfoundland
Corporate Provision of Public Goods | Justin Tumlinson, Ifo Institute at the U. of Munich; John Morgan, U. of California, Berkeley

945  Institutional Influences on Social Practices 11:30am - 1:00pm WDW Coronado Springs Resort: El Paso 1
Tweet this session: #AOM2013 945
Track D: Assessing societal outcomes
Chair: Ted London, U. of Michigan
Institutional complexity & organizational responses: the case of excessive overtime work in China | Sunghoon Kim, U. of New South Wales; Sunwook Chung, Sogang U.
Corporate Social Responsibility and Institutional Theory: Evidence from a Developing Islamic Nation | Seyed Amir Hossein Ghazinoori, Monash U.; Manjit Singh Sandhu, Monash U.; Yin Teng Chew, Monash U.

Talking to the wind: the strategic practices of marginal actors at a Field-configuring Event | Natalia Aguilar Delgado, McGill U.
The Enabling and Constraining Effects of Network Ties on Institutional Entrepreneurship | Israr Qureshi, Hong Kong Polytechnic U.; Geoff Kistruck, Miami U. Ohio; Babita Bhatt, Carleton U.

946  (Paper Session) - (SIM) Strategy-as-Practice as a Field of Research: Where Are We and Where Do We Go from Here? 11:30am - 1:00pm WDW Coronado Springs Resort: El Paso 2
Tweet this session: #AOM2013 946
Track C: Assessing business outcomes
Chair: James Weber, Duquesne U.
Business for Good is Good for Business: Corporate Philanthropy and Work Attitudes | Emily S. Block, U. of Notre Dame; Ante Glavas, U. of Notre Dame; Laura Erskine, Illinois State U.
Why Do Individuals Act Fairly or Unfairly? An Examination of Antecedents of Organizational Justice | Deshani B. Ganegoda, The Australian National U.
Is Behavioral Integrity an Antecedent to Leader Courage? | Michael Palanski, Rochester Institute of Technology; Kristin L. Cullen, Center for Creative Leadership; William A. Gentry, Center for Creative Leadership; Chelsea Bruha, Rochester Institute of Technology
Ethical Decision Making in Goal-Directed Influence: The "Target Effect" | Ingrid Fulmer, Rutgers U.; Bruce Barry, Vanderbilt U.

947  (Paper Session) - (SIM) Repairing Trust in the Organization 11:30am - 1:00pm WDW Coronado Springs Resort: Fiesta 2
Tweet this session: #AOM2013 947
Track B: Managing social issues
Chair: Danielle E. Warren, Rutgers U.
Style matters: exploring the influence of style on the efficacy of organizational accounts | Vikas Anand, U. of Arkansas; Amy J Guerber, U. of Arkansas; Alan E. Ellstrand, U. of Arkansas; Matthew A Waller, U. of Arkansas; Iris Reyehav, Ariel U.; Poornima Gupta, Fortune Institute of International Business
Areas of privacy in Facebook - expectations and value | Katherine Glac, U. of St. Thomas; Dawn R Elm, U. of St. Thomas; Kirsten Eddie Martin, George Washington U.
The phenomenon of reputational damage: What is it? What does it cause? | Dominik Breitinger, Accenture Strategy; Jean-Philippe Bonardi, HEC U. of Lausanne
Euphemisms and Ethics: A Language-Centered Analysis of Penn State’s Sexual Abuse Scandal | Kristen Lucas, U. of Louisville; Jeremy Fiske, Marquette U.

948  (SIM, OB, CM) Theoretical and Empirical Developments on Motives of (Un)ethical Decision Making and Behavior 11:30am - 1:00pm WDW Coronado Springs Resort: Durango 1
Tweet this session: #AOM2013 948
Chair: Marie S. Mitchell, U. of Georgia
Discussant: Marshall Schminke, U. of Central Florida

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

Section D

275

Unethical and Self-Interested Behavior in Organizations: Examining Antecedents of Workplace Cheat | Marie S. Mitchell, U. of Georgia; Michael D. Baer, U. of Georgia; Maureen L. Ambrose, U. of Central Florida; Robert Folger, U. of Central Florida; Noel F. Palmer, U. of Nebraska

Lack of Material Resources Causes Harsher Moral Judgments | Marko Pitesa, Grenoble Ecole de Management; Stefan Thau, INSEAD

Explicit Unethical Behavior Begs Implicit Unethical Behavior: The Role of Victim Derogation Bias | Daniel Starlicki, U. of British Columbia; R. Anthony Turner, U. of British Columbia


OB Division Best Symposium Award, sponsored by the Organizational Behavior Division

949 : Paper Session - TIM Innovation, Technology, and U.S. Competitiveness
11:30am - 1:00pm WDW Swan Resort: Swan 5
Moderator: Michael Lenox, U. of Virginia

Monday 12:00PM

950 : Paper Session - JMS Editorial Board Working Lunch
12:00pm - 2:00pm WDW Swan Resort: Swan 6
Organizer: Margaret Turner, Journal of Management Studies

Monday 1:00PM

951 : Paper Session - MED Annual Past Chairs’ Luncheon and MED Executive Committee Meeting
1:00pm - 3:00pm WDW Coronado Springs Resort: Coronado M,N,P
By invitation only. This luncheon is for past chairs and division officers.
Division Chair: Toni Ungaretti, Johns Hopkins U.
Division Chair-Elect: Jacob Eisenberg, U. College Dublin
Program Chair: Barbara A. Ritter, Coastal Carolina U.
Professional Development Workshop Chair: Peter McNamara, U. College Dublin
Past Chair: Jon Billsberry, Deakin U.
Treasurer: V Seshan, Pepperdine U.
Secretary: Danna Greenberg, Babson College

Monday 1:15PM

952 : Paper Session - Organizational Capabilities
1:15pm - 2:45pm WDW Swan Resort: Macaw 2
Chair: Douglas L. Micklich, Illinois State U.
Outsourcing and Insourcing Organizational Services: Operational Capabilities & Strategy Recurrence | Fariborz Damanpour, Rutgers U.; Catherine Magelssen, Rutgers U.; Holly H. Chiu, Rutgers U.
Resource reconfiguration capabilities, resource complementarity and firm performance | Ramesh Dangol, Youngstown State U.
Recombining organizational capabilities to increase customer value: Tests of a three-way interaction | Silvia Martelo, U. de Sevilla; Gabriel A. Cepeda, U. of Seville; Carmen Barroso, U. de Sevilla
Knowing-about & Knowing-how: Impact of interfirm ties in the context of environmental strategies | Thomas Graf, Instituto de Empresa Business School; Carl J. Kock, IE Business School; Luis Diestre, Instituto de Empresa Business School

953 : Paper Session - Corporate Strategy and Interorganizational Relations
1:15pm - 2:45pm WDW Swan Resort: Mockingbird 2
Chair: Manuela N. Hoehn-Weiss, U. of Washington, Bothell
Architecture of Dynamic Capabilities across Interorganizational Activities | Olga Petricevic, Georgia State U.; William Bogner, Georgia State U.
Similar and different: Architectural complementarity in target selection by horizontal acquirers | Sea Jin Chang, National U. of Singapore; Aseem Kaul, U. of Minnesota; Brian Wu, U. of Michigan, Ann Arbor
The Bottleneck: Product Variety and Coordination Failures at A Major Soft Drink Bottling Company | Yue Maggie Zhou, U. of Maryland; Xiang Wan, U. of Tennessee
Performance Implications of Related Product-Market and Business-Model Diversification | Timo Sohl, IESE Business School; Govert Vroom, IESE Business School

954 : SHCS: Corporate Strategy and Interorganizational Relations
1:15pm - 2:45pm WDW Swan Resort: Osprey 2
Chair: Constance E Helfat, Dartmouth College
Managing Firm Boundaries | Mari Sako, Oxford U.; George Chondrakis, U. of Oxford; Paul M Vaaler, U. of Minnesota

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Signals of Willingness to Make Firm-Specific Investments: Implications for Individuals and Firms | Alison Mackey, California Polytechnic State U., San Luis Obispo; Janice C. Molloy, Michigan State U.; Shad S. Morris, The Ohio State U.

Corporate Diversification and the Value of Individual Firms: A Bayesian Approach | Tyson Brighton Mackey, California Polytechnic State U.

Value Creation and Value Capture with Agency: the Micro-Foundations of Buyer-Supplier Relationships | Tomasz Obloj, HEC Paris; Peter Zemsky, INSEAD

956 (Paper Session) - (BPS) Corporate Governance and Innovation
1:15pm - 2:45pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 956
Chair: Albert Cannella, Arizona State U.


The Influence of State Ownership on Innovation in Market Competition | Kevin Steensma, U. of Washington; Hongyan Yang, Hong Kong Polytechnic U.

Too Much of a Good Thing: Bored Monitoring an R&D Investment Intensity | Orhun Guldiken, Old Dominion U.

The Effect of Slack resources on Innovation: The Moderating Roles of CEO Tenure and Compensation | Fariss T Mousa, James Madison U.; Jaideep Chowdhury, James Madison U.

957 (Paper Session) - (BPS) Wiley Dissertation Award Finalists
1:15pm - 2:45pm WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 957
Chair: Rajshree Agarwal, U. of Maryland

Competition and Strategic Interaction in New Markets | Rory McDonald, U. of Texas, Austin

Who Gets the Lion’s Share? The Antecedents and Consequences of Asymmetric Outcomes in Strategic Alliances | Birgul Arslan, HEC Paris

Employee Mobility and the Appropriation of Value from Knowledge: Evidence from Three Essays | Kenneth Younge, U. of California, Berkeley

Controlling or Complying? The Opportunities and Challenges of Coordinated Technological Change | Ram Ranganathan, U. of Texas, Austin

The 2008 Mortgage Crisis As a Failure of Logical Reasoning | Natalya Vinokurova, The Wharton School, U. of Pennsylvania

Networks of Influence: Implementing Politically Sustainable Multinational Stakeholder Strategies | Life Narrey, U. of South Carolina

958 (Paper Session) - (BPS) Executive Characteristics and Decision Making
1:15pm - 2:45pm WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 958
Chair: Donald J. Schepker, U. of South Carolina

"The smartest guys in the (board) room": TMT collective narcissism and its potential impact | Philip T. Roundy, U. of Texas, Austin; James W Fredrickson, U. of Texas, Austin


The Influence of Top Managers’ Values and Power on Corporate Social Performance: A Meta-analysis | Son Anh Le, Louisiana Tech U.; Bryan Fuller, Louisiana Tech U.; Sammy Githuku Murithi, Louisiana Tech U.; Bruce Walters, Louisiana Tech U.

Disentangling the Power Distribution Among Actors at the Top: CEOs, Boards, And Director Selection | Alina Wilker, LMU Munich; Anja Christine Tuschke, U. of Munich; Patricia Klaren, U. of Munich

959 (Paper Session) - (BPS) The Role of Institutions for Innovation and Competitive Advantage
1:15pm - 2:45pm WDW Swan Resort: Swan 8
Tweet this session: #AOM2013 959
Chair: Jeff Furman, Boston U.

All things work together for innovation: Market reform synchronization and firm network prominence | Sunny Li Sun, U. of Missouri, Kansas City; Weili (Stone) Shi, Baruch College; Victor Zilian Chen, UNC Charlotte; Columbia U.

Determining the relevance of Strategic Management research in developing countries. | Mzamo P Mangaliso, U. of Massachusetts - Amherst; Alfred Lewis, LEWIS ASSOCIATES

Chinese Cross-border M&As in Developed and Developing Markets: A Comparative Investigation | Monica Yang, Adelphi U.; Ping Deng, Maryville U. of St. Louis


960 (Paper Session) - (BPS) Inter-partner Dynamics and Relational View
1:15pm - 2:45pm WDW Swan Resort: Toucan 1
Tweet this session: #AOM2013 960
Chair: Paolo Aversa, Cass Business School, City U. London

The Dynamics of Alliance Strength: Effects of Competition with Peer Partners in Alliance Portfolios | Junichi Yamanoi, CHUO U.

Dancing with wolves: The mechanisms of dependence asymmetry in asymmetric alliances | Wan Li, U. of Saskatchewan; Justin Tan, Schulich School of Business

Supplier-Buyer Networks and Buyer’s Innovation | Gautam Ahuja, U. of Michigan; Paolo Boccardelli, Luiss Guido Carli U.; Chiara D’Alise, Luiss Guido Carli U.

Dynamics of Platform-based Networks during Periods of Architectural Shifts in Videogames | Arati Srinivasan, U. of Notre Dame; N Venkatraman, Boston U.

961 (Paper Session) - (BPS) Managing stakeholders
1:15pm - 2:45pm WDW Swan Resort: Toucan 2
Tweet this session: #AOM2013 961
Chair: Ali Shahzad, James Madison U.

Corporate Stakeholder Responsibilities Decomposed: A Multilevel Exploratory Study | Marc Orlitzky, U. of South Australia; Jean-Pascal Gond, Cass Business School, City U.

Thematic orientation: ⬣Teaching | ⬢Practice | ⬢International | ⬢Program Theme | ⬢Research | ⬢Diversity | ⬢Best Paper
Session Details – Monday, 12:00 - 2:00 PM

Section D

962: (Plenary) - (CAR) The Stories Behind Some of Management’s Greatest Theories
1:15pm - 2:45pm WDW Dolphin Resort: Salon III
Tweet this session: #AOM2013 962
Organizer: Kimberly Eddleston, Northeastern U.

963: (CAU): (CAU) Humanistic Management Caucus
1:15pm - 2:45pm WDW Swan Resort: Parrot 2
Tweet this session: #AOM2013 963
The Humanistic Management Network has been working for more than 8 years on issues related to the future of business and the vision of a human centered, life conducive economy. We consider humanistic management which is based on the unconditional respect for human dignity and the pursuit of human flourishing and well being the mechanism to this transformation.
Organizers: Michael Andreas Pirson, Fordham U.; Claus Dierksmeier, The U. of Tuebingen
Participants: Ernst von Kimakowitz, Humanistic Management Center; Heiko Spitzeck, FDC - Fundacao Dom Cabral; Anil K Gupta, Indian Institute of Management; André Habisch, Catholic U. of Eichstaett-Ingo staedt; Claudia Verena Peus, Technische U. Muenchen; Domenec Mele, IESE Business School; Robert Blomme, Nyenrode Business U.; Joshua Plaskoff, IUPUI; Radha R. Sharma, Management Development Institute; Carlos Largacha-Martinez, U. EAN; Consuelo Adalaida Garcia-de-la-Torre, EGADE, Instituto Tecnologico y de Estudios Superiores de Monterrey; Osmar Arandia, EGADE Business School

964: (CAU): (CAU) Advancing Research in Human Interaction Dynamics
1:15pm - 2:45pm WDW Swan Resort: Teal
Tweet this session: #AOM2013 964
At this caucus, various conceptual and methodological hurdles involved in this effort will be discussed including mixed methods such as qualitative, quantitative and computational modeling approaches. It will explore various aspects of HID including: the nature of the individual interaction; empirical studies that explore management and organizations through a complexity lens; complexity as applied to leadership, organizational change processes, and business strategy; and the use of computational and analytical models, their strengths and limitations. The caucus will provide the opportunity for all of these scholars to discuss future publication opportunities as well as how to coordinate and collaborate to further an HID research agenda as applied to management. The Academy of Management has an interest in becoming an important supporter of this emerging science by including this perspective into its agenda. These ideas will be followed up and reported on at the website: www.complexityandsociety.com
Organizer: James K. Hazy, Adelphi U.

965: (CAU): (CAU) Developmental Networks and Economic Systems Research Incubator
1:15pm - 2:45pm WDW Coronado Springs Resort: Laredo 1
Tweet this session: #AOM2013 965
Organizers: Richard Donald Cotton, Appalachian State U.; Yan Shen, U. of Victoria

966: (CM) Emerging Research on Constructive and Destructive Consequences on Workplace Envy
1:15pm - 2:45pm WDW Dolphin Resort: Asia 3
Tweet this session: #AOM2013 966
Discussant: Yochi Cohen-Charash, Baruch College
The Consequences of Benign and Malicious Envy in the Workplace | Chris Sterling, U. of Kentucky, Richard Smith, U. of Kentucky; Niels van de Ven, Tilburg U.
The Sharpened Sight of Envy: Deserveningness, Proximity, and Reactions to Envy | Elliott Larson, Baruch College

967: (Paper Session) - (CM) Conflict in Groups and Teams
1:15pm - 2:45pm WDW Dolphin Resort: Europe 8
Tweet this session: #AOM2013 967
Chair: Kristin J. Behfar, U. of Virginia
Putting Team Faultlines and Conflicts into Context: Faultline Activation and Deactivation | Martijn van der van Kamp, U. of Melbourne
The Threat vs. Challenge of Intragroup Conflict during Group Decision Making | Frank De Wit, Leiden U.
Winner of CM Division Best Student Paper Award

968: (Paper Session) - (CM) Conflict, Collaboration, & Cooperation
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 2
Tweet this session: #AOM2013 968
Chair: Stephen M Garcia, U. of Michigan
Competing at What Costs? Abstraction Diminishes Engagement in Irrational Competition | Yoo Kyoung Kim, U.
session Details – Monday, 12:00 - 2:00 PM

MONDAY

972 ➤ 🎤: (Paper Session) - (GDO) Institutional and Societal Barriers
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 972
Chair: Christine Brown Mahoney, Minnesota State U. Mankato
Resisting Institutional Barriers to Prisoner Reintegration into the Mainstream Workforce | Prue Burns, Monash U.; Chris Nyland, Monash U.; Jan Schapper, La Trobe U.
Empathizing and systemizing help explain the distribution of men and women into (some) occupations | Asia Anna Eaton, Florida International U.; Dan Wright, Florida International U.; Elin Skagerberg, Gender Identity Development Service, Tavistock and Portman NHS Foundation Trust
Income and Subjective Well-Being in China: Gender and the Mediating Effect of Status | Byron Y Lee, Renmin U. of China; Xiangdong Liu, Renmin U. of China; Jiwon Song, Renmin U. of China; Tao Tao, Renmin U. of China

973 ➤ 🎤: (Paper Session) - (HCM) Professional Logics and Emotions
1:15pm - 2:45pm WDW Coronado Springs Resort: Fiesta 4
Tweet this session: #AOM2013 973
Chair: Jeroen Trybou, U. of Ghent
Institutional Complexity in a Fractured Field: Heterogeneous Logics in Health Care | Martin Kitchener, Cardiff U.; Andrea Herepath, Cardiff Business School, UK
The Dream of Pharmaceutical Care: The Role of Emotions in Galvanizing the Rank and File | Elizabeth Goodrick, Florida Atlantic U.; Trish Reay, U. of Alberta
How Pharmaceutical Industry Employees Manage Competing Moral Commitments | Wendy Lipworth, U. of Sydney; Kathleen Montgomery, U. of California, Riverside; Miles Little, U. of Sydney

974 ➤ 🎤: (HCM, ODC) Organizational Change across Levels and Outcomes When the Stakes are High
1:15pm - 2:45pm WDW Coronado Springs Resort: Yucautan 1
Tweet this session: #AOM2013 974
Chair: Sally J. Weaver, Johns Hopkins U. School of Medicine
Understanding Job Stress During Change in Healthcare: An Imperative for Patient and Staff Safety | Xinxuan Che, U. of South Florida; Michael Rosen, Johns Hopkins U. School of Medicine
Seeing Patient Safety from the C-Suite: A Qualitative Study of Executive Leadership and Change | Michael Rosen, Johns Hopkins U. School of Medicine; Sally J. Weaver, Johns Hopkins U. School of Medicine
Membership Change: Shared Mental Models and Adaptive Team Performance | Wendy L. Bedwell, U. of South Florida; Eduardo Salas, U. of Central Florida; Kimberly A. Smith-Jentsch, U. of Central Florida; Florian Jentsch, U. of Central Florida; Ramon Rico, U. Autónoma de Madrid; Stephen Fiore, U. of Central Florida
MONDAY

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

975 ☀️⏰: (Paper Session) - (HR) Staffing Processes in the 21st Century
1:15pm - 2:45pm WDW Dolphin Resort: Europe 3
Tweet this session: #AOM2013 975
Chair: Jason L. Huang, Wayne State U.
- Social Media for Selection? Validity and Adverse Impact Potential of a Facebook-Based Assessment | Chad H. Van Iddekinge, Florida State U.; Stephen E. Lanivich, Old Dominion U.; Philip L. Roth, Clemson U.; Elliott Junco, Accenture
- The Effect of Normative Feedback on Interviewers’ Subsequent Structured Interview Ratings | Christopher James Hartwell, Purdue U.; Michael A. Campion, Purdue U.

976 ☀️⏰: (HR) Broadening Antecedents and Revealing Processes that Lead to Counterproductive Work Behaviors
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 976
Chair: Jennifer S. Anderson, U. of Arizona
Discussant: Sandra L. Robinson, U. of British Columbia
- Work-Family Conflict and Social Undermining Behavior: An Examination of Gender Differences | Kristin L. Scott, Clemson U.; Amy Ingram, Clemson U.; Thomas J. Zagenczyk, Clemson U.
- Team Focus and Team Member Deviance: The Mediating Role of Action Identification | Kevin S. Cruz, U. of Texas at El Paso; Jonathan Pinto, Imperial College London
- Narcissism, Violation, Workplace Deviance and Exit: An Application of Trait Activation Theory | Thomas J. Zagenczyk, Clemson U.; Kristin L. Scott, Clemson U.; Russell L. Purvis, Clemson U.

977 ☀️⏰: (Paper Session) - (HR) Work Design and Leadership
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 4
Tweet this session: #AOM2013 977
Chair: Jennifer D. Nahrgang, Arizona State U.
- Perceiving Goals as Invariable and Implications for Perceived Job Autonomy and Work Performance | Bard Kuvaas, BI Norwegian Business School; Robert Buch, BI Norwegian Business School
- Perceived Training Intensity, Job Autonomy and Supervisor Support as Predictors of Knowledge Sharing | Robert Buch, BI Norwegian Business School; Anders Dysvik, BI Norwegian Business School; Bard Kuvaas, BI Norwegian Business School; Christina G. L. Nerstad, BI Norwegian Business School
- Liking your Job or Liking your Supervisor: A Study of Turnover Intentions in Temporary Work | Miriam Nicole Flickinger, U. of Passau; Marcel Allscher, U. of Passau; Marina Fiedler, U. of Passau

978 ☀️⏰: (Paper Session) - (HR) Cross-cultural HR Management
1:15pm - 2:45pm WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 978
Chair: Jia (Jasmine) Hu, U. of Notre Dame
- Managing offshoring relationships through expatriates and inpatiaries (WITHDRAWN) | Florence Duvivier, ULB; Carine Peeters, U. Libre de Bruxelles
- A Multi-Level Study on the Organizational Identification of MNC Subsidiary Employees | Adam Smale, U. of Vaasa; Ingmar Björkman, Aalto U.; Mats Ehmann, Hanken School of Economics; Sofia John, Hanken School of Economics; Kristiina Mäkelä, Aalto U. School of Economics; Jennie Sutelius, Hanken School of Economics
- The Interactive Effects of Work Family Support, HRM and Masculinity on MNC Subsidiary Performance | Julie Ann Cogin, Australian School of Business; Ian O. Williamson, Melbourne Business School; Karin Sanders, Australian School of Business

979 ➤ ☀️⏰: (HR, ODC) International Perspectives on the Relationship between Leadership and Employee Engagement
1:15pm - 2:45pm WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 979
Organizers: Meredith J. Woodwar, Western U.; Gerard H Seijts, Western U.
Discussant: Grant T. Savage, U. of Alabama at Birmingham
- Does Family Life Help to be a Better Leader? Cross-Over of Work Attitudes from Leaders to Followers | Lieke L. ten Brummelhuis, Erasmus U. Rotterdam; Maree Roche, Waikato Institute of Technology
- Leadership and Creativity: Examining the Role of Justice and Engagement | Shailendra Singh, Indian Institute of Management, Lucknow; Vishal Gupta, Indian Institute of Management, Ahmedabad
- Antecedents and Consequences of Team Engagement | Christina Sue-Chan, City U. of Hong Kong; John Hui Ming Lam, Hong Kong Institute of Education; Lin Lu, Shanghai JiaoTong U.; Anna N. H. Hui, City U. of Hong Kong
- When Managers and Employees Share Perceptions of Social Climate: Implications for Work Engagement | Galy Binyamin, Ariel U.; Abraham Carmeli, Tel Aviv U.; Hedva Vinarski-Peretz, Bar Ilan U.
- Identifying Leadership Behaviors that Facilitate Employee Engagement: An Exploratory Study | Meredith J. Woodwar, Western U.; Jason Weiss, Evacor, Inc.; Gerard H Seijts, Western U.

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

Section D  280
980 ☉: (Paper Session) - (IM) Private Equity and Venture Capital: International Perspectives and Emerging Markets
1:15pm - 2:45pm WDY Yacht and Beach Club Resort: Cape Cod B
Chair: Gahima Egide Karuranga, U. Laval
- Institutions, Geography, and Private Equity Investments in Emerging Markets | Santiago Mingo, U. Adolfo Ibáñez; Marc T. Junkunc, Virginia Tech; Francisco Morales, U. of Colorado, Boulder
- Private Equity as Canary in a Coal Mine: Building the Ecosystem for Global Financial Integration | Stephen Mezias, INSEAD; Pordyyma Goutam, Indian Institute of Management, Bangalore
- Division of Labor between Locals and Foreign VC’s in Cross National Investments | Shai Harel, The Hebrew U. of Jerusalem
- Host Country Network and International Partner Selection: Evidence from Venture Capital Industry | Jing Zhang, Old Dominion U.; Amir Pezeshkan, Old Dominion U.

981 ☉: (Paper Session) - (IM) FDI, Entry Modes and Competition
1:15pm - 2:45pm WDY Yacht and Beach Club Resort: Grand Harbor Salon I
Chair: Tanvi Kothari, San Jose State U.
- International Competitor Identification and Firm Performance | Jung-Long Yu, Tunghai U.; Fatima Wang, King's College London; Keith D. Brouthers, King's College London; George Nakos, Clayton State U.; Lance Brouthers, Kennesaw State U.
- What Are the Effects of FDI Co-location? An Industrial Organization Approach | Markus Reisinger, WHU - Otto Beisme School of Management; Mirjam Zschoche, WHU - Otto Beisme School of Management
- Foreign Market Entry as a Competitive Response | Wolfgang Markus Gleich, U. of Augsburg; Jan Hendrik Fisch, U. of Augsburg
- First or Earliest: How Entry Order and Time Affect Foreign Entry Survival | Jing’an Tang, Sacred Heart U.

982 ☉: (Paper Session) - (IM) Division GWU-CIBER Best Paper Award Session on Emerging Markets
1:15pm - 2:45pm WDY Yacht and Beach Club Resort: Grand Harbor Salon II
Chair: Jennifer Spencer, George Washington U.
- Entry Modes at the Base of the Economic Pyramid: The Emergence of Hybrid Organizational Forms | Robert Jensen, Brigham Young U.; Paul C. Godfrey, Brigham Young U.; Christian Mealey, Rice U.
- GWC-CIBER Best Paper on Emerging Markets Finalist
- Institutional Embeddedness of EE Firms in Advanced Economies: A Longitudinal, Multi-Industry Study | Hamid Akbari, UQOT; Ellen R. Auster, York U.
- GWC-CIBER Best Paper on Emerging Markets Finalist
- The Impact of Informal Institutions on MNE Strategy: Innovation Investments in Emerging Markets | Michael A. Sartor, Richard Ivey School of Business
- GWC-CIBER Best Paper on Emerging Markets Finalist
- Walking the Talk: How Do Differences between De Facto and De Jure IPR Influence Firm Strategies? | Miridula Anand, Indian School of Business; Anand Nandkumar, Indian School of Business

983 ☉: (Paper Session) - (IM) Language in International Management Research
1:15pm - 2:45pm WDY Yacht and Beach Club Resort: Grand Harbor Salon V
Chair: Sally Sledge, Norfolk State U.
- The Sensitivity of Subsidiary Knowledge In- and Outflows to Language Proximity | B. Sebastian Reiche, IESE Business School; Anne-Wil Harzing, U. of Melbourne; Markus Pudelko, Tübingen U.
- Managing Corporative Language Based Communication Avoidance: The Role of Contextual Factors | Jakob Lauring, Aarhus U.; Anders Kiltmoller, Aarhus U.; Jan Normann, Aarhus U.; Annamária Kubovcovka, Aarhus U.
- Brain Drain: The Cognitive Neuroscience of Foreign Language Processing in Multilingual Organizations | Stefan Volk, Eberhard Karls U. Tübingen; Tine Koehler, U. of Melbourne; Markus Pudelko, Tübingen U.
- The Ten Most Influential Global Languages: Exploring Their Effect On International Trade | Amadu Ly, ISCTE; Jose Paulo Esperanca, ISCTE; Ivo Nuno Pereira, ISCTE; Marcio Alves Amaral-Baptista, ISCTE

984 ☉: JS: (IM, ENT) Governance and Corruption: Is History Repeating?
1:15pm - 2:45pm WDY Yacht and Beach Club Resort: Asbury D
Chair: Roberto Di Pietra, U. of Siena
- The TenvMostvInfluentialvGlobalvLanguages:vExploringvTheirvEffectvOnvInternationalvTrade:vHistoryvRepeating? v
- GWC-CIBER Best Paper on Emerging Markets Finalist
- Capitalizing on the Capital of the S/P Doctorate
- The Impact of Informal Institutions on MNE Strategy: Innovation Investments in Emerging Markets | Michael A. Sartor, Richard Ivey School of Business
- GWC-CIBER Best Paper on Emerging Markets Finalist
- Walking the Talk: How Do Differences between De Facto and De Jure IPR Influence Firm Strategies? | Miridula Anand, Indian School of Business; Anand Nandkumar, Indian School of Business

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

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MONDAY

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

Section D

Distinguished Speakers:
John Antonakis
Andrea Casey, George Washington University
Hong Kong University of Science and Technology
John Antonakis, U. of Lausanne

Chair: Ronald F. Piccolo, Boston College

Beyond Self and Role
Thematic orientation: JS: (MH, OB, MED)

SESSION: Then and Now: Leadership
1:15pm - 2:45pm WDW Dolphin Resort: Europe 11

Then and Now provides a forum for management research pioneers to discuss their work and interact with those who follow in their footsteps.

Organizer: Julia Teahen, Baker College
Distinguished Speakers: Chester A. Schriesheim, U. of Miami;
John Antonakis, U. of Lausanne

Chairs: Robert C. Ford, U. of Central Florida; Julia Teahen, Baker College
Moderator: Ronald F. Piccolo, Rollins College

PROGRAM: Identity and Respect:

Beyond Self and Role
1:15pm - 2:45pm WDW Dolphin Resort: Asia 2

Chair: Prithviraj Chatpadhyay, Hong Kong U. of Science and Technology

Seeing Past the Orange: An Inductive Investigation of Organizational Respect in a Prison Context | Kristie M Rogers, U. of Kansas
Finding the Flow: Constructing a Domain-Transcendent Identity | Stephanie J Creary, Boston College
Prioritizing Team Member Over Self: Role of Self-concept Orientations and Team Member Identification | Danielle Cooper, U. of North Texas; Sherry M Thatcher, U. of South Carolina; Shora Moteabbed, ESSEC Business School - Paris
Loyal After the End: The Organizational Identification of Former Members | Ian J. Walsh, U. College Dublin

PROGRAM: Organizational Processes, Practices and Performance

1:15pm - 2:45pm WDW Dolphin Resort: Europe 2

Chair: Andrea Casey, George Washington U.

PROSPECTION: Review and Reflections on Forward-looking Behavior of Firms | Shubha Patvardhan, Pennsylvania State U.
Productive Disruptions: Military Handoffs as Opportunities for Mindful Sensemaking | Michelle A. Barton, Boston U.; Steven Fellows, Boston U.
Ambidexterity and Unit Performance: Intellectual Capital and Cross-level Effects of HR Practices | Evangelos D. Syrigos, Aalto U., Department of Industrial Engineering and Management; Konstantinos Kostopoulos, U. of East Anglia; Nikos Bozinelos, Audencia Nantes School of Management
Performance Feedback Model and Moderating Effect of Strategic Frames | Chen-yi Tsai, Wenzao Ursuline College of Languages

PROGRAM: Adaptability, Affirmation and Positive Emotions

1:15pm - 2:45pm WDW Dolphin Resort: Europe 4

Chair: Lorna Doucet, China Europe International Business School

Socio-Temporal Adaptability: Why Some People Go with the Flow and Some Don't | Sophie Leroy, U. of Minnesota; Abbie J. Shipp, Texas Christian U.; Sally Blount, Northwestern U.

Emotional Sensegiving | Timo Vuori, Hanken School of Economics; Quy Nguyen Huy, INSEAD

Failure, Task Engagement and the Self-Affirmation Motive | M. Ena Inesi, London Business School; Nancy Rothbard, U. of Pennsylvania

Episodic Gratitude at Work: Developing the Construct | Boram Do, Boston College; Jean M. Bartunek, Boston College; Myeong-Gu Seo, U. of Maryland

The Upward Spirals in Team Processes: Examining Dynamic Positivity in Problem Solving Teams | Zhike Lei, ESMT European School of Management and Technology; Nale Lehmann-Willenbrock, VU U. Amsterdam; Ming Ming Chiu, SUNY, Buffalo

CONSIDERED:

Conscious leadership: How do leaders construct their purpose? | Kathryn Pavlovich, U. of Waikato
Impact of Spirituality of Leaders at Work and Leaders' Reputation on Teams' Spiritual Climate | Ashish Panedy, Indian Institute of Technology Bombay; Debaprasad Chattopadhyay, Globsys Business School; Sucheta Bose, Indian Institute of Technology Bombay

PROGRAM: Should I Stay or Should I Go? Embeddedness in Action

1:15pm - 2:45pm WDW Dolphin Resort: Europe 6

Chair: Jessie Koen, U. of Amsterdam


Exploring the Interplay between Organizational and Occupational Embeddedness (WITHDRAWN) | Annachiara Scapolan, U. of Modena and Reggio Emilia; Fabrizio Montanari, U. of Modena and Reggio Emilia

Friends and Family: The Role of Relationships in Community and Workplace Attachment | Jorge A. Gonzalez, U. of Texas Pan American; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Kyle Ehrhardt, U. of Wisconsin, Milwaukee; Romila Singh, U. of Wisconsin, Milwaukee

Effects of Shock and Job Embeddedness on Voluntary Turnover: Testing a Predictive Model | Mian Zhang, Tsinghua U.; Rodger Griffeth, Ohio U.

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

Section D

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993  (Paper Session) - (OB) Job Performance: New Perspectives and Prospects
1:15pm - 2:45pm WDW Dolphin Resort: Europe 7
Tweet this session: #AOM2013 993
Chair: Sigmar Malvezzi, Instituto de Psicologia - USP
*Time Pressure Undermines Performance more under Avoidance than Approach Motivation* | Marieke Roskes, Ben Gurion U. of the Negev; Andrew J. Elliot, U. of Rochester; Bernard Nijstad, U. of Groningen; Carsten K W De Dreu, U. of Amsterdam
The Longer at the Current Job, the Better? Curvilinear Relations between Job Tenure and Performance | Cuilian Zhang, Peking U.; Li Ma, Peking U.; Dongning Yang, GSM, Peking U.
Work to Rule Behavior | Jason R Pierce, U. Adolfo Ibanez; Alvaro Espejo, U. Adolfo Ibanez

994  (Paper Session) - (OB) The Self at Work: Regulation, Promotion, Growth and Worth
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 1
Tweet this session: #AOM2013 994
Chair: Steven A. Edelson, Walsh U.
Conceptualizing Work Self-Expansion and its Effects on the Self-System and Performance | Jeffrey Bentley, SUNY, Buffalo
A Double-Edged Sword: The Antecedents and Consequences of Work Contingency of Self-Worth | Xi Chen, New York U.; Steven Blader, New York U.; Tom Tyler, New York U.
Fighting the Good Fight: Persisting in Dissent Requires Self-Regulatory Resources (WITHDRAWN) | Christopher T. H. Miners, Queen's U. Canada; Dominic J. Packer, Leigh U.

995  (Paper Session) - (OB) Teams: A Leadership Perspective
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 995
Chair: Heidi K. Gardner, Harvard U.
Demystifying the Impact of Leader Succession: An Integration of Three Divergent Theories | Brian W. Swider, Georgia Institute of Technology; Ning Li, U. of Iowa
The Interactive Effects of Team Content Goals and Leader Goal Orientation | Douglas Anthony Franklin, Texas A&M U.; College Station; Christopher O. L. H. Porter, Indiana U.; Brian W. Swider, Georgia Institute of Technology
Emergent Leadership and Team Engagement: An Application of Neuroscience Technology and Methods | David A. Waldman, Arizona State U.; Dannii Wang, Arizona State U.; Maja Stikic, Advanced Brain Monitoring; Chris Berka, Advanced Brain Monitoring; Pierre A. Balthazard, St. Bonaventure U.; Travis Richardson, Arizona State U.; Nicola M. Piess, ESABE; Thomas Maak, ESABE
Leader Emergence in Teams: The Role of Leadership Self-Efficacy and Motivation to Lead | Wonho Jeung, U. of Nebraska, Lincoln; Peter Harms, U. of Nebraska, Lincoln

996  (Paper Session) - (OB) Causes, Consequences and Influence of Trust
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 996
Chair: Bart A. de Jong, VU U. Amsterdam
Cognitive - Motivational Basis of Trust: Need for Closure Predicts Interpersonal Trust (WITHDRAWN) | Sinem Acar-Burkay, BI Norwegian Business School; Bob Fennis, Groningen U. (RuG); Luk Warlop, BI Norwegian Business School
A Multilevel Perspective of Trust and Performance in Professional Networking Groups | Naina Gupta, Nanyang Technological U.; Violet Ho, U. of Richmond; Jeffrey M. Pollack, U. of Richmond; Lei Lal, Tulane U.
Smart, but Shifty: Trustworthiness and the Contingent Appeal of Brokers | Eric C Gladstone, Cornell U.; Kathleen O’Connor, Cornell U.
Insinuation Anxiety: Increased Pressure to Follow Distrusted Advice after Disclosure | Sunita Sah, Georgetown U.
Diagnosing the Locus of Trust: Multilevel and Temporal Influences on Perceived Trustworthiness | Stephen L. Jones, U. of Minnesota; Pri Pradhan Shah, U. of Minnesota

997  (Paper Session) - (OB) Position and Performance: A Social Network Approach
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 8
Tweet this session: #AOM2013 997
Chair: Michael Jarrett, INSEAD
The Structure of Network Collaboration and Different Impacts of Experience to Knowledge Creation (WITHDRAWN) | Chih-Hsing Liu, Ming Chuan U.; Bernard Gan, U. of New South Wales; Sheng-Fang Chou, National Taiwan Normal U.
Losing Touch: Balancing Cohesion & Efficiency During Management Transitions | Claudia D. Jonczyk, ESCP Europe; Yonghoon Lee, INSEAD; Charles D. Galunic, INSEAD; Ben M. Bensaou, INSEAD
The Strength Skewness and Research Performance | Jian Wang, Georgia Institute of Technology
Empowerment and Social Networks | Joost Van Der Sloep, VU U. Amsterdam; Ed Sleebos, VU U. Amsterdam; Daan van Knippenberg, Erasmus U. Rotterdam; Gerhard Van de Bunt, VU U. Amsterdam

998  (Paper Session) - (OB) The Dark and the Light: New Concepts in OB Research
1:15pm - 2:45pm WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 998
Chair: Stephen H Courtright, Texas A&M U.
Perceived Organizational Cruelty: a Test of Employees’ Attribution of the Malevolent Organization | Stephen

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

Section D

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Mon, 12:00 - 2:00 PM

**Section D**

**Chair:** Laurie J. Barclay

**#AOM2013 1000** *(Paper Session) - (OB) The Implications of Emotional Labor at Work*

1:15pm - 2:45pm WDW Dolphin Resort: Salon E2

**Chair:** S. Douglas Pugh, Virginia Commonwealth U.

- The Service Smile Chair: The Emotional Contagion and Carryover Effects that Link Leader to Customer | Xiao-Yu Liu, U. of International Business and Economics; Yongmei Liu, Illinois State U.
- Emotional Labor and Emotional Exhaustion: Mediating Role of Customer Treatment toward Employees | Yujie Zhan, Wilfrid Laurier U.; Junqi Shi, Sun Yat-sen U.
- When Faking Emotions is Especially Hurtful: The Role of Punishment Sensitivity | Bert Schreurs, Maastricht U.; Hannes Guenter, Maastricht U.; Ute R. Hulsheger, Maastricht U.; Hetty Van Emmerik, Maastricht U.
- Exploring the Boundaries and Mechanisms of the Effects of Emotional Labor on Service Performance | Nai-Wen Chi, Institute of Human Resource Management, National Sun Yat-Sen U., Taiwan; Pei-Chi Chen, Department of Business Management, National Sun Yat-Sen U.

**#AOM2013 1001** *(Paper Session) - (OB) A Narcissistic Approach to Leadership*

1:15pm - 2:45pm WDW Dolphin Resort: Salon E3

**Chair:** Jessica Kennedy, The Wharton School, U. of Pennsylvania

- Narcissism and Leadership: A Meta-Analytic Review of Linear and Nonlinear Relationships | Emily Grijalva, U. of Illinois, Urbana-Champaign; Peter Harms, U. of Nebraska, Lincoln; Daniel A. Newman, U. of Illinois, Urbana-Champaign; Blaine Gaddis, Hogan Assessment Systems
- The Mixed Bag of Narcissistic Organizational Identification at the Top of the Organization | Benjamin M. Galvin, San Diego State U.; Donald Lange, Arizona State U.; Blake E. Ashforth, Arizona State U.

**#AOM2013 1002** *(Paper Session) - (OB) The Positive Side of Fairness: The Role of Organizational Justice in Positive Workplaces*

1:15pm - 2:45pm WDW Dolphin Resort: Salon IV

**Chair:** M. Lance Fraizer, Old Dominion U.

**Discussant:** Stephen Gilliland, U. of Arizona

- Workplace Incivility, Feedback, and Voice: Organizational Justice as Uncertainty Reduction | M. Lance Fraizer, Old Dominion U.; Bryan D. Edwards, Oklahoma State U.; Camron Casper, Oklahoma State U.

- Mediator Emotional Intelligence and Moral Identity as Predictors of Disputant Justice Perceptions | Ariel C. Avgar, U. of Illinois, Urbana-Champaign; Deborah Elizabeth Rupp, Purdue U.; Wonjoon Chung, U. of Illinois, Urbana-Champaign

**#AOM2013 1003** *(Paper Session) - (OB, HR) Self-Determination Theory Research in Organizations*

1:15pm - 2:45pm WDW Dolphin Resort: Salon V

**Chair:** Lance Ferris, Pennsylvania State U.

**Discussant:** Stefan Thau, INSEAD

- A Need Satisfaction Perspective on Perceptions of Organizational Politics | Lance Ferris, Pennsylvania State U.; Christopher C. Rosen, U. of Arkansas; Douglas J. Brown, U. of Waterloo; Yuan Yi Chen, Hong Kong Baptist U.; Ming Nick Yan, Sun Yat-sen U.
- Humbled Leaders and Satisfied Followers: The Roles of LMX and Neuroticism | Michael A Daniels, Singapore Management U.; Gary Greguras, Singapore Management U.
The Hidden Costs of High Intrinsic Motivation | Jihae Shin, U. of Pennsylvania

1004 ➔ allery: (OB, IM, HR) The Contributions of Context-related Global Characteristics to Global Leadership Effectiveness
1:15pm - 2:45pm WDW Dolphin Resort: Asia 4
Tweet this session: #AOM2013 1004
Chairs: Alon Lisak, Ben-Gurion U. of the Negev; Miriam Erez, Technion Israel Institute of Technology
Facilitator: Soon Ang, Nanyang Technological U.
Beyond International Experience: Effects of Cultural Capital on Cultural Intelligence | Thomas Rockstuhl, Nanyang Technological U.; Soon Ang, Nanyang Technological U.; Yih-teen Lee, IESE Business School; Minna Paunova, IESE Business School
Identifying and Training Cross-cultural Management Skills | Shira Mor, Columbia Business School; Michael Morris, Columbia U.; Johann Joh, Columbia Business School
The Contribution of Leaders’ “Glocal” Identity to Global Leadership Effectiveness | Alon Lisak, Ben-Gurion U. of the Negev; Miriam Erez, Technion Israel Institute of Technology
Global Managers’ Allocation Decisions as Shaped by Local and Global Identities | Raveh Harush, Technion Israel Institute of Technology; Miriam Erez, Technion Israel Institute of Technology
Global Leadership Characteristics and Adaptation | Joyce Oslan, San Jose State U.; Gary Oddou, California State U. San Marcos; Allan Bird, Northeastern U.; Michael J. Stevens, Weber State U.

1005 ➔ allery: (OB, MOC) New Frontiers in Global Mindset Research
1:15pm - 2:45pm WDW Dolphin Resort: Salon E1
Organizers: Rachel Clapp-Smith, Purdue U., Calumet; Gretchen Vogelgesang, San Jose State U.
Global Mindset: Dimensions, Measurement, and Leadership Effectiveness | Wim den Dekker, Lloyd’s Register; Svetlana Khapsava, VU U. Amsterdam
Global Mindset and Cultural Intelligence: Apples and Oranges, or a Fruit Salad? | Francesco Frova, Baruch College
Analyzing MNC-Subsidiary Managers’ Mindsets - A Diary Study | Christiane Prange, EM Lyon; Michael Antioco, EMLYON Business School
Assessing Emerging Multinationals’ Global Mindedness Diversity | Germano Gutfre Reis, FGV-EAESP; Felipe Zambaldi, FGV-EAESP; Maria Tereza Leme Fleury, U. of Sao Paulo
Understanding the “Mindset” of Global Mindset | Rachel Clapp-Smith, Purdue U., Calumet; Gretchen Vogelgesang, San Jose State U.

1006 ➔ allery: (OB, MOC, OMT) Real in Their Consequences: Studies Of The Perceptions Of Social Networks
1:15pm - 2:45pm WDW Dolphin Resort: Asia 5
Tweet this session: #AOM2013 1006
Organizers: Scott M Solis, U. of Missouri-Saint Louis; Ruchi Sinha, Indian School of Business
Discussants: Raymond T Sparrowe, Washington U. in St. Louis; Raina A. Brands, London Business School
How Networks Make Liars and Liars Make Networks: The Social Structure of Dishonesty | Catherine Shea, Northwestern Kellogg School of Management; Tanya Menon, U. of Chicago
The Differential Attention Hypothesis and the Reputation for Leadership | Patrizia Vecchi, Washington U. in St. Louis; Ajay Mehra, U. of Kentucky; Stephen Borgatti, U. of Kentucky
Stars Lead and Cliques Follow? A Study of Shared Organizational Identity Perceptions in Ego Network | Kai Lamertz, Concordia U.; Raymond L. Paquin, Concordia U.
Network Perceptions, Contextual Performance, and Person-Organization Fit | Scott M Solis, U. of Missouri-Saint Louis; Ajay Mehra, U. of Kentucky; Theresa Floyd, U. of Kentucky
Tweet this session: #AOM2013 1009
Chair: Martin Spraggon, American U. of Sharjah
Planning Deep Change Through a Series of Small Wins | Hans Vermaak, Sioo & Twynstra
Winner of ODC Division Best Action Research Paper
Organizational Change and Dynamic Capabilities: How a Firm Transforms its Resource Base | Jenny Gibb, U. of Waikato; Albert Sune, U. politecnica de catalunya


Treating the Malaise of Dynamic Capability Research: Rejuvenation via Deployment-Based Articulation | Phillip E Davis, U. of North Texas; Derrick E. D’Souza, U. of North Texas

Facing Strategic Taboos: How ‘Off-Limits’ Strategic Options Make the Strategic Agenda | Christina Hoon, Leibniz U. Hannover; Claus D Jacobs, U. of St. Gallen

Lessons from Kurt Lewin for a Post-Crisis Future
1:15pm - 2:45pm WDW Coronado Springs Resort: Baja
Chair: Julie Wolfram Cox, Monash U.
Discussant: Earl T. Braxton, Edge Associates
Kurt Lewin’s Tradition in an Unfolding Emerging World | Kurt Motamed, Pepperdine U.
More than an Iceberg: Developing through Professional Relatedness to Kurt Lewin | Jean E. Neumann, Tavistock Institute

Re(Re-) Visiting Rules of Thumb for Changing Organizations in Crisis | Bill Cooke, Lancaster U.

How does innovativeness foster sustainable supply chain management? A multiple case analysis | Jury Gualandris, U. of Bergamo; Matteo Kalchschmidt, U. of Bergamo
Supply network structure and firm innovation | Marcus A. Bellamy, Georgia Institute of Technology; Soumen Ghosh, Georgia Institute of Technology; Manpreet Hora, Georgia Institute of Technology

The role of Identity Domains in the Generation of Collaborative Innovation Paradox in a Supply Chain | Mika Skippari, Jyväskylä U.; Mikko Laukkanen, Aalto U.; Jari Salo, U. of Oulu

How does interfirm influence radical innovation in R&D alliance? | Wei Yang, Chang’an U.; Longwei Wang, Xi’an Jiaotong U.; Shenggang Ren, Business School, Central South U.; Zelong Xi, Xi’an Jiaotong U.

Does Clark Kent tweet? Identity work and agency in institutional maintenance | Patrick Lam Le, HEC Paris; Michel Lander, HEC Paris

Institutional Work Related Reactions to Identity Threat | Lee Charles Jarvis, Florida Atlantic U.
The Creation of New Markets through Value-based Competition | Christian E. Hampel, U. of Cambridge

Professional ideologies and jurisdiction
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 1013
Chair: Mary Dunn, St. Edward’s U.
Female Entrepreneurship and Alternative Career Advancement Inside the Firm | Aleksandra J Kacperczyk, MIT Sloan
Finalist for Pondy Award

Deskilling of Professional Services and Pseudo-Professional Identity in Tax Preparation Work (WITHDRAWN) | Roman V. Galperin, Cornell U.
The curious case of the Chamberlens family: The emergence and exploitation of profession gaps | Julie Sharek, U. of Texas, Austin

Meaning Entrepreneurs: The Role of Professional Service Firms in Field Formation | Maria T. Farkas, Imperial College Business School

The effects of category spanning
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 1014
Chair: Michael Jensen, U. of Michigan

Multinational Law Firm Rankings and Performance | Rodolphe Durand, HEC Paris; Lionel Paolella, HEC Paris; Damon J Phillips, Columbia Business School

Guilty by Association: Reputation and Categorical Penalties in the U.S. Craft Brewing Industry | Matthew A. Barlow, U. of Utah; J. Cameron Verhaal, U. of Utah

How musical festival success is affected by differences in consumer and producer classification | Bram Kuijken, U. of Amsterdam; Mark A.A.M. Leenders, RMIT U.; Nachoem M. Wijnberg, U. of Amsterdam; Gerda Gemser, RMIT U.

Jack of many trades or master of few? Identity breadth and firm appeal in media-mediated markets | Kim Claeys, INSEAD; Frédéric Clément Godart, INSEAD

Embeddedness & Overembodiment
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Tweet this session: #AOM2013 1015
Chair: David H. Zhu, Arizona State U.

Connections versus Expertise of Legal Advisors, and Acquirers’ Failure to Learn | Bastian Westbrock, Utrecht U.; Utz Weitzel, Radboud U. Nijmegen; Katrin Susanne Muehfeld, Utrecht U.

Institutional Embeddedness of Interorganizational Networks | Pooya Tavakoly, U. of Lugano; Nikolaus Beck, U. of Lugano

Multilevel Political Embeddedness and Corporate Strategic Discretion | Xiaowei Luo, INSEAD; Jiyang Dong, INSEAD

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Quo Vadis? The Choice of Venue in Interorganizational Litigation | Maxim Sytch, U. of Michigan; Yong Hyun Kim, U. of Michigan

1016  (Paper Session) - (OMT) Institutional logics & complexity
1:15pm - 2:45pm WD Yacht and Beach Club Resort; Grand Harbor Salon VII
Tweet this session: #AOM2013 1016
Chair: Patrick Vermeulen, Radboud U. Nijmegen
Organizational ‘failure’ and institutional pluralism: A case study of an urban school closure | Vontrese Renee Deeds, Northwestern U.; Mary E Pattillo, Northwestern U.
Understanding competing logics at the organizational level through a bicultural lens | Sarah Easter, U. of Victoria
Emergence of hybrid practices in a complex institutional environment | Adrian Yeow, Nanyang Technological U.
Organizational innovation at the intersection of institutional logics | Henri Schildt, Aalto U.; Markus Perkmann, Imperial College London
Challenging Communities: How Political Dynamics shape Organizational Responses to Competing Logics | Danny J.M. Kappen, U. of Twente; Tjits Adriaan Van Den Broek, U. of Twente; Michel Ehrenhend, U. of Twente

1017  (Paper Session) - (OMT) Corporate Governance & The State
1:15pm - 2:45pm WD Yacht and Beach Club Resort; Grand Harbor Salon VIII
Tweet this session: #AOM2013 1017
Chair: Patricia G. Vidal, U. Presbiteriana MacKenzie
Strategy and Democracy. The historical case of English building societies | Manuel Hensmans, ULB
Caught in the revolving door: firm-government ties as determinants of regulatory outcomes | Ivana Katic, Columbia Business School; Jerry W. Kim, Columbia U.
Finalist for Best ESP Award
Politics in Giving: Political Embeddedness and Practice Variation in CSR | Jianhua Ge, U. of North Carolina, Charlotte; James H. Biteman, Tulane U.
Vertical Interlocks of Executives and Performance of Chinese State Owned Firms | Jakob Arnold, Aarhus U.; Xin Chen, Shanghai JiaoTong U.; Chaohong Na, Yunnan U. of Finance and Economics

1018  (OMT, MOC) Organizational Learning from Complex Environments: Incentives and Feedback
1:15pm - 2:45pm WD Yacht and Beach Club Resort: Asbury B
Tweet this session: #AOM2013 1018
Organizers: Vinit Desai, U. of Colorado, Denver; David Maslach, Florida State U.; Peter M. Madsen, Brigham Young U.; Chengwei Liu, U. of Warwick
Discussants: Daniel Levinthal, U. of Pennsylvania; Gerard P. Hodgkinson, U. of Warwick
Making Sense of Outcome Ambiguity in Organizational Learning in Enron’s Acquisition of MG Plc. | Peter M. Madsen, Brigham Young U.
A Behavioral Model of Strategic Opportunity Discovery | Christina Fang, New York U.
Pay or Praise: The Effect of Market and Relational Incentives on Knowledge Exchange & Combination | Marc Lenkensmueler, Yale U.; Ingrid M. Nemhbad, Yale U.
Bad Luck or Bad Management: Effect of System Design on Inferences about Skill | Jerker C. Denrell, U. of Warwick; Chengwei Liu, U. of Warwick; David Maslach, Florida State U.

1019  (OMT, MOC, ENT) The Macro-Structures and Micro-Proceses of Cultural Mixing: Exploring Opportunities for Synthesis
1:15pm - 2:45pm WD Yacht and Beach Club Resort: Grand Harbor Salon VII
Tweet this session: #AOM2013 1019
Organizers: Matthew G Grimes, U. of Alberta; Tyler Earle Wry, Wharton School
Moderator: Joseph Porac, New York U.

1020  (Paper Session) - (ONE) Renewable Energy, Energy Use in Organizations, and the Natural Environment
1:15pm - 2:45pm WD Coronado Springs Resort: Fiesta 3
Tweet this session: #AOM2013 1020
Behavioral and Institutional Influences on Energy Saving Initiatives | Glen Dowell, Cornell U.; Suresh Muthulingam, Cornell Johnson School
The Frugality Transition: Compassionate Energy Use in Organizations | Paul Shrivastava, Concordia U.; Matt Statler, New York U.
How does a Nascent Industry Project Navigate the Regulatory Structure?: The Cape Wind Project | Zining Guo, Boston U.

1021  (Paper Session) - (PNP) Employees Empowerment through Management
1:15pm - 2:45pm WD Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 1021
Chair: Yoshio Yanadori, U. of South Australia
The Role of Employee Performance and Learning Effort in Determining Empowering Managerial Practice | Shahidul Hassan, The Ohio State U.; Bradley E. Wright, Georgia State U.
Organizational Capability in the Public Sector: A Qualitative Comparative Analysis | Rhys Andrews, Cardiff U.; Malcolm James Beynon, Cardiff U.; Aoife McDermott, Cardiff Business School, UK
The Impact of Employee Performance System Characteristics on Turnover Intentions | Adelien Decramer, U. College Ghent; Thomas Van Waeyenbergh, U. College Ghent;
**MONDAY**

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

**Section D**

**1022** 📅: (Paper Session) - (PNP) Contracting for Public Value
1:15pm - 2:45pm WDW Coronado Springs Resort: Durango 2
Tweet this session: #AOM2013 1022

Chair: Jiahuan Lu, U. of Maryland, College Park

- When more discretionary power improves public procurement efficiency | Lisa Chever, Sorbonne Business School; John Moore, Sorbonne Business School
- Knowledge Sharing in a Health and Human Services Contract Network | Kun Huang, U. of New Mexico

**1023** 📅: (Paper Session) - (PNP) Rules, Ethics, Behavior
1:15pm - 2:45pm WDW Coronado Springs Resort: Fiesta 1
Tweet this session: #AOM2013 1023

Chair: Elio Borgonovi, Bocconi U.

- The Unfolding Model of Volunteer Motivation | Andrea Rae Neely, U. of Texas, San Antonio; Mark L. Lengnick-Hall, U. of Texas, San Antonio
- A Time Framework for the Relations of Lateness and Absence to Organizational Ethics | Zehava Rosenblatt, U. of Hali; Orly Shapira-Lishchinsky, Bar Iatan U.
- State Capture and public integrity in Italian local PA's: a predictable failure? | Paolo Esposito, U. of Sannio

Speaker: Jaime M Franco, Florida International U.

**1024** 📅: (Paper Session) - (RM) Philosophy of Science
1:15pm - 2:45pm WDW Coronado Springs Resort: Yucatan 3
Tweet this session: #AOM2013 1024

Chair: Ernest H O’Boyle, U. of Iowa

- Bibliometric Methods in Management and Organization: A Review | Ivan Zupic, U. of Ljubljana; Tomaz CATER, U. of Ljubljana
- Collective Construct Clarity: Not Just to Nominalize But to Theorize | Min-Kung Heavens Tsai, National Cheng Kung U.; Shih-Chieh Fang, National Cheng Kung U.; Wan-Jing April Chang, National Hsinchu U. of Education

- The Chrysalis Effect: How ugly data metamorphosize into beautiful articles | Ernest H O’Boyle, U. of Iowa; George Christopher Banks, Longwood U.; Erik Gonzalez-Mule, U. of Iowa

Sage Publications/RM Division Best Paper Winner

**1025** 📅: (Paper Session) - (PNP) Contracting for Public Value
1:15pm - 2:45pm WDW Coronado Springs Resort: Durango 2
Tweet this session: #AOM2013 1025

Chair: Tomi M. M. Laamanen, Said Business School Organizing Committee

- A Stakeholder Salience Approach to Strategic Repositioning | David Weitzner, York U.; Yuval Deutsch, York U.
- Means and Ends in Management and Law | Wayne Eastman, Rutgers U.
- Sustainability, Public Health, and the Corporate Duty to Rescue | Julian Friedland, Fordham U.

**1026** 📅: (Paper Session) - (SIM) Reframing Stakeholder Theory
1:15pm - 2:45pm WDW Coronado Springs Resort: Coronado Q
Tweet this session: #AOM2013 1026

Chair: Laura J. Spence, U. of London

- A Stakeholder Salience Approach to Strategic Repositioning | David Weitzner, York U.; Yuval Deutsch, York U.

**1027** 📅: (Paper Session) - (SIM) Potpourri
1:15pm - 2:45pm WDW Coronado Springs Resort: El Paso 1
Tweet this session: #AOM2013 1027

Chair: Charles Cookson, Grantham U.

- Multinational Corporations: Sustainable Action for Poverty Alleviation | Nattavud Pimpa, RMIT U.; Timothy Moore, The U. of Melbourne
- The Convergence of Work Ethic in the United States: A Transcultural Perspective | Dwight M. Hite, Cameron U.; Joshua J. Daspat, Mississippi State U.; Xueni Dong, Mississippi State U.
- When does DaVinci needMedici? Examining the impact of corporate involvement on artistic performance | Yuliya Shymko, Vierick Business School
- Stakeholder Theory: A Deliberative Perspective | Ulf Henning Richter, Nottingham U. Business School China; Kevin Dow, Nottingham U. Business School China; Ramendra Singh, Indian Institute of Management, Ahmedabad

**1028** 📅: (Paper Session) - (SIM) Managing Legitimacy and Public Trust
1:15pm - 2:45pm WDW Coronado Springs Resort: Fiesta 1
Tweet this session: #AOM2013 1028

Chair: Matthew J. Fox, Duke U.

- Can companies buy legitimacy? | Ekin Alakent, California State U. East Bay; Mine Ozer, SUNY, Oneonta
- Noblesse Oblige: How systems for accountability affect trust among professionals | Rinske Wolters, Radboud U. Nijmegen; Berber Pas, Radboud U. Nijmegen; Dirk Vriens, Radboud U. Nijmegen

Panelists: Teppo Felin, U. of Oxford; Steven W. Floyd, U. of Massachusetts, Amherst; William Ocasio, Northwestern U.; Rhonda K. Reger, U. of Tennessee
1029 ☯ JS: (SIM, OB, CM) Advocating an Ethical Viewpoint: Speaking Up About Social and Ethical Issues in Organizations
1:15pm - 2:45pm WDW Coronado Springs Resort: Durango 1
Chair: Madeleine Ong, U. of Michigan; Susan J. Ashford, U. of Michigan; Scott Sonenshein, Rice U.; David Mayer, U. of Michigan
Social Salience and Voice | Andrew Brodszky, Harvard Business School; Joshua D Margolis, Harvard U.; Joel Brockner, Columbia U.
Show Me the Money or Show Me the Morals? | David Mayer, U. of Michigan; Scott Sonenshein, Rice U.; Madeleine Ong, U. of Michigan; Susan J. Ashford, U. of Michigan
The Renaissance Chemist or the Schizophrenic Scientist? | Jennifer Howard-Grenville, Oregon; Andrew Earle, Oregon; Douglas Young, Oregon; Douglas Young, Lane Community College
Institutional Defenses Against Controversial Issues | Maureen A. Scully, U. of Massachusetts Boston

1030 ☯JS: (TIM) R&D Investments
1:15pm - 2:45pm WDW Swan Resort: Sandpiper
Chair: Tony Cornford, London School of Economics
When Not Investing in Formal R&D, How Do They Manage Innovative Capacity? | Malay Biswas, Indian Institute of Management, Rohri
The Impact of Strategic R&D Investments on the Commercialization of Emerging Technological Regimes | Rahul Kapoor, U. of Pennsylvania; Thomas Kluter, U. of Pennsylvania
Board composition, financial slack & R&D investments: changing roles in the presence of volatility | Ibrahim Shaikh, Rensselaer Polytechnic Institute; Lois S. Peters, Rensselaer Polytechnic Institute

1031 ☯JS: (TIM) Collaboration in Open Innovation
1:15pm - 2:45pm WDW Swan Resort: Macaw 1
Chair: Amol M. Joshi, U. of Hawai’i-Manoa
Exploring the Dark Side of Innovation Collaboration: A Resource-Based Perspective | Torsten Oliver Salge, RWTH Aachen U.; Erk Peter Piening, ESCP Europe; Nils Foegen, U. of Duisburg-Essen
Between Crowd and Community: Organizing Online Collaboration in Open Innovation and Beyond | Leonhard Dobusch, Free U. Berlin; Thomas Gegenhuber, Johannes Kepler U. Linz; Robert M. Bauer, Johannes Kepler U. Linz; Claudia Müller-Birn, Free U. Berlin

1032 ☯JS: (TIM) The Role of Learning in Innovation
1:15pm - 2:45pm WDW Coronado Springs Resort: Durango 1
Chair: Antoine Vernet, Imperial College London
The Dynamics of Organizational Learning in Technological Innovation | Russell Seidell, McGill U.
Types of learning in complex technological innovations | Lars Alkaersig, Technical U. of Denmark; Karin Beukel, CBS; Giancarlo Lauto, U. of Udine; Finn Valentijn, CBS
How does the Second-order Learning Moderate the Relationship between Innovation Inputs and Outputs? | Hyojung Kim, Sangmyung U.; Ki-Hwan Kwon, Sangmyung U.
Learning orientation and market orientation in international joint ventures | Chansoo Park, Memorial U. of Newfoundland; Yiannis Kouropalatis, Cardiff Business School, UK

1033 ☯JS: (TIM) Innovation and Users
1:15pm - 2:45pm WDW Swan Resort: Sandpiper 9
Chair: Craig Randall, Florida Gulf Coast U.
Submarket Pioneering Using Users: Evidence from the U.S. Laser Industry | Ajay Bhaskarabhatla, Erasmus School of Economics
Modeling Benefits of Local Production by Users | Robin Kleer, RWTH Aachen U.; Frank T. Piller, RWTH Aachen U.
Opening innovation in Regulation inside Government: The contribution of innovative users | Rasmus Koss Hartmann, Copenhagen Business School; Christoph Hieneth, WHU - Otto Beisheim School of Management
Open to suggestion: a longitudinal study of attempts to build user ideation communities | Linus Dahlander, ESMT European School of Management and Technology; Henning Piezunka, Stanford U.

Do Gurus Breed Gurus? An Analysis of Collaboration in Design | Haibo Liu, INSEAD; Jürgen Mihm, INSEAD; Manuel Sosa, INSEAD
Crowd Science: The Organization of Scientific Research in Open Collaborative Projects | Chiara Franzoni, Politecnico di Milano; Henry Sauermann, Georgia Institute of Technology

Thematic orientation: ☯ Teaching | ☯ Practice | ☯ International | ☯ Program Theme | ☯ Research | ☯ Diversity | ☯ Best Paper
University Technology Transfer through Entrepreneurship:
Faculty and Students in Spin-offs | Wai Fong Boh, Nanyang Technological U.

University Technology Transfer through Entrepreneurship:
Faculty and Students in Spin-offs | Uzi De Haan, Technion Israel Institute of Technology

University Technology Transfer through Entrepreneurship:
Faculty and Students in Spin-offs | Robert J. Strom, Kaufman Foundation

The Cost of Patent Litigation | Sherry Wan-Ting, National Tsing Hua U.

**1035** JJ: (TIM, MC) Breaking with tradition: Empirically examining technology enhanced assessment centers 1:15pm - 2:45pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 1035
Chair: Mark C. Frame, Middle Tennessee State U.
Moderator: Lynn G Collins, Sandra Hartog & Associates/Fenestra, Inc.

Comparing Computer-Based and Paper-Pencil Versions of a Work Simulation Exercise | Cara Fay Wade, Leadership Worth Following, LLC; Mark C. Frame, Middle Tennessee State U.; Jared B Kenworthy, U. of Texas, Arlington; Nicolette P Lopez, U. of Texas, Arlington

Role-Plays: See Me? Hear Me, Assess Me | Michael M Denunzio, Baruch College; Tiwirai D Mariga, Baruch College; Lynn G Collins, Sandra Hartog & Associates/Fenestra, Inc.


**1036** JJ: (TIM, ODC) High Performance Work Practices, Innovation and Performance: International Perspectives 1:15pm - 2:45pm WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 1036
Organizers: Cameron John Newton, Queensland U. of Technology; Frances Jørgensen, Aarhus U.

Changing Work Design in Disaster Response: The Potential for Innovation | Kim A. Johnston, Queensland U. of Technology; Karen Becker, Queensland U. of Technology

Facilitating Innovative Work Behaviours in Knowledge-Intensive Firms | Frances Jørgensen, Aarhus U.

Health and Safety Practices, Adaptability and Proactivity: The Moderating Role of Leadership | Adelle Bish, Queensland U. of Technology; Cameron John Newton, Queensland U. of Technology

Towards a Multilevel Model of the High Performance Work Systems- Workplace Safety Relationship | Paulson Okhawere, Aston Business School; Ann J. Davis, Aston U.

Leading Subordinates to be More Creative: The Role of Pay for Performance and Collectivism | Pengcheng Zhang, Huazhong U. of Science & Technology; Songbo Liu, Renmin U. of China

**Monday 2:30PM**

**1037** : (HR) HR Division Ice Cream Social 2:30pm - 4:30pm WDW Dolphin Resort: Salon 1
Tweet this session: #AOM2013 1037
Join your friends and colleagues for ice cream!
Division Chair: Wendy R. Boswell, Texas A&M U.
Division Chair-Elect: David G. Allen, U. of Memphis
Program Chair: Frederick P. Morgeson, Michigan State U.
Professional Development Workshop Chair: David P. Lepak, Rutgers U.
Past Chair: Murray R. Barrick, Texas A&M U.

**Monday 2:45PM**

**1038** : (AAA) Conference Break 2:45pm - 3:15pm WDW Dolphin Resort: Atlantic B&C
Tweet this session: #AOM2013 1038

**Monday 3:00PM**

**1039** : (Paper Session) - (BPS) Behavioral Strategy and Agency 3:00pm - 4:30pm WDW Swan Resort: Macaw 2
Tweet this session: #AOM2013 1039
Chair: Stefan N. Groesser, U. of Applied Sciences Bern
The ‘Austrian’ School of Strategy: A Stock-Taking | Per L. Bylund, U. of Missouri at Columbia
Is Confucius Wrong? Second-Order Knowledge and the Efficacy of Learning | Hart E. Posen, U. of Wisconsin, Madison; Dirk Martignoni, U. of Zurich; Markus Lang, U. of Zurich

Agentic Organizations in Institutional Environments | Jiulín Teng, HEC Paris

| Acquirers’ inability to handle a different target business despite wanting it for its differences | Xavier Castañer, U. of Lausanne; Guldem Karamustafa, U. de Geneve; Jeff Davis, Orbabrush

**1040** : (Paper Session) - (BPS) Inter-firm Competition and Cooperation 3:00pm - 4:30pm WDW Swan Resort: Pelican 2
Tweet this session: #AOM2013 1040
Chair: Joydeep Chatterjee, U. of Washington, Bothell
Transfer Network Benefits and Constraints across Markets: A Perspective of Multiuse Network | Tung-Min Hung, CTBC Investment Co.; Scott Rockart, U. of North Carolina, Chapel Hill; Yi-Ju Lo, Yuan Ze U.

Examining the multinational corporations’ multinational competition in co-operation network | Chun-Ju Huang, National Chung Hsing U.; Shu-Mei Hsu, National Chung Hsing U.; Ya-Ling Guo, National Chung Hsing U.

Competition Networks and Firm Performance | Dovey Lavie, Technion Israel Institute of Technology

Incumbent Status, Interfirm Mobility and Entrant Growth | Tammy L. Madsen, Santa Clara U.; Gordon Walker, Southern Methodist U.; Bo Kyung Kim, Southern Methodist U.

**1041** : (Paper Session) - (BPS) Strategic human capital 3:00pm - 4:30pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 1041
Chair: Craig Crossland, U. of Notre Dame
I used to work at Goldman! How organizational status creates rents in the market for human capital | Matthew J. Bidwell, U. of Pennsylvania; Shinjae Won, Wharton School; Roxana Barbulescu, McGill U.; Ethan Mollick, Wharton School
Managing Uncertainty: Executive Appointments in Foreign Subsidiary Environments | Marketa Sonkova, Boston U.; Samina Karim, Boston U.
CEO Leadership, Organizational Environment, and TMT Dynamics: Implications for Competitive Behaviors | Hao-Chieh Lin, National Cheng Kung U.; Trang Thi Ha Dang, National Cheng Kung U.
The Clock Is Ticking! CEO Temporal Depth, Industry Clockspeed, and Competitive Action Speed | Sucheta Nadkarni, Drexel U.; Tianxu Chen, Oakland U.; Ming-Jer Chen, U. of Virginia; Jianhong Chen, Drexel U.

1042 (Paper Session) - (BPS) Managerial cognition and strategic decision making
3:00pm - 4:30pm WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 1042
Chair: Libby Weber, U. of California, Irvine
Searching for Blue Oceans: Mental Representation and the Discovery of New Strategies | Felipe A. Csaszar, U. of Michigan; Daniel Levithal, U. of Pennsylvania
Can stories shape strategy? Narrative-structured information and strategic decision making | Philip T. Roundy, U. of Texas, Austin; Melissa Graebner, U. of Texas, Austin
Debiasing Illusion of Control: The Effect of Internal and External Advice Seeking | Philip Meissner, Philips-U. Marburg; Torsten Wulf, Philips-U. Marburg
The Impact of Weather on Imitation: A grounded cognition perspective | Richard Chan, Peking U.

1043 (Paper Session) - (BPS) Decision Making, Perception, and the Scope of the Firm
3:00pm - 4:30pm WDW Swan Resort: Swan 8
Tweet this session: #AOM2013 1043
Chair: Philip Bromiley, U. of California, Irvine
Selective Attention and the Initiation of the External Knowledge Sourcing Process | Felipe Monteiro, INSEAD
The Impact of long-term orientation on decision making process | Weiwei (Stone) Shi, Baruch College; Haibin Yang, City U. of Hong Kong; John E Prescott, U. of Pittsburgh

1044 (Paper Session) - (BPS) Explaining Performance
3:00pm - 4:30pm WDW Swan Resort: Tucan 1
Tweet this session: #AOM2013 1044
Chair: Angelina Zubac, Melbourne Business School

Does Strategy Matter to Non-managers: An Examination of Strategic Understanding | David Dawley, West Virginia U.; Timothy P. Munnyon, U. of Tennessee, Knoxville
Explaining Post-IPO Venture Performance through a Knowledge-Based View Typology | Richard J Arend, U. of Missouri, Kansas City; H. Dennis Park, Drexel U.
How much does industry matter to firm performance in emerging countries? | Herman Etiennot, IAE Business School Argentina; Roberto Vassolo, IAE Business School Argentina; Francisco Diaz Hermeo, IAE Business School Argentina; Anita M McGahan, U. of Toronto

1045 (Paper Session) - (BPS) Family firms
3:00pm - 4:30pm WDW Swan Resort: Toucan 2
Tweet this session: #AOM2013 1045
Chair: Son Anh Le, Louisiana Tech U.
Exploring the Performance Implication of Multi-Agency Problems among Public Family Businesses | Qian Gu, Georgia State U.; Lin-Hua Lu, National Cheng Kung U.
Talent-Based and Conflict Perspectives in Family Firm Governance | Danny Miller, HEC Montreal & U. of Alberta; Isabelle Le Breton-Miller, HEC Montreal & U. of Alberta; Alessandro Minichilli, Bocconi U.; Guido Corbetta, Bocconi U.; Daniel Pittino, U. of Udine
Selling what you love: divestiture activity in family-controlled firms | Thomas Markus Zeilweger, U. of St. Gallen; Matthias F. Brauer, U. of Luxembourg
The Reporting Strategy of Earnings before Family CEO Succession | Shao-Chi Chang, National Cheng Kung U.; Ying-Juan Wong, National Kaohsiung U. of Applied Sciences; Wen-Chun Lin, National Taipei College of Business

1046 (SHCS: (BPS, ENT, TIM) Industry Evolution (Ir)regularities: Do We Need a More General/Unified Theory?
3:00pm - 4:30pm WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 1046
Chair: Bilgehan Uzunca, IESE Business School
Moderator: Michael Lenox, U. of Virginia
Participants: Rajshree Agarwal, U. of Maryland; Javier Gimeno, INSEAD; Rahul Kapoor, U. of Pennsylvania; Marvin B Lieberman, U. of California, Los Angeles

1047 (SHCS: (BPS, OMT, ENT) The Origins (or Evolution) of Organizational Capabilities
3:00pm - 4:30pm WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 1047

1048 (Paper Session) - (CAR) Generational Issues Across the Globe
3:00pm - 4:30pm WDW Dolphin Resort: Europe 1
Tweet this session: #AOM2013 1048
Chair: Monica L. Forret, St. Ambrose U.
Career and Life Fusion: The Shift Created in a Multi-generational Workforce Impacted by Technology | Donna L. Haeger, Case Western Reserve U., Weatherhead School of Management; Tony Lingham, Case Western Reserve U.

Trends and determinants of work-retirement transitions in Japan, Germany and England | Dirk Hofäcker, Mannheim U.; Heike Simone Schroder, WU Vienna; Yuxin Li, U. of Warwick; Matt Flynn, Middlesex U.

The Careers Best International Paper Award Finalist
Career Profiles of the Generation Y in Brazil | Helena Talita Dante Cordeiro, FEA-USP; Lindolfo Galvão de Albuquerque, FEA-USP
Too Young to Retire, Too Old to Keep Job: Job Insecurity & FWS Salience among Mid-Career Employees | Vivien KG Lim, National U. of Singapore; Rashimah Rajah, National U. of Singapore; Elvis Y. M. Chong, National U. of Singapore

New configurations and their impact on workfamily
3:00pm - 4:30pm WDW Dolphin Resort: Asia 3
Chair: Suzanne C. de Janasz, IMD; Joy A. Schneer, Rider U.
Presenters: Diana Ritchie, Spouse Career Centre; Trisha Harp, Harp Family Institute; Joy A. Schneer, Rider U.; Scott J Behson, Fairleigh Dickinson U.; Monique Valcour, EDHEC Business School

Exploring the Role of Culture across Contemporary Leadership Perspectives
3:00pm - 4:30pm WDW Swan Resort: Teal
Chair: Suzanne C. de Janasz, IMD; Joy A. Schneer, Rider U.
Presenters: Diana Ritchie, Spouse Career Centre; Trisha Harp, Harp Family Institute; Joy A. Schneer, Rider U.; Scott J Behson, Fairleigh Dickinson U.; Monique Valcour, EDHEC Business School

The Need for Soul Care in the Face of Capitalism
3:00pm - 4:30pm WDW Coronado Springs Resort: Laredo 1
Chair: Lukas Neville, U. of Manitoba
It Takes Two – Abusive Supervision as an escalating process of supervisor-subordinate interaction | Stefan Klaussner, European U. Viadrina

Nostalgia as a Resource in an Unfair World | Marius van Dijke, Erasmus U. Rotterdam; Tim Wildschut, U. of Southampton; Constantine Sedikides, U. of Southampton
Sorry Seems to be the Hardest Word: Forecasting Errors in the aversiveness of an Apology | Joost Leunissen, Erasmus U. Rotterdam; David De Cremer, CEIBS; Marius van Dijke, Erasmus U. Rotterdam; Chris Rainders Folmer, U. of Ghent

The Powerv of Sharing Opinions: The Mutually Reinforcing Effects of Power and Advice Giving | Leigh Plunkett Tost, U. of Michigan, Ann Arbor; Francesca Gino, Harvard U.; Richard Larrick, Duke U.

Positive Psychological Capital and Growth Intentions of Entrepreneurs | Sofia A. Kauko-Valli, U. of Jyväskylä; Mika Haapangen, U. of Jyväskylä
Examining How Entrepreneurs’ Multiple Goals and Means Influence New Venture Creation | Iana Ezhova, Oklahoma State U.
Antecedents of Social Entrepreneurial Intentions: A Validation Study | Kai N. Hockerts, Copenhagen Business School
Cultural Values and Cultural Tools: Loose Coupling Self-Efficacy and Entrepreneurial Intentions | Kim Klyver, U. of Southern Denmark; Patricia H Thornton, U. of Manitoba
Funding of Startup Healthcare Businesses in the Democratic Republic of the Congo | Masud Chand, Wichita State U.; Ngoyi K.Z. Bukonda, Wichita State U.; Tumba Ghislain Disashi, U. of Mbuji Mayi

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Microfinance and Innovation Ecosystem: Evidence from Brazil and Insights for Social Entrepreneurship | Ana Cristina O Siqueira, Duquesne U.; Sandra R. H. Mariano, U. of Florida; Borna Mutlu, U. of Florida

Is Microfinance Too Micro? Examining Loan Size and Borrowers’ Salaries Effect on MFI Performance | R Scott Livengood, U. of Florida; Borna Mutlu, U. of Florida


1057  Session Details – Monday, 2:00 - 4:00 PM

Entrepreneurial Team Diversity
3:00pm - 4:30pm WDW Swan Resort: Mockingbird 1
Tweet this session: #AOM2013 1057
Chair: Florence E M Honore, U. of Minnesota
Discussant: Florence E M Honore, U. of Minnesota

Entrepreneurial Team Diversity and Performance: An Investigation of What and How Wencang Zhou, Montclair State U.

Effects of Dyadic Co-founder Heterogeneity, Trust and Learning Interactions on ACAP and Performance | Robert Gemmell, Georgia State U.

The Effect of Founding Team Human-Capital and Power Structure on Technological Exploration | Jaclyn Shor, Drexel U.; Daniel Tzabbar, Drexel U.

How Does Team Diversity Evolve? Exploring Alternative Perspectives on Entrepreneurial Team Change | Simone Santoni, U. of Bologna; Riccardo Fini, U. of Bologna; Rosa Grimaldi, U. of Bologna; Mike Wright, Imperial College London

1057  (Paper Session) - (ENT) Entrepreneurial Team Diversity

Business Model Formation and Effects
3:00pm - 4:30pm WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 1058
Chair: Melissa S. Baucus, U. of Otago
Discussant: Melissa S. Baucus, U. of Otago


Competing in New Markets and the Search for a Viable Business Model | Rory McDonald, U. of Texas, Austin

Understanding the Micro-Processes of Business Model Development | Bart Clarysse, Imperial College Business School; Charlotte Pauwels, Imperial College London


1057  (Paper Session) - (ENT) Business Model Formation and Effects

Founders, Ownership, and Human Capital
3:00pm - 4:30pm WDW Swan Resort: Parrot 1
Tweet this session: #AOM2013 1059
Chair: Candace TenBrink, U. of Houston
Discussant: Candace TenBrink, U. of Houston

Spinout Formation: Do Opportunities and Constraints Benefit High Human Capital Founders? | Mariko Sakakibara, U. of California, La Jolla; Natarajan Balasubramanian, Syracuse U.

Mine... Ours? Unpacking How Founders Decide Whether and How to Share Ownership | Juan Quiroga, INSEAD

A Bird in Your Hand is Worth Two in the Bush:CEO Share Selling at IPO | Qiang Li, Hong Kong U. of Science and Technology

Frederic Delmar, EM Lyon

1060  (Paper Session) - (ENT) Creating and Capturing Innovation Opportunities

3:00pm - 4:30pm WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 1060
Chair: Judy Matthews, Queensland U. of Technology
Discussant: Dimo Dimov, U. of Bath


Capturing Opportunities for Business and Innovation in Knowledge Intensive Services | Judy Matthews, Queensland U. of Technology; Roxanne Zolin, Queensland U. of Technology; Sukanilay Sawang, Queensland U. of Technology

The Identification of Sustainable Opportunities in Existing Enterprises | Eco van Burg, VU U. Amsterdam; Ksenia Podbylnitsyna, Eindhoven U. of Technology; Lien Beck, Hasselt U.; Timme Lommelen, Hasselt U.

The Role of Effectuation in New Product Development of New Ventures | Junyong Im, U. of Missouri, Kansas City

1061  (Paper Session) - (ENT) Effects of Entrepreneurial Networks

3:00pm - 4:30pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 1061
Chair: Angelika Lindstrand, Stockholm School of Economics
Discussant: Aard J Groen, U. of Twente

Antecedents and Glocalized Networks of Indian Transnational Entrepreneurs in the US | Sarika Pruthi, King’s College London; Anuradha Basu, San Jose State U.

The Best of Both Worlds: Benefits of Specialized-brokered and Diverse-closed Syndication Networks | Anne L.J. ter Wal, Imperial College London; Oliver Alexy, Technische U. München; Joern Hendrich Block, Technische U. München; Philipp G. Sandner, Technische U. München

VC Firms’ Role in Portfolio Firms’ Inter-firm Collaboration: A Network Perspective | Xiaodan Wang, Western Michigan U.; William P. Wan, City U. of Hong Kong; G. T. Lumpkin, Syracuse U.

Managing Institutional Impediments Through Business Networks | Angelika Lindstrand, Stockholm School of Economics; Kent Eriksson, Royal Institute of Technology - KTH; Nurgul Ozbek, Stockholm School of Economics

1062  (Paper Session) - (GDO) Breaking Barriers: Women on Boards and in Science

3:00pm - 4:30pm WDW Dolphin Resort: Europe 5
Tweet this session: #AOM2013 1062
Chair: Ann Gregory, Athabasca U.

Morning Session Details – Monday, 8:00 - 12:00 PM

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

1063 ☯ JS: (GDO, CAR, OB) Beyond Gender Barriers: Exploring How Women Overcome Obstacles to Career Advancement
3:00 pm - 4:30 pm WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 1063
Discussants: Herminia Ibarra, INSEAD; Erika H. James, U. of Virginia
Self-Reliance Is a Distinct and Positive Form of Agency for Women in Organizations | Rebecca L. Schauberg, Stanford U.; Frank Flynn, Stanford U.
Becoming a Working Mother: Identity, Efficacy and Resocialization Following Re-entry | Jamie J. Ladge, Northeastern U.; Danna Greenberg, Babson College
Becoming a leader: High-achieving women’s construction of professional and personal advancement | Beth K. Humberd, Boston College; Rachel Arnett, Harvard U.; Judith A. Clair, Boston College; Kathleen L. McGinn, Harvard U.
Women’s Career Negotiation: Challenging, Problem Solving, and Creating Opportunity | Hannah Riley Bowles, Harvard U.; Bobbi Thomason, Stanford U.; Julia Bear, Technion Israel Institute of Technology

1064 ☯: (Paper Session) - (HCM) Learning from Within and Beyond the Organization
3:00 pm - 4:30 pm WDW Coronado Springs Resort: Fiesta 4
Tweet this session: #AOM2013 1064
Chair: Brian Hilligoss, The Ohio State U.
Expertise Recognition in Interdisciplinary Care Teams and Its Effect on Team Performance | Xi Zhu, U. of Iowa
Learning from Failure through “M&M Conferences”: Findings from an Intensive Care Unit | Erik Schäfer, Freie U. Berlin; Georg Schreyogg, Freie U. Berlin
The Environmental Context of Absorptive Capacity for Collaborative Care Management | Johanna E. Steenrod, U. of Pittsburgh; Michael K Lin, U. of Pittsburgh
CoPs and Robbers: Taking and Making Management in UK Healthcare | Simon Bailey, Manchester Business School; Mike Bresnen, Manchester Business School; Damian Edward

1065 ☯: (Paper Session) - (HCM) Climate, Job Satisfaction, and Turnover
3:00 pm - 4:30 pm WDW Coronado Springs Resort: Yucatan 1
Tweet this session: #AOM2013 1065
Chair: Mattia J Gilmartin, New York U.
Predictors of Nursing Turnover: Organizational versus Professional Level | Olena Mazurenko, UNLV; Gouri Gupte, Boston U.; Guogen Shan, UNLV
Longitudinal Analysis Authentic Leadership on Workplace Bullying, Burnout and Turnover Intentions | Heather Spence Laschinger, U. of Western Ontario; Roberta Fida, U. of Rome La Sapienza
Psychological Well-Being and Fear of Future Violence among Nurses: Violence Climate as a Moderator | Bella L. Galperin, U. of Tampa; Paul Spector, U. of South Florida
An Investigation of Formal Mentors’ Work Overload and Mentoring Effectiveness among Nurses | Min Jeong Kim, Chonnam National U.; Kyongjoo Choi, Chonnam National U.

1066 ☯: (Paper Session) - (HR) Multilevel Strategic HR
3:00 pm - 4:30 pm WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 1066
Chair: Janet H. Marler, SUNY, Albany
Toward a Cross-level Theory of the Pay Variation and Performance Relationship | Samantha A. Conroy, U. of Arkansas; Nina Gupta, U. of Arkansas
HR Flexibility and Firm Performance: The Cross-Level Moderating Effect of Industry Dynamism | Sean A. Way, Ecole hôtelière de Lausanne; Patrick M. Wright, U. of South Carolina; J Bruce Tracey, Cornell U.
Human Resources Management and Creativity: A Cross-level Examination of Underlying Mechanisms | Dong Liu, Georgia Institute of Technology; Yaping Gong, Hong Kong U. of Science and Technology; Jing Zhou, Rice U.; Jia-Chi Huang, National Chengchi U.

1067 ☯: (Paper Session) - (HR) Recruiting for Top Talent
3:00 pm - 4:30 pm WDW Dolphin Resort: Oceanic 4
Tweet this session: #AOM2013 1067
Chair: Kevin Carlson, Virginia Tech
Competing for Talent: Country and University Effects in Human Resources Competition of Universities | Benedetto Lepori, U. of Lugano; Marco Seebur, U. of Lugano; Andrea Bonacci, U. of Pisa
Assessing Overconfidence in Recruiter Predictions of Applicant Performance | Edgar E. Kausel, U. de Chile; Satoris S. Culbertson, U. of Nebraska, Lincoln; Jessica Marie Greenwald, St. Ambrose U.
Applicant Attitudes Across the Recruitment Process: Time is of the Essence | Brian W. Swider, Georgia Institute of Technology

1068 | (Paper Session) - (HR) Strategic HR and Competitive Advantage
3:00pm - 4:30pm WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 1068
Chair: Mani R. Subramani, U. of Minnesota
 What Makes SOE’s Employees More Responsible? The Role of Ethical Leadership in Multilevel View | Yan Pan, China Europe International Business School; ChunYong Tang, Southwest Jiaotong U.; Shuming Zhao, Nanjing U.; Weiwei Yang, Southwest Jiaotong U.
 The Underemployed as a Source of Strategic Human Capital for Competitive Advantage | David Sikora, Cal Poly San Luis Obispo; Tina W. Thompson, Florida State U.
 Exploring Characteristics and Models of Work and Family Positive Spillover in Taiwan | Ting-pang Pang Huang, Soochow U.

1069 | (Paper Session) - (HR, IM, OB) The HR Function in the Arab Middle East: How to Facilitate Global Integration in Turbulent Times?
3:00pm - 4:30pm WDW Dolphin Resort: Europe 3
Organizer: Fida Afouni, American U. of Beirut
Chairs: Mustafa F Ozbilgin, Brunel U.; Fida Afouni, American U. of Beirut
Discussant: Beverley Metcalfe, U. of Manchester
Multinational HRM and the Challenges of the Middle East | Faten Al-Husain, U. of Bedfordshire; Fawaz AlHussan, IESEG School of Management; Atef Al-Awadweh, Amman Arab U.
WhatLocalsWant:JordanianEmployee’sViewsonExpatriateManagers | Jawad Syed, U. of Kent; Nour George Hazboun, U. of Kent, Canterbury; Peter Anthony Murray, U. of Southern Queensland
ExpatriatePerspectivesonLocalizationintheArabGulfRegion | Justin Williams, Charles Sturt U.; Ramudu Bhanugopan, Charles Sturt U.
Exploring Talent Management Challenges in SMEs in Turbulent Economies | Fida Afouni, American U. of Beirut
The Role of Recruitment Agencies in Management of Talent in the UAE | Joana Vassilopoulou, U. of Sussex; Mustafa F Ozbilgin, Brunel U.; Ahi Tafiri, U. of London; Ingo Forstenlechner, United Arab Emirates U.

1070 | (ICW) Organizational Research Methods Editorial Review Board Meeting
3:00pm - 4:30pm WDW Coronado Springs Resort: Fiesta 5
Tweet this session: #AOM2013 1070
Organizer: Cynthia Nalevanko, Sage Publications

1071 | (Paper Session) - (IM) Multi-Country Studies on the Nexus between Formal and Informal Institutions and Entrepreneurship
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Cape Cod B
Tweet this session: #AOM2013 1071
Chair: Sanjay Patnaik, The Wharton School, U. of Pennsylvania
 How Does Foreign Direct Investment Influence Local Venture Founding: Evidence from China | Xuef Ma, Chinese U. of Hong Kong; Junichi Yamano, CHUO U.
 Policy Implications of IPR and Competition Policy on Entry into Entrepreneurship across Countries | Kun Fu, Imperial College Business School; Kun Liu, Wayne State U.
 National Culture, Formal Institutions, and IPO Activity: A Cross-National Analysis | Krista Lewellyn, U. of Wyoming; Rosey Bao, Old Dominion U.
 The Country Institutional Profile for Entrepreneurship Revisited | Luis Alfonso Dau, Northeastern U.

1072 | (Paper Session) - (IM) Exit Decisions in the Global Context – On Divestitures, Closures, and Dissolutions
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 1072
Chair: Guo-Liang Frank Jiang, Dalhousie U.
 Institutional Barriers and Exit of Small-sized Foreign Subsidiaries under Unfavorable Conditions | Sangcheol Song, Saint Joseph’s U.; Gunae Choi, Rutgers U.
 MNC Subsidiary Closure: What Stays When the MNC Leaves? | Pedro de Faria, U. of Groningen; Miguel Torres Preto, Instituto Superior Tecnico; Wolfgang Sefika, Tilburg U.
 Temporary Investment Incentives and Divestment by Foreign Firms | José Mata, NOVA School of Business and Economics; Paulo Guimarães, Porto U.

1073 | (Paper Session) - (IM) Emerging Economies & Institutional Heterogeneity
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 1073
Chair: Gene F. Brady, Southern Connecticut State U.
 Why Does Family Firm Performance Vary in Emerging Markets? A Middle Range Institution-based Theory | Marc Van Essen, U. of South Carolina; Patricio Duran, U. of South Carolina; Pursey Heugens, Erasmus U. Rotterdam; Tatiana Kostova, U. of South Carolina
 Subnational Institutions, Foreign Firms Ownership Strategies, and Local Partner Selection | Shu Yu, National U. of Singapore
 The Historical Roots of Firm Access to Finance: Evidence from the African Slave Trade | Lamar Pierce, Washington U. St. Louis; Jason Snyder, U. of California, Los Angeles
 The Many Worlds of Emerging Economies: Research Frames in International Management Research | Anirvan Pant, Indian Institute of Management Calcutta; J Ramachandran, Indian Institute of Management, Bangalore

1074 | (Paper Session) - (IM) IM Division Gustavson Best Qualitative Paper Award Session in International Business
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 1074
Chair: Mary Yoko Brannen, U. of Victoria/INSEAD

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

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

**Section D**

- **R** Corporate Language and Implications for Organizational Learning | Mette Zoelner, Copenhagen Business School
- **IM** Division Gustavson Award Finalist
- **R** Conservation of Responsibility & Context Manipulation in High Context Communication Cultures | Benjamin M. Cole, Fordham U.
- **IM** Division Gustavson Award Finalist
- **R** Leading Across Language Barriers: Strategies to Mitigate Negative Language-induced Emotions in MNCs | Helene Tenzer, Tübingen U.; Markus Pudelko, Tübingen U.
- **IM** Division Gustavson Award Finalist
- **R** Cross-border M&As and the Mediating Role of Socio-cultural Integration Processes | Aida Hajro, Brunel U.
- **IM** Division Gustavson Award Finalist

**1075 **: JS: (IM, MOC, OB) Global Wisdom and International Management Practices
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Asbury D
This tweet session: #AOM2013 1075
Organizer: Leigh Anne Liu, Georgia State U.
Discussants: Kwok Leung, City U. of Hong Kong; Martin J Gannon, California State U; San Marcos
Global Wisdom & the Audacity of Hope | Nancy J Adler, McGill U.
Accessing Practical Wisdom through Strategic Indirection: Alterity and the Logic of the Glance | Robert Chia, U. of Strathclyde
The Wisdom of Foolishness for Open-Ended Creative Potentaility | Peter Ping Li, Copenhagen Business School
Communicate To Overcome the Tyranny of Political Wisdom in Multicultural Contexts | Leigh Anne Liu, Georgia State U.; Sushil Nifadkar, Georgia State U.

**1076** : (Plenary) - (MC) DC Division Distinguished Speaker
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Asbury A
This tweet session: #AOM2013 1076
Division Chair: Anthony F. Buono, Bentley U.
Program Chair: Joanne C Preston, Global Exchange Group
Distinguished Speaker: Raj Sidisod, Babson College

**1077** : (Paper Session) - (MED) The Assessment of Teaching and Learning
3:00pm - 4:30pm WDW Coronado Springs Resort: Yucautan 2
Chair: Manuela Brusoni, Bocconi U.
Discussant: Binod Sundararajan, Dalhouse U.
Undergrad Business Program Learning Goals: Differentiation, Common Aspirations, or Cursory Cloning? | Kyle E Brink, Western Michigan U.; Robert D Costigan, St. John Fisher College
MED Global Forum Best Paper Award sponsored by the University of Manchester, Manchester Business School for the paper that best creates the opportunity to address global issues of significance to management education and/or development.
Changing the Culture of Assessment: Moving from Bureaucratic to Clan Control | Aimee Dars Ellis, Ithaca College

**1078** : (Plenary) - (MH) Internationalizing the Management History Division
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Asa 2
This tweet session: #AOM2013 1078
Past Chair: Chester S. Spell, Rutgers U.
A Leader You Can Trust: The Effects of Leader Error Approach on Trust | Nicoletta G. Dimitrova, VU U. Amsterdam; Edwin A.J. van Hooft, U. of Amsterdam; Cathy Van Dyck, VU U. Amsterdam; Peter Groenewegen, VU U. Amsterdam
Powerful Leaders and Satisfied Followers: Role of Social Worth and Leadership Prototypes. | Chia-Yen Chiu, SUNY, Buffalo; Prasad Balkundi, SUNY, Buffalo; Frankie J. Weinberg, Loyola U. New Orleans
The Effects of Entitlement and Accountability on Perceptions of Abusive Supervision and Bullying | Jeremy D. Mackey, Florida State U.; Jeremy Ray Brees, U. of Scranton

**1079** : (Paper Session) - (MOC) Leadership Attributions
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Asia 2
This tweet session: #AOM2013 1079
Chair: Juan-Carlos Pastor, Instituto de Empresa Business School
A Leader You Can Trust: The Effects of Leader Error Approach on Trust | Nicoletta G. Dimitrova, VU U. Amsterdam; Edwin A.J. van Hooft, U. of Amsterdam; Cathy Van Dyck, VU U. Amsterdam; Peter Groenewegen, VU U. Amsterdam
Powerful Leaders and Satisfied Followers: Role of Social Worth and Leadership Prototypes. | Chia-Yen Chiu, SUNY, Buffalo; Prasad Balkundi, SUNY, Buffalo; Frankie J. Weinberg, Loyola U. New Orleans
The Effects of Entitlement and Accountability on Perceptions of Abusive Supervision and Bullying | Jeremy D. Mackey, Florida State U.; Jeremy Ray Brees, U. of Scranton

**1080** : (MOC) Understanding the Implicit Norms of Different Academy of Management Divisions
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Europa 4
This tweet session: #AOM2013 1080
Coordinators: Johannes Meuer, U. of Zurich; Will Felps, Australian School of Business, UNSW
Panellists: Kevin Crowston, National Science Foundation; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Giuseppe Labianca, U. of Kentucky; William McKinley, SIU Carbondale

**1081** : (Paper Session) - (MOC) Dynamic, Temporal and Complementary Developments on Team Mental Models
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Europa 5
This tweet session: #AOM2013 1081
Organizer: Mary Jane Sierra, U. of Central Florida
Mental Models, Coordination, and Performance | Mark Bayer, U. of Texas, Austin; Kyle Lewis, U. of Texas, Austin
Antecedents and Outcomes of Team Situational Models | Mary Jane Sierra, U. of Central Florida; Ramon Rico, U.

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

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**1082** (Paper Session) - (MSR) MSR Research Paper Session
3:00pm - 4:30pm WDW Dolphin Resort: Europe 10
Chair: John Norman Davis, Hardin Simmons U.


Impact of Spiritual Leadership on the Performance of Information Technology Projects | Reyna Rollins, MITRE Corporation; Louis W. (Jody) Fry, Texas A&M U. - Central Texas

How Mindset Mediates The Impact Of Spirituality On Work Attitude: A Conceptual Model | Shiva Taghavi, HEC Paris

**1083** (OB) Thirty Years of Feedback-Seeking Research: Celebrating the Past, Inspiring the Future
3:00pm - 4:30pm WDW Dolphin Resort: Asia 5
Organizer: Joe Krasman, U. of Ontario
Discussant: Elizabeth Wolfe Morrison, New York U.


**1084** (Paper Session) - (OB) Identity: Demands, Forms and Approaches
3:00pm - 4:30pm WDW Dolphin Resort: Europe 6
Chair: David A. Kravitz, George Mason U.

Is Leadership Part of Me? An Identity Approach to Understanding the Motivation to Lead | Laura Guillem, ESMT; Konstantin Korotov, ESMT; Margarita Mayo, IE Business School

**1085** (Paper Session) - (OB) Diversity in the Workplace
3:00pm - 4:30pm WDW Dolphin Resort: Asia 5
Chair: Charlotte Davis, Concord U.

Racial Discrimination Taking Both Ways: Moderation of Social Goal and Task-Type | Sunyoung Lee, London Business School; Madan M. Pillutla, London Business School

Opposites Attract or Attack? Team Diversity, Diversity Climate, and Inter-Personal Aggression | Anat Drach-Zahavy, U. of Haifa; Anit Somech, U. of Haifa; Revital Trogan, U. of Haifa

Yes We Can (Channel Our Arousal): The Adaptive Role of Cortisol in Women’s Salary Negotiations | Alia Joy Crum, Columbia Business School; Ilona Fridman, Columbia Business School

Gender, Age, Trust and Fear of Knowledge Disclosure: The Case of an Innovation Tournament Platform | Oguz Ali Acar, Erasmus U. Rotterdam; Jan Van den Ende, Erasmus U. Rotterdam

**1086** (Paper Session) - (OB) Organisational Citizenship Behavior: New Perspectives on the “Good Soldier”
3:00pm - 4:30pm WDW Dolphin Resort: Oceanic 1
Chair: Robert Moorman, Elon U.

A Need to Belong as a Driver of Newcomer Organizational Citizenship Behavior | Kyle Rochford, Case Western Reserve U.

Combined Effects of Job Satisfaction and Impression Management on OCB and Job Performance | Mansoor Anjum, International Islamic U. Islamabad Pakistan; Usman Raja, Brock U.; Muhammad Abbas, Riphah International U.

Short and long-term effects of relational ambivalence with managers on employee citizenship behavior | Kyle Ingram, U. of Greenwich

Constructive Organizational Culture and Organizational Citizenship Behaviors: A Configurational View | Sophia Vladimirova Marinova, U. of Illinois, Chicago; Xiaoyun Cao, U. of Illinois, Chicago

Organizational Citizenship Behaviors: Is it Really a Matter of Choice? | Heather Anne MacDonald, Memorial U. of
MONDAY

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

Newfoundland; Lorne M. Suitsky, Memorial U. of Newfoundland; Gary Gorman, Memorial U. of Newfoundland

1087 ➤ (Paper Session) - (OB) The Self, Scandal and Swearing: Research on the Dark Side of the Organization
3:00pm - 4:30pm WDW Dolphin Resort: Oceanic 5

Tweet this session: #AOM2013 1087
Chair: Niki A. den Nieuwenboer, Santa Clara U.
→ Swearing at the Workplace: Its Surprising Positive Outcomes and How To Cope With and Benefit From It | Yehuda Baruch, Rouen Business School; Ariane Ollier-Malaterre, Rouen Business School; Rea Prouska, Middlesex U.
Sex and Power: How Political Leaders Recover from Sex Scandals | Steven Grover, U. of Otago; Markus Hessel, EM Lyon
→ The Dark Side of Socialization: A Longitudinal Investigation of Newcomers' Alcohol Use | Songqi Liu, Pennsylvania State U.; Mo Wang, U. of Florida; Peter A. Bamberger, Tel Aviv U.; Junqi Shi, Sun Yat-sen U.; Samuel Bacharach, Cornell U.; Kent Alipour, Pennsylvania State U.

1088 ➤ (Paper Session) - (OB) Teams, Networks & Social Structures
3:00pm - 4:30pm WDW Dolphin Resort: Oceanic 6

Tweet this session: #AOM2013 1088
Chair: Cécile Emery, London School of Economics
Network Structure, Individual Agency and Outcomes: Power Dynamics Following a Change in Technology | Stefano Tasselli, Judge Business School
→ A Bridge over Troubled Water? The Push and Pull of Team Conflict on Between-Team Network Ties | Eric J. Neuman, U. of Illinois, Urbana-Champaign; Ariel C. Avgar, U. of Illinois, Urbana-Champaign
Creative Problem Solving Style and Individuals' Advice Network Formation and Creative Performance | Timothy Mark Basadur, Concordia U.; Min Basadur, McMaster U.

1089 ➤ (Paper Session) - (OB) Through a Moral lens: the Role of Moral Identity, Reasoning and Climate
3:00pm - 4:30pm WDW Dolphin Resort: Oceanic 8

Tweet this session: #AOM2013 1089
Chair: David Patient, U. Católica Portuguesa
The Role of One’s Own Transgressions on the Punitiveness of Others’ Wrongdoing | David Mayer, U. of Michigan; Cynthia S. Wang, Oklahoma State U.; Madeline Ong, U. of Michigan
Core Values vs. Common Sense:Managers Who Highlight Consequences Do Not Appear to Moralize (WITHDRAWN) | Tamar Admati Kreps, Stanford U.; Benoit Monin, Stanford U.
The Lives of Others: Third Parties' Responses to Others' Injustice | Jane O'Reilly, U. of British Columbia; Karl Aquino, U. of British Columbia
→ Exploring the Socio-Moral Climate in Organizations: A Validation Study | Armin Pircher Verdorfer, Technische U. München; Brigitte Steinheider, U. of Oklahoma, Tulsa Graduate College; David Burkus, Oral Roberts U.

1090 ➤ (Paper Session) - (OB) Creativity: An Emotional Perspective
3:00pm - 4:30pm WDW Dolphin Resort: Salon A3

Tweet this session: #AOM2013 1090
Chair: Holly H. Chiu, Rutgers U.
Unraveling the Effects of Creative Personality on Unethical Behavior | Ke Mai, U. of Arizona; Aleksander P. J. Ellis, U. of Arizona; David Welsh, U. of Arizona
→ A Multilevel Model Linking Emotional Labor and Employee Creativity | Hongping Zhang, Shandong U.; N. Sharon Hill, George Washington U.; Xiaoming Zhang, American U.
The Emotional Edge: Creativity under Job Complexity and Creativity Requirements | Michael R. Parke, U. of Maryland; Myeong-Gu Seo, U. of Maryland
Ambivalent Affect and Creativity: A Moderated Mediation Model | Sirkwoo Jin, Memmack College; Myeong-Gu Seo, U. of Maryland
Uncovering the Antecedent and Consequence of Service Employee Creativity | Inyong Shin, Yonsei U.; Won-Moo Hur, Pukyong National U.; Hongseok Oh, Yonsei U.

1091 ➤ (Paper Session) - (OB) Cross Cultural Research in OB: Evidence from Asia
3:00pm - 4:30pm WDW Dolphin Resort: Salon A4

Tweet this session: #AOM2013 1091
Chair: Xiao-Ping Chen, U. of Washington
→ Fostering Inter-Cultural Relationships: The PCN Japanese Expatriate-American Local Experience | Justin Kraemer, Rutgers U.
→ Foreign Company Attractiveness to Host Country National Professionals: An Integrated Model | Katharina Hildisch, U. of Goettingen; Fabian Jintae Froese, U. of Goettingen; Vesa Peltonkorpi, Japan Advanced Institute of Science and Technology
→ The Relationship Among Cultural Intelligence, Loneliness, Supervisor Support, and Work Adjustment | Angela Shin-yih Chen, National Taipei U.; Yi-chun Lin, National Taiwan Normal U.

1092 ➤ (Paper Session) - (OB) The Mind, Gender and Others: New Directions in Justice Research
3:00pm - 4:30pm WDW Dolphin Resort: Salon E2

Tweet this session: #AOM2013 1092
Chair: Michael D. Baer, U. of Georgia

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Neuroeconomics Studies of Fairness and Organizational Justice Research: A Meta-Synthesis | Constant D. Beugre, Delaware State U.

Gender Differences in Organizational Justice Evaluations: Evidence from IMRI | James Hamilton Dulebohn, Michigan State U.; Donald E. Conlon, Michigan State U.; Robert B. Davison, Texas Tech U.; Austin Lee, Northern Kentucky U.; Julia E. Hoch, California State U., Northridge

Co-worker Reactions to i-deals: A Distributive Justice Perspective | Elise Marescaux, KU Leuven; Thomas More; Sophie De Winne, KU Leuven; Luc Sels, KU Leuven

How are you Related? How Social Relationships Influence Outcome Fairness and Satisfaction | Etal Netanel Sherf, U. of Maryland, College Park; Vijaya Venkataramani, U. of Maryland, College Park

**1093**  →  ☯: (Paper Session) - (OB) [I Lead, I Feel: The Role of Emotions in Leadership]
3:00pm - 4:30pm WDW Dolphin Resort: Salon E3

Chair: Kevin B. Lowe, U. of North Carolina at Greensboro

Two Faces of the Leader: Inferences from Expressing Pride or Happiness on Perceived Leader Roles | Prisca Brosi, TUM School of Management; Matthias Spoorrie, U. of Applied Management; Isabel Melanie Welpe, Technical U. Munich

Contemptuous Leaders: Power Exacerbates Contempt’s Negative Impact on Leaders’ People Orientation | Stacey Sanders, Groningen U. (RuG); Barbara Wisse, U. of Groningen; Nico W. Van Yperen, U. of Groningen

Affective Mechanisms for a Trickle-Down Effect of Transformational Leadership: The Rule of Justice | Bart Voorn, U. of Groningen; Frank Walter, U. of Groningen; Janka Ireen Stoker, U. of Groningen

The Interactive Roles of Leaders’ Emotional Labor In Followers’ Outcomes | Gang Wang, U. of Idaho; Scott Seibert, U. of Iowa; Terry L. Boles, U. of Iowa

(Mis)Reading Collectives’ Emotional Composition: Emotional Aperture & Transformational Leadership | Jeffrey Sanchez-Burks, U. of Michigan; Caroline A Bartel, U. of Texas, Austin; Ouy Nguyen Huy, INSEAD; Laura L. Rees, U. of Michigan, Ann Arbor

**1094** SHCS: (OB, HR) The Dynamics of Leadership: The Nature and Impact of Leadership over Time
3:00pm - 4:30pm WDW Dolphin Resort: Salon IV

Chair: Crystal I Chien Farh, Michigan State U.


When Do New Members Matter? A Contingency-Based Study of Newcomer Voice and Team Performance | Ning Alex Li, U. of Maryland; Gilad Chen, U. of Maryland


Leading Well Over Time: Temporal Contingencies of Leadership Impact in Dynamic Team Contexts | Crystal I Chien Farh, Michigan State U.; Gilad Chen, U. of Maryland

The Temporal Dynamics of Ambidextrous Leadership for Innovation: A Diary Study | Kathrin Rosing, Leuphana U. Lueneburg

**1095**  →  ☯: SHCS: (OB, HR) The Pay-Happiness Relationship
3:00pm - 4:30pm WDW Dolphin Resort: Asia 4

Organizer: Yongheng Angus Yao, Concordia U.
Chair: Edwin A. Locke, U. of Maryland, College Park
Discussant: Gary P. Latham, U. of Toronto
Can Money buy Happiness? | Edwin A. Locke, U. of Maryland, College Park

Happiness as a Function of both Pay Level and Pay Comparison | Yongheng Angus Yao, Concordia U.


A Longitudinal Exploration of the Impact of Performance-related Reward on Happiness at Work | Rebecca Hewett, Royal Holloway U. of London

Living among the Affluent: Boon or Bane? | Louis Tay, U. of Illinois, Urbana-Champaign; Mike Morrison, The U. of Western Ontario; Ed Diener, U. of Illinois, Urbana-Champaign

**1096**  →  JS: (OB, MOC) Emotions and Workplace Mistreatment from Multiple Perspectives
3:00pm - 4:30pm WDW Dolphin Resort: Salon V

Organizers: Karen Rochelle Niven, Manchester Business School; Tara Reich, London School of Economics
Discussant: Deanna Geddes, Temple U.

Indirect Aggression at Work: The Emotional Drivers of Badmouthing | Paulo N. Lopes, Catholic U. of Portugal; Lisa Roque, Catholic U. of Portugal

Aggressive Customers, Emotion Regulation, and Performance: A Daily Diary Study | Karen Rochelle Niven, Manchester Business School

Sexual Harassment Crossover Effects: Supervisor Sexual Harassment Affects Marital Functioning | Angela M Dionisi, Queen’s U.; Julian Barling, Queen’s U.

Third-party Reactions to Witnessed Mistreatment: Overcoming a Predisposition | Tara Reich, London School of Economics; Sandy Hershcovis, U. of Manitoba

**1097**  →  JS: (OB, OMT, HR) Towards a Multilevel Perspective of Human Energy in Organizations
3:00pm - 4:30pm WDW Dolphin Resort: Salon E1

Chairs: Ulrich Leicht-Deobald, U. of St. Gallen; Chak Fu Lam, U. of Michigan, Ann Arbor
Discussant: Ryan Quinn, U. of Virginia

Energy as Practice: Relational Energy in Organizations | Dana McDaniel Sumpter, California State U. Long Beach; Cristina Gibson, U. of Western Australia

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Destructive De-energizers: The Impact of Negative Social Network Ties on Performance and Turnover | Alexandra Gerbasi, Grenoble Ecole de Management; Christine L. Porath, Georgetown U.; Andrew Parker, Grenoble Ecole de Management; Robert L. Cross, U. of Virginia; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor


The Dynamics of Emotional Energy in Entrepreneurial Teams | Andrew P. Knight, Washington U. in St. Louis; Sigal Barsade, U. of Pennsylvania

1098 (Paper Session) - (OCIS) Knowledge Sharing and Communication
3:00pm - 4:30pm WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 1098
Chair: Pamela Hinds, Stanford U.

- Explaining idea sharing mechanisms: Linking diversity and network factors to explore creative teams | Sophia Sullivan, Northwestern U.; Casey Spruill Pierce, Northwestern U.; Paul M. Leonard, Northwestern U.; Noshir Contractor, Northwestern U.
- Do filtering, dialogue and networking improve learning in equivocal and information rich contexts? | Adrian Wolfberg, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.; Richard J. Boland, Case Western Reserve U.
- Building memory in dispersed organizational settings: a qualitative study on the role of experts | Rose Erkelens, VU U. Amsterdam; Bart van den Hooft, VU U. Amsterdam; Marleen Huysman, VU U. Amsterdam; Paul W. L. Vlaar, VU U. Amsterdam
- Recognizing and Selling Good Ideas: How Brokers Mediate Knowledge Transfer | Paul M. Leonard, Northwestern U.; Diane E Bailey, U. of Texas, Austin

1099 (Plenary) - (ODC) Distinguished Speaker: Haridimos Tsoukas
3:00pm - 4:30pm WDW Coronado Springs Resort: Coronado RST
Tweet this session: #AOM2013 1099
Chair: Stephan Vachon, Western U.

- Firm Performance in Dynamic Environments: The Role of Operational Slack and Operational Flexibility | Jeremy Kovach, Georgia Institute of Technology; Manpreet Hora, Georgia Institute of Technology
- Rolling out lean production systems in multinational companies: a plant-level, cross-firm study | Arnaldo Camuffo, Bocconi U.; Chiara Paolino, Bocconi U.; Raffaele Secchi, Bocconi U.
- Mass Customization and Profitability: The Roles of Incentives, Inventory, and Option-based Revenue | Matthias Holweg, Judge Business School; Benn Lawson, U. of Cambridge; Frits Pil, U. of Pittsburgh; Stephan Schramm, U. of Cambridge
- Alternative forms of operations strategy development: how significant are they? | Senevi Kirdena, U. of Wollongong; Kalinga Jagoda, Mount Royal U.; Xiaohua Howard Lin, Ryerson U.

1101 (Paper Session) - (OMT) Behavioral Theory of The Firm: What Managers Do
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Asbury B
Tweet this session: #AOM2013 1101
Chair: Glen Dowell, Cornell U.

The Effect of Performance Feedback on Changes in Reference Groups: Evidence from Firms in the DJIA | Jiul Lee, Yonsei U.; Kyung Min Park, Yonsei U.
- The Illusions of Power | Murad A Mithani, Stevens Institute of Technology
- Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award
- The Implementation Imperative: Why effective implementation may be useful even with bad strategy | Euclman Lee, London Business School; Phanish Puranam, INSEAD

Performance below Aspirations, Cultural Motivations of Owners and Slack | Jaya Dixit, Lally School of Management & Technology

1102 (Paper Session) - (OMT) Outcomes of categorical coherence
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 1102
Chair: Brandon H. Lee, London Business School

- Variety is the spice of life: Audience preference for unconventional category combinations | Ming D. Leung, U. of California, Berkeley; Brian Philip Reschke, U. of California, Berkeley
- Evaluating Negative Evaluation: An Experimental Investigation of Category Spanning | Nathan Betancourt, U. of Lugano; Inga J. Hoever, Erasmus U. Rotterdam; Jeroen Kuilman, Tilburg U.; Filippo Carlo Wezel, U. of Lugano
- Finalist for Best International Paper Award
- An Organizational Identity Perspective on the Effects of Exploration Alliances on Firm Performance | Emily W. Choi, U. of Texas, Dallas
- Unequal justice: The role of organizational identity in meting out punishment for immoral behavior | Magali Fassiotto, Stanford U.

1103 (Paper Session) - (OMT) Social capital and individual performance: activation, tie strength and affect
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Tweet this session: #AOM2013 1103
Chair: Maxim Sytch, U. of Michigan

- The pursuit of positive affect in task advice networks: Effects on individual performance | Tiziana Casciaro, U. of Toronto
- Stigma, Sympathy, and the Double Edge of Strong Ties Social Capital Activation in Job Searches | Sameer B. Srivastava, U. of California, Berkeley; Andreas Tilcsik, U. of Toronto

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Lost in transition: How network structure affects knowledge loss between individuals | Marco Tortoriello, IESE Business School; Sebastian Moebus, EBS Business School; Florian A. Täube, EBS Business School

Reunited: Exploring the performance effects of newcomers’ tie reactivation. | Massimo Maoret, Boston College

**Finalist for Pondy Award**

1104  ![Paper Session]  (OMT) Institutional Processes in Creative Industries: Wine, Art, Symphony
3:00 pm - 4:30 pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Tweet this session: #AOM2013 1104
Chair: Santi Furnari, City U.

*Canonization and justification of divergent change in the Italian wine industry: 1963-1998* | Andrea Lanza, Bocconi U.; Timothy Bolza, Purdue U.; Giusey Simone, U. of Calabria

*Emergence of exemplars through mythification: Orang and the Australian “Fine Wines”, 1951-2010* | Grégoire Crodiou, Grenoble Ecole de Management; Charles-Clemens Rüling, Grenoble Ecole de Management; Amelie Botinot, Institut Supérieur de Gestion

*Organizational and Epistemic Change: The Growth of the Art Investment Industry* | Erica Heather Coslor, U. of Melbourne; Christophe Spanjaers, HEC Paris


1105  ![Paper Session]  (OMT) Institutional Logics & Field Dynamics
3:00 pm - 4:30 pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VII
Tweet this session: #AOM2013 1105
Chair: Michael Lounsbury, U. of Alberta

*The Logic of Place: Quebécois Nationalism and the Emergence of a Market for Quebec Artisanal Cheese* | Johnny Boghossian, McGill U.

→ *Institutions and Value Chain Driven Innovation: Two Cases of Multilatinas based in Argentine* | Daniel Joseph Friel, U. of San Andres

→ *Banks’ Exposure to Liquidity Risk: An Institutional Explanation Rooted in Founding Teams* | John Alm Endo, IESE Business School

→ *Caught in Between: A Behavioral View of Organizational Change During Institutional Change* | Jun Li, Rutgers U.; Juanjuan Lei, Temple U.

1106  ![Paper Session]  (OMT) CEO’s and the Social Environment: Activists, Journalists, Reputation
3:00 pm - 4:30 pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VIII
Tweet this session: #AOM2013 1106
Chair: Michael K. Bednar, U. of Illinois


→ *Social Distancing from Journalists Who Engage in Negative Coverage of Firm Leadership* | Guy Shani, U. of Michigan; James Westphal, U. of Michigan

Winner of OMT Division Best Paper Award

*The Face of the Firm: How CEOs Influence Corporate Reputations* | E. Geoffrey Love, U. of Illinois, Urbana-Champaign; Jaegoo Lim, U. of Illinois, Urbana-Champaign; Michael K. Bednar, U. of Illinois

1107  ![JS]  (OMT, MOC) Experimental Research in Institutional Theory
3:00 pm - 4:30 pm WDW Yacht and Beach Club Resort: Asbury C
Tweet this session: #AOM2013 1107
Organizers: Alex B. Betteke, HEC Montreal; Patrick Haack, U. of Zurich; Marius T.H. Mees, Tilburg U.

Discussion: Pamela S. Tolbert, Cornell U.

*Individual Reactions to Institutional Complexity* | Vern Glaser, U. of Southern California; Sandy E. Green, California State U., Northridge; Nathanael J. Fast, U. of Southern California

*The Effects of Institutional Complexity on Creative Cognition* | Rachel Ruttan, Northwestern U.; Michael Mauskapf, Northwestern U.; Loron F. Nordgren, Northwestern U.

*Being more Legitimate (and Different) with Less? Corporate Giving versus Corporate Volunteering* | Heiko Breitsohl, U. Wuppertal

How Does New Information Affect Reputation Judgments?
The Role of Familiarity | Simone Mariconda, U. della Svizzera Italiana; Francesco Lurati, U. of Lugano

1108  ![JS]  (OMT, OB) Professional service firms: Key debates and potential contributions
3:00 pm - 4:30 pm WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 1108
Chairs: Laura Empson, Cass Business School, City U. London; Daniel Muzio, U. of Manchester

Discussion: Huseyn Leblibici, U. of Illinois

*Strategy and strategic alignment in professional service firms* | Deepak Somaya, U. of Illinois, Urbana-Champaign; John Mawdsley, U. of Illinois, Urbana-Champaign

*Transnational Professional Service Businesses: Emergence, Drivers, Structure and Outcomes* | Mehdi Bousseaba, U. of Bath


Professional service firms and their client relationships | Joseph Broschak, U. of Arizona

1109  ![☐]  (Paper Session)  (ONE) The Delimitation, Implications, and Problems of Corporate Sustainability
3:00 pm - 4:30 pm WDW Coronado Springs Resort: Fiesta 3
Tweet this session: #AOM2013 1109
Corporate Sustainability: Defining, measuring, reframing. The risks of corporate greenwash
Chair: Jennifer Howard-Grenville, U. of Oregon

*Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper*
Session Details – Monday, 2:00 - 4:00 PM

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MONDAY

1110 (Paper Session) - (PNP) Multidimensional Change
3:00pm - 4:30pm WDW Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 1110
Chair: Bradley E. Wright, Georgia State U.
Capacity for Change: Dynamic Capabilities in Public Organizations | Tara Kolar Bryan, U. of Nebraska Omaha; Kimberly Roussin Isett, Georgia Institute of Technology
Change Initiatives, Stresses, and Job Satisfaction: A Social Information Processing Perspective | Stephen T.T. Teo, Auckland U. of Technology; David Pick, Curtin U.; Melissa Yeung, Sydney U.
E-Government as an Emergent Force of Change | Roland K. Yeo, Saudi Aramco; Michael J. Marquardt, George Washington U.
Managing Tensions in Change: A Case Study of Sensemaking in a Nonprofit Sport Organization | Alina McCandless Baluch, U. of St Andrews

1111 (Paper Session) - (PNP) Different Shades of Administrative Culture
3:00pm - 4:30pm WDW Coronado Springs Resort: Fiesta 1
Tweet this session: #AOM2013 1111
Chair: Shahidul Hassan, The Ohio State U.
The perils of cultural differentiation: silo mentalities as an impediment to joined-up success | Fiona Buick, U. of Canberra
The Diffusion and Maintenance of Third Stream Activities in U.K. Higher Education | Andy Lockett, U. of Warwick; Andrew Wild, Nottingham U.
Language and power: The role of 'foreign' languages in international social entrepreneurship | Trish Ruebottom, Schulich School of Business; Madeline Toubiana, Schulich School of Business
Austerity and its effects on change, psychological contracts, and employee contributions | Neil Conway, Royal Holloway U. of London; Tina Kiefer, Warwick Business School; Jean Hartley, U. of Warwick; Rob B. Briner, U. of Bath

1112 (Paper Session) - (RM) From Nonparametric to Multivariate
3:00pm - 4:30pm WDW Coronado Springs Resort: Yucatan 3
Tweet this session: #AOM2013 1112
Chair: Bertolt Meyer, U. of Zurich
Team Faultline Measures: An Individual-Level Extension and A Note on Attribute Weighting | Bertolt Meyer, U. of Zurich; Andreas Glenz, U. of Zurich; Davina E. Vora, SUNY, New Paltz

1113 (SHCS: (RM, HR) Broad Factors versus Narrow Facets: Prediction at Optimal Resolution
3:00pm - 4:30pm WDW Coronado Springs Resort: Baja
Tweet this session: #AOM2013 1113
Chairs: Thomas A. O’Neill, U. of Calgary; Piers Steel, U. of Calgary
Discussant: Mitchell Rothstein, Ivey School of Business
Prediction of OCB at the Factor and Facet Level | Piers Steel, U. of Calgary; Thomas A. O’Neill, U. of Calgary
SME Prediction of CWB with Factor and Facet Level Data | Thomas A. O’Neill, U. of Calgary; Piers Steel, U. of Calgary
Performance Predicted By Specific Cognitive Apititudes versus GMA | John Kammermeyer-Mueller, U. of Florida
Personality Factors versus Facets for Predicting Managerial Performance | Jeff Foster, Hogan Assessment Systems; Dara Pickering, Hogan Assessment System

1114 (Paper Session) - (SAP) Tools and Concepts in Strategy Work
3:00pm - 4:30pm WDW Swan Resort: Dove
Tweet this session: #AOM2013 1114
Chair: Charlotte Cloutier, HEC Montreal
The Multiple Temporalities of Changeful Organizational Practice | Barbara Simpson, Strathclyde U.; John Sillince, Newcastle U.
Language Games and Strategic Concepts: Crystallization, Appropriation, Fragmentation, Politicization | Kari Jalonen, Hanken School of Economics; Henri Schilt, Aalto U.; Eero Vaara, Hanken School of Economics
Artefact-Based Replication: A Comparison of Intended and Emergent Effects | Martin Friesl, Hanken School of Economics; Kari Jalonen, Hanken School of Economics

1115 (Paper Session) - (SIM) Theorizing the Role of MNCs in Society
3:00pm - 4:30pm WDW Coronado Springs Resort: Coronado Q
Tweet this session: #AOM2013 1115
Track A: Theorizing social issues in management
Chair: Judith Schrempp-Stirling, U. of Richmond

Quantile Regression and Its Application in Inequality Studies | Mingxiang Li, U. of Wisconsin, Madison
Sage Publications/RM Division Best Student Paper Winner
Determinants of Companies’ Appropriation Strategies – A Bayesian Model Averaging Approach | Knut Blind, Erasmus U. Rotterdam; Bernd Ebersberger, Management Center Innsbruck; Annika Lorenz, Technische U. Berlin

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
A “Varieties of Capitalism” Approach to Understanding the Enterprise Strategy of MNES | Veselina Vracheva, Old Dominion U.

Cross-Cultural Corporate Social Responsibility: Mapping the Multilevel Dynamics | Tanusree Jain, ESADE, Thomas Maak, ESADE

The Societal Benefits of the Modern Firm | Matthias Georg Will, Martin-Luther U. Halle

1116  (Paper Session) - (SIM) Drivers of Social Problems
3:00pm - 4:30pm WDW Coronado Springs Resort: El Paso 1
Tweet this session: #AOM2013 1116
Track D: Assessing societal outcomes
Chair: Debra P. Hockenberry, Wilkes U.


CSR adoption and involvement in Jus Cogens vs. No-Jus Cogens Human Rights abuses | Elisa Giuliani, U. of Pisa; Davide Fiaschi, U. of Pisa

Social Structure of Campaign Funding: Ideology and Rational Choice in Corporate Political Activity | Juha-Antti Lamberg, Jyväskylä U.; Saku Mantere, Hanken School of Economics; Kalle Paujinen, Jyväskylä U.

An Examination of the Influence of Ethical Climate on Ethical Behavior in Business Education | Flora F T Chiang, Hong Kong Baptist U.; Thomas A Birch, U. of Cambridge; Zhenyao Cai, Hong Kong Baptist U.; Emmy van Esch, Hong Kong Baptist U.

1117  (Paper Session) - (SIM) Managing Partnerships
3:00pm - 4:30pm WDW Coronado Springs Resort: Fiesta 2
Tweet this session: #AOM2013 1117
Track B: Managing social issues
Chair: Jennifer S. A. Leigh, Nazareth College

Tensions are fun! A multi-level analysis of cross-sector partnerships | Ralph Hamann, U. of Cape Town

Salience and Relational Qualities within a Social Partnership: A Strategic Stakeholder Approach | Sijun Wang, Loyola Marymount U.; Grant T. Savage, U. of Alabama at Birmingham; Michelle D Bunn, U. of Montevallo; Robert D Winsor, Loyola Marymount U.

Fences, lifeboats, and gridlock: A social dilemma approach to public-private partnerships | Matthew W. McCarver, Chapman U.; Darcy Kathryn Fudge Kamal, Chapman U.

Suppliers as Stewards - Managing Social Standards at First and Second Tier Suppliers | Michael Stefan Asslaender, Technische U. Dresden; Julia Roloff, ESC Rennes School of Business; Dilek Zamantili Nayir, Marmara U.

1118  (Paper Session) - (TIM) Research and Development
3:00pm - 4:30pm WDW Swan Resort: Egret
Tweet this session: #AOM2013 1118
Chair: Sanjay Jain, Santa Clara U.

The R&D antecedents of scientific openness strategies by firms | Markus Simeth, Ecole Polytechnique Fédérale de Lausanne; Stephane Lhuillery, ICN Business School

R&D Search under Environmental Jolts: Evidence from New Ventures in the United States | Yan Chen, U. of Missouri, Kansas City; Michael Song, U. of Missouri, Kansas City

Laboratory-level collaboration, corporate-level R&D policies, and laboratory R&D performance | Naohiro Sawada, Aoyama Gakuin U.; Kazuhiro Asakawa, Keio U.; Hiroshi Nakamura, Keio U.

It All Starts with Education: R&D Worker Hiring, Educational Background and Firm Performance | Arjan Markus, Copenhagen Business School; Hans Christian Kongsted, U. of Copenhagen

1119  (Paper Session) - (TIM) Business and Innovation Ecosystems
3:00pm - 4:30pm WDW Swan Resort: Macaw 1
Tweet this session: #AOM2013 1119
Chair: Konstantinos Grigorou, Florida International U.


An institutional perspective on participation in business ecosystems, communities, and platforms | Steven Muegge, Carleton U.; Gerald Grant, Sprott School of Business, Carleton U.

Order without hierarchy - the innovation ecology of a standard developing organization | Anke Plienbrink, Azerbaijan Diplomatic Academy


1120  (Paper Session) - (TIM) Industry and Academia
3:00pm - 4:30pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 1120
Chair: Nousheen Tariq Bhutta, International Islamic U.

The Effect of Self-Monitoring on Academics’ Engagement with Industry | Valentina Tartari, Copenhagen Business School

Peer Effects and Academics’ Industry Involvement: The Role of Age in Professional Imprinting | Birgit Aschhoff, Centre for European Economic Research (ZEW); Christoph Grime, Copenhagen Business School

The Commercialization of Academic Patents: Evidence on University IPR Ownership | Paola Giuri, U. of Bologna; Federico Munari, U. of Bologna; Martina Pasquini, U. of Bologna

Balancing the effects of firm-university collaborations on value creation and value capture | Francisco Polidoro, U. of Texas, Austin

1121  (Paper Session) - (TIM) Innovation and Company Survival
3:00pm - 4:30pm WDW Swan Resort: Sandpiper
Tweet this session: #AOM2013 1121
Chair: Kamill Sergiusz Kawecki, Fundacja Proventus S.K.A.

Innovation Resilience Despite Corporate Downsizing: Positioning in the Formal and Informal Network | Hendrik
How do the determinants of firm survival change in the course of the industry life cycle?  

Extinction or Metamorphosis: Where the Typical Clusters Have Gone?  


Dancing with Power Asymmetries of Innovation Timing in the Supply Chain Framework  

Binoculars and Blinders: Anticipating Trends and Breakthroughs in Communities  

Meeting  

The key goal of this event is to provide an opportunity for people interested in research focusing on management in Russia and the CIS to have a chance to meet. In addition, the event will provide attendees with a chance to discuss what are the most important topics to be investigated today, how to overcome challenges of doing research in the region, and who has similar research interests and thus might be a potential new co-author. Anyone is welcome to attend. An increasing amount of world business activity is taking place in the emerging markets of Russia and the CIS. Further, cultural and institutional differences between Russia and areas like the USA and Western Europe where most extant management research has taken place raises questions about the applicability of much extant management theory to the Russian/CIS context. Given the increasing importance, but somewhat unique nature, of these markets it is important to thoroughly understand what management practices and strategies work best there. However, comparatively little management research which focuses on management in Russia and the CIS takes place despite the great and increasing need for such research. Thus, it is important to have an event to make sure that scholars doing research set in Russia and the CIS have a chance to meet each other and discuss what are the most important topics to study and best strategies for carrying out good research in the region. Hopefully, the event will also attract some new people to do research set in Russia and the CIS. The rapid changes which are taking place in the region provide an interesting setting for natural experiments and various other possibilities to test and further develop extant management theory. Thus, research set in Russia and the CIS has potential to play a useful role in advancing management theory in general. Anyone is welcome to attend this event. For more information contact: Carl Fey, Dean, Nottingham University Business School China at: carl.fey@nottingham.edu.cn 

Organizer: Carl F. Fey, Nottingham U. Business School China
Leading to Ambidexterity: Direct and Indirect Effects of Behavioral Complexity in SMEs and BUs | Alexander Zimmermann, U. of St. Gallen; Martin Jäckel, U. of St. Gallen

Relational Empowerment in Practice: Middle Management Empowerment in Top-Driven Strategic Renewal | Torsten Schmid, U. of St. Gallen; Felix Brunner, U. of St. Gallen

Enabling Technological Process Innovation through Management Innovation | Rick M.A. Hollen, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam

The Effects of Managerial Attention on Post-acquisition Innovativeness in High-tech Industries | Wonseok Choi, Seoul National U.; Sung Hun Chung, Seoul National U.; Theresa S. Cho, Seoul National U.

1129 : (Paper Session) - (BPS) Multi-market competition
4:45pm - 6:15pm WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 1129
Chair: Sharon D. James, The Ohio State U.
A Meta-Analytic Perspective into the Multimarket-Performance Relationship | Wei Shi, Rice U.; Robert E. Hoskisson, Rice U. Javier Gimeno, INSEAD
Competitive externalities: the effect of rivals’ multismarket contacts on focal firm performance | Jaime Gomez, U. of La Rioja; Raquel Orcos, U. de Zaragoza; Sergio Palomos, U. de Zaragoza
Towards an integrated perspective on platform market competition | Ivanka Visnjic, ESADE Business School; Carmelo Cennamo, Bocconi U.

1130 : (Paper Session) - (BPS) Wealth Creation or Wealth Destruction as the Result of Firm Diversification?
4:45pm - 6:15pm WDW Swan Resort: Swan 8
Tweet this session: #AOM2013 1130
Chair: Emilie Feldman, Wharton School
The ‘Related’ Diversification Discount: When Does Related Diversification Destroy Value? | Luis Diestre, Instituto de Empresa Business School; Juan Santalo, Instituto de Empresa Business School
Curvilinearity in Diversification-Performance Relationship Revisited | Qian Gu, Georgia State U.; Jane Lu, National U. of Singapore; Chi-Nien Chung, National U. of Singapore Vertical and Horizontal Expansion in Value-Related Models | Gianluigi Giustiziero, U. of Michigan, Ann Arbor
Diversification and Competitive Advantage: A Risk-Based Explanation | Jonas Haug, Berlin Technical U.; Ulrich Pidun, Boston Consulting Group

1131 : (Paper Session) - (BPS) Inter- and Intra-organizational Knowledge Flows
4:45pm - 6:15pm WDW Swan Resort: Toucan 1
Tweet this session: #AOM2013 1131
Chair: Rajnish Rai, Indian Institute of Management, Ahmedabad
Will You Get What You Want? Managerial Ties, Knowledge Acquisition and Firm Performance in China | Weiguo Zhong, City U. of Hong Kong; Haibin Yang, City U. of Hong Kong; Jianfeng Wang, City U. of Hong Kong
Internal Knowledge Growth Due to Alliances: Evidence from Self Citations | Simona Ileana Giura, Rensselaer Polytechnic Institute; Shyam Kumar, Rensselaer Polytechnic Institute
Does Timing of R&D Collaborations Explain the Heterogeneity of Their Outcomes? | Jingshu Du, Vlerick Business School; Bart Leten, Katholieke U. Leuven; Wim Vanhaverbeke, ESADE
Organization Architecture and Dynamic Capabilities: Network Microfoundations in Dynamic Markets | Jason Davis, Massachusetts Institute of Technology

1132 : (Paper Session) - (BPS) CEO characteristics, strategic behavior, and firm outcomes
4:45pm - 6:15pm WDW Swan Resort: Toucan 2
Tweet this session: #AOM2013 1132
Chair: Adam J. Wowak, U. of Notre Dame
Blinded by the Self: How CEOs’ Core Self-Evaluations Moderate the Effect of Risk on the Use of PMS | Jens Wioloszczak, WHU - Otto Beisheim School of Management; Marko Reimer, WHU - Otto Beisheim School of Management; Utz Schäffer, WHU - Otto Beisheim School of Management
A special kind of CEO? Ex-military CEOs, financial fraud and stock option backdating | Imelma Koch, U. of Mannheim; Georg Wermicke, Copenhagen Business School
The Chief Political Officer: CEO Characteristics and Corporate Political Activity | Bruce C. Rudy, U. of Texas, San Antonio; Andrew Franklin Johnson, U. of Texas, San Antonio

1133 : SHCS: (BPS, ENT, TIM) Selection, Balance & Learning Across Corporate Development Modes:Internal Development, Alliance, M&A
4:45pm - 6:15pm WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 1133
Chair: Laurence Capron, INSEAD
Sticking a Balance: Exploitation and Exploration via Internal Organization, Alliances and M&As | Uriel Stettner, Tel Aviv U.; Dovev Lavie, Technion Israel Institute of Technology
When Do Internal Investment, M&As and Alliances Help or Hurt IPOed Firm’s Survival? | Asli Musaoglu Arikan, The Ohio State U.; Laurence Capron, INSEAD
Cannnot Study One without the Others: An Examination of the Interdependencies among Strategic Means | Itzhai Stern, Northwestern U.; Razvan Lungu, Northwestern U.
Concurrent Learning: How Firms Build Multiple Capabilities in Parallel | Christopher B. Bingham, U. of North Carolina, Chapel Hill; Koen Ueheikens, Erasmus U. Rotterdam; Mario Schijven, Texas A&M U.; Stephen Gates, Conference Board Europe

1134 : JS: (BPS, OMT, TIM) Microfoundations of Dynamic Capabilities
4:45pm - 6:15pm WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 1134

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Chairs: David Wagner, European U. Viadrina; Markus Vodosek, German Graduate School of Management & Law (GGS);
The Microfoundation of Dynamic Managerial Capabilities and Organizational Learning | Jeffrey A. Martin, U. of Alabama, Tuscaloosa

Global Leadership Competencies: Managerial Microfoundations of Dynamic Capabilities | Markus Vodosek, German Graduate School of Management & Law (GGS); Allan Bird, Northeastern U.

Exploring the Microfoundations of Dynamic Capabilities: A Cross-Case Examination | David Wagner, European U. Viadrina; Heinz-Theo Wagner, German Graduate School of Management & Law (GGS); Jochen Koch, European U. Viadrina

Microfoundations of Dynamic Capabilities: The Influence of Trust and Power | Veit Wohlgemuth, Europa U., Viadrina; Robert Burisch, European U. Viadrina

Summary of Papers & Facilitation of Discussion | Margaret Ann Peterat, Dartmouth College

1135 # CAU: (CAU) Capitalism in Question: Business, Entrepreneurship and Economic Development in the Urban Context
4:45pm - 6:15pm WDW Swan Resort: Teal
Tweet this session: #AOM2013 1135
It is our purpose to bring scholars together for this caucus who are interested in management, organizations and entrepreneurship research that engages and explores the richness of the urban context and discuss future plans for a conference and special journal issue.
Organizers: Jeffrey A. Robinson, Rutgers U.; Arturo E Osorio, Rutgers U.

1136 # CAU: (CAU) Research into the Promotion of Sustainability Leadership Behaviours in Emerging Economies
4:45pm - 6:15pm WDW Coronado Springs Resort: Laredo 1
Tweet this session: #AOM2013 1136
Organizer: Darren N. Hanson, National U. of Singapore
Distinguished Speakers: Cecily Ward, Syngenta; James Sarros, Monash U.
Chair: Cordula Barzantny, Toulouse Business School
Moderator: Joseph C Santora, ENPC School of International Management
Discussants: Sandy Lim, National U. of Singapore; Krishna Savani, National U. of Singapore
Participant: Yih-teen Lee, IESE Business School

1137 : (Paper Session) - (CM) Conflict, Affect, and Emotion
4:45pm - 6:15pm WDW Dolphin Resort: Europe 8
Tweet this session: #AOM2013 1137
Chair: Shimul Melwani, U. of North Carolina, Chapel Hill
The Affect Deception Model: A Review of Deception In Negotiation & The Role Of Emotion In Deception | Joseph P. Gaspar, Rutgers U.
Trait and State: Examining the Relationship between Negative Mood and Turnover Intention | Shu-cheng Steve Chi, National Taiwan U.; Mei-Yu Yang, Chihlee Institute of Technology
Can Conflict be Energizing? A Study of Task Conflict, Positive Emotions, and Job Satisfaction | Gergana Todorova, U. of Miami; Julia Bear, Technion Israel Institute of Technology; Laurie R. Weingart, Carnegie Mellon U.

Winner of CM Division Best Paper Award - Conflict in Context
The role of mimicry on outcome distribution in computer-mediated negotiation | Dynah A Basuil, Asian Institute of Management; Manuel J. De Vera, Asian Institute of Management; Nieves R Confesor, Asian Institute of Management

1138 : (Paper Session) - (CM) Negotiator Characteristics
4:45pm - 6:15pm WDW Dolphin Resort: Oceanic 2
Tweet this session: #AOM2013 1138
Chair: Alexandra A. Mislin, American U.
At First Sight: How Facial Femininity Signals Cooperativeness and Undermines Negotiators | Eric C Gladstone, Cornell U.; Kathleen O’Connor, Cornell U.
Economic Efficiency or Relational Capital? The Role of the Self-Concept in Negotiation | Sheli Silitto, Brigham Young U.; Katie Liljenquist, Brigham Young U.; Dave Howe, U. of Utah; M-C Ingeron, Brigham Young U.
A Social Exchange Model of Negotiation Outcomes: The Role of Attorneys vs. Senior Executives | Barry M Goldman, U. of Arizona; Fred O. Walumbwa, Arizona State U.; Jonathan Hughes, Vantage Partners LLC; Jeff Weiss, Vantage Partners LLC; Jessica Wadd, Vantage Partners LLC

1139 : (Paper Session) - (CMS) Governance, Knowledge and Critical Strategizing
4:45pm - 6:15pm WDW Coronado Springs Resort: Acapulco
Tweet this session: #AOM2013 1139
Chair: Alex Faria, Fundacao Getulio Vargas
Discussant: Kevin Morrell, Birmingham City U.
Corporate Governance and the Academy’s Need For ’Mumbo Jumbo’ | Kevin Morrell, U. of Warwick
Strategizing from Necessity in the Absence of Institutions | Ajens Prasad, AGSM-Australian School of Business
Struggles over Practice Transfer in the MNC: An Extended Case Study of Socio-Economic Strategies | Anders Klitmoller, Aarhus U.; Toke Bjergregaard, Aarhus U.
What strategic management has to do with capitalism(s)? | Alex Faria, Fundacao Getulio Vargas; Takeyoshi Imasato, PPGA - EA -UFRGS; Ana Lucia Guedes, Unigranrio - U. do Grande Rio
The Show Must Go On: Ex-Consultants Perpetuating Discourses of Elitism into the Post-Exit Arena | Patricia Hoyer, U. of St. Gallen

1140 : (Paper Session) - (ENT) New Entry: Industry-level and Individual-level Antecedents
4:45pm - 6:15pm WDW Swan Resort: Heron
Tweet this session: #AOM2013 1140
Chair: Deborah Searcy, U. of Maryland, College Park
Discussant: Joseph Heinzean, Management Consultant
Session Details – Monday, 4:00 - 6:00 PM

1141: (Paper Session) - (ENT) Optimism and Over-confidence
4:45pm - 6:15pm WDW Swan Resort: Ibis
Tweet this session: #AOM2013 1141
Chair: Anisa Shyti, HEC Paris
Discussant: Xing Liu, Tsinghua U.

Looking Upstream and Downstream in Entrepreneurial Cognition: A Replication and Extension Study | Richard J Arend, U. of Missouri, Kansas City; Xian Cao, U. of Missouri, Kansas City; Anne Grego-Nagel, U. of Missouri, Kansas City; Junyon Im, U. of Missouri, Kansas City; Xiaoming Yang, U. of Missouri, Kansas City; Sergio Canavati, U. of Missouri, Kansas City

Overconfidence and Rigidity Mindset: Does 90% Overconfidence Always Equal 90% Overconfidence? | Mark Simon, Oakland U.; John Kim, Oakland U.; Susan Houghton, North Carolina A&T State U.

Overconfidence and Entrepreneurial Choice Under Ambiguity: Evidence from the Lab | Anisa Shyti, HEC Paris
An Interdependence Theory of Entrepreneurial Overoptimism: Evidence from VC-Backed Firms | Veroniek Collewaert, Vlerick Business School; Gavin Cassar, INSEAD; Tom R. Vanacker, U. of Ghent

1142: (Paper Session) - (ENT) Women in Entrepreneurship
4:45pm - 6:15pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 1142
Chair: Amanda Bullough, Thunderbird
Discussant: Vanina Faber, U. del Pacifico (Lima)

The Influence of Cultural Values and Postmaterialism on Women’s Entrepreneurship Motivation | Hayfaa Tiais, U. of New Brunswick
Leadership of Women Entrepreneurs in a High-growth Context | Renaud Redien-Colot, Novancia Business School; Corinne Poroli, SKEMA Business School; Stephanie Chasserio, SKEMA Business School

Women’s Entrepreneurship: Operating within the Context of Institutional and In-Group Collectivism | Amanda Bullough, Thunderbird; Maija Renko, U. of Illinois, Chicago; Dina AbdelZaher, U. of Houston, Clear Lake

1143: (Paper Session) - (ENT) Early-stage Outside Funding
4:45pm - 6:15pm WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 1143
Chair: Sinan Erzurumlu, Babson College
Discussant: S Ramakrishna Velamuri, CEIBS

Avoiding Capability Traps Through Contingent Contracts: The Role of Cash and Knowhow in Startups | Sinan Erzurumlu, Babson College; Nitin Joglekar, Boston U.; Moren Levesque, York U.; Fehmi Tanrisever, Eindhoven U. of Technology
Crowd Funding of Entrepreneurial Ventures: A Comparison of Signaling and Impression Management | Blakley Chase Davis, Oklahoma State U.; Thomas H. Allison, U. of Oklahoma - Norman

Thanks, But No Thanks: Examining Entrepreneurial Optimism, Outside Help, and New Venture Performance | R Scott Livengood, U. of Florida
Hidden Information: The Impact of Received Signals on the Continued Interest of Angel Investors | Linda F. Edelman, Bentley U.; Tatiana S. Manolova, Bentley U.; Candida G Brush, Babson College

1144: (Paper Session) - (ENT) Entrepreneurial Strategy Planning and Performance
4:45pm - 6:15pm WDW Swan Resort: Parrot 1
Tweet this session: #AOM2013 1144
Chair: Kenny Hwee Seong Ching, Massachusetts Institute of Technology
Discussant: LaKami T. Baker, Auburn U.

The Roles of Firm Strategy and Intangible Organizational Elements as Determinants of Performance | Ananda Mukherji, Texas A&M International U.; Jyotsna Mukherji, Texas A&M International U.

Innovation or Imitation? Business Models and Entrepreneurial Strategy | Kenny Hwee Seong Ching, Massachusetts Institute of Technology
How does Human Capital Drive Performance? Evidence on a Missing Link in SMEs | Jan Brinckmann, ESADE Business School; Stuart Read, IMD; Katrin Mayer-Haug, WHU - Otto Beisheim School of Management; Nicholas Dew, Naval Postgraduate School; Dietmar Grichnik, U. of St. Gallen
Strategic Planning and Family Firm Performance | Torsten Wulf, Philips-U. Marburg; Christian Brands, Philips-U. Marburg

1145: (Paper Session) - (ENT) Innovation in Family Firms
4:45pm - 6:15pm WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 1145
Chair: Clay Dibrell, U. of Mississippi
Discussant: Clay Dibrell, U. of Mississippi

Employees as a Source of Innovation: The Role of Perceived Organizational Support in Family Firms | Yannick Bammens, Maastricht U.; Guy Notelaers, Radboud U.; Nijmeg; Anita Van Gils, Maastricht U.

Innovation Openness and Partnership Governance: Comparing Family-controlled and Nonfamily Firms | Nicolas Classen, Maastricht U.; Yannick Bammens, Maastricht U.

The Challenge of Product Innovation in Family Firms | David Simron, U. of Washington; Francesco Chirico, Jonkoping International Business School; R. Duane Ireland, Texas A&M U.
Session Details – Monday, 4:00 - 6:00 PM

1146 : (Paper Session) - (ENT) Corporate Venture Capital and Entrepreneurship
4:45pm - 6:15pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 1146
Chair: Lei Zhang, U. of South Florida
Discusant: Lei Zhang, U. of South Florida
Corporate Entrepreneurship Regimes for Sustaining Breakthrough Innovation | Lois S. Peters, Rensselaer Polytechnic Institute; Ibrahim Shaikh, Rensselaer Polytechnic Institute
The Influence of A Priori Knowledge Spillover on Corporate Venture Capital Investment | Ji Youn (Rose) Kim, U. of Washington; Kevin Steensma, U. of Washington
The Impact of Corporate Venture Capital on IPO valuation: An Empirical Examination | Kunara Pukhuanthong, San Diego State U.; Hung-Bing Ding, Loyola U. Maryland

1147 (Paper Session) - (GDO) Stereotype, Bias and Role Beliefs
4:45pm - 6:15pm WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 1147
Chair: Patricia Faison Hewlin, McGill U.
Gender, risk propensity stereotypes, and inequality in organizations | Devon Proudfoot, Duke U.; Christy Zhou, Duke U.; Aaron Kay, U. of Waterloo
Testing the Backlash Effect of Gender Stereotypes: Personality, Gender and Status Inconsistency | Michal Biron, U. of Haifa & Tilburg U.; Renee de Reuver, Tilburg U.; Sharon Toker, Tel Aviv U.
Why Men Should Apologize, and Women Shouldn’t – Gender-Biased Perceptions of Reactions to Mistakes | Tanja Hentschel, Technische U. München; Susanne Braun, Ludwig Maximilians U.; Claudia Verena Peus, Technische U. München; Dieter Frey, Ludwig Maximilians U.
Who Should Bring Home the Bacon? How Deterministic Views of Gender Constrain Wage Preferences | Catherine Tinsley, Georgetown U.; Taeya Howell, U. of Texas, Austin; Emily T. Amatullah, U. of Texas, Austin

1148 (Paper Session) - (GDO, HR) Is Beauty Good or is it Beastly? Tracking the Attractiveness Bias
4:45pm - 6:15pm WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 1148
Chair: Leah D Sheppard, U. of British Columbia
Discussant: Michelle R. Hebl, Rice U.
Magnification, Mitigation, and Reversal of the “Beauty is Good” Effect | Robert L Dipboye, U. of Central Florida; Lindsay Dhanani, U. of Central Florida
Acknowledging Appearance Mitigates the “Beauty is Beastly” Effect | Stefanie K. Johnson, U. of Colorado at Denver and Health Sciences Center; Anh Thu Nguyen, Illinois Institute of Technology
Siren Song: Beauty is Beastly for Female Leaders' Conferred Truthfulness | Leah D Sheppard, U. of British Columbia

1149 (Paper Session) - (HCM) Network Effects
4:45pm - 6:15pm WDW Coronado Springs Resort: Fiesta 4
Tweet this session: #AOM2013 1149
Chair: Stefano Calciolari, U. della Svizzera Italiana
Public Hospitals in Peril: Factors Associated with Financial Distress | Zo Harivololona Ramamonjarivelo, Governors State U.

1150 (HCM) HCM Business Meeting
4:45pm - 6:15pm WDW Coronado Springs Resort: Fiesta 5
Tweet this session: #AOM2013 1150
Chair: Stephen H Courtright, Texas A&M U.
CEO Pay and Interest Alignment: A Panel Study on Pay-for-Performance in Charitable Organizations | Felice B. Klein, Michigan State U.
Group Incentives and Task Performance: An Information Asymmetries Perspective | James P. Guthrie, U. of Kansas; Ghadir Ishaqaided, U. of Wisconsin-Green Bay; Pingshu Li, U. of Kansas; Janice Super, U. of Kansas
When There is an "I" in Teams: The Effects of Priming Individual Rewards in a Team Context | Jeremy M. Beus, Louisiana State U.; Amanda M. Wolcott, U. of Central Florida
Reconciling Self and Other-Based Reference Theories of Pay Satisfaction | Frederik Anseel, U. of Ghent; Filip Lievens, U. of Ghent; Xavier Baeten, Vlerick Business School

1151 (Paper Session) - (HR) Rewards and Incentives Across Levels
4:45pm - 6:15pm WDW Coronado Springs Resort: Europe 3
Tweet this session: #AOM2013 1151
Chair: Robert L. Kaplan, Cornell U.
Internal Marketing & Collective Efficacy’s Impact on Department Effectiveness & Manager Performance | Elisa K Chan, Cornell U.; Sean A. Way, Ecole hôtelière de Lausanne; Timothy Hinkin, Cornell U.
Getting Credit for Public-Private Partnerships: Employee Reactions Depend on Their Attributions | Zhe Zhang, Xi’an Jiaotong U.; Ming Jia, Northwestern Polytechnical U.-China

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Effects of Informal HPWP on Employee Job Satisfaction and Organizational Profitability | Yoshiro Yanadori, U. of South Australia; Danielle van Jaarsveld, U. of British Columbia

Human Capital Contribution to Company Performance: HR Practices Effects and Human Capital Emergence | Anne-Lise Pauline Demortier, CRP Henri Tudor; Nathalie Delobbe, Louvain School of Management; Assaad El Akremi, U. de Toulouse 1 Capitole

Winner of HR Division Best Conference Paper Award
Sponsored by Personnel Review

1153 ☯: (Paper Session) - (HR) Strategic HR and Core Competencies
4:45pm - 6:15pm WDW Dolphin Resort: Oceanic 4
Tweet this session: #AOM2013 1153

Chair: Clint Chadwick, U. of Kansas


A Study of HR and IT Capabilities in US Hospitals | Naresh Khatri, U. of Missouri at Columbia; Abhoy Kumar Ojha, Indian Institute of Management, Bangalore

The Role of Intellectual Capital-Enhancing HR in Organizational Absorptive Capacity and Innovation | Christine Soo, U. of Western Australia; Amy Wei Tian, U. of Western Australia; John Cordingy, U. of Western Australia

Distinguishing Broad and Deep Productivity: Working Between and Within Knowledge Domains | Drew Hess, U. of Virginia; Thomas S. Bateman, U. of Virginia

1154 ☯: (Paper Session) - (HR) Withdrawal and Attachment Processes
4:45pm - 6:15pm WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 1154

Chair: Stacie Furst-Holloway, U. of Cincinnati

Work Engagement and Voluntary Absence: The Moderating Role of Job Resources | Amanda Shantz, York U.

HR Practices, Person-Organization Fit, and Turnover Intentions: The Moderating Role of Career Stage | Dorien Kooij, Tilburg U.; Corine Boon, U. of Amsterdam


Adjustment to Retirement Related Changes in Income and Social Engagement: The Role of Attachment | Dikia Segel Karpas, Technion Israel Institute of Technology; Peter A. Bamberger, Tel Aviv U.; Samuel Bacharach, Cornell U.

1155 ☯: (IM) Barry M. Richman Dissertation Award Session
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Asbury D
Tweet this session: #AOM2013 1155

Division Chair: John Mezias, U. of Miami
Chair: Elizabeth L. Rose, Aalto U.

Multicultural Individuals as a Cultural Broker for Effective Integration within Organizations | Hae-Jung Hong, Rouen Business School

Geographic Scope, Isolating Mechanisms, and Firm Performance: Antecedents and Consequences of Isolating Mechanisms | Minyoung Kim, U. of Kansas

Networks of Influence: Implementing Politically Sustainable Multinational Stakeholder Strategies | Lite Narley, U. of South Carolina


Cross-National Differences in Corporate Social Responsibility in the Global Apparel Industry | Susan L. Young, Seton Hall U.

1156 ☯: (Paper Session) - (IM) Political Risk, External Threats, and Firm Strategies
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Cape Cod B
Tweet this session: #AOM2013 1156

Chair: Miguel Matos Torres, Upsala U.

Effectiveness of International Anti-Corruption Regulations: A Simulation Model | Srividya Jandhyala, ESSEC Business School

Decoupling the Influence on Corporate Political Actions | Seong-jin Choi, Hanyang U.; Nan Jia, U. of Southern California; Jiangyong Lu, Peking U.

Delicate Diplomacy: Lessons from Libya about Balancing Political and Social Legitimacy | Izzet Siddi Darendelli, PhD student; TL Hill, Temple U.

Foreign Subsidiary Political Network Intensity Fit and Performance in a Volatile Environment | George O. White, Old Dominion U.; Stav Fainshmidt, Old Dominion U.; Roberto Martin Nolan Galang, Ateneo de Manila U.; Tazeen Rajwani, Cranfield U.

1157 ☯: (Paper Session) - (IM) Offshoring and MNC Performance
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 1157

Chair: Dr Mark Fenton, U. of Wisconsin-Stout

Country Institutions Behind Firms’ Offshoring Decisions and Location Choices (WITHDRAWN) | David H. Weng, City U. of Hong Kong

Hidden Costs and the Role of Modularity: A Study on Offshoring Process Performance | Marcus M. Larsen, Copenhagen Business School


Global Delivery Models: The Role of Speed and Time Zones in Global Business Services | Stephan Manning, U. of Massachusetts Boston; Marcus M. Larsen, Copenhagen Business School; Pratyush Bharati, U. of Massachusetts Boston

1158 ☯: (Paper Session) - (IM) Managing Cultural Difference
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 1158

Chair: Lakshman, Bordeaux École de Management

Gender Equality and Market Location of Sex-Appeal Businesses: A Cross-Country Analysis | Abby N
Session Details – Monday, 4:00 - 6:00 PM

**1159**  ⦿ JS: (IM, BPS, OMT) Financial Markets and Practices in Emerging Economies

4:45 pm - 6:15 pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 1159

Organizer: Jiayin Zhang, Massachusetts Institute of Technology

Discussant: Rodrigo Canales, Yale U.

Trust in Networks of Emerging Market Investors | Christopher B. Yenkey, U. of Chicago

Smart Money in Dumb Money | Jiayin Zhang, Massachusetts Institute of Technology

To Cash In Or Not: Stock-Option Exercises By Executives of Chinese State-Owned Enterprises | Fiona Kun Yao, U. of California, Berkeley

Fraud and Innovation: Is There a Cheater’s Discount? | Yanbo Wang, Boston U.; Jizhen Li, Tsinghua U.

OMT Nominee for Best International Theme Symposium

**1160**  ⦿ SHCS: (MOC, OMT) Organizational Identification, Change and Resilience

4:45 pm - 6:15 pm WDW Dolphin Resort: Europe 2
Tweet this session: #AOM2013 1160

Chair: Abhijeet K. Vadera, Indian School of Business

Organizational Reframing: The Commercialization of a Public Sector Organization | Robert McLeay Thompson, Queensland U. of Technology; Neal Francis Ryan, Southern Cross U.

Leaning into the Wind: Hardship, Stakeholder Relationships, and Organizational Resilience | Morela Hernandez, U. of Washington; Megan Flohr Hess, U. of Virginia; Jared D. Harris, U. of Virginia

Rethinking Organizational Culture as a Toolkit: Implications for Organizational Identity | Christi Lockwood, Boston College


**1161**  ⦿ SHCS: (MOC, OB) Intuition in Organizations: New Research Development

4:45 pm - 6:15 pm WDW Dolphin Resort: Asia 2
Tweet this session: #AOM2013 1161

Organizer: Marta Sinclair, Griffith U.

Measuring Intuitive Style and Processing | Bjørn Tallak Bakken, Norwegian Defense U. College; Thorvald Haerem, Norwegian School of Management


Capturing Intuitions in Decision Making: A Case for the Critical Incident Technique | Cinla Akinci, U. of Surrey

Dialogical Inquiry: A Qualitative Method for Studying Intuition in the Field | Jean-Francois Coget, California Polytechnic State U.

Idiographic Explanatory Phenomenology: Explaining Experiences through Self-Observation | Marc Benjamin Sierland, NHTV Breda U.

Intuitive Cyclic Phenomenology | Viktor Dörfler, Strathclyde U.; Colin Eden, Strathclyde U.

Challenges of Research Design | Marta Sinclair, Griffith U.

**1162**  ⦿ SHCS: (MOC, OMT) Unpacking the Conceptual Linkages Between Organizational Attention and Sensemaking

4:45 pm - 6:15 pm WDW Dolphin Resort: Europe 4
Tweet this session: #AOM2013 1162

Organizers: Jeannette A. Eberhard, The U. of Western Ontario; Claus Rerup, Western U.; Ann Frost, Ivey School of Business

Discussants: Sally Maiitis, U. of British Columbia; William Ocasio, Northwestern U.

Disaster Sensemaking as Hall of Mirrors: Social Construction of Error in the Estonia Ferry Accident | Claus Rerup, Western U.; Mark J Zbaracki, The U. of Western Ontario; Joseph Porac, New York U.


Reconciling Conflicting Accounts and Taking Action: Interplay of Sensemaking and Attention on 9/11 | Maryls K. Christianson, U. of Toronto; Mary J. Waller, York U.

**1163**  ⦿ (OB) Balancing the Social Ledger: Positive and Negative Relationships in Social Networks

4:45 pm - 6:15 pm WDW Dolphin Resort: Asia 4
Tweet this session: #AOM2013 1163

Chairs: Suzanne Keasey Edinger, U. of Nottingham, UK; Payal Nangia Sharma, Rutgers U.

Discussant: Giuseppe Labianca, U. of Kentucky

Do You Feel What I Feel? Stress, Negative Ties, Conflict Asymmetry and Intent to Turnover | Anthony C. Hood, U. of Alabama at Birmingham; C Justice Tillman, Baruch College; Orlando C. Richard, U. of Texas, Dallas

Network Accuracy and Career Advancement in an Organization | Joshua Marineau, North Dakota State U.

The Role of Social Network Antecedents and Outcomes in Social Undermining Between Team Members | Payal Nangia Sharma, Rutgers U.; Suzanne Keasey Edinger, U. of Nottingham, UK

Positive and Negative Workplace Relationships, Social Satisfaction, and Organizational Attachment | Vijaya Venkataramani, U. of Maryland, College Park; Giuseppe Labianca, U. of Kentucky; Travis J Grosser, U. of Kentucky

**1164**  ⦿ (Paper Session) - (OB) Team Processes as Drivers of Performance

4:45 pm - 6:15 pm WDW Dolphin Resort: Europe 11
Tweet this session: #AOM2013 1164

Chair: Tessa Melkonian, EM Lyon

The Origin of Team Confidence: Developing Theory of Collective Efficacy Formation from the Ground Up | Kevin Tasa, Schulich School of Business; Marzieh Saghafian, Schulich School of Business
Regulatory Focus in Work Teams: Antecedents and Consequences of Team Prevention and Promotion Foci | Yuhyang Shin, Hanyang U.; Mihee Kim, Hanyang U.

1165  →  (Paper Session) - (OB) Prosocial Behaviour & Positive Employee Relationships
4:45pm - 6:15pm WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 1165
Chair: Konrad Jamro, U. of California, Irvine
Worker Prosocial Motivation: Responses to Customers in an Experience Sampling Study | Brian W. McCormick, U. of Iowa; Ning Li, U. of Iowa; Dan S. Chiaburu, Texas A&M U.; Xianan Zhang, Shanghai JiaoTong U.
Incentivizing Workers Using Prosocial Motivations | Ye Li, U. of California, Riverside; Margaret S Lee, London Business School

1166  →  (Paper Session) - (OB) It's all in Psychological Safety and Capital: The Benefits Uncovered
4:45pm - 6:15pm WDW Dolphin Resort: Europe 7
Tweet this session: #AOM2013 1166
Chair: Gretchen Vogelgesang, San Jose State U.
Learning from Critical Incidents By Ad Hoc Teams: The Impact of Storytelling on Psychological Safety | Ronald L. Dufrése, St. Joseph’s U.
The Relationships among Leader Psychological Capital, Team Psychological Capital and Team Outcomes | Gabriel Strauss, U. of Melbourne; Lea Waters, U. of Melbourne; Nick Haslam, U. of Melbourne; Anit Somech, U. of Haifa
An Examination of Bottom-line Mentality Climate on Group-level Interpersonal Outcomes | Julena Bonner, Oklahoma State U.

1167  →  (Paper Session) - (OB) OCB: Motives, Antecedents and Consequences
4:45pm - 6:15pm WDW Dolphin Resort: Oceanic 1
Tweet this session: #AOM2013 1167
Chair: G. James Lemaire, Georgia Institute of Technology

Not as Selfless as we Thought? Power as a Motive for Organizational Citizenship Behavior | John Edward Baur, U. of Oklahoma - Norman
Psychological Empowerment and Employee Outcomes in Mexico: Role of Power Distance | T. T. Rajan Selvarajan, U. of Houston, Victoria; Barjinder Singh, U. of Houston, Victoria
A Multilevel Model of How and When Team-Level Abusive Supervision Diminishes Team Member Voice | Crystal I Chien Farh, Michigan State U.; Zhijun Chen, Shanghai U. of Finance and Economics

1168  →  (Paper Session) - (OB) The role of Personality on Work Outcomes and Performance
4:45pm - 6:15pm WDW Dolphin Resort: Oceanic 6
Tweet this session: #AOM2013 1168
Chair: Robert R Hirschi, U. of Colorado, Colorado Springs
Interactions between Peers’ and Individuals’ Personalities Affect Individuals’ Performance | Amir Erez, U. of Florida; Pauline Schilpzand, Oregon State U.; Keith Leavitt, Oregon State U.; Andrew Woolum, U. of Florida
Examing the Role of Observer Personality on the Predictive Validity of Personality Ratings | Ryan Lee Klinger, Old Dominion U.
Unskilled, Unaware, & Uninterested in Learning More: Reactions to Emotional Intelligence Feedback | Oliver Sheldon, Rutgers U.; Daniel Ames, Columbia U.; David Dunning, Cornell U.
Culture’s Influence on Emotional Intelligence: An Exploratory Study | Marijaana Gunkel, Leuphana U. Lüneburg; Christopher Schlaegel, U. Magdeburg; Robert L Engle, Quinimpiac U.

1169  →  (Paper Session) - (OB) Work-Family Conflict: The Importance of Time, Context and Personality
4:45pm - 6:15pm WDW Dolphin Resort: Oceanic 8
Tweet this session: #AOM2013 1169
Chair: Carmine P. Gibaldi, Harvard U.
Turning the Tables: The Mitigating Effects of Proactive Personality on Work-to-Family Conflict | Victor P. Lau, Hang Seng Management College; Jody Yin Yee Wong, City U. of Hong Kong; Cheris W. C. Chow, U. of Macau
The Benefit of Bad Economies: Business Cycles and Time-Based Work-Life Conflict | Christopher M. Barnes, U. of Washington; Alexandru Lefter, Concordia U.; Devasheesh P. Bhave, Singapore Management U.; David T. Wagner, Singapore Management U.
Longitudinal Effects of Change in Work-Family Conflict and Enrichment on Satisfaction Outcomes | Jarrod M. Haar, Massey U.; Marc H Anderson, Iowa State U.
CEO Family-Work Conflict, Decision Making Comprehensiveness, and Firm Performance | Chris Reina,
Session Details – Monday, 4:00 - 6:00 PM

**1170**  ☇: (Paper Session) - (OB) All about Fit: Different Fits and Different Contexts
4:45pm - 6:15pm WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 1170
Chair: Mark A. Clark, American U.
iosk. The Meaning of Direct Measures of Subjective Demand-Ability Fit and the Fallacy of Misfit | Yongheng Cao, Michigan, Dearborn
iosk. The Cross-Cultural Validation of the Three-Factor Model of Fit | Marina N Astdakova, Kent State U.; Mary Hogue, Kent State U.; Hongli Hang, Kent State U.
iosk. Does West "Fit" with East?: In Search of a Chinese Model of Person-Environment Fit | Aichia Chuang, National Taiwan U.; Ryan Shuwei Hsu, National Taiwan U.; Taiwan; An-Chih Weng, Chung Yuan Christian U.; Timothy A. Judge, U. of Notre Dame
iosk. Effects of Role Clarity and Person-Job Fit on Job Involvement: Goal Orientations as Moderators | Dong Ju, GSM, Peking U.; Jie Jiao, Tsinghua U.; Wen Zhang, Rutgers U.; Mingpeng Huang, GSM, Peking U.
iosk. Predicting Voluntary Turnover with Culture, Employee Values and Their Congruence | Derek S. Chapman, U. of Calgary; David Meyers, U. of Calgary

**1171**  ☇: (Paper Session) - (OB) Psychological Contracts: New Insights and Empirical Evidence
4:45pm - 6:15pm WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 1171
Chair: Junghyun Lee, U. of Michigan, Dearborn
iosk. Facet-Based Organization Support, Psychological Contract and Intention to Quit: An Empirical Study | Smriti Kutaula, Cardiff Business School, UK; Julian Seymour Gould-Williams, Cardiff U.
iosk. Psychological Contracts and OCBs: Psychological Entitlement as a Moderator | Regina Michelle Taylor, U. of Central Florida
iosk. Contract Violations: How an Agreement Is Achieved Affects the Likelihood of Trust Repair | Derek Harmon, U. of Southern California; Peter H Kim, U. of Southern California

**1172**  ☇: (Paper Session) - (OB) Power and Politics: Forms and Consequences
4:45pm - 6:15pm WDW Dolphin Resort: Salon A4
Tweet this session: #AOM2013 1172
Chair: Timothy F. Reymann, Franklin U.
iosk. Who Serves the Self From the Seat of Power? Predicting Self-Interested Leader Behavior | Melissa J. Williams, Emory U.
iosk. Organizational Politics as a Moderator of the Authentic Leadership – OCB Relationship | Jeffery D. Houghton, West Virginia U.; David Dawley, West Virginia U.; Neil S Bucklew, West Virginia U.
iosk. Perceptions of Politics as a Contributor to Multidimensional Silence | Kraivin Chintakananda, London School of Economics

**1173**  ☇: (Paper Session) - (OB) Transformational Leadership: Followers and Outcomes
4:45pm - 6:15pm WDW Dolphin Resort: Salon E3
Tweet this session: #AOM2013 1173
Chair: Maria Kakarika, Kedge Business School
iosk. Examining Transformational Leadership in Relation to the Follower’s Own Leadership Development | Michael Lippstreu, APTMetrics; Todd J. Maurer, Georgia State U.
iosk. How Transformational Leaders influence Team Creativity: An Empirical Test of Mediating Mechanisms | Sirkwoo Jin, Michigan State U.; Debra L. Shapiro, U. of Maryland
iosk. Followers’ Influences on the Emergence of Transformational Leadership: A Dual-Level Study | Xiao Song Lin, School of Management, Xi’an Jiao Tong U.; Joan Ching, Beijing Normal U.
iosk. Kunja Leadership: Concept and Nomological Validity at the Team Level | Su Young Ryu, Chungnam National U.

**1174**  ☇: (OB) Organizational Justice: Bringing Culture to the Table
4:45pm - 6:15pm WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 1174
Chair: Maja Graso, Zayed U.
iosk. Discussant: Mo Wang, U. of Florida
iosk. Justice and Sabotage: The Moderating Role of Justice Orientation and Individual-Collective Prima | Ruodan Shao, City U. of Hong Kong; Daniel Skarlicki, U. of British Columbia
iosk. Reactions to Informational Justice across Cultures | Maritza Salazar, Claremont Graduate U.; George Benson, U. of Texas, Arlington; Susan A. Mohrman, U. of Southern California; Heejin Kim, Claremont Graduate U.
iosk. Justice Dimensions in the Arab World: An Exploratory Study | Majad Alotaibi, Durham U.; Nikos Bozionelos, Audencia Nantes School of Management
iosk. Bringing Attention to Multilevel Research in Cross-Cultural Organizational Justice | Maja Graso, Zayed U.

**1175**  ☇: (OB, MOC, HR) Imposing and Empowering: Navigating the Tension Between Autonomy and Relatedness in Cool Contexts
4:45pm - 6:15pm WDW Dolphin Resort: Asia 5
Tweet this session: #AOM2013 1175
Organizer: Lyndon Garrett, U. of Michigan
Chair: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor
iosk. Relating Creative Work to Workplace Identities | Kimberly D. Elsbach, U. of California, Davis

Thematic orientation: ☇ Teaching | ☇ Practice | ☇ International | ☇ Program Theme | ☇ Research | ☇ Diversity | ☇ Best Paper
Session Details – Monday, 4:00 - 6:00 PM

1176 JS: (OB, MOC, OMT) Innovation and Creativity in Teams
4:45pm - 6:15pm WDW Dolphin Resort: Salon V
Tweet this session: #AOM2013 1176
Chairs: Neal M. Ashkanasy, U. of Queensland; Miriam Erez, Technion Israel Institute of Technology
Facilitator: Cynthia Lee, Northeastern U.
Fostering Ambidexterity through Paradigmatic Frames: A Multilevel Perspective | Elia Miron-Spektor, Technion Israel Institute of Technology; Francesca Gino, Harvard U.; Linda Argote, Carnegie Mellon U.
Effects of Cooperative Goal and Diversity on Team Creativity | Qin Yang, Huazhong U. of Science & Technology; Cynthia Lee, Northeastern U.; Miriam Erez, Technion Israel Institute of Technology; Wu Liu, Hong Kong Polytechnic U.; Lirong Long, Huazhong U. of Science & Technology
Culture and Innovation: Effects of Leadership, Connectedness, and Innovative Efficacy | Yang Sui, Tsinghua U.; Cynthia Lee, Northeastern U.; Miriam Erez, Technion Israel Institute of Technology; Hui Wang, Peking U.
Social Status and Employee Creativity in Work Teams: A Multi-Level Multi-Source Investigation | Feirong Yuan, U. of Texas, Arlington; Shung Jae Shin, Portland State U.; Jing Zhou, Rice U.
Group Affective Tone and Team Creativity: Effects of Team Reflexivity and Team Identification | March L. To, Hong Kong Baptist U.; Neal M. Ashkanasy, U. of Queensland; Cynthia D Fisher, Bond U.

1177 JS: (OB, RM) Modeling and Understanding Teams as Dynamic Entities
4:45pm - 6:15pm WDW Dolphin Resort: Salon E1
Tweet this session: #AOM2013 1177
Chair: Michael Kukenberger, Rutgers U.
Discussant: Susan Mohammed, Pennsylvania State U.
Intragroup conflict configurations over time | Sherry M Thatcher, U. of South Carolina; Audrey Korsgaard, U. of South Carolina; Robert E Ployhart, U. of South Carolina
A Configural Approach to the Emergence and Evolution of Team Cohesion | Patrick E. Downes, U. of Iowa; Eean Crawford, U. of Iowa; Sheryl Walter, U. of Iowa
Investigating the Episodic Relationship between Team Processes and Performance | James Andrew Grand, The U. of Akron; Marina Pearce, Michigan State U.; Steve W. J. Kozlowski, Michigan State U.

1178 JS: (OB, TIM) The Influence of Geographical Distribution on Shared Leadership
4:45pm - 6:15pm WDW Dolphin Resort: Salon E2
Tweet this session: #AOM2013 1178
Chairs: Steven D. Charlier, Quinipiac U.; Kyle Heyne, U. of Central Florida; Stephanie Zajac, U. of Central Florida
Dispersion Effects on Emergent Leadership and Performance in Virtual Teams | Steven D. Charlier, Quinnipiac U.; Greg L Stewart, U. of Iowa; Lindsey Greco, U. of Iowa; Cody Reeves, U. of Iowa
Collectively Leading: Influences of Skills and Trust in Distributed Teams | William S. Kramer, U. of Central Florida; Deborah DiazGranados, Virginia Commonwealth U.; Marissa Shuffler, Institute for Simulation & Training, UCF; Kimberly Stowers, U. of Central Florida
Leading Geographically Distributed Teams: What Leader Behaviors are Most Salient? | Stephanie Zajac, U. of Central Florida; Kyle Heyne, U. of Central Florida; Teresa Bui, U. of Central Florida; Marissa Shuffler, Institute for Simulation & Training, UCF; Shawn Burke, U. of Central Florida
Overcoming Negative Effects of Geographic Isolation Through Shared Team Leadership | Julia Eisenberg, Rutgers U.; Corinne Post, Lehigh U.; Nancy DiTomaso, Rutgers U.

1179 (OCIS) OCIS Division Keynote Presentation
4:45pm - 6:15pm WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 1179
Program Chair: Youngjin Yoo, Temple U.
Distinguished Speaker: Richard J. Boland, Case Western Reserve U.

1180 (Paper Session) - (OM) General Topics in Supply Chain Management
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Cape Cod C
Chair: Brett Massimino, The Ohio State U.
Toward a Theory of Behavioral Supply Chain Management | Chanchai Tangpong, North Dakota State U.; Kuo-Ting Hung, Suffolk U.; Jin Li, North Dakota State U.
Human Operators and Supply Chain Disruptions: A Longitudinal Study of Truck Driver Accidents | Mohan V. Tatikonda, Indiana U.; Mark Frohlich, Indiana U.

1181 (Paper Session) - (OMT) Category Dynamics: Formation, Sustainability & Dissolution
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 1181
Chair: Bo Kyung Kim, Southern Methodist U.
Things fall apart: Category dissolution in British politics | SooJin Hong, Uppsalan U.; Stefan Jonsson, Uppsala U.; Filippo Carlo Wezel, U. of Lugano
Painted with the Same National Brush? International Differences in Categorization and Spillovers | Adam Robert Castor, The Wharton School, U. of Pennsylvania
The Process of Category Development: A Relational View | Steven Kahl, Dartmouth College (TUCK); Christopher B. Bingham, U. of North Carolina, Chapel Hill
Status transferability and audience structure: Rival category crossing in the field of advertising | Erik Aadland, BI Norwegian Business School

1182 : (Paper Session) - (OMT) Dynamics of social structure: Implications for collaboration & Innovation
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Chair: Dalhia Mani, HEC Paris
Idea Selection in Idea Development Conversations: the Co-Evolution of Ideas and Networks | Riku Ruotsalainen, Aalto U., Department of Industrial Engineering and Management
Social Status and Negative Tie Formation | Yisook Lim, Cornell U.; Brian Rubineau, Cornell U.
Engineering collaborative momentum in networks: Evidence from the non-profit sector | Franz Wohlgemogen, Northwestern U.

1183 : (Paper Session) - (OMT) Microprocess of institutions
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Chair: Peer C. Fiss, U. of Southern California
Moving from an Exception to a Rule: Analyzing Mechanisms in Emergence-based Institutionalization | Jeannette Colyvas, Northwestern U.; Spiro Maroulis, Arizona State U.
Finalist for Best Paper Award

Interstitial Spaces: Interaction Settings and the Genesis of Practices between Institutional Fields | Santi Furnari, City U.
Organizational Responses after a Field-wide Legitimacy Threatening event | Aafke Raaijmakers, Radboud U. Nijmegen; Patrick Vermeulen, Radboud U. Nijmegen; Marius T.H. Meeus, Tilburg U.
Reconciling Conceptual Complexity in Institutional Theory: A Topic Modeling Literature Review | Poya Tavakoly, U. of Lugano; Sébastien Mena, U. of Alberta; Jochem Kroeezen, Erasmus U. Rotterdam

1184 : (Paper Session) - (OMT) The emergence of fields
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VII
Chair: Breit Crawford, Wayne State U.
Rapid Structuration of Organizational Fields: A Study of the 2003 SARS Crisis | Derin Kent, Queen's U.
Distributed agency and emergence of an organizational field | Devi Vijay, Indian Institute of Management Calcutta; Mukta Kulkarni, Indian Institute of Management, Bangalore
Cause or Coincidence? The Timing of Market Entry among Foreign Banks in Tokyo and Shanghai | Joeri van Hugten, Tilburg U.; Jeroen Kuilman, Tilburg U.
Presenter: Vern Glaser, U. of Southern California

1185 : (Paper Session) - (OMT) Stakeholder pressure & Corporate governance
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VIII
Chair: Sam Garg, Hong Kong U. of Science and Technology
Principal-Principal Agency Problem and Shareholder Activism | Heejeung Byun, U. of Maryland; Tae-Hyun Kim, KAIST
First, Do No Harm: An Identity Salience Model of Analyst Recommendations and Corporate Governance | Ryan Adam Krause, Texas Christian U.; Timothy D. Maynes, SUNY, Buffalo; Matthew Semadeni, Kelley School of Business / Indiana U.
Governance without Ownership: A Qualitative Study of the Governance of Philanthropic Organizations | Pushpika Vishwanathan, Erasmus U. Rotterdam; Hans Van Oosterhout, Erasmus U. Rotterdam; Lucas C.P.M. Meijis, Erasmus U. Rotterdam
Symbolic Management and the Role of Traditional Mechanisms: Evidence from Korean Firms | Taeyoung Yoo, Hankuk U. of Foreign Studies
Insider capitalism: opening the black box of CEO replacement decisions. (WITHDRAWN) | Daniel Pittino, U. of Udine; Francesca Visintin, U. of Udine

1186 : (SHCS: (OMT, BPS, MOC) The Behavioral Theory of the Firm: The First 50 Years and the Next 50 Years
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Astbury B
Chair: Peter M. Madsen, Brigham Young U.; John Ocasio, Pace U.
Organizers: David Maslach, Florida State U.; Peter M. Madsen, Brigham Young U.; Vinit Desai, U. of Colorado, Denver; Chengwei Liu, U. of Warwick
Finalist for Best Symposium Award

1187 : (OMT, MH) Management M-Theory
4:45pm - 6:15pm WDW Yacht and Beach Club Resort: Cape Cod A
Organizer: Eric H. Kessler, Pace U.
Participants: Eric H. Kessler, Pace U.; David A. Whetten, Brigham Young U.; Andrew H. Van de Ven, U. of Minnesota; Jean M. Bartunek, Boston College

1188 : (PNP) Managerial Flow and the execution of economic development policies. A cross – country perspective
4:45pm - 6:15pm WDW Coronado Springs Resort: Cancun
Organizer: Veronica Vecchi, SDA Bocconi
Chair: Manuela Brusoni, Bocconi U.
Economic Development Officers and the implementation of business policies in Australia | Rodney S Farr-Wharton, U. of the Sunshine Coast; Stephen Kelly, Southern Cross U., Australia
Clusters for regional development: managing complexities through flow | Ben Farr - Warthon, Southern Cross U.; Kerry Brown, Southern Cross U.
Public Private Venture Capital. What does the Italian experience tell to public managers? | Veronica Vecchi, SDA Bocconi; Niccolo’ Cusumano, Bocconi U.; Manuela Brusoni, Bocconi U.

The informal economy development policy in Tanzania: relevance and implications | Lemayon Melyoki, U. of Dar es Salaam

Obstacles to Managerial Flow: Paradox in Development | Eric C. Martin, Bucknell U.; Jordi Comas, Bucknell U.

1189 | (Plenary) - (RM) Organizational Research Methods: Retrospective and Prospective Views
4:45pm - 6:15pm WDW Coronado Springs Resort: Coronado R,ST
Tweet this session: #AOM2013 1189
Moderator: Brian Boyd, City U. of Hong Kong

Strategic Agility, Dominant Logic, and Hypercompetitive Environments | Dagmar Schaeffner, U. of Mannheim
Revealing the Internal Logic of Strategy-as-Practiced | Robert Phillip Wright, Hong Kong Polytechnic U.

Resource conceptualization: The role of group dynamics in defining a firm’s strategic resources | Kenneth Kyunghyun Huh, Warwick Business School; Martin Horacio Kunc, Warwick Business School; Frances A O’Brien, Warwick Business School
Creative Construction of Resources under Constraints in the Case of Cirque du Soleil | Ruey-Lin Hasao, National Chengchi U.; Su Hua Ou, Soochow U.; Minna Liu, National Chengchi U.

1190 | (Paper Session) - (SAP) Strategic Cognition: Resource Construction, Decision-Making, and Firm Agility
4:45pm - 6:15pm WDW Swan Resort: Dove
Tweet this session: #AOM2013 1190

Chair: Julia Balogun, Lancaster U.
Strategic Agility, Dominant Logic, and Hypercompetitive Environments | Dagmar Schaeffner, U. of Mannheim
Revealing the Internal Logic of Strategy-as-Practiced | Robert Phillip Wright, Hong Kong Polytechnic U.

Resource conceptualization: The role of group dynamics in defining a firm’s strategic resources | Kenneth Kyunghyun Huh, Warwick Business School; Martin Horacio Kunc, Warwick Business School; Frances A O’Brien, Warwick Business School
Creative Construction of Resources under Constraints in the Case of Cirque du Soleil | Ruey-Lin Hasao, National Chengchi U.; Su Hua Ou, Soochow U.; Minna Liu, National Chengchi U.

1191 | (Paper Session) - (TIM) Exploration and Exploitation
4:45pm - 6:15pm WDW Swan Resort: Egret
Tweet this session: #AOM2013 1191

Chair: Douglas J. Miller, U. of Illinois, Urbana-Champaign
The dual effects of star scientist turnover on exploitation and exploration | Daniel Tzabbar, Drexel U.; Rebecca R. Kehoe, Rutgers U.
Balancing Exploration and Exploitation: Simultaneous versus Sequential Approaches | Guktae Kim, Kyungpook National U.; Moon-Goo Huh, Kyungpook National U.
Does exploration/exploitation action lead to better performance? A Competitive Dynamics Perspective | Yu-Ching Chiao, National Chung Hsing U.; Chun-Ju Huang, National Chung Hsing U.
Reconciling the simultaneous effect of exploration and exploitation on radical innovation | Tali Hadasa Blank, Technion Israel Institute of Technology; Eitan Naveh, Technion Israel Institute of Technology

1192 | (Paper Session) - (TIM) Innovation and the Environment
4:45pm - 6:15pm WDW Swan Resort: Macaw 1
Tweet this session: #AOM2013 1192
Chair: Tianjiao Xia, Loughborough U.
To own or to use? How product service systems facilitate eco-innovation behavior | Frank Tietze, Christian-Albrechts-U. of Kiel; Erik G. Hansen, Leuphana U. Lueneburg
Are global pipelines really fundamental for cluster innovation and growth? Lessons from Brazil | Bruno S Silvestre, U. of Winnipeg; Romeu Silva Neto, Instituto Federal Fluminense


1193 | (Paper Session) - (TIM) Firm Capabilities
4:45pm - 6:15pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 1193
Chair: Daniel Engler, New York U.
Capability Stretching | Tang Wang, Michigan Technological U.; Yan Chen, U. of Missouri, Kansas City
The chosen ones. The Selection of Capabilities in Professional Service Firms | Ammon Salter, Imperial College London; Paola Criciulo, Imperial College London; Thorsten Grohsjean, LMU Munich; Tore Opsahl, Meas Inc
The influence of CEO self-monitoring on innovative capabilities and firm performance | Arunachalam S., Iowa State U.; Pol Herrmann, Iowa State U.; Sridhar N Ramaswami, Iowa State U.
Uncovering Dynamic Capabilities for Service Innovation: Conceptualization and Measurement | Matthijs Janssen, Eindhoven U. of Technology; Alexander S. Alexiev, VU U. Amsterdam; Carolina Castaldi, Eindhoven U. of Technology; Pim Den Hertog, U. of Amsterdam

1194 | (Paper Session) - (TIM) Innovation and Performance
4:45pm - 6:15pm WDW Swan Resort: Sandpiper
Tweet this session: #AOM2013 1194
Chair: Claudia Doblinger, U. of Regensburg
Innovation Portfolio Management - A Synthesis and Research Agenda (WITHDRAWN) | Anna Kathrin Meifort, U. of Mannheim
Innovation and External Risk Assessments | Matt Theeke, George Mason U.
Target-Specific Relational Resources and Post-Acquisition Innovation Performance | Minkyung Kim, U. of Kansas; Jongkuk Lee, Ewha Womans U.
Problem-solving practices, collaborations with suppliers and firms’ innovative performance | Roberto Fontana, U. of Pavia & Bocconi U.; Isabel Bodas Freitas, GEM & DISPEA

1195 | (Paper Session) - (TIM) Product Development Projects
4:45pm - 6:15pm WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 1195
Chair: Jouni K. Juntunen, Aalto U. School of Business

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

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

Section D


Failure experience in new product development and firm performance | Peiran Su, Technical U. of Denmark; Peter McNamara, U. College Dublin; Vincent Mangematin, Grenoble Ecole de Management

Translational research: When do public science projects result in real world impact? | Jan-Michael Ross, Imperial College London; Markus Perkmann, Imperial College London

1196 ☯ (Paper Session) - (TIM) The Innovation Process
4:45pm - 6:15pm WDW Swan Resort: Swan 9
Chair: Kevin A. Miceli, U. of North Carolina, Chapel Hill
- How cooperation between innovators and investors influences the innovation process | Friedemann Polzin, EBS Business School; Paschen von Flotow, Sustainable Business Institute
- Learning while (re-)configuring: Business model innovation processes in established firms | Hans Berends, VU U. Amsterdam; Armand Smits, Radboud U. Nijmegen; Isabelle Reymen, Eindhoven U. of Technology; Ksenia Podoynitsyna, Eindhoven U. of Technology
- Beyond Product-Process Innovation: The Case of Service Innovation by Product Manufacturers | Phillip C. Anderson, U. of Illinois, Urbana-Champaign
- The Evolution of Innovation: Crowdsourcing as Heterogeneous Organizational Practice | Richard Dunford, U. of Newcastle, Australia; Stephen Cummings, Victoria Management School

Monday 5:00PM

1197 : (MC) Management Consulting Division Business Meeting
5:00pm - 7:00pm WDW Yacht and Beach Club Resort: Asbury A
Chair: Anthony F. Buono, Bentley U.
Program Chair: Joanne C Prestton, Global Exchange Group
- Professional Development Workshop Chair: Jonathan P Doh, Villanova U.

1200 : (SIM) SIM Division Business Meeting
5:00pm - 6:30pm WDW Coronado Springs Resort: Yucatan 1-3
Chair: Kenneth C. Wimberly, U. of Houston; Program Chair: Kay Mundorf, U. of Michigan

Monday 5:30PM

1201 : (CMS) Critical Management Studies Division Social
5:30pm - 10:30pm WDW Coronado Springs Resort: Coronado Baja
Chair: Lise Balslev, CBS and Dean of Education, Professor Jan Molin, CBS
Program Chair: Charmine E. J. Hartel, U. of Queensland
Social Reception

Monday 6:00PM

1205 : (MH) Management History Division Business Meeting
5:30pm - 6:30pm WDW Dolphin Resort: Asia 1
Chair: David B. Zoogah, Morgan State U.
We look forward to welcoming MMD students, MMD Community, any other reflective practitioners interested in investigating new grounds and frontiers of your organizational context and leadership practice. Language: Probably mostly Danish. Hosts: Professor Kristian Kreiner, CBS and Dean of Education, Professor Jan Molin, CBS
Organizer: Lisette Balslev, CBS/ MMD

1207 : (ICW) Africa Academy of Management (AFAM) Social Reception
6:00pm - 7:00pm WDW Boardwalk Inn: St. James A&B
Chair: David B. Zoogah, Morgan State U.

Monday 6:15PM

1208 : (IM) IM Division Business Meeting
6:15pm - 8:00pm WDW Yacht and Beach Club Resort: Asbury D
Chair: Jonathan P Doh, Villanova U.
State-of-the-division discussion and award ceremony
Division Chair: John Mezias, U. of Miami
Division Chair-Elect: Jennifer Spencer, George Washington U.
Program Chair: Sea Jin Chang, National U. of Singapore
Professional Development Workshop Chair: Alvaro Cuervo-Cazurra, Northeastern U.
Past Chair: Mary Yoko Brannen, U. of Victoria/INSEAD

1209: (SAP) Strategicizing Activities and Practice Interest Group Business Meeting -- all members
6:15pm - 6:45pm WDW Dolphin Resort: Salon I
Tweet this session: #AOM2013 1209
Join us to recognize award winners, hear about the past year in the SAP Interest Group and plans for next year, and socialize with SAP members.
Division Chair: Richard Whittington, Said Business School
Program Chair: Tomi M. M. Laamanen, U. of St. Gallen
Past Chair: Curtis LeBaron, Brigham Young U.

Monday 6:30PM

1210: (BPS) Business Policy and Strategy Business Meeting
6:30pm - 7:30pm WDW Swan Resort: Swan 6
Tweet this session: #AOM2013 1210

1211: (CAR) Careers Division Social
6:30pm - 8:00pm Offsite: Epcot...
Tweet this session: #AOM2013 1211
This session will take place at the Canada Terrace in the World Showcase Promenade at Epcot. Please meet at the Epcot Gate, an attendant will direct you to the meeting. For questions regarding this session, please contact Kim Eddleston at keddleston@neu.edu

1212: (HCM) HCM Social
6:30pm - 8:00pm Offsite: Disney's Coronado Springs Resort
Tweet this session: #AOM2013 1212
Event will be held at the Rix Lounge at the Coronado Springs Resort - With many thanks to Tim Huerta for organizing (timothy.huerta@osumc.edu)

1213: (ENT) Entrepreneurship Division Business Meeting
6:30pm - 7:30pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 1213

1214: (MO) Social Hour and Business Meeting
6:30pm - 8:30pm WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 1214

1215: (OCS) OCIS Division Business Meeting
6:30pm - 7:30pm WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 1215
All OCIS members and friends are invited to attend the OCIS business meeting.
Division Chair: Elizabeth Davidson, U. of Hawaii-Manoa
Division Chair: Elizabeth Davidson, U. of Hawaii-Manoa

1216: (ODC) ODC Division Members Reception
6:30pm - 8:30pm WDW Coronado Springs Resort: Durango 1&2
Tweet this session: #AOM2013 1216

1217: (OMT) OMT Business Meeting
6:30pm - 7:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 1217

1218: (RM) Research Methods Division Business Meeting
6:30pm - 7:30pm WDW Coronado Springs Resort: Fiesta 2&3
Tweet this session: #AOM2013 1218
Division Chair: Lisa Schurer Lambert, Georgia State U.
Division Chair-Elect: Michael Sturman, Cornell U.
Program Chair: Brian Boyd, City U. of Hong Kong
Professional Development Workshop Chair: Hettie A. Richardson, Texas Christian U.
Past Chair: Mark A. Griffin, U. of Western Australia

1219: (SIM) SIM Division Social
6:30pm - 9:00pm WDW Coronado Springs Resort: Fiesta 6
Tweet this session: #AOM2013 1219
All SIMians welcome. Mingle with colleagues and enjoy snacks & drinks.
Program Chair: Michael L. Barnett, Rutgers U.

Monday 6:45PM

1220: (SAP) Strategicizing Activities and Practice Interest Group Social
6:45pm - 8:45pm WDW Dolphin Resort: Salon I
Tweet this session: #AOM2013 1220
Join us to celebrate!
Division Chair: Richard Whittington, Said Business School
Program Chair: Tomi M. M. Laamanen, U. of St. Gallen
Professional Development Workshop Chair: Anne D. Smith, U. of Tennessee, Knoxville

Monday 7:00PM

1221: (ICW) University of Michigan Ross School of Business Alumni Reception
7:00pm - 10:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III & IV
Tweet this session: #AOM2013 1221
Organizer: Casidhe Horan, U. of Michigan

Monday 7:30PM

1222: (BPS) Business Policy and Strategy Social
7:30pm - 8:30pm WDW Swan Resort: Swan 5
Tweet this session: #AOM2013 1222

1223: (GDO) GDO Reception
7:30pm - 10:00pm WDW Dolphin Resort: Salon V
Tweet this session: #AOM2013 1223
Division Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Division Chair-Elect: Jacob Eisenberg, U. of St. Gallen
Program Chair: Brian Boyd, City U. of Hong Kong
Professional Development Workshop Chair: Barbara A. Ritter, U. of Nebraska, Lincoln

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1224: (INDAM) Indian Academy of Management Social
7:30pm - 9:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 1224

1225: (MED) MED Social
7:30pm - 10:00pm WDW Coronado Springs Resort: Coronado Q
Tweet this session: #AOM2013 1225
Division Chair: Toni Ungaretti, Johns Hopkins U.
Division Chair-Elect: Jacob Eisenberg, U. College Dublin
Program Chair: Barbara A. Ritter, Coastal Carolina U.
Professional Development Workshop Chair: Peter McNamara, U. College Dublin

1227: (OCIS) OCIS Reception and Social Event
7:30pm - 10:30pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 1227
The OCIS Reception welcomes all members and friends of the OCIS division. Come catch up with your colleagues over hors d’oeuvres and adult beverage

1228: (OMT) OMT Social Hour
7:30pm - 9:00pm WDW Yacht and Beach Club Resort: Asbury B&C
Tweet this session: #AOM2013 1228

683: (ONE) 2013 ONE Social Reception
7:30pm - 9:30pm Offsite: Epcot Terrace des Fleurs
Tweet this session: #AOM2013 683
Come and meet your ONE friends. We will enjoy an excellent social reception this year. The meeting will occur at Epcot Terrace des Fleurs and information and invitations will be provided in the ONE business meeting. For additional questions regarding this session please contact Alberto Aragon-Correa at one2013florida@gmail.com.

1229: (RM) Research Methods Division Reception
7:30pm - 9:30pm WDW Coronado Springs Resort: Fiesta 5
Tweet this session: #AOM2013 1229

Monday 8:30PM

1232: (ICW) Case Western Reserve, Weatherhead, Organizational Behavior & Doctor of Management Annual Reception
8:30pm - 10:30pm WDW Dolphin Resort: Asia 3
Tweet this session: #AOM2013 1232
The annual reception hosted by Case Western Reserve University, Weatherhead School of Management, Organizational Behavior and Doctor of Management programs. Business Card required for admission (or must sign welcome book). Please be prepared for rapid entry. Thank you!
Organizer: Lila E Robinson, Weatherhead School of Management

Monday 8:00PM

1230: (ICW) BYU Ice Cream Social
8:00pm - 10:00pm WDW Dolphin Resort: Salon II
Tweet this session: #AOM2013 1230
Organizer: Marissa Tenney, Brigham Young U.

1202: (ENT) Entrepreneurship Division Social
8:00pm - 9:30pm WDW Swan Resort: Mockingbird 1
Tweet this session: #AOM2013 1202

1231: (IM) IM Division Reception
8:00pm - 12:00am WDW Yacht and Beach Club Resort: Grand Harbor Salon VII & VIII
Tweet this session: #AOM2013 1231
Come one! Come all! See old friends and meet new ones at the IM Division reception!
Organizer: Jennifer Spencer, George Washington U.
**Tuesday 7:00AM**

**1233** : (ICW) IMD International Day 5  
7:00am - 8:00pm WDW Boardwalk Inn: Marvin Gardens C  
Tweet this session: #AOM2013 1233  
Organizer: Marianne Rothenbuehler, IMD International  

**1234** : (IM) Meet the IM EC Breakfest  
7:00am - 8:00am WDW Yacht and Beach Club Resort: Asbury A  
Tweet this session: #AOM2013 1234  
Members of the IM division have breakfast with the Executive Committee  
Division Chair: John Mezias, U. of Miami  
Division Chair-Elect: Jennifer Spencer, George Washington U.  
Program Chair: Sea Jin Chang, National U. of Singapore  
Professional Development Workshop Chair: Alvaro Cuervo-Cazurra, Northeastern U.  
Past Chair: Mary Yoko Brannen, U. of Victoria/INSEAD  

**Tuesday 7:30AM**

**1235** : (MSR) MSR Morning Meditation  
7:00am - 8:00am WDW Coronado Springs Resort: Europe 8  
Tweet this session: #AOM2013 1235  
Facilitator: Gerald Biberman, U. of Scranton  

**Tuesday 8:00AM**

**1236** : (AAA) AOM Past Presidents Breakfast  
7:30am - 8:30am WDW Boardwalk Inn: Salon II  
Tweet this session: #AOM2013 1236  

**1237** : (SIM) SIM Morning Jumpstart  
7:00am - 8:00am WDW Coronado Springs Resort: Coronado R,S,T  
Tweet this session: #AOM2013 1237  
Start of the day coffee

**Tuesday 9:00AM**

**1238** : (AAA) Conference Registration  
8:00am - 5:00pm WDW Dolphin Resort: Atlantic B&C  
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration  

**1239** : (AAA) Hospitality Suite for First Time Attendees  
8:00am - 3:00pm WDW Dolphin Resort: Salon E4  
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!  

**1240** : (AAA) Placement Services  
8:00am - 2:00pm WDW Coronado Springs Resort: South Registration  
Placement Services - Registration and Information  

**1241** : (Paper Session) - (BPS) Routines and Capabilities  
8:00am - 9:30am WDW Swan Resort: Macaw 2  
Chair: William Bogner, Georgia State U.  
Routine Structure and Knowledge Management: Impacts on Routine Attributes, Value and Imitability | Dmitry Sharapov, Imperial College London  

**1242** : (Paper Session) - (BPS) Expanding the Understanding of Ambidexterity  
8:00am - 9:30am WDW Swan Resort: Pelican 2  
Chair: Francesco Castellanela, Catolica Lisbon School of Business and Economics  
Expanding the scope of organizational ambidexterity | Frederic Garcia, Ecole des Mines de Paris; Cedric Dalmasso, Ecole des Mines de Paris; Jean-Claude Sardas, Ecole des Mines de Paris  
Middle-way strategic orientation, strategic flexibility, and organizational ambidexterity | Zelong Wei, Xi’an Jiaotong U.; Yaqun Yi, Xi’an Jiaotong U.; Longwei Wang, Xi’an Jiaotong U.  
Manager Ambidexterity and Performance: Effects of Experience Antecedents and Work Context Moderators | Tom Mom, Erasmus U. Rotterdam; Sebastian Fourne, Erasmus U. Rotterdam; Justin J.P. Jansen, Erasmus U. Rotterdam  
The Paradox of Static and Dynamic Ambidexterity | Johannes Luger, U. of St. Gallen; Sebastian Raisch, HEC U. of Geneva; Markus Schimmer, U. of St. Gallen  

**1243** : (Paper Session) - (BPS) Innovation and Firm Performance  
8:00am - 9:30am WDW Swan Resort: Swan 1  
Chair: Oliver Baumann, U. of Southern Denmark  
Analyzing the Impact of Innovation on Firm Growth in a High-Uncertainty Environment (WITHDRAWN) | Xu Li, London Business School; Freek Vermeulen, London Business School  
Knowledge Strategies, Innovation Ambidexterity, and Competitive Advantage: An Integrative Framework | Jinjuan Zang, Xi’an Jiaotong U.; Yuan Li, Shanghai JiaoTong U.; Qing Cao, U. of Connecticut  
The ambivalent effect of complexity on firm performance: The global service provider industry | Marcus M. Larsen, Copenhagen Business School; Stephan Manning, U. of Massachusetts Boston; Torben Pedersen, Copenhagen Business School  

**1244** : (Paper Session) - (BPS) IPR and Competition  
8:00am - 9:30am WDW Swan Resort: Swan 7  
Chair: Tyson Brighton Mackey, California Polytechnic State U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 8:00 - 10:00 AM

**Section D**

### 1245 (Paper Session) - (BPS) Resource Redeployability, Adaptation, and Resource Extensions
8:00am - 9:30am WDW Swan Resort: Swan 8

**Chair:** Craig E. Armstrong, U. of Alabama

- Demand-side complementarities and firm scope | Jens Schmidt, Aalto U.; Richard L Priem, Texas Christian U.
- Asymmetric Valuation of Redeployable Resources by Firm Insiders and Outsiders | Arkady V. Sakhartov, The Wharton School, U. of Pennsylvania
- Resource Relatedness and the Mode of Entry Into New Businesses | Werner Helmut Hoffmann, WU Vienna; Kerstin Neumann, WU Vienna; Gerhard Specbacher, WU Vienna

**Discussants:**

- Yuanyuan Sun, Califormia State U., Fullerton; Robert M Wiseman, Michigan State U.
- How does CEO pay create value for firms? The mediating role of customer satisfaction | Xuejing Luo, U. of Texas, Arlington; Xiaoyia Liang, Fudan U.; Jan Wieseke, Ruhr-U. Bochum
- The "Value" of Prior CEO Job Experience | Nathan A. Bragaw, Pennsylvania State U.; Vilmos F. Misangyi, Pennsylvania State U.
- Long-term Incentive Effects of Executive Stock Options | Yuanyuan Sun, U. of Illinois, Urbana-Champaign

**1246 (Paper Session) - (BPS, OMT, SIM) Organization & Structure in Inter-firm Collaborations**
8:00am - 9:30am WDW Swan Resort: Toucan 1

**Chair:** Mona Bahl, Coastal Carolina U.

- Influence of Reinforcing Cycles on Effectiveness in Interorganizational Relationships | Nuno Oliveira, LSE; Fabrice Lumineau, Purdue U.
- Sorting innovators from the wider public: organizational design across the firm boundary | Markus Reitzig, U. of Vienna; Fredrik Hacklin, ETH Zurich; Georg von Krogh, ETH Zurich
- Gossip as a tool for organizations? | Edgar Rogello Ramirez Solis, ITESM; Veronica Iliañ Baños Monroy, ITESM

**Discussants:**

- Doug Bosse, U. of Richmond; Jeffrey S. Harrison, U. of Richmond
- Revisiting Social Activism: The Role of Equity or Fairness in Activist Demands and Firm Responses | Ilze Kivleniece, Imperial College London
- Toward A Theory of Stakkeholder Entrepreneurship | Rashedur Rob Chowdhury, U. of Cambridge; Edward Freeman, U. of Virginia
- Secondary Boycotts | Judith Schrempp-Stirling, U. of Richmond
- California State U., Fullerton; Robert M Wiseman, Michigan State U.
- The "Value" of Prior CEO Job Experience | Nathan A. Bragaw, Pennsylvania State U.; Vilmos F. Misangyi, Pennsylvania State U.
- Long-term Incentive Effects of Executive Stock Options | Yuanyuan Sun, U. of Illinois, Urbana-Champaign

**1248 (SHCS): (BPS, OB, HR) What Drives Employee Performance? Evidence on Extrinsic and Intrinsic Motivation**
8:00am - 9:30am WDW Swan Resort: Osprey 2

**Chair:** Lamar Pierce, Washington U. in St. Louis

- Fire in the Belly? Employee Motives and Innovative Performance in Startups versus Established Firms | Henry Sauermann, Georgia Institute of Technology
- Teetering between Cooperation and Competition: Social Comparisons and Peer Nominations | Katherine L. Milkman, U. of Pennsylvania
- Paying $30,000 for a Gold Star: An Empirical Investigation into the Value of Peer Recognition | Ian Larkin, Harvard U.
- The Dirty Laundry of Employee Award Programs: Evidence from the Field | Timothy Gubler, Washington U. in St. Louis; Ian Larkin, Harvard U.; Lamar Pierce, Washington U. in St. Louis

**1249 (JS): (BPS, OMT, SIM) Reconciling Social & Private Interests: New Perspectives on Stakeholder Engagement and Firm Strategy**
8:00am - 9:30am WDW Swan Resort: Pelican 1

**Chair:** Anita M McGahan, U. of Toronto

- Multilateral Stakeholder Engagement as A Way to Resolve Super-Wicked Problems | Charlene E. Zietsma, Schulich School of Business
- Toward A Theory of Stakkeholder Entrepreneurship | Rashedur Rob Chowdhury, U. of Cambridge; Edward Freeman, U. of Virginia
- Secondary Boycotts | Judith Schrempp-Stirling, U. of Richmond
- Doug Bosse, U. of Richmond; Jeffrey S. Harrison, U. of Richmond
- California State U., Fullerton; Robert M Wiseman, Michigan State U.
- The "Value" of Prior CEO Job Experience | Nathan A. Bragaw, Pennsylvania State U.; Vilmos F. Misangyi, Pennsylvania State U.
- Long-term Incentive Effects of Executive Stock Options | Yuanyuan Sun, U. of Illinois, Urbana-Champaign

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

**Section D**

320
1250 ▼: (Paper Session) - (CAR) Transforming the Boundaries of Organizational Life
8:00am - 9:30am WDW Dolphin Resort: Oceanic 2
Tweet this session: #AOM2013 1250
Chair: Marla Baskerville Watkins, Northeastern U.
Boundary-Crossing Job Mobility, New Product Area Entry and Performance of Entrepreneurial Ventures | Gina Dokko, U. of California, Davis; Geraldine A. Wu, New York U.
Transformed by Fatherhood? Domain Integration, Job Flexibility, and Fatherhood Effects at Work | Chad Murphy, Pennsylvania State U.

1251 ▼: (Paper Session) - (CAR) Understanding Career Success: New Directions for the Field
8:00am - 9:30am WDW Dolphin Resort: Asia 1
Tweet this session: #AOM2013 1251
Chair: Kathleen Park, Massachusetts Institute of Technology
Defining Career Success: A Cross-Cultural Comparison | George Benson, U. of Texas, Arlington; Cheryl K. McIntosh, U. of Texas, Arlington; Maritza Salazar, Claremont Graduate U.; Hoda Vaziri, U. of Texas, Arlington
The Careers Best International Paper Award Winner
Longitudinal Impact of EI, SI and Ci Competencies on Career and Life Satisfaction and Career Success | Emily Amdurer, Case Western Reserve U.; Richard E. Boyatzis, Case Western Reserve U.; Argun Saatcioglu, U. of Kansas; Melvin L. Smith, Case Western Reserve U.; Scott N. Taylor, U. of New Mexico
How Mindsets Set the Stage for Career Success | Peter A. Heslin, U. of New South Wales; Lauren A. Keating, U. of New South Wales
The changing influence of social origin and personality on objective career success | Wolfgang Mayrhofer, WU Vienna; Michael Schifflinger, WU Vienna; Michael Meyer, Vienna U. of Economics and Business Administration; Johannes Steyerer, WirtschaftsU. Wien; Guido Strunk, WU Vienna

1252 ▼: (CAU) Authentic Leadership Caucus – Building a Research Community – Putting Capitalism to Question.
8:00am - 9:30am WDW Swan Resort: Teal
Tweet this session: #AOM2013 1252
Chair: Hannes Leroy, Cornell U.; William L. Gardner, Texas Tech U.

1253 ▼: (CAU) Antecedents of Social Entrepreneurial Actions Developing and Developed Economies
8:00am - 9:30am WDW Coronado Springs Resort: Laredo 1
Tweet this session: #AOM2013 1253
Organizers: Jeffrey A. Robinson, Rutgers U.; Muralee Das, Melbourne Business School

1254 ▼: (CM, OB) New Perspectives on Social Status in Organizations
8:00am - 9:30am WDW Coronado Springs Resort: Oceanic 2
Tweet this session: #AOM2013 1254
Discussant: Nate Pettit, New York U.
Fear and loving in social hierarchy: Differential preferences for power and status | Nicholas A Hays, New York U.
You really, really like me! Overperceiving approval is associated with high status | Jennifer R. Overbeck, Eccles School, U. of Utah; Corinne Bendersky, U. of California, Los Angeles
Reactions to new high status team members: A model of local status rebalancing | Stephen E. Humphrey, Pennsylvania State U.; Sung Won Min, Pennsylvania State U.; Federico Alme, Oklahoma State U.; Oleg V. Petrenko, Oklahoma State U.; Matthew Quade, Oklahoma State U.

1255 ▼: (Paper Session) - (CMS) Critiquing Managerial Practices: Organizing, Politics and Board Games
8:00am - 9:30am WDW Coronado Springs Resort: Aapulco
Tweet this session: #AOM2013 1255
Chair: Juliane Reinecke, U. of Warwick
Discussant: Joy Panoho, Massey U.
Resisting synergy, inscribing antagony: (Re)writing difference in merger texts | Sally Riad, Victoria Management School; Eero Vaara, Hanken School of Economics
Can organization theory inform financial regulation? The case of high frequency trading | Emilio Marti, U. of Zurich; Andreas Georg Scherer, U. of Zurich
Diversity at the board table: the different director | Joy Panoho, Massey U.
I Shot the Sheriff: Organizing Politics | Rafael Alcadipani, FGV-EAESP; John Hassard, U. of Manchester
The Church, OccupyLSX and the City: Interactional Framing in Social Movements | Juliane Reinecke, U. of Warwick

1256 ▼: (Paper Session) - (ENT) Influence of Ownership on Value
8:00am - 9:30am WDW Swan Resort: Heron
Tweet this session: #AOM2013 1256
Chair: Melih Madanoglu, Florida Atlantic U.
Discussant: Daniel Thomas Chaffin, Michigan State U.
The Effects of Founder Ownership and Cofounder Presence on Firm Value: A Study of Newly Public Firms | Alexandra Dawson, Concordia U.; Imants Paeigs, Concordia U.; Nilanjan Basu, Concordia U.
The Role of Ownership on Norm-conforming Environmental Initiatives: Lessons from China | Pascual Berrone, IESE Business School; Luis R Gomez-Mejia, Texas A&M U.; Kai Xu, Texas A&M U.
\[ \textbf{Session Details – Tuesday, 8:00 - 10:00 AM} \]

**1257**  
\( \text{Paper Session} \) - (ENT) **Organizational Events and Affect**  
8:00am - 9:30am WDW Swan Resort: Ibis  
Tweet this session: #AOM2013 1257  
Chair: Sheetal Singh, George Washington U.  
Discussant: Wayne E. Ballentine, Prairie View A&M U.  
Harmonious vs. Obsessive Entrepreneurial Passion and Role Identity Transitions | Maria Kakarika, Kedge Business School; Marina Biniari, Strathclyde U.; Margarita Mayo, IE Business School  
Event-generated Affect: Implications for Small Business and High Growth Ventures Goals | Gordon Kwesi Adomdza, Northeastern U.; Adenekan Dedeko, Northeastern U.; Tori Yuwen Huang, Nottingham U. Business School China  
An Exploration of The Cognitive Factors Involved in Learning from Failure | Brandon Mueller, Oklahoma State U.; Dean A Shepherd, Indiana U.  

**1258**  
\( \text{Paper Session} \) - (ENT) **Institutional and Firm-level Effects on Growth**  
8:00am - 9:30am WDW Swan Resort: Mockingbird 2  
Chair: Tim R. Holcomb, Florida State U.  
Discussant: Masahiro Kotosaka, Ritsumeikan U.  
The Impact of Venture Capital on Funding Outcomes in the Alliance Market | Paul R. Forshey, High Point U.; Edward Levitas, U. of Wisconsin, Milwaukee  
Asymmetrical Institutional Conflict and Discourse-based Institutional Entrepreneurship | Andrew Sutton, Florida State U.; Tim R. Holcomb, Florida State U.  
Growing Along: Alliances and Entrepreneurial Performance in Nascent Versus Growth Markets | Pinar Ozcan, Warwick Business School  

**1259**  
\( \text{Paper Session} \) - (ENT) **Antecedents of Internationalization**  
8:00am - 9:30am WDW Swan Resort: Parrot 1  
Chair: Maria-Teresa Lepeley, Global Institute for Quality Education  
Discussant: Thilo Justus Pukall, U. of Witten/Herdecke  
When do Domestic Alliances Help Ventures Abroad? A Learning Perspective | Hana Milanov, Instituto de Empresa Business School; Stephanie A. Fernhaber, Butler U.  
Desirability and Feasibility in Internationalization Intentions: Impact of Psychological Distance | Daniela Bolzani, U. of Bologna; Riccardo Fini, U. of Bologna; Gian Luca Marzocchi, U. of Bologna  
External Influences in Family Firms, Entrepreneurial Orientations and Internationalization | Thilo Justus Pukall, U. of Witten/Herdecke; Andrea Calabrò, U. of Witten/Herdecke  
I Stick with What I Know: The Role of Experience in the New Venture Internationalization Process | Anne Domurath, Technical U. München  

**1260**  
\( \text{Paper Session} \) - (ENT) **Family Firms and Ownership Issues**  
8:00am - 9:30am WDW Swan Resort: Swan 3  
Chair: Isabel C. Botero, U. of Kentucky  
Discussant: Isabel C. Botero, U. of Kentucky  
Family Ownership Dispersion, Nonfamily Managers and Firm Productivity in SMEs | Hanqing Fang, Mississippi State U.; Esra Memili, U. of North Carolina, Greensboro; James J Chrisman, Mississippi State U.  
Family Ownership and Firm Performance | Hanqing Fang, Mississippi State U.; Esra Memili, U. of North Carolina, Greensboro; Josip Kotlar, U. of Bergamo; James J Chrisman, Mississippi State U.  
Ethical Human Resource Practices from the Perspective of Family Ownership | John Perry, Wichita State U.; John Kirk Ring, Wichita State U.; Curtis Francis Matherne, U. of Louisiana at Lafayette; Gergana Markova, Wichita State U.  
Behavioral Antecedents of R&D: Strategic Reference Points in Family and Non-Family Firms | Josip Kotlar, U. of Bergamo; Alfredo De Massis, U. of Bergamo; Hanqing Fang, Mississippi State U.; Federico Frattini, Politecnico di Milano  

**1261**  
\( \text{Paper Session} \) - (ENT) **Social Entrepreneurship**  
8:00am - 9:30am WDW Swan Resort: Swan 4  
Chair: Hans Nikolaus Rawhouser, U. of Nevada, Las Vegas  
Discussant: Hans Nikolaus Rawhouser, U. of Nevada, Las Vegas  
Social Entrepreneurship and Dynamic Capabilities | Patricia Corner, Auckland U. of Technology; Kate Kearins, Auckland U. of Technology  
Internationalization of Social Entrepreneurship: What do We Know and Where shall We Go? | Liman Zhao, Donghua U.; Qingliang Gu, Donghua U.; Brad Brown, Hamline U.  
Social Entrepreneurship and the Multiple Logics of Societal Impact | G. T. Lumpkin, Syracuse U.; Sophie C Bacq, Northeastern U.  
Social Ventures and Market Scalability: The Role of Stakeholder-based Collective Agency | Geoffrey Desa, San Francisco State U.; Sandip Basu, California State U. East Bay  

**1262**  
\( \text{JS} \) - (ENT, BPS) **Succeeding in Employee Entrepreneurship: Learning, Selection, and Management**  
8:00am - 9:30am WDW Swan Resort: Mockingbird 1  
Tweet this session: #AOM2013 1262  
Chair: Peter Thompson, Emory U.; Daniel Walter Elfenbein, Washington U. in St. Louis  
Discussants: Peter Thompson, Emory U.; Daniel Walter Elfenbein, Washington U. in St. Louis
Entrepreneurial Firm Performance and Career Histories of Founders | Daniel Olson, U. of Maryland
Firm Characteristics and Employee Entrepreneurs’ Choice of Cofounders and Early Employees | Jing Chen, Copenhagen Business School
Better the Devil You Know: Selection of Founding Team Members and Start-up Performance | Martin Ganco, U. of Minnesota; Benjamin A. Campbell, The Ohio State U.
Managing Jobs or Managing People? Employment Processes and their Effects on Worker Mobility | Matthew J. Bidwell, U. of Pennsylvania
Participant: Benjamin A. Campbell, The Ohio State U.

1263 - (Plenary) - (GDO) Leveraging Diversity and Inclusion for Business Success: The Sodexo Case
8:00am - 9:30am WDW Dolphin Resort: Salon III
Tweet this session: #AOM2013 1263
Facilitator/Chair: Gwen Dolin, American U. of Sharjah
Organizers: Gwendolyn M. Comb, U. of Nebraska, Lincoln; Charmaine E. J. Hartel, U. of Queensland; Stacy Blake-Beard, Simmons College; Lisa Haisi Nishii, Cornell U.; Diana Bilimoria, Case Western Reserve U.
Facilitator: Gwendolyn M. Combs, U. of Nebraska, Lincoln

1264 - (Paper Session) - (HCM) Using HIT to Improve Organizational Performance
8:00am - 9:30am WDW Coronado Springs Resort: Fiesta 4
Chair: Virginia Bodolica, American U. of Sharjah
A Conceptual Model for Achieving Value from Hospital Participation in Health Information Exchanges | Daniel Morris Walker, Tulane U.; Ralph E. Maurer, Tulane U.; Mark L. Diana, Tulane U.
Enhancing Organizational Efficiency in Healthcare-The Role of Strategic Orientation and IT | Grzegorz Koczula, Technical U. of Berlin; Carsten Schultz, Christian-Albrechts-U. of Kiel
Healthcare Supply Chain Design for Primary Care: Reducing Disparities in Behavioral Health Care | David Zepeda, Northeastern U.; Kingshuk Sinha, U. of Minnesota

1265 - (Paper Session) - (HCM) Professional Roles
8:00am - 9:30am WDW Coronado Springs Resort: Yucatan 1
Chair: Timothy Hoff, Northeastern U.
Understanding Hybrid Professional Identity: The Role of Identity Salience | Dimitrios Spyridonidis, Imperial College London
Ecologies of Expert Knowledge: Epistemic Dynamics in Classic and Hybrid Forms of Professionalism | Tomas Enrique Farchi, IAE - U. Austral
Application of Police Proactive Patrol Staffing Methodologies to Nurse Rounding and Surveillance | Beth Taylor, Centraal Michigan U.; Lana Ivanitskaya, Central Michigan U.; James Harris, U.S. Department of Veterans Affairs; Basim Dubaybe, Wayne State U.; Misty Bennett, Central Michigan U.

1266 - (Paper Session) - (HR) HR Practices and Outcomes
8:00am - 9:30am WDW Dolphin Resort: Europe 3
Chair: Sunghoon Kim, U. of New South Wales
High Performance Work Practices, Work Uncertainty, and Employee Overtime | Agrovo Avgoustaki, ESCP Europe Business School
Unlock the Full Potential of Absorptive Capacity: The Role of High Commitment Work Systems | Yin-Chi Liao, Western Illinois U.; Xiang Yi, Western Illinois U.; Xu Jiang, Xi’an Jiaotong U.

1267 - (Paper Session) - (HR) Turnover Processes
8:00am - 9:30am WDW Dolphin Resort: Oceanic 3
Chair: Michal Biron, U. of Haifa & Tilburg U.
Collective Turnover: Who Leaves, When Did They Leave, and Who Did They Leave Behind? | Matt Call, U. of South Carolina; Robert E Ployhart, U. of South Carolina; Anthony J Nyberg, U. of South Carolina; Jeff Weekley, Kenexa
A Two-Staged Longitudinal Model of Collective Turnover on Unit-Level Performance | Donald Hale, U. of South Carolina; Robert E Ployhart, U. of South Carolina; William Shepherd, The Ohio State U.
The Influences of Social Characteristics on the Turnover Decision Process | Szu-Han Lin, Michigan State U.
Free to Quit or Obligated to Stay? The Effects of Prior Layoffs on Voluntary Turnover | Paul Davis, U. of Wisconsin, Madison; Charlie O. Trevor, U. of Wisconsin, Madison; Jie Feng, U. of Wisconsin, Madison

1268 - (Paper Session) - (HR) Selection Validity
8:00am - 9:30am WDW Dolphin Resort: Oceanic 4
Chair: Philip L. Roth, Clemson U.
Incremental Validity of Conscientiousness Beyond Cognitive Ability: Does Faking Matter? | Donald H. Klumper, Northern Illinois U.; David Stewart, Georgia State U.; Mark N. Bing, U. of Mississippi
Item and Scale Information of Assessment Centers Ratings: An Item Response Theory (IRT) Approach | Gahyun Jeon, U. of Illinois, Urbana-Champaign; Liwen Liu, U. of Illinois, Urbana-Champaign; Deborah Elizabeth Rupp, Purdue U.

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

Predicting Counterproductive Work Behavior from a Big Factor Model of Big Five Personality | Nhung T. Nguyen, Towson U.; Michael Biderman, U. of Tennessee, Chattanooga

1269 : (Paper Session) - (HR) Strategic HR: Process Perspectives
8:00am - 9:30am WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 1269
Chair: Corine Boon, U. of Amsterdam
Frontline Employee Involvement and the Mystery of the Missing Performance Effects | Adam Seth Litwin, Johns Hopkins U.; Adrienne Eaton, Rutgers U.
Examining Causality between High Performance Work Systems and Organizational Performance | Duckjung Shin, U. of Western Ontario; Alison M. Konrad, U. of Western Ontario
On the Added Value of the HRM Process Theorization | Jennie Sumelius, Hanken School of Economics; Mats Ehrnrooth, Hanken School of Economics

1270 : (ICW) HRM Editorial Board Meeting
8:00am - 9:30am WDW Dolphin Resort: Europe 5
Tweet this session: #AOM2013 1270
Organizer: Elizabeth Phillips, John Wiley & Sons, Inc.

1271 : (Paper Session) - (IM) IM Division Best Paper Award Session in OB / HRM / OT
8:00am - 9:30am WDW Yacht and Beach Club Resort: Asbury D
Tweet this session: #AOM2013 1271
Chair: Mila B. Lazarova, Simon Fraser U.
IM Division Best Paper Award in OB/HRM/OT Finalist
→ Feel Close to You, Don’t You? - Antecedents of Psychic Distance Asymmetry | Anja Maria Schuster, U. of St. Gallen (HSG); Björn Ambos, U. of St. Gallen
IM Division Best Paper Award in OB/HRM/OT Finalist
→ Managing Expatriate Evacuations in Times of Crisis: A Cross-industry Comparison | Anthony Fee, U. of Technology, Sydney; Susan McGrath-Champ, U. of Sydney
IM Division Best Paper Award in OB/HRM/OT Finalist
→ The Confluence of Cultural Richness & Global Identity in Intracultural & Intercultural Negotiations | Leigh Anne Liu, Georgia State U.; Li Ma, Peking U.; Chei Hwee Chua, U. of Miami; Zhi-Xue Zhang, Peking U.; Cordula Barzantny, Toulouse Business School
IM Division Best Paper Award in OB/HRM/OT Finalist

1272 : (Paper Session) - (IM) Bringing the Firm Back In: The Role of Firm Specific Resources in International Management
8:00am - 9:30am WDW Yacht and Beach Club Resort: Cape Cod B
Tweet this session: #AOM2013 1272
Chair: Jana Oehmichen, U. Gottingen
→ How Firm Capabilities Matter in Region-Global Geographic Expansion? (WITHDRAWN) | Jie Wu, U. of Macau; Nitin Pangarkar, National U. of Singapore
→ Leveraging U.S. Military Contracts: War Profiteering or Strategic Positioning? | Tanya A Peacock, U. of Hawaii at Manoa; Kiyohiko Ito, U. of Hawaii at Manoa
What Kind of Capitalism for Strategic Management? | Barry J. Witcher, U. of East Anglia; Vinh Sum Chau, U. of Kent, Canterbury
→ The Impact of Corporate Reputation on Firm Entry Mode Strategy | Charles Edward Stevens, U. of Wyoming; Erin E. Makarius, The U. of Akron

1273 : (Paper Session) - (IM) Rethinking the Liability of Foreignness: Reconciling Liabilities and Advantages of Foreignness
8:00am - 9:30am WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 1273
Chair: Hamid H Kazeroony, Phoenix U.
→ Does Imitation Reduce the Liability of Foreignness? | Ha Scott Kim, U. of Vienna; Zheyi Wu, Tilburg U.
→ The Paradox of Foreignness: Reconciling Liabilities and Advantages of MNE Subsidiaries | Jesper Edman, Hitotsubashi U.
Overcoming the Liability of Emergingness | Nan Zhou, Moscow School of Management Skolkovo
Re-Examining Cost of Doing Business Abroad: Integrating an Institutional Perspective | Kim Clark, Saint Mary’s College of California; Indu Ramachandran, Texas State U.

1274 : (Paper Session) - (IM) Institutional Environments and Internationalization of Emerging Market MNCs
8:00am - 9:30am WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 1274
Chair: Pedro Gabriel Marquez-Perez, Royal Roads U.
Internationalization of Emerging Economy Firms: The Dual Effects of the Institutional Environment | Fangrong Li, City U. of Hong Kong; Daniel Z. Ding, City U. of Hong Kong
→ Explaining the Internationalization of EMNEs: Role of Managerial Intentionality | Raveendra Chittoor, Indian School of Business; Sougata Ray, Indian Institute of Management, Calcutta; Deepak Jena, Indian School of Business
→ Performance Feedbacks, Munificence, and Multinational Expansion of Emerging-Market Firms | Yuan Yuan Huang, Xi’an Jiaotong U.; Guijun Zhuang, Xi’an Jiaotong U.; En Xie, Xi’an Jiaotong U.
Institutional Reforms and Foreign Market Entry of Emerging Market Firms: An Extended Firm-Specific Framework | Ming Hua Li, Copenhagen Business School; Lin Cui, Australian National U.; Jiangyong Lu, Peking U.

1275 : (JS: (IM, RM) Multinationality-Performance Link: Methodological Conundrums and the Search for Unifying Paradigms
8:00am - 9:30am WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 1275
Coordinator: Farok J. Contractor, Rutgers U.
The Role of Multiple Identities and Their Audiences in Negotiating Destabilized Identification | Jennifer Louise Petriglieri, INSEAD

From Lone Wolves to Members of a Pack: Collective Processes of Construction of Possible Selves | Fabiola Bertolotti, U. of Modena and Reggio Emilia; Clio Dosi, U. of Bologna; Maria Rita Tagliaventi, U. of Bologna

A Situated, Value Based Approach to Institutional Logic Identification in Organizations | Giulia Cappellaro, U. of Cambridge; Jaco Lok, U. of New South Wales Sydney

**1282** \( \sim \text{(MOC, RM, OB)} \) The Value of Qualitative Dissertations: A Panel Symposium
8:00am - 9:30am WDW Dolphin Resort: Asia 2
Tweet this session: #AOM2013 1282
Organizers: Courtney Rae Masterson, U. of Illinois, Chicago; Beth Schinoff, Arizona State U.
Participants: Kevin G. Corley, Arizona State U.; Karen Golden-Biddle, Boston U.; Kristie M Rogers, U. of Kansas; Elizabeth D. Rouse, Boston College

**1283** \( \sim \text{(Paper Session) - (MSR)} \) Capitalism in Question: MSR Theme Paper Session
8:00am - 9:30am WDW Dolphin Resort: Europe 10
Tweet this session: #AOM2013 1283
Chair: Mitchell J. Neubert, Baylor U.

The Intersection of Ethics and Religion: Implications for Life and Work Outcomes | Jason D Debode, Auburn U.; Alan G. Walker, Auburn U.

Religious Identity Construction in the Workplace: A Case Study | Keni Salawu, York U.

Impact of Self Development Modalities on Trust Development: Implications for Stronger Partnerships | Sabita Sawhney, Maharishi U.; Rajeev Sawhney, Western Illinois U.

Religiosity and Spirituality in the Life of the Entrepreneur: A Review and Synthesis | Angela M. Balog, Auburn U.; LaKami T. Baker, Auburn U.

**1284** \( \sim \text{(Paper Session) - (OB)} \) Individual Differences and Work Performance
8:00am - 9:30am WDW Dolphin Resort: Europe 11
Tweet this session: #AOM2013 1284
Chair: Mindy K. Shoss, Saint Louis U.

It Pays to be Herr Kaiser: Germans with Noble-Sounding Last Names More Often Work as Managers | Raphael Silberzahn, U. of Cambridge; Eric Luis Uhlmann, HEC Paris

When and How People Make the Place? Understanding the Micro-Foundation of Firm Absorptive Capacity | Song Chang, Chinese U. of Hong Kong; Fiona Kun Yao, U. of California, Berkeley

Managerial Implications for the Impact of Revised Reinforcement Sensitivity Theory on Creativity | Benjamin Robert Walker, U. of New South Wales; Chris J Jackson, U. of New South Wales

The Need For Cognition: A Meta-Analysis Clarifying the Link to Intelligence and Personality | Lindsey Greco, U. of Iowa; Sheryl Walter, U. of Iowa

**1285** \( \sim \text{(Paper Session) - (OB)} \) Boards and Governance: Decisions and Consequences
8:00am - 9:30am WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 1285
Chair: Chad A. Hartnell, Georgia State U.

Board Dynamics and Effective Boards: Lessons from Inside Corporate Governance | Eelke Heemskerk, U. of Amsterdam; Margrietha Wats, Galan Group

Walking the Lines and Working the Spaces: The Company Secretary and Board Effectiveness | Terry McNulty, U. of Liverpool

A Culture Perspective on Behavioral Integration of Top Management Team | Jin Cheng, School of Management, Xiamen U.; Lan Lin, School of Management, Xiamen U.; Haiqing Bai, Xiamen U.

Hiring and Firing During Recession: Are Issues Looking for Answers or Answers Looking for Issues? | Juhana Peltonen, Aalto U.

**1286** \( \sim \text{(Paper Session) - (OB)} \) Psychological Capital: A Mediation Perspective
8:00am - 9:30am WDW Dolphin Resort: Europe 7
Tweet this session: #AOM2013 1286
Chair: Dana Mcdaniel Sumpter, California State U. Long Beach

Continuously Improving in Tough Times: Overcoming Resource Constraints with Psychological Capital | Ingrid C. Chadwick, Queen’s U.; Jana L. Raver, Queen’s U.

Outstanding Practical Implications for Management Award, sponsored by Mercer Workforce Sciences Institute

Training Motivation and Training Transfer Outcomes: The Role of Psychological Capital | Jakari Griffith, Bridgewater State U.; Gwendolyn M. Combs, U. of Nebraska, Lincoln

Unemployed and Exhausted? Fatigue During Job-Search and Its Impact on Reemployment Quality | Vivien KG Lim, National U. of Singapore; Don J.Q Chen, National U. of Singapore; Mingze Tan, Singapore

Justice, Satisfaction, Commitment: Mediation of Quality of Work Life and Psychological Capital | Abhishek Kumar Totawar, Indian Institute of Management Indore; Ranjeet Nambudiri, Indian Institute of Management Indore; Patturaja Selvaraj, Indian Institute of Management Indore

**1287** \( \sim \text{(Paper Session) - (OB)} \) Abusive Supervision: Who Does it and What are the Consequences?
8:00am - 9:30am WDW Dolphin Resort: Oceanic 1
Tweet this session: #AOM2013 1287
Chair: Lisa Schurer Lambert, Georgia State U.


Abusive Supervision and Employee Outcomes: The Influence of Contract Violation and PsyCap | Quinn W. Cunningham, Drexel U.; Marco S. DiRenzo, Naval Postgraduate School; Mary Mawritz, Drexel U.

What Makes Abusive Supervision? A Process of Trait Activation | Zhenyu Liao, National U. of Singapore; Prasanta Bhattacharya, National U. of Singapore; Zhixin Yin, Renmin U. of China

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Midday Session | Session Details – Tuesday, 8:00 - 10:00 AM

- Stand up and Speak up: Employees’ Prosocial Reactions to Observed Abusive Supervision | Manuela Priesemuth, Wilfrid Laurier U.

1288 🔄 (Paper Session) - (OB) Abstract Communication: Messages, Symbols & Language
8:00am - 9:30am WDW Dolphin Resort: Oceanic 5
Tweet this session: #AOM2013 1288
Chair: Laura Huang, The Wharton School, U. of Pennsylvania

ียง (Hybrid Culture Building and Foreign Language Proficiency - Do These Constructs Interact?) | Carolin Fleischmann, U. of Bamberg; Laura-Christiane Renker, U. of Bamberg
ียง Communicating with the Crowd: Speakers use Abstract Messages when Addressing Larger Audiences | Cheryl Waksalak, U. of Southern California; Priyanka D. Joshi, U. of Southern California
ียง Using Abstract Language Signals Power | Cheryl Waksalak, U. of Southern California; Pamela K Smith, U. of California, San Diego; Albert Han, U. of Southern California
ียง Physical Symbols at Work: Communication of Cooperative Norms Through Table Shape | Julian House, U. of Toronto

1289 🔄 (Paper Session) - (OB) Absenteeism, Presenteeism and Homeworking
8:00am - 9:30am WDW Dolphin Resort: Oceanic 8
Tweet this session: #AOM2013 1289
Chair: Kathleen M Campbell, United States Military Academy
ียง Observer Reactions to Absenteeism versus Presenteeism: A Scenario Study | Eric Patton, Saint Joseph’s U.; Mercé Mach, U. of Barcelona; Gary Johns, Concordia U.
ียง The Importance of Leader-Member Exchange for Presenteeism Culture: A Study in the Financial Sector | Aristides Isidoro Ferreira, ISCTE; Luis F. Martinez, ISCTE
ียง Homeworking - Are the Benefits Only Temporary? Long-Term Impact of Homeworking on Job Attitudes | Esther Canonico, London School of Economics
ียง A Moderated Mediation Analysis of Job Demands, Presenteeism and Absenteeism | Stephen Deery, U. of London; Janet Walsh, King’s College London; Christopher D. Zutick, Cal Poly San Luis Obispo; Roderick D Iverson, Simon Fraser U.

1290 🔄 (Paper Session) - (OB) The Role of Charisma, Humour & Self Control on Transformational Leadership
8:00am - 9:30am WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 1290
Chair: Connson Chou Locke, London School of Economics
ียง Why and When Followers Sacrifice: A New Look at Charismatic-Transformational Leadership | Diether Gebert, Renmin U. of China; Claudia Buengeler, Jacobs U. Bremen; Kai Zhang, Renmin U. of China; Jiwen Song, Renmin U. of China
ียง Moderating Role of Self-Control Strength with Transformational Leadership and Adaptive Performance | Kai Externbrink, Ruhr-U. Bochum; Christian Dornmann, Ruhr-U. Bochum; Gabriele Elke, Ruhr-U. Bochum
ียง When Opposites Hurt: Charismatic Leadership and Contextual Performance Evaluations | Laura Guillén, ESMT; Natalia Karelaia, INSEAD
ียง Leading Interns through Humor: The Role of Humor on the Effectiveness of Leadership Behaviors | Filipe Sobral, Getulio Vargas Foundation-EBAPE; Gaz Islam, Grenoble Ecole de Management; Bernardo Pantaleão, Getulio Vargas Foundation-EBAPE

1291 🔄 (Paper Session) - (OB) Creativity & Innovation: An Empirical Approach
8:00am - 9:30am WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 1291
Chair: Robert A. Carpin, California State U. Los Angeles
ียง The Underlying Motivational Mechanisms for Employee Creativity: A Meta-Analytic Examination | Dong Liu, Georgia Institute of Technology; Kaifeng Jiang, Rutgers U.; Christina E. Shalley, Georgia Institute of Technology; Sejin Keom, Georgia Tech
ียง A Study on the Relationship between Innovation and Creativity | Chung-Jen Wang, National Cheng Kung U.; Chin Pin Li, National Cheng Kung U.
ียง The Primal Mark: How the Beginning Shapes the End in the Development of Creative Ideas | Justin Berg, U. of Pennsylvania
ียง The Combined Roles of Mastery and Performance Climates in Implementing Creative Ideas | Miha SSKerlavaj, U. of Ljubljana; Matej Cerne, The Centre of Excellence for Biosensors, Instrumentation and Process control; Anders Dysvik, BI Norwegian Business School; Christina G. L. NERstad, BI Norwegian Business School; Chunke Su, U. of Texas, Arlington

1292 🔄 (Paper Session) - (OB) Relative Deprivation, Ideals, Adjustment and Job Attitudes
8:00am - 9:30am WDW Dolphin Resort: Salon A4
Tweet this session: #AOM2013 1292
Chair: Matthew C. Davis, U. of Leeds
ียง "Ask and Ye Shall Receive": A Model of Ex-Ante and Ex-Post Idiosyncratic Deal-Making and Outcomes | Violet Ho, U. of Richmond; Manuel G. Tekleab, Wayne State U.
ียง Modeling Individual Responses During the Extra-Cultural Adjustment Process | Denise Potosky, Pennsylvania State U.
ียง Relative Deprivation and Nonstandard Work Arrangement in Public Sector | Heung-Jun Jeong, Rutgers U.; Sungchul Noh, McGill U.

1293 🔄 (Paper Session) - (OB) Culture & Leadership
8:00am - 9:30am WDW Dolphin Resort: Salon E3
Tweet this session: #AOM2013 1293

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

Section D
Chair: Kwanghyun Kim, Korea U.

Improving IT Professionals Job Skills when Management Styles and Cultural Values Work Together | Pei-Li Yu, National Cheng Kung U.

Leadership Emergence in Multicultural Teams: The Power of Global Characteristics | Alon Lisak, Ben-Gurion U. of the Negev

The Voice of a Leader; An Examination of Leader Trustworthiness, Voice, and Performance in China | Erica Christine Holley, Central Washington U.; Kéke Wu, Central Washington U.; James B. Avey, Central Washington U.

Section D

How proactively employees engage in job crafting and improve their engagement: The role of affect | Anja Van den Broeck, KU Leuven; Karoline Strauss, U. of Warwick; Eis Vanbelle, KU Leuven

Is voice self-iterative? The influence of voice acceptance experience on subsequent voice behavior | Qing Lu, Hong Kong Polytechnic U.; Chiahuei Wu, U. of Western Australia; Xu Huang, Hong Kong Polytechnic U.

When supervisors appreciate employee voice: Contributions and evaluations of employee voice behaviors | Frank D. Belschak, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam; Renske van Geffen, U. of Amsterdam

Bad is Stronger than Good? Examining Transformational Leadership and Abusive Supervision | Alexander Pundt, U. of Mannheim

Improving IT Professionals Job Skills when Management Styles and Cultural Values Work Together | Pei-Li Yu, National Cheng Kung U.

Leadership Emergence in Multicultural Teams: The Power of Global Characteristics | Alon Lisak, Ben-Gurion U. of the Negev

The Voice of a Leader; An Examination of Leader Trustworthiness, Voice, and Performance in China | Erica Christine Holley, Central Washington U.; Kéke Wu, Central Washington U.; James B. Avey, Central Washington U.

1294 #JS: (OB, HR) Proactive behavior in organizations: Processes, contingencies, and outcomes
8:00am - 9:30am WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 1294

Chairs: Karoline Strauss, U. of Warwick; Chiahuei Wu, U. of Western Australia
Discussant: Deanne N. DenHartog, U. of Amsterdam

Proactivity in occupational safety: A goal regulation perspective | Matteo Curcuruto, U. of Bologna; Karoline Strauss, U. of Warwick; Carolyn Axel, U. of Sheffield

Emotions and proactivity: How employees experience the process of making things happen | Uta Bindi, U. of Western Australia

How proactive employees engage in job crafting and improving their engagement: The role of affect | Anja Van den Broeck, KU Leuven; Karoline Strauss, U. of Warwick; Eis Vanbelle, KU Leuven

Is voice self-iterative? The influence of voice acceptance experience on subsequent voice behavior | Qing Lu, Hong Kong Polytechnic U.; Chiahuei Wu, U. of Western Australia; Xu Huang, Hong Kong Polytechnic U.

When supervisors appreciate employee voice: Contributions and evaluations of employee voice behaviors | Frank D. Belschak, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam; Renske van Geffen, U. of Amsterdam

1295 #JS: (OB, HR) New Developments in Within-Person Research
8:00am - 9:30am WDW Dolphin Resort: Asia 5
Tweet this session: #AOM2013 1295

Chair: Margarita Almeda, Georgia State U.
Discussant: Joyce E. Bono, U. of Florida


Workload Influences Life Satisfaction Via Work-family Conflict: A Daily Study | Zen W.C. Goh, National U. of Singapore; Remus Ilies, National U. of Singapore

On the Stability of Leader-Member Exchange (LMX): A Weekly Examination of LMX, Affect, and Attitudes | Margarita Almeda, Georgia State U.; Nikos Dimotakis, Georgia State U.; Bennett J. Tepper, Georgia State U.; Todd J. Maurer, Georgia State U.
1300 | (Paper Session) - (OCIS) Social Networks in Organizations
8:00am - 9:30am WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 1300
Chair: Hongtao Yang, hrb.engineering.u
Stock Market Prediction via Social Media: The Importance of Competitors | Frank Nagle, Harvard Business School
Ambient Awareness and Knowledge Transfer: Using Social Media to Improve Meta-Knowledge | Paul M. Leonard, Northwestern U.
Toward a Model of Cyberbullying in the Workplace: An Online Disinhibition Perspective | Jessica Lynn Innocence-Gray, U. of Texas, San Antonio; Brittany Kathleen Mercado, Baruch College/CUNY Graduate Center
Buffeting the Technical Core: Entrainment Containment to Innovation in the Social Media Era | Inchan Kim, U. of Oklahoma - Norman; Shaila Miranda, U. of Oklahoma

1301 | (OCIS, ODC, HCM) Learning to Coordinate: Relational and Technical Transformations in Health Care Delivery
8:00am - 9:30am WDW Swan Resort: Parrot 2
Tweet this session: #AOM2013 1301
Chair: Samer Faraj, McGill U.
Discussant: Jody Hoffer Gittell, Brandeis U.
Introducing Standards in Rehabilitation Medicine as Support for Relational Coordination | Gudula Grote, ETH Zurich; Mareike Haase, ETH Zurich
Exploring the Relational Dynamics of the Change Process in the Era of Accountable Care | Saleema Moore, Brandeis U.
Improving Relational Coordination through Clinical Pathways and Team Meetings in Obstetric Care | Peter Groenenweegen, VU U. Amsterdam; Vera Schölmerich, VU U. Amsterdam
The Interplay Between Programmed and Relational Means Of Coordination: The Case of Care Pathways | Thin Praetorius, U. of Southern Denmark

1302 | (Paper Session) - (ODC) Organizational Culture and Identity in Organizational Development and Change
8:00am - 9:30am WDW Coronado Springs Resort: Baja
Tweet this session: #AOM2013 1302
Chair: Danielle Zandee, Nyenrode Business U.
Culture Change for Effective Engineering Asset Management Organizations | Yvonne Brunetto, Southern Cross U.; Matthew John Xernt, Southern Cross U.; Silvia Azevedo Nelson, Southern Cross U.
Ambidexterity Deconstructed: A Hierarchy of Capabilities Perspective | William Carter, U. of North Texas
Surviving Death : Exploring Organizational Identity In Times Of Organizational Death | Anna Gerstrom, Aarhus U.
Winner of ODC Division Best Doctoral Student Paper
Communicating Organizational Change: A Case Study on Interface, Inc. | David J. Bechtold, U. of Tampa; Gabrielle Lopiano, The U. of Tampa
Too Good for CSR? How Intraorganizational Status interferes with Adoption of Uncertain Practice | H. Clarissa Chaity, Northwestern U.

1304 | (Paper Session) - (OM) Supply Chain Management - Contracts and Governance
8:00am - 9:30am WDW Yacht and Beach Club Resort: Cape Cod C
Tweet this session: #AOM2013 1304
Chair: Dina Ribbink, U. of Western Ontario
Transaction-Specific Investments in a Buyer-Supplier-Supplier Triad | Jiaqi Xue, U. of International Business and Economics; Yi Liu, Shanghai JiaoTong U.; Ting Liu, Shanghai U.
Uncertainty, Governance Mechanisms, Performance, and Institutional Environments: A Meta-analysis | Yuan Li, Shanghai JiaoTong U.; Zhi Cao, Xi’an Jiaotong U.; Yi Liu, Shanghai JiaoTong U.; Janyath Jayaram, U. of South Carolina
Institutional Isomorphism in Supply Chains: Drivers affecting contract enforcement at sub-supplier | Steffen M. Wuetz, U. of St. Gallen
1305 | (Paper Session) - (OMT) Dynamic capabilities & Learning
8:00am - 9:30am WDY Yacht and Beach Club Resort: Asbury B
Ticket this session: #AOM2013 1305
Chair: Mark L. Diana, Tulane U.
Rubik’s Dilemma: Partial Knowledge and the Efficacy of Learning | Hart E. Posen, U. of Wisconsin, Madison; Dirk Martignoni, U. of Zurich; Markus Lang, U. of Zurich
Finalist for Best Paper Award

Radical change to organizational knowledge through the accumulation of incremental changes | Amit Jain, National U. of Singapore
How Dynamic Capabilities Impact Process Performance Under High and Low Levels of Industry Dynamism | Hendrik Wilhelm, U. of Cologne; Maren Schloemer, U. of Cologne; Indre Maurer, U. of Goettingen
The Need for Speed – Emergent Problems, Capabilities Failure, and Organizational Ad-Hoc Processes | Paavo Ritala, Lappeenranta U. of Technology; Bruce Heiman, San Francisco State U.; Pia Hurmelinna-Laukkaran, U. of Oulu
Performance feedback and incremental organizational learning: Does social capital make a difference? | Rhys Andrews, Cardiff U.

1306 | (Paper Session) - (OMT) Agency theory and incentives
8:00am - 9:30am WDY Yacht and Beach Club Resort: Asbury C
Ticket this session: #AOM2013 1306
A Principal-Agent Model of Risk Allocation in Construction Contracts and Its Critique | Chen-Yu Chang, U. College London
The Effects of Reward System on Bank Credit Losses – An Agent Based Model | Sara Jonsson, Royal Institute of Technology - KTH
Presenter: Jean McGuire, Louisiana State U.

1307 | (Paper Session) - (OMT) Context of Leadership
8:00am - 9:30am WDY Yacht and Beach Club Resort: Cape Cod A
Ticket this session: #AOM2013 1307
Chair: Timothy F. Reymann, Franklin U.
Complexity Mechanisms in Human Interaction Dynamics: The Organizing Functions of Leadership | James K. Hazy, Adelphi U.
Re-thinking Strategic Leadership: On Stars, Clans, Teams and Networks | Mark P. Kriger, BI Norwegian Business School; Yuriy Zhivotobryukh, BI Norwegian Business School
Socially Constructed Management Communication and Practice: A Phenomenological Study | Daniel K. Dayton, Chicago School of Professional Psychology
The Production of Leadership Fashions | Eric Guthy, Copenhagen Business School

1308 | (Paper Session) - (OMT) Novel Approaches to Entrepreneurship
8:00am - 9:30am WDY Yacht and Beach Club Resort: Grand Harbor Salon IV
Ticket this session: #AOM2013 1308
Chair: Matthew G Grimes, U. of Alberta
How Entrepreneurial Orientation Influences Firm Performance: From Outside-in and Inside-out Views | Tingko Lee, National Taiwan U.; Wenyi Chu, National Taiwan U.
An Institutional Perspective on Student Business Plan Competitions | Bertha Teresa Jimenez, Polytechnic Institute of New York U.
Necessity is the Mother of Isomorphism: Income Stratification and the Provision of Novelty | Laura Doering, U. of Chicago

1309 | (Paper Session) - (OMT) Legitimacy in institutions
8:00am - 9:30am WDY Yacht and Beach Club Resort: Grand Harbor Salon VII
Ticket this session: #AOM2013 1309
Chair: Renee Rottner, New York U.
Redressing Mistakes to Restore Legitimacy? Event, Context, and Organizational Characteristics | Kuo Frank Yu, City U. of Hong Kong; Yik-Kiu Lee, City U. of Hong Kong; Jane Yang, City U. of Hong Kong; Tilen Pigac, City U. of Hong Kong
Legitimacy based on diversity: A study of the U.S. animal welfare institution, 1865-2010 | EY EUN YOUNG Song, Australian School of Business, UNSW
Skilled games: Ethics, legitimacy and creativity in stem cell science | Joelie Evans, HEC Paris
Maintaining CEO Legitimacy: Strategies of Managing Multiple Audiences | Shenghui Ma, U. of Zurich

1310 | (Paper Session) - (OMT) Reputation and status hierarchies
8:00am - 9:30am WDY Yacht and Beach Club Resort: Grand Harbor Salon VIII
Ticket this session: #AOM2013 1310
Chair: Daniel Malter, Harvard Business School
Confused By The Middle: Status, Acquisition Advisors, And Their Opportunism In Acquisition Premium | Yonghoon Lee, INSEAD
Finalist for Ponday Award
Status spillovers across social boundaries | Julien Jourdan, Bocconi U.; Markus Perkmann, Imperial College London; Riccardo Fini, U. of Bologna
A Role-Theoretic Perspective on Reputation Formation: Who Gets Ahead in the Film Industry? | Heeyon Kim, U. of Michigan; Michael Jensen, U. of Michigan
Becoming What You Are: The Reproduction of Organizational Status Orders in Uncertain Environments | Craig Rawlings, ucsb

1311 | (OMT, MOC, SIM) Multi-Theoretical Perspectives in Crisis Management
8:00am - 9:30am WDY Yacht and Beach Club Resort: Grand Harbor Salon III
Ticket this session: #AOM2013 1311
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 8:00 - 10:00 AM

Organizers: Jonathan Nicholas Bundy, U. of Georgia; Amy J Guerber, U. of Arkansas
Moderator: Michael D. Pfarrer, U. of Georgia
Discussant: Vikas Anand, U. of Arkansas
Participants: Matthew Kraatz, U. of Illinois; Nicole Gillespie, U. of Queensland; Timothy Coombs, U. of Central Florida; Sherry Holladay, U. of Central Florida

1312 | SHCS: (OMT, SIM, CMS) Organizationally Diverse Capitalism: Exploring Alternatives to 20th-century Corporations
8:00am - 9:30am WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Tweet this session: #AOM2013 1312
Organizer: Suntae Kim, U. of Michigan, Ann Arbor
Chair: Gerald F Davis, U. of Michigan
Discussant: Gerald F Davis, U. of Michigan
Keeping a foot in both camps: Understanding drivers of social performance in hybrid organizations | Julie Battilana, Harvard U.

Vulnerability to Resilience: Modeling of Collective Agency through Social Enterprise Ecosystems | Oana Branzei, U. of Western Ontario
Organizational Diversity and Multiple Logics in Finance: Possibilities for Reform | Marc Schneiberg, Reed College
Challenges and Opportunities for Social Enterprise in Contemporary Capitalism: A View from Inside | Paul Tracey, U. of Cambridge

Legacy of 20th-Century Corporations and Emergence of B Corporations | Suntae Kim, U. of Michigan, Ann Arbor
Winner of OMT Division Best Symposium Proposal Award

1313 | (Paper Session) - (ONE) Corporate Boards and Proactive Environmental Strategies
8:00am - 9:30am WDW Coronado Springs Resort: Coronado N
Tweet this session: #AOM2013 1313
The influence of the board composition and incentives and the legal origins on the corporate environmental strategies
Chair: Natalia Ortiz-de-Mandojana, U. of Balearic Islands
Impact of board composition on renewable energy alliance formation and environment responsibility | Corinne Post, Lehigh U.; Noushi Rahman, Pace U.; Cathleen McQuillen, Georgian Court U.
Corporate boards and environmental performance: Interactions between influence and incentives | Frederik Dahlmann, Warwick Business School; Stephen Brammer, U. of Warwick
Legal Origins, Corporate Governance and Environmental Outcomes | Carl J. Kock, IE Business School; Byung Min, Griffith U.

1314 | (Paper Session) - (ONE) New Frontiers and Theoretical Approaches for Research on Organizations and the Natural Environment
8:00am - 9:30am WDW Coronado Springs Resort: Fiesta 3
Tweet this session: #AOM2013 1314
Space, time, property rights, scarcity, and new challenges for research on organizations and the natural environment
Chair: Deborah E. de Lange, Ryerson U.
Embracing Paradox: New Frontiers for Research on Organizations and the Natural Environment | Shazia Karmali, U. of Victoria; Monika Winn, U. of Victoria
Scarcity and the sustainable entrepreneurship system: A multi-level perspective | Olivia Aronson, Texas Tech U.; Ronald Mitchell, Texas Tech U.
Embedding environmental actions in time and space: The evolution of sustainability narratives | Deborah Philippe, U. of Lausanne; Pratima Bansal, U. of Western Ontario
Winner of ONE Division Best Paper Award

1315 | (Paper Session) - (PNP) Risk Management and Stakeholder Expectation
8:00am - 9:30am WDW Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 1315
Chair: Scott G. Johnson, Oklahoma State U.
Risk management in public sector: rationality, experts and technologies | Danila Scrozza, U. of Rome Tor Vergata; Alessandro Hinn, Tor Vergata U.; Fabrizio Rotundi, Italian National Institute of Statistics; Katia Ambrosino, Italian National Institute of Statistics
General Risk Propensity, General Risk Perception, and the Framing Effect in Medical Decision Making | Pooya Tabesh, U. of Houston; Parnian Tabesh, Isfahan U. of Medical Sciences
Image construction in non-profit organizations: a discursive analysis | Giovany Cajaiba-Santana, EM Lyon
Green Alliances: How Does Ecophilosophy Shape the Strategies of Environmental Organizations? | Alice Comi, U. of Reading; Francesco Lurati, U. of Lugano; Alessandra Zamparini, U. of Lugano

1316 | (Paper Session) - (RM) Qualitative Tools
8:00am - 9:30am WDW Coronado Springs Resort: Yucauan 3
Tweet this session: #AOM2013 1316
Chair: Anne D. Smith, U. of Tennessee, Knoxville
Towards Rigorous Case Study Research: How Replication Logic Enhances Internal and External Validity | Michael Gibbert, U. of Lugano; Lakshmi Balachandran Nair, U. della Svizzera Italiana
Managing qualitative fieldwork practices: opportunities and challenges | William Harvey, U. of Sydney; A. Paul Spee, Sydney U.
Capturing Compassion through Photographic Methods | Laura T. Madden, East Carolina U.; Timothy M. Madden, Old Dominion U.; Joshua Lloyd Ray, U. of Tennessee, Knoxville; Anne D. Smith, U. of Tennessee, Knoxville
Applied cognitive task analysis: Crafting the elicitation of expert cognition | Julie Gore, U. of Surrey; Claire McAndrew, U. College London

1317 | (Paper Session) - (SAP) Strategy in International Contexts
8:00am - 9:30am WDW Swan Resort: Dove
Tweet this session: #AOM2013 1317

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 8:00 - 10:00 AM

Section D

**1318** (Paper Session) - (SIM) Political Influences on Firm Performance
8:00am - 9:30am WDQ Coronado Springs Resort: Coronado P
Tweet this session: #AOM2013 1318
Track C: Assessing business outcomes
Chair: Sean Lux, U. of South Florida
The impact of firm corporate political activity and media viability on obtaining contracts | Michael Hadani, Saint Mary's College; Susan Coombes, Virginia Commonwealth U.
Corporate Political Activity, Firm Internal Capability: The Mediating Role of Institutional Capital | Zhuoer Yang, Xi'an Jiaotong U.; Yu Gao, Xi'an Jiaotong U.; Shanzing Gao, Xi'an Jiaotong U.; Kuo-Feng Huang, National Chengchi U.; Yan Yang, Zhejiang GongShang U.
Perception Is Everything - A Study On Product Recalls And Corporate Political Strategies | Omer N. Gokalp, Suffolk U.; Seung-Hyun Lee, U. of Texas, Dallas
Social movements and corporate political activity: Corporate/regulatory responses to social activism | Michael Hadani, Saint Mary's College; Jonathan P. Doh, Villanova U.; Marguerite Schneider, NJIT

**1319** (Paper Session) - (SIM) Drivers of Unethical Behavior
8:00am - 9:30am WDQ Coronado Springs Resort: Coronado Q
Tweet this session: #AOM2013 1319
Track A: Theorizing social issues in management
Chair: Anke Arnaud, Embry Riddle Aeronautical U.
 Losing Control: A Test of Containment Theory and Ethical Decision Making | Jay Patrick Kennedy, U. of Cincinnati
 Emotions, Intuition, and Reasoning in Moral Decision Making | Keith Murnighan, Northwestern U.; Long Wang, City U. of Hong Kong
 Unraveling the paradoxical effects of psychological distance on moral choice | Irina Cojuharenco, U. Católica Portuguesa; Kristin Smith-Crowe, U. of Utah
 Sex Differences though a Neuroscience Lens: Implications for Business Ethics | Lori Verstegen Ryan, San Diego State U.

**1320** (Paper Session) - (SIM) Performance of Partnerships
8:00am - 9:30am WDQ Coronado Springs Resort: El Paso 1

**1321** (Paper Session) - (SIM) Influences on Social Performance
8:00am - 9:30am WDQ Coronado Springs Resort: Fiesta 1
Tweet this session: #AOM2013 1321
Track B: Managing social issues
Chair: Nicholas N Bartkoski, Ball State U.
Does Sustainable Remuneration Lead to Increased Corporate Social Performance? | Karen Maas, Erasmus U. Rotterdam
Friend or foe: Government's Role in Navigating the Paradox of Business Responsibility | Garima Sharma, Case Western Reserve U.
Carrot and Stick: Intermediaries' mechanisms for change in Corporate Social Performance | Rieneke Catharina Slager, Nottingham U.; Wendy Chapple, Nottingham U.
The Pattern of Drivers of Corporate Social Performance: An Empirical Research | Hugo Smid, Tilburg U.; Johan Graafland, Tilburg U.

**1322** (Paper Session) - (SIM) Reporting Social Performance
8:00am - 9:30am WDQ Coronado Springs Resort: Fiesta 2
Tweet this session: #AOM2013 1322
Track B: Managing social issues
Chair: Paul Dunn, Brock U.
 Indian Organisations and their CSR Disclosures: Interesting Patterns and their Implications | Caren Rodrigues, IIM Bangalore; Mukta Kulkarni, Indian Institute of Management, Bangalore
 Revealing or Substituting for Corporate Social Performance? Functions of CSR Disclosures | Philipp Schrock, LMU Munich; Sascha Raithel, Ludwig Maximilians U.
The Role of Commensuration in the Institutionalisation of Sustainability Reporting | Koen Van Bommel, U. of Warwick

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1323: (Paper Session) - (TIM) Patents in Business
8:00am - 9:30am WDW Swan Resort: Egret
Tweet this session: #AOM2013 1323
Chair: Vikas A. Aggarwal, INSEAD
Trademarking versus patenting: The effects of market structure and VC funding | Geertjan De Vries, Erasmus U., Rotterdam; Enrico Pennings, Erasmus U., Rotterdam; Joern Hendrich Block, Technical U. of Munich
Patent race-like competition in drug lifecycle management (WITHDRAWN) | Christian Sterntizke, CFH Beteiligungsgesellschaft/Ilmenau U. of Technology
Deferred Patent Examination and the Value of Patent Applications | Ilja Rudyk, LMU Munich

1324: (Paper Session) - (TIM) Knowledge Integration & Sharing
8:00am - 9:30am WDW Swan Resort: Macaw 1
Tweet this session: #AOM2013 1324
Chair: Jennifer Colleen Sexton, West Virginia U.
R&D-Marketing Relational Forms, Knowledge Integration, and New Product Performance | Yongchuan Bao, Suffolk U.; Shibin Sheng, U. of Alabama, Birmingham
How Firms Benefit from U-I collaborations: the Mediating Role of Knowledge Integration Capability | Yunlong Pei, Xi’an Jiaotong U.; Linwei Li, PhD student; Cai Hong, Xi’an Jiaotong U.
Value-generating Properties of Knowledge Base and Return and Flexibility in Knowledge Integration | Maryam Nasiryar, ESC Rennes School of Business; Lionel J Nesta, OFCE
Open innovation via collaborative events: The role of incentives for knowledge sharing | Stefan Perkmann Berger, WU Vienna; Christopher Lettl, WU Vienna

1325: (Paper Session) - (TIM) Competition and Innovation
8:00am - 9:30am WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 1325
Chair: Mayank Jaiswal, Georgia Institute of Technology
Competition, Innovation and Signaling Among App Developers: A Study of the Jailbreak Marketplace | Milan Miric, DRUID/CBS
Puzzles or Pieces: Competition in Nascent System Industries | Douglas Paul Hannah, Stanford U.

1326: (Paper Session) - (TIM) Venture Capital & Investments
8:00am - 9:30am WDW Swan Resort: Sandpiper
Tweet this session: #AOM2013 1326
Chair: Leonardo P Santiago, Federal U. of Minas Gerais
Bankers or Brokers? Firm Knowledge and Venture Capital Portfolio Performance | Warren Boeker, U. of Washington; Emily Cox Pahne, U. of Washington; Michael Deane Howard, Texas A&M U., College Station; Ji Youn (Rose) Kim, U. of Washington
Signaling and Certification - The Role of Patents for Venture Capital Financing | Carolin Haussler, U. of Passau; Dietmar Harhoff, U. of Munich; Elisabeth Mueller, Frankfurt School of Finance and Management
Coaching or Selection? Venture Capital and Firms’ Patenting Performance | Andrea Mina, U. of Cambridge; Henry Lahr, U. of Cambridge
The Ecology of Crowdfunding: Global Bias Welcome in the Geography of Investments | Juan Andrei Villarroel, Massachusetts Institute of Technology; Diogo J Onofre, Catolic Lisbon School of Business and Economics

1327: (Paper Session) - (TIM) Technology Dependence
8:00am - 9:30am WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 1327
Chair: Rene Pellissier, U. of South Africa
Inter-Generational Hybrids: Spillbacks, Spillforwards, and Surviving Technology Discontinuities | Nathan Furr, Brigham Young U.; Daniel Snow, Brigham Young U.
Innovative Dependence? Revisiting the Effects of Firm Size on Innovation | Mark Packard, U. of Missouri
Technological Path Dependence, Convergence, or Both? | Byungchae Jin, Simon Fraser U.
Market leadership through technology - Backward compatibility in the US Handheld Game Industry | Jörg Clausen, Copenhagen Business School; Tobias Kretschmer, LMU Munich; Thomas Spengler, U. of Munich

1328: (Paper Session) - (TIM) Open Source & Copyrighting
8:00am - 9:30am WDW Swan Resort: Swan 9
Tweet this session: #AOM2013 1328
Chair: Alja E. Leiponen, Cornell U.
But What Will It Cost Me? Private Costs of Participation and Open Source Software Development | Mazhar Islam, Drexel U.; Jacob Miller, Drexel U.
Understanding Change in Open Source Communities: A Co-evolutionary Framework | Aron Lindberg, Case Western Reserve U.
Cognitive Alignment via Artefacts in Distributed Innovation: The Role of Initial Code in Open Source | Francesco Rullani, Luis Guido Carli U.; Markus C. Becker, U. of Southern Denmark; Francesco Zirpoli, U. Ca’ Foscari of Venice
Copyright and Sales Distribution in the Era of Digitization: Evidence from the Music Industry | Laurina Zhang, U. of Toronto

Tuesday 9:45AM

1329: (Paper Session) - (BPS) Microfoundations of Strategy
9:45am - 11:15am WDW Swan Resort: Macaw 2
Tweet this session: #AOM2013 1329
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
**Session Details – Tuesday, 8:00 - 10:00 AM**

**Section D**

**1330**: (BPS) Explaining Away the Firm-Specific Human Capital Paradox
9:45am - 11:15am WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 1330

Chair: David Kryscynski, Brigham Young U.
Organizer: Todd Zenger, Washington U. in St. Louis
Discussant: Benjamin A. Campbell, Evidence from U.S. Management Faculty Salaries | Madison, U. of Wisconsin; Russell Coff, U. of Wisconsin, Madison

- Firm-Specific and General Knowledge: When employees can't tell the difference ex-ante
- Does Investment in Firm-Specific Human Capital Pay?
- Type III Human Capital: Revisiting assumptions of human capital and how it is managed
- Does Product Market Competition Foster Corporate Social Responsibility?
- Stakeholder Orientation: Proactive and Responsive

**1331**: (Paper Session) - (BPS) Stakeholders
9:45am - 11:15am WDW Swan Resort: Pelican 2
Tweet this session: #AOM2013 1331
Chair: Stephen Brammer, U. of Warwick

- Does Product Market Competition Foster Corporate Social Responsibility?
- Coopetitive Strategies in Time and Space: Insights from Tourism Destinations
- Value Creation and Appropriation in Firms: Conceptual Review and a Method for Measurement

**1332**: (Paper Session) - (BPS) Market entry
9:45am - 11:15am WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 1332
Chair: Arun K. Pillutla, St. Ambrose U.

**1333**: (Paper Session) - (BPS) Board Composition: Social Capital, Human Capital, and Tenure
9:45am - 11:15am WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 1333
Chair: Christine Shropshire, U. of Georgia

- Board Social Capital and Excess CEO Compensation
- Market Reactions to Director Exit: Human Capital versus Entrenchment
- Strategic Discipline in Technology Ventures
- The Good, the Bad, and the Fuzzy: A Configurational Approach to Acquisitions

**1334**: (Paper Session) - (BPS) Acquisitions of New Technology Ventures, Diversitites, and Corporate Restructuring
9:45am - 11:15am WDW Swan Resort: Swan 8
Tweet this session: #AOM2013 1334
Chair: Ilgaz Arikant, The Ohio State U.

- The Roles of Signals and Acquirer Experience in Selecting Targets in High-Tech Industries
- Strategic Discipline in Technology Ventures
- The Effect of the Distribution of Subunit Power
- The Good, the Bad, and the Fuzzy: A Configurational Approach to Acquisitions

**1335**: (Paper Session) - (BPS) Evolutionary Processes in Alliances and Networks
9:45am - 11:15am WDW Swan Resort: Toucan 1
Tweet this session: #AOM2013 1335
Chair: Devi R Gnyawali, Virginia Polytechnic Institute

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

**Section D**
A process model of strategic network member acquisition and retention | Sascha Albers, U. of Cologne; Bastian Schweiger, U. of Cologne; Jenny Gibb, U. of Waikato

Embracing Friends and Embracing Strangers: The Evolution of Firms’ Ego Alliance Networks | Han Jiang, Arizona State U.; Albert Cannella, Arizona State U.; Lifang Gao, SUNY, Buffalo

Understanding Cross-form Transfer Effects: Alliance Experience and Acquisition Performance | Ian P.L. Kwan, U. of Navarra; Africa Arino, IESE Business School; Shilomo Yedidia Tarba, Management School, U. of Sheffield, UK

The Microfoundations of a Multiplex Dyad: the Drivers of Marriage among Korean Business Groups | JungYun Han, INSEAD

Employment uncertainty and the role of authentic leadership and positive psychological capital | Olga Epitropaki, ALBA Graduate Business School

Hope as a resource for self-directed career management | Andreas Hirsch, U. of Lausanne

Work-Family Conflict and Career Outcomes: Differential Effects of Manager Supportive Behaviors | Sandy J. Wayne, U. of Illinois, Chicago; Grace Lemmon, DePaul U.; Morgan Wilson, U. of Illinois, Chicago

Reed Center Best Careers Applied Paper Award Finalist
Fulfilling employees’ psychological contracts: The role of organizational socialization | Jason D Debode, Auburn U.; Alan G. Walker, Auburn U.

1336 (Paper Session) - (BPS) CEOs, boards, and strategic behavior
9:45am - 11:15am WDW Swan Resort: Toucan 2
Tweet this session: #AOM2013 1336

Chair: Paul Seaborn, U. of Denver

Assets or Liabilities? The Role of Founder-CEOs in Successful Turnaround in Declining Firms | Michael Abebe, U. of Texas Pan American; Chanchai Tangpong, North Dakota State U.

How Founder CEOs Affect Firm Risk Taking: An Executive Job Demands Perspective | Yi Tang, Hong Kong Polytechnic U.; Jiatao Li, Hong Kong U. of Science and Technology

Board of director attention and sustainability performance: An empirical study | Jeremy Galbreath, Curtin U. of Technology; Gavin John Nicholson, Queensland U. of Technology

Steady as She Goes: Female Board Representation and Corporate Mergers and Acquisitions Activity | Guoli Chen, INSEAD; Craig Crossland, U. of Notre Dame; Sterling Huang, INSEAD

1337 JS: (BPS, TIM) Resource Allocation from Multiple Lenses: Capabilities, Incentives, and Opportunities
9:45am - 11:15am WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 1337

Chair: Daniel Levinthal, U. of Pennsylvania; Brian Wu, U. of Michigan, Ann Arbor

Discussant: Daniel Levinthal, U. of Pennsylvania

Dynamic Capabilities and Resource Allocation within Firms | Constance E Heffat, Dartmouth College

Resource Allocation, Innovation, and the Purpose of the Firm | Rebecca Henderson, Harvard Business School

Goal Ambiguity, Attention, and Internal Selection within the Multi-business Firm | John Joseph, Duke U.

Dynamic Capabilities, Resource Allocation and Firm Performance | Dan Lovallo, Sydney U.

Complementary Assets as Pipes and Prisms: Innovation Incentives and Trajectory Choices | Brian Wu, U. of Michigan, Ann Arbor

1338 JS: (Paper Session) - (CAR) Navigating One’s Career: Self-direction and Psychological Contracts
9:45am - 11:15am WDW Dolphin Resort: Europe 1
Tweet this session: #AOM2013 1338

Chair: Denise M. Jepsen, Macquarie U.

Self-direction and Psychological Contracts

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
of Amsterdam; Edwin A.J. van Hoot, U. of Amsterdam; Ute Christine Klehe, Justus-Liebig U. Giessen

1341 ☈ CAU: (CAU) Parenting, PhD'ing and Academic Careers
9:45am - 11:15am WDW Swan Resort: Teal
Tweet this session: #AOM2013 1341

Our caucus will feature guest speakers at different stages of their academic careers and who have made a variety of family and professional decisions such as having or not having children, pursuing tenure vs. non-tenure track positions, among others. These speakers will share their experiences and also answer questions from the caucus participants. We hope that this caucus becomes a place to openly and candidly talk about some of the most important decisions and choices that AoM members face.

Organizers: Susana Velez-Castrillon, U. of West Georgia; Seemantini Madhukar Pathak, U. of Houston

1342 ☈ CAU: (CAU) Behavioral Integrity Research Incubator
9:45am - 11:15am WDW Coronado Springs Resort: Lanedo 1
Tweet this session: #AOM2013 1342

We live in cynical times. Perhaps our political and business leaders truly are more self-serving than at other times in history, or, more likely, their transgressions are simply more accessible to public view (Bennis, Goleman, & O'Toole, 2008). Whatever the source, people are increasingly watchful of their leaders because many are seen as failing to “practice what they preach.” To examine the workplace impact of this issue, Simons (1999, 2002a, 2002b) introduced the construct of behavioral integrity (BI) as the perceived pattern of alignment between a target’s words and his actions. Searches of academic databases and major conferences revealed that over one hundred twenty-five published and presented papers reference BI, and the papers that introduced the construct (Simons, 1999, 2002a, 2002b) have, according to the Social Science Citation index, been cited 131 times. A recent review of the construct reported 111 full text publications but only 31 independent datasets that quantitatively examined the construct. This evidence suggests that the construct is widely perceived as relevant to our times, and that organizational scholars are increasingly considering it in their empirical studies. Though most studies have applied it only to leaders, the Behavioral Integrity construct, which is subjectively assessed, may also be applied to sales representatives or peers, or to collectives at the team or organizational level. Early studies have shown substantial and significant impacts on trust, commitment and performance, even when taking related constructs like justice into account. These effects vary somewhat by business sector and geographic location. A relatively untapped area of study is documentation of the leadership activities that succeed or fail based on the credibility of the actor – or her BI. We propose this caucus as a forum where scholars can present their nascent study ideas, works-in-progress, and datasets for feedback and suggestions from the group. Also, potential collaborations and mentorships can be developed. The session would begin with a very brief presentation of the above-mentioned literature review and meta-analysis, with special emphasis on areas for further study, and would then invite participants to present relevant ideas, work, and data to the assembled group for constructive commentary.

Chair: Tony L Simons, Cornell U.

1343 ☈ (Paper Session) - (CM) Interpersonal Conflict
9:45am - 11:15am WDW Dolphin Resort: Oceanic 1

Tweet this session: #AOM2013 1343

Chair: Douglas Mahony, Lehigh U.
Both cognition and emotions: Disentangling the mechanisms of the conflict-creativity link | Gergana Todorova, U. of Miami
Should Relationship Conflict in Teams be Surfaced or Ignored? | Eldad Netanel Sherf, U. of Maryland, College Park; Debra L. Shapiro, U. of Maryland
Role of Team Leader Coaching in Buffering Contentious Communication from Influencing Team Outcomes | Sarena Bhatia, Michigan State U.; Abraham Carmeli, Tel Aviv U.; John Schaubroeck, Michigan State U.; Esther Paz, Peres Academy Center
When disadvantage becomes advantageous: A conflict expectation model of demographic faultlines | Lindie Liang, U. of Waterloo; Ivona Hideg, Wilfrid Laurier U.; Wendi L. Adair, U. of Waterloo
9:45am - 11:15am WDW Coronado Springs Resort: Acapulco
Tweet this session: #AOM2013 1346
Chair: Thibaut Bardon, Audencia Nantes School of Management - PRES LUNAM, Nantes, France
Discussant: Hadar Elraz, Cardiff U.
Playing the Game and Trying not to Lose Myself: On the Institutional Pressures for Research Output | Ajnesh Prasad, AGSM School of Business
Exploring identity work: Technologies of the self as the missing link | Thibaut Bardon, Audencia Nantes School of Management - PRES LUNAM, Nantes, France; Emmanuel Josserand, HEC, U. of Geneva / U. of Technology, Sydney; Stewart Clegg, U. of Technology, Sydney
Invisible Minds: Invisibility Stigma and Pretence in the Discursive Construction of Mental-illness | Hadar Elraz, Cardiff U.
Building power out of [almost] nothing. Hopeless mobilization and the power of powerlessness | David Courpasson, EM Lyon; Ignaasi Marti, EM Lyon
‘Too broad a field’ - Problematising the ‘argument from ambiguity’ in research on identity work | Markus Walz, Stockholm U.

1347 ☯: (Paper Session) - (CMS) The Theories and Histories of Critique
9:45am - 11:15am WDW Coronado Springs Resort: Yucatan 1
Tweet this session: #AOM2013 1347
Theories and Histories
Chair: Arash Amirkhany, Desautels Faculty of Management
Discussant: Todd Bridgman, Victoria U. of Wellington
Lewinian Limits: A Foucauldian Analysis of Kurt Lewin’s representation in change management | Stephen Cummings, Victoria Management School; Todd Bridgman, Victoria U. of Wellington; Kenneth G. Brown, U. of Iowa
Unitarist Ideology in HRM: Challenging the Dominant Framework Using Epistemological Analysis | Harry J Van Buren, U. of New Mexico; Michelle Greenwood, Monash U.
Revisiting industrial sociology to shed new light on organizational trust repair | Sabina Siebert, U. of Glasgow; Graeme Martin, U. of Glasgow; Branko Bozic, U. of Glasgow; Iain Docherty, U. of Glasgow
The Historic Turn and MOS: Getting Beyond False Consciousness in Our History-Work | Terrance G. Weatherbee, Acadia U.; Gabrielle Durepos, St. Francis Xavier U.
Crises of Capitalism and the Management of Dissent | John Downey, Loughborough U.; Peter Golding, Northumbria U.
Agency, Emotion, and Institutional Entrepreneurship: An alternative account | Arash Amirkhany, Desautels Faculty of Management

1348 ☯: (Paper Session) - (ENT) Timing and Entrepreneurial Outcomes
9:45am - 11:15am WDW Swan Resort: Heron
Tweet this session: #AOM2013 1348
Chair: Trenton A Williams, Indiana U., Bloomington
Discussant: Cameron Ford, U. of Central Florida
Moving on or Moving Forward from Project Failure: Rapid Termination, Creeping Death, and Learning | Dean A Shepherd, Indiana U.; Holger Patzelt, Technical U. München; Trenton A Williams, Indiana U., Bloomington
Seasonal Affective Disorder and IPO Underpricing: Implications for Entrepreneurial Firms | Steven Dolvin, Butler U.; Stephanie A. Fernhaber, Butler U.
It’s Time for Time in Entrepreneurial Opportunity | H Shawna Chen, Texas Tech U.
Should Small Firms Launch New Products during High or Low Seasons? | Judy Ma, Rensselaer Polytechnic Institute

1349 ☯: (Paper Session) - (ENT) Regulation, Policy, and Entrepreneurial Activity
9:45am - 11:15am WDW Swan Resort: ibis
Tweet this session: #AOM2013 1349
Chair: Naga Lakshmi Damaraju, Indian School of Business
Discussant: Jennifer Woolley, Santa Clara U.
Bankruptcy Laws and Entrepreneurial Activity | Naga Lakshmi Damaraju, Indian School of Business; Jay B Barney, Eccles School, U. of Utah; Gregory G Dess, U. of Texas, Dallas
Identity-based Informal Economy Entrepreneurship as Institutional Change Project | Kenji Klein, Saint Mary’s College of California
Does Public Policy Stimulate Firm Entrepreneurial Behavior and Innovative Activities? | Claudia Doblinger, U. of Regensburg; Michael Dowling, U. of Regensburg; Roland Helm, U. of Regensburg

1350 ☯: (Paper Session) - (ENT) Innovation and Performance
9:45am - 11:15am WDW Swan Resort: Mockingbird 1
Tweet this session: #AOM2013 1350
Chair: Alpha Ayande, UQAM
Discussant: Alpha Ayande, UQAM
Swimming Against the Current - Examining the Impact of Radical Innovation on Startup Performance | Thomas Klueter, U. of Pennsylvania
Firm-level Innovation and New Venture Performance: The Moderating Role of Industry Innovativeness | Alex Tai Loong Tan, U. of Western Australia; Terence Ping Ching Fan, Singapore Management U.

1351 ☯: (Paper Session) - (ENT) Macro-level Studies of Entrepreneurship
9:45am - 11:15am WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 1351
Chair: Ikenna S. Uzuegbunam, U. of Kentucky
Discussant: Yongwook Paik, U. of Southern California
Kuo-fang Lee, U. of Florida; Mishari Alnahedh, U. of Florida; Lindy Archambeau, U. of Florida
Comparative Study of the Productive and Unproductive Allocation of Entrepreneurial Efforts | Marleen McCormick, U. of Illinois, Urbana-Champaign
The Effects of Social Capital on Formal versus Informal Entrepreneurship: A Macro-Level Analysis | Mai Thi Thanh Thai, HEC Montreal; Ekaterina Turkina, HEC Montreal
Latent Poverty and Entrepreneurial Activity: A U.S. State-Level Analysis | Douglas Cumming, Schulich School of Business; Ikenna S. Uzuegbunam, U. of Kentucky

1352 (Paper Session) - (ENT) Mechanisms of Start-ups
9:45am - 11:15am WDW Swan Resort: Parrot 1
Tweet this session: #AOM2013 1352
Chair: Shoko Kato, Rutgers U. Camden
Discussant: Constant D. Beugre, Delaware State U.
Diving in Before Testing the Waters: Founder Knowledge and Venture-Organizing Priorities | Phillip H. Kim, U. of Wisconsin, Madison; Kyle C Longest, Furman U.; Mingxiang Li, U. of Wisconsin, Madison
Entrepreneurs’ Perseverance During the Startup Process: A Multiple-case Study | Shoko Kato, Rutgers U. Camden
Toward a Model of Continuing Opportunity Creation | Riikka Fransen, U. of Turku; Pir Arosen, Hanken School of Economics
From Goldilocks to Gump: A Research Agenda for Entrepreneurial Mechanisms Design | William R. Forster, Lehigh U.; Anusha Ramesh, Indian Institute of Management, Bangalore

1353 (Paper Session) - (ENT) Negative Emotions and Entrepreneurial Firms
9:45am - 11:15am WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 1353
Chair: Gary K. Rhoads, Brigham Young U.
Discussant: Gary K. Rhoads, Brigham Young U.
Escalation of Conflict in Large Private Family Business | Komala Ingarwati Efendi, Queensland U. of Technology; Roxane Zolin, Queensland U. of Technology; Artemis Chang, Queensland U. of Technology
Predicting Burnout Among Entrepreneurs Through a Moderated Mediated Model of Job Fit | Ewa De Mol, VU U. Amsterdam; Violet Ho, U. of Richmond; Jeffrey M. Pollack, U. of Richmond
From Riches to Rags: A Narrative Approach to Entrepreneurs’ Experience of Venture Failure | Smita Singh, Auckland U. of Technology; Patricia Corner, Auckland U. of Technology; Kathryn Pavlovich, U. of Waikato
Integrating Psychological Ownership with Regulatory Focus Theory to Examine Entrepreneurs’ Grieving | Dan Kai Hsu, Appalachian State U.; Katrin Burmeister-Lamp, Erasmus U. Rotterdam; Michelle Hong, Virginia Tech

1354 (Paper Session) - (ENT) Ethics, Corruption, and Entrepreneurship
9:45am - 11:15am WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 1354
Chair: Tomasz Marek Mickiewicz, Aston Business School
Discussant: Jaume Villanueva, ESADE Business School
The Role of Ethical Reputation in the Evaluation of VC Investors: The Entrepreneurs’ View | Wil Drover, SIU Carbondale; Yves Fassin, Vlerick Leuven Gent Management School
To Pay or Not to Pay: Entrepreneurs’ Attitudes Towards Tax Evasion | Tomasz Marek Mickiewicz, Aston Business School; Anna Rebmann, UCL; Arnis Sauka, Ventspils U. College
A Person-Issue Approach to Explaining Entrepreneurs’ Propensity to Engage in Political Corruption | Nicholas Rhew, U. of Memphis; Frances H. Fabian, U. of Memphis; Robert Steinbauer, U. of Memphis

1355 (GDO) Subtle gender bias and desegregation of promotion ladders: Challenges and remedies
9:45am - 11:15am WDW Dolphin Resort: Europe 6
Tweet this session: #AOM2013 1355
Chair: Sreedhari D. Desai, U. of North Carolina
Discussant: Jeanine Prime, Catalyst
From bias to exclusion: A multilevel emergent theory of gender segregation in organizations | Richard F Martell, Montana State U.; Cynthia G. Emrich, Catalyst; James Robison-Cox, Montana State U.
Thicker glass ceilings or "shielding" women from risks in the executive suite | Sreedhari D. Desai, U. of North Carolina; Rebecca Butz Williamson, Personnel Decisions International; Arthur P. Brief, U. of Utah
Claiming authority: How women explain their ascent to top business leadership positions | Hannah Riley Bowles, Harvard U.
When performance trumps gender bias: Joint versus separate evaluation | Iris Bohnet, Harvard Kennedy School; Alexandra Van Geen, Harvard Kennedy School; Max H. Bazerman, Harvard U.

1356 (GDO) Leadership Effectiveness and Motivation in Africa and the African Diaspora (LEAD)
9:45am - 11:15am WDW Dolphin Resort: Europe 7
Tweet this session: #AOM2013 1356
Chair: Terri R Lituchy, U. of the West Indies
Discussant: David L Ford Jr, U. of Texas, Dallas
Leadership Effectiveness and Motivation in Africa and the African Diaspora (LEAD) | Betty Jane Punnett, U. of West Indies; Terri R Lituchy, U. of the West Indies
Africa LEAD | Hassan Doyan, Nigeria U.; Thomas Senaji, Kenya Methodist U.; Elham Metwallly, American U. in Cairo
LEAD in the Caribbean | Betty Jane Punnett, U. of West Indies; Khaleid Holder, U. of West Indies; Nicole Knight, U. of the West Indies
The LEAD project in the US and Canada | Bella L. Galperin, U. of Tampa; Moses Acquah, U. of North Carolina, Greensboro; Terri R Lituchy, U. of the West Indies

1357 SHCS: (GDO, CAR) Women on Corporate Boards: New Insights from Global Research

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
9:45am - 11:15am WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 1357
Organizer: Siri Ann Terjesen, Indiana U., Bloomington
Legislating on the board: Factors driving gender quotas for boards of directors | Siri Ann Terjesen, Indiana U., Bloomington

International consequences of the Norwegian gender balance law | Mariateresa Torchia, Tor Vergata U.; Morten Huse, BI Norwegian Business School; Cathrine Seierstad, U. of Brunel; Gillian Warner-Söderholm, BI Norwegian Business School
Women on corporate boards: Firm performance and responses to legislative impetus in France and Spain | Maria Gonzalez Menendez, U. de Oviedo; Mark Smith, Grenoble Ecole de Management

Directors’ role identities in pre and post crisis Iceland: Board life cycle stage and gender | Val Singh, Cranfield U.; Thoranna Jonsdottir, Reykjavik U.; Susan Vinnicombe, Cranfield U.
Pathways to board directorship among women in India: An exploratory Study | Vasanthi Srinivasan, HHL Graduate School of Management Leipzig; Indian Institute of Management Bangalore; Alison M. Konrad, U. of Western Ontario; Lisa T. Stickney, U. of Baltimore
Human capital and professional network capital characteristics of women and men board directors | Renuka Hodigere, Case Western Reserve U.; Diana Biliomoria, Case Western Reserve U.

Making sense of non-traditional CEO appointments: The Case of Female CEOs | Jennifer Miner Knippen, McIntire School of Commerce, U. of Virginia; Richard John Gentry, U. of Mississipi

1358 🌕 JS: (GDO, CMS, OMT) Workplace Inequality: Examining the Impacts of Social Class on Organizational Life
9:45am - 11:15am WDW Dolphin Resort: Europe 5
Tweet this session: #AOM2013 1358
Organizers: Jennifer J. Kish-Gephart, U. of Arkansas; Barbara Gray, Pennsylvania State U.
Discussants: Barbara Gray, Pennsylvania State U.; Eden King, George Mason U.
Social Class and Workplace Dignity | Kristen Lucas, U. of Louisville
Paradoxes of Luxury Work: The Role of Cross-Class Encounters | Barbara Sieben, Freie U. Berlin; Axel Haunschild, Leibniz U. Hannover
High Status Identity Threat and Disclosures | Rachel Arnett, Harvard U.; Jim Sidanius, Harvard U.
The American Dream in the Corporate Suite: CEO Social Class and Upward Mobility | Jennifer J. Kish-Gephart, U. of Arkansas; Joanna Tochman Campbell, U. of Arkansas; Shannon L. Rawski, U. of Arkansas

1359 🌕 JS: (GDO, OB, CAR) Advancing the Research on Stereotypes in the Management Field
9:45am - 11:15am WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 1359
Organizer: Chantal Van Esch, Case Western Reserve U.; Keimei Sugiyama, Case Western Reserve U.
Participants: Katherine W. Phillips, Columbia U.; Erika Verniece Hall, Northwestern U.; Diana Biliomoria, Case Western Reserve U.; Ron Ophir, York U.; Carol T. Kulik, U. of South Australia; Susan S. Case, Case Western Reserve U.; David C. Baldridge, Oregon State U.; Margaret Shih, U. of California, Los Angeles

1360 ☯ JS: (GDO, OB, ODC) Inclusion at Work: Practices and Insights
9:45am - 11:15am WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 1360
Chair: Bernardo M. Ferrdman, Alliant International U.
Presenters: Lize A. Booyesen, U. of Antioch; Bernardo M. Ferdman, Alliant International U.; Placida V Gallegos, Fielding Graduate U.; Charmine E. J. Hartel, U. of Queensland; Michalle Mor-Barak, U. of Southern California; Lisa Hisae Nishii, Cornell U.; Ilene Carol Wasserman, ICW Consulting Group

1361 ☯ SHCS: (GDO, OB, SIM) Equal Opportunity? Women, Gender, and Leadership in the 21st Century
9:45am - 11:15am WDW Dolphin Resort: Salon A4
Tweet this session: #AOM2013 1361
Chair: Lisa A Marchiondo, Wayne State U.; Veronica C. Rabelo, U. of Michigan, Ann Arbor
Discussant: Robin Ely, Harvard U.
The Mere Mention of Physical Appearance Negatively Impacts Women in High-Status Occupations | Victoria L. Brescoll, Yale U.
Is Distributive Justice Gendered? Reactions to Men’s and Women’s Allocation Violations | Suzette Caleo, Louisiana State U.
Does Reinforcing the Gender Hierarchy Reduce Conservatives’ Hostility toward Gender Role Violators? | Alexander Garcia Muradov, U. of Toronto
The Role of Gender in Claiming and Granting Leadership | Veronica C. Rabelo, U. of Michigan, Ann Arbor; Lisa A Marchiondo, Wayne State U.; Susan J. Ashford, U. of Michigan

1362 ☯ (Paper Session) - (HCM) Leadership Dynamics
9:45am - 11:15am WDW Coronado Springs Resort: Fiesta 4
Tweet this session: #AOM2013 1362
Chair: Amy Yarbrough Landry, U. of Alabama, Birmingham
Multiple Supports, Commitment, Citizenship Behaviors, and Passive Leadership at the Hospital | Denis Chênevert, HEC Montreal; Christian Vandenberghe, HEC Montreal; Michel Tremblay, HEC Montreal
The Evolution of Knowledge Exchanges Enabling Successful Practice Change in Two Intensive Care Units | Pavani Rangachari, Georgia Regents U.; R Karl Rethemeyer, Rockefeller College, U. at Albany - SUNY
Does CEO Compensation Impact Hospital Patient Satisfaction? | Kunle Akingbola, Lakehead U.; Herman A. van den Berg, Lakehead U.
The Level of Strategic Consensus between Health Care Providers and Managers: An Analysis | Sebastian Desmidt, U. College Ghent; Anita Prinzie, U. of Ghent

1363 ☯ (Paper Session) - (HR) Developing and Managing Performance
9:45am - 11:15am WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 1363
Chair: Bradford S Bell, Cornell U.
Session Details – Tuesday, 8:00 - 10:00 AM

Exploring Organizational Concern for Employee Off-Duty Deviance | Colby Kennedy, U. of Georgia; Brian J Hoffman, U. of Georgia; Brian D. Lyons, Wright State U.; William H. Bommer, California State U. Fresno

Understanding Public Sector Leadership Effectiveness: Do Multiple Perspectives Matter? | Alma M. McCarthy, National U. of Ireland - Galway; Michelle Hammond, U. of Limerick

Contribution of Information Seeking to Organizational Newcomer’s Leader-member Exchange | Dianhao Zheng, U. of Houston; Hao Wu, U. of Houston; Robert Eisenberger, U. of Houston; Lynn Shore, San Diego State U.; Lois E. Tetrick, George Mason U.; Louis C. Buffardi, George Mason U.

How Do Post-Training Transfer Interventions Affect Trainee Attitudes and Transfer of Training? | Agos Ganesha Rahyuda, U. of Kent; Ebrahim Sofani, U. of Kent

1364 : (Paper Session) - (HR) Culture and Language
9:45am - 11:15am WDW Dolphin Resort: Oceanic 4
Tweet this session: #AOM2013 1364
Chair: Jaap Paauwe, Tilburg U.

A Cultural Experience-based Typology of Internationally Skilled Mobile Employees | Julia Ines Raupp, WU Vienna; Jonas F Puck, WU Vienna

Speaking Spanish at Work | Claudia Araceli Hernandez, U. of Texas at El Paso; Richard A. Posthuma, U. of Texas at El Paso; Laura Guerrero, U. of Texas at El Paso

Emotional Appeal in Recruiting Advertisement: Unpacking National Cultural Differences | Jing Han, Tilburg U.; Juan Ling, Georgia College & State U.; Angelina Lim, Organisation Solutions

1365 : (Paper Session) - (HR) Strategic HR and Creativity and Innovation
9:45am - 11:15am WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 1365
Chair: Riki Takeuchi, Hong Kong U. of Science and Technology


Do High-Commitment Work Systems Affect Creativity? A Three-Level, Two-Wave Investigation | Song Chang, Chinese U. of Hong Kong; Liangding Jia, Nanjing U.; Yahua Cai, Nanjing U.

A Literature Review on HRM and Innovation – Taking Stock and Future Directions | Hannele Seeck, the London School of Economics and Political Science; Marjo-Riitta Diehl, EBS International U.

Extrinsic Rewards and Autonomy: Implications for Rewarding Creativity | David B. Balkin, U. of Colorado, Boulder; Patrice Roussel, U. of Toulouse I, Capitole; Steve Werner, U. of Houston

1366 : (Paper Session) - (HR, OB) Solving Want/Should Conflicts in the Workplace
9:45am - 11:15am WDW Dolphin Resort: Europe 3
Tweet this session: #AOM2013 1366

TUESDAY

Organizer: Hengchen Dai, U. of Pennsylvania
Discussant: Kimberly A Wade-Benzoni, Duke U.

Holding the Hunger Games Hostage at the Gym: An Evaluation of Temptation Bundling | Katherine L. Milkman, U. of Pennsylvania; Julia Alexandra Minson, Wharton School; Kevin Volpp, U. of Pennsylvania

Choosing to Participate: The Effects of Message Type on Enrollment and Participation | Eleanor Putnam-Farr, MIT Sloan; Jason Riis, Harvard Business School


1367 : (Plenary) - (IM) The Upside of Cultural Distance: A Positive Organizational Scholarship Perspective (IM plenary session)
9:45am - 11:15am WDW Yacht and Beach Club Resort: Asbury A
Tweet this session: #AOM2013 1367
This session also serves as the IM division’s plenary session.
Organizers: Günter K. Stahl, WU Vienna and INSEAD; Rosalie L. Tung, Simon Fraser U.

Discussant: Kim Cameron, U. of Michigan

Negative Biases in the Study of Culture in International Business: The Need for Positive Scholarship | Günter K. Stahl, WU Vienna; Rosalie L. Tung, Simon Fraser U.

Positive and Negative Biases and Cultural Distance | Kim Cameron, U. of Michigan

The Upside of Foreignness—Exploring Outsider Competitive Advantage | Mary Yoko Brannen, U. of Victoria/ INSEAD

An Integration Capability View of Cultural Differences in Global Strategy Implementation | Taco Reus, Erasmus U. Rotterdam

Positive Global Team Leadership: Leveraging Culture Across Distance | Kristiina Mäkelä, Aalto U. School of Economics; Lena Zander, Uppsala U.; Peter Zettinig, U. of Turku

1369 : (Paper Session) - (MC) Consulting Techniques and their Impacts on Organizations
9:45am - 11:15am WDW Yacht and Beach Club Resort: Hampton
Tweet this session: #AOM2013 1369
Discussant: David Jamieson, U. of St. Thomas

Quality Management in a Top Tier Accounting Firm: Towards A Socio-Cognitive Model | Christoph Seckler, Leuphana U.; Markus R. Reihlen, Leuphana U.; Luneburg

Winner of the Information Age Publishing Outstanding Doctoral Student Paper Award

Relational Strategic Leadership (RSL) - Model for Effective Strategy Formation Processes | Peter Larsen, act2learn

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Differences between management consulting and intervention-research | Henri Savall, ISEOR, IAÉ - U. of Lyon 3; Veronique Zardet, ISEOR, IAÉ - U. of Lyon 3
Organizational development in a non-profit organization in India: A cultural perspective | Nishant Uppal, Indian Institute of Management Indore; Nisha Nair, Indian Institute of Management Ahmedabad; Dipayan Roy, Indian Institute of Management Indore

1370 ▶ ▶ (Paper Session) - (MED) Teaching and Learning: Where We've Been and Where We're Going
9:45am - 11:15am WDW Coronado Springs Resort: Coronado M
Tweet this session: AM2013 1370
Chair: Brian D. Blume, U. of Michigan, Flint
Discussant: Daniel K. Dayton, Chicago School of Professional Psychology
What are the Most Influential Articles in Business and Management Education Research? | J B Arbaugh, U. of Wisconsin, Oshkosh; Alvin Hwang, Pace U.
A multiple psychological perspective of individual unlearning | Mohammad Hossein Rezaadeh Mehrizi, ESADE-Ramon Llull U.; Margarida Romero Velasco, ESADE
MED Barry Armandi Award for Best Student Paper in Management Education and Development for the paper submitted by a student or group of students that best offers the most significant contribution to advance management education and development.
Rediscovering the Authentic Scholarly Self: A call for change in academia | Melissa Cast, New Mexico State U.; Rohny Saylors, New Mexico State U.; Sebastien Vendette, New Mexico State U.; Judith Y Weisinger, New Mexico State U.
A Communication-Focused Model for Learning and Education | Varghese P. George, U. of Massachusetts Boston

1371 : (MED) MED thank you reception for current and prospective members
9:45am - 11:15am WDW Coronado Springs Resort: Yucatan 2
Current and prospective MED members are invited to join us for good company, conversation, and a dialogue of scholarship on teaching and learning.
Division Chair: Toni Ungaretti, Johns Hopkins U.
Program Chair: Barbara A. Ritter, Coastal Carolina U.
Past Chair: Katherine A. Karl, U. of Tennessee, Chattanooga
Panelists: Kim Gower, Virginia State U.; Charles Wankel, St. John's U.

1372 ▶ ▶ (Paper Session) - (MH) Historical Perspectives on Moral Hazard, Transaction Costs and Opportunism
9:45am - 11:15am WDW Dolphin Resort: Europe 11
Tweet this session: AM2013 1372
Chair: James Albert Robertson, Henley Business School
Discussant: Bradley G Bowden, Griffith U.
Limited Liability and Moral Hazard Implications – An Alternative Reading of the Financial Crisis. | Marie-Laure Djelic, ESSEC; Joel Bothelo, ESSEC
Center for Ethical Business Cultures Halloran Award for Best Management History Division Paper in Business Ethics
The rise of the modern corporation: Revisiting the nature of man in Alfred Chandler’s oeuvre | Lienna Kano, Haskayne School of Business

John F. Mee Award for Paper with the Best Management History Division Contribution
Local Elites versus Dominant Shareholders: Dividend Smoothing at the Dutch East India Company | Wim Van Lent, ESSEC Business School - Paris; Stoyan V. Spourev, ESSEC Business School - Paris
Sage Publishers Award for Best Management History Division Paper in Leadership
Framing Transaction Value: The Role of Rhetoric in the Emergence of the U.S. Advertising Industry | Y. Sekou Bermis, U. of Texas, Austin; J Peter Murmann, Australian School of Business, UNSW

1373 ▶ ▶ (Paper Session) - (MOC) Creativity and Improvisation
9:45am - 11:15am WDW Dolphin Resort: Asia 2
Tweet this session: AM2013 1373
Chair: Michel Ehrenhard, U. of Twente
Interactive Effect of Cultural Knowledge and Metacognition on Creativity in a Global Context | Roy YJ Chua, Harvard U.; Kok-Yee Ng, Nanyang Technological U.
The Experience of Personal Creativity: Unpacking Its Underlying Structure in the Creative Industries | Marc Benjamin Stieran, NHTV Breda U.; Viktor Dörfler, Strathclyde U.
Paradox No More: The Role of Improvisation in the “Transfer-Imitation Paradox” | Ksenia O. Krylova, U. of Houston; Dusya M. Vera, U. of Houston; Mary Crossan, The U. of Western Ontario
Membership Change and Team Creativity: The Mediating Role of TMS and Team Creative Efficacy | Weixiao Guo, Zhejiang U.; Duanzu Wang, Zhejiang U.; Chaoyan Wu, Zhejiang U. City College

1374 ▶ ▶ (MOC) The Role of Cross-Understanding in Teamwork: New Empirical Evidence
9:45am - 11:15am WDW Dolphin Resort: Europe 2
Tweet this session: AM2013 1374
Discussant: George P. Huber, U. of Texas, Austin
Antecedents and Consequences of Cross-Understanding in Multicultural Teams | Miriam Erez, Technion Israel Institute of Technology; Ella Glikson, Technion Israel Institute of Technology
Cross-understanding in Diverse Groups | Shannon Rarden, U. of Texas, Austin; Kyle Lewis, U. of Texas, Austin
Cross-understanding, Coordination, and Performance | Kyle Lewis, U. of Texas, Austin; Mark Bayer, U. of Texas, Austin
Cross-understanding, Conflict, and Shared Mental Models | Kyle Lewis, U. of Texas, Austin; Rhonda K. Keger, U. of Tennessee; Cynthia Kay Stevens, U. of Maryland; Joo Hun Han, U. of Maryland; Deborah Searcy, U. of Maryland, College Park
Participant: Kyle Lewis, U. of Texas, Austin

1375 ▶ ▶ (MOC, OB, HR) Why Do Individuals Engage in Proactive Behavior? Understanding Motivations Behind Proactivity
9:45am - 11:15am WDW Dolphin Resort: Europe 4
Tweet this session: AM2013 1375
Chairs: Chiahuei Wu, U. of Western Australia; Karoline Strauss, U. of Warwick

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 8:00 - 10:00 AM

Section D

**Antecedents and Outcomes of Proactive Social Behavior**
Among Newcomers | Chiahuai Wu, U. of Western Australia; Xiang Yao, Peking U.; Yi Wang, Bowling Green State U.
The Personal Cost of Proactive Behavior: Moderating Effects of Controlled Motivation | Karoline Strauss, U. of Warwick; Sharon K. Parker, U. of Western Australia; Deidre O'Shea, U. of Limerick

A Motivated Information Processing Account of Proactive Feedback-seeking Behavior and Creativity | Michiel Molotrenchik, U. of Ghent; Frederik Anseel, U. of Ghent; Alain De Beuckelaer; Radboud U. Nijmegen

Perceived Prosocial Impact, Affect, and Proactive Work Behavior: A Day-level Study | Sabine Sonnentag, U. of Mannheim; Anita Starzyk, U. of Mannheim

Light and Dark Sides of Proactivity: Stress-based Explanations | Ben Searle, Macquarie U.

1376 ➔ (Paper Session) - (MSR) MSR International Theme

**Paper Session**
9:45am - 11:15am WDW Dolphin Resort: Europe 10
Tweet this session: #AOM2013 1376
Chair: Tim Ewest, Wartburg College

- Exploring the concept of African Spiritual Consciousness | Martin Vusumuzi Vilakati, U. of Johannesburg; Willem Schurink, U. of Johannesburg; Rica Viljoen, Da Vinci Institute for Innovation and Technology
- Virtue as the Benchmark for Spirituality: Management Lessons from Asia's First Woman President | Zenon Arthur Sileran Udani, U. of Macau; Caterina Francisco Lorenzo-Mill, U. of Asia and the Pacific, School of Communication
- Spiritual Leadership as A Model for Islamic Leadership Development | Eleftheria Egel Egel, International University of Monaco; Louis W. (Jody) Fry, Texas A&M U. - Central Texas
- Monastic Approach to Governance and Leadership: A Literature Review | Birgit Feldbauer-Durstmüller, Johannes Kepler U. Linz; Ksenia Keplinger, Johannes Kepler U. Linz

1377 : (Plenary) - (OB) Lifetime Achievement Address
9:45am - 10:45am WDW Dolphin Resort: Salon III
Tweet this session: #AOM2013 1377

1378 ☯ SHCS: (OC(S) Team Knowledge Measurement and Representation in Large Collectives
9:45am - 11:15am WDW Swan Resort: Parrot 2
Tweet this session: #AOM2013 1378
Organizers: Mark A. Clark, American U.; J. Alberto Espinosa, American U.

Discussant: Susan Mohammed, Pennsylvania State U.

Managing Multiple Embeddedness and the Development of Shared Cognition in Multiteam Systems | Toshio Murase, Georgia Institute of Technology; Raquel Asengo, Georgia Institute of Technology; Leslie A. DeChurch, Georgia Institute of Technology; Barthelemy Chollet, Grenoble Ecole de Management; Stephen J. Zaccaro, George Mason U.

Cohesion in Large Scale, Complex Systems: A Focus on The Role and Measurement of Shared Knowledge | Shawn Burke, U. of Central Florida; Amanda L Thayer, U. of Central Florida; Rebecca Grossman, U. of Central Florida; Eduardo Salas, U. of Central Florida; Gia DiRosa, U.S. Army Research Institute; Armando X. Estrada, Washington State U.;, Vancouver

A Network Analysis Approach to Team Knowledge Representation | J. Alberto Espinosa, American U.; Mark A. Clark, American U.

1379 ➔: (Paper Session) - (OCIS) Technology and Boundaries
9:45am - 11:15am WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 1379
Chair: Katherine Chudoba, Utah State U.

Decision-Making, Coordination and the Interplay of Artifacts in Innovation Activities | Sven-Volker Rehm, WHU - Otto Beisheim School of Management; Lakshmi Goel, U. of North Florida

Framing Wicked Problems For Enterprise-Spanning Innovation | Susan Gasson, Drexel U.

Digital innovation in the management of engineering projects | Jennifer Whyte, U. of Reading; Sunila Lobo, U. of Reading

- Mobile devices in operating rooms: materiality versus non-materiality of technology | Anastasia Sergeeva, St. Petersburg U. GSON; Marleen Huysman, VU U. Amsterdam

1380 ➔: (Paper Session) - (ODC) Affect, Support, and Attitudes in Organizational Development and Change
9:45am - 11:15am WDW Coronado Springs Resort: Laredo 2
Tweet this session: #AOM2013 1380
Chair: Julie Wolfram Cox, Monash U.

Organizational Climate Change and Its Influence on Employee Engagement | Alfred Presbitero, Nanyang Technological U.; Peter Langford, Voice Project

- The Effects of Attitudinal Ambivalence on Employees’ Response to Impose Change | Myung-Hui Kim, Korea U.; Tai Gyu Kim, Korea U.; Jong-Keon Lee, Chung-Ang U.

Overcoming Innovation Failure: The Role of Innovator Resilience Potential and Social Support | Gisa Moenkemeyer, WHU - Otto Beisheim School of Management; Matthias Weiss, LMU Munich; Martin Hoegl, LMU Munich

- A Field Experiment Examining the Relationship between Generativity and Appreciative Inquiry | Neelima Paranjpey, Benedictine U.

Winner of ODC Division Best Paper Based on a Dissertation

1381 ➔ ☯ SHCS: (ODC, MC, MH) Capitalizing on Useful Organization Research: 50 Years of Likert’s New Patterns of Management
9:45am - 11:15am WDW Coronado Springs Resort: Baja
Tweet this session: #AOM2013 1381
Chair: Therese F. Yaeger, Benedictine U.

Presenters: Michael Beer, Harvard U.; Warner Burke, Columbia U.; Edward E. Lawler III, U. of Southern California; Peter Sorensen, Benedictine U.

1382 ➔: (Paper Session) - (OM) Supply Chain Management: Retail and Customers
9:45am - 11:15am WDW Yacht and Beach Club Resort: Cape Cod C
Session Details – Tuesday, 8:00 - 10:00 AM

1383: (Paper Session) - (OMT) Learning: Adopt, adapt, abandon & isolate Relations
9:45am - 11:15am WDW Yacht and Beach Club Resort: Asbury B
Tweet this session: #AOM2013 1383
Chair: Joseph Broschak, U. of Arizona

- Factors Influencing the Effects of Customer Integration under Conditions of Market Turbulence | Claudia Rebollo, HEC Montreal; Mourad Cheour, HEC Montreal; Haithem Nagati, ICD Institut International du Commerce et du Développement
- Customer closeness: The myth and the truth behind it | Taija Tuulia Turunen, Aalto U.; Max Finne, Aalto U. School of Science; Ville Eloanta, Aalto U. School of Science
- Prioritizing the Factors Affecting the Retailer’s Supply Chain Performance | Erkan Bayraktar, Bahcesehir U.; Kazim Sari, beykent U.; Ekrem Tatoglu, Bahcesehir U.; Selim Zaim, Marmara U.

1384: (Paper Session) - (OMT) CEO Influence on Structure & Relationships
9:45am - 11:15am WDW Yacht and Beach Club Resort: Asbury C
Tweet this session: #AOM2013 1384
Chair: Carla D. Jones, U. of Houston

- That Should Be Me: How Minority CEOs Get Blamed for Low Firm Performance by Other CEOs & Journalists | Sun Hyun Park, U. of Southern California; James Westphal, U. of Michigan
- The nature of expertise in organization design: Evidence from an expert- novice comparison | Eucman Lee, London Business School; Phanish Puranam, INSEAD
- CEO Compensation and Cross-Border Acquisition Activity: A Situational Promotion Focus Perspective | Krista Lewellyn, U. of Wyoming
- Calibrating as an Alternative Regulatory Mechanism for Corporate Governance in a Capitalist Economy | Zahid Riaz, U. of Central Punjab; Sangeeta Ray, U. of Sydney; James Kirkbride, London School of Business and Finance; Pradeep Kanta Ray, Australian School of Business

1385: (Paper Session) - (OMT) Trust & Governance:
Processes and Forms
9:45am - 11:15am WDW Yacht and Beach Club Resort: Cape Cod A
Tweet this session: #AOM2013 1385
Chair: Peter O. Foreman, Illinois State U.

- Trust Under Fire: Judgments of Trustworthiness as Occupationally-Situated Labeling in Firefighting | Michael G. Pratt, Boston College; Douglas A Lepisto, Boston College; Erik Dane, Rice U.
- Re-conceptualising organizational trust repair: The case of repeated transgressions | Graeme Martin, U. of Glasgow; Sabina Siebert, U. of Glasgow; Branko Bozic, U. of Glasgow
- Unpacking Inter-firm Relationships: Trust and Contracts as Complements and Substitutes | Jenny Gibb, U. of Waikato; Ting Xiao, The Ohio State U.; Stephan Billinger, U. of Southern Denmark

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Clément Godart, INSEAD; Fabrice Cavarretta, ESSEC Business School; Matthias Thiemann, Columbia U.
The Power of Local Networks: Returnee Entrepreneurs, School Ties, and Firm Performance | Elena Obukhova, MIT Sloan; Yanbo Wang, Boston U.; Zhichen Li, Tsinghua U.

1388 (Paper Session) - (OMT) Institutional Maintenance
9:45am - 11:15am WDW Yacht and Beach Club Resort: Grand Harbor Salon VIII
This session will discuss domains and aims of their journals and reviews (JPART, IPMR, IPMJ, Nonprofit and Voluntary Sector Quarterly). Chair: Stephanie Moulton, The Ohio State U.
Discussants: Mohammad Ali Azadegan, U. of South Carolina; Steven Kelman, Harvard U.; Clay G. Wescott, Wiley-Blackwell; Lucas C.P.M. Meijs, Erasmus U. Rotterdam

1392 (PAP) Meet the Editors
9:45am - 11:15am WDW Coronado Springs Resort: Durango 2
This session will discuss domains and aims of their journals and reviews (JPART, IPMR, IPMJ, Nonprofit and Voluntary Sector Quarterly). Chair: Fabrice Lumineau, Florida Atlantic U.
Discussants: George Alexander Boyne, Cardiff U.; Steven Kelman, Harvard U.; Clay G. Wescott, Wiley-Blackwell; Lucas C.P.M. Meijs, Erasmus U. Rotterdam

1393 (JS) (PAP, CAR, HR) Workplace Ill-treatment and Emotional Work: Antecedents and Consequences
9:45am - 11:15am WDW Coronado Springs Resort: Cancun
This session will discuss domains and aims of their journals and reviews (JPART, IPMR, IPMJ, Nonprofit and Voluntary Sector Quarterly). Chair: Elizabeth Goodrick, Louisiana State U.
Discussants: Elizabeth Goodrick, Louisiana State U.; Richard Boudreau, U. of Haifa; Chiara Schiavo, University of Bologna; Elisa Trinchero, Bocconi U.; Stephen T.T. Teo, Auckland U. of Technology

Thematic orientation: PAP Teaching | PAP Practice | PAP International | PAP Program Theme | PAP Research | PAP Diversity | PAP Best Paper
Session Details – Tuesday, 8:00 - 10:00 AM

1396 ☯: (Paper Session) - (SIM) Internals of Drivers of Social Performance
9:45am - 11:15am WDQ Coronado Springs Resort: Coronado P
Tweet this session: #AOM2013 1396
Track C: Assessing business outcomes
Chair: Daina Mazutis, IMD

1397 ☯: (Paper Session) - (SIM) Theories of Ethical Leadership
9:45am - 11:15am WDQ Coronado Springs Resort: Coronado Q
Tweet this session: #AOM2013 1397
Track A: Theorizing social issues in management
Chair: Andromachi Athanasopoulou, U. of Oxford

1398 ☯: (Paper Session) - (SIM) Effects of CSR in Asia
9:45am - 11:15am WDQ Coronado Springs Resort: El Paso 1
Tweet this session: #AOM2013 1398
Track C: Assessing business outcomes
Chair: Martin Meznar, Appalachian State U.

1399 ☯: (Paper Session) - (SIM) Measuring Social Performance
9:45am - 11:15am WDQ Coronado Springs Resort: Fiesta 2
Tweet this session: #AOM2013 1399
Track C: Assessing business outcomes
Chair: Naomi A Gardberg, Baruch College

1400 ☯: (Paper Session) - (TIM) Intellectual and Other Property Rights
9:45am - 11:15am WDQ Swan Resort: Egret
Tweet this session: #AOM2013 1400
Chair: Kwanghui Lim, U. of Melbourne

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

**10:00AM - 11:15AM**

**1402** [Paper Session] - (TIM) **Industry Collaboration**

*9:45am - 11:15am WDW Swan Resort: Osprey 1*

**Chair:** Wei Yao, Zhejiang U.

- The Effect of Human Capital Management Practices on Breakthrough Innovation (BI) in Large Firms | Byung-Chul Choi, Rensselaer Polytechnic Institute; Gina Colarelli O’Connor, Rensselaer Polytechnic Institute; T. Ravichandran, Rensselaer Polytechnic Institute
- Transferring Social Capital Across Knowledge Domains: The Case of Nanoscience and Nanotechnology | Daniele Rotolo, SPRU - U. of Sussex; Simcha Jong, U. College London; Vito Albino, Technical U. of Bari
- Human Capital Constraints And Inventor Bricolage In Photovoltaics | Preeta Banerjee, Brandeis U.; Benjamin A. Campbell, The Ohio State U.; Brian Michael Saxton, Heidelberg U.
- The Contextual Specificity of Human and Organizational Capital for Innovation | Marc Lerchenmueller, Yale U.

**1403** [Paper Session] - (TIM) **Human & Social Capital**

*9:45am - 11:15am WDW Swan Resort: Sandpiper*

**Chair:** James H. Biteman, Tulane U.

- The Effect of Human Capital Management Practices on Breakthrough Innovation (BI) in Large Firms | Byung-Chul Choi, Rensselaer Polytechnic Institute; Gina Colarelli O’Connor, Rensselaer Polytechnic Institute; T. Ravichandran, Rensselaer Polytechnic Institute
- Transferring Social Capital Across Knowledge Domains: The Case of Nanoscience and Nanotechnology | Daniele Rotolo, SPRU - U. of Sussex; Simcha Jong, U. College London; Vito Albino, Technical U. of Bari
- Human Capital Constraints And Inventor Bricolage In Photovoltaics | Preeta Banerjee, Brandeis U.; Benjamin A. Campbell, The Ohio State U.; Brian Michael Saxton, Heidelberg U.
- The Contextual Specificity of Human and Organizational Capital for Innovation | Marc Lerchenmueller, Yale U.

**10:45AM - 11:45AM**

**1404** [Paper Session] - (TIM) **Technology in China**

*9:45am - 11:15am WDW Swan Resort: Swan 10*

**Chair:** Ornetta Burton, Abilene Christian U.

- Technology Incubators and the Performance of Technology-based Start-up Firms: Evidence from China | Li Xiao, U. of Exeter; Mark Ramsden, U. of Kingston
- Disruptions, Business Model Innovations and Industry Evolution in China’s Mobile Handset Industry | Zhu Hengyuan, Tsinghua U.; Marina Yue Zhang, Tsinghua U.; Wenchun Lin, Tsinghua U.

**11:30AM - 1:00PM**

**1405** [Paper Session] - (TIM) **Ideas and Fairness**

*9:45am - 11:15am WDW Swan Resort: Swan 9*

**Chair:** Irina Savitskaya, Lappeenranta U. of Technology

- Idea Selection in Suggestion Systems: A Thematic Perspective | Julia Katharina Fröhlich, LMU Munich
- Inefficiencies in Essential Patent Pool Formation: Are Pool Administrators also involved? | Pooyan Khashabi, Bocconi U.

**1:15PM - 2:30PM**

**1406** [OB] **Hot Coffee, Cool People**

*10:45am - 11:45am WDW Dolphin Resort: Salon V*

**Chair:** Angelina Zubac, Melbourne Business School

- The performance implications of dynamic capability depth and breadth | Niron Hashib, Hebrew U. of Jerusalem; James T Walker, Henley Business School
- Fragments in Strategy Research: The Case of Dynamic Capabilities | Lars Schweizer, Goethe U.; Shalini Rogbeer, Goethe U.; Bjorn Michaelis, Goethe U.
- The Development of Dynamic Capabilities in Environments of Persistent Disturbances | Brent A McKnight, McMaster U.; Pratima Bansal, U. of Western Ontario

**2:45PM - 4:00PM**

**1407** [Paper Session] - (BPS) **Understanding Dynamic Capabilities**

*11:30am - 1:00pm WDW Swan Resort: Macaw 2*

**Chair:** Angelina Zubac, Melbourne Business School

- The performance implications of dynamic capability depth and breadth | Niron Hashib, Hebrew U. of Jerusalem; James T Walker, Henley Business School
- Fragments in Strategy Research: The Case of Dynamic Capabilities | Lars Schweizer, Goethe U.; Shalini Rogbeer, Goethe U.; Bjorn Michaelis, Goethe U.
- The Development of Dynamic Capabilities in Environments of Persistent Disturbances | Brent A McKnight, McMaster U.; Pratima Bansal, U. of Western Ontario

**4:15PM - 5:30PM**

**1408** [Paper Session] - (BPS) **Unpacking the 'Black Box' of Pre- and Post-Acquisition Processes**

*12:30am - 1:00pm WDW Swan Resort: Pelican 1*

**Chair:** Ornetta Burton, Abilene Christian U.

- Technology Incubators and the Performance of Technology-based Start-up Firms: Evidence from China | Li Xiao, U. of Exeter; Mark Ramsden, U. of Kingston
- Disruptions, Business Model Innovations and Industry Evolution in China’s Mobile Handset Industry | Zhu Hengyuan, Tsinghua U.; Marina Yue Zhang, Tsinghua U.; Wenchun Lin, Tsinghua U.

**Chair:** Ornetta Burton, Abilene Christian U.
Chair: Melissa A Schilling, New York U.
- Looking into the ‘black box’ - Unlocking the effect of integration on acquisition performance | Satu Teerikangas, UCL; Ioannis Thanos, U. of Glasgow
- Value Destruction in Acquisitions: Deal-Driven Orientation, Ignorance and Information Asymmetries | Johannes M. Dreess, VU U. Amsterdam; Tom Elfring, VU U. Amsterdam; Paul W. L. Vlaar, VU U. Amsterdam
- Linking integration team composition to PMI plan adherence in the first three months after closure | Norbert Steigenberger, U. of Cologne
- The impact of experiential and deliberate learning on post-acquisition integration | Francesco Castellaneta, Calibica Lisbon School of Business and Economics; Giovanni Valentini, Bocconi U.

1409 | (Paper Session) - (BPS) Evolutionary Theory and Competitive Heterogeneity
11:30am - 1:00pm WDW Swan Resort: Pelican 2
Tweet this session: #AOM2013 1409
Chair: Heewon Chae, U. of Michigan, Ann Arbor
- Adapting to survive and succeed: The evolutionary dynamics of strategic logics | Peter T. Bryant, IE Business School
- Pursuing customer value vs. pursuing firm profits | Guangliang Ye, Renmin U. of China; Jens Schmidt, Aalto U.
- The Benefits of Size: Increasing Scale and Scope and the Survival of California Retailers | Nydia MacGregor, Santa Clara U.
- Making the Pie and Splitting the Pie: Joint Value Creation and Opportunism in Volatile Environment | Han Jiang, Arizona State U.; Glenn Hoetker, Arizona State U.

1410 | (Paper Session) - (BPS) Incumbents, Startups and Human Capital
11:30am - 1:00pm WDW Swan Resort: Swan 1
Tweet this session: #AOM2013 1410
Chair: Martin Ganco, U. of Minnesota
- Spinoffs in different contexts: Theory and empirical evidence | Gianluca Capone, Utrecht U.; Franco Malerba, Bocconi U.; Luigi Orsenigo, IUSS Pavia
- New Firm Creation following Dissolution of Rival Organizations | Seth Carnahan, U. of Maryland, College Park
- Exploration, Exploitation, and Entrepreneurial Spawning: Evidence From Medical devices Industry | Navid Bazzazian, HEC Paris

1411 | (Paper Session) - (BPS) Strategy in emerging economies
11:30am - 1:00pm WDW Swan Resort: Swan 7
Tweet this session: #AOM2013 1411
Chair: Raveendra Chittoor, Indian School of Business
- Foreignness Liabilities and Assets in a Sub-Saharan Economy: Content, Context and Consequences | Joseph Ofori-Dankwa, Saginaw Valley State U.; Scott D Julian, Wayne State U.
- Public-Private Hybrid Strategy and Entrepreneurial Reinvestment | Wubiao Zhou, NTU
- Organizational Imprinting, Managerial Cognition, and Firm Strategy in Emerging Economies | Yi Guo, East China U. of Science and Technology; Yiran Cao, East China U. of Science and Technology; Yuanyang Song, East China U. of Science and Technology; Lina Shan, East China U. of Science & Technology; Qian Yang, East China U. of Science & Technology
- Is the relationship between CSP and CP of firms in China different? | Xudong Chen, Zhejiang U.; Chenguoyu Yu, Zhejiang U.; Pingping Weng, Zhejiang U.

1412 | (Paper Session) - (BPS) Strategic adaptation
11:30am - 1:00pm WDW Swan Resort: Swan 8
Tweet this session: #AOM2013 1412
Chair: Ronaldo C. Parente, Florida International U.
- The Influence of Peers on Competition-Driven Repositioning | Richard D. Wang, U. of Minnesota
- The automotive industry on its way towards integrated mobility services | Tim Kessler, U. of Bayreuth, Germany; Michael Stephan, Philips-U. Marburg

1413 | (Paper Session) - (BPS) Business Groups and Interfirm Relationships in Emerging Economies
11:30am - 1:00pm WDW Swan Resort: Toucan 1
Tweet this session: #AOM2013 1413
Chair: Asli Musaoglu Arikian, The Ohio State U.
- Do Labor Regulations Affect the Formation of Corporate Groups? | Ulya Tsolmon, Duke U.; Sharon Belenzon, Duke U.
- Unpacking Performance Heterogeneity in Group-affiliated Firms in Korea | Kyuho Jin, Seoul National U.; Seok-Hyun Hwang, Seoul National U.
- Pre-modern and modern basis of affiliation and the accuracy of analysts’ forecast of Indian firms | Guoli Chen, INSEAD; Raveendra Chittoor, Indian School of Business; Balagopal Vissa, INSEAD
- From Interpersonal Guanxi to Interorganizational Relationship in Chinese Marketing Channels | Dong Weiwei, Xi’an Jiaotong U.

1414 | (Paper Session) - (BPS) Trade-offs, exploration, and exploitation
11:30am - 1:00pm WDW Swan Resort: Toucan 2
Tweet this session: #AOM2013 1414
Chair: Susan A Hill, London School of Economics
- Fighting the bear and riding the bull | Bob Walrave, Eindhoven U. of Technology; Kim van Dorschot, B’l Norwegian Business School; Georges Romme, Eindhoven U. of Technology; Fred Langerak, Eindhoven U. of Technology
- Owner Influence on Exploratory and Exploitative Joint Ventures: A Multiple Agency Perspective | Wei Shi, Rice U.; Brian L. Connelly, Auburn U.; Robert E. Hoskisson, Rice U.
Session Details – Tuesday, 10:00 AM - 12:00 PM

1415 11:30am - 1:00pm WDW Swan Resort: Osprey 2
Chair: Tania Casado
Tweet this session:

#AOM2013 1415
Organizer: Rajshree Agarwal, U. of Maryland
To Market, To Market: Founding Team Structure and Commercialization Success of Academic Start-Ups | Jeff Savage, U. of Illinois, Urbana-Champaign; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign
User-Industry Spin-Outs: Downstream Knowledge As A Driver To Entry And Survival | Franco Malerba, Bocconi U.; Pamela Adams, Franklin College
The Strategic Network of Entrepreneurial Firms: Impact of Knowledge Inheritance | Shweta Gaonkar, U. of Maryland, College Park
Knowledge Sources Of Entrepreneurship: Firm Formation By Academics, Users & Employees | Rajshree Agarwal, U. of Maryland; Sonali K. Shah, U. of Wisconsin-Milwaukee
The Development and Validation of the Mentoring Expectations Congruency Scale (MECS) | Dianne Deborah Murphy, U. of Wisconsin, Milwaukee; Jennifer Marie Freiheit, U. of Wisconsin, Milwaukee
The Arnon Reichers Best Student Paper Award Finalist Paying it forward: Mentoring Beyond the Dyad | Stephanie Maynard-Patrick, New Mexico State U.; Terri A. Scandura, U. of Miami; James W. Bishop, New Mexico State U.
Training Mentors: A Way to Ensure the Quality of Mentoring Outcomes for Novice Entrepreneurs? | Etienne St-Jean, U. du Québec à Trois-Rivières; Stephanie Mitran-Meda, Merkapt

1416 11:30am - 1:00pm WDW Dolphin Resort: Oceanic 4
Chair: Tanja Casado, U. of Sao Paulo
Dyadic Effervescence: A Call for Research Attention on Developmental Relationships Beyond Mentoring | Richard Donald Cotton, Appalachian State U.
The Development and Validation of the Mentoring Expectations Congruency Scale (MECS) | Dianne Deborah Murphy, U. of Wisconsin, Milwaukee; Jennifer Marie Freiheit, U. of Wisconsin, Milwaukee
The Arnon Reichers Best Student Paper Award Finalist Paying it forward: Mentoring Beyond the Dyad | Stephanie Maynard-Patrick, New Mexico State U.; Terri A. Scandura, U. of Miami; James W. Bishop, New Mexico State U.
Training Mentors: A Way to Ensure the Quality of Mentoring Outcomes for Novice Entrepreneurs? | Etienne St-Jean, U. du Québec à Trois-Rivières; Stephanie Mitran-Meda, Merkapt

1417 11:30am - 1:00pm WDW Dolphin Resort: Oceanic 4
Chair: Julia Richardson, York U.
Career Decision-Making Profiles and Its Adaptability: A Cross-cultural Investigation | Yanjun Guan, Remnin U. of China; Yanan Wang, Remnin U. of China; Ruchunyi Fu, Remnin U. of China; Hong Deng, City U. of Hong Kong
Organizational Career Management, Leadership Support and Employee Attitudes: Evidence from Brazil | Lucia B. Oliveira, IBMEC, Rio de Janeiro; Flavia Cavazzote, Pontifical Catholic U. of Rio de Janeiro; Rodrigo A. Dunzer, IBMEC, Rio de Janeiro
Self-Initiated Expatriates Navigating Institutions: A Study of Strategies and Effects | Toke Bjergegaard, Aarhus U.
Effectiveness of Perceived Organizational support for SIEs: Career Networks as Moderators | Lan Cao, Leuphana U. Lüneburg; Andreas Hirschi, U. of Lausanne; Juergen Deller, Leuphana U.

1418 CAU: (CAU) What Should Be the Role of AOM in PRME?
11:30am - 1:00pm WDW Swan Resort: Teal
Chair: Manjula S Salimath
Tweet this session:

#AOM2013 1418
Organizer: Elise Baussron, U. of Queensland
This session is designed to be highly interactive in order to creatively explore participants' ideas about whether the AOM should consider an enhanced role in the PRME initiative and, if so, some of the means by which the AOM may do so.
Organizers: Jeanie Mannheimer Forray, Western New England U.; Jennifer S. A. Leigh, Nazareth College

1420 CAU: (CAU) The Power of Emotional Intelligence: How can Leaders Use it Ethically?
11:30am - 1:00pm WDW Coronado Springs Resort: Acapulco
Chair: Manjula S Salimath
Tweet this session:

#AOM2013 1420
Organizers: the means by which the AOM may do so.
Discussant: Jerry Carbo, Shippensburg U.
Towards Degrowth: Alternate Logics in Fostering Sustainability | Manjula S Salimath, U. of North Texas; Vallari Chandna, U. of North Texas
Embracing ambiguity - CSR throughout the rise and decline of the modern welfare state | Anselm Schneider, U. of Zurich
The Second Time Farce: American Business School Ethicists and the Emergence of Bastard Rawlsianism | Richard Mares, California State U. Sacramento
Contesting the CIC: Aspirational identification with a hopeful future | Kate M. Kenny, National U. of Ireland - Galway
Breaking the Ties that Bind: From Corporate Sustainability to Socially Sustainable Systems | Jerry Carbo, Shippensburg U.; Ian M. Langella, Shippensburg U.; Viet Dao, Shippensburg U.; Steven Haase, Shippensburg U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 10:00 AM - 12:00 PM

1422 ☈: (Paper Session) - (ENT) New Venture Survival
11:30am - 1:00pm WDW Swan Resort: Parrot 1
Chair: Tianjiao Xia, Loughborough U.
Discussant: Marcus Wolfe, Ball State U.
New Venture Survival: External Shocks, Exploration and Exploitation Alliances | Tianjiao Xia, Loughborough U.; Dimo Dimov, U. of Bath
Dynamic Capabilities and New Venture Survival in Nascent Markets: The Boundary Role of Stability | Robin De Cock, Imperial College Business School; Bart Clarysse, Imperial College Business School; Johan Brunee, Imperial College London
When Survival Reigns over Growth: Sequential Attention to Survival and Growth in New Ventures | Yan Chen, U. of Missouri, Kansas City
Organizational Emergence: Entrepreneurial Learning and New Venture Survival | Tianitian Yang, U. of North Carolina, Chapel Hill; Howard Aldrich, U. of North Carolina

1423 ☈: (ENT) Strategic Entrepreneurial Networks
11:30am - 1:00pm WDW Swan Resort: Mockingbird 1
Chair: Naga Lakshmi Damaraju, Indian School of Business
Participants: Nandini Rajagopalan, U. of Southern California; Saras D Sarasvathy, U. of Virginia; Suresh Kotha, U. of Washington, Seattle; Balagopal Vissa, INSEAD; Kavil Ramachandran, Indian School of Business

1424 ☈: (Paper Session) - (ENT) Orientations of Entrepreneurial Firms
11:30am - 1:00pm WDW Swan Resort: Mockingbird 2
Chair: Nathaniel Bosso, U. of Leeds
Discussant: Robert Neal Eberhart, Stanford U.
Built to Last or Cashing in? Role of Firm Orientations and Environments on Entrepreneurial Investors | Adam Steinbach, Michigan State U.; Emily S. Block, U. of Notre Dame
Retail Store Managers As Entrepreneurs: Focus, Tension, and Consequences | Jagdip Singh, Case Western Reserve U.; Gary K. Rhoads, Brigham Young U.; Detelina Marinova, U. of Missouri at Columbia

1425 ☈: (Paper Session) - (ENT) Support and Under-served Populations
11:30am - 1:00pm WDW Swan Resort: Parrot 1
Chair: Elia Yvette Henry, Auckland U. of Technology
Discussant: Elia Yvette Henry, Auckland U. of Technology
Entrepreneurship for Persons with Disabilities: Economic and Social-psychological Benefits | Bruce Martin, U. College Dublin; Benson Honig, McM aster U.; Dirk De Clercq, Brock U.
The Impact of Social Support on Entrepreneurship in Subsistence Marketplaces | Ishta Minefee, U. of Illinois, Urbana-Champaign; Madhubalan Viswanathan, U. of Illinois

1426 ☈: (Paper Session) - (ENT) Emerging Theories of Entrepreneurship
11:30am - 1:00pm WDW Swan Resort: Swan 3
Chair: Victor Zengyu Huang, Zayed U.
Discussant: Peter G Klein, U. of Missouri
A Bayesian Approach to the Determinants of Entrepreneurship | Victor Zengyu Huang, Zayed U.

1427 ☈: (Paper Session) - (ENT) Value Creation, Exploitation, and Maintenance
11:30am - 1:00pm WDW Swan Resort: Swan 4
Chair: Steven A. Edelson, Walsh U.
Discussant: Christine Sutton, Kennesaw State U.
The Impact of Organizational Personality in the Recruitment of Human Capital for New and Small Firms | Steven A. Edelson, Walsh U.; Alexander McKelvie, Syracuse U.; Mike Haynie, Syracuse U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
An Empirical Examination of Long Term Value Creation in European Listed Family Firms | Cristina Cruz, IE Business School; Laura Nuñez, IE Business School
The Faster the Better? A Longitudinal Study of Startup Rate and Performance of New Ventures in China | Li Tian, Nankai U.; Kevin Au, Chinese U. of Hong Kong; Yuli Zhang, Nankai U.; Leping Yan, Shijiazhuang U. of Economics

1428 🔵 🔴: (Paper Session) - (GDO) Identity, Emotions and Relationships
9:30am - 10:00am WDW Dolphin Resort: Europe 5
Tweet this session: #AOM2013 1428
Chair: Susan Rudy, The Rhodes Project
Disability and LMX - The Role of Self-Efficacy, Performance, and Type of Disability | Ina Zwingmann, U. of St. Gallen (HSG); Stephan Alexander Boehm, U. of St. Gallen
On the same side of the faultline: Inclusion in the supervisor's subgroup and employee performance | Bertolt Meyer, U. of Zurich; Meir Shemla, Rotterdam School of Management; Jia Li, U. of Goettingen; Juergen Wegge, Technische U. Dresden
Regulatory Focus and Relational Demography: Implications for Cognitive and Emotional Responses | Elizabeth George, Hong Kong U. of Science and Technology; Carmen Kaman Ng, Hong Kong U. of Science and Technology; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology
Out of the Box: Identity Expansion and the Building of Positive Manager-Subordinate Relationships | Stephanie J Creary, Boston College; Brianna Barker Caza, Griffith U.; Laura Morgan Roberts, Antioch U.

1429 🔵 🔴: (Paper Session) - (GDO) Organizational Climate and Discourses
10:00am - 10:30am WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 1429
Chair: Thomas Clarke, U. of Technology, Sydney
Tearing Down the Walls: The Moderating Role of Climate Strength in Diversity-Cohesion Relationship | Wei Jun, U. of Science and Technology Beijing; Wei Zheng, U. of Wisconsin - River Falls; Mian Zhang, Tsinghua U.
Interactive Effect of Pay Equity & Diversity Climate on Professionals of Color Turnover Intentions | E. Holly Buttner, U. of North Carolina, Greensboro; Kevin B. Lowe, U. of North Carolina at Greensboro; Lenora Billings-Harris, U. of North Carolina, Greensboro
What Good is Diversity If We Do Not Learn from It? Organizational Climate and Employee Commitment | Tanja Rabl, U. of Bayreuth; Maria Carmen Triana, U. of Wisconsin, Madison
Contradictory Discourses and the Identity Work of Mothers Managers in Accountancy | Ioana Lupu, Rouen Business School

1430 🔵 🔴: (Paper Session) - (GDO) Women's Career Advancement
10:30am - 11:00am WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 1430
Chair: William Newburry, Florida International U.
Getting to the Top: The Relevance of Gender, Aspirations, and Gender Composition | Kyoung Yong Kim, U. of Houston; Leanne E Atwater, U. of Houston
Predicted-Other Ratings: An Examination and Implications for Women Leaders | Rachel E. Sturm, U. of Houston; Scott N. Taylor, U. of New Mexico; Leanne E Atwater, U. of Houston; Phillip W. Braddy, Center for Creative Leadership
Differential Risks and Returns of Citizenship Behavior for Women's Career Outcomes | Diane Berger, Case Western Reserve U.

1431 🔵 🔴: (Paper Session) - (HCM) Performance Measurement
11:00am - 11:30am WDW Coronado Springs Resort: Fiesta 4
Chair: Huay Ling Tay, Melbourne U.
Resources Allocation in Healthcare System under Government Governance: An Evaluation in Taiwan | Hilary Cheng, Yuan Ze U.; Yi-Chuan Lu, Yuan Ze U.; Sheng-Lun Shen, Yuan Ze U.
Hospital Performance Ratings and the Trade-Off between Service Standards and Financial Balance | Margaret Greenwood, U. of Bath; John Forker, U. of Sussex
Sustainability of Quality Improvement Measures Following Removal of Performance-Based Incentives | Justin K Benzer, VA Boston Healthcare System; Gary J. Young, Northeastern U.; James F Burgess, U.S. Department of Veterans Affairs; Errol Baker, VA Center for Organization, Management and Leadership Research; David C. Mohr, VA Boston Healthcare System; Martin P. Charns, U.S. Department of Veterans Affairs; Pater J Kaboli, U. of Iowa

1432: (Plenary) - (HR) Going East: Issues and Trends in HRM
11:30am - 12:00pm WDW Dolphin Resort: Salon III
Tweet this session: #AOM2013 1432
Moderator: Wendy J. Casper, U. of Texas, Arlington
Speakers: Xiao-Ping Chen, U. of Washington; James Jainmin Sun, Renmin U. of China; Riki Takeuchi, Hong Kong U. of Science and Technology; Amit K. Nandkeolyar, Indian School of Business

1433: (Paper Session) - (IM) Expatriates and Relocation
11:00am - 11:30am WDW Yacht and Beach Club Resort: Auberry D
Tweet this session: #AOM2013 1433
Chair: Ashish Mahajan, U. of Windsor
Problem Perceptions in Distant Subsidiaries: Does Manager Expatriation Matter? | Jørn Flohr Nielsen, Aarhus U.
Star versus Guardian Assignments: Why Expatriates Should be Managed Differentially | Daniela Noethen, ESADE Business School; Jaime Alfonso Bonache, ESADE
**Session Details – Tuesday, 10:00 AM - 12:00 PM**

1434: (Paper Session) - (IM) **Sourcing and International Value Chain**
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Cape Cod B
Tweet this session: #AOM2013 1434
Chair: Rakesh B. Sambharya, Rutgers U.
Downstream Upgrading in the Canned Tuna Global Value Chain | Pavida Pananond, Thammasat U.
International Sourcing – A Competitive Perspective | Wolfgang Markus Gleich, U. of Augsburg; Bjorn Schmeisser, U. of Augsburg
An Integrated Perspective on Global Strategy Implementation: A Study of Foreign Value-adding (WITHDRAWN) | Anders Pehrsson, Linnaeus U.
Is Sharing Suppliers with Competitors Good for Client Innovative Performance? | Andrea Martinez-Noya, U. of Oviedo; Esteban Garcia-Canal, U. de Oviedo, Spain

1435: (Paper Session) - (IM) **Mergers and Acquisitions, Globalization and Value Creation**
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 1435
Chair: Kathleen Park, Massachusetts Institute of Technology
How to Escape from Failure of Cross-border M&A | Tian Wei, Fudan U.
Impact of the Financial Crisis on the Performance of European Acquisitions | Rekha Rao Nicholson, U. of Bath; Julie Salaber, U. of Bath
Mergers and Acquisitions: Driving the Growth of MNES | Gerhard Kling, U. of Southampton; Abby Ghobadian, U. of Reading; Nicholas O’Regan, Bristol Business School
Spatial, Cultural and Political Distances as Drivers of M&A Deals in EU and Neighbouring Countries | Chiara Maria Di Guardo, U. of Cagliari; Emanuela Marrocchi, U. of Cagliari; Raffaele Pasi, U. of Cagliari

1436: (Paper Session) - (IM) **IM Willamette Best Paper Award Session in Ethics, CSR & Sustainability**
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 1436
Chair: Gary Knight, Willamette U.
Are Aliens Green in China? Performance Implications of Environmental Pressure on Foreign Investment | Nahyun Kim, Korea U.; Jon Jungbien Moon, Korea U.; Haitao Yin, Shanghai JiaoTong U.
IM Division Willamette Best Paper Finalist
Explaining Mechanisms of Social Entrepreneurs Internationalization: Concept of Social Cosmopreneur | Igor Kalinic, U. of Groningen; Max Pater, U. of Groningen
IM Division Willamette Best Paper Finalist
Antecedents of Voluntary Environmental Management Practices by MNES in an Emerging Market | Ekrem Tatoglu, Bahcesehir U.; Erkan Bayraktar, Bahcesehir U.; Sunil Sahadev, U. of Sheffield; Mehmet Demirbag, U. of Sheffield
IM Division Willamette Best Paper Finalist

1437: (Paper Session) - (IM) **Internationalization of Emerging Market Firms**
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 1437
Chair: Guilherme Azevedo, HEC Montreal
Upgrading Technological Capabilities by Developing Country Multinational Companies | Huaiuchuan Rui, U. of London; Alvaro Cuervo-Cazurra, Northeastern U.
What Drives Emerging Multinationals? Internationalization and Performance Drivers of Indian IT Firms | D Karthik, Indian Institute of Management, Ahmedabad; Rajesh S Upadhyayula, Indian Institute of Management, Kozhikode; Amit Karna, EBS Business School
MNEs from Emerging Economies are Making Lemonade When Given Lemons: Evidences from Indian MNEs | Rupawnda Dash, Indian Institute of Management, Bangalore; Kumar Rakesh Ranjan, IIM Bangalore
How Emerging Market Firms Manage their Business Models in their Internationalization Processes | Margarete Kalinowski, ESADE Business School; Luis Vives, ESADE Business School

1438: (Paper Session) - (MC) **Ethics and Values in Consulting**
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Hampton
Tweet this session: #AOM2013 1438
Discussant: Theresa Yeager, Benedictine U.
Values and Belief Structure of OD Practitioners in the GCC region | Ousama Salha, Benedictine U.
Winner of the Benedictine University Award for Outstanding Paper on Ethical Issues in Consulting
Professionalism as an Unregulated Market: Identity, Work and Integrity in Management Consulting | Carole Lalonde, U. Laval; Pierre Joron, CFC Dolmen Management
Winner of the Benedictine University Scholar-Practitioner Collaboration Award
Ethical Quandaries for Clinical & Coaching Practitioners & Professions | Judith A Gebhardt, U. of Southern California

1439: (Paper Session) - (MED) **Teaching and Learning Across Cultures**
11:30am - 1:00pm WDW Coronado Springs Resort: Coronado M
Tweet this session: #AOM2013 1439
Chair: Svjetlana Madzar, U. of Minnesota
Discussant: Jacobo Ramirez, Copenhagen Business School
Culturally Contingent Model of International Student Psychological Contract in Management Education | Sarbari Bordia, The Australian National U.; Prashant Bordia, The

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Australian National U.; Simon Lloyd D. Restubog, The Australian National U.

The Use of Virtual Worlds for Developing Intercultural Competencies: a study in Brazil and Portugal | Lisiane Machado, U. do Vale do Rio dos Sinos (UNISINOS); Amarolinda Klein, U. do Vale do Rio dos Sinos (UNISINOS); Angilberto Sabino Freitas, Unigranrio - U. do Grande Rio; Eliane Schlemmer, U. do Vale do Rio dos Sinos (UNISINOS); Cristiane Drebos Pedron, ISEG

Past experience, cultural intelligence, and satisfaction with international business studies | Daniel L. Morrell, Middle Tennessee State U.; Elizabeth C. Ravlin, U. of South Carolina; Jase Ramsey, U. of Alabama; Anna Katherine Katherine Ward, U. of South Carolina

Professional Socialization and Commitment to the Profession in Social Work Students in Israel | Anat Freund, Haifa U.; Ayala Cohen, Tel-Hai College; Edith Blit-Cohen, Hebrew U. of Jerusalem; Nicole Dehan, Haifa U.

1440  (MED) Conversations that Inspire: Coaching and Positive Emotions
11:30am - 1:00pm WDW Coronado Springs Resort: Yucatan 2
Tweet this session: #AOM2013 1440
Organizers: Angela Passarelli, Case Western Reserve U.; Ellen Brooks Van Oosten, Case Western Reserve U.
Panelists: Richard E. Boyatzis, Case Western Reserve U.; Kathy E. Kram, Boston U.; Kathi J Lovelace, Menlo College; Gordon Spence, The U. of Sydney Business School

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.

1441  (Paper Session) - (MOC) Safety, Power and Influence
11:30am - 1:00pm WDW Dolphin Resort: Asia 2
Chair: Kuo Frank Yu, City U. of Hong Kong

How is Strategic Consensus Formed? The Role of Power Disparity and Psychological Safety | Nufer Yasin Ates, Erasmus U. Rotterdam

The Safety in Unsafe Teams: A Multilevel Approach to Psychological Safety | Christopher Jay Roussin, Suffolk U.; Tammy MacLean, Suffolk U.; Jenny W. Rudolph, Harvard Medical School

Recognizing network constraints and opportunities: The role of power | Blaine Landis, U. of Cambridge; Gavin J Kilduff, New York U.

Influence Tactics in Virtual Teams | Maria Wadsworth, U. of North Carolina, Charlotte; Anita Blanchard, U. of North Carolina, Charlotte

1442  (Paper Session) - (MOC) Managing Opposites to Motivate
11:30am - 1:00pm WDW Dolphin Resort: Europe 2
Chair: John Stephan, Marist College

Examining both sides of the coin: The effects of positive and negative task significance | Teresa Cardador, U. of Illinois; Gentyz Franz, U. of Illinois, Urbana-Champaign

The Approach-Avoidance Model of Work Engagement | Michael M Denumzio, Baruch College; Loren J. Naidoo, Baruch College

The Relationship between Low-order and High-order Goals | Andrew M. Carton, The Wharton School, U. of Pennsylvania

A Grounded Theory of Fluid Organizing | Aimee L. Hamilton, U. of Denver

The Dark Side of Goal Specificity: Satisficing and Bounded Awareness | Pinar Onur Fletcher, Harvard U.

1443  (Paper Session) - (MOC) Organizational Sensemaking: Categorization, Alignment and Impression Management
11:30am - 1:00pm WDW Dolphin Resort: Europe 4
Tweet this session: #AOM2013 1443
Chair: Nigel Patrick Munro-Smith, RMIT U.
Organizational Dissonance: Development of a New Construct | Zahir I Latheef, U. of Houston; Steve Werner, U. of Houston

New Technology as Equivoque: Time and Experience in Sensemaking and Sensegiving about Apple’s iPad | Lee Watkins, Boston College

Managing Impressions in the Face of Rising Institutional Pressures: A Comparative Case Analysis | Mignon Van Halderen, Erasmus U. Rotterdam; Mamt Spak, Erasmus U. Rotterdam; Cees B.M. Van Riel, Erasmus U. Rotterdam; Tom Brown, Oklahoma State U.

Explaining Paradoxes of Organizational Categorization: A Dual-Process Framework | Kimberly D. Elsbach, U. of California, Davis; Heiko Breitsohl, U. Wuppertal

1444  (JS) - (MSR, ODC, MOC) Waking Up at Work: Collaborative Research on Mindfulness and Awareness
11:30am - 1:00pm WDW Dolphin Resort: Asia 10
Chair: Kathryn Goldman Schuyler, Alliant International U.
Organizer: Kathryn Goldman Schuyler, Alliant International U.
Presenters: Kathryn Goldman Schuyler, Alliant International U.; Mark P. Kriger, BI Norwegian Business School; Jytte Baer, Alliant International U.; Susan Skjei, Naropa U.; Lorna Cortes Urrutia, U. Adolfo Ibanez; Chulguen Yang, Southern Connecticut State U.

1445  (OB) Errors and Error Handling: Antecedents and Consequences at Multiple Organizational Levels
11:30am - 1:00pm WDW Dolphin Resort: Asia 4
Chair: Kathrin Rosing, Leuphana U. Lueneburg

Discussant: David A Hofmann, U. of North Carolina, Chapel Hill

Relationships Among Near-Miss Attitudes, Error Orientations and Safety Climate Among Nurses | Krag L Schell, Angelo State U.

How can leaders stimulate an error culture? An approach combining qualitative and quantitative data | Bjorn Seeger, Leuphana U.; Sebastian Fischer, Leuphana U. Lueneburg

Integrating Error & Violation: The Mediating Effect of Trust and Blame on Adverse Events | Xiangyu Gao, National U. of
Session Details – Tuesday, 10:00 AM - 12:00 PM

1446: (Paper Session) - (OB) Can Do, Will Do: Mechanisms and Impact of the Proactive Personality
11:30am - 1:00pm WDW Dolphin Resort; Europe 11
Tweet this session: #AOM2013 1446
Chair: Anthony R. Wheeler, U. of Rhode Island
Day-Specific Voice: Examining Within-and Between-Person Variability in Proactive Motivation | Anita Starzyk, U. of Mannheim; Sabine Sonnentag, U. of Mannheim
Linking Empowering Leadership with Proactive Behavior | Hong Zhu, Hong Kong Baptist U.; Longzeng Wu, Shanghai U. of Finance and Economics
Proactive Personality and Career Success: Examining Reciprocal Relationships in a Longitudinal Study | Wen-Dong Li, National U. of Singapore; Yuhui Li, Renmin U. of China; Zhenyu Liao, National U. of Singapore; Songbo Liu, Renmin U. of China
The Joint Effects of Core Self-Evaluations and Proactive Personality in Predicting Work Outcomes | Marc H Anderson, Iowa State U.; James K Summers, Iowa State U.; Jarrod M. Haar, Massey U.
Proactivity Is Not Enough: The Role of Perspective Taking In Enhancing the Beneficial Outcomes | Yuanjuan Huo, Hong Kong Baptist U.; Ziguang Chen, City U. of Hong Kong; Wing Lam, Hong Kong Polytechnic U.

1447: (Paper Session) - (OB) Multi-teams, Virtual Teams & Leadership
11:30am - 1:00pm WDW Dolphin Resort; Europe 6
Tweet this session: #AOM2013 1447
Chair: Mark Mortensen, INSEAD
Do Talkers Always Rule? Individual Differences and Leadership Perceptions in Virtual Teams | Steven D. Charlier, Quinnipiac U.; Greg L Stewart, U. of Iowa; Cody Reeves, U. of Iowa; Lindsey Greco, U. of Iowa
Virtual versus Face-to-Face Teams: What Have we Really Learned? | Radostina K Purvanova, Drake U.
Leading through Mutual Knowledge Creation: Leader’s Role in a Multi-Team Project | Chia-yu Kou-Barrett, UCL

1448: (Paper Session) - (OB) "It's all about Engagement"
11:30am - 1:00pm WDW Dolphin Resort; Europe 7
Tweet this session: #AOM2013 1448
Chair: Emma Soane, London School of Economics
Job Design, HR Systems, CEO Leadership and Firm Performance: A Strategic Theory of Engagement | Gary Thurgood, Texas A&M U.; College Station; Troy Smith, Texas A&M U.; Murray R. Barrick, Texas A&M U.
Corporate Social Responsibility and Employee Engagement: The Role of Self-Autonomy and Individualism | Deborah Elizabeth Rupp, Purdue U.; Ruodan Shao, City U. of Hong Kong; E. Layne Paddock, Singapore Management U.; Tae-Yeol Kim, CEIBS; Thierry Nadisic, EM Lyon
Justice and Job Engagement: The Role of Uncertainty about Senior Management Trustworthiness | Jeffrey Joseph Haynie, Nicholls State U.; Kevin W. Mossholder, Auburn U.; Stanley G. Harris, Auburn U.
Interactional Justice and Creativity: Exploring the Mediating Role of Psychological Engagement | Abdul Karim Khan, Lahore U. of Management Sciences; Chris M Bell, York U.

1449: (Paper Session) - (OB) Resource Recovery: Times, Places & People
11:30am - 1:00pm WDW Dolphin Resort; Oceanic 8
Tweet this session: #AOM2013 1449
Chair: Eleni Apospori, Athens U. of Economics and Business
Darling, Don’t Think About Work Tonight: The Role of Partners for Employees’ Daily Recovery | Verena C. Hahn, U. of Muenster; Carmen Binnewies, U. of Muenster; Christian Dormann, Ruhr-u. Bochum
Recovering Resources During Evenings and Weekends: A Quantitative Review of What Works | Andrew Bennett, Virginia Commonwealth U.
Give me a Better Break: Choosing Workday Break Activities to Maximize Resource Recovery | Emily M Hunter, Baylor U.; Cindy Wu, Baylor U.
Multilevel Investigation of Subordinates WFC | Su-Ying Pan, Macau U. of Science and Technology

1450: (Paper Session) - (OB) Social Exchange and POS: the Benefits Continue….
11:30am - 1:00pm WDW Dolphin Resort; Salon A3
Tweet this session: #AOM2013 1450
Chair: Samantha D. Montes, U. of Toronto
Harmony: A Chinese Construct for Extending the Social Exchange Framework | Jie Wang, City U. of Hong Kong; Kwok Leung, City U. of Hong Kong
The Role of Perceived Organizational Support: Testing a Theoretical Model using Justice Perceptions | Michael Sturman, Cornell U.; Kate Walsh, Cornell U.
Suggesting Creative Solutions or Just Complaining | Wonseok Choi, U. of Connecticut; Nora Madjar, U. of Connecticut; Seokhwa Yun, Seoul National U.

1451: (Paper Session) - (OB) Leaders, Organizational Design and Climate: Constraints and Opportunities
11:30am - 1:00pm WDW Dolphin Resort; Salon A4
Tweet this session: #AOM2013 1451
Chair: Richard Blackburn, U. of North Carolina, Chapel Hill
A Meta-Analytic Path Analysis of Leadership, Organizational Culture, and Unit Performance | Amy Y. Ou, National U. of Singapore; Chad A. Hartnell, Georgia State U.; Angelo J. Kinicki, Arizona State U.; Elizabeth P. Karam, Texas Tech U.
Thou Shalt Not Overrule! The Role of Organizational Design in Making Delegation Credible | Diego Stea, Copenhagen Business School; Kirsten Foss, Copenhagen Business School

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

Section D
Organizational Empowerment Climate, Leadership, and Job Performance: A Cascading, Contingency Model | Joo Hun Han, U. of Maryland; Hui Liao, U. of Maryland; Seongsu Kim, Seoul National U.; Jian Han, CEIBS

A Multilevel Model of Green Behavior at Work: Roles of Individual Differences and Social Contexts | Andrea Kim, Rutgers U.; Youngsang Kim, U. of South Carolina; Kyongji Han, Rutgers U.; Susan E. Jackson, Rutgers U.

1452 (Paper Session) - (OB) How "We" Feel: The Role of Affect in Teams
11:30am - 1:00pm WDW Dolphin Resort: Salon E2
Tweet this session: #AOM2013 1452
Chair: Kerry Roberts Gibson, Georgia Institute of Technology

Affective Coordination: The Role of Team Emotional Interconnectedness | Dorthe Debjak Haakonsson, Aarhus U.; Dan Monster, Aarhus U.


Collective Hope: Conceptualization, Emergence and Development in Teams | Katrina Jia Lin, National U. of Singapore

Team Emotion Suppression Climate: Conceptualization and a Preliminary Multilevel Investigation | Seung-Ping Chen, U. of Washington; Jack Ting-Ju Chiang, GSM, Peking U.; Lihong Gu, Xi'an Janssen Pharmaceutical Company

1453 (Paper Session) - (OB) Ethical Leadership
11:30am - 1:00pm WDW Dolphin Resort: Salon E3
Tweet this session: #AOM2013 1453
Chair: David L. McLain, SUNY, Oswego

Ethical Leadership and Reputation: Combined Indirect Effects on Employee Organizational Deviance | Pedro Neves, Nova U., Lisbon; Joana S. Story, NOVA School of Business and Economics


Why and When Does Ethical Leadership Evoke Unethical Follower Behavior? | Karianne Kalshoven, Amsterdam Center for Integrity and Leadership; Hans van Dijk, Tilburg U.; Corine Boon, U. of Amsterdam

Unethical Customers and Employee Burnout: The Role of Ethical Leadership | Matthew Guade, Oklahoma State U.; Rebecca L. Greenbaum, Oklahoma State U.; Gabi Eissa, U. of Wisconsin, Eau Claire; Mary Mawritz, Drexel U.; Joongseo Kim, Oklahoma State U.

Stable versus Shifting Ethical Leadership: The Impact on Team Positivity and Performance | Dustin James Bluhm, U. of Colorado, Colorado Springs

OB Division Best Dissertation-Based Paper Award, sponsored by Wiley-Blackwell on behalf of the Journal of Organizational Behavior

1454 (JS: (OB, CM) Understanding Rituals: Rituals’ effects on high-pressure performance, coping, luck, and consumption
11:30am - 1:00pm WDW Dolphin Resort: Salon E1
Tweet this session: #AOM2013 1454
Chairs: Juliana Schroeder, U. of Chicago; Alison Wood Brooks, U. of Pennsylvania
Discussant: Adam Waytz, Northwestern Kellogg School of Management


Rituals alleviate grieving for loved ones, lovers, and lotteries | Michael Norton, Harvard Business School

Rituals for reversing one’s fortune | Yan Zhang, National U. of Singapore Business School; Jane Risen, U. of Chicago; Christine Husey, U. of Chicago

Rituals enhance the experience of consumption | Kathleen Vohs, Carlson School of Management; Yajin Wang, Carlson School of Management

1455 (JS: (OB, HR) The Changing Environment of Work: Toward a Better Understanding of Employee Externalization
11:30am - 1:00pm WDW Dolphin Resort: Asia 5
Tweet this session: #AOM2013 1455
Chairs: Nathan Tong, U. of Cincinnati; Suzanne S. Masterson, U. of Cincinnati

Discussant: Batia Mishan Wiesenfeld, New York U.

Team Member Externalization in Global Virtual Teams | Lucy L. Gilson, U. of Connecticut; Travis Maynard, Colorado State U.

Mobile Work, Mental Representations, Innovation and Learning Behaviors | Jean-Nicolas Rey, Paris Dauphine U.; Batia Mishan Wiesenfeld, New York U.

The Consequences of Telework: An Examination of Individual and Contextual Moderators | Bradford S. Bell, Cornell U.; Emmanuelle Andree Leon, ESCP Europe; Kristie Lynne McAlpine, Cornell U.

Organizational Identification and Justice Perception Formation in Exterior Employees | Nathan Tong, U. of Cincinnati; Suzanne S. Masterson, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati

1456 (JS: (OB, MOC) You & Me: Advances in Understanding the Interpersonal Dynamics Surrounding Creativity in Groups
11:30am - 1:00pm WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 1456
Organizers: Markus Baer, Washington U. in St. Louis; Andrew P. Knight, Washington U. in St. Louis

A Cross-level Theory of Help Seeking and Individual Level Creativity in Group Contexts | Jennifer Mueller, U. of San Diego; Dishan Kamdar, Indian School of Business

Stuck in the Middle: The Implications of Middle Status for Creative Performance | Michelle Duguid, Washington U. in St. Louis; Jack Anthony Goncalo, Cornell U.

Embarrassment, Pride, and Group Creativity | Brian Lucas, Northwestern U.; Leigh Thompson, Northwestern U.
Stand Up and Create: Effects of Seating Availability on Group Innovation | Andrew P. Knight, Washington U. in St. Louis; Markus Baer, Washington U. in St. Louis

1457  (): (Paper Session) - (OCIS) Management of Information Technology Resources
11:30am - 1:00pm WDW Swan Resort: Parrot 2
Tweet this session: #AOM2013 1457
Chair: Paul Hart, Florida Atlantic U.
Managing the Complex IT Function: The Evolving IT Organization | Siew Kien Sia, Nanyang Technological U.; Christina Soh, Nanyang Technological U.; Jet Olafato, Nanyang Technological U.
→ Rules of Efficiency or Legitimacy? Antecedents of IT-Outsourcing – A longitudinal approach | Marina Friedler, U. of Passau; Arnold Picot, Ludwig Maximilians U.; Ralph Pfaller, Siemens
Digital Accommodation during Corporate Acquisitions | Kui Du, U. of Texas, Austin
OCIS Best Student Paper Award Finalist
OCIS Best Paper Award Finalist
Alliance Partners’ Symmetry and Knowledge Flows | Simona Ileana Giura, Rensselaer Polytechnic Institute; T. Ravig Chandran, Rensselaer Polytechnic Institute

1458  (): (Paper Session) - (OCIS) Consequences of Information Technology
11:30am - 1:00pm WDW Swan Resort: Swan 2
Tweet this session: #AOM2013 1458
Chair: Likoebe M. Maruping, U. of Louisville
→ Sociomateriality of Corruption: Technology as a Lens onto Materialization of Power/Knowledge | Bijan Azad, American U. of Beirut
Handoff World: Challenges to Meaningful Work in a Fragmented Knowledge Economy | Joachim B Lyon, Stanford U.; Pamela Hinds, Stanford U.
The Stress of Being Social – Reassessing the Notion of Technostress for Social Media | Eliane Bucher, U. of St. Gallen; Christian Fieseler, U. of St. Gallen; Anne Suphan, U. of St. Gallen
Hyper-Connectivity: How Choice, Response Norms and Technology Do (and Don’t) Matter | Paul D. Collins, U. of Washington; Darl G. Kolb, U. of Auckland

1459  (): (Paper Session) - (ODC) Capacity for Change - Barriers and Drivers of Organizational Development and Change
11:30am - 1:00pm WDW Coronado Springs Resort: Baja
Tweet this session: #AOM2013 1459
Chair: Donald D Warrick, U. of Colorado, Colorado Springs
Successful Organizational Change Through Overcoming Risks | Matthias Georg Will, Martin Luther U. Halle
The Paradox of Fit: How Perceptions of Fit Impede Organizational Change | Maria B Gondo, U. of New Mexico; John Matthew Amis, U. of Memphis; Brian Janz, U. of Memphis; James M. Vardaman, Mississippi State U.
Winner of ODC Division Best Paper Award

Business Model Renewal: Process, Barriers and Drivers | Sergei Groskovs, Aarhus U.; John P Ulhøi, Aarhus U.; Peter Kesting, Aarhus U.
Organizational Capacity for Change: An Empirical Analysis in Germany | Nadine Loew, U. of Regensburg; Michael Dowling, U. of Regensburg; Thomas Steger, U. of Regensburg

1460  (): (Paper Session) - (ODC) Fairness and Ethics in Organizational Development and Change
11:30am - 1:00pm WDW Coronado Springs Resort: Laredo 2
Tweet this session: #AOM2013 1460
Chair: Jean E. Neumann, Tavistock Institute
The Role of Organizational Authenticity in Mediating Change Management | Jane Hendy, U. of Surrey; James Barlow, Imperial College London; Theopisti Chrysanthaki, Imperial College London
The Power of Reciprocity: Horizontal Psychological Contracts and Group Functioning | Therese Egeland Sverdrup, Norwegian School of Economics; Vidar Schei, NHH Norwegian School of Economics
The Ethics of Change: The Effects of Authoritarian and Ethical Leadership on Organizational Change | Fong T. Keng, U. of Washington; Nicole Ruedy, U. of Washington; Hana Huang Johnson, U. of Washington; Bruce J. Avolio, U. of Washington
When Does Imbalance Between Exploration and Exploitation Enhance Firm Performance? | Jie Wu, U. of Macau; Xiaoyun Chen, U. of Macau

1461  (): (Paper Session) - (OM) Collaboration in the Supply Chain
11:30am - 1:00pm WDW Yacht and Beach Club Resort: Cape Cod C
Tweet this session: #AOM2013 1461
Chair: Veronica H. Villena, Pennsylvania State U.
Antidotes to the Dark Side of Collaborative Buyer-Supplier Relationships | Veronica H. Villena, Pennsylvania State U.; Elena Revilla, IE Business School; Thomas Y. Choi, Arizona State U.
Does Justice Atmosphere Matter in Buyer-Supplier Knowledge Transfers? | Yao Li, Xi’an Jiaotong U.; Yi Liu, Shanghai Jiaotong U.; Yu Zhang, Xi’an Jiaotong U.
Supplier Development to the Dark Side: the Negative Moderating Effect of Trust (WITHDRAWN) | Lee Matthews, U. of Manchester; Paul D. Cousins, U. of Manchester; Nicolas Savio, U. of Manchester
Impact of Social Capital on the Buyer-supplier Relationship in China | Sherry Avery, U. of Texas at Tyler; Patricia Swafford, High Point U.; Edmund Prater, U. of Texas, Arlington
Session Details – Tuesday, 10:00 AM - 12:00 PM

11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV

Tweet this session:

Chair: Jiayin Zhang, Massachusetts Institute of Technology

Russian Governance: Ownership Networks, Organizational Transparency, and Investment | Anna Grosman, Imperial College Business School; Alja E. Leiponen, Cornell U.

Reexamining Supply Chain Integration and Supplier's Performance Relationship under Uncertainty | Ming-Chang Huang, Providence U.; Chi-Feng Yen, Chung Yuan Christian U.; Tzu-Chuan Liu, Chung Yuan Christian U.; Zi-Chi Yang, Providence U.

The Effects of Alliance Partner Diversity on Innovative and Financial Performance | Tim de Leeuw, Eindhoven U. of Technology; Boris Lokshin, Maastricht U.; Geert Duysters, Technical U. Eindhoven

Relational Antecedents of Multimarket Contact | JungYun Han, INSEAD; Andrew V. Shipilov, INSEAD

11:30am - 1:00pm WDW Yacht and Beach Club Resort: Cape Cod A

Tweet this session: #AOM2013 1464

Chair: Gino Cattani, New York U.


Reconciling the Effects of Team Diversity on Innovation Quality | Sunkee Lee, INSEAD; Jaeyong Song, Seoul National U.

11:30am - 1:00pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VIII

Tweet this session: #AOM2013 1468

Chair: Rhys Andrews, Cardiff U.

Withstanding the test of time - An empirical examination of the durability of organizational forms | Johannes Meuer, U. of Zurich, Christian Rupietta, U. of Zurich

Flexibility and Normal Accidents: Strategic and Structural Sources of Airline Accidents | Doyoon Kim, Yonsei U.; Taehyun Lee, Yonsei U.
Managing Interorganizational Interdependencies in Industrial Ecosystems | Rick M.A. Hollen, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam

The materiality of chemical emissions and their effect on environmental performance | Michael O. Wood, U. of Waterloo

Managing physical impacts of climate change: How awareness and vulnerability induce adaptation | Federica Gasbarro, Scuola Superiore Sant’Anna; Jonatan Pinkse, Grenoble Ecole de Management

Assessing the measurability and comparability of GHG inventories: A case study in Canadian facilities | David Talbot, U. Laval; Olivier Boiral, U. Laval

Managing Interorganizational Interdependencies in Industrial Ecosystems | Rick M.A. Hollen, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam

The materiality of chemical emissions and their effect on environmental performance | Michael O. Wood, U. of Waterloo

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Assessing the measurability and comparability of GHG inventories: A case study in Canadian facilities | David Talbot, U. Laval; Olivier Boiral, U. Laval
Session Details – Tuesday, 10:00 AM - 12:00 PM

**Section D**

**1475 EST (Paper Session) - (RM) Constructs and Measurement**
11:30am - 1:00pm WDW Coronado Springs Resort: Yucatan 3
Tweet this session: #AOM2013 1475
Chair: Sebastian Schönhaar, Technical U. Bergakademie Freiberg
Applying topic modeling to Management Science: empirical results and implications | Efe Aksu, ETH Zurich; Diego Ardila, ETH Zurich; Boris Battistini, ETH Zurich; Fredrik Hacklin, ETH Zurich
Construct Validity Issues with Negative Denominator Ratios | David Thornblad, Virginia Tech; Hanko K Zeitzmann, Zayed U.
Development of a metric to quantify business portfolio transformations | Sebastian Schönhaar, Technical U. Bergakademie Freiberg
On a Reference-Dependent Model of Difference Scores | Yongheng Angs Yao, Concordia U.

11:30am - 1:00pm WDW Swan Resort: Dove
Tweet this session: #AOM2013 1476
Organizers: Richard Whittington, Said Business School; Hans Berends, VU U. Amsterdam
Panelists: David Seid, U. of Zurich; Leonhard Dobusch, Free U. Berlin; Kurt Matzler, U. of Innsbruck; Johann Fueller, U. of Innsbruck

**1477: (Plenary) - (SIM) How to Make SIM Matter More: A Plenary to Poke at the Monkey on SIMians’ Backs**
11:30am - 1:00pm WDW Coronado Springs Resort: Coronado R,S,T
Tweet this session: #AOM2013 1477
It’s the SIM plenary. It’ll be awesome, and it’s the only thing on the SIM agenda at this time anyway, so no excuses -- come on out! Coordinator: Michael L. Barnett, Rutgers U.
Presenters: Virginia Gerde, Duquesnes U.; Shawn Berman, U. of New Mexico

**1478 EST: (Paper Session) - (TIM) Inventors in Business**
11:30am - 1:00pm WDW Swan Resort: Egret
Tweet this session: #AOM2013 1478
Chair: Steven Muegg, Carleton U.

**1479 EST: (Paper Session) - (TIM) The Vast Impact of Technology**
11:30am - 1:00pm WDW Swan Resort: Macaw 1
Tweet this session: #AOM2013 1479
Chair: Sebastian Jayarat, NYU/Rutgers Business School
What drives technological breakthroughs? The role of exploitation and network advantages | Susan Cohen, U. of Pittsburgh; Turanay Caner, North Carolina State U.
How much to Integrate? Firms’ Profit-Maximizing R&D Allocations in Emerging Standard Settings | Tobias Kretschmer, LMU Munich; Markus Reitzig, U. of Vienna
Managing Work-life Boundaries with Information and Communication Technologies | Shiva Sayah, U. of Dusseldorf
Explorative TTF Perspective on ERP Systems and Data Quality Management Interdependencies | Paul Glowalla, U. of Cologne; All Sunyaev, U. of Cologne

**1480 EST: (Paper Session) - (TIM) The Role of Teams in Business**
11:30am - 1:00pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 1480
Chair: Shuk Wong, TUI U.
Team Autonomy and New Product Development Performance | Jiyao Chen, Oregon State U.; Richard R Reilly, Stevens Institute of Technology; Gary S. Lynn, Stevens Institute of Technology; Donald O. Neubaum, Oregon State U.
Spanning Boundaries: The Role of Publishing Inventors in R&D Teams | Gino Cattani, New York U.; Daniele Rotolo, SPRU - U. of Sussex; Antonio Messeni Petruzzelli, Politecnico di Bari
Group-Focused and Differentiated Individual-Focused Empowering Leadership in R&D teams | Yu-Qian Zhu, National Taiwan U.; Houn-Gee Chen, National Taiwan U.

**1481 EST: (Paper Session) - (TIM) Project Performance**
11:30am - 1:00pm WDW Swan Resort: Sandpiper
Tweet this session: #AOM2013 1481
Chair: Eric Bensheller, Unisys Corporation
Boundary Spanning, Group Heterogeneity And Engineering Project Performance | John E. Ettlie, Rochester Institute of Technology; Donald O Wilson, Rochester Institute of Technology; Celine Abecassis-Moedas, U. Católica Portuguesa

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


Decision makers’ commitment to underperforming projects: Linking success and social environment | Holger Patzelt, Technical U. München; Anne Domurat, Technical U. München; Judith Behrens, Technische U. München

1482 ☯ ☈ (Paper Session) - (TIM) Technological Diversity
11:30am - 1:00pm WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 1482
Chair: Douglas Paul Hannah, Stanford U.
Making a Good Start in Exploring Technology Diversity in Emerging Fields: the Case of Nanotechnology | Daniela Baglieri, U. of Messina; Fabrizio Cesaroni, Carlos III U.; Luigi Orsi, U. of Padua
When Network Centrality Is Useful for Firms’ Creation of Technological Diversification | Hsien-Che Lai, National U. of Tainan; Wen-Ting Lin, National Chung Cheng U.
Discipline vs. Passion: Collectivism, Centralization and Ambidextrous Innovation | Zhi Yang, Huazhong U. of Science & Technology; XueMin Zhou, Huazhong U. of Science & Technology; PengCheng Zhang, Huazhong U. of Science & Technology

1483 ☯ (Paper Session) - (TIM) Technology Licensing
11:30am - 1:00pm WDW Swan Resort: Swan 9
Tweet this session: #AOM2013 1483
Chair: Alavert J. King, U. of Maryland U.College
Investor Responses to Licensing Announcements: The Use of Market Power and Learning Logics | Rajiv Nag, Georgia State U.; Yosen Xia, Georgia State U.
Explaining the Use of the Grant-Back Clause in Technology Licensing | Keid Laursen, Copenhagen Business School; M. Isabella Leone, Luiss Guido Carli U.; Solon Moreira, Copenhagen Business School; Toke Reichestein, Copenhagen Business School
Learning by Licensing: Technological Catching-up of Chinese Firms | Zhengyu Li, Tilburg U.
Analysis of the Rent Dissipation Effect in Technology Licensing Contracts | Gortetti Cabaleiro Cerviño, U. Carlos III de Madrid; Solon Moreira, Copenhagen Business School

Tuesday 1:15PM

1484: (AAA) Membership Committee Closing Debrief
1:15pm - 2:45pm WDW Dolphin Resort: Salon E4.
Tweet this session: #AOM2013 1484
Any interested volunteers are welcome to join us and contribute your ideas as we finalize our plans for next year’s activities.

1485: (Paper Session) - (BPS) Strategy Process and Planning
1:15pm - 2:45pm WDW Swan Resort: Macaw 2
Tweet this session: #AOM2013 1485
Chair: Leonardo P Santiago, Federal U. of Minas Gerais
Interactive profit planning capabilities: Antecedents and consequences in hypercompetitive markets | Scott L. Newbert, Villanova U.; Matthew Peters, U. of Technology, Sydney
Identifying the duality of absorptive capacity and the moderating role of organizational slack | Jeong Duk Choi, Korea Advanced Institute of Science & Technology, JI Hoon Park, Korea Advanced Institute of Science & Technology
Advice Seeking and Decision Comprehensiveness: Moderation of Organizational Empowerment Climate | Alexander S. Alexiev, VU U. Amsterdam
Asymmetrical Effects in Both Fits and Misfits between Environment and Strategy | Ben Nafeng Luo, U. of New South Wales; Kangkang Yu, Renmin U. of China

1486: (BPS) New Directions in Strategic Factor Market Research: Processes and Mechanisms
1:15pm - 2:45pm WDW Swan Resort: Mockingbird 1
Tweet this session: #AOM2013 1486
Organizers: Catherine A Maritan, Syracuse U.; Thomas P. Moliterno, U. of Massachusetts, Amherst
Discussant: Jay B Barney, Eccles School, U. of Utah
Strategic Factor Market Processes: Buying and Building Resources | Catherine A Maritan, Syracuse U.; Thomas P. Moliterno, U. of Massachusetts, Amherst
How Do Strategic Factor Markets Respond to Rivalry in the Product Market? | Olivier Chatain, U. of Pennsylvania
Knowledge Asymmetries in Strategic Factor Markets | Rory Eckardt, U. of Massachusetts

1487: (Paper Session) - (BPS) Wealth Effects of Mergers and Acquisitions
1:15pm - 2:45pm WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 1487
Chair: Asli Musaoglu Arikan, The Ohio State U.
Wealth Effects of Horizontal Acquisitions on Rivals of Public, Private and Subsidiary Targets | Virginie Mataigne, U. of Ghent; Sophie Manigart, Vlerick Business School; Mathieu Luypaert, Vlerick Leuven Gent Management School
Real Options in Acquisitions: Effects of Option Type and Competition on Premiums | Joris Kil, Erasmus Research Institute of Management

1488: (Paper Session) - (BPS) Strategy Process and Organizational Design
1:15pm - 2:45pm WDW Swan Resort: Pelican 2
Tweet this session: #AOM2013 1488
Chair: Peer C. Fiss, U. of Southern California
Too Much is Too Much! Antecedents and Consequences of Change in the Size of Corporate Headquarters | Sven Kusnick, U. of St. Gallen


Strategic initiatives as motors of change - a qualitative approach to strategic renewal | Thomas Schrettle, U. of St. Gallen; Urs Fueglistaller, U. of St. Gallen

A meta-analysis of the effect of organizational ambidexterity on performance | Paulina Junni, BI Norwegian Business School; Riikka M Sarala, U. of North Carolina, Greensboro; Vas Taras, U. of North Carolina, Greensboro; Shlomo Yedidia Tarba, Management School, U. of Sheffield, UK

1489: (Paper Session) - (BPS) Developing and Adopting New Technology

1:15pm - 2:45pm WDW Swan Resort: Swan 1

Chair: William Bogner, Georgia State U.

Incumbents’ Overlooked Role in Discontinuous Technological Change in the US Newspaper Industry | Bo Kyung Kim, Southern Methodist U.

A Firm’s R&D Mode Choice between In-house and Licensing and Optimal Entry Strategies | Yeolan Lee, The Ohio State U.


Capabilities, Innovation Adoption, and Performance: A Study of Innovation Adoption in the NFL | Kevin Snyder, Southern New Hampshire U.; Bruce Skaggs, U. of Massachusetts - Amherst

1490: (Paper Session) - (BPS) Methodological issues and advances in strategy research

1:15pm - 2:45pm WDW Swan Resort: Swan 7

Chair: Michael C. Withers, Texas A&M U.

Did Chrysler Benefit from Government Assistance? Inference in Small Samples using Synthetic Control | Adam Fremeth, Ivey School of Business; Guy Holburn, U. of Western Ontario; Brian Kelleher Richter, U. of Texas, Austin

Activists at the Gate: Bayesian Zero-Inflated Poisson Analysis ofShareholderActivism | Maria Goranova, U. of Wisconsin, Milwaukee; Rahi Abouk, U. of Wisconsin, Milwaukee; Paul C Nyström, U. of Wisconsin, Milwaukee; Ehsanola S.Soffi, U. of Wisconsin, Milwaukee

A Motivation Ability Perspective on Sustainability Performances | Lorenzo Massa, WU Vienna

Embeddedness and Value Appropriation | Saroj Kumar Pani, Indian Institute of Management Indore

1491: (Paper Session) - (BPS) Competition and adaptation

1:15pm - 2:45pm WDW Swan Resort: Swan 8

Chair: Olga Petricevic, Georgia State U.

The Effect of environmental feedback mechanisms on competitive activity in emerging industries | Jukka Luoma, Aalto U.; Jaakko Aspara, Aalto U.; Henriikki Tikkanen, Aalto U.

Competitive Dynamics: Toward a Multidimensional Transcendence | Ming-Jer Chen, U. of Virginia; Danny Miller, HEC Montreal & U. of Alberta

The Competitive Dynamics of IPOs: Evidence from China | Peter T. Gianiodis, Clemson U.; Wuyang Zhao, Fudan U.; Chao Chen, Fudan U.


1492: (Paper Session) - (BPS) Competitive Dynamics

1:15pm - 2:45pm WDW Swan Resort: Toucan 1

Chair: Javier Gimeno, INSEAD

Follow the follower? Performance consequences of leader-follower imitation under uncertainty | Jan-Michael Ross, Imperial College London; Dmitry Sharapov, Imperial College London

Competitive Effects of High-End and Low-End Firm Entry | Ajay Bhaskarabhatla, Erasmus School of Economics; Chirantan Chatterjee, Indian Institute of Management, Bangalore

When Smaller is Better: Multimarket Contact and Entry Aggression | John W Upson, U. of West Georgia; Mariana Sampaio Sanchez, U. of West Georgia


1493: (Paper Session) - (BPS) Perspectives on strategic decision making

1:15pm - 2:45pm WDW Swan Resort: Toucan 2

Chair: Craig Crossland, U. of Notre Dame

The Constructive Aspect of Political Behavior in Strategic Decision Making | Said Elbanna, United Arab Emirates U.

The Formation of Expectations For Novel Opportunities | Timo Ralf Ehrig, Max Planck Institute for Mathematics in the Sciences

Increased Unengaged Monitoring and Shifts in Investment Time Horizons of U.S. High-tech Firms | Shu-Ping Li, National U. of Singapore; Vivek Tandon, National U. of Singapore; William G Mitchell, Duke U.

Owner Sequences and Value Proposition Variation: A New Answer to the Best Owner Question | Peter Beckman, U. of St. Gallen

1494: SHCS: (BPS, OMT) Interorganizational Trust: Revisiting Core Assumptions

1:15pm - 2:45pm WDW Swan Resort: Osprey 2

Chair: Fabrice Lumineau, Purdue U.; Bart Vanneste, INSEAD

Discussant: Deepak Malhotra, Harvard U.

From interpersonal to interorganizational trust: The role of indirect reciprocity | Bart Vanneste, INSEAD

Trust in the balance: Asymmetric antecedents of interorganizational trust | Bill McEvily, U. of Toronto; Akbar
Zaheer, U. of Minnesota; Darcy Kathryn Fudge Kamal, Chapman U.

Initial trust, current trust, and satisfaction in interorganizational collaborations | Gokhan Ertegin, Singapore Management U.; Ben M. Bensaou, INSEAD; Ilya Cuypers, Singapore Management U.

How contracts influence both trust and distrust: An information-processing view | Fabrice Lumineau, Purdue U.

1495 - (Paper Session) - (CAR) Trials and Tribulations of the Underemployed and Unemployed

1:15pm - 2:45pm WDW Dolphin Resort: Europe 1

Tweet this session: #AOM2013 1495

Chair: Gina Dokko, U. of California, Davis

Does early-career underemployment impact future career success? A career path dependency perspective | Marijke Verbruggen, KU Leuven; Hetty Van Emmerik, Maastricht U.; Anita Van Gils, Maastricht U.; Andries de Grip, Maastricht U.; Christoph Meng, Maastricht U. of Business and Economics

Reed Center Best Careers Applied Paper Award Winner

Proactive Behaviors and Employability among Temporary Workers | Marie-Ève Lapalme, UQAM; Olivier Doucet, HEC Montreal; Andréa Gill, UQAM; Gilles Simard, UQAM

Reed Center Best Careers Applied Paper Award Finalist

The Consequences of Flexible Job Search Behavior: From Unemployment to Underemployment? | Sarah Vansteenkiste, KU Leuven; Marijke Verbruggen, KU Leuven; Luc Sels, KU Leuven

The Arnon Reichers Best Student Paper Award Finalist

Antecedents of Underemployment: A Three-Wave Study of Canadian Job Seekers | Laura Guerrero, U. of Texas at El Paso; John-Paul Hatala, Rochester Institute of Technology

1496 - (Paper Session) - (CAR, HR, IM) Managing Expatriates and Locals in Non-traditional Geo-regions

1:15pm - 2:45pm WDW Dolphin Resort: Asia 3

Tweet this session: #AOM2013 1496

Chairs: Yehuda Baruch, Rouen Business School; David G Collings, Dublin City U.

Discussant: Julia Richardson, York U.

Managing Expatriates in India | Rosalie L. Tung, Simon Fraser U.; Hyeong-Deug Kim, Simon Fraser U.

Managing Locals in India | Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U. Chicago

Managing Expatriates in the Gulf | Ingo Forstenlechner, United Arab Emirates U.; Yehuda Baruch, Rouen Business School; Abdullah Al Kaabi, Federal Demographic Council

Managing Locals in the Gulf | David Weir, U. Campus Suffolk; Marian Crowley-Henry, National U. of Ireland Maynooth

1497 - (Paper Session) - (CAU) (CAU) Emerging Research Directions in the Middle East - Develop Meaningful and Relevant Research Topics

1:15pm - 2:45pm WDW Swan Resort: Teal

Tweet this session: #AOM2013 1497

Organizers: Kathy Ning Shen, U. of Wollongong in Dubai; Constance Van Horne, Zayed U.

Coordinator: Victor Zengyu Huang, Zayed U.

Participants: Stephen Mezias, INSEAD; Florian Schloderer, INSEAD; Anup Menon Nandialath, HEC Paris; Xia Han, U. College Dublin; Sarfraz A Mian, SUNY, Oswego; Valerie J Lindsay, Victoria U. of Wellington; Mohamed Khalifa, Al Ghurair U.; Marsha R. Ludwig, Zayed U.

1498 - (Paper Session) - (CMS) Critical Perspectives Beyond the West

1:15pm - 2:45pm WDW Coronado Springs Resort: Laredo 1

Tweet this session: #AOM2013 1498

All are welcome to this join this caucus, especially those interested in exploring management practice as understood by indigenous peoples and exploring management through indigenous world views.

Organizers: Joe Gladstone, New Mexico State U.; Amy Klemm Verbos, Central Michigan U.

1499 - (Paper Session) - (CMS) Critical Perspectives Indigenous People Questioning Capitalism: Native American and Indigenous Peoples Caucus

1:15pm - 2:45pm WDW Coronado Springs Resort: Acapulco

Chair: Nimruji Jammulamadaka, IIM Calcutta

Discussant: Enying Zheng, Massachusetts Institute of Technology

Beyond US and Euro-Centric Models of CSR: India as a Locus of Enunciation | Nimruji Jammulamadaka, IIM Calcutta; Robbin Derry, U. of Lethbridge

The Ford Foundation’s “mess” in Management Education in Brazil | Rafael Alcadipani, FGV-EAESP; Bill Cooke, Lancaster U.

Bringing Workers Back In: Native-Place Networks, Solidarity, and Labor Standards in China | Enying Zheng, Massachusetts Institute of Technology

Power, resistance and culture in the construction of NPO identity in South Africa | Frederik Claeyse, Lille Catholic U.; Nathalie van Meurs, Middlesex U.

Narratives and Sensemaking of An Organizationally Based Environmental Disaster in Brazil | Paulo Cesar Vaz Guimarães, FGV-SP; Mario Aquino Alves, Fundacao Getulio Vargas

1500 - (Paper Session) - (ENT) Responses to Varying Environments

1:15pm - 2:45pm WDW Swan Resort: Heron

Chair: Jeffrey E McGee, U. of Texas, Arlington

Discussant: Jeffrey E McGee, U. of Texas, Arlington


Entrepreneurial Responses to Hostile Environments | Patrick M. Kreiser, Ohio U.; Brian S. Anderson, Richard Ivey School of Business; Louis Marino, The U. of Alabama; Donald F Kuratko, Indiana U.

The Range of Shocks Prompting Entrepreneurial Employee Turnover | Katerina Voutsina, American College of Greece; Gaetan Mournant, EM Strasbourg Business School; Fred A Niederman, Saint Louis U.

The Impact of Task-, Social-, and Environmental Context Characteristics on Firm Proactiveness | Shiko M. Ben-
1501  (Paper Session) - (ENT) Individual-level Entrepreneurship
1:15pm - 2:45pm WDW Swan Resort: Ibis
Tweet this session: #AOM2013 1501
Chair: Hannes Leroy, Cornell U.
Discussant: Hannes Leroy, Cornell U.
- Regulatory Focus of CEOs and Organizational Ambidexterity in SMEs | Nadine Kammerlander, U. of St. Gallen (HSG); Alexander Fust, U. of St. Gallen; Dominik Burger, U. of St. Gallen (HSG); Urs Fueglistaller, U. of St. Gallen
- Which Technological Returnees Become Entrepreneurs | Wei Wei, Beijing Jiaotong U.; Delin Yang, Tsinghua U.; Chok Jay, Keck Graduate Institute; Donghong Li, Tsinghua U.
- Entrepreneurial Experience, Metacognitive Experience, Metacognitive Knowledge and Persistence | Eric Shaunn Mattingly, U. of Louisville; Trayan Kushev, U. of Louisville; Manju K. Ahuja, U. of Louisville; Dalong Ma, U. of Louisville
- The Role of Sole Founders' Characteristics in the Creation of Ambidexterity: Evidence from China | Yan Ling, George Mason U.; Li-Qun Wei, Hong Kong Baptist U.; Qing Cao, U. of Connecticut

1502  (Paper Session) - (ENT) Developing and Managing Inter-firm Links
1:15pm - 2:45pm WDW Swan Resort: Mockingbird 2
Tweet this session: #AOM2013 1502
Chair: Haowen Chen, Xi’an Jiaotong U.
Discussant: Mariangela Vecchiarini, Second U. of Naples
- Strategic Flexibility and Exploiting Capability Advantage: The Moderating Role of Managerial Ties | Haowen Chen, Xi’an Jiaotong U.
- A Case Study of TiMotion from an International Strategic Entrepreneurship Approach | Chan Hsiao, National Chiao Tung U.
- The Moderating Role of Alliances in the EO – Performance Relationship | Keith D. Brouthers, King's College London; Lance Brouthers, Kenneseaw State U.; George Nakos, Clayton State U.

1503  (Paper Session) - (ENT) Exits, Spin-outs, and Spin-offs
1:15pm - 2:45pm WDW Swan Resort: Parrot 1
Tweet this session: #AOM2013 1503
Chair: Sascha G Walter, Christian-Albrechts-U. of Kiel
Discussant: Shai Harel, The Hebrew U. of Jerusalem
- Patent Spinoffs: How Important Is the Organizational Environment? | Salvatore Torrisi, U. of Bologna; Marco Corsino, U. of Bologna; Paola Giuri, U. of Bologna
- Distressed Portfolio Company Exit and Cross-border Venture Capital Investors | David Devigne, Vrije Business School; Sophie Manigart, Vrije Business School; Mike Wright, Imperial College London
- Acquisition Exits of Cross-border Buyouts: Strategic Versus Financial Acquisitions | Sofie De Prijcker, U. of Ghent; Wouter De Maesseneire, Erasmus U. Rotterdam

1504  (Paper Session) - (ENT) Pedagogy and Entrepreneurship
1:15pm - 2:45pm WDW Swan Resort: Swan 3
Tweet this session: #AOM2013 1504
Chair: Shivganesh Hhargava, Indian Institute of Technology
Discussant: Wencang Zhou, Montclair State U.
- Understanding Students' Intentions Towards Entrepreneurship: Comparing Students in Egypt and the US | Haya Aljan, Elon U.; David Tomczyk, Quinimipac U.; Hala Hattab, British U. in Egypt
- Principles or Practice? Exploring the Application of Theory in Entrepreneurship Course Syllabi | Jeff McNally, U. of New Brunswick; Benson Honig, McMaster U.; Bruce Martin, U. College Dublin
- Theory of Planned Behaviour as a Grounding Theory for the Entrepreneurship Education Literature | Bruce Martin, U. College Dublin; Dirk De Clercq, Brock U.; Benson Honig, McMaster U.

1505  (Paper Session) - (ENT) Entrepreneurship Research Methods and Measures
1:15pm - 2:45pm WDW Swan Resort: Swan 4
Tweet this session: #AOM2013 1505
Chair: Tanja Kontinen, U. of Edinburgh Business School
Discussant: Carlo Salvo, Bocconi U.
- Fit Between CEAI Measures, Strategic, and External Factors | Solá O. Lawal, Indiana U., Bloomington
- The Nature of Public Entrepreneurship | Parvathi Jayamohan, Syracuse U.; Alejandro Amezcua, Syracuse U.
- Towards and Operable Entrepreneurship Nexus: Conceptualizing Venture Ideas and Their Characteristics | Per Davidsen, Queensland U. of Technology; Marcello Tonelli, Queensland U. of Technology

1506  (JS: (GDO, OB) Crossing Paths: The Nexus of Gender, Spousal Employment, and Professional Identity Creation
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 7
Tweet this session: #AOM2013 1506
Organizers: Lakshmi Ramarajan, Harvard U.; Jennifer L. Berdahl, U. of Toronto
Can A Domestic Traditionalist by Night be an Organizational Egalitarian by Day? | Sreethari D. Desai, U. of North Carolina; Dolly Chugh, New York U.; Arthur P. Brief, U. of Utah
Do Women Suffer at Work when Men Coworkers Suffer at Home? | Lakshmi Ramarajan, Harvard U.; Jennifer L. Berdahl, U. of Toronto

Breadwinners and Power Couples: Men’s Professional Identities and Their Wives’ Careers | Erin Marie Reid, Harvard U.

Ideal Leaders?: How Family Involvement and Spousal Employment Shape Employees’ Leadership Behaviors | Tracy L. Dumas, The Ohio State U.; Taryn Lyn Stanko, U. of Oregon


1:15pm - 2:45pm WDW Dolphin Resort: Europe 5

Chair: Astrid C. Homan, U. of Amsterdam; Seval Gündemir, VU U. Amsterdam

Discussant: Andrew M. Carton, The Wharton School, U. of Pennsylvania

Yes, We Can (But for How Long?): The Tenuous Status of Leaders in Racially Non-Prototypical Roles | Erin L. Thomas, Yale U.; Jamie B. Luguri, Yale U.; Victoria L Breccion, Yale U.

On Coming Closer: An Investigation of Race, Leadership, and Physical Distance | Seval Gündemir, VU U. Amsterdam; Astrid C. Homan, U. of Amsterdam; Mark van Vugt, VU U. Amsterdam; Carsten K W De Dreu, U. of Amsterdam

Gender Prescriptions & Cultural Misalignments: An Analysis of Multicultural Female Scientists in STEM | Erika Verniece Hall, Northwestern U.; Katherine W. Phillips, Columbia U.; Joan Williams, U.C. Hastings College of Law


1508 здоровье | (HCM) Lessons from Service Exemplars that Health Care Can Use: Framing an Agenda for Future Research

1:15pm - 2:45pm WDW Coronado Springs Resort: Fiesta 4

Chair: Robert C. Ford, U. of Central Florida

Presenters: Claudia Steinke, U. of Lethbridge; Eric W. Ford, U. of North Carolina, Greensboro; Duncan Dickson, U. of Central Florida; Myron D Fottler, U. of Central Florida

1509 здоровье | SHCS: (HR) Developments in Voice Behavior Research: Dimensions, Antecedents, and Outcomes

1:15pm - 2:45pm WDW Dolphin Resort: Europe 3

Chair: Nathan Philip Podsakoff, U. of Arizona; Timothy D. Maynes, SUNY, Buffalo

Discussant: Elizabeth Wolfe Morrison, New York U.

Individual-Level Consequences of Supportive, Constructive, Defensive and Destructive Voice Behaviors | Timothy D. Maynes, SUNY, Buffalo; Philip M. Podsakoff, Indiana U.

The Dispositional Antecedents of Promotive and Prohibitive Voice | Hemant Kakkar, Indian School of Business; Subrahmaniam Tangirala, U. of Maryland, College Park; Nalin Srivastava, Indian School of Business; Dishan Kamdar, Indian School of Business

Voice Champions: How Advocates and Advocating For Others Influence Performance | Ethan Burris, U. of Texas, Austin; Taeya Howell, U. of Texas, Austin; James R. Detert, Cornell U.; Nate Pettit, New York U.

1510 здоровье | (Paper Session) - (HR) Do You See the Real Me? Perceptions of HR Practices

1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 3

Chair: Rebecca R. Kehoe, Rutgers U.

HR Attributions: Potential Predictors, Trends over Time, and the Role of HR Information Sources | Angela Langevin Heavey, Florida International U.

How Employee Perceptions of HRM Develop: Employees as Co-Creators of HR Shared Service Value | Jeroen Meijerink, U. of Twente; Tanya Bondarouk, U. of Twente; David P. Lepak, Rutgers U.

There Are A Thousand Hamlets in a Thousand People’s Eyes | Hongyu Zhang, GSM, Peking U.; Xiaolei Li, East China U. of Science and Technology; Ling Eleanor Zhang, Hanken School of Economics; Jianjun Zhang, Peking U.

HR Practice Salience: How Does it Drive Employee Outcomes? | Sargam Garg, Rutgers U.; David P. Lepak, Rutgers U.

1511 здоровье | (Paper Session) - (HR) Innovations in Mentoring and Coaching

1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 4

Chair: Dana L. Haggard, Missouri State U.


Rising Stars and Perceived Projects: A Field Investigation of Peer Mentoring with Coworkers | David M. Long, College of William and Mary; Michael D. Baer, U. of Georgia; Jason Colquitt, U. of Georgia

The Impact of Organizational Context and Organization-Based Self-Esteem on Willingness to Mentor | Stephen Bear, Fairleigh Dickinson U.; Alvin Hwang, Pace U.

The Impacts of Adaptive Behavior and Affect on the Relationships between Coaching and Work Outcomes | Ray T. Y. Hui, Hong Kong Polytechnic U.; Christina Sue-Chan, City U. of Hong Kong

1512 здоровье | (HR) Psychological Entitlement in the Workplace

1:15pm - 2:45pm WDW Dolphin Resort: Salon A1

Chair: Christopher C. Rosen, U. of Arkansas; Creed Tumlison, U. of Arkansas

Discussant: Keith Campbell, U. of Georgia

Asking Too Much? Psychological Entitlement and Negotiation

Lukas Neville, U. of Manitoba; Glenda M Fisk, Queen's U. Psychological Entitlement and Perceptions of Abusive Supervision | Paul Harvey, U. of New Hampshire; Mark J. Martinko, U. of Queensland

You're So Vain, You Probably Think This Paper Is About You: Entitlement, Resources, and Outcomes | Rachel Kanefrieder, Florida State U.; John Nolan Harris, Florida State U.; Charn Patrick McAllister, Florida State U.; Wayne A. Hochwarter, Florida State U.; Stephanie L. Castro, Florida Atlantic U.

1513 (Paper Session) - (IM) Human Capital Management in Emerging Markets
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Astbury D
Tweet this session: #AOM2013 1513
Chair: Mette Zoelner, Copenhagen Business School
- Comparing Adoption, Internalization, and Effectiveness of High-Investment HR Values in South Asia | Saba Colakoglu, Berry College; Matt R Allen, Babson College; Khasro Miah, North South U.; Allan Bird, Northeastern U.
- Leveraging Local Talent for Global Learning | Shad S. Morris, The Ohio State U.; Daniel Han Ming Chng, China Europe International Business School; Jian Han, CEIBS; Bi-Juan Zhong, The Ohio State U.; Oded Shenkar, The Ohio State U.
- Competition for Talent Between the Public and the Private Sectors through Emiratization Quotas | Joanna Vassilopoulou, U. of Sussex; Mustafa F Ozbilgin, Brunel U.; Ahu Tati, U. of London; Ashley H Pinnington, British U. in Dubai

1514 (Paper Session) - (IM) Coordination and Knowledge Sharing in Multinational Corporations
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Cape Cod B
Tweet this session: #AOM2013 1514
Chair: Sergio Janczak, IGN Business School
- Antecedents and Performance Implications of Managerial Knowledge Transfer in International Licensing | Marshall Shilling Jiang, Brock U.; Preet S Aulakh, York U.
- Global Competitive Firms in “Thin Regions”: The Importance of Uncommon Knowledge Use | Bjorn-Tore Flaten, U. of Agder; Arne Isaksen, U. of Agder; James Karlsen, Agder Research Foundation
- A Model of the Firm’s Sources of Experiential Knowledge in the Internationalization Process | Luis Alfonso Dau, Northeastern U.
- Conventional and Reverse Knowledge Transfers in International Joint Ventures | Chansoo Park, Memorial U. of Newfoundland; Ilan Vertinsky, U. of British Columbia; Teresita Ireneo-Manalo, Sprott-Shaw Degree College

1515 (Paper Session) - (IM) Acquiring the World!
Emerging Market Firms’ M&A Activity
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 1515
Chair: Joydeep Chatterjee, U. of Washington, Bothell
- Developing Theories from Research on Chinese Overseas Investment: Practices, Trends, and Direction | Ping Deng, Maryville U. of St. Louis
- Institutional Determinants of Acquisition Strategies: The Role of Informal Institutions in Russia | Olivier Bertrand, SKEMA Business School; Marie-Anne Betschinger, NRU Higher School of Economics; Tomi M. M. Laamanen, U. of St. Gallen
- The Location Choice of Cross-border Acquisitions by Emerging Market Multinationals | Barclay E. James, Louisiana State U.; Rajeev J Sawant, Baruch College; Josh Bendickson, Louisiana State U.

1516 (Paper Session) - (IM) Cross- and Intratemporal Perspectives on Pay Satisfaction, Leadership and Work-Family Support
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Tweet this session: #AOM2013 1516
Chair: Mary Ann Gaal, Franklin Pierce U.
- Are Money Smart People Satisfied with Pay and Life? A Theory of Monetary Intelligence | Thomas Li-Ping Tang, Middle Tennessee State University; Toto Sutarso, Middle Tennessee State University; Mahfouz Alam Ansari, U. of Lethbridge; Vivien KG Lim, National U. of Singapore; Thompson S. H. Teo, National U. of Singapore; Fernando Arias-Galicia, U. Autónoma del Estado de Morelos; Ilya Garber, Saratov State U.; Peter Vlerick, U. of Ghent; Bolanie E. Adetoun, Economic Commission of West Africa; Modupe F. Adewuyi, Mercer U.; Adebowale Akande, Potchefstroom U.; Michael W. Allen, U. of Sydney; Abdulgawi Salim Alzubaidi, Sultan Qaboos U.; Mark G. Borg, U. of Malta; Luigina Canova, U. of Padua; Brigitte Charles-Pauvers, U. of Nantes; Bor-Shiuhan Cheng, National Taiwan U.; Randy Kwan Chiu, Hong Kong Baptist U.; Rosario Correia, Polytechnic Institute of Lisbon–Portugal; Linzhi Du, Nankai U.; Consuelo Adelaida Garcia-de-la-Torre, IESE Business School; Horia Pitariu, University of Bucharest; Jian Liang, Shanghai Jiao Tong U.; Roberto Luna-Arocas, U. of Valencia; Eva Malovics, U. of Szeged; Anna Maria Manganelli, U. of Padua; Alice S. Moreira, Federal U. of Para; Richard T Mpooy, Middle Tennessee State University; Anthony Ugochukwu Obijulu Nnedum, Nnamdi Azikwe U.; Johnstone E. Osagie, Florida A & M U.; Mehmet Ferhat Ozbek, Gumushane U.; Aahad Osman-Gani, IIUM U.; Francisco Costa Pereira, Lusofona U.; Ruja Pholsaward, Rangsit U.; Horia Pitaru, Babes-Bolyai U.; Marko Polic, U. of Ljubljana; Elisaveta Sardzoska, U. St. Cyril and Methodius; Petar Skubic, ALDI, Inc.; Allen F. Stembridge, Andrews U.; Theresa Li-Na Tang, Tang Global
Session Details – Tuesday, 12:00 - 2:00 PM

Consulting Group; Martina Trontelj, U. of Ljubljana; Caroline Urbain, U. of Nantes; Jingqiu Chen, Shanghai Jiao Tong U.

1517 SHCS: (IM, CAR, HR) Global Competencies: Resources, Processes, and Consequences
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Tweet this session: #AOM2013 1517
Organizer: Sally Siu Yin Cheung, Hong Kong Baptist U.
Chairs: Margaret Shaffer, U. of Wisconsin, Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee
A Job Demands-Resources Perspective of Global Work | Maria Kraimer, U. of Iowa; Mark C. Bolino, U. of Oklahoma; Steven D. Charlier, Quinnipiac U.
Knowledge Transfer between Expatriates and Host Country Nationals: A Social Capital Perspective | Yu-Shan Hsu, U. of Wisconsin, Milwaukee; Yu-Ping Chen, Concordia U.
Creativity in the Cultural Melting Pot: A Process Model of MNC Subsidiary Top Management Teams | Sally Siu Yin Cheung, Hong Kong Baptist U.; Dilek G. Yunlu, U. of Wisconsin, Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee; Randall B. Dunham, U. of Wisconsin, Madison
Self-Initiated Expatriates’ Experiences of Establishing Global Work Experience | Yu-Ping Chen, Concordia U.
The Role of Essentialist Beliefs on Cultural Adjustment and Cultural Intelligence Development | Melody Manchi Chao, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology; Jiing-Lih Farh, Hong Kong U. of Science and Technology; Zhi-Xue Zhang, Peking U.; Ying-Yi Hong, Nanyang Technological U.

1518 (Paper Session) - (MED) Innovative Approaches to Teaching and Learning II
1:15pm - 2:45pm WDW Coronado Springs Resort: Coronado M
Tweet this session: #AOM2013 1518
Chair: Martha L. Maznevski, IMD
Discussant: Laura Erskine, Illinois State U.
Managing Temporality: A Service Learning Program in Brazil | Luciano Barin Cruz, HEC Montreal; Marlei Pozzebon, HEC Montreal
Learning to Play Your (Cultural) Cards: Finding Common Ground and Understanding Shared Values | Denise Potosky, Pennsylvania State U.; Isabelle Walsh, Rouen Business School
Overcoming the walls that constrain us: The role of entrepreneurship education programs in prison | Holger Patzelt, Technical U. München; Trenton A Williams, Indiana U.; Bloomington; Dean A Shepherd, Indiana U.
From the Horses Mouth: An Experiential Learning Approach to Management Development through Metaphor | Karen Stock, Case Western Reserve U.; Ann Kowal Smith, Case Western Reserve U.

1519 (Paper Session) - (MED) Conversations About Graduate Education
1:15pm - 2:45pm WDW Coronado Springs Resort: Yucatan 2
Tweet this session: #AOM2013 1519
Chair: Andromachi Athanasopoulou, U. of Oxford
Discussant: Ying Cheng, Chongqing U.
What If Graduate Management Programs Took Learning Seriously? | Kenneth G. Brown, U. of Iowa; J B Arbaugh, U. of Wisconsin, Oshkosh; George A. Hrivnak, Bond U.; Amy L. Kemworthy, Bond U.
A Study of Developing Emotional, Social, and Cognitive Competencies in 16 Cohorts of an MBA Program | Richard E. Boyatzis, Case Western Reserve U.; Angela Passarelli, Case Western Reserve U.; Hongguo Wei, Case Western Reserve U.
Student-Supervisor Expectations in the Doctoral Supervision Process | Hong Thi Minh Bui, Bournemouth U.; Fiona Lettice, U. of East Anglia
MED Best Paper in Management Education Award sponsored by OBTS and the Journal of Management Education for the paper that offers the most significant contribution to management education.

1520 (Paper Session) - (MOC) Organizational Identity Claims and Change
1:15pm - 2:45pm WDW Dolphin Resort: Europe 4
Tweet this session: #AOM2013 1520
Chair: Emily Heaphy, Boston U.
The Process of Identity Construction in Emergent Organizational Collectives | Peter O. Foreman, Illinois State U.; Randall E Westgren, U. of Missouri; David A. Whetten, Brigham Young U.
Combining Collective and Individual Identities into Organizational Stories: A Wine Region Case | Alessandra Zamparini, U. of Lugano; Francesco Lurati, U. of Lugano
Mechanisms of Technology Re-Emergence and Identity Change in a Mature Field: Swiss Watchmaking | Ryan Raffaelli, Harvard Business School

1521 SHCS: (MOC, OB, CAR) The Identity Work of Professional Identity: Challenges Constructing “Who Am I?” and “Who are We?”
1:15pm - 2:45pm WDW Dolphin Resort: Asia 2
Tweet this session: #AOM2013 1521
Discussant: David M. Sluss, Georgia Institute of Technology

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

Section D

365
Session Details – Tuesday, 12:00 - 2:00 PM

1522 - (MSR) Empathy, Consciousness, and Transcendence
1:15pm - 2:45pm WDW Dolphin Resort: Europe 10
Organizers: Kathryn Pavlovich, U. of Waikato; Keiko Krahkne, U. of Northern Colorado
Ethical Decision Making in Organizations: The Role of Empathy | Emmanuelle Patricia Kleinlogel, U. of Lausanne; Joerg Dietz, U. of Lausanne
The ACES Decision-Making Technique as a Reframing Tool for Increasing Empathy | Larry Pate, Decision Systems International; Traci Shobolom, Decisions Systems International
The Source of Empathy in our Lives: An Explanatory Journey into the Realm of Spirituality | Dunia Harajli, Lebanese American U.
Developing the Capacity for Managing with Empathy | Sabita Sawhney, Maharishi U.
Empathy and the Brain | Fred Travis, Maharishi U.
Transcendent Empathy: Empathy as the Ability to See the Larger System | Keiko Krahkne, U. of Northern Colorado

1523 - (Paper Session) - (OB) Interpersonal Processes in Teams: Humility, Helping and More
1:15pm - 2:45pm WDW Dolphin Resort: Europe 11
Organizers: Cynthia Kay Stevens, U. of Maryland
Leading by Modeling: From Leader Prosocial Motivation to Team Effectiveness | Jia (Jasmine) Hu, U. of Notre Dame; Robert C Liden, U. of Illinois, Chicago
How Perceptions of Deservingness and Permanence Affect Peripheral Group Member Helping Behavior | Tina R Opie, Babson College
Humility in Teams: Collective Humility and Its Impact on Team Growth Climate and Performance | Bradley Paul Owens, SUNY, Buffalo; David R. Hekman, U. of Colorado
The Contextualized Self: How Team-Member Exchange Leads to Coworker Identification and Helping OCB | Steven M Farmer, Wichita State U.; Linn Van Dyne, Michigan State U.; Dishan Kamdar, Indian School of Business

1524 - (Paper Session) - (OB) Team Processes and Performance
1:15pm - 2:45pm WDW Dolphin Resort: Europe 6
Organizers: Cynthia Kay Stevens, U. of Maryland
Moderation of Career Aspiration in the Relationship between Abusive Leadership and Work Outcomes | Jie Shen, U. of South Australia; Ningyu Tang, Shanghai JiaoTong U.
Roles of Gender and Identification on Abusive Supervision and Proactive Behavior | Kan Ouyang, Hong Kong Polytechnic U.; Wing Lam, Hong Kong Polytechnic U.; Ziguang Chen, City U. of Hong Kong
Power-Dependency Dynamics and Abusive Supervision | Elijah Xun Ming Wei, U. of Maryland; Hui Liao, U. of Maryland
Most Innovative Student Paper sponsored by Sage Publications (a student must be the sole or first-author and must have taken the lead role on the project)
Supervisor Support: Does it Buffer or Exacerbate the Adverse Effects of Supervisor Undermining? | Inbal Billie Nahum-Shani, U. of Michigan, Ann Arbor; Sandy Lim, National...
Session Details – Tuesday, 12:00 - 2:00 PM

**1527** ➜ (Paper Session) - (OB) Creative, Co-operative and Unethical behavior
1:15pm - 2:45pm WDW Dolphin Resort: Oceanic 8
Tweet this session: #AOM2013 1527

Chair: James K Summers, Iowa State U.
- Accountability and Discretion in Complex, Non-routine Financial Services | Kuo Frank Yu, City U. of Hong Kong; Jane Yang, City U. of Hong Kong; Chi-Jui Huang, National Taipei U.
- Changing the Calculus of Cooperation? The Impact of 3rd-party Beneficiaries | Teresa Cardador, U. of Illinois; Gregory Northcraft, U. of Illinois; Kevin W. Rockmann, George Mason U.; Brandon Grant, U. of Illinois, Urbana-Champaign
- Spilling Outside the Box? The Effects of Creative Behavior at Work on Engagement at Home | Spencer Harrison, Boston College; David T. Wagner, Singapore Management U.
- Contracting for Creativity: Flexible Contracts Stretch the Mind | Eileen Chou, U. of Virginia; Nir Haleyv, Stanford U.

**1528** ➜ (Paper Session) - (OB) Suppliers-Buyers-Customers: Who Else is there?
1:15pm - 2:45pm WDW Dolphin Resort: Salon A2
Tweet this session: #AOM2013 1528

Chair: Ronald H. Humphrey, Virginia Commonwealth U.
- Role of Regulatory Focus, Uncertainty and Past Relationship Experience in Buyer-Supplier Negotiation | Bharatendu Nath Srivastava, Indian Institute of Management, Calcutta; Chetan Joshi, Indian Institute of Management, Calcutta; Rahul Kumar Sett, IIM Kozhikode, INDIA
- Does the Service-Profit Chain Hold True? A Meta-Analysis (WITHDRAWN) | Toennjes Freerk Elter, Catholic U. of Eichstaett-Ingolstadt; Jens Hogreve, Catholic U. of Eichstaett-Ingolstadt; Anja Iseke, U. of Paderborn; Klaus Derfuß, U. of Hagen

**1529** ➜ (Paper Session) - (OB) Decisions and Decision Makers
1:15pm - 2:45pm WDW Dolphin Resort: Salon A3
Tweet this session: #AOM2013 1529

Chair: Carlos Largacha-Martínez, U. EAN
- The Technology Heuristic: How Technology Drives Excessive Optimism in Decision Making | Brent Clark, U. of South Dakota; Christopher Robert, U. of Missouri at Columbia; Stephen A Hampton, U. of Missouri at Columbia
- Option Partitioning Alters Escalation of Commitment through Subjective Utility | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jessica Y. Y. Kwong, The Chinese U. of Hong Kong

**1530** ➜ (Paper Session) - (OB) Leaders and Followers: Expectations, Fit, Needs and Knowledge
1:15pm - 2:45pm WDW Dolphin Resort: Salon A4
Tweet this session: #AOM2013 1530

Chair: Lynn Harland, U. of Nebraska, Omaha
- Influencing Upward: Subordinates’ Responses to Leaders’ Awareness of Their Empowerment Expectations | Sut I Wong Humbronstal, BI Norwegian Business School
- The Role of Leader-Follower Regulatory Fit in Followers’ Organizational Citizenship Behavior | Yuhyun Shin, Hanyang U.; Min-So Kim, Hanyang U.; Mihee Kim, Hanyang U.; Won Kyung Oh, Hanyang U.
- Leadership Behavior, Employee Needs and Working Outcomes: An Exploratory Study | Xi Chen, Xi’an Jiaotong U.; He Yi Song, Xi’an Jiaotong U.; Ying Han, Xi’an Jiaotong U.
- Knowledge Transfer Across Hierarchical Lines: The Importance of Structure and Type of Knowledge | Nicolas Erhardt, U. of Maine; Jason A. Harkins, U. of Maine
- They Need Your Help! Newcomers’ Needs for Socialization Support and Supervisor Responses | Lucas Dufour, GSCM, Montpellier Business School

**1531** ➜ (OB) Examining the Self-Perpetuating Nature of Social Hierarchy
1:15pm - 2:45pm WDW Dolphin Resort: Salon E2
Tweet this session: #AOM2013 1531

Chair: Lucia Elizabeth Guilory, Stanford U.
- When Hierarchy Concerns Drive Rejection of Highly Identified In-group Members | Lucia Elizabeth Guilory, Stanford U.; Brian Lowery, Stanford U.
- Power Causes Socially Harmful Behavior Because it Unleashes Narcissism | Nicole Mead, IRIC - Tilburg U.; Kathleen Vohs, Carlson School of Management; Roy Baumeister, Florida State U.
- Behavioral cues of deference by one follower make leaders seem more powerful | Jennifer R. Overbeck, Clemson U.; Albert Han, U. of Southern California; Dustin Stanton, U. of Southern California
- Women, Accomplishment and Status Threat | M. Ena Inesi, London Business School; Dan Cable, London Business School

**1532** ➜ (Paper Session) - (OB) Ethics & Moral Leadership
1:15pm - 2:45pm WDW Dolphin Resort: Salon E3
Tweet this session: #AOM2013 1532

Chair: Chieh Hsu, National Changhua U. of Education
- Being Authoritarian down the Road: Authoritarian Decision-Making and Implementation | Jack Ting-Ju Chiang, GSM, Peking U.
- The Role of Narcissism and Should Counterfactual Thinking in the Hindsight Bias | Edgar E. Kaesel, U. de Chile; Satoris S. Cubertson, Kansas State U.; Alexander T. Jackson, Kansas State U.; Pedro I. Leiva, U. de Chile; Jochen Reb, Singapore Management U.
- Decision Making under Accountability Pressure and Monetary Incentives | Philip Eskenazi, Erasmus Research Institute of Management; Frank Hartmann, Erasmus U. Rotterdam
TUESDAY

Session Details – Tuesday, 12:00 - 2:00 PM

1533 #SHCS: (OB, CM, MOC) Bring It On: Understanding Competitive Dynamics in Organizations
1:15pm - 2:45pm WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 1533
Organizer: Samir Nurmohamed, The Wharton School, U. of Pennsylvania
Winner Take(s) All Society: The Trap of Entitlement | Niro Sivanathan, London Business School; Nate Pettit, New York U.
The N-Effect Reverses in the Proximity of the Goal | Kimberlee Weaver, Virginia Tech; Stephen M Garcia, U. of Michigan

1534 #JS: (OB, CM, OMT) Affect in groups: Traversing levels of analysis and exploring new conceptualizations
1:15pm - 2:45pm WDW Dolphin Resort: Asia 4
Tweet this session: #AOM2013 1534
Chairs: Andrew P. Knight, Washington U. in St. Louis; Sigal Barsade, U. of Pennsylvania
Antecedents and consequences of group mood: A meta-analysis | Andrew P. Knight, Washington U. in St. Louis; Noah Eisenkraft, U. of North Carolina, Chapel Hill
What is the relationship of emotional culture and cognitive culture? | Olivia Amanda O'Neill, George Mason U.; Sigal Barsade, U. of Pennsylvania; Nicholas Lobuglio, U. of Pennsylvania
Understanding the social effects of emotions in groups: EASI does it | Gerben A. Van Kleef, U. of Amsterdam
How leader affective presence relates to proactive behavior in teams | Hector P. Madrid, U. of Sheffield; Peter Toddterell, U. of Sheffield; Karen Rochelle Niven, Manchester Business School; Eduardo Barros, Pontificia U. Catolica de Chile
Emotional division-of-labor: A theoretical account | Hillary Anger Elenbein, Washington U. in St. Louis

1535 #JS: (OB, HR, CAR) Person-Environment Fit: Individual and Contextual Perspectives in Theory and Research
1:15pm - 2:45pm WDW Dolphin Resort: Salon E1
Tweet this session: #AOM2013 1535
Chairs: Jon P. Briscoe, Northern Illinois U.; Aarti Ramaswami, ESSEC Business School
Discussant: Amy L. Kristof-Brown, U. of Iowa
The Expression and Suppression of Personal Values in Organizational Contexts | Jon P. Briscoe, Northern Illinois U.
The Effects of Competitive Work Environment and Employee Goal Orientation on Engagement | Logan Jones, U. of Mississippi; Walter Davis, U. of Mississippi; Christopher H. Thomas, U. of Mississippi
Affective Commitment and Job Satisfaction as Mediators of Links between ’Fit’ and Work Engagement | Bruce A. Rayton, U. of Bath; Zeynep Yesim Yalabik, U. of Bath
Unpacking the Psychological Processes of Person-environment Fit: A Cultural Values Perspective | Aarti Ramaswami, ESSEC Business School; Yih-teen Lee, IESE Business School

1536 #JS: (OB, HR, RM) Employee Reputation: What We Know and Where We are Headed
1:15pm - 2:45pm WDW Dolphin Resort: Salon V
Tweet this session: #AOM2013 1536
Chairs: Jessica Rodell, U. of Georgia; John Lynch, U. of Georgia
Discussant: Brent A. Scott, Michigan State U.
A Means to an End: The Positive Side of a Negative Reputation | Robert Zinko, U. of Newcastle, Australia; Angela Hall, Michigan State U.; Nathan Elmore, U. of Newcastle, Australia
The Effect of Introsersion on the Relationship Between Self-and Other-reports of Reputation | Mary Dana Laird, The U. of Tulsa; James J. Zboja, The U. of Tulsa
Workplace Reputation of Volunteers | Jessica Rodell, U. of Georgia; John Lynch, U. of Georgia

1537 #JS: (OB, MOC) Anger and Aggression Under a Magnifying Glass – Focusing On Intensity
1:15pm - 2:45pm WDW Dolphin Resort: Asia 5
Tweet this session: #AOM2013 1537
Chairs: Arik Cheshin, U. van Amsterdam; Ella Glikson, Technion Israel Institute of Technology
Discussant: Ronda R. Callister, Utah State U.
Exploring Workplace Anger Intensity: Connecting Felt and Displayed Emotions | Deanna Geddes, Temple U.; Lisa T. Stickney, U. of Baltimore
Complain, But Don’t Break the Norm: The Effects of Anger Intensity on Compliant Assessments | Arik Cheshin, U. van Amsterdam; Ella Glikson, Technion Israel Institute of Technology
Does Customer Anger Pay Off? The Role of Anger Intensity and Culture | Ella Glikson, Technion Israel Institute of Technology; Anat Rafaeli, Technion Israel Institute of Technology; Jochen Wirtz, National U. of Singapore
Values, Offenses and Aggression Intensity: A Group and Individual Level Multi-Culture Analysis | Dorit Efrat-Treister,
Session Details – Tuesday, 12:00 - 2:00 PM

1538 (Paper Session) - (OCIS) Communication and Distributed Works
1:15pm - 2:45pm WDW Swan Resort; Swan 2
Tweet this session: #AOM2013 1538
Chair: Mani R. Subramani, U. of Minnesota

Intercultural Communication Challenges: How Different When Working for Domestic MNCs VS Foreign MNCs | Zhihong Tian, Huazhong U. of Science & Technology; Qi Xiong, Huazhong U. of Science & Technology; Qian Jiang, Huazhong U. of Science & Technology; Lixian Jin, De Montfort U.; Victoria Zhou, De Montfort U.

Perceived Differences, Team Empowerment and Shared Leadership in Virtual Teams | Lionel P. Robert, U. of Michigan, Ann Arbor; Francis Kofi Andoh-Baidoo, U. of Texas Pan American; Sangseok You, U. of Michigan, Ann Arbor

Influence of Emoticons on Perceived Negative Affect and Professionalism in Work-related Email | Hannah J. Gacey, Florida Institute of Technology; Erin Michele Richard, Florida Institute of Technology

Collaboration Through Writing: A Modality Perspective on Distributed Work | Anne-Laure Fayard, Polytechnic Institute of New York U.; Anca Metiu, ESSEC Business School

1539 (Paper Session) - (OCIS, HR, OB) Technology’s Impact on How, When, Where, and How Well We Work: Who’s In Control?
1:15pm - 2:45pm WDW Swan Resort; Parrot 2
Tweet this session: #AOM2013 1539
Chair: Stacie Furst-Holloway, U. of Cincinnati
Discussant: Ellen Ernst Kossek, Purdue U.


The Impact of Who Supplies the Smart Phone on Work-to-Family Conflict | C. Melissa Fender, Holy Family U.

The Information and Communication Technology User Role: Implications For Boundary Management | Shaun Piclier, California State U., Fullerton; Ofir Turel, California State U., Fullerton; Jeffrey H. Greenhaus, Drexel U.


1540 (Paper Session) - (ODC) Individuals as Change Agents
1:15pm - 2:45pm WDW Coronado Springs Resort; Laredo 2
Tweet this session: #AOM2013 1540
Chair: Zachary Sheaffer, Ariel U.

Subversion From the Top: How Transgressive Leaders Produce Change | Hamid Bouchikhi, ESSEC Business School; John R Kimberley, U. of Pennsylvania

How Employee Involvement Increases Organization Performance: The Role of Citizenship Behavior | Mark Kizilos, Experience-Based Development Associates; Chailin Cummings, California State U. Long Beach; Thomas G. Cummings, U. of Southern California

Institutional Portfolios: Analyzing the Role of Individuals in Processes of Institutional Work | Thierry Viale, U. of Liverpool; Yves Gendron, U. Laval

Change Agents’ Assistance and the Effectiveness of Regional Strategic Networks in Brazil | Ingrid Vargas Bortolaso, U. do Vale do Rio dos Sinos; Jorge Renato de Souza Verschoore Filho, The U. of the Sinos Valley (UNISINOS); Rafael Teixeira, U. do Vale do Rio dos Sinos

Takers at the Flood: Theorising Individual Agency in Alliance Development and Change | Kate Joyner, Brisbane City Council

1541 (Paper Session) - (ODC, MOC, SAP) Historicizing in the Flow of Time: Leveraging the Past and Changing the Future
1:15pm - 2:45pm WDW Yacht and Beach Club Resort; Cape Cod C
Tweet this session: #AOM2013 1541
Chair: Tor Hernes, Copenhagen Business School
Discussant: Karl E. Weick, U. of Michigan, Ann Arbor
Panelists: Andrew H. Van de Ven, U. of Minnesota; Majken Schultz, Copenhagen Business School; Roy R Suddaby, U. of Alberta
Participant: William M Foster, U. of Alberta

Keep Your Suppliers Close and Competitors Closer: Sourcing Networks & Manufacturing Joint Ventures | Steven Carnovale, Rutgers U.; Sengun Yeniyurt, Rutgers U.

The Impact of Internal and External Collaboration on the Performance of Supply Chain Risk Management | Francois Duhamel, U. de Las Americas, Puebla; Valentina Carbone, ESCP Europe; Valerie Moatti, ESCP Europe

New venture legitimacy and its role in supplier selection decision making | Boris William Zaremba, Swiss Federal Institute of Technology Zurich, ETH; Christoph Bode, Swiss Federal Institute of Technology Zurich, ETH; Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH

Inventory Practices and Enterprise Systems as Complementary Capabilities in Supply Chain Integration | Angel Diaz, IE Business School; Oswaldo Lorenzo, DEUSTO BUSINESS SCHOOL; Bjorn Claes, Open U.; Oksana Koryak, Cranfield School of Management

1542 (Paper Session) - (OM) Supply Chain Integration and Relationship
1:15pm - 2:45pm WDW Yacht and Beach Club Resort; Cape Cod C
Tweet this session: #AOM2013 1542
Chair: Claudia Rebollo, HEC Montreal

Keep Your Suppliers Close and Competitors Closer: Sourcing Networks & Manufacturing Joint Ventures | Steven Carnovale, Rutgers U.; Sengun Yeniyurt, Rutgers U.

The Impact of Internal and External Collaboration on the Performance of Supply Chain Risk Management | Francois Duhamel, U. de Las Americas, Puebla; Valentina Carbone, ESCP Europe; Valerie Moatti, ESCP Europe

New venture legitimacy and its role in supplier selection decision making | Boris William Zaremba, Swiss Federal Institute of Technology Zurich, ETH; Christoph Bode, Swiss Federal Institute of Technology Zurich, ETH; Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH

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1543 (Paper Session) - (OMT) Exploration, exploitation & novelty
1:15pm - 2:45pm WDW Yacht and Beach Club Resort; Asbury B
Tweet this session: #AOM2013 1543
Chair: Deborah E. de Lange, Ryerson U.

Novelty*Usefulness: Cultural Influences on Creativity in Organizations | Kevyn Yong, HEC Paris; Michel Lander, HEC Paris; Pier Vittorio Mannucci, HEC Paris

The Emergence of Novelty in Organizations between Exploration and Exploitation | Laura Frigotto, U. of Trento
Known Unknowns and Unknown Unknowns: Experiential Learning in Novel Worlds | Maciej Workiewicz, INSEAD

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

Section D
1544 (Paper Session) - (OMT) Boardroom Composition: Effects of homogeneity vs heterogeneity
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Asbury C
Chair: Murad A. Mithani, Stevens Institute of Technology
» Iron cage of diversity: Rational bureaucracy and TMT diversity in Dutch accounting firms 1940-1982 | Chanchal Balachandran, U. of Lugano
Enhancing Firm Profitability by Improving Director Dynamics | Solange Charas, Weatherhead School of Management; James Gaskin, Brigham Young U.
The Impact of National Systems on the Relative Power of the Chief Financial Officer | Andreas Venus, Technical U. Dortmund
Finalist for Best Paper Award
Status, tenure and the adoption of new practices | Jesper Edman, Hitotsubashi U.; Alex Makarevich, ESADE Business School
Status and Self-Presentational Pricing: How Status Affects Tuition of U.S. Colleges and Universities | Noah Askin, U. of Chicago; Matthew S. Bothner, U. of Chicago
Organizational Compliance with Government Regulations: The Role of Organizational Status | Xuanli Xie, GSM, Peking U.; Wei Shen, Arizona State U.; Shiye Wang, GSM, Peking U.

1549 (Paper Session) - (OMT) Diffusion of Practices
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VII
Chair: Yuan Li, McGill U.
Institutional Entrepreneurship and New Practice Creation: The Case of a Statutory Agency in Taiwan | Min-Fen Tu, Tamkang U.; Shih-Chang Hung, National Tsing Hua U.
The Narratives of Translation: When Nonprofit Organizations adopt Management Practices | Kathrin Lurtz, European Business School, Wiesbaden; Karin Kreutzer,
European Business School, Wiesbaden; Marjo-Riitta Diehl, EBS International U.
Firms’ Association With Popular Management Practices and its Impact on Audience Evaluations | Jurnaai Niholt, Erasmus U. Rotterdam; Pieter-Jan Bezemier, Queensland U. of Technology; Patrick Reinmoeller, Cranfield U.

**1550** 🌐: (Paper Session) - (OMT) Institutions, States and Diffusion
1:15pm - 2:45pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VIII
Tweet this session: #AOM2013 1550
Chair: Joseph J Galaskiewicz, U. of Arizona
The Importance and Influence of the People on the Corporate Environment | Joseph J Galaskiewicz, U. of Arizona
The Influence of Intellectual Traditions on the Diffusion of Scientific Ideas | Jost Sieweke, U. of Dusseldorf

**1551** 🌐: (Paper Session) - (ONE) The Individual Pro-Environmental Behaviors in the Firms: Human Capital and Entrepreneurship
1:15pm - 2:45pm WDW Coronado Springs Resort: Coronado N
Tweet this session: #AOM2013 1551
The importance and influence of the people on the corporate environmental approaches | Carolyn P. Egn, Simon Fraser U.
Do they reason the same? - Comparing Intention and Behavior of For-profit and Social Entrepreneurs | Florian Forster, U. of California, Berkeley; Kai N. Hockerts, Copenhagen Business School; Dietmar Grichnik, U. of St. Gallen
The engaged organization: Human Capital, Social Capital, Green Capital and Labor Productivity | Magali Delmas, U. of California, Los Angeles; Sanja Pekovic, Paris Dauphine U.
Place Attachment: Capturing Causes of Individual Pro-Environmental Behaviors in the Workplace | Corinne Coen, Case Western Reserve U.; Angela Oetama-Paul, Case Western Reserve U.

**1552** 🌐: (Paper Session) - (ONE) The Green Supply Chain Management and the Green Mindfulness
1:15pm - 2:45pm WDW Coronado Springs Resort: Fiesta 3
Tweet this session: #AOM2013 1552
Change agents shaping and environmental responsibility in the green supply chain management | Joseph Broschak, Simon Fraser U.
Negotiating Environmental Responsibility in the Supply Chain | Susannah M. Davis, U. of Nottingham, China; Dirk C. Moosmayer, Nottingham U. Business School China
An Empirical study of natural resource based green supply chain management | Victor Guang Shi, U. of Sheffield; SC Lenny Koh, U. of Sheffield; James Baldwin, U. of Sheffield
In, Out and Across: Change Agents Shaping the Sustainable Supply Chain | Anne Touboulie, Cardiff Business School, UK; Helen Walker, Cardiff Business School, UK; Craig R. Carter, Arizona State U.
Green Mindfulness in Environmental Management | Yi-Hui Ho, Chang Jung Christian U.; Chieh-Yu Lin, Chang Jung Christian U.

**1553** 🌐: (Paper Session) - (PNP) Red tape and Government Performance
1:15pm - 2:45pm WDW Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 1553
Chair: Patrick Kenis, U. of Antwerp
A Capability Perspective on the Unintended Consequences of Public Sector Reform Processes | Hagen Worch, Eawag - Swiss Federal Institute of Aquatic Science and Technology; Mundia Kabinga, U. of Cape Town; Anton Eberhard, U. of Cape Town; Jochen Markard, Eawag - Swiss Federal Institute of Aquatic Science and Technology; Bernhard Truffer, Swiss Innovation Research in Utility Sectors
Rule-making cascades of European, Dutch and organizational formalization in the gas transport domain | Wesley Kaufmann, Groningen U. (RuG); Arjen van Willeboostuinj, Tilburg U.
Managing expectations to create high performance Government | Deborah A. Blackman, U. of Canberra; Fiona Buick, U. of Canberra; Michael O’Donnell, U. of New South Wales; Janine O’Flynn, U. of Melbourne; Damian West, U. of Canberra
Charles H. Levine Award for Best Conference Paper in the fields of public and nonprofit management
Carlo Masini Award for innovative scholarship in the fields of public and nonprofit management
Casting a Larger Net: Determinants of Managerial Networking in Public Organizations | Morten Balle Hansen, Aalborg U.; Anders R. Villadsen, Aarhus U.

**1554** 🌐: (Paper Session) - (PNP) Kaleidoscopic No Profit
1:15pm - 2:45pm WDW Coronado Springs Resort: Durango 2
Tweet this session: #AOM2013 1554
Chair: Amy E. Smith, U. of Massachusetts Boston
Dimensions of influence in nonprofit leadership coalitions: Contingencies for governance quality | Jurgen Willems, Free U. Brussels; Fredrik O. Andersson, U. of Missouri, Kansas City; David O. Renz, U. of Missouri, Kansas City; Marc Jegers, Vrije U. Brussels
For the public good? The pursuit of private goals through private foundations | Carrie Oelberger, Stanford U.
Knowledge transfer methods between founder firms and corporate foundations | Marco Minciullo, U. Cattolica del Sacro Cuore; Matteo Pedrini, U. Cattolica del Sacro Cuore
Luxury Brands in Cause-Related Marketing: Can Charities Acquire Luxury Consumers as Donors? | Silke Boenigk, U. of Hamburg; Viktoria Schuchardt, U. Hamburg

1555 ☯: (Paper Session) - (RM) Theory Building in Qualitative Research
1:15pm - 2:45pm WDW Coronado Springs Resort: Yucatan 3
Tweet this session: #AOM2013 1555
Chair: Thomas A. Conklin, Georgia State U.
Writing Up Qualitative Inductive Inquiry: Principal Malaises, and Some Remedies | Jacqueline Fenid, ESCP Europe; Karsten Jansen, IMD; Sebastien Point, EM Strasbourg Business School
Three-dimensional (3D) Reflexivity | Amy Armstrong, Ashridge; Michael J. U. Butler, Aston U.; Rachel Louise Shaw, Aston U.
Doing phenomenology, becoming phenomenological: The evolution of person and practice | Thomas A. Conklin, Georgia State U.
How and why do case studies contribute to theory in management research? (WITHDRAWN) | Hans-Gerd Ridder, Leibniz U. Hannover

1556 ☯: (Paper Session) - (SAP) Strategic Planning
1:15pm - 2:45pm WDW Swan Resort: Dove
Tweet this session: #AOM2013 1556
Chair: Carola Wolf, Aston Business School
Planning, Growth and Optimism: Evidence from Australian Manufacturing SMEs | John Rice, Griffith U.; Nigel Martin, Australian National U.; Tung-Shan Liao, Yuan Ze U.; Bruce Gurd, U. of South Australia
The Interactions between Strategic Planning and Strategic Learning | Charlotte Agnesa Sirèn, U. of Vaasa/Luleå U. of Technology; Marko Kohtamäki, U. of Vaasa
Professionals as Strategists? | Maria Lusiani, HEC Montreal; Ann Langley, HEC Montreal

1557 ☯: (Paper Session) - (SIM) External Drivers of Social Performance
1:15pm - 2:45pm WDW Coronado Springs Resort: Coronado P
Tweet this session: #AOM2013 1557
Track C: Assessing business outcomes
Chair: Stephen Brammer, U. of Warwick
Do All Firms Seek Legitimacy? An Examination of Firms in the Global Garment Industry | Susan L. Young, Seton Hall U.; Mona V Makhija, The Ohio State U.
The Influence of Global Institutions on MNCs’ Behaviour: The Case of the GRI | Laurence Vigneau, Nottingham U. Business School; Michael Humphreys, Durham U.; Jeremy Moon, U. of Nottingham / ICSSR
Economic Recession, Performance Prospect and Corporate Social Investment | Jae Jung, U. of Missouri, Kansas City; Guo-Liang Frank Jiang, Dalhousie U.
The effects of network partners’ characteristics on corporate social performance | Hung-Wen Lan, Virginia Tech

1558 ☯: (Paper Session) - (SIM) Theories of Corporate Governance
1:15pm - 2:45pm WDW Coronado Springs Resort: Coronado Q
Tweet this session: #AOM2013 1558
Track A: Theorizing social issues in management
Chair: Jill Ann Brown, Leigh U.
Toward a metatheory of board evolution: Changing roles and composition across the firm’s life cycle | Patrick Joseph McHugh, Brown U.; Elise Perrault, College of Charleston
Shareholder Activism, Social Identity and Firm Targeting | Kate Sikavica, U. of Munich; Kathleen Rehbein, Marquette U.
The Agency-Stewardship Framework of the Principle-Agent Relationship | Curtis L Wesley II, Indiana U. Kelley School

1559 ☯: (Paper Session) - (SIM) Leadership Influences on Ethical Behavior
1:15pm - 2:45pm WDW Coronado Springs Resort: El Paso 1
Tweet this session: #AOM2013 1559
Track C: Assessing business outcomes
Chair: Michael E. Brown, Pennsylvania State U., Erie
The Emotional Link: Exploring How Ethical Leaders Shape Follower Ethical Behavior | Kai Chi Yam, U. of Washington, Seattle; Ryan Fehr, U. of Washington, Seattle; Scott J. Reynolds, U. of Washington
Trust as a Mediator of the Relationship between Ethical Leadership and Organizational Citizenship | Alexander Newman, Monash U.; Kohyar Kiazad, Monash U.; Qing Miao, Zhejiang U.; Brian Cooper, Monash U.
The Effects of Socialized Charismatic Leadership on Climate, Mistreatment, and Work Attitudes | Junghyun Lee, U. of Michigan, Dearborn; Al-Karim Sammani, York U.; Jaclyn M. Jensen, DePaul U.

1560 ☯: (Paper Session) - (SIM) Managing Ethics in Organizations
1:15pm - 2:45pm WDW Coronado Springs Resort: Fiesta 1
Tweet this session: #AOM2013 1560
Track B: Managing social issues
Chair: Weichun Zhu, Pennsylvania State U.
The Dark Side of Overprescribed Goals: Consecutive Performance Goals, Depletion & Unethical Behavior | David Welsh, U. of Arizona; Lisa Ordonez, U. of Arizona
Perceivers’ Implicit Theories, Violation Type, and Moral Awareness | Kurt Wurthmann, Florida Atlantic U.
The moral capture of “being good”: A study of CSR compliance in identity-image dynamics | Annemette
The impact of Fair Trade on prodcut organizations in Africa

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

Session Details – Tuesday, 12:00 - 2:00 PM

1561 ➔Paper Session - (SIM) Managing CSR
Globally
1:15pm - 2:45pm WDW Coronado Springs Resort; Fiesta 2
Tweet this session: #AOM2013 1561
Track B: Managing social issues
Chair: Satyarth P Sethi, Baruch College
Internal Control Mechanisms for Transnational Corporate Social Responsibility | Daniel Arenas, ESADE-Ramon Llull U.; Silvia Ayuso, Pompeu Fabra U.
Corporate Social Responsibility of SMEs in Global Supply Chains: A Dynamic Capabilities Perspective | Christopher Wickert, U. of Lausanne
Managing Levels of CSR Implementation in an MNC: The Role of Receptivity to Institutional Pressures | Anne Jacqueminet, HEC Paris-iae Lyon 3
Membership strategies in pluralistic organizations: The case of ISO 26000 | Luc Pierre Bres, HEC Montreal

1562 ➔Paper Session - (SIM, CMS) Fair Trade and Contesting Market Relations
1:15pm - 2:45pm WDW Coronado Springs Resort; Durango 1
Tweet this session: #AOM2013 1562
Organizers: Helen Haugh, U. of Cambridge; Bob Doherty, U. of York
Facilitator: Helen Haugh, U. of Cambridge
The development of Fair Trade markets: Comparative study of five countries | Bob Doherty, U. of York
The impact of Fair Trade on tea producer organizations in East Africa | Anna Kim, U. of Cambridge
Critical perspectives on "mainstreaming" Fair Trade | John Justin McMurtry, York U.

1563 ➔Paper Session - (TIM) Creativity in Industry
1:15pm - 2:45pm WDW Swan Resort; Egret 1
Tweet this session: #AOM2013 1563
Chair: Gary Graham, U. of Leeds
Effects of Emotional Labor Strategies on Job Stress and Creativity | Zichen Geng, Xi an International Studies U.; Chao Liu, Xi an Jiaotong U.; Xinxin Liu, Xi an Jiaotong U.; Jie Feng, U. of Wisconsin, Madison
The Mixed Blessings of Openness in Creative Industries – The Case of European Chefs de Cuisine | Andreas Braun, U. of Potsdam; Christoph Ilth, RWTH Aachen U.
Paid Advertising In Question: Do Non-Paid Facebook Efforts Effectively Foster Sales? | Jose Manuel Gavilanes, RWTH Aachen U.

1564 ➔Paper Session - (TIM) Knowledge Flows
1:15pm - 2:45pm WDW Swan Resort; Macaw 1
Tweet this session: #AOM2013 1564
Chair: Wenlong He, Peking U.
Predicting forgetting of who knows what and how to work together and its effect on knowledge flows | Amit Jain, National U. of Singapore
Exploiting Knowledge Flows: Openness and the innovative performance of Business Services | Elif Bascavusoglu-Moreau, U. of Cambridge; Andrea Mina, U. of Cambridge; Alan Hughes, Cambridge U.
All for One and One For All: How Intrafirm Networks Affect the Speed of Knowledge Recombination | Solon Moreira, Copenhagen Business School; Arjan Markus, Copenhagen Business School
Ongoing innovation through knowledge combination routines | Seungho Choi, Ewha Womans U.; Kent D Miller, Michigan State U.

1565 ➔Paper Session - (TIM) Industry Partnerships
1:15pm - 2:45pm WDW Swan Resort; Osprey 1
Tweet this session: #AOM2013 1565
Chair: Hsing-Wen Wang, National Changhua U. of Education
Applying Matching Theory and Preference Ordering to University and Industry Partnerships | Simon JD Schillebeekx, Imperial College Business School; Zella King, U. of Reading; SankaI Chaturvedi, Imperial College London
Whom to Choose as a License Partner? The Interplay between Technology Cooperation & Market Competition | Keld Laursen, Copenhagen Business School; Toke Reichstein, Copenhagen Business School; Giulia Trombini, U. Ca’ Foscari of Venice
Opening Up but Staying Local - Insights from Established Firms’ Partnership Formations | Thomas Klüeter, U. of Pennsylvania
Complementarities of Internal R&D and Alliances with Different Partner Types | Florian Noselei, Groningen U. (RuG); Pedro de Faria, U. of Groningen

1566 ➔Paper Session - (TIM) Absorptive Capacity
1:15pm - 2:45pm WDW Swan Resort; Sandpiper 1
Tweet this session: #AOM2013 1566
Chair: Lyda S. Bigelow, U. of Utah
How Absorptive Capacity is More Than the Sum of Its Parts: Configurational Study of Micro-Foundations | Sandor Lowik, U. of Twente; Jeroen Kraaijenbrink, U. of Twente; Aard J Groen, U. of Twente
Non-Absorptive Benefits of Absorptive Capacity | Korcan Kavusan, Tilburg U.; Niels G. Noorderhaven, Tilburg U.
The Impact of Leadership on Absorptive Capacity: A Cross-Cultural Analysis | Daniel Adams, RWTH Aachen U.
Team Absorptive Capacity: An Empirical Analysis | Julia Backmann, Ludwig Maximilians U.; Martin Hoegl, LMU Munich

1567 ➔Paper Session - (TIM) Technology Evolution
1:15pm - 2:45pm WDW Swan Resort; Swan 10
Tweet this session: #AOM2013 1567
Chair: Jörg Claussen, Copenhagen Business School
The Evolution of Production Planning and Control Systems and Enabling Information Technologies | James M Wilson, U. of Glasgow

the appearance of new functions in technological innovation: the role of exaptation | Pierpaolo Andriani, Erasmus Business School; Giuseppe Carignani, U. of Udine; Renata Kaminska-Labbe, SKEMA Business School


1568 (Paper Session) - (TIM) Changes in Research

1:15pm - 2:45pm WDW Swan Resort: Swan 9

Tweet this session: #AOM2013 1568

Chair: Lianne W.L. Simonse, Erasmus Business School

How recent entrants in the semiconductor industry learn from their first employees. | Cristobal Cheyre, Carnegie Mellon U.

New Digital Markets: New Business Models | Ferran Vendrell-Herrero, U. politècnica de catalunya; Glenn Parry, Bristol Business School; Oscar F. Bustindiz-Sanchez, U. de Granada; Nicholas O'Regan, Bristol Business School

Business Model Innovation and Intellectual Property Management | Amir Bonakdar, U. of St. Gallen (HSG); Karolin Frankenberger, U. of St. Gallen (HSG); Martin Bader, U. of St. Gallen (HSG); Florian Liegl, U. of St. Gallen (HSG); Oliver Gassmann, U. of St. Gallen

Corporate Venture Capital Investments and Market Valuation: Moderating Role of Uncertainty | Xueji Jessie Liang, National U. of Singapore; Jane Lu, National U. of Singapore


1570 (Paper Session) - (BPS) Innovation through Collaboration

3:00pm - 4:30pm WDW Swan Resort: Swan 1

Tweet this session: #AOM2013 1570

Chair: Michael J Leiblein, The Ohio State U.

1571 (Paper Session) - (BPS) Top Management Teams and Strategic Decision Making

3:00pm - 4:30pm WDW Swan Resort: Swan 8

Tweet this session: #AOM2013 1571

Chair: Timothy J. Quigley, U. of Georgia

Top Management Team Experiences and the Growth of a Firm: The Penrose Effect Revisited | Wein-Hong Emily Chen, National Dong Hwa U.; Min-Ping Kang, National Taiwan Normal U.; Chun-Neng Peng, National Dong Hwa U.

The Right People for the Job: Integrating Corporate Strategy, Top Team Composition, and Learning | Mario Schijven, Texas A&M U.; Anna Nadolska, Erasmus U. Rotterdam; Mark Boons, Erasmus U. Rotterdam; Harry G. Barkema, London School of Economics

Strategic decision-making and the rationale for economizing-strategizing choices. | Isaac Wanasika, U. of Northern Colorado; Jon P Howell, New Mexico State U.; Terry R. Adler, New Mexico State U.

A Peek Inside the “Black Box” of Top Executive Decision-Making: A Mediated Model of Devil’s Advocacy | Viva Ona Bartkus, U. of Notre Dame

1572 (Paper Session) - (BPS) Institutions and competition

3:00pm - 4:30pm WDW Swan Resort: Swan 8

Tweet this session: #AOM2013 1572

Chair: John E Prescott, U. of Pittsburgh

Who Benefits from University Spillovers? Institutions, University Spillovers, and Firm Performance | Kenny Hwee Seong Ching, Massachusetts Institute of Technology

Business groups, institutional environment, and performance persistence: A comparative study | Helen Wei Hu, U. of Melbourne; Lin Cui, Australian National U.; Preet S Aulakh, York U.

Institutional Ambition in Corporate Political Activities | Chong He, The Chinese U. of Hong Kong

Geographic Concentration and Competitive Experience: Postbellum Firearms Firms in the US South | Chirag Kasbekar, Emory U.

1573 (Paper Session) - (BPS) Inter-partner Dynamics

3:00pm - 4:30pm WDW Swan Resort: Toucan 1

Tweet this session: #AOM2013 1573

Chair: Amol M. Joshi, U. of Hawaii-Manoa

Beyond the archetypes: Partners’ choices of alliance behavior in multi-partner settings | Isabel Estrada, Groningen U. (RuG); Natalia Martin Cruz, U. de Valladolid

Supply Chain Capability, Organizational Slack and the Subsequent Selection of an Alliance Strategy | Yi-Fen Huang, Dayeh U.; Lin-Hua Lu, National Cheng Kung U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Exploratory Partner Selection: The Role of Inertia and Market Uncertainty. | En Xie, Xi’an Jiaotong U.; Jie Liang, Xi’an Jiaotong U.

Value Creation on Bilateral Cross-Border Joint Ventures (CBJV): Evidence from India. | Sanjay Dhir, Indian Institute of Management, Lucknow; Amita Mital, Indian Institute of Management, Lucknow

1574 - (Paper Session) - (BPS) The role of human capital in executive migration
3:00pm - 4:30pm WDW Swan Resort: Toucan 2
Tweet this session: #AOM2013 1574
Chair: Thomas P. Motilerno, U. of Massachusetts, Amherst
What happens to dismissed CEOs: Human, reputational, and social capital in CEO re-employment | Donald J. Scheper, U. of South Carolina; Vincent L. Barker, U. of Kansas
New CEO origin and firm performance: Moderating effects of CEO similarity and career experience | Dimitrios Georgakakis, U. of St. Gallen; Winfried Ruigrok, U. of St. Gallen
Managerial Migration, Institutional Rewards, Inter-firm Legitimacy Transfer | Tariq H. Malik, Dongbei U. of Finance and Economics
Outcome Additionality of Early Stage Subsidies: Short-term Resources and Long-term Performance | Anna Söderblom, Stockholm School of Economics; Mikael J Samuelsson, Stockholm School of Economics

1575 - (Paper Session) - (BPS, MOC) A Darker Side of Upper Echelons: How Executives and Boards Can Unintentionally Harm Stakeholders
3:00pm - 4:30pm WDW Swan Resort: Osprey 2
Tweet this session: #AOM2013 1575
Chairs: Michael J. Mannor, U. of Notre Dame; Adam J. Wowak, U. of Notre Dame
Take It Back: The Effect of CEO Stock Options on the Likelihood of Product Recalls | Adam J. Wowak, U. of Notre Dame; Michael J. Mannor, U. of Notre Dame; Kaitlin D. Wowak, U. of Notre Dame
Understanding the Potential Downside of Strategic Deviation on CEO Reputation and Outcomes | Scott D. Graffin, U. of Georgia; Timothy David Hubbard, U. of Georgia
Taking the Good with the Bad: An Upper Echelon Perspective on CEO Humility | Cynthia E. Devers, Michigan State U.; Jay O’Toole, U. of Wisconsin, Madison; Scott D. Graffin, U. of Georgia; Yuri Mishina, Imperial College London

1576 - (Paper Session) - (BPS, OMT, OB) Durable Domination: Mechanisms of Elite Entrenchment from Strategy, Sociology, & Social Psychology
3:00pm - 4:30pm WDW Swan Resort: Macaw 2
Tweet this session: #AOM2013 1576
Organizer: Johan S. G. Chu, U. of Michigan, Ann Arbor
Presenters: Nicholas Argyres, Washington U. in St. Louis; Bruce Kogut, Columbia Business School; Mark S Mizruchi, U. of Michigan; Ashleigh Shelby Rosette, Duke U.; Todd Zenger, Washington U. in St. Louis

1577 - (BPS, OMT, TIM) University Athletics, Academics, and the Challenge of Congruence: Insights from Management Theory
3:00pm - 4:30pm WDW Swan Resort: Pelican 1
Tweet this session: #AOM2013 1577
Organizers: Richard Wolfe, U. of Victoria; Joshua K Ault, U. of Victoria
Discussant: Gordon Gee, The Ohio State U.
Participants: Eric Abrahamson, Columbia U.; Matthew Kraatz, U. of Illinois; Sim B. Sitkin, Duke U.; James P. Walsh, U. of Michigan, Ann Arbor

1578 - (Paper Session) - (CAR) Engaging Communities for Career Advantage
3:00pm - 4:30pm WDW Dolphin Resort: Europe 1
Tweet this session: #AOM2013 1578
Chair: Erin E. Makarius, The U. of Akron
Impact of Community Engagement on Intrinsic and Extrinsic Work Values | Zahir I Latheef, U. of Houston
Careers and communities: Interdisciplinary work and individual advantage | Frank Siedlok, U. of Auckland; Paul Hibbert, U. of St Andrews; John Sillince, Newcastle U.
Big Fish in Little Ponds: A Multilevel Approach to Reputation in Organizations | Erin E. Makarius, The U. of Akron; Steffanie L. Willk, The Ohio State U.
The Careers Best Paper Award Finalist
Dispersed sensemaking: Online career community as a tool for proactive socialization | Darren Good, Pepperdine U.; Kevin Cavanagh, College of William and Mary

1579 - SHCS; (CAR, RM, HR) Applying Sequence Analysis in Career & HRM Research: Opportunities, Challenges and New Perspectives
3:00pm - 4:30pm WDW Dolphin Resort: Asia 3
Tweet this session: #AOM2013 1579
Organizer: Martin Gubler, ETH Zurich
Discussant: Wolfgang Mayrhofer, WU Vienna
Career Patterns of German Top Business School Alumni: A Sequence Analytical Approach | Torsten Weber, Bridging People and Ideas; Torsten Biemann, U. of Mannheim
When Career Anchors Translate into Behavior: A Sequence Analysis Perspective | Martin Gubler, ETH Zurich; Torsten Biemann, U. of Mannheim; Cécile Tschopp, ETH Zurich
When Careers Are Cut Short: Patterns of Change in Core and Peripheral Human Resources | Sarah Park, EMLYON Business School; Michael Koch, EM Lyon; Se Won Park, IE Business School

1580 - CAU; (CAU) Is Socially Responsible Career Management Feasible within a Global Capitalist Economy?
3:00pm - 4:30pm WDW Swan Resort: Teal
Tweet this session: #AOM2013 1580
Organizer: Cynthia E. Devers, Imperial College London
Discussant: Martin Gubler, ETH Zurich
Deterministic and Non-Deterministic Processes of CSR in MNCs | Azadeh Afshari, The Ohio State U.; Cynthia E. Devers, Imperial College London; Jennifer Garvey, Imperial College London
The Career Best Paper Award Finalist

Thematic orientation: ☑ Teaching | ☑ Practice | ☑ International | ☑ Program Theme | ☑ Research | ☑ Diversity | ☑ Best Paper
1581: CAU: (CAU) Alternatives to Capitalism on the Sustainability Agenda
3:00pm - 4:30pm WDW Coronado Springs Resort: Laredo 1
Chair: Maksim Belitski, Anglia Ruskin U.
Discussant: Xueni Dong, Mississipi State U.
Tweet this session: #AOM2013 1581
This meeting invites participants to discuss appropriateness of alternative economic approaches to Capitalism for concepts underpinning ongoing research performed by academic networks on Sustainability and Pro-sustainable Management. Intending to enhance their sustainable performances, organisations face challenges of innovating their management styles, undertaking changes which must be examined by the academy. Criticism on Capitalism favours the proposition of alternatives from Economics whose concepts shall be assessed, regarding their managerial influences on Sustainability issues. AOM members have been gathering for Caucus meetings in all previous AOM annual meetings since 2009 to define a research agenda on Sustainability. The central statements issued by these networks’ members included the strong relation between social programmes, informal economic initiatives and Sustainability into their studies. This Caucus meeting in 2013 aims to extend the debate to other scholars interested in this subject, to report the progress of the networks, and to develop further propositions from and for the participants.
Coordinators: Cleber Dutra, U. of Fortaleza (UNIFOR); Kumba Jallow, De Montfort U.
Participants: Luis Felipe Machado Nascimento, PPGA - EA - UFRGS; Johannes Fresner, Graz U.; Luciano Barin Cruz, HEC Montreal; Eugenio Ávila Pedrozo, U. Federal do Rio Grande do Sul; Dirk Michael Boehe, Inper Institute of Education and Research
Thematic orientation: Teaching, Practice, International

1582: (Paper Session) - (ENT) The Global Elite – New Research Directions
3:00pm - 4:30pm WDW Coronado Springs Resort: Acapulco
Chair: Daniela Baglieri, U. of Messina
Discussant: Adam J Bock, U. of Edinburgh
Organizers: M N Ravishankar, Loughborough U.; David Weir, U. Campus Suffolk; Steve McKenna, York U.
The Bono Factor and the Globally Mobile Elite: Neoliberalism and the Perceived Mobility of Impact | Lynne Andersson, Temple U.; Lisa Calvano, West Chester U.
The Kinetic Elite: Mobility Experiences of Stickiness | Jana Costas, Freie U. Berlin
The Role of Global Human Resource Management in the formation of Corporate Global Elites | Steve McKenna, York U.
Thematic orientation: Teaching, Practice, International

1583: (Paper Session) - (ENT) Economic Development in Multiple Contexts
3:00pm - 4:30pm WDW Swan Resort: Dove
Chair: Maksim Belitski, Anglia Ruskin U.
Discussant: Maksim Belitski, Anglia Ruskin U.
Overcoming the Liability of Newness: Entrepreneurial Action and the Rise of China's Solar Industry | Wei Zhang, Tsinghua U.; Steven White, Tsinghua U.
Thematic orientation: Teaching, Practice, International

1584: (Paper Session) - (ENT) Entrepreneurship and Politics
3:00pm - 4:30pm WDW Swan Resort: ibis
Chair: Xueni Dong, Mississippi State U.
Discussant: Xueni Dong, Mississippi State U.
Do Formal Political and Business Ties Help Prevent New Venture Crises in Transitional Economies | Xiaobin He, Fudan U.; Yiyuan Mai, Huazhong U. of Science & Technology; Wouter Stam, Hong Kong U. of Science and Technology
Private Entrepreneur’s Political Participation and Firm Strategy Making in China | Qing Gao, U. of Connecticut; Li-Qun Wei, Hong Kong Baptist U.; Deqiu Chen, U. of International Business and Economics
Thematic orientation: Teaching, Practice, International

1585: (Paper Session) - (ENT) University-related Entrepreneurship
3:00pm - 4:30pm WDW Swan Resort: Mockingbird 2
Chair: Daniela Baglieri, U. of Messina
Discussant: Adam J Bock, U. of Edinburgh
Academic Entrepreneurship and the Management of Portfolios of Knowledge Transfer Activities | Patrick Joseph McHugh, Brown U.; Ashley Stevens, Boston U.
Hub History Logic Mechanisms and the Network Dynamics of Early-stage University Spinouts | Patrick Joseph McHugh, Brown U.
University Incubators and the Likelihood of Women Entrepreneurship | Diamanto Politis, Lund U.; Asa Lindholm Dahlstrand, Lund U.; Jonas Gabrielsson, Lund U.
Thematic orientation: Teaching, Practice, International

1586: (Paper Session) - (ENT) Individual-level Theory Development
3:00pm - 4:30pm WDW Swan Resort: Parrot 1
Chair: Joseph Heinzman, Management Consultant
Discussant: Joseph Heinzman, Management Consultant
Thematic orientation: Teaching, Practice, International

Diverging Paths: Social, Human, and Intellectual Capital Across Organizational Life Cycle Stages | Candace TenBrink, U. of Houston; Laura B. Cardinal, U. of Houston

Re-Thinking Entrepreneurial Performance from a Human Development Perspective | Ishrat Ali, U. of Virginia; Saras D Sarasvathy, U. of Virginia

Entrepreneurship, Entrepreneur, and Entrepreneurial Firm: Conceptual Integration and Synthesis | Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign; Bradley Skousen, UIUC; Ishiva Minefee, U. of Illinois, Urbana-Champaign; Danielle Jones, UIUC

Tweet this session: #AOM2013 1587
Chair: H. Dennis Park, Drexel U.; H. Dennis Park, Drexel U.

Overcoming Regulatory Hurdles: A Global Analysis of Venture Innovativeness and VC Experience | Elisa Alvarez-Garrido, Georgia State U.


Active Involvement of Private Equity Firms in Portfolio Companies and Its Performance Effects | Christian Landau, EBS Business School

Venture Capital Reputation and Loan Contracts | Sheryl Winston Smith, Fox School of Business, Temple U.; Sudipta Basu, Temple U.; Mihir N. Mehta, Fox School of Business, Temple U.; Yosef Lugashi, Fox School of Business, Temple U.

Tweet this session: #AOM2013 1588
Chair: Michael David Meeks, Louisiana State U. Shreveport
Discussant: Michael David Meeks, Louisiana State U. Shreveport

Entrepreneurial Orientation as an Unintended Market Signal | Brian S. Anderson, Richard Ivey School of Business; Jeffrey S. McMullen, Indiana U., Bloomington

The Role of New Venture Diversification in Mitigating Financial Instability | David Gras, Texas Christian U.

Private Equity Fund Performance Signals and the Likelihood of Follow-on Fundraising | Mirjam Knockaert, U. of Ghent; Tom R. Vanacker, U. of Ghent; Sophie Manigart, Vlerick Business School

A Meta-Analytic Review of the Determinants and Consequences of IPO Underpricing | Peter-Jan Engelen, U. Utrecht School of Economics; Nicholas Bailey, U. of South Carolina

Tweet this session: #AOM2013 1589
Organizers: Loriann Roberson, Teachers College, Columbia U.; U. of Naples Parthenope; Marcello Russo, Rouen Business School
Discussant: Aparna Joshi, Pennsylvania State U.

Language, Emotional Climate & Team Performance: The Moderating Role of Emotionally Capable Leaders | Helene Tenzer, Tübingen U.

Communicating Corporate Values and Strategy in a European MNE: English or Native Language? | Leena Louhila-Salminen, Aalto U. School of Business; Anne Kankaanranta, Aalto U. School of Business; Päivi Karhunen, Aalto U. School of Business

Linguistic Identity Management in Indian Call Centers | Sarbani Bordia, The Australian National U.; Prashant Bordia, The Australian National U.

The Impact of Stereotype Threat on Self-presentation and Outcomes for Non-native Speakers | Marcello Russo, Rouen Business School; Loriann Roberson, Teachers College, Columbia U.; U. of Naples Parthenope; Paola Briganti, Parthenope U. of Naples

Session Details – Tuesday, 2:00 - 4:00 PM
3:00pm - 4:30pm WDW Dolphin Resort: Oceanic 7

Tweet this session: #AOM2013 1590
Organizers: Whitney Botsford Morgan, U. of Houston, Downtown; Enrica N Ruggs, Rice U.
Discussant: Eden King, George Mason U.

To Discuss or Not Discuss? The Effectiveness of Acknowledging Race at Work | Sarah Singletary Walker, U. of Houston, Downtown; Enrica N Ruggs, Rice U.; Juan M. Madera, U. of Houston; Michelle R. Hebl, Rice U.

Reactions to Pregnant Employees Use of Counterfeiting as Identity Management Strategy | Whitney Botsford Morgan, U. of Houston, Downtown; Kristen P. Jones, George Mason U.


A Multi-Threat Approach to Stereotype Threat Interventions | Jenessa Shapiro, U. of California, Los Angeles; Amy M. Williams, U. of California, Los Angeles; Mariam Hambachyan, U. of California, Los Angeles

Tweet this session: #AOM2013 1591
Chair: Dionne Pohler, U. of Saskatchewan

Trade Union Types: Potential Effects on Employers, Workers, and the Economy in China | Achim Krausert, Nottingham U. Business School China


Market Reactions to Downsizing Announcements: Does the Message Matter? | Nita Chhinzer, U. of Guelph

Age and Labor Productivity: An Analysis at the Organizational Level in Various Sectors | Sophie De Winnne, KU Leuven; Ilke Van Beveren, KU Leuven, Lessius; Caroline Gilbert, KU Leuven

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

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1592 (HR) Leading from the Back or the Front: A Look at Humble and Narcissistic Leadership
3:00pm - 4:00pm WDW Dolphin Resort: Oceanic 3
Tweet this session: #AOM2013 1592
Chairs: Michael A Daniels, Singapore Management U.; Burak Oc, Pompeu Fabra U.
Discussant: David Mayer, U. of Michigan
To be Effective, Incompetent Leaders Should at Least be Humble | Michael A Daniels, Singapore Management U.; Burak Oc, Pompeu Fabra U.; Michael Bashshur, Singapore Management U.; Gary Greguras, Singapore Management U.
Leader Humility and Status Inconsistency: A Test of Cooperative vs. Competing Status Perspectives | Amy Y. Ou, National U. of Singapore; Bradley Paul Owens, SUNY, Buffalo; Shuhua Sun, National U. of Singapore
Promotion vs. Prevention: CEO Narcissism and Reactions to Performance Feedback | Christian J. Resick, Drexel U.
Keep the Baby but Refresh the Bathwater: A New Look at Narcissistic Origins of Singular Leadership | Benjamin M. Galvin, San Diego State U., Bothell; David A. Waldman, Arizona State U.; Bruce J. Avolio, U. of Washington

1593 (Paper Session) - (HR) Affect, Emotion, and Well-being
3:00pm - 4:30pm WDW Dolphin Resort: Oceanic 4
Tweet this session: #AOM2013 1593
Chair: Lois E. Tetrick, George Mason U.
Path Linking Emotional Labor Strategies to Turnover Intention: Effect of POS | Sushanta Kumar Mishra, Indian Institute of Management Indore
The Relationship among Psychological Capital, Health Promoting Lifestyle, and Emotional Exhaustion | Yu-Chi Huang, Chang Gung U.; I-Chen Janet Lee, Chang Gung U.

1594 JS: (HR, CM, OB) Psychological Entitlement: Clarifying the Construct, Its Effects, and Managing Entitled Employees
3:00pm - 4:30pm WDW Dolphin Resort: Salon A1
Tweet this session: #AOM2013 1594
Chairs: Andrew Michael Carnes, West Virginia U.; Ed Tomlinson, West Virginia U.
Long Overdue: Unresolved Issues in Entitlement Research | Ed Tomlinson, West Virginia U.; Andrew Michael Carnes, West Virginia U.
Locating and Detecting Psychological Entitlement | Keith Campbell, U. of Georgia; Joshua D Miller, U. of Georgia
Entitled People are More Creative | Emily Zitek, Cornell U.; Lynne Catherine Vincent, Vanderbilt U.
Customer Entitlement and its Vicarious Impact on the Service Experience | Glenda M Fisk, Queen's U.
Managing the Entitled Employee | Paul Harvey, U. of New Hampshire; Rebecca Lee Badawy, SUNY, Buffalo; Robyn L. Brouer, SUNY, Buffalo; Mark J. Martinko, U. of Queensland

1595 (Paper Session) - (IM) Globalization and Localization?: Seeking New Ways in International HRM
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Astbury D
Tweet this session: #AOM2013 1595
Chair: Michael C. Nippa, Freiber U.
Adapting New Management Overseas? A Review of Korean Situations | Inju Yang, ESC Rennes School of Business
Neither West Nor East: Hybrid Human Resource Management Structure in China's FIEs | Jianhua Ge, U. of North Carolina, Charlotte; Wei Zhao, U. of North Carolina, Charlotte; Yang Cao, U. of North Carolina, Charlotte
Explaining the Alignment between Corporate Intended and Subsidiary Implemented HRM Practices | Catarina Aihvii, Hanken School of Economics; Adam Smale, U. of Vaasa; Jennie Sumellius, Hanken School of Economics
The Effectiveness of Subsidiary HR Autonomy within Multinational Companies | Hilla Perez, ORT Braude College; Mia B. Lazarova, Simon Fraser U.; Yitzhak Fried, Syracuse U.

1596 (Paper Session) - (IM) Knowledge, Innovation and MNE Networks
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Cape Cod B
Tweet this session: #AOM2013 1596
Chair: Michael Joseph Roberts, Grant MacEwan U.
Knowledge Creation in Inter-organizational Networks | Suleika Bort, Mannheim U.
ALL FOR ONE, ONE FOR ALL? A Study of Knowledge Brokerage Intra-firm Networks | Lisa Katarina Gaerber, Copenhagen Business School; Torben Pedersen, Copenhagen Business School; Shalini Rogge, Goethe U.
Performance Effect of Explorative and Exploitative Knowledge Sharing within MNCs (WITHDRAWN) | Jingoo Kang, Korea U. Business School; Jeoung Yul Lee, Hongik U.
The Complementarity between Network Cohesion and Structural Holes: Exploration at Subsidiary-Level | Feng Zhang, Saint Mary's U.; Guohua Jiang, West Chester U.; John Cantwell, Rutgers U.; Shengsheng Huang, U. of Houston-Victoria

1597 (Paper Session) - (IM) M&As in the Global Era
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon I
Tweet this session: #AOM2013 1597
Chair: Motofusa Murayama, Seattle U.
Making Sense of it All: Framing, Language Fluency and Post-merger Integration | David Kroon, VU U. Amsterdam; Joep Cornelissen, U. of Leeds
Integration Approach & Performance in Cross-border M&As: The Role of Social Exchange Processes | Tsutomura Bilgili, U. of Memphis; Ben L Kedia, U. of Memphis; Robert W. Renn, U. of Memphis
A Contingency Perspective on Home Country Collectivism in International Acquisition Performance | Hong Zhu, Chinese U. of Hong Kong; Xufei Ma, Chinese U. of Hong Kong
Analyzing Culture Clashes in Post-acquisition Integration between Volvo and Samsung | Sung-Jun Lee, Hankuk U. of Foreign Studies; Joongwha Kim, Hankuk U. of Foreign Studies
1598 (Paper Session) - (IM) Leadership in the Context of Internationalization: Multiple Perspectives
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon II
Twitter this session: #AOM2013 1598
Chair: Hamid Akkari, UOIT
A Cross-Cultural Model of Leaders' Social Intelligence and Creative Performance | M Afzalur Rahim, Western Kentucky U.
Social Power and Cross-cultural Leadership: A Conceptual Exploration | Rakesh Mittal, New Mexico State U.; Steven M. Elias, New Mexico State U.
Personality, Value, and Leadership Preferences of Chinese Employees | Veronica Cai-Hui Lin, UNSW; Jian Min Sun, Renmin U. of China
Global Leadership-A Narrative Synthesis | Joerg Hruby, Hochschule fu¨r Unternehmensfu¨hrung; Sebastian Noack, U. of Wales / AFUM

1599 (Paper Session) - (IM) Managing Performance: Internationalization of Emerging Market firms
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon V
Twitter this session: #AOM2013 1599
Chair: Julius H Johnson Jr., U. of Missouri, St. Louis
Understanding the Determinants of Export Performance: A Meta-Analysis | Christopher Schlaegel, U. Magdeburg
Local Condition, Entry Timing, and Foreign Subsidiary Performance | Chia-Wen Hsu, National Chung Cheng U.; Homin Chen, National Taiwan U.; Yin-Ru Chen, National Taiwan U.
Persistence of Superior Performance: Impact of Internationalization & its Entrainment with Reforms | Manish Popli, Indian Institute of Management, Lucknow; Mohammad Akbar, Indian Institute of Management, Lucknow; Vikas Kumar, Sydney U.
Environmental Risks, Localization and International Performance of Firms from an Emerging Economy | Xiaohui Liu, Loughborough U.; Lan Gao, Loughborough U.; Jiangyong Lu, Peking U.

1600 (MOC) Management Consulting Division Executive Committee Meeting
3:00pm - 5:00pm WDW Coronado Springs Resort: Cape Cod D
Twitter this session: #AOM2013 1600
Division Chair: Anthony F. Buono, Bentley U.
Program Chair: Joanne C Preston, Global Exchange Group

1601 (Paper Session) - (MED) Harnessing the Power of Technology in Teaching
3:00pm - 4:30pm WDW Coronado Springs Resort: Coronado M
Twitter this session: #AOM2013 1601
Chair: Jason Scott Earl, Brigham Young U. Hawaii
Discussant: Christina A. Hannah, U. of Maryland U.College
Blended and Fully Online Management Education: Comparisons and Future Research Directions | J B Arbaugh, U. of Wisconsin, Oshkosh
Online Business Simulations: A Sustainable or Disruptive Innovation in Management Education? | Jason Scott Earl, Brigham Young U. Hawaii
Can computer-based simulation games enhance employee job performance? A field experiment at IBM |

Ching-Ping Patty Farh, IBM; Jiing-Lih Farh, Hong Kong U. of Science and Technology
Examining the Impact of Communication Interface on Students' Experience of Teamwork | Marzieh Saghafian, Schulich School of Business; D. Kevin O'Neil, Simon Fraser U.

1602 (Paper Session) - (MOC) Mindfulness and Managerial Cognitive Biases
3:00pm - 4:30pm WDW Dolphin Resort: Asia 2
Twitter this session: #AOM2013 1602
Chair: Andrew M. Carton, The Wharton School, U. of Pennsylvania
Mindfulness and Money Management: The post-crisis Behavior of Financial Advisors | Philipp Albert Hensler, Case Western Reserve U.; Antoinette Somers, Wayne State U.; Sheri Perelli, Wayne State U.
Debiasing the Mind through Meditation: Mindfulness and the Sunk Cost Bias | Andrew Hafenbrack, INSEAD; Zoe Kinias, INSEAD; Sigal Barsade, U. of Pennsylvania

1603 (Paper Session) - (MOC) Learning, Innovation and Change
3:00pm - 4:30pm WDW Dolphin Resort: Europe 4
Twitter this session: #AOM2013 1603
Chair: Frances H. Fabian, U. of Memphis
Learning Complex and Ambiguous Style | Vaughn Tan, Harvard Business School
CEOs and Popular Management Concepts: Innovation Heuristics, Boundary Capability and Effectuation | Jacqueline Fendt, ESCP Europe
A Managerial Cognition Perspective on Business Model Innovation | Luis Martins, U. of Texas; Austin; Violina Rindova, U. of Texas; Austin; Bruce Greenbaum, U. of Texas, Austin
Crossing Boundaries of Logics Through Network Diversity and Categorization Congruence | Josh W. Keller, Nanyang Technological U.; Sze-Sze Wong, Nanyang Technological U.; Shyhnna Liu, National Cheng Kung U.

1604 (Paper Session) - (OB) Jobs and their Consequences on Employees' Well-being, Behavior and Performance
3:00pm - 4:30pm WDW Dolphin Resort: Asia 5
Twitter this session: #AOM2013 1604
Chair: Elizabeth D. Rouse, Boston College
Testing and Extension of Job Demands-Resources Model in China | Xiaoli Sang, Australian School of Business, UNSW

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 2:00 - 4:00 PM

Section D

1605
(Paper Session) - (OB)
Supervisors can make all the Difference: An Individual and Group Perspective
3:00 pm - 4:30 pm WDW Dolphin Resort: Europe 11
Chair: Weichun Zhu, Pennsylvania State U.

1606
(Paper Session) - (OB)
The Facilitation and Consequences of Employee Voice
3:00 pm - 4:30 pm WDW Dolphin Resort: Europe 7
Chair: Olga Epitropaki, ALBA Graduate Business School

1607
(Paper Session) - (OB)
Deviance at Work: Antecedents, Mechanisms and Outcomes
3:00 pm - 4:30 pm WDW Dolphin Resort: Oceanic 1
Chair: Will Felps, Australian School of Business, UNSW

Acquaintance-Ratings of Personality and Workplace Deviance: Incremental Validity Beyond Self-Reports | Donald H. Kluempfer, Northern Illinois U.; Benjamin David McLarty, Louisiana State U.
The Effects of Employee Dissimilarity on Organizational and Interpersonal Deviance | Mercy Chinchenye Oyet, Memorial U. of Newfoundland; Kathrynne Dupre, Memorial U. of Newfoundland; Kara Anne Arnold, Memorial U. of Newfoundland
Sexuality and Everyday Mistreatment at Work: The Role of Gendered Organizations | Alexis Nicole Smith, Oklahoma State U.; Arthur P. Brief, U. of Utah; Michael S Christian, U. of North Carolina, Chapel Hill; Rommel O. Salvador, U. of Massachusetts, Amherst; Ekaterina Netchaeva, U. of Utah

Why Don't We Want to Be Near You, Unless...: Antecedents of Ostracism | Matthew Quade, Oklahoma State U.; Rebecca L. Greenbaum, Oklahoma State U.; Oleg V. Petrenko, Oklahoma State U.

Why Do Incentive Systems Cause Cheating? An Experiment on Pay, Social Frames and Incentive Structure | Matthew Chao, California Institute of Technology; Ian Larkin, Harvard U.

1608
(Paper Session) - (OB)
The Role of Feedback on Leader and Employee Performance
3:00 pm - 4:30 pm WDW Dolphin Resort: Salon A3
Chair: Hyeran Choi, U. of Illinois, Urbana-Champaign

The Role of Future Time Orientation in Promoting Employees’ Feedback-Seeking Behavior | Jing Qian, Beijing Normal U.; Xiao Song Lin, School of Management, Xiamen U.; Zhuo Han, Beijing Normal U.

Antecedents and Consequences of Feedback Avoiding Behavior | Meng Song, Renmin U. of China; Sherry E. Moss, Wake Forest U.; Kobilay Gok, U. of Lethbridge, Alberta, CA

Impact of Leader Competency Type with Leader Promotability: Extending Self-Other Agreement Research | Scott N. Taylor, U. of New Mexico; William A. Gentry, Center for Creative Leadership; Anna L. Hulett, U. of Georgia

Differential Effects of Leader’s Negative Feedback Centrality on Individual and Group Performance | Chun Yang Lee, National Taiwan U.

1609
(Paper Session) - (OB)
Participative, Paternalistic and Servant leadership
3:00 pm - 4:30 pm WDW Dolphin Resort: Salon A4
Chair: Susan S. Case, Case Western Reserve U.

Participative Leadership and Follower Creativity: Do Different Types of Trust Play Different Roles? | Hongwei He, U. of Strathclyde
Leadership Threshold: Participative Leadership, Information Sharing, and Performance | Catherine K Lam, City U. of Hong Kong; Simon C. H. Chan, Hong Kong Polytechnic U.

How Paternalistic Leadership Influences Employee Voice in the Chinese Context | Mingyun Huai, Hong Kong U. of Science and Technology; Yan Zhang, Peking U.
1610 ▶️ JS: (OB, IM, GDO) Understanding the Dynamics of Cross-Cultural Interactions
3:00pm - 4:30pm WDW Dolphin Resort: Salon E2
Tweet this session: #AOM2013 1610
Chair: Sujin Jang, Harvard Business School
Discussant: Mary Yoko Brannen, U. of Victoria INSEAD
The Role of Cultural Metacognition in Applying and Updating Cultural Stereotypes | Shira Mor, Columbia Business School; Michael Morris, Columbia U.; Janis Najita, Columbia Business School
Cultural Code-switching in Emotional Expressions | Negin Toosi, Columbia Business School; Mary Anne Todgham, Tufts U.; Lauren Catalanico, Columbia U.; Nalini Ambady, Stanford U.
Essentialising Culture: Its Implications on Cross-Cultural Negotiation | Melody Manchi Chao, Hong Kong U. of Science and Technology; Donna Yao, Hong Kong U. of Science and Technology; Ho-Ying Fu, City U. of Hong Kong
Bringing Worlds Together: Cultural Brokerage in Multicultural Teams | Sujin Jang, Harvard Business School
Developing Multicultural Team Skills in a Global Leadership Lab | Joyce Osland, San Jose State U.

1611 ▶️ JS: (OB, MOC) Everything Seems Simpler from A Distance: The Relationship Between Leadership, Power and Distance
3:00pm - 4:30pm WDW Dolphin Resort: Asia 4
Organizers: Moran Anisman Razin, Bar Ilan U.; Ronit Kark, Bar Ilan U.
Discussant: John Antonakis, U. of Lausanne
The Tyranny of Normative Distance: Self-Uncertainty Promotes Support for Autocratic Leadership | David Rast, Claremont Graduate U.; Michael Hogg, Claremont Graduate U.; Steffen Robert Giessner, Erasmus U. Rotterdam
What Do People Desire in Their Leaders? The Role of Leadership Level on Trait Desirability | Austin Lee Nichols, Euromed Management; Catherine Cottrell, U. of Florida
The Social Distance Theory of Power | Joe Magee, New York U.; Pamela K Smith, U. of California, San Diego
The Good Life of the Powerful: How Power Enhances Subjective Well-being through Authenticity | Yona Kifer, Tel Aviv U.; Daniel Heller, Tel Aviv U.; Wei Qi Elaine Perunovic, U. of New Brunswick
‘What You See From Here, You Do Not See From There’: Leaders’ Enactment of Distance and Closeness | Moran Anisman Razin, Bar Ilan U.; Ronit Kark, Bar Ilan U.

1612 ▶️ JS: (OB, MOC) Explaining Employee Perceptions of HRM: Sensemaking, Framing and Co-creation by Providers and Users
3:00pm - 4:30pm WDW Dolphin Resort: Salon E1
Tweet this session: #AOM2013 1612
Chair: Jeroen Meijerink, U. of Twente; Kaifeng Jiang, Rutgers U.
Discussants: David P. Lepak, Rutgers U.; Jaap Pauwe, Tilburg U.
Not Merely Conduit: Theorizing on HRM-Performance Relations Using a Sensemaking/Sensegiving Lens. | Anne Keegan, U. of Amsterdam
Employee Perceptions of Global Talent Mobility Practices: A Framing Analysis. | Carole Tansley, Nottingham Trent U.; Susan Jane Kirk, Nottingham Trent U.
The Influence of Provider and Employee Capability Configurations on Employee Perceptions of HR Value | Jeroen Meijerink, U. of Twente; Marco Maatman, U. of Twente

1613 ▶️ JS: (OB, MOC) The Underexplored Side of the Creative Process Across Time
3:00pm - 4:30pm WDW Dolphin Resort: Salon V
Tweet this session: #AOM2013 1613
Organizer: Gamze Koseoglu, Georgia Tech
Chair: Gamze Koseoglu, Georgia Tech
Too Much Time, Too Little Time, or Just the Right Amount of Time to be Creative | Lucy L. Gilson, U. of Connecticut; Robert Litchfield, Washington and Jefferson College; Paul W Gilson, Eastern Connecticut State U.
Creativity in the Face of Constrained Time: How Teams Experience and Respond to Changes | Benjamin Herndon, Georgia Tech; Gamze Koseoglu, Georgia Tech; Christina E. Shelley, Georgia Institute of Technology
The Effect of Temporal Diversity on Conflict and Creativity in Teams | Bushra Ali Tobah, York U.; Mary J. Waller, York U.
Temporal Model of Creative Idea Implementation among Routine Workers | Pamela Tierney, Portland State U.; Fabio Massei, U. of Bologna

1614 ▶️ JS: (OB, SIM, CM) The Other Side of Justice: The Influence of Third Parties on Individuals’ Justice Experiences
3:00pm - 4:30pm WDW Dolphin Resort: Salon IV
Tweet this session: #AOM2013 1614
Chair: David X.H. Wo, U. of Central Florida
Discussant: Marshall Schminke, U. of Central Florida
Angry, Guilty, or Proud? The Effect of Coworkers’ Emotions on Fairness Perceptions | Annika Hllebrandt, Wilfrid Laurier U.; Laurie J. Barclay, Wilfrid Laurier U.
Restoring Fairness in the Workplace: Mangers As Modern-Day Robin Hoods | Russell Cropanzano, U. of Colorado, Boulder; Daniel Skarlicki, U. of British Columbia; Marion Fortin, U. of Toulouse I, Capitole; Thierry Nadiscis, EM Lyon

1615 ▶️ (Plenary) - (OCIS) OCIS Plenary Panel: Technology for Societal Change
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D
3:00pm - 4:30pm WDW Swan Resort; Swan 2

Chair: Younjin Yoo, Temple U.

Panelists: Estevé Almirall, ESADE Business School; Abhi Nemani, Code for America; Richard C Boly, Office of eDiplomacy, US Department of State; Garrett Melby, GoodCompany

1616 ▶ (Paper Session) - (ODC) Organizational Development and Change In Teams and Through Teams
Vignettes: Temporal Demands and Institutional Oscillation: Organizing Under Institutional Pluralism | Therese Dille, Norwegian School of Management; Jonas Söderblom, BI Norwegian Business School

3:00pm - 4:30pm WDW Coronado Springs Resort: Laredo 2

Chair: John Matthew Amis, U. of Memphis

Triggers and Trajectories: A Framework of Team Disruptions and Recovery | Deanna M. Kennedy, U. of Washington, Bothell; Amy Sommer, HEC Paris; Travis Maynard, Colorado State U.

3:00pm - 4:30pm WDW Coronado Springs Resort: Laredo 2

Chair: John Matthew Amis, U. of Memphis

Multiple Tensions and Organizational Ambidexterity: Case Study of Ahmedabad Municipal Corporation | Margie Parikh, BK School of Business Management; Deepthi Bhathnagar, Indian Institute of Management, Ahmedabad

Organizational agility: What it is, what it is not, and why it matters | Jagdip Singh, Case Western Reserve U.; Garima Sharma, Case Western Reserve U.; James Hill, Case Western Reserve U.; Andrew Schnackenberg, Case Western Reserve U.

Ambidextrous Firms: Managing Individual and Organizational Identities in the Quest for Performance | Nicole Alexandra Rosenkranz, Wharton School


1620 ▶ (Paper Session) - (OMT) CEO Board Dynamics
Vignettes: Ambidextrous Firms: Managing Individual and Organizational Identities in the Quest for Performance | Nicole Alexandra Rosenkranz, Wharton School

3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Asbury C

Chair: Michael C. Withers, Texas A&M U.

Board roles in private firms: the influence of information on board task performance | Jonas De Maere, U. of Antwerp; Ann Joerissen, U. of Antwerp; Gerwin van der Laan, Tilburg U.

Exploring Board Dynamics: Director Participation during Board Meetings | Gavin John Nicholson, Queensland U. of Technology; Amedeo Pugliese, Queensland U. of Technology; Pieter-Jan Bezemer, Queensland U. of Technology

Who will fit in? The impacts of outside CEO successors’ prior experience with board diversity | David H. Zhu, Arizona State U.; Wei Shen, Arizona State U.


Do Boards Think and Act Like Organization Theorists? Revisiting the Contingency Model of CEO Duality | Ryan Adam Krause, Texas Christian U.; Matthew Semadeni, Kelley School of Business / Indiana U.

1621 ▶ (Paper Session) - (OMT) New Organizational Forms: Modularity, Pluralism & Communities
Vignettes: Pluralistic Organizations in Management: One Phenomenon and Multiple Theoretical Developments | Luc Pierre Bres, HEC Montreal; Emmanuel Raufflet, HEC Montreal

3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Cape Cod A

Chair: Patrick Kenis, U. of Antwerp

Questioning the ‘capitalist firm’: Ten theses on the firm as a democratic institution (WITHDRAWN) | Anna Grandori, Bocconi U.

Group-level brokerage and the production of novelty: The role of intragroup knowledge conversion | Floor van den Born, VU U. Amsterdam

Entrepreneurship 2.0: Online Community Participation and Processes of Entrepreneurship | Christine Moser, VU U. Amsterdam; Peter Greenerwogen, VU U. Amsterdam; Ingrid Wakkee, VU U. Amsterdam

Organizations as communities: The rise and fall of community capital in Chinese firms | Yi Han, Peking U.; Jingjing Yao, GSM, Peking U.

Pluralistic Organizations in Management: One Phenomenon and Multiple Theoretical Developments | Luc Pierre Bres, HEC Montreal; Emmanuel Raufflet, HEC Montreal

Thematic orientation: □ Teaching | □ Practice | □ International | □ Program Theme | □ Research | □ Diversity | □ Best Paper
1622  #: (Paper Session) - (OMT) social construction of markets
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon III
Tweet this session: #AOM2013 1622
Chair: Lee Watkiss, Boston College
On the Dimensionality of Resource Spaces and Market Partitioning | Min Liu, Durham U.
Peripheral Vision in Financial Markets: How attention networks shape valuation | Matteo Prato, U. of Lugano; David Stark, Columbia U.
Close, But No Cigar: The Bimodal Rewards to Prize-Seeking | Gabriel Rosman, U. of California, Los Angeles; Olivier Schlke, U. of California, Los Angeles
Markets as Meta-Interpretive Systems | Paula Jarzabkowski, Cornell U.; Rebecca Bednarek, Aston Business School; Laure Cabantous, U. of Warwick; Michael Smets, Aston Business School

1623  #: (Paper Session) - (OMT) Power and resources
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon IV
Tweet this session: #AOM2013 1623
Chair: Robert Chapman Wood, San Jose State U.
Strategy, Choice, and Determinism, and Change in Organizational Task Environments: Empirical Evidence | Shamsud D Chowdhury, Dalhousie U.; Jerry Paul Sheppard, Simon Fraser U.
Is a powerful rival a right partner? | Yi-Ju Lo, Yuan Ze U.; Yanlong Zhang, GSM, Peking U.; Tung-Min Hung, CTBC Investment Co.
Is Contingent Reciprocity A Fourth Governance Mode Applicable To Market Entry And Operation? | Jean J Boddewyn, Baruch College
Money, Power, and Up or Out Decisions: Utilizing Theory to Predict Commercial Banking Determinations | Gary Wolbers, St. Ambrose U.

1624  #: (Paper Session) - (OMT) Deviance and Misconduct
3:00pm - 4:30pm WDW Yacht and Beach Club Resort: Grand Harbor Salon VI
Tweet this session: #AOM2013 1624
Chair: Donald A Palmer, U. of California, Davis
An Organizational Analysis of Performance Enhancing Drug Use in the 2010 Tour de France | Donald A Palmer, U. of California, Davis; Christopher B. Yenkey, U. of Chicago
Do Thugs Sell? An Investigation of the Relationship between Deviance and Stakeholder Response | Brian P. Soebering, LSU; Marvin Washington, U. of Alberta
Why Do Firms Take Part in Cartels? A Motivation-Opportunity-Choice Approach | Olivier Bertrand, SKEMA Business School; Fabrice Lumineau, Purdue U.; Evgenia Fedorova, St. Petersburg State U.
Organizational antecedents of workplace bullying and lack of employee commitment (WITHDRAWN) | Gavin P. M. Dick, U. of Kent, Canterbury
Getting to the Core of Matter: The Outsourcing Hazard in the Nuclear Industry | Alberto Hernansanz, IE Business School; Mikko Ketokivi, IE Business School

1625  #: (Paper Session) - (ONE) The Antecedents of the Environmental Performance in the Organizations
3:00pm - 4:30pm WDW Coronado Springs Resort: Coronado N
Tweet this session: #AOM2013 1625
Factors that influence the safety and environmental performance of the firms and the organizational sustainability | Perry Sadorsky, York U.
Effects of Prosocial Motivation on Environmental Innovation Non-Adoption Decisions by Businesses | Bari Bendell, Indiana U.
Organizational Antecedents of Sustainability: Lessons from Russia | Anna Grobecker, EBS Business School; Richard Germain, U. of Louisville
Organizational citizenship behaviors and environmental performance | Elisa de Resende Alt, Anglia Ruskin U.; Heiko Spitzke, FDC - Fundacao Dom Cabral
Factors that influence the safety and environmental performance of the fortune 500 companies | David Klossner, Case Western Reserve U.; Kalie Lyttinen, Case Western Reserve U.; James Gaskin, Brigham Young U.

1626  #: (Paper Session) - (PNP) Accountability and Performance in Education
3:00pm - 4:30pm WDW Coronado Springs Resort: Cancun
Tweet this session: #AOM2013 1626
Chair: Deborah A. Blackman, U. of Canberra
Personal-Level Accountability in Education: Conceptualization, Measurement and Validation | Zehava Rosenblatt, U. of Haifa
Students’ Evaluations and Selection - An Empirical Analysis of the German Excellence Initiative | Mira Fischer, U. of Cologne; Patrick Kampkootert, U. of Cologne

1627  #: (Paper Session) - (RM) Field and Observational Techniques
3:00pm - 4:30pm WDW Coronado Springs Resort: Yucatan 3
Tweet this session: #AOM2013 1627
Chair: Thomas Schumacher, U. of St. Gallen (HSG)
Questioning the Practice of Online Organizational Ethnography: A Systematic Review | Deniz Tuncalp, Istanbul Technical U.; Patrick Lam Le, HEC Paris
Research diary mapping: enhancing reflectivity in process research | Claire Aura Parmentier Cajaiba, U. of Nice
When shall we three meet again? - Learning Journey as Collaborative Organizational Research Method | Thomas Schumacher, U. of St. Gallen (HSG)
Validation of the committee scale translation method | Francis Xavier Goeddeke, Institute of Finance and Economics; Dolgormaa Jamyian, Institute of Finance and Economics; Enkhbold Chuluunbaatar, Institute of Finance and Economics; Uyanga Ganbaatar, Institute of Finance and Economics

1628  #: (Paper Session) - (SIM) Effects of Misconduct on Firm Performance
3:00pm - 4:30pm WDW Coronado Springs Resort: Coronado P
Tweet this session: #AOM2013 1628
Best Paper
Track C: Assessing business outcomes
Chair: Jared D. Harris, U. of Virginia
- Firm misconduct and rehab: Effects of corporate reintegration initiatives on sanction severity | Vijay Sampath, John Jay College of Criminal Justice - City U. of New York; Noushi Rahman, Pace U.; Naomi A Gardberg, Baruch College
- Signaling in the Aftermath of Wrongdoing: Investor Reactions to Turnover at the Top | K. Ashley Gangloff, Auburn U.; Brian L. Connelly, Auburn U.; Christopher Shook, Auburn U.
- Be fast or be right: The prioritization of urgency or accuracy during an ethical crisis | Shannon L. Rawski, U. of Arkansas; Vikas Anand, U. of Arkansas; Iris Reyachv, Ariel U.; Poornima Gupta, Fortune Institute of International Business

Track B: Managing social issues
Chair: Mika Skippard, Jyväskylä U.
- Crisis situations and role of strategic CSR in decision-making | Richard E Wokutch, Virginia Tech; Manisha Singal, Virginia Tech; Yaniv Poria, Ben-Gurion U. of the Negev; MichelleHong, Virginia Tech
- Political ideology, CSR Mindset, and CSR Strategy: A Contingent Perspective | Fuming Jiang, Curtin U.; Tatiana Zalan, U. of South Australia; Herman H. M. Tse, Griffith U.
- Pushing Beyond Capitalism: Collaborative Relationships Embedded in Buyer-Seller Contexts | Donald P Addison II, Case Western Reserve U., Weatherhead School of Management

Track A: Theorizing social issues in management
- Organizational Control | Ethical Behavior | Shareholder Resolutions and Corporate Interlocks: An Empirical Test of Network Effects | Johanne Grosvold, U. of Bath; Stefan Hoejmoose, U. of Bath; Kathleen Rehebein, Marquette U.

Track C: Assessing business outcomes (Paper Session) - (SIM)

Session Details – Tuesday, 2:00 - 4:00 PM

Track C: Assessing business outcomes
Chair: Jared D. Harris, U. of Virginia
- Firm misconduct and rehab: Effects of corporate reintegration initiatives on sanction severity | Vijay Sampath, John Jay College of Criminal Justice - City U. of New York; Noushi Rahman, Pace U.; Naomi A Gardberg, Baruch College
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Track B: Managing social issues
Chair: Mika Skippard, Jyväskylä U.
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- Pushing Beyond Capitalism: Collaborative Relationships Embedded in Buyer-Seller Contexts | Donald P Addison II, Case Western Reserve U., Weatherhead School of Management

Track C: Assessing business outcomes (Paper Session) - (SIM)

Session Details – Tuesday, 2:00 - 4:00 PM
Enacting paradoxical tensions over time: A longitudinal study of a global social enterprise | Wendy K. Smith, U. of Delaware; Marya Hill-Popper Besharov, Cornell U.

**1634** (TIM) Industry and Resources
3:00pm - 4:30pm WDW Swan Resort: Egret
Tweet this session: #AOM2013 1634
Chair: John Clarry, Rutgers U.

- Meta-Analysis on the Role of Material Resources in Project-Level Innovation | Matthias Weiss, LMU Munich; Michael Glibert, U. of Lugano
- Exploration during Development: The Effects of Opportunism and Resource Dependence on Innovation | Craig Randall, Florida Gulf Coast U.; Linda F. Edelman, Bentley U.; Robert D. Galliers, Bentley U.
- Resource Constraints, Alliance Portfolio Diversity and Innovative Performance | Tim de Leeuw, Eindhoven U. of Technology; Ksenia Podonyitsyna, Eindhoven U. of Technology; Boris Lokshin, Maastricht U.

**1635** (TIM) Overall Firm Strategies and Performance
3:00pm - 4:30pm WDW Swan Resort: Macaw 1
Tweet this session: #AOM2013 1635
Chair: Shivaram Devarakonda, Purdue U., West Lafayette

- How Important is Industry-Specific Managerial Experience for Innovative Firm Performance? | Benjamin Balsmeier, KU Leuven; Dirk Czarnitzki, KU Leuven
- Modular Design and Option Value: The Impact of System Architecture on Developer Productivity | Alan MacCormack, Harvard Business School; Dan Sturtevant, Massachusetts Institute of Technology
- Do Recent and Bygone Experience Differ on Synergistic Outcomes?: The Role of Network Structure | Yonghwan Lee, Seoul National U.

**1636** (TIM) Manager and Executive Leadership
3:00pm - 4:30pm WDW Swan Resort: Osprey 1
Tweet this session: #AOM2013 1636
Chair: Sanjay R. Sisodiya, U. of Idaho

- Collective Spirit or Tone from the Top? Culture and Executive Leadership as Drivers of Innovation | Ruth Maria Stock, Technische U. Darmstadt; Nils Lennart Schnarr, Technische U. Darmstadt; Florian Totzauer, Technische U. Darmstadt
- Non-Linear Relationships of Executives’ Strategic Actions on Innovation and New Product Performance | Nicolas Zacharias, Technische U. Darmstadt; Ruth Maria Stock, Technische U. Darmstadt; Subin Im, Yonsei U.
- Exploring the impact of traditionalism on modern work values and the mediating of manager leadership | Quey-Jen Yeh, National Cheng Kung U.; Tai-Ping Chang, National Kaohsiung First U. of Science & Technology

**1637** (TIM) The Expansion of Knowledge Access
3:00pm - 4:30pm WDW Swan Resort: Swan 10
Tweet this session: #AOM2013 1637
Chair: Valentina Tartari, Copenhagen Business School
- Consumers’ experience with information on the Internet: Price elasticity and value appropriation | Nelson Granados, Pepperdine U.; Ana Cristina O Siqueira, Duquesne U.
- The Classification and Geographical Distribution of General Purpose Technologies (GPTs) | Ranfeng Qiu, California State U. San Bernardino
- History as a Predictor: An Empirical Examination of Impact of Knowledge | Srikanth Paruchuri, Pennsylvania State U.; Martin C. Goossen, HEC Paris

**1638** (TIM) Are we moving the needle? Measuring impact in entrepreneurship education
3:00pm - 4:30pm WDW Swan Resort: Swan 9
Tweet this session: #AOM2013 1638
Moderator: Norris F. Krueger, Entrepreneurship Northwest
Discussants: Dianne HB Welsh, U. of North Carolina, Greensboro; Sabine Mueller, Aarhus U.; Marine Falize, Louvain School of Management
Participants: Aard J Groen, U. of Twente; Jeroen Kraaijenbrink, U. of Twente; Gabi Kaffka, U. of Twente; Franziska Guenzel, Aarhus U.; Peter A. Koen, Stevens Institute of Technology; Lesley Hayes, Athabasca U.; Martin Lackeus, Chalmers U. of Technology; Paula Kyrö, Aalto U.; Karen Williams Middleton, Chalmers U. of Technology

**1639** (TIM, BPS) Entry, Timing, Scale and Performance in Emerging Industries
3:00pm - 4:30pm WDW Swan Resort: Sandpiper
Tweet this session: #AOM2013 1639
Perfect Timing? Dominant Category and the Window of Opportunity for Firm Entry | Fernando Suarez, Boston U.; Stine Grodal, Boston U.; Aleksios Gotsopoulos, IE Business School
Pre-entry or Pre-investment Experience? The Role of Firm Capability Reconfigurations | Mahka Moeen, U. of South Carolina
Managing Technological Transitions: The Importance of Disengaging From the Old | Susan L. Cohen, U. of North Carolina; Mary Tripsas, Boston College
Entry Scale of New and Experienced Firms: Evidence from Renewable Energy Markets | Kira Fabrizio, Boston U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Tuesday 5:00PM

1640: (AAA) AOM Farewell Gathering
5:00pm - 7:00pm WDW Yacht and Beach Club Resort: Ariel's
Tweet this session: #AOM2013 1640
FARE QUOTES AND TICKETS

Online service fee - $9*
http://www.atcmeetings.com/aom

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REGISTRATION
DATE Friday, August 9, 7:30am-5pm
       Saturday-Tuesday, August 10-13, 8am-5pm
LOCATION WDW Dolphin Resort, Atlantic Hall B & C

EXHIBITS
DATE Saturday-Monday, August 10-12, 8am-5pm
LOCATION WDW Dolphin Resort, Atlantic Hall B & C

PLACEMENT
DATE Friday, August 9, 12pm-5pm
       Saturday-Monday, August 10-12, 8am-5pm
       Tuesday, August 13, 8am-12pm
LOCATION WDW Coronado Springs Resort, South Registration

NEW MEMBER ORIENTATION:
FRIDAY SESSION
DATE Friday, August 9, 5:30pm-7:30pm
LOCATION WDW Dolphin Resort, Salon IV & V

NEW MEMBER ORIENTATION:
SATURDAY SESSION
DATE Saturday, August 10, 5:30pm-7:30pm
LOCATION WDW Dolphin Resort, Salon IV & V

ACADEMY OF MANAGEMENT
PRESIDENTIAL ADDRESS AND
AWARDS CEREMONY
DATE Sunday, August 11, 9am-11am
LOCATION WDW Dolphin Resort, Pacific Hall B & C

ALL-Academy Reception
DATE Sunday, August 11, 6pm-8pm
LOCATION WDW Dolphin Resort, Pacific Hall B & C

SPECIAL THANKS

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