Digital communication technology has increased the number and diversity of people who can potentially join and influence our conversations. Digital technologies have enabled our words to be ported in an instant, to and from audiences of unknown location and size. Digital technologies have enabled many more people of varying levels of authority to contribute to and shape conversations they hear or see.

Digital technologies have increased the speed with which our own and others’ words can be received and sent and potentially modified in the process.
Global Recruitment

The School of Economics and Management, Tongji University (Tongji SEM), a top business school in Shanghai, is recruiting full-time professors, associate professors and assistant professors in areas of Innovation Management, Marketing, Accounting, Economics, Finance, Industrial Economics, HR Management and Strategic Management.

Please send your CV (with three recommendation contacts), statement of teaching and research to: semhr@tongji.edu.cn

Website: sem.tongji.edu.cn
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Welcome to the 74th Annual Meeting of the Academy of Management

On behalf of the thousands of AOM members and staff who have worked diligently and effectively to organize the 2014 program, we welcome you to Philadelphia for the 74th 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 with each other
- share our research experiences
- exchange teaching resources
- discuss the implications of our work for practice
- create and renew friendships
- develop our professional skills and contacts.

Our Theme for 2014, “The Power of Words,” encourages us to consider the effect of words – our own and others’ words – on individuals, teams, organizations, nations, and even global systems. What and how words are communicated determine the results they effect. Leaders and those aspiring to become (or remain) leaders have therefore long understood the need to manage communication style as well as substance. Over time as new digital (Internet-based) technologies have become available, what and how people say things has grown more important and thus more challenging. This is because new digital technologies enable words (sometimes without the original communicator’s awareness) to be ported, in an instant, to and from potentially broad audiences in unknown locations. Understanding the effect of words and their portability is therefore a critical task facing managers as well as management scholars.

The issues raised by our theme are of theoretical, empirical, and practical importance across the full range of Academy divisions, interest groups, and stakeholders in scholarly enterprise.

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 second Teaching and Learning Conference (back by popular demand from its inaugural offering a year ago): TLC@AOM is an Academy-wide teaching conference in response to the growing teaching related-needs of AOM members around the globe.
- Monday - Tuesday: The scholarly programs comprised of symposia and paper sessions.

We invite you to the following exciting events, which are free and open to all registrants:

**Academy of Management Presidential Address and Awards Ceremony**
Sunday, August 3rd at 8:30 am – 11:00 am in the Pennsylvania Convention Center Grand Ballroom AB

- Enjoy coffee and pastries
- 2014 Program Chair’s Introduction of this Year’s Meeting Theme
- 2015 Program Chair’s Announcement of Next year’s (2015) Meeting Theme
- Awards Ceremony
- Presidential Address
All-Academy Reception  
Sunday, August 3rd at 6:00 pm – 8:00 pm in the Pennsylvania Convention Center Grand Ballroom AB

The Annual Meeting celebrates the work of all who participate in it. The 2014 Call for Submissions elicited 6268 paper submissions, 370 unique symposium submissions, and 626 Professional Development Workshops proposals. Our records indicate that 5900 volunteer reviewers provided the effort to evaluate these submissions. We thank all of you for helping us create the final program, which involves nearly 9500 individual participants.

We hope that you enjoy your time and experiences in Philadelphia, a city where the power of words was demonstrated on July 4, 1776, when the U.S. Declaration of Independence was signed. Today, many cultural traditions, culinary joys, museums, arts, scientific inquiries, and businesses thrive in Philadelphia. Thank you for all our valuable discussions about research, teaching, and practice during both the formally scheduled sessions and informal, spontaneous conversations. To enable discussions, this year’s Academy features more seating areas in the conference hotels and conference center. We look forward to connecting and learning from all of you in Philadelphia.

Debra L. Shapiro and Anita M. McGahan  
2014 Program Chair and PDW Chair
74th Annual Meeting of the Academy of Management
All-Academy Theme Program
Sunday, August 3, 2014
Pennsylvania Convention Center
Philadelphia, Pennsylvania

All-Academy Theme Committee

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<tr>
<th>Name</th>
<th>University</th>
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<tbody>
<tr>
<td>Elena Antonacopoulou</td>
<td>UNIVERSITY OF LIVERPOOL</td>
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<tr>
<td>Mary Ann Glynn</td>
<td>BOSTON COLLEGE</td>
</tr>
<tr>
<td>David Hofmann</td>
<td>UNIVERSITY OF NORTH CAROLINA</td>
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<tr>
<td>Karen (Etty) Jehn</td>
<td>MELBOURNE UNIVERSITY</td>
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<tr>
<td>Michael Lounsbury</td>
<td>UNIVERSITY OF ALBERTA</td>
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<tr>
<td>Sunil Mithas</td>
<td>UNIVERSITY OF MARYLAND</td>
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<tr>
<td>Mike Peng</td>
<td>UNIVERSITY OF TEXAS-DALLAS</td>
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<tr>
<td>Katherine Phillips</td>
<td>COLUMBIA UNIVERSITY</td>
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<tr>
<td>Linda Putnam</td>
<td>UNIVERSITY OF CALIFORNIA—SANTA BARBERA</td>
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<tr>
<td>Tony Simons</td>
<td>CORNELL UNIVERSITY</td>
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<tr>
<td>Mary Waller</td>
<td>YORK UNIVERSITY</td>
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<tr>
<td>Joanne Yates</td>
<td>MASSACHUSETTS INSTITUTE OF TECHNOLOGY</td>
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<tr>
<td>Yan (Anthea) Zhang</td>
<td>RICE UNIVERSITY</td>
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Debra L. Shapiro, Ph.D.
University of Maryland
Vice-President & Program Chair
All-Academy Theme Chair
Academy of Management

Our Theme for 2014, “The Power of Words,” encourages us to consider the effect of words -- our own and others’ words -- on individuals, teams, organizations, nations, and even global systems. What and how words are communicated determine the results they effect. Leaders and those aspiring to become (or remain) leaders have therefore long understood the need to manage communication style as well as substance. Over time as new digital (Internet-based) technologies have become available, what and how people say things has grown more important and thus more challenging. This is because new digital technologies enable words (sometimes without the original communicator’s awareness) to be ported, in an instant, to and from potentially broad audiences in unknown locations. Understanding the effect of words and their portability is therefore a critical task facing managers as well as management scholars. The All-Academy Theme-related PDWs and symposia-- at all levels of analysis—promise to heighten understanding about the many forms of words in organizations, the ways in which they facilitate or hinder the outcomes that various organizational stakeholders seek, and thus also, the actions that may help organizational stakeholders leverage the power in words to bring about positive changes!

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<tr>
<th>ROOM 103 A</th>
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<tr>
<td><strong>TRACK:</strong></td>
<td>The Power of Leaders’ Words to Motivate Performance</td>
<td>606: More than Words: Interpersonal Skills and Effective Leadership</td>
<td>658: Behavioral Integrity – Perceived Word-Action Alignment – as a Driver of the Power of Words</td>
<td>722: Positive and Negative Effects of the Power of Words: Using Sport as a Lens</td>
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Section A
# 74th Annual Meeting of the Academy of Management

## All-Academy Theme Program

### ROOM 114 Auditorium

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>11:15am - 1:15pm</td>
<td>Professional Development Workshops</td>
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<tr>
<td></td>
<td>560: Out of the Ivory Tower and into the World: A Thought Leader Panel on</td>
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<td>Boundaryless Conversations</td>
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<tr>
<td>1:30pm - 3:30pm</td>
<td>633: The Book is Dead, Long Live the Book: The Future of Management Book Publishing</td>
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### ROOM 118 A

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<th>Time</th>
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<tr>
<td>11:15am - 12:45pm</td>
<td>TRACK: The Power of Words that are “Hot” and in Social Media</td>
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<tr>
<td></td>
<td>561: Hot Words and the Politics of Language</td>
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<tr>
<td>1:00pm - 2:30pm</td>
<td>607: The Power of Words in Capital Markets</td>
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<tr>
<td>2:45pm - 4:15pm</td>
<td>659: The Power of Words and the Words of the Powerful</td>
</tr>
<tr>
<td>4:30pm - 6:00pm</td>
<td>748: Corporations, Citizenship and Digital Technologies: New Media, Metaphors and Organizational Forms</td>
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### ROOM 119 A

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<th>Time</th>
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<tr>
<td>11:15am - 12:45pm</td>
<td>TRACK: The Power of Words to Create Organizational Change</td>
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<td>562: The Potential Power of Words to Achieve Congruence Between University Athletics &amp; University Mission</td>
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<td>608: What Gives Power to Words? A Multi-disciplinary Conversation on Social Change</td>
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<td>1:00pm - 2:30pm</td>
<td>660: How to Do Things with Words: Connecting Words to Actions in Organizations</td>
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<td>2:45pm - 4:15pm</td>
<td>723: Leveraging the Power of Words in Governance Systems</td>
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<td>4:30pm - 6:00pm</td>
<td>724: The Power of Writing in Knowledge Sharing and Collective Production of Meaning</td>
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<tr>
<td>11:15am - 12:45pm</td>
<td>TRACK: The Power of Words for Organizing</td>
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<td>581: What’s in a Word? The Power of Articulating Values to Develop Values-Driven, Virtuous Organization</td>
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<td>609: Expanding the Vocabulary of Organizing: Design in Social-Organizational Life</td>
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<td>1:00pm - 2:30pm</td>
<td>661: What are We Talking About? Words, Meanings, and Organizing</td>
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<td>2:45pm - 4:15pm</td>
<td>724: The Power of Writing in Knowledge Sharing and Collective Production of Meaning</td>
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<td>11:15am - 1:15pm</td>
<td>Professional Development Workshops</td>
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<td>563: Storytelling and the Wisdom of words in Management: An African Perspective</td>
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<td>1:30pm - 3:30pm</td>
<td>634: The Power of Words in 140 Characters or Less</td>
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<td>11:15am - 2:15pm</td>
<td>Professional Development Workshops</td>
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<td>564: The Language of Inclusion (and Exclusion) at the Academy of Management: An Interactive Workshop on the Power of Words</td>
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<td>651: Empowering Words: Achieving High Quality Writing in Management and Organizational Studies</td>
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<td>11:15am - 2:15pm</td>
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<td>565: Theory as Empowering Words: Enhancing Transformative Learning in Management Education</td>
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<td>652: In Search of Sustainability Metaphors: The Power of Words to Mobilize Collective Action</td>
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<td>624: Narrative Approaches to Learning and Development in Organizations</td>
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<td>1:00pm - 2:30pm</td>
<td>665: The Reflective Power of Words—Capturing Upper Echelons’ Cognition Through Their Verbal Communication</td>
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<tr>
<td>2:45pm - 4:15pm</td>
<td>741: The Melting of All That’s Solid: Dialogue, Process Theory and Practice</td>
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### 74th Annual Meeting of the Academy of Management

#### All-Academy Theme Program

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<td><strong>TRACK:</strong></td>
<td>570: Teaching Careers: From Publishing to People</td>
<td>630: The Power of Words we RARELY Use: Dignity, Rights and Responsibility</td>
<td>668: Critical Perspectives on Authentic Leadership</td>
<td>728: Business Model Innovation, And Its Consequences: The New Uses And Effects of Words</td>
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<tr>
<td><strong>TRACK:</strong></td>
<td>566: Opportunities and Challenges for Integrating Universal Ideas and Indigenous Ones</td>
<td>610: How Words Matter for Understanding Individuals Crossing Borders and Engaging in Entrepreneurship</td>
<td>675: Complexity and Nuance in Communication in Global Organizations</td>
<td>737: National Culture and Leadership: Implications from the GLOBE CEO Leadership Study</td>
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Academy Program Highlights

ASIA ACADEMY OF MANAGEMENT  (AAM)

The Asia Academy of Management is sponsoring several interesting PDWs for Asian management researchers. All our sponsored PDWs will be held at Pennsylvania Convention Center.

The program starts with two PDWs in the morning of August 1. One PDW on Guanxi/Social Network and Impacts in Varieties of Organizational Forms, Program #16, is scheduled at 8:00 am – 10:30 am at Room 102B. This PDW highlights the latest research findings related to Guanxi/social network. Five teams will present their research insights obtained from direct observations and in-depth field studies. The PDW attempts to synthesize Guanxi/social network in varieties of organizational forms and stimulate innovative theoretical development.

Another PDW on Gender Education in South Asia’s Afghanistan and Pakistan, Program #17, is scheduled at 8:00 am – 11:00 am at Room 203B. This session provides a forum for the participants to discuss education trends and management practices in these two South Asian countries. It covers various issues including education development strategy, gender inequality, empowerment of female entrepreneurs, emotional intelligence, and leadership. The session should be of particular interest to researchers of South Asian cultures and countries.

In the afternoon of August 1, there is another PDW on Latest Developments in Personal Values Research in the Chinese Context, Program #153, scheduled at 4:15 pm – 6:45 pm at Room 112B. The session assembles seven interesting papers related to the latest development of research on personal values in China. These papers explore how personal values are related to major workplace issues such as leadership, moral decision-making, helping behavior, and voice. Through the interactions between the presenters and the audience, this PDW aims to advance our understanding of the importance of personal values in the Chinese workplace.

The program will close on August 2 with a PDW on Contemporary Issues on the Japanese Management: Changes and Challenges in the Age of Globalization, Program #194, scheduled at 8:00 am – 10:00 am at Room 118B. This PDW presents four specific challenges that the Japanese business firms engage as with their intricate characteristics and distinctive styles of management under the current trend of globalization. It also aims to explore future directions for conducting research on Japanese management. This PDW is held with the support from Academic Association for Organizational Science, Japan (Soshiki Gakkai) and the Asia Academy of Management.

We hope to see you there!

BUSINESS POLICY AND STRATEGY (BPS)

Irwin Outstanding Educator Award: Myles Shaver
Sun, Aug 3, 6:00-8:00 pm, Sheraton: Philadelphia North

This year’s Irwin Award recipient is Professor J. Myles Shaver, Pond Family Chair in the Teaching and Advancement of Free Enterprise Principles at the Carlson School of Management. Myles is Associate Editor of Global Strategy Journal and Management Science and serves on editorial boards of four journals including Journal of International Business Education.

This Award recognizes Professor Shaver’s deep commitment to MBA and Executive teaching. He has received numerous teaching awards from both audiences. In support of this award, one Dean wrote, “Myles is my gold standard for business school professors. He provides a depth and clarity of thought in the classroom that is unmatched, [and has] an ability to create engagement with students that brings the classroom experience to life.” Myles received the Ross School of Business Distinguished PhD Alumni Award in 2010. Poets and Quants included him among the “World’s 50 Best Business School Professors.”

Join us to hear from colleagues, ex-students and Myles himself. Stay for the post-ceremony wine/cheese reception and congratulate him personally!

BPS Plenary Session: Strategy at Crossroads: What Ideas Matter?
Academy Program Highlights

This BPS plenary session brings together thought leaders in business policy and strategy in a moderated panel discussion format. The panelists will provide perspectives on (a) ideas and research questions that are important and interesting, and (b) current trends related to the balance between theoretical/disciplinary views, methodologies, and phenomena related to business policy and strategy research. The free-flowing format will provide ample opportunities for panelists to respond to each other, and engage with the audience during an extended Q&A period.

Wiley Dissertation Award Finalists

Mon, Aug 4, 1:15-2:45 pm, Sheraton: Philadelphia South
Chair: Christoph Zott, IESE Business School

This session showcases 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.

BPS Program Tracks: Mon, Aug 12 and Tue, Aug 13
- Alliances and Networks
  Haibin Yang, City U. of Hong Kong
  Sheraton: Parlor A, Salon 5, Independence A & B
- Competitive Heterogeneity
  Thomas Klueter, IESE Business School
  Sheraton: Salon 2&4
- Corporate Governance
- Firm Boundaries and Corporate Strategy
  Olivier Chatain, The Wharton School, U. of Pennsylvania
  Sheraton: Salon 2&3
- Industry Dynamics
  PK Toh, Carlson School of Management, U. of Minnesota
  Sheraton: Seminar C, Logan’s 1&2
- Innovation and Strategic Renewal
  Tony Tong, U. of Colorado Boulder
  Sheraton: Independence , Seminar C
- Strategy Process and Change
  Ram Ranganathan, McCombs School of Business, U. of Texas at Austin
  Sheraton: Salon 2&5, Parlor A

CAREERS (CAR)

The Careers Division wants to meet you in Philadelphia for a great program! Philadelphia is known as the city with all the amenities of a metropolis and the charm of a small town. 2014 CAR Division’s program will bring the same Philly spirit: our sessions address exciting and innovative issues on careers presented and discussed in our friendly and inclusive climate.

Our program begins with an assortment of Professional Development Workshops intended to help AOM members succeed at any stage of their careers. Our PDWs address topics like publishing advice, navigating global careers, writing impactful research, and negotiating career transitions. We also invite doctoral students to register for our invigorating Doctoral Consortium! Finally, we celebrate the PDW program with a Social Event Saturday night from 6:00 to 8:00 pm at the acclaimed Pennsylvania 6, one of the best restaurants in Philadelphia, just around the corner from the conference venues.
Next, the CAR Division program offers new insights on career development for academic members and practitioners, in the form of symposia, plenary and session papers related to all career stages, work-life integration, as well as methods and tools for career development. A highlight of CAR Division program is our Plenary Session. During the plenary, our distinguished speakers will share and discuss their experience on work and life integration. Come, listen and talk to our distinguished panelists: Donna Hrinak (CEO at Boeing and former USA Ambassador), and renowned scholars Douglas (Tim) Hall, Gary Powell and Lotte Bailyn. Donna Hrinak will share her experiences in integrating her professional, family, and personal lives. Professors Tim Hall, Gary Powell, and Lotte Bailyn will comment on Donna’s presentation from an academic perspective, including personal insights of their own.

Executive and Academic Insights on Work-Life Integration -Work-Life Integration Insights
Panelist: Donna Hrinak; Boeing Company;
Panelist: Douglas T. Hall; Boston U.;
Panelist: Gary N. Powell; U. of Connecticut;
Panelist: Lotte Bailyn; Massachusetts Institute of Technology;
Chair: Tania Casado; U. de São Paulo;
Chair: Kimberly Eddleston; Northeastern U.;

Stay with us after the Plenary Session for another highlight: the Everett Cherrington Hughes Award Social, with keynote speaker John Van Maanen (MIT), 2013 Everett Hughes Award recipient. The Hughes award is the Careers Division’s premier award and recognizes scholarship which has made a significant contribution to the task of linking careers theory with the broader field of organization studies.

Everett Cherrington Hughes Award Social - John Van Maanen
Monday, Aug 4 2014 3:00PM - 4:30PM at Philadelphia Marriott Downtown - Grand Ballroom Salon A
Distinguished Speaker: John Van Maanen; Massachusetts Institute of Technology

CONFLICT MANAGEMENT (CM)

New, different and exciting! Junior faculty are invited to our new look PDW, Finding Value in Academic Life: A PDW for Junior Faculty. This PDW, organized by Nate Pettit and chaired by Matt Cronin, was tailor-made to address the tensions that junior faculty experience as they strive to balance the competing demands of their first faculty jobs ..... demands that make it easy to forget the passion and vision that brought them to this career in the first place, and that is too easily lost in the routines of daily work lives. This PDW encourages junior faculty to step back and take stock of what brings fulfillment in this job (and what does not), to learn about and draw from the experiences and career paths of an esteemed set of panelists, and to use this knowledge to take steps (and risks) toward a career that maximizes one’s personal and professional satisfaction. Starting at 8.30 am on Saturday, 2 August, let this 4-hour PDW help you recapture your vision and develop strategies to keep it alive!

Join us 9.45 am on Monday 4th for our first Showcase Symposium, Trust development and repair in organizations. Organized Emma Levine and Derek Harmon, this symposium solves important puzzles in existing trust research, points to promising directions for future study, and provides prescriptive advice for how to build and restore trust in organizations. Trust is essential to organizations and interpersonal relationships. Developing and sustaining trust improves leadership effectiveness, fosters cooperation, and reduces transaction costs. The four papers provide novel insights on the antecedents of trust. Jointly, they
investigate how individuals make trusting decisions when they have conflicting information about others’ trustworthiness, they uncover new dimensions that influence trust repair, and they explore how trust can be strengthened over time.

Take a break for lunch or coffee, and come back at 1.15 pm to hear two award winning papers in one session, About Time: The Dynamic Nature of Conflict. Back-to-back, you can hear about The Directness and Oppositional Intensity of Conflict Expression (Winner of the CM Division’s Best Theoretical or Empirical Paper Award) and about Conflict in the Kitchen: Temporal Diversity and Temporal Disagreements in Chefs Teams (Winner of the CM Division’s Best Theoretical or Empirical Paper Award). Be sure to also check in on our other award-winning papers, The Effects of Lying on the Relationship Between Voice and Self-Perceived Status (Winner of CM Division Best Student Paper Award, Monday 3.00 pm) and Daily experiences of justice: A within-person, dynamic, and event-based perspective (Winner of CM Division Best Paper Award - New Directions, Monday, 9.45 am).

CRITICAL MANAGEMENT STUDIES (CMS)

This year the CMS Division has an engaging and provocative program of paper sessions, symposia and PDWs, with all of the Division’s activities held in the Pennsylvania Convention Center (PCC). Our annual events include two socials for old friends and new, especially anyone curious about the Division, that are likely to be lively and friendly as usual. On Saturday, please come along to the “Welcome and PDW Program Social”, 6.30-8.00pm, sponsored by Durham University Business School, UK (#486); and on Monday we hope you can join us for our “Main Program Social”, 6.30-8.30pm (#1402), sponsored by University of Birmingham, UK.

The program starts with a number of PDWs focused on the 2014 theme The Power of Words, such as “Power in Dialogue” (#95, Friday 11.45-1.15pm, PCC 203 A), “United We Speak” (#204, Saturday 8.00-10.00am, PCC 111A), and “The Linearity of Words and Oppressions of Linearity” (#282, Saturday 10.15-1145am, PCC 102A), all bringing together leading scholars from a variety of divisions such as CMS, IM, and OMT. The Division also continues its support for emerging scholars through the annual “Doctoral and New Scholar Consortium”, sponsored by University of Portsmouth, UK (#21, Friday 8.00 am, PCC 203 A).

Within the main program we are pleased to present the CMS keynote (#654, Sunday 2.30-4.00pm, PCC 115a), which takes the form of a panel discussion involving distinguished critical scholars Marta Calas, Linda Smircich and Gibson Burrell. The panel will speak to the title “Metamorphoses: Paradigms and Since” and will engage the audience in a ‘futurolgical conversation on the changing shape of organizational theorizing’ that explores ‘the rise of the monstrous and the end of the taken-for-granted’. As well as being widely known for their contributions to paradigms debate, our speakers share a commitment to examining inequalities and asymmetries of power in organizations, issues which are at the core of the CMS Division remit.

We also encourage you to attend the Division Showcase Symposium “What’s a Corporate Elite To Do? Past, Present and Future of Executive Involvement in Public Affairs” (#1093, Monday 11.30-1.00pm, PCC 124). This timely event will be moderated by Academy President Elect Paul Adler, who convenes a panel (Richard Marens, Nien-he Shieh, and Mark Mizruchi) to examine the counter-intuitive arguments presented in Mark’s recent book The Fracturing of the American Corporate Elite. Mark’s argument that corporate leaders can and should play a more prominent role in public life is controversial at any moment in time, but is especially so now when public trust in is so low and competence so questionable. This groundbreaking book will frame the debate for some time to come. Those interested in developing critical perspectives on ethics, leadership, and organizations in society will find much of interest in the issues raised.

DIVERSITY AND INCLUSION THEME COMMITTEE (D&ITC)

We have several interesting sessions this year that address inclusion in the AOM in various
ways. Here are three general sessions to consider:

**Diversity and Inclusion in the Academy: A Town Hall Meeting and Connections Cafe**
Saturday, August 1, 2:00-4:00pm and 4:15-5:45pm, Loews Philadelphia Hotel Commonwealth B

Please join us as we build on past years’ efforts to make the AOM more welcoming and inclusive to its members. At the highly interactive Town Hall session, the D&ITC leadership will share progress since last year’s Town Hall. 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. Your input will allow us to work toward developing guidelines and tools for diversity and inclusion practices in AOM. Following the Town Hall, you are invited to connect with other members at our Connections Café social mixer.

**The Language of Inclusion (and Exclusion) at the AOM: An Interactive Workshop on the Power of Words**
Sunday, August 2, 11:15am–2:15pm, Pennsylvania Convention Center Room 120 B

This session builds on the mission of AOM’s Diversity and Inclusion Theme Committee to provide learning and outreach opportunities across the Academy that foster a more diverse and inclusive Academy in which all members are involved in, and contribute to, its growth and success. In line with the conference theme, “The Power of Words,” the goal of this session is to create an interactive dialogue to foster understanding of the ways in which language and its usage can create inclusion or exclusion. The structure of the session brings together members of the DITC and three additional panelists to share personal experiences and perspectives regarding the power of language to create experiences of inclusion or exclusion in the Academy of Management. The panelists bring content expertise to the session as well as their experiences in fostering inclusion or mitigating exclusion. Learning during the highly interactive workshop will be structured on three levels. At the individual level, participants will consider the connections between language and identity and how language in relation to self can support or detract from inclusion. At the interpersonal level, the focus will be on the role of words and language in processes of inclusion and exclusion premised on labeling, classifying, and co-cultural exchanges (communication between non-dominant and dominant groups). Finally, at the organizational level, the discussion will center on how words and language become normative or institutionalized as well as on the challenges of displacing these taken-for-granted practices and the possibilities for fostering inclusion.

**Late Night at the Academy**
Sunday, August 2, 10:00-11:30pm, Loews Philadelphia Hotel Regency Ballroom A

Join us live at studio WAOM with host Dr. Q (Quinetta Roberson) as we celebrate brotherly (and sisterly) love. This fun, interactive social event will engage the audience with the invited guests (academicians, practitioners, poets and musicians) as we explore the power of words, the Philly lexicon, music, comedy, and games. There will also be a special tribute to Nelson Mandela for his contributions to shaping the thinking relative to diversity and inclusion.

**ENTREPRENEURSHIP (ENT)**

This year’s program theme of “The Power of Words” has generated a great variety of high quality PDWs, Symposia and Papers sessions that have a range of interest not only for the Entrepreneurship Division members, but for whoever is interested in the area of entrepreneurship. Come join ENT for inspiring conference sessions. We would like to highlight more particularly:

Friday, August 1, 2014 –11:15 AM – 1:15 PM at Sheraton Philadelphia Downtown Hotel in Independence B

Presenter: Johan Wiklund; Syracuse U.;  
Presenter: Holger Patzelt; Technical U. München;  
Presenter: Roy Thurik; Erasmus U. Rotterdam;
This PDW advocates a clinical approach in general and a focus on psychological disorders as a means of developing entrepreneurship theory more specifically. With very few exceptions, psychological research in entrepreneurship has focused on the positives of entrepreneurs, irrespectively of theories applied, concepts used and phenomena studied. Theorizing and findings related to the motivation, action, and success of entrepreneurs tend to overlap with theorizing and findings related to the motivation, action and success of people in other walks of life. In this sense, entrepreneurship provides a context for general psychological theory rather than an arena for developing unique entrepreneurial psychological theory. An alternative route for developing psychological theory unique to entrepreneurship may be to take a clinical approach. Although a dominant force in the field of psychology, clinical approaches and the study of mental disorder are virtually absent in entrepreneurship research. To the extent that such research identifies mechanisms that are common in prior research, it will call into question the validity of how previously identified personal factors influence entrepreneurial outcomes (e.g., good health, positive psychological attributes).

PDW: “Social Ontology: Implications for Entrepreneurship Theory, Research and Practice” (#342)
Saturday, Aug 2 2014 12:30PM - 2:30PM at Sheraton Philadelphia Downtown Hotel in Salon 10

Organizer: Robert Joseph Wuebker; U. of Utah;
Presenter: Sharon Alvarez; U. of Denver;
Chair: William S Schulze; U. of Utah;
Participant: Jay B Barney; Eccles School, U. of Utah;
Presenter: Barclay Burns; U. of Cambridge;
Discussant: P. Devereaux Jennings; U. of Alberta;
Moderator: Peter G. Klein; U. of Missouri;
Presenter: Russell McBride; U. of Utah;
Presenter: Jana Thiel; ESADE Business School;
Presenter: Randall E Westgren; U. of Missouri;

Insights from social ontology - a recent set of advances in philosophy that focus on social reality and the emergence and deep structures of human social institutions - has shown great promise as a potential theoretical substructure for new theory development in entrepreneurship. This workshop offers an introduction to and structured discussion about social ontology with the individuals who are at the “sharp end” of this work, and framed by the editors of the journals that shape, support, and promote theory development in the field of entrepreneurship. We accomplish our objective in three “acts” - a primer on social ontology; presenting exemplary research in entrepreneurship employing insights from social ontology; a dialogue about the implications of an entrepreneurship pedagogy infused with social ontology; and a semi-structured question-and-answer session exploring the implications for teaching and practice

Entrepreneurship Social Event: Saturday, August 2, 2014 – 6:30 PM – 10:00 PM at Offsite in National Constitution Center

GENDER AND DIVERSITY IN ORGANIZATIONS (GDO)

The GDO Division has an exciting pre-conference and scholarly program planned again this year! We are offering a diverse array of pre-conference workshops, some of which are developmental in focus (e.g., publishing workshop, consortia), and others which will provide opportunities for us to gather together to discuss important, emerging issues related to researching, teaching, and practicing diversity in organizations (e.g., how to engage in safe dialogues about stereotypes in the classroom, managing motherhood as an academic, addressing gender issues in business schools, translating scholarship to practice, and recognizing the intersectionality of diversity). Our scholarly program also promises to be great - we’re happy to be able to offer paper sessions
and symposia that cover a wide range of levels of analysis, methodologies, geographies, and dimensions of diversity.

Please be sure to check out our plenary session on Monday afternoon (3-4:30, Loews Hotel, Regency Ballroom B) when we will engage with leading corporate diversity officers about issues related to the All-Academy theme of “the power of words” within the practice of diversity. This session will be followed by the GDO Business Meeting (6-7pm, Lowes Hotel, Lescaze Room) and Social Hour (7-9pm, Loews Hotel, Howe Room). In addition to these events, we look forward to seeing you at the GDO Pre-conference Social Hour on Friday (6-7:30pm, Loews Hotel, Parlor 1) and the GDO Welcome Breakfast on Monday (8-9am, Loews Hotel, Penn).

HEALTH CARE MANAGEMENT (HCM)

AOM members engaged in research in health care settings are encouraged to attend the sessions sponsored by the Healthcare Management division. On Friday and Saturday, the HCM PDW will host a variety of offerings for both emerging and established scholars, including two we highlight here:

- “Theory Building for Healthcare Management Research” (Saturday, Aug 2 2014 9:45AM - 11:45AM at Pennsylvania Convention Center in Room 110 A,B) will focus on developing and testing theories. This PDW aims to enable participants to hone their skills in applying and critiquing organizational theories to generate new insights about the management and performance of organizations operating in the healthcare sector. A second goal of the PDW is to promote the stronger use of theory in empirical studies. This PDW will employ a case-based approach moderated by an expert panel to generate research questions and hypotheses derived from the perspectives of institutional theory, transaction cost economics, and high reliability organizing to examine the development and performance of Accountable Care Organizations (ACOs), an emerging organizational form in the U.S.

- "Anatomy of an Article" (Saturday, Aug 2 2014 5:15PM - 7:15PM at Pennsylvania Convention Center in Room 203 A), focused on turning your research results into publications, is back after a standing-room only crowd last year. This session will provide a hands-on tour of the components of a publishable paper with the explicit intention of helping developing scholars become better authors of peer-reviewed articles. Successful authors develop skills in both the art and the science of publishing. The art involves creatively framing a manuscript around an important topic, synthesizing the previous literature in a succinct and meaningful way, and communicating the academic and practical implications of the research. The science of publishing involves organizing the manuscript, presenting a logical flow of ideas, and providing a format expected by reviewers and editor in the field. This workshop will help participants, especially doctoral students and others interested in improving their publishing output, feel more confident about how to approach the writing of a paper for publication in a peer-reviewed journal.

Papers that have exceeded these criteria are featured in our Scholarly Program. In particular, the winner of the HCM Division’s Best Paper Award will be showcased on Monday:

- "High-Performance Work Practices in Healthcare Organizations" (Monday, Aug 4 2014 9:45AM - 11:15AM at Pennsylvania Convention Center in Room 111 A) features the winner of our Division’s Best Paper Award along with two other papers that have been designated as Best Papers for this
annual meeting. The four papers in this session consider issues such as engagement, empowerment, and organizational culture, and provide perspectives from both US and international settings.

HUMAN RESOURCES (HR)

The HR Division has put together an innovative selection of PDWs, a high quality set of Paper Sessions and Symposia, and opportunities for networking. Here are three sessions/events that represent what we have to offer this year.

PDW: Experiential HR - A Potluck for Reviving and Expanding your Teaching Repertoire

**Time:** Saturday, August 3, 3:45-6:15pm, Philadelphia Marriott Downtown, Rooms 407,408,409.

This PDW, chaired by Suzanne C. de Janasz and Caren Goldberg, provides those who teach HR an opportunity to expand their repertoire of exercises and pedagogies. Using a “potluck” format, attendees will be able to choose among a variety of HR topics and learn about successful experiential exercises. Participants will be able to select from among 12 table sessions led by faculty from around the world, in which presenters will provide a brief introduction to the exercise, run participants through some of the exercise, and discuss implications and modifications for different audiences and/or classroom settings.

Paper Session: Mediating Mechanisms in Strategic HRM Research

**Time:** Tuesday, August 5, 11:30am-1:00pm, Philadelphia Marriot Downtown, Grand Ballroom Salon I.

This session, chaired by Kaifeng Jiang, features four papers that examine the “black box” relating HR Practices to Firm Performance. The first paper (Demortier, Delobbe, & El Akremi) found support for a path model linking skill-enhancing HR practices to business unit performance through employees’ ability and collective human capital in a sample of 46 business units. The second paper (Cogin & Boedker) found support for skills flexibility, human capital, behavior flexibility, and social capital as mediators explaining the relationship between high commitment HR practices and firm performance in a study of 77 Australian firms. The third paper (Lin, Sanders, Sun, Shipton, & Mooi), using a sample of 355 Chinese firms, found that customer-linking capabilities and customer satisfaction played a mediating role linking employee-oriented HR practices and firm performance. The final paper (Oh & Kim) examined the relationship between personality-based homogeneity within organizations and organizational-level job satisfaction and firm performance in a sample of 71 Korean firms. These four papers shed light on how and when a variety of HR practices relate to firm performance.

HR Division Welcome Breakfast and Awards Presentation

**Time:** Monday, August 4, 7:30-9:30am, Philadelphia Marriott Downtown, Salon F

Join us in congratulating the 2014 HR Division award winners. Short presentations will be provided by this year’s distinguished award winners: the Herbert Heneman Jr. Career Achievement Award (Ed Lawler), Thomas A. Mahoney Mentoring Award (Bob Liden), and the Distinguished HR Executive Award (Marian Graddick-Weir, Executive VP of HR, Merck). Other winners to be recognized include the innovative teaching award (Ken Brown) and early career research award (In-Sue Oh) along with several best paper awards. A continental breakfast will be served.

Please also join us at the following Networking Opportunities:

HR Division Business Meeting and Social: Sunday, August 3, 6:00-8:30pm, Philadelphia Marriott Downtown, Salon H
HR Division Ice Cream Social: Monday, August 4, 2:30-4:30pm, Philadelphia Marriott Downtown, Salon F

IBEROAMERICAN ACADEMY OF MANAGEMENT (IAM)

Share with us at these interesting PDWs:

“To do it or not to do it, it all depends: cultural differences on entrepreneurial motivations”
Main Speaker: Alan L. Carsrud, Abo Akademi

This PDW aims to share findings from a large international research project and discuss how the results may help to improve curricula design in entrepreneurship education across cultures. We invite new scholars who want to be included in this collective effort!

Saturday, Aug 2 2014 10:45AM - 12:45PM at Loews Philadelphia Hotel in Parlor 1


Experience the interesting presentations by leading scholars with evolutionary, resource dependency theory, institutional theory, entrepreneurial, innovation and organizational perspectives. Interested participants are invited to come prepared to discuss research opportunities.

Saturday, Aug 2 2014 1:30PM - 4:30PM at Loews Philadelphia Hotel in Regency Ballroom C2

And don’t forget our Business Meeting of the Iberoamerican Academy of Management to share with our new Division Chair: Herman Aguinis; Indiana University, Bloomington.

Saturday, Aug 2 2014 6:00PM - 7:00PM at Loews Philadelphia Hotel in Washington Room C

INTERNATIONAL MANAGEMENT (IM)

The PDW Program includes the teaching and paper development workshop on Friday, and the doctoral, junior faculty, and mid-career faculty consortia on Saturday. We also have panels on location, culture, language, institutions, innovation, capabilities, corruption, and many other topics.

The Academic Program is organized into ten tracks:

1. Global Strategy, with paper sessions on HQ-subsidiary relationships, subsidiary management, global value chain, legitimacy, liability of foreignness, and embeddedness; symposia on boundary spanning, and MNCs in challenging locations; and the FDC Award, and CEIBs Award sessions.

2. Emerging Markets, with paper sessions on management, capability upgrading, innovation, and internationalization; and the GWU award session.

3. Internationalization, with paper sessions on determinants, performance, exports, inward FDI, outward FDI, entry modes, IJVs, IJVs and distance, and M&As.

4. Global Governance, with paper sessions on ownership, finance, and external influences; symposia on external corporate governance, and institutional complexity; and the CGIO Award session.

5. Global Leadership, with paper sessions on leader styles, teams, expatriates, management, and success; symposia on global team dynamics, multiculturals, leadership, and institutions and HRM; and the OB/HRM/OT Award session.

6. Global Social Responsibility, with paper sessions on strategies, and corruption; and the Willamette Award session.

7. Frontiers of International Management, with paper sessions on language, and new topics; symposia on interdisciplinary theories, and diaspora entrepreneurship; and the Nigh Award, and Gustavson Award sessions.

8. Global Innovation, with paper sessions on knowledge creation, management,
We would like to highlight in particular:

PDW: Fostering International Teaching and Research Collaborations (# 388)
Time: Saturday, Aug 2 2014 2:00PM - 6:00PM
Location: Sheraton Philadelphia Downtown Hotel in Liberty Ballroom A
Organizer: Charles Wankel; St. John's U., Organizer: Olivia del Roble Hernández-Pozas; Tec De Monterrey.

This session is designed as a forum for sharing experiences and best practices of international collaborations in teaching and research as well as a venue to share prospective projects with a mind to acquiring collaborators from other nations. International collaboration has a storied history. The Silk Road nations developed collaborations several centuries BCE. The Greek, Roman, Persian, and Egyptian empires all fostered the sharing of learning. Some ancient centers, such as Timbuktu, have survived into our time. Some nations have rich traditions of international collaboration and have many strong centers of research. Other countries might have one institution that is the center of international collaboration or in some cases might have several competing centers that dissipate the resources available for such endeavors. By bringing together scholars from nations that have been underrepresented in cross-country partnerships with those from well-funded and experienced institutions that our discipline of management will be enhanced. It is our hope that colleagues who have developed strong teaching exchanges and experiences will explain them to others here. Certainly, the current social technologies support virtual team meetings of students from all over the world. How international collaborations reflect and differ from domestic ones will be also a topic. The relevancy of the literature on research and teaching collaborations generally for international partnering will be importantly addressed. Though the session will be focused on collaborations among academicians and their students, it is hoped that ideas for having international collaborations involving NGOs,
government institutions, and businesses will be also suggested.

PDW: Developing an alternative Paradigm: Global Perspectives on Humanistic Management. (#217)
Time: Saturday, Aug 2 2014 8:00AM - 10:00AM
Location: Sheraton Philadelphia Downtown Hotel in Salon 4
Organizer: Michael Andreas Pirson; Fordham U.

The role of social embeddedness and the importance of the future do play a marginal role. In this PDW we wish to bring together global thought leaders that have worked on developing an alternative paradigm for management: humanistic management. In a first part, we will present the universal foundations of the humanistic paradigm and then highlight local and regional permutations of its theorizing and practice. In a second part of the workshop we will discuss the consequences of such an alternative paradigm on management scholarship, management education and management practice. Drawing on the Humanistic Management Network, we will have global representatives from Africa, Asia, North and South America, as well as Europe lead round table discussions leading to next steps and potential collaborations.

MANAGEMENT EDUCATION AND DEVELOPMENT (MED)

If you can only make three MED activities consider: a PDW where we share our syllabi and learn from each other how to make them effective and impactful communication tools for students; our Keynote speaker David Kolb’s talk about experiential learning; and a paper session on how our traits and behaviors as educators influence the behaviors, satisfaction and performance of our students. Come along also to our Social on Monday at 6.30 pm in Loews Regency Ballroom B and join as a community, get to know new members, reacquaint with old colleagues and bring doctoral students into the engine of academia: the life long joy of being an educator – ever learning, never fully learnt!

BYOS (Bring Your Own Syllabus): Sharing the Words We Use to Help Communicate What We Want (PDW Session # 68)
Scheduled: Friday 10am Loews Philadelphia Hotel: Congress Room C

At the BYOS PDW there will be the opportunity to share our syllabi and learn as a community approaches to designing and using our syllabi in practice. This session aims to help your syllabi become tools to create a more impactful and effective classroom experience, rather than documents that are routinely misread, misconstrued or even ignored.

MED Division Plenary
David Kolb: Becoming an Experiential Management Educator
Scheduled: Monday 11.30am Loews: Regency Ballroom A

Experiential Learning has been acknowledged by educators, researchers and practicing managers alike as a very effective approach to creating transformative and sustained learning experiences. In the past three decades, thousands of management professors and training professionals incorporated in their teachings David Kolb’s cyclical model of Experiential Learning, with its four elements of Concrete Experience, Reflective Observation, Abstract Conceptualization, and Active Experimentation. David’s books and articles have been applied by thousands of teachers and cited very frequently (Kolb’s 1984 book alone generated nearly 25,000 citations). Join David Kolb, who will share the insights of his life-long work on applying experiential learning in higher education.

Instructor Traits & Behaviors: Student Behaviors and Evaluation (#1342 paper session)
Scheduled: Monday 4.45, Loews, Parlor 1

Best Paper in Management Education Award Winner is here!
This paper session explores how the traits, behaviors and procedural justice approaches of us as instructors have an impact on the satisfaction, behaviors and educational outcomes of our students. These include a
survey of over 2700 UK students, from which we gain insights into how different instructor leadership approaches yield different learning outcomes. We learn how instructor’s attitudes and commitment to teaching are associated with student satisfaction. Two of the papers in this session explore how procedural justice in grading plays a key role in the relationship between student evaluations and student behaviors: strong emotional reactions by students are associated with combinations of distributive, procedural and interactional injustices.

MANAGEMENT HISTORY (MH)

PDW Chair Bradley G. Bowden has put together a tremendous pre-meeting program featuring workshops that will appeal to cross-divisional conference attendees. A must for those newer to the Academy, first-time attendees, and international members is our:

New Member Workshop: Volunteerism, Professional Development and the AOM Meeting
Session #: 31 | Friday, 8:00-10:00AM, Loews, Washington Room C | Organizer: Regina A. Greenwood

New members will learn how to get the most from the Philadelphia meeting program and how to manage time during the annual meeting. The workshop will also provide information and strategies about how to become involved professionally and how volunteerism can add to one’s professional development. Drawing on their own careers, presenters will give examples of volunteering and how volunteering has enhanced their work and careers.

The MH Division carries on a tradition of offering offsite PDWs focusing on historical exploration of the conference location. This year please pre-register for:

Chemical Heritage Foundation: Touring the Foundations of American Business
Session #: 418 | Saturday, 3:00-5:00PM, Offsite at 315 Chestnut Street | Organizers: Bradley G Bowden & Janine Black

In the American chemical industry many firms – including Du Pont, Rohm & Haas and Sunoco – started in Philadelphia. To better understand the contribution of the chemical industry to management, the MH Division hosts a tour of the Chemical Foundation Museum, which is located in Philadelphia’s “Olde City”. Participants will be taken in small tour groups through the Foundation’s exhibits, which include Making Modernity – a permanent collection that traces the chemical industry’s contribution to economic development. Participants will also have the opportunity to inquire into Scholarly Fellowships offered by the Foundation. Pre-registration is required for this workshop: https://secure.aom.org/PDWReg. Contact Bradley Bowden at b.bowden@griffith.edu.au to obtain the approval code. The deadline to register is July 30, 2014.

With the help of our division’s talented submitters and dedicated team of reviewers, Program Chair Stephanie C. Henagan has put together an outstanding scholarly program for all to enjoy. When perusing the MH program, you will find paper sessions highlighting the historical foundations and perspectives of such areas as economics, industrial relations, entrepreneurship, and critical management studies. Conversations begun during last year’s plenary session will continue with this year’s plenary:

MH Plenary Session: Internationalizing the Management History Division
Program Session #: 1235 | Monday, 3:00-4:30PM, Loews, Regency Ballroom A

All Academy members are invited to join the MH Division in a session to discuss ideas to broaden the division’s focus and membership, to network and form possible research partnerships, and to provide input on the future direction of the division. This session is designed to be an open forum for discussion and a networking opportunity across the Academy.
Academy Program Highlights

The Management History Division will be presenting to Robert C. Ford the Richard M. Hodgetts Distinguished Career Award for furthering the goals and mission of the division over a sustained period of time. The division’s Social (Session # 1406) on Monday night will be dedicated to Dr. Ford. All division members are encouraged to attend.

We hope you’ll explore our program and plan to join us for some exciting scholarship, networking, and fun!

MANAGEMENT SPIRITUALITY AND RELIGION (MSR)

The MSR Interest Group has planned another innovative and thought-provoking program for the upcoming 2014 AOM conference in Philadelphia. Don’t miss these sessions and a full line-up of engaging PDWs, symposia and scholarly papers.

We would like to highlight in particular:

The 2014 MSR Plenary session is on “Transcendental Leadership” - a form of leadership that begins with a spiritual awareness of self and then expands to integrate others, from which transcendental collective action may be developed. The panel of outstanding speakers to discuss this leading-edge topic include Jay Barney (Presidential Professor, Dept. of Entrepreneurship and Strategy, University of Utah), Otto Scharmer (MIT Sloan School of Management and founder of the Prescencing Institute), and Judy Wicks (founder of White Dog Community Enterprises, Philadelphia), and is scheduled on Monday 4 August, 9:45am - 11:15 am Loews Philadelphia Hotel: Regency Ballroom A. This exciting session explores the speakers’ views on how we may engage in leadership that inspires and transcends our existing levels of human consciousness.

MSR PDW: Please consider joining the very interactive Saturday noon session “Using the power of spiritual and religious words to create a sustainable and responsible world” 12:30 pm to 2:30 pm at the Loews Philadelphia Hotel in Commonwealth C. The distinguished organizers -- Agata Stachowicz-Stanusch, Mary Gentile, Jonas Haertle, and Michael Pirson -- invite you to bring your ideas for research integrating spirituality, global sustainability, and well-being in organizations and to be ready to form research collaborations with the presenters and other participants. The many presenters listed on the program will all be active participants as you will be when you join the session.

We also have two dovetailing symposiums that present different perspectives on mindfulness. The first is: Self-Compassion: Researching the Impact of Mindfulness at Work (1240) 3:00pm - 4:30pm Loews Philadelphia Hotel: Adams Room. Discussants: Hilary Bradbury-Huang, Oregon Health and Sciences U.; Otto Scharmer, MIT Sloan Coordinator: Kathryn Goldman Schuyler, Alliant International U. The second is: Mindfulness at Work: Implications for Performance (1817) 1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room A. Organizer: Ravi S. Kudesia, Washington U. in St. Louis.

Finally, please also don’t forget our MSR Business Meeting (724), Best Dissertation Awards and Social Event (773), Sunday evening from 6:30pm – 8pm Loews Philadelphia Hotel: Commonwealth D; and 8:00pm - 9:30pm Loews Philadelphia Hotel: Commonwealth B.

Please join us for great networking, conversation and refreshments!

MANAGERIAL AND ORGANIZATIONAL COGNITION (MOC)

Reflective Power of Words--Capturing Upper Echelons’ Cognition Through Their Verbal Communication – Sunday, 2:45pm to 4:15pm (PCC: Room 121A). In this showcase
symposium, the presenters explore future directions for capturing upper echelons’ cognition through their use of verbal communication and should provide participants with an inspiring overview of the growing importance of the power of words as a means to look into executives’ minds.

Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy. Tuesday, 8:00am – 9:30am (LWS: Congress Room A). This symposium showcases recent research projects on identities that are seeking to gain legitimacy in a wide variety of contexts. By integrating social psychology and institutional literatures, these authors will consider “fringe identities” as those that have an ongoing struggle with cognitive, instrumental, moral, and/or relational legitimacy. Overall, the symposium will address these goals: (1) shed light on new findings and emerging theory on the relationship between fringe identity and legitimacy; (2) compare and contrast the identity challenges of fringe identities at multiple levels of analysis; and (3) provide a forum for discussion of the challenges and opportunities of conducting research on fringe identities.

Reviewing in the Rough – Saturday, 3:00 pm to 5:00 pm (LWS: Congress Room A)

This PDW provides participants with a rare opportunity to learn and practice the art of reviewing. Participants will be asked to prepare a formal review of an original submission. The workshop will consist of two parts: (1) a panel and (2) interactive roundtables. Please email to mocreview@gmail.com for more details. Pre-registration deadline is July 1, 2014.

Content Analysis in Organizational Research: Techniques and Applications – Friday, 8 am - 12:30 pm (LWS: Commonwealth C)

Part 1 (8-10 am) provides an introduction to content analysis as a research methodology. Experts will walk through examples of content analysis techniques from published research and offer publishing tips. Part 1 is open to all AOM attendees. In Part 2 (10:30 am – 12:30 pm), experts and authors will interact in small groups to discuss submitted proposals. Part 2 requires pre-registration and a proposal submission (contentanalysis1@gmail.com; deadline June 15).

Advances in Linguistic Approaches to Examining Cultural Knowledge – Saturday, 9-11 am (LWS: Commonwealth C)

This PDW introduces a series of methods for measuring cultural knowledge and examining its managerial and organizational outcomes. The PDW will examine Topic Model analysis, Inductive Mixture Analysis, and Qualitative Comparison Analysis. The PDW will introduce each of the three methodologies, discuss how to use and combine these methodologies for examining culture, and hold discussion groups to develop research using these methodologies.

OPERATIONS MANAGEMENT (OM)

Sustainability in Multinational Multi-Tier Supply Chains (PDW)
Saturday, Aug 2 2014 10:15AM - 12:15PM at Philadelphia Marriott Downtown in Grand Ballroom Salon B

We start our program with a PDW devoted to the problem of managing the complex issue of sustainability requirements in as global supply chain. The multi-nationality of many modern supply chains produces an environment in which firms and their suppliers will behave differently in their respective local contexts. This makes the alignment of sustainability goals and practices a challenging task. This PDW aims to move the discussion of sustainability in a global context beyond the static supply chain view and toward a more realistic view of the dynamic, multinational, multi-tier supply chain. This session provides an interactive panel discussion involving scholars drawn from many AoM.
Divisions (OM, BPS, IM, ITC, ONE, SIM) to discuss recent developments in multinational supply chain management and explore opportunities for research. The organizers, Julia Hartmann (EBS Business School) and Joerg S. Hofstetter (U. of St. Gallen) will facilitate discussion with participants and a panel of scholars that include Lisa M. Ellram (Miami U.), Robert D. Klassen (Western U.), Paul Shrivastava (Concordia U.), Thomas Y. Choi (Arizona State U.), Donald Lange (Arizona State U.), Robert F. Lusch (U. of Arizona), Mark Pagell (U. College Dublin), Harbir Singh (U. of Pennsylvania) and Andrew C. Wicks (U. of Virginia).

Meet the Editors of the Journal of Operations Management Monday, Aug 4 2014 8:00AM - 9:30AM at Philadelphia Marriott Downtown in Grand Ballroom Salon A

On Monday morning the OM Division will hold a special Meet the Editors session with the Co-Editors in Chief of the Journal of Operations Management, Daniel Guide (Penn State U.) and Thomas Choi (Arizona State U.). This session offers an opportunity to learn about the editorial philosophy of the Journal as well as its future direction. The Editors will discuss current issues at the journal and journal priorities for the next year as well as answer questions about the journal. This session is for OM Division members as well as any other Academy members interested in publishing in the Journal.

Publishing in OM Journals: Will What We've Done in the Past Be Good Enough for The Future? Monday, Aug 4 2014 11:30AM - 1:00PM at Philadelphia Marriott Downtown in Grand Ballroom Salon A

Finally, continuing on with the theme of publishing in operations management, we will hold a discussion panel with our OM Scholars and editorial board members from OM journals. The theme of the discussion will be the challenges of publishing now relative to the past. In particular, the panel will address changes in publishing trends in the field of operations management. This session will discuss issues surrounding the changing expectations of OM journals as well as Universities with regard to data, authorship, contribution, methodologies and theory development. Panel discussants will include Barbara Flynn (Indiana U.), Robert Klassen (U. of Western Ontario), Keong Leong (U. of Nevada), Ken Boyer (Ohio State U.), Enno Siemsen (U. of Minnesota) and Lisa Ellram (Miami U.).

ORGANIZATIONAL DEVELOPMENT AND CHANGE (ODC)

This year's ODC meeting program comprises paper sessions, PDWs and symposia that will appeal to those from across the Academy as well as ODC members. Sessions will be of interest to both scholars and practitioners and many directly engage with the meeting theme “The Power of Words”. Highlights include:

The ODC Distinguished Speaker is Gareth Morgan. Gareth is known for his significant contributions to the study of organizations and to social science research. In his talk, Some Reflections on the Evolution of Organization and Management Research, Gareth will share his latest thinking on organizations and related practice, including organization development and change. This keynote (Program # 1263) will be held Monday, 3:00PM, Pennsylvania Convention Centre, Room 114, Auditorium Lecture Hall.

Our PDW program includes a session where Stuart Albert, Frank Barrett and Edgar Schein will discuss Leadership as Building Relationships: Timing, Improvisation and Humble Inquiry (# 401). The workshop brings together authors of books concerned with leaders’ roles in creating and nurturing relational responsiveness. It takes place Saturday, 2:30PM, Pennsylvania Convention Center, Room 119 B). We are also hosting the PDW, Post-merger Integration: Research, Practice & Teaching (# 397) This session brings together scholars and executives and will be held Saturday, 2:15PM, Pennsylvania Convention Center, Room 107 B. The PDW Navigating Institutional Complexity: Using the Power of...
**Academy Program Highlights**

*Words for Cross-Level Change* (# 37) will look at how macro-level organizational change can be advanced through dialogic interventions. This PDW occurs Friday, 8:00AM, Pennsylvania Convention Center, Room 120 B.

On Monday, 11:30AM, Pennsylvania Convention Centre, Rm. 103B, the Showcase Symposium *Fifty Years of Powerful Words: A Retrospective and Prospective Look at the Impact of JABS* (# 1063) will celebrate and review some key scholarly contributions to ODC that have appeared in *The Journal of Applied Behavioral Science*. It will also offer a forum in which to debate the future of the field. In keeping with the Division’s commitment to building and leveraging scholar-practitioner links our program includes the Showcase Symposium, *Scholar Practitioner Collaboration in Entrepreneurship Research, Education and Practice: What Works?* (#188). This will occur on Tuesday, 3.00PM, Sheraton Philadelphia Downtown Hotel, Freedom E.

Our paper sessions include *Discourse Language and Change* (#1152) in which presenters consider how change might be influenced by discourse and how change may itself be a discursive practice. The session occurs Monday, 1.15PM, Pennsylvania Convention Centre, Rm. 116. Other paper sessions consider a range of contemporary change-related phenomena. For example, the session *Engagement and Organizational Change* (#1058) will examine "employee engagement" from a variety of perspectives. It will be held Monday, 11.30AM, Pennsylvania Convention Centre, Rm. 103A.

The session *Practice, Actionable Knowledge and Learning for Change* (#1151) will look at theory-practice links, engaged scholarship and how praxis might inform action research-based approaches. It will take place Monday, 1.15PM, Pennsylvania Convention Centre, Rm. 103A.

We hope these examples from this year’s ODC Division program give you a sense of our many terrific sessions. See you in Philadelphia!

David Grant, Scholarly Program Chair and Julie Wolfram Cox, PDW Chair.

**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 that offers something for everyone.

On Friday and Saturday, we are offering a number of PDWs that address the full spectrum of career-related issues (e.g., Advice for Pre-Dissertation Doctoral Students; Research Tips and Strategies from Prolific Junior Faculty; Mentoring Graduate Students; From Associate to Full. . . and Beyond; 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, and Managing Field Research: Strategies for Partnering with Organizations to Gain Access to Data).

In the scholarly program, we have lots of interesting symposia and paper sessions, including our best paper award winners:


Room 303

One of the highlights of the OB division’s program is the Lifetime Achievement Award Address on Monday morning, where we honor the achievements and contributions of this year’s recipient, Victor Vroom, 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.

OB Ceremony Awards and Social:
Saturday August 2, 6 PM - 8 PM
Philadelphia Marriott Downtown: Grand Ballroom Salon F

Lifetime Achievement Award Address:
Monday, August 4, 9:45 AM - 11:15 AM
Philadelphia Marriott Downtown: Grand Ballroom Salon E
Victor Vroom, Yale University

OB Division Hot Coffee, Cool People Reception:
Monday, August 4, 10:45-11:45
Philadelphia Marriott Downtown: Grand Ballroom Salon C & D

ORGANIZATIONAL COMMUNICATION AND INFORMATION SYSTEMS (OCIS)

Making Meaning through Language

Promoting this year’s conference theme, The Power of Words, this session considers the importance of language in organizations. The papers in this session draw from a variety of methodological approaches ranging from machine-learning techniques to narrative analyses. Scholars interested in advanced analytical techniques should consider attending this session.

Leveraging Crowdsourcing Communities for Learning and Innovation

This session discusses novel forms of collaboration in the context of online crowdsourcing. Specifically, the papers address relevant theoretical and empirical questions, such as how volunteers are socialized and motivated in these environments. The research addresses diverse types of settings, including Mechanical Turk and a citizen science online community. The authors draw interesting insights how these new open forms of organizing shape learning and innovation work.

ORGANIZATIONS AND THE NATURAL ENVIRONMENT (ONE)

The ONE team has once again assembled an exciting, stimulating and relevant collection of sessions 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. All of our sessions are in the Pennsylvania Convention Center (PCC) which provides for a very convenient and central location.

On Friday and Saturday, we have an exciting range of PDWs. The PDW program launches early Friday morning with a timely, interactive session lead by Mark Starik on Urgent Academic and Sustainability Action (#43). Along with PDWs on corporate disclosure, authentic action, and engaging Ostrom, Michael Wood will be coordinating the ONE Doctoral Consortium. On Saturday, we are offering sessions on sustainability education, energy research, cosmopolitanism, the power of words and deeds, becoming an intellectual shaman, and working for a productive living planet. Saturday evening is the ONE Welcome Reception from 6:30pm-8:30pm in the PCC Room 121 B. We welcome participants in our PDW workshops, as well as new and returning members at the reception.
For Sunday’s All-Academy program, we are co-sponsoring (with SIM) an exciting showcase session on The Contested Nature of the UN Global Compact (session #562) from 11:15am - 12:45pm in the PCC, Room 103A. In this session, scholars Christian Voegtlin, Andreas Rasche, Satyarth P Sethi, Donald H Schepers, Sandra Waddock, Daniel Berliner, Aseem Prakash, Andreas Georg Scherer, and Oliver Williams will discuss, debate, and critique what is arguably the most important and widely adopted private global social and environmental standard.

On Monday, our Division showcase symposium, co-sponsored with SIM and OMT, is After Greenwashing: New Directions on the Symbol and Sub stance of Environmental Responsiveness (session #1278) from 3:00pm - 4:30pm in the PCC room 108A. At this session, Frances Bowen will discuss her new book and participants Jorge Rivera, John M Jermier, Linda Forbes, Magali Delmas, and Mike Toffel, will offer their perspectives on this important issue. On Monday, our Business Meeting (session #1383) will be held from 4:45PM - 6:15PM in PCC room 202B and our Division Reception (session # 1416) at the Top of the Tower. More information will be provided at the Business Meeting.

Finally, on Tuesday, we have assembled a special plenary session on the Future of Corporate Environmental Sustainability: Insights from Scholars and Executives (session #1638) from 9:45am - 11:15am in the PCC room 114-Auditorium Lecture Hall. This session will feature leading ONE scholars Magali Delmas, Glen Dowell, and Jorge Rivera, along with David Stangis, VP of Public Affairs & Corporate Responsibility at Campbell Soup and Dawn Rittenhouse, Director of Sustainable Development at DuPont Company. Jonathan Doh will moderate a lively and stimulating discussion on the future prospects and challenges of corporate environmental sustainability.

PRACTICE THEME COMMITTEE (PTC)

The Practice Theme Committee was created as an All-Academy Committee to develop a greater awareness of what practice means and how it can usefully inform our scholarship in research and teaching. PTC offers a number of thought provoking and highly engaging sessions. We encourage practitioners and academics interested in bridging the research/practice gap to attend our social events and PDWs!

PTC dedicates this year’s program to Chris Argyris, a great business theorist and thought leader who passed away last fall. At the PTC reception (session #493), we will be giving the Chris Argyris Lifetime Achievement Award to William Torbert, along with two other awards, whose winners will be announced on site. Right before the reception, you may participate in a dialogue with Cipla CEO, Subhanu Saxena, after watching a documentary about how his company lowered the cost of AIDS drugs in Africa to under a dollar a day (session #467).

We focus on building strong DBA programs in this year’s PDW offerings. Please consider attending both conjoined sessions on DBAs (see below) that build on each other’s learning to maximize impact. Another highlighted session addresses the theme of the conference – The Power of Words – in the context of the role of inner transformation in corporate and societal change, with distinguished speakers Subhanu Saxena, Otto Scharmer, Peter Senge, and Susan Skjei. Continuously blessed with strong proposals, PTC also sponsors and co-sponsors a number of other quality PDWs.
#279 Connecting Inner Transformation as a Leader to Corporate and Societal Change: The Power of Words; Saturday, 10:00am - 12:30pm
Organizers: Kuo Frank Yu, City U. of Hong Kong; Fedor Ovchinnikov, CEL; Host: Kathryn Goldman Schuyler, Alliant International U.
Distinguished Speakers: Otto Scharmer, MIT Sloan; Peter M. Senge, SOL; Subhanu Saxena, CIPLA; Susan Skjel, Naropa U.

#332 Professional Doctorate Programs: Sharing Success Stories and Secrets; Saturday, 12:00pm - 3:00pm
Organizer & Chair: Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management;
Presenters: Lisa Anderson, U. of Liverpool; Louise Kelly, Alliant International U.; Kalle Lyytinen, Case Western Reserve U.; Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management; Muammer Ozer, City U. of Hong Kong

#424 DBAs Critical Success Factors: Spanning Research and Practice; Saturday, 3:15pm - 5:15pm
Distinguished Speakers:
Michellana Jester, MIT Sloan; David Schuff, Temple U.; Tom Mierzw, U. of Maryland U. College
Chairs: Emmanuel Monod, Shanghai JiaoTong U.; Louise Kelly, Alliant International U.
Moderator: Ismael Plascencia, U. Autónoma de. Baja California;
Presenter: Nadine Tournois, IAE U. de Nice

PUBLIC AND NONPROFIT (PNP)

Towards Government 2.0: Open Data and Innovation through Cross-Sector Collaboration
Sunday, Aug 3 2014 1:00PM - 2:30PM
Room 103A, Pennsylvania Convention Center

Public and Nonprofit Division
This symposium will focus on the use of open data by government organizations to stimulate innovation through multi-sectoral collaboration.

The panel includes a local government official, as well as representatives from private organizations that he is working with to develop the technological infrastructure needed to capitalize on these efforts. The panel will also include other Web 2.0 technology users, as well as three scholars who will address the theory and research implications of the open data trend. Collectively, the panelists will address the potential for the transformation of government organizations through the use of these new technologies and innovation processes.

PNP Social, Sponsored by Cardiff University's College of Arts, Humanities and Social Sciences
Sunday, Aug 3 2014 6:30PM - 8:30PM
Philadelphia School of Circus Arts
Public and Nonprofit Division

Join us for the PNP Social at the Philadelphia Circus School, made possible by Cardiff University's College of Arts, Humanities and Social Sciences. The College contains eleven academic schools, including Cardiff Business School, and is ranked (by the Times Higher Global Survey) as one of the world's top 100 social science institutions for research and teaching. The reception will feature ambient aerialist performances.

Honoring The Life and Work of Keith Provan: Plenary Session
Monday, Aug 4 2014 4:45PM - 6:15PM
Room 114-Aud. Lecture Hall, Pennsylvania Convention Center
Public and Nonprofit Division

This plenary session will honor the work of the late Keith Provan, who was the McClelland Professor of Management & Organizations at the Eller College of Management at University of Arizona. Provan pioneered research on networks in public administration, forging a new area of inquiry that profoundly changed public management thinking. A panel of esteemed management scholars will discuss the impact of Provan's work, the current state of knowledge and future directions for research. Kim Isett of Georgia Institute of Technology will chair the panel, which includes Hal Rainey of University of
Georgia and Joe Galaskiewicz of University of Arizona.

SOCIAL ISSUES IN MANAGEMENT (SIM)

The Social Issues in Management Division has an exciting program of PDWs, symposia, discussion paper sessions, and traditional paper sessions planned for this year’s meeting in Philadelphia. The program covers a broad range of issues within the SIM domain while also including symposia that are co-sponsored with a variety of other divisions.

Our first PDW session is the Doctoral Consortium, which begins on Thursday evening and runs through Friday. Saturday, we have the SIM-ONE Junior Faculty Consortium in the morning followed by the SIM Manuscript Development Workshop (providing constructive criticism for nearly completed manuscripts), the SIM Research Incubator (generating and expanding on new ideas), and SIMian Speed Dating (connecting scholars with similar interests) in the afternoon. Then in the evening, we encourage everyone to join us for the annual SIM-SBE (Society for Business Ethics) Joint Keynote Speaker, featuring Jim Walsh of Michigan’s Ross School of Business, followed by the SIM-SBE Reception.

We also have numerous amazing workshops on Friday and Saturday in addition to these tried-and-true sessions. Need to venture out? Sessions on Friday morning and Saturday afternoon let you explore social ventures, advocacy organizations, and low-income communities in the Philadelphia area. Want to learn to be a better reviewer, use films to teach ethics, or employ active learning methods? We have a session on these! Interested in building sustainable economies, alleviating poverty, or empowering shareholders? Got those covered too! And our PDWs also include intellectual shamanism, ecological citizenship, corporate political action, and sustainable supply chains. There’s something for everyone in SIM!

On Sunday, we have four roundtables of discussion papers, a session for the best SIM dissertation finalists, a SIM Salon focusing on words that we should be using more in SIM research, and an evening reception. There are also three symposia submitted to SIM that are on the All-Academy program during Sunday: one on UN Global Compact, one on the power of words such as dignity and responsibility, and one on corporations, citizenship, and digital technologies.

On Monday and Tuesday, there are 39 traditional paper sessions and 30 SIM-sponsored symposia, with something of interest to every SIM member in every session slot! From stakeholders to corporate political strategy to micro-level SIM research, the scholarly program (including roundtable sessions) is impressive in its reach and in the sophistication of the research to be presented. The symposia offer many opportunities to engage in discussion of interesting and important ideas, including topics as disparate as human trafficking, sustainability, and income inequality. Each morning will also start with a jumpstart, offering coffee and a chance to get together with friends old and new. The SIM Business Meeting is at 4:45 pm on Monday night, followed by the SIM Social at 6:30. Jamie Hendry (PDW Chair) and Harry Van Buren (Program Chair) are looking forward to welcoming SIM members and others interested in welcoming SIM members and others interested in SIM research and teaching to the division’s program!

STRATEGIZING ACTIVITIES AND PRACTICES (SAP)

Please join us for an exciting program of papers, professional development workshops, symposia, and social events. Program highlights include the SAP Distinguished Keynote Address by Kathleen Eisenhardt, the Best Paper Session which features groundbreaking new work and
ties directly to the AOM conference theme, and a methods-related PDW on Video Ethnography.

**SAP Distinguished Keynote Address: Kathleen Eisenhardt**
*Monday 9:45 to 11:15, Liberty Ballroom A*

Each year, the interest group acknowledges the contributions of a distinguished scholar who has had a major influence on the strategizing activities and practices research domain. We are honored to have Kathleen Eisenhardt (Stanford) deliver the 2014 Distinguished Keynote address. Following the keynote, session panelists Sarah Kaplan and Ann Langley will reflect on how their work has been influenced by Dr. Eisenhardt’s body of research.

**Best Paper Session: Rhetoric: The Power of Words in Strategizing Activities and Practices**
*Monday 8:00 - 9:30 AM Horizon’s Rooftop Ballroom SHR*

This session not only ties directly to the conference theme – the Power of Words – but also features the SAP award-winning paper by Rebecca Bednarek, Sotirios Paroutis, and John Sillince ‘Practicing transcendence: Rhetorical strategies and constructing a response to paradox.’

**PDW: Video Ethnography** *(Saturday 4:15 – 7:15pm, Freedom G SHR)*

This PDW provides advice and hands-on practice for data collection and analysis using video ethnography. The PDW also explores opportunities to apply video ethnography as a method more widely to strategy and management research. You do not have to have any background working with this methodology. Featured speakers in this session are: Curtis LeBaron, Paul Spee, and Charlotte Cloutier with discussant Michael Pratt.

We look forward to you joining us for these academic sessions and our two social events. We are hosting an informal dinner and get together on Friday night (Philadelphia Museum, registration required) and our social on Monday night (follows short business meeting, 6:30p.m.).

**TEACHING THEME COMMITTEE (TTC)**

Teaching Theme Committee (TTC) invites you to think about ways to further improve your teaching. Join us for the following interactive PDWs that we know you will find useful and enjoyable.

- Developing undergraduate students through meaningful academic research workshop designed to energize faculty members to undertake undergraduate research projects and build upon their existing mentoring skills in this specific context. The workshop covers four specific topics: 1) identifying a relevant and pragmatic research agenda, 2) recruiting a capable team, 3) identifying funding sources and obtaining resources, and 4) discussing pitfalls and best practices associated with undergraduate research. **Session #135, Friday, Aug 1 2:45PM - 4:45PM, Pennsylvania Convention Center, Room 109B**

- Facilitating Faculty-Student Communication through Technology Tools workshop examines the array of communication tools and tips that faculty can implement (with very limited or no financial costs) to support significant and meaningful learning in online and traditional classrooms. The workshop reviews and allows participants to try several types of technologies: a) tools to enhance direct communication between faculty and students, b) tools to support student interactions within the classroom, c) technology to support student presentation skills, and d) technology to support grading and feedback. **Session #299, Saturday, Aug 2 2014 10:15AM - 12:15PM, Pennsylvania Convention Center, Room 107A**

**Worldly Wisdom: Facilitating the Development of Global Leadership & Global Citizenship**
Teaching Issues workshop is the first, highly interactive forum within the annual AOM conference to bring together a set of different views on important concepts of global leadership and global citizenship as a first step to explore and share alternative approaches to promote global leadership and citizenship development within our classrooms. **Session #301 Saturday, Aug 2 10:15AM - 12:15PM, Pennsylvania Convention Center Room 126B**

When Words Matter: Tips, Techniques, and Best Practices for Giving Effective Feedback is designed to increase your feedback knowledge and skills, share and troubleshoot feedback challenges, and gather tips and techniques for giving and managing feedback efficiently and effectively. Participants will engage, share, and leave with a handout containing useful ideas and resources. Our goal is to help make giving feedback a positive experience for you and your students. **Session #300, Saturday, Aug 2, 10:15AM - 12:15PM, Pennsylvania Convention Center, Room 120A**

Identifying and Overcoming Threshold Concepts/Conceptions: A Practical Example presents Curriculum for Conceptual Understanding model based on curriculum design research that uses concepts as building blocks. It examines the building blocks for threshold conceptions and shows the four ways that students become “stuck” in their understanding. It demonstrates how instructors can identify and prepare curriculum to overcome threshold conceptions. **Session #449 Saturday, Aug 2 4:00PM - 6:00PM, Pennsylvania Convention Center, Room 202B**

**TECHNOLOGY AND INNOVATION MANAGEMENT (TIM)**

**TIM Distinguished Speaker Luncheon**
Saturday, August 2, 12:00pm - 1:30pm, Pennsylvania Convention Center: Room 201 A

This year’s TIM Distinguished Speaker is Kathleen M. Eisenhardt, the Stanford W. Ascherman M.D. Professor at Stanford University and Co-Director of the Stanford Technology Ventures Program.

**TIM Plenary Session: Creating Capacity for Innovation**
Monday, August 4, 2014, 11:30 – 1:00, Pennsylvania Convention Center: Room 114-Aud. Lecture Hall

**Moderator:** Maryann Feldman, University of North Carolina, Chapel Hill

**Panelists:** Richard A. Bendis, Innovation America; Dan Carol, Director of Multi-State and Strategic Initiatives for the Office of Governor John Kitzhaber/Oregon; Tom Guevara, Deputy Assistant Secretary Department of Commerce; John Grady, President, Philadelphia Industrial Development Corporation; RoseAnn Rosenthal, President & CEO, Benn Franklin Technology Partners

This session explores how government and public private partnerships create the capacity for innovation. Starting with the local example of the Philadelphia Naval Yard, which has transformed from a shipyard to a unique urban development, this session will feature local, state, and federal programs and initiatives that aim to build capacity that enables private sector firms to realize their potential.

**TIM Showcase Symposium: Unpacking the Dynamics of Platforms and Ecosystems: Collective Insights from Empirical Research**
Monday, August 4, 9:45am – 11:15am, Pennsylvania Convention Center: Room 113 C

**Discussants:** Carliss Baldwin, Harvard Business School; C. Jason Woodard, Singapore Management University. **Presenters:** Arvind Karunakaran, MIT Sloan School, David Lopez-Berzosa, University of Exeter Business School & Annabelle Gawer, Imperial College London; Elizabeth Altman, Harvard Business School; Bilgehan Uzunca, IESE, Dmitry Sharapov, Imperial College London, Richard Tee, EPFL.
Special Thanks

AOM Program Chair: Debra L. Shapiro
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PDW Chair: Brian Silverman
CAR - Careers
Program Chair: Tania Casado
PDW Chair: Corinne A. Post
CM - Conflict Management
Program Chair: Mara Olekalns
PDW Chair: Matthew A. Cronin
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Program Chair: Scott Taylor
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Program Chair: Carlo Salvato
PDW Chair: Alain Fayolle
GDO - Gender & Diversity in Organizations
Program Chair: Lisa H. Nishii
PDW Chair: W. E. Douglas Creed
HCM - Health Care Management
Program Chair: Ann Scheck McAlearney
PDW Chair: Victoria Parker
HR - Human Resources
Program Chair: David P. Lepak
PDW Chair: Maria Kraimer
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MH - Management History
Program Chair: Stephanie Case Henagan
PDW Chair: Bradley Gerald Bowden
MOC - Managerial & Organizational Cognition
Program Chair: Kevin W. Rockmann
PDW Chair: David Sluss
MSR - Management, Spirituality & Religion
Program Chair: Kathryn Pavlovich
PDW Chair: James A. F. Stoner
OB - Organizational Behavior
Program Chair: Mary Uhl-Bien
Program Chair (symposia): Kimberly D. Elsbach
PDW Chair: Amy Colbert
OCIS - Organizational Communications & Information Systems
Program Chair: Paul Leonardi
PDW Chair: Mary Beth Watson-Manheim
ODC - Organization Development & Change
Program Chair: David Grant
PDW Chair: Julie Wolfram Cox
OM - Operations Management
Program Chair: Dayna Simpson
PDW Chair: John Gray
OMT - Organization & Management Theory
Program Chair: Nelson Phillips
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PNP - Public & Nonprofit
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RM - Research Methods
Program Chair: Hettie A. Richardson
PDW Chair: Daniel A. Newman
SAP - Strategizing Activities & Practices
Program Chair: Anne D. Smith
PDW Chair: Jane Kirsten LeBourdon
SIM - Social Issues in Management
Program Chair: Harry J. Van Hendry
PDW Chair: Jamie R. Hendry
TIM - Technology & Innovation Management
Program Chair: Mary Tripsas
PDW Chair: Keld Laursen

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PDW Chair: Daphne Yiu
D&ITC - Diversity & Inclusion Theme Committee
PDW Chair: Christina Stamper
IAM - Iberoamerican Academy of Management
PDW Chair: José Ernesto Amorós
INDAM - India Academy of Management
PDW Chair: Arup Varma

ITC - International Theme Committee
PDW Chair: Agata Stachowicz-Stanusch
NDSC - New Doctoral Student Consortium
PDW Chair: Wonjoon Chung
TTC - Teaching Theme Committee
PDW Co-Chair: Lisa Stickney
PDW Co-Chair: Anna Seferian
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Jeanie Forray
Chris Hannah
Jim Spee
Toni Ungaretti
Welcome to all New Members & First Time Attendees!

MAKE THE MOST OF YOUR MEETING EXPERIENCE!

*PLAN YOUR SCHEDULE

- Friday and Saturday consist of Professional Development Workshops (PDW’s); Sunday consists of All-Academy Theme sessions (AAT) for PDW’s, symposia and paper sessions; Monday and Tuesday are reserved for division scholarly programs, including paper sessions and symposia
- Balance your schedule with those presenters that you are interested in seeing with some core sessions geared to your research interests and professional development
- Focus on sessions that are organized by your two primary divisions to eliminate overscheduling yourself
- 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
- Avoid disappointment by carefully reading each session’s detail as some select workshops require pre-registration
- Attend the New Member Orientation Fair on Friday 5:30 pm – 7:30 pm, Convention Center Rm. 107AB
- Don’t miss the All Academy Presidential Address & Awards Ceremony – Sunday, 8:30 am – 11:00 am, Convention Center-Grand Ballroom A&B
- Be sure to attend the All Academy Reception – Sunday, 6:00 pm Convention Center- Grand Ballroom A&B
- Stop by the Exhibit Hall in the Convention Center for a full array of cutting-edge information, books, and ideas to help you improve your research, teaching, and service to the profession as a whole. – Open Saturday-Monday only in the Convention Center, Exhibit Hall B
- Say goodbye to new friends at the AOM Farewell Gathering – Tuesday, 5:00 pm at the Lowes Hotel in the Howe & Terrace rooms.

*NETWORKING TIPS

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

*PRINTED PROGRAM HIGHLIGHTS FOR FIRST TIME ATTENDEES

- **Table of Contents** - Points of interest:
  - Hotel and Convention Center Map
  - 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

- **Internet Access** – AOM Technology Centers are located at each facility. Please refer to the Technology Flyer provided at registration and self-check-in kiosks
- **Placement Location & Hours** for applicants with pre-scheduled interviews
- **Join the Conversation** – Follow conference attendees on AOM Connect, Twitter, Facebook and LinkedIn

ADDITIONAL QUESTIONS? Please visit:
Hospitality Suite for First Time Attendees
Pennsylvania Convention Center, Room 105B
Open Friday through Monday
8:00 am to 5:00 pm
Tuesday – 8:00 am to 3:00 pm

Section A 31
Philadelphia Housing Map
The Academy of Management Extends Special Appreciation to All of the Sponsors of the 74th Annual Meeting of the Academy of Management

Platinum Plus Sponsors:

♦ Copenhagen Business School
(Sponsor of the AOM Shuttle Buses)

Copenhagen Business School

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

Two new world-class research environments will be established in 2014:

- Human Capital, Organizational Design and Performance
- Governing Responsible Business

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 five ‘business in society platforms’ which operate on a cross-departmental basis.

The CBS ‘business in society platforms’:

- Sustainability with the purpose of improving understanding and practice concerning the inter-relationship between society, business and the environment
- Public-Private focusing on dialogue across the traditional divides between the public and private sectors;
- Entrepreneurship expanding the traditional boundaries of entrepreneurship research by spanning and combining several fields including start-up venturing, social entrepreneurship and corporate entrepreneurship.
- Competitiveness dealing with the success of firms in a rapidly developing global environment;
- CBS Maritime dealing with the maritime business’ in an increasing globalised world.

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: 20,819
Foreign exchange students: 3,474
Full-time faculty members: 681
PhD students: 239
Administrative staff: 621
Exchange agreements: 338

CBS provides Bachelor, Masters, MBA/EMBA, PhD and Executive programmes taught 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).

Platinum Sponsors:

♦ IMD
(Sponsor of Conference Tote Bags)

The IMD Difference
IMD is a top-ranked business school. We are the experts in developing global leaders through high-impact executive education.

Why IMD?
- We are 100% focused on real-world executive development
- We offer Swiss excellence with a global perspective
- We have a flexible, customized and effective approach

We are 100% focused on real-world executive development
All IMD programs and services focus on real-world challenges faced by executives. We work with our clients—individuals, teams and organizations—to resolve their issues, build capabilities and prepare for the future. We attract outstanding Faculty members who combine thought leadership and practical experience. Run like a business, not only as an academic institution, we adopt a relentlessly problem-solving approach to create lasting value and impact.

We offer Swiss excellence with a global perspective
Based in Switzerland and also operating out of key locations worldwide, IMD shares its host nation's commitment to excellence while offering a unique global experience. Consistently at the top of rankings, we are intellectually and culturally diverse with no single dominant nationality and no one world view. Just look at the numbers:
- More than 8,000 executives from 98 countries come to IMD each year
- 120 global companies chose IMD for their customized programs each year
- 80,000 alumni are members of 45 clubs around the world
- Over 34 different nationalities represented in the IMD Faculty and Staff
- IMD is ranked No. 1 in open programs worldwide (2012 & 2013) and No. 1 in executive education outside the US (Financial Times 2008-2013)

We have a flexible, customized and effective approach
IMD is constantly innovating to give our clients the programs they need, where and how they need them. Without the constraints of traditional university structures and academic processes, we are agile and responsive. Starting from our own pioneering approaches—such as action learning and blended learning — our programs are adapted to address each client's individual challenges. Our only goal is to meet our clients' needs as quickly, flexibly and effectively as possible.

www.imd.org

♦ WU (Vienna University of Economics and Business)
(Sponsor of Conference Tote Bags)

As largest public business university in the EU, WU is located in Vienna, Austria – the gateway to Central and Eastern Europe, home to international organizations as the UN or OPEC and the headquarter of multinational companies. The only university of its size to be accredited by EQUIS, WU’s Executive Academy is also AMBA-accredited. The Financial Times has ranked WU’s International Business program at rank 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 Quantitative Finance
MSc Strategy, Innovation & Management Control
MSc Supply Chain Management
MSc Marketing
MSc Information Systems
MSc Economics
MSc Management
MSc Socio-Ecological Economics and Policy
MSc/MIM International Management (CEMS)
PhD Finance
PhD/DIBT International Business Taxation

in German:
MSc Business Education
LL.M Business Law
MSc Economics
MSc Business Informatics
MSc Finance and Accounting
MSc Management
MSc Socio-Economics
MSc Taxation and Accounting
Doctorate Social and Economic Sciences
Doctorate Business Law

WU Executive Academy
MBA, EMBA, MBL and LL.M. programs and certificate programs in German and English WU has a strong international orientation with about 26% of its 23,600 degree students coming from abroad and 1,000 incoming exchange students every year. With memberships in PIM and CEMS and over 220 partner universities on all six continents as well as 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)

The Society for Human Resource Management (SHRM) is the world’s largest association devoted to human resource management. Representing more than 275,000 members in over 160 countries, SHRM 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 offices in China, India and United Arab Emirates.

SHRM is committed to the development of key resources and tools for management and human resources professionals worldwide. As the premier thought leader in human resources, SHRM develops a professional community to share expertise and foster innovation in HR worldwide.

To prepare our membership to address challenges and take advantage of opportunities in the HR sector, and specifically for HR faculty and students, SHRM offers:

- Curriculum guidelines, case studies, learning modules and other teaching resources available for faculty to use to create, augment or supplement HR coursework, classes or a degree program
- A capstone exam for students, the SHRM Assurance of Learning® Assessment, for recent graduates to show employers they have acquired the knowledge base required to enter the HR profession
- Expert content regarding a diverse array of HR topics, including Employee Relations, Ethics & Corporate Social Responsibility, and Safety & Security
- SHRM Foundation instructional DVD series, Effective Practice Guidelines and Executive Briefings
- Legal analyses on employment law and legislative issues relating to management relations
- Templates, how-to guides, and samples for policy development
- Professional HR Standards for resource management and performance management
- Research and metrics including customized benchmarking services, compensation data, trends, forecasting, and labor market data

For over 65 years, SHRM has committed to provide the best resources and tools not only to address present needs of HR professionals, but also to proactively invest in the next generation of HR leaders. Over 18,000 SHRM members are students, and SHRM provides programming for more than 250 colleges and universities. Our steadfast commitment to HR education and cultivation of the next generation of HR leaders is an integral component of SHRM’s mission and values.

Learn more about everything SHRM has to offer at www.SHRM.org, and get the latest updates from our community of HR experts by following us on Twitter at: Twitter.com/shrm and liking us on Facebook at: Facebook.com/societyforhumanresourcemanagement.

♦ 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
- 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: 42,000 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)

BI Norwegian Business School
BI Norwegian Business School in Oslo is looking for new faculty members – is Oslo, Norway your next work place?

Norway

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. Oslo is connected to all the major European cities with several flights per day; most European destinations are less than two hours away. For more detailed information about Oslo, please visit http://www.visitoslo.com.

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. The school’s academic rigor places BI among the top business schools in Europe. Since 1983 more than 200 000 graduates have completed their studies at BI.

Ranking and Accreditations

BI obtained the AMBA accreditation in 2013 and is the first Norwegian business school to achieve this prestigious accreditation. AMBA accredits institutions of higher education based on full-time and part-time MBA programs, and awarded full marks to both BI’s own EMBA program and to the BI-Fudan MBA program, which is run jointly with Fudan University in China.

BI has had EQUIS accreditation since 1999 and was among the first to obtain this status. Accreditation is given for a maximum period of five years and re-accreditation was bestowed upon BI in 2004/05 and then again in 2010.
BI is also currently in the process of receiving the AACSB accreditation. With this BI will have achieved the prestigious Triple Crown status. BI was ranked number 44 in the Financial Times European Business School Rankings 2013.

International Profile

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. Approximately 20% of BI’s faculties are from other countries than Norway. BI’s Strategy 2010-2014 states the clear ambition to increase the number and proportion of international faculty at BI Norwegian Business School both through permanent and temporary full-time positions and through part-time and visiting, guest lecturing arrangements.

Research areas

BI Norwegian Business School boasts the country’s leading faculty in the fields of economics, management, strategy, marketing and finance. The school has 8 research departments:

- Department of Financial Economics
- Department of Innovation and Economic Organization
- Department of Communication and Culture
- 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 specific sectors and topics.

BI’s Portfolio

- Bachelor: 12 BSc programs, plus the BSc/MSc in Business Administration
- MSc: 5 full-time MSc programs.
- Executive Education: More than 200 part-time courses and programs, of which 100 were specially adapted or tailor-made training programs for private and government enterprises.
- PhD: A total of 100 candidates have earned a PhD at BI Norwegian Business School since 2000.

BI is a private non-profit organization. It’s internationally acclaimed and award-winning main campus is located in Oslo. Natural light and open spaces create the sensation of being in an indoor village; a place where everybody feels at home.

For more information about BI, please visit http://www.bi.edu

Welcome to visit us in Oslo!

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

ESMT European School of Management and Technology is a private business school and was founded in October 2002 by 25 leading global companies and institutions. ESMT is based in Berlin, Germany, with an additional campus in Schloss Gracht near Cologne. The international business school offers a full-time MBA, an executive MBA, a master’s in management as well as open enrollment and customized executive education programs. ESMT focuses on three main topics: leadership and social responsibility, European competitiveness, and the management of technology. Additionally the business school provides an interdisciplinary platform for discourse between politics, business, and academia.

ESMT recruits, develops, and promotes a diverse and international world-class faculty. The business school strives to build a productive environment that supports rigorous, deep, and original research aimed at top academic publications. Research also provides cutting-edge and profound insights for the business community as well as the classroom through managerial publications and case studies. ESMT’s academic excellence is also represented through nine funded chairs. This integration of research and practice makes ESMT an outstanding location for generating relevant and ground-breaking knowledge. ESMT is accredited by the German state, AACSB, AMBA, and FIBAA and has the right to award PhDs since 2013.

♦ Villanova School of Business (Sponsor of the All-Academy Reception)

Developing business leaders for a better world.
The Villanova School of Business is a premier educational institution that offers undergraduate programs, graduate programs and executive education. Villanova was founded by the Roman Catholic Order of Saint Augustine, and the Augustinian values of truth, community, caring, and leading through service are infused throughout the curriculum in all of our programs. Founded in 1922, VSB is known for academic rigor; creativity and innovation; hands-on and service learning opportunities; a firm grounding in ethics and an applied education that prepares students to become outstanding leaders and global citizens within the ever-changing, complex, and fast-paced world of business.

VSB offers undergraduate degree programs in accountancy and business administration, with majors in economics, finance, management, management information systems, and marketing. VSB also offers an international business co-major and real estate co-major. In addition, we offer four masters programs, a Post-MBA certificate, and a joint JD/MBA degree.

Our programs are accredited by the Association to Advance Collegiate Schools of Business (AACSB). The school is also home to prestigious business research centers including The Daniel M. DiLella Center for Real Estate; Center for Marketing and Public Policy Research; the Center for Global Leadership; the Center for the Study of Church Management and Business Ethics; the Center for Innovation, Creativity, and Entrepreneurship and the Center for Business Analytics.

**Gold Sponsors:**

- **Department of Management, Texas A&M University**  
  *(Sponsor of Media Cube in Exhibit Hall)*

Texas A&M is a top-tier university with more than a century of business education experience. Mays Business School is accredited by AACSB-International, the premier accrediting agency and service organization for business schools.

**Mays Academic Programs and Research Centers/Institutes**

Mays Business School educates more than 5,000 undergraduate, master’s and doctoral students in accounting, finance, information and operations management, management and marketing. The school is also home to eight research centers, all of which work together with the academic departments to conduct award-winning research and provide value-creating educational experiences for tomorrow’s business leaders.

Mays also offers an undergraduate minor in business and several certificate programs in energy accounting, marketing, international business, entrepreneurship, business for non-majors and not-for-profit business. Additionally, the school offers six specialized academic programs, a graduate career services office, a communication lab and more than 30 business student organizations.

**Mays Business School Mission**

The school’s mission is *creating knowledge and developing ethical leaders for a global society*. To fulfill this mission, Mays Business School:

- Provides undergraduate, master's and doctoral students with an environment that focuses on all dimensions of learning – knowledge, understanding, skills, behaviors, values and attitudes
- Creates and disseminates knowledge on important business issues through published research, innovative learning experiences and involvement with the constituents it serves
- Serves society through the exchange of ideas and practices
- Practices ethical leadership by managing its resources effectively and efficiently
- Fosters a culture of excellence, inclusion, collaboration and respect for diverse ideas
- Assesses and reflects upon the attainment of its goals, resulting in continuous improvement of its practices

Each year, former students, business executives and internationally renowned scholars visit Mays Business School to share their insights with faculty and students. The school also has a rich array of external advisory boards and councils consisting of executives and other practicing professionals. These external advisory groups provide valuable feedback.
regarding the types of instructional and research issues important to them.

**Mays Rankings and Recognition**

Mays offers a dynamic learning environment for faculty and students, and consistently ranks among the top public business schools in the country for its undergraduate and MBA programs, and for faculty research. *Bloomberg BusinessWeek* ranked the Mays undergraduate program 12th and the full-time MBA program 10th among all U.S. public universities in 2013. Texas A&M University was ranked 2nd best among U.S. universities in both *The Wall Street Journal*’s 2010 rankings and *The Washington Monthly*’s 2012 rankings.

**Mays Department of Management**

The Department of Management at Mays consistently ranks in the top tier in national studies of management department research productivity conducted by the top management journals. The *Journal of Product Innovation Management* ranks the Mays Department of Management 3rd among U.S. public universities in its rankings of top innovation management universities, and *U.S. News and World Report* ranks the department 9th among public undergraduate programs.

The department’s goals are to develop competencies in the theories and practice of management and to effectively use technical, interpersonal and conceptual skills when engaging students in active learning processes. Members of the department’s faculty have served as editors of major research journals and have been actively involved with the Academy of Management through service in multiple volunteer roles.

**Luiss Università Guido Carli** *(Pens at Registration)*

Founded in 1966, LUISS Guido Carli is a private Italian university strongly committed to professional development and knowledge transfer, that conducts research activities and educates talented individuals. Recognized for academic excellence, LUISS comprises four departments - Economics and Finance, Business and Management, Political Science and Law – and three schools – the LUISS School of Business and Management, the LUISS School of Government, and the LUISS School of European Political Economy. Its affiliation with Confindustria, the federation of Italian industry, offers unique research opportunities for LUISS researchers and business practitioners, and also provides LUISS students with solid career opportunities. LUISS partners with universities around the world for educational and research purposes.

The Department of Business and Management at LUISS coordinates research activities across the areas of business administration, management, innovation, and international business. Its faculty is actively engaged in both theoretical and applied research in the areas of business model innovation; corporate governance; finance for innovation; new venture formation, growth, and corporate entrepreneurship; organizational learning and adaptation; social capital and innovation; and word-of-mouth-led innovation. Its professors have published articles on these topics in top management journals such as Administrative Science Quarterly, Industrial and Corporate Change, the International Journal of Industrial Organization, Organization Science, and the Strategic Management Journal. The LUISS School of Business and Management offers undergraduate and post-graduate programs – including MBA and executive education programs. The School’s mission is to educate future leaders in an environment of academic excellence with a special focus on entrepreneurship.

**Leadership University Sponsors:**

- **The Rotman School of Management, University of Toronto**

The Rotman School of Management is part of the University of Toronto, one of the world’s top teaching and research universities, and is located in downtown Toronto, North America’s third largest financial center and 4th largest city. As the #1 business school in Canada (as measured by the *Financial Times* Global MBA Ranking) and the largest in terms of class size and program depth, we offer four MBA programs, (a Full-Time MBA, Morning/Evening MBA, EMBA and global EMBA), as well as undergraduate, PhD and Master of Finance programs. Rotman’s approach is to focus on academically strong and innovative business education that fosters new ways of thinking. With a broad portfolio of internationally recognized programs, our faculty offer a rich blend of teaching acumen, industry experience and leading-edge research. Bloomberg *BusinessWeek*’s biannual ranking of international business schools ranked Rotman #1 world-wide for intellectual capital, while the *Financial Times* 6th place ranking for our PhD program, #9 for our faculty research, and our position among the top ten globally for finance, is gratifying recognition of the school’s commitment to academic excellence. Participants in Rotman’s Executive Programs rank us #1 for new skills and learning according to the *Financial Times*. The University of Toronto’s management faculty is the largest in Canada. Our 118 faculty members contribute
meaningfully to contemporary management research and practice. Rotman shares the Academy of Management’s vision of building a vibrant and supportive community of scholars and, as a Leadership Sponsor of this event, we are pleased to help expand opportunities for scholars to connect and explore new ideas.

♦ Department of Management, Texas A&M University

Texas A&M is a top-tier university with more than a century of business education experience. Mays Business School is accredited by AACSB-International, the premier accrediting agency and service organization for business schools.

Mays Academic Programs and Research Centers/Institutes

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Mays also offers an undergraduate minor in business and several certificate programs in energy accounting, marketing, international business, entrepreneurship, business for non-majors and not-for-profit business. Additionally, the school offers six specialized academic programs, a graduate career services office, a communication lab and more than 30 business student organizations.

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- Creates and disseminates knowledge on important business issues through published research, innovative learning experiences and involvement with the constituents it serves
- Serves society through the exchange of ideas and practices
- Practices ethical leadership by managing its resources effectively and efficiently
- Fosters a culture of excellence, inclusion, collaboration and respect for diverse ideas
- Assesses and reflects upon the attainment of its goals, resulting in continuous improvement of its practices

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Mays offers a dynamic learning environment for faculty and students, and consistently ranks among the top public business schools in the country for its undergraduate and MBA programs, and for faculty research. Bloomberg BusinessWeek ranked the Mays undergraduate program 12th and the full-time MBA program 10th among all U.S. public universities in 2013. Texas A&M University was ranked 2nd best among U.S. universities in both The Wall Street Journal's 2010 rankings and The Washington Monthly's 2012 rankings.

Mays Department of Management

The Department of Management at Mays consistently ranks in the top tier in national studies of management department research productivity conducted by the top management journals. The Journal of Product Innovation Management ranks the Mays Department of Management 3rd among U.S. public universities in its rankings of top innovation management universities, and U.S. News and World Report ranks the department 9th among public undergraduate programs.

The department’s goals are to develop competencies in the theories and practice of management and to effectively use technical, interpersonal and conceptual skills when engaging students in active learning processes. Members of the department’s faculty have served as editors of major research journals and have been actively involved with the Academy of Management through service in multiple volunteer roles.

♦ University of Maryland

About the University of Maryland:
The University of Maryland, College Park is a public research university, the flagship campus of the university System of Maryland, the original 1862
The university provides excellence in teaching, research, and service, and educates students and advances knowledge in areas of importance to the State, the nation, and the world. The university creates and applies knowledge, providing outstanding instruction and nourishing a climate of intellectual growth in a broad range of academic disciplines and interdisciplinary fields. As a land-grant institution, the university shares its research, educational, cultural, and technological strengths with the Maryland citizenry and other constituencies. Its collaborations with State, federal, private and non-profit partners promote economic development and improve quality of life.

Vital to these activities is the excellence of the university's faculty, staff, and students. The university counts the diversity of its community among its greatest strengths, with underrepresented students comprising one-third of the student population. It is committed to diversity and inclusiveness in both educational and work environments. Providing equal educational opportunity; hiring and retaining a diverse faculty and staff of exceptional achievement; and recruiting and graduating talented students from traditionally underrepresented groups are institutional priorities.

The university is also 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 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 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.

Maryland is ranked No. 21 among public universities by U.S. News & World Report and No. 14 among public universities by Forbes. The Institute of Higher Education, which ranks the world’s top universities based on research, puts Maryland at No. 38 in the world, No. 29 nationally and No. 13 among U.S. public research institutions. The university is also one of the top 10 highest-rated D.C.-area employers, according to Glassdoor.com. Its faculty includes three Nobel laureates, two Pulitzer Prize winners, 49 members of the national academies and scores of Fulbright scholars.

The institution has a $1.7 billion operating budget, secures $500 million annually in external research funding and recently completed a $1 billion dollar fundraising campaign.

♦ 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 six levels of university/organization sponsorship:

- **Platinum Plus** $20,000
- **Platinum** $16,500
- **Gold** $11,000
- **Silver** $8,500
- **Bronze** $5,500
- **Pewter** $4,000

For complete information, please contact Megan Johnson, AOM Meetings Coordinator, at mjohnson@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 1
Hours: 9:00 a.m. - 5:00 p.m.

EXHIBITS HOURS (open only to those wearing badges):
Saturday, August 2
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 3
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 4
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 4
Hours: 5:00 p.m. - 8:00 p.m.
# 2014 Academy of Management Exhibitors

## The Academy of Management

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

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## Exhibits

Exhibits Coordinator: Megan Johnson, Academy of Management

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<td>9:45am</td>
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<td>HR Management Simulation: Demo and Best Practices</td>
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<td>12:30pm</td>
<td>1976</td>
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<td>Witold J. Henisz - Author Event</td>
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<td>Sun</td>
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<td>1972</td>
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<td>1975</td>
<td>PCC: Exhibit Hall Conf. Room</td>
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<td></td>
<td>1:15pm</td>
<td>1973</td>
<td>PCC: Exhibit Hall Conf. Room</td>
<td>Provalis Text Analytics Tools</td>
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<td></td>
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<td></td>
<td></td>
<td>1978</td>
<td>PCC: Exhibit Hall Conf. Room</td>
<td>Datashop: Accessing Data Was Never This Easy</td>
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<tr>
<td>Mon</td>
<td>9:30am</td>
<td>1974</td>
<td>PCC: Exhibit Hall B - Booth 525</td>
<td>Breakfast with the Editor in Chief</td>
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Saturday 9:45AM

1959 : (EXH) HRManagement Simulation: Demo and Best Practices
9:45am - 11:15am Pennsylvania Convention Center: Exhibit Hall Conf. Room
Tweet this session: #AOM2014 1
Speaker: Clayton Shumate, President of Interpretive Simulations
In this session, we will demonstrate our HRManagement Simulation and provide examples of how it can be used effectively in the classroom. I think you will find the presentation to be informative and the event to be a good opportunity to ask questions about your specific course!

Saturday 12:30PM

1976 : (EXH) Witold J. Henisz - Author Event
12:30pm - 1:30pm Pennsylvania Convention Center: Exhibit Hall B - Booth 524
Tweet this session: #AOM2014 2

Sunday 9:45AM

1972 : (EXH) The Power of Digital Textbooks (WITHDRAWN)
9:45am - 11:15am Pennsylvania Convention Center: Exhibit Hall Conf. Room
Tweet this session: #AOM2014 3
This informative session will cover the myths and realities of eTextbooks. We will highlight our born-digital texts and describe the process of bringing this innovative combination of textbook and eplatform to life. Attendees to this session will learn how our Thuze eTextbooks are created, designed, and developed. Specifically, we'll showcase our business and management list and present the power and depth of the digital textbook. At the end of a session we'll hold a small meet and greet providing coffee, tea, and snacks.

Sunday 11:30AM

1975 : (EXH) Rethinking Project Stakeholder Management - Findings from an International Research Project funded by PMI
11:30am - 1:00pm Pennsylvania Convention Center: Exhibit Hall Conf. Room
Tweet this session: #AOM2014 4
In this international research project, partly funded by Project Management Institute, the researchers have examined methods of project stakeholder management in companies and public organizations. Author, Prof. Dr. Pernille Eskerod, University of Southern Denmark, will present findings relevant for both researchers and practitioners of stakeholder management on applied and studied systemic methods for stakeholder analysis in real projects. The Project Management Institute is the world's largest not-for-profit membership association supporting the creation and dissemination of knowledge in the field of project, program and portfolio management.

Sunday 1:15PM

1973 : (EXH) Analyze Text Data with Provalis Research
Text Analytics Tools
1:15pm - 2:45pm Pennsylvania Convention Center: Exhibit Hall Conf. Room
Tweet this session: #AOM2014 5
In this presentation, Provalis Research will showcase its integrated collection of text analytics software. QDA Miner is an easy to use qualitative and mixed methods software that meets the needs of researchers performing qualitative data analysis and would like to code more quickly and more consistently larger amounts of documents. It offers high level computer assistance for qualitative coding with innovative text search tools that help users speed up the coding process as well as advanced statistical and visualization tools. Users with even bigger text data, can also take advantage of WordStat. This add-on module to QDA Miner can be used to analyze huge amounts of unstructured information, quickly extract themes, find trends over time, and automatically identify patterns and references to specific concepts using categorization dictionaries.

Sunday 3:00PM

1977 : (EXH) Greenleaf Publishing ‘Meet and Greet’
3:00pm - 4:00pm Pennsylvania Convention Center: Exhibit Hall B - Booth 524
Tweet this session: #AOM2014 6
Greenleaf Publishing invites you to join us at our ‘Meet and Greet’ event at the Academy of Management; we look forward to meeting old friends and new. It is taking place at the Greenleaf booth and will be an informal meeting with refreshments and will provide you with the opportunity to join our community and hear about our plans for the future, discuss book proposals with our publishing team and also talk to Greenleaf authors, including Sanjay Sharma, author of Competing for a Sustainable World: Building Capacity for Sustainable Innovation.

1978 : (EXH) Datashop: Accessing Data Was Never This Easy
3:00pm - 4:30pm Pennsylvania Convention Center: Exhibit Hall Conf. Room
Tweet this session: #AOM2014 7
Today, the biggest problem that researchers face is access to clean and standardized data. Join us to explore how Datashop provides easy access to research-ready and linked datasets hosted across finance, macroeconomic, legal, social, and other domains.

Monday 9:30AM

1974 : (EXH) Breakfast with the Editor in Chief
9:30am - 10:30am Pennsylvania Convention Center: Exhibit Hall B - Booth 525
Tweet this session: #AOM2014 8
Please join us at the Canadian Journal of Administrative Science’s booth for the opportunity to speak with Professor Vishwanath Baba, Editor in Chief.
Placement Services

Director: Garry Adams, Auburn University
Associate Director: Mike Ryan, Bellarmine University
Assistant Director: Marianne Miller, Virginia Commonwealth University
Placement Coordinator: Wendy Kramer, Keystone College

Online Placement Services: [http://aom.org/placement/](http://aom.org/placement/)

2014 Academy of Management Onsite Placement Services Registration

Location:
Philadelphia Marriott Downtown
1201 Market St.
Philadelphia, PA 19107

Placement Office in Room 405 (4th Floor)
Placement Office Hours:
Friday, August 1, Noon – 5 p.m.
Saturday, August 2, 8 a.m. – 5 p.m.
Sunday, August 3, 8 a.m. – 5 p.m.
Monday, August 4, 8 a.m. – 5 p.m.
Tuesday, August 5, 8 a.m. - Noon

Interview Rooms in Franklin 1-13
Interview Rooms are available:
Friday, August 1, Noon – 8 p.m.
Saturday, August 2, 8 a.m. – 8 p.m.
Sunday, August 3, 8 a.m. – 8 p.m.
Monday, August 4, 8 a.m. – 8 p.m.
Tuesday, August 5, 8 a.m. - Noon

Placement Committee Volunteers 2014-2015
- Becky Badawy, University at Buffalo (State University of New York)
- 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, Canisius College
- Shawna Chen, Texas Tech University
- Jason DeBode, Missouri St. University
- Kaitlyn DeGhetto, Florida State University
- Kay Devine, Athabasca University
- Stacey Donahue, Keystone College
- James Dulebohn, Michigan State University
- Kimberly Ellis, Florida Atlantic 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
- Jakari Griffith, Bridgewater St. University
- Erin Henry, Harvard University

Process & Costs

Placement Services for the 2014 Academy of Management annual meeting will be located in Downtown Marriott, 1201 Market St., Philadelphia, PA 19107. 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 Philadelphia. We will provide assistance on-site in Philadelphia 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 Philadelphia 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 Philadelphia 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 Philadelphia. They are located in small-medium size rooms (12–18 tables/room) and will be available from noon on Friday, August 1st through noon on Tuesday, August 5th. 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/](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 1st: 3:30 – 5:00 p.m., Auditorium Lecture Hall (Room 114), Philadelphia Convention Center

This session is designed for individuals who represent institutions with position openings. It provides information on hiring practices, statistics from past and current years, and applicant perceptions. The session will be an interactive format and features a panel of placement experts.

**The Academic Job Search: Workshop for Applicants**
Friday, August 1st: 5:30 – 7:00 p.m., Auditorium Lecture Hall (Room 114), Philadelphia Convention Center
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.
William H. Newman Award

for best paper based on a dissertation

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 Helena Barnard, Gordon Institute of Business, South Africa, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs.

The 2014 William H Newman Award Nominees are:

**BPS**
Envisioning the Improbable: Judgment and Strategy in Heavy-Tailed Contexts
Shellwyn L Weston, New York U.

**CAR**
Possible Selves’ Dynamism: Identity Experiments following a Career Transition
Pamela A. Suzanne, U. de San Andrés

**CM**
Culture as a Moderator of Gender difference in Negotiation Performance: A Meta-analysis
Wen Shan, Nanyang Technical U.

**CMS**
Constructing Professional Identities in Ambiguity: The ‘Shapeshifter’
Cara Reed, Cardiff U.

**ENT**
Opportunity Pursuit, Disinhibition, & Social Bias: Advancing Beyond Individual Action
Daniel Lerner, U. de Deusto

**GDO**
Straying From the Breadwinner Norm: Men’s Work Identities and their Wives’ Work Choices
Erin Marie Reid, Boston U.

**HCM**
Is Privatization the Solution to the Financial Distress of Public Hospitals?
Zo Harivololona Ramamonjarivelo, Governors State U.

**HR**
Labor Codes and Human Resource Strategy in Emerging Economies
Mevan M. Jayasinghe, Michigan State U.

**IM**
Why You Become a Leader or a Follower? A Q Methodology Study on Chinese Business Practitioners
Xueling Jiang, U. of Massachusetts Amherst

**MC**
Developing Theory and Skills in Conversational Consulting: The Relevance of a Doctoral Programme.
Stefan Cantore, U. of Southampton

**MH**
State and Knowledge Production: the Slow Development of Industrial Relations Field in China
Enying Zheng, Cambridge U.

**MOC**
The Search for ‘Real’ Farmers-Questions of Social Identity in Farmer- Based Organizations
Natasha Katuta Mwila, Monash U.

**OB**
Seeing Too Much: Too Much In Sight, Too Little Insight? An Attention-Driven View of Productivity
Ethan S. Bernstein, Harvard U.

**OCIS**
Information Flow in Interactions
Natalie C. Cotton-Nessler, Bentley U.

**ODC**
Dancing between Illusion and Reality: Decoupling in Post-acquisition Integration
Natalia Vuori, Aalto U.

**OMT**
Understanding the Evolution of Theoretical Constructs in Organization Studies: Examining “Purpose”
Laura Singleton, Eckerd College

**ONE**
Identifying sources of legitimacy in shifting fields: An exploration of legitimating accounts
Michael J Sheridan, SUNY, New Paltz

**RM**
Subjective Underemployment: The Development of a Measure
Tina W. Thompson, Illinois State U.

**SIM**
CEO open executive orientation and positive CSR initiative adoption
Daina Mazutis, IMD

**TIM**
Casting Shadows: Impact Of Parent-Spinout Knowledge Distance On New Venture Alliances
Shweta Gaonkar, U. of Maryland
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 2014 Carolyn Dexter Award Nominees Are:

**BPS**
Evidence and Impact of Social Proximity: A Study of Caste-based Hiring of CEOs in India
Naga Lakshmi Damaraju, Indian School of Business
Anil Makhija, The Ohio State U.
Scott Yonker, Indiana U. Kelley School

**CAR**
A Study of Expatriate Career Intention
Arpita Joardar, Clark U.

**CM**
Competition vs. Cooperation: Motivating Groups in Base-of-the-Pyramid Markets
Geoffrey Kistruck, Schulich School of Business
Robert Lount, The Ohio State U.
Brett R. Smith, Miami U. Ohio
Brian Bergman, Miami U. Ohio
Todd W. Moss, Syracuse U.

**CMS**
Englishization in offshore call centres: A postcolonial perspective
Mehdi Boussebaa, U. of Bath
Yiannis Gabriel, U. of Bath
Shuchi Sinha, Indian Institute of Technology Delhi

**ENT**
Simple Word of Mouth or Complex Resource Orchestration for Overcoming Liabilities of Foreignness
Stoyan Petrov Stoyanov, U. of Edinburgh Business School
Richard Woodward, U. of Edinburgh Business School

**GDO**
How does ethnic diversity impact group performance? - Network cohesion and diversification
Wei Zheng, U. of Wisconsin - River Falls
Jun Wei, U. of Science and Technology Beijing

**HCM**
Do patient sharing networks between hospitals afford access to better care?
Alessandro Lomi, U. of Lugano
Danielle Mascia, Catholic U. Rome
Duy Quang Vu, Melbourne U.
Francesca Pallotti, Greenwich U.
Guido Conaldi, U. of Greenwich
Theodore J. Iwashyna, U. of Michigan

**HR**
Stay in the Same Boat: A Study on Employment Relationship, Profit Sharing Plan and Firm Performance
Jiwon Song, Renmin U. of China
Haolan Li, Renmin U. of China
Anne S. Tsui, Arizona State U.
Jinyun Sun, Fudan U.
Byron Y. Lee, Renmin U. of China
Wei Si, Hong Kong Polytechnic U.

**IM**
Expatriate Social Networks in Terrorism-Endangered Countries: An Empirical Analysis
Benjamin Bader, U. of Hamburg
Tassilo Schuster, U. of Erlangen, Nuremberg

**MED**
The Role of Social Closeness in Chinese Business Students’ Ethical Judgments
Emmy van Esch, Hong Kong Baptist U.
Flora F T Chiang, Hong Kong Baptist U.
Thomas A Birth, U. of Cambridge

**MH**
Role of Informal Networks in Mitigating the Liability of Outsidership: Case of the Iranian Bazaar
Jon Thornberry, American U. of Beirut
Yusuf M. Sidani, American U. of Beirut
Marina Apaydin, American U. of Beirut

**OCIS**
Deliberate Knowledge Seekers: How Actors Use Media To Build Tie Strength Before Knowledge Transfer
Samantha Meyer, Northwestern U.

**ODC**
Infusing sustainability: The role of external triggers and internal actors in pursuing change
Vera Blazevic, Radboud U. Nijmegen
Kristina Lauche, Radboud U. Nijmegen
Karen L. Janssen, Radboud U. Nijmegen
Allard C.R. Van Riel, Radboud U. Nijmegen

**OM**
Environmental Competencies and Competitive Advantage: Is Green IS the missing link?
Vaidy Jayaraman, U. of Miami
Antony Paulraj, U. of Southern Denmark
Shaozhi Li, Southwestern U. of Finance and Economics
Kuo-chung Shang, National Taiwan Ocean U.
Carolyn Dexter Award

for best international paper

OMT
When Times Collide. Temporal Brokerage at the Intersection of Markets and Development
Juliane Reinecke, U. of Warwick
Shaz Ansari, U. of Cambridge

ONE
The Role of Disaster Entrepreneurship in Building Community Resilience
Martina K. Linnenluecke, The U. of Queensland, Australia
Brent A McKnight, McMaster U.

PNP
Enhancing Performance in the Australian Public Service: A Case of Co-production
Fiona Buick, U. of Canberra
Deborah A. Blackman, U. of New South Wales
Damian West, U. of Canberra
Michael O'Donnell, U. of New South Wales
Janine O'Flynn, U. of Melbourne

RM
Multigroup Ethnic Identity Measure: An Investigation of Its Psychometric Properties
Jennifer Feitosa, U. of Central Florida
Christina Noelle Lacerenza, U. of Central Florida
Deeja Cruz, U. of Central Florida
Lindsay Moynihan, U. of Central Florida

SAP
How Middle Managers Deal with Governmental Political Ideology
Yidi Guo, INSEAD
Zhixing Xiao, George Washington U.

SIM
Vocabularies of Divergent Legitimizing Strategies and their Effect on Ethical Standardization
Melanie Maria Ganter, U. of St. Gallen

TIM
The Evolution of Absorptive Capacity Routines in Corporate R&D Subsidiaries
Aneesh Banerjee, Cass Business School, City U. London
Joseph Lampel, City U. London
Ajay Bhalla, City U.
### TABLE 2: Submissions by Sponsors
(Numbers reflect the submissions that were checked in and reviewed. Some symposia were submitted to more than one sponsor.)

<table>
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<th>Best Papers</th>
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### TABLE 3: Affiliations with 40+ Participants

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### TABLE 4: Participant Country Representation

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*Self-identified. Data may be incomplete. The Academy takes no position on national borders.*
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 Practices
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
EXH - Exhibit Hall
IAM - Iberoamerican Academy of Management
ICW - In-Conjunction With Activities
INDAM - Indian Academy of Management
ITC - International Theme Committee
JS - Joint Symposia
NDSC - New Doctoral Student Consortium
PTC - Practice Theme Committee
SHCS - Showcase Symposia
TTC - Teaching Theme Committee
TLC - Teaching & Learning Conference

Session Locations:
PCC - Pennsylvania Convention Center
MAR - Philadelphia Marriott Downtown
LWS - Loews Philadelphia Hotel
SHR - Sheraton Philadelphia Downtown Hotel
OS - Offsite

Symbols:
Program Theme-oriented
Teaching-oriented
Management Practice-oriented
International-oriented
Research-oriented
Diversity-oriented
Selected as a conference Best Paper
THE PENNSYLVANIA CONVENTION CENTER EXPANSION
COMPLETE
(AND COMPLETELY Magnificent)

300 Level

KEY
- Entrance
- Exhibit Halls
- Meeting Rooms
- Ballrooms
- Public Areas
- Shops
- Stair Elevator Escalator
- Loading Dock
- House Storage
- Offices
- Back of House
- Concession Stand
- Dressing Rooms
- Elevator
- Freight Elevator
- Fire Hose Connection
- Stairs/Emergency Exit
- Restrooms
- Ticket Offices
- Columns
- Telephone
- Water Fountain
Academy of Management 2014 Annual Meeting

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COMPLETE

(AND COMPLETELY Magnificent)

400 Level

KEY

- Entrance
- Exhibit Halls
- Meeting Rooms
- Ballrooms
- Public Areas
- Shops
- Stair, Elevator, Escalator
- Loading Dock
- House Storage
- Offices
- Back of House
- Concession Stand
- Dressing Rooms
- Elevator
- Freight Elevator
- Fire Hose Connection
- Stair/Emergency Exit
- Restrooms
- Ticket Offices
- Columns
- Telephone
- Water Fountain

Section A
Philadelphia Marriott Downtown

LEVEL 4
Philadelphia Marriott Downtown

**LEVEL 5**

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<thead>
<tr>
<th>Meeting Room</th>
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<tr>
<td>Grand Ballroom</td>
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<tr>
<td>Salon A, B, C &amp; D (each)</td>
<td>46 x 34 x 18</td>
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<tr>
<td>Salon E, F, G &amp; H (each)</td>
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<td>Salon I, J, K &amp; L (each)</td>
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<td>Meeting Room 501 &amp; 502 (each)</td>
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FARE QUOTES AND TICKETS

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<td>Online service fee</td>
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Hertz Direct: http://link.hertz.com/link.html?id=36110&LinkType=H2LK&TargetType=Homepage&ret_url=www.associationtravelconcepts.com
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<td>9:00</td>
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<td>LWS: Commonwealth A2</td>
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<td>LWS: Commonwealth B</td>
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<td>10:30</td>
<td>LWS: Commonwealth C</td>
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<tr>
<td>11:00</td>
<td>LWS: Congress Room C</td>
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<tr>
<td>11:30</td>
<td>LWS: Howe Room</td>
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<td>LWS: Jefferson Boardroom</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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<td>36 OB/BNP: Power of Words &amp; Team from Hell</td>
<td>63 CAR/OB: Demystifying Postdocs</td>
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<td>70 SAP/BPS: New Ways of Teaching Strategy</td>
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<td>54 BPS/TIM/IM: Designing Alliance Agreements</td>
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<td>1:00</td>
<td>LWS: Commonwealth A2: 100 AAA: AMLE/JME Reviewer’s Workshop</td>
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<tr>
<td>1:30</td>
<td>LWS: Commonwealth C: MOC and cosponsors: Content Analysis Research</td>
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<tr>
<td>2:00</td>
<td>LWS: Commonwealth D: AAA: Ethics in Management</td>
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<tr>
<td>2:30</td>
<td>LWS: Congress Room A: 128 MOC: Language in Cognition</td>
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<tr>
<td>3:00</td>
<td>LWS: Congress Room C: 103 GDO/D&amp;ITC: Diversity Publishing Workshop</td>
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<tr>
<td>3:30</td>
<td>LWS: Howe Room: AAA: Board of Governors’ Meeting</td>
</tr>
<tr>
<td>4:00</td>
<td>LWS: Jefferson Boardroom: AAA: Speaker Preparation</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Friday Afternoon, August 1, 2014 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
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</table>

Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Morning, August 2, 2014

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00</td>
<td>LWS: Adams Room</td>
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</table>
| 8:30 | LWS: Commonwealth A1  
AAA: Technology Center |
| 9:00 | LWS: Commonwealth A2  
205 D&ITC/GDO: Fixing Leaks in the Pipeline |
| 9:30 | LWS: Commonwealth B  
265 MOC: Cognition in the Rough |
| 10:00 | LWS: Commonwealth C  
266 MOC/RM/OMT: Language & Cultural Knowledge |
| 10:30 | LWS: Commonwealth D  
243 SIMONE: Junior Faculty Consortium |
| 11:00 | LWS: Congress Room A  
220 MED: create online case discussion |
| 11:30 | LWS: Congress Room B  
221 MED: Sustaining Impact Education |
| 11:00 | LWS: Congress Room C  
249 GDO: GDO Doctoral Consortium |
| 11:30 | LWS: Howe Room  
190 AAA: Board of Governors’ Meeting |
| 12:00 | LWS: Jeferson Boardroom  
191 AAA: Speaker Preparation |
| 12:30 | LWS: Parlor 1  
224 MED and cosponsors: Teaching with Technology |
| 13:00 | LWS: Parlor 2  
225 MH: New Tools |
| 13:30 | LWS: Regency Ballroom C1  
273 MED: Use Your Words |
| 14:00 | LWS: Regency Ballroom C2  
321 |
| 14:30 | LWS: Washington Room A  
223 MEDI/GB: Teaching Virtual Students |
| 15:00 | LWS: Washington Room B  
222 MED/CMHR: Online Courses Who, What & How |
| 15:30 | LWS: Washington Room C  
274 MH: Getting Published |
| 16:00 | OS: Benjamin Franklin Museum  
270 SAP: Franklin’s Strategic Alliances |
| 16:30 | OS: Fork Restaurant  
324 OMT: |
| 17:00 | OS: TBD  
CMS/SIM/PTC: Getting out of the hotels |
| 17:30 | OS: Temple University...  
248 ENT: ENT Doctoral Consortium Part 2 |
| 18:00 | OS: Temple University...  
213 IM: IM Doctoral Consortium |
| 18:30 | OS: Temple University...  
214 IM: IM Junior Faculty Consortium |
| 19:00 | PCC: A-125 South Show Office  
182 AAA: Nursing Room |
| 19:30 | PCC: Exhibit Hall B  
183 AAA: Registration |
| 20:00 | PCC: Exhibit Hall B...  
184 AAA: Exhibits |
| 20:30 | PCC: Room 102 A  
244 TIM: TIM Junior Faculty Consortium |
| 21:00 | PCC: Room 102 B  
234 ODC/RM: Unlocking the Power of Words |
| 21:30 | PCC: Room 103 C  
245 TIM: TIM Doctoral Consortium |
| 22:00 | PCC: Room 104 A,B  
253 ODC: ODC Doctoral Consortium DAY 2 |
| 22:30 | PCC: Room 105 B  
185 AAA: Opening Meeting & Breakfast |
| 23:00 | PCC: Room 105 B...  
186 AAA: Hospitality Suite |
| 23:30 | PCC: Room 106 AB  
187 AAA: Technology Center |
| 00:00 | PCC: Room 107 A  
219 MCO/DC: Disruptive Change & Real-Time |
| 00:30 | PCC: Room 107 B  
235 OMT/BPS/CM/MOC/ID: Trust |
| 01:00 | PCC: Room 108 B  
264 IM/BPS: Institutional Diversity |
| 01:30 | PCC: Room 109 A  
215 IM/BPS: Institutions and Entrepreneurs |
| 02:00 | PCC: Room 109 B  
203 CMS/GDO: The F word |
| 02:30 | PCC: Room 110 A,B  
209 HCM: Dialogue |
| 03:00 | PCC: Room 111 A  
204 CMS/M/MOT: United We Speak |
| 03:30 | PCC: Room 111 B  
247 CM/ICAR/OB/GDO: Finding Value in Academic Life |
| 04:00 | PCC: Room 112 A  
269 ODC/MC: Collaborative Change Research |
| 04:30 | PCC: Room 112 B  
216 IM/BPS: Strategy and Macroeconomics |
| 05:00 | PCC: Room 113 C  
231 OGIS/R: Organizational Genetics |
| 05:30 | PCC: Room 115 A  
279 PTC/DC/CMR/SM/MED: Words, Leading, and Change |
| 06:00 | PCC: Room 118 B  
194 AAM: Issues on Japanese Business |
| 06:30 | PCC: Room 119 B  
236 OMT and cosponsors: Introduction to Social Network |
| 07:00 | PCC: Room 120 A  
232 ODC: Speaking Truth to Power |
| 07:30 | PCC: Room 120 C  
246 TIM/ME/ODC: Global Online Education |
| 08:00 | PCC: Room 121 A  
262 OMT and cosponsors: |
| 08:30 | PCC: Room 122 A  
256 PNP: PNP Doctoral Consortium |
| 09:00 | PCC: Room 124  
239 PTC and cosponsors: From Scholarship to Action |
| 09:30 | PCC: Room 126 B  
233 ODC/MC: Narrate or be Narrated! |

Start and end times are approximate. See Session Details (Section D) for exact times.
### Conference Program Guide – Saturday, August 2, 2014

**Section B**

<table>
<thead>
<tr>
<th>Room</th>
<th>Session Title</th>
</tr>
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<tbody>
<tr>
<td>PCC: Room 202 A</td>
<td><strong>237</strong> OMT/SAP/MOC: Processes/Practices/ Routines <strong>320</strong> OMT/CMS:</td>
</tr>
<tr>
<td>PCC: Room 202 B</td>
<td><strong>218</strong> MC: Linking Scholarly &amp; Practical</td>
</tr>
<tr>
<td>PCC: Room 203 A</td>
<td><strong>257</strong> TIM/MENT: Discourse on Global Innovation <strong>316</strong> CM/HR/CAR:</td>
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<tr>
<td>PCC: Room 203 B</td>
<td><strong>238</strong> OMT/TIM/BPS/ENT: Extantion <strong>298</strong> TIM/OMT/BPS: Revisiting Product Ontology</td>
</tr>
<tr>
<td>PCC: Room 300</td>
<td><strong>188</strong> AAA: Speaker Preparation</td>
</tr>
<tr>
<td>MAR: 4th Floor Prefunction Area</td>
<td><strong>AAA</strong>: Technology Center</td>
</tr>
<tr>
<td>MAR: Conference Suite 1</td>
<td><strong>212</strong> ICW: IMD International Meeting Room</td>
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<tr>
<td>MAR: Franklin Hall</td>
<td><strong>189</strong> AAA: Placement</td>
</tr>
<tr>
<td>MAR: Grand Ballroom Salon A</td>
<td><strong>226</strong> OB: OB Doctoral Consortium</td>
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<tr>
<td>MAR: Grand Ballroom Salon C</td>
<td><strong>254</strong> OM: OM Combined Consortia</td>
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<tr>
<td>MAR: Grand Ballroom Salon D</td>
<td><strong>228</strong> OB/HR: Managing Field Research</td>
</tr>
<tr>
<td>MAR: Grand Ballroom Salon G</td>
<td><strong>252</strong> NSC: NSC Session</td>
</tr>
<tr>
<td>MAR: Grand Ballroom Salon I</td>
<td><strong>227</strong> OB: OB Junior Faculty Workshop II</td>
</tr>
<tr>
<td>MAR: Grand Ballroom Salon J</td>
<td><strong>261</strong> HR/CM: Funding Opportunities from NSF</td>
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<tr>
<td>MAR: Grand Ballroom Salon K</td>
<td><strong>277</strong> HR/OB/TTT: Teaching HR</td>
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<tr>
<td>MAR: Grand Ballroom Salon L</td>
<td><strong>211</strong> HR/OB: Research in the News Media <strong>290</strong> OB/BPS/HR/CA: Revise and Resubmitt</td>
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<tr>
<td>MAR: Room 301</td>
<td><strong>259</strong> CAR/OB/HR: Careers: Networks &amp; identity</td>
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<tr>
<td>MAR: Room 302</td>
<td><strong>255</strong> OM:</td>
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<tr>
<td>MAR: Room 303</td>
<td><strong>229</strong> OB/HR: Empathy-Based Management <strong>276</strong> HR: HR Div Middle-Stage Consortium</td>
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<tr>
<td>MAR: Room 304</td>
<td><strong>267</strong> OB/PTC/ODC: Research in Practice</td>
</tr>
<tr>
<td>MAR: Room 305</td>
<td><strong>250</strong> HR: Junior Faculty Consortium</td>
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<tr>
<td>MAR: Room 306</td>
<td><strong>291</strong> OB/HR/OCIS: Researching Virtual Teams</td>
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<tr>
<td>MAR: Room 307</td>
<td><strong>260</strong> HR/BPS: Reinvigorating Strategy in HRM</td>
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<td>MAR: Room 308</td>
<td><strong>262</strong> ICW: ASQ Editors Meeting</td>
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<td>MAR: Room 401,402,403</td>
<td><strong>251</strong> HR: Doctoral Consortium</td>
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<td>MAR: Room 406</td>
<td><strong>268</strong> OB/RM/MSR/HR: Phone-Enabled ESM &amp; EMA</td>
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<td>MAR: Room 407,408,409</td>
<td><strong>210</strong> HR: Innovative Teaching</td>
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<tr>
<td>MAR: Room 410</td>
<td><strong>271</strong> OB: OB Research Incubator</td>
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<tr>
<td>MAR: Room 411,412</td>
<td><strong>258</strong> CAR: CAR Doctoral Consortium</td>
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<td>MAR: Room 413</td>
<td><strong>263</strong> ICW: HR Editors’ Meeting</td>
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<td>MAR: Room 414,415</td>
<td><strong>202</strong> CAR and cosponsors: Navigating Global</td>
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<td>SHR: Franklin Room &amp; Foyer</td>
<td><strong>AAA</strong>: Technology Center</td>
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<td>SHR: Freedom E</td>
<td><strong>195</strong> BPS: BPS Dissertation Workshop</td>
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<td><strong>295</strong> RM/HR/OB/BPS: Outliers</td>
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<td><strong>208</strong> ENT/TIM/BPS/OB: Academic ENT Theories <strong>304</strong> ENT: Lean Startup Principles</td>
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<td>SHR: Freedom H</td>
<td><strong>241</strong> RM/OB/HR: Ask Experts: Research Methods <strong>294</strong> RM: Polynomial Regression</td>
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<td><strong>196</strong> BPS: Junior Faculty Workshop</td>
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<tr>
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<td><strong>201</strong> BPS/SAP/OMT: Discourse Analysis in Strategy <strong>314</strong> BPS/TIM/ENT/R!*</td>
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<td>SHR: Independence C</td>
<td><strong>305</strong> ENT: Lean Social Ventures</td>
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<td>SHR: Independence D</td>
<td><strong>206</strong> ENT: Challenging ENT research</td>
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<td>SHR: Liberty Ballroom B</td>
<td><strong>306</strong> ENT: Family Entrepreneurship</td>
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<td>SHR: Logan’s 1 &amp; 2</td>
<td><strong>302</strong> BPS/ENT/AAM: State of Strategy</td>
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<td><strong>197</strong> BPS - Junior Fac. Consortium</td>
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<td><strong>242</strong> RM/TIM/OMT: Qualitative Methods <strong>296</strong> RM/OMT/OCIS: Grounded Theory</td>
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<td><strong>240</strong> RM: Moderation <strong>281</strong> BPS/OMT: Multilevel Theory in Strategy</td>
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<td><strong>200</strong> BPS/ENT/TIM: Entrepreneurial Finance</td>
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<td><strong>193</strong> AAS: Midwest Board of Governors Mtg</td>
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<td><strong>217</strong> ITC/MSR/IAIM/SIM: Humanistic Management <strong>285</strong> ENT: Rethinking EE</td>
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<td><strong>198</strong> BPS: Fostering Publication</td>
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<td><strong>199</strong> BPS: BPS Doctoral Consortium</td>
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<tr>
<td>SHR: Salon 7</td>
<td><strong>192</strong> AAA: Speaker Preparation</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
<table>
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<tr>
<th>Time</th>
<th>Session</th>
<th>Location</th>
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<tbody>
<tr>
<td>12:00</td>
<td>LWS: Adams Room</td>
<td>D&amp;ITC/CAHR: Researchers at the</td>
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<td>SIM/PNP/IM: Mgmt. Education and</td>
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<td>LWS: Commonwealth C</td>
<td>SIM: Practicing Political CSR</td>
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<td>LWS: Congress Room A</td>
<td>MED/IM: Mid-Career Consortium</td>
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<td>DITC: Diversity and Inclusion in AOM</td>
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<td>LWS: Congress Room C</td>
<td>GDO: GDO Doctoral Consortium</td>
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<td>LWS: Howe Room</td>
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<td>LWS: Jefferson Boardroom</td>
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<td>LWS: Partor 1</td>
<td>IAM/IM: Critical Relationships</td>
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<td>LWS: Partor 2</td>
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<td>IAM: Critical Relationships</td>
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<td>IAM: Critical Relationships</td>
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<td>OS: Fork Restaurant</td>
<td>OMT: Dissertation Proposal Workshop</td>
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<td>IM: IM Walking Tour</td>
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<td>OS: Location TBD</td>
<td>IM: Chemical Heritage Tour</td>
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<td>OS: Temple University</td>
<td>EN: New Member Meeting</td>
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<td>OS: Temple University</td>
<td>EN: ENT Doctoral Consortium Part 2</td>
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<td>OS: Temple University</td>
<td>IM: IM Doctoral Consortium</td>
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<td></td>
<td>OS: Temple University</td>
<td>IM: IM Junior Faculty Consortium</td>
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<td>PCC: A-125 South Show Office</td>
<td>AAA: Nursing Room</td>
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<td>PCC: Exhibit Hall B</td>
<td>AAA: Registration</td>
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<td>PCC: Exhibit Hall B</td>
<td>AAA: Exhibits</td>
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<td>PCC: Room 102 A</td>
<td>OMT/BPS: Organization Design</td>
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<td>PCC: Room 102 B</td>
<td>ONE: Sustainability Ed.</td>
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<td>PCC: Room 103 C</td>
<td>ODC: The Language of Leadership</td>
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<td>PCC: Room 104 A.B</td>
<td>ODC: ODC Doctoral Consortium DAY 2</td>
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<td>PCC: Room 105 B</td>
<td>AAA: Hospitality Suite</td>
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<td>PCC: Room 106 AB</td>
<td>AAA: Technology Center</td>
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<td>PCC: Room 107 A</td>
<td>TIM/OCIS/OM/BS: Big Data and Innovation</td>
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<td>PCC: Room 107 B</td>
<td>IMTC/BPS: Dirty Words</td>
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<td>PCC: Room 109 A</td>
<td>ODC: Post-merger Integration</td>
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<td>PCC: Room 109 B</td>
<td>ODC: Bridging Silence</td>
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<td>PCC: Room 110 A</td>
<td>ONE/PNP/ODC/PTC: Living Planet @ Work</td>
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<td>PCC: Room 110 A.B</td>
<td>HCM: Lain in Healthcare</td>
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<td>PCC: Room 111 A</td>
<td>AAA: Connecting the Academy</td>
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<td>PCC: Room 111 B</td>
<td>Finding Value in Academic Life</td>
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<td>PCC: Room 112 A</td>
<td>IM: Mid-Career Consortium</td>
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<td>PCC: Room 112 B</td>
<td>IM: Intercultural</td>
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<td>PCC: Room 113 A</td>
<td>AOM Affiliates &amp; Associates</td>
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<td>PCC: Room 113 B</td>
<td>PTC/OCIS: Professional Doctorate Success</td>
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<td>PCC: Room 115 A</td>
<td>Words, Leading, &amp; Change</td>
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</table>

Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Afternoon, August 2, 2014 (continued)

<table>
<thead>
<tr>
<th>Time</th>
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<th>Location</th>
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<tbody>
<tr>
<td>12:00</td>
<td>PCC: Room 117</td>
<td>390 OMT/OBM: Advanced Networks PDW</td>
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<tr>
<td>12:30</td>
<td>PCC: Room 118 B</td>
<td>350 ODC/MC/PTC: Internal Consulting Words</td>
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<tr>
<td>1:00</td>
<td>PCC: Room 119 B</td>
<td>351 OMT/BPS/PCS: Review of the Corporation</td>
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<tr>
<td>1:30</td>
<td>PCC: Room 120 A</td>
<td>401 ODC/OB: Leaders Building Relationships</td>
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<tr>
<td>2:00</td>
<td>PCC: Room 120 B</td>
<td>336 AOM/PTC: Meet the Editors of Journals</td>
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<tr>
<td>2:30</td>
<td>PCC: Room 120 C</td>
<td>431 HCM/ODC: Learning to Listen</td>
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<tr>
<td>3:00</td>
<td>PCC: Room 121 A</td>
<td>381 OMT/OICIS: Rethinking Theory of the</td>
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<tr>
<td>3:30</td>
<td>PCC: Room 122 A</td>
<td>402 OICIS/OMC: Cosmopolitan</td>
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<tr>
<td>4:00</td>
<td>PCC: Room 124</td>
<td>369 OMT/PCS: Visualizing Beyond Words</td>
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<td>4:30</td>
<td>PCC: Room 126 B</td>
<td>355 TIM/MED: Innovating Teaching Innovations</td>
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<td>MAR: Room 401</td>
<td>410 OICIS: Can this paper be saved?</td>
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<tr>
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<td>MAR: Room 402</td>
<td>380 ODC: Reflective Hybrids</td>
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<td>MAR: Room 403</td>
<td>438 ODC: Creative Tensions?</td>
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<td>MAR: Room 406</td>
<td>449 TTCA: Threshold</td>
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<td>MAR: Room 407</td>
<td>379 OICIS: Essentials of the OB Division</td>
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<td>MAR: Room 408</td>
<td>423 OICIS: Mentoring Leadership Scholars</td>
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<tr>
<td>12:00</td>
<td>MAR: Room 303</td>
<td>351 OICIS: Common Theory meets Academy</td>
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<tr>
<td>12:30</td>
<td>MAR: Room 304</td>
<td>394 HR/OMC: Impacting HR Practice</td>
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<td>1:00</td>
<td>MAR: Room 305</td>
<td>352 OICIS: Consortium</td>
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<tr>
<td>1:30</td>
<td>MAR: Room 306</td>
<td>401 OICIS: Consortium</td>
</tr>
<tr>
<td>2:00</td>
<td>MAR: Room 307</td>
<td>349 OICIS: Research on Loyalty &amp; Commitment</td>
</tr>
<tr>
<td>2:30</td>
<td>MAR: Room 308</td>
<td>343 OICIS: Research on Loyalty &amp; Commitment</td>
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<td>MAR: Room 401, 402, 403</td>
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<td>448 OICIS: Consortium</td>
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<td>MAR: Room 406</td>
<td>368 OICIS: Teams for Innovation and Risk</td>
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<td>MAR: Room 407, 408, 409</td>
<td>375 OICIS: Research Shaping HRs Future</td>
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<td>MAR: Room 410</td>
<td>435 OICIS: Reviving your HR</td>
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<td>MAR: Room 411, 412</td>
<td>445 OICIS: CCM board</td>
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<td>MAR: Room 413</td>
<td>415 OICIS: Careers in the Rough</td>
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<td>MAR: Room 414, 415</td>
<td>446 OICIS: HR Ed Board</td>
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<td>361 EN: Lean Startup</td>
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<td>374 EN: Acquisitions and Alliances</td>
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<td>SHR: OM/OB/TIM/IB: Corporate Spin-offs</td>
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<td>MAR: Room 407, 408, 409</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Afternoon, August 2, 2014 (continued)

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<td><strong>371</strong> RM and cosponsors: Process Research PDW</td>
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<tr>
<td>SHR: Salon 7</td>
<td>AAA: Speaker Preparation</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Evening, August 2, 2014

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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>5:00</td>
<td>LWS: Commonwealth A1  - AAA: Technology Center</td>
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<tr>
<td>5:30</td>
<td>LWS: Commonwealth A2  - MOC/OMT/RM: Measuring Collective Meaning</td>
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<td>6:00</td>
<td>LWS: Commonwealth B  - D&amp;ITC: D&amp;ITC</td>
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<td>6:30</td>
<td>LWS: Commonwealth D  - MOC: Diamonds in the Rough</td>
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<td>7:00</td>
<td>LWS: Jefferson Boardroom  - AAA: Speaker Preparation</td>
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<td>7:30</td>
<td>LWS: Regency Ballroom A  - AAA: Publishing in AMD: A Workshop with the Editors</td>
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<tr>
<td>8:00</td>
<td>LWS: Regency Ballroom C1  - MOC: Think</td>
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<tr>
<td>8:30</td>
<td>LWS: Washington Room A  - MED: The Power of</td>
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<td>9:00</td>
<td>LWS: Washington Room B  - MED:</td>
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<td>9:30</td>
<td>LWS: Washington Room C  - SIM: SIMian  - 480 IAM: Business Meeting</td>
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<td>10:00</td>
<td>OS: Lucky Strike Philadelphia</td>
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<tr>
<td>10:30</td>
<td>OS: National Constitution Center - 487 ENT: Entrepreneurship Social</td>
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<td>OS: Pennsylvania 6 Restaurant</td>
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<td>OS: Pennsylvania 6 Restaurant, - 479 CAR: Careers Division PDW Social</td>
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<td>OS: Philadelphia Marriott Downtown  - INDAM: Stepping out with INDAM</td>
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<td>OS: Radisson Blu Warwick Hotel - 476 SIM: SIM/SBE Keynote &amp; Reception</td>
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<td>13:00</td>
<td>OS: TBA  - ENT/TIM: Mid-Career</td>
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<td>OS: TBD  - CMS/SIM/PTC: Getting out of the hotels</td>
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<td>OS: Temple University  - ENT: ENT New Member</td>
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<td>OS: Temple University       - IM: IM Doctoral Consortium</td>
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<td>PCC: A-125 South Show Office  - AAA: Nursing Room</td>
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<td>PCC: Room 102 A  - OMT/BPS:</td>
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<td>16:00</td>
<td>PCC: Room 102 B  - ONE: Sustainability</td>
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<td>16:30</td>
<td>PCC: Room 103 A  - 473 ODC: Human Capital Strategy</td>
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<td>17:00</td>
<td>PCC: Room 103 B  - 489 MC: MC Social Hour</td>
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<td>PCC: Room 103 C  - 484 OCIS: OCIS Reception</td>
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<td>18:00</td>
<td>PCC: Room 104 A,B  - CMS/ONE/SIM: Degrowth - sense-making</td>
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<td>18:30</td>
<td>PCC: Room 106 AB  - AAA: Technology Center</td>
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<td>PCC: Room 107 B  - ODC/PTC:</td>
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<td>PCC: Room 108 A  - 493 PTC: PTC Awards &amp; Reception</td>
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<td>PCC: Room 108 B  - 467 PTC: Award Winning Film Screening</td>
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<td>PCC: Room 109 A  - IM: Korean-HR</td>
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<td>PCC: Room 109 B  - TIM/BPS/ENT: Business Model Innovation</td>
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<td>PCC: Room 110 A,B  - IM: Internationalizing Undergrads</td>
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<td>PCC: Room 111 B  - IM: IM Consortia Meet</td>
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<td>PCC: Room 112 A  - 469 MC: Facilitation of Strategy</td>
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<td>23:00</td>
<td>PCC: Room 112 B  - IM/TIM: Connectivity &amp;</td>
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<td>PCC: Room 113 B  - PTC:</td>
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<td>PCC: Room 116  - 481 ICW: Kauffman Foundation Reception</td>
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<td>01:00</td>
<td>PCC: Room 118 B  - 472 MC: MC Business Meeting</td>
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<td>PCC: Room 119 B  - ODC/PTC:</td>
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<td>03:00</td>
<td>PCC: Room 120 A  - OCIS/BPS: Strategic</td>
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<td>PCC: Room 120 B  - HCM/ODC:</td>
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<td>05:00</td>
<td>PCC: Room 121 A  - 482 IM: IM Division PDW Reception</td>
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<td>06:00</td>
<td>PCC: Room 121 B  - 490 ONE: ONE Welcome Reception</td>
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<td>07:00</td>
<td>PCC: Room 121 C  - 486 CMS: CMS Welcome Social</td>
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<td>PCC: Room 126 B  - OCIS: Can this paper be saved?</td>
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<td>09:00</td>
<td>PCC: Room 202 A  - ODC: Creative</td>
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<td>10:00</td>
<td>PCC: Room 202 B  - TTC/MED: Threshold</td>
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<td>PCC: Room 203 A  - 468 HCM: Anatomy of an Article</td>
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<td>PCC: Room 203 B  - TIM:</td>
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<td>14:00</td>
<td>PCC: Room 301  - AAA: Ethics</td>
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<td>15:00</td>
<td>MAR: 4th Floor Prefunction  - AAA: Technology Center</td>
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<tr>
<td>16:00</td>
<td>MAR: Conference Suite 1  - ICW: IMA</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Evening, August 2, 2014 (continued)

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<tr>
<th>Time</th>
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<th>Session Details</th>
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<tbody>
<tr>
<td>5:00</td>
<td>MAR: Grand Ballroom Salon A</td>
<td>OB: OB</td>
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<td>5:30</td>
<td>MAR: Grand Ballroom Salon B</td>
<td>CAR: The Power to Define Your Path</td>
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<tr>
<td>6:00</td>
<td>MAR: Grand Ballroom Salon C</td>
<td>OB/MOC/OMT/PTC/ODC: Mindfulness in Organizations</td>
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<td>6:30</td>
<td>MAR: Grand Ballroom Salon D</td>
<td>OB: Values:</td>
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<td>7:00</td>
<td>MAR: Grand Ballroom Salon E</td>
<td>488 ICW: CMSC Reunion</td>
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<tr>
<td>7:30</td>
<td>MAR: Grand Ballroom Salon F</td>
<td>483 OB: OB Social</td>
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| 8:00    | MAR: Grand Ballroom Salon J | OB/RM: Mentoring:
| 8:30    | MAR: Grand Ballroom Salon L | 466 OM: JSCM Best Paper Session |
|         | MAR: Room 305 | HR: Junior       |
|         | MAR: Room 401,402,403 | HR: Doctoral     |
|         | MAR: Room 407,408,409 | HR/OB/MED: Reviving your HR |
|         | MAR: Room 410 | ICW: CCM board meeting |
|         | MAR: Room 413 | ICW: HR Ed Board Meeting |
|         | SHR: Franklin Room & Foyer | AAA: Technology Center |
|         | SHR: Freedom E | ENT/TIM/BPS: Corporate |
|         | SHR: Freedom G | SAP/RM/BPS/ODC: Video Ethnography |
|         | SHR: Independence A | 464 ENT: The Batten Lectureship |
|         | SHR: Independence B | RM: Vignette Studies |
|         | SHR: Independence C | 478 BPS/OMT: From Macro to Micro |
|         | SHR: Liberty Ballroom A | ITC/IM: Fostering International |
|         | SHR: Liberty Ballroom D | 485 BPS: BPS Conversations |
|         | SHR: Logan's 1 & 2 | BPS: Junior Fac:   |
|         | SHR: Philadelphia North | BPS/OB/OMT: Behavioral | |
|         | SHR: Salon 10 | 465 ENT/TIM: Entrepreneurial Ecosystems   |
|         | SHR: Salon 2 | 477 AAC: Southwest AOM Executive Board |
|         | SHR: Salon 3 | 475 RM/OB/HR: IRA and IRR Methods |
|         | SHR: Salon 4 | BPS/OMT: Institutional Intermediation |
|         | SHR: Salon 5 | BPS/MOC/OMT/TIM: Brains to |
|         | SHR: Salon 6 | 470 BPS: BPS Mid-Career Workshop |
|         | SHR: Salon 7 | AAA: Speaker Preparation |
|         | SHR: Salon 9 | 474 RM: RM Consortium Social |

Start and end times are approximate. See Session Details (Section D) for exact times.
### Sunday Morning, August 3, 2014

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<td>LWS: Commonwealth A1 – AAA: Technology Center</td>
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<td>LWS: Congress Room A – AAA: Speaker Preparation</td>
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<td>9:00</td>
<td>LWS: Jefferson Boardroom</td>
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<td>9:30</td>
<td>LWS: Lescaze Room</td>
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<td>LWS: Pentor 2</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Sunday Morning, August 3, 2014 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
### Sunday Afternoon, August 3, 2014

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<th>Session D</th>
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<td>603 SIM: SIM Governance Committee</td>
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<td>1:00</td>
<td>LWS: Commonwealth A1</td>
<td>AAA: Technology Center</td>
<td>LWS: Commonwealth A2</td>
<td>699 GDO: GDO Executive Committee</td>
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<td>1:30</td>
<td>LWS: Commonwealth D</td>
<td>716 SIM: Best</td>
<td>LWS: Congress Room A</td>
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<td>GDO: Generational Differences</td>
<td>LWS: Jefferson Boardroom</td>
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<td>2:30</td>
<td>LWS: Lescaze Room</td>
<td>GDO: Diversity and Performance</td>
<td>LWS: Partor 1</td>
<td>AAA: AEi's &amp; Advisory Board</td>
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<td>3:00</td>
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<td>720 AAA:</td>
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<td>LWS: Regency Ballroom B</td>
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<td>746 SIM: B&amp;G</td>
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<td>4:00</td>
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Section B
### Sunday Afternoon, August 3, 2014 (continued)

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<td>668 CMS/AAT: Authentic Leadership</td>
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<td>610 AAT: Migrants - How Words Matter</td>
<td>675 OB/IM/AAT: Communication in</td>
<td>737 IM/AAT:</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
**Sunday Evening, August 3, 2014**

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<td>782 AAA: President’s Reception</td>
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<td>OS: Philadelphia School of Circus Arts</td>
<td>774 PNP: PNP Social</td>
<td>780 MC: MC Members &amp; Friends Dinner</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Sunday Evening, August 3, 2014 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
### Conference Program Guide - Monday, August 4, 2014

**Monday Morning, August 4, 2014**

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<td>8:00</td>
<td>LWS: 1M-A 806 AAA: Annals Editor/HQ</td>
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<td>LWS: Anthony Room 984 SIM: Sense of Duty</td>
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<td>9:00</td>
<td>LWS: Commonwealth A1 980 SIM: Consumers and Ethics</td>
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<td>LWS: Commonwealth B 981 SIM: The Power of Words</td>
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<td>LWS: Commonwealth C 934 GDO/OSIM: Community Matters</td>
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<td>LWS: Commonwealth D 949 MED: Ethics in Education</td>
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<td>LWS: Congress Room A 909 AAA: Showcase Symposium on Ambidext</td>
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<td>LWS: Congress Room B 982 SIM: Poverty Alleviation</td>
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<td>10:00</td>
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<td>LWS: Howe Room 797 SIM: SIM: Christian Management</td>
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<td>LWS: Jefferson Boardroom 807 AAA: Speaker Preparation</td>
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<td>11:30</td>
<td>LWS: Potter 1 932 GDO: Gender and Firm Performance</td>
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<td>LWS: Sass 837 GDO: GDO Welcome</td>
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<td>LWS: Regency Ballroom A 953 MSR: MSR Plenary: Transcendence</td>
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<td>LWS: Regency Ballroom C 2 855 MH: Economics Lessons</td>
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<td>LWS: Tubman Room 956 GDO: Emotion Regulation</td>
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<td>LWS: Washington Room A 957 MOC: Identity and Work</td>
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<td>LWS: Washington Room B 933 GDO: Women in Leadership</td>
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<td>LWS: Washington Room C 935 GDO/OSIM: Men and Masculinity at Work</td>
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<td>PCC: Exhibit Hall B 994 AAA:</td>
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<td>15:00</td>
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<td>PCC: Room 102 A 899 TIM: Technology Use and Adoption</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Conference Program Guide – Monday, August 4, 2014

#### Monday Morning, August 4, 2014 (continued)

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<td>PCC: Room 121 C</td>
<td><strong>907</strong> TIM: Financial Innovation</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.

Section B
Monday Morning, August 4, 2014 (continued)

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<tr>
<td>9:30</td>
<td>822 CAU: Networking for Time Scholars</td>
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<td>916 CAU: Legitimating the AFAM</td>
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<td>915 CAR: Academic Career and Identity</td>
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<td>820 CAR: Protein Career and Identity</td>
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<td>942 HR: Coping and Stress</td>
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<td>924 ENT: Resources in Entrepreneurship</td>
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<td>978 RM/OMT/BPS: Qualitative Comp. Analysis</td>
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<td>829 ENT: Entrepreneurship Research MENA</td>
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<td>925 ENT: CEOs &amp; Founders in Family Firm</td>
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<td>892 SAP: Power of Words: Rhetoric</td>
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<td>910 BPS: Strategy at Crossroads</td>
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<td>809 BPS: Ecosystems and Disruption</td>
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<td>817 BPS/GDO/OMT: Women in Upper Echelons</td>
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<td>830 ENT: Franchising</td>
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<td>891 RM: Common Method Variance</td>
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<td>977 RM: Improving Measurement</td>
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<td>979 SAP: SAP Distinguished Keynote</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Monday Early Afternoon, August 4, 2014

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<th>Time</th>
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<td>11:30</td>
<td>LWS: Adams Room</td>
<td>1088 SIM: Employee Responsibility</td>
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<td>LWS: Anthony Room</td>
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<td>LWS: Commonwealth A2</td>
<td>1090 SIM: Strategy and Responsibility</td>
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<td>1026 GDO: Gender Segregation</td>
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<td>1027 GDO: Sexism, Gender Identity</td>
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<td>LWS: Commonwealth D</td>
<td>1051 MOC: Intuition and Emotion</td>
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<td>LWS: Congress Room A</td>
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<td>1050 MH: Historical Case Study</td>
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<td>1049 MED: David Kolb: MED Keynote</td>
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<td>1055 MSR: Cultural perspectives</td>
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<td>MOC: MED: MED Lunch &amp; Strategy Meeting</td>
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<td>1052 MOC: Cognition and Performance</td>
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<td>1029 GDO: Inclusion</td>
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<td>1030 GDO: Bridging Differences</td>
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<td>PCC: A-125 South Show Office</td>
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<td>1083 PTC: PTC Business Meeting</td>
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<td>1040 IM: Global CSR: Strategies</td>
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<td>PCC: Room 103 A</td>
<td>1058 ODC: Engagement and Change</td>
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<td>1063 ODC/MCM: Fifty Years of JABS</td>
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<td>1048 MC: Client Consultant Relationship</td>
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<td>1047 IM/BPS/OMT: MNC interdisciplinary</td>
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<td>1084 TIM: Innovation Adoption Barriers</td>
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<td>AAA: Hospitality Suite</td>
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<td>PCC: Room 107 A</td>
<td>1041 IM: Global Gov: Inf Finance</td>
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<td>PCC: Room 107 B</td>
<td>1073 OMT/CMS: Making Inst Theory Critical</td>
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<td>PCC: Room 108 A</td>
<td>1031 HCM: HCM Distinguished Speaker</td>
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<td>1014 CM: Building or Ending Trust</td>
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<td>1015 CM: Task and Intergroup Conflict</td>
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<td>PCC: Room 109 B</td>
<td>1065 OMT: Exploring Routines</td>
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<td>PCC: Room 110 A</td>
<td>1059 ODC: Organizational Change in Japan</td>
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<td>PCC: Room 110 B</td>
<td>1056 OCIS: Teams and Collaboration</td>
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<td>PCC: Room 111 A</td>
<td>1076 ONE: Stakeholders &amp; Social Activism</td>
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<td>1079 PNP: SHRM &amp; Public Sector Austerity</td>
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<td>1066 OMT: Institutional Complexity</td>
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<td>1067 OMT: Reconsidering the Categorical</td>
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<td>TIM: Creating Capacity for Innovation...</td>
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<td>PCC: Room 115 C</td>
<td>1046 IM/BPS: Global Strat:Boundary Spanning</td>
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<td>1042 IM: Global Leaders: Teams</td>
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<td>1062 ODC: ROCD: Current Trajectories</td>
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<td>PCC: Room 118 A</td>
<td>1043 IM: Internationalization: Exports</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Monday Early Afternoon, August 4, 2014 (continued)

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<td>PCC: Room 118 B: 1057 OCIS: Communication Practices</td>
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<td>PCC: Room 119 A: 1078 ONE/SIM/BPS: Maintaining Core Mission</td>
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<td>PCC: Room 119 B: 1016 CMS: Ethics</td>
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<td>PCC: Room 120 A: 1044 IM: Emerging Markets: Upgrading</td>
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<td>PCC: Room 120 B: 1045 IM: Global Gov: CGIO Award</td>
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<td>PCC: Room 120 C: 1080 PNP: Diversity and Inclusion</td>
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<td>PCC: Room 121 A: 1075 OMT/MOC/ENT: Strategies of Action</td>
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<td>PCC: Room 121 C: 1081 PNP: Employee Attitudes</td>
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<td>PCC: Room 122 B: 1072 OMT: Corruption, Cronyism and Crime</td>
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<td>MAR: Grand Ballroom Salon B: 1008 CAR: Work-Life Integration Insights</td>
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<td>MAR: Room 304: 1008 CAR: The Impact of Mentoring</td>
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<td>MAR: Room 305: 1135 OB: Positivity and Authenticity</td>
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<td>MAR: Room 306: 1034 HR: Turnover outcomes</td>
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<td>MAR: Room 307: 1035 HR: HPWS and context</td>
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<td>MAR: Room 308: 1136 OB: Organization Performance &amp; OCB</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Monday Late Afternoon, August 4, 2014 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
### Monday Late Afternoon, August 4, 2014 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
### Monday Evening, August 4, 2014

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<td>LWS: Howe Room</td>
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<td>LWS: Millenium Hall</td>
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<td>LWS: Washington Room BC</td>
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<tr>
<td>OS: Maggiano’s Little Italy Restaurant</td>
<td>6:30</td>
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<tr>
<td>OS: McCormick &amp; Schmick’s</td>
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<tr>
<td>OS: National Constitution Center</td>
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## Tuesday Morning, August 5, 2014

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<td>PCC: Room 120 C: 1490 IM: Culture: Concepts</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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## Tuesday Early Afternoon, August 5, 2014 (continued)

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<tr>
<th>Time</th>
<th>Session 1</th>
<th>Session 2</th>
<th>Session 3</th>
<th>Session 4</th>
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<td>12:00</td>
<td>PCC: Room 122 A</td>
<td>1704 TIM/BPS: Managing social business</td>
<td>1782 CMS: Identity</td>
<td>1573 PNP: Multi-Sector Collaboration</td>
<td>1766 TIM: Learning via Licensing and Acq</td>
<td>1744 OMT: Career Pathways</td>
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<tr>
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<td>PCC: Room 124</td>
<td>1760 TIM: Supply Chain</td>
<td>1864 TIM: Stakeholder Expectations</td>
<td>1744 OMT: Career Pathways</td>
<td>1846 OMT: Networks and Organizations</td>
<td>1745 OMT: Scanning and Search</td>
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<td>1670 TIM: Supply Chain</td>
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<td>1745 OMT: Scanning and Search</td>
<td>1846 OMT: Networks and Organizations</td>
<td>1746 OMT: Routines, Networks and Tasks</td>
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<td>1746 OMT: Routines, Networks and Tasks</td>
<td>1847 OMT: Organizational Deviance</td>
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<td>1846 OMT: Networks and Organizations</td>
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<td>1847 OMT: Organizational Deviance</td>
<td>1748 OMT: Routine, Networks, and Tasks</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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<th>Session Title</th>
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<td>3:00</td>
<td>LWS: Adams Room</td>
<td>1889 DGO: Diversity Practices/Gender</td>
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<tr>
<td>3:30</td>
<td>LWS: Commonwealth A1</td>
<td>AAA: Technology Center</td>
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<tr>
<td>4:00</td>
<td>LWS: Commonwealth C</td>
<td>1947 SIM: Legitimacy and Responsibility</td>
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<tr>
<td>4:30</td>
<td>LWS: Congress Room A</td>
<td>1908 MOC: Cognition and Teams</td>
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<tr>
<td>5:00</td>
<td>LWS: Congress Room B</td>
<td>1948 SIM: Corporate Wrongdoing</td>
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<tr>
<td>5:30</td>
<td>LWS: Congress Room C</td>
<td>1949 SIM: CSR</td>
</tr>
<tr>
<td>6:00</td>
<td>LWS: Howe &amp; The Terrace</td>
<td>1958 AAA: Farewell Gathering</td>
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<td>3:00</td>
<td>LWS: Parlor 1</td>
<td>1890 GDO: Navigating the Labyrinth</td>
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<td>3:30</td>
<td>LWS: Parlor 2</td>
<td>1950 SIM: Space for Human Trafficking</td>
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<td>4:00</td>
<td>LWS: Regency Ballroom C1</td>
<td>1907 MED: Evidence Based Ed &amp; Curriculum</td>
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<td>4:30</td>
<td>LWS: Tubman Room</td>
<td>1910 MOC/BPS: Multiple Goal Pursuit in Orgs</td>
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<tr>
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<td>LWS: Washington Room A</td>
<td>1909 MOC: Time and Sensemaking</td>
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<td>5:30</td>
<td>LWS: Washington Room B</td>
<td>1891 GDO/MSR: Leadership of African</td>
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<td>LWS: Washington Room C</td>
<td>1892 GDO/OB: Inclusive Leadership</td>
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<td>PCC: Room 102 A</td>
<td>1942 OMT/SIM/OB: What Happened To The</td>
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<td>PCC: Room 102 B</td>
<td>1906 MC: MC Executive Committee Meeting</td>
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<td>4:00</td>
<td>PCC: Room 103 A</td>
<td>1893 HCM: Efficiency in Healthcare</td>
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<td>PCC: Room 104 A</td>
<td>1951 TIM: Model Innovation &amp; Performance</td>
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<td>PCC: Room 104 B</td>
<td>1930 OCIS: Measuring Communication</td>
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<td>5:30</td>
<td>PCC: Room 106 AB</td>
<td>AAA: Technology Center</td>
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<td>PCC: Room 107 A</td>
<td>1878 CM: Emotion in Negotiation</td>
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<td>PCC: Room 107 B</td>
<td>1943 OMT/TIM: Networks and Innovation</td>
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<td>PCC: Room 109 B</td>
<td>1934 OMT: Status and Reputation</td>
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<td>PCC: Room 110 A</td>
<td>1944 PN: Networks and Performance</td>
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<td>1931 OCIS: Information Management</td>
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<td>8:30</td>
<td>PCC: Room 111 A</td>
<td>1894 HCM: Healthcare Workers</td>
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<td>9:00</td>
<td>PCC: Room 111 B</td>
<td>1952 TIM: Ambidexterity and Networks</td>
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<td>9:30</td>
<td>PCC: Room 112 B</td>
<td>1932 ODC: Capability and Change</td>
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<td>10:00</td>
<td>PCC: Room 113 A</td>
<td>1935 OMT: Big Data and Social Media</td>
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<td>PCC: Room 113 B</td>
<td>1953 TIM: Group Creativity &amp; Personality</td>
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<td>11:00</td>
<td>PCC: Room 115 C</td>
<td>1900 IM: Global Strat: Embeddedness</td>
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<td>PCC: Room 116</td>
<td>1901 IM: Inflation: Cross-border M&amp;A</td>
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<td>PCC: Room 117</td>
<td>1954 TIM: Open Innovation When it Works?</td>
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<td>PCC: Room 118 A</td>
<td>1879 CM/OB: Competition and Collaboration</td>
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<td>PCC: Room 120 A</td>
<td>1905 IM/HR: Global Leaders: Inst. &amp; HRM</td>
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<td>1902 IM: Institutions: Inst. &amp; Firms</td>
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<td>PCC: Room 120 C</td>
<td>1904 IM/GDO: Cultural Intelligence</td>
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<td>1936 OMT: The Dynamic of Markets</td>
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<td>1937 OMT: Gender and Diversity</td>
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<td>PCC: Room 121 C</td>
<td>1955 TIM: Tech Innovation &amp; Sustain</td>
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<td>1903 IM/BPS: Global Innov:Demand-Side</td>
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<td>PCC: Room 124</td>
<td>1880 CMS/SIM: Challenging Industrial Food</td>
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<td>PCC: Room 125</td>
<td>1945 PN: Nonprofit Resources</td>
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<td>1956 TIM: R&amp;D Alliances</td>
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<td>1938 OMT: Learning and Knowledge Transfe</td>
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<td>1939 OMT: Organizational Knowledge</td>
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<td>1957 TIM: Innovate Explore Exposit</td>
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<td>1940 OMT/HV/CAR: Crossing Boundaries</td>
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<td>PCC: Room 300</td>
<td>AAA: Speaker Preparation</td>
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<td>MAR: 4th Floor Prefunction</td>
<td>AAA: Technology Center</td>
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<tr>
<td>9:00</td>
<td>MAR: Conference Suite 1</td>
<td>ICW/IMD International</td>
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<td>MAR: Grand Ballroom Salon B</td>
<td>1922 OB/HR: Changing Conversations</td>
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<tr>
<td>3:00</td>
<td>MAR: Grand Ballroom Salon C 1911 OB: Outcome of Abusive Supervision</td>
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<td>MAR: Grand Ballroom Salon D 1912 OB: Leader-Follower Congruence</td>
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<td>MAR: Grand Ballroom Salon I 1895 HR: Front-line Service and HRM</td>
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<td>MAR: Grand Ballroom Salon J 1913 OB: Recognizing Voice</td>
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<td>MAR: Grand Ballroom Salon K 1926 OB/MOC: To Conform or Deviate?</td>
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<td>MAR: Grand Ballroom Salon L 1924 OB/HR/OCIS: Personality and Social</td>
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<td>MAR: Room 301 1914 OB: Context in Leadership</td>
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<td>MAR: Room 302 1915 OB: Cultural Differences</td>
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<td>MAR: Room 303 1921 OB/CM/SIM: Kindhearted Reactions</td>
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<td>MAR: Room 304 1916 OB: Estimating Influence at Work</td>
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<td>MAR: Room 305 1917 OB: Responsible Leadership</td>
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<td>MAR: Room 306 1896 HR: Pay Structure</td>
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<td>MAR: Room 308 1918 OB: Identity in Leaders</td>
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<td>MAR: Room 401 1923 OB/HR/CAR: The Future of Job</td>
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<td>MAR: Room 402 1927 OB/OCIS/HR: Affective Influences in</td>
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<td>MAR: Room 403 1919 OB: New Insights Wage Inequality</td>
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<td>MAR: Room 404 1928 OB/SIM: Customer Misbehavior</td>
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<td>MAR: Room 406 1929 OB/SIM: Inequality and Trust</td>
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<td>MAR: Room 407 1925 OB/HR/ODC: Causes of Job Design</td>
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<td>MAR: Room 408 1875 CAR: International Careers</td>
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<td>MAR: Room 409 1933 OM: Projects And Performance</td>
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<td>MAR: Room 410 1920 OB: Demographic Differences</td>
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<td>MAR: Room 411 1897 HR: Micro and Strategic HRM</td>
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<td>MAR: Room 413 1898 HR: HR Legal Issues</td>
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<td>MAR: Room 414 1899 HR: Downsizing</td>
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<td>MAR: Room 415 1877 CAU: Is it Racism or Something Else</td>
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<td>MAR: Room 502 1876 CAR: Work-Home Interface</td>
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<td>SHR: Freedom F 1886 BPS: Partner Choice and Matching</td>
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Pace’s Lubin School of Business is renowned for its outstanding management programs. Lubin is accredited by AACSB International—an elite distinction shared by fewer than 2 percent of business schools in the world.

- Lubin offers BBA, MBA, and MS degree programs in management.
- The Strategic Global HR MS program is fully online and one of the only AACSB-accredited programs in North America.
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- Lubin Entrepreneurship programs provide a supportive state-of-the-art learning environment including access to workshops, guest speakers, roundtable discussions, and networking events with the entrepreneurial community.

For more information about the Lubin School’s programs in Management, please visit our website at www.pace.edu/lubin/management or contact Alan Eisner, PhD, at aeisner@pace.edu.
All Academy Activities

Program Chair: Debra L. Shapiro, U. of Maryland
Professional Development Workshop Chair: Anita M. McGahan, U. of Toronto

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<td>Fri</td>
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<td>AAM: Guanxi/Social network</td>
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<td>193</td>
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<td>&quot;The Power of Words&quot; in 140 Characters or Less</td>
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## Business Policy & Strategy (cont.)

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## Business Policy & Strategy (cont.)

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<td>International Careers: a Matter of Culture</td>
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<td>222 LWS:Washington Room B</td>
<td>Online Courses Who, What &amp; How</td>
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<td>Group Processes in Conflict</td>
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<td>825 PCC:Room 108 B</td>
<td>JS: Social Status in Groups</td>
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<td>868 MAR:Room 305</td>
<td>JS: Trust in Leadership</td>
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<td>JS: Experiencing Legitimacy</td>
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<td>Status, Power and Groups</td>
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<td>Nine to Five: Justice and Emotion at Work</td>
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<td>About Time: The Dynamic Nature of Conflict</td>
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<td>Deception in Negotiation</td>
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<td>Culture in Negotiation</td>
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<td>Ethical and Moral Judgments</td>
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<td>JS: Putting a Face to Aggressive Words and Actions</td>
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<td>Sweet Forgiveness? Repairing Damaged Relationships</td>
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<td>JS: Envy – Beyond the Stigma of the Word</td>
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<td>Cognition in Negotiation</td>
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<td>JS: HPWP or Abusive Supervision?</td>
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<td>JS: Moral Psychology At Work</td>
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<td>JS: Bridging the Dark and Bright Sides of Leadership</td>
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<td>JS: Kindhearted Reactions</td>
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<td>Globalization and Organizational Corruption</td>
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<td>Gender Education in South Asia</td>
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<td>51</td>
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# Health Care Management

Program Chair: Ann Scheck McAlearney, The Ohio State U.
Professional Development Workshop Chair: Victoria Anne Parker, Boston U.

<table>
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### Human Resources

Program Chair: David P. Lepak, Rutgers U.
Professional Development Workshop Chair: Maria Kraimer, U. of Iowa

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## Management History

Program Chair: Stephanie Case Henagan, Louisiana State U.  
Professional Development Workshop Chair: Bradley G Bowden, Griffith U.

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# Operations Management

Program Chair: Dayna Simpson, Monash U.
Professional Development Workshop Chair: John Gray, The Ohio State U.

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## Organization Development & Change

**Program Chair:** David Stephen Grant, The U. of Sydney  
**Professional Development Workshop Chair:** Julie Wolfram Cox, Monash U.

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<td>PCC:Room 110 B</td>
<td>ODC Board Meeting</td>
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<td>676</td>
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<td>Commitment and Engagement in the Context of Change</td>
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<td>741</td>
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<td>JS: Dialogue and Process Theory</td>
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<td>Mon</td>
<td>8:00am</td>
<td>877</td>
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<td>Responses to Change</td>
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<td>878</td>
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<td>Large Scale and Institutional Change</td>
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<td>879</td>
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<td>Effecting Strategic Change</td>
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<td>Measuring Organizational Change and its Effects</td>
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<td>Change and Teams</td>
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<td>Change and Organizational Culture</td>
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<td>When Words Matter Most</td>
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<td>Organizational Change in Japan</td>
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<td>Change, Innovation and Sustainability</td>
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<td>Leadership and Organizational Change</td>
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<td>ROCD: Current Trajectories</td>
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<td>SHCS: Strategizing, Change and Identity Work</td>
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<td>Discourse, Language and Change</td>
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<td>JS: Parallel Organization: Practice and Issues</td>
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<td>JS: Action Science in Practice: What Can We Learn?</td>
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<td>PCC:Room 114-Aud. Lecture Hall</td>
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<td>1622</td>
<td>MAR:Grand Ballroom Salon J</td>
<td>JS: Voice/Silence Research</td>
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<td>1731</td>
<td>MAR:Room 407</td>
<td>SHCS: The Future of Job Design</td>
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<td>1803</td>
<td>MAR:Grand Ballroom Salon I</td>
<td>JS: Performance Measurement Trends</td>
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<td>Innovation Empathy</td>
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<td>1888</td>
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<td>SHCS: Scholar Pract. Collaboration</td>
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<td>SHCS: Causes of Job Design</td>
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<td>Organizational Capabilities and Enacting Change</td>
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<td>Fri</td>
<td>8:00am</td>
<td>19</td>
<td>SHR:Philadelphia South</td>
<td>Strategic Human Capital</td>
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<td>LWS:Commonwealth C</td>
<td>Content Analysis Research</td>
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<td>LWS:Regency Ballroom A</td>
<td>The Productivity Process</td>
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<td>36</td>
<td>MAR:Room 414,415</td>
<td>Power of Words &amp; Team from Hell</td>
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<td>SHR:Salon 5</td>
<td>Advice on Qual Dissertations</td>
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<td>Advanced SEM</td>
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<td>51</td>
<td>LWS:Washington Room A</td>
<td>Beyond Balance</td>
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<td>9:45am</td>
<td>63</td>
<td>MAR:Room 414,415</td>
<td>Demystifying Postdocs</td>
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<td>64</td>
<td>PCC:Room 102 A</td>
<td>Poverty Alleviation</td>
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<td>10:00am</td>
<td>68</td>
<td>LWS:Congress Room C</td>
<td>BYOS (Bring Your Own Syllabus)</td>
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<td>69</td>
<td>MAR:Room 302</td>
<td>Using Words as Tokens of Appreciation</td>
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<td>90</td>
<td>PCC:Room 126 B</td>
<td>Bringing Your Research into the Classroom</td>
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<td>SHR:Salon 5</td>
<td>Unobtrusive measures</td>
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<td>97</td>
<td>MAR:Room 414,415</td>
<td>Publishing Careers Research in Top Journals</td>
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<td>12:30pm</td>
<td>106</td>
<td>MAR:Room 407,408,409</td>
<td>Mentoring Graduate Students</td>
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<td>122</td>
<td>PCC:Room 120 A</td>
<td>Crosscultural Competency Model</td>
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<td>PCC:Room 203 A</td>
<td>Stages of Org Ethnography</td>
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<td>OMT Mid-Career Faculty Paper Development Workshop</td>
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<td>OB Doctoral Consortium</td>
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<td>159</td>
<td>MAR:Room 401,402,403</td>
<td>OB Junior Faculty Workshop</td>
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<td>Sat</td>
<td>8:00am</td>
<td>202</td>
<td>MAR:Room 414,415</td>
<td>Navigating Global Careers</td>
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<td>208</td>
<td>SHR:Freedom G</td>
<td>Academic ENT Theories</td>
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<td>MAR:Grand Ballroom Salon L</td>
<td>Research in the News Media</td>
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<td>223</td>
<td>LWS:Washington Room A</td>
<td>Teaching Virtual Students</td>
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<td>LWS:Parlor 1</td>
<td>Teaching with Technology</td>
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<td>OB Doctoral Consortium</td>
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<td>227</td>
<td>MAR:Grand Ballroom Salon I</td>
<td>OB Junior Faculty Workshop II</td>
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<td>228</td>
<td>MAR:Grand Ballroom Salon D</td>
<td>Managing Field Research</td>
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<td>229</td>
<td>MAR:Room 303</td>
<td>Empathy-Based Management</td>
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<td>Trust Between Individuals and Organizations</td>
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<td>236</td>
<td>PCC:Room 119 B</td>
<td>Introduction to Social Network</td>
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<td>239</td>
<td>PCC:Room 124</td>
<td>From Scholarship to Action</td>
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<td>Ask the Experts: Micro &amp; Macro Research Methods</td>
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<td>247</td>
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<td>Finding Value in Academic Life</td>
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<td>259</td>
<td>MAR:Room 301</td>
<td>Careers: Networks &amp; Identify</td>
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<td>267</td>
<td>MAR:Room 304</td>
<td>Research in Practice</td>
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<td>268</td>
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<td>Phone-Enabled ESM &amp; EMA</td>
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<td>271</td>
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<td>OB Research Incubator</td>
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<td>277</td>
<td>MAR:Grand Ballroom Salon K</td>
<td>Innovations and Fundamentals in HR Teaching</td>
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<td>290</td>
<td>MAR:Grand Ballroom Salon L</td>
<td>Revise and Resubmit</td>
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<td>291</td>
<td>MAR:Room 306</td>
<td>Researching Virtual Teams</td>
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<td>295</td>
<td>SHR:Freedom F</td>
<td>How to Define, Identify, and Handle Outliers</td>
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<td>Global Citizenship/Leadership</td>
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<td>312</td>
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<td>Teaching Social Networks</td>
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<td>315</td>
<td>MAR:Room 407,408,409</td>
<td>Translating Research</td>
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<td>How to Negotiate Your First Job Offer</td>
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<td>323</td>
<td>MAR:Room 414,415</td>
<td>Thrive as Academics</td>
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<td>327</td>
<td>MAR:Room 411,412</td>
<td>From Associate to Full...and Beyond</td>
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<td>MAR:Grand Ballroom Salon D</td>
<td>New Directions in Positive Relationships at Work</td>
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<td>343</td>
<td>MAR:Room 307</td>
<td>Being a Department Chair: Learning from Others</td>
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<td>Research on Loyalty&amp;Commitment</td>
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<td>MAR:Grand Ballroom Salon K</td>
<td>Diversity of Trust</td>
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<td>Innovation Versus Risk – All the Same for Teams?</td>
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<td>Novel Data and Methods in Process Research</td>
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<td>Research Shaping HR's Future</td>
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<td>Essentials of the OB Division</td>
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<td>Behavioral Strategy 5</td>
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<td>Advanced Networks PDW</td>
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<td>Leaders Building Relationships</td>
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<td>Practice-Focused HR Teaching</td>
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<td>MAR:Room 411,412</td>
<td>Careers in the Rough</td>
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<td>Reviewing in the Rough</td>
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<td>Values as an Integrative Mechanism</td>
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<td>OB New Member Networking and Research Forum</td>
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<td>MAR:Room 407,408,409</td>
<td>Reviving your HR Teaching</td>
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<td>Advanced Bayesian Statistics</td>
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<td>Mindfulness in Organizations</td>
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<td>IRA and IRR Methods</td>
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<td>MAR:Grand Ballroom Salon E,F</td>
<td>OB Awards Ceremony &amp; Social</td>
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<td>Sun</td>
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<td>579</td>
<td>PCC:Room 121 A</td>
<td>SHCS: Exploring Outcomes of Voice</td>
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<td>602</td>
<td>MAR:Conference Suite 1</td>
<td>OB Division Executive Committee Meeting</td>
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# Organizations & the Natural Environment

Program Chair: Jonathan P Doh, Villanova U.
Professional Development Workshop Chair: P. Devereaux Jennings, U. of Alberta

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## Social Issues in Management

Program Chair: Harry J Van Buren, U. of New Mexico  
Professional Development Workshop Chair: Jamie R. Hendry, Bucknell U.

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### In Conjunction With Activities

**Program Chair:** Debra L. Shapiro, U. of Maryland  
**Professional Development Workshop Chair:** Anita M. McGahan, U. of Toronto

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<td>IMD International Meeting Room</td>
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<td></td>
<td>5:00pm</td>
<td>156</td>
<td>MAR:Grand Ballroom Salon H</td>
<td>Warwick Business School Reception</td>
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<tr>
<td></td>
<td>6:00pm</td>
<td>168</td>
<td>MAR:Room 410</td>
<td>Future of Supply Mgt. Research</td>
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<tr>
<td>Sat</td>
<td>8:00am</td>
<td>212</td>
<td>MAR:Conference Suite 1</td>
<td>IMD International Meeting Room Day 2</td>
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<tr>
<td></td>
<td>9:00am</td>
<td>262</td>
<td>MAR:Room 308</td>
<td>Administrative Science Quarterly Editors Meeting</td>
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<tr>
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<td>263</td>
<td>MAR:Room 413</td>
<td>Human Relations Editorial Team Meeting</td>
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<td>1:30pm</td>
<td>377</td>
<td>MAR:Conference Suite 1</td>
<td>IMD International Day 2</td>
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<td></td>
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<td>432</td>
<td>LWS:Tubman Room</td>
<td>JME Editorial Board Meeting</td>
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<td>445</td>
<td>MAR:Room 410</td>
<td>Cross Cultural Management editorial board meeting</td>
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<td>488</td>
<td>MAR:Grand Ballroom Salon H</td>
<td>Human Relations Editorial Board Business Meeting (CANCELLED)</td>
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<tr>
<td>Sun</td>
<td>7:30am</td>
<td>500</td>
<td>MAR:Liberty Ballroom Salon C</td>
<td>Gathering of POS Scholars</td>
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<td>512</td>
<td>MAR:Conference Suite 2</td>
<td>IMD International Meeting Room Day 3</td>
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<td>8:30am</td>
<td>517</td>
<td>MAR:Room 406</td>
<td>JOM Review Issue - Micro AE’s</td>
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<td>518</td>
<td>SHR:Salon 10</td>
<td>JABS AE Meeting</td>
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<td>519</td>
<td>SHR:Seminar Room A</td>
<td>CDI Ed Board meeting</td>
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<td>522</td>
<td>MAR:Room 401</td>
<td>Editorial Board Meeting</td>
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<td>OS Board Meeting &amp; Breakfast</td>
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<td>PPsych Editorial Board Meeting</td>
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<td>544</td>
<td>MAR:Room 304</td>
<td>EIJM annual get-together</td>
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<td>11:00am</td>
<td>558</td>
<td>SHR:Seminar Room A</td>
<td>JOEPP Ed Board meeting</td>
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<td>MAR:Liberty Ballroom Salon A</td>
<td>ET&amp;P Luncheon</td>
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<td>MAR:Room 407</td>
<td>JOM Associate Editors lunch</td>
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<td>12:00pm</td>
<td>331</td>
<td>MAR:Room 404</td>
<td>Kauffman Foundation Emerging Scholars Luncheon</td>
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<td>595</td>
<td>PCC:Room 108 B</td>
<td>SAMS/JMS Reception</td>
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<td>MAR:Room 307</td>
<td>OrgSci Senior Editors Luncheon</td>
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<td>MAR:Room 406</td>
<td>JOM Review Issue - Macro AE’s</td>
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<td>646</td>
<td>PCC:Room 115 B</td>
<td>Editor’s Panel</td>
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<td>The Leadership Quarterly Board Meeting</td>
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<td>Organization Board Meeting</td>
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<td>JMP Ed Board meeting</td>
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<td>NLS Member Meeting</td>
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<td>713</td>
<td>MAR:Grand Ballroom Salon K</td>
<td>JOM Editorial Board Meeting and Reception</td>
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<td>MAR:Independence Ballroom I</td>
<td>Cincinnati Management Department Reception</td>
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<td>MAR:Independence Ballroom II</td>
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<td>MAR:Grand Ballroom Salon C</td>
<td>NLS Awards Presentations</td>
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<td>734</td>
<td>MAR:Room 305</td>
<td>New Books from Emerald Group Publishing Ltd.</td>
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<td>735</td>
<td>SHR:Philadelphia South</td>
<td>OrgSci ERB Reception</td>
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<td>5:00pm</td>
<td>755</td>
<td>PCC:Room 115 B</td>
<td>IACMR Business Meeting</td>
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<td>LWS:Commonwealth C</td>
<td>CEMS &amp; GBSN Joint Social Networking Event</td>
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<td>MAR:Grand Ballroom Salon D</td>
<td>Network of Leadership Scholars (NLS) Reception</td>
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<td>PCC:Room 113 C</td>
<td>Kauffman Foundation Reception</td>
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<td>Sun</td>
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<td>MAR:Grand Ballroom Salon J</td>
<td>University at Buffalo Reception</td>
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<td>PolyU MM Reception</td>
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<td>SHR:Parlor B</td>
<td>O&amp;E ERB Meeting</td>
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<td>777</td>
<td>PCC:Room 108 B</td>
<td>IACMR/SH Jiaotong U Reception</td>
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<td>MAR:Grand Ballroom Salon F</td>
<td>The HKUST-AOM Reception, 2014</td>
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<td>Univ. of Michigan Reception</td>
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<td>Mon</td>
<td>7:00am</td>
<td>789</td>
<td>LWS:Howe Room</td>
<td>Christian Management Scholars Network Breakfast</td>
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<td></td>
<td>7:30am</td>
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<td>SHR:Liberty Ballroom C</td>
<td>FBR Advisory and Editorial Review Board Meetings</td>
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<td></td>
<td>8:00am</td>
<td>795</td>
<td>PCC:Room 118C</td>
<td>WU Vienna Breakfast Reception</td>
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<td>MAR:Grand Ballroom Salon C</td>
<td>University of New Mexico Breakfast Reception</td>
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<td>IMD International Meeting Room Day 4</td>
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<td>1095</td>
<td>LWS:Howe Room</td>
<td>JMS Editorial Board Working Lunch</td>
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<td>1397</td>
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<td>Management Learning Meet the Editors Social</td>
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<td>25th LQ Celebration</td>
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<td>BYU Ice Cream Social at AOM</td>
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<td>Tue</td>
<td>8:00am</td>
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<td>MAR:Grand Ballroom Salon A</td>
<td>Mindfulness at Work Microcommunity Gathering</td>
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<td>1:30pm</td>
<td>1866</td>
<td>MAR:Conference Suite 1</td>
<td>IMD International Day 5</td>
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<td>Produced Disasters, Promoting Resilience</td>
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Session Details – Friday, 8:00 - 10:00 AM

Friday 12:00 AM

1: (AAA) Technology Center
12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area
Tweet this session: #AOM2014 1
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2: (AAA) Technology Center
12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1
Tweet this session: #AOM2014 2
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

3: (AAA) Technology Center
12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer
Tweet this session: #AOM2014 3
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

4: (AAA) Adopt-a-Member Meet & Greet
7:00am - 8:00am Pennsylvania Convention Center: Room 106 B
Tweet this session: #AOM2014 4
RSVP Only by July 15, 2014. Designated meet and greet space for pre-assigned mentees and mentors that have mutually pre-registered with the Membership Committee. Pennsylvania Convention Center 105B.

5: (AAA) Journal Committee Breakfast
7:00am - 8:00am Loews Philadelphia Hotel: Lescaze Room
Tweet this session: #AOM2014 5
By Invitation Only
Organizer: Mary J. Waller, York U.

Friday 7:00 AM

6: (AAA) Conference Registration
7:30am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.
Tweet this session: #AOM2014 6
Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor Registration

Friday 7:45 AM

7: (OCIS) OCIS Kick-Off Continental Breakfast
7:45am - 8:45am Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 7
For more information regarding this offsite event please contact Mary Beth Watson-Manheim @ mbwm@uic.edu

Friday 8:00 AM

8: (AAA) Mother’s Nursing Room
8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office
Tweet this session: #AOM2014 8

9: (AAA) Hospitality Suite for First Time Attendees
8:00am - 5:00pm Pennsylvania Convention Center: Room 105 B.
Tweet this session: #AOM2014 9
Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions! Pennsylvania Convention Center 105B.

10: (AAA) Technology Center
8:00am - 8:00pm Pennsylvania Convention Center: Room 106 AB
Tweet this session: #AOM2014 10
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

11: (AAA) Speaker Preparation
8:00am - 8:00pm Pennsylvania Convention Center: Room 300
Tweet this session: #AOM2014 11

12: (AAA) AMR: Writing Theoretical Papers – A Workshop from the Editors
8:00am - 10:30am Loews Philadelphia Hotel: Commonwealth D
Tweet this session: #AOM2014 12
This session is sponsored by the Oxford University Centre for Corporate Reputation.
registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Cynthia E. Devers, Michigan State U.; Roy R. Suddaby, U. of Alberta; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Ingrid Fulmer, Rutgers U.; Neal M. Ashkanasy, The U. of Queensland, Australia

Section D
13 : (AAA) Board of Governors’ Meeting
8:00 am - 6:00 pm Loews Philadelphia Hotel: Howe Room
Tweet this session: #AOM2014 13

14 : (AAA) Speaker Preparation
8:00 am - 8:30 pm Loews Philadelphia Hotel: Jefferson Boardroom
Tweet this session: #AOM2014 14

15 : (AAA) Speaker Preparation
8:00 am - 8:00 pm Sheraton Philadelphia Downtown Hotel: Salon 7
Tweet this session: #AOM2014 15

16 : (AAM) Guanxi/Social Network and Impacts in Varieties of Organizational Forms
8:00 am - 10:30 am Pennsylvania Convention Center: Room 102 B
Organizer: Bing Ren, Nankai U.
Coordinator: Meng Yu Cheng, Fung Chia U.
Presenters: Jar-Der Luo, Tsinghua U.; Xiaotao Yao, Xi’an Jiaotong U.; Han Wu, Xi’an Jiaotong U.; Yi Guo, East China U. of Science & Technology; Li-Qun Wei, Hong Kong Baptist U.
Participants: Yan Ling, George Mason U.; Qing Cao, U. of Connecticut

18 : (BPS) Business Policy & Strategy Division Doctoral Consortium, Part 1
8:00 am - 6:00 pm Sheraton Philadelphia Downtown Hotel: Philadelphia North
Tweet this session: #AOM2014 18
Participants: Sonali K. Shah, U. of Washington; Melissa Grebner, The U. of Texas at Austin; Nandini Rajagopalan, U. of Southern California; Puay Khoon Toh, U. of Minnesota; Matt Marx, Massachusetts Institute of Technology; Panish Puranam, INSEAD; Lyda S. Bigelow, U. of Utah; Gary Dushnitsky, London Business School; Jack A. Nickerson, Washington U.

19 : (BPS, HR, OB, RM) Strategic Human Capital: Exploring the Bright and Dark Sides of Mega-Stars and Firm Performance
8:00 am - 10:00 am Sheraton Philadelphia Downtown Hotel: Philadelphia South
Tweet this session: #AOM2014 19
Chair: Craig E. Armstrong, The U. of Alabama
Coordinator: Ali Jifi, The U. of Alabama
Speakers: Russell Coff, U. of Wisconsin, Madison; Yasemin Y. Kor, U. of South Carolina; Alison Mackey, California Polytechnic State U., San Luis Obispo; Joseph T. Mahoney, U. of Illinois at Urbana-Champaign; Thomas P. Moliterno, U. of Massachusetts Amherst; Deepak Somaya, U. of Illinois at Urbana-Champaign; Patrick M. Wright, U. of South Carolina

20 : (BPS, TIM, OMT) Do I Have an Endogeneity Problem, and Does It Matter?
8:00 am - 11:00 am Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session: #AOM2014 20

Organizers: Anne Bowers, U. of Toronto; Tim Simcoe, Boston U.; Rosemarie Zedonis, U. of Oregon
Discussants: Bruno Cassiman, IESE Business School; Lee Fleming, U. of California, Berkeley; William G. Mitchell, U. of Toronto
Participants: Vikas A. Aggarwal, INSEAD; Victor Bennett, U. of Southern California; Jason Snyder, U. of California, Los Angeles; Bo Zhao, U. of Michigan, Ann Arbor

21 : (CMS) Doctoral and New Scholar Consortium: Fostering Critical Scholars and Scholarship
8:00 am - 11:30 am Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 21
Sponsored by University of Portsmouth. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Nimruji Jammulamadaka, Indian Institute of Management Calcutta; Latha Poonamalle, Michigan Technological U.; Sarah Elaine Gilmore, U. of Portsmouth; Gabrielle Durepos, St. Francis Xavier U.; Jonathan Murphy, Cardiff U.; AnaMaria Peredo, U. of Victoria; Albert J. Mills, Saint Mary's U.; Banu Özkazanç-Pan, U. of Massachusetts Boston; Gavin Jack, La Trobe U.
Participants: Maureen A. Scully, U. of Massachusetts Boston; Arturo E Osorio, Rutgers U.; Jean Helms Mills, Saint Mary's U.; Sadhvi Dar, Queen Mary U. of London; Rick Delbridge, Cardiff U.; Robbin Derry, U. of Lethbridge; Roy Stager Jacques, Massey U.; Maxim Voronov, Brock U.

22 : (ENT, MED) Measuring Entrepreneurship Education: Are We Providing Value?
8:00 am - 10:00 am Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 22
Open to all interested attendees; no pre-registration required.
Organizer: Jeff McNally, U. of New Brunswick
Chairs: Benson Honig, McMaster U.; Bruce Martin, U. College Dublin; Jeff McNally, U. of New Brunswick

23 : (GDO) GDO Junior Faculty Consortium
8:00 am - 12:30 pm Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014 23
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 30, 2014.
Organizers: Donna Maria Bianco, Bentley U.; Susan Vinnicombe, Cranfield U.
Presenters: Myrtle P. Bell, The U. of Texas at Arlington; David A. Kravitz, George Mason U.; Kecia M. Thomas, U. of Georgia; Stacy Blake-Beard, Simmons College; Laquita C. Blockson, Saint Leo U.; Elena Doldor, Queen Mary U. of London; Eden King, George Mason U.; Patricia G Martinez, Loyola Marymount U.; Raymond N. C. Trau, Curtin U.; C. Douglas Johnson, Georgia Gwinnett College; Robert G. DelCampo, U. of New Mexico
24 ☐☐: (HR) HR Corporate Tour: Trip to QVC
8:00am - 2:00pm Offsite: QVC
Tweet this session: #AOM2014 24
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDReg. The deadline to register is July 1, 2014. The cost to register is $30.00. Attendees should meet in the lobby of the Marriott at 7:45am for transportation to QVC. For questions or information regarding this offsite event please contact Ryan Zimmerman at rdzimmer@vt.edu. Organizers: Ryan D. Zimmerman, Virginia Tech; Tamara L. Giluk, Xavier U.; Denise Potosky, Pennsylvania State U.

25 : (ICW) IMD International Meeting Room
8:30am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 1
Tweet this session: #AOM2014 25
Organizer: Marianne Rothenbuehler, IMD International

26 ☐☐: (IM) Corporate Social Responsibility in a Global World: An Institutional Perspective
8:00am - 10:00am Pennsylvania Convention Center: Room 110 A,B
Tweet this session: #AOM2014 26
Chairs: Jiao Luo, U. of Minnesota; Gurneeta Vasudeva, U. of Minnesota
Panelists: Magali Delmas, U. of California, Los Angeles; Andrew King, Dartmouth College; Mary-Hunter McDonnell, Georgetown U.; Nandini Rajagopalan, U. of Southern California; Laszlo Tihanyi, Texas A&M U.

27 ☐☐☐: (IM) Do Well and Do Good in Global Teaching Environments: Experiential Approaches in Different Settings
8:00am - 11:00am Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 27
Organizers: Ruth Alas, Estonian Business School; Anabella Davila, Tecnologico de Monterrey; Cyril Daniel Bouquet, IMD; Jacobo Ramirez, Copenhagen Business School
Chair: Katherine Xin, CEIBS
Speakers: Stephen E Weiss, York U.; Andy Molinsky, Brandeis U.

28 ☐☐☐: (IM, RM) Visualization Tools for Advancing International Management Research
8:00am - 9:30am Pennsylvania Convention Center: Room 102 A
Tweet this session: #AOM2014 28
Organizers: Olga Buchel, The U. of Western Ontario; Tatiana Lukoinanova Vashchlikho, The Ohio State U.
Participants: Joseph L. C. Cheng, U. of New South Wales; Li Dai, Loyola Marymount U.; Andreas P.J. Schotter, Western U.

29 ☐☐☐: (ITC, MED, ENT) Contextualization of Learning about Innovation Management and Entrepreneurship in Emerging Markets
8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Salon 2
Tweet this session: #AOM2014 29
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDReg. The deadline to register is July 30, 2014.
Chair: Florian Schoderer, INSEAD
Coordinator: Constance Van Horn, Zayed U.
Speakers: Victor Zengyu Huang, Zayed U.; Stephen Mezias, INSEAD; Kathy Shen, U. of Wollongong in Dubai; Alexander Flaster, U. of Bamberg; Pavan Soni, Indian Institute of Management Bangalore; Amitaksha Nag, Frametrics Consulting

30 ☐☐: (MC) Management Consulting In the Rough: Forging New Connections among Industry and Academic Researchers
8:00am - 11:00am Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 30
Organizers: David Brian Szabla, George Washington U.; William J Oliver, Brandeis U.
Panelists: Anthony F. Buono, Bentley U.; Daniel Denison, IMD; Ronald Sanders, Booz Allen Hamilton; Deborah Stokes, EMC Corporation; John Shumadine, Deloitte Consulting, LLP

31 ☐☐☐: (MH, ITC, NDSC) New Member Workshop: Professional Development and the AOM Meeting
8:00am - 10:00am Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 31
This workshop is open to all who are new to the Academy or first-time attendees at the annual conference. Members will learn how to get the most from the Philadelphia meeting program and how to manage time during the annual meeting. The workshop will also provide information and strategies about how to become involved professionally and how volunteerism can add to one’s professional development.
Organizer: Regina A. Greenwood, Nova Southeastern U.

32 ☐☐☐: (MOC, RM, OMT, BPS, SIM, OB) Content Analysis in Organizational Research: Techniques and Applications
8:00am - 12:30pm Loews Philadelphia Hotel: Commonwealth C
Tweet this session: #AOM2014 32
Facilitators: Jonathan Bundy, Pennsylvania State U.; Aaron Francis McKenny, U. of Oklahoma; Vilmos F. Misangyi, Pennsylvania State U.; Rhonda K. Reger, U. of Tennessee; Robert Vesco, Robert H. Smith School of Business; Miles A. Zachary, West Virginia U.
Coordinators: Moriah A. Meyskens, U. of San Diego; Michael D. Pfarrer, U. of Georgia

33 ☐☐☐: (MSR) Naming Creates Awareness and Intention: How to Develop Sustainability Mindfulness in Action
8:00am - 10:00am Loews Philadelphia Hotel: Regency Ballroom C2
Tweet this session: #AOM2014 33
Organizer: Isabel Rimanoczy, Fordham U.
Discussants: Shelley F. Mitchell, U. of New Hampshire; Sarah Chace, Marian U.; Ashish Pandey, Indian Institute of Technology Bombay; Maria L. Nathan, Lynchburg College; Milagros Lagrosa, Asian Institute of Management; Aliza Racelis, U. of the Philippines; Sashika Abeydeera, Auckland U. of Technology; Amelia Indrajaya, IPMI; Aleandra Scarfati, Pontificia U. Catolica Argentina
Coordinator: Kerul Kassel, Fielding Graduate U.
34 [RS] [DS]: (MSR, GDO) Cross Cultural Values & Spirituality as Drivers of Sustainability and Meaningful Work
8:00am - 10:00am Loews Philadelphia Hotel: Tubman Room
Tweet this session: #AOM2014 34
Coordinators: Simon L. Dolan, ESADE; Yochanan Altman, BEM Bordeaux Management School; Kristine Marin Kawamura, St. George's U.
Participants: Chad Albrecht, Utah State U.; Ben Capell, Ramon Llull U./ ESADE; Tugba Kalafatoglu, Ramon Llull U.; Carlos Marrodan Losada, Ramon Llull U.; Josep M. Lozano, ESADE Business School; Zahra Solouki, ESADE; Caroline Straub, Grenoble Ecole de Management; Yingying Zhang, CUNEF, Complutense U. of Madrid; Yu Zhou, Renmin U. of China

35 [RS]: (OB) The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty
8:00am - 12:00pm Loews Philadelphia Hotel: Regency Ballroom A
Tweet this session: #AOM2014 35
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Jaron Harvey, U. of Wyoming; John J. Sumanth, Wake Forest U.
Facilitators: Morela Hernandez, U. of Virginia; Scott Wiltermuth, U. of Southern California
Presenters: Spencer Harrison, Boston College; David R. Hekman, U. of Colorado; Gavin J Kilduff, New York U.; Keith Leavitt, Oregon State U.; Sandy Lim, National U. of Singapore; Celia Moore, London Business School; Jessica Rodell, U. of Georgia

36 [RS, PNP]: (OB, PNP) Using Concrecent Conversation to Understand and Explain a Team from Hell Experience
8:00am - 9:30am Philadelphia Marriott Downtown: Room 414, 415
Tweet this session: #AOM2014 36
Host: Obasi H. Akan, U. of North Carolina, Greensboro

37 [R] [DS]: (ODC, CMS, OMT) Navigating Institutional Complexity: Using the Power of Words for Cross-Level Change
8:00am - 11:00am Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 37
Presenters: Danielle Zanee, Nyenrode Business U.; Clifford Oswick, City U. London; Hans Vermaak, Sioo & Twystra; Robert J Marshak, American U.

38 [RS]: (OMT) OMT Junior Faculty Consortium
8:00am - 2:30pm Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 38
Organizers: Chris Marquis, Harvard U.; Brayden G King, Northwestern U.
Participants: Julie Battilana, Harvard U.; Beth Bechky, New York U.; Matthew J. Bidwell, U. of Pennsylvania; Matthew S. Bothner, ESMT European School of Management and Technology; Tiziana Cacciari, U. of Toronto; Robert J David, McGill U.; Rodolphe Durand, HEC Paris; Henrich R. Greve, INSEAD; Iain Guler, Sabanci U.; Greta Hsu, U. of California, Davis; Giuseppe Labianca, U. of Kentucky; Siobhan OMahony, Boston U.; Donald A Palmer, U. of California, Davis; Joseph Porac, New York U.; Andrew V. Shipilov, INSEAD; Pamela S. Tolbert, Cornell U.; Paul Tracey, U. of Cambridge

39 [R]: (ODT) OMT Doctoral Consortium 2014
8:00am - 2:30pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 39
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 15, 2014.
Chairs: Mark Ebers, U. zu Koeln; Forrest Briscoe, Pennsylvania State U.

40 [R]: (OMT, BPS) Scandal Process: Untapped Opportunities for Organizational Research
8:00am - 10:00am Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 40
To participate to the PDW, applicants are requested to submit a brief statement of interest by June 15, 2014. Please contact Marco Clemente at marco.clemente@aalto.fi for more information.
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Joseph Porac, New York U.; Rodolphe Durand, HEC Paris; Marco Clemente, Aalto U.

41 [R]: (OMP, RP, ENB) From Static and Stable Categories to a Dynamic View on Categories and Categorization
8:00am - 11:00am Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 41
Organizers: Rodolphe Durand, HEC Paris; Nina Granqvist, Hanken School of Economics; Anna Tyllstrom, Uppsala U.
Facilitators: Stine Grodal, Boston U.; Lionel Paolella, Judge Business School; Jean-Philippe Vergne, Insead School of Business; Tyler Earle Wry, Wharton School
Presenters: Mukti V Khaire, Harvard U.; Elizabeth G. Pontikes, The U. of Chicago; Ezra Zuckerman, Massachusetts Institute of Technology

42 [R]: (OMT, TIM, BPS, MO4, ENB) Cultural Design and Designing Culture: Institutions, Values and Entrepreneurs
8:00am - 10:00am Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 42

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
43 : (ONE) Urgent Academic Sustainability
Management Action: If Not Now, When? If Soon, What To Do Today?
8:00am - 10:00am Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 43
Organizer: Mark Starik, San Francisco State U.

44 : (RM, MOC, OB) Navigating Qualitative
Dissertations: Advice from the Experts
8:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session: #AOM2014 44
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Beth Schinoff, Arizona State U.; Courtney R. Masterson, U. of Illinois at Chicago

45 : (RM, OB, HR) Advanced Procedures in Structural
Equation Modeling
8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 45
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Speaker: Robert J. Vandenberg, U. of Georgia

46 : (SIM) Social Issues in Management
Doctoral Consortium
8:00am - 6:00pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 46
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 7, 2014.

Organizers: Johnne Grosvold, U. of Bath; Tara L. Ceranic, U. of San Diego

Friday 8:30AM

47 : (BPS) Business Policy and Strategy Division
Dissertation Consortium
8:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 47
Chairs: Xiaowei Luo, INSEAD; Hart E. Posen, U. of Wisconsin, Madison
Participants: John Joseph, Duke U.; Rahul Kapoor, U. of Pennsylvania; Riitta Katila, Stanford U.; Mitrabarun Sarkar, Temple U.

48 : (ENT) ENT Doctoral Consortium 2014
8:30am - 6:00pm Offsite: Temple University...
Tweet this session: #AOM2014 48
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
If registering for this workshop, you MUST also be registered for the ENT Doctoral Consortium Part 2 on Saturday.

For information or questions regarding this offsite event please contact Jeff McMullen at mcmullen@Indiana.edu.
Chairs: Jeffrey S. McMullen, Indiana U., Bloomington; Andrew C. Corbett, Babson College

49 : (ENT) ENT Early Career Development Consortium
8:30am - 5:00pm Offsite: Temple University...
Tweet this session: #AOM2014 49
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
For questions or information regarding this offsite event please contact Kimberly Eddleston at k.eddleston@neu.edu or Donna Marie DeCarolis at decarold@drexel.edu.
Chairs: Kimberly Eddleston, Northeastern U.; Donna Marie DeCarolis, Drexel U.

50 : (ENT, SIM) Social Innovation in the Wild: Site Visits to Philadelphia Area Social Ventures
8:30am - 1:30pm Offsite: TBD
Tweet this session: #AOM2014 50

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register is July 30, 2014. For information regarding this offsite event please contact Jeffrey Robinson at jrobinson@business.rutgers.edu
Organizers: Richard N. Hayes, Hofstra U.; Andrew Germak, Rutgers U.; Jasmine Cordero, Rutgers Business School
Chairs: Jeffrey A. Robinson, Rutgers U.; Christopher Rabb, Fox School of Business, Temple U.

51 (GDO, OB) Beyond Balance: Managing Prescribed Role Identities in Motherhood and Academia
8:30am - 10:00am Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 51
Organizers: Madeline Toubiana, York U.; Luciana Turchick Hakak, York U.
Participants: Lisa Hisae Nishii, Cornell U.; Judith A. Clair, Boston College; Charlene E. Zietsma, York U.; Kristie M Rogers, U. of Kansas; Danna Greenberg, Babson College; Jamie J. Lodge, Northeastern U.; Trish Ruebottom, Brock U.; Susana Velez-Castrillon, U. of West Georgia

52 (HCM) Health Care Management Emerging Scholars Consortium
8:30am - 4:30pm Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 52
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 15, 2014.
Professional Development Workshop Chair: Victoria Anne Parker, Boston U.
Coordinators: Jami Leanne DelliFraine, Virginia Commonwealth U.; Elizabeth Goodrich, Florida Atlantic U.; Cheryl Rathert, U. of Missouri

53 (ODC) Organization Development and Change Division Doctoral Consortium DAY 1
8:30am - 5:00pm Pennsylvania Convention Center: Room 104 A,B
Tweet this session: #AOM2014 53
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.

If registering for this workshop, you MUST also be registered for the ODC Doctoral Consortium Day 2 on Saturday.
Organizer: Sonja A. Sackmann, U. Bundeswehr, Munich
London; Gavin M. Schwarz, U. of New South Wales; Inger G. Stensaker, Norwegian School of Economics; James M. Vardaman, Mississippi State U.; Richard W. Woodman, Texas A&M U.; Rune Todnem By, Staffordshire U.; Quy Nguyen Huy, INSEAD

Friday 9:00AM

54 (BPS, TIM, IM) Designing Alliance Agreements – Paper and Research Development Workshop
9:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Independence C
Tweet this session: #AOM2014 54
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 1, 2014.
Organizer: Laura Poppo, U. of Kansas
Coordinator: Zheng Cheng, U. of Kansas
Speakers: Africa Arino, IIEE Business School; Janet E.L. Bercovitz, U. of Illinois at Urbana-Champaign; Tailan Chi, U. of Kansas; Rajesh Kumar, Menlo College; Dovey Lavie, Technion Israel Institute of Technology; Kyle J. Mayer, U. of Southern California; Joanne Oxley, U. of Toronto; Jeffrey J. Reuer, Purdue U.; Beverly B. Tyler, North Carolina State U.

55 (MED, ODC) The Inner Power of Words: Using Poetic Creation to Transform Our Teaching, Writing and Actions
9:00am - 11:30am Loews Philadelphia Hotel: Commonwealth B
Tweet this session: #AOM2014 55
Organizer: Mark P. Kriger, BI Norwegian Business School
Presenters: Mary Jo Hatch, Singapore Management U.; Philip H. Mirvis, Global Network on Corporate Citizenship

56 (MED, SIM) Responsible Management Education in Action: Organizational, Curricular, and Classroom Practice
9:00am - 11:00am Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 56
Organizers: Oliver Laash, The U. of Manchester; Dirk C. Moosmayer, The U. of Nottingham Ningbo China; Agata Stachowicz-Stanusch, Silesian U. of Technology
Presenters: Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; David Chandler, U. of Colorado Denver; Abiola Oluwemimo Ogunyemi, Lagos Business School; Scott Kelley, DePaul U.; Mary Catherine Gentile, Babson College; Claus Dierksmeier, U. of Tuebingen; Jean-Christophe Carteron, Kedge Business School; Ross Angus McDonald, U. of Auckland

57 (OCIS) OCIS Doctoral Consortium
9:00am - 4:00pm Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 57
The OCIS doctoral consortium is most valuable to Ph.D. candidates interested in conducting leading-edge research and teaching in the OCIS domain.
Organizer: Mary Beth Watson-Manheim, U. of Illinois at Chicago
Presenters: Ann Majchrzak, U. of Southern California; Noshir Contractor, Northwestern U.; Jennifer Gibbs, Rutgers U.; Massimo Magni, Bocconi U.

58 (OCIS) OCIS Junior Faculty Consortium
9:00am - 4:00pm Pennsylvania Convention Center: Room 112 B
Tweet this session: #AOM2014 58
This professional development workshop is for assistant professor rank (or its equivalent) who teach or research in the OCIS domain.

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRereg. The deadline to register is July 30, 2014.

Organizer: Youngjin Yoo, Temple U.
Presenters: Natalia Levina, New York U.; V. Sambamurthy, Michigan State U.; Marshall Scott Poole, U. of Illinois at Urbana-Champaign; David R Seibold, U. of California, Santa Barbara

59 The Power of Social and Environmental Disclosure
9:00am - 11:00am Pennsylvania Convention Center: Room 109 A
Tweet this session: AOM2014 59
Organizer: Susan Kayser, Indiana U., Bloomington
Participants: Glen Dowell, Cornell U.; Eun-Hee Kim, George Washington U.; Mark Cohen, Vanderbilt U.; Xiaowei Luo, INSEAD

60 What Words provide effective consulting-research feedback in practice? The case of elites
9:00am - 11:00am Pennsylvania Convention Center: Room 111 A
Tweet this session: AOM2014 60
Participants: Frank Bournois, U. Pantheon-Assas (Paris II); Véronique Chanut, U. Pantheon-Assas (Paris II); Richard Jackson Major, Institut de Gestion Sociale; Madina Rival, CNAM-LIRSA/LARGEPA; Jacques Rojot, U. Pantheon-Assas (Paris II)

Friday 9:30AM

61 TIM Doctoral Students Consortium (Day 1)
9:30am - 5:00pm Pennsylvania Convention Center: Room 121 B
Organizers: Kevin Boudreau, London Business School; Jennifer Woolley, Santa Clara U.

62 From (Auto)mobile to Mobility: Technological Change and Innovation in the Global Vehicle Industry
9:30am - 2:30pm Offsite: Wharton School
Tweet this session: AOM2014 62
Pre-registration is required for Part Two of this workshop. To register online, please visit https://secure.aom.org/PDWRereg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to send paper submissions and register is June 30, 2014. Please send paper submissions to ics.si.auto@gmail.com.
Organizers: Florian A. Täube, EBS Business School; Anja Schultze, ETH Zurich
Host: John Paul MacDuffie, U. of Pennsylvania
Discussants: Stefano Brusoni, ETH Zurich; Ram Mudambi, Temple U.; Rafael A. Corredoir, U. of Maryland; Paul Louis Drnevich, The U. of Alabama; Kevin A. Miceli, U. of North Carolina, Chapel Hill; Stefan Haefliger, City U. London; Paolo Aversa, Cass Business School, City U. London; Bernard M Wolf, York U.

Friday 9:45AM

63 Finding and Making the Most of Postdoc Opportunities
9:45am - 11:45am Philadelphia Marriott Downtown: Room 414,415
Tweet this session: AOM2014 63
Organizers: Angela J. Oetama-Paul, Case Western Reserve U.; Njoko K. Thomas, Case Western Reserve U.
Panelists: Zachary Burns, Northwestern Kellogg School of Management; Kristin L. Cullen, Center for Creative Leadership; Nardia Haigh, U. of Massachusetts; Jason Jackson, The Wharton School, U. of Pennsylvania; Audrey Murrell, U. of Pittsburgh; Gerard H Seijts, Western U.; Lisa L Shu, Northwestern Kellogg School of Management; Melissa J. Williams, Emory U.

64 Poverty Alleviation through Enterprise Development: Conversation and Debate
9:45am - 11:15am Pennsylvania Convention Center: Room 102 A
Tweet this session: AOM2014 64
Presidents: Ted London, U. of Michigan; Paul C. Godfrey, Brigham Young U.

Friday 10:00AM

65 Let’s Talk About Gender and Diversity, Let’s Talk About You and Me
10:00am - 12:00pm Loews Philadelphia Hotel: Adams Room
Tweet this session: AOM2014 65
Participants will explore how to create open and safe dialogue and discourse on diversity without perpetuating stereotypes and reinforcing biases.
Facilitators: Eddy S. Ng, Dalhousie U.; Isabel Metz, U. of Melbourne
Presenters: Martin N. Davidson, U. of Virginia; Lisa Hisae Nishii, Cornell U.; Michalle E. Mor Barak, U. of Southern California; Edwina Pio, Auckland U. of Technology; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Myrtle P. Bell, The U. of Texas at Arlington; Stella M. Nkomo, U. of Pretoria; Mustafa F. Ozbilgin, Brunel U.

66 Creating an Open-source Online Video Resource for Teaching Innovation and Entrepreneurship
10:00am - 12:00pm Offsite: Temple University, Fox School of Business
Tweet this session: AOM2014 66
Fox School of Business, Alter Hall, 1801 Liacouras Walk, Philadelphia, PA, 19122. Refreshments (and transportation) will be provided. Please contact Andrew Maxwell at andrew.maxwell@temple.edu for more information regarding this offsite PDW
Facilitator: Andrew Lewis Maxwell, Fox School of Business, Temple U.

67 Indian Economic and Social System and Need for Context Sensitive Management Concepts
10:00am - 12:00pm Sheraton Philadelphia Downtown Hotel: Salon 9
Tweet this session: AOM2014 67
Participants: Ashish Pandey, Indian Institute of Technology Bombay; Rajen K Gupta, Management Development Institute

68 BYOS (Bring Your Own Syllabus): Sharing the Words We Use to Help Communicate What We Want
10:00am - 12:00pm Loews Philadelphia Hotel: Congress Room C

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Friday, 10:00 AM - 12:00 PM

**Facilitators:** Kim Gower, Virginia State U.; Barbara A. Ritter, Coastal Carolina U.; Patricia R. Hedberg, U. of St. Thomas

69 FRIDAY: (OB, MSR) Using Words as Tokens of Appreciation
10:00am - 12:00pm Philadelphia Marriott Downtown: Room 302
Tweet this session: #AOM2014 69

This workshop shows, through a hands-on exercise, how good it feels when we receive positive feedback and what an impact this can have on our day!

**Facilitators:** Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.; Svetlana S. Holt, Woodbury U.

70 FRIDAY: (SAP, BPS) Exploring Innovative Ways of Teaching Strategy
10:00am - 12:00pm Sheraton Philadelphia Downtown Hotel: Freedom G
Tweet this session: #AOM2014 70

Pre-registration is required for Part Two of this workshop (11:30 AM-1:00 PM). To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.

**Organizers:** Stephanne Guerard, U. of Zurich; Tomi M. M. Laamanen, U. of St. Gallen

**Facilitators:** Ellen R. Auster, York U.; Russell Coff, U. of Wisconsin, Madison; Kira Fabrizio, Boston U.; Claus D. Jacobs, Bern U. of Applied Sciences; Veijo Kyost, Cesim

**Speakers:** Russell Coff, U. of Wisconsin, Madison; Steven W. Floyd, U. of Massachusetts Amherst; Sotirios Paroutis, U. of Warwick

71 FRIDAY: (SIM) Entrepreneurs and the Creation of Sustainable Economies
10:00am - 12:00pm Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 71

Learn how entrepreneurs create sustainable economies from BETrust Award winner Judy Wicks, former owner of Philadelphia’s White Dog Cafe.

**Organizer:** Gordon P. Rands, Western Illinois U.

**Facilitators:** Nancy B Kurland, Franklin & Marshall College; Trexler Proffitt, Muhlenberg College; Sara Jane Jane McCaffrey, Franklin & Marshall College; Lisa Calvano, West Chester U.; Jamie Gauthier, Sustainable Business Network of Greater Philadelphia; Dan Betancourt, Community First Fund of Harrisburg PA

**Presenter:** Judy Wicks, White Dog Enterprises

72 FRIDAY: (ENT) Using Words Wisely to Shape Entrepreneurship Research: The Art and Craft of Reviewing
10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 72

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 10, 2014.

**Host:** Ray Bagby, Baylor U.

**Facilitators:** Lowell W. Busenitz, U. of Oklahoma; Sara Carter, U. of Strathclyde; James G. Combs, The U. of Alabama; Dawn R. DeTienne, Colorado State U.; Dominic S. K. Lim, Brock U.; Erik Monsen, U. of Strathclyde

73 FRIDAY: (HCM) The Impact of Workplace Relationships on Patient Safety Culture
10:15am - 12:15pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 73

**Organizer:** Yvonne Brunetto, Southern Cross U.

**Chair:** Kate Shacklock, Griffith U.

**Speakers:** Elisabetta Trincher, Bocconi U.; Elio Borgonovi, Bocconi U.

74 FRIDAY: (IAM, IM) The Internationalization of Corporate Social Responsibility
10:15am - 12:15pm Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 74

**Organizer:** Lourdes Susaeta, IESE Business School

**Chairs:** Jose Manuel Alcaraz, Murdoch U.; Jose Ramon Pin, IESE Business School

**Facilitator:** Angela Gallifa, IESE Business School

**Participants:** Carlos Marti, IESE Business School; Carlos Colón, Bama Business School; Rodolfo Hollander, Bama Business School; Francisco Leguizamón, INCAE Business School; Felipe Pérez, INCAE Business School; Esperanza Suárez, IESE Business School; Isis Olimpia Gutierrez-Martinez, U. de las Americas-Puebla; Sandra Idrovo, INALDE; Pamela Leyva-Townsend, INALDE; Carolina Torres-Castillo, INALDE; Manuela Correa, U. Lusíada de Lisboa; Rita Campos Cunha, Nova U., Lisbon; Natalia Weisz, IAE Business School Argentina; Paula Apascarietei, IESE

75 FRIDAY: (MSR) Evil By Any Other Name: The Power of Provocative Language to Instigate Change
10:15am - 12:15pm Loews Philadelphia Hotel: Regency Ballroom C2
Tweet this session: #AOM2014 75

**Chair:** Carole L. Jurkiewicz, Hofstra U.

**Presenter:** Melvin J Dubnick, U. of New Hampshire

**Participants:** Mark Promislo, Rider U.; Anna Chacko, Physician, Colonel, U.S. Army; Robert A Gicalalone, U. of Denver; Carole L. Jurkiewicz, Hofstra U.

76 FRIDAY: (MSR, SIM) Wisdom in Business: Wisdom Traditions and the Added Value for Management
10:15am - 12:15pm Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 76

**Insights gained from long-established wisdom traditions are inspirational in dealing with uncertainty, scarcity, anxiety in management/business.**

**Chair:** Robert Blomme, Nyenrode Business U.

**Presenter:** Bertine Van Hoof, Wisdom in Business

77 FRIDAY: (ODC, MC, NDSC) Introduction to Action Research
10:15am - 12:15pm Pennsylvania Convention Center: Room 110 A,B
Tweet this session: #AOM2014 77

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

78 FRIDAY: (OMT, ONE, PNP) Engaging Ostrom: Why and How Organizational Theorists Should
10:15am - 12:15pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 78

**Organizers:** Jan M. W. N. Lepoutre, ESSEC Business School; Marc Ventresca, U. of Oxford; Mike Valente, York U.

**Panelists:** Shaz Ansari, U. of Cambridge; Frank Wijen, Erasmus U. Rotterdam; Michael L. Barnett, Rutgers U.; Desiree F. Pacheco, Portland State U.; Barbara Gray, Pennsylvania State U.; Aseem Prakash, U. of Washington; Alfred Allen Marcus, U. of Minnesota
Friday 10:30AM

**80  (MH) The Return of Old Words**
10:30am - 12:00pm Loews Philadelphia Hotel: Parlor 2
Tweet this session: #AOM2014 80

**Facilitators:** Yochanan Altman, BEM Bordeaux Management School; Frank Bournois, U. Pantheo-Assas (Paris II)
**Coordinators:** Catherine VOYNET FOURBOUL, U. Pantheo-Assas (Paris II)
**Presenters:** Jacques Rojot, U. Pantheo-Assas (Paris II); Muriel de Fabrègues, U. of Paris, Sorbonne

**Participants:** Gavin M. Schwarz, U. of New South Wales; Ian Palmer, RMIT U.; Richard Dunford, U. of Newcastle, Australia; Susan M. Adams, Bentley U.; Anthony F. Buono, Bentley U.; Ann E. Feyerherm, Pepperdine U.; Keith O Hunter, U. of San Francisco; Cynthia Martinez, U. of Southern California; Susan Resnick West, U. of Southern California; Gary Wagenheim, Simon Fraser U.

Friday 10:45AM

**82  (ENT, BPS) Entrepreneurial Individuals and Teams: Advances in the Psychology of Entrepreneurship**
10:45am - 1:15pm Sheraton Philadelphia Downtown Hotel: Philadelphia South

**Facilitators:** Daniela Bolzani, U. of Bologna; Katrin Susanne Muehlfeld, U. of Trier; Ute Stephan, Aston Business School; Theresa Treffers, Eindhoven U. of Technology; Lorraine M. Uhlman, EDHEC Business School
**Distinguished Speakers:** Alan L. Carsrud, Abo Akademi U.; Maw-Der Foo, U. of Colorado, Boulder; Michael Frese, National U. of Singapore; James C. Hayton, Warwick Business School

**Participants:** Daniela Bolzani, U. of Bologna; Katrin Susanne Muehlfeld, U. of Trier; Ute Stephan, Aston Business School; Theresa Treffers, Eindhoven U. of Technology; Lorraine M. Uhlman, EDHEC Business School
**Discussions:**
- Alan L. Carsrud, Abo Akademi U.; Maw-Der Foo, U. of Colorado, Boulder; Michael Frese, National U. of Singapore; James C. Hayton, Warwick Business School

Friday 11:00AM

**84  (AAA) Ethics in Management Research: Collusion, Competition, or Collaboration?**
11:00am - 12:30pm Loews Philadelphia Hotel: Commonwealth D

**Facilitators:** Anders Ramian Trillingsgaard, The Development Consultants; Manon De Jongh, The Development Consultants
**Presenters:** Claus Westergaard Elmholt, Aalborg U.; Morten Fogsgaard, Aalborg U.

Friday 10:00 AM - 12:00 PM

Section D

Cognition, Communication, Coordination, and of North Carolina, Chapel Hill

Participants: Kleinbaum, Hanken School of Economics; Eero Vaara, Boston College

Organizer: Jeffrey Loewenstein, U. of Illinois at Urbana-Champaign

Presenters: William Ocasio, Northwestern U.; Candace Jones, Boston College; Eero Vaara, Hanken School of Economics; Saku Mantere, Hanken School of Economics; John Joseph, Duke U.

Friday 11:30AM

Campbell Soup World Headquarters Visit

Organizers: Ruth V. Aguilera, U. of Illinois at Urbana-Champaign; Donal Crilly, London Business School; Peer C. Fiss, U. of Southern California; Thomas Greckhamer, Louisiana State U.; Rodney Lacey, Emory U.; Vilmos F. Misangyi, Pennsylvania State U.

Facilitators: Santi Furnari, Cass Business School, City U. London; Roberto Garcia-Castro, IIEE Business School

Friday 11:45AM

Power in Dialogue: Critical Insights into the Role of Stakeholder Dialogue as a Governance Mechanism

Organizers: Marjo Elisa Siltaoja, Jyväskylä U.; Virpi Orvokki Malin, Jyväskylä U.; Sala Laasonen, U. of Turku

Participants: Dorothea Baur, U. of St. Gallen; Bobby Banerjee, City U. London; Tommy Jensen, Stockholm U.; Jonathan Murphy, Cardiff U.

Friday 12:00PM

Placement Services Registration and Information


Participants: John Burke, Oracle Corporation; Roy Altman, Memorial Sloan-Kettering Cancer Center; David Bernstein, eQuest Corporation; John W Boudreau, Center for Effective Organizations; Kevin Carlson, Virginia Tech

Friday 12:30PM

AMLE/JME Reviewer’s Workshop

Organizers: Paul M. Leonard, Northwestern U.; Holly J Raider, Northwestern Kellogg School of Management

Presenters: Toby E. Stuart, U. of California, Berkeley; Ginka Toegel, IMD; Batia Mishan Wiesenfeld, New York U.; Tsedal Neeley, Harvard U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
**101**: (AAA) Publishing in AMP
12:30pm - 1:30pm Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 101

**102**: (ENT) Technology Business Incubation Mechanisms as Focal Points of Innovative Entrepreneurship
12:30pm - 3:00pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 102
Chairs: Sarfraz A Mian, State U. of New York at Oswego; Wadid Mohamed Lamine, Toulouse Business School

**103**: (DGO, &ITC) Publishing Diversity Research Workshop
12:30pm - 3:30pm Loews Philadelphia Hotel: Congress Room C
Tweet this session: #AOM2014 103
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRreg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 1, 2014.
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.; Jean M. Bartunek, Boston College; Myrtle P. Bell, The U. of Texas at Arlington; Jennifer L. Berdahl, U. of Toronto; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Martin N. Davidson, U. of Virginia; Marta M. Elvira, ISESE; Alicia A. Grande, Pennsylvania State U.; Charmine E. J. Hartel, The U. of Queensland, Australia; Michelle R. Hebl, Rice U.; Aparna Joshi, Pennsylvania State U.; Eden King, George Mason U.; Alison M. Konrad, U. of Western Ontario; David A. Kravitz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Margarita Mayo, IE Business School; Patrick F. McKay, Rutgers U.; Lisa Hisae Nishii, Cornell U.; Mustafa F. Ozgilbin, Brunel U.; Ashleigh Shelby Rosette, Duke U.; Maria Carmen Triana, U. of Wisconsin, Madison

**104**: (IM) International Management Division Paper Development Workshop
12:30pm - 3:30pm Pennsylvania Convention Center: Room 110 A,B
Tweet this session: #AOM2014 104
By invitation only; papers are selected by the Program Chair.
Chair: Gerald A. McDermott, U. of South Carolina
Panelists: Nandini Lahiri, Temple U.; Gurneeta Vasudeva, U. of Minnesota; Roberto Vassolo, Austral U.; Mariko Sakakibara, U. of California, Los Angeles; Anupama Phene, George Washington U.; Andrew Spicer, U. of South Carolina; Ram Mudambi, Temple U.; Bennet A. Zelner, Duke U.; Joanne Oxley, U. of Toronto

**105**: (MHI) Researching Sport: Creating Databases, Understanding the Journals, and Opportunities
12:30pm - 2:30pm Loews Philadelphia Hotel: Regency Ballroom C2
Tweet this session: #AOM2014 105
Organizers: Chad Seifried, Louisiana State U.; Brian P. Soebbing, LSU
Participants: Marvin Washington, U. of Alberta; Josh Bendickson, Louisiana State U.

**106**: (OB, HR, CAR, MOC) Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts
12:30pm - 2:30pm Philadelphia Marriott Downtown: Room 407,408,409
Tweet this session: #AOM2014 106
The target audience is junior faculty or faculty making a transition to mentoring graduate students.

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRreg. The deadline to register is July 30, 2014.
Facilitators: Jessica Rodell, U. of Georgia; Eean Crawford, U. of Iowa; Madan M. Pillutla, London Business School; John Kammeyer-Mueller, U. of Minnesota; Jing Zhu, Hong Kong U. of Science and Technology; David M. Sluss, Georgia Institute of Technology
Presenters: Susan Elaine Murphy, U. of Edinburgh Business School; Ellen Ensher, Loyola Marymount U.

**107**: (ODC, MC) Building Trust and Cooperation through Putting into Words the Unexpressed: AI and SEAM Interventions
12:30pm - 2:30pm Pennsylvania Convention Center: Room 102 B
Tweet this session: #AOM2014 107
Organizer: Marc Bonnet, ISEOR Magellan / IAE Lyon / U. Jean Moulin
Chair: Peter Sorensen, Benedictine U.
Presenters: Michel Peron, ISEOR Magellan / IAE Lyon / U. Jean Moulin; Amandine Savall, CNA-LIRSA, ISEOR; Therese F. Yaeger, Benedictine U.

**108**: (PNP, ODC, GDO) Leading Citizen Participation or Multiparty Collaboration: What’s in a Name?
12:30pm - 2:30pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 108
Facilitators: Anders Ramian Trillingsgaard, The Development Consultants; Morten Fogsgaard, Aalborg U.
Presenter: Manon De Jongh, The Development Consultants

**109**: (PTC) Bridging the Research-Practice Gap though Evidence-Based Management and Systematic Review
12:30pm - 2:30pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 109
This PDW is for anyone interested in how to bridge the research-practice gap and the roles evidence-based management in helping to do this.
Organizers: Rob B. Briner, U. of Bath; David Denyer, Cranfield U.
Session Details – Friday, 12:00 - 2:00 PM


**Tweet this session:**

Early pre-registration is required to have the option of inviting other participants. Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is June 30, 2014.

**Organizers:** Marcel Bogers, U. of Southern Denmark; Ann-Kristin Zobel, U. of California, Berkeley Facilitators: Allan N Afuah, U. of Michigan; Esteve Almirall, ESADE Business School; Sabine Brunswicker, Purdue U., West Lafayette; Linus Dahlander, ESMT School of Management and Technology; John E. Ettlie, Rochester Institute of Technology; Dries Faems, Groningen U. (RuG); Lars Frederiksen, Aarhus U.; Annabelle Gauer, Imperial College London; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Stefan Haeffliger, City U. London; John Hagedoorn, Maastrict U.; Dennis Hilgers, Johannes Kepler U.; Mats Magnussen, Royal Institute of Technology - KTH; Ann Majchrzak, U. of Southern California; Kathrin M Moeslein, U. of Erlangen-Nuremberg; Ian P. McCarthy, Simon Fraser U.; Satish Nambisan, U. of Wisconsin, Milwaukee; Frank T. Piller, RWTH Aachen U.; Cristina Rossi-Lamastra, Politecnico di Milano; Anne L.J. ter Wal, Imperial College Business School

**Friday 1:00PM**

**110 (TIM, BPS) Researching Open Innovation: Theoretical and Empirical Approaches at Different Levels of Analysis**
12:30pm - 2:00pm Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 110
Organizers: Marcel Bogers, U. of Southern Denmark; Ann-Kristin Zobel, U. of California, Berkeley Facilitators: Allan N Afuah, U. of Michigan; Esteve Almirall, ESADE Business School; Sabine Brunswicker, Purdue U., West Lafayette; Linus Dahlander, ESMT School of Management and Technology; John E. Ettlie, Rochester Institute of Technology; Dries Faems, Groningen U. (RuG); Lars Frederiksen, Aarhus U.; Annabelle Gauer, Imperial College London; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Stefan Haeffliger, City U. London; John Hagedoorn, Maastrict U.; Dennis Hilgers, Johannes Kepler U.; Mats Magnussen, Royal Institute of Technology - KTH; Ann Majchrzak, U. of Southern California; Kathrin M Moeslein, U. of Erlangen-Nuremberg; Ian P. McCarthy, Simon Fraser U.; Satish Nambisan, U. of Wisconsin, Milwaukee; Frank T. Piller, RWTH Aachen U.; Cristina Rossi-Lamastra, Politecnico di Milano; Anne L.J. ter Wal, Imperial College Business School

**111 (BPS, TIM) Scientific Apophenia: Is my rResult a False Positive, and How Can I Prevent Them?**
1:00pm - 3:00pm Penn State Convention Center: Freedom H
Tweet this session: #AOM2014 111

**112 (GDO) Developing Women Leaders: Sharing Teaching and Learning Practice**
1:00pm - 3:00pm Loews Philadelphia Hotel: Penn
Tweet this session: #AOM2014 112
Pre-registration is required for this workshop. Submissions should be sent to deirdre.anderson@cranfield.ac.uk by June 30, 2014. In return, Deirdre, the workshop organizer, will email you a registration code that you will use to register for the workshop at https://secure.aom.org/PDWReg. The deadline to register is July 17, 2014.
Chair: Deirdre Anderson, Cranfield U. Discussants: Diana Bilimoria, Case Western Reserve U.; Elena Doldor, Queen Mary U. of London
Presenters: Gelaye Debebe, George Washington U.; Susan Vinnicombe, Cranfield U.; Stacy Blake-Beard, Simmons College Participants: Linley Lord, Curtin U.; Lynda L Moore, Simmons College

**113 (HR) Getting Tenure in Non-US Universities**
1:00pm - 2:30pm Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 113
Early pre-registration is required to have the option of inviting other panel members from the most sought after geographic areas for teaching.

**114 (MH) One picture equals 1000 words: The practice of rigorous image-based historical research**
1:00pm - 3:00pm Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014 114
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Presenters: Maree Veronica Boyle, Griffith U.; Sharon Schembri, The U. of Texas - Pan American

**115 (OMT, BPS, RM) Experiments in Institutional Theory and Strategy Research**
1:00pm - 3:00pm Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 115

**116 (ONE) ONE Doctoral Consortium**
1:00pm - 5:30pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 116
Chair: Michael O. Wood, U. of Waterloo
Participants: Frances E Bowen, Queen Mary U. of London; Oana Branzei, U. of Western Ontario; Glen Dowell, Cornell U.; Frank Figge, Kedge Business School; Caroline Flammer, Ivey School of Business; Adam Freeth, Ivey School of Business; Joerg S. Hofstetter, U. of St. Gallen; John M Jermier, U. of South Florida; James J Kennelly, Skidmore College; Haiying Lin, U. of Waterloo; Dirk Matten, York U.; Ivan Montiel, Loyola Marymount U.; Mike Valente, York U.; Charlene E. Zietsma, York U.

**117 (TIM, BPS, OMT, ENT) Multilevel Innovation Networks**
1:00pm - 5:00pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 117
If you plan to participate in the second part of this PDW (group discussions), please register via this page: http://tinyurl.com/min2014
Organizers: Corey Phelps, HEC Paris; Srikanth Paruchuri, Pennsylvania State U.; Martin C. Goosen, HEC Paris

**Friday 1:15PM**

**118 (SAP) Publishing from your PhD Thesis in the field of Strategizing, Activities and Practice**

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

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198
Friday 1:30PM

119 : (BPS, IM) Corporate Strategy: Governance, Location and Scope
1:30pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Independence B
Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Emile Feldman, U. of Pennsylvania; Evan Rawley, Columbia U.; Charles Williams, Bocconi U.
Participants: Juan Alcacer, Harvard U.; Caludine Gartenberg, New York U.; Aseem Kaul, U. of Minnesota; Tomasz Obloj, HEC Paris; Phanish Puranam, INSEAD; Harbir Singh, U. of Pennsylvania

120 : (CMS, OMT) Philosophical Foundations of Organizational Research
1:30pm - 3:45pm Pennsylvania Convention Center: Room 203 B
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizer: Raza A. Mir, William Paterson U.
Participants: Andre Spicer, Cass Business School, City U. London; Ali Mir, William Paterson U.; Marieke van den Brink, Radboud U. Nijmegen; Cristina Neesham, Monash U.

121 : (ICW) IMD International
1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 1
Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizer: Marianne Rothenbuehler, IMD International

122 : (IM, OB, ODC) A Global Cross-cultural Competency Model in Action: Voyage into the Power of Cross-cultural Skills
1:30pm - 3:30pm Pennsylvania Convention Center: Room 120 A
Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Kristine Marin Kawamura, St. George’s U.; Simon L. Dolan, ESADE
Presenters: Chad Albrecht, Utah State U.; David Caruso, Yale U.; Ełmos Konis, European U. Cyprus; Thomas Rockstuhl, Nanyang Technological U.; Racheli Gabel Shemueli, U. del Pacifico

123 : (OMT, RM, OB) Being There/Being Them: Stages of Entry, Exit, and In-Between in Organizational Ethnography
1:30pm - 3:30pm Pennsylvania Convention Center: Room 203 A
Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Michel Anteb, Harvard U.; Curtis Kwinya Chan, Harvard U.; Julia DiBenigno, Massachusetts Institute of Technology; Elizabeth Hansen, Harvard U.
Presenters: Beth Beckly, New York U.; Carol Heimer, Northwestern U.; Jeffrey Sallaz, U. of Arizona; John Van Maanen, Massachusetts Institute of Technology

Friday 2:00PM

125 : (CAR) Mid-Life Career Changers from Industry to Academia
2:00pm - 4:00pm Loews Philadelphia Hotel: Congress Room A
Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Kathleen Buse, Case Western Reserve U.; Jeffrey D. Yergler, Golden Gate U.
Panelists: Ruth Sessler Bernstein, Pacific Lutheran U.; Michael Dickmann, Cranfield U.; Ronald William Eastburn, U. of South Alabama; Margaret M. Hopkins, U. of Toledo; Deborah Anne O’Neil, Bowling Green State U.; Linda M Pittenger, Stevens Institute of Technology; Julia Richardson, York U.; Glen J. Weaver, Hood College; Ellen Brooks Van Oosten, Case Western Reserve U.

126 : (D&ITC, CAR) The Academic Career: Words that Limit or Open Paths?
2:00pm - 5:00pm Loews Philadelphia Hotel: Washington Room A
Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Distinguished Speaker: Sherry E. Sullivan, Bowling Green State U.
Chair: Laura Guerrero, U. of Texas at El Paso
Moderator: Timothy Patrick Carey, The Chinese U. of Hong Kong
Participants: Christina Sue-Chan, City U. of Hong Kong; Aili Valenti, U. of Houston, Clear Lake; Tracey Rockett, Texas Christian U.; Larry Garner, Texas A&M U. - Central Texas

127 : (MC) FRAMING CHANGE: working with multiple perspectives on change
2:00pm - 4:00pm Pennsylvania Convention Center: Room 103 B
Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Presenters: Leon De Caluwe, Vrije U. Amsterdam; Hans Vermaak, Sioo & Twynstra

128 : (MOC) The Power of Language in Cognition Scholarship
2:00pm - 5:00pm Loews Philadelphia Hotel: Congress Room A
Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Gail P. Clarkson, U. of Leeds; Vadake Narayanan, Drexel U.
Discussants: Gerard P. Hodgkinson, U. of Warwick; Rhonda K. Reger, U. of Tennessee

129 : (PNP, MSR) Arts Management for Sustainability & Sustainable Arts Management: A Contradiction in Terms?
2:00pm - 5:00pm Pennsylvania Convention Center: Room 111 A
Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.

Friday 1:45PM

124 : (AAA) Publishing in the Academy of Management Annals
1:45pm - 2:45pm Loews Philadelphia Hotel: Washington Room C
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
FRIDAY

130 (TIM, BPS) Employees' Mobility: Approaches and Methods
2:00pm - 4:00pm Pennsylvania Convention Center: Room 120 B
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDReg. The deadline to register is July 30, 2014.
Organizers: Francesco Di Lorenzo, Copenhagen Business School; Valentina Tartari, Copenhagen Business School
Moderator: Paul Almeida, Georgetown U.
Speakers: Jasjit Singh, INSEAD; Lee Fleming, U. of California, Berkeley; Karin Hoisl, U. of Munich; Rajshree Agarwal, U. of Maryland; Neus Palomeras, U. Carlos III de Madrid; Seth Carnahan, U. of Michigan

Friday 2:30PM

131 (BPS, TIM, ENT) Research Dialogue: Exploring the Complementarities and Departures between Management and Finance
2:30pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Salon 5
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDReg. The deadline to register is July 30, 2014.
Organizer: Asli Musaooglu Arikan, The Ohio State U.

Friday 2:45PM

132 (HR) From HRM Practices to the Practice of HRM
2:45pm - 4:45pm Philadelphia Marriott Downtown: Room 407
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDReg. The deadline to register is July 30, 2014.
Organizers: Adam Smale, U. of Vaasa; Kristiina Mäkelä, Aalto U.; Jennie Solumius, Hanken School of Economics; Mats Ehrnrooth, Hanken School of Economics
Discussants: Dana Minbaeva, Copenhagen Business School; Paul Goodherman, Norwegian School of Economics; Shad S. Morris, The Ohio State U.; Chris Brewster, Henley Business School
Presenters: Karin Sanders, U. of New South Wales; Ingmar Björkman, Aalto U.; Paul Sparrow, Lancaster U.; David E Guest, King's College London

133 (TIM) The Seduction of Coopetition: The Speed and Acceleration of Technological Innovation
2:45pm - 4:45pm Pennsylvania Convention Center: Room 202 B
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDReg. The deadline to register is July 30, 2014.
Organizer: Stavros Sindakis, Bangkok U.
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Friday 3:15PM

139 📚 (OMT) TeachOMT: The OMT Teaching Roundtables
3:00pm - 5:30pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 139
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 25, 2014.
Organizer: David Touve, U. of Virginia

Friday 3:30PM

140 📚 (HR) Publishing in top-tier US journals for non-US scholars
3:15pm - 5:15pm Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 140
Early pre-registration will be required. The papers to be reviewed should be submitted during the pre-registration.
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 30, 2014.
Organizers: Liza Castro Christiansen, U. of Reading; Elaine Farndale, Pennsylvania State U.; Hazel Williams, Nottingham Trent U.
Speakers: Yehuda Baruch, Southampton Business School, U.K.; Chris Brewster, Henley Business School; Pawan S. Budhwar, Aston U.; Jaap Paauw, Tilburg U.; Erasmus U.; Bernd Vogel, U. of Reading
Participants: Tanya Bondarouk, U. of Twente; Veronica Hope-Hailey, U. of Bath; Liza Jane Howe-Walsh, U. of Portsmouth; Denise M. Jepsen, Macquarie U.; Clare Kellihier, Cranfield U.; Bard Kuvaas, BI Norwegian Business School; Scott L Martin, Zayed U.; Huub Ruel, Windesheim U. of Applied Science; Helen Joanne Shipton, Nottingham Trent U.; Carole Tansley, Nottingham Trent U.; Sarah Turnbull, U. of Portsmouth; Stefan Strohmeier, Saarland U.

141 📚 (INDAM, IM) Building and strengthening research partnerships in India
3:15pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 141
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 1, 2014.
Organizers: Nagaraj Sivasubramaniam, Duquesne U.; Aarti Ramaswami, ESSEC Business School; Senthil Kumar Muthusamy, Middle Georgia State College

142 📚 (OMT, MH, ENT) Historical Approaches to Management and Organization Research: Sources and Methods
3:15pm - 4:45pm Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 142
Facilitator: Marcelo Bucheli, U. of Illinois at Urbana-Champaign
Coordinator: R. Daniel Wadhwani, U. of the Pacific
Speakers: JoAnne Yates, MIT Sloan; Steven Kahl, Dartmouth College; David A. Kirsch, U. of Maryland; Michael Rowlinson, Queen Mary U. of London

Friday 3:45PM

146 📚 📚 (CMS, AAM, IAM, GDO, D&ITC) The Problem of the United States of America and USAM for Management Scholarship: A Witness Seminar
3:45pm - 6:15pm Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 146
Chair: Ana Silvia Rocha Ipiranga, Ceará U.
Coordinator: Bill Cooke, Lancaster U.
Presenters: Rafael Alcadipani, FGV-EAESP; Anindita Banerjee, Lancaster U.; Amon Narciso de Barros, Fundacao Getulio Vargas; Kristene Eleanore Coller, U. of Lethbridge; Arun Kumar, Lancaster U.; Alex Faria, Fundacao Getulio Vargas; Richard Mares, California State U. Sacramento; H. C. Willmott, Cardiff U.

Friday 3:45PM

147 📚 (MC) How to Co-Create for Impact – Using Strategic Visualization to Design Co-Creation Initiatives
3:45pm - 6:15pm Pennsylvania Convention Center: Room 110 A,B
Tweet this session: #AOM2014 147
Organizers: Rex Degnegaard, Copenhagen Business School; Stine Arensback, KPMG

148 📚 (OMT, SAP, OB) OMT Mid-Career Faculty Paper Development Workshop
3:45pm - 5:45pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 148
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. Please contact the
workshop organizer(s) to obtain the approval code. The deadline to register is June 30, 2014.
Organizer: Candace Jones, Boston College

Friday 4:00PM

149 (AAA) AMD Editor’s Meeting
4:00pm - 10:00pm Loews Philadelphia Hotel: 11M-A
Tweet this session: #AOM2014 149
By Invitation Only
Organizer: Andrew H. Van de Ven, U. of Minnesota

150 (OB) Organizational Behavior Division Doctoral Consortium
4:00pm - 7:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon A
Tweet this session: #AOM2014 150
Must be nominated by advisor by May 16 and selected. Go to http://www.obweb.org/index.php?option=com_content&view=section&layout=blog&Id=12&Itemid=65
Organizers: Nancy Rothbard, U. of Pennsylvania; Abbie J. Shipp, Texas Christian U.
Speakers: Amy Wrzesniewski, Yale U.; Batia Mishan Wiesenfeld, New York U.

151 (OMT, ENT) The Power of Words: Media Content Analysis in Management Research
4:00pm - 5:30pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 151
Organizers: Sinziana Dorobantu, New York U.; Witold Jerzy Henisz, U. of Pennsylvania
Chair: Witold Jerzy Henisz, U. of Pennsylvania

152 (TIM, BPS, ENT) Technological Disruption: What Do We Know and What Are the Unanswered Questions?
4:00pm - 6:00pm Offsite: Drexel University
Tweet this session: #AOM2014 152
The offsite location is Room 722, Gerri C. LeBow Hall, Drexel University, 3220 Market Street, Philadelphia, PA 19104.
Organizers: Raja Roy, Drexel U.; Rahul Kapoor, U. of Pennsylvania
Participants: Rajshree Agarwal, U. of Maryland; Ron Adner, Dartmouth College; Donna Marie DeCarolis, Drexel U.; Jim Wilson, U. of Pennsylvania

Friday 4:15PM

153 (AAM) Latest Developments in Personal Values Research in the Chinese Context
4:15pm - 6:45pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 153
Chair: Ping Ping Fu, Chinese U. of Hong Kong
Discussants: Carolyn P. Egri, Simon Fraser U.; Victor M Lidz, Drexel U.
Participants: Guangtao Yu, Central U. of Finance and Economics; Qing Qu, Tsinghua U.; Youmin Xi, X’an Jiaotong U.; Melody P M Chong, City U. of Hong Kong; Yuen-Shan Noel Wong, Chinese U. of Hong Kong; Sophia Soyoun Jeong, Chinese U. of Hong Kong; Wei Wang, U. of British Columbia; Xiji Zhu, Chinese U. of Hong Kong; Liguo Xu, X’an Jiaotong U.; Cong Sun, Chinese U. of Hong Kong

154 (MC) Strategies for Intervening in Organization Emotional Neglect and the Role of the Change Agent
4:15pm - 6:15pm Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 154
The workshop introduces an instrument to diagnose organizational emotional neglect. We focus on the role of the change agent in the recovery process
Moderator: Leon De Caluwe, Vrije U. Amsterdam
Presenters: Joost Kampen, Vrije U. Amsterdam; Andre Henken, U. of Applied Sciences Utrecht

Friday 4:30PM

155 (HR) Dinner HR Junior Faculty consortium
4:30pm - 6:00pm Offsite: Maggiano’s Little Italy Restaurant
Tweet this session: #AOM2014 155
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 17, 2014. The PDW will take place at Maggianos, 1201 Filbert St, Philadelphia.

For information or questions regarding this offsite event please contact Sumita Raghuram at sur19@psu.edu, James Hayton at James.Hayton@wbs.ac.uk, or Lisa Nishii at lhn5@cornell.edu. Organizers: Sumita Raghuram, Pennsylvania State U.; Lisa Hisae Nishii, Cornell U.

Friday 5:00PM

156 (ICW) Warwick Business School Reception
5:00pm - 7:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon H
Tweet this session: #AOM2014 156
Dean of Warwick Business School (WBS), Professor Mark P. Taylor, will be joined by senior faculty from WBS at an open drinks reception for delegates. Organizer: Rhona Macdonald, Dean’s Office Manager, WBS
Organizer: Rhona Macdonald, Warwick Business School

157 (MC, ODC) Rookie Mistakes: Learning the Ropes as a New Consultant & Extracting Meaningful Lessons Learned
5:00pm - 7:00pm Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 157
Participants: Tonya L Henderson, Gly Solutions, LLC; Philip N. Brown, Six Points Consulting; Daphne DePores, Colorado Technical U.; David Jamieson, U. of St. Thomas; Joanne C Preston, Joanne C. Preston & Associates; Rod Hagedorn, BPI Consortium

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

Section D
5:15pm - 7:15pm Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 161
Panel discussion
Organizer: Dimitrios Salampasis, CRP Henri Tudor
Speakers: Anne-Laure Mention, CRP Henri Tudor; Marko T. Torkkeli, Lappeenranta U. of Technology; Allard C.R. Van Riel, Radboud U. Nijmegen; Csaba Deak, National Innovation Office; Carl J. Kock, IE Business School; Serdal Temel, Ege U. Science and Technology Centre

Friday 5:30PM

162 : (AAA) New Member Orientation Fair
5:30pm - 7:30pm Pennsylvania Convention Center: Room 107 AB
Tweet this session: #AOM2014 162
Join the Membership Committee and division representatives for an informal networking opportunity to find which division is the best fit for you by learning about their activities. Get all of your meeting and membership questions answered as well! Pennsylvania Convention Center 107AB.

163 : (AAA) The Academic Job Search: Workshop for Applicants
5:30pm - 7:00pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall
Tweet this session:
Please contact Scott DeRue at dsderue@umich.edu for an approval code. The deadline to register is June 16, 2014.

164 : (HCM) Health Care Management Emerging Scholars Consortium social
5:30pm - 7:00pm Offsite: Sampan Restaurant
Tweet this session: #AOM2014 164
Suman Restaurant in the Graffiti Bar - 124 S. 13th Street. For more information regarding this offsite event please contact Timothy Huerta at timothy.huerta@osumc.edu
Organizer: Timothy R. Huerta, The Ohio State U.

165 : (HR) HR Division Doctoral Consortium Social and Dinner
5:30pm - 9:00pm Offsite: TBA
Tweet this session: #AOM2014 165
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRreg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 16, 2014.

If registering for this workshop, you MUST also be registered for the HR Division Doctoral Consortium on Saturday. For more information regarding this offsite event please contact Maria Kraminer at maria-kraminer@uiowa.edu
Organizers: Julie I Hancock, Rutgers U.; Corine Boon, U. of Amsterdam

Friday 5:45PM

166 : (ONE, MSR) Authentic Sustainability: Pitfalls, Pathways, and Paradoxes in Conversations for a Better World
5:45pm - 7:15pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 166
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRreg. The deadline to register is July 30, 2014.
Organizers: Jason Jesurum Jay, Massachusetts Institute of Technology; Sara B. Soderstrom, U. of Michigan
Friday 6:00PM

167: (GDO) GDO Pre-Conference Social Hour
6:00pm - 7:30pm Loews Philadelphia Hotel: Parlor 1
Tweet this session: #AOM2014 167
Division Chair: Stacy Blake-Beard, Simmons College
Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland, Australia
Program Chair: Lisa Hisee Nishii, Cornell U.
Professional Development Workshop Chair: Douglas Creed, U. of Rhode Island
Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

168: (ICW) The Future of Supply Management Research: A World Café Session
6:00pm - 9:00pm Philadelphia Marriott Downtown: Room 410
Tweet this session: #AOM2014 168
Organizer: Craig R. Carter, Arizona State U.

169: (IM) International Management Division PDW Welcome
6:00pm - 6:30pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 169
After a brief welcome, IM PDW participants join the Executive Committee for dinner in nearby restaurants (each person buys own dinner)
Division Chair: Jennifer Spencer, George Washington U.
Division Chair-Elect: Sea Jin Chang, National U. of Singapore
Program Chair: Alvaro Cuervo-Cazurra, Northeastern U.
Professional Development Workshop Chair: Jaideep Anand, The Ohio State U.
Past Chair: John Mezias, U. of Miami

170: (MSR) MSR Dinner
6:00pm - 9:00pm Offsite: Location TBA.
Tweet this session: #AOM2014 170
Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is $50.00 USD and the deadline to register is July 30, 2014.

The MSR Dinner will be held at White Dog Café-University City located at 3420 Samson Street, Philadelphia, PA.

For more information regarding this offsite event, please contact Jim Stoner at stonerpdw@gmail.com.

171: (NDSC) New Doctoral Student Consortium Social Hour
6:00pm - 9:00pm Offsite: Location TBD
Tweet this session: #AOM2014 171
For more information regarding this offsite event please contact Wonjoon Chung at aomndsc2014@gmail.com

172: (OMT) Meet OMT Social
6:00pm - 8:00pm Pennsylvania Convention Center: Room 124
Tweet this session: #AOM2014 172
Everyone is welcome!

173: (SAP) SAP Social Event: Night and Entertainment at Philadelphia's Museum of Art
6:00pm - 7:30pm Offsite: Philadelphia Museum of Art
Tweet this session: #AOM2014 173
Dinner open to all SAP members. Pre-registration is required. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register and provide dietary restrictions is July 20, 2014. The cost to register is $52.00 USD. This price includes a two-course dinner with entertainment (“Art after 5”) and the museum entry fee. Participants are very welcome to visit the museum’s exhibitions either prior to or after the event (select galleries are open until 8:45 p.m. on Fridays). Please join us - We are very much looking forward to seeing you at this event! Directions: Meet at Philadelphia Museum of Art's East Balcony at 6pm. Enter through the Museum's West entrance. Address of the Museum is 2600 Benjamin Franklin Parkway, Philadelphia, PA 19101. Public transport information: http://www.septa.org/. Contact Emmanuelle Reuter for more information at emmanuelle.reuter@unisg.ch.

Friday 7:00PM

174: (OCIS) OCIS Doctoral Consortium Dinner and Networking
7:00pm - 10:00pm Offsite: Location TBA
Tweet this session: #AOM2014 174
For more information regarding this offsite event please contact Mary Beth Watson-Manheim at mbwm@uic.edu

175: (OCIS) OCIS Junior Faculty Consortium Dinner and Networking Event
7:00pm - 10:00pm Offsite: TBD.
Tweet this session: #AOM2014 175
For more information regarding this offsite event please contact Youngjin Yoo at yxy23yoo@gmail.com

176: (TTC) Teaching Theme Committee Business Meeting
7:00pm - 9:00pm Pennsylvania Convention Center: Room 102 A
Tweet this session: #AOM2014 176
This is a business and planning session for 2014 Teaching Theme Committee members.
Organizer: Claudia J. Ferrante, U.S. Air Force Academy
Professional Development Workshop Chairs: Lisa T. Stickney, U. of Baltimore; Anna Seferian, U. College of Maryland U. College
Saturday 12:00AM

177: (AAA) Technology Center
12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area
Tweet this session: #AOM2014 177
Sit and relax in this year's brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

178: (AAA) Technology Center
12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1
Tweet this session: #AOM2014 178
Sit and relax in this year's brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

179: (AAA) Technology Center
12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer
Tweet this session: #AOM2014 179
Sit and relax in this year's brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

Saturday 1:30PM

180: (CMS, SIM, PTC) Getting Out of the Hotels: Words and Action in Philadelphia
1:30pm - 5:30pm Offsite: TBD
Tweet this session: #AOM2014 180
For more information in regard to this offsite event please contact Sarah Stookey at stookeysab@ccsu.edu
Organizer: Sarah Stookey, Central Connecticut State U.

Saturday 7:00AM

181: (MSR) Morning Meditation
7:00am - 8:00am Loews Philadelphia Hotel: Tubman Room
Tweet this session: #AOM2014 181

Presenter: Richard Perego, U. of Dallas

Saturday 8:00AM

182: (AAA) Mother's Nursing Room
8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office
Tweet this session: #AOM2014 182

183: (AAA) Conference Registration
8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.
Tweet this session: #AOM2014 183
Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor Registration

184: (AAA) Conference Exhibits
8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.
Tweet this session: #AOM2014 184
Visit this year’s Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors. The Exhibit Hall also offers opportunities for networking, raffle prizes, coffee breaks, Internet stations, and conference materials. Be one of the first 200 people to visit the exhibit hall and receive a swag bag!

185: (AAA) Membership Committee Opening Meeting & Breakfast
8:00am - 10:00am Pennsylvania Convention Center: Room 105 B
Tweet this session: #AOM2014 185
All interested volunteers are welcome to join us as we begin the planning process for our upcoming year. Come and add your voice!

186: (AAA) Hospitality Suite for First Time Attendees
8:00am - 5:00pm Pennsylvania Convention Center: Room 105 B
Tweet this session: #AOM2014 186
Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions! Pennsylvania Convention Center 105B.

187: (AAA) Technology Center
8:00am - 8:00pm Pennsylvania Convention Center: Room 106 AB
Tweet this session: #AOM2014 187
Sit and relax in this year's brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

188: (AAA) Speaker Preparation
8:00am - 8:00pm Pennsylvania Convention Center: Room 300
Tweet this session: #AOM2014 188

189: (AAA) Placement Services
8:00am - 5:00pm Philadelphia Marriott Downtown: Franklin Hall
Tweet this session: #AOM2014 189
Placement Services-Registration and Information
190: (AAA) Board of Governors’ Meeting
8:00am - 1:00pm Loews Philadelphia Hotel: Howe Room
Tweet this session: #AOM2014 190

191: (AAA) Speaker Preparation
8:00am - 8:00pm Loews Philadelphia Hotel: Jefferson Boardroom
Tweet this session: #AOM2014 191

192: (AAA) Speaker Preparation
8:00am - 8:00pm Sheraton Philadelphia Downtown Hotel: Salon 7
Tweet this session: #AOM2014 192

193: (AAC) Midwest Academy of Management Board of Governors Meeting
8:00am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 2
Tweet this session: #AOM2014 193

194: (AAM) Contemporary Issues on the Japanese Management: Changes and Challenges in the Age of Globalization
8:00am - 10:00am Pennsylvania Convention Center: Room 118 B
Tweet this session: #AOM2014 194

The PDW session will be held with support from Academic Association for Organizational Science, Japan (Soshiki Gakkai) and Asia Academy of Management.
Coordinator: Tsutomu Nakano, Aoyama Gakuin U.
Presenters: Yasuo Sugiyama, Kyoto U.; Kiyohiro Oki, Kansai U.; Tsutomu Nakano, Aoyama Gakuin U.; Yutaka Yamauchi, Kyoto U.

195: (BPS) BPS Managing Your Dissertation Workshop
8:00am - 12:00pm Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session: #AOM2014 195

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Coordinator: Kenneth Younge, Purdue U.

196: (BPS) Junior Faculty Paper Development Workshop
8:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 196

This PDW is open to untenured junior faculty only. Interested participants must pre-register by submitting an application by Jun 15th, 2014

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 15, 2014.
Organizers: Benjamin L. Hallen, London Business School; Assem Kaul, U. of Minnesota; Mandini Lahiri, Temple U.; Caterina Moschieri, IE Business School
Discussants: Juan Alcacer, Harvard U.; Mary J. Benner, U. of Minnesota; Julio O. DeCastro, Babson College; Sendil Ethiraj, London Business School; Martha Feldman, U. of California, Irvine; Fabrizio Ferraro, IESE Business School; Suresh Kotha, U. of Washington, Seattle; Michael J. Leiblein, The Ohio State U.; Michael Lenox, U. of Virginia; Joseph T. Mahoney, U. of Illinois at Urbana-Champaign; Kyle J. Mayer, U. of Southern California; Panish Puranam, INSEAD; Claudia Bird Schoonhoven, U. of California, Irvine; Balagopal Vissa, INSEAD; Todd Zenger, Washington U. in St. Louis; Yan Anthea Zhang, Rice U.

197: (BPS) Business Policy and Strategy Division – Junior Faculty Consortium 2014
8:00am - 5:30pm Sheraton Philadelphia Downtown Hotel: Logan’s 1 & 2
Tweet this session: #AOM2014 197
Chairs: Jeff Furman, Boston U.; Rosemarie Ziedonis, U. of Oregon

198: (BPS) Fostering Publication from Around the World in Leading Strategy and Organization Journals
8:00am - 12:30pm Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session: #AOM2014 198
Participants: Vincent Amooti Bagire, Makerere U. Business School; Herman Etiennot, IAE Business School Argentina; Luca Gnan, Tor Vergata U.; Allya Paramita Koesoemo, U. of New South Wales; Romel Mostafa, U. of Western Ontario; Haibin Yang, City U. of Hong Kong

199: (BPS) Business Policy & Strategy Division Doctoral Consortium, Part 2
8:00am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 199
Participants: Melissa Graeber, The U. of Texas at Austin; Sonali K. Shah, U. of Washington; Lyda S. Bigelow, U. of Utah; Gary Dushnitsky, London Business School; Matt Marx, Massachusetts Institute of Technology; Jack A. Nickerson, Washington U.; Nandini Rajagopalan, U. of Southern California; Puay Khoon Toh, U. of Minnesota

200: (BPS, ENT, TIM) Innovation and Trends in Entrepreneurial Finance Research
8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 200
Coordinators: Benjamin L. Hallen, London Business School; Riitta Katila, Stanford U.; Emily Cox Pahnke, U. of Washington
Participants: Raphael H. Amit, U. of Pennsylvania; Anil K. Gupta, INSEAD and U. of Maryland; P. Devereaux Jennings, U. of Alberta; Suresh Kotha, U. of Washington, Seattle; Scott Stern, Massachusetts Institute of Technology; Robert J. Strom, Kauffman Foundation

201: (BPS, SAP, OMT) Opportunities for Integrating Discourse Analysis into Strategy Research
8:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session: #AOM2014 201
Organizers: Stine Grodal, Boston U.; Winston Kwon, Lancaster U.
Moderators: Julia Balogun, U. of Bath; Peer C. Fiss, U. of Southern California; David Stephen Grant, U. of New South Wales; Steven Kahl, Dartmouth College; Michael D. Pfarrer, U. of Georgia; Fernando Suarez, Boston U.
Presenters: William Ocasio, Northwestern U.; Eero Vaara, Hanken School of Economics
202 (CAR, HR, IM, GDO, MED, ITC, OB) Professors without Borders: Developing Competences for Navigating Global Careers
8:00am - 9:30am Philadelphia Marriott Downtown: Room 414,415
Tweet this session: #AOM2014 202
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Chairs: Yehuda Baruch, Southampton Business School, U.K.; Cristina Reis, Autonoma U. / Reis Center LLC; Sherry E. Sullivan, Bowling Green State U.
Presenters: Shawn M. Carragher, Oxford Journal Distinguished Research Professor; David A. Lamond, Victoria U.; Udechuku Ojiako, British U. in Dubai; Jason R Pierce, U. Adolfo Ibanez; Scott Seibert, U. of Iowa; Dean Tjosvold, Lingnan U.; Vlad Vaiman, California Lutheran U.; David Weir, U. Campus Suffolk

203 (CMS, GDO) The F word: Feminism and Business Schools
8:00am - 10:00am Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 203
Organizer: Deborah Helen Jones, Victoria U. of Wellington
Presenters: Alessia Contu, U. of Warwick; Tracy Patricia Wilcox, U. of New South Wales; Alison Pullen, Swansea U.; Sadhvi Dar, Queen Mary U. of London

204 (CMS, IM, OMT) United We Speak: Reaping the Power of Language in and across Management Communities
8:00am - 10:30am Pennsylvania Convention Center: Room 111 A
Tweet this session: #AOM2014 204
Host: Susanne Tietze, Keele U.
Speakers: Rebecca Piakkar, Aalto U.; John Blenkinsopp, U. of Hull; Chris Steyaert, U. of St. Gallen; Pushkala Prasad, Skidmore College; Penny Dick, The U. of Sheffield

205 (D&ITC, GDO) Fixing Leaks in the Pipeline: Increasing Retention of Minority Students and Faculty in Management
8:00am - 10:30am Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 205
This session will provide AOM members with a forum to fix ‘leaks,’ or barriers to inclusion and retention, in the academic pipeline.
Organizers: Ishva Minnee, U. of Illinois at Urbana-Champaign; Nicole C. Jones Young, U. of Connecticut; Oscar Jerome Stewart, U. of North Carolina, Charlotte; Veronica C. Rabelo, U. of Michigan, Ann Arbor; Regina Michelle Taylor, U. of Central Florida; Armond Edmund Sinclair, U. of Toledo

206 (ENT) Challenging The Assumptions and Accepted Research Practices in Entrepreneurship Research
8:00am - 10:30am Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 206
Organizers: Hans Landstrom, Lund U.; Annaleena Parhankangas, U. of Illinois at Chicago; Philippe Riot, EMLYON Business School
Speakers: Gry Agneta Alsos, U. of Nordland; Matthias Fink, Johannes Kepler U.; Tina Gruber-Muecke, Johannes Kepler U.; Steffen Korsgaard, Aarhus U.; Denise Fletcher, U. Luxembourg

207 (ENT, SIM, PNP) What Can Social Entrepreneurship Researchers Learn from Family Business Scholars?
8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session: #AOM2014 207
Chairs: Sophie Bacq, Northeastern U.; G. T. Lumpkin, Syracuse U.
Discussant: Scott L. Newbert, Villanova U.
Participant: Danny Miller, HEC Montreal & U. of Alberta

208 (ENT, TIM, BPS, OB) Theoretical Perspectives of Academic Entrepreneurship: Current and Future Directions
8:00am - 10:30am Sheraton Philadelphia Downtown Hotel: Freedom G
Tweet this session: #AOM2014 208
The PDW is designed to engage participants in a discussion of the actors and processes that shape the phenomena of academic entrepreneurship.
Organizers: Sharon Alicia Simmons, William Paterson U.; Erik Monsen, U. of Strathclyde

209 (HCM) Dialogue as a Teaching Tool
8:00am - 9:30am Pennsylvania Convention Center: Room 110 A,B
Tweet this session: #AOM2014 209
Presenters: Margarete Arndt, Clark U.; Barbara Bigelow, Clark U.

210 (HR) Innovative Teaching Methods
8:00am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 1
Tweet this session: #AOM2014 210
Organizer: Christopher C. Rosen, U. of Arkansas
Participants: Laura Parks-Leduc, James Madison U.; Maritza Yvette Soto, U. of Puerto Rico- Rio Piedras; Marshall Wilson Patterson, James Madison U.

211 (HR, OB) Extra! Extra! Read All about It! Using News Media to Communicate Research Findings to the Public
8:00am - 10:00am Philadelphia Marriott Downtown: Grand Ballroom Salon L
Tweet this session: #AOM2014 211
Chair: Stephen H Courtwright, Texas A&M U.
Participants: Christopher M. Barnes, U. of Washington; John B. Bingham, Brigham Young U.; Wendy R. Boswell, Texas A&M U.; Beth Ann Livingston, Cornell U.; Thomas Snee, U. of Iowa; Greg L Stewart, U. of Iowa

212 (ICW) IMD International Meeting Room Day 2
8:00am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 1
Tweet this session: #AOM2014 212
Organizer: Marianne Rothenbuehler, IMD International

213 (IM) International Management Division Doctoral Consortium
8:00am - 5:30pm Offsite: Temple University..
Tweet this session: #AOM2014 213
Temple University - Pre-registration required; see IM website. For information or questions about this offsite event please contact Gurneeta Vasudeva at gurneeta@umd.edu.

Chair: Gurneeta Vasudeva, U. of Minnesota

214 (IM) International Management Division
Junior Faculty Consortium
8:00am - 3:30pm Offsite: Temple University...
Tweet this session: #AOM2014 214
Pre-registration required; see IM website. For information or questions about this offsite event please contact Aya Chacar at chacara@fiu.edu After Hall 7th floor, Fox School of Business, Temple University Main Campus on north Broad Street. Directions: Take Broad Street line subway (Orange Line) from City Hall - a few blocks from all the conference hotels. Get off at Cecil B Moore / Temple University stop (about 12 minutes) and proceed to Alter Hall Breakfast, coffee breaks and a lunch will be provided.

Chair: Aya S. Chacar, Florida International U.
Panelists: Tailan Chi, U. of Kansas; Lorraine Eden, Texas A&M U.; Anil K. Gupta, INSEAD and U. of Maryland; Anna Lamin, Northeastern U.; Dan Li, Indiana U.; Marjorie A Lyles, Indiana U.; Ravi Ramamurti, Northeastern U.; Elizabeth L. Rose, U. of Otago; Mariko Sakakibara, U. of California, Los Angeles; Stephen B Tallman, U. of Richmond; Margarethe F Wiersema, U. of California, Irvine; Xiaowei Luo, INSEAD

215 (IM, BPS) Institutions and Entrepreneurship in the Asia-Pacific: Research Opportunities and Prospects
8:00am - 10:00am Pennsylvania Convention Center: Room 109 A

Chair: Robert Neal Eberhart, Santa Clara U.; Joseph L. C. Cheng, U. of New South Wales
Panelists: Chuck Eesley, Stanford U.; James R Lincoln, U. of California, Berkeley; Per Davidsson, Queensland U. of Technology; Daeil Nam, Korea U.

216 (IM, BPS) Strategic Management under Macroeconomic Volatility
8:00am - 11:00am Pennsylvania Convention Center: Room 112 B

Chair: Luiz F. Mesquita, Arizona State U.; Roberto Vassolo, Austral U.
Panelists: Abhirup Chakrabarti, McGill U.; William G. Mitchell, U. of Toronto; Javier Garcia Sanchez, Austral U.; Fernando Suarez, Boston U.; William P. Wan, City U. of Hong Kong

217 (ITC, MSR, IAM, SIM) Developing an alternative Paradigm: Global Perspectives on Humanistic Management.
8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Salon 4

Organizer: Michael Andreas Pirson, Fordham U.
Panelists: Carlos Largacha-Martinez, U. EAN; Abiola Olukemi Ogunyemi, Lagos Business School; Alejo José G.-Ignacio Ferrero Sison, U. of Navarre; Ernst von Kimakowitz, Humanistic Management Center; Radha R. Sharma, HHL-Leipzig Graduate School of Management / MDI, India; Helena Kemppainen, Humanistic Management Network
Panelists: Osmar Arandia, U. Cristobal Colón; Consuelo Adelaida Garcia-de-la-Torre, EGADE Business School; Robert Blomme, Nyenrode Business U.; Shiv K Tripathi, Mzumbe U.; Yetunde Anibaba, Lagos Business School

218 (MC) Linking Doctoral Studies with Careers Using Practical Scholarship
8:00am - 12:30pm Pennsylvania Convention Center: Room 202 B

Most participants need to preregister via the Chair before the meeting. On the day, doctoral students may sign in on condition of being present for entire session.

Distinguished Speakers: Michael Jarrett, INSEAD; William A Pasmor, Columbia U.
Chair: Jean E. Neumann, Tavistock Institute
Presenters: Nancy C. Wallis, Pfizer College; David Coghlan, Trinity College Dublin; Leon De Caluwe, Vrije U. Amsterdam; David Jamieson, U. of St Thomas; Carole Lalonde, U. Laval; Kurt Motamedi, Pepperdine U.; Jeremy Salmeron, U. Jean Moulin Lyon 3; Peter Sorensen, Benedictine U.; David Brian Szabla, George Washington U.; Therese F. Yaeger, Benedictine U.; Veronique Zardet, ISEOR - Institut de Socio-Economie des Entreprises et des organisations; Suchitra Veera, Henley Business School; Dorothy Agger-Gupta, Fielding Graduate Institute; Sam Jamma, Fielding Graduate Institute

219 (MC, ODC) Disruptive Change & Real-Time Strategy
8:00am - 10:00am Pennsylvania Convention Center: Room 107 A

The landscape of business have changed! Businesses face unexpected and life threatening competition. How should firms adapt their strategies to this?

Presenters: Rickie A. Moore, EMLYON Business School; Kurt Motamedi, Pepperdine U.; Flemming Poullfelt, Copenhagen Business School; Nichole Garcia, Phillips

220 (MED) Opening eyes, changing minds, and creating conversation through online case discussions.
8:00am - 10:00am Loews Philadelphia Hotel: Congress Room A

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.

Organizer: Theresa Taylor-Coates, Limestone College
Facilitator: David J Collis, Harvard U.
Discussants: Chi Anyansi-Achibong, North Carolina A&T State U.; Marilyn L. Taylor, U. of Missouri, Kansas City
Presenters: J Kay Keels, Coastal Carolina U.; Vadake Narayanan, Drexel U.; J B Arbaugh, U. of Wisconsin, Oshkosh
Participant: Vijaya L. Narapareddy, U. of Denver

221 (MED) How Can Business Educators Make a Difference at Home and Around the Globe?
8:00am - 10:00am Loews Philadelphia Hotel: Congress Room B

Chair: Elio Borgonovi, Bocconi U.
Speakers: Niccolo’ Cusumano, SDA Bocconi; Lisa Leander, GBSN
Presenter: Roland Siegers, CEMS
222 □: (MED, CM, HR) Online Education Who, What and How: Maintaining Learning Quality into the Future. 8:00am - 10:00am Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 222
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register is July 30, 2014.
Presenters: Henry W. Lane, Northeastern U.; Ronda R. Callister, Utah State U.; McKenzie R. Rees, U. of Utah

223 □: (MED, OB) What Teaching Tools Are Able To "Plant the Seeds of Knowledge" in Today's Virtual Students? 8:00am - 10:00am Loews Philadelphia Hotel: Washington Room A Tweet this session: #AOM2014 223
Pre-registration required for this workshop. To register online, visit https://secure.aom.org/PDWRReg. The deadline to register is July 27, 201
Organizer: Ernestina Giudici, U. of Cagliari
Presenters: Mikelle A. Calhoun, Georgia Southern U.; Charles Roy Fenner, State U. of New York Canton; 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; Rita Cannas, U. of Cagliari; Michael D. Santonino, Embry-Riddle Aeronautical U.

224 □: (MED, OB, TTC, OCIS, HR, HCM) Teaching with Technology: How to Expand Scope and Value of Course "Conversations" 8:00am - 10:30am Loews Philadelphia Hotel: Parlor 1 Tweet this session: #AOM2014 224
Session Goals: gain perspectives; provide experiences; assist implementations; suggest directions; propel learning; expand sharing networks.
Organizer: Randall G. Sleeth, Virginia Commonwealth U.

225 □: (MH) New Tools for Old Data: Data Visualization 8:00am - 9:30am Loews Philadelphia Hotel: Parlor 2 Tweet this session: #AOM2014 225
Organizer: James M Wilson, U. of Glasgow

226 □: (OB) Organizational Behavior Division Doctoral Consortium 8:00am - 5:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon A Tweet this session: #AOM2014 226
Must be nominated by advisor by May 16 and selected. Go to http://www.obweb.org/index.php?option=com_content&view=section &layout=blog&id=12&Itemid=55
Organizers: Nancy Rothbard, U. of Pennsylvania; Abbie J. Shipp, Texas Christian U.
Speakers: Ronald F. Piccolo, Rollins College; Amy L. Kristof-Brown, U. of Iowa; Kenneth G. Brown, U. of Iowa; Frederick P. Morgeson, Michigan State U.; Michael G. Pratt, Boston College; David Mayer, U. of Michigan

If registering for this workshop, you MUST also be registered for the OB Junior Faculty Workshop on Friday.
Organizers: Leanne E Atwater, U. of Houston; Daniel Scott DeRue, U. of Michigan

227 : (OB) OB Junior Faculty Workshop II 8:00am - 5:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon I Tweet this session: #AOM2014 227
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The cost to register is $150.00 and the deadline to register is June 15, 2014. Please contact Scott DeRue at dsderue@umich.edu for an approval code to register.

229: (OB, HR) How Do I Keep My Employees Motivated? An Application of the Practice of Empathy-Based Management
8:00am - 9:30am Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 229
Presenter: George Langelett, South Dakota State U.

230: (OB, MED, OMT, ODC, MOC) Innovative Teaching of Positive Organizational Scholarship in the Management Classroom
8:00am - 10:00am Philadelphia Marriott Downtown: Grand Ballroom Salon B
Tweet this session: #AOM2014 230
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRG. The deadline to register is August 1, 2014.
Organizers: Kim Cameron, U. of Michigan; Marc Hoffman Lavine, U. of Massachusetts Boston
Presenters: Justin Berg, U. of Pennsylvania; Emily Heaphy, Boston U.; Jason Kanov, Western Washington U.; Sally Mailis, U. of British Columbia; James Pawelski, U. of Pennsylvania; Edward H. Powley, Naval Postgraduate School; Ryan Quinn, U. of Louisville; John Paul Stephens, Case Western Reserve U.; Lynn Wooten, U. of Michigan; Amy Wrzesniewski, Yale U.; Schon Beechler, INSEAD; Shelley Brickson, U. of Illinois at Chicago; David S. Bright, Wright State U.; Jody Hoffer Gittell, Brandeis U.; Mary Dunn, St. Edward's U.; Bernd Vogel, U. of Reading; Jean M. Bantunek, Boston College

231: (OCIS, RM) Organizational Genetics: Detecting Evolution and Variation in Process Data
8:00am - 12:00pm Pennsylvania Convention Center: Room 113 C
Tweet this session: #AOM2014 231
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRG. The deadline to register is July 30, 2014.
Distinguished Speakers: Kalle Lyytinen, Case Western Reserve U.; Youngjin Yoo, Temple U.
Chair: James Gaskin, Brigham Young U.
Facilitators: Aron Lindberg, Case Western Reserve U.; Zhewei Zhang, Temple U.; Sungyong Um, Temple U.

232: (ODC) Speaking Truth To Power: Using Words to Motivate Change with C-Suite Executives
8:00am - 10:00am Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 232
Organizer: William H Berman, Berman Leadership Development
Panelists: Robert J. Lee, iCoachNY; Carol Kauffman PhD ABPP, Harvard U.

233: (ODC, MC) Narrate or be Narrated! A Workshop on how to Manage a Corporate World of Constant Change
8:00am - 10:00am Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 233
Organizers: Eva Boxenbaum, Mines ParisTech; Flemming Christensen, THINK ABOUT IT; Cindy Marteney, The Marteney Group - Cultivating the art of leadership

234: (ODC, RM) Unlocking the Temporal Power of Words: GEE in Qualitative-Quantitative, Longitudinal Change Research
8:00am - 10:00am Pennsylvania Convention Center: Room 102 B
Tweet this session: #AOM2014 234
Presenters: Bart Brock, The Coleman Company, Inc.; Ram Tenkasi, Benedictine U.

235: (OMT, BPS, CM, MOC, OB) Trust Between Individuals and Organizations
8:00am - 10:00am Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 235
The workshop consists of two segments. Each segment requires pre-registration with the workshop organizers who will provide the registration approval code. Please see the workshop description above for more details. The approval code is then used for additional registration at https://secure.aom.org/PDWRG.
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRG. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Oliver Schilke, U. of California, Los Angeles; Bart A. de Jong, VU U. Amsterdam

236: (OMT, OB, BPS, RM, ENT, CM, HR) Theoretical And Empirical Applications Of Social Network Analysis
8:00am - 11:00am Pennsylvania Convention Center: Room 119 B
Tweet this session: #AOM2014 236
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRG. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Prasad Balkundi, U. at Buffalo, the State U. of New York; Daniel Halgin, U. of Kentucky
Hosts: Tejaswi Ajit, U. of Kentucky; Ning Xu, U. at Buffalo, the State U. of New York
Speakers: Stephen Borgatti, U. of Kentucky; Andrew V. Shipilov, INSEAD

237: (OMT, SAP, MOC) Processes, Practices, and Routines as Approaches and Units of Analysis: an Exploration
8:00am - 11:00am Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 237
Discussant: Wanda J. Orlowski, Massachusetts Institute of Technology
Speakers: Martha Feldman, U. of California, Irvine; Davide Nicolini, U. of Warwick; Haridimos Tsoukas, U. of Cyprus / U. of Warwick; Brian T Pentland, Michigan State U.; Richard Whittington, Said Business School; Tor Hernes, Copenhagen Business School
238: (OMT, TIM, BPS, ENT) Exaptation: An Unrecognized Mechanism in the Evolutionary Theory of Organizations
8:00am - 10:00am Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 238
Organizers: Alan D. Meyer, U. of Oregon; Vibha Gaba, INSEAD
Discussants: Philip Anderson, INSEAD; Daniel Levinthal, U. of Pennsylvania; Anne S. Minier, U. of Wisconsin, Madison
Panelists: Sarasa D. Sarasvathy, U. of Virginia; Gino Cattani, New York U.; Chris Marquis, Harvard U.

239: (PTC, MED, MC, OB, ODC, OCIS) Translating the Results of Scholarship into Actions by Practitioners
8:00am - 10:00am Pennsylvania Convention Center: Room 124
Tweet this session: #AOM2014 239
Builds on the PDW “Translating Scholarship into Practice” from the 2013 AOM Conference in Orlando.
Chair: Geoffrey Seaver, National Defense U.

240: (RM) Everything You Wanted to Know about Moderated Regression (but were afraid to ask)
8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Philadelphia South
Tweet this session: #AOM2014 240
Participants: Jeremy Dawson, The U. of Sheffield; Andreas W. Richter, U. of Cambridge

241: (RM, OB, HR) Ask the Experts: Micro & Macro Research Methods
8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Freedom H
Tweet this session: #AOM2014 241
Presenters: Brian Boyd, City U. of Hong Kong; Jose M. Cortina, George Mason U.; Dan R. Dalton, Indiana U., Bloomington; Jodi S. Goodman, West Virginia U.; Dana Joseph, U. of Central Florida; Lisa Schurer Lambert, Georgia State U.; James M. LeBreton, Purdue U.; Ernest H O’Boyle, U. of Iowa; Robert J. Vandenbeld, U. of Georgia; Larry J. Williams, Wayne State U.; Zhen Zhang, Arizona State U.

242: (RM, TIM, OMT) Qualitative Methods: Ask the Experts
8:00am - 10:00am Sheraton Philadelphia Downtown Hotel: Philadelphia North
Tweet this session: #AOM2014 242
Learn how to design and publish research employing qualitative methods from the experts!
Organizers: Sanjay Jain, Santa Clara U.; Raza A. Mir, William Paterson U.
Presenters: Deborah J Dougherty, Rutgers U.; Kevin G. Corley, Arizona State U.; Siobhan O’Mahony, Boston U.; Thomas Greckhamer, Louisiana State U.
Participant: Ann Langley, HEC Montreal

243: (SIM, ONE) The 2014 Joint ONE-SIM Junior Faculty Consortium
8:00am - 12:00pm Loews Philadelphia Hotel: Commonwealth D
Tweet this session: #AOM2014 243

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

Chairs: Jean-Pascal Gond, Cass Business School, City U. London; Stephanie Bertels, Simon Fraser U.
Participants: J Alberto Aragon-Correa, U. of Surrey; Magal Delmas, U. of California, Los Angeles; Dorot Etzioni, McGill U.; Irene Henriques, York U.; Bryan W Husted, York U. / IITESM; Ans Kolk, U. of Amsterdam; Alfred Allen Marcus, U. of Minnesota; Miguel Rivera-Santos, EMLYON Business School; Joseph Sarkis, Worcester Polytechnic Institute; Sanjay Sharma, U. of Vermont; Mike Toffel, Harvard U.; James P. Walsh, U. of Michigan, Ann Arbor; Mette Morsing, Copenhagen Business School; Bradley R. Agle, Brigham Young U.; Michael L. Barnett, Rutgers U.; Bobby Banerjee, City U. London; Stephen Brammer, Birmingham Business School; Shawn Berman, U. of New Mexico; Jennifer J Griffin, George Washington U.; Sandra Waddock, Boston College; Andreas Rasche, Copenhagen Business School; Andreas Georg Scherer, U. of Zurich; Jeremy Moon, Copenhagen Business School; Duane Windsor, Rice U.; Kathleen Rehbein, Marquette U.

244: (TIM) TIM Junior Faculty Consortium (Day 2)
8:00am - 10:00am Pennsylvania Convention Center: Room 102 A
Tweet this session: #AOM2014 244
The Junior Faculty Consortium will join the Doctoral consortium between 10am and 11.30 noon Saturday for a joint meeting with journal editors in Room 103 C.
Representative-at-Largers: Ammon Salter, U. of Bath; Maryann P Feldman, U. of North Carolina, Chapel Hill

245: (TIM) TIM Doctoral Students Consortium (Day 2)
8:00am - 11:30am Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 245
Representative-at-Largers: Kevin Boudreau, London Business School; Jennifer Woolley, Santa Clara U.

246: (TIM, MED, ODC) Global Online Education Experiments: From MOOC’s to 3D Immersive Classrooms
8:00am - 10:30am Pennsylvania Convention Center: Room 100 C
Tweet this session: #AOM2014 246
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 16, 2014.
Organizers: Ana Reyes, U. of Pennsylvania; Juan Andrei Villarroel, Massachusetts Institute of Technology
Presenters: Geoffrey A. Irwin, U. of Pennsylvania; Scott Larmore, Hewlett Packard; Angela Palermo, Genentech, Inc.; Christine R. Williams, Otto-Williams Limited Consulting; Casey Sofschak Scott, Bristol-Myers Squibb

Saturday 8:30AM

247: (CM, CAR, OB, GDO) Finding Value in Academic Life: A PDW for Junior Faculty
8:30am - 12:30pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 247
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 15, 2014.
Organizer: Nate Pettit, New York U.

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

Section D
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 16, 2014.

If registering for this workshop, you MUST also be registered for the HR Division Doctoral Consortium Social and Dinner on Friday.

Organizers: Philip L. Roth, Clemson U.; Jaap Pauwe, Tilburg U.; Erasmus U.; Corine Boon, U. of Amsterdam; In-Sue Oh, Fox School of Business, Temple U.; Julie I Hancock, Rutgers U.
Participants: Bradford S Bell, Cornell U.; Patrick M. Wright, U. of South Carolina; Rodger Griffeth, Ohio U.; Xiao-Ping Chen, U. of Washington; James M. LeBreton, Purdue U.; Riki Takeuchi, Hong Kong U. of Science and Technology; Gilad Chen, U. of Maryland; Peter A. Bamberger, Tel Aviv U.; David G. Allen, U. of Memphis; Brian W. Swider, Georgia Institute of Technology; Tashfin Lakhani, The Ohio State U.; Chad H. Van Iddekinge, Florida State U.; Deidra J Schleicher, Texas A&M U.; Todd C. Darnold, Creighton U.; Christopher Berry, Indiana U.; Stanley M Gully, Pennsylvania State U.; Jean Phillips, Pennsylvania State U.; Cheri Ostroff, U. of South Australia; Herman Aguinis, Indiana U.; Bloomington; Barry Gerhart, U. of Wisconsin, Madison; Crystal I.C. Farh, Michigan State U.; Brad Harris, U. of Illinois at Urbana-Champaign; Jose M. Cortina, George Mason U.; David G Collings, Dublin City U.; Elaine Farnsdale, Pennsylvania State U.; Anne Keegan, U. of Amsterdam; Janet H. Marler, U. at Albany - State U. of New York; Shad S. Morris, The Ohio State U.; Dana Minbaeva, Copenhagen Business School; Karin Sanders, U. of New South Wales; Steven D. Charlier, Georgia Southern U.; Philip Bobko, Gettysburg College; Frank A. Bosco, Virginia Commonwealth U.; James M. Vardaman, Mississippi State U.; Steve Scullen, Drake U.; Stephen H Courtwright, Texas A&M U.; Laura Parks-Leduc, James Madison U.; Susan Dustin, Illinois State U.

Doctoral students must be nominated by their faculty advisor and preregistered to attend. This PDW begins on Friday with #17804.

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 16, 2014.

If registering for this workshop, you MUST also be registered for the HR Division Doctoral Consortium Social and Dinner on Friday.

Organizers: Philip L. Roth, Clemson U.; Jaap Pauwe, Tilburg U.; Erasmus U.; Corine Boon, U. of Amsterdam; In-Sue Oh, Fox School of Business, Temple U.; Julie I Hancock, Rutgers U.
Participants: Bradford S Bell, Cornell U.; Patrick M. Wright, U. of South Carolina; Rodger Griffeth, Ohio U.; Xiao-Ping Chen, U. of Washington; James M. LeBreton, Purdue U.; Riki Takeuchi, Hong Kong U. of Science and Technology; Gilad Chen, U. of Maryland; Peter A. Bamberger, Tel Aviv U.; David G. Allen, U. of Memphis; Brian W. Swider, Georgia Institute of Technology; Tashfin Lakhani, The Ohio State U.; Chad H. Van Iddekinge, Florida State U.; Deidra J Schleicher, Texas A&M U.; Todd C. Darnold, Creighton U.; Christopher Berry, Indiana U.; Stanley M Gully, Pennsylvania State U.; Jean Phillips, Pennsylvania State U.; Cheri Ostroff, U. of South Australia; Herman Aguinis, Indiana U.; Bloomington; Barry Gerhart, U. of Wisconsin, Madison; Crystal I.C. Farh, Michigan State U.; Brad Harris, U. of Illinois at Urbana-Champaign; Jose M. Cortina, George Mason U.; David G Collings, Dublin City U.; Elaine Farnsdale, Pennsylvania State U.; Anne Keegan, U. of Amsterdam; Janet H. Marler, U. at Albany - State U. of New York; Shad S. Morris, The Ohio State U.; Dana Minbaeva, Copenhagen Business School; Karin Sanders, U. of New South Wales; Steven D. Charlier, Georgia Southern U.; Philip Bobko, Gettysburg College; Frank A. Bosco, Virginia Commonwealth U.; James M. Vardaman, Mississippi State U.; Steve Scullen, Drake U.; Stephen H Courtwright, Texas A&M U.; Laura Parks-Leduc, James Madison U.; Susan Dustin, Illinois State U.

Doctoral students must be nominated by their faculty advisor and preregistered to attend. This PDW begins on Friday with #17804.

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is June 16, 2014.
If registering for this workshop, you MUST also be registered for the ODC Doctoral Consortium DAY 1 on Friday.
Organizer: Sonja A. Sackmann, U. Bundeswehr, Munich

254 (OM) OM Division Joint Junior Faculty and Doctoral Consortium
8:30am - 4:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon C
Tweet this session: #AOM2014 254
Organizers: Antony Paulraj, U. of Southern Denmark; Dina Ribbink, Western U.

255 (OM) Junior Faculty And Doctoral Consortium
Welcome Breakfast
8:30am - 9:00am Philadelphia Marriott Downtown: Room 302
Tweet this session: #AOM2014 255
Welcome breakfast for the junior faculty and doctoral consortium. Consortium participants only.
Organizers: Antony Paulraj, U. of Southern Denmark; Dina Ribbink, Western U.

256 (PNP) 2014 Doctoral Student Professional Development Consortium
8:00am - 4:30pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 256
Chairs: Shahidul Hassan, The Ohio State U.; Chris Silvia, Brigham Young U.
Participants: Elizabeth Anne Baldwin, Indiana U.; Candice Pippin Bodkin, North Carolina State U.; Lukas Brun, Duke U.; Melissa Cast, New Mexico State U.; Elizabeth A. Castillo, U. of San Diego; Ji Eun Chang, New York U.; Lourdres Alers-Tealdi, Rutgers U.; William Cleveland, Indiana U.; Anne-Marie Duval, Laval U.; Quebec, Canada; Sarah Farsad, Milano - The New School for Management & Urban Policy; Yousoung Han, Indiana U.

257 (TIM, IM, ENT) Globalizing Innovation: The Current Discourse
8:30am - 11:00am Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 257
Organizer: Gita Surie, Adelphi U.
Participants: David Audretsch, Indiana U., Bloomington; Jeff Furman, Boston U.; Chirantan Chatterjee, Indian Institute of Management Bangalore; Felipe Monteiro, INSEAD; Rafael A. Corredoira, U. of Maryland; Shyama Ramani, United Nations U., Maastricht

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

258 (CAR) Careers Doctoral Consortium
9:00am - 11:30am Philadelphia Marriott Downtown: Room 411,412
Tweet this session: #AOM2014 258
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Katharina Chudzikowski, U. of Bath; Corinne Post, Lehigh U.
Facilitators: Yan Shen, U. of Victoria; Stefanie Gustafsson, U. of Bath; Fida Afioni, American U. of Beirut; Emma Parry, Cranfield U.; Barbara Mueller, Johannes Kepler U.

259 (CAR, OB, HR) Linking social networks and identity development in career research
9:00am - 11:00am Philadelphia Marriott Downtown: Room 301
Tweet this session: #AOM2014 259
Organizer: Gudela Grote, ETH Zurich
Panelists: Roxana Barbulescu, McGill U.; Gudela Grote, ETH Zurich; Martin J. Kilduff, U. College London; Barbara S. Lawrence, U. of California, Los Angeles; Wendy Markincus Murphy, Babson College

260 (HR, BPS) Reinvigorating the Strategy Perspective in Strategic Human Resource Management
9:00am - 11:30am Philadelphia Marriott Downtown: Room 307
Tweet this session: #AOM2014 260
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Facilitators: Rosemary Batt, Cornell U.; Kai Feng Jiang, U. of Notre Dame; Jaap Pauwwe, Tilburg U. / Erasmus U.; Scott A. Snell, U. of Virginia; Riki Takeuchi, Hong Kong U. of Science and Technology Coordinators: Clint Chadwick, U. of Kansas; Carol Flinchaugh, New Mexico State U.; James P. Guthrie, U. of Kansas Participant: Barry Gerhart, U. of Wisconsin, Madison
261  
(Funding Opportunities for Academy of Management Scholars, from the National Science Foundation)
9:00am - 11:00am Philadelphia Marriott Downtown: Grand Ballroom Salon J
By invitation only
Chair: Mo Wang, National Science Foundation
Panelists: Kevin Crowston, National Science Foundation; Gerald C. Kane, Boston College; John Kammeyer-Mueller, U. of Minnesota; Kevin W. Rockmann, George Mason U.; Paul M. Leonardi, Northwestern U.

262  
Administrative Science Quarterly Editors Meeting
9:00am - 12:00pm Philadelphia Marriott Downtown: Room 413
By invitation only
Organizer: Joan Friedman, Administrative Science Quarterly

263  
Human Relations Editorial Team Meeting
9:00am - 12:30pm Philadelphia Marriott Downtown: Room 413
By invitation only
Organizer: Claire Castle, Human Relations

264  
Perspective of Global Strategy: Emerging Market Global Players
9:00am - 11:00am Pennsylvania Convention Center: Room 108 B
Organizers: Victor Zitian Chen, U. of North Carolina, Charlotte; Raveendra Chittoor, Indian School of Business
Panelists: Michael A. Hitt, Texas A&M U.; Robert E. Hoskisson, Rice U.; Tarun Khanna, Harvard U.; Mona V Makhija, The Ohio State U.; Aldo Musacchio, Harvard U.; Ravi Ramamurti, Northeastern U.; Michael A. Witt, INSEAD; Guoming Xian, Nankai U.; Benny Bing Yan, Nankai U.; Kiattichai Kalasins, Mahidol U.; Dan Catarivas, Manufacturers’ Association of Israel

265  
Cognition in the Rough
9:00am - 12:00pm Loews Philadelphia Hotel: Commonwealth B
Pre-registration is required for this PDW. The submission deadline for this PDW was May 15, 2014 and we have filled our allotted number of spots for this year. We encourage participants who were not able to submit proposals for this year’s session to consider applying next year - the Call for Proposals for next year will go out on AOM listserves, appear in the MOC Newsletter, and be posted on the MOC website.
Organizers: Michelle A. Barton, Boston U.; Marlys K. Christianson, U. of Toronto; Christopher G Myers, U. of Michigan
Facilitators: Neal M. Ashkanasy, The U. of Queensland, Australia; Andrea Casey, George Washington U.; Dov Eden, Tel Aviv U.; Janet M. Dukerich, The U. of Texas at Austin; C. Marjena Fiol, U. of Colorado Denver; Elizabeth George, Hong Kong U. of Science and Technology; Margaret Delaney Gorman, Northeastern U.; Gerard P. Hodgkinson, U. of Warwick; George P. Huber, The U. of Texas at Austin; Lynn A. Isabella, U. of Virginia; Glen E. Kreiner, Pennsylvania State U.; Kyle Lewis, The U. of Texas at Austin; Luis Martins, The U. of Texas at Austin; Stephen Mezias, INSEAD; Chet Miller, U. of Houston; Frances J. Milliken, New York U.; Sucheta Nadkarni, Drexel U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Subrahmaniam Tangirala, U. of Maryland; David A. Whetten, Brigham Young U.

266  
Adventures in Linguistic Approaches to Examining Cultural Knowledge
9:00am - 11:00am Loews Philadelphia Hotel: Commonwealth C
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Josh W. Keller, Nanyang Technological U.; Jeffrey Loewenstein, U. of Illinois at Urbana-Champaign
Presenters: Keyvan Vakili, London Business School; Thomas Greckhamer, Louisiana State U.

267  
Research in Practice: Connecting Theory and Work Through Academic / Practitioner Collaborations
9:00am - 11:30am Philadelphia Marriott Downtown: Room 112 A
Chair: Mary Kate Stimmier, Google Research
Coordinators: Geoffrey C. Ho, Google People Innovation Lab
Speakers: Jennifer Kurkoski, Google; Jean M. Bartunek, Boston College; Deb Cohen, Society for Human Resource Management; Geoffrey Kistruck, Schulich School of Business; Jane E. McKenzie, Henley Business School; Christine M. van Winkel, U. of Reading; Katherine L. Milikan, U. of Pennsylvania; Jennifer Louise Petriglieri, INSEAD; Mikolaj Jan Piskorski, IMD; Masamichi Takahashi, Fuji Xerox Co., Ltd.; David M. Sluss, Georgia Institute of Technology

268  
A Field Guide to Experience Sampling Methods Using Mobile Devices and Smartphones
9:00am - 12:00pm Philadelphia Marriott Downtown: Room 406
Organizer:  Emi Makino, Kyushu U.
Presenters: Dan Beal, The U. of Texas at San Antonio; Marilyn A. Uy, Nanyang Technological U.; Mitzi Desselces, Louisiana Tech U.; Stephanie Murphy, Louisiana Tech U.; Cynthia L. Sherman, Claremont Graduate U.; Masakatsu Ono, Claremont Graduate U.

269  
Collaborative Research Projects: Studying Org’l Change Through Scholar-Practitioner Partnerships
9:00am - 11:30am Pennsylvania Convention Center: Room 112 A
Organizers: Inger G. Stensaker, Norwegian School of Economics; James D Ludema, Benedictine U.
Participants: Therese Egeland Sverdrup, NHH Norwegian School of Economics; Michael R Manning, Benedictine U.; Paul Gooderham, Norwegian School of Economics; Anne Cathrin Haueng, Deloitte; Frank Elter, BI Norwegian Business School; Kevin Lynch, Benedictine U.; Raul Candeloro, Small Giants Community; Thomas J Walter, Tasty Catering, Inc.

270  
Cooperative Strategies and Relationships: A Historical Perspective from Benjamin Franklin’s Life
9:00am - 11:30am Offsite: Benjamin Franklin Museum
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014. For more information regarding this offsite event please contact Marlene Biseda at mbiseda@earthlink.net or 626-298-3993. Museum entrance fee is $5. Optional lunch at City
Tavern afterwards will be at attendees’ expense. Please provide e-mail and cell phone information when signing up. Meet in the lobby of the Loews Philadelphia Hotel (co-headquarters) for initial discussion and subsequent walk to the museum.

Organizers: Marlene A. Biseda, Pepperdine U.; Marie D. Tumolo, St. George’s U.

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**Saturday 9:30AM**

271 ☑️: (OB) OB Research Incubator
9:30am - 11:30am Philadelphia Marriott Downtown: Room 410
Tweet this session: #AOM2014 271
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRreg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizer: Steven Whiting, Indiana U.

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272 ☑️: (HCM, OMT, PNP) Theory Building for Healthcare Management Research
9:45am - 11:45am Pennsylvania Convention Center: Room 110 A,B
Tweet this session: #AOM2014 272
Organizer: Mattia J Gilmartin, New York U.
Presenters: Thomas D’Aunno, Columbia U.; Stephen S Mick, Virginia Commonwealth U.; Timothy J. Vogus, Vanderbilt U.

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273 ☑️: (MED) “Use your Words!” Enhancing Student Communication Skills Using the Flipped Classroom
9:45am - 11:45am Philadelphia Marriott Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 273
Organizer: Jennifer Bowers-Collins, Florida A & M U.
Presenters: Shawnta S. Friday-Stroud, Florida A&M U.; Matreica S.L. James, Jacksonville U.; Angela K. Miles, North Carolina A&T State U.; Arlise P. Mckinney, Coastal Carolina U.; Sally Sledge, Norfolk State U.; Millicent F. Nelson, Middle Tennessee State U.; Angela Murphy, Florida A & M U.; T. Nichole Phillips, Virginia Tech

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274 ☑️: (MH) Getting Published: Tips for Success
9:45am - 11:15am Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 274
This workshop is open to members of all divisions and interest groups.

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275 ☑️: (OB, MED) OB Teaching Incubator
9:45am - 11:15am Philadelphia Marriott Downtown: Room 414,415
Tweet this session: #AOM2014 275
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRreg. The deadline to register is July 30, 2014. The cost to register is $10.00.

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**Saturday 9:45AM**

276 ☑️: (HR) HR Division Middle-Stage Doctoral Student Professional Development Workshop
10:00am - 12:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 276
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRreg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Chairs: Jill Ellingson, The Ohio State U.; Michael Biron, U. of Haifa Coordinators: Erin E. Makarius, The U. of Akron; Elena Belogolovsky, Cornell U.
Speakers: David G. Allen, U. of Memphis; Elaine Fardale, Pennsylvania State U.

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277 ☑️: (HR, OB, TTC) Innovations and Fundamentals in HR Teaching
10:00am - 12:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 277
Facilitator: Timothy Baldwin, Indiana U., Bloomington
Speakers: Kenneth G. Brown, U. of Iowa; Xiao Chen, Tsinghua SEM

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278 ☑️: (MED) Over-the-Top Approaches to Teaching with Cases
10:00am - 12:30pm Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 278
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRreg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizer: Marilyn L. Taylor, U. of Missouri, Kansas City
Host: Richard McCracken, The Case Centre
Facilitators: Virpi Orvokki Malin, Jyväskylä U.; Sally A Baack, San Francisco State U.; Theresa Coates, Clarkson U.; Päiviikki Jääskelä, Jyväskylä U.; Vijaya L. Narareddy, U. of Denver; Debarapati Purkayastha, IBS Hyderabad; Shailendra Kumar Rai, Management Development Institute; Lee Bolman, U. of Missouri, Kansas City
Coordinators: Veronica Vecchi, SDA Bocconi; Chi Anyansi-Archibong, North Carolina A&T State U.

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279 ☑️: (PTC, ODC, MSR, SIM, MED) Connecting Inner Transformation as a Leader to Corporate and Societal Change: The Power of Words
10:00am - 12:30pm Pennsylvania Convention Center: Room 115 AB
Tweet this session: #AOM2014 279
Organizers: Kuo Frank Yu, City U. of Hong Kong; Fedor Ovcinnikov, Center for Evolutionary Leadership
Host: Kathryn Goldman Schuyler, Alliant International U.
**Session Details – Saturday, 10:00 AM - 12:00 PM**

**280**: (AAA) Conference Break
10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall B
Tweet this session: #AOM2014 280
Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

**281**: (BPS, OMT) Multilevel Theoretical Challenges in Strategic Management Research: A Focus on Emergence
10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Philadelphia South
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is August 1, 2014.
Moderator: Thomas P. Moliterno, U. of Massachusetts Amherst
Coordinators: Alia Crocker, U. of Massachusetts Amherst; Rory Eckardt, Binghamton U.; Yoojung Ahn, U. of Massachusetts Amherst
Participants: Teppo Felin, U. of Oxford; Steven W. Floyd, U. of Massachusetts Amherst; Tammy L. Madsen, Santa Clara U.; Corey Phelps, HEC Paris; Frank T. Rothaermel, Georgia Tech

**282**: (CMS) The linearity of Words and Oppressions of Linearity: Mapping, Dreaming and Imagining of Workplaces
10:15am - 11:45am Pennsylvania Convention Center: Room 102 A
Tweet this session: #AOM2014 282
Participant: Suze Wilson, Massey U.

**283**: (CMS, GDO) ‘Taking Back the Economy’: Rethinking and Reshaping Organizations Within and Without Capitalism
10:15am - 12:15pm Pennsylvania Convention Center: Room 102 B
Tweet this session: #AOM2014 283
Organizers: Patrizia Zanoni, Hasselt U.; Raza A. Mir, William Paterson U.
Participants: Craig Prichard, Massey U.; AnaMaria Peredo, U. of Victoria; Malika Safri, Drew U.

**284**: (ENT) Embracing Process in Entrepreneurship Research
10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 284
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Participants: Andrew H. Van de Ven, U. of Massachusetts Amherst; Peter M. Senge, Society of Organizational Learning; Susan Skjei, Naropa U.

**285**: (ENT) Strategies to Think and Design Entrepreneurship Education Out of the Box
10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session: #AOM2014 285
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Olivier Toutain, ESC Dijon Burgundy School of Business; Bruce Martin, U. College Dublin; Ana Naia, U. of Lisbon; Benoit Raucant, Catholic U. of Louvain
Chair: Caroline Verzat, Novancia Business School
Facilitators: Kåre Sven Moberg, Copenhagen Business School; Thomas Lans, Wageningen U.
Participants: Sarasvathy, U. of Copenhagen Business School; William B. Gartner, California Lutheran U.; Peter M. Senge, Society of Organizational Learning; Susan Skjei, Naropa U.

10:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session: #AOM2014 286
Organizer: Paul D Reynolds, Aston U.
Chair: Per Davidsson, Queensland U. of Technology
Presenters: Kim Klyver, U. of Southern Denmark; Tomasz Marek Mickiewicz, Aston Business School; José L. González-Pernia, Orsetta - Basque Institute of Competitiveness; Donato Iacobucci, U. Politecnica delle Marche; Li Tian, Nankai U.

**287**: (IM, BPS) The Next Big Questions: Globalization and Nonmarket Strategy
10:15am - 12:15pm Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 287
Organizer: Susan Perkins, Northwestern U.

**288**: (IM, IAM, ITC) In the Quest for Generalizability: International Business Research and Boundary Conditions
10:15am - 12:15pm Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 288
Organizer: Rafael A. Corredoura, U. of Maryland
Participants: Felipe Monteiro, INSEAD; Exequiel Hernandez, U. of Pennsylvania; Gerald A. McDermott, U. of South Carolina; Mercedes Delgado, Temple U.; Jordan Siegel, Harvard U.; Andrew Spicer, U. of South Carolina; Bennet A. Zelner, Duke U.

**289**: (MSR) MSR: Tower of Babel or Global Village
10:15am - 12:15pm Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 289
Organizers: Judith A. Neal, Edgewalkers International; Richard Jackson Major, Institut de Gestion Sociale; Yochanan Altman, BEM Bordeaux Management School; Simon L. Dolan, ESADE
290 (OB, BPS, HR, CAR) Congratulations, You Got a Revise and Resubmit! Now What?
10:15am - 12:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon L
Tweet this session: #AOM2014 290
Organizers: Rachel Clapp-Smith, Purdue U., Calumet; Gretchen Vogelgesang, San Jose State U.

291 (OB, HR, OCIS) Researching Virtual Teams: Tips and Strategies from Virtual Teams Scholars and Practitioners
10:15am - 12:15pm Philadelphia Marriott Downtown: Room 306
Tweet this session: #AOM2014 291
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWR. The deadline to register is July 30, 2014.
Organizers: Radostina K Purvanova, Drake U.; Steven D. Charlier, Georgia Southern U.; Julia E. Hoch, California State U., Northridge
Participants: Steve W. J. Kozlowski, Michigan State U.; John Mathieu, U. of Connecticut; Bradley L. Kirkman, North Carolina State U.; Gary Poisson, ING; James Cornall, Cyveillance; Jeff Liggett, Wells Fargo Home Mortgage; Kara Smith, Federal Reserve Bank of Chicago

292 (OM, IM, SIM, BPS) Sustainability in Multinational Multi-Tier Supply Chains
10:15am - 12:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon B
Tweet this session: #AOM2014 292
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWR. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Julia Hartmann, EBS Business School; Joerg S. Hofstetter, U. of St. Gallen
Chairs: Lisa Marie Ellram, Miami U.; Robert D Klassen, U. of Western Ontario; Paul Shrivastava, Concordia U.
Discussants: Pat Auger, Melbourne Business School; Petra Christmann, Rutgers U.; Timothy Michael Devinney, U. of Leeds; Anthony Goerzen, Queen's U.; Tracy Gonzalez-Padron, U. of Colorado Colorado Springs; Tobias Hahn, Kedge Business School; Malcolm McIntosh, Griffith U.; Andrea Maria Prado, INCAE Business School; Anthony Ross, Michigan State U.; Michael V. Russo, U. of Oregon; Joseph Sarkis, Worcester Polytechnic Institute; Sanjay Sharma, U. of Vermont; Jordi Surroca, U. Carlos Ill de Madrid; Wendy L Tate, U. of Tennessee; Stephen Vachon, Richard Ivey School of Business; Monika Winn, U. of Victoria; Claudine Soosay, U. of South Australia

293 (ONE, MED, SIM) Sustainability in Management Education: Multidisciplinary, Innovative and Integrated Approaches
10:15am - 12:15pm Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 293
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWR. The deadline to register is July 30, 2014.
Chairs: Jorge Alexis Arevalo, William Paterson U.; Shelley F. Mitchell, U. of New Hampshire
Discussants: Deborah E. de Lange, Ryerson U.; Alan Murray, The U. of Sheffield; Jennifer S. A. Leigh, Nazareth College; Melissa Edwards, U. of Technology, Sydney
Participants: John O'Gorman, William Paterson U.; Adela Jana McMurray, RMIT U.; Andrea Leite Rodrigues, U. de São Paulo; Elina Meliou, U. of Winchester; Cathy A. Rusinko, Philadelphia U.; Andre Reichel, Zeppelin U.

294 (RM) Alternatives to Difference Scores: Polynomial Regression and Response Surface Methodology
10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Freedom H
Tweet this session: #AOM2014 294
Presenter: Jeffrey R. Edwards, U. of North Carolina

295 (RM, HR, OB, BPS) How to Define, Identify, and Handle Outliers
10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Freedom F
Tweet this session: #AOM2014 295
Speakers: Herman Aguinis, Indiana U., Bloomington; Harry Joo, Indiana U., Bloomington; Ryan K. Gottfredson, California State U., Fullerton

296 (RM, OMT, OCIS) Leveraging the Full Power of Grounded Theory Methodology
10:15am - 12:15pm Sheraton Philadelphia Downtown Hotel: Philadelphia North
Tweet this session: #AOM2014 296
• GT for theory building • Principles & methods of GT • ‘Full package’ methodology • Writing up GT studies • Networking with grounded theorists
Organizers: Judith A Holton, Mount Allison U.; Isabelle Walsh, NEOMA Business School
Facilitators: Natalia Levina, New York U.; Gaetan Mournant, EM Strasbourg Business School
Participants: Mark Rosenbaum, Northern Illinois U.; Pat Hendrickson, Central Piedmont Community College; Markko Hamalainen, Aalto U.; Sebastien Point, EM Strasbourg Business School

297 (TIM, ENT) Strategic Plan for Community Outreach Through Online Distance Learning Courses
10:15am - 12:15pm Pennsylvania Convention Center: Room 118 B
Tweet this session: #AOM2014 297
Organizer: Ron G Cheek, Academy of Entrepreneurship Journal
Participants: Tamela Ferguson, U. of Louisiana; James W. Logan, U. of New Orleans; John R Tanner, U. of Louisiana at Lafayette; Barbara A Wech, U. of Alabama at Birmingham; Annetta Dolowitz, U. of Alabama at Birmingham; R Samuel Sale, Lamar U.; Barbara D Minsky, Troy State U., Dothan; Myles Hassell, U. of New Orleans; Bob Hatfield, Western Kentucky U.
298 : (TIM, OMT, BPS) Revisiting the Product Ontology
10:15am - 12:45pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 298


Participants: Mark Thomas Kennedy, Imperial College Business School; Robert Vescio, Robert H. Smith School of Business; Lee Watkiss, Boston College; John Mohr, U. of California, Santa Barbara; Stine Grodal, Boston U.; David A. Kirsch, U. of Maryland; Mary Tripsas, Boston College; Andrew Nelson, U. of Oregon; Calleen Anthony, Boston College; Ozgecan Kocak, Columbia U.; Elizabeth G. Pontikes, The U. of Chicago; Victor P. Seidel, Babson College; Steven Kah, Dartmouth College; Ping Wang, U. of Maryland

299 : (TTC) Facilitating Faculty-Student Communication through Technology Tools: TTC
Interactive Workshop
10:15am - 12:15pm Pennsylvania Convention Center: Room 107 A
Tweet this session: #AOM2014 299

Organizers: Anna Seferian, U. of Maryland U. College; Joseph T. Liu, Georgia Institute of Technology; Nicole C. Jones Young, U. of Connecticut; Caterina Tantalo, San Francisco State U.

300 : (TTC, MED) When Words Matter: Tips, Techniques, and Best Practices for Giving Effective Feedback
10:15am - 12:15pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 300

Organizers: Christina A. Hannah, U. of Maryland U. College; Preeti Wadhwa, California State Polytechnic U., Pomona


301 : (TTC, IM, OB) Worldly Wisdom: Global Leadership & Global Citizenship Teaching Issues
10:15am - 12:15pm Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 301

Teaching

Chairs: Ricardo Gabriel Flores, U. of New South Wales; Emmanuel Monod, Shanghai JiaoTong U.

Facilitators: Anke Arnaud, Embry Riddle Aeronautical U.; Claudia J. Ferrante, U.S. Air Force Academy; Caterina Tantalo, San Francisco State U.; Ningyu Tang, Shanghai JiaoTong U.

302 : (BPS, ENT, AAM) The State of Strategy
10:30am - 12:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom B
Tweet this session: #AOM2014 302

Organizer: John-Christopher Spender, Kozminski U.

Participants: Joan Enric Ricart, IESE Business School; Gerard P. Hodgkinson, U. of Warwick; Henry Mintzberg, McGill U.; Saras D. Saravsvathy, U. of Virginia; Richard L. Priem, Texas Christian U.

303 : (MED) Improving Management Education: Creative Teaching Strategies and Techniques
10:30am - 12:30pm Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 303

Chairs: Wendy L. Bedwell, U. of South Florida; Julia M. Fullick, Quinnipiac U.

Speakers: Rebecca L. Greenbaum, Oklahoma State U.; Mary Mawritz, Drexel U.; Rowena Ortiz-Walters, Quinnipiac U.; Manuela Priesemuth, Wilfrid Laurier U.
**Participants:** Cedric Velghe, Ghent U.; Barbara Janssen, TEN
HAVE Change Management; Renee van Tulder, Dutch Tax
Authority; Richard Puyt, Amsterdam U. of Applied Sciences;
Andrew Mawson, Advanced Workplace Associates; Karen Plum,
Advanced Workplace Associates; Collins Kuan, SAIC; Maxime
Loose, Flemish Government Belgium; Tony Bell, Coca Cola
Corporation; David Creelman, Creelman Associates; Byeongjo
Kim, Carnegie Mellon U.

**309** ➪ (ONE, OMT, BPS) Researching the Organization
of Energy: Dirty, Clean and In-Between
10:45am - 12:45pm Pennsylvania Convention Center: Room 124
Tweet this session: #AOM2014 309
Organizers: Joel Gehman, U. of Alberta; Dror Etzion, McGill U.;
Lianne Lefsrud, U. of Alberta
Distinguished Speaker: Andrew Revkin, Pace U.
Participants: Magali Delmas, U. of California, Los Angeles; Nathan
Furr, Brigham Young U.; Robert P. Gephart, U. of Alberta; Ashton
Hawk, The Ohio State U.; Alfred Allen Marcus, U. of Minnesota;
Goncalo Pacheco-de-Almeida, HEC Paris; Gail Whiteman,
Erasmus U. Rotterdam; Charlene E. Zietsma, York U.

**310** ➪ (SIM, PNP, IM) Poverty Alleviation through
Management Education Initiatives
10:45am - 12:45pm Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 310
Pre-registration is required for this workshop. To register online,
please visit https://secure.aom.org/PDWReg. The deadline to
register is July 30, 2014.
Organizer: Patrick Shulist, U. of Toronto
Panelists: Lisa Jones-Christensen, U. of North Carolina, Chapel
Hill; Oana Branzei, U. of Western Ontario; David B. Zoogah,
Morgan State U.; Nicole Haggerty, U. of Western Ontario;
Deborah Rigling Gallagher, Duke U.

**Saturday 11:00AM**

**311** ➪ (AAA) Outgoing Division Chairs Meeting
11:00am - 12:00pm Pennsylvania Convention Center: Room 111 A
Tweet this session: #AOM2014 311
Outgoing Division Chairs will meet to debrief on the past year’s
activities and will be recognized for their term in office.
Organizer: Kenny Ignatz, Academy of Management

**312** ➪ (OMT, BPS, ENT, OB, MC, TIM) Teaching Social
Networks
11:00am - 2:00pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 312
Organizers: Bill McEvily, U. of Toronto; Martin Gargiulo, INSEAD
Speakers: Andrew V. Shipilov, INSEAD; Isabel Fernandez-Mateo,
London Business School; Ronald S. Burt, The U. of Chicago;
Wayne E. Baker, U. of Michigan

**Saturday 11:15AM**

**313** ➪ (BPS, ENT, RM) Methods and Data for
Research on Business Models
11:15am - 1:45pm Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 313
Pre-registration is required for this workshop. To register online,
please visit https://secure.aom.org/PDWReg. The deadline to
register is July 30, 2014.
Session Details – Saturday, 10:00 AM - 12:00 PM

**Section D**

**Participants:**
- School
  - State U.
- Pierre Guillet de Monthoux
  - Franck
  - Hanken School of Economics
- School
  - U. Business School
  - Sandra Waddock
  - Holt

**Discussants:**
- Shaman: Tackling Big Ideas Around Social, Ecological, and Economic Issues
  - N. Linde, N. Leicht-Deobald
  - Perttu Salovaara, U. of Tampere
  - Linh-Chi Vo, Boston College
- Discussants: Negotiating, Developing, and Sustaining Intercultural Strategic Alliances
  - S. Raffnsoe, U. of New Haven

**Presenters:**
- Maury Peiperl
  - Mendenhall
  - Prasad
  - McGill U.
  - Stuart Hart
  - Paul Shrivastava
  - Skidmore College

**Chair:**
- Erica L. Steckler
  - Organization Studies and Process
  - OMT, CMS

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

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**318 (GDO, CMS, OMT) Wordplays of the Self: Narrative, Discourse, Power and the Hard Work of Identity**

11:15am - 1:15pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 318
Organizers: Suzanne M. Gagnon, McGill U.; Pushkala Prasad, Skidmore College
Presenters: Sadhvi Dar, Queen Mary U. of London; Suzanne M. Gagnon, McGill U.; Jina Mao, Skidmore College; Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College

**319 (IM) Innovations for Developing Intercultural Competencies in B-school Students and Executives**

11:15am - 1:15pm Pennsylvania Convention Center: Room 112 B
Tweet this session: #AOM2014 319
Organizers: Mary Zellmer-Bruhn, U. of Minnesota; Mark E. Mendenhall, U. of Tennessee, Chattanooga
Presenters: Maury Peiperl, IMD; Schon Beechler, INSEAD; Mary Zellmer-Bruhn, U. of Minnesota; Mark E. Mendenhall, U. of Tennessee, Chattanooga; Gary Oddou, California State U. San Marcos; Allan Bird, Northeastern U.; Iris Berdrow, Bentley U.; Todd J. Weber, Central Washington U.; Leigh Anne Liu, Georgia State U.; Julia Gluesing, Wayne State U.; Nancy Philippar, Wayne State U.

**320 (OMT, CMS) Organization Studies and Process Philosophy**

11:15am - 1:15pm Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 320
Chairs: Matt Statler, New York U.; Tor Herren, Copenhagen Business School
Discussants: Elena P. Antonacopoulou, U. of Liverpool; Robin Holt, U. of Liverpool; Majken Schultz, Copenhagen Business School; Chris Steyaert, U. of St. Gallen
Speaker: Romain Laufer, HEC Paris
Participants: Robert Chia, U. of Strathclyde; Ann L Cunliffe, Leeds U. Business School; Roger L. Dunbar, New York U.; Henrik Franck, Hanken School of Economics; Raghu Garud, Pennsylvania State U.; Pierre Guillet de Monthoux, Copenhagen Business School; Daniel Hjorth, Copenhagen Business School; Richard P Nielsen, Boston College; Sverre Raffnsoe, Copenhagen Business School; Perttu Salovaara, U. of Tampere; Linh-Chi Vo, Ecole de Management de Normandie

**321 (SIM, ONE, MSR, CMS) Becoming an Intellectual Shaman: Tackling Big Ideas Around Social, Ecological, and Economic Issues**

11:15am - 1:15pm Loews Philadelphia Hotel: Regency Ballroom C2
Tweet this session: #AOM2014 321
Organizers: Andreas Rasche, Copenhagen Business School; Sandra Waddock, Boston College
Presenters: Stuart Hart, Cornell U.; Paul Shrivastava, Concordia U.

Saturday 11:30AM

**322 (MH) Words, Words, Words, the Dynamic Meaning of Management Constructs Through Time**

11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 322
Participants: Andrew Cardow, Massey U.; Larry Chandler, Walden U.; Alistair Emerson, UNITEC New Zealand; David A. Lamond, Victoria U.; James Lee Rairdon, National American U.; Bernard Stancati, Colorado Technical U.

**323 (OB, HR, CAR, MOC) Thrive! Energizing Ourselves and Others as Academics**

11:30am - 2:30pm Philadelphia Marriott Downtown: Room 414,415
Tweet this session: #AOM2014 323
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register is July 30, 2014.
Organizers: Ulrich Leicht-Deobald, U. of St. Gallen; Chak Fu Lam, U. of Michigan, Ann Arbor; Dana McDaniel Sumpter, California State U. Long Beach; Petra Kipfelsberger, U. of St. Gallen
Speakers: Theresa M. Glomb, U. of Minnesota; Christine L. Porath, Georgetown U.; Sabine Sonnentag, U. of Mannheim

**324 (OMT) 12th Annual OMT Dissertation Proposal Workshop**

11:30am - 2:30pm Offsite: Fork Restaurant
Tweet this session: #AOM2014 324
Please contact Michael Lounsbury for details on the location and organization of this event: ml37@ualberta.ca
Organizer: Michael Lounsbury, U. of Alberta
Facilitators: Mary Ann Glynn, Boston College; Royston Greenwood, U. of Alberta; Sarah Kaplan, U. of Toronto; William Ocasio, Northwestern U.; Donald A. Palmer, U. of California, Davis; Violina Rindova, The U. of Texas at Austin; Klaus Weber, Northwestern U.; James Westphal, U. of Michigan; David A. Whetten, Brigham Young U.

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**Saturday 11:45AM**

**325 (HR) Carrots without the Sticks: Global Talent Management in the Context of Guaranteed Employment.**

11:45am - 1:45pm Philadelphia Marriott Downtown: Room 410
Tweet this session: #AOM2014 325
Chair: Ibraiz Tarique, Pace U.
Discussant: Randall S. Schuler, Rutgers U.
Presenters: Alan B. Eisner, Pace U.; Marian Thunnissen, Hogeschool Utrecht; Vishwanath V. Baba, McMaster U.; Marieke van den Brink, Radboud U. Nijmegen

**326 (IM) IM Division Mid-Career Faculty Consortium**

11:45am - 3:15pm Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 326
Chair: Mona V Mahkia, The Ohio State U.
Panelists: Jone L. Pearce, U. of California, Irvine; Subramanian Rangan, INSEAD; Jane E. Salk, U. of Texas, Dallas; Jaeyong Song, Seoul National U.

**327 (OB) From Associate to Full...and Beyond**

11:45am - 1:45pm Philadelphia Marriott Downtown: Room 411,412
Tweet this session: #AOM2014 327
Provides OB scholars who are advanced assistant professors and tenured associate professors with insight regarding the promotion to full professor.

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Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Saturday, 12:00 - 2:00 PM

328 (OMT, CMS) Habitus: Theoretical Foundations and Operationalization for Organization and Management Theory
11:45am - 1:45pm Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 328
Organizers: Jost Sieweke, U. of Duesseldorf; Maxim Voronov, Brock U.; Damon Goloskhi, Grenoble Ecole de Management
Presenters: Israel Drori, College of Management, Israel; Charles Kirschbaum, Insper Institute of Education and Research; John Mohr, U. of California, Santa Barbara; Davide Nicolini, U. of Warwick; Eero Vaara, Hanken School of Economics; Marc Ventresca, U. of Oxford; Klaus Weber, Northwestern U.; Penny Dick, The U. of Sheffield

330 (IJAM, IM) The Power of Words: The Enduring and Critical Nature of Relationships for Business in Iberoamerica
12:00pm - 2:00pm Loews Philadelphia Hotel: Tubman Room
Tweet this session: #AOM2014 330
Macro and micro topics include entrepreneurship, M&A, OB, organizational justice and contingent employment relationships.
Participants: Patricia G Martinez, Loyola Marymount U.; Monica C. Gavino, Saint Xavier U.; Carolina Gomez, Florida International U.; Miles Kevin Davis, Shenandoah U.; Anaabella Davila, Tecnologico de Monterrey; Marta M. Elvira, IESE; Mario Norbis, Quinnipiac U.; Rowena Ortiz-Walters, Quinnipiac U.

332 (PTC, OCIS) Professional Doctorate Programs: Sharing Success Stories and Secrets
12:00pm - 2:00pm Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 332
Executive DBA, Doctor of Management, Executive Doctor of Business
Organizer: Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management
Chair: Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management
Presenters: Lisa Anderson, U. of Liverpool; Louise Kelly, Alliant International U.; Kalie Lytinen, Case Western Reserve U.; Maris G. Martinsons, City U. Of Hong Kong / Pacific Rim Institute for Studies of Management; Muammer Ozer, City U. Of Hong Kong

333 (SIM) SIM Manuscript Development Workshop
12:00pm - 2:00pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 333
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Andrew Crane, York U.; Michael E. Brown, Pennsylvania State U., Erie

334 (TIM) TIM Distinguished Scholar Luncheon
12:00pm - 1:30pm Pennsylvania Convention Center: Room 201 A
Tweet this session: #AOM2014 334
Hosts: Riitta Katila, Stanford U.; Dianne HB Welsh, U. of North Carolina, Greensboro
Distinguished Speaker: Kathleen M. Eisenhardt, Stanford U.

Saturday 12:15PM

335 (ENT) Firm Growth: Towards Theoretical Development on a Distinct Performance Outcome
12:15pm - 1:45pm Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 335
Organizer: Kazuhiro Asakawa, Keio U.
Speakers: Alex Coad, U. of Sussex; Per Davidsson, Queensland U. of Technology; Brett Anitra Gilbert, Rutgers U.; Lucia Naldi, Jönköping International Business School; Jan Brinckmann, ESIDE Business School

336 (IM) Meet the Editors of Internationally Themed Journals
12:15pm - 1:30pm Pennsylvania Convention Center: Room 201 A
Tweet this session: #AOM2014 336

337 (MOC) Diamonds in the Rough
12:15pm - 2:00pm Loews Philadelphia Hotel: Commonwealth D
Tweet this session: #AOM2014 337
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is May 16, 2014.
Organizers: Jennifer Louise Petriglieri, INSEAD; Frances H. Fabian, U. of Memphis
Facilitators: Caroline A Bartel, The U. of Texas at Austin; Henrik Bresman, INSEAD; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Theresa S. Cho, Seoul National U.; Spencer Harrison, Boston College; Robert G. Lord, Durham U.; Sally Maitlis, U. of British Columbia; Michael D. Pfarre, U. of Georgia; Kevin W. Rockmann, George Mason U.; Wendy K. Smith, U. of Delaware; Scott Sonenshein, Rice U.; Anita Williams Woolley, Carnegie Mellon U.

Section D
Organizers: Stephanie J Creary, Boston College; Dana McDaniel Sumpter, California State U. Long Beach; Elana R. Feldman, Boston U.; Meghana Rao, Claremont Graduate U.; Beth Schinoff, Arizona State U.; Tanya Vacharkulksemsuk, U. of California, Berkeley; Njoke K. Thomas, Case Western Reserve U.

Presenters: Wayne E. Baker, U. of Michigan; Shelley Bruckson, U. of Illinois at Chicago; Ryan Quinn, U. of Louisville

339 (SIM) Shareholder Empowerment
12:15pm - 2:15pm Loews Philadelphia Hotel: Penn

Chair: Kathleen Rehbein Sauerwald, Arizona State U., U. of Missouri Schnatterly

Discussants: Parthiban David, American U.; Loizos Th. Heracleous, U. of Warwick; Sergio Giovanetti Lazzarini, Inper Institute of Education and Research

Participants: John Berns, U. of Missouri; Ann K. Buchholtz, Rutgers U.; Jill Ann Brown, Bentley U.; Jonathan Bundy, Pennsylvania State U.; Cynthia Clark, Bentley U.; Elise Perrault, College of Charleston; Kathleen Rehbein, Marquette U.; Steve Sauerwald, U. of Texas, Dallas; Kate Sikavica, U. of Zurich; Karen Schnatterly, U. of Missouri; Marguerite Schneider, NJIT; Marc Van Essen, U. of South Carolina

344 (IAM, ENT) Social Entrepreneurship in Latin America: Opportunities for Research and Theorizing
12:30pm - 2:30pm Loews Philadelphia Hotel: Congress Room B

Chair: Peter G. Klein, U. of Missouri

Discussants: William S Schulze, U. of Utah; Tanya Vacharkulksemsuk, U. of California, Santa Barbara; Dean Tjosvold, U. of Auckland; Sergio Giovanetti Lazzarini, U. of Zurich; Karen Schnatterly, U. of Missouri; Marguerite Schneider, NJIT; Marc Van Essen, U. of South Carolina

Program Theme

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

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.

Chairs: Sharon L. Oswald, Mississippi State U.; Chuck Williams, Butler U.; Charles Greer, Texas Christian U.

Speakers: Thomas G. Cummings, U. of Southern California; Steve Barr, North Carolina State U.

Panelists: Terry Leap, U. of Tennessee; Christopher Shook, Auburn U.; Caesar Douglas, Florida State U.; Alan N. Miller, U. of Nevada, Las Vegas; Jim Jawahar, Illinois State U.

345 (IM, INDAM) Service-sector Internationalization from Emerging Markets
12:30pm - 2:30pm Loews Philadelphia Hotel: Congress Room B

Chair: Elizabeth L. Rose, U. of Otago

Discussants: Sumit Kumar Kundu, Florida International U.; Shemeen Prashantham, The U. of Nottingham Ningbo China; S. Ragunathan, Indian Institute of Management Bangalore; Usha Ragunathan, Wipro; Anju Seth, Virginia Tech

346 (IM, ITC, BPS) Dirty Words: Topics that Drive Debate and (sometimes) Divide International Scholars
12:30pm - 2:30pm Loews Philadelphia Hotel: Congress Room B

Chair: William S. Schulze, U. of Utah

Discussants: Robert Joseph Wuebker, U. of Utah; Peter G. Klein, U. of Missouri; P. Devereaux Jennings, U. of Alberta


347 (MSR, SIM, ONE) Using the Power of Spiritual and Religious Words to Create a Sustainable and Responsible World
12:30pm - 2:30pm Loews Philadelphia Hotel: Congress Room B

Chair: Ruth Alas, Estonian Business School; Faisal Ali Alshehri, The U. of Manchester; Audur ARNA Arnardottir, Reykjavik U.; Rolph Nigel Sterling Balgobin, U. of the West Indies; Cordula Barzantry, Toulouse Business School; Regine Bendl, WU Vienna; Paolo Bontempo, Mackenzie U.; David S. Bright, Wright State U.; Manuela Brusoni, Bocconi U.; Min-Sok Cha, Changwon National U.; Athanasios G. Chymis, Centre for Planning and Economic Research; Giovanni Battista Dagnino, U. of Catania; AnnaBella Davila, Tecnologico de Monterrey; Miles Kevin Davis, Shenandoah U.; Dominic DePersis, The State U. of New York; Angela Dettori, U. of Cagliari; Claus Dierksmeier, U. of Tuebingen; Dev K. Dutta, U. of New Hampshire; Mary Catherine
349 (OB, HR, MC) Employee Loyalty and Organizational Commitment Revisited-Exploring Future Research Opportunities
12:30pm - 3:30pm Philadelphia Marriott Downtown: Room 306
Tweet this session: #AOM2014 349

Why Employee Loyalty and Organizational Commitment Matter, How They Are Different, and What Do We Have Yet to Learn?

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 25, 2014.

Chairs: Michael C. Nippa, Technische U. Bergakademie Freiberg; Schon Beechler, INSEAD
Facilitators: Tanja Hornung, Technische U. Bergakademie Freiberg; Stephan Meschke, Technische U. Bergakademie Freiberg; Richard Coughlan, U. of Richmond; Jens Papperitz, Siemens Medical Instruments Pte Ltd

350 (ODC, MC, PTC) Internal Consulting
Exchanging “Words” between Research and Practice
12:30pm - 2:30pm Pennsylvania Convention Center: Room 118 B
Tweet this session: #AOM2014 350

Organizer: Julie Smendzuk-O’Brien, Fielding Graduate U.
Presenters: David Jameson, U. of St. Thomas; David Coghlan, Trinity College Dublin; Andreas Werr, Stockholm School of Economics; Argerie Vasilakes, GOJO Industries

351 (OM) Elinor Ostrom’s Commons Theory meets the Academy: Exploring Complementarities and Overlaps
12:30pm - 2:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon L
Tweet this session: #AOM2014 351

Organizer: Nuno A Gil, The U. of Manchester
Presenters: Shaz Ansari, St. Thomas U.; Carliss Baldwin, Harvard U.; Charlotte Hess, Indiana U., Bloomington; Peter G. Klein, U. of Missouri

352 (OM) Junior Faculty and Doctoral Consortium Lunch
12:30pm - 1:30pm Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 352

Lunch for the junior faculty/doctoral consortium. Consortium participants only.
Organizers: Antony Paulraj, U. of Southern Denmark; Dina Ribbink, Western U.

353 (OMT, BPS, CMS, ONE) Alternatives to the Corporation
12:30pm - 3:30pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 353

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.

Chair: Gerald F Davis, U. of Michigan
Coordinator: Paul S. Adler, U. of Southern California
Participants: Lynn Stout, Cornell U.; James P. Walsh, U. of Michigan, Ann Arbor; Charles Hecksher, Rutgers U.; Ted Hall, Shopbot Tools, Inc.; Joseph Blasi, Rutgers U.; Anna Grandori, Bocconi U.; Peer Hul Kristensen, Copenhagen Business School; Nick Iliuene, Massachusetts Institute of Technology; Erik Olin Wright, U. of Wisconsin, Madison
354 [TIM, MED] Living Planet @ Work: Bold Talks and Walks for Bettering Our World
12:30pm - 3:00pm Pennsylvania Convention Center; Room 109 B
Tweet this session: #AOM2014 354
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register is July 30, 2014. Organizers: Oana Branzei, U. of Western Ontario; Haiying Lin, U. of Waterloo; Marlene Janzen Le Ber, Western U.; David Graham Hyatt, U. of Arkansas
Distinguished Speaker: Barbara Gray, Pennsylvania State U.

355 [TIM, MED] Innovating how we teach Innovation - Faculty experiments with new forms of courses and curricula
12:30pm - 2:30pm Pennsylvania Convention Center; Room 106 B
Tweet this session: #AOM2014 355
Organizers: Sebastian Fixon, Babson College; Tucker James Marion, Northeastern U.; Victor P. Seidel, Babson College
Presenters: Jeanne Liedtka, U. of Virginia; Sihem Ben Mahmoud-Jouini, HEC Paris; Christophe Midler, Ecole Polytechnique; Frido Smulders, TU Delft

356 (TIM, OCIS, OM, BPS) Big Data and Innovation: Toward a Research Agenda
12:30pm - 2:30pm Pennsylvania Convention Center; Room 107 A
Tweet this session: #AOM2014 356
Organizers: Alja E. Leiponen, Cornell U.; Llewellyn D W Thomas, Imperial College
Facilitators: Rashik Parmar, IBM; Arpita Ghosh, Cornell U.; Gabriele Piccoli, U. of Pavia

357 (AAA) AMLE Nurse Shark Tank
12:45pm - 2:45pm Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 357
Organizer: Kenneth G. Brown, U. of Iowa
Panelists: J B Arbaugh, U. of Wisconsin, Oshkosh; Kenneth G. Brown, U. of Iowa; Misty L Loughry, Georgia Southern U.

358 (BPS, TIM, ENT, OMT) Developing and Writing a Structured Draft of a Paper
12:45pm - 3:45pm Sheraton Philadelphia Downtown Hotel; Salon 5
Tweet this session: #AOM2014 358
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014. Organizers: Rajsheer Agarwal, U. of Maryland; Alfonso Gambardella, Bocconi U.
Facilitators: Gautam Ahuja, U. of Michigan; Juan Alcacer, Harvard U.; Marco Giarratana, Bocconi U.; Anil K. Gupta, INSEAD and U. of Maryland; Kyle J. Mayer, U. of Southern California; Fernando Suarez, Boston U.

359 (MSR, MED) "See better, be better!" - Religious Literacy and Managerial Decisions
12:45pm - 2:45pm Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 359
Organizer: Claus Dierksmeier, U. of Tuebingen
Presenters: Theodore Roosevelt Malloch, Yale U.; André Habisch, Katholische U. Eichstätt-Ingolstadt

360 (AAA) Publishing in AMJ Tips from the Editors
1:00pm - 4:00pm Loews Philadelphia Hotel: Regency Ballroom B
Tweet this session: #AOM2014 360
Organizer: Gerard George, Imperial College London

361 (BPS, ENT) Demand-Side Perspectives in Management, Entrepreneurship and Technology
1:00pm - 3:30pm Sheraton Philadelphia Downtown Hotel: Freedom G
Tweet this session: #AOM2014 361
Organizer: Daniel Chaffin, Michigan State U.
Presenters: Ron Adner, Dartmouth College; Richard L. Priem, Texas Christian U.; Erwin Danneels, U. of South Florida; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Christos N. Pilelis, U. of Bath; Robert C. Seamans, New York U.

362 (ENT) SPREADING THE WORD: Spreading the Word in Entrepreneurship Pedagogy
1:00pm - 3:00pm Sheraton Philadelphia Downtown Hotel: Salon B
Tweet this session: #AOM2014 362
Coordinator: Linda F. Edelman, Bentley U.
Participants: Andrew C. Corbett, Babson College; Heidi M. Neck, Babson College; Linda M Sama, St. John’s U.

363 (ENT, TIM) Mid-Career Faculty Consortium
1:00pm - 6:00pm Offsite: TBA
Tweet this session: #AOM2014 363
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014. For more information regarding this offsite event please contact Brett Anitra Gilbert at bagilbert@business.rutgers.edu
Organizer: Brett Anitra Gilbert, Rutgers U.
Facilitator: Louis Marino, The U. of Alabama

364 (GDO, CMS, OMT) Questions of Inequality: Gender, Race, Class… Intersectionality and Beyond
1:00pm - 4:00pm Loews Philadelphia Hotel: Parkin 1
Tweet this session: #AOM2014 364
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register is July 30, 2014.
365 (MED) Touching Student Lives through Our Teaching: a Share and Learn Session
1:00pm - 3:00pm Loews Philadelphia Hotel: Washington Room B
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Matthew C. Mitchell, Drake U.; Sandra King Kauanui, Florida Gulf Coast U.
Chair: Emily Lean, Union U.

366 (MSR, OB) Management, Spirituality, & Religion Research Incubator
1:00pm - 3:00pm Loews Philadelphia Hotel: Washington Room A
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Matthew C. Mitchell, Drake U.; Sandra King Kauanui, Florida Gulf Coast U.
Chair: Emily Lean, Union U.

368 (OB, TIM) Innovation Versus Risk – All the Same for Teams?
1:00pm - 3:00pm Loews Philadelphia Hotel: Washington Room A
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Matthew C. Mitchell, Drake U.; Sandra King Kauanui, Florida Gulf Coast U.
Chair: Emily Lean, Union U.

369 (OMT, CMS) Visuality: Beyond the Power of Words
1:00pm - 3:00pm Loews Philadelphia Hotel: Washington Room A
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Matthew C. Mitchell, Drake U.; Sandra King Kauanui, Florida Gulf Coast U.
Chair: Emily Lean, Union U.

370 (RM) Publication Bias: Causes, Detection, and Remediation
1:00pm - 3:00pm Loews Philadelphia Hotel: Washington Room A
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Matthew C. Mitchell, Drake U.; Sandra King Kauanui, Florida Gulf Coast U.
Chair: Emily Lean, Union U.
Session Details – Saturday, 12:00 - 2:00 PM

Section D

Su
Duke U.
Tyrone S. Pitsis
Harrigan
York U.
Guillaume Carton

Panelists:

Opportunity Spaces: Unexplored Sources of Firm Survival and Growth
1:30pm - 4:30pm Loews Philadelphia Hotel: Regency Ballroom C2 Tweet this session: #AOM2014 376
Organizers: Ariy E. Lewin, Duke U.; José Ernesto Amorós, U. del Desarrollo; Silvia Massini, The U. of Manchester; El Shu, Kyushu U.; Yu-Shan Su, National Taiwan Normal U.
Presenters: José Ernesto Amorós, U. del Desarrollo; Silvia Massini, The U. of Manchester

377: (ICW) IMD International Day 2
1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 1 Tweet this session: #AOM2014 377
Organizer: Marianne Rothenbuehler, IMD International

378: (IM, PTC) The Power of Words: Assessing the International Impact of Research
1:30pm - 3:30pm Pennsylvania Convention Center: Room 112 B Tweet this session: #AOM2014 378
Organizer: Usha C. V. Haley, West Virginia U.
Panelists: Elena P. Antonacopoulou, U. of Liverpool; Marcio Alves Amaral-Baptista, INDEG-IUL ISCTE Executive Education; Guillaume Carton, U. of Paris Dauphine; William D Guth, New York U.; Usha C. V. Haley, West Virginia U.; Kathryn Rudie Harrigan, Columbia U.; Kuo Frank Yu, City U. of Hong Kong; Tyrene S. Pitsis, Newcastle U.

379: (OB) Essentials of the OB Division
1:30pm - 5:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon J Tweet this session: #AOM2014 379
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register is July 25, 2014.
Coordinators: Shannon G. Taylor, U. of Central Florida; Adam C. Stoverink, Northern Illinois U.; Jennifer Carson Marr, Georgia Institute of Technology
Speakers: Cheri Ostroff, U. of South Australia; Riki Takeuchi, Hong Kong U. of Science and Technology; Marie S. Mitchell, U. of Georgia; Harry Joo, Indiana U., Bloomington

380: (ODC) Reflective Hybrids: Walking on the Two Legs of Theory and Practice
1:30pm - 3:30pm Pennsylvania Convention Center: Room 202 A Tweet this session: #AOM2014 380
Organizer: Gary Wagenheim, Simon Fraser U.
Participants: Ann E. Feyerherm, Pepperdine U.; Maria Spindler, Consulting and Research; Tonnie van der Van Der Zouwen, Van der Zouwen Consultancy; Nancy C. Wallis, Pitzer College; Liselotte Zvacek, Organisationsberatung

381: (OMT, OCIS) Rethinking the (Theory of the) Firm
1:30pm - 3:30pm Pennsylvania Convention Center: Room 120 C Tweet this session: #AOM2014 381
Organizers: Timothy Kuhn, U. of Colorado, Boulder; John-Christopher Spender, Koszinski U.
Participants: David Seidl, U. of Zurich; Andre Spicer, Cass Business School, City U. London; Alex Wright, The Open U.

Saturday 1:45PM

382: (HCM) International Research: Methodological Challenges, Pitfalls and Practicalities
1:45pm - 3:45pm Pennsylvania Convention Center: Room 110 A,B Tweet this session: #AOM2014 382
Organizer: Sandra C. Buttigieg, U. of Malta
Chair: Cheryl Rathert, U. of Missouri
Participants: Thomas D’Aunno, Columbia U.; Grant T. Savage, U. of Alabama at Birmingham

Saturday 2:00PM

383: (AAA) Connecting the Academy Through Technology
2:00pm - 4:00pm Pennsylvania Convention Center: Room 111 A Tweet this session: #AOM2014 383
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 Connect@aom.org.
Organizer: Matthew L. Suppa, Academy of Management

384: (AAA) Orientation for Session Chairs and Discussants
2:00pm - 3:00pm Pennsylvania Convention Center: Room 203 B Tweet this session: #AOM2014 384
Organizers: Debra L. Shapiro, U. of Maryland; Jel Erica Hampson, Academy of Management; Michelle Donohue, Academy of Management; Gabriel Bramson, Academy of Management Program Chair: Debra L. Shapiro, U. of Maryland
Professional Development Workshop Chair: Anita M. McGahan, U. of Toronto

385: (AAA) Forum for Leaders of the Academy’s Affiliated & Associated Societies
2:00pm - 5:00pm Loews Philadelphia Hotel: Adams Room Tweet this session: #AOM2014 385
AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM, IBERO, INDAM. AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, ACACIA, IACMR

386: (BPS, OB, OMT) Behavioral Strategy 5
2:00pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia North Tweet this session: #AOM2014 386
Chair: Sheen S. Levine, Columbia U.

387: (DBITC) Diversity and Inclusion in the Academy: A Town Hall Meeting
2:00pm - 4:00pm Loews Philadelphia Hotel: Commonwealth B Tweet this session: #AOM2014 387

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Please join us as we build on past years’ efforts to make the AOM more welcoming and inclusive to its members. At this highly interactive session, the D&ITC leadership will share progress since last year’s Town Hall. 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. Your input will allow us to work toward developing guidelines and tools for diversity and inclusion practices in AOM.

Professional Development Workshop Chair: Christina L. Stamper, Western Michigan U.

Past Chair: Bernardo M. Ferdman, Alliant International U.
Chair: Eddy S. Ng, Dalhousie U.


SATURDAY
2:00pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom A

Tweet this session: #AOM2014 388

Program Theme: Diversity

Diversity and Research Collaborations

Organizers: Charles Wankel, Charles Wankel, CIS; John H. Wieland, CIS; Doug Johnson, Charles Wankel

Presenters: Gianpaolo Abatecola, Tor Vergata U.; Fida Afiouni, American U. of Beirut; Upasna A. Agarwal, NITIE; Ezzaz Ahmed, Central Queensland U.; Ruth Alas, Estonian Business School; Aneta Aleksander, Dorothea Baur, Bernadette Alexa Baumstark, U. of Mannheim; Vincenzo Bagire, Vincent Amooti; Helena Barnard, U. of Cape Town; Peking U.; Geoffrey A. Irwin, Johannes Kepler U.; S. Noorein Inamdar, American U. of Sharjah; Börje Jan Boers, Jönköping U.; Paulo Bontempo, Mackenzie U.; Elio Borgenovi, Bocconi U.; Brian Boyd, City U. of Hong Kong; Katarzyna Bratnicka, U. of Economics, Katowice; Dietmar Brodel, Carinthia U. of Applied Sciences; Josefin Fabiana Bruni Celli, IESA; Iliana Buciuiniene, ISM U. of Management and Economics; Sandra C. Butttigieg, U. of Malta; Patrice Cailleba, Groupe ESC Pau; Daniel Arturo Cernas Ortiz, U. Autónomo del Estado de México; Suwicht Chaidaroon, U. of Thailand; Andrew Chan, City U. of Hong Kong; Chen-Chen William Chang, National Sun Yat-sen U.; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Reccia Natasha Charles, St. George’s U.; Ying Cheng, Chongqing U.; Xiaohui Chen, Tsinghua SEM; Kok-Wai Cheung, Multimedia U.; Audrey Chia, National U. of Singapore; Theresa S. Cho, Seoul National U.; Seungho Choi, Ewha Womans U.; Janine L. Clarke, Azerbaijan Diplomatic Academy; Sandra Pereira Costa, NOVA School of Business and Economics; Susan Crotty, Zayed U.; Marian Crowne-Henry, National U. of Ireland Maynooth; Grace K. Dagher, Lebanese American U.; Samuel Dawa, Makerere U.; Anders Dysvik, BI Norwegian Business School; A Dute, Abubakar Tafawa Balewa U.; Said Elbanna, Qatar U.; Detelin S Elenkov, Angelo State U.; Päivi Eriksson, U. of Eastern Finland; Pernille Eskerod, U. of Southern Denmark; Bjarne Espedal, Norwegian School of Economics; Herman Ennent, IAE Business School Argentina; Vanina Farber, U. del Pacifico (Lima); Tomas Enrique Farchi, IAE - U. Austral; Sharon M. Feeney, Dublin Institute of Technology; Nikolay B. Filinov, National Research U.; Sergey Filonovich, National Research U.; Henrikra Franck, Hanken School of Economics; Marcelline Fuslier, American U. of Kuwait; Celine Ganet, U. of California, Los Angeles; Robert Galavan, National U. of Ireland Maynooth; Sebastian Garcia-Dastuque, U. Andres; Thomas Gegenhuber, Johannes Kepler U.; Maja Graso, Zayed U.; Ralph Grossmann, U. of Klagenfurt; Gonca Gunay, Istanbul Bilgi U.; Igor Gurkov, State U. - Higher School of Economics; Veronika Gustafsson, Adna-Adria U. Klagenfurt, Austria; Ralph Hamann, U. of Cape Town; William R. Hanson, Anderson U.; Rana Haq, Laurentian U.; Earl Angelinus Harewood, U. of Minnesota; Olivia del Roble Hernandez-Pozas, Tec De Monterrey; Janis Hilarius, U. de Antilles et de la Guyane; Mouh Faiz Hilmi, U. Sains Malaysia; Khaled Holder, U. of the West Indies; Costas An. Hoppas, Cyprus U. of Technology; Jacky Hong, U. of Macau; Martina Huemann, WU Vienna; John F. Hulpke, Hong Kong U. of Science and Technology; Victor Zengyu Huang, Zayed U.; Hao Hu, U. of Macau; Moronke Ideagbon-Oke, Grand Canyon U.; Marc Idelson, Peking U.; Sandra Idrovo, INALDE; S. Noorein Imad, San Jose State U.; Geoffrey A. Irwin, U. of Pennsylvania; Adrienne A. Isakovic, Hamdan Bin Mohammed Smart U.; Lynn A. Isabella, U. of Virginia; Jody Johannesen, Zayed U.; Luiz Antonio Jolia, Fundacao Getulio Vargas; Charlotte M. Karam, American U. of Beirut; Marios I Katsioloudes, U. of Southern Denmark; Adriaan Kassie, ISM U. of Management and Economics; Violetta Khoreva, Hanken School of Economics; Cheol Young Kim, Seoul National U.; Nicole Knight, U. of the West Indies; Pawel Korzyński, Kozminski U.; Sombat Kusumavalee, National Institute of Development Administration; Mandu S. Lee, Trinity College Dublin; Mark M. Lennon, Frostburg State U.; Terri R Lituchy, U. of the West Indies; Laubie L. U. of Wollongong in Dubai; Slawomir
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

SATURDAY

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

Luca Solari; Daphne Simmonds; Seweryn J. Spalek, Silesian U. of Technology; Rosa Nelly Trevinyo-Rodríguez; Anna Svirina; Munir Sukoco; Lueneburg Schjoedt, Pontificia U. Catolica de São Paulo; Leon Zaverskiy; Norhayati Zakaria; Nilay Yajnik Vargas-Hernandez; Andrea Santiago del Desarrollo Brunt, The U. of Manchester, U. of St. Gallen; Sabine Hoidn; Joshua K Ault, Carleton U.; Anne Graham Research School; AAhad Osman-Gani, U. of South Florida; Owolabi Lateef Kuye, U. of Victoria, Kenya Methodist U.; David Watkins; Nceku Nyathi, Faculdades, IEDC-Bled School of Management; Sara De Hauw, IIUM U.; Fiorenza Belussi, U. Catholique de Louvain, U. of Bern; Artur Baldauf; Natalia Weisz, The U. of Nottingham, Genentech, U. de los Andes; Jose Guadalupe Enrique Ogliastri, Spring Arbor U.; Scott L Martin, Case Western Reserve U.; John Chrysestomus Kigozi, De La Salle U.; Rebecca Namatovu; Thaddeus Mkamwa; Natalia Yakovleva; Augustin Suessmair; Paul Hendry Nkuna, U. of South Africa; Sharon E. Norris, Spring Arbor U.; Christy Benjamin Nsien, U. of Uyo; Nceku Nyathi, The Open U.; Peter Odrakiewicz, Poznan U. College of Business; Enrique Ogliastri, IE and INCAE; Henrietta T Onwuegbuzie, Pan-African U.; Carlos A Osorio-Urza, Adolfo Ibanez; Angela Palermo, Genentech, Inc.; Agata Pierscieniak, Rzeszow U.; Andrea Maria Prado, INCAE Business School; Betty Jane Punnett, U. of the West Indies; Danica Purg, IEDC-Bled School of Management; Majdi Anwar Quttainan, Kuwait U.; Jaime Ruiz-Gutierrez, U. de los Andes; Farida Saleem, Fatima Jinnah Women U.; Erica Salvaj, U. del Desarrollo; Andrea Santiago. De La Salle U.; Neusa Maria Bastos F. Santos, Pontifícia U. Católica de São Paulo; Leon Schjoedt, Indiana U. South Bend; Paul A Sears, U. of Findlay; Thomas Senaji, Kenya Methodist U.; Grishma Shah, Manhattan College; Radha R. Sharma, HHL-Leipzig Graduate School of Management / MDI, India; Daphne Simmonds, U. of South Florida; Luca Solari, U. of Milan; Ron Sookram, U. of the West Indies; Sewerun J. Spalek, Silesian U. of Technology; Martin Spraggon, American U. of Sharjah / ESE Business School (Chile); Runolfur Smari Steinthorsson, U. of Iceland; Augustin Guessoir, U. of Lueneburg; Lavanchawee Sujarittanonta, U. of Calgary; Badri Munir Sukoco, Airlangga U.; Lukasz Sulkowski, Jagiellonian U.; Anna Svirina, Kazan National Research Technical U.; Joo-Seng Tan, Nanyang Technological U.; Ernesto Tavoletti, U. di Macerata; Rosa Nelly Treviso-Rodriguez, Treviso-Rodrigue & Associates; S Bruce Thousand, MacEwan U.; Marilyn A. Uy, Nanyang Technological U.; Erika Vaiginiene, International Business School at Vilnius U.; Jose Guadalupe Vargas-Hernandez, U. de Guadalajara; Elza Veloso, Faculdades Metropolitanas Unidas; Rica Cornelia Viljoen, U. of Johannesburg; Charles Wankel, St. John's U.; David Watkins, Southampton Business School, U.K.; Natalia Weisz, IAE Business School Argentina; Nilay Yajnik, NMIMS U.; Natalia Yakovleva, U. of Winchester; Norhayati Zakaria, U. of Kuala Lumpur; Sergey Zaiverskiy, Lomonosov Moscow State U. Business School; Zita Zoltay-Paprika, Corvinus U. of Budapest; Michaela Andela Balzarova, Lincoln U.; Fiorenza Belussi, U. of Padua; Carol Brun, The U. of Manchester; Margaret C. Case, Higher Colleges of Technology; Marie-Therese Claes, U. Catholique de Louvain; AAhad Osman-Gani, IIM U.; Sara De Hauw, Vlerick Business School; Athanasios G. Chymis, Centre for Planning and Economic Research; Anne Graham, Waterford Institute of Technology; Joshua K Ault, U. of Victoria; Owolabi Lateef Kuye, U. of Lagos; Sabine Hoidn, U. of St. Gallen; Eman L. Elshenawy, Suez Canal U.; Gerhard Apfelthaler, California Lutheran U.; Maria Victoria Caparas, U. of Asia & the Pacific; John Chrysestomus Kigozi Munene, Makerere U.; Artur Baldauf, U. of Bern; Sujit Sur, Carleton U.; Rico J. Baldegger, U. of Fribourg; Fernando D’Alessio, Centrum Catolica; Chivonne T Algeo, U. of Technology, Sydney; Vlad Dimovski, U. of Ljubljana; Fusun Akdag, Bahcesehir U.; Denis Harrington, -; Georgy Petrov, Kingston U. London; Noble Philip, Case Western Reserve U.

389  
ODC) The Language of Leadership: Practice for 21st Century Global Business
2:00pm - 4:00pm Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 389
Moderator: Mila N Baker, New York U. 
Discussants: Tom Thomson, New York U.; Pauline Fernandes, New York U.; Marsha Ershagi-Hames, LRN Corporation

390  
Advanced Networks PDW: Cutting-Edge Social Network Theoretical Work and ERGM Workshop
2:00pm - 5:00pm Pennsylvania Convention Center: Room 117
Tweet this session: #AOM2014 390
Pre-registration is required for this workshop. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014 and the registration fee is $10.00 USD. 
Presenters: Tejaswi Channagiri Ajit, U. of Kentucky; Meredith Lauren Woehl, U. of Kentucky; Giuseppe Labianca, U. of Kentucky; Daniel Halgin, U. of Kentucky

391  
Scale Development and Validation – A hands-on session
2:00pm - 4:00pm Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session: #AOM2014 391
Pre-registration is required for this workshop. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizer: Lucy R. Ford, St. Joseph's U. 
Participants: Terri A. Scandura, U. of Miami; Claudia C. Coglisler, Texas Tech U.; Chester A. Schriesheim, U. of Miami; Stephanie L. Castro, Florida Atlantic U.; Kyle Heyne, U. of Central Florida

392 : (SAP) Publishing Strategy as Practice Research: SAP Paper Development Workshop
2:00pm - 4:00pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 392
Pre-registration is required for this workshop. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Chahrazad Abdallah, U. of London, Birkbeck; Carola Wolf, Aston Business School

393 : (SIM, IM) Practicing Political Corporate Social Responsibility: Exploring The Boundaries
2:00pm - 4:00pm Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 393
Coordinators: Kathleen Rehebein, Marquette U.; Frank G.A. de Bakker, VU U. Amsterdam
Participants: Jeremy Moon, Copenhagen Business School; Dirk Matten, York U.; Andreas Rasche, Copenhagen Business School; Dorothea Baur. U. of St. Gallen; Douglas A Schuler, Rice U.; Michelle Karen Westermann-Behaylo, U. of Amsterdam Business School; Itziar Castello, U. Carlos III de Madrid; Christopher Wickett, VU U. Amsterdam
Saturday 2:15PM

394 (HR, MC, ODC) Impacting HR practice: How Academics Can Make a Difference in the “Real World” (Or Not).
2:15pm - 4:15pm Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 394
Organizer: Brad Winn, Utah State U.
Panelists: Kim Cameron, U. of Michigan; Jennifer Kurkoski, Google; Anna Tavis, New York U.; Ian Ziskin, Exec Excel Consultancy

395 (ITC, ENT, IM) Family Office: Conceptions and Practices Around the Globe
2:15pm - 4:15pm Sheraton Philadelphia Downtown Hotel: Salon 4
Chair: Rosa Nelly Trevinyo-Rodríguez, Trevinyo-Rodriguez & Associates
Speakers: Hung-Bin Ding, Loyola U. Maryland; Wee-Liang Tan, Singapore Management U.; Kandarp Mehta, IESE Business School; Gary B. Kane, Chimera Strategies

396 (ODC) Advancing Epistemology as a Method to Bridge Silence and the Power of Words
2:15pm - 4:15pm Pennsylvania Convention Center: Room 109 A
Presenter: Linda Klonsky, Chicago School of Professional Psychology

397 (ODC, BPS) Post-merger Integration: Research, Practice & Teaching
2:15pm - 5:15pm Pennsylvania Convention Center: Room 107 B
Organizers: Taco Reus, Erasmus U. Rotterdam; Quy Nguyen Huy, INSEAD
Speakers: Sayan Chatterjee, Case Western Reserve U.; Kimberly M Ellis, Florida Atlantic U.; Melissa Graebner, The U. of Texas at Austin; Koen Heimeriks, Tilburg U.; Tomi M. M. Laamanen, U. of St. Gallen; Bruce T. Lamont, Florida State U.; Philippe M. Monin, EM Lyon; Mario Schijven, Texas A&M U.; Mark L. Sirower, Monitor Deloitte; Inger G. Stensaker, Norwegian School of Economics; Satu Teerikangas, UCL; Natalia Vuori, Aalto U.; Yaakov Weber, College of Management, Israel

398 (OMT, BPS) Current Research in Organization Design: Topics, Tools, and Triumphs
2:15pm - 5:15pm Pennsylvania Convention Center: Room 102 A
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register is July 30, 2014.
Organizers: Oliver Baumann, U. of Southern Denmark; Dorthe Dejbpak Haakonsson, Aarhus U.; John Joseph, Duke U.; Marlo Raveendran, U. of California, Riverside; Nils Stiegliitz, Frankfurt School of Finance & Management
Presenters: Kevin Boudreau, London Business School; Felipe A. Casasaz, U. of Michigan; Jason Davis, INSEAD; Samina Karim, Boston U.; Giuseppe Soda, Bocconi U.; Charles Williams, Bocconi U.; Yue Maggie Zhou, U. of Michigan

399 (SIM, ONE, PNP) SIM Research Incubator
2:15pm - 4:15pm Loews Philadelphia Hotel: Regency Ballroom C1

Saturday 2:30PM

400 (ENT) Entrepreneurship Through a Qualitative Lens
2:30pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence A
Chair: Garry D Bruton, Texas Christian U.; Roy R Suddaby, U. of Alberta; Dean A Shepherd, Indiana U.; Steven X Si, Bloomsburg U. of Pennsylvania
Speakers: Theodore L. Waldron, Baylor U.; Nicola Breugst, Technische U. München; Rick Delbridge, Cardiff U.; Patricia Corner, Auckland U. of Technology; Edward McKeever, Lancaster U.

401 (ODC, OB) Leadership as Building Relationships: Timing, Improvisation and Humble Inquiry
2:30pm - 5:30pm Pennsylvania Convention Center: Room 119 B
Chair: Jose Manuel Alcaraz, Murdoch U.; Katerina Nicolopoulou, Strathclyde Business School, U. of Strathclyde; John M Jermier, U. of South Florida
Presenters: Stuart Albert, U. of Minnesota; Frank J. Barrett, Naval Postgraduate School; Edgar H. Schein, Massachusetts Institute of Technology

402 (ONE, SIM, IM) Cosmopolitanism and Ecological Citizenship: Re-Thinking the Politics of Sustainability
2:30pm - 4:00pm Pennsylvania Convention Center: Room 121 A
Chair: Jose Manuel Alcaraz, Murdoch U.; Katerina Nicolopoulou, Strathclyde Business School, U. of Strathclyde; John M Jermier, U. of South Florida
Presenters: Bobby Banerjee, City U. London; Laura Anna Costanzo, U. of Surrey; Andrew Dobson, Keele U.; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Karsten Jonsen, IMD; Nada Kabakdase, Henley Business School; Orly Levy, IMD; Thomas Maak, ESAGE; Ashly H Pinnington, The British U. in Dubai; Mark Starik, San Francisco State U.; Francisco Tirado, Autonoma U. of Barcelona; Maury Peiperl, IMD

403 (TIM, BPS, IM) Advances in Patent Research: Data, Tools, and Results
2:30pm - 5:00pm Pennsylvania Convention Center: Room 203 A
Chair: Stuart Graham, Georgia Institute of Technology
Saturday 2:45PM

404: (AAA) Conference Break
2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall B
Tweet this session: #AOM2014 404
Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

405: Implementing Collective Impact in Business: Challenges, Opportunities for Diversity & Inclusion
2:45pm - 4:45pm Loews Philadelphia Hotel: Congress Room C
Tweet this session: #AOM2014 405
In this PDW, we investigate the potential use of Collective Impact in the business context.
Coordinators: Katherine Gircombe, Catalyst; Lisa Whitten, State U. of New York College at Old Westbury
Participants: Chair: Xavier U. Management
Community Coordinators: Naresh Khatri, U. of Missouri
2:45pm - 4:45pm Sheraton Philadelphia Downtown Hotel: Salon 10

406: (HR) Enhancing International Members' Engagement in the HR Division: Results from Ambassadors
2:45pm - 4:15pm Philadelphia Marriott Downtown: Room 414, 415
Tweet this session: #AOM2014 406
The objective of this PDW is to increase the involvement and commitment of international members in the HR Division through the Ambassadorial network.
Organizers: Karin Sanders, U. of New South Wales; Michal Biron, U. of Haifa; Pawan S. Budhwar, Aston U.; Liza Castro Christiansen, U. of Reading; Helen Joanne Shipton, Nottingham Trent U.; James Janmjin Sun, Renmin U. of China
Participants: Chair: Chelsea Willness, U. of Saskatchewan

407: (HR, OB) Practice-Focused HR Teaching: Advice and Innovative Approaches
2:45pm - 4:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon L
Tweet this session: #AOM2014 407
Organizer: Philip L. Roth, Clemson U.
Chair: Chelsea Willness, U. of Saskatchewan

408: (INDAM) Indian Brand of Crony Capitalism
2:45pm - 4:45pm Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 408
Organizer: Naresh Khatri, U. of Missouri
Presenters: Tejinder K Billing; Rowan U.; Vishal Gupta, Indian Institute of Management Ahmedabad; Rishikesha Krishnan, Indian Institute of Management, Indore; Abhay Kumar Ojha, Indian Institute of Management Bangalore; Arup Varma, Loyola U. Chicago

409: (OMT, CMS) Historic Turns in Organization and Management Theory: Critical, Cultural, and Qualitative
2:45pm - 4:45pm Loews Philadelphia Hotel: Commonwealth C
Tweet this session: #AOM2014 409
Coordinators: Kyle Bruce, Macquarie U.; Gabrielle Durepos, St. Francis Xavier U.; Michael Rowlinson, Queen Mary U. of London

410: (OCIS) Can This Paper Be Saved? Dealing with Difficult Reviews (and Reviewers)
2:45pm - 4:15pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 410
PDW will address dealing with difficult reviews. Tutorial panel open to all (Part 1). Pre-registration required for paper workshop (Part 2).
Coordinator: Elizabeth Davidson, U. of Hawaii-Manoa
Speaker: Daniel Robey, Georgia State U.
Panelists: Gerald C Kane, Boston College; Emmanuelle Vaast, McGill U.; Sirrka Jarvenpaa, The U. of Texas at Austin; Andrew Burton-Jones, The U. of Queensland, Australia

411: (PNP, ENT, IM) Impact Investing: Rhetoric or Reality?
2:45pm - 4:45pm Pennsylvania Convention Center: Room 118 B
Tweet this session: #AOM2014 411
Organizer: Veronica Vecchi, SDA Bocconi
Chair: Manuela Bruzoni, Bocconi U.
Participants: Harry Hummels, Maastricht U.; Brinda Ganguly, Rockefeller Foundation; David Wood, Harvard Kennedy School; Ben Farr - Wharton, Southern Cross U.; Luciano Balbo, Oltre Venture; Niccolo' Cusumano, SDA Bocconi

412: (RM, OB, HR) Moderation, Mediation, and Models Combining Moderation and Mediation
2:45pm - 4:45pm Sheraton Philadelphia Downtown Hotel: Freedom F
Tweet this session: #AOM2014 412
Organizer: Lisa Schurer Lambert, Georgia State U.

413: (SIM, ONE) Film: The power of words on the screen in teaching social issues and ethics
2:45pm - 4:45pm Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 413
Organizer: Howard Harris, U. of South Australia
Participants: Tara L. Ceranic, U. of San Diego; Aimee Dars Ellis, Ithaca College; Joseph P. Gaspar, Quinnipiac U.

Saturday 3:00PM

414: (AAA) AMR Incoming Editors Only
3:00pm - 5:00pm Loews Philadelphia Hotel: Parlor 2
Tweet this session: #AOM2014 414
By Invitation Only
Organizer: Belle Rose Ragins, U. of Wisconsin, Milwaukee

415: (CAR, OB, HR) Careers in the Rough: A Research Development Workshop
3:00pm - 5:00pm Philadelphia Marriott Downtown: Room 411, 412
Tweet this session: #AOM2014 415
Pre-registration is required for this workshop. Please send the workshop organizer a careers-related manuscript that is close to submission for a refereed journal, as well as a paragraph (max 250 words) on a challenge you want help addressing. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 15, 2014.
Organizer: Lauren A. Keating, U. of New South Wales
Facilitators: Edgar H. Schein, Massachusetts Institute of Technology; Jeffrey H. Greenhaus, Drexel U.; Hugh P. Gunz, U. of Toronto; Scott Seibert, U. of Iowa; Peter A. Heslin, U. of New South Wales; Berrin Erdogan, Portland State U.; Yehuda Baruch, Southampton Business School, U.K.; Jane Sturges, King's College London; Barbara S. Lawrence, U. of California, Los Angeles; Shoshana Dobrow Riza, London School of Economics; Katharina
Chudzikowski, U. of Bath; Jon P. Briscoe, Northern Illinois U.; Julia Richardson, York U.; Corinne Post, Lehigh U.; Ute-Christine Klehe, Justus-Liebig U. Giessen; Monica L. Forret, St. Ambrose U.; Daniel Tzabbar, Drewel U.; Gina Dokko, U. of California, Davis; Daniel Turban, U. of Missouri; Marcus M. Butts, The U. of Texas at Arlington; Denise M. Rousseau, Carnegie Mellon U.

416: (IM) International Management Walking Tour
3:00pm - 4:30pm Offsite: Location TBA
Tweet this session: #AOM2014 416
Please contact Jaideep Anand at anand.18@osu.edu for more information regarding this offsite event.
Division Chair: Jennifer Spencer, George Washington U.
Division Chair-Elect: Sea Jin Chang, National U. of Singapore
Program Chair: Alvaro Cuervo-Cazurra, Northeastern U.
Professional Development Workshop Chair: Jaideep Anand, The Ohio State U.
Past Chair: John Mezias, U. of Miami

417: (MED, SIM, ENT) Empower Assurance of Learning through Sustainability and Social Entrepreneurship
Active Learning
3:00pm - 5:00pm Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014 417
Organizers: Ana Cristina O Siqueira, Duquesne U.; Diane Ramos, Duquesne U.; Dianne HB Welsh, U. of North Carolina, Greensboro

418: (MH) Chemical Heritage Foundation: Touring the Foundations of American Business
3:00pm - 5:00pm Offsite: Location TBD
Tweet this session: #AOM2014 418
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Meet: Chemical Heritage Foundation, 313 Chestnut Street, PhiladelphiaThe aim of the Tour is multi-faced. First, it seeks to facilitate a better understanding of the role of the chemical industry in the development of both American economic growth and the modern corporate firm. To achieve this, the Management History Division proposes a tour of the Chemical Foundation Museum, which is located in Philadelphia’s “Olde City”, at 315 Chestnut Street. Participants will be taken in small tour groups through the Foundation’s exhibits, which include Making Modernity—a permanent collection that traces the chemical industry’s contribution to economic development. Second, it seeks to highlight the central role of Philadelphia in the chemical industry’s future. Third, it seeks to bring to the attention the resources and Scholarly Fellowships—both long and short-term. For questions or information regarding this offsite event please contact Bradley Bowden at b.bowden@griffith.edu.au
Organizers: Bradley G Bowden, Griffith U.; Janine Black, Kean U.

419: (MOC, OB, OMT, BPS, ODC, SIM, IM) Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty Members
3:00pm - 5:00pm Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 419
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 1, 2014.
Organizers: Jeffrey Bednar, Brigham Young U.; Kevin S. Cruz, U. of Texas at El Paso; Douglas A Lepisto, Boston College;
Christopher G Myers, U. of Michigan Facilitators: Neal M. Ashkanasy, The U. of Queensland, Australia; John B. Bingham, Brigham Young U.; Erik Dane, Rice U.; Luis Martins, The U. of Texas at Austin; Suzanne S. Masterson, U. of Cincinnati; Frits Pil, U. of Pittsburgh
Presenters: David Mayer, U. of Michigan; Michael G. Pratt, Boston College; Glen E. Kreiner, Pennsylvania State U.

420: (OB) Teaching Organizational Behavior (OB): Approaches for Students in Different Types of Organizations
3:00pm - 5:00pm Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 420
Organizers: Denise Potosky, Pennsylvania State U.; Philip Bobko, Gettysburg College
Participants: Philip L. Roth, Clemson U.; R. Craig Bullis, U.S. Army War College; Alex Barelka, Wright State U.; Kurt Ramick, Pennsylvania State U., Great Valley

Saturday 3:15PM

421: (MED) The Power of Words in Class: Performing Discourses to Train Responsible Managers
3:15pm - 5:45pm Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 421
Chairs: Matt Statler, New York U.; Anna Inesta, ESADE
Participants: Joao Amaro de Matos, NOVA School of Business and Economics; Catriona Campbell, CEMS GLOBAL ALLIANCE; Paola Dubini, Bocconi U.; Emma Stenstrom, Stockholm School of Economics; Lars Strannegard, Stockholm School of Economics

422: (MED) Finding the Words? Addressing Reviewer’s Comments
3:15pm - 5:15pm Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 422
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Coordinators: Deborah A. Blackman, U. of New South Wales; Stephen A Leybourne, Boston U.; Fiona Buick, U. of Canberra
Participants: Stephen T.T. Teo, Auckland U. of Technology; Richard T. Harrison, Queen’s U. Belfast; Robert P. Gephart, U. of...
Session Details – Saturday, 2:00 - 4:00 PM

423 (OB, RM) Some Words of Advice: A Mentoring Session to Promote High Quality Leadership Research
3:15pm - 5:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon J
Tweet this session: #AOM2014 423
Participants MUST submit a research proposal to the organizer by June 6 to be matched with a mentor. Must have accepted proposal to join this session.

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizer: Marie T. Dasborough, U. of Miami
Facilitator: Kevin B. Lowe, U. of Auckland
Participants: Gary Yuki, U. at Albany - State U. of New York; John Antonakis, U. of Lausanne; Ronit Kark, Bar Ilan U.; Francis J. Yammarino, Binghamton U.; Terri A. Scandura, U. of Miami; William L. Gardner, Texas Tech U.; Michael Mumford, U. of Oklahoma; Robert G. Lord, Durham U.; Ronald E. Riggio, Claremont McKenna College; Claudia C. Cogliero, Texas Tech U.; Chester A. Schriesheim, U. of Miami; Fred O. Walumbwa, Florida International U.; Sean Hannah, Wake Forest U.; Mary F. Sully de Luque, Thunderbird

424 (PTC) DBAs Critical Success Factors: Spanning Research and Practice
3:15pm - 5:15pm Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 424
Distinguished Speakers: Michellana Jester, MIT Sloan; David Schuff, Temple U.; Tom Mierzwa, U. of Maryland U. College Chairs: Emmanuel Monod, Shanghai Jiao Tong U.; Louise Kelly, Alliant International U.
Presenter: Nadine Tournois, IAE U. de Nice

425 (RM) Tools for Improving SEM Model Evaluation
3:15pm - 5:15pm Pennsylvania Convention Center: Room 110 B
Tweet this session: #AOM2014 425
Participants: Larry J. Williams, Wayne State U.; Ernest H O'Boyle, U. of Iowa

426 (TIM) Paul Bierly's Legacy to TIM Research: Lessons Learned and Thoughts for Scholars at All Career Stages
3:15pm - 5:15pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 426
Organizer: Michael D Santoro, Lehigh U.
Participants: Alok K Chakrabarti, New Jersey Institute of Technology; Fariborz Damanpour, Rutgers U.; John-Christopher Spender, Kozminsky U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology; Eric H. Kessler, Pace U.; Robert W. Kolodinsky, James Madison U.; Scott R Gallagher, James Madison U.

427 (TIM, BPS, ENT) New Forms of Business Modeling and Innovation Management
3:15pm - 5:45pm Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 427
Organizer: John P Ulhøi, Aarhus U.
Facilitators: Björn Kjell, U. of Twente; Tobias Weiblen, U. of St. Gallen
Speakers: Anna B. Holm, Aarhus U.; Olga Gretevay, National Research U.; Vincent Mangematin, Grenoble Ecole de Management; Allan N Afuah, U. of Michigan; Karolin Frankenberger, U. of St. Gallen

Saturday 3:30PM

428 (AAA) Outgoing Program Chairs Meeting
3:30pm - 5:00pm Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 428
Organizers: Debra L. Shapiro, U. of Maryland; Jel Erica Hampson, Academy of Management; Michelle Donohue, Academy of Management; Gabriel Bramson, Academy of Management Program Chair: Debra L. Shapiro, U. of Maryland Professional Development Workshop Chair: Anita M. McGahan, U. of Toronto

429 (BPS, OMT, ODC) Organizational Performance: What Is It? A Key Concept in Close Focus
3:30pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 429
Organizers: Pietro Micheli, U. of Warwick; Andrey Pavlov, Cranfield School of Management

430 (ENT, TIM, BPS) Value Creation and Innovation Through Corporate Spin-offs
3:30pm - 5:00pm Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session: #AOM2014 430
Pre-registration is required for Part Two of this workshop. To register online, please visit https://secure.aom.org/PDReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Felix Arndt, U. of Nottingham Ningbo; Vareska Van De Vrande, Erasmus U. Rotterdam Distinguished Speakers: Constantinos Markides, London Business School; Margarethe F Wiersema, U. of California, Irvine; Caterina Moschieri, IE Business School

431 (HCM, ODC) Learning to Listen: The Role of Effective Conversations
3:30pm - 5:30pm Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 431
Organizers: Leonard H. Friedman, George Washington U.; Barbara Bigelow, Clark U.

432 (ICW) Journal of Management Education Editorial Board Meeting
3:30pm - 4:30pm Loews Philadelphia Hotel: Tubman Room
Tweet this session: #AOM2014 432
By invitation only
Organizers: Kathy Lund Dean, Gustavus Adolphus College; Jeanie Mannheimer Forrey, Western New England U.

433 (OB) Values as an Integrative Mechanism
3:30pm - 5:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon D
Tweet this session: #AOM2014 433
Organizer: Elizabeth Haas-Edersheim, NYCP

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Participants: Joseph Cohen, Haier America; Phil Noelting, Qwailly

434 ☓ (OB, CM) OB New Member Networking and Research Forum
3:30pm - 5:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon H
Tweet this session: #AOM2014 434
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRereg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.
Organizers: Bart A. de Jong, VU U. Amsterdam; Kristie M Rogers, U. of Kansas

Saturday 3:45PM

435 ☓ ☓ (HR, OB, MED) Experiential HR: A Potluck for Reviving and Expanding your Repertoire
3:45pm - 6:15pm Philadelphia Marriott Downtown: Room 407,408,409
Tweet this session: #AOM2014 435
Chairs: Suzanne C. de Janasz, IMD; Caren Goldberg, American U.

436 ☓ (IM, TIM) Global Connectivity As The Basis For Local Innovation
3:45pm - 5:45pm Pennsylvania Convention Center: Room 112 B
Tweet this session: #AOM2014 436
Organizers: Thomas J. Hannigan, Temple U.; Ram Mudambi, Temple U.; Marcelo F. Cano-Kollmann, Temple U.; Participants: John Cantwell, Rutgers U.; Mark Lorenzen, Copenhagen Business School; Felipe Monteiro, INSEAD; Kristin Brandl, Copenhagen Business School; Vittoria Giada Scalera, Politecnico di Milano

437 ☓ (O CIS, BPS) Valuing the Strategic Contributions of Information Systems Research
3:45pm - 5:45pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 437
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRereg. The deadline to register is July 30, 2014.

Saturday 4:00PM

465 ☓ ☓ (ENT, TIM) Growing Startup Communities: What Do We REALLY Know about Entrepreneurial Ecosystems?
4:00pm - 6:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia South
Tweet this session: #AOM2014 465
We bring together here the leading experts on entrepreneurial ecosystems, research and practice.
Distinguished Speakers: David Audretsch, Indiana U., Bloomington; Zoltan J. Acs, George Mason U.; Yasuyuki Motoyama, Ewing Marion Kauffman Foundation
Chair: Norris F. Krueger, Entrepreneurship Northwest
Discussants: Suresh U Kumar, NexAge Technologies/U. of Phoenix; Philip Auerswald, George Mason U.
Presenter: Tina Jennen, U. of Waikato

441 : (AAA) Open Forum: Ethics Education in AOM
4:00pm - 5:30pm Pennsylvania Convention Center: Room 301
Tweet this session: #AOM2014 441

442 : (AAA) Publishing in AMD: A Workshop with the Editors
4:00pm - 6:00pm Loews Philadelphia Hotel: Regency Ballroom A
Tweet this session: #AOM2014 442
Participants must submit a 2,000 word summary of a potential manuscript for individual and round table discussion with the AMD editors. Please include the division(s) that represent the best fit for your content. Email your 2,000 word manuscript summary to szaid@aom.org by June 30, 2014. Registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRereg. The deadline to register is June 30, 2014.
444 ː (ENT) Entrepreneurship Division New Member Meeting Point 2014
4:00pm - 6:00pm Offsite: Temple University
Tweet this session: #AOM2014 444
Location: Fox School of B. Alter Hall’s Commons (ground floor). 1801 Liacouras Walk, Philadelphia. Contact: Moren Levesque, MLevesque@schulich. york

445 ː (ICW) Cross Cultural Management editorial board meeting
4:00pm - 6:00pm Philadelphia Marriott Downtown: Room 410
Organizer: Martyn Lawrence, Emerald Group Publishing

446 ː (ICW) Human Relations Editorial Board Business Meeting (CANCELLLED)
4:00pm - 7:00pm Philadelphia Marriott Downtown: Room 413
Tweet this session: #AOM2014 446
Organizer: Claire Castle, Human Relations

447 ː (IM) Developing an International Perspective in Undergraduates Enrolled in Business Programs
4:00pm - 5:30pm Pennsylvania Convention Center: Room 110 A,B
Tweet this session: #AOM2014 447
Participants: Eleanor Westney, York U.; Elizabeth L. Rose, U. of Otago; Allan Bird, Northeastern U.; Loma L Wright, York U.

448 ː (OM) Junior Faculty And Doctoral Consortium Closing Drinks
4:00pm - 6:00pm Philadelphia Marriott Downtown: Room 302
Tweet this session: #AOM2014 448
Reception for the junior faculty/dotalor consortium. Consortium participants only.
Organizers: Antony Paulraj, U. of Southern Denmark; Dina Ribbink, Western U.

449 ː (TTC, MED) Identifying and Overcoming Threshold Concepts/Conceptions: A Practical Example
4:00pm - 6:00pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 449

450 ː (D&ITC) AOM Diversity and Theme Committee Connections Cafe
4:15pm - 5:45pm Loews Philadelphia Hotel: Commonwealth B
Tweet this session: #AOM2014 450
Open to all AOM conference attendees; you are invited to connect with other members at this social following the D&ITC Townhall.
Host: Eddy S. Ng, Dalhousie U.
Past Chair: Bernardo M. Ferdman, Alliant International U.
Coordinator: Christina L. Stamper, Western Michigan U.
Participants: Isabel Metz, U. of Melbourne; Yvonne Benschop, Radboud U. Nijmegen; Lynn Shore, Colorado State U.; Stella M. Nkomo, U. of Pretoria; Patrick F. McKay, Rutgers U.; Jenny M. Hoobler, U. of Illinois at Chicago; C. Douglas Johnson, Georgia Gwinnett College; Regine Bendl, WU Vienna; Ron Ophir, .

451 ː (IM) International Management Division Consortia Meet the Editors
4:15pm - 5:45pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 451
This session is limited to the participants and panelists in the IM Mid-Career Faculty, Junior Faculty, and Doctoral Consortia. In this session, editors of several Management journals will discuss the opportunities and challenges related to publication of internationally themed research.

452 ː (MOC, OMT, RM) How to Measure Meaning at the Collective Level
4:15pm - 6:45pm Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 452
Pre-registration required for the second half of this workshop. To register online, please visit https://secure.aom.org/PDWRreg. Please contact Lee Watkiss lee.watkiss@bc.edu to obtain the approval code and for more information. The deadline to register online is July 1, 2014.

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRreg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 1, 2014.
Organizers: Christi Lockwood, Boston College; Lee Watkiss, Boston College
Participants: Michel Anteb y, Harvard U.; Julie Battilana, Harvard U.; Peer C. Fiss, U. of Southern California; Simona Giorgi, Boston College; Mary Ann Glynn, Boston College; Michael Lounsbury, U. of Alberta; Mary-Hunter McDonnell, Georgetown U.; Lauren Rivera, Northwestern Kellogg School of Management; Tyler Earle Wry, Wharton School

453 ː (OMT) Enriching Paradox Theory: Comparing Eastern and Western Views
4:15pm - 6:15pm Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 453
Moderator: Amy Ingram, Clemson U.
Session Details – Saturday, 4:00 - 6:00 PM

**Saturday 4:00PM**

**454** 🎤 (RM) Best-practice Recommendations for Designing and Implementing Experiments Using Vignettes
4:15pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session: #AOM2014 454
Participants: Kyle J. Bradley, Indiana U., Bloomington; Herman Aguinis, Indiana U., Bloomington

**455** 🎤 (SIM) SMIan Speed Dating
4:15pm - 5:30pm Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 455
Organizer: Andrew Crane, York U.

**457** 🎤 (BPS, IM) Institutional Intermediation in Emerging Markets: Economics, Sociology, and Business Strategy
4:30pm - 7:00pm Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session: #AOM2014 457
Participants: William G. Mitchell, U. of Toronto; Laurence Capron, INSEAD; Nilanjan Dutt, Bocconi U.; Aline Gatignon, INSEAD; Olga Hawn, Boston U.; Tarun Khanna, Harvard U.; Joanne Oxley, U. of Toronto; Elena Vidal, Baruch College-The City U. of New York; Walter P. Powell, Stanford U.

4:30pm - 6:30pm Pennsylvania Convention Center: Room 104 A,B
Tweet this session: #AOM2014 458
Organizers: Robert Perey, U. of Technology, Sydney; Andre Reichel, Zeppelin U.
Participants: Carolyn P. Egri, Simon Fraser U.; Gavin Jack, La Trobe U.; John M Jermier, U. of South Florida; Mark Starik, San Francisco State U.; Sandra Waddock, Boston College

**459** 🎤 (IM) HR Strategy of Korean Multinational Companies, the New Global Leaders
4:30pm - 6:30pm Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 459
Chair: Seongsu Kim, Seoul National U.
Participants: Kweontaek Chung, Samsung Economic Research Institute; Michael Byungnam Lee, LG Academy, Seoul

**460** 🎤 (INDAM) Stepping Out With the Indian Academy of Management
4:30pm - 6:30pm Offsite: Philadelphia Marriott Downtown
Tweet this session: #AOM2014 460
For information or questions regarding this offsite event please contact Arati Ramaswami at ramaswami@essec.edu - All attendees should meet in the lobby of the Philadelphia Marriott Downtown near the reception desk.
Organizer: Aarti Ramaswami, ESSEC Business School
Facilitators: Meenakshi Aggarwal Gupta, Indian Institute of Management, Indore; Stacy Blake-Beard, Simmons College; Rajashi Ghosh, Drexel U.; C Lakshman, Tongji U.; Sushil Nifadkar, Georgia State U.; Charmi Patel, U. of Edinburgh Business School; T. T. Rajan Selvarajan, U. of Houston, Victoria; Vasanthi Srinivasan, HHL - Leipzig Graduate School of Management

**461** 🎤 (MOC) Think About It...Over a Beer (or a Glass of Wine)
4:30pm - 5:30pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 461
Division Chairs: Kyle Lewis, The U. of Texas at Austin; Elizabeth George, Hong Kong U. of Science and Technology
Program Chair: Kevin W. Rockmann, George Mason U.
Professional Development Workshop Chair: David M. Sluss, Georgia Institute of Technology

**Saturday 4:45PM**

**462** 🎤 (CAR) The Power to Define Your Path to ‘Having it All’: Enriching the Discussion of Balance in Academia
4:45pm - 6:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon B
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.

**463** 🎤 (OB, MOC, OMT, PTC, ODC) Researching Organisational Mindfulness and Mindful Organising: Theory, Method, and Practice
4:45pm - 7:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon C
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register is July 30, 2014.
Organizers: Jutta Tobias, Cranfield School of Management; David Denyer, Cranfield U.; Andrey Pavlov, Cranfield School of Management
Facilitator: Diana Danziger, Cranfield School of Management

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Saturday, 4:00 - 6:00 PM

Section D

Anatomy of a Publishable Article
Paper Session: Crafting a High Quality Research Paper
the Role of Visual Strategy Mapping

Host:
accomplished global executive, with experience over the last 25+ years, will be present to participate in a Q&A about pharmaceuticals and the questions raised by the film. Mr. Saxena is a highly respected leader in the field of global pharmaceuticals.

Cipla Managing Director and Global CEO Subhanu Saxena will join us to discuss the role of global strategy in the Indian pharmaceutical industry. Mr. Saxena has led Cipla to become a major player in the global pharmaceutical market.

The Batten Lectureship: Perspectives on the Future Direction of the Field of Entrepreneurship

5:00pm - 7:00pm Sheraton Philadelphia Downtown Hotel: Independence A

Facilitators: Michael Lenox, U. of Virginia; Daniel P. Forbes, U. of Minnesota

Coordinators: Joyce Smaragdis, U. of Virginia

Journal of Supply Chain Management Best Paper Session: Crafting a High Quality Research Paper

5:00pm - 7:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon L

Chairs: Craig R. Carter, Arizona State U.; Lisa Marie Ellram, Miami U.

"Fire in the Blood": View the Film and Dialogue in Person with Cipla CEO

5:00pm - 7:00pm Pennsylvania Convention Center: Room 108 B

Fire in the Blood is an award-winning documentary about how the Indian pharmaceutical company Cipla defied conventional corporate norms to work with a unique coalition of doctors, politicians, and journalists and lowered the cost of AIDS drugs to under $1/day in Africa. Cipla Managing Director and Global CEO Subhanu Saxena will be present to participate in a Q&A about pharmaceuticals and the questions raised by the film. Mr. Saxena is a highly accomplished global executive, with experience over the last 25+ years in Europe, North America, Africa, and Asia.

Host: Kathryn Goldman Schuyler, Alliant International U.

Distinguished Speaker: Subhanu Saxena, CIPLA

Preparing Manuscripts for Publication: The Anatomy of a Publishable Article

5:15pm - 7:15pm Pennsylvania Convention Center: Room 203 A

Chair: Nir Menachemi, U. of Alabama at Birmingham

Facilitating the Development of Strategy: the Role of Visual Strategy Mapping

5:15pm - 7:15pm Pennsylvania Convention Center: Room 112 A

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register is July 30, 2014.

Presenters: John M. Bryson, U. of Minnesota; Fran Ackermann, Curtin Business School

Participant: Colin Eden, Strathclyde U.

BPS Division Mid-Career Workshop:
Managing Your Evolving Career

5:30pm - 8:00pm Sheraton Philadelphia Downtown Hotel: Salon 6

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register online is July 30, 2014.

Organizers: Amy Hillman, Arizona State U.; Adelaide Wilcox King, U. of Virginia

Facilitators: Donald C. Hambrick, Pennsylvania State U.; Gavin John Nicholson, Queensland U. of Technology; Brian S. Silverman, U. of Toronto; Anja Christine Tuschke, U. of Munich; Yan Anthea Zhang, Rice U.

Undertaking Cross-Cultural Research Using International Networks

5:30pm - 7:30pm Pennsylvania Convention Center: Room 107 B

Chair: Hilla Peretz, ORT Braude College

Facilitators: Emma Parry, Cranfield U.; Amnon Caspi, Bar Ilan U.; Michael Morley, U. of Limerick

Presenters: Dirk Buyens, Ghent U.; Eleni Stavrou, U. of Cyprus; Sinikka Vanhala, Aalto U.; József Poor, Szent István U.; Anna Sender, U. of Zurich; Ruta Kazlauskaitė, ISM U. of Management and Economics; Ilona Bucluniene, ISM U. of Management and Economics

Management Consulting Division Business Meeting

5:30pm - 6:30pm Pennsylvania Convention Center: Room 118 B

This event is by invitation only.

Host: Todd Alessandri, Northeastern U.

Estimating Interrater Agreement and Interrater Reliability in Organizational Research

5:30pm - 7:00pm Sheraton Philadelphia Downtown Hotel: Salon 3

Chair: James M. LeBreton, Purdue U.

Coordinator: Jenell Lynn-Senter Wittmer, U. of Toledo

What Makes the Words Work when Aligning Human Capital Strategy to Implement Strategy

5:30pm - 7:30pm Pennsylvania Convention Center: Room 102 A

Chair: Claire J. Cropley, University of Alabama at Birmingham

Presenters: Claudy Jules, Accenture, LLP; Richard R Smith, Singapore Management U.; Josie Kang, Accenture

Research Methods Doctoral Consortium Social Meeting

5:30pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Salon 9

What Makes the Words Work when Aligning Human Capital Strategy to Implement Strategy

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What Makes the Words Work when Aligning Human Capital Strategy to Implement Strategy

This event is by invitation only.

Host: Todd Alessandri, Northeastern U.

For more information in regard to this offsite event please contact Harry Van Buren at sim2014philly@gmail.com

Southwest Academy of Management Executive Board

6:00pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Salon 2

Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWRReg. The deadline to register online is July 30, 2014.

Organizers: Amy Hillman, Arizona State U.; Adelaide Wilcox King, U. of Virginia

Facilitators: Donald C. Hambrick, Pennsylvania State U.; Gavin John Nicholson, Queensland U. of Technology; Brian S. Silverman, U. of Toronto; Anja Christine Tuschke, U. of Munich; Yan Anthea Zhang, Rice U.

Undertaking Cross-Cultural Research Using International Networks

5:30pm - 7:30pm Pennsylvania Convention Center: Room 107 B

Chair: Hilla Peretz, ORT Braude College

Facilitators: Emma Parry, Cranfield U.; Amnon Caspi, Bar Ilan U.; Michael Morley, U. of Limerick

Presenters: Dirk Buyens, Ghent U.; Eleni Stavrou, U. of Cyprus; Sinikka Vanhala, Aalto U.; József Poor, Szent István U.; Anna Sender, U. of Zurich; Ruta Kazlauskaitė, ISM U. of Management and Economics; Ilona Bucluniene, ISM U. of Management and Economics

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Southwest Academy of Management Executive Board

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Facilitators: Donald C. Hambrick, Pennsylvania State U.; Gavin John Nicholson, Queensland U. of Technology; Brian S. Silverman, U. of Toronto; Anja Christine Tuschke, U. of Munich; Yan Anthea Zhang, Rice U.

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Presenters: Dirk Buyens, Ghent U.; Eleni Stavrou, U. of Cyprus; Sinikka Vanhala, Aalto U.; József Poor, Szent István U.; Anna Sender, U. of Zurich; Ruta Kazlauskaitė, ISM U. of Management and Economics; Ilona Bucluniene, ISM U. of Management and Economics

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Estimating Interrater Agreement and Interrater Reliability in Organizational Research

5:30pm - 7:00pm Sheraton Philadelphia Downtown Hotel: Salon 3

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What Makes the Words Work when Aligning Human Capital Strategy to Implement Strategy

5:30pm - 7:30pm Pennsylvania Convention Center: Room 102 A

Chair: Claire J. Cropley, University of Alabama at Birmingham

Presenters: Claudy Jules, Accenture, LLP; Richard R Smith, Singapore Management U.; Josie Kang, Accenture

Research Methods Doctoral Consortium Social Meeting

5:30pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Salon 9

What Makes the Words Work when Aligning Human Capital Strategy to Implement Strategy

This event is by invitation only.

Host: Todd Alessandri, Northeastern U.

For more information in regard to this offsite event please contact Harry Van Buren at sim2014philly@gmail.com

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

Section D

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Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 21, 2014.

Organizers: Nicole Alexandra Rosenkranz, ETH Zurich; Stefano Brusoni, ETH Zurich

Speakers: Nicole Alexandra Rosenkranz, ETH Zurich; Stefano Brusoni, ETH Zurich; Giovanni Gavetti, Harvard U.; David A. Whetten, Brigham Young U.; Christoph Zott, IESE Business School; Felipe A. Csaszar, U. of Michigan

**479** : (CAR) **Careers Division PDW Social Event**
6:00pm - 8:00pm Offsite: Pennsylvania 6 Restaurant.

**480** : (IAM) **Business meeting of the Iberoamerican Academy of Management**
6:00pm - 7:00pm Loews Philadelphia Hotel: Washington Room C

**482** : (IM) **International Management Division PDW Reception**
6:00pm - 8:00pm Pennsylvania Convention Center: Room 121 A

**483** : (OB) **OB Awards Ceremony & Social**
6:00pm - 8:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon E, F

**484** : (OCIS) **OCIS Doctoral Consortium Reception and Member Networking**
6:00pm - 7:30pm Pennsylvania Convention Center: Room 103 B

**485** : (BPS) **BPS Conversations**
6:30pm - 9:00pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom D

1) "Conversations" (preregistration required, please contact the organizer) is for new members only (from 6.30pm till 7.30pm). This will be a special occasion for new members to feel part of the BPS community and learn directly from the experiences of officers, track chairs, committee members and senior members.

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.

**486** : (CMS) **CMS Welcome and PDW Program Social**
6:30pm - 8:00pm Pennsylvania Convention Center: Room 121 C

**487** : (ENT) **Entrepreneurship Social**
6:30pm - 10:00pm Offsite: National Constitution Center

**488** : (ICW) **The 6th Alumni Reunion of the Chinese Management Scholars’ Community (CMSC)**
6:30pm - 10:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon H

**489** : (MC) **Management Consulting Division Social Hour**
6:30pm - 8:30pm Pennsylvania Convention Center: Room 103 A

**490** : (ONE) **ONE Welcome Reception for PDW Participants/New Members**
6:30pm - 8:30pm Pennsylvania Convention Center: Room 121 B

**Saturday 7:00PM**

**491** : (D&ITC) **D&ITC Executive Committee Meeting**
7:00pm - 9:30pm Offsite: Pennsylvania 6 Restaurant

This executive board event will be held offsite at a local restaurant; please contact Christina Stamper for more details (christina.stamper@wmich.edu)

Division Chair: Eddy S. Ng, Dalhousie U.

Professional Development Workshop Chair: Christina L. Stamper, Western Michigan U.


Coordinator: Yvonne Benschop, Radboud U. Nijmegen

Newsletter Editor: Isabel Metz, U. of Melbourne
Representative-at-Larges: Stella M. Nkomo, U. of Pretoria; Jenny M. Hoobler, U. of Illinois at Chicago; Ron Ophir; Patrick F. McKay, Rutgers U.; Regine Bendl, WU Vienna; C. Douglas Johnson, Georgia Gwinnett College

492: (HCM) HCM Division PDW Social
7:00pm - 9:00pm Offsite: Lucky Strike Philadelphia
Tweet this session: #AOM2014 492
Sponsored by the Association of University Programs in Health Administration (AUPHA), the HCM Division PDW Social will be held offsite at Lucky Strike Philadelphia, 1336 Chestnut Street. For more information regarding this event, please contact Timothy Huerta at timothy.huerta@osumc.edu.
Organizer: Timothy R. Huerta, The Ohio State U.

493: (PTC) Practice Theme Committee Awards and Reception
7:00pm - 8:30pm Pennsylvania Convention Center: Room 108 A
Tweet this session: #AOM2014 493
In honor of the life and work of Chris Argyris. Award Sponsors: Newcastle University Business School, University of Technology - Sydney, Academy of Management
Award Recipient: William Torbert, Boston College
Division Chairs: Kathryn Goldman Schuyler, Alliant International U.; Kuo Frank Yu, City U. of Hong Kong
Professional Development Workshop Chairs: Marc Bonnet, ISEOR Magellan / IAE Lyon / U. Jean Moulin; Fedor Ovchinnikov, Center for Evolutionary Leadership
Session Details – Sunday, 8:00 - 10:00 AM

**Sunday 12:00AM**

494: (AAA) Technology Center  
12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area  
Tweet this session: #AOM2014 494  
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

495: (AAA) Technology Center  
12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1  
Tweet this session: #AOM2014 495  
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

496: (AAA) Technology Center  
12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer  
Tweet this session: #AOM2014 496  
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

**Sunday 7:00AM**

497: (MSR) Morning Meditation  
7:00am - 8:00am Loews Philadelphia Hotel: Anthony Room  
Tweet this session: #AOM2014 497  
Presenter: Richard Perego, U. of Dallas

498: (OM) OM Division Sunday Morning Jog Around Philadelphia  
7:00am - 8:00am Offsite: TBA  
Tweet this session: #AOM2014 498  
All fitness levels welcome. Start at Philadelphia Marriott but please email John Gray (gray.402@fisher.osu.edu) for the exact location. Organizers: John Gray, The Ohio State U.; Dayna Simpson, Monash U.

**Sunday 7:30AM**

500: (ICW) Gathering of POS Scholars  
7:30am - 9:00am Philadelphia Marriott Downtown: Liberty Ballroom Salon C  
Tweet this session: #AOM2014 500  
Organizer: Genel Frye, U. of Michigan

501: (TLC) TLC Doctoral Institute - Opening  
7:30am - 9:15am Philadelphia Convention Center: Room 202 A  
Tweet this session: #AOM2014 501  
Pre-registration required.  
Organizer: Sally A Baack, San Francisco State U.  
Presenters: Sally A Baack, San Francisco State U.; Willis Emmons, Harvard U.

**Sunday 8:00AM**

502: (AAA) Mother’s Nursing Room  
8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office  
Tweet this session: #AOM2014 502

503: (AAA) Conference Registration  
8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B  
Tweet this session: #AOM2014 503  
Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor Registration

504: (AAA) Conference Exhibits  
8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B  
Tweet this session: #AOM2014 504  
Visit this year’s Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors. The Exhibit Hall also offers opportunities for networking, raffle prizes, coffee breaks, Internet stations, and conference materials. Be one of the first 200 people to visit the exhibit hall and receive a swag bag!

505: (AAA) Hospitality Suite for First Time Attendees  
8:00am - 5:00pm Pennsylvania Convention Center: Room 105 B  
Tweet this session: #AOM2014 505  
Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions! Pennsylvania Convention Center 105B.

506: (AAA) Technology Center  
8:00am - 8:00pm Pennsylvania Convention Center: Room 106 AB  
Tweet this session: #AOM2014 506  
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.
Session Details – Sunday, 8:00 - 10:00 AM

507: (AAA) Speaker Preparation
8:00am - 8:00pm Pennsylvania Convention Center: Room 300
Tweet this session: #AOM2014 507

508: (AAA) Placement Services
8:00am - 5:00pm Philadelphia Marriott Downtown: Franklin Hall
Tweet this session: #AOM2014 508
Placement Services-Registration and Information

509: (AAA) Speaker Preparation
8:00am - 8:00pm Loews Philadelphia Hotel: Jefferson Boardroom
Tweet this session: #AOM2014 509

510: (AAA) AMLE INCOMING Editors Meeting
8:00am - 9:00am Loews Philadelphia Hotel: Penn
By Invitation Only
Organizer: Christine Quinn Trank, Vanderbilt U.

511: (AAA) Speaker Preparation
8:00am - 6:00pm Sheraton Philadelphia Downtown Hotel: Salon 7
Tweet this session: #AOM2014 511

512: (ICW) IMD International Meeting Room Day 3
8:00am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 2
Tweet this session: #AOM2014 512
Organizer: Marianne Rothenbuehler, IMD International

513: (MSR) MSR Executive Committee Meeting
8:00am - 10:00am Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 513

514: (TLC) BYOB - Bring Your Own Breakfast Roundtables and Open Space
8:00am - 9:15am Pennsylvania Convention Center: Room 201 AB
Tweet this session: #AOM2014 514
Roundtable discussions of interest to TLC conference attendees using an Open Space approach.

Sunday 8:30AM

515: (AAA) Academy of Management Presidential Address and Awards Ceremony
8:30am - 11:00am Pennsylvania Convention Center: Grand Ballroom AB
Tweet this session: #AOM2014 515
Join us for the morning to begin your day and enhance your 2014 Annual Meeting experience. Enjoy coffee and pastries as you reconnect with old friends, make new connections and develop your professional network. As you settle in, see who, among your esteemed colleagues, will be presented with the various Career Achievement Awards and the George R. Terry Book Award. R. Duane Ireland, the 69th President of the Academy, will address the Academy on the topic of "Our Academy, Our Future". The Presidential Address will begin promptly at 9:00AM ET.

516: (CMS) CMS Executive Meeting
8:30am - 10:00am Pennsylvania Convention Center: Room 102 B
Tweet this session: #AOM2014 516
Organizers: Gavin Jack, La Trobe U.; Jan Schapper, La Trobe U.

517: (ICW) JOM Review Issue - Micro AE's
8:30am - 11:30am Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 517
Organizer: Patrick M. Wright, U. of South Carolina

518: (ICW) Journal of Applied Behavioral Science Associate Editor Meeting
8:30am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 518
Organizer: Cynthia Nalevanko, Sage Publications

519: (ICW) Career Development International Editorial Board meeting
8:30am - 10:00am Sheraton Philadelphia Downtown Hotel: Seminar Room A
Tweet this session: #AOM2014 519
Please note that this meeting is by invitation only.
Organizer: Zoe Sanders, Emeral Group Publishing

Sunday 9:00AM

520: (AAC) Eastern Academy of Management Executive Committee Meeting
9:00am - 11:00am Sheraton Philadelphia Downtown Hotel: Parlor D
Tweet this session: #AOM2014 520

521: (CAR) Careers Division Executive Committee Meeting
9:00am - 10:00am Philadelphia Marriott Downtown: Room 301
Tweet this session: #AOM2014 521
Division Chair: Peter A. Heslin, U. of New South Wales
Division Chair-Elect: Kimberly Eddleston, Northeastern U.
Program Chair: Tania Casado, U. de São Paulo
Professional Development Workshop Chair: Corinne Post, Lehigh U.
Past Chair: Julia Richardson, York U.
Treasurer: Emma Parry, Cranfield U.
Secretary: Gina Dokko, U. of California, Davis
Newsletter Editor: Yan Shen, U. of Victoria
Representative-at-Larg: Roxana Barbulescu, McGill U.; Katharina Chudzikowski, U. of Bath; Ans De Vos, U. of Antwerp/Antwerp Management School

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

Section D

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

**522** (ICW) Editorial Board Meeting of the "Business Ethics: A European Review" Journal
9:00am - 11:00am Philadelphia Marriott Downtown: Room 401
Tweet this session: #AOM2014 522
This is a by invitation only meeting.
Organizer: Charlotte M. Karam, American U. of Beirut

**Sunday 9:15AM**

**523** (AAA) AMJ Editors
9:15am - 10:45am Loews Philadelphia Hotel: Penn
Tweet this session: #AOM2014 523
By Invitation Only
Organizer: Gerard George, Imperial College London

**524** (TLC) TLC@AOM Welcome
9:15am - 9:30am Pennsylvania Convention Center: Room 201 AB
Tweet this session: #AOM2014 524

**Sunday 9:30AM**

**525** (ICW) Organization Studies Editorial Board Meeting & Breakfast
9:30am - 11:00am Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session: #AOM2014 525
By invitation only.
Organizer: Sophia Tzagaraki, Organization Studies

**Sunday 9:40AM**

**526** (TLC) Virtual Distance and Learning: The Invisible Learning Dynamics that Faculty Need to See
9:40am - 10:40am Pennsylvania Convention Center: Room 201 AB
Tweet this session: #AOM2014 526
Presenter: Karen Sobel Lojeski, Stony Brook U.

**527** (TLC) Can Old Dogs Learn New Tricks? A Faculty Journey from Strategy to Design Thinking
9:40am - 10:40am Pennsylvania Convention Center: Room 201 C
Tweet this session: #AOM2014 527
Participant: Jeanne Liedtka, U. of Virginia

**528** (TLC) Quantitative Applications in HRM
9:40am - 10:40am Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 528
Presenter: Barbara L Rau, U. of Wisconsin Oshkosh

**529** (TLC) Using Peer Feedback to Teach About Teams
9:40am - 10:40am Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 529
Presenter: Brian Griffith, Vanderbilt U.

**530** (TLC) Humpty Dumpty Sat on a Wall: Using Children's Words to Teach Management
9:40am - 10:40am Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 530
Presenter: Michael E. Caffery, Southern Adventist U.

**531** (TLC) The Vision Thing: An Experiential Exercise Introducing the Key Activities of Leaders
9:40am - 10:40am Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 531
Participant: Atul Teckchandani, California State U., Fullerton

**Sunday 9:45AM**

**532** (TLC) The Power of Student Articulation in the “First Do, Then Learn” Teaching Approach
9:40am - 10:40am Pennsylvania Convention Center: Room 204 A
Tweet this session: #AOM2014 532
Presenters: Dorothy Marcic, Columbia U.; Richard L Daft, Vanderbilt U.

**533** (TLC) B-Student Communication: Bridging the Curriculum between Industry and Academe
9:40am - 10:40am Pennsylvania Convention Center: Room 204 B
Tweet this session: #AOM2014 533
Presenters: Seth Powlless, U. of Toledo; Terribeth Gordon Moore, U. of Toledo; Kristy Taylor, U. of Toledo

**Sunday 10:00AM**

**534** (TLC) Teaching Our Students Skills to Succeed in Virtual Work
9:40am - 10:40am Pennsylvania Convention Center: Room 204 C
Tweet this session: #AOM2014 534
Presenters: Barbara Zeppl Larson, Northeastern U.; Erin E. Makarius, The U. of Akron

**535** (ICW) Journal of Applied Behavioral Science Editorial Review Board Meeting
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 535
Organizer: Cynthia Nalevanko, Sage Publications

**Sunday 10:00AM**

**536** (AAA) Ethics Education Committee Meeting
10:00am - 11:30am Pennsylvania Convention Center: Room 301
Tweet this session: #AOM2014 536

**537** (AAA) AMR INCOMING Editorial Review Board
10:00am - 11:30am Loews Philadelphia Hotel: Lescaze Room
Tweet this session: #AOM2014 537
By Invitation Only
Organizer: Belle Rose Ragins, U. of Wisconsin, Milwaukee

**538** (AAA) AMD Advisory Committee and Editorial Review Board
10:00am - 11:30am Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 538
By Invitation Only
Organizer: Andrew H. Van de Ven, U. of Minnesota
Participants: Soon Ang, Nanyang Technological U.; Africa Arino, IESE Business School; Peter A. Bamberger, Tel Aviv U.; Curtis LeBaron, Brigham Young U.; Chet Miller, U. of Houston; Frances J. Miliken, New York U.

**539** (AAC) Midwest Academy of Management Board of Governors Meeting
10:00am - 12:00pm Sheraton Philadelphia Downtown Hotel: Salon 2
Tweet this session: #AOM2014 539
Mid-year meeting of the Midwest Academy Board of Governors.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Sunday, 10:00 AM - 12:00 PM

540: (ICW) Personnel Psychology Editorial Board reception (By Invitation Only)
10:00am - 12:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 540
Organizer: Bradford S Bell, Cornell U.

541: (OM) OM Executive Committee And Officers Meeting
10:00am - 11:30am Philadelphia Marriott Downtown: Room 302
Tweet this session: #AOM2014 541
OM Executive Committee And Officers Organizer: Dayna Simpson, Monash U.

Sunday 10:15AM

542: (AAA) Conference Break
10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall B
Tweet this session: #AOM2014 542
Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

543: (MSR) Journal of Management, Spirituality and Religion Board Meeting
10:15am - 11:15am Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 543

Sunday 10:30AM

544: (ICW) European Journal of International Management (EJIM) editorial board members annual get-together
10:30am - 12:00pm Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 544
By invitation only
Organizer: Vlad Vaiman, California Lutheran U.

545: (MOC) MOC Executive Committee Meeting
10:30am - 12:00pm Loews Philadelphia Hotel: Parlor 2
Tweet this session: #AOM2014 545
Division Chairs: Kyle Lewis, The U. of Texas at Austin; Elizabeth George, Hong Kong U. of Science and Technology Program Chair: Kevin W. Rockmann, George Mason U. Professional Development Workshop Chair: David M. Sluss, Georgia Institute of Technology Participants: Christopher G Myers, U. of Michigan; Frances H. Fabian, U. of Memphis; Marlys K. Christanson, U. of Toronto; Jennifer Louise Petriglieri, INSEAD; Davide Ravasi, Cass Business School, City U. London; Michelle A. Barton, Boston U.; Kerrie Unsworth, U. of Western Australia; Richard Blackburn, U. of North Carolina, Chapel Hill; Andac Arikian, Florida Atlantic U.; Charles Watson, George Washington U.; Paul Harvey, U. of New Hampshire

546: (TLC) If These Walls Could Talk: Tales of Proven Experiential Exercises
10:50am - 12:20pm Pennsylvania Convention Center: Room 201 C
Tweet this session: #AOM2014 547
Chair: C. Douglas Johnson, Georgia Gwinnett College Presenters: Donna Maria Blanco, Bentley U.; Robert G. DelCampo, U. of New Mexico; Cynthia Fukami, U. of Denver; Natalie C. Cotton-Nessler, Bentley U.

547: (TLC) What’s the "evidence" in evidence-based teaching & learning?
10:50am - 12:20pm Pennsylvania Convention Center: Room 202 A
Facilitators: Joy E. Beatty, U. of Michigan, Dearborn; Kathy Lund Dean, Gustavus Adolphus College; Jennifer S. A. Leigh, Nazareth College

548: (TLC) From Educating about Responsibility to Educating for Responsibility
10:50am - 12:20pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 548
Participant: Ross Angus McDonald, U. of Auckland

549: (TLC) The Power of "Her": PRME'ing Gender Equity in the Classroom
10:50am - 12:20pm Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 549
Chair: Amy Klemm Verbos, Central Michigan U. Presenters: Deanna M. Kennedy, U. of Washington, Bothell; Susan M. Adams, Bentley U.; Maria Theresia Humphries, U. of Waikato; Maureen A. Kilgour, U. de St-Boniface

550: (TLC) Strategic Relationships at Work: A Developmental Network Map Exercise for Teachers and Students
10:50am - 12:20pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 550
Facilitators: Wendy Marcinkus Murphy, Babson College; Kathy E. Kram, Boston U.

551: (TLC) Building and Assessing a Competency-Based MBA Curriculum
10:50am - 12:20pm Pennsylvania Convention Center: Room 204 A
Tweet this session: #AOM2014 552
Please bring an MBA course syllabus to this session!
Organizers: TL Hill, Fox School of Business, Temple U.; William Aaronson, Fox School of Business, Temple U.; Barbara Manaka, Fox School of Business, Temple U.; Cliff Tironi, Fox School of Business, Temple U.; Radek Ostrowski, Fox School of Business, Temple U.

552: (TLC) Innovation as Integrative Capstone: Transferable Learning in Problem Solving and Process Skills
10:50am - 12:20pm Pennsylvania Convention Center: Room 204 B
Tweet this session: #AOM2014 553
Presenter: Jane Robbins, U. of Arizona

553: (TLC) Teaching Design Thinking in Business Schools
10:50am - 12:20pm Pennsylvania Convention Center: Room 204 C
Tweet this session: #AOM2014 554

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Facilitator: Adriane MacDonald, U. of Waterloo

Sunday 11:00AM

555: (AAA) Incoming Program Chairs Meeting
11:00am - 12:30pm Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 555
Organizers: Anita M. McGahan, U. of Toronto; Jel Erica Hampson, Academy of Management; Michelle Donohue, Academy of Management; Megan Johnson, Academy of Management; Gabriel Bramson, Academy of Management
Program Chair: Anita M. McGahan, U. of Toronto

556: (AAA) 2014-2015 Division Chairs Meeting
11:00am - 12:30pm Pennsylvania Convention Center: Room 112 B
Tweet this session: #AOM2014 556
Welcome to your year as Chair of your division or interest group! This session provides an opportunity to meet face to face with your fellow Chairs, your primary contacts on the Board of Governors, and your staff liaison at AOM Headquarters. The Guidebook for Division and Interest Group Chairs will be distributed at this meeting and discussion will include an overview of its contents, particularly highlighting some important Academy policies. We will also review important dates and deadlines for the upcoming year and have ample time for general discussion to answer your specific questions.
Organizers: Kerry Ignatz, Academy of Management; Quinetta Roberson, Villanova U.

557: (AAC) Eastern Academy of Management
International Advisory Board and Executive Committee Meeting
11:00am - 3:00pm Sheraton Philadelphia Downtown Hotel: Salon 8
Tweet this session: #AOM2014 557

558: (ICW) Journal of Organizational Effectiveness:
People and Performance Editorial Board meeting
11:00am - 12:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room A
Tweet this session: #AOM2014 558
Please note that this meeting is by invitation only.
Organizer: Zoe Sanders, Emerald Group Publishing

Sunday 11:15AM

559: (AAT) The Power of Words: The Role of Re-naming, Re-labeling, and Self-labeling Stigmatized Groups
11:15am - 12:45pm Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 559
Chairs: Adam D Galinsky, Columbia U.; Erika Verniece Hall, Emory U.; Gozuiela Bus Sch
A rose by any other name? The subtyping of “Blacks” vs. “African-Americans” | Erika Verniece Hall, Emory U., Gozuiela Bus Sch; Sarah Townsend, U. of Southern California
Lipstick feminists: Understanding the processes of re-labeling | Cynthia S. Wang, Oklahoma State U.
The reappropriation of stigmatizing labels: The relationship between power and self-labeling | Adam D Galinsky, Columbia U.; Eric Anich, Columbia U.
Group identification as a cause, moderator and consequence of self-labeling with stigmatizing labels | Jennifer Whitson, The U. of Texas at Austin

560: (AAT) Out of the Ivory Tower and into the World: A Thought Leader Panel on Boundaryless Conversations
11:15am - 1:15pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall
Tweet this session: #AOM2014 560
Coordinators: Monique Valcour, EDHEC Business School; Jamie J. Lodge, Northeastern U.

561: (AAT) Hot Words and the Politics of Language
11:15am - 12:45pm Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 561
Organizers: Marta B. Calas, U. of Massachusetts Amherst; Linda Smirich, U. of Massachusetts Amherst
Hot Words and the Politics of Language: Overview | Marta B. Calas, U. of Massachusetts Amherst; Linda Smirich, U. of Massachusetts Amherst
“Sustainability” for Affirmative Possibilities | Seray Ergene, U. of Massachusetts Amherst
“The New Economy” for Postcapitalist Organizing | Erim Ergene, U. of Massachusetts Amherst

562: (AAT) The Potential Power of Words to Achieve Congruence Between University Athletics & University Mission
11:15am - 12:45pm Pennsylvania Convention Center: Room 119 A
Tweet this session: #AOM2014 562
Organizers: Richard Wolfe, U. of Victoria; Joshua K Ault, U. of Victoria
Discussants: Gordon Gee, West Virginia U.; Joel Brockner, Columbia U.; C Thomas McMillen, U. of Maryland
Participants: Secil Bayraktar, U. of Victoria; Thomas D’Aunno, Columbia U.; Armen Keteyian, 60 Minutes Sports; CBS News

563: (AAT) Storytelling and the Wisdom of Words in Management: An African Perspective
11:15am - 1:15pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 563
No prior registration.
Participants: Constant D. Beugre, Delaware State U.; David B. Zoogah, Morgan State U.; Eileen Kwesiga, Bryant U.; Mzamo P Mangaliso, U. of Massachusetts Amherst

564: (AAT) The Language of Inclusion (and Exclusion) in the AOM: An Interactive Workshop on the Power of Words
11:15am - 2:15pm Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 564
Organizers: Bernardo M. Ferdana, Alliant International U.; Stella M. Nkomo, U. of Pretoria; Ilene Carol Wasserman, ICW Consulting Group
Panelists: Paul S. Adler, U. of Southern California; Linda L. Putnam, U. of California, Santa Barbara; Ian O. Williamson, Melbourne Business School

565 ☇ (AAT) Theory as Empowering Words: Enhancing Transformative Learning in Management Education
11:15am - 2:15pm Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 565
If you have been wondering how you can energize your teaching with your research, come and join us for this workshop. The workshop will end with an informal reception.
Chairs: Charles Dhanaraj, IMD; Albrecht Enders, International Institute for Management Development
Presenters: Andreas Konig, U. of Passau; Denise M. Rousseau, Carnegie Mellon U.; Philip M Rosenzweig, IMD; Roderick E White, Ivey School of Business; Julian Birkinshaw, London Business School

566 ☇ (AAT) Opportunities and Challenges for Integrating Universal Ideas and Indigenous Ones
11:15am - 12:45pm Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 566
Chairs: Yunxia Zhu, The U. of Queensland, Australia; Peter Ping Li, Copenhagen Business School
Participants: David A. Whetten, Brigham Young U.; William H. Starbuck, U. of Oregon; Mary B Teagarden, Thunderbird; Jar-Der Luo, Tsinghua U.

567 ☇ (AAT) The Power of Words in Big Data: Ngrams, Mega-Text Corpora, and Computer-Automated Text Analysis
11:15am - 12:45pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 567
Chair: Ivana Katic, Columbia Business School
Discussant: Eric Abrahamson, Columbia U.
Age Dependence in the Mortality Rates of Business Techniques: A Survival Analysis | Sungyong Chang, Columbia Business School
Glocal Diffusion of Business Techniques | Ivana Katic, Columbia Business School
Category Shifts and Organizational Sensemaking in the Service Design Industry from 1997-2013 | Mark Thomas Kennedy, Imperial College Business School; Eva Kirschberger, Imperial College London

568 ☇ (DISC Paper Session) - (BPS) Ecosystems and Responses to Change
11:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Independence C
Tweet this session: #AOM2014 568
Discussant: Nydia MacGregor, Santa Clara U.
The Fifth Facet: The Ecosystem as an Organizational Field | Llewellyn D W Thomas, Imperial College London; Erkko Aurol, Imperial College London
Revisiting Network Effects Theory: Towards a Strategy Perspective | Carmelo Cennamo, Bocconi U.

569 ☇ (DISC Paper Session) - (BPS) Institutions, Human & Social Capital
11:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 569
Discussant: Anna Grosman, Advanced Institute of Management Research and Aston Business School, UK
New Insights to Absorptive Capacity: A study into Knowledge Stocks and Social Integration Mechanisms | Peter Edward Marzec, The U. of Nottingham; Kim Hua Tan, The U. of Nottingham; Rupert Lawrence Matthews, NTU
Repetition or Reconfiguration: Project Characteristics and Mobile Professionals’ Performance | Kristina Vaarst Andersen, Copenhagen Business School
Corrupt Business Practices as a Market Entry Strategy | James Ostler, U. of Michigan, Ann Arbor
Measuring Institutional Relatedness | Karthik Dhandapani, Indian Institute of Management, Ahmedabad; Rakesh Basant, Indian Institute of Management, Ahmedabad

570 ☇ SHCS: (CAR, MED, AAT) Teaching Careers: From Publishing to People
11:15am - 12:45pm Pennsylvania Convention Center: Room 121 B
Tweet this session: #AOM2014 570
Chair: Madeline M. Crocitto, The State U. of New York
Where We Are Now and How We've Arrived: The History of Careers Thinking and Application | Samuel Rabinowitz, Rutgers U.-Camden
Where Is All the Research on Careers Education Management? | J B Arbaugh, U. of Wisconsin, Oshkosh
A Little Help from My Friends: The Careers Division Teaching Community | Holly S. Slay, Seattle U.; Michael B. Arthur, Suffolk U.
Teaching about Careers using the Kaleidoscope Career Model | Sherry E. Sullivan, Bowling Green State U.; Shawn M. Carraher, Oxford Journal Distinguished Research Professor
Teaching about Careers to Executives | Maury Peiperl, IMD; Suzanne C. de Janasz, IMD
Teaching Developmental Networking in a Virtual Age | Veronica M. Godshall, Pennsylvania State U.; Barrie E. Litzky, Pennsylvania State U., Great Valley

Expand or Retrench? Alliance Portfolio Adaptation to Environmental Jolts | Qingjiu Tao, James Madison U.; Ruihua Joy Jiang, Oakland U.; Michael D Santoro, Lehigh U.
Incumbent Responses to Disruptive Business Model Innovations: Rational and Behavioral Perspectives | Oleksy Osiyevskyy, Northeastern U.; James R. Dewald, U. of Calgary

Thematic orientation: ☇ Teaching | ☇ Practice | ☇ International | ☇ Program Theme | ☇ Research | ☇ Diversity | ✎ Best Paper
Entrepreneurship, Resources and Performance

Chair:
11:15am - 12:45pm Loews Philadelphia Hotel: Congress Room A

Collective Entrepreneurship: Towards a Process Model | Antecedents, Consequences, and the Mediating Role of Corporate Entrepreneurship and Firm Performance: The Moderating Role of Corporate Governance | Andrew C Burke, U. of Missouri, Kansas City

Organizational Learning Capacity and Health Literacy in Acute Care Hospitals | Jennifer Innis, U. of Toronto; Whitney B. Berta, U. of Toronto

Socio-emotional support at work: effects on french nurses' job strain and affective commitment | Caroline Ruiller, U. de Rennes; Beatrice Van der Heijden, Radboud U. Nijmegen

Understanding Compassion Practices: Managing Workplace Suffering through Structure | Laura McClelland, Virginia Commonwealth U.; Timothy J. Vogus, Vanderbilt U.

An analysis of Canadian paramedics' and nurses’ experiences with patient transfers | Jennifer Tredinnick-Moir, Humber River Regional Hospital; Lana Ivanitskaya, Central Michigan U.; Lawrence V. Fulton, Texas State U.; Patrick Safieh, Humber River Regional Hospital

Organizational Inclusiveness: A Trickle Down Approach | Jennifer Sablynski, U. of the Pacific

Functionality to Mastery | Leslie McKnight, LUT School of Business; Johanna Tuominen, U. of Helsinki

Contingent Effects of Workforce Diversity on Firm Performance | Liian Otaye, Lancaster U.
578  💻: (DISC Paper Session) - (MH) A Focus on Institutionalization and Controversy in Historical Research
11:15am - 12:45pm Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 578
Discuss with authors the historical backgrounds of the brewing industry in the UK and family-owned firms in Turkey and benefits of controversy.
Discussant: Denise L. Fleck, Federal U. Rio de Janeiro
The Role of Institutional Controversies in Enriching Organization Theory | Benoît Roux, ISEEG School of Management; Xavier Lecoq, U. of Lille 1
Institutional Bricolage and family Imprint: History of Family Holding Form in Turkey | Mehmet Ercek, Istanbul Technical U. Compenetion Policy and Financialization in the UK Brewing Industry | Julie Bower, Independent Scholar

579 📝. SHCS: (OB, MOC, HR, AAT) The Power of Speaking Up in Organizations: An Exploration of Outcomes of Silence
11:15am - 12:45pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 579
Chair: Yurianna Kim, The U. of Texas at Austin
Discussant: Susan J. Ashford, U. of Michigan
Tailoring the pitch: The Impact of Idea Framing and Regulatory Fit on Endorsement of Voice | Yurianna Kim, The U. of Texas at Austin; Ethan Burris, The U. of Texas at Austin; Luis Martins, The U. of Texas at Austin
Differential Effects of Promotive and Prohibitive Voice on Team Productivity and Safety Performance | Ning Alex Li, U. of Maryland; Subrahmaniam Tangirala, U. of Maryland; Brady Firth, U. of Maryland
OB Division Best Symposium Award, sponsored by Cambridge University Press

580 : (DISC Paper Session) - (OCIS) Exploring Organizational Implications of Online Technologies
11:15am - 12:45pm Pennsylvania Convention Center: Room 124
Tweet this session: #AOM2014 580
Discussant: Gwanhoo Lee, American U.
Participation in Open Knowledge Communities and Job-hopping: Evidence from Enterprise Software | Peng Huang, U. of Maryland; John Zhang, U. of Connecticut
What Is Creepy? Towards Understanding That Eerie Feeling When It Seems the Internet "Knows" You | Arlonda Marie Stevens, Case Western Reserve U.
Well-Being Paradox of Social Networking Sites: Maintaining Relationships and Gathering Unhappiness | Mudra Mukesh, IE Business School; Margarita Mayo, IE Business School; Dilney Goncalves, IE Business School
The Engaging Power of Facebook Words: Content Categorization and Effectiveness | Jose Manuel Gavilanes, RWTH Aachen U.

581 📹. JS: (ODC, MC, MED, AAT) What’s in a Word? The Power of Articulating Values to Develop Values-Driven, Virtuous Organization
11:15am - 12:45pm Pennsylvania Convention Center: Room 119 B
Tweet this session: #AOM2014 581
Organizer: Michael R Manning, Benedictine U.
The Power of Words: How Reframing to See the Positive May Have a Lasting Impact | Tojo Thatchenkery, George Mason U.; Kevin McGee, Prince William County Department of Fire and Rescue
Giving Voice to Values: The Power of Words to Re-Frame, Empower, and Enact Values-Driven Leadersh | Mary Catherine Gentile, Babson College
The Meaning of Excellence: Using Dialogue to Enable the Virtues Within | David S. Bright, Wright State U.
What is the Link between Values and Performance? Lessons from Value-Driven Companies | James D Ludema, Benedictine U.; Thomas J Walter, Tasty Catering, Inc.

582 📸. (DISC Paper Session) - (OM) Leveraging Firm Capabilities in Complex Or Difficult Operating Environments
11:15am - 12:45pm Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 582
Discussant: Hale Kaynak, U. of Texas Pan American
Leveraging Procurement Organizations: External and Internal fit Considerations | Lydia Bals, Copenhagen Business School; Aki Laiho, Aalto U.; Jari Laine, Aalto U.
Contingencies on Benefiting from JIT practices: Operating in resource scarce and complex environments | Arash Azadegan, Rutgers Business School; Maryam Mahdikhani, graduated student; Wayne Eastman, Rutgers U.; Kevin Linderman, U. of Minnesota
Expanding the service process matrices for expert services | Juliana Bonomi Santos, Centro U. da FEI; Martin Spring, Lancaster U.
The patterns of product and process innovations: resource-based view | Young Sik Cho, U. of Texas Pan American; Hale Kaynak, U. of Texas Pan American

583 📹. (DISC Paper Session) - (OMT) The Construction of Markets and Fields
11:15am - 12:45pm Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 583
Chair: Wesley Helms, Brock U.
The Rise of the Authenticity Economy: A Study of the Transformation and Spread of Food Trucks | Todd Schifeling, U. of Michigan, Ann Arbor; Daphne Ann Demetry, Northwestern U.
Sacred Commodification – The Construction of a Cognitive-Cultural Market Logic | Anna Tylstrom, Uppsala U.
An Analysis of Cultural Vulnerability and Opportunity Exploitation in Marcellus Shale Drilling | Joel Gehman, U. of Alberta; Dror Etzion, McGill U.
SUNDAY

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

Howactortransforminstitutions:SãoPaulo-fashionweek and changes in fashion in Brazil | Laura Cristina Prates Xavier Pansarella, FGV-EAESP; Thomaz Wood Jr., Escola de Administração de Empresas de São Paulo

584 /session: (DISC Paper Session) - (RM) Mixed Topics on Methods
11:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Parlor A
Tweet this session: #AOM2014 584
Chair: Jeremy Dawson, The U. of Sheffield
Neuroscience Methods: Promising Tools to Advance Organizational Research on Affect | Sebastiano Massaro, Warwick Business School

Towards the End of Linearity in Management Research | Yongheng Yao, McMaster U.

585 /session: (DISC Paper Session) - (SAP) In the field: Strategic Activities and Identity in Agricultural Contexts
11:15am - 12:45pm Sheraton Philadelphia Downtown Hotel: Freedom H Tweet this session: #AOM2014 585
Chair: Parshotam Dass, U. of Manitoba
Mediating Effect of Commercial Strategies in the Resources-performance Relationship | Gricelda Juárez-Luis, Centro Interdisciplinario de Investigación para el Desarrollo Integral Regional Unidad Oaxaca; René Díaz-Pichardo, Groupe ESC Troyes
Managing Identity Beyond Compliance and Rebellion: The Third Way of Tuscan Wineries | Taeyoung Yoo, Hankuk U. of Foreign Studies; Reinhard Bachmann, U. of Surrey

586 /session: (DISC Paper Session) - (SIM) Roundtable on Internationally Oriented SIM Research
11:15am - 12:45pm Loews Philadelphia Hotel: Washington Room B Tweet this session: #AOM2014 586
Chair: Dima Jamali, American U. of Beirut
Does micro-lending affect innovation and entrepreneurship? Evidence from Ethiopia | Robert Hirth, High Point U.
Renzhi (rule-of-man) and Organizational Justice: A Case Study in the Chinese Context | Kuan-Cheng Chen, Shih Hsing U.
Maasai or Tanzanian? Institutional isolation/Integration of subsistence markets & business ventures | Alexander Tetteh Kwasi Nuer, Wageningen U.; Miguel Rivera-Santos, EMLYN Business School; Carlos Rufin, Suffolk U.
Multinational enterprises, and the management of sustainable development through employees | Aloysius Marcus Newenham-Kahindi, U. of Saskatchewan

587 /session: SHCS: (SIM, ONE, AAT) Empty Words? – The Contested Nature of the UN Global Compact
11:15am - 12:45pm Pennsylvania Convention Center: Room 103 A Tweet this session: #AOM2014 587
Organizers: Christian Voegtlin, U. of Zurich; Andreas Rasche, Copenhagen Business School
Participants: Satyarth P Sethi, Baruch College-The City U. of New York; Donald H Schepers, Baruch College-The City U. of New York; Sandra Waddock, Boston College; Daniel Berliner, U. of Minnesota; Aseem Prakash, U. of Washington; Andreas Georg Scherer, U. of Zurich; Oliver Williams, U. of Notre Dame

588 /session: (DISC Paper Session) - (TIM) Interfirm relationships and competition
11:15am - 12:45pm Pennsylvania Convention Center: Room 108 A Tweet this session: #AOM2014 588
Chair: Do Bum Chung, Yonsei U.
The Role of Strategic Alliances in Gaining Sustainable Competitive Advantage | Chia Chi Sun, Tamkang U.; C.C. Lin, Metal Industries Research & Development Centre; S. C. Chang, National Changhua U. of Education.; H. Y. Tasi, Tamkang U.
Recombining for Breakthroughs: The Role of the Alliance Network, Portfolio, and Partners | Steffen Keijl, WU Vienna; Victor Gilising, Tilburg U.; Joris Knoben, Raboud U. Nijmegen; Geert Duysters, Tilburg U.

How to Use a Double-Edged Sword: Knowledge Acquisition and Knowledge Leakage in R&D Alliances | Do Bum Chung, Yonsei U.; Jocoyung Kwak, Yonsei U.

589 /session: (DISC Paper Session) - (TIM) Creativity and the Design Process
11:15am - 12:45pm Pennsylvania Convention Center: Room 111 B Tweet this session: #AOM2014 589
Chair: Thomas Mack, EBS Business School
Winners, Losers, and Non-Participants in Innovation Contests - Motivation, Creativity, and Skills (WITHDRAWN) | Thomas Mack, EBS Business School; Christian Landau, EBS Business School

How Physical Artefacts Contribute to Design Processes? | Sihem Ben Mahmoud-Jouini, HEC Paris; Christophe Midler, Ecole Polytechnique; Virginia Cruz, IDSL, Nicolas Gaudron, IDSL

Teamwork Makes the Difference: Creativity in Knowledge Exchange Processes (WITHDRAWN) | Minea Schwenk, Berlin Institute of Technology

Linking Design Thinking to Innovation Outcomes: the Role of Cognitive Bias Reduction | Jeanne Liedtka, U. of Virginia

Sunday 11:30AM

590 : (AAA) AOM Ethics Committee Meeting
11:30am - 1:00pm Pennsylvania Convention Center: Room 301 Tweet this session: #AOM2014 590
By Invitation only

591 : (ICW) Entrepreneurship Theory and Practice Editorial Board Luncheon
11:30am - 2:00pm Philadelphia Marriott Downtown: Liberty Ballroom Salon A Tweet this session: #AOM2014 591
By invitation only. Organizer: Ray Bagby, Baylor U.
592 : (ICW) JOM Associate Editors lunch
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 407
Tweet this session: #AOM2014 592
By Invitation only
Organizer: Patrick M. Wright, U. of South Carolina

593 : (ODC) Journal of Change Management Editorial Board Meeting.
11:30am - 1:30pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 593
Chair: Rune Todnem By, Staffordshire U.

**Sunday 12:00PM**

331 : (ICW) Kauffman Foundation Emerging Scholars Luncheon
12:00pm - 2:00pm Philadelphia Marriott Downtown: Room 404
By invitation only.
Organizer: Michelle St. Clair, Ewing Marion Kauffman Foundation

594 : (AAA) Annals Associate Editors and Advisory Board Luncheon
12:00pm - 1:30pm Loews Philadelphia Hotel: Parlor 1
By Invitation Only
Organizers: Sim B. Sitkin, Duke U.; Laurie R. Weingart, Carnegie Mellon U.

595 : (ICW) SAMS/JMS Reception
12:00pm - 2:00pm Pennsylvania Convention Center: Room 108 B
Tweet this session: #AOM2014 595
Organizer: Margaret Turner, Journal of Management Studies

596 : (ICW) Organization Science Senior Editors Luncheon Meeting
12:00pm - 2:00pm Philadelphia Marriott Downtown: Room 307
Tweet this session: #AOM2014 596
Organizer: Kate Luckey, INFORMS

597 : (ITC) International Theme Committee (ITC) Executive Business Meeting
12:00pm - 2:00pm Sheraton Philadelphia Downtown Hotel: Salon 9
Tweet this session: #AOM2014 597
on invitations only

**Sunday 12:20PM**

598 : (TLC) TLC Luncheon and Plenary
12:20pm - 1:40pm Pennsylvania Convention Center: Room 201 AB
Tweet this session: #AOM2014 598
The TLC Luncheon and Plenary begins with an opening talk by Russ Vince on ‘The Power of Reflection and Reflections on Power in Teaching and Learning.’ Attendees will then be invited to participate in one of three concurrent breakout sessions for exploring related themes: Stefan Meisek (Studio Pedagogy for Management Education), Anne Pässilä (From As Is to As If: Co-constructing Reflexive Practice in Arts-based Management Learning), and Nancy Adler (Leadership Insight: Going Beyond the Dehydrated Language of Management).

Distinguished Speakers: Russ Vince, U. of Bath; Nancy J Adler, McGill U.; Stefan Meisek, Copenhagen Business School; Anne Pässilä, Lappeenranta U. of Technology

**Sunday 12:30PM**

599 : (AAA) Division Treasurers’ Meeting
12:30pm - 1:30pm Pennsylvania Convention Center: Room 111 A
Tweet this session: #AOM2014 599

600 : (AAA) AMP Editorial Review Board
12:30pm - 1:30pm Loews Philadelphia Hotel: Penn
By Invitation Only

601 : (ICW) Group and Organization Management Editorial Board Review Luncheon
12:30pm - 2:00pm Philadelphia Marriott Downtown: Conference Suite 1
Tweet this session: #AOM2014 601
Organizer: Cynthia Nalevanko, Sage Publications

602 : (OB) OB Division Executive Committee Meeting
12:30pm - 2:00pm Philadelphia Marriott Downtown: Conference Suite 1
Tweet this session: #AOM2014 602
This meeting is for OB Division Executive Committee members only.

603 : (SIM) SIM Governance Committee
12:30pm - 4:00pm Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 603
By invitation only. You know who you are.
Division Chair-Elect: Michael L. Barnett, Rutgers U.
Program Chair: Harry J Van Buren, U. of New Mexico Professional Development Workshop Chair: Jamie R. Hendry, Bucknell U.
Past Chair: Virginia Gerde, Duquesne U.
Treasurer: Paul Dunn, Brock U.
Chair: Jennifer J Griffin, George Washington U.
Newsletter Editor: Jegoo Lee, Stonehill College
Listserv Manager: Aimee Dars Ellis, Ithaca College
Representative-at-Larges: Michael E. Brown, Pennsylvania State U., Erie; Tara L. Ceramic, U. of San Diego; Cynthia Clark, Bentley U.; John F Mahon, U. of Maine; Kathleen Rehbein, Marquette U.; Marguerite Schneider, NJIT

**Sunday 1:00PM**

604 : (AAA) Academy Leadership Forum: Workshop for Academy Volunteer Leaders
1:00pm - 3:00pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 604
By Invitation Only. This annual interactive workshop is designed to help build cooperative relationships among those serving the Academy through their leadership roles. Representatives from the Board of Governors, Divisions and Interest Groups come together to share best practices and promote conversations among volunteer leaders.
Organizers: Kerry Ignatz, Academy of Management; Paul S. Adler, U. of Southern California; Mark Gavin, Oklahoma State U.; Ann K. Buchholtz, Rutgers U.; Quinetta Roberson, Villanova U.

605 : (AAA) Incoming Professional Development Workshop Chairs Meeting

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1:00pm - 2:30pm Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 605
Organizers: Mary Ann Glynn, Boston College; Anita M. McGahan, U. of Toronto; Michelle Donohue, Academy of Management; Jel Erica Hampson, Academy of Management; Gabriel Bramson, Academy of Management
Professional Development Workshop Chair: Mary Ann Glynn, Boston College

606 🖤: (AAT) More than Words: Interpersonal Skills and Effective Leadership
1:00pm - 2:30pm Pennsylvania Convention Center: Room 103 B
Tweet this session: #AOM2014 606
Chairs: Gerard Beenen, California State U., Fullerton; Shaun Pichler, California State U., Fullerton
Discussant: Robert S. Rubin, DePaul U.
How Outstanding Leaders use Emotional Intelligence to Manage Interpersonal Challenges | Cary Cherniss, Rutgers U.
Assessing and Developing Basic Managerial and Leader Communication Skills | Ronald E. Riggio, Claremont McKenna College; Masakatsu Ono, Claremont Graduate U.
Leader Perceived Ethical Skill and the Enactment of Ethical Leadership | Peter Jennings, U.S. Military Academy, West Point; Sean Hannah, Wake Forest U.; Dustin James Bluhm, U. of Colorado Colorado Springs
Social Skill as Knowledge Articulation and Social Network Connecting: How Words Create Innovation | David Obstfeld, California State U., Fullerton
Developing a Model and Measure of Managerial Interpersonal Skills | Gerard Beenen, California State U., Fullerton; Shaun Pichler, California State U., Fullerton

607 🖤: (AAT) The Power of Words in Capital Markets
1:00pm - 2:30pm Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 607
Chairs: Margarethe F Wiersema, U. of California, Irvine; Yan Anthea Zhang, Rice U.

608 🎨: (AAT) What Gives Power to Words? A Multi-disciplinary Conversation on Social Change
1:00pm - 2:30pm Pennsylvania Convention Center: Room 119 A
Tweet this session: #AOM2014 608
Organizers: Ryan Quinn, U. of Louisville; Klaus Weber, Northwestern U.
Speakers: Stanley Deetz, U. of Colorado; Adam D Galinsky, Columbia U.; Michael Schudson, Columbia U.; Stephen T Ziliak, Roosevelt U.

609 🎨: (AAT) Expanding the Vocabulary of Organizing: Design in Social-Organizational Life
1:00pm - 2:30pm Pennsylvania Convention Center: Room 119 B
Tweet this session: #AOM2014 609
Organizer: Richard J. Boland, Case Western Reserve U.
Discussant: Kenneth Gergen, Swarthmore College
Design Thinking: Why Choose Weak Words when we have Strong Ones Available? | Richard J. Boland, Case Western Reserve U.

Design Speech Genre in a Command and Control Organization: The US Submarine Community | Frank J. Barrett, Naval Postgraduate School
From Consumers to Creators: The Power of Design | Youngjin Yoo, Temple U.; Frank J. Barrett, Naval Postgraduate School

610 🎨: (AAT) How Words Matter for Understanding Individuals Crossing Borders and Engaging in Entrepreneurship
1:00pm - 2:30pm Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 610
Chair: Tarun Khanna, Harvard U.
Finding a Home Away From Home: Immigrants and Firm Internationalization | Exequiel Hernandez, U. of Pennsylvania
Diaspora Engagement Institutions: Promoting Migrant Entrepreneurship in Developing Countries | Paul M Vaaler, U. of Minnesota
Do It Yourself or Hire a Manager? Foreign Entrepreneurs and Firm Performance | Elena Kulchina, Duke U.

611 🎨: (AAT) Words That Make A Difference
1:00pm - 2:30pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 611
Organizer: Ann L Cunliffe, Leeds U. Business School
Words for Others, and Words for Oneself — from Information Transmission to Self-orientation. | John Shutter, Leeds U. Business School
Words that Matter: Language, Communication and Context. | Gail T Fairhurst, U. of Cincinnati

612 🎨: (DISC Paper Session) - (BPS) Competitive Interaction and Different Levels of Analysis
1:00pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Independence C
Tweet this session: #AOM2014 612
Discussant: Michael Quinn Christensen, Stanford U.
Competitive Action Routines and Their Role in Interfirm Rivalry | Jukka Luoma, Aalto U.; Juha-Antti Lamberg, Jyväskylä U.
Being Cooperative or Competitive in Alliance Formation around a Rival | Kwang-Ho Kim, College of Business Administration/Hankuk U. of Foreign Studies; Byung Il Park, College of Business Administration/Hankuk U. of Foreign Studies
Session Details – Sunday, 12:00 - 2:00 PM

613 (DISC Paper Session) - (BPS) The Influence of Stakeholders
1:00pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 613

Discussant: Caroline Flammer, Ivey School of Business
To Be Special, To Be Responsible: How Product Specificity Affects Corporate Social Responsibility | Rui Shen, Nanyang Technological U.; Yi Tang, Hong Kong Polytechnic U.; Ying Zhang, Erasmus U. Rotterdam
Does Doing Good Pay-off for Firms? Using Bayesian Analysis for Insight on a Timeworn Question | Alison Mackey, California Polytechnic State U., San Luis Obispo; Tyson Brighton Mackey, California Polytechnic State U.; Janice C. Molloy, Michigan State U.
The Persuasive Effect of External Financial Relationships | Sara Parker, Rutgers Business School
Stakeholder Engagement Capabilities to Explain M&A Performance Differences | Emanuele Luca Maria Bettinazzi, Bocconi U.

614 (DISC Paper Session) - (CMS) Business School Pedagogy and Practice
1:00pm - 2:30pm Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 614

Chair: Mark Learmonth, Durham U.
The Alienation of Scholarship in Modern Business Schools: Contributions from Marx and Lacan | Ozan Nadir Alakavuklar, Massey U. Palmerston North; Andrew G Dickson, Massey U.; Ralph E Stabilein, Massey U.
Words and the Writing of Organizational Soul | Edward Wray-Bliss, Deakin U.
Higher Education and Neo-liberal Pathologies: Reflections of a Private Business School Lecturer | Volker M. Rundshagen, Cologne Business School

615 (DISC Paper Session) - (ENT) Entrepreneurship: Theories and Scholarship
1:00pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Freedom G
Tweet this session: #AOM2014 615

Discussant: David Watkins, Southampton Business School, U.K.
Increasing the Problem Solving Speed Through Effectual Decision Making | Matthias Jan Blauth, RWTH Aachen U.; René Mauer, RWTH Aachen U.; Niklas Friederichsen, RWTH Aachen U.
Philosophy Theory Into Entrepreneurial Education Practice: A Holistic Model | Cristiano Ciappei, U. of Florence; Massimiliano Matteo Pellegrini, Princess Sumaya U. for Technology; Giacomo Marzi, U. of Florence

616 (DISC Paper Session) - (ENT) Social Goals in Entrepreneurship
1:00pm - 2:30pm Sheraton Philadelphia Downtown Hotel: Freedom H
Tweet this session: #AOM2014 616

Discussant: Chao Guo, U. of Pennsylvania
Uncovering the Antecedents of the Internationalization of Social Ventures | Liman Zhao, CEIBS
Passion for Purpose: Aspirational Fantasy and Organizational Form Choice | Kate M. Kenny, Queens U. Belfast; Helen Haugh, U. of Cambridge
Stakeholders in Turnaround. The Case of SME Rehabilitation within the Finnish Restructuring Act | Nick John Collett, The U. of Manchester; Jukka Saarikko, CM Consulting OY; Naresh Pandit, U. of East Anglia; Gary Cook, U. of Liverpool

617 (DISC Paper Session) - (GDO) Generational Differences in the Workplace
1:00pm - 2:30pm Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 617

Chair: Janet L Barnes-Farrell, U. of Connecticut
Perceptions of Generational Differences in the Workplace | Kelly Pledger Weeks, Centenary College of Louisiana; Caitlin Schaffert, Centenary College of Louisiana; Nick Long, Centenary College of Louisiana
Getting More than you Bargained for: Effects of Demographic Diversity on Customer’s Service Quality | Jacob Eisenberg, U. College Dublin; Xiaojiang Wang, BIT Congress; Jing Jing Huang, UCD; Anna Forde, UCD
Leadership for the Millennials Generation | Alix Valenti, U. of Houston, Clear Lake

1:00pm - 2:30pm Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 618
Organizer: David C. Baldridge, Oregon State U.
Panelists: Joy E. Beatty, U. of Michigan, Dearborn; Mark E. Moore, East Carolina U.; Mukta Kulkarni, Indian Institute of Management Bangalore; Stephan Alexander Boehm, U. of St. Gallen

619 (DISC Paper Session) - (HCM) Strategy in Healthcare
1:00pm - 2:30pm Pennsylvania Convention Center: Room 102 B
Tweet this session: #AOM2014 619

Chair: James D. Bramble, Creighton U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
620: (DISC Paper Session) - (HR) Focusing on Individual HR Practices
1:00pm - 2:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon I
Tweet this session: #AOM2014 620
Chair: Ying Hong, McMaster U.
How Do the Work-Life Practices Affect Work-Family Conflict? The Differential Roles of Work Stress | Yu Zhou, Renmin U. of China; Meng Xu, Renmin U. of China; Ying Hong, McMaster U.
The Power of Words in Recruitment: Examining Message Content and Attractiveness to a Firm. | Isabel C. Botero, U. of Kentucky
A Model of Information Processing in Performance Evaluation | Daanish Pestonjee, U. of Arkansas; Danny Franklin, U. of Arkansas
Engagement as mediator and LOC as moderator in organization politics-outcomes relationship. | Upasna A Agarwal, NITIE

621: (ICW) International Association for Chinese Research Management-MOR Meeting
1:00pm - 5:00pm Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 621
By Invitation Only.
Organizer: Xiaomeng Zhang, American U.

622: (ICW) JOM Review Issue - Macro AEs
1:00pm - 4:00pm Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 622
By invitation only
Organizer: Patrick M. Wright, U. of South Carolina

623: (DISC Paper Session) - (MOC) Identity, Identification, and Organizational Stories
1:00pm - 2:30pm Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 623
Chair: Philipp Bubenzer, Haute Ecole de Gestion Fribourg
The Effects of Hybrid Product and Organizational Identities on Organizational Identification | Philipp Bubenzer, Haute Ecole de Gestion Fribourg; Peter O. Foreman, Illinois State U.
The power of words: Dominant stories as a source of organizational action | Jane Hendy, U. of Surrey
Organizational Identification: The Role of Social Capital | Cristina Broch, U. of Lugano; Francesco Lurati, U. of Lugano; Alessandra Zamparini, U. of Lugano; Simone Mariconda, U. of Lugano
Tradeoffs and Pressures to Adapt on Personal and Organizational Identities in a R&D Network | Israel Fortin, HEC Montreal

624: SHCS: (MOC, OB, HR, AAT) Narrative Approaches to Learning and Development in Organizations
1:00pm - 2:30pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 624
Organizer: Christopher G Myers, U. of Michigan
Discussant: Amy C. Edmondson, Harvard U.
Telling the Story of Learning as it Happens: Impact of Self-Narratives on Leadership Development | Daniel Scott DeRue, U. of Michigan; Christopher G Myers, U. of Michigan
The Stories We Tell: Vicarious Learning in Air Medical Transport Teams | Christopher G Myers, U. of Michigan
A Narrative Approach to Harnessing Ambiguity for Innovation | Raghu Garud, Pennsylvania State U.; Marja Turunen, Aalto U.

625: (DISC Paper Session) - (ODC) Communication and Change: Leadership, Feedback, and Knowledge Transfer
1:00pm - 2:30pm Pennsylvania Convention Center: Room 104 A
Tweet this session: #AOM2014 625
Chair: Brian Charles Carroll, Southeastern U.
Paradoxical Leadership and the Competing Values Framework | Marc Hoffman Lavine, U. of Massachusetts Boston
The interplay of performance feedback and group-based market structure on risk taking | Jie Wu, U. of Macau; Jeroen Kuijman, Tilburg U.

626: (DISC Paper Session) - (OM) Managing The Sustainable, Global Supplier: Challenges And Solutions
1:00pm - 2:30pm Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 626
Discussants: Stephan Vachon, Richard Ivey School of Business; Wendy L Tate, U. of Tennessee
Understanding Managerial Choices in Sustainable Operations Decision Problems | Julia Benkert, U. of Melbourne; Daniel Samson, U. of Melbourne; Vikram Bhakoo, U. of Melbourne
Managing Supplier Sustainability Risk: Strategies and Predictors | Sara Hajmohammad, Richard Ivey School of Business; Stephan Vachon, Richard Ivey School of Business
Sustainability and India’s Supply Chain: Some Insights | Rohit Nishant, National U. of Singapore; Mark Goh, The Logistics Institute - Asia Pacific
How Offshoring Elicits Reconfiguration of the Service Production System | Kristin Brandl, Copenhagen Business School; Michael J. Mol, U. of Warwick; Bent Petersen, Copenhagen Business School

627: (DISC Paper Session) - (OMT) Research at the Top: New Directions in Research on Managers
1:00pm - 2:30pm Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 627
Chair: Micki Eisenman, Hebrew U. of Jerusalem
628: SHCS: (PNP, TIM, AAT) Towards Government 2.0: Open Data and Innovation through Cross-Sector Collaboration
1:00pm - 2:30pm Pennsylvania Convention Center: Room 103 A
Tweet this session: #AOM2014 628
Chairs: Peter J Robertson, U. of Southern California; Peter Pirmejad, City of Palo Alto, California
Panelists: Mark Dixon, IBM; Steven Adler, IBM; Mark Headd, Acclea, Inc.; Christopher Thomas, Esri; Ben Berkowitz, SeeClickFix, Inc.; Rodroigo Davies, Massachusetts Institute of Technology; Ines Mergel, Syracuse U.; Erik Johnston, Arizona State U.

629: (DISC Paper Session) - (SIM) Roundtable on Stakeholder Research
1:00pm - 2:30pm Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 629
Chair: Shawn Berman, U. of New Mexico
Lack of Stakeholder Influence on the Greening of Industry: A Developing Country Perspective | Asadul Hoque, U. of Waterloo; Amelia C. Clarke, U. of Waterloo
Mission Statement Content and Responsiveness to Stakeholders in Social Ventures | Jeffrey Gauthier, U. of Massachusetts Amherst; Kirk Silvernail, U. of Massachusetts Amherst
Meta-Stakeholders: How Social Investors Shape Stakeholder Orientation | Sébastien M. Fosse, U. de Deusto; Carl J. Kock, IE Business School

630: (SIM, MSR, CMS, AAT) The Power of Words we RARELY Use: Dignity, Rights and Responsibility
1:00pm - 2:30pm Pennsylvania Convention Center: Room 121 B
Tweet this session: #AOM2014 630
Organizer: Michael Andreas Pirson, Fordham U.
Discussant: André Habisch, Katholische U. Eichstätt-Ingolstadt
Presenters: Sandra Waddock, Boston College; Claus Dierksmeier, U. of Tuebingen; Florian Wettstein, U. of St. Gallen

631: (DISC Paper Session) - (TIM) Managing technological Innovation in China: challenges and opportunities
1:00pm - 2:30pm Pennsylvania Convention Center: Room 108 A
Tweet this session: #AOM2014 631
Chair: Li Tang, Shanghai U. of Finance and Economics
Illusion of increased research quality? A clubbing effect analysis of Chinaj’s research | Li Tang, Shanghai U. of Finance and Economics
Top management succession and subsequent firm innovation: Evidence from Chinese listed companies | Chen Cheng, Huazhong U. of Science & Technology; Xiuhao Ding, Huazhong U. of Science & Technology
In-house R&D and External Knowledge Acquisition – What Makes Chinese Firms Productive? | Philipp Boeing, Centre for European Economic Research (ZEW); Elisabeth Mueller, Frankfurt School of Finance and Management; Philipp G. Sandner, Technische U. München
The dual role of local R&D collaboration partners for firms’ technological innovation in China | Ying Li, DTU Danish Technical U.; Yuandi Wang, Sichuan U.

632: (AAA) AMJ Editorial Review Board
1:30pm - 3:00pm Loews Philadelphia Hotel: Regency Ballroom B
Tweet this session: #AOM2014 632
By Invitation Only
Organizer: Gerard George, Imperial College London

633: (AAT) The Book is Dead, Long Live the "Book": The Future of Management Book Publishing
1:30pm - 3:30pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall
Tweet this session: #AOM2014 633
Organizer: Joseph Lampel, City U. London
Participants: Henry Mintzberg, McGill U.; David Musson, Oxford U. Press; Amalya L Oliver, Hebrew U. of Jerusalem; Jeewan Sivasubramaniam, Berrett-Koehler; Michael Roche, Cengage Learning

634: (AAT) "The Power of Words" in 140 Characters or Less
1:30pm - 3:30pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 634
This session will be tweeted live and colleagues who are not on site are encouraged to join in accordingly
Chair: David A. Lamond, Victoria U.
Presenters: Marcel Bogers, U. of Southern Denmark; David Burkus, Oral Roberts U.; Terri Griffith, Santa Clara U.; C V Harquail, Authentic Organizations; Patrick J. Murphy, DePaul U.; Bret L Simmons, U. of Nevada, Reno

635: (ICW) IMD International - Day 3
1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 2
Tweet this session: #AOM2014 635
Organizer: Marianne Rothenbuehler, IMD International

637: (IM) International Management Executive Committee Meetings with the Division Committees
1:30pm - 4:30pm Pennsylvania Convention Center: Room 124
Tweet this session: #AOM2014 637
Division Chair: Jennifer Spencer, George Washington U.
Division Chair-Elect: Sea Jin Chang, National U. of Singapore
### Session Details – Sunday, 2:00 - 4:00 PM

#### Sunday 1:50PM

**641** 🌐: (TLC) Incorporating Evidence-based Research into Assignments: Building Information Literacy Competence
1:50pm - 2:50pm Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 641
Organizer: Tom Mierzwa, U. of Maryland U. College
Moderator: Anna Seferian, U. of Maryland U. College

**642** 🌐: (TLC) College Seniors Mentor High School Student Teams to Assist Inner City Small Businesses
1:50pm - 2:50pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 642
Participants: Cheryl Wyrick, California State Polytechnic U., Pomona; Lynn Turner, California Polytechnic State U., Pomona

**643** 🌐: (TLC) Teaching for the Net-Generation: A 3D Game of Business Ethics
1:50pm - 2:50pm Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 643
Presenter: Suzy Jagger, U. of Roehampton

**644** 🌐: (TLC) The Power of Critical Reflection and Social Dialogue in On-Line Virtual Learning Environments
1:50pm - 2:50pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 644
Presenters: Ginger Grant, Sheridan Institute of Technology and Advanced Learning; Golnaz Golnaraghi, Sheridan Institute of Technology and Advanced Learning

**645** 🌐: (TLC) Peering into the Future: Fostering Deep Learning Using 21st Century Tools and Techniques
1:50pm - 2:50pm Pennsylvania Convention Center: Room 204 C
Tweet this session: #AOM2014 645

### Sunday 2:00PM

**646**: (ICW) Business and Management Journals: Current Issues for Authors, Reviewers, and Editors
2:00pm - 3:00pm Pennsylvania Convention Center: Room 115 B
Tweet this session: #AOM2014 646
Facilitator: Bob Doherty, The University of York; Panelists: Patrick J. Murphy, DePaul University; Simon L. Dolan, ESADE Business School; Paul Sparrow, Journal of Organizational Effectiveness
Organizer: Patti Davis, Emerald Group Publishing

**647**: (ICW) The Leadership Quarterly Board Meeting
2:00pm - 3:00pm Philadelphia Marriot Downtown: Grand Ballroom Salon C
Tweet this session: #AOM2014 647

### Sunday 2:30PM

**651**: (AAT) Empowering Words: Achieving High Quality Writing in Management and Organizational Studies
2:30pm - 4:00pm Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 651
Organizers: Erik Dane, Rice U.; Otilia Obozaru, Rice U.

**652**: (AAT) In Search of Sustainability Metaphors: The Power of Words to Mobilize Collective Action
2:30pm - 5:00pm Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 652
Organizers: Nagaraj Sivasubramaniam, Duquesne U.; Krzysztof Dembek, Monash U.
Facilitator: Andrew Marshall, ThinkPrimed

**653**: (BPS) BPS Global Representatives Meeting
2:30pm - 3:30pm Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 653
By invitation only.

**654**: (CMS) Keynote Panel - Metamorphoses: Paradigms and Since
2:30pm - 4:00pm Pennsylvania Convention Center: Room 115 A
Tweet this session: #AOM2014 654
A futurological conversation on the changing shape of organization theorizing including the rise of the monstrous and the end of the taken for granted
Organizer: Raza A. Mir, William Paterson U.
Distinguished Speakers: Marta B. Calas, U. of Massachusetts Amherst; Linda Smircich, U. of Massachusetts Amherst; Gibson Burrell, Leicester U.

**655**: (PNP) PNP Executive Committee Meeting
2:30pm - 4:30pm Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 655

**656**: (RM) Research Methods Division Executive Committee Meeting

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

![Section D](#)
### Session D – Sunday, 2:00 - 4:00 PM

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

**Section D**

**Connecting Words to Actions in Organizations**

**Powerful Organizer:**

**Democracy, Civil Society and the Deliberation of the Defeatist CSR Rhetoric of Retailers under Austerity: The Case of Management of visibility: silencing critical voices in the Voices of Resistance | Organizers:**

**Anne Vestergaard**

2:45pm - 4:15pm Pennsylvania Convention Center: Room 118 A

Would you rather work for a gorilla who says he is one, or someone who just pretends to be nice? | **Tony L Simons**, Cornell U.


The Importance of ‘Walking the Talk’ When Addressing Employees’ Strengths at Work | **Marlies Veesstraeten**, U. of Leuven; **Hannes Leroy**, Cornell U.

Would you rather work for a gorilla who says he is one, or someone who just pretends to be nice? | **Hannes Leroy**, Cornell U.; **Tony L Simons**, Cornell U.; **Stijn Masseschlein**, U. of Western Australia

**The Power of Words and the Words of the Powerful**

**Organizers:**

Anne Vestergaard, Copenhagen Business School; Julie Uldam, Copenhagen Business School

Voices of Resistance | **Bobby Banerjee**, City U. London

Management of visibility: silencing critical voices in the (online) public sphere | **Julie Uldam**, Copenhagen Business School

CSR Rhetoric of Retailers under Austerity: The Case of Greece and the Sale of Nationhood | **Eleftheria Lekakis**, U. of Sussex

Democracy, Civil Society and the Deliberation of the Defeatist | **Anne Vestergaard**, Copenhagen Business School


**How to Do Things with Words: Connecting Words to Actions in Organizations**

**Organizer:**

Simona Giorgi, Boston College

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**Chair:** Christi Lockwood, Boston College

**Discussant:** Mary Ann Glynn, Boston College

**Participants:**

Michaela DeSoucey, Northwestern U.; Michael Lounsbury, U. of Alberta; Violina Rindova, The U. of Texas at Austin; Tyler Earle Wry, Wharton School

**What are We Talking About? Words, Meanings, and Organizing**

**Discussant:** William Ocasio, Northwestern U.

More than words: Meaning as mutually constituted through symbol and material | **Candace Jones**, Boston College


Words, Complex Meanings, and Simplified Actions | **Jeffrey Loewenstein**, U. of Illinois at Urbana-Champaign

Patterns of word associations and category ontology | **Mark Thomas Kennedy**, Imperial College Business School

**Impact and Usefulness: The Influence of Management Research on Public Policy and Society**

2:45pm - 4:15pm Pennsylvania Convention Center: Room 122 A

**Organizer:** Usha C. V. Haley, West Virginia U.

**Panelists:**


**Dynamics in Strategy Research**

2:45pm - 4:15pm Sheraton Philadelphia Downtown Hotel: Independencia C

**Discussant:** Jeffrey A. Martin, U. of Alabama, Tuscaloosa

A Dynamic, Resource-Based View of the Firm | **Ali Kazeminia**, ESADE Business School

Toward a Configurational Approach to Dynamic Capabilities and Environmental Dynamism | **Brent A McKnight**, McMaster U.


Strategic Agility Explanations for the Use of Franchising (WITHDRAWN) | **Ilan Alon**, Rolls College; **Amir Shoham**, Temple U.; **Melih Madanoglu**, Florida Atlantic U.

**Micro-foundations of Organizational Change**

2:45pm - 4:15pm Sheraton Philadelphia Downtown Hotel: Independencia D

**Discussant:** Indu Ramachandran, Texas State U.

What Goes Around Comes Around: When Early Turnover Hurts Firm Performance | **Bo H. Eriksen**, U. of Southern Denmark

Diversity vs Dharma: How Social Capital Increases and Impedes Project Performance in Bollywood | **Kristina Vaarst**
Thar She Blows! Middle Managers and the Microfoundations of the Attention Based View of the Firm | David Cohen, Skidmore College

Avoiding Rookie Mistakes: The Value of Managerial Experience for Firm Performance | Bryan Hong, Western U.

The Reflective Power of Words—Capturing Upper Echelons’ Cognition Through Their Verbal Communication
2:45pm - 4:15pm Pennsylvania Convention Center: Room 121 A
Organizers: Andreas Koenig, U. of Passau; Theresa S. Cho, Seoul National U.; Angela Fehn, U. of Passau; Albrecht Enders, International Institute for Management Development
Distinguished Speaker: James Pennebaker, The U. of Texas at Austin
Discussants: Donald C. Hambrick, Pennsylvania State U.; Arijit Chatterjee, ESSEC; Theresa S. Cho, Seoul National U.; Dennis A. Gioia, Pennsylvania State U.; Wei Guo, Hong Kong Polytechnic U.; Andreas Koenig, U. of Passau; Sucheta Nadkarni, Dreux U.; Michael D. Pfarrer, U. of Georgia

More than Words? The Effects of Policy Reforms on Entrepreneurial Firms
2:45pm - 4:15pm Pennsylvania Convention Center: Room 103 A
Chair: Rosemarie Ziedonis, U. of Oregon

Career Mobility: Organizational and Personal Aspects
2:45pm - 4:15pm Philadelphia Marriott Downtown: Room 303
Discussant: Kathleen Buse, Case Western Reserve U.
A Paradigm for Surviving Economic Disruption: The Promethean Life and Career Measurement Tool | Larry G. Straub, Case Western Reserve U.; James Gaskin, Brigham Young U.
Drawing a canvas of career dreams and passions in life context: A visual study on self-making | Fahri Karakas, U. of East Anglia; Emine Sarigol, McGill U.
The Impact of Gender and Dual Career Issues on Work-Family Decisions | Xuguang Guo, California Polytechnic State U., Pomona; Jon M. Werner, U. of Wisconsin, Whitewater

Critical Perspectives on Authentic Leadership
2:45pm - 4:15pm Pennsylvania Convention Center: Room 121 B
Facilitators: Donna Ladkin, Plymouth U.; Chellie Spiller, U. of Auckland
Participants: Steven S. Taylor, Worcester Polytechnic Institute; Suze Wilson, Massey U.; Sebastien Vendette, New Mexico State U.; Catherine A. Helmuth, Auburn U.; Helen Nicholson, Auckland U.; Bridig Jan Carroll, U. of Auckland; Jacqueline Ford, U. of Leeds; Nancy Harding, Bradford U.; Doyin Atewologun, Queen Mary U. of London; Joanne B Ciulla, U. of Richmond; Caesar Douglas, Florida State U.; Dail Fields, U. of Georgia; Clare Kelliher, Cranfield U.; B. Parker Ellen III, Florida State U.; Ghislaine Caulat, Ashridge; Rita Gardiner, U. of Western Ontario

Entrepreneurship in Different Institutional Settings
2:45pm - 4:15pm Sheraton Philadelphia Downtown Hotel: Freedom G
Discussant: Carol Sanford, The Responsible Entrepreneur Institute
An Integrated Institutional Model of the Broad Implications of Renegade Entrepreneurship | David Bien Nance, Lehi, UT
PhD Students’ Revealed preferences Over Career Outcomes, Productivity and Medium-term Placement | Annamaria Conti, Georgia Institute of Technology; Fabiana Visentin, Swiss Federal Institute of Technology (Lausanne)

Social Capital and Access to Entrepreneurial Resources
2:45pm - 4:15pm Sheraton Philadelphia Downtown Hotel: Freedom H
Discussant: Charles Chen, U. of Phoenix
Complementary or Compensatory? How Human and Social Capital Interact in the Start-up Process | Thorsten Semrau, U. of Cologne; Christian Hopp, Aachen U. of Technology (RWTH)
An Analytical Investigation of The Entrepreneur’s Ability to Acquire Valued Resources From Others | Salih Zeki Ozdemir, U. of New South Wales; Peter Moran, AGSM-Australian School of Business; Xing Zhong, Duke U.; Martin Bliemeel, U. of New South Wales
To Use or not to Use: Ethnic Resource Utilization among Immigrant Entrepreneurs | Abidoun Ige, U. of Alberta School of Management
Ability Dispersion and Team Performance | Sander Hoogendoorn, U. of Amsterdam; Simon C Parker, Ivey School of Business; Mirjam Van Praag, CBS

The Impact of Diversity on Team and Organizational Performance
2:45pm - 4:15pm Loews Philadelphia Hotel: Congress Room A
Chair: Kathryn McDonald Larson, Southern Methodist U.
Session Details – Sunday, 2:00 - 4:00 PM

Section D

672 🚶‍♂️(xy): (GDO, OB, AAT) Research and Interventions for Empowering Members of Historically Disadvantaged Groups
2:45pm - 4:15pm Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 672
Chair: Peter Belmi, Stanford U.
Discussant: Kristin Laurin, Stanford U.
Closing the Social Class Achievement Gap Using A Diversity Education Intervention | Nicole Stephens, Northwestern Kellogg School of Management; MarYam Hamedani, Stanford U.; Sarah Townsend, U. of Southern California; Mesmin Destin, Northwestern U.
Attaining Positions at the Top: Class and the Politics of Power-Seeking | Peter Belmi, Stanford U.; Kristin Laurin, Stanford U.
Perceptions that Undermine vs. Promote Sense of Belonging in Scientific Research Careers | Aneta Rattan, London Business School; Carol Boggs, U. of South Carolina; Nalini Ambady, Stanford U.
Similarities or Differences? Finding Connections Across Boundaries | Ashli Carter, Columbia U.; Negin Toosi, Columbia Business School; Katherine W. Phillips, Columbia U.

673 : (DISC Paper Session) - (HR) Examining Compensation Issues
2:45pm - 4:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon I
Tweet this session: #AOM2014 673
Chair: Nina Gupta, U. of Arkansas
Investments in training and downsizing versus reducing pay | Yeong Joon Yoon, Cornell U.

674 🚶‍♂️(xy): (DISC Paper Session) - (MOC) Words, Strategy, and Sensemaking
2:45pm - 4:15pm Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 674
Chair: Alesia Slocum, Saint Louis U., Madrid / Shenandoah U.
Recursive Dialogue in Practice: How Words Are Used to Frame a Technological Change | Alesia Slocum, Saint Louis U., Madrid / Shenandoah U.
Cognition, Social Identification and Financial Crisis: A Simonian Approach | Rouslan Koumakho, NEOMA Business School
Exogenous Shock or Scapegoat: Making Sense of a Banking Crisis’ Impact on Manufacturing Industries | Andreas Nienhaus, Johann Wolfgang Goethe U. Frankfurt

675 → 🚶‍♂️(xy): (OB, IM, AAT) Complexity and Nuance in Communication in Global Organizations
2:45pm - 4:15pm Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 675
Chairs: Miriam Erez, Technion Israel Institute of Technology; Catherine Cramton, George Mason U.; Ella Glikson, Technion Israel Institute of Technology
Discussant: Gilad Chen, U. of Maryland
Culture as Dynamic System or Static Entity: How Does It Matter for Global Teams? | Catherine Cramton, George Mason U.
When Good Communication Models Undermine Communication in Globally Distributed Engineering Teams | Elizabeth Keating, The U. of Texas at Austin; Sirkka Jarvenpaa, The U. of Texas at Austin
Kick-off message’s effect on emergence of trust and team identity in multicultural virtual team | Ella Glikson, Technion Israel Institute of Technology; Miriam Erez, Technion Israel Institute of Technology

676 ⚡️(xy): (DISC Paper Session) - (ODC) Commitment and Engagement in the Context of Change
2:45pm - 4:15pm Pennsylvania Convention Center: Room 111 A
Tweet this session: #AOM2014 676
Chair: Danielle Zandee, Nyenrode Business U.
Keeping promises: A case study of escalating commitment leading to organizational change collapse | Eric Arne Lofquist, BI Norwegian Business School; Rune Lines, Norwegian School of Economics and Business Administration
New Public Management of Local Government in Japan: An Action Study | Tomoaki Shimada, Kobe U.; Yoko Uryuhara, Kyoto U.; Hidehiko Yuzaki, Hiroshima Prefecture
Informational Justice and Reactions to Change: The Role of Cynicism and Identification | David Patient, U. Católica Portuguesa; Francesco Sguera, U. Católica Portuguesa; Marjo-Riitta Diehl, EBS International U.

677 🚶‍♂️(xy): (DISC Paper Session) - (PNP) Collaboration and Behavior in Public and Nonprofit Sectors
2:45pm - 4:15pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 677
Chair: Karen M Hult, Virginia Tech

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

Section D
Session Details – Sunday, 2:00 - 4:00 PM

2:45pm - 4:15pm Pennsylvania Convention Center: Room 116
Chair: Stefan Wagner, ESMT European School of Management and Technology
- Patent indicators and product commercialization - Evidence from the pharmaceutical industry | Stefan Wagner, ESMT European School of Management and Technology; Simon D. Wakeman, ESMT
How patent experts create patent breadth | Karin Beukel, Copenhagen U.
- Exploiting Trademark Records and Matched Data for Innovation Research. | Meinert Flikkema, VU U. Amsterdam; Carolina Castaldi, Eindhoven U. of Technology; Ard-Pieter de Man, VU U. Amsterdam; Marcel Seip, VU U. Amsterdam
- Patent citation indicators: one size fits all? | Jurrien Bakker, KU Leuven; Dennis Verhoeven, KU Leuven; Lin Zhang, North China U. of Water Conservancy and Electric Power; Bart Van Looy, KU Leuven

2:45pm - 4:15pm Loews Philadelphia Hotel: Washington Room B
Chair: Duane Windsor, Rice U.
- Strategic CSR of MNC Subsidiaries in Emerging Markets: Evidences from China | Juelin Yin, Xi’an Jiaotong-Liverpool U.; Dima Jamali, American U. of Beirut
- Alternative Mechanisms and Differential Effects of CSR Components On Consumer Behavior | Omer Faroq, Kedge Business School; Mariam Faroq, U. of Lahore; Muhammad Arshad, U. of Lahore, Lahore, Pakistan
- Corporate Social Responsibility, Capital Structure and Product Market Performance | Ying Zheng, U. of South Carolina

2:45pm - 4:15pm Pennsylvania Convention Center: Room 102 B
Chair: Roh Pin Lee, Technische U. Bergakademie Freiberg
Context matters: An investigation of factors contributing to energy attitude lock-in | Roh Pin Lee, Technische U. Bergakademie Freiberg; Silke Gloaguen, Technische U. Bergakademie Freiberg
- Inter-firm Relations and Innovation Performance: Clean Energy SMEs in the UK and California | Nelli Theyel, U. of Cambridge

2:45pm - 4:15pm Pennsylvania Convention Center: Room 108 A
Chair: Francesca Spina, U. Cattolica del Sacro Cuore (Milano); Matteo Pedrini, U. Cattolica del Sacro Cuore
- An Invisible Elephant: Ethnicity, Board Interlocks, and the Under-performing Kenyan Housing Sector | Felicismo Kabo, U. of Michigan
The Impact of Codes of Conduct and Ethical Leadership on Public Employees’ Attitudes and Behaviors | Julia Stephanie Thaler, U. of Mannheim; Bernd Helmig, U. of Mannheim
Session Details – Sunday, 2:00 - 4:00 PM

Section D

3:00pm - 3:30pm Pennsylvania Convention Center: Room 204 A
Tweet this session: #AOM2014 694
Please note that this meeting is by invitation only.
Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh
Facilitator: Gerard Beenen, California State U., Fullerton

694 (TLC) Flipping Class: Assessing Differences and Sharing Experiences
3:00pm - 3:30pm Pennsylvania Convention Center: Room 204 A
Tweet this session: #AOM2014 694
Distinguished Speaker: J B Arbaugh, U. of Wisconsin, Oshkosh
Facilitator: Gerard Beenen, California State U., Fullerton

696 (TLC) Saturate the Market: An Interactive Approach to Illustrating Business Strategy and Market Dynamics
3:00pm - 3:30pm Pennsylvania Convention Center: Room 204 B
Tweet this session: #AOM2014 695
Participant: Jake Messersmith, The U. of Nebraska Kearney

698 (ENT) ENT Executive Committee Meeting
3:30pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 698

699 (GDO) GDO Executive Committee Meeting
3:30pm - 4:30pm Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 699

700 (HR) HR Division Executive Committee Meeting
3:30pm - 4:30pm Sheraton Philadelphia Downtown: Room 301
Tweet this session: #AOM2014 700

701 (MC) Management Consulting Division Executive Committee Meeting
3:30pm - 4:30pm Pennsylvania Convention Center: Room 112 B
Tweet this session: #AOM2014 701

Sunday 3:15PM

697 (AAA) AMLE INCOMING Editorial Review Board
3:15pm - 4:15pm Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 697
By Invitation Only
Organizer: Christine Quinn Trank, Vanderbilt U.

Sunday 3:30PM

695 (TLC) Creating the "IDEAL" Writing Assignment: A Framework for Teaching and Assessing Written Work
3:00pm - 3:30pm Pennsylvania Convention Center: Room 204 A
Tweet this session: #AOM2014 695
Presenter: Ada Hurst, U. of Waterloo

Sunday 3:40PM

702 (TLC) Teaching Students to Work In Virtual Teams: Lessons Learned from Three Virtual Team Projects
3:40pm - 4:40pm Pennsylvania Convention Center: Room 201 AB
Tweet this session: #AOM2014 702
Chairs: Sara Jansen Perry, Baylor U.; Opal Leung, Bentley U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Sunday, 2:00 - 4:00 PM

**Presenters:** Marissa Shuffler, Clemson U.; Shannon Brown, U. of St. Francis; Matthew C. Davis, Leeds U. Business School; Kerrie Unsworth, U. of Western Australia

**703** (TLC) Tested Tips for Doctoral Students to Successfully Teach, Get Great Evaluations and Still Graduate!
3:40pm - 4:40pm Pennsylvania Convention Center: Room 201 C
Tweet this session: #AOM2014 703
Chair: Meredith J. Woodward, Richard Ivey School of Business
Panelists: Karen Teresa MacMillan, Richard Ivey School of Business; Karin Schnarr, Richard Ivey School of Business; Alana Arshoff, U. of Toronto

**704** (TLC) Arts-based Methodologies for Effective Action and Reflection in Managerial Decision-making
3:40pm - 4:40pm Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 704
Presenters: Jonathan Neelands, Warwick Business School;
Ashley James Byron Roberts, Warwick Business School

**705** (TLC) Using Experiential Learning to Address Threshold Concepts: A Practical Example
3:40pm - 4:40pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 705

**706** (TLC) Live Cases: Opportunities and Challenges
3:40pm - 4:40pm Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 706
Organizer: Markus Vodosek, German Graduate School of Management & Law (GGS)
Presenters: Rob Macklin, U. of Tasmania; Stuart Schonell, U. of Tasmania; Edward J Conlon, U. of Notre Dame; Christopher Stehr, German Graduate School of Management & Law (GGS);
Vicki Culpin, Ashridge

**707** (TLC) Reflection: Key to Developing Future Leaders
3:40pm - 4:40pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 707
Participant: Cynthia Roberts, Purdue U., North Central

**708** (TLC) Structuring and Facilitating Online Discussion
3:40pm - 4:40pm Pennsylvania Convention Center: Room 204 A
Tweet this session: #AOM2014 708
Organizer: Lynn Bowes-Serry, Western New England U.
Presenters: Stacie Chappell, Western New England U.; Robyn A. Berkley, Southern Illinois U., Edwardsville; Lucy R. Ford, St. Joseph's U.; C. Douglas Johnson, Georgia Gwinnett College;
Janelle Goodnight, Western New England U.

**709** (TLC) Redesigning Customized Executive Programs: Adapting Curriculum and Emotional Tone to External Shocks
3:40pm - 4:40pm Pennsylvania Convention Center: Room 204 B
Tweet this session: #AOM2014 709
Participants: Mikko Laukkanen, Aalto U.; Pekka Mattila, Aalto U.

**710** (TLC) Teaching Undergraduate Organizational Behavior: A Duel-Layer Approach
3:40pm - 4:40pm Pennsylvania Convention Center: Room 204 C

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

**Sunday 3:45PM**

**711** (BPS) BPS Executive Committee Meeting
3:45pm - 4:45pm Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 711
Presenter: Vance Johnson Lewis, U. of Texas, Dallas

**Sunday 4:00PM**

**712** (CMS) CMS Business Meeting
4:00pm - 5:30pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 712
Organizer: Raza A. Mir, William Paterson U.

**713** (ICW) JOM Editorial Board Meeting and Reception
4:00pm - 6:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 713
By invitation only
Organizer: Ralph Katerberg, U. of Cincinnati

**714** (ICW) Cincinnati Management Department Reception
4:00pm - 6:30pm Philadelphia Marriott Downtown: Independence Ballroom I
Tweet this session: #AOM2014 714
Organizer: Patrick M. Wright, U. of South Carolina

**715** (ICW) Management Faculty of Color Association Business Meeting
4:00pm - 6:00pm Philadelphia Marriott Downtown: Independence Ballroom II
Tweet this session: #AOM2014 715
Organizer: Angela K. Miles, North Carolina A&T State U.

**716** (SIM) SIM Best Dissertation Finalists
4:00pm - 5:00pm Loews Philadelphia Hotel: Commonwealth D
Tweet this session: #AOM2014 716

**Sunday 4:15PM**

**717** (ICW) Network of Leadership Scholars (NLS) Awards Presentations
4:15pm - 5:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon C
Tweet this session: #AOM2014 717
The Network of Leadership Scholars is proud to present two leadership awards: The 2014 Alvah H. Chapman Jr. Outstanding Dissertation Award sponsored by The Center for Leadership at Florida International University. The Eminent Senior Scholar Award sponsored by Elsevier. The winner of the 2014 Eminent Senior Scholar, Dr. Alice H. Ealy, will deliver an address.
Organizer: Rachel Clapp-Smith, Purdue U., Calumet

**718** (OM) Journal of Operations Management Best Paper and Awards
4:15pm - 5:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon A
Tweet this session: #AOM2014 718
The Journal of Operations Management recognizes the Jack Meredith Best Paper Award, along with the best Associate Editor and Reviewers for JOM.

The Jack Meredith Best Paper Award nominees are:
Dixon, M., R. Verma. Sequence effects in service bundles: Implications for service design and scheduling.
### Session Details – Sunday, 4:00 - 6:00 PM

#### Section D: Applied Sciences, Zurich

**Arizona State U.**

**Presenters:** Daniel Guide, Pennsylvania State U.; Thomas Y. Choi, Arizona State U.

### Sunday 4:30PM

<table>
<thead>
<tr>
<th>Session</th>
<th>Title</th>
<th>Time</th>
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<th>Organizers/Participants</th>
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<tr>
<td>719</td>
<td>(AA) AOM Tweet Up</td>
<td>4:30pm - 6:00pm</td>
<td>Pennsylvania Convention Center: Room 112 A</td>
<td>Meeting hashtag: #AOM2014 719</td>
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<tr>
<td>720</td>
<td>(AA) AMR OUTGOING Editorial Review Board</td>
<td>4:30pm - 6:00pm</td>
<td>Loews Philadelphia Hotel: Howe Room</td>
<td>Organizer: Matthew L. Suppa, Academy of Management</td>
</tr>
<tr>
<td>721</td>
<td>(AA) AMLE OUTGOING Editorial Review Board</td>
<td>4:30pm - 6:00pm</td>
<td>Lescaze Room</td>
<td>Organizer: Kenneth G. Brown, U. of Iowa</td>
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<td>722</td>
<td>(AA) Positive and Negative Effects of the Power of Words: Using Sport as a Lens</td>
<td>4:30pm - 6:00pm</td>
<td>Room 103 B</td>
<td>Organizer: James P. Walsh, U. of Michigan, Ann Arbor</td>
</tr>
<tr>
<td>723</td>
<td>(AA) Leveraging the Power of Words in Governance Systems</td>
<td>4:30pm - 6:00pm</td>
<td>Room 119 A</td>
<td>Organizers: Thomas J. Donaldson, U. of Pennsylvania; Joseph T. Mahoney, U. of Illinois at Urbana-Champaign; Sybille Sachs, U. of Applied Sciences, Zurich</td>
</tr>
<tr>
<td>724</td>
<td>(AA) The Power of Writing in Knowledge Sharing and Collective Production of Meaning</td>
<td>4:30pm - 6:00pm</td>
<td>Room 119 B</td>
<td>Organizers: Beth Bechky, New York U.; Anca Metiu, ESSEC Business School</td>
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</tbody>
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**Thematic orientation:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
728: (BPS, ENT, TIM, AAT) Business Model Innovation, And Its Consequences: The New Uses And Effects Of Words
4:30pm - 6:00pm Pennsylvania Convention Center: Room 121 B
Chair: Raphael H. Amit, U. of Pennsylvania
Speakers: Ron Adner, Dartmouth College; Ramon Casadesus-Masanell, Harvard U.; Violina Rindova, The U. of Texas at Austin; Christoph Zott, Iese Business School; Jay B Barney, Eccles School, U. of Utah; David Teece, U. of California, Berkeley

729: (DISC Paper Session) - (PERS) On Methods and Motives for Career Development
4:30pm - 6:00pm Philadelphia Marriott Downtown: Room 303
Discussant: Holly S. Slay, Seattle U.
Subjective career, calling and the dual continua model of mental health | Petrus Raulino, U. de Sáo Paolo; Betina Silvestri Miranda, U. de Sáo Paolo; Augusto Takerissa Nishimura, U. de Sáo Paolo
Bringing schemas to the tableDefinition and measurement of cognitive schemas involved in careers | Jean Prolang, NEOMA Business School; Veronique Tran, ESCP Europe; Renata Lobo, NEOMA Business School
Mentoring and Self-Determination Theory: The Impact of Motivation upon the Phases of Mentoring. | James E Wilbanks, U. of Arkansas at Little Rock; Sharon Y. Wu, High Point U.

730: (DISC Paper Session) - (ENT) Entrepreneurial Opportunities Development, Identification, and Distribution
4:30pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Freedom G
Discussant: Brian M. Saxton, Heidelberg U.
Business Model Design of High-Growth Firms in Emerging and Mature Economies | Veronika Gustafsson, Alpen-Adria U. Klagenfurt, Austria; Erich J. Schwarz, Alpen-Adria U. Klagenfurt, Austria
Application of Thinking Process tools of Theory of Constraints to initiate a business. | Abhishek Jaysing Shinde, Indian Institute of Management Calcutta
Entrepreneurial Cognition across Cultures: The Underlying Structure for Opportunity Identification | Silvia Fernandes Costa, ISCTE - Lisbon U. Institute; Dominika Dej, Technische U. Dresden; Susana Correia Santos, ISCTE - Lisbon U. Institute; Antonio Caeteo, ISCTE - Lisbon U. Institute
Entrepreneurial Behavior in Family Business: Do Steward-oriented Managers Matter? | Chia-Jung Lee, National Taiwan U.; Cheng-Yu Lee, Southern Taiwan U. of Science and Technology; Hsueh Liang Wu, National Taiwan U.
What Keeps Entrepreneurs Entrepreneurial? A Regulatory Focus Theory of Entrepreneurial Persistence | Cristina Martinez, IE Business School; Peter T. Bryant, IE U. - IE Business School
The Role of Job Embeddedness in Entrepreneurial Staying: Contextual Influences | Alexander Newman, Monash U.; Cristina Neesham, Monash U.

731: (DISC Paper Session) - (PERS) Persistence, Resilience, and Personal Orientation in Entrepreneurial Behavior
4:30pm - 6:00pm Sheraton Philadelphia Downtown Hotel: Freedom H
Discussant: Marcus Wolfe, Ball State U.
Death That Builds: Death Awareness and Family Firms’ Social Orientation | Sébastien M. Fosse, U. de Deusto; Carl J. Kock, IE Business School; Marianna Makri, U. of Miami
Entrepreneurial Behavior in Family Business: Do Steward-oriented Managers Matter? | Chia-Jung Lee, National Taiwan U.; Cheng-Yu Lee, Southern Taiwan U. of Science and Technology; Hsueh Liang Wu, National Taiwan U.
What Keeps Entrepreneurs Entrepreneurial? A Regulatory Focus Theory of Entrepreneurial Persistence | Cristina Martinez, IE Business School; Peter T. Bryant, IE U. - IE Business School
The Role of Job Embeddedness in Entrepreneurial Staying: Contextual Influences | Alexander Newman, Monash U.; Cristina Neesham, Monash U.

732: (GDO, AAT) Construals of “Diversity”: Examining Frameworks for Justifying, Defining, and Perceiving Diversity
4:30pm - 6:00pm Pennsylvania Convention Center: Room 103 C
Discussant: Martin N. Davidson, U. of Virginia
The Moral Case and the Business Case: Implications of How Diversity is Justified | Evan Apfelbaum, MIT Sloan; Matthew Amengual, Massachusetts Institute of Technology
Are Diversity Scholars “Servants of Power”? The Consequences of Diversity Rhetoric | Tina R. Opie, Babson College; Geoffrey C. Ho, Google People Innovation Lab; Modupe Akinola, Columbia U.; Miguel M. Unzueta, U. of California, Los Angeles; Safiya E Castel, Temple U.; Arthur P. Brief, U. of Utah
Seeing Race versus Culture: Examining when Group Differences are Justified | John Oliver Siy, Columbia U.; Katherine W. Phillips, Columbia U.
Understanding Cultural Differences in Intercultural Negotiation: The Role of Essentialism | Melody Manchi Chao, Hong Kong U. of Science and Technology; Donna Yao, Hong Kong U. of Science and Technology; Jeanne Ho-Ying Fu, City U. of Hong Kong

733: (DISC Paper Session) - (HR) HR in turbulent environments
4:30pm - 6:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon I
Discussant: Jacobo Ramirez, Copenhagen Business School
The impact of organized violence and crime on HRM and work practices | Jacobo Ramirez, Copenhagen Business School; Sergio Madero, Tecnologico de Monterrey
HRM Signals for the Capital Market | Achim Krausert, The U. of Nottingham Ningbo China
Event analysis: organizational financial performance and downsizing | Nita Chhinzer, U. of Guelph; Elliott Currie, U. of Guelph
Human Resource Cuts During Financial Crisis: Deinstitutionalization of Cost-Cutting Practices | Kuo Frank Yu, City U. of Hong Kong; Yik-Kiu Lee, City U. of Hong Kong; Jane Yang, City U. of Hong Kong
734: (ICW) New Books from Emerald Group Publishing Ltd.
4:30pm - 5:30pm Philadelphia Marriott Downtown: Room 305
Tweet this session: #AOM2014 734
Organizer: Juliet Harrison, Emerald Group Publishing

735: (ICW) Organization Science Editorial Review Board Reception
4:30pm - 5:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia South
Tweet this session: #AOM2014 735
Organizer: Kate Luckey, INFORMS

736: (IM) Booz&Co./Strategy+Business Eminent Scholar in International Management Award Presentation
4:30pm - 6:00pm Pennsylvania Convention Center: Room 117
Tweet this session: #AOM2014 736
This session honors the recipient of the Booz&Co./Strategy+Business Eminent Scholar in International Management Award
Organizer: Timothy Michael Devinney, U. of Leeds
Distinguished Speaker: Pankaj Ghemawat, IESE Business School
Discussants: Africa Arino, IESE Business School; David J Collins, Harvard U.; Art Kleiner, Booz & Company / strategy+business

737: (IM) National Culture and Leadership: Implications from the GLOBE CEO Leadership Study
4:30pm - 6:00pm Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 737
Chair: Peter W Dorfman, New Mexico State U.
Panelists: Mansour Javidan, Thunderbird; Michael Frese, National U. of Singapore; Gary P. Latham, U. of Toronto; Rakesh Mittal, New Mexico State U.; Michael Mumford, U. of Oklahoma; Gary Yukl, U. at Albany - State U. of New York

738: (DISC Paper Session) - (MED) Educating Executives: Design Choices & Performance Consequences
4:30pm - 6:00pm Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 738
Chair: Weiru Chen, China Europe International Business School
Managerial skills, mindsets, and roles: advancing taxonomy to relevancy and practicality | Jorge Alexis Arevalo, William Paterson U.; Robert L Laud, William Paterson U.; Matthew Johnson, Columbia U.
What effects do part-time MBA students experience in their careers? | Julia Fernandez Personini Cruz, FGV-EAESP; Thomaz Wood Jr., Escola de Administracao de Empresas de Sao Paulo
It definitely made a difference to me - Practical Relevance of Management Development Programs | Thomas Schumacher, U. of St. Gallen
Designing Leadership Development Programs (LDPs) for High Impact: Towards an Integrated Approach | Camelia Ilie, INCAE Business School; Guillermo Cardoza, INCAE Business School; Jaume Hugas, ESADE
And Now You Are Heir Apparent! A Conceptual Paper to Explore how the Designation Affects Learning | Rida Elias, Western U.

739: (DISC Paper Session) - (MSR) Spiritual Leadership and Education
4:30pm - 6:00pm Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 739
Chair: Lee Robbins, Golden Gate U.
Mindfulness as a Predictor of Servant Leadership: A Multilevel Approach | Armin Pircher Verdorfer, Technische U. of Munich; Daniela Datzer, Technische U. of Munich
The Power of Words: Spirituality in Higher Education | Margaret Benefiel, Andover Newton Theological School
The Power of Words in Conversations About Faith and Spirituality in the Workplace | Linda Carol Jones, U. of Arkansas; Rhonda S Bell DBA, American Public U.; Judith A. Neal, Edgewalkers International; Molly Longstreth, U. of Arkansas

740: (DISC Paper Session) - (OCIS) Information Systems, Knowledge Sharing and Teams
4:30pm - 6:00pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 740
Discussant: Kui Du, U. of Massachusetts Boston
A Review of Ethnographic Research in Information Systems | Marc Stickdorn, Friedrich-Alexander-U. Erlangen-Nuremberg
Enterprise SNS Adoption and its Usage Potential for Knowledge Sharing: Conceptual Framework | Abhishek Kalra, Indian Institute of Technology Madras
The Duality of Coordination in Cooperative NPD | Sven-Volker Rehm, WHU - Otto Beisheim School of Management; Lakshmi Goel, U. of North Florida
Media Richness, Contextualization and Team Performance: The Moderating Role of Overconfidence | Thorvald Haerem, BI Norwegian Business School, Sigmund Valaker, BI Norwegian Business School; Bjorn Tallak Bakken, Hedmark U. College

741: (ODC, SAP, OMT, AAT) The Melting of All that's Solid: Dialogue, Process Theory and Practice
4:30pm - 6:00pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 741
Chair: Frank J. Barrett, Naval Postgraduate School
Discussant: Haridimos Tsoukas, U. of Cyprus / U. of Warwick
Taking Process Seriously: Purity and Danger | Kenneth Gergen, Swarthmore College
Intuitive practices in a streaming world: the role of a dialogical hermeneutics | John Shotton, Leeds U. Business School
Cooperation as Process: a Call for a Discourse of Aesthetics | Frank J. Barrett, Naval Postgraduate School

742: (DISC Paper Session) - (OMT) Attention and Legitimacy In and Around Organizations
4:30pm - 6:00pm Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 742
Chair: Patrick Reinmoeller, Cranfield U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Legitimacy effects of different forms of decoupling between organizational policies and practices | Juha S. Laurila, U. of Turku

Early Adopters as "Conformists" and Later Adopters as "Pragmatists": Lead Director Adoption | Wei Shi, Rice U.


A grounded theory of scholarly generativity | John Sillince, Newcastle U.; Ben Golant, Newcastle U.; Tyrone S. Pitsis, Newcastle U.

743 : (DISC Paper Session) - (OMT) Dynamic and Unexpected: Research on Processes of Change In and Around Organizations
4:30pm - 6:00pm Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 743
Chair: Trish Reay, U. of Alberta
The Intricate Dynamics of Self-reinforcing Processes:
Towards a Comprehensive Theory | Georg Schreyogg, Freie U. Berlin; Joerg Sydow, Freie U. Berlin
To be pecuniary or to be professional? The rise of the modern law firm in the early 20th Century | Jonathan Jaffee, Drucker School of Management; Jade Yu-Chieh Lo, Drexel U.
Operationalization in dynamic capabilities research: Review and recommendations for future research | Ola Laaksonen, Aalto U.; Mirva Peltoniemi, Jyvaskyla U.

744 : (DISC Paper Session) - (ONE) Strategy & Governance
4:30pm - 6:00pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 744
Chair: Melissa Edwards, U. of Technology, Sydney
Pro-environmental Intrapreneurship: The Role of Life-work Identity Spill-over Effects | Susanne Blazewjewski, Alanus U. of Arts and Social Sciences; Franziska Ditmer, Alanus U.; Anja Graef, Nuertingen-Geislingen U.; Carsten Herbes, Nuertingen-Geislingen U.
Who Should Be on a Board Corporate Social Responsibility Committee? | Edina Eberhardt-Toth, ICN Business School
Institutional Antecedents of Decoupling | Arkangel Miguel Cordero, Cornell U.; Wesley David Siné, Cornell U.
Determinants of GHG Reporting: An Analysis of Global Oil and Gas companies | Breeda Comyns, Kedge Business School
Sustainable Innovation at Interface | Steven Kennedy, Erasmus U. Rotterdam; Gail Whiteman, Erasmus U. Rotterdam; Amanda Nicole Williams, Erasmus U. Rotterdam

745 : (PNP) PNP Business Meeting
4:30pm - 6:00pm Pennsylvania Convention Center: Room 115 A
Tweet this session: #AOM2014 745

746 : (SIM) Business & Society Editorial Board Meeting
4:30pm - 6:00pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 746
Organizer: Duane Windsor, Rice U.

747 : (DISC Paper Session) - (SIM) Roundtable on Theory Building SIM Research
4:30pm - 6:00pm Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 747
Chair: Jill Ann Brown, Bentley U.
Strategic decoupling and sustainability in business schools: a review and conceptual model | Annie Powell, U. of Bath; Johanne Grosvold, U. of Bath
Hubris & Earnings Management: Financial Restatement as Greek Tragedy | Joseph John McManus, Monmouth U.
Signaling Ethical Quality: a Review and Research Agenda | Fabrizio Zerbini, ESCP Europe
Fair trade in the frame: A rhetorical analysis of new market creation and institutionalization | Bob Doherty, U. of York; Helen Haugh, U. of Cambridge; Benjamin Huybrechts, U. of Liege

748 : SHCS: (SIM, OCIS, AAT) Corporations, Citizenship and Digital Technologies: New Media, Metaphors and Organizational Forms
4:30pm - 6:00pm Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 748
Chairs: Jeremy Moon, Copenhagen Business School; Dirk Matten, York U.
Participants: Dennis Schoenborn, Copenhagen Business School; Mette Morsing, Copenhagen Business School; Andreas Georg Scherer, U. of Zurich; Andreas Rasche, Copenhagen Business School

749 : (DISC Paper Session) - (TIM) Open Innovation and Communities
4:30pm - 6:00pm Pennsylvania Convention Center: Room 108 A
Tweet this session: #AOM2014 749
Chair: Jonathan Sims, Babson College
Managing Open Innovation Across SMEs: The Case of a Regional Ecosystem | Agnieszka Radziwon, U. of Southern Denmark; Marcel Boers, U. of Southern Denmark; Arne Bilberg, U. of Southern Denmark
Trust embedded open innovation: Literature review, synthesis and research propositions | Dimitrios Salamassis, CRP Henri Tudor; Anne-Laure Mention, CRP Henri Tudor; Marko T. Torkkeli, Lappeenranta U. of Technology
Organizing Firm-Community Collaboration for Growth | Dilan Aksoy-Yurdagul, ESC Rennes School of Business; Francesco Rullani, Luiss Guido Carli U.; Cristina Rossi-Lamastra, Politecnico di Milano
Is it Better to Give than Receive? Exchange Relationships between Firms & An Open Source Community | Jonathan Sims, Babson College

750 : (TIM) TIM Executive Committee Meeting
4:30pm - 5:30pm Pennsylvania Convention Center: Room 111 A
Tweet this session: #AOM2014 750
By invitation only (for TIM Executive Committee members)

Sunday 4:45PM

751 : (RM) Research Methods Division Past Chairs Meeting
4:45pm - 5:45pm Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session: #AOM2014 751
This meeting is by invitation only.

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### Sunday 4:50PM

#### 752: (TLC) TLC@AOM Recap and Closing

4:50pm - 5:30pm Pennsylvania Convention Center: Room 201 AB

Tweet this session: #AOM2014 752


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### Sunday 5:00PM

#### 753: (AAM) Asia Pacific Journal of Management Editorial Board Meeting / Asia Academy of Management Board Meeting

5:00pm - 7:00pm Pennsylvania Convention Center: Room 118 B

Tweet this session: #AOM2014 753

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#### 754: (CM) CMD Business Meeting

5:00pm - 6:00pm Pennsylvania Convention Center: Room 107 A

Tweet this session: #AOM2014 754

Open to all members

Division Chair: William P. Bottom, Washington U. in St. Louis

Division Chair-Elect: Michael A. Gross, Colorado State U.

Program Chair: Mara Okekins, U. of Melbourne

Professional Development Workshop Chair: Matthew A. Cronin, George Mason U.

Past Chair: Zoe Barsness, U. of Washington, Tacoma

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#### 755: (ICW) International Association for Chinese Management Research Business Meeting

5:00pm - 7:00pm Pennsylvania Convention Center: Room 115 B

Tweet this session: #AOM2014 755

Organizer: Xiaomeng Zhang, American U.

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#### 757: (ICW) CEMS & GBSN Joint Social Networking Event

5:00pm - 6:00pm Loews Philadelphia Hotel: Commonwealth C

Tweet this session: #AOM2014 757

Organizer: Catriona Campbell, CEMS GLOBAL ALLIANCE

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#### 758: (SAP) SAP IG Executive committee meeting

5:00pm - 6:30pm Sheraton Philadelphia Downtown Hotel: Salon 9

Tweet this session: #AOM2014 758

Only elected members of SAP IG executive committee and advisory board members.

Division Chair-Elect: Tomi M. M. Laamanen, U. of St. Gallen

Program Chair: Anne D. Smith, U. of Tennessee, Knoxville

Past Chair: Richard Whittington, Said Business School

Chair: Saku Mantere, Hanken School of Economics

Representative-at-Largers: Chahrazad Abdallah, U. of London; Birkebeck; Charlotte Cloutier, HEC Montreal; A. Paul Spee, The U. of Queensland, Australia

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### Sunday 5:15PM

#### 759: (ICW) Network of Leadership Scholars (NLS) Reception

5:15pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon D

Tweet this session: #AOM2014 759

Calling all Leadership Scholars to join us to celebrate another great year for the Network and to meet up with other leadership scholars.

A great opportunity to mix and mingle with leadership scholars from multiple disciplines. Food and cash bar provided. Co-sponsored by Elsevier and the Center for Leadership at Florida International University (FIU).

Organizer: Rachel Clapp-Smith, Purdue U., Calumet

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### Sunday 5:30PM

#### 760: (BPS) BPS Teaching Committee Meeting

5:30pm - 6:30pm Sheraton Philadelphia Downtown Hotel: Salon 6

Tweet this session: #AOM2014 760

By invitation only.

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#### 761: (TIM) TIM Business Meeting

5:30pm - 6:30pm Pennsylvania Convention Center: Room 103 A

Tweet this session: #AOM2014 761

Open to TIM Division Members

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### Sunday 5:40PM

#### 762: (TLC) TLC Doctoral Institute - Closing

5:40pm - 6:30pm Pennsylvania Convention Center: Room 202 A

Tweet this session: #AOM2014 762

Pre-registration required.

Organizer: Sally A Baack, San Francisco State U.

Presenter: Willis Emmons, Harvard U.

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### Sunday 6:00PM

#### 765: (ICW) University at Buffalo Reception

6:00pm - 8:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon J

Tweet this session: #AOM2014 756

Organizer: Cheryl Tubisz, U. at Buffalo, the State U. of New York

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#### 481: (ICW) Kauffman Foundation Junior Faculty Fellowship Awards Reception

6:00pm - 8:00pm Pennsylvania Convention Center: Room 113 C

Tweet this session: #AOM2014 481

All Kauffman Foundation emerging scholars are welcome to attend. This is an open reception.

Organizer: Michelle St. Clair, Ewing Marion Kauffman Foundation

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#### 763: (AAA) All-Academy Reception

6:00pm - 8:00pm Pennsylvania Convention Center: Grand Ballroom AB

Tweet this session: #AOM2014 763

Please join us at the All-Academy Reception on Sunday evening. It is sure to be a fantastic venue for networking and relaxing with your colleagues. Join us from 6pm-8pm in the Grand Ballroom AB in the Convention Center.

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#### 764: (BPS) 2014 Irwin Outstanding Educator Award in Honor of Myles Shaver

6:00pm - 8:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia North

Tweet this session: #AOM2014 764

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#### 765: (CM) CMD Social Event

6:00pm - 8:00pm Pennsylvania Convention Center: Room 107 B

Tweet this session: #AOM2014 765

Open to all members

Division Chair-Elect: Michael A. Gross, Colorado State U.

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#### 766: (GDO) GDO Executive Committee Dinner

6:00pm - 8:00pm Offsite: TBD

Tweet this session: #AOM2014 766

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Thematic orientation: 🎯 Teaching | 🎯 Practice | 🎯 International | 📈 Program Theme | 🎯 Research | 🎯 Diversity | 🎯 Best Paper
Session Details – Sunday, 6:00 - 8:00 PM

767: (HR) HR Division Business Meeting and Reception
6:00pm - 8:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon H
Tweet this session: #AOM2014 767

768: (ICW) Reception - Department of Management and Marketing, The Hong Kong Polytechnic University
6:00pm - 10:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon G
Tweet this session: #AOM2014 768
by invitation only
Organizer: Martha Hui, The Hong Kong Polytechnic U.

769: (ICW) Human Relations Reception
6:00pm - 8:00pm Philadelphia Marriott Downtown: Liberty Ballroom Salon C
Tweet this session: #AOM2014 769
Organizer: Claire Castle, Human Relations

770: (ICW) Organization and Environment Editorial Review Board Meeting
6:00pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Parlor B
Tweet this session: #AOM2014 770
Organizer: Cynthia Nalevanko, Sage Publications

771: (OM) OM Division Social
6:00pm - 7:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon B
Tweet this session: #AOM2014 771
Join the Operations Management Division for refreshments, catch up with friends and get to know our Division.
Organizer: Dayna Simpson, Monash U.

772: (SIM) IABS Board Meeting
6:00pm - 9:00pm Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 772
Organizer: Gordon P. Rands, Western Illinois U.

773: (MSR) MSR Business Meeting
6:30pm - 8:00pm Loews Philadelphia Hotel: Commonwealth D
Tweet this session: #AOM2014 773

774: (PNP) PNP Social at the Philadelphia School of Circus Arts
6:30pm - 8:30pm Offsite: Philadelphia School of Circus Arts
Tweet this session: #AOM2014 774
Sponsored by Cardiff University’s College of Arts, Humanities and Social Sciences, a top 100 social science institution for research and teaching.

775: (SIM) SIM Salon - A Collection of Words that We Should be Using More Frequently in SIM Research
6:30pm - 7:30pm Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 775
Program Chair: Harry J Van Buren, U. of New Mexico
Presenters: Stephen Brammer, Birmingham Business School;
Gerald F Cavanagh, U. of Detroit Mercy; Jean-Pascal Gond, Cass Business School, City U. London; Michelle Greenwood, Monash U.; Sandra Waddock, Boston College

776: (TIM) TIM Division Social
6:30pm - 8:00pm Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 776

Sunday 7:00PM

777: (ICW) IACMR & Shanghai Jiaotong University Joint Reception
7:00pm - 8:30pm Pennsylvania Convention Center: Room 108 B
Tweet this session: #AOM2014 777
Organizer: Xiaomeng Zhang, American U.

778: (ICW) The HKUST-AOM Reception hosted by The Hong Kong University of Science and Technology, Hong Kong
7:00pm - 9:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon F
Tweet this session: #AOM2014 778
Organizer: Jiatao Li, Hong Kong U. of Science and Technology

779: (ICW) University of Michigan Ross School of Business Alumni Reception
7:00pm - 10:00pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom A
Tweet this session: #AOM2014 779
The purpose of this event is to provide a venue to showcase and publicize our school, and to provide networking opportunities for alumni, Ross faculty and doctoral students, job candidates, journal editors, prospective students, and faculty and students from other schools. This reception has a long tradition at the AOM. The Ross School has hosted an annual event for at least 20 years. Receptions are open events. Anyone can attend. We send out well over 500 invitations.
Organizer: Lindsey D. Cameron, U. of Michigan, Ann Arbor

Sunday 7:30PM

780: (MC) MC Members & Friends Dinner: Terry Armstrong Speaker
7:30pm - 9:30pm Offsite: Location TBD
Tweet this session: #AOM2014 780
Open to all AOM Members & Guests. For more information on this offsite event please contact Kathy Edwards at Kathy.Edwards@mccombs.utexas.edu. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is $50.00 and the deadline to register is July 30, 2014.
Organizer: Kathleen A. Edwards, The U. of Texas at Austin

781: (SIM) SIM Sunday Night Reception
7:30pm - 9:00pm Loews Philadelphia Hotel: Regency Ballroom C2
Tweet this session: #AOM2014 781
After the SIM Salon, come to socialize and have a bit to eat and drink.

Sunday 8:00PM

782: (AAA) President’s Reception (Invitation Only)
8:00pm - 10:00pm Loews Philadelphia Hotel: Howe & The Terrace
Tweet this session: #AOM2014 782
By Invitation Only.

783: (MSR) MSR Social Hour
Sunday 10:00PM

784: (D&ITC) Late Night at the Academy with Dr. Q
10:00pm - 11:30pm Loews Philadelphia Hotel: Regency Ballroom A
Tweet this session: #AOM2014 784

Join us live at studio WAOM with host Dr. Q (Quinetta Roberson) as we celebrate brotherly (and sisterly) love. This fun, interactive social event will engage the audience with the invited guests (academicians, practitioners, poets and musicians) as we explore the power of words, the Philly lexicon, music, comedy, and games. There will also be a special tribute to Nelson Mandela for his contributions to shaping the thinking relative to diversity and inclusion.

Organizer: C. Douglas Johnson, Georgia Gwinnett College
Host: Quinetta Roberson, Villanova U.
Monday 12:00AM

**785 : (AAA) Technology Center**
12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area
Tweet this session: #AOM2014 785
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

**786 : (AAA) Technology Center**
12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1
Tweet this session: #AOM2014 786
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

**787 : (AAA) Technology Center**
12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer
Tweet this session: #AOM2014 787
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

Monday 7:00AM

**788 : (AAA) Adopt-a Member Meet & Greet**
7:00am - 8:00am Pennsylvania Convention Center: Room 105 B
Tweet this session: #AOM2014 788
RSVP Only by July 15, 2014. Designated meet and greet space for pre-assigned mentees and mentors that have mutually pre-registered with the Membership Committee. Pennsylvania Convention Center 105B.

**789 : (ICW) Christian Management Scholars Network Breakfast**
7:00am - 8:30am Loews Philadelphia Hotel: Howe Room
Tweet this session: #AOM2014 789

The breakfast is open to all, but an RSVP is appreciated. To RSVP, please contact Julie_Tonkin@baylor.edu
Organizer: Mitchell J. Neubert, Baylor U.

Monday 7:30AM

**790 : (ICW) FBR Advisory and Editorial Review Board Meetings**
7:00am - 8:30am Sheraton Philadelphia Downtown Hotel: Liberty Ballroom C
Tweet this session: #AOM2014 790
Organizer: Pramodita Sharma, U. of Vermont

**791 : (IM) International Management Thought Leadership Breakfast**
7:00am - 8:00am Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 791
Distinguished Speaker: Susan Feinberg, Fox School of Business, Temple U.

**792 : (MSR) Morning Meditation**
7:00am - 8:00am Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 792
Presenter: Richard Perego, U. of Dallas

Monday 8:00AM

**798 : (AAA) Mother’s Nursing Room**
8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office
Tweet this session: #AOM2014 798

**799 : (AAA) Conference Registration**
8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.
Tweet this session: #AOM2014 799
Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor Registration

**800 : (AAA) Conference Exhibits**
8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B..
Today is the last day that the Exhibit Hall will be open. Don’t forget to stop by to take advantage of show discounts! And, remember, the first 200 people to visit the exhibit hall and receive a swag bag!

801: (AAA) Hospitality Suite for First Time Attendees 8:00am - 5:00pm Pennsylvania Convention Center: Room 105 B. 
Tweet this session: #AOM2014 801
Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions! Pennsylvania Convention Center 105B.

802: (AAA) Technology Center 8:00am - 6:00pm Pennsylvania Convention Center: Room 106 AB
Tweet this session: #AOM2014 802
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

803: (AAA) Community of Academy Senior Scholars (CASS) 8:00am - 11:00am Pennsylvania Convention Center: Room 126 A
Tweet this session: #AOM2014 803
Continental Breakfast followed by Business Meeting - RSVP by July 15, 2014 for invited Emeritus members.

804: (AAA) Speaker Preparation 8:00am - 8:00pm Pennsylvania Convention Center: Room 300
Tweet this session: #AOM2014 804

805: (AAA) Placement Services 8:00am - 5:00pm Philadelphia Marriott Downtown: Franklin Hall
Tweet this session: #AOM2014 805
Placement Services-Registration and Information

806: (AAA) Annals Editor/HQ Meeting with Taylor & Francis 8:00am - 9:00am Loews Philadelphia Hotel: 1M-A
Tweet this session: #AOM2014 806
By Invitation Only
Organizers: Sim B. Sitkin, Duke U.; Laurie R. Weingart, Carnegie Mellon U.

807: (AAA) Speaker Preparation 8:00am - 8:00pm Loews Philadelphia Hotel: Jefferson Boardroom
Tweet this session: #AOM2014 807

808: (AAA) Speaker Preparation 8:00am - 6:00pm Sheraton Philadelphia Downtown Hotel: Salon 7
Tweet this session: #AOM2014 808

809: (Paper Session) - (BPS) Ecosystems and Competitive Disruption 8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 809
Chair: Craig Crossland, U. of Notre Dame
The Duration of Competitive Disruption: Evidence from the U. S. Airline Industry | Tieying Yu, Boston College; Yu Zhang, U. of California, Irvine; Javier Gimeno, INSEAD
The Quality-Coordination Dilemma and Coordination Capabilities in the Construction Design Ecosystem | Jens Schmidt, Aalto U.; Outi Salonen, Aalto U.
Waiting Time in Platform Markets | Mohammad Mahdi Tavalaeei, Instituto de Empresa Business School; Juan Santalo, Instituto de Empresa Business School

810: (Paper Session) - (BPS) Individual Networks 8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor A
Tweet this session: #AOM2014 810
Chair: Paul F Skilton, Washington State U.
The Role of the Board and CEO Influence in Earnings Manipulation | Brandon Fleming, U. of Washington

811: (Paper Session) - (BPS) Corporate Governance in Emerging Economies 8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 811
Chair: Sharyn D. Gardner, California State U. Sacramento
Corporate Political Activities, Bank-Firm Relations, and Credit Ratings in a Transitional Economy | Kun Guo, GSM, Peking U.; Yanlong Zhang, GSM, Peking U.; Haoyu Zhang, Peking U.
Evidence and Impact of Social Proximity: A Study of Caste-based Hiring of CEOs in India | Naga Lakshmi Damaraju, Indian School of Business; Anil Makhija, The Ohio State U.; Scott Yonker, Indiana U. Kelley School
Government Officials’ Political Incentives and Corporate Diversification in an Emerging Economy | Danqing Wang, INSEAD
The Miles and Snow Strategic Framework: Corporate Environmental Strategies in China | Patrick T. Gibbons, U. College Dublin; Cubie Lau, U. College Dublin

812: (Paper Session) - (BPS) The Performance Implications of Corporate Spinoffs 8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session: #AOM2014 812
Chair: Peter G. Klein, U. of Missouri
Managerial Compensation and Incentive Alignment in Corporate Spinoffs | Emilie Feldman, U. of Pennsylvania
Environmental Uncertainty, Growth, and the Performance of Divested Spin-offs | Donald D Bergh, U. of Denver; Kitty Chiu, INSEAD; Barton M Sharp, Northern Illinois U.

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

Section D

268
Session Details – Monday, 8:00 - 10:00 AM

MONDAY

Geographical Proximity to Parent Firms and the Knowledge Impact of New Ventures | Warren Boeker, U. of Washington, Seattle; Sandip Basu, Baruch College-The City U. of New York

813 ➤ (Paper Session) - (BPS) Acquiring Resources: Process and Outcomes
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 4
Chair: Supradeep Dutta, U. at Buffalo, the State U. of New York
The Relatedness, Velocity, and Regularity of Acquisition Programs | Yu-Chieh Chao, National Pingtung U. of Science and Technology
Divestiture Capability and Firm Performance | Patia J. McGrath, U. of Pennsylvania

814 ➤ (Paper Session) - (BPS) Balancing Exploration and Exploitation
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 5
Chair: Joost Rietveld, City U. of London
The Inertial Effect of Good Corporate Reputation on Exploration-Exploitation Interplay | Hesam Fasaei, Erasmus U. Rotterdam; Justin J.P. Jansen, Erasmus U. Rotterdam; Michiel Pieter Tempelaar, Erasmus U. Rotterdam
Intra and Inter-Temporal Economies of Scope in Balancing Exploration and Exploitation | Johannes Luger, HEC U. of Geneva
What We Know & What We Seek: Strategic Orientation, Knowledge Stock, Ambidexterity and Performance | Indu Ramachandran, Texas State U.; Cynthia A. Lengnick-Hall, The U. of Texas at San Antonio; Vishag Badrinarayanan, Texas State U.
Achieving Temporal Ambidexterity: CEO Turnover and Firm’s shift between Exploration and Exploitation | Yoonhee Cecile Choi, U. of Minnesota

815 ➤ (Paper Session) - (BPS) Executive Compensation
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Seminar Room B
Chair: Raul Barroso, HEC Paris
The Grass is Greener: What Executives Reap at ‘So Long’ | Richard J Arend, U. of Missouri, Kansas City
CEO Relative Pay Standing and Acquisition Activity | Jeongil Seo, Soyang U.; Daniel Gamache, Michigan State U.; Cynthia E. Devers, Michigan State U.
Pay Disparity, External Pay Alternatives and Turnover of the Second Best Paid Executive | Stephanie Mankel, EBS Business School; Ansgar Richter, U. of Liverpool; Klaus Uhlenbruck, U. of Montana

816 ➤ (Paper Session) - (BPS) Geography, Agglomeration, and Spillovers
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Seminar Room C
Chair: Charlotte Ren, U. of Pennsylvania
Knowledge, Proximity and R&D Exodus | Grigoris Livinas, Northeastern U.; Anna Lamin, Northeastern U.
Trademarks, Spillover and Geography | Maryam Zehtabchi, Bocconi U.
Intra and Cross-Industry Knowledge in the Interactive Entertainment Industry | Nachiket Bhave, U. of Minnesota; Shaker A. Zahra, U. of Minnesota

817 ➤ SHCS: (BPS, GDO, OMT) Breaking into the Upper Echelons: How Women Get There, Succeed, and Pave the Way for Others
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence B
A Comparative Analysis of Male and Female CEO Succession Events | Priyanka Dwivedi, Pennsylvania State U.; Aparna Joshi, Pennsylvania State U.; Vilmos F. Misangyi, Pennsylvania State U.
Playing the Gender Card: The Strategic Portrayal of Female Leadership | Christine Shropshire, U. of Georgia; Abbie Oliver, U. of Georgia
Ruminating at the Top: Exploring the Effects of Gender Bias on Strategic Choice | Jennifer Miner Knippen, U. of Virginia
Women on Boards and Firm Performance: The Effects of Critical Mass | Ting Yao, U. of North Carolina, Chapel Hill; Diana Bilimoria, Case Western Reserve U.
White Male Top Managers’ Responses to the Appointment of a Racial Minority/Female CEO at Their ... | Michael McDonald, The U. of Texas at San Antonio; James Westphal, U. of Michigan; Gareth D Keeves, U. of Michigan

818 ➤ JS: (BPS, SIM, ONE) Socially Responsible Firm Policies, People, and Performance
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Philadelphia South
Organizers: Timothy Gubler, Washington U. in St. Louis; Vanessa Burbano, UCLA
Chair: Mike Toffel, Harvard U.
Discussant: Aaron Chatterji, Duke U.
How Socially Responsible Business Practices Reinforce Human Capital Strategy | Vanessa Burbano, UCLA; John Mamer, UCLA; Jason Snyder, U. of California, Los Angeles
From Waistlines to the Bottom Line: Field Evidence on Employee Wellness and Productivity | Timothy Gubler, Washington U. in St. Louis; Ian Larkin, U. of California, Los Angeles

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 8:00 - 10:00 AM

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom F
Organizer: Rosemarie Ziedonis, U. of Oregon
Discussant: Marvin B. Lieberman, U. of California, Los Angeles

Crazy as a Fox? Overoptimism vs. Asymmetric Information in Entrepreneurial Restarts | Arvids A Ziedonis, Stanford U.; Rosemarie Ziedonis, U. of Oregon

Boulevard of Broken Behaviors: Cognitive and Behavioral Effects of Start-Up Chile | Michael Gerald Leatherbee, Stanford U.

Debtor Rights, Credit Supply, and Innovation | Deepak Hegde, New York U.; Robert C. Seamans, New York U.

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom F
Organizers: Sally Sledge, Norfolk State U.; Angela K. Miles, North Carolina A&T State U.
Participants: Matricia S.L. James, Jacksonville U.; Millicent F. Nelson, Middle Tennessee State U.; Jennifer Collins, Florida A&M U.; Arlise P. Mckinney, Coastal Carolina U.; Carolyn Turknett, Turknett Leadership Group

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor D
Organizers: William R. Hanson, Anderson U.; Jeffrey Moore, Anderson U.

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Room 415

8:00am - 9:30am Philadelphia Marriott Downtown: Room 502
Chair: Katharina Chudzikowski, U. of Bath

Why do Indian women choose a career in ICT? And why don't they stay? | Carola Jungwirth, U. of Passau; Nobina Roy, U. of Passau


The Dynamics of the Careers of Migrant CEOs | Akram Al Ariss, Toulouse Business School; Nikos Bozionelos, Audencia Nantes School of Management; Celine Legrand, Audencia Nantes School of Management

The Careers Best International Paper Award Finalist Identity in Transition: Women’s Narrative Identity Work on the Path to Professional and Mother | Christine D. Bataille, McGill U.

8:00am - 9:30am Philadelphia Marriott Downtown: Room 408
Chair: Jon P. Briscoe, Northern Illinois U.
Discussant: Douglas T. Hall, Boston U.

Stuck in the Muck? The Role of Mindsets and Self-regulation when Stymied During Job Search | Peter A. Heslin, U. of New South Wales; Lauren A. Keating, U. of New South Wales


Effects of Career Shocks and Obstacles on Early-Career Employee Retention: An Image Theory View | Scott Seibert, U. of Iowa; Maria Kramer, U. of Iowa; Abigail J Pierotti, U. of Iowa; Brooks C. Holton, Georgetown U.

Using Sustainable Career Practices to Bridge Gaps in Contemporary Careers | Monique Valcour, EDHEC Business School

8:00am - 9:30am Pennsylvania Convention Center: Room 108 B
Organizer: Jessica Kennedy, Vanderbilt U.
Discussant: Stefan Thau, INSEAD

The Ethical Consequences of Potential Status Gains and Losses | Nate Pettit, New York U.; Sarah Doyle, The Ohio State U.

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

826    (Paper Session) - (CMS) Globalization and Organizational Corruption
8:00am - 9:30am Pennsylvania Convention Center: Room 124
Tweet this session:  #AOM2014  826
Chair: Gavin Jack, La Trobe U.
Between Transparency and Censorship: Discursive Struggles in the Extractive Industries | Julie Uldam, Copenhagen Business School; Hans Krause Hansen, Copenhagen Business School
Business at the Cost of Life: Experience of the Apparel Workers of Bangladesh | Fahreen Alamgir, Independent Researcher
Corporate Social Responsibility as a Process of Governance: Feminist Perspectives and Women’s NGOs | Kate Grosser, La Trobe U.
A Post-Colonial Reading of the Social Construction of Local Corruption | Arpita Mathur, Indian Institute of Management Calcutta; Nimruji Jamulamadaka, Indian Institute of Management Calcutta

827  JS: (CMS, SIM) Economic Inequality and Organizational Studies: Theoretical Antecedents and New Directions
8:00am - 9:30am Pennsylvania Convention Center: Room 119 B
Tweet this session:  #AOM2014  827
Organizer: Bryan W Husted, York U. / ITESM
Chair: Hari Bapuji, U. of Manitoba
The Role of Perceived Dependence in the Process of Value Capture | Cliff Bowman, Cranfield U.
Income Inequality and Value Creation: A Social Capital Perspective | Hari Bapuji, U. of Manitoba; Lukas Neville, U. of Manitoba
Organizational Studies and Epistemic Inequality | Raza A. Mir, William Paterson U.

828    (Paper Session) - (ENT) Creativity, Abstraction, and Other Entrepreneurial Cognitive Skills
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session:  #AOM2014  828
Chair: Dante DiGregorio, U. of New Mexico
Discussant: Cameron Ford, U. of Central Florida
The Role of The Creativity Spillover of Entrepreneurship In Reconciling The Innovation Paradox | Maksim Belitski, U. of Reading; David Audretsch, Indiana U., Bloomington
Youth Entrepreneurship: It Takes a Special Kind of Grit | Dante DiGregorio, U. of New Mexico; Teresa Cordova, U. of Illinois at Chicago
Opportunity Conception: An Analysis of Percept-Concept Structures in the Human Brain | David A. Baucus, U. of Otago; Melissa S. Baucus, U. of Otago
Does Creativity Take a Village? A Model of Community Participation and Entrepreneurial Creativity | Alisa Boguslavskaya, Indiana U. Kelley School

829    (Paper Session) - (ENT) Bokra of Entrepreneurship Research
- Perspectives from the Arab Middle East
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom H
Tweet this session:  #AOM2014  829
Organizer: Victor Zengyu Huang, Zayed U.
Chair: Florian Schloderer, INSEAD
Discussant: Scott L Martin, Zayed U.
Cognitive Dissonance of Management Research and Practice - the Case of MENA | Victor Zengyu Huang, Zayed U.
New Venture Growth Strategy and Resource Orchestration in Dynamic Environment | Kathy Shen, U. of Wollongong in Dubai
Extending Definition on International Entrepreneurs: The Case of Cross- Cultural Capital | Valerie J Lindsay, Victoria U. of Wellington; Kathy Shen, U. of Wollongong in Dubai
Entrepreneurs and Their Networks in MENA: 14 Country Comparison on Gender Effects | Constance Van Horne, Zayed U.
MENA Entrepreneurs’ Socio-demographic Factors and Determinants of Advisory Network | Anup Nandialath, Zayed U.

830    (Paper Session) - (ENT) Entrepreneurial Performance of Franchising and Alliance Organizational Forms
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence C
Tweet this session:  #AOM2014  830
Chair: Francesco Chirico, Jonkoping International Business School
Discussant: Punit Arora, City U. of New York
When do Family-firm Franchisors Outperform nonfamily-firm Franchisors? | Francesco Chirico, Jonkoping International Business School; Dianne HB Welsh, U. of North Carolina, Greensboro; R. Duane Ireland, Texas A&M U.
Too Much of a Good Thing? Risk Propensity, Need for Achievement and Performance among Franchisees | Tessa Karcisky, U. of Cologne
Good Company: How and When SMEs Benefit from a Relationship with a Key Strategic Partner | Ana Maria Bojica, U. of Granada; Isabel Estrada, Groningen U. (RuG)

831    (Paper Session) - (ENT) The Role of Culture and Institutions in International Entrepreneurial Ventures
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor B
Tweet this session:  #AOM2014  831
Chair: Qin Han, U. of Alberta
Discussant: Colin David Reddy, U. of Johannesburg
Cross-National Differences in Entrepreneurship: Impact of Culture and Institutions | Ratan J. S. Dheer, Florida Atlantic U.
Returned Entrepreneur, Institutions, and Firm Performance: Evidence from Chinese Private Firms | Qing Liu, U. of International Business and Economics; Runjuan Liu, U. of Alberta; Qin Han, U. of Alberta; Ruosi Lu, U. of...
MONDAY

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

Birmingham; Chao Zhang, U. of International Business and Economics

Global Entrepreneurship Research and Institutional Polycentrism Theory | Bat Batjargal, Nottingham U. Business School China

832 • (Paper Session) - (ENT) Business Models in Different Entrepreneurial Contexts
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor C
Tweet this session: #AOM2014 832
Chair: Fiorenza Belussi, U. of Padua
Discussant: Ted Ladd, Case Western Reserve U.

“Tell Me the Business Model”: Professional Roles and Heuristics in Business Model Development | Thorsten Lambertz, Fraunhofer Institute for Industrial Engineering; Christopher Lettl, WU Vienna; Steffen Keijl, WU Vienna

Effectual and Causal Behaviors, Business Model Change, and Performance of Early-Stage Firms | Sergio Costa, The U. of Strathclyde; Jonathan Levie, U. of Strathclyde

Discovering Entrepreneurial Opportunities in the Creation of New Firms in Italy | Maria Francesca Savarese, U. of Verona; Fiorenza Belussi, U. of Padua; Luigi Orsi, U. of Padua

Business Models, Intangibles, and Firm performance | Cristina Bettinelli, U. of Bergamo Elab Research Center; Marco Cucculleli, U. Politecnica delle Marche

833 • (Paper Session) - (ENT) Financial and Non-Financial Performance of Entrepreneurial Ventures
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 833
Chair: Diana Hechavarria, U. of South Florida
Discussant: Fedor Ovchinnikov, Center for Evolutionary Leadership

Determinants of Cash Holdings on Start-Ups | Ana Venancio, ISEG – Lisboa School of Economics and Management; Maria Duarte, ISEG – Lisboa School of Economics and Management; Tiago Goncalves, ISEG – Lisboa School of Economics and Management


A Conceptual Framework for the Measurement of Entrepreneurial Performance | René Díaz-Pichardo, Groupe ESC Troyes; Gricelda Juárez-Luis, Centro Interdisciplinario de Investigación para el Desarrollo Integral Regional Unidad Oaxaca; Patricia Soledad Sánchez-Medina, Centro Interdisciplinario de Investigación para el Desarrollo Integral Regional Unidad Oaxaca

Insights about the Information Quality Provided in Annual Reports of Publicly Listed Firms (WITHDRAWN) | Stefan Hahnencamp, Vienna U. of Economics and Business Administration

834 • (Paper Session) - (ENT) Crowdfunding for Entrepreneurial Ventures
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 9
Tweet this session: #AOM2014 834
Chair: Rembrand Michael Koning, Stanford GSB
Discussant: John M Mueller, Western Michigan U.

Persuasion Within the Crowd Funding Context: The Role of Positive Affect | Blakley Chase Davis, Oklahoma State U.; Justin W. Webb, Oklahoma State U.; Joe Coombs, Virginia Commonwealth U.


The Legitimacy of Crowdfunding: An Institutional Theory Perspective | Constant D. Beugre, Delaware State U.

Experimental Study of Crowdfunding Cascades: When Nothing is Better than Something | Rembrand Michael Koning, Stanford GSB; Jacob Model, Stanford U.
→ Do patient sharing networks between hospitals afford access to better care? | Alessandro Lomi, U. of Lugano; Daniele Mascia, Catholic U. Rome; Duy Quang Vu, Melbourne U.; Francesca Pallotti, Greenwich U.; Guido Conaldi, U. of Greenwich; Theodore J. Iwashyna, U. of Michigan

HCM Division Best International Paper

→ Social Networks and Outcomes in Health Care. An Organizational Perspective | Stefano Tasselli, Judge Business School; Elio Borgonovi, Bocconi U.; Giovanni Fosti, Bocconi U.


839 📌: (Paper Session) - (HCM) Innovation in Healthcare Organizations

8:00am - 9:30am Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 839
Chair: Peter E. Rivard, Suffolk U.

→ When Routines Support or Stifle Innovation: Evidence from Primary Care Practices | Timothy Hoff, Northeastern U.

→ Creativity for the rest of us: Examining status and creativity in a successful safety climate | Sharon H Kim, The John Hopkins U.; Sallie J. Weaver, Johns Hopkins U. School of Medicine; Michael Rosen, Johns Hopkins U. School of Medicine; Ting Yang, The John Hopkins U.

Openness to Institutional Change: Altered Task Responsibilities in German University Hospitals | Jessica Bianca Chromik, U. of Cologne

Conceptualizing healthcare innovation sustainment | Sarah Abigail Birken, U. of North Carolina, Chapel Hill; David Chambers, National Institute of Mental Health; Alicia C. Bunger, The Ohio State U.

840 : (ICW) IMD International Meeting Room Day 4
8:00am - 12:00pm Philadelphia Marriott Downtown: Conference Suite 1
Tweet this session: #AOM2014 840
Organizer: Marianne Rothenbuehler, IMD International

841 📌: (Paper Session) - (IM) Frontiers of International Management: New Topics
8:00am - 9:30am Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 841


→ Trends in Global Strategy Research From 2000 to 2010: Text Mining and Bibliometric Analyses | George O. White, Old Dominion U.; Wu He, Old Dominion U.; Thomas A. Hemphill, U. of Michigan, Flint; Roberto Martin Nolan Galang, Ateneo de Manila U.; Mehdi Sharifi Khodobeh, Old Dominion U.

→ Beyond Single Opportunity Explanations in International Entrepreneurship Research | Yanto Chandra, City U. of Hong Kong

→ Does Government’s International Acquisitions Help or Hurt Home Country Firms? | Gurneeta Vasudeva, U. of Minnesota; Lilac Nachum, Baruch College-The City U. of New York

842 📌: (Paper Session) - (IM) Global Social Responsibility: IM Division Willamette Best Paper in Social Responsibility Session
8:00am - 9:30am Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 842
Chair: Gary Knight, Willamette U.

→ When in Rome, do as the Romans do: Subsidiary Autonomy as a Response to Corruption Distance | Larissa Rabbiosi, Copenhagen Business School; Gra zia D. Sant Angelo, U. of Catania

→ Bribery and Firm Performance in Different Institutional Environments | Canan Canbulat Mutlu, U. of Texas, Dallas

→ What Determines Tax Haven FDI | Chris Jones, Aston U.; Yama Temouri, Aston U.


843 📌: (Paper Session) - (IM) Frontiers of International Management: Language
8:00am - 9:30am Pennsylvania Convention Center: Room 111 A
Tweet this session: #AOM2014 843

→ 10 Reasons Why Corporate Language Policies Can Create More Problems Than They Solve | Guro Refsum Sanden, Copenhagen Business School

→ Selecting Communication Media in Multilingual Virtual Teams | Helene Tenzer, Tübingen U.; Markus Pudelko, Tübingen U.

→ The Power of Words in Multilingual Contexts: The Impact of Language on Power in Multinational Teams | Helene Tenzer, Tübingen U.; Markus Pudelko, Tübingen U.

→ Introducing Metaphor Complexity: How Executives Can Use Metaphors to Communicate Strategy in MNCs | Angela Fehn, U. of Passau; Jonas F Puck, WU Vienna

844 📌: (Paper Session) - (IM) Global Strategy: Headquarters-Subsidiary Relationships
8:00am - 9:30am Pennsylvania Convention Center: Room 115 C
Tweet this session: #AOM2014 844
Chair: Andreas P.J. Schotter, Western U.

→ Evaluating the role of headquarters in the contemporary MNC | William G Egelhoff, Fordham U.; Joachim Wolf, Christian-Albrechts-U. of Kiel


→ Parent-Subsidiary Linkages and Foreign Subsidiary Performance | Chia-Wen Hsu, National Chung Cheng U.; Homin Chen, National Taiwan U.

→ Building Radical Innovation Capabilities in Emerging Market Subsidiaries: The Case of Intel India | Pavan Soni, Indian Institute of Management Bangalore; Kumar Kothandaraman, Indian Institute of Management Bangalore

845 📌: (Paper Session) - (IM) Global Leadership: Styles
8:00am - 9:30am Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 845

→ El Jefe: Differences in Expected Leadership Behaviors across Latin American Countries | Nathalie Castano, Wayne
MONDAY

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

Management: Douglas Nigh Award Session
Division GWU-CIBER Best Paper Award Session
Internationalization and performance

Chair:

8:00am - 9:30am Pennsylvania Convention Center: Room 120 A

#AOM2014 847 (Paper Session) - (IM) Internationalization: Internationalization and performance

8:00am - 9:30am Pennsylvania Convention Center: Room 118 A

846 #AOM2014 (Paper Session) - (IM) Internationalization: Internationalization and performance

846 Whether and How Does Exporting Improve Firm Performance?: A Quasi-Experimental Approach | Sea Jin Chang, National U. of Singapore; Jaiho Chung, Korea U.; Jon Jungbien Moon, Korea U.

International Diversification and the Nature of Value Creation: A Real Options Perspective | Todd Alessandri, Northeastern U.; Anjul Seth, Virginia Tech

The Impact of Internationalization on Performance in Regulated and Non-Regulated Firms | Raquel Garcia-Garcia, U. of Oviedo; Esteban Garcia-Canal, U. de Oviedo, Spain; Mauro F Guillen, U. of Pennsylvania

Can FDI Location Choice and Operating Mode Choice Complement Each Other? | Min Jung Kim, Korea U.; Jon Jungbien Moon, Korea U.; Chris Changwha Chung, Korea U.; Jingoo Kang, Korea U. Business School

847 #AOM2014 (Paper Session) - (IM) Emerging Market Firms: IM Division GWU-CIBER Best Paper Award Session

8:00am - 9:30am Pennsylvania Convention Center: Room 121 A

Chair: Jennifer Spencer, George Washington U.

The Synchronization Trap: Cross-border Acquisition PACing during Institutional Transition | Yinuo Tang, U. of Pittsburgh; Weilei (Stone) Shi, Baruch College-The City U. of New York; John E Prescott, U. of Pittsburgh

Culture, Geography, and Networks: Private Equity Investments in Three Emerging Market Regions | Santiago Mingo, U. Adolfo Ibanez; Francisco Morales, U. of Colorado, Boulder

From Imitation to Imitation: Conditions and Consequences | Vladislav Maksimov, U. of Miami; Jinyun Sun, Fudan U.; Yadong Luo, U. of Miami; Stephanie Lu Wang, Indiana U., Bloomington

Perceived Home Country Supportiveness/Unfavorableness and Emerging Market Firms’ Outward FDI | Ajai S Gaur, Rutgers U.; Xufei Ma, Chinese U. of Hong Kong; Zhujun Ding, Hang Seng Management College

848 #AOM2014 (Paper Session) - (IM) Frontiers of International Management: Douglas Nigh Award Session

8:00am - 9:30am Pennsylvania Convention Center: Room 121 B

The Role of Similarity and Familiarity Bias in Headquarter Decision Making in MNCs | Catarina Anita Ahvik, Hanken School of Economics

A Deontological Based Framework for Leadership Ethics in a Cross- Cultural Management. | Christian Linder, U. of Bamberg

Do Emerging-market Acquirers Gain Productivity via Cross-border M&As? Evidence from Chinese Acquirers | Wenxin Guo, UIUC

#AOM2014 Foreign Subsidiary Location Strategy and Financial Performance: A Global Value Chain Perspective | Yong Yang, U. of Sussex; Deeksha A Singh, Rutgers U.

849 #AOM2014 (Paper Session) - (IM) Frontiers of IM: IM Division Gustavson School Award for Best Qualitative Paper in IB Session

8:00am - 9:30am Pennsylvania Convention Center: Room 121 C

Chair: Joshua K Ault, U. of Victoria


On Becoming Bicultural: A Taxonomy of Expatriate Cultural Identity | Ling Eleanor Zhang, Hanken School of Economics

When Spouses Trail Along: Gender differences in Needs for Expatriate Partner Assistance | Nina D Cole, Ryerson U.; Amina Malik, York U.; Nadia C. DeGama, York U.

850 #AOM2014 (JS, IM, BPS, OMT) Global Governance: Institutional Complexity and Corporate Governance:

Advancing the Research Agenda

8:00am - 9:30am Pennsylvania Convention Center: Room 120 B

Organizers: Marc Van Essen, U. of South Carolina; Tatiana Kostova, U. of South Carolina

Chair: Tatiana Kostova, U. of South Carolina


Efficiency and Legitimacy Perspectives on Corporate Governance: Points of Tension and Integration | Igor Filatotchev, City U. London

Family-legitimizing Environment as Key Determinant of Prevalence, Strategy, and Profitability | Pursey Heugens, Erasmus U. Rotterdam

The Impact of Borrowing Foreign Institution on Ownership | Jordan Siegel, Harvard U.

State Owned Enterprises and Private Benefits of Control | Marc Van Essen, U. of South Carolina

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

Section D 274
**851: (IM, ENT, OMT) Frontiers of IM: Connections to Local and Distant Communities: Geography, Cross-border Flows & Entrep**

8:00am - 9:30am Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 851
Organizers: Anastasia Veronica Graham Bailey, The Ohio State U.; Malika Banerjee, McGill U.
Discussants: Siri Ann Terjesen, Indiana U., Bloomington; Daniel Z. Levin, Rutgers U.

When Returnees Become Entrepreneurs? Effects of Institutional Environment and Regional Embeddedness | Dan Wang, Columbia Business School

Enabling Diaspora Entrepreneurship in Post-Conflict Regions Through Donor Grants | Nedim Efendic, Stockholm School of Economics; Erik Wetter, Stockholm School of Economics


**852: (Paper Session) - (MED) Top Management Teams, Leadership Development and Value of Education**

8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth C
Tweet this session: #AOM2014 852
Chair: Manuela Brusoni, Bocconi U.

Emotional Teaching: How CEOs develop Top Management Teams in Chinese Firms | Quy Nguyen Huy, INSEAD; Weiru Chen, China Europe International Business School; Ganqi Tang, CEIBS

MED Best Paper in Graduate Management Education Award sponsored by the Graduate Management Admission Council for the most significant contribution to graduate management education.

The Impact of Emotional Intelligence and Executive Coaching on Leader Effectiveness | Ellen Brooks Van Oosten, Case Western Reserve U.


Is an MBA Degree Worth the Cost? Idiosyncratic Deals and the Perceived Value of MBA Degree | Smriti Anand, IIT Stuart School of Business; Hae Sang Park, U. of Illinois at Chicago; Praja Rakshit Vidyarthi, U. of Texas at El Paso; Robert C Liden, U. of Illinois at Chicago

**853: (Paper Session) - (MED) Art, Sleep, Spirituality, Success: Perspectives on What to Teach and How to Teach**

8:00am - 9:30am Loews Philadelphia Hotel: Parlor 1
Tweet this session: #AOM2014 853
Chair: Gail A. Dawson, -

Realizing the Potential of Art-based Methods in Managerial Learning | Claus Springborg, Cranfield School of Management; Donna Ladkin, Plymouth U.

Management Educators are Asleep and the Wheel: Sleep and Management Education | Christopher M. Barnes, U. of Washington; Maartje E. Schouten, Erasmus U. Rotterdam; Evelyn van de veen, evandeveen

Embedding Workplace Spirituality into the Management Curriculum | Joanna Elizabeth Crossman, U. of South Australia

Impediments to Student Learning Success: A Critical Examination | Charles J. Fornaciari, Florida Gulf Coast U.; J B Arbaugh, U. of Wisconsin, Oshkosh

**854: (Paper Session) - (MH) Industrial Relations in Management History**

8:00am - 9:30am Loews Philadelphia Hotel: Parlor 2
Tweet this session: #AOM2014 854
Authors present historical research involving the dynamics of management/labor relations.
Chair: Tom J. Sanders, U. of Montevallo

State and Knowledge Production: the Slow Development of Industrial Relations Field in China | Enying Zheng, U. of Cambridge

Writing Out Praise; Air Canada Employees and the 1968 CEO Change | Christopher Michael Hartt, Dalhousie U.

The Price of Autonomy: The Chandlerian Firm and the Changing Face of Explicit CSR | Richard Mares, California State U. Sacramento

Center for Ethical Business Cultures Halloran Award for Best Management History Division Paper in Business Ethics

**855: (Paper Session) - (MH) Economics Lessons from History**

8:00am - 9:30am Loews Philadelphia Hotel: Regency Ballroom C2
Tweet this session: #AOM2014 855
An exploration of lessons learned from historical economic events.
Chair: John Norman Davis Hardin Simmons U.

“Results of the Decade” and Bond Rating Stability During the U.S. Great Depression | John Donnellan, New Jersey City U.; Berry Wilson, Pace U.


The 2008 Financial Crisis: A historical rethinking of a predictable evolutionary disaster | Michael G. Jacobides, London Business School

**856: (MOC) Can all emotions be regulated? A comprehensive examination from multiple perspectives**

8:00am - 9:30am Loews Philadelphia Hotel: Tubman Room
Tweet this session: #AOM2014 856
Organizers: Hongguo Wei, Case Western Reserve U.; Mai P. Trinh, Case Western Reserve U.
Discussants: Richard E. Boyatzis, Case Western Reserve U.

Emotional Labor and the Regulation of Discrete Emotions | Ronald H. Humphrey, Virginia Commonwealth U.


Mitigating Envy: Why Successful Individuals Should Reveal Their Failures | Alison Wood Brooks, Harvard U.

Qing-Li (Affect-Rationality) for Managerial Decision Making | Yunxia Zhu, The U. of Queensland, Australia
857: (Paper Session) - (MOC) Identity and Work
8:00am - 9:30am Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 857
Chair: Jiping Li, Hong Kong U. of Science and Technology
Identity in the making: Exploring self and object in work production | Douglas A Lepisto, Boston College; Elizabeth D. Rouse, Boston U.
Do what you are or become what you do: the interplay between identity and dynamic capabilities | Giacomo Carli, U. of Bologna; Elisa Mattarelli, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, U. of Bologna
Look up or look down: The role of social comparison orientation among physically dirty workers | Shanshan Wen, Chinese U. of Hong Kong
The Value of Voice (to managers): Employee Identification and the Content of Voice | Ethan Burris, The U. of Texas at Austin; Kevin W. Rockmann, George Mason U.; Yuriana Kim, The U. of Texas at Austin

858: (JS) (MOC, OB, ENT) Intuition in Organizations: Its Role in Entrepreneurship
8:00am - 9:30am Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 858
Organizer: Marta Sinclair, Griffith U.
Entrepreneurial Learning through Intuitive Decision Making | Cinia Akinci, U. of St Andrews
Toward a Geocentric Framework of Entrepreneurial Cognition: The Salience of Metaphor | Peter Ping Li, Copenhagen Business School
Beyond Systematic Entrepreneurship: The Role of Intuition in Experience Innovation | Marc Benjamin Stierand, EHL; Viktor Dörfler, Strathclyde U.
Intuition in Entrepreneurial Discovery | Liisa Valikangas, Aalto U.; Satu Teerikangas, UCL
Disentangling Intuition in Creative and Entrepreneurial Environments | Olli Hyppänen, Aalto U.; Marta Sinclair, Griffith U.

859: (Paper Session) - (MSR) Spiritual Leadership
8:00am - 9:30am Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 859
Chair: Eric B. Dent, Fayetteville State U.
When Proactive Employees Meet Humble Leaders: Job Satisfaction, Innovation and Learning Behavior | Shuhua Sun, Maastricht U.; Bradley Paul Owens, Brigham Young U.; David R. Hekman, U. of Colorado
Motivation to Lead: The Moderating Role of the Transformational Leader in a Spiritual Work Context | Tracy Porter, Cleveland State U.; Kelly Riesenmey, Kaplan U.
The Influence of Servant Leadership and Regulatory Focus on Forms of Deviance in Organizations | Mitchell J. Neubert, Baylor U.; Cindy Wu, Baylor U.; Kevin Dougherty, Baylor U.

860: (Paper Session) - (OB) Spurring Proactive Behavior Among Individuals and Across Teams
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 860
Chair: Lei Huang, The U. of Nebraska-Lincoln
What it Takes to Get Proactive: An Integrative Model of the Antecedents of Personal Initiative | Hui Liao, U. of Maryland; Steffen P. Raub, Ecole hôtelière de Lausanne; Ying Hong, McMaster U.; Joo Hun Han, U. of Maryland
The Impact of High Quality Relationships on Proactive Behaviour | Jennifer Bridget Farrell, U. of Limerick; Patrick Christopher Flood, Dublin City U.; Gerard P. Hodgkinson, U. of Warwick
Workplace Ostracism, Organizational Identification and Proactive Behavior | Long-Zeng Wu, Xiamen U.; Cynthia Lee, Northeastern U.; Flora F T Chiang, Hong Kong Baptist U.; Ho Kwong Kwan, Shanghai U. of Finance and Economics
Proactive Team Innovation: An Integrative View of Information Exchange and Supervisor Support | Nadia Y. Yu, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology; Zhijun Chen, Shanghai U. of Finance and Economics

861: (Paper Session) - (OB) Finding the Source of Motivation: Internal, External, or Does it Even Matter
8:00am - 9:30am Philadelphia Marriott Downtown: Room 301
Tweet this session: #AOM2014 861
Chair: Jessica Marie Greenwald, St. Ambrose U.
Interactive Effects of Extrinsic Orientation and Competence Feedback: Orchids and Dandelions | Kimberly K. Merriman, U. of Massachusetts, Lowell
Is Extrinsic Motivation Good or Bad, or Doesn’t it Matter? | Bard Kuvaas, BI Norwegian Business School; Robert Buch, Norwegian School of Sport Sciences
The Role of Self-Determined Motivation in Job Search: A Dynamic Approach | Serge P. da Motta Veiga, Lehigh U.; Allison S. Gabriel, Virginia Commonwealth U.
Self-Determination and Employees’ Responses to a Large-Scale Organizational Change | An-Chih Wang, Chung Yuan Christian U.

862: (Paper Session) - (OB) Leading for Creativity and Innovation: Role of Leaders
8:00am - 9:30am Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 862
Chair: Pamela Tienney, Portland State U.
Regulating Creativity: Why and How Leader Regulatory Focus Influences Employee Creativity | Ramzi Said, U. of Groningen; Bernard Nijstad, U. of Groningen
Reaping the Benefits of Innovation through Supervisor Support from a Motivational Perspective | Tingting Chen, National Sun Yat-sen U.; Fuli Li, Xi’an Jiaotong U.; Yi Zhao, GSM, Peking U.
The Impact of Transformational/Transactional Leadership on Creative Behavior: A Cross-Level Study | Cailing Feng, Shandong U.; Ludong U.; Xiaoyu Huang, U. of Toronto; Lithua Zhang, Rennin U. of China
Three-Way or Highway: Effects of Time Pressure, Work-Family Balance, and LMX on Creativity | Darija Aleksic, U. of Ljubljana, Faculty of Economics; Katarina Katja Mihelic, U. of Ljubljana, Faculty of Economics

863 ▶: (Paper Session) - (OB) Don't Underestimate the Effect of Affect at Work
8:00am - 9:30am Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 863
Chair: Jun Yang, Renmin U. of China
The Dark Side of Political Skill: When Awareness Reduces Life Satisfaction | Mario Hayek, Texas A&M U.-Commerce; Brandon Randolph-Seng, Texas A&M U.-Commerce; Wallace A. Williams, Texas A&M U.-Commerce; Kendra Ingram, Texas A&M U.-Commerce
Bliss is Ignorance: The Interpersonal Costs of Being Very Happy | Alixandra Barasch, The Wharton School, U. of Pennsylvania; Emma Levine, U. of Pennsylvania
Managing Emotions: The Placement of Boundaries on Affective Spillover | Zen W.C Goh, National U. of Singapore

864 ▶: (Paper Session) - (OB) With Them or Against Them? The Impact of Social Comparison Processes on Employee Outcomes
8:00am - 9:30am Philadelphia Marriott Downtown: Room 308
Tweet this session: #AOM2014 864
Chair: Christian Troester, Kuehne Logistics U.
Keeping Rivals Down: The Effect of Social Comparison Dynamics on Workplace Behavior | Susan Reh, Kuehne Logistics U.; Christian Troester, Kuehne Logistics U.; Niels Van Quaquebeke, Kuehne Logistics U.
Being Better or Being Good: Conflicting Self-Evaluation Motivations in the Multifaceted Self | Stephanie Chia-Ying Lin, Stanford U.; S. Christian Wheeler, Stanford U.; Szu-chi Huang, Stanford U.
Individual’s Competitive Behavior when Facing Former Employers and Colleagues | Pascal Kober, LMU Munich; Thorsten Grohsjean, LMU Munich

865 ▶: (Paper Session) - (OB) You Think I'm Angry? Effects of Anger Displays on Power Bases, Ethics and Perceptions of Others
8:00am - 9:30am Philadelphia Marriott Downtown: Room 401
Tweet this session: #AOM2014 865
Chair: Vickie Coleman Gallagher, Cleveland State U.
A Phenomenological Study of Anger Expression in the Military: The Role of Display Norms | Lucy Clarke, Liverpool U.; Dirk Lindebaum, U. of Liverpool

866 ▶: (Paper Session) - (OB) Times are Hard: Effect of Economic Instability on Employee Perception, Narcissism & Task Crafting
8:00am - 9:30am Philadelphia Marriott Downtown: Room 403
Tweet this session: #AOM2014 866
Chair: Kenneth Goh, Ivey School of Business
The Impact of Economic Instability on Defense of Organizational Inefficiencies | Devon Proudfoot, Duke U.; Aaron C. Kay, Duke U.; Heather Mann, Duke U.
Entering Adulthood in a Recession Tempers Later Narcissism | Emily Bianchi, Emory U.

867 ▶: (Paper Session) - (OB) Contextualizing Organizational Justice
8:00am - 9:30am Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 867
Chair: David Patient, U. Católica Portuguesa
Explaining the Counterintuitive Justice-Conflict Relationship: A Multilevel Approach | Mladen Adamovic, U. of Toulouse I, Capitole; Marion Fortin, U. of Toulouse I, Capitole; Marjo-Riitta Diehl, EBS International U.

868 ▶: (OB, CM, HR) Trust in Leadership: New Insights and Empirical Evidence
8:00am - 9:30am Philadelphia Marriott Downtown: Room 305
Tweet this session: #AOM2014 868
Chairs: Heeman Park, The Ohio State U.; Kristie Lynne McAlpine, Cornell U.
Discussant: David V. Day, U. of Western Australia
Supervisor Trust and the Interplay Between Self and Other-Oriented Proactive Behaviors | Emily K. Kneckt, The Ohio State U.; Steffanie L. Wilk, The Ohio State U.; R David Lebel, U. of Pittsburgh; Nancy Rothbard, U. of Pennsylvania
Gender Differences in the Effectiveness of Trust Repair Efforts of Leaders | Kristie Lynne McAlpine, Cornell U.; Haeheon Park, Cornell U.; Heeman Park, The Ohio State U.; Lisa Dragoni, Cornell U.
Session Details – Monday, 8:00 - 10:00 AM

**Section D**

**869 JS: (OB, CM, OMT) Experiencing Legitimacy: Comparing Legitimacy, Power, and Status in Work Behavior**
- **Organizers:** McKenzie R. Rees, U. of Utah; Harris Sondak, U. of Utah
- **Discussant:** Steven Blader, New York U.
- **Abstract:** The Effects of Hierarchy on Feelings and Expressions of Compassion in the Workplace | Nicholas A Hays, Michigan State U.; Steven Blader, New York U.

**870 JS: (OB, HR, GDO) Attitudes Toward and Outcomes of Organizational Work-Family Balance Policies**
- **Organizer:** Anthony R. Wheeler, U. of Rhode Island
- **Discussant:** Lisa M. Leslie, New York U.
- **Abstract:** Does parental leave positively impact wages over time? The impact of workers’ socioeconomic Status | Wendy J. Casper, The U. of Texas at Arlington; Dynah A Basuil, The U. of Auckland

**871 JS: (OB, MOC) Perception of and Reaction to Intercultural Interactions: Individual and Organization Adaptation**
- **Organizers:** Fiona Lee, U. of Michigan
- **Discussant:** Eliza Bivolaru, INSEAD; William W. Maddux, INSEAD; Andrew Hafenbrack, INSEAD; Carmit T. Tadmor, Tel Aviv U.
- **Abstract:** The Effect of Intercultural Ideologies on the Perception of Newcomer’s Adaptation | Eliza Bivolaru, INSEAD; William W. Maddux, INSEAD; Andrew Hafenbrack, INSEAD; Carmit T. Tadmor, Tel Aviv U.

**872 JS: (OB, MOC, OMT) Adapting Across Levels: Empirical Advancements in Performance Adaptation Theory**
- **Organizers:** John Paul Stephens, Case Western Reserve U.; Samantha K. Baard, Michigan State U.
- **Discussant:** Stephen J. Zaccaro, George Mason U.
- **Abstract:** Self-regulation: A driver of Adaptive Performance Over Time | John Paul Stephens, Case Western Reserve U.

**873 SHCS: (OB, OMT, CAR) How to be Successful at the Academy of Management**
- **Organizer:** Jeffery Miles, U. of the Pacific
- **Discussant:** Roy R Suddaby, U. of Alberta
- **Abstract:** How to Write an Award-Winning Symposium | Jeffery Miles, U. of the Pacific

**874 JS: (OB, SIM) Answering the Call: New Directions in the Study of Workplace Interactions**
- **Organizers:** Benjamin Walsh, U. of Illinois Springfield; Dana Kabat-Farr, U. of Nevada Reno
- **Discussant:** Julian Barling, Queen’s U.
- **Abstract:** Individual Differences in Employee Behavioral Reactions to Supervisor Incivility | Benjamin Walsh, U. of Illinois Springfield

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**Thematic orientation:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Management in Virtual and Distributed Teams
Discussant: Maria Rita Tagliaventi, INSEAD
Chair: Brad Crisp, Georgetown U.; Alexandra Gerbasi, Grenoble Ecole de Management

875 : (Paper Session) - (OCIS) Coordination and Knowledge Management in Virtual and Distributed Teams
8:00am - 9:30am Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 875
Discussant: Alexandre Barsi Lopes, Indiana U.
Twitter: Out Loud: Adapting Communication to Support Distributed Collaboration | Kathryn Aten, Naval Postgraduate School; Luciara Nardon, Carleton U.; Taryn Lyn Stanko, U. of Oregon
Integrating Knowledge through Consistency between Leadership and Technology in Distributed Teams | Vincenza Poliandi, U. of Bologna; Elisa Mattarelli, U. of Modena and Reggio Emilia; Fabiola Bertolotti, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, U. of Bologna; Alessandro Grandi, U. of Bologna
What Difference does a Robot Make? Managing Ambiguity in Distributed Knowledge Work | Matt Beane, Massachusetts Institute of Technology; Wanda J. Orlikowski, Massachusetts Institute of Technology

876 : JS: (OCIS, 08) Using Construal Level Theory to Explore the Power of Words and Distance
8:00am - 9:30am Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 876
Organizer: Brad Crisp, Abilene Christian U.
Discussant: Mark Mortensen, INSEAD
Geography, Identity and Psychological Distance in Virtual Groups | Jeanne M. Wilson, William & Mary
Understanding Choices of Activism at Amnesty International: A Construal-Level Perspective | Sirkka Jarvenpaa, The U. of Texas at Austin; Lisen Selander, Chalmers U. of Technology

877 : (Paper Session) - (ODC) Responses to Change: Resistance, Cynicism and Decoupling
8:00am - 9:30am Pennsylvania Convention Center: Room 103 B
Tweet this session: #AOM2014 877
Chair: Robert A. Carpino, California State U. Los Angeles
The Emergence of Organized Secrecy in Stabilizing Organizational Identity | Ina Toegel, INSEAD
Dancing between Illusion and Reality: Decoupling in Post-acquisition Integration | Natalia Vuori, Aalto U.
ODC Division Best Paper Based on a Dissertation

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

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

279
Session Details – Monday, 8:00 - 10:00 AM

881 (ODC, ONE, SIM) The Journey to Sustainable Effectiveness: An Examination of the Design and Implementation Issues
8:00am - 9:30am Pennsylvania Convention Center: Room 103 A
Tweet this session: #AOM2014 881
Organizer: Chris Worley, U. of Southern California
Speakers: A B Rami Shani, California Polytechnic State U.; Susan A. Mohrman, U. of Southern California; Svante Lifvergren, Chalmers U. of Technology; Laura Galuppo, U. Cattolica del Sacro Cuore; Philip H. Mirvis, Global Network on Corporate Citizenship

882 (OM) Division Breakfast And 'Meet The Editors' Of Journal of Operations Management
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon A
Tweet this session: #AOM2014 882
Division breakfast (8-8:30) followed by a panel session with the Editors of the Journal of Operations Management (8:30-9:30)
Organizer: Dayna Simpson, Monash U.

883 (OMT) OMT Distinguished Scholar Breakfast
8:00am - 9:30am Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 883
Distinguished Speaker: Royston Greenwood, U. of Alberta; Open to all members.

884 (Paper Session) - (OMT) Contestied Meanings in Institutional Processes: Four Perspectives
8:00am - 9:30am Pennsylvania Convention Center: Room 204 A
Tweet this session: #AOM2014 884
Chair: Katharina Pernkopf-Konhäusner, WU Vienna
Unsettled Framing: Institutional Dynamics of Essentially Contested Concepts | Frank Wijen, Erasmus U. Rotterdam; Ben Wempe, Erasmus U. Rotterdam
Winner Best ESP Award

885 (Paper Session) - (ONE) Resources, Markets, Strategy, & Performance
8:00am - 9:30am Pennsylvania Convention Center: Room 108 A
Tweet this session: #AOM2014 885
Chair: Carolyn P. Egri, Simon Fraser U.
The Role of Environmental and Market Capabilities for the Efficient Use of Natural Capital by Firms | Frank Figge, Kedge Business School; Tobias Hahn, Kedge Business School
Proactive Environment Strategy and Performance: An Integrated View | Longwei Tian, Shanghai Jiao Tong U.; Yuan Li, Shanghai JiaoTong U.
Natural Resource Dependence Theory: Organizational Impacts of Extreme Weather Events | Anne Bergmann, Dresden U. of Technology; Kristin Stechemesser, Technische U. Dresden; Edeltraud Guenther, Technische U. Dresden

886 (Paper Session) - (ONE) Role of Employees & Suppliers
8:00am - 9:30am Pennsylvania Convention Center: Room 119 A
Tweet this session: #AOM2014 886
Chair: Patricia V. Gidal, Presbiteriana MacKenzie
Exploring the Influence of Individual Differences on Employees’ Pro-Environmental Behaviors | Johny Tay, Queen’s U.; Jane Webster, Queen’s U.; Sandy Staples, Queen’s U.
Using the Power of Words to Encourage Employees’ Pro-Environmental Behaviors | Johny Tay, Queen’s U.; Jane Webster, Queen’s U.; Sandy Staples, Queen’s U.
Sustainable Supply Chain Management: A Literature Review and Social Network Analysis | Robert Sroufe, Duquesne U.; Inna Nirenburg, Accenture

887 (Paper Session) - (PNP) New Directions for Research on Bureaucracy
8:00am - 9:30am Pennsylvania Convention Center: Room 107 A
Tweet this session: #AOM2014 887
Chair: Bing Ran, Pennsylvania State U., Harrisburg
What Happens When Rules Stay the Same: Implementation Change in Minority Preference Purchasing | Jessica Teman, U. of Nevada
Theory of Bureaucratic Error | Justin B Bullock, Texas A&M U.
Procedural Rules, Access of SMEs and Efficiency: Evidence from French Public Procurement | Anissa Boulema, Sorbonne Business School; John Moore, Sorbonne Business School
Sage Publications Best Conference Paper by a Public and NonProfit Division Doctoral Student
The Role of Informal Control for Volunteer Satisfaction and Turnover in Volunteer Work Teams | Markus Kreutzer, U. of St. Gallen; Karin Kreutzer, European Business School, Wiesbaden

888 (Paper Session) - (PNP) Ethics and Values in Public and Nonprofit Organizations
8:00am - 9:30am Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 888
Chair: Neil M. Boyd, Bucknell U.
Effects of Organizational Ethics and Organizational Constraints on Emotional Exhaustion | Dianhan Zheng, U. of Houston; Kori Callison, U. of Alaska Anchorage; L A Witt, U. of Houston; Benjamin Farmer, U. of Houston; Lars Johnson, U. of Houston; Sophie Romay, U. of Houston; Amanda Palmer, U. of Houston
Organizational Equity, Justice, and Individual Public Service Motives | Robert K Christensen, U. of Georgia; Elizabeth Sassler, U. of Georgia; Kukkyoung Moon, U. of Georgia

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

Third Mission and Espoused Values of Italian Universities: An Investigation of Official Documents | Michela Loi, U. of Cagliari; Chiara Maria Di Guardo, U. of Cagliari

889 ☐: (Paper Session) - (PNP) Organizational Change: Determinants and Outcomes
8:00am - 9:30am Pennsylvania Convention Center: Room 125
Tweet this session: #AOM2014 889
Chair: James P Gelatt, U. of Maryland U. College

Psychological Capital as Moderator of Organizational Change Demands on Nursing Stress | Stephen T.T. Teo, Auckland U. of Technology; Maree Roche, U. of Waikato; David Pick, Curtin U.; Cameron John Newton, Queensland U. of Technology

Coping with Multiple Logics: The Role of Actors in the Negotiation of Institutional Change | Rachel Elizabeth Ashworth, Cardiff U.; Tom Entwistle, Cardiff U.

Exploring Emotional Reactions to Ongoing Organizational Change in the UK Public Sector | Clare Kelliher, Cranfield U.; Emma Parry, Cranfield U.

Public Sector Change, Person–Organization Fit, and Work Attitudes: A Mediation Model | Stephen T.T. Teo, Auckland U. of Technology; David Pick, Curtin U.; Matthew John Xerri, Southern Cross U.; Cameron John Newton, Queensland U. of Technology

890 ☐: (Paper Session) - (RM) The Power of Words in Research Methods: Measurement, Models, and the Management Discipline
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom G
Tweet this session: #AOM2014 890
Chair: Lisa Schurer Lambert, Georgia State U.

The Power of Words: With Great Power Comes Great Responsibility | Stephanie Maynard-Patrick, New Mexico State U.; Melissa Cast, New Mexico State U.

Mapping the Management Discipline - A Bibliometric and Qualitative Synthesis | Will Felps, U. of New South Wales; Nees Jan van Eck, Leiden U.; Ludo Waltman, Leiden U.; Johannes Meuer, U. of Zurich

From Words to Models: A Bibliometric Approach to Designing Agent-Based Models in Entrepreneurship | Jaehu Shim, Queensland U. of Technology; Martin Bliemel, U. of New South Wales; Myeonggii Choi, Chung Ang U.

Modification of Measures: Threats to Construct Validity and Recommendations for Improving Items | Lucy R. Ford, St. Joseph's U.; Terri A. Scandura, U. of Miami

891 ☐: (RM) Current Issues in Investigating Common Method Variance
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 891
Chair: Larry J. Williams, Wayne State U.
Discussants: Ronald S. Landis, Illinois Institute of Technology; Adam W. Meade, North Carolina State U.
Use of an Unmeasured Latent Method Construct in the Presence of Multidimensional Method Variance | Larry J. Williams, Wayne State U.
Detecting Common Method Variance with a Marker Variable: A Replication and Extension | Michael Sturman, Cornell U.; Marcia Simmering, Louisiana Tech U.; Andrey Ukhov, Cornell U.
Insufficient Effort Responding: A Unique Source of Method Variance | Jason L. Huang, Wayne State U.; Mengqiao Liu, Wayne State U.

892 ☐: (Paper Session) - (SP) Rhetoric: The Power of Words in Strategizing Activities and Practices
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Horizons Rooftop Ballroom
Tweet this session: #AOM2014 892
Chair: Saku Mantere, Hanken School of Economics

Practicing transcendence: Rhetorical strategies and constructing a response to paradox | Rebecca Bednarek, Cass Business School, City U. London; Sotiros Paroutis, U. of Warwick; John Sillince, Newcastle U.

SAP Best Paper Award
Going backstage in entrepreneurial impression management: The role of analogical reasoning | Florian Ueberbacher, U. of St Gallen; Claus D Jacobs, Bern U. of Applied Sciences

Toyota’s Crisis Management Strategies by the Apologia in 2010 | Nobuyuki Chikudate, Hiroshima U.

893 ☐: (Paper Session) - (SP) Middle Managers: Connecting to Strategy: Bridging government policy, technology, & professional norms
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Logan’s 1 & 2
Tweet this session: #AOM2014 893
Chair: Julia Balogun, U. of Bath

The Role of Practical Coping in Strategy Making | Paula Jarzabkowski, Cornell U.; Carola Wolf, Aston Business School

How Middle Managers Deal with Governmental Political Ideology | Yidi Guo, INSEAD; Zhixing Xiao, George Washington U.

Understanding technological change in schools: the entwinement of strategy and technology | Sari Laari-Salmela, U. of Oulu; Marianne Kinnula, U. of Oulu

Professional Socialization & Professional Commitment in Social Work Students—A Longitudinal Study | Anat Freund, Haifa U.; Ayala Cohen, Tel-Hai College; Edith Bilt-Cohen, Hebrew U. of Jerusalem; Nicole Dehan, Haifa U.

894: (Paper Session) - (SIM) Doing Good for Others in the Organizational Context
8:00am - 9:30am Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014 894
Chair: Elena Dowin Kennedy, U. of Massachusetts Boston
Exploration of Chinese Employees’ Perceived Organizational Family Support | Yang Zhao, China U. of Geosciences; Yuka Fujimoto, Deakin U.; Shi Kui Gao, China U. of Geosciences

Is Pro Bono also Pro Lucrum? Doing Well by Letting your Human Capital Do Good | Amit Jain Chauradia, Indian Institute of Technology; Cincinnati
MONDAY

School of Business; Deepak Somaya, U. of Illinois at Urbana-Champaign
- Commercial and philanthropic exploitability as the determinants of corporate social action | Yuliya Shymko, Vlerick Business School

- Interorganizational Influence on Corporate Philanthropy | Tae-Hyun Kim, KAIST

895: (Paper Session) - (SIM) Stakeholder Management and CSR in Strategic Decision Making
8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 895
Chair: Nicholas N Bartkoski, Ball State U.
Stakeholder Welfare Maximization and Competitive Advantage in Turbulent Environments | David Wietzner, York U.; Yuval Deutsch, York U.
Forced Strategic Approach to CSR - (Mis)managing Paradoxical Social Demands | Kirti livönen, Aalto U.
- Does CSR Impact M&A Target Attractiveness? | Pamela J. Harper, Marist College
- Using Item Response Theory to Improve Measurement in Strategic Management: An Application to CSR | Robert J. Carroll, U. of Rochester; David M. Primo, U. of Rochester; Brian Kelleher Richter, The U. of Texas at Austin

896: (Paper Session) - (SIM) Stakeholder Dialogue and Engagement
8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth B
Tweet this session: #AOM2014 896
Chairs: Sarah Glozer, U. of Nottingham / ICCSR; Robert Caruana, U. of Nottingham / ICCSR
Shareholder Dialogue Behind The Scenes: Addressing The Bulk Of The Iceberg | Jennifer Coralie Goodman, Ramon Lull U.; Tessa Hebb, Carleton U.; Andreas Hoeumper, U. of Reading
- Optimizing Stakeholder Relationships: A Real Options Approach to Stakeholder Management | Erik Taylor, Louisiana State U.
- Recreation of Routines: A Process Model for Marginalized Stakeholder Group Engagement | Rashędur Chowdhury, U. College Dublin: Smurfit; Andrew C Wicks, U. of Virginia

897: (Paper Session) - (SIM) Irresponsible Corporate Behavior
8:00am - 9:30am Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 897
Chair: Marguerite Schneider, NJIT
- Institutions Behind Corporate Tax Evasion | Omer N. Gokalp, Suffolk U.
- A Process Model of Shaming Sanctions on Corporate Fraudulence in Transition Economies | William P. Wan, City U. of Hong Kong; Daphne W. Yiu, Chinese U. of Hong Kong
- Which CSR practices matters to firms? | Qian Lu, National U. of Singapore

- Two Faced CSR: Why are Firms Socially Inconsistent? (WITHDRAWN) | Limin Fu, U. of Adelaide; Dirk Michael Bohe, The U. of Adelaide; Susan Freeman, U. of Adelaide

898: (Paper Session) - (SIM) The Effects of Organizational Identity and Orientation on CSR
8:00am - 9:30am Loews Philadelphia Hotel: Congress Room C
Tweet this session: #AOM2014 898
Chair: Tammy MacLean, Suffolk U.
- Identity, justice, and social responsibility: Micro-foundations of CSR | Pamela J. Dillon, U. of Massachusetts Amherst
- CSR Evaluation and Affective Attachment to CSR in Different Identity Orientation Firms | Barbara Fryzel, Jagiellonian U.; Nina Seppala, Regent's U. London
- Building an identity for scaling up: Case studies of Indian affordable healthcare organizations | Rajesh Chandwani, Indian Institute of Management Ahmedabad; Vasanthi Srinivasan, HHL - Leipzig Graduate School of Management; Mithileshwar Jha, Indian Institute of Management Bangalore; Vishnuprasad Nagadevara, Indian Institute of Management Bangalore
- Examining Corporate Social Orientations in an Emerging Country Context: A Study on India | Tanusree Jain, ESADA; Dima Jamali, American U. of Beirut; Ruth V. Aguilera, U. of Illinois at Urbana-Champaign

899: (Paper Session) - (TIM) Technology Use and Adoption
8:00am - 9:30am Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 899
Chair: Sung Doo Kim, U. of Cincinnati
- Technology Use and Technological Capabilities: Implications for Innovation | Larry Tribble, The U. of Alabama; Paul Louis Drnevich, The U. of Alabama
- The Sensemaking Process of Users in Response to an Innovation: A Meso-level Qualitative Analysis | Madelynn Rassia, Aarhus U.; Vassilis Dawn Matthews, Haskayne School of Business; Loren Falkenberg, U. of Calgary
- Personal Use of Technology at Work: Exploring Paradoxes of Control and Flexibility | Sung Doo Kim, U. of Cincinnati
- Status Processes in Human-Computer Interactions: Does Gender Matter? | Marek N Posard, U. of Maryland

900: (Paper Session) - (TIM) Research and Innovation at the Academic-Industry Boundary
8:00am - 9:30am Pennsylvania Convention Center: Room 103 B
Tweet this session: #AOM2014 900
Chair: Christoph Grimp, Copenhagen Business School
- Academic Entrepreneurship and Traditional Academic Duties: Synergy or Rivalry? | Muthu de Silva, Big Innovation Centre / Lancaster U.
- Delay and Secrecy: Does Industry Sponsorship Jeopardize Disclosure of Academic Research? | Dirk Czarnitzki, KU Leuven; Christoph Grimp, Copenhagen Business School; Andrew Toole, United States Department of Agriculture

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

Section D 282
901: (Paper Session) - (TIM) Intellectual Property, Trust, and R&D Collaborations
8:00am - 9:30am Pennsylvania Convention Center: Room 104 A
Tweet this session: #AOM2014 901
Chair: André P Slowak, U. of East London
Sharing sharing knowledge or not? Innovation and imitation in shipbuilding projects in China | Kim van Oorschot, BI Norwegian Business School; Hans Soll-Saether, BI Norwegian Business School; Jan Terje Karlsen, BI Norwegian Business School
Once bitten, less shy? – The impact of legal copying and illegal infringement on R&D cooperation | Theresa Helena Veer, Ramon Lulli U.; Annika Lorenz, Technische U. Berlin
Balancing appropriability mechanisms for innovation collaboration by services firms | Marcela Miozzo, The U. of Manchester; Panos Desyllas, U. of Bath; Hsing-fen Lee, Middlesex U.; Ian Miles, The U. of Manchester

902: (Paper Session) - (TIM) Multicultural Issues in Innovation and Management
8:00am - 9:30am Pennsylvania Convention Center: Room 104 B
Chair: Quey-Jen Yeh, National Cheng Kung U.
Work values and manager leadership relationships among four ownership types of Chinese firms | Quey-Jen Yeh, National Cheng Kung U.
The Effect of Social Capital on Organizational Innovation: A Perspective of Chinese Schemas | Hsing-Kuo Wang, National Quemoy U.; Yu-Fang Yvonne Yen, National Quemoy U.; Jung-Feng Tseng, National Kaohsiung U.
Transcultural Challenges for Online Learning | Nabil Sultan, U. Campus Suffolk; Sylvia van de Bunt-Kokhuis, Vrije U. Amsterdam
Realizing Product Harmonization under Market Demand Heterogeneity: Reconciliation of Competing Logics | Yang Liu, U. of Cambridge; Yongjiang Shi, U. of Cambridge

903: (Paper Session) - (TIM) Network Configuration and Innovation
8:00am - 9:30am Pennsylvania Convention Center: Room 111 B
Chair: Maria Teresa Bolivar Ramos, U. of Granada
The relation between R&D spending and patents: The moderating effect of collaboration networks | Maria Teresa Bolivar Ramos, U. of Granada
Relying on Partners or Itself? How Network Centrality Pursues Technological Diversity | Hsien-Che Lai, National U. of Tainan; Lu-Jui Chen, Ming Chuan U.

904: (Paper Session) - (TIM) Ecosystems and Complementary Assets
8:00am - 9:30am Pennsylvania Convention Center: Room 113 C
Chair: Ayfer H. Ali, U. Carlos III de Madrid
The Role of Technological Uncertainty in Markets for Technology | Ayfer H. Ali, U. Carlos III de Madrid; Mariano Mastrogiovanni, U. Carlos III de Madrid
When less can be more – Setting technology levels in complementary goods markets | Jörg Claussen, Copenhagen Business School; Christian Essling, Ifo Institute for Economic Research; Tobias Kretschmer, LMU Munich
A Study on Electric Vehicle Business Ecosystem from the Perspective of Complementary Assets | Yanfei Song, Tongji U.; Luning Shao, Tongji U.; Jianxin You, Tongji U.
Systemic innovation in a decentralized organizational setting: Towards value chain orchestration | Andreas Hinterhuber, Hinterhuber & Partners

905: (Paper Session) - (TIM) Open Innovation Research: Past and Future
8:00am - 9:30am Pennsylvania Convention Center: Room 117
Chair: François Scheid, EM Lyon
Exploring the scope of open innovation: A bibliometric review of a decade of research | Adrian Kovacs, KU Leuven; Bart Van Looy, KU Leuven; Bruno Cissim, IESE Business School
The Role of Tertiur lungs in Open Innovation Projects | François Scheid, EM Lyon
Why some firms are better able to collaborate with innovation intermediaries than others | Patrick Pollok, RWTH Aachen U.; Dirk Luettgens, RWTH Aachen U.

906: (Paper Session) - (TIM) Competitive Dynamics of Innovation
8:00am - 9:30am Pennsylvania Convention Center: Room 120 C
Chair: I. Kim Wang, Suffolk U.
Speed of imitation of competitors’ innovation. Performance implications and contingency factors | Claudio Giachetti, U. Ca’ Foscari of Venice; Stefano Li Pira, U. Ca’ Foscari of Venice
The role of competitive aggressiveness in the emergence of dominant design: A contingency approach | Tianchu Chen, Oakland U.; Vadake Narayanan, Drexel U.
From Indifferent, to Mutual Forbear and Fierce: Technology and Market Similarity on Competition | Lihong Qian, Portland State U.; I. Kim Wang, Suffolk U.
Laggard strategy: Why a firm is sometimes better off lagging behind the technology frontier | I. Kim Wang, Suffolk U.
907  (Paper Session) - (TIM) How Financial Resources Influence Innovation
8:00am - 9:30am Pennsylvania Convention Center: Room 121C
Tweet this session: #AOM2014 907
Chair: Alessandra Luzzi, BI Norwegian Business School
After the IPO: Patenting, Fear of Litigation and Secrecy.
| Serena Moricone, U. of Lausanne, HEC Lausanne; Enrico Forti, U. College London; Federico Munari, U. of Bologna
| Patent use under financial constraints | Alessandra Luzzi, BI Norwegian Business School
Avoiding the Valley of Death: A Cross-Case Analysis of SBIR Innovation Processes | J. Krist Schell, Case Western Reserve U.; Nicholas Berente, U. of Georgia
CVC vs. VC funding: invention’s influence on technological evolution | Rafael A. Corredoira, U. of Maryland; Francesco Di Lorenzo, Copenhagen Business School

908  (Paper Session) - (TIM) CEO Characteristics and Leadership Styles
8:00am - 9:30am Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 908
Chair: Michael Deane Howard, Texas A&M U., College Station
Leadership styles, competitive intensity and innovation choices | Huijun Yang, Xi'an Jiaotong U.; Jianjun Yang, Xi'an Jiaotong U.
The Effects of CEO Career Horizon, Power and Education on R&D Spending: Software Industry Evidence | Zheng Cheng, U. of Kansas; Vincent L. Barker, U. of Kansas
Consequences of TMT Dynamics: The Failure to Utilize Innovation from Technology Acquisitions | Michael Deane Howard, Texas A&M U., College Station; David Blen Nance, Lehi, UT; David M. Gomulya, Nanyang Technological U.; H. Dennis Park, Drexel U.
Irrational Resistance or Irrational Support? Performance Effects of Project Leader Status | Balazs Szatmari, Erasmus U. Rotterdam; Dirk Deichmann, Erasmus U. Rotterdam; Jan Van den Ende, Erasmus U. Rotterdam

Monday 9:45AM
909  (AAA) Academy of Management Perspectives:
Showcase Symposium on Ambidexterity
9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth D
Tweet this session: #AOM2014 909
Chair: Timothy Michael Devinney, U. of Leeds

910  (Plenary) - (BPS) Strategy at Crossroads: What Ideas Matter?
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Horizons Rooftop Ballroom
Tweet this session: #AOM2014 910
Moderator: Rajshee Agrawal, U. of Maryland
Presenters: Constance E Helfat, Dartmouth College; Kathleen M. Eisenhardt, Stanford U.; Daniel Levinthal, U. of Pennsylvania; Gautam Ahuja, U. of Michigan

911  (Paper Session) - (CAR) Fresh perspectives on Boundaryless Careers: Intra- and Extra- Organizational Views
9:45am - 11:15am Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 911
Chair: Julia Richardson, York U.
Discussant: Erica Berte, Indiana U. - Purdue U. Columbus
Shifts and Ladders: Comparing the Role of Internal and External Mobility in Executive Careers | Matthew J. Bidwell, U. of Pennsylvania; Ethan Mollick, Wharton School
The Careers Best Paper Award Finalist
Women’s careers in Academia: understanding local constraints to the boundaryless career view | Fida Afiouni, American U. of Beirut
The Careers Best International Paper Award Finalist
Looking for Jobs in All the Right Places? Job Search Behaviors in the Boundaryless Career Era | Sherry E. Sullivan, Bowling Green State U.; Monica L. Forret, St. Ambrose U.; Archana Samtani, The Ladders
Who benefits from the new career? Employees, organizations, or both? | Ricardo Martins Rodrigues, Kingston U. London; David E Guest, King’s College London; Teresa Oliveira, U. de Coimbra

912  (Paper Session) - (CAR) Gains and benefits - Developmental Networks Outcomes
9:45am - 11:15am Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 912
Chair: Petrus Raulino, U. de São Paulo
Developmental Network Degree Centrality and the Impact of Superdevelopers on Career Achievement | Richard Donald Cotton, Appalachian State U.
Advancing the Study of Developmental Networks to Include Developer Types and Person-Network Fit | Yan Shen, U. of Victoria; Richard Donald Cotton, Appalachian State U.; Kathy E. Kram, Boston U.
Reed Center Best Careers Applied Paper Award Finalist
Separate yet connected: Developmental networks as forums for individual growth | Elana R. Feldman, Boston U.; Amy Gannon, Edgewood College; William A Kahn, Boston U.
In Search of a Relational Antecedent of Emotional Labor: A Social Network Perspective | Na Yoon Kim, Cornell U.

913  (SHCS) - (CAR) The Golden Years? Identity, Choice, and Serendipity in Retiring from an Academic Career
9:45am - 11:15am Philadelphia Marriott Downtown: Room 404
Tweet this session: #AOM2014 913
Organizer: Lotte Bailyn, Massachusetts Institute of Technology
Participants: Myron D Fottler, U. of Central Florida; Deborah M Kolb, Simmons College; Roy J. Lewicki, The Ohio State U.; Barry M Staw, U. of California, Berkeley; Eleanor Westney, York U.
Best Symposium Award Finalist

914  (Paper Session) - (CAR) Career Transition and Identity
9:45am - 11:15am Philadelphia Marriott Downtown: Room 408
Tweet this session: #AOM2014 914
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Chair: Lina Eiko Nakata, Federal U. of Uberlandia
Discussant: Sigmar Malvezzi, Fundação Dom Cabral
"I still feel kind of temporary about myself": Liminality in Cruise Ship Work | John Blenkinsopp, U. of Hull; Imke Matuszewski, U. of Teesside
Possible Selves' Dynamics: Identity Experiments following a Career Transition | Pamela A. Suzanne, U. de San Andrés
Not Just Somebody That I Used to Be: Identity Preservation Through Role Exit | Sarah Wittman, INSEAD

915 😊: (Paper Session) - (CAR) Work Arrangements and Tools for Enhancing Academic Careers
9:45am - 11:15am Philadelphia Marriott Downtown: Room 502
Tweet this session: #AOM2014 915
Chair: S. Gayle Baugh, U. of West Florida
Examining the Relationship among Part-Time Work Arrangements, Job Satisfaction, and Work Effort | Xiangmin Liu, Pennsylvania State U.; Liang Zhang, Pennsylvania State U.
The Arnon Reichers Best Student Paper Award Finalist
Does Double Plateau Always Lead to Turnover Intention Evidence from China | Xie Baoguo, Renmin U. of China; Lu Xinxin, Renmin U. of China; Zhou Wenxia, Renmin U. of China
The Psychological Contract and Career Agency of Young Scientists in the Entrepreneurial University | Alice Lam, U. of London; Andre Campos, State U. of Campanas

916 😊: (CAU) (CAU) Legitimizing the Africa Academy of Management Through Communication.
9:45am - 11:15am Philadelphia Marriott Downtown: Room 415
Tweet this session: #AOM2014 916
Organizers: David B. Zoogah, Morgan State U.; Moses Acquaah, U. of North Carolina, Greensboro
Chair: Stella M. Nkomo, U. of Pretoria
Participant: Karel Stanz, U. of Pretoria

917 😊: (CAU) (CAU) Words and Emotions: How do Individuals Label What They are Feeling?
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor D
Tweet this session: #AOM2014 917
Organizers: Sophia Soyoung Jeong, Chinese U. of Hong Kong; Shanshan Wen, Chinese U. of Hong Kong

918 😊: (CAU) Capitalizing on Creativity at Work: Fostering the Implementation of Creative Ideas in Organizations
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 8
Tweet this session: #AOM2014 918
Organizers: Matej Cerne, U. of Lubljana, Faculty of Economics; Miha Skerlavaj, BI Norwegian Business School

919 😊: (SHCS) (CM) Trust development and repair in organizations
9:45am - 11:15am Pennsylvania Convention Center: Room 108 B
Tweet this session: #AOM2014 919

920 😊: (Paper Session) - (CM) In Weakness and In Power: Status, Power and Group Dynamics
9:45am - 11:15am Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 920
Chair: Sherry M Thatcher, U. of South Carolina
Conflict between Leaders and Employees: The Role of Transformational Leadership | Yang Guo, National U. of Singapore; Dean Tjosvold, Lingnan U.; Alfred Wong, National Sun Yat-sen U.; Xinxin Li, National U. of Singapore
Dominance versus cooperativeness: Status construal as a determinant of status acquisition strategy | Nathanael J. Fast, U. of Southern California; Yoo Kyoung Kim, U. of Southern California
The micro velvet glove: Low status group members are compensated for their deference. | Siyu Yu, New York U.; Robb Willer, U. of California, Berkeley
The Power of Leader Attention: Leader Gaze Equalizes Hierarchies and Improves Team Performance | So-Hee Shin, Northwestern U.

921 😊: (Paper Session) - (CM) Nine to Five: Justice and Emotion at Work
9:45am - 11:15am Pennsylvania Convention Center: Room 204 A
Tweet this session: #AOM2014 921
Chair: Andrew Soderberg, U. of Utah
A Moderated Mediation Model of Emotional Labor and the Work Family Interface | Longzhu Dong, U. of Wisconsin, Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee; Dora Luk, The U. of Hong Kong; Xiangyang Liu, South China U. of Technology
A Multilevel Model of Interactional Justice, Leader-Member Exchange, and Employee Performance | Wei He, Huazhong U. of Science & Technology; Lifong Long, Huazhong U. of Science & Technology
Daily experiences of justice: A within-person, dynamic, and event-based perspective | Laurie J. Barclay, Wilfrid Laurier U.; Tina Kiefer, Warwick Business School
Winner of CM Division Best Paper Award - New Directions

922 😊: (Paper Session) - (CMS) Postcolonialism and Corporate Capitalism
9:45am - 11:15am Pennsylvania Convention Center: Room 119 B

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 8:00 - 10:00 AM

Section D


Is an Overconfident CEO Good for Advertising Investments? | Ying-Juan Wong, National Kaohsiung U. of Applied Sciences; Cheng-Ning Song, National Kaohsiung U. of Applied Sciences

The Influence of Family Involvement and CEO Decision-Making Style on Performance Evaluation | Arthur Posch, WU Vienna; Nora Haas, WU Vienna

How do the Characteristics of Entrepreneurial Teams Influence the Exit Path of Founders? | Evila Piva, Politecnico di Milano

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

T 923  ➤  ❘: (Paper Session) - (CMS) Professions and Elites
9:45am - 11:15am Pennsylvania Convention Center: Room 124
Tweet this session: #AOM2014 923

Chair: Dan Kärreman, Copenhagen Business School

Institutional Maintenance in an Elite Organization | Sabina Siebert, U. of Glasgow; Fiona Wilson, U. of Glasgow; John Hamilton, Faculty of Advocates

Power of Words in a UN Institution: An Ethnography of Agency in Institutional Maintenance | Toke Bjerregaard, Aarhus U.; Bjarke Nielsen, Aarhus U.

Civilization and its Discontents | Kevin Morrell, Warwick Business School

Policy Imagination in Stasis? Contesting and Policising Banking Reform in the UK | Jason Glynos, U. of Essex; Robin Patrik Klimecki, U. of Bristol; H. C. Willmott, Cardiff U.

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

T 924  ➤  ❘: (Paper Session) - (ENT) Resources and Competences for Entrepreneurship
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence E
Tweet this session: #AOM2014 924

Chair: Jing Betty Feng, Georgia State U.

Discussant: Marc Lerchenmueller, Yale U.

TMT Behavioral Integration and Corporate Entrepreneurship:Moderating Role of Institutional Support | Ying Feng, Erasmus U. Rotterdam


Unpacking the Networking Capabilities and Corporate Entrepreneurship Relationship | Kamal Sakhdari, Queensland U. of Technology; Henri Burgers, Queensland U. of Technology; Per Davidsson, Queensland U. of Technology

An Integrated Model of Corporate Strategic Entrepreneurship in Service and Manufacturing Contexts | Marc Lerchenmueller, Yale U.

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

T 925  ➤  ❘: (Paper Session) - (ENT) CEOs and Founders in Family Firms
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom H
Tweet this session: #AOM2014 925

Chair: Ionela Neacsu, U. Carlos III de Madrid

Discussant: Luca Gnan, Tor Vergata U.

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

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
928 ☑: (Paper Session) - (ENT) Entrepreneurial Strategies
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor C
Tweet this session: #AOM2014 928
Chair: Johanna Vanderstraeten, U. of Antwerp
Discussant: Alessandro Giudici, Cass Business School, City U. London
Incubator Strategy and the Brazilian Institutional Context: Influences on Incubator Performance (WITHDRAWN) | Johanna Vanderstraeten, U. of Antwerp
Big Names and Fragmentated Experiences: Deductive and Inductive Sensemaking | Christina Kyprianou, The U. of Texas at Austin; Violina Rindova, The U. of Texas at Austin; Melissa Graebner, The U. of Texas at Austin
When Ambidexterity Backfires: Strategic Disciplined in New Technology Ventures | Enrico Forti, U. College London; Simcha Jong, U. College London

929 ☑: (Paper Session) - (ENT) Motivations and Outcomes of Academic Entrepreneurship
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 929
Chair: Shanti Dewi Anak Agung Istri, Drexel U.
Discussant: Tor A Johannessen, Norwegian School of Economics
The Dynamics of the Motivations of Academic Entrepreneurs in a Resource Constrained Environment | Muthu de Silva, BRC Innovation Centre / Lancaster U.; Elvira Uyarra, The U. of Manchester
The Emergence and Salience of an Entrepreneurial Identity in Academic Entrepreneurs | Ana Maria Bojica, U. of Granada; Jaime Villanueva, ESADE Business School; Maria del Mar Fuentes, U. Granada

930 ☑: (Paper Session) - (ENT) Theory of Effectuation and Entrepreneurial Action
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 9
Tweet this session: #AOM2014 930
Chair: Gry Agnete Alsos, U. of Nordland
Discussant: Matthew Lee Metzger, U. of Colorado Colorado Springs
Employing Control in Entrepreneurial Actions: An Action-to-Action Model | Hamid Vahidnia, Texas Tech U.; Ronald Mitchell, Texas Tech U.
Coordinating the Uncordinated: Institutionalizing Tacit Business Creation in the Established Firm | Ecaterina Puricel, ETH Zurich; Fredrik Hacklin, ETH Zurich
Towards a Better Measurement Scale of Causation and Effectuation | Gry Agnete Alsos, U. of Nordland; Tommy Heyvarde Clausen, U. of Nordland; Solvi Solvoll, Nordland Research Institute

931 ☑: (Paper Session) - (ENT) Failure and Recovery in Entrepreneurial Ventures
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Seminar Room A
Tweet this session: #AOM2014 931
Chair: Evelyn Rita Micelotta, U. of Alberta
Discussant: Ana Venancio, ISG – Lisboa School of Economics and Management
The Rocky Road of Business Demise, Failure and Recovery | Orla Byrne, U. of Bath
The Role of Temporal Orientation and Framing Sequence in Entrepreneurial Failure | Iva Docekalova, U. of Alberta; Evelyn Rita Micelotta, U. of Alberta; Marvin Washington, U. of Alberta
Business Failure in an Uncertain Environment | Sheila Walsh, U. of Deusto; James A. Cunningham, National U. of Ireland - Galway

932 ☑: (Paper Session) - (GDO) Gender, Entrepreneurship, and Organizational Performance
9:45am - 11:15am Loews Philadelphia Hotel: Parlor 1
Tweet this session: #AOM2014 932
Chair: Florence Villeschche, Copenhagen Business School
Women in Leadership
Social networking and technology-focused business incubators: A critical gender perspective | Susan Clark Muntean, Ball State U.; Banu Özkazanç-Pan, U. of Massachusetts Boston
Homophily: The Impact of Minority Group Homophily on the Performance of MBEs | Delmonize Antonio Smith, Rochester Institute of Technology; Ian Blount, The Ohio State U.; dt Ogilvie, Rochester Institute of Technology

933 ☑: (Paper Session) - (GDO) Women in Leadership
9:45am - 11:15am Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 933
women in management, diversity policies & practice, gender, race/ethnicity, leadership, quantitative research methods
Chair: Jennifer L. Berdahl, U. of Toronto
Gender diversity, time to take it from the top? An integration of competing theories | Jill A. Gould, U. of South Australia; Carol T. Kulik, U. of South Australia; Shruti Sardeshmukh, U. of South Australia

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Stakeholder perceptions of the “right” pathway for women to corporate board membership | Linley Lord, Curtin U.; Anne Ross-Smith, Macquarie U.; Melissa Marinelli, Curtin U.; Alison Jane Sheridan, U. of New England

Breaking Glass: Meta-Analytic Resolution of the Performance Effects of Women in Strategic Leadership | Seung-Hwan Jeong, The U. of Texas at Austin; David A. Harrison, The U. of Texas at Austin

Promotion and Success of Women and Minority Leaders: The Impact of Board Diversity | Alison Cook, Utah State U.; Christy Glass, Utah State U.

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

Section D

Stevens U.

Panelists:

Tweet this session:

Boston College

Chair:

9:45am - 11:15am Pennsylvania Convention Center: Room 111 A

Mere Overrepresentation? Using Injury and Job Analysis Data

Corporate Responsibility and the Governance of Harassment

Cortina

Veronica C. Rabelo

Chairs:

9:45am - 11:15am Loews Philadelphia Hotel: Washington Room C

934 JS: (GDO, OB, SIM) Expanding the Conversation on the Community-Organizational Interface in the Context of Diversity

9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth B

Beth K. Humberd, Boston College; Judith A. Clair, Boston College

Panelists: Derek R. Avery, Temple U.; Eden King, George Mason U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Flannery G. Stevens, U. of Utah

935 JS: (GDO, OB, SIM) Men and Masculinity at Work: Implications for Theory, Research, and Practice

9:45am - 11:15am Loews Philadelphia Hotel: Washington Room C

When Wives Bring Home the Job Status: The Effect of Job Status Leakage on Marital Instability | Alyson Byrne, U. of Manitoba; Julian Barling, Queen’s U.

Corporate Responsibility and the Governance of Harassment in Online Game Spaces | Florence Chee, Loyola U. Chicago; Alison Harvey, U. of Leicester


936 : (Paper Session) - (HCM) High-Performance Work Practices in Healthcare Organizations

9:45am - 11:15am Pennsylvania Convention Center: Room 111 A

Chair: Andrew N. Garman, Rush U.

Perceptions of HRM practices, safety and quality in healthcare: The mediating role of engagement | Lilith Arevshatian, Kingston U.; Amanda Shantz, IESG School of Management; Kerstin Alfes, Tilburg U.


HCM Division Best Paper

Employees ‘Words’ on High Involvement Work Practices, Value Congruence and Burnout | Steven Kilroy, Dublin City U.; Patrick Christopher Flood, Dublin City U.; Janine Bosak, Dublin City U.; Denis Chênevert, HEC Montreal

Employee Engagement, Organizational Culture and Healthcare Outcomes | Peter E. Rivard, Suffolk U.; Tal Katz-Navon, Interdisciplinary Center

937 : (Paper Session) - (HR) Antecedents to Turnover in Organizations

9:45am - 11:15am Philadelphia Marriott Downtown: Room 306

Tweet this session: #AOM2014 937

Chair: Kevin Carlson, Virginia Tech

Can Training Help Retain Professional Services Employees? An Empirical Analysis | Regina Viola Frey, German Graduate School of Management & Law (GGS); Marion Buettgen, Hohenheim U.; Steffen Pietsch, IB Solution

Shared Perceptions of Organizational Support and Social Comparisons: Implications for Turnover | James M. Vardaman, Mississippi State U.; David G. Allen, U. of Memphis; Robert F Otondo, Mississippi State U.; Julie I Hancock, Rutgers U.

Can empowerment and organizational support for development stem turnover? Depends on power distance | Morgan Wilson, Mount St. Mary’s U.; Anjali Chaudhry, Dominican U.

Predicting Voluntary Turnover from Job Applicant Biodata and Other Applicant Information | James A. Breaugh, U. of Missouri-St. Louis

938 : (Paper Session) - (HR) Strategic HRM - Reconsidering HR systems

9:45am - 11:15am Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 938

Chair: Jaap Paauwe, Tilburg U. / Erasmus U.

Re-visiting the Conceptualizing of the HRM System Strength | Marjolein Romans, U. of Twente; Anna Christina Bos-Nehles, U. of Twente; Tanya Bondarouk, U. of Twente

Exploring the Influence of HR Practices Consistency and Employees’ Role Performance | Jin-Feng Uen, National Sun Yat-sen U.; Shu-Yuan Chen, National United U.; Chih-chan Chen, National Sun Yat-sen U.

Human Resource Management Sub-Systems and the Service Profit Chain | Bruce A. Rayton, U. of Bath; Patchara Poapaitoon, Chulalongkorn U.; Nick Kinnie, U. of Bath


939 : (Paper Session) - (HR) Advances in Mentoring Research

9:45am - 11:15am Philadelphia Marriott Downtown: Room 411

Tweet this session: #AOM2014 939

Chair: Dana L. Haggard, Missouri State U.

Setting the Stage for Successful Formal Mentoring: Considering Antecedents beyond the Relationship | Elizabeth Welsh, U. of St. Thomas; Pamela Dixon, Mentium Corporation

Looking Beyond Costs and Benefits: Mentoring as an Organizational Citizenship Behavior | Tamara Montag, Ball State U.; Brandon Smit, Saint Louis U.; Rik Nemanick, The Leadership Effect; Ursula Sanborn, Saint Louis U.

A Study on Mentoring: A Relational Cultural Perspective | Sushmita Srivastava, Tata Steel Limited; Rita Palrecha, Binghamton U.

**940**: (Paper Session) - (HR) Employee Adaptation and Creativity
9:45am - 11:15am Philadelphia Marriott Downtown: Room 412
Chair: Serge P. da Motta Veiga, Lehigh U.
A Process Model of Engagement: The Relationship between Learning Climate and Work Performance | Lat Eldor, U. of Haifa; Itzhak Harpaz, U. of Haifa

Words That Make Customer Contact Employees Tick: A Grounded Study | Angela C. Crawford, Case Western Reserve U.; Jagdeep Singh, Case Western Reserve U.

Rewards and performance: A comparison across creative and routine tasks | Susanne Neckermann, Centre for European Economic Research (ZEW); Arne Jonas Warnke, Centre for European Economic Research (ZEW); Christine Bradler, Centre for European Economic Research (ZEW)

Learning Oriented Team Management and Creative Performance: A Multi Level Investigation | Jie Kang, Seoul National U.; Seongsu Kim, Seoul National U.

**941**: (Paper Session) - (HR) Employee Socialization
9:45am - 11:15am Philadelphia Marriott Downtown: Room 413
Chair: Walter D Davis, U. of Mississippi

New Employee Socialization: The Roles of Social Networks | Yongjun Choi, U. of Minnesota


Employee Strategic Alignment: Aligning Newcomers with the Organizational Strategic Priorities | Annelies De Vuyst, Ghent U.; Sebastian Desmidt, Ghent U.; Alex Vanderstraeten, Ghent U.

Making Use of Organizational Insiders’ Resources: An Interactive Model of Newcomer Socialization | Yukun Liu, National U. of Singapore; Zhen Wang, Central U. of Finance and Economics

**942**: (Paper Session) - (HR) An HR perspective on coping and stress in the workplace
9:45am - 11:15am Philadelphia Marriott Downtown: Room 414
Chair: Timothy Golden, Rensselaer Polytechnic Institute

HIM and Employee Psychological Strain | Qin Liu, Virginia Tech; Calais Klein, Virginia Tech; Anna Katherine Ward, Virginia Tech

The Interactive Effect of Job Complexity Trajectory, Autonomy, and Emotional Stability on Job Stress | Junxiao Li, U. of Washington; Tyler C. Burch, U. of Washington; Thomas Lee, U. of Washington

The Differential Impact of Interactions with Customers on Employee Well-Being | Devasheesh P. Bhave, Singapore Management U.; Freyr Halldorsson, Icelandic Health Insurance Administration; Eugene Kim, Georgia Institute of Technology; Alexandru Lefter, Concordia U.

Discrimination Buffers and the Mediating Effect of Resilience on Minority Group Members | Demetria Henderson, The U. of Texas at Arlington

**943**: JS. (HR, OB) Leadership and Perceived Organizational Support: Favorable Treatment of and by Leaders
9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon I
Chair: Linda Shanock, U. of North Carolina, Charlotte
Discussant: Lynn Shore, Colorado State U.
Coordinator: Robert Eisenberger, U. of Houston

Non-beneficiaries of leader support: The misfortune of the wary | Kyle Ingram, U. of Greenwich; Jacqueline A-M. Coyle-Shapiro, London School of Economics

Perceived Follower Support as a Source of Supportive Leadership | Robert Eisenberger, U. of Houston; Zhuxi Wang, U. of Houston; Salar Mesadeghia, U. of Houston; Hao Wu, U. of Houston; Kyoung Yong Kim, U. of Houston; Robert Wickham, Palo Alto U.


**944**: (Paper Session) - (IM) Global Strategy: Subsidiary Management
9:45am - 11:15am Pennsylvania Convention Center: Room 115 C
Chair: Remy Magnier-Watanabe, U. of Tsukuba; Antonio Travaglione, Curtin U. of Technology

Inbound Foreign Direct Investment in Japan: A Typology | Remy Magnier-Watanabe, U. of Tsukuba; Jean-Paul Lemaire, ESCP Europe

Psychic Distance, Global Mindset, and Headquarters-Subsidiary Relationship Quality | Jizhong Li, Curtin U.; Fuming Jiang, Curtin U.; Antonio Travaglione, Curtin U. of Technology

Inbound Foreign Direct Investment in Japan: A Typology | Remy Magnier-Watanabe, U. of Tsukuba; Jean-Paul Lemaire, ESCP Europe


Assets and Liabilities of Foreignness: A Mixed Balance for Hotel Groups in Vietnam | Benoîte Geraud, U. of Poitiers; Jean-Paul Lemaire, ESCP Europe; Eric Milliot, U. of Poitiers
Session Details – Monday, 8:00 - 10:00 AM

945 ➔: (Paper Session) - (IM) Global Leadership: IM
Division Best Paper in OB/HRM/OT Session
9:45am - 11:15am Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 945

946 ➔: (Paper Session) - (IM) Internationalization: Determinants
9:45am - 11:15am Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 946

947 ➔: (Paper Session) - (IM) Emerging Market Firms: Management
9:45am - 11:15am Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 947

948 ➔: (Paper Session) - (IM) Global Governance: External Influences
9:45am - 11:15am Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 948

949 ➔: (Paper Session) - (MED) Ethics in Education
9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth C
Tweet this session: #AOM2014 949

950: (Paper Session) - (MED) What Ought our Curriculum be? Capstones, MBA, Threshold Concepts
9:45am - 11:15am Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 950

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
9:45am - 11:15am Loews Philadelphia Hotel: Parlor 2

Chair: Therese F. Yaeger, Benedictine U.
Participants: Peter Soresen, Benedictine U.; Greg R. Oldham, Tulane U.; Michael Beer, Harvard U.; Matt Minahan, OD Network, American U.

952: (Plenary) - (MOC) MOC Distinguished Scholar Address and Scholarly Awards
9:45am - 11:15am Loews Philadelphia Hotel: Regency Ballroom B
Tweet this session: #AOM2014 952
Division Chairs: Kyle Lewis, The U. of Texas at Austin; Elizabeth George, Hong Kong U. of Science and Technology
Program Chair: Kevin W. Rockmann, George Mason U.
Professional Development Workshop Chair: David M. Sluss, Georgia Institute of Technology
Distinguished Speaker: Sim B. Sitkin, Duke U.

953: (Plenary) - (MSR) MSR Plenary Session: Transcendental Leadership
9:45am - 11:15am Loews Philadelphia Hotel: Regency Ballroom A
Tweet this session: #AOM2014 953
Organizer: Kathryn Pavlovich, U. of Waikato
Speakers: Jay B Barney, Eccles School, U. of Utah; Otto Schamber, MIT Sloan; Judy Wicks, White Dog Enterprises

954: (Plenary) - (OB) OB Lifetime Achievement Address and Hot Coffee, Cool People Reception
9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon E
Tweet this session: #AOM2014 954
This is the plenary session for the OB Division.
Distinguished Speaker: Victor Vroom, Yale U.
Chair: Amy Wrzesniewski, Yale U.

955: (Paper Session) - (ODC) Measuring Organizational Change and its Effects
9:45am - 11:15am Pennsylvania Convention Center: Room 103 A
Tweet this session: #AOM2014 955
Chair: David S. Bright, Wright State U.
Measuring Cumulative Workplace Change: Development of the Cumulative Change Scale | Kristin L. Cullen, Center for Creative Leadership; Brian D. Webster, Oklahoma State U.; Bryan D. Edwards, Oklahoma State U.; Phillip W. Braddy, Center for Creative Leadership

Cynical about Change? A Meta-Analysis of Organizational Cynicism Correlates | Tomas Thundiyil, Texas A&M U., College Station; Dan S. Chiaburu, Texas A&M U.; George Christopher Banks, Longwood U.; Ann Chunyan Peng, U. of Western Ontario
Winner of ODC Division Best Paper Award

The impacts of new CEOs on psychological factors on post-succession strategic change | Qian Huan, City U.
A longitudinal study of change resistance: Its antecedents and consequences over time | Stephen L Jones, U. of Minnesota; Andrew H. Van de Ven, U. of Minnesota

956: (Paper Session) - (ODC) Team Processes, Teambuilding and Team Effectiveness
9:45am - 11:15am Pennsylvania Convention Center: Room 110 B
Tweet this session: #AOM2014 956
Chair: James D Ludema, Benedictine U.

Keeping It Fresh: Client-Facing Processes and Creativity in the Advertising Industry | Christian René Grahle, U. of St Andrews; Paul Hibbert, U. of St Andrews
Collaboration over Time: The Occurrence and Recurrence of Team Processes | Deanna M. Kennedy, U. of Washington, Bothell; Sara A McComb, Purdue U., West Lafayette
Unraveling the Double-Edged Sword: Effects of Cultural Diversity on Creativity and Innovativeness | Matthias Kramer, Reutlingen U.; Hermann Lassleben, Reutlingen U.; Melvina Kirrane, Dublin City U.
Does Appreciative Inquiry Enhance Team Effectiveness? | Yu-Ming Kuo, Tzu Chi College of Technology

Is it just me? Exploring perceptions of organizational culture change | Laura Gover, Carleton U.; Mike Halinski, Carleton U.; Linda Duxbury, Carleton U.
Exploring leadership culture change within a non-profit organization | Craig Schreiber, Lenoir-Rhyne U.; Ivan Milosevic, U. of Wisconsin, Oshkosh; Melissa K. Carsten, Winthrop U.

Session Details – Monday, 8:00 - 10:00 AM
Information or Controlling? The Effects of CEO Leadership and Culture on Executive Work | Chad A. Hartnell, Georgia State U.; Angelo J. Kinicki, Arizona State U.; Suzanne J. Peterson, Arizona State U.

Do As I Say Not As I Do: How Leaders’ Interpersonal Style and Power influence Organizational Culture | Jennifer A. Chatman, U. of California, Berkeley; John Angus Hildreth, U. of California, Berkeley; Cameron Anderson, U. of California, Berkeley

Examining the Empirical Linkages between Leadership and Organizational Culture | Benjamin Biermeier-Hanson, Wayne State U.; Levi R. G. Nieminen, Denison Consulting

Top Leader Succession and Related Cultural Dynamics | Sonja A. Sackmann, U. Bundeswehr, Munich

Participant: Fred O. Walumbwa, Florida International U.

961 : (Paper Session) - (OM) Environment And Safety Issues In Operations Management
9:45am - 11:15am Philadelphia Marriott Downtown: Room 409
Tweet this session: #AOM2014 961
Chair: Wendy L Tate, U. of Tennessee

Environmental Competencies and Competitive Advantage: Is Green IS the missing link? | Vaidy Jayaraman, U. of Miami; Antony Paulraj, U. of Southern Denmark; Shaozhi Li, Southwestern U. of Finance and Economics; Kuo-chung Shang, National Taiwan Ocean University

Green HRM and SCM practices and their effects on environmental and economic performance | Davide Luzzini, Politecnico di Milano; Annachiara Longoni, Ramon Llull U.; Marco Guerci, U. degli Studi di Milano

Is the Relationship Between being Safe and Operationally Effective a Dualism or a Duality? | Mark Pagell, U. College Dublin; Robert D Klassen, U. of Western Ontario; David Johnston, York U.; Anton Shvchenko, York U.; Sharvani Sharma, York U.

Timing and Ownership Effects in Environmental Projects | Suvarat Dhanorkar, U. of Minnesota; Enno Siemsen, U. of Minnesota; Kevin Lindermuth, U. of Minnesota

962 : (Paper Session) - (OMT) Words, Symbols and Signals: The Power of Meaning in Organizations
9:45am - 11:15am Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 962
Chair: Murad A Mithani, Stevens Institute of Technology

Winning Strategies | Candace Jones, Boston College; Reut Livne-Tarandach, U. of Oregon

A Model of Competitive Impression Management: Edison versus Westinghouse in the AC/DC Standards War | Benjamin M. Cole, Fordham U.; David Chandler, U. of Colorado Denver

Getting Off to a Good Start: The Effects of Signals, Sequences and Status on Performance | Monika Kackovic, U. of Amsterdam; Joris J. Ebbers, U. of Amsterdam

The Effects of Source Credibility and Source Salience on Sales: A Study of Corporate Art Collectors | Monika Kackovic, U. of Amsterdam; Joris J. Ebbers, U. of Amsterdam; Maurice Bun, U. of Amsterdam; Charles Weinberg, U. of British Columbia

963 : (OMT) Symbolic Management in the 21st Century
9:45am - 11:15am Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 963
Organizer: Corinne Coen, Case Western Reserve U.
Moderator: Andrew Schnackenberg, American U.

964 : (Paper Session) - (OMT) Network Theory in Action: Applying Concepts from Network Theory to Real World Problems
9:45am - 11:15am Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 964
Chair: Patrick Reinmoeller, Cranfield U.


Designing and Building Latent Networks for Effective Transboundary Emergency Preparation | Joan Ernst Van Aken, Eindhoven U. of Technology; Paul C van Fenema, Netherlands Defense Academy

Micro Dynamics and Macro Outcomes: A Study of the Role of Networks in Segregation Processes | Francois Herve Collet, ESADE Business School; Peter Hedström, Institute For Future Studies; Anders Johansson, U. of Bristol

When Doesn’t Network Embeddedness Work? The Role of Partner Choice Sets in Alliance Networks | Jungwon Min, Kyushu U.

965 : (Paper Session) - (OMT) Leadership and Strategic Change: Multiple Perspectives on Restructuring Organizations
9:45am - 11:15am Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 965
Chair: Yuri Mishina, Imperial College London


Capitalizing on Change in Unexpected Places | Rene Wiedner, U. of Cambridge; Michael Barrett, U. of Cambridge; Eivor Oborn, Warwick Business School

Coping With Fragility: The Practice of Leading Strategic Change in Pluralistic Organizations | Matthias Mitterlechner, U. of St. Gallen

Organizational Restructuring as a Catalyst for Cross-unit Ties | Steven M Gray, Washington U. in St. Louis; J. Stuart Bunderson, Washington U.; Peter Austin Bougarden, Hope College; John P. Bechara, Tilburg U.

966 : (Paper Session) - (OMT) Networks and Organizational Performance: New Perspectives
9:45am - 11:15am Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 966
Chair: Forrest Briscoe, Pennsylvania State U.

Coordination vs. Cooperation in Interfirm Collaboration: Evidence from the Airbus A350 Program | Oliver Baumann, U. of Southern Denmark; Markus C. Becker, U. of Southern Denmark

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

967 (Paper Session) - (OMT) Top Managers and Their Role in Corporations
9:45am - 11:15am Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 967

Chair: Suhaib Riaz, U. of Massachusetts Boston
Dedicated to Our Executive? The Influence of Dedicated Institutional Investors on CEO Succession | Michael C. Withers, Texas A&M U.; David S. Boss, Texas A&M U., College Station; R. Duane Ireland, Texas A&M U.

Top Management Involvement in Project-based Firms: A Dynamic Capabilities Approach | Victor Hermano, U. de Valladolid; Natalia Martin Cruz, U. de Valladolid

CEO Entrenchment at Network Level | Ziyuan Tang, U. Carlos III de Madrid; Jordi Surroca, U. Carlos III de Madrid; Josep A. Tribó, U. Carlos III de Madrid

Managers’ Search for Meaning: The Cultural Sources of Organizational Resilience in Unsettled Times | Derin Kent, Queen's U.

968 (OMT, BPS) Rankings and Ratings
9:45am - 11:15am Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 968

Organizers: Anne Bowers, U. of Toronto; Balazs Kovacs, U. of Lugano; Matteo Prato, U. of Lugano
Discussant: David M. Waguespack, U. of Maryland
Status: Asset or Liability? How High Status can Lead to Higher Expectations and Dissatisfaction | Balazs Kovacs, U. of Lugano; Amanda J Sharkey, The U. of Chicago

Status, Network Boundedness as Market Identity: Evidence from the Film Industry | Amir Goldberg, Stanford U.; Anthony Vasheeko, Stanford U.
Intransitive Status Assignments and Order effects in Status Comparisons | Jerker C. Denrell, U. of Warwick
Stability of Rankings and Ranking System Evolution | Anne Bowers, U. of Toronto; Matteo Prato, U. of Lugano

969 (OMT, MOC) Emotions and Institutional Logics: Putting Affect onto the Y-axis
9:45am - 11:15am Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 969

Organizer: Madeline Toubiana, York U.
Discussant: Patricia H Thornton, Duke U.
Participants: Charlene E. Zietsma, York U.; Douglas Creed, U. of Rhode Island; Maxim Voronov, Brock U.; Trish Reay, U. of Alberta; Elizabeth Goodrick, Florida Atlantic U.

970 (SHCS: OMT, OB, OCIS) Toward a Network Science of Digital Data in Organizations

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

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

Section D
Management and Policy Research
Decision Making
9:45am - 11:15am Pennsylvania Convention Center: Room 110 A

974: (Paper Session) - (PNP) Public and Nonprofit
Decision Making
9:45am - 11:15am Pennsylvania Convention Center: Room 107 A
Tweet this session: #AOM2014 974
Chair: Sanjay K. Pandey, Rutgers U.

- "I Won't Back Down"? Complexity and Courage in U.S. Federal Executive Decision Making | Steven Kelman, Harvard U.; Ronald Sanders, Booz Allen Hamilton; Gayatri Pandit, Booz Allen Hamilton; Sarah Taylor, Booz Allen Hamilton
- How NEDs of German Public Hospitals Manage and Fail to Influence Strategic Decision-Making Processes | Michael Rueß, Baden-Wuerttemberg Cooperative State U.
- Middle Managers: Upward Strategic Roles in the Public Sector (WITHDRAWN) | Chung-An Chen, Nanyang Technological U.; Evan Berman, Victoria U. of Wellington
- Relationships with Management, NPM, Discretionary Power and Performance. | Yvonne Brunetto, Southern Cross U.; Matthew John Xerri, Southern Cross U.; Elisabetta Trinchero, Bocconi U.; Rona Beatle, Glasgow Caledonian U.; Rodney S Farr-Wharton, U. of the Sunshine Coast; Kate Shacklock, Griffith U.; Elio Borgonovi, Bocconi U.; Frank Crossan, Glasgow Caledonian U.

975: (Paper Session) - (PNP) New Directions in Public Management and Policy Research
9:45am - 11:15am Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 975
Chair: Joanna Woronockicz, Indiana U.

- Positive Psychology for Social Justice Interventions: A Case Example of Strengths-Driven Evaluation | Meghana Rao, Claremont Graduate U.; Stewart I. Donaldson, Claremont Graduate U.; Nicole Porter, Claremont Graduate U.
- Joint Policy Advocacy in Two Health and Human Services Delivery Networks | Kun Huang, U. of New Mexico; Bin Chen, Baruch College-The City U. of New York; Beilei Yang, Tongji U.; Shanshan Zou, Tongji U.

976: (Paper Session) - (PNP) Design of Public Organizations
9:45am - 11:15am Pennsylvania Convention Center: Room 125
Tweet this session: #AOM2014 976

Chair: Jessica Terman, U. of Nevada
- Activating Accountability Mechanisms in Services for Stigmatized Groups: A Corrections Example | Sandro Cabral, Federal U. of Bahia; Maria Fatima Santos, U. of California, Berkeley
- Combined Effects: Organizational Form, Structural Embeddedness and Contract Performance | Julia L. Carboni, Indiana U.; Perdue U., Indianapolis
- Proverbs and the Evolution of Public Administration | Kenneth J. Meier, Texas A&M U.

977: (Paper Session) - (RM) Improving Measurement, Response, and Generalizability
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 977
Chair: Alex D. Stajkovic, U. of Wisconsin, Madison

- Scale Development by Taking into Account Common Method Variance | Cheng G Ding, National Chiao Tung U.; Ten-Der Jane, National Chiao Tung U.; Chiu-Hui Wu, National Chiao Tung U.; Hang-Rung Lin, National Chiao Tung U.
- Organizational Surveys: Using Response Enhancing Techniques and Conducting Nonresponse Analyses | Brad R. Fulton, Duke U.
- Does Where We Study Affect What We Find? A Meta-Analysis Comparing Lab and Field-Based Effects | Adam J. Vanhove, The U. of Nebraska-Lincoln; P. D. Harms, The U. of Nebraska-Lincoln
- Formative Measurement when Indicators Contain Error: Analysis of Ten Alternative Approaches | Mikko Rönkkö, Aalto U.; Miguel Ignacio Aguirre-Urreta, DePaul U.
- Sage Publications/RM Division Best Student Paper Award

978: (JS) (RM, OMT, BPS) The Re-Emergence of the Configurational Perspective: Qualitative Comparative Analysis (QCA)
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom G
Tweet this session: #AOM2014 978
Organizer: Peer C. Fiss, U. of Southern California
Discussant: Peer C. Fiss, U. of Southern California

- Reactions to Abusive Supervision: A Fuzzy-Set Qualitative Comparative Analysis | Vilmos F. Misangyi, Pennsylvania State U.; Sung Won Min, Pennsylvania State U.
- Career Management in High-Performing Organizations: A Set-Theoretic Approach | Donal Crilly, London Business School; Bart Cambré, U. of Antwerp/ Antwerp Management School

A General Approach to Panel Data Set-Theoretic Research | Roberto García-Castro, ISEE Business School; Miguel A. Aríño, ISEE Business School
Session Details – Monday, 8:00 - 10:00 AM

979: (Plenary) - (SAP) SAP Distinguished Keynote
Speaker: Kathleen M. Eisenhardt
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Liberty Ballroom A
Tweet this session: #AOM2014 979
Organizer: Tomi M. M. Laamanen, U. of St. Gallen
Distinguished Speaker: Kathleen M. Eisenhardt, Stanford U.
Presenters: Sarah Kaplan, U. of Toronto; Ann Langley, HEC Montreal

980: (Paper Session) - (SIM) Consumers and Ethics
9:45am - 11:15am Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014 980
Chair: Gerald F Cavanagh, U. of Detroit Mercy
A New Scale to Measure Ethically Mindful Consumer Behavior | Jared Peifer, Baruch College-The City U. of New York
Value Co-Creation and Society: The synergetic interplay between Customer Value and Public Value | Timo Meynhardt, U. of St. Gallen; Jennifer Chandler, California State U.; Fullerton; Pepe Strathoff, U. of St. Gallen

981: (Paper Session) - (SIM) The Power of Words in SIM Research
9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 981
Chair: Barry M Mitnick, U. of Pittsburgh
The Power of Words: Charting Espoused Organizational Values | Humphrey Bourne, U. of Bristol; Mark Jenkins, Cranfield U.; Emma Parry, Cranfield U.
Multinational Corporations, Self-Interest, and the Neglected Role of Empathy | Robert Strand, Copenhagen Business School
Theorizing the Moral Limits of Markets: Social Domains, Values, Mechanisms | Ben Wempe, Erasmus U. Rotterdam; Jeff Frooman, U. of New Brunswick
When Freedom Trumps Profits: A Liberal Approach to Corporate Social Responsibility | Dominik van Aaken, LMU Munich; Andreas Ostermaier, TUM School of Management

982: (Paper Session) - (SIM) Poverty Alleviation: Strategies and Outcomes
9:45am - 11:15am Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 982
Chair: Barrie E. Litzky, Pennsylvania State U., Great Valley
The alignment of competing frames in impact sourcing ventures | M S Sandeep, Loughborough U.; M. N. Ravishankar, Loughborough U.
Financial services for the poor within the formal/informal nexus in Sub-Saharan Africa | Diane Holt, U. of Essex; David Littlewood, Henley Business School
Framework for Evaluating Approaches to Poverty Alleviation | Ahmed Doha, Carleton U.; Markus Biehl, York U.; Kaleem Mahmood, Carleton U.

983: (Paper Session) - (SIM) Moral Intensity, Moral Awareness, and Moral Disengagement
9:45am - 11:15am Loews Philadelphia Hotel: Congress Room C
Tweet this session: #AOM2014 983
Chair: Scott J. Reynolds, U. of Washington
Unethical Managerial Behavior: The Moderating Roles of Moral Intensity and Situational Strength | Christof Miska, WU Vienna; Günter K. Stahl, WU Vienna; Matthias Fuchs, Not Affiliated
Moral Awareness in Family Business: An Issue-Contingent, Socio-Cognitive Explanation | Desmond W. Ng, Texas A&M U.; Harvey James, Missouri, Columbia
Mentor influence on protégé ethics: A new conceptualization of moral disengagement | Robert Steinbauer, U. of Memphis; Robert W. Renn, U. of Memphis

984: (Paper Session) - (SIM, OB) Sense of Duty: The Meaning Behind the Words
9:45am - 11:15am Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 984
Organizers: Janet K. Tinoco, Embry Riddle Aeronautical U.; Anke Arnaud, Embry Riddle Aeronautical U.
Participants: Elizabeth Davis, U. of New Haven; Claudia J. Ferrante, U.S. Air Force Academy; Thomas Tacker, Embry Riddle Aeronautical U.; Analia Castiglioni, U. of Central Florida

985: (Paper Session) - (TIM) University-Industry Collaboration
9:45am - 11:15am Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 985
Chair: Arjan Markus, The Wharton School, U. of Pennsylvania
Bound to the Ivory Tower? Scientist Mobility as a Driver of University-Industry Collaboration | Arjan Markus, The Wharton School, U. of Pennsylvania
Disentangling the role of universities in academia-industry partnerships success | Emilio Alvarez-Suescun, U. Complutense de Madrid; Pablo Vera-Salazar, U. del Magdalena
The Division of Innovative Labor between Universities and Firms: Evidence from “Knowledge Twins” | Michael Alexandre Bikard, London Business School
Assessing the impact of university-industry collaborations: a multi-dimensional approach | Federica Rossi, Birbeck College; Ainurul Rosli, U. of Wolverhampton; Nick Yip, U. of East Anglia; Ewelina Lacka, U. of the West of Scotland

986: (Paper Session) - (TIM) IP Management as a Capability
9:45am - 11:15am Pennsylvania Convention Center: Room 104 A
Tweet this session: #AOM2014 986
Chair: Paul Nagy, Suffolk U.
Pure and Hybrid Intellectual Property Rights Capabilities | M. Nesij Huvaj, Suffolk U.; Paul Nagy, Suffolk U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Appropriability Strategies and Patenting motivations | Mu-Yen Hsu, National Chengchi U.; Hao-Jun Chuang, NCCU
Strategic & Organizational Determinants of Patent Management Proficiency in Knowledge-Intensive Firms | Steven Setyadi Kasih, U. of Mannheim

987: (Paper Session) - (TIM) Innovation Contests
9:45am - 11:15am Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 987
Chair: Olga Kokshagina, Mines ParisTech
Taking the eyes off the prize: Recreational labor in innovation contests | Benedikt Fabian Langner, Bain & Company Germany, Inc.; Tomas Enrique Farchi, IAE - U. Austral; Victor P. Seidel, Babson College
The Prize of Innovation: Define, Broadcast, Attract, and Select | Linus Dahlander, ESMT European School of Management and Technology; Lars Bo Jeppesen, Bocconi U.
Towards a new form of contests in high-tech environment: design community building | Olga Kokshagina, Mines ParisTech; Thomas Gillier, Grenoble Ecole de Management; Patrick Cogan, ST-Microelectronics; Pascal Le Masson, Mines ParisTech; Benoît Weil, Ecole des Mines de Paris
Walking parallel paths or walking the same road? Collaborative incentives in innovation contests | Viktoria Boss, RWTH Aachen U.; Robin Kleer, RWTH Aachen U.; Alexander Vossen, BI Norwegian Business School

988: (Paper Session) - (TIM) Open Innovation and Customers
9:45am - 11:15am Pennsylvania Convention Center: Room 117
Tweet this session: #AOM2014 988
Chair: Sruthi M. Thatchenkery, Stanford U.
Co-creating new financial services: Absorbing innovation-related knowledge from customers | Dieter De Smet, CRP Henri Tudor; Anne-Laure Mention, CRP Henri Tudor; Marko T. Torkkeli, Lappeenranta U. of Technology
Is there a doctor in the house?: The impact of users on medical device innovation | Michael Quinn Christensen, Stanford U.; Riikka Katila, Stanford U.; Sruthi M. Thatchenkery, Stanford U.; Stefanos Zenios, Stanford U.
Co-Development with Customers: Investigation of Strategic Drivers and Product Innovation Outcomes | Ruth Maria Stock, Technische U. Darmstadt; Nicolas Zacharias, Technische U. Darmstadt; Armin Schnellbächer, Technische U. Darmstadt
How does co-creation with customers influence exploratory innovation and exploitative innovation | Cornelis Vincent Heij, Erasmus U. Rotterdam

989: (Paper Session) - (TIM) Organizational Boundaries and Innovation
9:45am - 11:15am Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 989
Chair: Saikat Chaudhuri, The Wharton School, U. of Pennsylvania
Divergence in Firms: How Technology Convergence relates to Organizational Boundaries | Deniz Tuncalp, Istanbul Technical U.; Mehmet Ercak, Istanbul Technical U.
High-Value Outsourcing: Impact of Team Structure on Complex and Uncertain Offshoring Projects | Saikat Chaudhuri, The Wharton School, U. of Pennsylvania; Abhijit Mandal, Middlesex U.

990: (Paper Session) - (TIM) Institutions, Entrepreneurship, and Policy
9:45am - 11:15am Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 990
Chair: Robert Anthony Edgell, State U. of New York Institute of Technology
A sociotechnological theory of discursive change and entrepreneurial capacity | Robert Anthony Edgell, State U. of New York Institute of Technology
Institutional Entrepreneurship in Technological Transitions: The Development of TD-SCDMA in China | Marina Yue Zhang, U. of New South Wales, Canberra
Casting Shadows: Impact of Parent-Spinout Knowledge Distance On New Venture Alliances | Shweta Gaonkar, U. of Maryland

991: (Paper Session) - (TIM) Strategies for Acquiring and Leveraging New Knowledge
9:45am - 11:15am Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 991
Chair: Atul Nerkar, U. of North Carolina, Chapel Hill
Knowledge Base Structure and Governance Choice | Louis Mulotte, Tilburg U.; Geert Duysters, Tilburg U.; Ruud Snoep, Tilburg U.
IP Strategy: The impact of litigation and internal R&D on the external acquisition of IP | Tian Chen, U. of North Carolina, Chapel Hill; Atul Nerkar, U. of North Carolina, Chapel Hill
Innovation-Related Diversification and Firm Value | Zhao Rong, Southwestern U. of Finance and Economics; Sheng Xiao, Westminster College

992: SHCS: (TIM, BPS, OMT) Unpacking the Dynamics of Platforms and Ecosystems: Collective Insights from Empirical Research
9:45am - 11:15am Pennsylvania Convention Center: Room 113 C
Tweet this session: #AOM2014 992
Organizers: Arvind Karunakaran, Massachusetts Institute of Technology; Elizabeth J. Altman, Harvard U.; Richard Tee, EPFL
Discussants: Carliss Baldwin, Harvard U.; C. Jason Woodard, Singapore Management U.

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

Organizational Scope and Innovation Performance: Evidence from the US Semiconductor Industry | Nandini Lahiri, Temple U.; Carmen Weigelt, Tulane U.

A Multilevel Approach to Knowledge Management: Examining Contextual and Emergent Processes | Derrick McIver, Western Michigan U.; Cynthia A. Lengnick-Hall, The U. of Texas at San Antonio

Employee Treatment and Contracting with Private Lenders | Bill Francis, Rensselaer Polytechnic Institute; Iftekhar Hasan, Rensselaer Polytechnic Institute; Liuling Liu, Bowling Green State U.; Haizhi Wang, Illinois Institute of Technology


993 : (TIM, EN) Innovation and Entrepreneurship in China
9:45am - 11:15am Pennsylvania Convention Center: Room 104 B
This session: #AOM2014 993
Organizer: Waverly W. Ding, U. of Maryland

Does Political Connections Lead to More Innovations? A Study of Chinese Firms | Waverly W. Ding, U. of Maryland; Chenqi Huang, U. of Maryland

Does Institutional Change Influence High-tech Entrepreneurship? Evidence from China’s Project 985 | Chuck Eesley, Stanford U.; Delin Yang, Tsinghua U.; Jian Bai Li, Stanford U.

A Comparative Analysis of Invention Patents of Chinese Listed Firms | Tony W. Tong, U. of Colorado

The Perpetuation of Obesity: Bureaucracy and Entrepreneurship under Market Transition | Yanbo Wang, Boston U.; Jizhen Li, Tsinghua U.

Monday 10:15AM

994 : (AAA) Conference Break
10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall B
This session: #AOM2014 994
Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.

Monday 10:45AM

995 : (OB) Hot Coffee, Cool People!
10:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon C & D
This session: #AOM2014 995
Join us for coffee, food, a fun gift and the ever-popular photo booth! This session is part of the OB Plenary and immediately follows the Lifetime Achievement address in Grand Ballroom Salon E.

Monday 11:30AM

996 : (Paper Session) - (BPS) Organizing for Innovation
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence A
This session: #AOM2014 996
Chair: Tian Chen, U. of North Carolina, Chapel Hill

Monday 11:30AM

997 : (BPS) Strategic Decision Making under Uncertainty: R&D and Pricing Strategies in Biopharmaceuticals
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence B
This session: #AOM2014 997
Organizers: Colleen M Cunningham, Duke U.; David Ridley, Duke U.
Discussant: William G. Mitchell, U. of Toronto

Intellectual Property Rights and Research on Neglected Diseases | Keyvan Vakili, London Business School

Search Processes and Product Development Success: Evidence from the Global Pharmaceutical Industry | Nilanjana Dutt, Bocconi U.; Elena Vidal, Baruch College-The City U. of New York


998 : (Paper Session) - (BPS) Alliance Partners
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor A
This session: #AOM2014 998
Chair: Xavier Martin, Tilburg U.

Organizational Contingencies and the Value of Partnering Experience | Melike N Findikoglu, Technion Israel Institute of Technology; Dovev Lavie, Technion Israel Institute of Technology

Complementarity Explained: The Interaction between Networks and Proactiveness on BMI | Maria Rita Micheli, Erasmus U. Rotterdam; Luca Berchicci, Erasmus U. Rotterdam; Justin J.P. Jansen, Erasmus U. Rotterdam

Inertia, Collective Rationality, and Partner Selection | En Xie, Xi’an Jiaotong U.; Jie Liang, Xi’an Jiaotong U.; Yuan Yuan Huang, Xi’an Jiaotong U.

How Does an Alliance Network Distance Affect a Firm’s Innovation? | Ribuga Rebecca Kang, U. of Minnesota

999 : (Paper Session) - (BPS) Directors’ Compensation and Firm Performance
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 10
This session: #AOM2014 999
Chair: Punit Arora, City U. of New York
Director Brokerage and Compensation in China: An Inner Circle Perspective | Zhu Zhu, Baruch College-The City U. of New York; Weilei (Stone) Shi, Baruch College-The City U. of

Thematic orientation: 🌐Teaching | 🪐Practice | 🌍International | 🛡Program Theme | 🛡Research | 🛡Diversity | 🎖Best Paper
New York; Sunny Li Sun, U. of Missouri, Kansas City; Kangttao Ye, Renmin U. of China
Do Chinese CEOs Consume Abnormal Perks Before Leaving Their Firms? | Lerong He, The College at Brockport: State U. of New York; Martin J. Conyon, Lancaster U.; Junxiang Fang, Fudan U.
CEO Pay Inequity, Firm Performance, and Acquisition Premiums | Gilsoo Lee, Oregon State U.; Sam Yul Cho, Oregon State U.; Eun Kyung Lee, U. of San Francisco
The Quad Model for Identifying a Corporate Director’s Potential for Effective Monitoring | Donald C. Hambrick, Pennsylvania State U.; Vilmos F. Misangyi, Pennsylvania State U.; Chuljin Park, Pennsylvania State U.

1000 (Paper Session) - (BPS) Sources of Corporate Advantages and Failures
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session: #AOM2014 1000
Chair: Patricia M. McGrath, U. of Pennsylvania
Business Model Diversification, Resource Relatedness, and Firm Performance | Timo Sohl, IESE Business School; Govert Vroom, ISE Business School
Unraveling the “Black Box” of Cross-Business-Unit Collaboration | Adrian Atilio Caldart, AESE Portugal; Martin Horacino Kunc, Warwick Business School
A Process View of Organizational Failure: The Case of Nortel | Gregory Richards, Telfer School of Management, U. of Ottawa; Laurent Mirabeau, McGill U.; Jonathan Calof, Telfer School of Management, U. of Ottawa; Muriel Migneter, Telfer School of Management, U. of Ottawa
Divided We Stand, United We Fall: Internal Coupling Structure and Business Group Failure | Jung Yeon Lee, Emory U.

1001 (Paper Session) - (BPS) Agency Perspective on Value Creation
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session: #AOM2014 1001
Chair: Roberto Ragozzino, ESIDE Business School
Do Fund Managers Capture All the Returns from Their Skills? A Study of Actively Managed Mutual Funds | Viktorie Sevcenko, London Business School; Sendil Ethiraj, London Business School
Board Independence: Integrating Agency and Resource Dependence Theories | Raul Barroso, HEC Paris; Tony Davila, IESE Business School; Daniel Oyon, U. of Lausanne
Heterogeneity in Risk Appetite: Evidence from Venture Capital Fund Investments | Supradipt Dutta, U. at Buffalo, the State U. of New York
The Impact of Family Ownership, Management and Governance on Performance Volatility | Kurt Matzler, U. of Innsbruck; Michael Eder, U. of Innsbruck; Juergen Huber, U. of Innsbruck; Julia Hautz, U. of Innsbruck; Viktoria Veider, U. of Innsbruck

1002 (Paper Session) - (BPS) Organization Design and Firm Performance
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session: #AOM2014 1002
Chair: Solon Moreira, Copenhagen Business School
Unpacking the Black Box of Interdependencies Fit | Keren Caspin-Wagner, Duke U.; Arie Y. Lewin, Duke U.
Formal and Informal Controls as Complements or Substitutes? The Role of the Task Environment | Markus Kreuter, U. of St. Gallen; Laura B. Cardinal, U. of Houston; Jorge Walter, George Washington U.; Christoph F. Lechner, U. of St. Gallen
Corporate Programs: Analysis of a Major Structural Choice in Strategy Implementation | Michael Boppel, U. of St. Gallen; Sven Kunisch, U. of St. Gallen; Julian Birkinshaw, London Business School
A Meta Analysis of the Antecedents and Consequences of Strategic Flexibility | Dennis Herhausen, U. of St. Gallen; Robert Morgan, Cardiff U.; Henk W. Volberda, Erasmus U. Rotterdam

1003 (Paper Session) - (BPS) Board Composition
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room B
Tweet this session: #AOM2014 1003
Chair: Anthony Cannizzaro, George Washington U.
The Throne or the Kingdom: The Founder’s Resource-Dependence Challenge | Noam Wasserman, Harvard U.
Exploring the CEO-TMT Interface: CEO Generalized Self-Efficacy and Strategic Decision-Making | Viva Ona Bartkus, U. of Notre Dame; Michael J. Mannor, U. of Notre Dame; Craig Crossland, U. of Notre Dame
Gaining a Seat at the Table: A Mediated Model of Functional Representation on Top Management Teams | Ryan Adam Krause, Texas Christian U.; Kimberly A. Whitter, U. of Virginia
The Logics of Board Design: Creating a Language for Corporate Governance (WITHDRAWN) | Donald Nordberg, Bournemouth U.

1004 (Paper Session) - (BPS) Market Structure and Competition
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room C
Tweet this session: #AOM2014 1004
Chair: Emilie Feldman, U. of Pennsylvania
Airport Dominance and Airline Pricing Power (WITHDRAWN) | Ruowei Chen, Shanghai Aircraft Design and Research Institute; Zheng Lei, Cranfield U.
Market Share and Market Size Dynamics: Product and Brand Strategies in a Competitive Scenario | Marco Giarratana, Bocconi U.; Alessandra Perri, U. Ca’ Foscari of Venice
Harmonic Oscillation Theory: Competitive and Cooperative Entrainment as a View of the Firm | Robert Conan Ryan, U. of Pittsburgh

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 10:00 AM - 12:00 PM

1005 #JS: (BPS, OMT, TIM) Routines: Theoretical and Empirical Advancements and Avenues for Future Research
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom F
Tweet this session: #AOM2014 1005
Participants: April Franco, U. of Toronto; Evan Rawley, Columbia U.; Teppo Felin, U. of Oxford; Youngeun Chu, U. of Minnesota
Discussant: U. and Performance Research
Empirical Advancements and Avenues for Future Research
Chair: Gary Dushnitsky, London Business School
Discussant: Gary Dushnitsky, London Business School
The Role of Selection in Entrepreneurship Education, Mentoring, and Funding | Roman Lubynsky, MIT Venture Mentoring Service; Erin L. Scott, National U. of Singapore; Pian Shu, Harvard U.
Internal and External Resource Complementarity: The Syndication Strategy of Hybrid-Funded VC Firms | Waverly W. Ding, U. of Maryland; Ying Geng, U. of Maryland; Jiayong Lu, Peking U.; Xiru Zhang, Peking U.
Institutional Investors and the Supply of Private Equity | Matthew Rhodes-Kropf, Harvard U.; Sampsa Samila, National U. of Singapore; Olav Sorensen, Yale School of Management

1006 JS: (BPS, TIM) Entrepreneurial Finance, Selection, and Performance
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia South
Tweet this session: #AOM2014 1006
Organizer: Sandy Yu, New York U.
Chair: Gary Dushnitsky, London Business School
Discussant: Gary Dushnitsky, London Business School
The Role of Selection in Entrepreneurship Education, Mentoring, and Funding | Roman Lubynsky, MIT Venture Mentoring Service; Erin L. Scott, National U. of Singapore; Pian Shu, Harvard U.
Internal and External Resource Complementarity: The Syndication Strategy of Hybrid-Funded VC Firms | Waverly W. Ding, U. of Maryland; Ying Geng, U. of Maryland; Jiayong Lu, Peking U.; Xiru Zhang, Peking U.
Institutional Investors and the Supply of Private Equity | Matthew Rhodes-Kropf, Harvard U.; Sampsa Samila, National U. of Singapore; Olav Sorensen, Yale School of Management

1007 → #: (Paper Session) - (CAR) Trusting on Partners - Social Exchange and Alternative Work Arrangements
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 1007
Chair: Maury Peiperl, IMD
The use of work-life practices and work-life conflict: A dual-earner couples perspective | Tess Schooreel, Catholic U. Leuven
Role Boundary Permeability Theory | Opal Leung, Bentley U.; Susan M. Adams, Bentley U.
Sequential Mediation Among Family Friendly Culture and Outcomes | Mireia Las Heras, Iese Business School; Maria-José Bosch, ESE Business School

1008 #: (Paper Session) - (CAR) The Impact of Mentoring
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 1008
Chair: Shawn M. Carraher, Oxford Journal Distinguished Research Professor
Taking empowerment from tasks to relationships: A conceptual model of protégé empowerment | Rowena Ortiz-Walters, Quinnipiac U.; Amy Klemm Verbos, Central Michigan U.; Julia M. Fullick, Quinnipiac U.
Mentor career support and protégé career planning and self-defeating job search behavior | Robert W. Renn, U. of Memphis; Robert Steinbauer, U. of Memphis; Robert R Taylor, U. of Memphis; Daniel James Detwiler, U. of Memphis

1009 #: (Paper Session) - (CAR) Let’s Turn to Individual Aspects of Career Development
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 408
Tweet this session: #AOM2014 1009
Chair: Kimberly Eddleston, Northeastern U.
How language misfit may affect psychological career mobility? | Maria Järström, U. of Vaasa; Rebecca Piekkari, Aalto U.; Tiina Jokinen, U. of Vaasa
Siren Song? A Longitudinal Study of the Facilitating Role of Calling and Ability in Career Pursuit | Shoshana Dobrow Riza, London School of Economics; Daniel Heller, Tel Aviv U.
The Careers Best Paper Award Finalist
A Life Span Perspective for Understanding Employee Career Orientations and Success | Yuhee Jung, Ritsumeikan U.; Norihiko Takeuchi, Waseda U.
Getting on in Engineering: an intersectional analysis of women’s career accounts | Dulini Fernando, Warwick U.; Laurie Cohen, The U. of Nottingham; Joanne Duberley, U. of Birmingham UK

1010 #: (CAR, OB, HR) Examining the Antecedents of Family-Supportive Supervisory Behaviors
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 502
Tweet this session: #AOM2014 1010
Chairs: Jaclyn Margolis, Drexel U.; Russell A. Matthews, Bowling Green State U.
Discussant: Laurent M. Lapierre, U. of Ottawa
Leadership Antecedents of FSSBs: The Role of Theory X Beliefs And Bottom-Line Mentality | Blythe L Rosikiewicz, Drexel U.; Katrina A. Graham, Drexel U.; Jaclyn Margolis, Drexel U.; Jeffrey H. Greenhaus, Drexel U.
Quality of leader-member exchange and FSSBs: A school-level study of principals and teachers | Russell A. Matthews, Bowling Green State U.; Benjamin Walsh, U. of Illinois Springfield; Rachel C Trout, Louisiana State U.; Julie Holliday Wayne, Wake Forest U.; Sara McKersie, Bowling Green State U.
The Role of FSSBs on Psychological Distress: A Longitudinal Randomized Field Control Study | Ellen Ernst Kossek, Purdue U.; Katie Lawson, Pennsylvania State U.; Todd Bodner, Portland State U.; Rebecca J Thompson, Purdue U.; David Almeida, Pennsylvania State U.; Leslie B. Hammer, Portland U.
The Arnon Reichers Best Student Paper Award Finalist
The Careers Best Paper Award Finalist

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

Section D

299
MONDAY

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

StateU.; Phyllis Moen, U. of Minnesota; Orfeu Buxton, Harvard U.

Best Symposium Award Finalist

1011 CAU: (CAU) Accommodating the Disabled
University Professor
11:30am - 12:00pm Philadelphia Marriott Downtown: Room 415
Tweet this session: #AOM2014 1011
Organizers: Alix Valenti, U. of Houston, Clear Lake; Kevin C. Wooten, U. of Houston, Clear Lake

1012 CAU: (CAU) Maximizing Research Impact: Utilizing the Opportunities Created by Indian Academy of Management
11:30am - 12:00pm Sheraton Philadelphia Downtown Hotel: Parlor D
Tweet this session: #AOM2014 1012
This meeting will provide an opportunity for scholars to come together and discuss India related research.
Coordinators: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U. Chicago
Participants: Naresh Khatri, U. of Missouri; Charmi Patel, U. of Edinburgh Business School; Jyotsna Bhatnagar, Management Development Institute; Vasanthi Srinivasan, HHL - Leipzig Graduate School of Management; Aarti Ramaswami, ESSEC Business School

1013 CAU: (CAU) The Power of Words on the Sustainability Agenda
11:30am - 12:00pm Sheraton Philadelphia Downtown Hotel: Salon 8
Tweet this session: #AOM2014 1013
Organizers: Cleber Dutra, U. of Fortaleza (UNIFOR); Kumba Jallow, De Montfort U.
Participants: Luis Felipe Machado Nascimento, PPGA - EA-UFRGS; Johannes Fresner, Graz U.; Eugenio Ávila Pedrozo, U. Federal do Rio Grande do Sul; Dirk Michael Boehe, The U. of Adelaide

1014 (Paper Session) - (CM) A Matter Of Trust: Building, Eroding, and Benefiting from Trust
11:30am - 12:00pm Pennsylvania Convention Center: Room 108 B
Tweet this session: #AOM2014 1014
Chair: Alexandra A. Mislin, American U.
Discussant: Amanda Ferguson, Northern Illinois U.; Randall S. Peterson, London Business School
As Long As You Trust Me: Negotiation Outcome upon Power Transition, Asymmetric Awareness, and Trust | Sanghoon Kang, Korea Military Academy; Hun-Joon Park, Yonsei U.
An Interdependent Approach to Understand Trust Development in Negotiation | Jingjing Yao, GSM, Peking U.; Zhi-Xue Zhang, Peking U.; Jeane M Brett, Northwestern U.
Competition vs. Cooperation: Motivating Groups in Base-of-the-Pyramid Markets | Geoffrey Kistruck, Schulich School of Business; Robert Lount, The Ohio State U.; Brett R. Smith, Miami U. Ohio; Brian Bergman, Miami U. Ohio; Todd W. Moss, Syracuse U.

1015 (Paper Session) - (CM) Different Sides: Perspectives on Task and Intergroup Conflict
11:30am - 12:00pm Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 1015
Chair: Liuba Y. Belkin, Lehigh U.
The How, Who, and What of Task Conflict: Unbundling the Task Conflict-Team Performance Relationship | Elad Netanel Sherf, U. of Maryland; Elijah Xun Ming Wee, U. of Maryland
When and How Task Conflict Leads to Team Creativity | Sejin Keem, Georgia Institute of Technology; In Seong Jeong, Samsung Economic Research Institute
Why Won’t Task Conflict Cooperate? Deciphering Stubborn Results | Misty L Loughry, Georgia Southern U.; Allen Amason, Georgia Southern U.
Using Virtual Confederates to Research Intergroup Bias and Conflict | Celso M. de Melo, U. of Southern California; Peter J. Carnevale, U. of Southern California; Jonathan Gratch, U. of Southern California

1016 (Paper Session) - (CMS) The Ethics of Leadership and HRM
11:30am - 12:00pm Pennsylvania Convention Center: Room 119 B
Tweet this session: #AOM2014 1016
Chair: Donna Ladkin, Plymouth U.
Bodies, Appearance, Abjection: Women Elite Leaders’ Intra-Gender Experiences | Sharon Mavin, Northumbria U.; Gina Grandy, U. of Regina
‘Talent’ Is More Than A Word: The (Im)Possibility of Ethical Reflection within Talent Management | Mollie Painter-Morland, Nottingham Trent U.; Susan Jane Kirk, Nottingham Trent U.; Ghislain Deslandes, ESCP Europe; Carole Tansley, Nottingham Trent U.
The Female Advantage? Feminine Leadership, Feminine Ethics | Alison Pullen, Swansea U.; Sheena Vachhani, U. of Bristol
The Maintenance of Leader-centricity Via the Discursive Subjugation of the Follower | Suze Wilson, Massey U.

1017 (Paper Session) - (ENT) Burnout, Stress, and Cognitive Threats Experienced by Entrepreneurs
11:30am - 12:00pm Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session: #AOM2014 1017
Chair: Isabella Hatak, Vienna U. of Economics and Business / Johannes Kepler U.
Discussant: Joe Coombs, Virginia Commonwealth U.
Entrepreneurial Self-Regulation and New Venture Performance | Eric P. Arsenau, Oklahoma State U.
Advancing Entrepreneurship Education: Stress Influences on Developing Entrepreneurial Self-Efficacy | Philipp Eckerle, RWTH Aachen U.; René Mauer, RWTH Aachen U.; Melanie Mateias, RWTH Aachen U.
Founder Identity Threat: Causes and Consequences of Threatened Identity During New Venture Distress | Daniel Han Ming Chng, China Europe International Business School; Matthew Rodgers, The Ohio State U.; Sharon Alvarez, U. of Denver
A Framework to Study Start-Up Conditions, Burn-Out and Start-Up Success | Isabella Hatak, Vienna U. of Economics and Business / Johannes Kepler U.; Matthias Fink, Johannes Kepler U.; Andreas Rauch, U. of Graz; Andreas Baranyi, Medical U. of Graz

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1018 (Paper Session) - (ENT) Advancing Conceptual Models of Family Firms
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom H
Chair: Robert S. Nason, Syracuse U.
Discussant: Aaron Francis McKenny, U. of Oklahoma
The Familiarity Concept in Family Firm Research - A Literature Review | Sabina Dienemann, HHL - Leipzig Graduate School of Management; Stephan Stubner, HHL - Leipzig Graduate School of Management
The Role of the Family Institution in Economic Activity: Evidence from Indian Slum Households | Robert S. Nason, Syracuse U.; David Gras, Texas Christian U.; G. T. Lumpkin, Syracuse U.

1019 (Paper Session) - (ENT) Are Entrepreneurial Opportunities Created or Discovered?
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence C
Chair: Richard J Arend, U. of Missouri, Kansas City
Discussant: Susan L. Young, Seton Hall U.
Create or Discover? Entrepreneurial Opportunity Types and Interdependence | Richard J Arend, U. of Missouri, Kansas City; Moren Levesque, York U.
An Interactionist Approach to Entrepreneurial Opportunity: Combining Discovery and Creation Theory | Kunal Y Sevak, Auburn U.; LaKami T. Baker, Auburn U.
Implications of Discovery and Creation: How Entrepr. Opportunities Relate to the Market Process | Per L. Bylund, Baylor U.; Wolf von Laer, King's College London
Levi-Strassé’s Types and the Subjectivist-Objectivist Debate in Entrepreneurship | Reed E. Nelson, UNINOVE; Brian T. Stinchfield, Franklin & Marshall College; Carlos Rodríguez-Lluesma, IESE Business School; Yosem Eduardo Companys, Stanford U.

1020 (Paper Session) - (ENT) International Opportunities and the Liability of Foreignness in Entrepreneurial Ventures
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor B
Chair: J Peter Murmann, U. of New South Wales
Discussant: Matthias Baum, U. of Kaiserslautern
Alertness to International Business Opportunities: Firm Characteristics, Experience & Networks | Dante DiGregorio, U. of New Mexico; Martina Musteen, San Diego State U.; Douglas E. Thomas, U. of New Mexico
Liabilities of Foreignness and New Venture Internationalization | Noni E. Symeonidou, Warwick Business School; Johan Bruenel, Ghent U.

1021 (Paper Session) - (ENT) The CEO in Entrepreneurial Firms
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor C
Chair: Andrea Furlan, U. of Padova
Discussant: Isabella Hatak, Vienna U. of Economics and Business / Johannes Kepler U.
Investigating the Joint Contributions of EO and CEO Values to Performance of Chinese SMEs | Jintong Tang, Saint Louis U.; Zhi Tang, Rochester Institute of Technology; Birton Cowden, Saint Louis U.
Let Go and Move On - Role Transitions of Dismissed Founder-CEOs | Caroline Kaehr Serra, U. of Geneva
CEO Personality and the Use of Performance Evaluations in Small Firms | Gerhard Speckbacher, WU Vienna; Nora Haas, WU Vienna

1022 (Paper Session) - (ENT) Knowledge Stocks and Flows in Academic Entrepreneurship
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 6
Chair: Muthu de Silva, Big Innovation Centre / Lancaster U.
Discussant: Margaret Blume-Kohout, MBK Analytics, LLC
How Industry Practices Foster Successful University-Business Knowledge Exchange | Muthu de Silva, Big Innovation Centre / Lancaster U.; Federica Rossi, Birkbeck College
How New Technology Businesses Benefit from the University? An Entrepreneurial Competency Perspective | Einar Rasmussen, U. of Nordland
Determinants of Students’ Entrepreneurial Activities: A Multilevel Analysis | Heiko Bergmann, U. of St. Gallen; Christian Hundt, Ruhr-U. Bochum; Rolf Sternberg, U. of Hannover
Academic Spin-off Performance: Revealing the Impact of the Core Academic Entrepreneurial Team | Cyrine Ben-Hafayedh, Groupe ESC Troyes; Alessandra Micoczi, U. Politecnica delle Marche; Pierpaolo Pattinoni, U. of Bologna

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

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

1024 (Paper Session) - (ENT) Human Capital and Individual Skills in Entrepreneurial Activities
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room A
Chair: Sylvia Hubner, TU Kaiserslautern
Discussant: Lars Frederiksen, Aarhus U.

1026 (Paper Session) - (GDO) Gender, Stereotypes, and Segregation
11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth B
Chair: Jacqueline N. Hood, U. of New Mexico

1027 (Paper Session) - (GDO) Sexism, Gender Identity, and Outcomes
11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth D
Chair: Gelaye Debebe, George Washington U.

1028 (Paper Session) - (GDO) Diversity Management Practices - Context and Outcomes
11:30am - 1:00pm Loews Philadelphia Hotel: Parlor 1
Chair: Sandra Groeneveld, Erasmus U. Rotterdam

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 10:00 AM - 12:00 PM

1029 (P): (Paper Session) - (GDO) Inclusion and Acculturation in the Workplace

11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room B

Chair: Diana Hechavarria, U. of South Florida

- Understanding gender and inclusion in a Scandinavian context | Laura E. Mercer Travik, BI Norwegian Business School
- Hispanic Career Success: The Role of Acculturation | Donna Maria Bianco, Bentley U.; Jill Lynch Cruz, JLC Consulting, LLC
- Process Model Linking Daily Political Behavior and Affective Wellbeing: The Role of Gender | Jennica R Webster, Marquette U.; Gary A. Adams, U. of Wisconsin, Oshkosh; Cheryl L. Maranto, Marquette U.; Dale M Feinauer, U. of Wisconsin Oshkosh

1030 (P): (Paper Session) - (GDO) Bridging Differences: Psychological Safety, Facades, and Fairness

11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room C

Chair: Marcy Cray, Bentley U.

- Is It Safe To Be Me?: The Effects of Psychological Safety, Race and Leadership on Creating Facades | Patricia Faison Hewlin, McGill U.; Tracy L. Dumas, The Ohio State U.; Meredith F. Burnett, George Washington U.
- Navigating careers intelligently in Professional Services Firms: What’s diversity got to do with it? | Doyin Atewologun, Queen Mary U. of London; Elena Doldor, Queen Mary U. of London; Madeleine Wyatt, U. of Kent; Anita Maharaj, Queen Mary U. of London
- Relationship between Scholars’ of Color Perceived Pay Equity, Productivity & Commitment | E. Holly Buttnr, U. of North Carolina, Greensboro; Kevin B. Lowe, U. of Auckland

1031 (P): (Plenary) - (HCM) HCM Distinguished Speaker

11:30am - 1:00pm Pennsylvania Convention Center: Room 108 A

Distinguished Speaker: Paula Stillman, Independent Consultant

1032 (P): (Paper Session) - (HR) Employee Performance and Performance Ratings

11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon I

Chair: Jill Ellingson, The Ohio State U.

- Can I get a Witness? The Role of the Audience in Impression Management Effectiveness | K. Michele Kacmar, The U. of Alabama; Wayne S. Crawford, The U. of Alabama; Kenneth J. Harris, Indiana U., Southeast
- Morning Employees are Better: Employees’ Start Times Influence Supervisor Performance Ratings | Kai Chi Yam, U. of Washington, Seattle; Ryan Fehr, U. of Washington, Seattle; Christopher M. Barnes, U. of Washington
- Winner of HR Division Best Student Paper Award
- Interpreting the appraisal of leaders’ behaviour by looking at rater cognitive styles. (WITHDRAWN) | Jasmin Verbrighe, Vlerick Business School; Eva Cools, Vlerick Leuven Gent Management School; Herman van den Broeck, Vlerick Business School
1035: (Paper Session) - (HR) High Performance Work Systems in Context

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 307

Tweet this session: #AOM2014 1035

Chair: Corine Boon, U. of Amsterdam

High Performance Work Systems, Teachers’ Job Performance and Students’ Quality of School Life | Binhu Huang, U. of South Australia; John Benson, U. of South Australia; Ying Zhu, U. of South Australia; Shruti Sardeshmukh, U. of South Australia


1036: (Paper Session) - (HR) Executive Coaching and Succession Planning

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 411

Tweet this session: #AOM2014 1036

Chair: Toby Egan, Indiana U. - Purdue U., Indianapolis


CEO Succession: A 20 Year Review and Typology | Ormonde Cragun, U. of South Carolina; Anthony J Nyberg, U. of South Carolina

Does External Coaching Impact Retention? | Ginka Toegel, IMD; Jean-Louis Barsoux, IMD

CEO Transformational Leadership and Firm Performance | Weichun Zhu, Pennsylvania State U.; Hongwei He, U. of Strathclyde

1037: (Paper Session) - (HR) Bridging Leadership and HR Research

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 412

Tweet this session: #AOM2014 1037

Chair: Jennifer D. Nahrgang, Arizona State U.

Authentic Leadership Influences Employee Work Engagement through Employee Perception and Trust | Chia-Chun Hsieh, TransWorld U.; Dan-Shang Wang, National Changhua U. of Education

Effect of leader member exchange relationships on organizational alumni: A longitudinal study | Sumita

Raghuram, Pennsylvania State U.; Ravi Shanker Gajendran, U. of Illinois at Urbana-Champaign; Xiangmin Liu, Pennsylvania State U.

Joint Effects of LMX Differentiation and Incentive Pay on Group Affective Climates and Coordination | Joo Hun Han, U. of Maryland

L-Deals: A Competence Development Strategy Servant Leaders Employ to Manage Individuals and Groups | Chenwei Liao, U. of Illinois at Chicago

1038: (Paper Session) - (HR) The HR function and HR professionals

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 413

Tweet this session: #AOM2014 1038

Chair: Michael A. McDaniel, Virginia Commonwealth U.

Breaking Down Organizational Silos - Competences and Courage | Riitta Forsten-Astikainen, Lappeenranta U. of Technology; Pia Heilmann, Lappeenranta U. of Technology; Pia Hurmelinna-Laukkana, U. of Oulu; Tuija Lääsmä, U. of Oulu; Elina Hyrkäs, U. of Oulu

Dynamic Language For Dynamic Organization: The Role Of Human Resource Management | Tobias Michael Scholz, U. of Siegen

Effect of career capital on HR professionals’ career mobility | Riitta Silvennoinen, U. of Vaasa

Symbol or Substance? HR Executives and Women in Management | Mary E. Graham, Syracuse U.; Maura A. Belliveau, Long Island U.; Julie L. Hotchkiss, Federal Reserve Bank of Atlanta

1039: (Paper Session) - (HR) Employee Selection

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 414

Tweet this session: #AOM2014 1039

Chair: Kate Shacklock, Griffith U.

Gender Differences in Work Sample Assessments: Not All Tests Are Created Equal | Michael Harari, Florida International U.; Jose F. Rodriguez, Florida International U.; Chockalingam Viswesvaran, Florida International U.; Rachel O’Rourke, City of Jacksonville

Differential Validity of the Five Factor Model: A Large Multi-Sample Investigation | Adam Howard Kabins, Assess-Systems; Christopher Berry, Indiana U.; Keith McCook, Assess-Systems


General Managers’ Prevention Focus as an Antecedent of Intra-Organizational Trust | Aybars I. Tuncdogan, Erasmus U. Rotterdam

1040: (Paper Session) - (IM) Global Social Responsibility: Strategies

11:30am - 1:00pm Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 1040

Chair: Michael A. Sartor, Ivey School of Business

Reexamining the Impact of National Culture on Corporate Social Responsibility | Yu-Shu Peng, National

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1041   (Paper Session) - (IM) Global Governance: International Finance
11:30am - 1:00pm Pennsylvania Convention Center: Room 107 A
Tweet this session: #AOM2014 1041
  Institutional Voids, Avoidance Response and Foreign Listing | Yangwen Wang, The Chinese U. of Hong Kong; Xufei Ma, Chinese U. of Hong Kong
 The Dividend Puzzle Revisited, Again: Does Home Country Matter? | Stav Fanishmidt, Florida International U.; Aşılgül Erkan, Old Dominion U.
Building Big: Risk and the Global Scope of Project Finance Syndicates | Szinziana Dorobantu, New York U.; Jakob Mueller, WU Vienna

1042   (Paper Session) - (IM) Global Leadership: Teams
11:30am - 1:00pm Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 1042
  Nationality Divides and Shared Leadership in Multinational Teams | Minna Paunova, Technical U. of Denmark
 Why TMT International Experience and Diversity may (not) Improve Acquisition Performance | Dorota Piaskowska, U. College Dublin; Grzegorz Trojanowski, U. of Exeter; Suparna Ray, U. of Exeter; Rajesh Tharay, U. of Exeter
 Too Much of a Good Thing: the Role of Organizational Identification on organizational performance | Bi-Juan Zhong, Baruch College-The City U. of New York; Yaping Gong, Hong Kong U. of Science and Technology; Oded Shenkar, The Ohio State U.
Intercultural Team Role Expectations: A Sino-German Comparison | Laura Joan Salm, LMU Munich; Martin Hoegl, LMU Munich; Miriam Muethel, WHU - Otto Beisheim School of Management

1043   (Paper Session) - (IM) Internationalization: Exports
11:30am - 1:00pm Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 1043
Chair: Bernard M Wolf, York U.
The Virtualization of Exchange: Electronic Commerce, Foreign R&D, and Export Performance | Konstantinos Trantopoulos, ETH Zurich; Shiko M. Ben-Menahem, ETH Zurich; George von Krogh, ETH Zurich; Martin W Wallin, Chalmers U. of Technology; Martin Wörter, ETH Zurich

1044   (Paper Session) - (IM) Emerging Market Firms: Capability Upgrading
11:30am - 1:00pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 1044
Chair: Wenjie Chen, George Washington U.
Export-led Development and Capability Upgrading through Internationalization & Multinationalization | Pavida Pananond, Thammasat U.
Converting Country-Specific Advantages into Firm-Specific Advantages in Emerging Markets | Feng Wan, Beijing Normal U.
Building Capabilities in Emerging Markets: The Double-Edged Sword of Cross-Sector Alliances | Aline Gatignon, INSEAD
Paradoxical Effects of Institutions on MNC Firms: Evidence from the Indian Textile Industry | Raveendra Chittoor, Indian School of Business; Preet S Aulakh, York U.; Oana Branzei, U. of Western Ontario

1045   (Paper Session) - (IM) Global Governance: IM Division CGIO Best Paper in International Corporate Governance Session
11:30am - 1:00pm Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 1045
Chair: Sea Jin Chang, National U. of Singapore
Does Government Stake Influence Cross-Border Deal Completion? Evidence from Brazil | Yingdan Cai, Groningen U. (RuG); Kees Van Veen, Groningen U. (RuG); Sathyajit Gubbi, Groningen U. (RuG)
Linguistic Distance and Bridge Language Effects on Equity Ownership in Cross-Border Acquisitions | Ilya Cuypers, Singapore Management U.; Jean-Francois Hennart, Tilburg U.
Unveiling the Antecedents of International Diversification: An Agency Theory Approach | Giovanni Battista Dagnino, U. of Catania; Claudio Giachetti, U. Ca’ Foscari of Venice; Maurizio La Rocca, U. of Calabria; Pasquale Massimo Picone, U. of Catania

1046   JS: (IM, BPS) Global Strategy: Boundary Spanning in Global Organizations
11:30am - 1:00pm Pennsylvania Convention Center: Room 115 C
Tweet this session: #AOM2014 1046
Moderator: Ajai S Gaur, Rutgers U.
Session Details – Monday, 10:00 AM - 12:00 PM

1047  ☻ SHCS: (IM, BPS, OMT) Frontiers of IM: Developing Interdisciplinary Theories of the Multinational Corporation
11:30am - 1:00pm Pennsylvania Convention Center: Room 104 A
Tweet this session: #AOM2014 1047
Chair: Joseph L. C. Cheng, U. of New South Wales
Panelists: Timothy Michael Devinney, U. of Leeds; Eleanor Westney, York U.; Charles Dhanaraj, IMD; Nathan Jensen, Washington U.; Jane Gu, AGSM-Australian School of Business

1048  ☻ (Paper Session) - (MC) Client Consultant Relationships
11:30am - 1:00pm Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 1048
The Impact of Executive Coaching on Self-Efficacy, ROI, and Corporate Strategy: An Empirical Study | Dawn Newman, Benedictine U.; Therese F. Yaeger, Benedictine U.; Peter Sorensen, Benedictine U.; Gina Hinrichs, Capella U.
Winner of the Benedictine University Scholar-Practitioner Collaboration Award
Unraveling the Experience of Consultants at Work: a Pattern of Role Enactment Beyond Compliance | Lucie Noury, Mines ParisTech; Sébastien Gand, Mines ParisTech; Jean-Claude Sardas, Mines ParisTech
Through a glass, darkly: boundary-work in client-consultant interaction | Lovisa Näsland, Stockholm School of Economics; Frida Pemer, Stockholm School of Economics
Business or pleasure? What is a client-consultant relationship? Really. | Tale Skjølsvik, Oslo and Akershus U. College of Applied Sciences

1049  ☻ (Plenary) - (MED) MED Distinguished Scholar Address by David Kolb: Becoming an Experiential Management Educator
11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom A
Speaker: David A. Kolb, Case Western Reserve U.

1050  ☻ (Paper Session) - (MH) Building Present Knowledge Through Historical Case Study
11:30am - 1:00pm Loews Philadelphia Hotel: Parlor 2
Tweet this session: #AOM2014 1050
Authors contribute new ideas to the field through an examination of historical case studies and offer guidance for future management research.
Chair: Sally Sledge, Norfolk State U.
Organizational Legitimacy: A Historical Review of the NAIA from 1940 to 1973 | Dylan Williams, Louisiana State U.; Chad Seifried, Louisiana State U.; Patrick Tutka, Louisiana State U.
Role of Informal Networks in Mitigating the Liability of Outsidership: Case of the Iranian Bazaar | Jon Thornberry, American U. of Beirut; Yusuf M. Sidani, American U. of Beirut; Marina Apaydin, American U. of Beirut
Journal of Management History Award for Best International Paper
Where Did We Come From, and Where Do We Go? A Critique of the Dynamic Capability Literature | Lee Brown, Texas A&M U. - Central Texas

Ronald B. Shuman Award for MH Division Best Student Paper
1051  ☻ (Paper Session) - (MOC) Intuition, Emotion, and Creativity
11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 1051
Chair: Jinyu Hu, Texas Tech U.
The Influence of Openness to Experience on Employee Creativity | Sen Xu, Nanjing U.; Xueting Jiang, U. of Massachusetts Amherst; Ian J. Walsh, U. of Massachusetts Amherst
Finalist for MOC Division Best Student Paper
When to think and when to act: Timing of intuitive and systemic thinking | Jukka Luoma, Aalto U.; Frank Martela, Aalto U.
The Music of Power: Perceptual and Behavioral Consequences of Powerful Music | Yu-Wei Hsu, Northwestern Kellogg School of Management; Li Huang, INSEAD; Loran F. Nordgren, Northwestern U.; Derek D. Rucker, Northwestern Kellogg School of Management
Work-Play Integration: An Alternative Perspective on Play in Organizational Settings | Martin Spraggon, American U. of Sharjah / ESE Business School (Chile); Virginia Bodolica, American U. of Sharjah

1052  ☻ (Paper Session) - (MOC) Cognition and Performance
11:30am - 1:00pm Loews Philadelphia Hotel: Tubman Room
Tweet this session: #AOM2014 1052
Chair: Ashita Goswami, Central Michigan U.
The Hazards of Interaction: When Isolation Benefits Performance | Sheen S. Levine, Columbia U.; Michael J. Prietula, Emory U.
Effects of Project Complexity and Managers' Breaths of Experience on Knowledge Work Performance | Constantin Alba, IE Business School; Fabrizio Salvador, IE Business School; Elliot Bendoly, Emory U.; Antti Tenhiala, IE Business School
The Music of Power: Perceptual and Behavioral Consequences of Powerful Music | Yu-Wei Hsu, Northwestern Kellogg School of Management; Li Huang, INSEAD; Loran F. Nordgren, Northwestern U.; Derek D. Rucker, Northwestern Kellogg School of Management
Work-Play Integration: An Alternative Perspective on Play in Organizational Settings | Martin Spraggon, American U. of Sharjah / ESE Business School (Chile); Virginia Bodolica, American U. of Sharjah

1053  ☻ (Paper Session) - (MOC) Organizational Identity
11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 1053
Chair: Douglas A Lepisto, Boston College
Perspectives in Organizational Identity, Culture, and Change in Light of the Theory of Autoicopesis | Pedro S. Hurtado, Texas A&M International U.; Ananda Mukherji, Texas A&M International U.
Occupational Identity and Competing Narratives On Disruptive Organizational Events | Sungchul Noh, McGill U.
Identity expansion in hybrid identity organizations | Camille Pradies, Boston College
1054 : Paper Session - (OCIS) The Antecedents and Effects of Self-regulation inside and outside the Workplace
11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 1054
Chair: Hengchen Dai, U. of Pennsylvania
Discussant: KiYoung Lee, U. at Buffalo, the State U. of New York; Karyn Dossinger, U. of Minnesota; Patricia Caulfield Dahm, U. of Minnesota
The Negative Effects of Shared Experience on Evaluations of Failure | Rachel Ruttan, Northwestern U.; Lorin F. Nordgren, Northwestern U.; Mary-Hunter McDonnell, Georgetown U.
Fast Food and Impatience | Sanford Ely DeVoe, U. of Toronto; Julian House, U. of Toronto; Chen-Bo Zhong, U. of Toronto

1055 : Paper Session - (MSR) Cultural perspectives to religion and spirituality in the workplace
11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 1055
Chair: Judith A. Neal, Edgewalers International
Impact of Confucianism towards Working Overtime in Asian Workplaces | Jae Hyeung Kang, Oakland U.; James Matusik, Oakland U.
Inter-Organizational Knowledge Transfer - An International Halal-Based Network Experience | Julio Araujo Carneiro da Cunha, UNINOVE; Flavio Romero Macau, U. Paulista - UNIP; Nawfal Alssabak, U. Paulista - UNIP; Leandro Januário, U. Paulista - UNIP
HUMAN QUALITY TREATMENT IN SMEs RUN BY CHRISTIAN OWNER-MANAGERS | Domenec Mele, IESE Business School; Abiola Olukemi Ogungbemi, Lagos Business School
Overlap and Separation: Religion-Work Boundaries in the Workplace | Brandon Vaidyanathan, Rice U.

1056 : Paper Session - (OCIS) New Forms of Teams and Collaboration
11:30am - 1:00pm Loews Philadelphia Convention Center: Room 110 B
Tweet this session: #AOM2014 1056
Discussant: Burcu Bulgurcu, Boston College
Intra-Firm and Inter-Firm Knowledge Exchange: The Effects of Formal, Informal & Hybrid Coordination | Timm Wutzler, Mannheim U.
Dual Group Membership and Behavior on an Online Collaboration Platform | Bas Reus, VU U. Amsterdam; Christine Moser, VU U. Amsterdam; Peter Groenewegen, VU U. Amsterdam
Research Challenges in Organizing and Motivating E-Lance Team Collaboration | Yuqing Ren, U. of Minnesota; Alok Gupta, U. of Minnesota; Brian S. Butler, U. of Maryland

The Signatures of Success in Teams & Multiteam Systems | Aaron Schecter, Northwestern U.; Roger T.A.J. Leenders, Tilburg U.; Leslie A. DeChurch, Georgia Institute of Technology; Noshir Contractor, Northwestern U.

1057 : Paper Session - (OCIS) Improving Communication Practices for Creativity and Performance
11:30am - 1:00pm Pennsylvania Convention Center: Room 110 B
Tweet this session: #AOM2014 1057
Discussant: Jennifer Gibbs, Rutgers U.
Collaborative Partner or Opponent: How the Messenger Influences the Defeat Effect in IT Projects | Arno Nuijten, Erasmus U. Rotterdam; Mark Keil, Georgia State U.; Harry R. Commandeur, Erasmus U. Rotterdam
Factors Affecting Effective Organizational Communication? | Abdallah Salami, New York U.
Creativity and Performance in MNCs: The Power of Inclusive Language Use | Jakob Lauring, Aarhus U.; Anders Klitmøller, U. of Southern Denmark
Integrated Marketing Communication: Creating Brand Communities, A Case Study | Rosalyn Rufer, State U. of New York Empire State College

1058 : Paper Session - (ODC) Engagement and Organizational Change
11:30am - 1:00pm Pennsylvania Convention Center: Room 103 A
Tweet this session: #AOM2014 1058
Chair: Annie Pye, U. of Exeter
Engaged in what? Role theory perspectives for enhancing employee engagement research and practice | Theresa M. Welbourne, The U. of Nebraska-Lincoln; Steven Schlacter, The U. of Nebraska-Lincoln
Beyond Formal Contracts: The Post Merger Integration Experience of Acquired Executives | David Grogan, Case Western Reserve U.
Winner of ODC Division Best Doctoral Student Paper
Age-related Differences in the Relations between Individualized HRM and Organizational Performance | Matthijs Bal, U. of Bath; Luc W. Dorenbosch, TNO Work & Employment
A model of recipients' change proactivity | Shaul Oreg, The Hebrew U. of Jerusalem; Jean M. Bartunek, Boston College; Gayoung Lee, Boston College

1059 : Paper Session - (OCIS) Language, Discourse and Organizational Change in Japanese Contexts
11:30am - 1:00pm Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 1059
Organizers: Katsuki Aoki, Meiji U.; Rick Delbridge, Cardiff U.; Toru Kiyomiya, Seinan Gakuin U.
Discussant: David Stephen Grant, U. of New South Wales
Entrepreneurship As Practice: A critical interpretation of corporate venturing | Yasushi Fukuhara, Senshu U.
Customer satisfaction and strategy: A discourse analysis of a Japanese hotel company case | Takeshi Saito, Meiji U.; Kenichi Suzuki, Meiji U.; Masayasu Takahashi, Meiji U.; Rick Delbridge, Cardiff U.
Collaboration and power of discourse in a crisis | Toru Kiyomiya, Seinan Gakuin U.; Yasushi Masuda, Meiji U.; Shigeaki Hayashi, Rissho U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 10:00 AM - 12:00 PM

1060 (Paper Session) - (ODC) Change, Innovation and Sustainability
11:30am - 1:00pm Pennsylvania Convention Center: Room 112 A

Chair: John Matthew Amis, U. of Edinburgh Business School
Expanding the Realm of the Possible: Enclaves and the Transformation of Fields | Victor J. Friedman, Max Stern Jezreel Valley College; Israel Sykes, Bar Ilan U.; Markus Strauch, U. of Freiburg


In search for generic sources of capability dynamism: Insights from organizational change theory | Tatiana Andreeva, St. Petersburg U. GSOM; Paavo Ritala, Lappeenranta U. of Technology

The business model concept and its antecedents and consequences – towards a common understanding | Nicolas Frederik Höflinger, Mannheim U.

1061 (Paper Session) - (ODC) Leadership and Organizational Change
11:30am - 1:00pm Pennsylvania Convention Center: Room 112 B

Chair: Fiona M. Sutherland, La Trobe U.

Domains of Emergent Change: Making Sense of Emerging Patterns in the Midst of Change | Sharon Varney, U. of Reading; Bernd Vogel, U. of Reading

Leadership in the Conduct of Organizational Change: An Integrative View | Jeffrey D Ford, The Ohio State U.; Laurie Ford, Critical Path Consultants; Beth Polin, Eastern Kentucky U.

Emergent Leadership Development: A New Model of Generative Growth and Learning | Elaine Johnson, The Chicago School of Professional Psychology

When Businesses Falter: How Relational Climates Foster or Hinder Recovery | Lori D Kendig, Case Western Reserve U.

1062 (ODC) Research in Organization Change & Development: Trajectories and Insights of ROCD Volume 22 Authors
11:30am - 1:00pm Pennsylvania Convention Center: Room 117

Chairs: A.B. Rami Shani, California Polytechnic State U.; Debra A. Noumair, Columbia U.

The Role of Coercive Persuasion in Education and Learning: Subjugation or Animation? | Edgar H. Schein, Massachusetts Institute of Technology

Co-Creating the Classroom Experience to Transform Learning and Change Lives | Katherine Heynoski, Battelle for Kids

The Dialogic Mindset in Organization Development | Gervase R Bushe, Simon Fraser U.; Robert J Marshak, American U.


System-wide Change in Cancer Care: Exploring Sensemaking, Sensegiving and Consent | Svante Lifvergren, Chalmers U. of Technology; Andreas Hellstrom, Chalmers U. of Technology

Changing Interaction Patterns at Agility-Critical Interfaces: A 25-year Longitudinal Study | Gert Jan Schuiling, VU U. Amsterdam

Accelerating Global Hybrid Team Effectiveness | Katherine Schroeder, Benedictine U.

1063 (Paper Session) - (OMT) Fifty Years of Powerful Words: A Retrospective and Prospective Look at the Impact of JABS
11:30am - 1:00pm Pennsylvania Convention Center: Room 103 B

Chair: William A Pasmore, Columbia U.

Discussant: Barbara Gray, Pennsylvania State U.

Paradigm Shifts in Applied Behavior Science Has JABS led, lagged, or moved with the herd? | Philip H. Mirvis, Global Network on Corporate Citizenship

Positive Organizational Change | Kim Cameron, U. of Michigan

Changing Loosely Coupled Systems | Warner Burke, Columbia U.

The Science of Organizational Change and the Art of Changing Organizations | Richard W. Woodman, Texas A&M U.

1064 (Plenary) - (OM) Publishing In OM Journals: Will What We've Done in the Past Be Good Enough For The Future?
11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon A

Facilitator: Dayna Simpson, Monash U.

Discussants: Barbara B. Flynn, Indiana U.; Robert D Klassen, U. of Western Ontario; G. Keong Leong, U. of Nevada, Las Vegas; Ken Boyer, The Ohio State U.; Enno Siemsen, U. of Minnesota; Lisa Marie Ellram, Miami U.

1065 (Paper Session) - (OMT) Exploring the Creation and Change of Routines
11:30am - 1:00pm Pennsylvania Convention Center: Room 109 B

Chair: Martin J. Kilduff, U. College London

Exploring Change in Operating Routines | Hendrik Wilhelm, U. of Cologne; Indre Maurer, U. of Goettingen

Routines and Organizational Change: Inertia as a Hidden Source of Adaptation | Sangyoon Yi, U. of Southern Denmark; Markus C. Becker, U. of Southern Denmark; Thorbjorn Knudsen, U. of Southern Denmark

The Role of Multiple Ostensive Aspects in Practicing Change and Stabilizing Routines | Mehdi Safavi, U. of Edinburgh Business School

Understanding the Dynamics of Routine Creation and Evolution under Uncertainty | Dionysios D. Dionysiou, ALBA Graduate Business School; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor
**Session Details – Monday, 10:00 AM - 12:00 PM**

**1066**: (OMT) Organizations And Institutional Complexity
11:30am - 1:00pm Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 1066
Organizers: Chris Marquis, Harvard U.; András Tilcsik, U. of Toronto
Chair: András Tilcsik, U. of Toronto
Discussant: Royston Greenwood, U. of Alberta
Different Shades of Green: A Dynamic Process Model of Logic Imprinting in Innovative Hybrid Org’s | John Almandoz, IESE Business School; Matthew Lee, INSEAD
Constructing Institutional Complexity: Changing Conceptions of Social Enterprise, 2000-2010 | Jean-Baptiste Litrico, Queen’s School of Business, Canada; Marya L. Besharov, Cornell U.
Managing Institutional Complexity in Blended Hybrids: The Dilemma of Success | Giulia Cappellaro, Bocconi U.; Paul Tracey, U. of Cambridge
Serving Two Masters: Industry Fields, Geographic Communities, and Corporate Philanthropy | Chris Marquis, Harvard U.; András Tilcsik, U. of Toronto

**1067**: (OMT) Reconsidering the Categorical Imperative: Boundary Spanning as a Gateway to Organizational Success
11:30am - 1:00pm Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 1067
Organizer: Peter Younkin, McGill U.
Imitation and Differentiation in the Emergence of New Categories | Chad Navis, U. of Wisconsin, Madison; Greg Fisher, Indiana U.; Shannon LT Younger, U. of Wisconsin, Madison
The Effect of Audience-Distance on the Penalty to Spanning for New Entrants | Keyvan Kashkooli, U. of California, Los Angeles; Peter Younkin, McGill U.
The Impact of Interdisciplinarity on Scientists’ Careers | Christine Beckman, U. of California, Irvine; Erin Leahey, U. of Arizona, Tucson
The Evaluator’s Option: Identity, Performance, and Endogenous Reference Group Selection | Edward Bishop Smith, Northwestern Kellogg School of Management; Heewon Chae, U. of Michigan, Ann Arbor

**1068**: (Paper Session) - (OMT) The More Things Change, the More They Stay the Same: Research on Field Emergence and Change
11:30am - 1:00pm Pennsylvania Convention Center: Room 121 B
Tweet this session: #AOM2014 1068
Chair: Jennifer Kuan, Stanford U.
Inside the Smoke-Filled Room: A Corporate Political Action Perspective on Field Change | A. Wren Montgomery, Queen’s U.
Discursive Agency and Emergence of New Institutional Fields | Nina Granqvist, Hanken School of Economics; Eero Vaara, Hanken School of Economics

**1069**: (Paper Session) - (OMT) Understanding Actors and Institutions: New Directions in Research on Institutional Work
11:30am - 1:00pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 1069
Chair: Anjit Chatterjee, ESSEC
Relational Work by Elite Actors: Defining Authority Relationships as Institutional Maintenance | Suhaiib Riaz, U. of Massachusetts Boston; Sean C. Buchanan, York U.
Finalist for Best ESP Award
Institutional Maintenance as Accommodation of Change: Open Access in Higher Education Publishing | Evelyn Rita Micelotta, U. of Alberta
Protect to Damage? Purposive Action, Unintended Consequences and Institutional Dynamics | EY EunYoung Song, U. of New South Wales

**1070**: (Paper Session) - (OMT) Status, Reputation and Legitimacy: Multiple Perspectives
11:30am - 1:00pm Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 1070
Chair: Emily S. Block, U. of Notre Dame
From Dealing to Healing: Social Movements and Changing Conceptions of Marijuana in California | Cyrus Dioun, U. of California, Berkeley
How Institutional Leaders Repair Legitimacy: The Case of Misconduct and the NFL | Benjamin M. Cole, Fordham U.; Marvin Washington, U. of Alberta; Brian P. Soebbing, LSU
Multi-level Status: Explain Departments’ Performances and Behaviors in Top Business Schools | Pengfei Wang, Erasmus U. Rotterdam
Reputations for Toughness in Patent Litigation: Implications for Settlement vs. Trial Decisions | Hyunsun Kim, U. of Illinois at Urbana-Champaign; E. Geoffrey Love, U. of Illinois at Urbana-Champaign

**1071**: (Paper Session) - (OMT) The Effects of Legitimacy: Four Empirical Investigations
11:30am - 1:00pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 1071
Chair:
Conceptualizing Legitimacy in the Context of Sport Sponsorship: The Role of Social Capital | Jimmy Huang, U. of Warwick; Y.H. Lien, National Taiwan U.; Carol Hsu, National Taiwan U.
Not Too Much, but Not Too Little: Legitimacy-Building Cost and Tactics in Corporate Giving | Tai-Young Kim, SKK Graduate School of Business; Young-Chul Jeong, Concordia U.
Market mediators and the tradeoffs of legitimacy-seeking behaviors in a nascent category | Brandon H. Lee, Melbourne Business School
Overcoming Legitimacy Deficits: Leveraging Regional Collective Identity in the Quebec Wine Field | Robert J.

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**Thematic orientation:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
**Session Details – Monday, 10:00 AM - 12:00 PM**

**Section D**

**1072 ☐: (Paper Session) - (OMT) Corruption, Cronyism and Crime: The Dark Side of Organizational Life**
11:30am - 1:00pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 1072

Chair: Donald Lange, Arizona State U.

→ Fraud and Innovation: Is There a Cheater’s Discount? | Yanbo Wang, Boston U.; Jizhen Li, Tsinghua U.

→ Leader-Member Guanxi: An Invisible Hand of Cronyism in Chinese Management | Jiurui Zhang, Northwestern U. of Finance & Economics; Carol Gill, Melbourne Business School

The Intentional Escalation of Vulnerability: Antecedents and Implications | Richard Hunt, Virginia Polytechnic Institute

Minding the store: Board independence, board expertise, and white-collar crime | Michael K. Bednar, U. of Illinois

**1073 ☐JS: (OMT, CMS) Making Institutional Theory More Critical**
11:30am - 1:00pm Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 1073

Organizers: Shazia Karmali, U. of Victoria; Michael Lounsbury, U. of Alberta

Facilitator: Michael Lounsbury, U. of Alberta

Participants: Mike Geppert, Friedrich-Schiller, U. of Jena; Paul M Hirsch, Northwestern U.; Kamal Munir, U. of Cambridge; H. C. Willmott, Cardiff U.

**1074 ☒JS: (OMT, MOC, BPS) Recognizing the New: The Emergence and Dissolution of Social Realities**
11:30am - 1:00pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 1074

Organizers: Mark Thomas Kennedy, Imperial College Business School; Peer C. Fiss, U. of Southern California

Discussant: Martin Ruef, Princeton U.

A Relational Model of Field Formation | Maria T. Farkas, Imperial College Business School

Using Text Analysis to Identify Innovative Breakthroughs | Sarah Kaplan, U. of Toronto

A Relational Account of Social Ontologies | Mark Thomas Kennedy, Imperial College Business School; Peer C. Fiss, U. of Southern California

Speaker: Toby E. Stuart, U. of California, Berkeley

**1075 ☒JS: (OMT, MOC, ENT) Affinities of Language, Cultural Tool Kits, Institutional Logics: Advancing Strategies of Action**
11:30am - 1:00pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 1075

Organizer: Patricia H Thornton, Duke U.

Participants: Mary Ann Glynn, Boston College; Stephen Vaisey, Duke U.; Omar Lizardo, U. of Notre Dame; William Ocasio, Northwestern U.

**1076 ☒: (Paper Session) - (ONE) Stakeholders & Social Activism**
11:30am - 1:00pm Pennsylvania Convention Center: Room 111 A
Tweet this session: #AOM2014 1076

Chair: Carol-Ann Tetrault Sirsly, Carleton U.

Let’s talk: Examining Dialogue among Firms and Outside Actors on Social and Environmental Issues | Horacio Enrique Rousseau, IESE Business School; Pascual Berrone, IESE Business School; Judith Walls, Nanyang Technological U.

How Media Visibility of Stakeholder Concerns Increases Firm Risk | Julian Koelbel, ETH Zurich; Leonard Jancso, ETH Zurich; Timo Busch, U. of Hamburg

Direct or Indirect Activism? Social Movements and the Adoption of Green Information Systems | Ed Carberry, U. of Massachusetts Boston; Pratyush Bharati, U. of Massachusetts Boston; David Levy, U. of Massachusetts Boston; Abhijit Chaudhury, U. of Massachusetts Boston

Promoting Practices: How Activists Employ Online Tactics to Promote Energy Efficiency | Maarten Renkema, U. of Twente; Tijjs Adriaan Van Den Broek, U. of Twente

**1077 ☒: (Paper Session) - (ONE) Regulation: Institutional, Voluntary, and Strategic**
11:30am - 1:00pm Pennsylvania Convention Center: Room 111 C
Tweet this session: #AOM2014 1077

Chair: Javier Martinez-del-Rio, U. de Almeria

Rethinking Environmental Strategy: The Role of Regulatory Response | Preston Teeter, The U. of Queensland, Australia; Jorgen Sandberg, The U. of Queensland, Australia

→ Firm Density, Social Movement Support, and Government Endorsement of Nascent Industries | Panayiotis G. Georgallis, HEC Paris; Glen Dowell, Cornell U.; Rodolphe Durand, HEC Paris

→ The Complexity of Voluntary Sustainability Standards: An Emerging Economies Perspective | Ivan Montiel, Loyola Marymount U.; Petra Christmann, Rutgers U.; Trevor Zink, Loyola Marymount U.


**1078 ☒: (ONE, SIM, BPS) The Power of Words in Maintaining Core Mission: the Ben & Jerry’s – Unilever Sale Agreements**
11:30am - 1:00pm Pennsylvania Convention Center: Room 119 A
Tweet this session: #AOM2014 1078

Organizer: Mark B. Milstein, Cornell U.

Moderator: Brad Edmondson, author

Participants: Anuradha Mittal, The Oakland Institute; Rob Michalak, Ben & Jerry’s Homemade, Inc.; Mark B. Milstein, Cornell U.

**1079 ☒: (PNP) Strategic HRM and Public Sector Austerity: Friend or Foe**
11:30am - 1:00pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 1079

Organizers: Deborah A. Blackman, U. of New South Wales; Fiona Buick, U. of Canberra; Stephen T.T. Teo, Auckland U. of Technology

Human Resource Management in times of Austerity | Robin Kramar, Australian Catholic U.

Is the practice of placing ‘just anyone’ in HR roles wise in periods of austerity? | Tanya Hammond, U. of New South Wales

**Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper**
Antecedents and Consequences of Ambidexterity in Public Sector Organisations | Geoffrey Pliimer, Victoria Management School; Stephen T. T. Teo, Auckland U. of Technology

Strategic Human Resources Management for the next financial crisis: lessons to be learnt | Fiona Bulic, U. of Canberra; Deborah A. Blackman, U. of New South Wales

1080: (Paper Session) - (PNP) Diversity and Inclusion in Public and Nonprofit Organizations
11:30am - 1:00pm Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 1080
Chair: Avner Ben-Ner, U. of Minnesota

On the Edge of a Glass Cliff: Women in Leadership in Local Government | Amy E. Smith, U. of Massachusetts Boston

Representation and Inclusion in Public Organizations: An Evaluation of the UK Civil Service | Rhys Andrews, Cardiff U.; Rachel Elizabeth Ashworth, Cardiff U.

Millennials’ Social Behaviors within a Social Media Context – Gender Differences Count | Nina Jost, RWTH Aachen U.; Ron Ferguson, Concordia U.; Michele Paulin, Concordia U.; Kaspar Philipp Schattke, Concordia U.

Gender Diversity in Top Management and Financial Performance: The Role of Organizational Structure | Niels Opstrup, U. of Southern Denmark; Anders R. Villadsen, Aarhus U.

1081: (Paper Session) - (PNP) Employee Attitudes in Public and Nonprofit Organizations
11:30am - 1:00pm Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 1081
Chair: Shahidul Hassan, The Ohio State U.

Prosocial Attitudes in the Public and Private Sector | Alexander Kroll, Florida International U.; Dominik Vogel, U. of Potsdam

The Carlo Masini Award for Innovative Scholarship in the Fields of Public and Nonprofit Management | Personal Experience, Individual Traits and Attitude Formation: Evidence from China’s Health Service | Yongheng Yang, Tsinghua U.; Kaifeng Yang, Florida State U.

How Organizational Information Sources Influence Employee Mission Valence: A Quantitative Analysis | Sebastian Desmidt, Ghent U.; Anita Prinzie, Ghent U.; Annelies De Vuyyst, Ghent U.

Energizing Networks and Public Sector Employees’ Attitudes | Kyounghoo Choi, Chonnam National U.; Min Jeong Kim, Chonnam National U.

1082: (Paper Session) - (PNP) Values, Ethics and Stewardship
11:30am - 1:00pm Pennsylvania Convention Center: Room 125
Tweet this session: #AOM2014 1082
Chair: Jennie Weiner, U. of Connecticut

Is There a Nonprofit Advantage? Examining the Impact of Institutional Context on Value Congruence | Shuyang Peng, Rutgers U.; Sheela Pandey, Kean U.; Sanjay K. Pandey, Rutgers U.

When Employee and Organization Values Align: Job Satisfaction in Local Government | Julie A. Langer, U. of Illinois at Chicago; Mary K. Feeney, Arizona State U.
1086 SHCS: (SAP, ODC) Strategizing, Change and Identity Work
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Logan’s 1 & 2
Tweet this session: #AOM2014 1086
Organizers: Julia Balogun, U. of Bath; Inger G. Stensaker, Norwegian School of Economics
Discussant: Davide Ravasi, Cass Business School, City U. London
Strategizing as Organizational Identity Work | Gwyneth Edwards, HEC Montreal; Julia Balogun, U. of Bath
Strategizing and identity work – Towards a recursive view | Claus D Jacobs, Bern U. of Applied Sciences; A. Paul Spee, The U. of Queensland, Australia
Who do you think you are? How Identity Influences Strategic Change | Helene Loe Colman, BI Norwegian Business School; Birgitte Grogaard, U. of Calgary; Inger G. Stensaker, Norwegian School of Economics

1087 JS: (SAP, OMT, ODC) The Emergence of Organizational Routines
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Horizons Rooftop Ballroom
Tweet this session: #AOM2014 1087
Organizers: David Seidl, U. of Zurich; Katharina Dittrich, U. of Zurich
Discussant: Martha Feldman, U. of California, Irvine
Small accidents and unlocking paths in routinized behavior | Alessandro Narduzzo, Free U. Bozen-Bolzano
Resourcing new routines: How resources influence the emergence of organizational routines | Katharina Dittrich, U. of Zurich; David Seidl, U. of Zurich
Roping in the cowboys at Oilco: How companies integrate externally-sourced organizational routines | Stephanie Bertels, Simon Fraser U.; Jennifer Howard-Grenville, U. of Oregon
Performing the replication dilemma: How organizations balance multiple goals in routines transfer | Luciana D’Adderio, U. of Edinburgh

1088: (Paper Session) - (SIM) Employees and Business Responsibility
11:30am - 1:00pm Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 1088
Chair: Charles Cookson, Grantham U.
What motivates individuals to participate in employee volunteering programs? | Yeonji Seo, Pennsylvania State U.
The mediating effects of job satisfaction and affective commitment on the CSR-performance link | Joanna S. Story, NOVA School of Business and Economics; Filipa Castanheira, NOVA School of Business and Economics
Workforce ageing and exploitative/ exploratory innovation: The moderating role of diversity | Jisung Park, Seoul National U.

1089: (Paper Session) - (SIM) Shared Value, Shared Values
11:30am - 1:00pm Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014 1089
Chair: Andrew Crane, York U.
Fulfilling the Promise of Shared Value with SWONT | Gastón de los Reyes, George Washington U.; Markus Scholz, U. of Applied Sciences bfi Vienna
Shared Value: A Valuable Concept or a Management Buzzword? | Krzysztof Dembek, Monash U.; Prakash Jagat Singh, Melbourne U.
The VBA-Model and Public Value - Filling the Value Gap | Pepe Strathoff, U. of St.Gallen
Shared or Conflicting Values? A Comparative Analysis of Corporate and Independent Foundations | Justin Koush, Emory U.; Wesley Longhofer, Emory U.; Peter W Roberts, Emory U.

1090: (Paper Session) - (SIM) Strategic Decision Making and Corporate Responsibility
11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 1090
Chair: Rajat Panwar, Northland College
Managing the Triple Bottom Line: Data Envelopment Analysis and Making Socially Responsible Decisions | Abhagil McWilliams, U. of Illinois at Chicago; Annaeleena Parhankangas, U. of Illinois at Chicago; Jason Coupet Coupet, U. of Illinois at Chicago; Darold Barnum, U. of Illinois at Chicago
Does Temporal Orientation Matter for CSR Strategies? | Yanyan Fan, The Hong Kong Polytechnic U.; Carolyn P. Egri, Simon Fraser U.; Na Ni, Hong Kong Polytechnic U.
Does CSR Matter for Alliance formation? The Role of Capability Complementarity and Institutions | Nileofar Abolfathi, Bocconi U.; Hessamodin Sarooghi, U. of Missouri, Kansas City

1091: (Paper Session) - (SIM) Political CSR: Definitions and Critiques
11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 1091
Chair: Jeffrey Lenn, George Washington U.
Theoretically meaningful but economically unsustainable: The case of political CSR | Pushpika Vishwanathan, Erasmus U. Rotterdam
Muddling through Political and Economic Tensions: A Territorialized Conception of Political CSR | Nolywé Delannay, HEC Montreal; Emmanuel Raufflet, HEC Montreal
The Governance of Political Corporate Social Responsibility | Bobby Banerjee, City U. London; Cameron Sabadoz, U. of Toronto
Decades of Corporate Social Responsibility: Let’s Not Pretend The Nation State Is Dead | Judith Schrempp-Stirling, U. of Richmond

1092: (Paper Session) - (SIM) Discourse Analysis and Business Ethics
11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room C
Tweet this session: #AOM2014 1092
Chair: Joe Sprangel, Mary Baldwin College
A Discourse Ethics Approach To Social Shareholder Engagement: Developing A Normative Perspective |
Session Details – Monday, 12:00 - 2:00 PM

Monday 12:00PM

1095: (ICW) JMS Editorial Board Working Lunch
12:00pm - 2:00pm Loews Philadelphia Hotel: Howe Room
Tweet this session: #AOM2014 1095
Organizer: Margaret Turner, Journal of Management Studies

Monday 1:00PM

1096: (MED) MED Past Chairs, Keynote Lunch and Strategy Meeting
1:00pm - 3:00pm Loews Philadelphia Hotel: Regency Ballroom C2
Tweet this session: #AOM2014 1096
By invitation only

Monday 1:15PM

1097: (BPS) Organizational Decision-Making - Aggregating Individuals’ Incentives and Information
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session: #AOM2014 1097
Organizer: Markus Reitzig, U. of Vienna
Discussants: Richard A. Bettis, U. of North Carolina, Chapel Hill; Felipe A. Csaszar, U. of Michigan
Strategic Decision-Making in Hierarchies | Helge Klapper, U. of Vienna; Boris Maciejovsky, U. of California, Riverside; Phanish Puranam, INSEAD; Markus Reitzig, U. of Vienna
Organizational Structure and Joint Learning | Michael Christensen, U. of Southern Denmark; Thorbjørn Knudsen, U. of Southern Denmark

Searching in Teams: an Experimental Study of Aggregation and Incentives | Nils Stieglitz, Frankfurt School of Finance & Management
The Costs and Benefits of Decentralized Resource Allocation in Organizations: An Experimental Study | Reddi Kotha, Singapore Management U.; Jayanth Narayanan, National U. of Singapore; Phanish Puranam, INSEAD

1098: (Paper Session) - (BPS) Network Attributes
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Parlor A
Tweet this session: #AOM2014 1098
Chair: Corey Phelps, HEC Paris
Alliance Portfolio Diversity, Organizational Slack, and Firm Financial Performance | Fabio Zambuto, U. of Palermo; Giovanna Lo Nigo, U. of Palermo
Alliance Network Structure and Inter-firm Knowledge Flows: Evidence from R&D Alliances | Simona Ileana Giura, Rensselaer Polytechnic Institute; T. Ravichandran, Rensselaer Polytechnic Institute
Coordination within Multiproduct Firms: Implications of Organizational Forms on Product Portfolio | Joon Mahn Lee, Purdue U.; West Lafayette; Rahul Kapoor, U. of Pennsylvania
Complexity, Heterogeneity, and Transfer Effects of Joint Venture Experience on Performance | Dorota Piaskowska, U. College Dublin; Anna Nadolska, Erasmus U. Rotterdam; Harry G. Barkema, London School of Economics

1099: (BPS) Wiley-Blackwell Outstanding Dissertation Award Finalists
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Philadelphia South
Tweet this session: #AOM2014 1099
Chair: Christoph Zott, IESEG Business School
Three Essays on the Impact of Geographic and Social Proximity on Innovation | Christian Catalini, MIT Sloan
Employee Departure from Organizations: Three Empirical Essays | Seth Carnahan, U. of Michigan
The Interaction between Competition, Collaboration and Innovation in Knowledge Industries. | Keyvan Vakili, London Business School
Role of Private Equity Investment in Technology Start-Ups. | Supradeep Dutta, U. at Buffalo, the State U. of New York
Institutional Change and Entrepreneurship. | Robert Neal Eberhart, Santa Clara U.

1100: (Paper Session) - (BPS) Corporate Governance and Risk Taking
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 1100
Chair: David Partington, Cranfield U.
CEO Option Wealth and Firm Risk-Taking: An Analysis of Multiple Reference Points | Elizabeth Lim, Georgia State U.
Effects of Accumulated CEO Pay and Relative Performance on Risk Taking and Performance Variance | Daniel Jinyong Zying, Rice U.; William Gerard Sanders, The U. of Texas at San Antonio
Hero or Custodian? The Polarization of Retiring CEO Beliefs and Strategic Risk Taking | Hansin Bilgili, U. of Arkansas; Joanna Tochman Campbell, U. of Arkansas; Alan E. Ellstrand, U. of Arkansas; Jonathan Lewis Johnson, U. of Arkansas

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Employment Risk and Risk Taking: The Moderating Impacts of Internal and External Executive Markets | Shu-Ping Li, National U. of Singapore

1101  (Paper Session) - (BPS) Using Knowledge From and Across Multiple Markets
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session: #AOM2014 1101
Chair: Exequiel Hernandez, U. of Pennsylvania
Reforms and Knowledge | Luis Alfonso Dau, Northeastern U.
International Strategies by Emerging Market Companies: A Dynamic Capabilities Perspective | Ping Deng, Cleveland State U.; Yipeng Liu, Kent U.; Vickie Coleman Gallagher, Cleveland State U.
How Do Multinational Corporations Identify And Use External Knowledge? A Boundary-Spanning Approach | Felipe Monteiro, INSEAD; Julian Birkinshaw, London Business School

1102  (Paper Session) - (BPS) Capability Development in Organizations
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session: #AOM2014 1102
Chair: John S. Chen, U. of Florida
How Do Firms Develop New Capabilities? Leica’s Rocky Road from Analog to Digital Imaging | Arne Keller, Freie U. Berlin; Georg Schreysogg, Freie U. Berlin
How Standalone Firms Build Capabilities: The Role of Shared Institutional Infrastructure in Brazil | Aline Gatignon, INSEAD; Laurence Capron, INSEAD
Subnational Institutional Environment and Product Diversification of Chinese Trust Companies | Xiaoming He, Beijing Jiaotong U.; Lin Cui, Australian National U.; Yang Liu, The U. of Manchester
Capability Development: Learning from Performance Feedback | Ari Dothan, Technion Israel Institute of Technology; Doev Lavie, Technion Israel Institute of Technology

1103  (Paper Session) - (BPS) Organizational Change, Environmental Change and Firm Performance
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session: #AOM2014 1103
Chair: Craig E. Armstrong, The U. of Alabama
Managing Through Time: A Dynamic Model of Organizational Adaptation to Environmental Changes | Achim Schmitt, École hôtelière de Lausanne; Patricia Klarner, U. of Munich
Stability-Change Dialectical Dynamics and Corporate Turnaround | Chanchai Tangpong, North Dakota State U.; Zonghui Li, Mississippi State U.; Lehmbarg G Derek, North Dakota State U.

1104  (Paper Session) - (BPS) Corporate Social Responsibility
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Seminar Room B
Tweet this session: #AOM2014 1104
Chair: Marne L. Arthaud-Day, Kansas State U.
The Effect of Corporate Social Responsibility on Employee Salary Requirements and Performance | Vanessa Burbano, UCLA
Effects of CSR on Firm Financial Performance: A Competitive-Action Perspective | Kwang-Ho Kim, College of Business Administration/Hankuk U. of Foreign Studies; Min Chung Kim, Hong Kong Polytechnic U.; Cuili Qian, City U. of Hong Kong; Byung il Park, College of Business Administration/Hankuk U. of Foreign Studies
Stakeholder Response to Expected Change in CSR: Do CSR Ratings Effect Value Creation from M&A? | Gunae Choi, Rutgers Business School; Petra Christmann, Rutgers U.; Ivan Montiel, Loyola Marymount U.
Who Cares about That? How CEO Hubris Affects Corporate Social Responsibility | Yi Tang, Hong Kong Polytechnic U.; Cuili Qian, City U. of Hong Kong; Guoli Chen, INSEAD; Rui Shen, Nanyang Technological U.

1105  (Paper Session) - (BPS) Multimarket Competition and Competitive Actions
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Seminar Room C
Tweet this session: #AOM2014 1105
Chair: Richard D. Wang, U. of Minnesota
A Game-Theoretical Propensity Score Analysis of Multimarket Contingencies | Seongsu Kim, The Ohio State U.
The Impact of Multimarket Contact on Efficiency and Profitability | Luz Elena Orozco, U. de los Andes; Albert Cannela, Arizona State U.
Competitive Actions under Rival’s Attack | Wan-Ting Su, National Tsing Hua U.; Bou-Wen Lin, National Tsing Hua U.

1106  (Paper Session) - (BPS, ENT, TIM) The Crowdfunding Phenomenon: Mapping Research and Data Opportunities
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 1106
Organizers: Gary Dushnitsky, London Business School; Dan Marom, The Hebrew U. of Jerusalem
Crowdfunding Data Enclave: State of the Art of Future Steps | Lee Fleming, U. of California, Berkeley
When Firms are Potemkin Villages: Entrepreneurs and Formal Organizations | Ethan Mollick, Wharton School
Gender Dynamics in Crowdfunding: Evidence on Entrepreneurs, Investors, and Deals from Kickstarter | Alicja Robb, Ewing Marion Kauffman Foundation
Participant: Sharon F. Matusik, U. of Colorado, Boulder

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1107 \( \square \): (BPS, SIM) The Power of Corporate Documents: Exploring the Impact of Information Dislosed by Organizations
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom F
Tweet this session: \#AOM2014 1107
Chairs: Corey Fox, Oklahoma State U.; Scott G. Johnson, Oklahoma State U.
Avoiding the Adverse Consequences Associated with Risk Events: The Role of Managerial Attention | Corey Fox, Oklahoma State U.; Scott G. Johnson, Oklahoma State U.
The Impact of a Board Level Technology Committee on Technology Outcomes and Firm Performance | Brent Clark, U. of South Dakota; Karen Schnatterly, U. of Missouri; Richard A. Johnson, U. of Missouri
The Pay-Performance Link: Using Text Data in Proxy Statements | Rebecca A Ranucci, U. of Connecticut; David Souder, U. of Connecticut
The Impact of Corporate Social Responsibility Reporting on Corporate Social Performance | Kareem M. Shabana, U. of Wisconsin, La Crosse

1108 : (Plenary) - (CAR) Executive and Academic Insights on Work-Life Integration
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon A
Tweet this session: \#AOM2014 1108
Organizers: Karin Sanders, U. of New South Wales; Rebecca Arbuthnot, U. of Melbourne
Panelists: Donna Hrinak, Boeing Company; Douglas T. Hall, Boston U.; Gary N. Powell, U. of Connecticut; Lotte Baily, Massachusetts Institute of Technology

1109 \( \square \) \( \square \): (CAU) The HRM Process Approach: A Global Project
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 415
Tweet this session: \#AOM2014 1109
Organizers: Karin Sanders, U. of New South Wales; Helen Joanne Shipton, Nottingham Trent U.

1110 \( \square \) \( \square \): (CAU) Authentic Leadership Caucus – Building a Research Community – The Power of Words.
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Parlor D
Tweet this session: \#AOM2014 1110
Organizers: Hannes Leroy, Cornell U.; William L. Gardner, Texas Tech U.

1111 \( \square \) : (CAU) Organizational Errors, Reliability, and Safety Culture
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 8
Tweet this session: \#AOM2014 1111
Organizers: Timothy J. Vogus, Vanderbilt U.; Rangaraj Ramanujam, Vanderbilt U.

1112 \( \square \) \( \square \): (Paper Session) - (CM) About Time: The Dynamic Nature of Conflict
1:15pm - 2:45pm Pennsylvania Convention Center: Room 108 B
Tweet this session: \#AOM2014 1112
Chair: Matthew A. Cronin, George Mason U.

Winner of CM Division Best Paper Award - Empirical or Theoretical

1113 \( \square \) : (Paper Session) - (CMS) Critical Entrepreneurship and Strategy
1:15pm - 2:45pm Pennsylvania Convention Center: Room 107 A
Tweet this session: \#AOM2014 1113
Chair: Paul F Donnelly, Dublin Institute of Technology
The Power of Words in Tension: Enterprise/Strategy as a Dilemma in Neo-liberalism’s Persistence | Brendan K O’Rourke, Dublin Institute of Technology
Everyone a Changemaker: Social Entrepreneurship, Hegemony and the Fantasy of Social Change | Pascal Dey, U. of St. Gallen; Hanna Schneider, WU Vienna; Florentine Maier, WU Vienna
Against Innovation, Against Entrepreneurship (WITHDRAWN) | Gerard Hanlon, Queen Mary U. of London
Conceptualizing Strategy Praxis Through Power Relations | Annina Rantakari, U. of Oulu; Vesa Johannes Puhakka, U. of Oulu
Ontological Inattention and Epistemological Naivety: A Critique of Entrepreneurial Alertness | Stratos Ramoglu, U. of Southampton; Stelios C. Zyglidopoulos, U. of Glasgow Adam Smith Business School

1114 \( \square \) : (Paper Session) - (CMS) Materialities and Bodies in Time and Space
1:15pm - 2:45pm Pennsylvania Convention Center: Room 109 A
Tweet this session: \#AOM2014 1114
Chair: Emma Bell, Keele U.
Images of Workplace Politics: Control and Resistance via Visual Materiality | Rafael Alcădipani, FGV-EAESP; Gazi Islam, Grenoble Ecole de Management
Work, Women and the Menopause: An Exploratory Study | Gavin Jack, La Trobe U.; Emily Bariola, La Trobe U.; Kathleen Riach, Monash U.; Jan Schapper, La Trobe U.; Marian Pitts, La Trobe U.; Philip Sarre, Yale U.
The Patient’s Body in Organizing Care: Examining Power/Knowledge Relations in Decision-making | Laura
**Session Details – Monday, 12:00 - 2:00 PM**

**Participants:** U.

**Chair:** research

**race/ethnic dissimilarity in the workplace, identity, mentoring &**

1118 (Paper Session) - (GDO) Demographic Similarity and Its Outcomes

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth B

Twitter this session: **#AOM2014 1118**

**race/ethnic dissimilarity in the workplace, identity, mentoring & networks, fault lines, inclusion, inter-group relations, quantitative research**

**Chair:** Rae Yunzi Tan, U. of Baltimore

- Demographic faultlines in boards: Impact of diversity and board size | Muhammad Ali, Queensland U. of Technology; Oluremi B. Ayoko, The U. of Queensland, Australia
- Unlocking the Performance Potential of Employees Who Are Racially Dissimilar From Their Boss | Orlando C. Richard, U. of Texas, Dallas; María Carmen Triana, U. of Wisconsin, Madison

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

**Section D**

**1119 (Paper Session) - (GDO) Work-life Balance Practices and Their Outcomes**

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth D

Twitter this session: **#AOM2014 1119**

**work-family life, gender, communication, comparative/cross-culture, quantitative research, job/orGANizational attitudes, human resource management**

**Chair:** Amit Kramer, U. of Illinois at Urbana-Champaign

- How National Context Moderates the Effect of FSSB on Job Performance and Turnover Intentions | Mireia Las Heras, IESE Business School; Spela Trefalt, Simmons College; Pablo Ignacio Escibano, IESE Business School
- The Double-Edged Sword of Managing the Boundary between Work and Family | Dawn S. Carlson, Baylor U.; K. Michele Kacmar, The U. of Alabama; Suzanne Zivnuska, California State U. Chico; Merideth Ferguson, Utah State U.; Reginald Lewis Tucker, U. of Alabama, Tuscaloosa
- Gender Matters: The Effects of Communication Technologies on Engagement and Enrichment | Altovise Monae Rogers, San Jose State U.; Kori Callison, U. of Alaska Anchorage
- Work-to-family Conflict and Individual Consequences: How Gender Egalitarianism Makes a Difference | Kai Zhao, Tsinghua SEM; Mian Zhang, Tsinghua U.; Sharon Foley, No Affiliation

**1120 (Paper Session) - (GDO) Situating Diversity’s Effects: Networks, Tokenism, and Atypical Leaders**

1:15pm - 2:45pm Loews Philadelphia Hotel: Parlor 1

Twitter this session: **#AOM2014 1120**

**diversity’s impact on group performance, tokens, team performance, in group incivility, appraisal, stereotyping**

**Chair:** Cristina Rubino, California State U., Northridge

- The Crabs in a Barrel Syndrome: Structural Influence on Competitive Behavior | Carliss D. Miller, U. of Texas, Dallas
- Does valuing diversity result in worse performance ratings for minority and female leaders? | David R. Hekman, U. of Colorado; Maw-Der Foo, U. of Colorado, Boulder
- Tokens, Race & Dyadic Interactions: Considering the impact of childhood tokenism | Nicole C. Jones Young, U. of Connecticut

**1121 (Paper Session) - (GDO) Stigmatization of LGBT employees**

1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room B

Twitter this session: **#AOM2014 1121**

**disclosure, invisible stigma, lgbt, identity**

**Chair:** Raymond N. C. Trau, Curtin U.

**Bicultural Experience and Developmental Relationships: A Professional Approach | Jonathan Ashong-Lamphey, London School of Economics**

- It Is Worse When You Do it: Effects of Presenteeism and Demographic Dissimilarity on Coworkers | Aleksandra Lukyse, U. of Western Australia; Derek R. Avery, Temple U.; Gillian Bernadette Yeo, U. of Western Australia

The power of words, trust and HRM in the disclosure of sexual minority identity at work | Ben Capell, Ramon Llull U. / ESADE; Shay S Tzafir, U. of Haifa; Simon L. Dolan, ESADE; Guy Enosh, U. of Haifa

Identity Management Motives of Stigmatized Employees: An Examination of Mediating Mechanisms | Christine May Yan Kermond, Michigan State U.; Ann Marie Ryan, Michigan State U.


1122 1122: (Paper Session) - (GDO, ODC, OB) Boardroom of the Future: Challenges to and Strategies for Effective Functioning

1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room C

Chair: Suzanne C. de Janasz

Future: Challenges to and Strategies for Effective Functioning

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth C

Presenters: Karsten Jonsen, IMD; Florence Villesche, Copenhagen Business School; Morten Huse, U. of Witten/Herdecke; Heather Fouest-Cummings, Catalyst; Jan Hagen, ESMT; Tracy Long, Boardroom Review Limited; Suzanne C. de Janasz, IMD; Maury Peiperl, IMD

1123 1123: (Paper Session) - (HCM) Perceptions of Leaders and Leadership in Healthcare

1:15pm - 2:45pm Pennsylvania Convention Center: Room 111 A

Chair: Brian Hilligoss, The Ohio State U.

Uncovering Healthcare managers’ conceptions of Leadership Development: A Phenomenographic Analysis | Paul Benedict Joseph-Richard, Queen's U. Belfast; Shirley Ann Hazlett, Queen's U. Belfast

The Ambiguous and Underappreciated Role of Middle Managers in Healthcare Organizations | Alan T Belasen, State U. of New York Empire State College

The role of dominant culture type in aligning organizational performance with system-level goals | Stefano Calciolari, U. della Svizzera Italiana; Anna Prenestini, Bocconi U.; Federico Lega, Bocconi U.

Leadership talk: Discourses of management and leadership in healthcare | Paula Hyde, Durham U.; Michael Bresnen, The U. of Manchester; Damian Edward Hodgson, The U. of Manchester; Simon Bailey, The U. of Manchester; John Hassard, The U. of Manchester

1124 1124: (Paper Session) - (MH) A Historical Critique of the Field of Management

1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth C

Chair: Kyle Bruce, Macquarie U.

Authors will present a critical review of the field, challenging accepted methods and offering suggestions for improvement going forward.

1125 1125: (Paper Session) - (MOC) Intuition and Qualitative Methods

1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room A

Chair: Abby Mello, Towson U.


Enacting Intuitions: How Police Use Their Intuitive Judgments in First-Response | Cinia Akinci, U. of St Andrews; Eugene Sadler-Smith, U. of Surrey

Sharing and Communicating Intuition in Organizational Decision Making | Ioanna Constantiou, Copenhagen Business School; Arisa Shollo, Copenhagen Business School; Morten Thanning Vendelo, Copenhagen Business School

Conceptualizing Imagination and Its Effective Use in Business | Arjan Frederiks, U. of Twente

1126 1126: (Paper Session) - (MOC) Cognition and Positive Organizational Scholarship

1:15pm - 2:45pm Loews Philadelphia Hotel: Penn

Chair: Lyndon Earl Garrett, U. of Michigan

Co-constructing a Sense of Community at Work: The Emergence of Community in Coworking Spaces | Lyndon Earl Garrett, U. of Michigan; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Peter Bacevice, DEGW

Finalist for MOC Division Best Student Paper

How and when does customer feedback influence organizational health? An organizational-level study | Petra Kipfelsberger, U. of St Gallen; Dennis Herhausen, U. of St Gallen

Broken promises: Repairing behavioral integrity via dissonance attributions and constraints | Ed Tomlinson, West Virginia U.; Andrew Michael Carnes, West Virginia U.

Relational Underpinning of Strategic Adaptability: The Power of Caring and Generativity | Abraham Carmeli, Tel Aviv U.; Carla D. Jones, Sam Houston State U.; Galy Binyamin, Ariel U.

Finalist for MOC Division Best Paper

1127 1127: (Paper Session) - (MOC) Cognition, Strategy and Coordination

1:15pm - 2:45pm Loews Philadelphia Hotel: Tubman Room

Chair: Gerard P. Hodgkinson, U. of Warwick

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 12:00 - 2:00 PM

Section D

Heterogeneity on Team Performance

1128 : (Paper Session) - (MOC) Personal and Work Identities
1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room A
Chair: Elizabeth D. Rouse, Boston U.

Religious Identity and its Role in Individual Workplace Experiences | Shelly C. McCrindle, Boston College; Michael G. Pratt, Boston College
The Search for ‘Real’ Farmers- Questions of Social Identity in Farmer-Based Organizations | Natasha Katua Mwilwa, Monash U.

Being Two People at the Same Time: Bicultural Identity Integration Affects Intergroup Prejudice | Yu-Wei Hsu, Northwestern Kellogg School of Management; Robert W. Livingston, Northwestern U.
Life after Founder: Exploring the Link between Organization and Leader Image Following Succession | Isabelle Yi Ren, Boston College

1129 : (Paper Session) - (MSR) Creative application of spiritual awareness
1:15pm - 2:45pm Loews Philadelphia Hotel: Regency Ballroom C1
Chair: Kathy Lund Dean, Gustavus Adolphus College

Knowledge Creation through Inner Self Exploration | Patricia Corner, Auckland U. of Technology
Feasting eyes with Mona Lisa: A hermeneutic gaze at four unique faces of workplace spirituality | Ekaterina Todarello, Macquarie U.; Elizabeth More, Australian Catholic U.
Spirituality and Entrepreneurial Failure | Smita Singh, Auckland U. of Technology; Patricia Corner, Auckland U. of Technology
Greedy at Work: A Review and Assessment | Joel B. Carnevale, Auburn U.; Alan G. Walker, Auburn U.

1130 : (Paper Session) - (OB) Holding Each Other Accountable in Teams: Effects of Conformity and Heterogeneity on Team Performance
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon B
Chair: Gamze Koseoglu, Georgia Tech

Authorized Peer Pressure and Mutual Accountability in Teams | Faiza Rashid, Harvard U.
Systemic Mismatch: Bringing Down the Risks of Conformity and Deviation Biases | Shefali V. Patil, U. of Pennsylvania

Structurally Redundant Heterogeneity and Group Performance | Edward Bishop Smith, Northwestern Kellogg School of Management
Is Status Inequality Functional for Group Performance? Examining Legitimacy and Task Type | Feng Bai, U. of Toronto; Colleen H Sturt, Johns Hopkins U.; Jennifer L. Berdahl, U. of Toronto

1131 : (Paper Session) - (OB) Pushing a Bit Harder for Creativity: Practices and Tools
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon L
Chair: Celine Abecassis-Moedas, U. Católica Portuguesa
Taking Time to Incubate: Moderating Role of ‘What You Do’ and ‘When You Do It’ on Creativity | Nora Madjar, U. of Connecticut; Benjamin Herndon, Georgia Tech; Christina E. Shalley, Georgia Institute of Technology
Drawing Mickey Mouse and Animating Nemo: How the Use of Technological Tools Affects Creativity | Pier Vittorio Mannucci, HEC Paris
Effects of Job Complexity on Proactive and Responsive Creativity | Sun Young Sung, Nanjing U.; Jin Nam Choi, Seoul National U.

1132 : (Paper Session) - (OB) Construct Development and Scale Validation of Organizational Measures
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 302
Chair: Lucy R. Ford, St. Joseph’s U.
Development and Validation of the Workplace Hazing Scale | Johnna Capitano, Drexel U.; Mary Mawritz, Drexel U.; Quinn W. Cunningham, Drexel U.
Ostracism in Team Socialization: Teaching Social Norms through Exclusion | Catherine Ott-Holland, Michigan State U.
The Development and Utility of a True Collective Goal Orientation Measure | Christopher O. L. H. Porter, Indiana U.; Tomas Thundiyil, Texas A&M U., College Station; Aleksander P. J. Ellis, U. of Arizona

1133 : (Paper Session) - (OB) Creativity in Context: Culture and Feedback Sources Matter
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 303
Chair: Lucy L. Gilson, U. of Connecticut
Learning from Cultural Shocks: A Cross-cultural Longitudinal Study of Expatriate Creativity | Dong Liu, Georgia Institute of Technology; Xiaoping Chen, U. of Washington
Abide, Push Back or Challenge? Face Loss and Creativity in Face, Dignity and Honor Cultures | Ella Miron-Spektor, Technion Israel Institute of Technology; Susannah Paletz, U. of Maryland; Chun-Chi Lin, National Taiwan U.
1134  : (Paper Session) - (OB) Observing and Interacting with Others: Insights into our Relational World
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 1134
Chair: Alyson Byrne, U. of Manitoba
What Your (In)Authentic Expression Means to Me: Social Inferences in Initial Business Encounters | Laura Rees, Vanderbilt U.
Seeing Too Much: Too Much In Sight, Too Little Insight? An Attention-Driven View of Productivity | Ethan S. Bernstein, Harvard U.
OB Division Best Dissertation-Based Paper Award, sponsored by Wiley-Blackwell on behalf of the Journal of Organizational Behavior

1135  : (Paper Session) - (OB) Shining and Thriving at Work: The Power of Positivity and Authenticity
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 305
Tweet this session: #AOM2014 1135
Chair: Tara Wernsing, IE Business School
Effects of a Strengths Intervention on Work Engagement and Burnout: Positive Affective as a Mediator | Maria Christina Meyers, Tilburg U.; Marianne van Woerkom, Tilburg U.
Letting Your True Self Shine Through: Antecedents And Consequences Of Authenticity At Work | Germano Glufke Reis, Fundacao Getulio Vargas; Jordi Trullen, ESADE Business School; Joana S. Story, NOVA School of Business and Economics
Team Performance and Team Members’ PsyCap: Role of Leaders in Changing Post-Performance Positivity | Lei Huang, The U. of Nebraska-Lincoln; Fred Luthans, The U. of Nebraska-Lincoln
Do Leaders’ Psychological Capital and Engagement Influence Follower Teams or Vice Versa? | Jarrod M. Haar, Massey U.; Maree Roche, U. of Waikato; Fred Luthans, The U. of Nebraska-Lincoln

1136  : (Paper Session) - (OB) Organizational Performance and OCBs: The Impacts of Age, Obligation and Entitlement
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 308
Tweet this session: #AOM2014 1136
Chair: Sigmar Malvezzi, Fundação Dom Cabral
Turning Good Soldiers into Bad Apples: Examining when and why Citizenship Behavior Leads to Deviance | Kai Chi Yam, U. of Washington, Seattle; Anthony Klotz, Oregon State U.; Wei He, Huazhong U. of Science & Technology; Scott J. Reynolds, U. of Washington

1137  : (Paper Session) - (OB) Leader’s Characteristics and Perceptions of Ethical Leadership
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 401
Tweet this session: #AOM2014 1137
Chair: Nicholas Clarke, U. of Southampton
Examining the Effects of Race and Communication Style on Ethical Leadership Perceptions | Dennis John Marquardt, The U. of Texas at Arlington; Lee Brown, Texas A&M U. - Central Texas
The “Right” and the “Good” in Ethical Leadership | Chaim Ross Letwin, U. of Central Florida; David X.H. Wo, U. of Central Florida; Robert Folger, U. of Central Florida; Darryl Rice, U. of Central Florida; Regina Michelle Taylor, U. of Central Florida; Brendan Mark Richard, U. of Central Florida
Shaping Emotional Reactions to Ethical Behaviors: Proactive Personality as a Leadership Substitute | Maria João Velez, Nova U., Lisbon; Pedro Neves, Nova U., Lisbon

1138  : (Paper Session) - (OB) Too Much Of A Good Thing? Relationships and Fun at Work
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 402
Tweet this session: #AOM2014 1138
Chair: Pauline Schilpzand, Oregon State U.
Disentangling the Life Domain:How Does Serious Leisure Influence Task Performance at Work? | Troy Smith, Texas A&M U.
An Exploration of Multi-Domain Leadership | Michelle Hammond, U. of Limerick; Rachel Clapp-Smith, Purdue U., Calumet; Michael Palanski, Rochester Institute of Technology
When Work-Family Support is Misallocated: The Key Role of Supervisor-Employee Value Congruence | Lisa Walther Sublett, U. of Houston; Lisa M. Penney, U. of Houston; Dena Rhodes, U. of Houston
Formal Networks and Reverse Job Design: When Subordinates and Supervisors Perceive the Opposite | Lorenzo Bizzi, California State U., Fullerton

1139  : (Paper Session) - (OB) What’s the Price? Factors that Drive or Restrain Turnover
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 403
Tweet this session: #AOM2014 1139
Chair: James A. Meurs, U. of Calgary
Stressful Work and Turnover: The Mediating Role of Psychological Strain | Marcus James Fila, Hope College
When Will Pay Affect Executive Voluntary Turnover? An Integration of Two Comparison Perspectives | Christian Troester, Kuehne Logistics U.; Stefan Thau, INSEAD; Karl Aquino, U. of British Columbia; Niels Van Quaquebeke, Kuehne Logistics U.

Merit-based Rewards, Job Satisfaction, and Voluntary Turnover: The Moderating Effect of Demographics | Azusa Hitotsuyanagi, U. of Göttingen; Fabian Jintaee Froese, U. of Goettingen; Vesa Peltokorpi, Japan Advanced Institute of Science and Technology

How External And Internal Organizational Image Impact Absenteeism? | Kateleen De Stobbeleir, Vlerick Business School; Marjolein Caniels, Open U. Nederland; Inge De Clipperele, Vlerick Leuven Gent Management School; Jana Deprez, Vlerick Business School; Dirk Buyens, Ghent U.

1140 : (Paper Session) - (OB) More than What's on the Surface: Examining Emotional Labor
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 1140
Chair: Prisca Brosi, TUM School of Management
Emotional Labor Interactions and Coworker Harming: A Self-Regulatory Depletion Perspective | Hong Deng, the London School of Economics and Political Science; Frank Walter, Justus-Liebig-U. Giessen; Catherine K Lam, City U. of Hong Kong; Helen Hallin Zhao, U. of Iowa
Faking it for the Higher-Ups: Status and Emotional Labor in Workplace Meetings | Jane Shumski Thomas, U. of North Carolina, Charlotte; Joseph Andrew Allen, U. of Nebraska Omaha; Steven Rogelberg, U. of North Carolina, Charlotte; John Kello, Davidson College
Survival Mentality? A Study of Status-Striving Behaviors Following Shocks to Status Hierarchy | Elijah Xun Ming Wei, U. of Maryland; Rellie Rachel Derfler-Rozin, Robert H. Smith School of Business; Jennifer Carson Marr, Georgia Institute of Technology

1141 : (Paper Session) - (OB) The Scales of Work and Life: Moving Work-Life Balance Research Forward
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 410
Tweet this session: #AOM2014 1141
Chair: Laura M. Graves, Clark U.
New Directions for Work-Life Balance Research: A Conceptual, Qualitative Approach | Ruth Maria Stock, Technische U. Darmstadt; Theresa Margareta Entringer, Technische U. Darmstadt; Gisela Irene Bieling, Technische U. Darmstadt
Examining Work-Family Enrichment as an Autonomously Motivated Experience of Resource Investment | Heidi M. Baumann, Bradley U.; Kelly Schwind Wilson, Purdue U., West Lafayette

What Keeps Employees from Bringing Work Home? The Dual Impact of Work Support and Spousal Support | Helen Pluit, Tilburg U.; Petru Lucian Curseu, Tilburg U.; Marius T.H. Meeus, Tilburg U.

1142 : (OB, GDO) Integrating Power and Faultlines to Better Explain Organizational Realities
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon J
Tweet this session: #AOM2014 1142
Chairs: Mirko Antino, U. Complutense de Madrid; Sherry M Thatcher, U. of South Carolina; Ramon Rico, U. Autónoma de Madrid
The Effect of the Status Faultlines on Group Performances | Leitan Zhang, Harvard U.
Group Faultline, Equity Ownership, and Nonfamily Manager Turnover in Family Firms | Weiwen Li, Sun Yat-sen U.; Dora C. Lau, Chinese U. of Hong Kong
The Role of Fairness perception and power structure in faultlines teams | Mirko Antino, U. Complutense de Madrid; Ramon Rico, U. Autónoma de Madrid; Sherry M Thatcher, U. of South Carolina
From Micro to Macro and Back: Getting the Most out of Faultline Theory in Understanding Multi-Team Systems | Yekaterina Bezrukova, Santa Clara U.; Chester S. Spell, Rutgers U.; Terry C. Blum, Georgia Institute of Technology

1143 : (OB, HR) Leadership and Teamwork in the Global-Virtual Workplace
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 407
Tweet this session: #AOM2014 1143
Chairs: April D. Schantz, Florida International U.; Victoria L. Pace, U. of Central Florida
Discussant: Stephen J. Zaccaro, George Mason U.
Personality’s Impact on Shared Leadership and Outcomes in Virtual Teams | William S. Kramer, Clemson U.; Marissa Shaffer, Clemson U.; Shawn Burke, U. of Central Florida; Eduardo Salas, U. of Central Florida
How Team Composition Predicts Team Performance at Different Levels of Virtuality | Radostina K Purvanova, Drake U.

1144 : (OB, HR, CAR) The Power of Stressors: New Directions in the Challenge and Hindrance Stressor Framework
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 301
Tweet this session: #AOM2014 1144
Organizers: Margaret Shaffer, U. of Wisconsin, Milwaukee; Steven D. Charlier, Georgia Southern U.; Maria Kraimer, U. of Iowa
Discussants: Brooke R. Buckman, Florida International U.; Mihaela Dimitrova, Oakland U.; Stacy Lolkus, U. of Iowa
Resource Constrained Yet Proactive? The Mediating Role of Cognitive Appraisals | Ingrid C. Chadwick, Concordia U.; Jana L. Raver, Queen's U.
Stress is in the Eye of the Beholder: Work Demands, Demand Appraisals, and Well-Being | Stacy Lolkus, U. of Iowa

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Interaction Effects of Job Demands on Daily Goal Completion Satisfaction and Daily Work Engagement | Mihaela Dimitrova, Oakland U.; Margaret Shaffer, U. of Wisconsin, Milwaukee

Family Challenge and Hindrance Stressors: Family Engagement as a Key Transmitter to the Work Domain | Brooke R. Buckman, Florida International U.; Marcie LePine, Arizona State U.

Are Global Work Requirements a Challenge or a Hindrance? It Depends on the Employee’s Partner | Maria Kraimer, U. of Iowa; Mark C. Bolino, U. of Oklahoma; Steven D. Charlier, Georgia Southern U.; Olivier Wurtz, U. of Vaasa

1145 ➔ JS: (OB, HR, MOC) A Closer Look at Proactivity: Antecedents and Consequences
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 1145

Discussants: Angelo DeNisi, Tulane U.
Predicting Internal Service Quality: The Role of Employee Proficiency, Adaptivity, and Proactivity | Scott L Martin, Zayed U.; Richard J. Klimoski, George Mason U.

How and When Self-construals Can Shape Proactivity | Chia-Huei Wu, London School of Economics; Sharon K. Parker, U. of Western Australia; Long-Zeng Wu, Xiamen U.; Cynthia Lee, Northeastern U.
The Pursuit of Happiness at Work: How Active Changes at Work Influence Well-being and Work Outcome | Uta Bindl, London School of Economics and Political Science; Kerrie Unsworth, U. of Western Australia; Cristina Gibson, U. of Western Australia

A Future Work Self Intervention To Enhance Proactive Behavior At Work | Karoline Strauss, U. of Warwick; Sharon K. Parker, U. of Western Australia

1146 ➔ SHCS: (OB, HR, MSR) Leader Humility: The Boundary Conditions, Cross-Cultural Comparisons, and Practical Implications
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 404
Tweet this session: #AOM2014 1146

Organizer: Chia-Yen Chiu, U. at Buffalo, the State U. of New York
Discussants: Bradley Paul Owens, Brigham Young U.; James Emrich, Servant-Leader Associates

Cross-Level Interactive Effects between Proactive Personality and Humble Leadership | Shuhua Sun, Maastricht U.
Do Humble Leaders Affect All Followers Similarly? The Role of Power Distance | Michael A Daniels, Singapore Management U.; Gary Greguras, Singapore Management U.; Michael Bashshur, Singapore Management U.; Burak Oc, Pompeu Fabra U.

Cross-Cultural Comparison of Humility and Charismatic Leadership: Status Incongruences as Moderato | Amy Y. Ou, National U. of Singapore; Qin Su, Chinese U. of Hong Kong; Chia-Yen Chiu, U. at Buffalo, the State U. of New York; Bradley Paul Owens, Brigham Young U.

CEO Humility: Development of an Unobtrusive Measure and Strategic Implications | Marie Michele Beauchesne, Florida International U.; Nathan J. Hiller, Florida International U.

1147: (Paper Session) - (OCIS) Development and Use of Mobile Technologies
1:15pm - 2:45pm Pennsylvania Convention Center: Room 110 B
Tweet this session: #AOM2014 1147

Discussant: Nilesch Saraf, Simon Fraser U.

• Giving Voice to Team Members: IM and Texting Conversation Networks in Classrooms | Lorn Sheehan, Dalhousie U.; Binod Sundararajan, Dalhousie U.
• Design Parameters of Business Models in Two-Sided Markets: Strategies for App Platforms | Robin Kleer, RWTH Aachen U.; Iana Kouris, RWTH Aachen U.; Frank T. Piller, RWTH Aachen U.
• Mobile Communication and the Spiraling Effects of Techno-overload, Autonomy and Commitment | Stephen Glenn Jeffrey, U. of Passau; Heike Wissmann, U. of Passau; Marina Fiedler, U. of Passau

• Understanding Mobile Apps Purchase: The Effect of Free Trial and Online Consumer Review | Eugenia Y. Huang, National Chengchi U.; Kuang-Li Hung, National Chengchi U.

1148: (Paper Session) - (OCIS) How People Choose and Use Social Media
1:15pm - 2:45pm Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 1148

Discussant: Shuk Wong, TUI U.

• The Decision of Small Firms to Adopt Social Media: Perception of Risks and Benefits | Michael Beier, Swiss Institute for Entrepreneurship; Kerstin Wagner, Swiss Institute for Entrepreneurship
• Perspective Taking and Social Capital: Moderating Effects of Social Networking Sites Use and Gender | Hongguo Wei, Case Western Reserve U.; Xuan Xiao, Harbin Institute of Technology; Melvin L. Smith, Case Western Reserve U.; Tienan Wang, Harbin Institute of Technology

• The Adoption of Social Network Sites: Does Gender Inequality Matter? | Andreas Koenig, U. of Passau; Claus Gerckens, Friedrich-Alexander-U. Erlangen-Nuremberg; Peter Baumgart, Friedrich-Alexander-U. Erlangen-Nuremberg

• Grassroots versus Established Actors: Framing of a Crisis: Tweeting the Oil Spill | Emmanuelle Vaast, McGill U.; Hani Safadi, McGill U.; Bogdan Negolta, McGill U.; Liette Lapointe, McGill U.

1149: (Paper Session) - (OCIS) Strategies for Promoting Innovation and Creativity
1:15pm - 2:45pm Pennsylvania Convention Center: Room 118 B
Tweet this session: #AOM2014 1149

Discussant: Bart van den Hooft, VU U. Amsterdam

• Designing Individual Creativity Support Systems | Kai Wang, Stevens Institute of Technology; Jeffrey V. Nickerson, Stevens Institute of Technology
• A Study of the Relationship between the Knowledge Base and the Innovation Performance | Xin Jin, Tongji U.; Song Chen, Tongji U.; Jie Wang, Stanford U.; Ting Wang, China U. of Political Science and Law
• Exploring the Process of Architectural Innovation through Decomposing Practices (WITHDRAWN) | Mohammad Hosein Rezazade Mehrizi, VU U. Amsterdam; Joan Rodon, ESADE

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

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

1150 (Paper Session) - (ODC) Planning and Designing for Organizational Effectiveness
1:15pm - 2:45pm Pennsylvania Convention Center: Room 102 B
Tweet this session: #AOM2014 1150
Chair: Frances A Viggiani, Southern Connecticut State U.
The Development of a Multidisciplinary Model for Governing Projects | Christina Kirsch, The U. of Sydney; Simon Poon, The U. of Sydney; Raymond Young, U. of Canberra; Adrian Wong, The U. of Sydney
Processual Mechanisms of Organizational Change Readiness | James M. Vardaman, Mississippi State U.; John Matthew Amis, U. of Edinburgh Business School; Paul Wright, U. of Memphis; Ben Dyson, U. of Auckland
Where did it all go wrong?: Predicting the decline of Nortel Networks | Ken Ogata, York U.; Sandra Scott, U. of Guelph
How Organizational Approach Emotions Influence Sharing of Sensitive Information | Francesco Sguerra, U. Católica Portuguesa; Richard P. Bagozzi, U. of Michigan; Wayne Boss, U. of Colorado, Boulder; David S. Boss, Texas A&M U., College Station
Longitudinal study of road safety climate intervention: Climate as organizational boundary spanner | Eitan Naveh, Technion Israel Institute of Technology; Tal Katz-Navon, Interdisciplinary Center

1151 (Paper Session) - (ODC) Practice, Actionable Knowledge and Learning for Change
1:15pm - 2:45pm Pennsylvania Convention Center: Room 103 A
Tweet this session: #AOM2014 1151
Chair: Katherine Heynoski, Battelle for Kids
Beyond Boundaries. Reconceptualizing Exchanges between Management Scholars and Practitioners | Paula Ungureanu, Northwestern U.
Elaborating From Practice on the Theoretical Model of Engaged Scholarship | Jane E McKenzie, Henley Business School; Christine M. van Winkel, U. of Reading; Jean M. Bartunek, Boston College
Winner of ODC Division Rupert F. Chisholm Best Theory-to-Practice Paper
Developing a Framework for Tacit Knowledge Codification | Kate Elgayeva, Chicago School of Professional Psychology
An Aristotelian Praxis Approach To Action Research | Richard P Nielsen, Boston College

1152 (Paper Session) - (ODC) Discourse, Language and Change
1:15pm - 2:45pm Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 1152
Chair: Kate Isaacs, MIT Sloan
Sensegiving and Sensemaking in a Professional Services Firm: A Dualities Perspective | Fiona M. Sutherland, La Trobe U.; Aaron C.T. Smith, RMIT U.; David Gilbert, RMIT U.

1154 (Paper Session) - (OMT, OB) Action Science in Practice: What Can We Learn?
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon I
Tweet this session: #AOM2014 1154
Chair: Amy C. Edmondson, Harvard U.
Participants: Robert W Putnam, Action Design; Michael Beer, Harvard U.; Victor J. Friedman, Max Stern Jezreel Valley College
The Impact of Hospital Information Technology Bundles on Performance: an Econometric Study | Luv Sharma, The Ohio State U.; Aravind Chandrasekaran, The Ohio State U.; Ken Boyer, The Ohio State U.
Lean and Performance: The Impact of Organizational Culture | Rick Hardcopf, U. of Minnesota; Rachna Shah, U. of Minnesota
Measuring Firm Capabilities for Mass Customization: Construction of a Formative Measurement Index | Moritz Wellige, RWTH Aachen U.; Frank Steiner, RWTH Aachen U.

1155 (Paper Session) - (OM) Best Student Paper Nominees
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon I
Tweet this session: #AOM2014 1155
Papers nominated for the OM Division’s Best Student Paper award
Chair: Xiaosong (David) Peng, U. of Houston
The effect of supply networks structural and relational properties on dynamic capabilities | Leila Alinegahian, U. of Cambridge; Jagjit Srai, U. of Cambridge
The Impact of Hospital Information Technology Bundles on Performance: an Econometric Study | Luv Sharma, The Ohio State U.; Aravind Chandrasekaran, The Ohio State U.; Ken Boyer, The Ohio State U.
The Parallel Organization Model: Small-Scale, Deliberative, Democratic Processes | Thomas F Hawk, Frostburg State U.
Exploring Parallelism in Parallel Organization: Some Insights from the Italian Context | Luca Solari, U. of Milan
Moving Beyond “Parallel”: Moving Beyond “Intervention” | Susan A. Mohrman, U. of Southern California

1156 (Paper Session) - (OM) Supplier Development And Relationship Management
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon I
Tweet this session: #AOM2014 1156
Chair: Antti Tenhiala, IE Business School
Supplier development as knowledge transfer routines: managerial versus operational knowledge | Daesik Hur, Yongse U.; Hyojin Kim, Yongse U.

First-Tier Supplier as a Bridge for Innovation: Unpacking the Moderating Role of “Trust Imbalance” | Vikram Bhakoo, U. of Melbourne; Giles Hirst, Monash U.; Thomas Y. Choi, Arizona State U.; Ivan Destian Butar Butar, Monash U.

Value Creation and Appropriation in Buyer-Supplier Relationship: Evidence from Brazilian Firms | Priscila Laczynski de Souza Miguel, Fundacao Getulio Vargas; Renata Peregrino de Brito, Ibmec Business School

1157 (OM): (Paper Session) - (OMT) Services Capacity And Delivery
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 409
Tweet this session: #AOM2014 1157
Chair: Pettis Kent, U. of Minnesota
The Effects of Hospital-Level and Physician-Specific Surgical Volume on Patient Outcomes | Gregory N. Stock, U. of Colorado Colorado Springs; Christopher McDermott, Rensselaer Polytechnic Institute; Gopesh Anand, U. of Illinois at Urbana-Champaign
Hotel's Optimal Sales Strategy Facing Various Channels, Promotion Programs, and Contracts Options | Xun Xu, Washington State U.; Yibai Li, U. of Scranton; Yuxing Luo, Washington State U.

Make me Wait: When Waiting is not Always Negative | Gilda Hernandez-Maskivker, U. Rovira I Virgili; Gerard Anthony Ryan, U. Rovira I Virgili; Maria del Mar Pamies, U. Rovira I Virgili; Doriana Chicu, U. Rovira I Virgili
Opening the Black Box of Replication Strategy: The Role of Enabling Bureaucracy | Pettis Kent, U. of Minnesota

1158 (OM): (Paper Session) - (OMT) Navigating Institutional Logics and Institutional Change
1:15pm - 2:45pm Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 1158
Chair: Stephanie Bertels, Simon Fraser U.
Chance or Genius?: Dutch Sustainability Reporting and Garbage Can Institutionalism | Koen Van Bommel, VU U. Amsterdam
A Theoretical Model of Institutional Pluralism and Institutional Change | Emily S. Block, U. of Notre Dame
Dual Performance Feedback and Elite Law Firm Mergers | Wooseok Jung, Northwestern U.
Situated Professionalism: Navigating Competing Institutional Logics of Professionalism and Market | Jillian Darroch Chown, U. of Toronto

1159 (OM): (Paper Session) - (OMT) Peer Effects, Clawbacks and Feedback: The Challenges of Managing Executive Compensation
1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 1159
Chair: Maxine Robertson, Queen Mary U. of London
Peer Effects inside the Firm and the Diffusion of Managerial Pay | Amir Goldberg, Stanford U.; Ran Duchin, U. of Washington; Denis Sosyura, U. of Michigan

Fixing the Loopholes—How Monitoring Quality Influences Degrees of Freedom in Compensation Contracts | Laura Jacoby, U. of Goettingen

Firm-Level Heterogeneity of Clawback Provisions | Michael Erkens, HEC Paris; Ying Gan, WHU - Otto Beisheim School of Management; Burcin Yurtoglu, WHU - Otto Beisheim School of Management
Performance Feedback and Financing Decisions: Exploring Complementarities Between TCE and BTF | Jaya Dixit, Lally School of Management & Technology; Jonathan O'Brien, Rensselaer Polytechnic Institute

1160 (OM): (Paper Session) - (OMT) Understanding Institutional Logics: Four Perspectives
1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 1160
Chair: Robert J David, McGill U.
From Invisible Hand to Visible Hand: Platform Governance and Institutional Logics of Independent Mac Application Developers, 2001-2012 | Xiny Qiu, Health Integrity, LLC; Il-Horn Hann, U. of Maryland; Anand Gopal, U. of Maryland

Brewing an Assortment of Responses to Institutional Logics | Lærke Højgaard Christiansen, Stanford U.
Finalist for the Best Student Paper Award

The Institutional Logics of Firm Survival Following Merger and Acquisition Transactions | Laura T. Madden, East Carolina U.; Timothy M. Madden, Old Dominion U.; Jason Andrew Strickling, U. of Tennessee, Knoxville
Confrontation of Institutional Logics: Success and Failure of Cross Sector Partnerships | Alireza Ahmadsimab, ESSEC Business School; Gilles van Wijk, ESSEC

1161 (OM): (Paper Session) - (OMT) Institutional Change as a Semiotic Process: The Role of Actors and Symbols in Institutional Processes
1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 B
Tweet this session: #AOM2014 1161
Chair: Markus Perkmann, Imperial College London
A Semiotic Perspective on Decoupling and Institutionalization | Yuen Li, McGill U.
Once in Orange Always in Orange?: Logic De-identification During Institutional Transition | Madeline Troubiana, York U.
Sequential Attention during Institutional change: a Behavioral Interpretation | Jun Li, Southwest Minnesota State U.; Liting Liang, U. of Vaasa

The Proliferation of the Actor and Its Consequences | Hokyu Hwang, U. of New South Wales; Jeannette Colvays, Northwestern U.

1162 (OM): (Paper Session) - (OMT) Inequality, Environmental Degradation and the Responsibility of Business in Development
1:15pm - 2:45pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 1162
Chair: Tyrone S. Pitsis, Newcastle U.
These Unequal States: Corporate Organization and Income Inequality across the US States | Adam Cobb, U. of Pennsylvania; Flannery G. Stevens, U. of Utah
Winner of OMT Division Best Paper Award
Agent Autonomy and Local Context in the Management of International Development Agencies | Daniel Joshua Honig, Harvard Kennedy School

Vicious and Virtuous Practices: Logics of Mining at the Frontiers of an Emerging Economy | Anna Canato, IESEG School of Management; Jacob Vakayil, IESEG School of Management

Finalist for Best International Paper Award


1163 ➤ (Paper Session) - (OMT) Political Action and Political Processes
1:15pm - 2:45pm Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 1163
Chair: Anne Bowers, U. of Toronto

From a Celebrity to a Villain: Organizational Recategorization through Mediated Political Processes | Riku Ruotsalainen, VU U. Amsterdam; Lauri Wessel, Freie U. Berlin; Henri Schildt, Aalto U.; Janne Tienari, Aalto U.

Elite-Driven Community Collective Action and The Issues of Currency Substitutes In the Panic of 1907 | Lori Qingyuan Yue, U. of Southern California

Politician’s Dilemma: The Interplay of Commitment and Conformity in Pluralism | Sushanta Kumar Sarma, T. A. Pai Management Institute

Subtle Strategic Agency: Organizational Cognition and Actions under Structural Constraints | Yanfei Hu, Richard Ivey School of Business

1164 ➤ (Paper Session) - (OMT) Deferece, Deviance and Defiance: Unpacking the Complexity of Institutional Processes
1:15pm - 2:45pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 1164
Chair: Oliver Baumann, U. of Southern Denmark

Does Aspiration Influence Conformity Timing? A Study of Board Committee Adoption in Chinese Firms | Changhui Zhou, Peking U.; Danxue Gao, Peking U.

The Price of Admission: Deference in Overlapping Institutional Environments | Julien Jourdan, Bocconi U.

Organizational Defiance to Institutional Change: Empirical Study on China’s Minimum Wage System | Runtian Jing, Shanghai Jiao Tong U.

Entrepreneurial Imagination in Detroit: Creating an Alternative through Anti-Isomorphic Divergence | Suntae Kim, U. of Michigan, Ann Arbor

1165 ➤ (Paper Session) - (OMT) Teams and Networks: Explaining Learning and Performance
1:15pm - 2:45pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 1165
Chair: Jennifer Chandler, California State U., Fullerton

Learning Foci and the Reproduction of Social Relations | Valery Yakubovich, ESSEC; Ryan Burg, National Research U.

Finalist for Best International Paper Award
Taking One For The Team: The Performance Effects of Negative Affect Ties in Imbalanced Triads | James Ballard

Oldroyd, The Ohio State U.; Michael G. Hendron, Brigham Young U.

Network Effects on Team Performance: The Effect of Deep Diversity | Henrich R. Greve, INSEAD; Jasjit Singh, INSEAD; Gopakumar Gopalakrishnan, Infosys Limited

Tripping yourself up? Team Formation and Effective Teams | Antoine Vernet, Imperial College Business School; Tore Opsahl, Mesar Inc

1166 ➤ JS: (OMT, BPS, ENT) The Dynamics of Brokerage
1:15pm - 2:45pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 1166
Organizers: Martin Gargiulo, INSEAD; Yonghoon Lee, INSEAD
Chair: Martin Gargiulo, INSEAD
Discussant: Martin Gargiulo, INSEAD

Sustained Returns to Brokerage | Chris Rider, Georgetown U.; Sampsa Samila, National U. of Singapore

Multirole Brokers and Brokerage Dynamics in Collaborative Networks | Yonghoon Lee, INSEAD

How do Brokers Broker? Un-embedded Brokerage and the Temporality of Structural Holes | Eric Quintane, U. de los Andes; Gianluca Carnabuci, U. of Lugano; Garry L. Robins, U. of Melbourne; Philippa E. Pattison, U. of Melbourne

Network Dynamics and Responsiveness to Structural Change: Evidence from a Natural Experiment | Adam M. Kleinbaum, Dartmouth College

Finalist for Best Symposium Award

1167 ➤ SHCS: (OMT, SIM) Pathways to Poverty Alleviation: The Role of Discourse, Mechanisms and Innovative Solutions
1:15pm - 2:45pm Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 1167
Organizers: Tina Dacin, Queen’s U.; Dan S. Samosh, Queen’s School of Business, Canada
Discussant: Gerald F Davis, U. of Michigan

Governance of International Advocacy NGOs | Alnoor Ebrahim, Harvard U.

Innovation Trajectories of Development Organizations | Johanna Mair, Stanford U.; Christian Seelos, Stanford U.

Migration and Institutional Work: Towards a Model of Institutional Accommodation | Paul Tracey, U. of Cambridge

Making Markets in Least Developed Economies through Institutional Opportunity Recognition | Kevin McGague, York U.; Christine Oliver, York U.

1168 ➤ SHCS: (OMT, TIM, BPS) Industry Evolution Revisited: The Role of Categories in Emerging Market Spaces
1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 1168
Organizers: Stine Grodal, Boston U.; Fernando Suarez, Boston U.
Presenters: Ezra Zuckerinan, Massachusetts Institute of Technology; Elizabeth G. Pontikes, The U. of Chicago; Steven Kahl, Dartmouth College; Mary Tripsas, Boston College

Winner of OMT Division Best Symposium Proposal Award

1169 ➤ (Paper Session) - (ONE) Innovation, Resilience, & Change
1:15pm - 2:45pm Pennsylvania Convention Center: Room 108 A
Tweet this session: #AOM2014 1169

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

Section D 324
Session Details – Monday, 12:00 - 2:00 PM

Chair: Nagarat Sivasubramaniam, Duquesne U.
Systemic Engagement: Companies as Agents of Positive Change for Social-ecological Resilience | Ralph Hamann, U. of Cape Town; Kristy Zaccaro, U. of Cape Town; Nadine Methner, U. of Cape Town; Tom Herbst, U. of Cape Town
✓ Resilient Communities and Meaning of Work in Crisis: A Qualitative Study in Japan | Nobuyuki Chikudate, Hiroshima U.

1170: (Paper Session) - (ONE) Partnerships, Alliances, & Collaboration
1:15pm - 2:45pm Pennsylvania Convention Center: Room 115 C
Tweet this session: #AOM2014 1170
Chair: Benyamin Lichtenstein, U. of Massachusetts Boston
To Ally or Not to Ally with Firms Having Lower Environmental Reputations | Anne Norheim-Hansen, SKEMA Business School
✓ Understanding Partnerships as Collaborative Intermediary Organizations in Sustainable Social Change | Verena Bitzer, U. of Cape Town
Partnerships as Vehicles for Change: The Implication of Partner Diversity and Change Focus | Haiying Lin, U. of Waterloo; Lea Stadler, U. of Geneva
✓ Knowledge and Reputation Spillovers: Strategic Alliances and Firm Environmental Performance | Thomas Graf, Instituto de Empresa Business School; Carl J. Kock, IE Business School; Luis Diestre, Instituto de Empresa Business School

1171: (Paper Session) - (ONE) Management I:
Compliance, Strategy, & Responsibilities
1:15pm - 2:45pm Pennsylvania Convention Center: Room 119 A
Tweet this session: #AOM2014 1171
Chair: Claire A. Simmers, Saint Joseph's U.
✓ Facilitators, Champions and Prospectors: The Role of Sustainability Managers | Sukhbir Sandhu, U. of South Australia
Business Co-managing the New Global Commons: A Collective Action View of Corporate Sustainability | Laura Albareda, U. de Deusto
✓ Rules versus Discretion in Corporate Environmental Compliance | Nicole Ning Liu, The Hong Kong Polytechnic U.; Carlos Wing-Hung Lo, The Hong Kong Polytechnic U.; Xueyong Zhan, The Hong Kong Polytechnic U.
Towards Strategic and Authentic Corporate Social Responsibility in Professional Sport | Sara B. Soderstrom, U. of Michigan; Kathryn Heinze, U. of Michigan, Ann Arbor; Jennifer Zdroj, U. of Michigan

1172: (Paper Session) - (PNP) Public and Nonprofit Financial Performance
1:15pm - 2:45pm Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 1172
Chair: Kira Kristal Reed, Syracuse U.
The Effect of Capital Facilities Investments on Nonprofit Financial Vulnerability | Joanna Woronkowicz, Indiana U.
It's All About the Numbers... Or is it? Fiscal Stewardship in Ohio Public School Districts (WITHDRAWN) | Robert P. Hardie, Case Western Reserve U.
✓ Local Officials Support for PILOTs/SILOTs: Nonprofit Engagement, Economic Stress and Politics | Kellie L McGiverin-Bohan, Indiana U.; Lauren Dula, Indiana U.; Blooming; Kirsten Gronbjerg, Indiana U.; Rachel Miller, Indiana U.

1173: (Paper Session) - (PNP) Human Resource Management: Evidence from Public and Nonprofit Organizations
1:15pm - 2:45pm Pennsylvania Convention Center: Room 125
Tweet this session: #AOM2014 1173
Chair: Deborah A. Blackman, U. of New South Wales
✓ We Do Not Retain People, We Retain Capabilities: People Management Model in the Not-for-Profit Space | Vijayalakshmi C. Balasubramaniam, IFMR, Chennai; S Raghurama, IFMR, Chennai
✓ Active Management of Volunteers: How Training and Staff Support Promote Commitment of Volunteers | Tina Saksida, U. of Prince Edward Island; Amanda Shantz, IESEG School of Management
Just How Impossible Are 'Impossible Jobs'? The Case of Riot Policing | Kevin Morrell, Warwick Business School

1174: (Paper Session) - (RM) Research Methods for Building Better Theory
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 1174
Chair: James W. Bishop, New Mexico State U.
✓ Generating New Theory In Entrepreneurship: Re-Envisioning Concept Development In Grounded Theory | Karen Locke, College of William and Mary; Adina Dabu, HEC Paris
Sage Publications/RM Division Best Paper Award
Self-Fulfillment of Social Science Theories: Cooling the Fire | Carsten Bergenholtz, Aarhus U.; Jacob Busch, Aarhus U.

1175: (JS: (RM, HR, OB) The "Big Science" Revolution in Management: Possibilities, Technology, and Applications
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence G
Tweet this session: #AOM2014 1175
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

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

**1176**: (Paper Session) - (SAP) New Agendas in Strategy as Practice: Sociomateriality, Neo-institutional theory, and Open Strategy
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom H
Tweet this session: #AOM2014 1176
Chair: Richard Whittington, Said Business School
- The material turn in organization studies and strategy-as-practice | Jane Kirsten Le, The U. of Sydney; A. Paul Spee, The U. of Queensland, Australia
- A Sociomaterial Perspective on Temporal Work: Practice Breakdowns during Strategic Upheaval | Raymond Loohis, U. of Twente; Michel Ehrenhard, U. of Twente
- Studying strategizing activities at the field’s level, the case of ESG rating agencies | Tamim Elbasha, Audencia Nantes School of Management; Emma Avetisyan, Audencia Nantes School of Management

**1177**: (Paper Session) - (SAP, ODC) Leadership-as-Practice: A New Movement in Leadership
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Logan’s 1 & 2
Tweet this session: #AOM2014 1177
Organizer: Joseph A Raelin, Northeastern U.
Introduction to Leadership-as-Practice | Joseph A Raelin, Northeastern U.
- Mapping the Leadership-as-Practice Terrain: Comparative Elements | Nada Endrissat, Bern U. of Applied Sciences; Lucia Crevani, Mälardalen U.
- Who's Leading the Way? Investigating the Contributions of Materiality to the Practice of Leadership | Viviane Sergi, UQAM
- Leading as Dialogic Practice | Kenneth Gergen, Swarthmore College
- Grappling with Rhinos: Artefacts, Identity and Meaning in Leadership Practice | Brigid Jan Carroll, U. of Auckland
- Turning Leadership Inside-Out: The Emergence of Organization from Within a Relational Practice | John Shotter, Leeds U. Business School

**1178**: (Paper Session) - (SIM) Stakeholder Influences and Responsibilities
1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 1178
Chair: Rashedur Chowdhury, U. College Dublin: Smurfit
- Who do they think they are? The Effect of Activists' Identity on their Targeting Decisions | Kate Sikavica, U. of Zurich; Elise Perrault, College of Charleston; Kathleen Rehbein, Marquette U.
- Seeing the shareholder whole: a potential rapprochement between stakeholder and shareholder theory | Katherina Glac, U. of St. Thomas; Diane Brehmer, Center for Ethical Business Cultures
- Does having a fair treatment matter? | Lin Ching Hsu, Far East U.; Chien Hua Chang, Cheng Shiu U.
- Towards a Minimalist Theory of Intra-Firm Management Professionalism | Sarah Pouryousefi, U. of Nottingham / ICCSR

**1179**: (Paper Session) - (SIM) Internal and External Reactions to Wrongdoing
1:15pm - 2:45pm Loews Philadelphia Hotel: Freedom A2
Tweet this session: #AOM2014 1179
Chair: Sébastien M. Fosse, U. de Deusto
- Word Power: The Impact of News Media on Corporate Pollution Practices | Ming Jia, Northwestern Polytechnical U.-China; Li Tong, Northwestern Polytechnical U.-China; P.V. Viswanath, Pace U.; Zhe Zhang, Xi’an Jiaotong U.
- Corporate Social Responsibility as a Remedy for Moral Hazard? | Caroline Flammer, Ivey School of Business; Jiao Luo, U. of Minnesota
- Explaining Systematic Differences in Anxiety and Intentions Following Random Acts of Violence | Kurt Wurthmann, Florida Atlantic U.
- Hazing and bullying in the socialization context | Lucas Dufour, GSCM, Montpellier Business School

**1180**: (Paper Session) - (SIM) Philosophical Perspectives on SIM Research
1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 1180
Chair: Heather Elms, American U.
- Just People in the Making | Amy Klemm Verbos, Central Michigan U.; Maria Theresa Humphries, U. of Waikato
- People versus Profits and Self-Determination at Work | Bidhan Parmar, U. of Virginia; Andrew C Wicks, U. of Virginia; Adrian Keevil, U. of Virginia
- The Reflective Entrepreneur: A Deweyan Ethics Perspective on Reflection as a Pathway to Virtuousness | Robert Gemmill, Georgia State U.

**1181**: (Paper Session) - (SIM) Ethical Leadership: The Good, the Bad, and the Ugly
1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room C
Tweet this session: #AOM2014 1181
Chair: Anke Arnaud, Embry Riddle Aeronautical U.
1182: (Paper Session) - (SIM) CSR, Stakeholder Management, and Sustainability in Family Firms
1:15pm - 2:45pm Loews Philadelphia Hotel: Parlor 2
Tweet this session: #AOM2014 1182
Chair: Luciana Carvalho de Mesquita Ferreira, Inserp Institute of Education and Research
Family Control and Corporate Social Responsibility: Evidence from East Asia | He Wang, U. of South Carolina
Stakeholder management in family firms that outperform competitors: an empirical study | Mario Minoja, U. of Modena and Reggio Emilia; Andrea Lionzo, U. of Verona; Ugo Lassiní, Bocconi U.

1183: (Paper Session) - (TIM) Intellectual Property Strategy
1:15pm - 2:45pm Pennsylvania Convention Center: Room 104 A
Tweet this session: #AOM2014 1183
Chair: Henrique M. Barros, Insep Institute of Education and Research
Persistence of innovation protection methods: evidence from French context | Marc Frechet, Jean Monnet U.; Nawel Ayadi, Institut supérieure de gestion de (ISG) Tunis / Center of Research in Management at Toulouse (CRMT); Aude Martin, U. of Lille
Twenty Thousand Leagues under the Patent System: Do Complementarities Emerge? | Henrique M. Barros, Insep Institute of Education and Research
How Does Uncertainty Affect Venture Capital Investment? Evidence from Inevitable Disclosure | Carlos Alexandre Kemeny, Catolica Lisbon / Carnegie Mellon; Francesco Castellaneta, Catolica Lisbon School of Business and Economics; Raffaele Conti, Catolica Lisbon School of Business and Economics; Francisco Veloso, Catolica Lisbon / Carnegie Mellon

1184: (Paper Session) - (TIM) Innovation Adoption: Barriers and Conditions
1:15pm - 2:45pm Pennsylvania Convention Center: Room 104 B
Tweet this session: #AOM2014 1184
Chair: Jennifer Kuan, Stanford U.
"A Diamond is Born in a Lab?" The Role of Ritual in the Production Process Conservatism (WITHDRAWN) | Jae-Kyung Ha, MIT Sloan
Corporate Prediction Markets: Evidence from Google, Ford, and Firm X | Bo Cowgill, U. of California, Berkeley; Eric Zitzewitz, Dartmouth College
The Political Economy of Long-Term Technological Stasis: The Case of Saharan Salt Mining | Jennifer Kuan, Stanford U.; Ekundayo Shittu, Tulane
Impact of consumer innovativeness, social identity and social networks on purchase decisions | Ajax Persaud, Telfer School of Management, U. of Ottawa; Sandra Schillo, Telfer School of Management, U. of Ottawa

1185: (Paper Session) - (TIM) R&D Spending and Innovative Productivity
1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 1185
Chair: Carl Vieregger, U. of Illinois at Urbana-Champaign
RQ and Endogenous Firm Growth | Anne Marie Knott, Washington U. in St. Louis; Carl Vieregger, U. of Illinois at Urbana-Champaign
Corporate Science, Innovation and Firm Value | Markus Simeth, KU Leuven; Michele Cincera, U. Libre de Bruxelles
R&D Expenditures, Ultimate Ownership and Future Performance: Evidence from China | Ruiqi Wang, Xi’an Jiaotong U.; Fangjun Wang, Xi’an Jiaotong U.; Lixin Zhu, Xi’an Jiaotong U.; Changhong Yuan, Xi’an Jiaotong U.
Fly to learn: interregional integration and firms’ innovative productivity | Stefano Horst Baruffaldi, Swiss Federal Institute of Technology (Lausanne); Guillaume Burghouwt, SEO Economic Research

1186: (Paper Session) - (TIM) “Evolution of Early Ventures”
1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 1186
Chair: Michael W. Lawless, U. of San Diego
Discussant: Robert A Burgelman, Stanford U.
Nature, Nurture and Learning in New Venture Evolution | Steven Walter Bradley, Baylor U.
Entrepreneurial Opportunities and Firms | Sharon Alvarez, U. of Denver
Early-stage Evolution of Technology Ventures | Michael W. Lawless, U. of San Diego; Philip Anderson, INSEAD

1187: (Paper Session) - (TIM) Administrative Policies, Human Resources, and Innovative Outcomes
1:15pm - 2:45pm Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 1187
Chair: Jonas Söderlund, BI Norwegian Business School
Cleaning House: The Impact of Information Technology Monitoring on Employee Theft and Productivity | Lamar
Session Details – Monday, 2:00 - 4:00 PM

Panelists:
- Issues and New Models in Translational Research: James Fueller, Harvard U.
- Crowds on Competition and Collaboration in Open Innovation: Natalia Levina, New York U.

Chair:
- James Fueller, Rutgers Business School

Organizer: Janet E.L. Bercovitz, U. of Illinois at Urbana-Champaign

1:15pm - 2:45pm Pennsylvania Convention Center: Room 103 C

**1188 JS: (TIM, BPS) The Changing Research Enterprise: Issues and New Models in Translational Research**
1:15pm - 2:45pm Pennsylvania Convention Center: Room 103 C
Tweet this session: #AOM2014 1188

**Organizer:** Janet E.L. Bercovitz, U. of Illinois at Urbana-Champaign

**Dynamics in Academic Research Funding and Implications for Translational Efforts**
- Janet E.L. Bercovitz, U. of Illinois at Urbana-Champaign
- Maryann P Feldman, U. of North Carolina, Chapel Hill
- Michael Roach, Cornell U.; Alexander Graddy-Reed, U. of North Carolina, Chapel Hill

The Impact of Star Scientists on Patenting: A Cross Field Analysis
- Michelle Gittelman, Rutgers U.; Sebastian Jayaraj, Rutgers Business School

Collaborators or Competitors? Modeling the Effects of Competition in Disease-Focused Nonprofits
- Alexandra Graddy-Reed, U. of North Carolina, Chapel Hill

The Role of Exaptation in Pharmaceutical Innovation
- Ayfer H. Ali, U. Carlos III de Madrid; Pierpaolo Andriani, Kedge Business School; Mariano Mastrogiorgio, U. Carlos III de Madrid

**1189 JS: (TIM, OCIS) Resolving the Debate on Competition and Collaboration in Open Innovation Crowds**
1:15pm - 2:45pm Pennsylvania Convention Center: Room 117
Tweet this session: #AOM2014 1189

**Chair:** Sabine Brunswicker, Purdue U.; West Lafayette

**Panelists:**

**1190 JS: (TIM, OCIS, OMT) Demystifying the Impact of Crowdsourcing Innovation: What Happens with "Not Invented Here" Ideas?**
1:15pm - 2:45pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 1190

**Organizers:** Natalia Levina, New York U.; Hila Lifshitz-Assaf, Harvard U.

**Discussant:** Michael L. Tushman, Harvard U.

The Role of Uncertainty and Bounded Rationality in Selecting Scientific Research Projects: Christoph Riedl, Northeastern U.


From Problem Solvers to Solution Seekers

**1191 JS: (TIM, OMT, BPS) Innovation Ecosystems: Benefits, Challenges, and Structures**
1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 C
Tweet this session: #AOM2014 1191

**Organizer:** Sohyeong Kim, U. of California, Berkeley

**Discussant:** Joel West, Keck Graduate Institute

Sharing vs. Appropriating Knowledge: An Organizational Perspective
- Luigi Marengo, Luiss U.

Innovation Across Collaborative Communities of Firms
- Raymond E Miles, U. of California, Berkeley

Designing Innovation Ecosystems and Collaborative Communities of Firms
- Charles C. Snow, Pennsylvania State U.

What University Structures and Values Assist in Creating Innovation Ecosystems?
- David Teece, U. of California, Berkeley; Sunyoung Leih, U. of California, Berkeley

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**Monday 1:30PM**

**1192 (ICW) IMD International Day 4**
1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 1
Tweet this session: #AOM2014 1192

**Organizer:** Marianne Rothenbuehler, IMD International

**Monday 2:30PM**

**1193 (HR) HR Division Ice Cream Social**
2:30pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon F
Tweet this session: #AOM2014 1193

**Monday 2:45PM**

**1194 (AAA) Conference Break**
2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall B
Tweet this session: #AOM2014 1194

**Come enjoy refreshments and engage with your colleagues as you browse the aisles of the Exhibit Hall.**

**Monday 3:00PM**

**1195 (Paper Session) - (BPS) Patenting Strategy and Outcomes**
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 1195

**Chair:** Asli Musaoglu Arikan, The Ohio State U.

How Reliable Is the Market for Technology?
- Vincenzo Palermo, U. of Toronto; Marco Ceccagnoli, Georgia Institute of Technology
- Matthew J Higgins, Georgia Institute of Technology

Lowering Appropriability Hazards by Raising Infringers’ Costs
- Jaclyn Selby, U. of Southern California

Patents’ Effects on Knowledge Asymmetries
- Edward Levitas, U. of Wisconsin, Milwaukee

The Organizational Advantage in Inventing and Patenting Speeds
- Andre O. Laplume, Michigan Technological U.; Emanuel Xavier-Oliveira, Michigan Technological U.;
1196: (Paper Session) - (BPS) Strategic Network
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor A
Tweet this session: #AOM2014 1196
Chair: Zhengyu Li, Tilburg U.
The Role of Market Identity on the Relationship Between Knowledge and Strategic Alliances | Rajiv Nag, Georgia State U.; Angelo Antonio Russo, LUM U.; Clodia Verro, Bocconi U.
Illegitimacy Recovery: The Role of Strategic Networking | Weiguo Zhong, GSM, Peking U.; Haibin Yang, City U. of Hong Kong

1197: (Paper Session) - (BPS) Board of Directors, Strategy and Performance
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session: #AOM2014 1197
Chair: Robert Neal Eberhart, Santa Clara U.
Director Expertise and its Influence on Firm Strategy: Theory/Evidence from Firms after their IP | Razvan Lungeanu, Pennsylvania State U.; Edward Zajac, Northwestern U.
A Theoretical Expansion and Meta-Analysis of the Women on Boards – Firm Performance Relationship | Corinne Post, Lehigh U.; Kris Byron, Syracuse U.
Value Co-creation and Exploration: The Mediating Roles of Managerial Attention and Initiatives | Saeed Khanagha, Erasmus U. of Rotterdam

1198: (Paper Session) - (BPS) Organizing for Global Success
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session: #AOM2014 1198
Chair: Olga Hawn, Boston U.
A Cross-National Comparison of Linkages among Strategic Goals, Customer Habits & Firm-Level Outcomes | Brinja Meiseberg, Westfälische Wilhelms-U. Münster
From Here to There: Home Country Alliance Experience and Foreign Subsidiary Survival | Linda Rademaker, Tilburg U.; Xavier Martin, Tilburg U.

1199: (Paper Session) - (BPS) Creating and Capturing Value
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session: #AOM2014 1199
Chair: Bo H. Eriksen, U. of Southern Denmark
The Effects of Relational and Firm-Specific Human Capital on Employee and Firm Value Appropriation | John Madowsley, U. of Illinois at Urbana-Champaign
Do Strategic Alliances Create Value for Bond Investors? | Ian P.L. Kwan, U. of Navarra; Carmen Aranda León, U. of Navarra
Consumer Sovereignty and Subjective Value: A Demand-Side Perspective | Mark Packard, U. of Missouri

1200: (Paper Session) - (BPS) Business Models, Entrepreneurship and Corporate Venturing
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Saloon 6
Tweet this session: #AOM2014 1200
Chair: Diego Campagnolo, U. of Padova
Narrative Coherence and Organizational Structure | Adam J Bock, U. of Edinburgh
Modelling the Determinants and Consequences of Business Model Innovation in Small Firms | Arash Najmaei, Macquarie Graduate School of Management; Jo Rhodes, Macquarie Graduate School of Management; Peter Lok, The U. of Sydney; Zahra Sadeghinejad, Macquarie Graduate School of Management
Business Model Imitation and New Venture Performance | Karolin Frankenberger, U. of St. Gallen

1201: (Paper Session) - (BPS) Board Interaction
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room B
Tweet this session: #AOM2014 1201
Chair: Miriam Nicole Flickinger, U. of Passau
Profiting from CEOs’ Empowerment of TMTs: Does the Social Context Matter? | Yan Ling, George Mason U.; Li-Qun Wei, Hong Kong Baptist U.; Richard J. Klimoski, George Mason U.
CEOs with Insufficient Power: The Performance Implications | Jianyun Tang, Memorial U. of Newfoundland
Communication as Executive Teamwork: CEO and CFO Role Consistency and Analysts’ Evaluations | Michael Wiedermann, U. of Passau; Angela Fehr, U. of Passau; Jan Mammen, Friedrich-Alexander-U. Erlangen-Nuremberg; Johannes Luger, HEC U. of Geneva; Albrecht Enders, International Institute for Management Development

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

Section D
1202 (Paper Session) - (BPS) Entrants, Incumbents and Spinouts
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room C
Chair: Martin Ganco, U. of Minnesota
Types of Experience, and Firm Entry and Exit Decisions | KwangWook Gang, Ulsan National Institute of Science and Technology; Kenneth L. Simons, Rensselaer Polytechnic Institute
The Dynamics of Inter-Cohort Mobility: Incumbent Status and Entrant Growth | Gordon Walker, Southern Methodist U.; Tammy L. Madsen, Santa Clara U.; Bo Kyung Kim, Southern Methodist U.
Enforcing Covenants Not to Compete: The Life-Cycle Impact on New Firms | Evan Starr, U. of Michigan, Ann Arbor; Natarajan Balasubramanian, Syracuse U.; Mariko Sakakibara, San of California, Los Angeles
Co-opetitive Dynamics in IPOS: The Case of Biotech IPOS | Mina Lee, Xavier U.; Yoon-Suk Baik, KAIST

1203 → JS: (BPS, IM) An Evolving Landscape: The Reconfiguration of Global Value Chain Activities
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom F
Organizer: Joanne Oxley, U. of Toronto
Discussant: Ram Mudambi, Temple U.
Offshore Integration, Offshore Outsourcing and Global Innovation | Heather Berry, George Washington U.
From Hobson’s Choice to Spoiled for Choice: Buyer-Supplier Matching in the Mobile Phone Industry | Juan Alcacer, Harvard U.; Ramon Lecuona, London Business School; Joanne Oxley, U. of Toronto
Vertical De-Integration and Innovation in Regional Clusters | Juan Alcacer, Harvard U.; Gordon Hanson, U. of California, San Diego; Haris Tabakovic, Harvard U.
An Equilibrium Model of Capability Change | Christopher C. Liu, U. of Toronto; Joel Nicolas Blit, U. of Waterloo

1204 → JS: (BPS, IM, OMT) Why and How Context Matters
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia South
Organizer: Ilgaz Arikian, The Ohio State U.
Discussant: Robert A Burgelman, Stanford U.
Presenters: Kyle J. Mayer, U. of Southern California; Ilgaz Arikian, The Ohio State U.; Michael Rowlinson, Queen Mary U. of London; Subramanian Rangan, INSEAD; Joseph T. Mahoney, U. of Illinois at Urbana-Champaign
Participant: Anita M. McGahan, U. of Toronto

1205 → JS: (BPS, OMT) A New Look at Corporate Parenting: Linking Structure and Cognition in the Multibusines Firm
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence B
Distinguished Speaker: Ranjay Gulati, Harvard U.
Discussant: Andrew Campbell, Ashridge Strategic Management Centre

Attention to Member Firm Performance in Hierarchical Business Groups | Seung-Hyun Rhee, Northwestern U.; William Ocasio, Northwestern U.; Tae-Hyun Kim, KAIST
A Behavioral Theory of Multiunit Firms | Metin Sengul, Boston College; Tomasz Oboj, HEC Paris
The Dark Side of Corporate Attention | Cyril Daniel Bouquet, IMD; Orly Levy, IMD

1206: (CAR) Everett Cherrington Hughes Award Social - John Van Maanen
3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon A
Distinguished Speaker: John Van Maanen, Introduction by Lotte Bailyn, MIT - Sloan School
Organizer: Maury Peiperl, IMD
Division Chair: Peter A. Heslin, U. of New South Wales
Division Chair-Elect: Kimberly Eddleston, Northeastern U.
Program Chair: Tania Casado, U. de Sao Paulo
Past Chair: Julia Richardson, York U.
Distinguished Speaker: John Van Maanen, Massachusetts Institute of Technology
Chair: Lotte Bailyn, Massachusetts Institute of Technology

1207 → CAU: (CAU) The CEO Effect, Managerial Discretion, and the Impact of Individual CEOs
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 415
This caucus will provide a venue for scholars to discuss future directions for the CEO effects, discretion, and related literatures
Organizer: Timothy J. Quigley, U. of Georgia

1208 → CAU: (CAU) Crowdsourcing in Socially Contested Issue Areas - First Steps Towards an AoM Expert Network
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor D
This caucus aims at establishing a network of AoM experts who are interested in applying crowdsourcing in areas with high potential of conflicting views.
Organizer: Andre Martinuzzi, WU Vienna
Moderator: Adele Wiman, WU Vienna
Participants: Itziar Castello, U. Carlos III de Madrid; Dennis Hilgers, Johannes Kepler U.; Erik Johnston, Arizona State U.; Jegoo Lee, Stonehill College; Natalia Levina, New York U.; Christof Miska, WU Vienna; Simon Pickard, European Academy of Business in Society; Nattavud Pimpa, RMIT U.; Andre Reichel, Zeppelin U.; Yuqiong Ren, U. of Minnesota; Jan Van den Ende, Erasmus U. Rotterdam; Juan Andrei Villarroel, Massachusetts Institute of Technology

1209 → CAU: (CAU) Proposing projects and building a lexicon: growing a Middle East Research presence at the AoM
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 8
Tweet this session: #AOM2014 1209

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1210  ❀: (Paper Session) - (CM) About Liars and Cheaters: The Use of Deception in Negotiation
3:00pm - 4:30pm Pennsylvania Convention Center: Room 112 A
Tweet this session:  #AOM2014 1210
Chair: Bruce Barry, Vanderbilt U.
Cheating at the End to Avoid Regret | Daniel A. Effron, London Business School; Christopher J. Bryan, U. of California, San Diego; Keith Murphingham, Northwestern U.
What’s in a Name: Hand Signatures Censor, while Electronic Signatures Condone, Cheating | Eileen Y Chou, U. of Virginia
The Effects of Lying on the Relationship between Voice and Self-Perceived Status | Andrew Soderberg, U. of Utah
Winner of CM Division Best Student Paper Award
Prosocial Lies: When Deception Breeds Trust | Emma Levine, U. of Pennsylvania; Maurice Schweitzer, U. of Pennsylvania

1211  ❀:JS: (CM, OB) First Offers Revisited: The Impact of Counteroffers, Integrative Information and Anchor Precision.
3:00pm - 4:30pm Pennsylvania Convention Center: Room 108 B
Tweet this session:  #AOM2014 1211
Organizers: David D Loschelder, Saarland U.; Malia Mason, Columbia Business School
Anchors Away – The Sources and Impact of Counteroffers | Abbie Wazlawek, Columbia Business School; Daniel Ames, Columbia U.
Pitfalls of Moving First – When and How First Offers Backfire | David D Loschelder, Saarland U.; Roman Trotschel, Leuphana U.; Malte Friese, Saarland U.
More Than What is Said – Attributes of Knowledge and Intent Shape Negotiated Agreements | Daniel Ames, Columbia U.; Malia Mason, Columbia Business School; Alice J Lee, Columbia Business School; Elizabeth A. Wiley, Columbia Business School

1212  ❀: (Paper Session) - (CMS) Gendered Organizations and Institutions
3:00pm - 4:30pm Pennsylvania Convention Center: Room 107 A
Tweet this session:  #AOM2014 1212
Chair: Kathleen Riach, Monash U.
“Why Do You Want to Ruin These Young Women?”: Institutional Work in the Video Game Industry | Alexander Styhre, U. of Gothenburg
How Social Events in Organizations Contribute to Local Gender Regimes: A Narrative Approach | Renate Ortlieb, Graz U.; Barbara Sieben, Helmut-Schmidt U.
Resistance to Institutional Work: Power and Gender in the Fair Trade Cocoa Value Chain | Lauren McCarthy, U. of Nottingham / ICSR

Best Student Paper
Surprised into Gender? Moving Into, Out Of, and Beyond the Male/Female Binary | Nancy Harding, Bradford U.; Sarah Elaine Gilmore, U. of Portsmouth

1213  ❀: (Paper Session) - (CMS) Agency, Resistance, and Alternative Ways of Organizing
3:00pm - 4:30pm Pennsylvania Convention Center: Room 112 B
Tweet this session:  #AOM2014 1213
Chair: Rafael Alcadipani, FGV-EAESP
Dirty Money? An Ethnographic Account in an Intentional Community | Carine Farias, EM Lyon
Capital’s Circuit of Control: A Dialogical Analysis of Work Intensification | Amanda Petica-Harris, York U.; Johanna Weststar, The U. of Western Ontario; Steve McKenna, York U.
The Quest of a Subalter: Resistance for De-prisoning | Srinath Jagannatha, Tata Institute of Social Sciences; Rajnish Rai, Indian Institute of Management Udaipur; Patturaje Selvaraj, Indian Institute of Management, Indore

1214  ❀: (Paper Session) - (ENT) Advancing Conceptual Models of Entrepreneurial Decision Making
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session:  #AOM2014 1214
Chair: Rakesh Kumar Pati, Indian Institute of Management, Kozhikode
Discussant: Jon C. Carr, Texas Christian U.
Impact of Decision Making Approaches on Business Model Attributes: Evidence from Indian SMEs | Rakesh Kumar Pati, Indian Institute of Management, Kozhikode; Nandakumar Mankavil Kovil Veettil, Indian Institute of Management, Kozhikode
Thinking About Entrepreneurial Decision Making: Review, Integration, and Research Agenda | Dean A Shepherd, Indiana U.; Trenton A Williams, Indiana U., Bloomington; Holger Patzelt, Technical U. München
Developing Entrepreneurial Expertise: Cognitive Entrenchment and Decision Incongruence | Jana Thiel, ESade Business School; Sung Min Kim, Loyola U. Chicago; Jan Brinckmann, ESade Business School

1215  ❀: (Paper Session) - (ENT) Exit and Other Entrepreneurial Dynamics in Family Firms
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom H
Tweet this session:  #AOM2014 1215
Chair: Naveed Akhter, Jonkoping International Business School
Discussant: Pramodita Sharma, U. of Vermont
Employee Dowsizing and Family Firm Performance | Michael Gaska, U. of St. Gallen
Entrepreneurial Exit in Family Firm Portfolios | Naveed Akhter, Jonkoping International Business School; Mattias Nordqvist, Jonkoping International Business School

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1217 (Paper Session) - (ENT) The Entrepreneurial Performance of IPOs
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor B
Chair: Douglas Miller, U. of North Carolina, Wilmington
Discussant: Roberto Ragozzino, ESADE Business School
The Divergent Influence of Risk and Uncertainty: Evidence from IPOs Amid Firm Competition | Asda Chintakananda, Nanyang Technological U.; David McIntyre, Providence College
The Impact of Ownership Structure Change at IPO on Firm Growth | Yue Song, Virginia Tech; Marc T. Junkunc, Virginia Tech; David M. Townsend, Virginia Tech
The Role of TMTs Competitor-Specific & Competitor-Related Human Capital on IPO Performance | Tapan Seth, Wayne State U.; Amanuel G. Tekleab, Wayne State U.; Jaegul Lee, Wayne State U.
Creative Destruction: Evidence From Initial Public Offerings | Douglas Miller, U. of North Carolina, Wilmington; Kun Liu, Wayne State U.

1218 (Paper Session) - (ENT) Advancing Conceptual Models of Corporate Entrepreneurship
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor C
Chair: Alex Makarevich, ESADE Business School
Discussant: Mariona Binari, Aalto U.
Starting Inside or Outside of Corporate Walls? Multiple Perspectives on the Venture Mode Choice | Matthias Alfred Tietz, IE Business School
A System Dynamic Perspective of Organizational Entrepreneurship | James M Bloodgood, Kansas State U.; Jeffrey S Hornsby, U. of Missouri, Kansas City; Andrew C Burkmper, U. of Missouri, Kansas City
Organizational Alignment and Ventures' Internal Visibility in Integrated Corporate Venturing | Alex Makarevich, ESADE Business School
Organizing for Corporate Entrepreneurship: a Contingency View | Henri Burgers, Queensland U. of Technology; Jeffrey G. Covin, Indiana U.

1219 (Paper Session) - (ENT) Entrepreneurship at the Bottom of the Pyramid
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room A
Chair: Ricardo B. Bouncken, U. of Bayreuth
Discussant: Regis Cabral, FEPRO - Funding for European Projects
Entrepreneurial Orientation in Supply Chain Partnerships - A Driving Force for Innovation | Ricardo B. Bouncken, U. of Bayreuth; Boris D. Plüschke, U. of Bayreuth; Robin N. Pesch, U. of Bayreuth
Does Open Innovation Help New Technology-Based Firms, located in Isolated Areas? | Yongseok Jang, U. of Florida
Experimentation Strategies and Entrepreneurial Innovation: Killer Apps in the iPhone Ecosystem | Jason Davis, INSEAD; Yulia Muzyrya, U. of Michigan; Pai-Ling Yin, Stanford U.

Strategic Innovation within Hybrid-enterprises | Mark Clark, New Mexico State U.

How SMEs’ Innovativeness Affect ISO Certification | Yunzhou Du, Anhui U. of Finance & Economics


Patient Participation: Shifts in Power and Culture to Promote Innovation in Primary Care | Patricia Satterstrom, Harvard U.

Implementing Role-Changing vs. Time-Changing Innovations | Ingrid M. Nembhard, Yale U.; Christopher Morrow, Yale U.; Elizabeth Bradley, Yale U.

Understanding Opinion Leader Influence in the Implementation of an Electronic Medical Record System | Christina Yuan, Yale U.

Organization Research Methods Editorial Review Board Meeting

Global Strategy: IM Division Fundação Dom Cabral Best Paper in Strategy/IB Theory Award Session

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

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

Section D

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1229 → (Paper Session) - (IM) Internationalization: Inward Foreign Direct Investment Determinants
3:00pm - 4:30pm Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 1229
→ EU Firms' FDI Decisions in China: Static & Dynamic Approaches Testing Eclectic Paradigm | Hufen Cai, U. of Huddersfield
→ Riding on the Dragon: Host Country Regulatory Constraints and FDI Bandwagon Diffusions in China | Jing Yu (Gracy) Yang, The U. of Sydney
→ Subnational Institutions, Performance Feedback and Subsequent Expansion of A Foreign Subsidiary | Tingting Zhang, Capital U. of Business and Economics; Christine M. Chan, The U. of Hong Kong

Tweet this session: #AOM2014 1230
1230 → (Paper Session) - (IM) Emerging Market Firms: Innovation
3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 1230
→ MNE R&D in Emerging Markets: Arbitrage, Adaptation & Aggregation in Global Innovation Networks | Srvadhrini Jha, Indian Institute of Management Bangalore; Charles Dhanaraj, IMD; Rishikesha Krishnan, Indian Institute of Management, Indore
→ R&D Investment Dynamics in Agglomerations under Weak Appropriability Regimes | Anna Lamin, Northeastern U.; Miguel A. Ramos, U. of Texas at El Paso
→ In Search Of A Theoretical Framework For Reverse Innovations | Ahreum Lee, Temple U.; Robert McNamie, Temple U.
→ Business Models at the BOP in China | Xia Pan, Harbin Engineering U.; Carlos Rufin, Suffolk U.

Tweet this session: #AOM2014 1231
1231 → (Paper Session) - (IM) Global Governance: Owners
3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 1231
→ Escaping from the Bear’s Embrace: State-Owned Enterprises and International Expansion | Kiattichai Kalasin, Mahidol U.; Miguel Rivera-Santos, EMLYON Business School; Pierre Dussauge, HEC Paris
→ Do Foreign Investments Benefit Business Group Affiliated Firms? Empirical Evidence from India | Sarah Castaldi, Groningen U. (RuG); Sathyajit Gubbi, Groningen U. (RuG); Vincent Kunst, Groningen U. (RuG)
→ Ownership Structure and Global Certification in a Weak Institutional Environment | Stewart R. Miller, The U. of Texas at San Antonio; Kefeng Xu, The U. of Texas at San Antonio; Jayanth Jayaram, U. of South Carolina; Bruce C. Rudy, The U. of Texas at San Antonio

Tweet this session: #AOM2014 1232
1232 → (Paper Session) - (IM, GDO) Understanding the Dynamics of Global Teams
3:00pm - 4:30pm Pennsylvania Convention Center: Room 116
→ Do Foreign Investments Benefit Business Group Affiliated Firms? Empirical Evidence from India | Sarah Castaldi, Groningen U. (RuG); Sathyajit Gubbi, Groningen U. (RuG); Vincent Kunst, Groningen U. (RuG)
→ Ownership Structure and Global Certification in a Weak Institutional Environment | Stewart R. Miller, The U. of Texas at San Antonio; Kefeng Xu, The U. of Texas at San Antonio; Jayanth Jayaram, U. of South Carolina; Bruce C. Rudy, The U. of Texas at San Antonio

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

Section D

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Monday
1237 (Paper Session) - (MOC) Creating a Shared Sense of Purpose: Leader Emotions and Communication
3:00pm - 4:30pm Loews Philadelphia Hotel: Penn
Chair: Muhammed Umer Azeem, Johannes Kepler U.
Finalist for MOC Division Best Paper
How do leaders develop relational transparency?: The role of emotions and scripts. | Peter J. Jordan, Griffith U.
When leader anger helps and when it hurts | Lu Wang, U. of New South Wales; Bo Shao, U. of New South Wales; Sai Lan, Peking U.
How do leaders experience and manage social dynamics among organizational members? | Karan Sonpar, U. College Dublin; Ian J. Walsh, U. of Massachusetts Amherst; Federica Pazzaglia, U. College Dublin; Miranda Eng, Public Works and Government Services; Ali Dastmalchian, U. of Victoria

1238 (Paper Session) - (MOC) Strategy, CEO Characteristics and Managerial Decision-Making
3:00pm - 4:30pm Loews Philadelphia Hotel: Tubman Room
Chair: Benjamin M. Galvin, San Diego State U.
Managerial Cognition and Slack Resources: Exploration and Exploitation in Research | Peter Teirlinck, KU Leuven; André Spithoven, Belgian Science Policy Office
Essence of Strategic Surprise: Another Look At The Cuban Missile Crisis | Philippe Silberzahn, EM Lyon; Milo Jones, IE Business School
The power of words: CEOs’ psychological factors and CEO turnover types | Qingan Huang, City U.
CEO decision-making under perceptions of threat: The influence of CEO narcissism and humility | Mujtaba Ahsan, San Diego State U.; Benjamin M. Galvin, San Diego State U.

1239 JS: (MOC, OB) Relationships, Relational Identification, Personal Identification: Similar yet Distinct Constructs?
3:00pm - 4:30pm Loews Philadelphia Hotel: Washington Room A
Chair: Michael S Christian, U. of North Carolina, Chapel Hill
Personal Characteristics and the Affective Process at Work: An Experience Sampling Study | Laura Venz, U. of Arizona State U.; Emily Heaphy, Boston U.

Organizers: Kristie M Rogers, U. of Kansas; Beth Schinoff, Arizona State U.; Stephanie J Creary, Boston College
Presenters: Kenny Roberts Gibson, Georgia Institute of Technology; Stephanie J Creary, Boston College; Beth Schinoff, Arizona State U.
Panelists: David M. Sluss, Georgia Institute of Technology; Blake E. Ashforth, Arizona State U.; Emily Heaphy, Boston U.

1240 JS: (MOC, ODC) Words, Presence, and Self-Compassion: Researching the Impact of Mindfulness at Work
3:00pm - 4:30pm Loews Philadelphia Hotel: Adams Room
Chair: Mohammad Ehsanzadeh, Amirkabir U.
Words, Presence, and Self-Compassion: The Role of Mindfulness in Leaders’ Perceptions of Well-being | Mohammed Ehsanzadeh, Amirkabir U.
The Everyday Embodiment of Contemplative Leadership | Kim Nolan, The Dignity Foundation
Spiritual Intelligence, Self-Compassion, and Well-Being: Implications for Leaders and Organizations | Margaret Benedict-Montgomery, California School of Professional Psychology; Louis W. (Jody) Fry, Texas A&M U. - Central Texas

1241 (Paper Session) - (OB) Striving for Better Team Performance: The Influence of Team Characteristics and Team Environment
3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon B
Chair: Travis Maynard, Colorado State U.
The Physical Environment and Action Team Performance: Evidence From NASCAR Pit Crews | Jonathan E. Miles, Michigan State U.; Donald E. Conlon, Michigan State U.
Diversity and Performance in Teams: Evidence from 10 Seasons of German Soccer | Avner Ben-Ner, U. of Minnesota; John-Gabriel Joseph Licht, Carlson School of Management; Jin Park, Carlson School of Management
Does Identity and Communication Affect Distribution Rules and Productivity of Self-Managed Teams? | Helia Marreiros, U. of Southampton

1242 (Paper Session) - (OB) The Price of Negative Affect: What We Can Do
3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon C
Chair: Michael S Christian, U. of North Carolina, Chapel Hill
Personal Characteristics and the Affective Process at Work: An Experience Sampling Study | Laura Venz, U. of Arizona State U.; Emily Heaphy, Boston U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 2:00 - 4:00 PM

External Sources of Distress

-- Chair: Tara Reich, London School of Economics

- Isolation and Embarrassment in Reaction to Daily Incidents of Workplace Incivility by Sandy Herschovis, U. of Manitoba; Amy Christie, Wilfrid Laurier U.; Tara Reich, London School of Economics
- Taking a Closer Look at the Effects of Failure (and Success) on Self-Handicapping Behavior by Phylis A. Siegel, Rutgers Business School; Katie R. Manley, Rutgers Business School; Shoshana Bass, Rutgers Business School
- HR Systems and Interpersonal Workplace Deviance – A Dynamic Perspective by Erik Peter Piening, ESCP Europe; Torsten Oliver Salge, RWTH Aachen U.; Alina McCandless Baluch, U. of St Andrews; Tae-Youn Park, Vanderbilt U.
- Complementing 'Workplace Aggression' with 'Work-Life Aggression' by Jonathan Pinto, Imperial College London

The Role of Rewards and Recognition in Increasing Customer Satisfaction

-- Chair: Stuart Daniel Sidle, U. of New Haven

- Occupational Stress: Considering the Complex Interplay of Sex, Gender and Job Roles by Shannon L. Rawski, U. of Arkansas; Emilia Djurdjevic, U. of Rhode Island; Leah D. Sheppard, Washington State U.
- An Experience Sampling Study on the Role of Coping with Challenge and Hindrance Stressors at Work by Stefan Razinskas, LMU Munich; Julia Backmann, LMU Munich; Matthias Weiss, LMU Munich; Martin Hoegl, LMU Munich
- From Combat to Khakis: An Examination of Job Stress with Veterans by Charm Patrick McAllister, Florida State U.; Jeremy D. Mackey, Florida State U.; Kaylee Hackney, Florida State U.; Pamela L. Perrewe, Florida State U.

More Creativity Wanted?

-- Chair: Jie Feng, U. of Wisconsin, Madison

The Right Amount of Ethics Inspires: A Cross Level Investigation of Employee Creativity by Jie Feng, U. of Wisconsin, Madison; Xiao Han, Xi'an Jiaotong U.; Xinmei Liu, Xi'an Jiaotong U.; Lu Song, Xi'an Jiaotong U.

Stuck in the Middle:crafting Roles in Dual Leadership Structures by Joris J. Ebbes, U. of Amsterdam; Nachoem M. Wijnberg, U. of Amsterdam

Unpacking Individuals’ Psychological Bonds to Creative Action: Insights for Leader Support by Robert Litchfield, Washington and Jefferson College

The Role of Supervisor Support in Creative Networks by Maartje E. Schouten, Erasmus U. Rotterdam; Christina E. Shalley, Georgia Institute of Technology; Daan van Knippenberg, Erasmus U. Rotterdam

Broadly Looking at Workplace Stress

-- Chair: Abbie J. Shipp, Texas Christian U.

- State Temporal Focus in Organizations and Mindfulness Meditation as an On-The-Spot Intervention by Andrew Hafenbrack, INSEAD
- Promotive and Prohibitive Voice Behaviors: The Role of Self-Regulation by Szu-Han Lin, Michigan State U.; Russell E. Johnson, Michigan State U.
- Pathways to Training Transfer: Proactive Transfer Behaviour and Hope at Work by Ramon Wenzel, U. of Western Australia

Looking Up and Looking Around: The Influence of Leaders and Peers on Employee Feedback Seeking

-- Chair: Laura Elizabeth Marler, Mississippi State U.

- The Presence of a Feedback-Seeking Role Model in Promoting Employee Feedback Seeking by Jian Qian, Beijing; Ping Ma, St. John's U.
- I Have a Dream but Ought to Do Something Else: Time Allocation to Prevention and Promotion Goals by Michael Milka Schodl, The Hebrew U. of Jerusalem; Dina Van Dijk, Ben Gurion U. of the Negev
- Making Good Things Last Longer: Savoring and the Hourglass: Spending Time Strategically by Jie Feng, U. of Wisconsin, Madison; Xiao Han, Xi'an Jiaotong U.; Xinmei Liu, Xi'an Jiaotong U.; Lu Song, Xi'an Jiaotong U.
- Stuck in the Middle: Crafting Roles in Dual Leadership Structures by Joris J. Ebbes, U. of Amsterdam; Nachoem M. Wijnberg, U. of Amsterdam
- Unpacking Individuals’ Psychological Bonds to Creative Action: Insights for Leader Support by Robert Litchfield, Washington and Jefferson College
- The Role of Supervisor Support in Creative Networks by Maartje E. Schouten, Erasmus U. Rotterdam; Christina E. Shalley, Georgia Institute of Technology; Daan van Knippenberg, Erasmus U. Rotterdam

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1249 | (Paper Session) - (OB) Authentic Leadership: New Insights and Methods
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 1249
Chair: Matthew Quade, Baylor U.
- Valuing Benevolence or Power? The Joint Effects of Authentic Leadership and Leaders’ Values | Yuanmei Qu, U. of Miami; Mi Zhou, Xi’an Jiaotong U.; Marie T. Dasborough, U. of Miami; Gergana Todorova, U. of Miami
- Does It Help to Show the Real Me? How Authentic Leadership Impacts Evaluations of Women Managers | Susanne Braun, Ludwig Maximilians U. / Technische U. München; Dieter Frey, Ludwig Maximilian U. of Munich
- Mindfulness Meditation as Antecedent of Authentic Leadership: A Qualitative Approach | Adam Austen Kay, U. of British Columbia
- A Multilevel Investigation of Authentic Leadership as an Antecedent to Helping Behavior | Giles Hirst, Monash U.; Fred O. Walumbwa, Florida International U.; Samuel Aryee, King’s College London; Ivan Destian Butar Butar, Monash U.

1250 | (Paper Session) - (OB) Why Do I Trust You? Insight into Conditions and Nature of Trust in Organizations
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 305
Tweet this session: #AOM2014 1250
Chair: Bart A. de Jong, VU U. Amsterdam
- Configurations of Interpersonal Trust in Peer Relationships | Anja Iseke, U. of Paderborn
- An Investigation of the Effects of Face Trustworthiness on Perceptions of Justice | Brian C. Holtz, Temple U.
- Trusted by Supervisor: Feeling Obligated or Engaged? | Hui Li, Chinese U. of Hong Kong; Dora C. Lau, Chinese U. of Hong Kong
- Multi-Facets of Trust and Employee Outcomes: Trust in Supervisor, Felt Trust, and Mutual Trust | Tae-Yeol Kim, China Europe International Business School; Jie Wang, Nottingham U. Business School China; Junsong Chen, China Europe International Business School

1251 | (Paper Session) - (OB) Drivers and Outcomes of Volitional Behavior: The Power of Perception
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 308
Tweet this session: #AOM2014 1251
Chair: Jonathan E. Keeney, U. of North Carolina, Chapel Hill
- In the Eye of the Beholder: A Multi-Stakeholder Perspective of Discretionary Work Behaviors | Clair Reynolds, Saint Louis U.; Mindy K. Shoss, Saint Louis U.; Dustin K. Jundt, Saint Louis U.
- Do All Employees Engage in Citizenship Behaviors for the Same Motives? | Sherwin Ignatius Chia, Nanyang Technological U.; Chi-Yue Chiu, Nanyang Technological U.
- Interpersonal Citizenship Behaviors (ICB): The Role of ICB Attitude and Members’ Prototypicality | Alberto Monti, Bocconi U.; Massimo Bergami, U. of Bologna

1252 | (Paper Session) - (OB) Reaching for the Stars: Understanding Antecedents and Outcomes of the Change in Social Status
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 402
Tweet this session: #AOM2014 1252
Chair: P. D. Harms, The U. of Nebraska-Lincoln
- Predicting Leader Role Occupancy: A Functional Leadership Approach | Lauren D’Innocenzo, U. of Connecticut; Michael Kukenberger, Rutgers U.; John Mathieu, U. of Connecticut
- Exploring the Changing Effects of Individual Differences on Social Status | Wonho Jeung, Korea National Defense U.; P. D. Harms, The U. of Nebraska-Lincoln
- A (Moral) Virtue Theory of Status Attainment in Human Social Hierarchies | Feng Bai, U. of Toronto
- When Does Power Disparity Help? The Role of Leader Competence and Task Complexity | Murat Tarakci, Erasmus U. Rotterdam

1253 | (Paper Session) - (OB) Why Do Employees Leave? New Insights Into the Causes and Contexts
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 403
Tweet this session: #AOM2014 1253
Chair: Irene Nikandrou, Athens U. of Economics and Business
- ‘Should I Stay Or Should I Go?’ Context Moderates Whether Thriving Employees Turnover | Emily Li-Peng Chew, U. of New South Wales; Catherine G. Collins, U. of New South Wales
- If You’ve Got Leavin’ on Your Mind: Validation of Inadvertent Behavioral Cues of Voluntary Turnover | Timothy Gardner, Utah State U.; Steve Hanks, Utah State U.
- Turnover Intentions and Turnover: The Moderating Role of Dispositional Affectivity | Charles H Ritter, Ohio U.; Justin D. Purl, Ohio U.; Rodger Griffeth, Ohio U.; Xiaofei Li, Ohio U.; Leah Halper, Ohio U.; Kathleen E. Hall, Ohio U.
- A Multilevel Model of Top Management Diversity, Empowering Leadership and Middle Managers’ Turnover | Amy Y. Ou, National U. of Singapore; Dongwon Choi, National U. of Singapore; Jungmin Seo, Arizona State U.

1254 | (Paper Session) - (OB) Our Own Worst Enemy: How We Harm and Help Ourselves
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 404
Tweet this session: #AOM2014 1254
Chair: Laura M. Little, U. of Georgia
Session Details – Monday, 2:00 - 4:00 PM

Section D

Measuring Individual Differences at Work

1255 ☍: (Paper Session) - (OB) The Costs and Benefits of Emotional Governance
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 1255
Chair: Michael A Daniels, Singapore Management U.
>
Linking Emotion Regulation to Adaptive Selling Behaviors: The Role of Authenticity | Mei-Ling Wang, Tamkang U.; Min-Shi Liu, Soochow U.

Linking Emotion Recognition and Income: An Examination of the Interpersonal Mechanisms | Andreas Wihler, U. of Bonn; Tassilo Momm, U. of Bonn; Jochen I. Menges, U. of Cambridge; Gerhard Blicke, U. of Bonn

The Cost of a Poker-Face: Consequences of Self-Regulation on Emotion Recognition | Adam Wood, U. of Southern California

Mental Construal and Perceived Job Control as Antecedents of Emotional Labor and Well-being | Michael A Daniels, Singapore Management U.; Gary Greguras, Singapore Management U.; Jennifer Zophy Gillespie, U. of South Florida, Sarasota-Manatee

1256 ☍: (Paper Session) - (OB) Acknowledging and Measuring Individual Differences at Work
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 407
Tweet this session: #AOM2014 1256
Chair: Jason L. Huang, Wayne State U.
>
A Meta-Analysis of the Relationship between General Mental Ability and Attitudes | Erik Gonzalez-Mule, U. of Iowa; Kameron Carter, U. of Iowa; Michael K Mount, U. of Iowa

Firing on Different Cylinders: How Context Cues Activate Different Dimensions of Consciousness | Sophia Soyoung Jeong, Chinese U. of Hong Kong; Daniel L. Morrell, Middle Tennessee State U.; Audrey Korsgaard, U. of South Carolina

A Mediated Moderation Model of Personality, Self-Monitoring and OCB | Jonathan Shaffer, West Texas A&M U.; Andrew Li, West Texas A&M U.; Jessica Bagger, California State U. Sacramento

Development and Validation of a Comprehensive Needs Measure | Vickie Coleman Gallagher, Cleveland State U.; Rachel Frieder, Old Dominion U.; Karen L. Dragish, Cleveland State U.; Matthew Vallee, Elon U.

1257 ☍ JS: (OB, GDO, CAR) Shining a Light on Overlooked and Understudied Workers in Work-Family Research
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 410
Tweet this session: #AOM2014 1257
Chairs: Samantha C. Paustian-Underdahl, Florida International U.; Elizabeth M Boyd, Indiana U.-Purdue U. Indianapolis
Discussant: Ellen Ernst Kossek, Purdue U.

Low Resources, Low Demands: Fast Food Jobs and Work Family Conflict | Elizabeth M Boyd, Indiana U.-Purdue U. Indianapolis; Leslie Ashburn-Nardo, Indiana U.-Purdue U. Indianapolis; Morgan Jones, Indiana U.-Purdue U. Indianapolis; Courtney Laughman, Indiana U.-Purdue U. Indianapolis; Nathan Schultz, Indiana U.-Purdue U. Indianapolis

Work-Life Management in Boundaryless Work: An Examination of Mompreneurs | Danna Greenberg, Babson College; Wendy Marcinkus Murphy, Babson College

Senior Executives’ Boundary Management and Work-Family Conflict: Do Organizational Supplies Matter | Samantha C. Paustian-Underdahl, Florida International U.

Developing Occupational and Family Resilience in U.S. Migrant Farm Workers | Ellen Ernst Kossek, Purdue U.; Lisa Burke, Purdue U.

1258 ☍ JS: (OB, HR) Ethical Leadership: Distinguishing Leaders from the Context on Ethical Behavior
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 401
Tweet this session: #AOM2014 1258
Chair: Paul J Hanges, U. of Maryland
Discussant: Marcus W. Dickson, Wayne State U.

How Breached Obligations, Isolation, and Fairness Shape Ethical Leadership Perceptions | Craig D. Crossley, U. of Central Florida; Maribeth Kuenzi, Southern Methodist U.; Ronda R. Callister, Utah State U.

Ethical Climate or Ethical Leaders: Does Alignment Matter? | Rabiah Sahara Muhammad, U. of Maryland; Joo Y. Park, U. of Maryland; Paul J Hanges, U. of Maryland

In Good Conscience: Ethical Leadership and Employee Ethical Mindfulness | Scott B. Dust, Eastern Kentucky U.; Christian J. Resick, Drexel U.

1259 ☍ ☏: SHCS: (OB, MED, HR) Writing about Goals Enhances Academic Performance and Aids Personal Development
3:00pm - 4:30pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 1259
Chair: Edwin A. Locke, U. of Maryland
Discussant: Dominique Morisano, Centre for Addiction and Mental Health / U. of Toronto

Coordinator: Michaëla C. Schippers, Erasmus U. Rotterdam

Enhancing Student Retention and Academic Performance: The Effects of Guided Reflection on Goals | Michaëla C. Schippers, Erasmus U. Rotterdam; Ad Scheepers, Erasmus U. Rotterdam; Dominique Morisano, Centre for Addiction and Mental Health / U. of Toronto; Edwin A. Locke, U. of Maryland; Jordan Peterson, U. of Toronto

A brief goal-setting intervention closes both the gender and minority achievement gap | Michaëla C. Schippers, Erasmus U. Rotterdam; Ad Scheepers, Erasmus U. Rotterdam

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

Section D

Gregory Allen Laurence, U. of Michigan, Flint; Steffen P. Raub, Ecole hôtelière de Lausanne

Too Much of a Good Thing: The Effect of Contingency of Self-Worth on Goal Setting | Xi Chen, New York U.

The Joint Effects of Perspective Taking and Proactive Personality on Customer Service Performance | Yuanyuan Huo, Hong Kong Baptist U.; Wing Lam, Hong Kong Polytechnic U.; Ziguang Chen, City U. of Hong Kong

Onboard with an Alcohol-Focused Work-Style? An Examination of Newcomer Emergent Behavior Patterns | Songqi Liu, Pennsylvania State U.; Peter A. Bamberger, Tel Aviv U.; Mo Wang, National Science Foundation; Junqi Shi, Sun Yat-sen U.; Samuel Bacharach, Cornell U.; Robert Melloy, Pennsylvania State U.

Vickie Coleman Gallagher, Cleveland State U.; Edwin A. Locke, U. of Maryland

A Meta-Analysis of the Relationship between General Mental Ability and Attitudes | Erik Gonzalez-Mule, U. of Iowa; Kameron Carter, U. of Iowa; Michael K Mount, U. of Iowa

Firing on Different Cylinders: How Context Cues Activate Different Dimensions of Consciousness | Sophia Soyoung Jeong, Chinese U. of Hong Kong; Daniel L. Morrell, Middle Tennessee State U.; Audrey Korsgaard, U. of South Carolina

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

Section D

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Impacts in the Public Sphere

Discussant: Matthew A. Cronin, George Mason U.
Conceptualizing emergent states: A strategy to advance the study of group dynamics | Mary J. Waller, York U.; Gerardo Okhuysen, U. of Utah; Marzieh Saghafian, Schulich School of Business
Using recurrence analysis to understand group dynamics | Andrew P. Knight, Washington U. in St. Louis; Colin M. Fisher, Boston U.

Dynamic Approaches to Group Dynamics
3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon D

Making Meaning through Language
3:00pm - 4:30pm Pennsylvania Convention Center: Room 110 B

Information Technology Impacts in the Public Sphere
3:00pm - 4:30pm Pennsylvania Convention Center: Room 118 B

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

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

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

1267 ☐: (Paper Session) - (OMT) Institutional Complexity and Pluralism
3:00pm - 4:30pm Pennsylvania Convention Center: Room 107 B

Chair: John Matthew Amis, U. of Edinburgh Business School
Institutional pluralism, stakeholder sensegiving, and organizational responses | Feibo Shao, Oklahoma State U.; Xiaoping Zhao, U. of Pittsburgh
Shifting Logics: Erosion of Appropriateness and Knowledge Uptake of Rules | Martin Schulz, U. of British Columbia; Kejia Zhu, U. of British Columbia
Sociomaterial Negotiation of Conflicting Institutional Logics at the Swedish Migration Board | Lotta Hultin, Stockholm School of Economics; Magnus Mähring, Stockholm School of Economics

1268 ☐: (Paper Session) - (OMT) Getting Down to the Nitty Gritty: Organizational Ethnography and the Meaningfulness of Organizational Life
3:00pm - 4:30pm Pennsylvania Convention Center: Room 109 B

Chair: Brandon H. Lee, Melbourne Business School
When Times Collide: Temporal Brokerage at the Intersection of Markets and Development | Juliane Reinecke, U. of Warwick; Shaz Ansari, U. of Cambridge
Winner of the OMT Division Best International Paper Award
When Coordination Creates Interdependencies. A Processual View of a Large Construction Project | Fabio James Petani, U. of Lugano; Jeanne Mengis, U. of Lugano
Commitment Traps in Winner-Take-All Labor Markets: An Investigation of Stand-Up Comedy | Patrick Reilly, UCLA
Generalist-Specialist Jurisdiction and Work Boundaries: An Ethnography of Hospitalist Integrators | Mariam Lisa Krikorian, U. of Southern California

1269 ☐: (Paper Session) - (OMT) What’s Going on in the Boardroom?: TMTs and Firm Performance
3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 A

Chair: Matthew W. McCarter, The U. of Texas at San Antonio
CFO dismissal: The role of macro vs. micro-level performance measures and external constituents | Malte Schumleyer, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.; Tobias Knobl, RWTH Aachen U.
Cohesion and Task Engagement Affect the Top Team Outside Directorships-Firm Performance Relationship | Amanda Ferguson, Northern Illinois U.; Margaret Ormiston, London Business School; Elaine M. Wong, U. of Wisconsin, Milwaukee
Top Management Team Faultlines and Firm Performance: Moderating Effects of CEO characteristics | Dimitrios Georgakakis, U. of St. Gallen; Winfried Ruigrok, U. of St. Gallen
Competing from the board room: How the board affects a firm’s competitive dynamics | Michael C. Withers, Texas A&M U.; David Simron, U. of Washington; Chris Tuggle, The U. of Nebraska-Lincoln; Christina M. Carnes, Texas A&M U., College Station

1270 ☐: (Paper Session) - (OMT) The Practice and Politics of Categorization
3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 B

Chair: Candace Jones, Boston College
Is transparency a value on OTC markets? Challenging industry registries to escape categorization. | Isabelle Huault, U-Paris Dauphine; Hélène RAINELLI WEISS, EM Strasbourg Business School
Label emergence in a nascent market category: Environmental influence on producers’ label use | Jessica Bursell, U. of Toronto; William G. Mitchell, U. of Toronto
The Limits of Reflected Glory: Effects of Product Name Similarity in the U.S. Network TV Programs | Olga Khessina, Cornell U.; Samira Reis, U. Carlos III de Madrid
Style Popularity in High Fashion: Resilience, Replication, and Embeddedness of Cultural Elements | Frédéric Clément Godart, INSEAD; Charles D. Galunic, INSEAD

1271 ☐: (Paper Session) - (OMT) Attention, Cliques and Trust: Multiple Perspectives on Organizational Effectiveness
3:00pm - 4:30pm Pennsylvania Convention Center: Room 126 B

Chair: Amir Sasson, BI Norwegian Business School
Substitutive vs. additive attention to demands explaining unequal practice implementation in MNEs | Anne Jacqueminet, HEC Paris; Rodolphe Durand, HEC Paris
Is selective attention always beneficial? | Thomas Keil, U. of Zurich; Markus Lang, U. of Zurich; Dirk Martignoni, U. of Zurich
Collectivist Analysis of Adaptive Leadership, Interaction, andCliques on Organizational Capacity | Russ Marion, Clemson U.; Craig Schreiber, Lenoir-Rhyne U.; Hans Klar, Clemson U.; Jon Christiansen, Clemson U.; Kenyae Reese, Clemson U.
Effects of interpersonal trust, corporate sustainability and propensity to trust on impersonal trust | Francesco Papi, Politecnico di Milano; Stefano Vitale, Politecnico di Milano; Marco Guerci, U. degli Studi di Milano; Francesca De Battisti, The U. of Milan; Elena Siletti, The U. of Milan; Giovanni Radaelli, Politecnico di Milano

1272 ☐: SHCS: (OMT) Virtual Collective Production: Questions, Pitfalls and Possibilities for Organization Theory
3:00pm - 4:30pm Pennsylvania Convention Center: Room 202 A

Organizers: Ming D. Leung, U. of California, Berkeley; Andrea Daniela Gorbatai, U. of California, Berkeley
**1273** (Paper Session) - (OMT) Symbols, Categories and Narratives: Approaches to Studying Meaning in Organizational Processes

Chair: Judith A Holton, Mount Allison U.

- Birds of a Feather - Management Knowledge as Interlocking Vocabularies | Markus A. Höllerer, U. of New South Wales; Dennis Janscary, WU Vienna; Vitaliano Andrea Barberio, WU Vienna; Renate Elisabeth Meyer, WU Vienna
- Betting on Football to Induce Change: An Examination of an Antenarrative Journey to Narrative Glory | David Petta Moura, Florida Atlantic U.; Bryant A. Hudson, Florida Atlantic U.
- Turning Back the Clock in Baseball: Crises of Commitment and Symbolic Value of Inferior Technologies | Oliver Hahl, Carnegie Mellon U. - Tepper School of Business

**1274** (Paper Session) - (OMT) Risk, Fear and Safety: Understanding How Actors Deal With Uncertainty in Organizations

Chair: Joseph Broschak, U. of Arizona

- Resisting or Governing Risk? Professional Struggles and the Regulation of Safe Science | Joelle Evans, HEC Paris
- Ripples of Fear: The Diffusion of a Bank Panic | Henrich R. Greve, INSEAD; Ji-Yub Jay Kim, INSEAD; Daphne Teh, INSEAD
- Risk-Taking as a Contingent Signal of Future Performance | Joon Nak Choi, Hong Kong U. of Science and Technology; Xin Wang, Hong Kong U. of Science and Technology

**1275** (OMT, OB) Exploring Central Questions in Organizational Wrongdoing: A Micro/Macro Approach


- When is Organizational Behavior Wrongful? Attributing Fault in Fatal Agricultural Accidents | Donald A Palmer, U. of California, Davis
- Paying Attention to Misconduct: The Impact of Regulation on Reactions to Firm Misconduct | Jo-Ellen Pozner, U. of California, Berkeley; Colleen H Stuart, Johns Hopkins U.
- (Un)Forgettable? When organizational wrongdoing leads to stigmatization | Brian Seongyup Park, INSEAD; Michelle Rogan, INSEAD
- The Role of Ethical Infrastructure, Construal Level, and Planned Behavior on Whistle Blowing | Abhijeet K. Vadera, Indian School of Business; Ann Tenbrunsel, U. of Notre Dame; Kristina Diekmann, U. of Utah

**1276** (JS: (OMT, OB, GDO)) The Role of Powerful Women for Reshaping Organizations and Professional Labor Markets and Practices

Chair: Mabel Abraham, MIT Sloan; Jamie J. Lodge, Northeastern U.

- Birds of a Feather - Management Knowledge as Interlocking Vocabularies | Markus A. Höllerer, U. of New South Wales; Dennis Janscary, WU Vienna; Vitaliano Andrea Barberio, WU Vienna; Renate Elisabeth Meyer, WU Vienna
- Betting on Football to Induce Change: An Examination of an Antenarrative Journey to Narrative Glory | David Petta Moura, Florida Atlantic U.; Bryant A. Hudson, Florida Atlantic U.
- Turning Back the Clock in Baseball: Crises of Commitment and Symbolic Value of Inferior Technologies | Oliver Hahl, Carnegie Mellon U. - Tepper School of Business

**1277** (JS: (OMT, TIM, ONE)) The More the Merrier: Integrating Civil Society and the State in Innovation Research

Chair: Ivana Katic, Columbia Business School; Jocelyn M. Leitzinger, U. of Wisconsin, Madison

- Here Comes the Sun: the Adoption of Photo Voltaic Technology in the United States, 1996-2012 | Ion Bogdan Vasi, Columbia U.; Sarah A Soule, Stanford U.
- Institutional Change through Market Reforms and Its Effects on Entrepreneurship in China | Chuck Eesley, Stanford U.
- Technology Definitions and Entrepreneurship in the U.S. Geothermal Power Sector | Shon R Hiatt, Harvard U.; Sangchan Park, National U. of Singapore

**1278** (SHCS: (ONE, SIM, OMT)) After Greenwashing: New Directions on the Symbol and Substance of Environmental Responsiveness

Chair: Jorge Rivera, George Washington U.
Participants: Frances E Bowen, Queen Mary U. of London; John M Jermier, U. of South Florida; Linda Forbes, Western Connecticut State U.; Magali Delmas, U. of California, Los Angeles; Mike Toffel, Harvard U.

1279: (Paper Session) - (PNP) Performance in Public and Nonprofit Organizations
3:00pm - 4:30pm Pennsylvania Convention Center: Room 125
Tweet this session: #AOM2014 1279
Chair: Bradley E. Wright, U. of Georgia
Founder-CEO & Board of Director Influence on Nonprofit Organizational Performance | Skylar Rolf, The U. of Nebraska-Lincoln
The Use of Performance Information in Public Sector Organizations: How Much or What For? | Pietro Micheli, U. of Warwick; Andrey Pavlov, Cranfield School of Management
Performance in the Public Sector: A Look at Federal Improper Payment Rates | Justin B Bullock, Texas A&M U.

1280: (Paper Session) - (RM) Advances and Challenges in Ethnography
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom G
Tweet this session: #AOM2014 1280
Chair: Janet E. Salmons, Capella U.
Organizational Multi-Sited Ethnography: Challenges and Strategies in Management Research | Lara Pecis, The U. of Warwick
Crisis Ethnography: Reflections on the Tunisian Revolution | Héla Yousfi, U-Paris Dauphine; Chahrazad Abdallah, U. of London, Birbeck

1281: SHCS: (RM, OB) Statistical Control in Organizational Research: An Update, Analysis, & Discussion of Next Steps
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 1281
Chair: Thomas E Becker, U. of Delaware
Participants: Guclu Atinc, Drake U.; James A. Breaugh, U. of Missouri-St. Louis; Kevin Carlson, Virginia Tech; Jeffrey R. Edwards, U. of North Carolina

1282: (Paper Session) - (SAP) Stratitizing Processes: Change, Renewal and Management Involvement
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2
Tweet this session: #AOM2014 1282
Chair: Veronique Ambrosini, Monash U.
Discussant: A. Paul Spee, The U. of Queensland, Australia
Strategic change: A dynamic perspective on the framing strategic initiatives | Winston Kwon, Lancaster U.; Julia Balogun, U. of Bath; Eero Vaara, Hanken School of Economics

1283: (Paper Session) - (SAP) Strategy Tools I: Diverse Tools
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 2
Tweet this session: #AOM2014 1283
Chair: Winston Kwon, Lancaster U.
Studying Strategy Practices with Visual Tools: From Every-Day Strategizing to Organizational Effects | Jennifer Whyte, U. of Reading; Alice Comi, U. of Reading
Sustained use of strategic tools: the perceived usefulness of stress testing | Nina Andreeva, U. of Cambridge
Constructing Vision with Scenario Planning | Terry R Schumacher, Rose-Hulman Institute of Technology

1284: (Paper Session) - (SIM) CSR and Sustainability in Asia
3:00pm - 4:30pm Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014 1284
Chair: Nicolas M Dahan, Fox School of Business, Temple U.
Individual Motivations to Create Social Enterprises: Cultural Impacts in China | Wendy K. Smith, U. of Delaware; Yunhe Tian, U. Delaware
The Dynamics of Corporate Social Responsibility in Asia: A 6 Country Study | Wendy Chapple, The U. of Nottingham; Christian Herzig, Nottingham Trent U.; Rieneke Catharina Slager, The U. of Nottingham

1285: (Paper Session) - (SIM) The Corporation: In the Community or of the Community?
3:00pm - 4:30pm Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 1285
Chair: Philip T. Roundy, The U. of Texas at Austin
Building blocks of success: A rhetorical toolkit for relanguaging corporate community relations | Carolyn Day, U. of South Florida
Microfinance and common goods: A study of Brazilian community development banks | Marek Hudson, ULB - Solvay
Opportunity creation in low-income market: Developing a community-operated business venture | Paula Linna, Aalto U.

From Civic Institution to Community Place: The Meaning of the Public Market in Modern America | Nancy B Kurland, Franklin & Marshall College; Linda S Aleci, Franklin & Marshall College

**1286**: (Paper Session) - (SIM) Issue Management: Processes and Outcomes
3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room B
Chair: Robert Krug, St. Joseph’s College

**1287**: (Paper Session) - (SIM) Institutional Theory and CSR: External Perspectives
3:00pm - 4:30pm Loews Philadelphia Hotel: Parlor 2
Chair: David Eduardo Cavazos, U. of New Mexico

Responding to the Institutional Voids: Cognition- versus Affect- based Government Ties | Luqin Xie, Hong Kong U. of Science and Technology

Institutional work and poverty reduction: Case of smallholder cultivation in Northern India | Suyash Jolly, Eindhoven U. of Technology; Saurabh Arora, SPRU - U. of Sussex


**1288**: (SIM, IM, BPS) Development-Oriented CSR: Responsible Businesses Building Positive Change in Developing Countries
3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room C
Organizers: Charlotte M. Karam, American U. of Beirut; Dima Jamali, American U. of Beirut; Michael Blowfield, Wolverhampton U.
Chair: David A. Ralston.
Discussant: Dima Jamali, American U. of Beirut

A Responsibility Calculus: Global Dialogue and Local Discourses | Duane Windsor, Rice U.

Corporations and the Development Deficit: Is CSR Part of the Solution or Part of the Problem | Nonita Yap, U. of Guelph
When Microfinance meets CSR: Bridging the Gap | Diego B. Marconatto, HEC Montreal; Luciano Barin Cruz, HEC Montreal; Eugenio Ávila Pedrozo, U. Federal do Rio Grande do Sul

The Headquartering Effect in International CSR: Evidence from UN Global Compact Signatories | Ralf Barkemeyer, U. of Leeds; Lutz Preuss, U. of London; Frank Figge, Kedge Business School
Understanding Corporations as Political Actors: Implications for Social Development | Kristin E. Huber, U. of Hamburg; Dirk Ulrich Gilbert, U. of Hamburg

**1289**: (Paper Session) - (TIM) The Relationship between Academic Science and Industry
3:00pm - 4:30pm Pennsylvania Convention Center: Room 103 C
Chair: Eunhee Sohn, MIT Sloan

Conflicting Identities in New Ventures: When Academic Founders may be a Liability | Michael Deane Howard, Texas A&M U., College Station; Kai Xu, Texas A&M U.

The Research On Factors Influencing University’s Participation In Regional Innovation | Ling Zhu, Zhejiang U.; Jingyao Mei, Zhejiang U.

The Endogeneity of Academic Science to Local Industrial R&D | Eunhee Sohn, MIT Sloan

A Chip Off the Old Block? Nanotech R&D Strategies and Entrepreneurial Opportunities in China & Japan | Daniela Baglieri, U. of Messina; Fabrizio Cesaroni, Carlos III U.

**1290**: (Paper Session) - (TIM) Patent Thickets and the influence of IP litigation
3:00pm - 4:30pm Pennsylvania Convention Center: Room 104 A
Chair: Steven Edward Minns, U. of British Columbia

How does patent litigation help disclose patent value? Evidence in PC chipset firms | Chia Yi Liu, Tunghai U.; Cheng-Yu Lee, Southern Taiwan U. of Science and Technology
Strategies from the counterfeiting battlefield - Protecting firms’ identity | Karin Beukel, Copenhagen U.; Francesco Rullani, Luiss Guido Carli U.

Utilizing the Thicket: Ownership Fragmentation, Technological Diversity and Patent Litigation | Steven Edward Minns, U. of British Columbia; Ilan Vertinsky, U. of British Columbia

Conflict Resolution, Public Goods and Patent Thickets | Dietmar Harhoff, U. of Munich; Georg von Graevenitz, UEA; Stefan Wagner, ESMT European School of Management and Technology

**1291**: (Paper Session) - (TIM) Managing Global R&D
3:00pm - 4:30pm Pennsylvania Convention Center: Room 104 B
Chair: Henry Lopez-Vega, Linkoping U.

Embedding R&D Units in Emerging Economies: The Case of Brazil | Fredrik Tell, Linkoping U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Monday 4:45PM

1298: (Paper Session) - (BPS) Business Model Innovation

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Independence A

Tweet this session: #AOM2014 #1298

Chair: Stefano Brusoni, ETH Zurich


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

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

1292: (Paper Session) - (TIM) Innovation through ecosystems and platforms

3:00pm - 4:30pm Pennsylvania Convention Center: Room 113 C

Tweet this session: #AOM2014 #1292

Chair: Alessio Cozzolino, Bocconi U.

Bringing Differing Perspectives on Technological Platforms: Toward an Integrative Framework | Annabelle Gawer, Imperial College London

Value Creation in Platform Markets after Technological Change: Mechanisms beyond Network Size | Alessio Cozzolino, Bocconi U.

Network Structure and Evolvability of Innovation Ecosystems | Jianxi Luo, Singapore U. of Technology and Design

How Ex Ante Inferior Innovations Can Win Races for Markets with Network Externalities | Piet Hausberg, U. of Hamburg; Sebastian Spaeth, U. of Hamburg

1293: (TIM) Open Innovation in Creative Industries

3:00pm - 4:30pm Pennsylvania Convention Center: Room 117

Tweet this session: #AOM2014 #1293

Organizer: Celine Abecassis-Moedas, U. Católica Portuguesa

The mixed blessings of openness in creative industries: The case of European chefs de cuisine | Andreas Braun, BSP Business School Berlin Potsdam; Christoph Ihl, RWTH Aachen U.; Gordon Mueller-Seitz, Freie U. Berlin


Scouting creative resources: The open innovation model of Cirque du Soleil | Thomas Paris, HEC School of Management; David Massé, École Polytechnique

Copyright or copy right? Users as market-makers by infringing the copyright of digital products | Christoph Ihl, RWTH Aachen U.; Alexander Vossen, BI Norwegian Business School

1294: (Paper Session) - (TIM) Methodological Advances: Patents, Networks, and Innovation Measurement

3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 #1294

Chair: Anke Piepenbrink, Azerbaijan Diplomatic Academy

The topic structure of the technology management research - a bibliometric study | Anke Piepenbrink, Azerbaijan Diplomatic Academy

It’s a small world? Identification challenges and implications for performance | Anindya Ghosh, IESE Business School; Lori Rosenkopf, U. of Pennsylvania


Online Word of Mouth and Product Quality Disagreement | Frank Nagle, Harvard U.; Christoph Riedl, Northeastern U.
Hartmann, Luiss Guido Carli U.; Raffaele Oriani, Luiss Guido Carli U.; Hazel Bateman, U. of New South Wales
The Effect of Strategic Agility on Business Model Innovation | Thomas Claus, Philipps-U. Marburg; Marianne Hock, Philipps-U. Marburg
The Pressure of Being Celebrated - An Investigation of Firm Responses toward a Celebrity Event | Weiping Liu, Shanghai U. of Finance and Economics; Yanling Lian, Shanghai U. of Finance and Economics; Cui Li, City U. of Hong Kong

1299 : (Paper Session) - (BPS) Network Dynamics
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Parlor A
Chair: Brian Philip Reschke, U. of California, Berkeley
Membership Changes in Strategic Alliances and the Hazard of Premature Dissolution | Rene M. Bakker, Queensland U. of Technology
The Resonance of Imbalance: How the Partner Asymmetry Affects Alliance Instability | Tianyou Hu, National U. of Singapore; Andrew Delios, National U. of Singapore
A Tighter Embrace: When Does an Alliance Lead to Partner Acquisition? | Miranda Stienstra, Tilburg U.; Xavier Martin, Tilburg U.
From Collaboration to Acquisition: The Role of Geographic Distance and Location | Florian Noseleit, Groningen U. (RuG); Isabel Estrada, Groningen U. (RuG); Killian J McCarthy, U. of Groningen

1300 : (Paper Session) - (BPS) Politics and Corporate Governance
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 10
Chair: Jinhua Ge, U. of North Carolina, Charlotte
Political Ties and Business Exchange Performance: A Moderated Mediation Model | Weiguo Zhong, GSB, Peking U.; Haibin Yang, City U. of Hong Kong; Yuanyuan Zhang, City U. of Hong Kong
The Influence of Business Group, Family, and Institutions on Political Ties in Emerging Economies | Chi-Nien Chung, National U. of Singapore; Hongjin Zhu, McMaster U.
Political Strategy Choices: Cognitive Influences in the Brazilian Ethanol Industry | Carlos Afonso Caldeira, Insper Institute of Education and Research/Getulio Vargas Foundation
Political Status and the Performance of Private Enterprises in China | Yuan Tian, Hong Kong U. of Science and Technology

1301 : (Paper Session) - (BPS) Norms of Market Behavior and Firm Strategy
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 3
Chair: Marco Clemente, Aalto U.
A Dialogical Model of Market Building in Emerging Markets | Mohit Anand, FORE school of Management, India; Philippe M. Monin, EM Lyon
Influence of Local Market’s Preceding Acquisition on Acquisition Premiums | Shavin Malhotra, Ryerson U.; Pengcheng Zhu, U. of San Diego; Taco Reus, Erasmus U. Rotterdam
Institutions and First Mover Advantages | Jaime Gomez, U. of La Rioja; Gianvito Lanzolla, Cass Business School, City U. London; Juan P Maicas, U. of Zaragoza
The Effects of Different Owner Categories on Corporate Internationalization | Nikolaos Kavadias, Erasmus U. Rotterdam; Xavier Castañer, U. of Lausanne

1302 : (Paper Session) - (BPS) Firm Boundaries and Value Creation
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 4
Chair: Jason Pattit, U. of St. Thomas
Asset Specificity and the Governance Forms: Do dyad perspective and endogeneity matter? | Nilesh Khare, Abu Dhabi U.; Michael J. Leiblein, The Ohio State U.
The Influence of Markets on the Boundaries of the Firm: A Value-Based Approach | Gianluigi Giustiziero, U. of Michigan, Ann Arbor
Firm Emergence in a Thick Market: the Boundaries and Management of Voluntary Organization | Susanne C Bylund, Independent Scholar; Per L. Bylund, Baylor U.
The Limits of Market Efficiency and the Need for Sheltering | Peter Moran, AGSM-Australian School of Business; Wouter Rosingh, the OMREUS Companies

1303 : (Paper Session) - (BPS) Developing and Deploying Firm Resources and Capabilities
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 5
Chair: Leonardo P Santiago, Federal U. of Minas Gerais
Dynamic Capabilities and Merger Success: A Laboratory Experiment | Jutta Wollersheim, Technical U. Munich; Koen Heimeriks, Tilburg U.
Do Organizations Benefit from Changing their Resource Base? A Configurational Perspective | Stav Fainshmidt, Florida International U.; Adam Smith, Old Dominion U.; Orhun Guldiken, Old Dominion U.
Efficiency and Influence in the Deployment of Human Assets: Evidence from M&A Legal Advisors | Olivier Chatain, U. of Pennsylvania; Philipp Meyer-Doyle, INSEAD
Efficiency and Effectiveness, Organization Slack and the Interfirm Linkage Portfolio | Lin-Hua Lu, National Cheng Kung U.; Yi-Fen Huang, Dayeh U.

1304 : (Paper Session) - (BPS) Governance and Firm Performance
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Seminar Room B
Chair: Scott Hicks, Liberty U.
Independent Directors’ Professional Role Identities, Board Effectiveness, and Firm Performance | Ying Feng, Erasmus U. Rotterdam; Jatinder S. Sidhu, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam
The Value of Being Politically Connected: Impact of Political Linkages on Financial Performance | Asli Kozan, IPAG Business School
A Context of Contracts: Rethinking the Link between Corporate Social and Financial Performance | David Gras, Texas Christian U.; Ryan Adam Krause, Texas Christian U.  

Too Much of a Good Thing? The Dual Effect of Public Sponsorship on Firm Performance | Julien Jourdan, Bocconi U.; Ilze Kivleniece, Imperial College London

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

Section D

Moderator: Margaret Ann Peteraf, Wagner Environments

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon A

Stakeholder Management and the Tension Between Dynamic Capabilities and Path Dependence | Ha Hoang, ESSEC Business School - Paris; Hakan Ener, ISE Business School

Market Knowledge Tacitness and SMEs' New Product Performance | Lu Jin, The U. of Hong Kong; Shibin Sheng, U. of Alabama at Birmingham; Kevin Zheng Zhou, The U. of Hong Kong


Chair: Elisa Alvarez-Garrido, Georgia State U.


1306 SHCS: (BPS, OMT, ENT) Where Do Capabilities Come From?

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Seminar Room C


Organizers: Valentina V. Kuskova, NRU Higher School of Economics; Irina O. Volkova, NRU Higher School of Economics

Participants: Marie-Aann Betschinger, NRU Higher School of Economics; Anastasia Bozhyva-Volya, NRU Higher School of Economics; Nikolay B. Filinov, NRU Higher School of Economics; Julia Levashina, Kent State U.; William Newburry, Florida International U.; Liudmila V. Petrova, NRU Higher School of Economics; Dmitry Potapov, NRU Higher School of Economics; Alexander Settles, Rutgers U.; Elena Shakina, NRU Higher School of Economics; Elena Shadrina, NRU Higher School of Economics; Irina N. Shafranskaya, NRU Higher School of Economics; Galina Shirokova, St. Petersburg U. GSOM; Larisa Taradina, NRU Higher School of Economics; Juha T Väätäinen, Lappeenranta U. of Technology; Andrei Vernikov, NRU Higher School of Economics

1307 JS: (BPS, OMT, TIM) Dynamic Capabilities & Path Dependence: Organizational Adaptability in Turbulent Environments

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Freedom F


Moderator: Margaret Ann Peteraf, Dartmouth College

How to Become a Different Kind of Company: Dynamic Capabilities or Path Breaking Change? | Arne Keller, Freie U. Berlin; Wolfgang H. Guettel, Johannes Kepler U.

A Practice Theory Approach to Dynamic Managerial Capabilities in Multi- business Organizations | Jeffrey A. Martin, U. of Alabama, Tuscaloosa

How do Dynamic Capabilities Evolve? The Impact of Imprints on Early Stage Formation | Georg Reischauer, Vienna U. of Technology; Monika Biedulska, European U. Viadrina; Jochen Koch, European U. Viadrina

Stakeholder Management and the Tension Between Dynamic Capabilities and Path Dependence | Veit Wohlgemuth, German Graduate School of Management & Law (GGS); Katharina Hoehne, European U. Viadrina

1308 (CAR) Careers Division Business Meeting

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon A

Division Chair: Peter A. Heslin, U. of New South Wales

Tweet this session:

1309 CAU: (CAU) Russian and CIS Management Research Caucus

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 415

Tweet this session: #AOM2014 1309

Organizer: Carl F. F. Fey, Nottingham U. Business School China

1310 CAU: (CAU) Ethical Leadership and Contemplation

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 502

Tweet this session: #AOM2014 1310

Organizers: Metta McGarvey, Harvard Graduate School of Education; Kathryn Goldman Schuyler, Alliant International U.

1311 CAU: (CAU) Love: The Power of a Word

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Parlor D

Organizers: Duncan Coombe, Ashridge; Linda Robson, Case Western Reserve U.

1312 CAU: (CAU) The Power of Words: When Meaning is Beyond Translation

4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 8

Organizers: Duncan Coombe, Ashridge; Linda Robson, Case Western Reserve U.

1313 (Paper Session) - (CM) Games Without Frontiers? Understanding and Adapting to Cultural Differences in Negotiation

4:45pm - 6:15pm Pennsylvania Convention Center: Room 102 B

Tweet this session: #AOM2014 1313

Chair: Deanna Geddes, Temple U.

The Icarus Paradox: An Analysis of Boomerang Effect of Trust in Joint Ventures | Hao-Cheng Chen, National Cheng Kung U.

Negotiating Globally with Fearful Attachment: An Individual and Contextual Approach to Risk | Sujin Lee, KAIST; Mary Kern, Baruch College-The City U. of New York; Wendi L. Adair, U. of Waterloo; Zeynep G. Aytug, California State Polytechnic U.; Pomona; Tuvana Rua, Sacred Heart U.

Culture, scripts and negotiation | Chris M Bell, York U.; Samina Qurat-ul-ain, INCAE; Abdul Karim Khan, Lahore U. of Management Sciences

Culture and Negotiation: Resolving Three Enigmas | Jeanne M Brett, Northwestern U.; Brosh M. Teucher, INCAE; Brian C Gunia, The John Hopkins U.
1314: (Paper Session) - (CM) Between My Sins: Exploring Ethical and Moral Judgments
4:45pm - 6:15pm Pennsylvania Convention Center: Room 112 A
Chair: William P. Bottom, Washington U. in St. Louis
Panel: Moral Symbols: A Necklace of Garlic against Unethical Requests | Sreedhari D. Desai, U. of North Carolina
Moralization and Amoralization Predict Empathy and Perceptions of Bias in Contentious Social Domains | Brian Lucas, Northwestern Kellogg School of Management; Adam Waytz, Northwestern Kellogg School of Management

1315: (Paper Session) - (CM, OB, HR) Know Your Enemy: Status Comparisons and Rivalry in Competitive Environments
4:45pm - 6:15pm Pennsylvania Convention Center: Room 108 B
Chair: Bradford Tuckfield, The Wharton School, U. of Pennsylvania
Rally around the Rival: Organizational Rivalry Promotes Identification, Commitment, and Citizenship | Gavin J Kilduff, New York U.; Nate Pettit, New York U.
Failure at the Top: How Power Undermines Collaborative Performance | John Angus Hildreth, U. of California, Berkeley; Cameron Anderson, U. of California, Berkeley
Competition in the Eye of the Beholder: The Impact of Psychological Momentum in Ranked Hierarchies | Hemant Kakkar, London Business School; Niro Sivanathan, London Business School; Nate Pettit, New York U.
Social Ties and Pay-for-Performance: Sales Competition Within and Across Firm Boundaries | Lamar Pierce, Washington U. in St. Louis; Tat Y. Chan, Washington U. in St. Louis; Jia Li, Washington U. in St. Louis

1316: (Plenary) - (CMS) CMS Activist Speaker Biju Mathew: Labor Organization in Theory and Practice
4:45pm - 6:15pm Pennsylvania Convention Center: Room 108 A
Chair: Christian Michael Hoffmann, Philips-U. Marburg
Discussant: Cristina Bettinelli, U. of Bergamo Elab Research Center
The Effect of Professional Boards in Between SEW and Family Firm Performance | Christian Michael Hoffmann, Philips-U. Marburg; Peter Jaskiewicz, U. of Alberta; Torsten Wulf, Philips-U. Marburg
Untangling Board Composition in Family Firms: Main Effects on Firm Performance | Mariangela Vecchiari, Second U. of Naples; Rodrigo Basco, U. of Witten/Herdecke; Andrea Calabrò, U. of Witten/Herdecke
Asymmetric Fractional Groups in Family Firms: When Group Faultline is a Good Thing | Weiwen Li, Sun Yat-sen U.; Dora C. Lau, Chinese U. of Hong Kong
Blood is Thicker than Merit: When is Transition from Professional to Family Governance Appropriate | S Ramakrishna Velamuri, CEIBS; Kumar Kothandaraman, Indian Institute of Management Bangalore; Nitu Nathani, Indian Institute of Management Bangalore

1318: (Paper Session) - (ENT) The Effect of Age and Experience on Entrepreneurial Activities
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Independence C
Chair: Keith Hmieleski, Texas Christian U.
Discussant: Per Davidsson, Queensland U. of Technology
The Value of Entrepreneurs’ Intangible Resources in Contexts of Discovery versus Creation | Keith Hmieleski, Texas Christian U.; Jon C. Carr, Texas Christian U.; Robert Alan Baron, Oklahoma State U.
Age and Subjective Age Identity as Moderators of the Entrepreneurial Intention-Action Relationship | Teemu Kautonen, Aalto U.; Ewald Kibler, Aalto U.; Thomas Wainwright, U. of Southampton; Matthias Fink, Johannes Kepler U.; Robert Blackburn, Kingston U.
Does Habitual Entrepreneurship Matter for Job Creation and Sustainment? | Miguel Amaral, Instituto Superior Tecnico; Rui Baptista, Brunel Business School; Manuel Flores, Lancaster U.

1319: (Paper Session) - (ENT) The Power of Words in Social Entrepreneurship
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Parlor B
Chair: Jacobo Ramirez, Copenhagen Business School
Discussant: Jason Lortie, Florida Atlantic U.
Toward a Meta-Linguistic Model of Social Entrepreneurship: Insights from Computational Linguistics | Yanto Chandra, City U. of Hong Kong
Different Visions of Framing Violence in International Press News | Jacobo Ramirez, Copenhagen Business School; Carlos Muñiz Muriel, U. Autónoma de Nuevo León
Demystifying “Value” through an Empirical Examination of Entrepreneurial Ventures | Ishrat Ali, U. of Missouri, Kansas City; Saras D. Sarasvathy, U. of Virginia
Session Details – Monday, 4:00 - 6:00 PM

### Section D

#### Political Ties, and Corruption in Entrepreneurial Settings Around the World
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Parlor C

**Chair:** Li Tian, Nankai U.  
**Discussant:** Patrick J. Murphy, DePaul U.

- Informal Entrepreneurial Practices: A Study of Ukrainian Entrepreneurs in the UK | Peter Rodgers, The U. of Sheffield; Tim Vorley, The U. of Sheffield; Nick Williams, The U. of Sheffield
- The Role of Entrepreneurs’ Political Ties in Private Firms R&D Investment and the Contingency Value | Shuangying Chen, U. of Electronic Science and Technology of China; Tailan Chi, U. of Kansas; Laura Poppo, U. of Kansas
- Taxes, Corruption and Entrepreneurship | Farzana Chowdhury, Indiana U.; Maksim Belitski, U. of Reading; Sameeksha Desai, U. of Missouri, Kansas City
- Sanding or Greasing the Wheel? Government Corruption and Nascent Ventures’ Resources Acquisition | Li Tian, Nankai U.; Jing Yu (Gracy) Yang, The U. of Sydney

#### Informal Entrepreneurial Dynamic Capabilities
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 6

**Chair:** Barbara Larraneta, Pablo de Olavide U.  
**Discussant:** NANDAKUMAR MANKAVIL KOVIL VEETTIL, Indian Institute of Management, Kozhikode

- A Cognitive Perspective on the Micro-Foundations of Dynamic Capabilities | Bart Clarysse, Imperial College Business School; Johan Bruneel, Ghent U.
- Toward an Integrative Research Framework for New Venture Legitimacy Judgment Formation | Whitney Oliver Peake, Western Kentucky U.; Derrick E. D’Souza, U. of North Texas
- Putting All Eggs In One Basket: Capability Configurations and New Venture Survival | Noni E. Symeonidou, Warwick Business School; Erkko Autio, Imperial College London; Aija E. Leiponen, Cornell U.; Johan Bruneel, Ghent U.
- Early Efforts to Develop Absorptive Capacity and Their Performance Implications | Bárbara Larraneta, Pablo de Olavide U.; Jose Luis Galan, U. of Seville

### Immigration and Entrepreneurship

#### Ethnographic Research on Immigrant Entrepreneurship
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 9

**Chair:** Zhen Zhang, U. of Alberta  
**Discussant:** Joseph A LiPuma, EM Lyon

- Exploring the Foundations of New Venture Success among Indian American Immigrant Entrepreneurs | Suresh U Kumar, NexAge Technologies/U. of Phoenix
- A Study of Identity Transition of Chinese Immigrant Entrepreneurs in Canada | Zhen Zhang, U. of Alberta

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

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**Conclusion:**

Immigrant entrepreneurs are a unique group of entrepreneurs who face unique challenges and opportunities. Understanding their experiences and strategies is essential for fostering an inclusive and diverse entrepreneurial ecosystem. The research presented in this session offers valuable insights into the dynamics of immigrant entrepreneurship, highlighting the importance of cultural, economic, and social factors in shaping entrepreneurial success.

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**Further Reading:**


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**Authors:**

- [List of authors and their affiliations.]
1326: (Paper Session) - (HR) Research on Job Withdrawal
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 306
Tweet this session: #AOM2014  1326
Chair: Christopher M. Barnes, U. of Washington
The Impact of Work Hours Discrepancy on Absenteeism | Jing Wang, York U.; Frank Reid, U. of Toronto
The Reliability, Validity, and Accuracy of Self-Reported Absenteeism from Work: A Meta-Analysis | Gary Johns, Concordia U.; Mariella Magriola, Concordia U.
Hours Underemployment and Employee Turnover: The Moderating Role of Human Resource Practices | Jing Wang, York U.
The influence of human resource practices on the negative consequences of customer aggression | Yoshiyo Yanadori, U. of South Australia; Danielle van Jaarsveld, U. of British Columbia

1327: (Paper Session) - (HR) Mediators in the High Performance Work Systems - Performance Relationship
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 307
Tweet this session: #AOM2014  1327
Chair: Rebecca R. Kehoe, Rutgers U.
HPWS and Team Performance: The Roles of Team Reflexivity and Outcome Interdependence | Hun Whee Lee, Seoul National U.; Jongwook Pak, Seoul National U.; Seongsu Kim, Seoul National U.
HPWS and Corporate Performance: The Role of Trust in Management and Common Perception | Sunjin Pak, Korea U. Business School; Boremju, Korea U.
Exploring Indirect HPWS-Performance Link in PSFs: A Practice-Resource-Use-Performance Linkage Model | Na Fu, Dublin City U.; Patrick Christopher Flood, Dublin City U.; Janine Bosak, Dublin City U.; Denise M. Rousseau, Carnegie Mellon U.; Tim J Morris, U. of Oxford; Philip O’Regan, U. of Limerick

1328: (Paper Session) - (HR) Employee Training
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 411
Tweet this session: #AOM2014  1328
Chair: Jon M. Werner, U. of Wisconsin, Whitewater
Formal training stimulates follow-up participation in informal learning: A three-wave study | Timothy Colin Bednall, U. of New South Wales; Karin Sanders, U. of New South Wales
The Impact of Environmental Factors on Transfer of Training Over Time | Kristina Bauer, U. of West Florida; Stormy Z. Speaks, U. of West Florida; William T. Howard, U. of West Florida; Richard N. Landers, Old Dominion U.; Holly C. Cameron, Old Dominion U.
Training Engagement Theory: A Multilevel, Temporal Perspective on the Effectiveness of Training | Traci Sitzmann, U. of Colorado Denver; Justin Weinhardt, Ohio U.

1329: (Paper Session) - (HR) Labor Relations and HR Research
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 413
Tweet this session: #AOM2014  1329
Chair: Rocio Bonet, IE Business School
Non-Strike Collective Actions and Alternative Dispute Resolution System In Non-Union Workplaces | Sungchul Noh, McGill U.
To Be or Not To Be Unionized? | Brandon Carlyle Grant, U. of Illinois at Urbana-Champaign; Teresa Cardador, U. of Illinois at Urbana-Champaign; Gregory Northcraft, U. of Illinois
Labor Codes and Human Resource Strategy in Emerging Economies | Mevan M. Jayasinghe, Michigan State U.
HPWS- Firm Performance link from the Unitarist and Critical School Thinking Perspectives | Hoang Ho, B.I. Norwegian Business School; Bard Kuvaas, B.I. Norwegian Business School

1330: (Paper Session) - (HR) Diversity Considerations in Selection Research
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 414
Tweet this session: #AOM2014  1330
Chair: Gwendolyn M. Combs, U. of Nebraska-Lincoln
Mind the Gap: Gender Differences in Global Leadership Competencies and Why It Matters | Mansour Javidan, Thunderbird; Amanda Bullough, Thunderbird; Rebekah Dibble, U. of San Francisco
Hispanic and Asian Performance on Selection Tests: Two (Largely) "Forgotten" Minorities? | Philip L. Roth, Clemson U.; Chad H. Van Iddekinge, Florida State U.; Philip S. DeOortentiis, Florida State U.; Kaylee Hackney, Florida State U.

1331: JS: (HR, OB) New Directions in Employer Branding Research: Managing Organizations’ Image as an Employer
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 412
Tweet this session: #AOM2014  1331
Chairs: Greet Van Hoye, Ghent U.; Jerel Slaughter, U. of Arizona
Discussant: Daniel Turban, U. of Missouri
Early Image Beliefs, Justice Perceptions, and Applicant Job Acceptance Decisions (WITHDRAWN) | Crystal M. Harold, Temple U.; Brian C. Holtz, Temple U.; Brian K. Griepentrog, Fors Marsh Group; Lindsey M. Brewer, Fors Marsh Group; Sean M. Marsh, Fors Marsh Group
Beyond Intention: Organizational Image and Job Advertisements as Predictors of Application Decisions | Saartje Cromheecke, Ghent U.; Greet Van Hoye, Ghent U.; Filip Lievens, Ghent U.
The Power of Word-of-Mouth in Recruitment: A Policy-Capturing Study | Greet Van Hoye, Ghent U.; Bert Weijters, Ghent U.; Filip Lievens, Ghent U.
Expanding Branding: Multiple Forms of Branding and Recruitment Outcomes | Brian R. Dineen, Purdue U.; Lusi Wu, Purdue U., West Lafayette

**1332** 📣**: (HR, SIM) * Silence and Voice as Employee Responses to Critical Events: Conceptual and Empirical Developments

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon I

Tweet this session: #AOM2014 1332

**Chairs:** Michael Knoll, Durham U.; Rosalie Joan Hall, Durham U.
**Discussant:** Art Padilla, North Carolina State U.

Employee silence revisited: The power of words withheld | Karen Harlos, U. of Winnipeg

Employee silence as a mediator of organizational context relationships with psychological health | Michael Knoll, Durham U.; Oliver Weigelt, U. of Hagen; Rosalie Joan Hall, Durham U.

Interactive dynamic effects of problematic events and voice on employee well-being — a diary study | Oliver Weigelt, U. of Hagen; Michael Knoll, Durham U.; Bernd Marcus, U. of Hagen

The interaction of authentic leadership and organizational identification on voice and silence | Lucas Monzani, U. de Valencia; Rolf van Dick, Goethe U.; José María Peiró, U. de Valencia

Links to destructive leadership: Beyond leader-centrism and toward a holistic theoretical framework | Christian Thoroughgood, Villanova U.; Laura Lunsford, U. of Arizona

**1333** 📣**: (Paper Session) - (IM) Global Strategy: Multinational Management

4:45pm - 6:15pm Pennsylvania Convention Center: Room 115 C

Tweet this session: #AOM2014 1333

**Paradox of MNE Overseas Subsidiary CEO Nationality and Relational Ties Strength on Performance** | Daniel Han Ming Chng, China Europe International Business School; Fabian Jintae Froese, U. of Goettingen; Almasa Sarabi, U. of Goettingen

**Multicultural Competence: Contributions from Cultural Sensitivity and Cultural Intelligence** | Otmar E Varela, U. of Arkansas at Little Rock

**Management, Culture and Language: Native and Second Languages in Management Team Communication** | Jan Ketil Arnulf, BI Norwegian Business School; Hui Lu, BI Norwegian Business School; Zhe Niu, BI Norwegian Business School

**Adding the Perspective of Process Integration to the Bartlett and Ghoshal Typology of MNCs** | Steffen M. Wuetz, U. of St. Gallen; Joerg S. Hofstetter, U. of St. Gallen; Anthony Goerzen, Queen's U.

**1334** 📣**: (Paper Session) - (IM) Emerging Market Firms: Internationalization

4:45pm - 6:15pm Pennsylvania Convention Center: Room 120 A

Tweet this session: #AOM2014 1334

**Chair:** Seung Ho (Sam) Park, SKOLKOVO Institute for Emerging Market Studies

**Buying to Catch up: Assessing Destinations in Emerging Market Multinationals’ Ownership Strategy** | Ru-Shiun Liou, Texas A&M U.; Central Texas; Mike Chen-ho Chao, William Paterson U.; Monica Yang, Adelphi U.

**International Springboard by Emerging Market Enterprises: A Contextual Perspective** | Vladislav Maksimov, U. of Miami; Yadong Luo, U. of Miami

**Internationalization of Emerging Economy Firms: Exploration Across Institutional & Product Boundaries** | Majid Abd, U. of Melbourne

**Corporate Entrepreneurship and Internationalization of Emerging MNEs: The Case of a Chinese MNE** | Cherrie J. Zhu, Monash U.; Mingqiong Mike Zhang, Monash U.; Peter J. Dowling, La Trobe U.; Helen DeCieri, Monash U.; Zhen-Xiong Chen, Australian National U.

**1335** 📣**: (IM) Global Governance: Bringing External Corporate Governance into the Corporate Governance Equation

4:45pm - 6:15pm Pennsylvania Convention Center: Room 120 B

Tweet this session: #AOM2014 1335

**Organizers:** Ruth V. Aguilera, U. of Illinois at Urbana-Champaign; Michael K. Bednar, U. of Illinois; Jun Ho Lee, U. of Illinois at Urbana-Champaign

**Panelists:** Craig Crossland, U. of Notre Dame; David L. Deephouse, U. of Alberta; Michael D. Pfarrer, U. of Georgia; Karen Schnatterly, U. of Missouri; Michael K. Bednar, U. of Illinois

**1336** 📣**: (IM) Barry M. Richman Best Dissertation Award Session

4:45pm - 6:15pm Pennsylvania Convention Center: Room 126 A

Tweet this session: #AOM2014 1336

**Come hear and honor the finalists for the Barry M. Richman Best Dissertation Award**

**Division Chair:** Jennifer Spencer, George Washington U.

**Chair:** Elizabeth L. Rose, U. of Otago

**Behavioral Underpinnings, Boundary-Spanning Search, and Performance of Internationalizing Firms: Three Essays** | Majid Abd, U. of Melbourne

**Formal and Informal Institutional Influences on Multinational Enterprise Social Responsibility: Two Empirical Studies** | Dawn Keig, Brenau U.

**Capability Development within the Multinational Corporation** | Paula Kiphinen, Aalto U.

**The Organizational Design of Offshoring** | Marcus M. Larsen, Copenhagen Business School

**Essays on Leadership Emergence in Multinational Teams** | Minna Paunova, Technical U. of Denmark

**1337** 📣**: (IM, OB, HR) Global Leadership: Multicultural Individuals and Organizations: Benefits, Challenges, and Next Steps

4:45pm - 6:15pm Pennsylvania Convention Center: Room 116

Tweet this session: #AOM2014 1337

**Chair:** Davina E. Vora, New Palz-State U. of New York

**Discussant:** Carmit T. Tadmor, Tel Aviv U.

The Role of Multicultural Individuals in Facilitating Dual Organizational Identification in MNEs | Yih-teen Lee, IESE Business School; Farah Yasmine Shakir, IESE Business School

Receiving Knowledge from Self-initiated Repatriates: An Organizational Level Analysis | Chun Guo, Sacred Heart U.

Cultural Frame Switching and Persuasion: Are Multiculturals More Persuasive than Monoculturals? | Davina E. Vora, New
Paltz-State U. of New York; Napatsorn Jiraporn, State U. of New York at Oswego

How Multicultural Employees Negotiate Cultural Identity and Implications for Work Performance | Hae-Jung Hong, NEOMA Business School; Junko Takagi, ESSEC Business School; Susan C. Schneider, HEC U. of Geneva

Priming Intergroup Bias of Asian-American Biculturals | Andy Yu-Yen Chiou, Baruch College-The City U. of New York

1338 (Paper Session) - (MC) Management Consulting: Scholar/Practitioner Education
4:45pm - 6:15pm Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 1338

1339 (Paper Session) - (MC) Cooperation, Engagement, Motivation, and Recognition in Different Client Settings and Systems
4:45pm - 6:15pm Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 1339

1340 (Paper Session) - (MC) Diagnosis of Socio-Economic and Conflict Issues in Organizations
4:45pm - 6:15pm Pennsylvania Convention Center: Room 112 B
Tweet this session: #AOM2014 1340

Winner of the Information Age Publishing Outstanding Doctoral Student Paper Award

Combining Manual Content Analysis with Computer-aided Text Analysis in an Organizational Diagnosis | Catherine A. Helmuth, Auburn U.; Achilles A. Armenakis, Auburn U.; Sebastien Vendette, New Mexico State U.

Winning the Information Age Publishing Outstanding Doctoral Student Paper Award

Contribution of MC to creating words to integrate ISO 26000 norms and economic constraints | Marc Bonnet, ISEOR Magellan / IAE Lyon / U. Jean Moulin; Michel Peron, ISEOR Magellan / IAE Lyon / U. Jean Moulin

Combining Manual Content Analysis with Computer-aided Text Analysis in an Organizational Diagnosis | Catherine A. Helmuth, Auburn U.; Achilles A. Armenakis, Auburn U.; Sebastien Vendette, New Mexico State U.
1343  📦: (Paper Session) - (MED) Business School
Educational Purpose and Change Management
4:45pm - 6:15pm Loews Philadelphia Hotel: Parlor 2
Tweet this session:  #AOM2014  1343
Chair: Gabriele Lakomski, U. of Melbourne
- Decoupling Responsible Management Education – Why Business Schools May Not Walk Their Talk | Andreas Rasche, Copenhagen Business School; Dirk Ulrich Gilbert, U. of Hamburg
- The power of negativity: the role of negative emotion in determining readiness for change | Laurie A. Branch, Case Western Reserve U.; Tony Lingham, Case Western Reserve U.
- BSchools and Their Business Models | John-Christopher Spender, Kozminski U.

1344  📦: (JS: MED, OB) Habits, Routines, and Practices of Best Student Paper Winners
4:45pm - 6:15pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session:  #AOM2014  1344
Organizer: Phillip S. Thompson, Case Western Reserve U.
Facilitator: Phillip S. Thompson, Case Western Reserve U.
Panelists: Marcus A. Bellamy, Georgia Institute of Technology; G. James Lemoine, Georgia Institute of Technology; Shubha Patvardhan, Pennsylvania State U.; Stefano Tasselli, Judge Business School; Phillip S. Thompson, Case Western Reserve U.

1345  📦: (Paper Session) - (MOC) Judgment and Decision Making
4:45pm - 6:15pm Loews Philadelphia Hotel: Congress Room A
Tweet this session:  #AOM2014  1345
Chair: Zachary Sheaffer, Ariel U.
- Self-Serving Sins versus In-Group Indiscriments: How Self-Constructual Predicts Unethical Behavior | John-Gabriel Joseph Licht, Carlson School of Management; Sophie Leroy, U. of Minnesota; Kathleen Vohs, Carlson School of Management
- Finalist for MOC Division Best Student Paper
- Fairness judgments and counterfactual thinking: Pricing goods versus services | Charles E. Naquin, DePaul U.; Terri R. Kurtzberg, Rutgers U.; Aparna Krishnan, Rutgers U.
- Joy Leads to Overconfidence – and A Simple Remedy | Philipp Koellinger, Erasmus U. Rotterdam; Theresa Treffers, Eindhoven U. of Technology
- Social Judgments of Warmth and Competence Drive Object Evaluation | Yu-Wei Hsu, Northwestern Kellogg School of Management; Derek D. Rucker, Northwestern Kellogg School of Management

1346  📦: (Paper Session) - (MOC) Leadership and Leadership Narratives
4:45pm - 6:15pm Loews Philadelphia Hotel: Penn
Tweet this session:  #AOM2014  1346
Chair: Cristiano L. Guarana, U. of Washington
- An Iconic Figure’s Precipitous Fall from Grace: Transforming the Media Narrative of Joe Paterno | Derron Bishop, Pennsylvania State U.; Linda K. Trevino, Pennsylvania State U.; Dennis A. Gioia, Pennsylvania State U.
- A Multi-Level Investigation of Informal Leadership Emergence in Work Teams | Chia-Yen Chiu, U. at Buffalo, the State U. of New York; Maiyuwai Reeves, U. at Buffalo, the State U. of New York; Shu-hwa Chiu, Shih Hsing U.
- Through the Eyes of the Manager: Managing Authority Using Control, Trust, and Fairness | Chris P. Long, Georgetown U.; Laura B. Cardinal, U. of Houston

1347  📦: (Paper Session) - (MOC) Strategic Decision Making
4:45pm - 6:15pm Loews Philadelphia Hotel: Tubman Room
Tweet this session:  #AOM2014  1347
Chair: Yoojung Ahn, U. of Massachusetts Amherst
- The Non-Compensatory Relationship between Risk and Return in Business Angel Investment Decisions | Andrew Lewis Maxwell, Fox School of Business, Temple U.; Moren Levesque, York U.; Scott Jeffrey, Monmouth U.
- Misaligned Collective Fears and Temporal Myopia | Timo Vuori, Aalto U.; Quy Nguyen Huy, INSEAD
- Strategic Decisions under Uncertainty as Cause of Foreign Firms’ Performance Disadvantage | Jörg Zimmermann, European Commission - Joint Research Centre

1348  📦: (JS: MOC, OB) New Directions in Professional Identity Work: Exploring Forms of Social Influence
4:45pm - 6:15pm Loews Philadelphia Hotel: Washington Room A
Tweet this session:  #AOM2014  1348
Chairs: Rachel D. Arnett, Harvard U.; Jennifer Louise Petriglieri, INSEAD
Discussant: Glen E. Kreiner, Pennsylvania State U.
Identity Work Within and Beyond the Professions: Toward a Theoretical Integration and Extension | Douglas A Lepisto, Boston College; Eliana Crosina, Boston College; Michael G. Pratt, Boston College
Manufacturing Self-Authenticity: A Reflexive Process of Crafting Authenticity at Work | Beth A. Devine, INSEAD; Jennifer Louise Petriglieri, INSEAD

Thematic orientation:  📦 Teaching | 🔗 Practice | 🌍 International | 🌐 Program Theme | 📜 Research | 🎬 Diversity | 🌟 Best Paper
Workfamily conflict and wellbeing: Moderating Role of Spirituality.

Rajan Selvarajan, U. of Houston, Victoria; Barjinder Singh, U. of Houston, Victoria; Olga Chapa, U. of Houston, Victoria; Donna Y Stringer, U. of Houston, Victoria

Managing Personal and Organizational Spiritual Identities.

Joanna Elizabeth Crossman, U. of South Australia

Development of The Integration Box: An Individual and Organizational Faith at Work Assessment Scale

David W. Miller, Princeton U.; Tim Ewest, Wartburg College

1350 ( ) (Paper Session) - (MSR) Religion and theological perspectives in the workplace

4:45pm - 6:15pm Loews Philadelphia Hotel: Congress Room C

Chair: Howard Harris, U. of South Australia

The Separation of Church and Work: Exploring the Antecedents and Consequences of Work-Faith Conflict

Christopher Robert Langford, The U. of Texas at San Antonio

Authenticity in Employment Relations: A Theology of the Workplace Analysis

Charles Thomas Tackney, Copenhagen Business School

Freedom of Religion or Freedom from Religion in Organizations: Dialogue for Voicing Values

Tracy Porter, Cleveland State U.; Susan S. Case, Case Western Reserve U.; Matthew C. Mitchell, Drake U.; Wasseem Abaza, Case Western Reserve U.

Give Us This Day Our Daily Bread: A Theology of Work and Implications for Managers

Mark Spence, Fuller Theological Seminary Pasadena; Lee Brown, Texas A&M U. - Central Texas

1351 ( ) (Paper Session) - (OB) To Be Passionate or Not to Be Passionate? Exploring Effects of Positive Affect on Work Outcomes

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon C

Chair: Tamara Montag, Ball State U.

When and Why does Harmonious Passion Lead to Increased Performance

Marina N Astakkova, The U. of Texas at Tyler; Gayle Porter, Rutgers U.

The Curvilinear Relationships between Work Passion and OCB: The Moderating Effect of Collectivism

Marina N Astakkova, The U. of Texas at Tyler

Positivity Makes for Poor Pitches: Affective Tone Conveyed by Entrepreneurs--Shaping Support for Creative Ideas

Melanie Milovac, U. of Cambridge; Jeffrey Sanchez-Burks, U. of Michigan

Investigating the Relationship between Task-Related Affect and Task Persistence

Mark Geiger, U. of Kansas; Terry W Noel, Illinois State U.

1352 ( ) (Paper Session) - (OB) Navigating Peer Relationship: Examining Deference and Collaboration in Peer Interactions

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 301

Chair: Ning Li, U. of Iowa

Instrumental Collaboration: Why Autonomous Professionals Collaborate and How They Benefit

Heidi K. Gardner, Harvard U.; Melissa Valentine, Stanford U.

Dominance Flux Allows Maintenance of Competing Egalitarianism and Hierarchy Relationship Goals

Sean Malahy, Stanford U.; Larissa Z. Tiedens, Stanford U.

Who Defers to Whom and Why? Demographic Differences and Dyadic Deference in Teams

Aparna Joshi, Pennsylvania State U.; Andrew P. Knight, Washington U. in St. Louis

The Role of Deference in the Boardroom

Philip Gordon Stiles, U. of Cambridge

1353 ( ) (Paper Session) - (OB) From Leaders "of" to Leaders "to": Servant Leadership

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 302

Chair: Susanne Braun, Ludwig Maximilians U. / Technische U. München

The Influence of Servant Leadership and Organizational Structure on Employee and Patient Outcomes

Mitchell J. Neubert, Baylor U.; Emily M Hunter, Baylor U.; Remy Tolentino, Baylor Scott and White Health

How Does Servant Leadership Enhance Employee Outcomes? A Self-Determination Theory Perspective

Fu Yang, Renmin U. of China; Lihua Zhang, Renmin U. of China

Does It Matter if Leadership is About Us? A Meta-Analysis of Other-Oriented Leadership

Sophia Vladimirova Marinova, U. of Illinois at Chicago; Hae Sang Park, U. of Illinois at Chicago

The Effects of Empowering Leadership on Managers’ Career Perceptions

Eric Kearney, U. of Potsdam; Kathrin Marggraf, Deloitte Consulting

1354 ( ) (Paper Session) - (OB) Giving Feedback that Can Arouse Motivation: Approach and Framing of Feedback Matter

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 303

Chair: Joan Brett, Arizona State U.

Is the Feedback Environment Always Empowering?

Feedback Orientation as a Critical Moderator


Show Me What I Could Gain or Lose: Feedback Framing Effects on Intrinsic Motivation and Performance

Elad Netanel Sherf, U. of Maryland; M. Susan Taylor, U. of Maryland; Kathleen B. Sedano, U. of Maryland

Revising Creative Work: How Workers’ Curiosity and Reviewers’ Feedback Influences Creative Drafts

Spencer Harrison, Boston College; Karyn Dossinger, U. of Minnesota

1355 ( ) (Paper Session) - (OB) OCB Perceptions at the Individual, Team, and Organization Level

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 308

Chair: Samina Saifuddin, Carleton U.

Newcomers’ Helping and Voice Behaviors: A Social Cognitive Perspective

Jie Li, Osaka U.; Tomoki Sekiguchi, Osaka U.

The Impact of Receiver’s Perception: Interpersonal Helping and Commitment to Coworker

Jihye Lee, Seoul National U.;
1356: (Paper Session) - (OB) Insights into Ethical Leadership and Employee Outcomes
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 401
Tweet this session: #AOM2014 1356
Chair: Keith Leavitt, Oregon State U.
Supervisor Moral Attentiveness, Ethical Leadership, and Employee Unethical Decision Making | Babatunde Oggunfowora, U. of Calgary; Madelynn Rassia Dawn Matthews, Haskayne School of Business
Does Ethical Leadership Influence Conflict among Employees? The Role of Resolution Efficacy | Mayowa Tosin Babalola, KU Leuven; Jeroen Stouten, KU Leuven; Martin Ewema, KU Leuven
Moralized Leadership: The Construction and Consequences of Ethical Leader Perceptions | Ryan Fehr, U. of Washington, Seattle; Kai Chi Yam, U. of Washington, Seattle; Carolyn Dang, U. of Washington
A Meta-Analytic Test of the Outcomes and Correlates of Ethical Leadership | Evan Theys, Louisiana Tech U.; William Scaru, Louisiana Tech U.; Bryan Fuller, Louisiana Tech U.

1357: (Paper Session) - (OB) Relationships and Work Outcomes: Interactions with Family, Workers, and Outsiders
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 402
Tweet this session: #AOM2014 1357
Chair: Andrea Kim, Sungkyunkwan U.
The Impact of Interaction with the Public on Work Outcomes: Role of Agreeableness and Job Complexity | Angsuthon Srisrisuth-Ard, Syracuse U.
Process and Management Expertise: The Relational Construction of Temporal Flexibility | Spela Trefalt, Simmons College; Emily Haephly, Boston U.
Lagged Effects between Family-Specific and Generalized Work-Related Resources | Russell A. Matthews, Bowling Green State U.; Tatiana H. Toumbeva, Bowling Green State U.
Social Support as Moderator between Organizational Injustice and Work-Family Interference | Aneel Kumar, Shah Abdul Latif U.; Sukkur Institute of Business Administration; Gulham Ali Arain, Sukkur Institute of Business Administration; Sumaiya Syed, Shah Abdul Latif U.; Marloes van Engen, Tilburg U.

1358: (Paper Session) - (OB) Healthiness is Happiness: A Health-Centered Focus on Work Relationships and Satisfaction
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 403
Tweet this session: #AOM2014 1358
Chair: Margaret Shaffer, U. of Wisconsin, Milwaukee
Forgiving is Good for Health and Performance: How Forgiveness Helps Individuals Cope with Breach | Sandra Pereira Costa, NOVA School of Business and Economics; Pedro Neves, Nova U., Lisbon
Effects of Leaders’ Expressions of Gratitude and Pride on Followers’ Leader and Job Satisfaction | Lisa Ritzenhofer, Technical U. Munich; Prisca Brosi, TU Munich School of Management; Matthias Spoerrie, U. of Applied Management; Isabell Melanie Welpe, Technical U. Munich
Gratitude as Felt Positive Regard: A Risk Regulation Perspective | Jennifer A. Harrison, York U.; Marie-Helene Budworth, York U.; Thomas H. Stone, Oklahoma State U.

1359: (Paper Session) - (OB) Navigating Murky Waters: The Anatomy of Organizational Politics
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 404
Tweet this session: #AOM2014 1359
Chair: Rachel Frieder, Old Dominion U.
A Pluralist Framework of Organizational Politics: Contextualization of Interests Alignment | Nadia Y. Yu, Hong Kong U. of Science and Technology
Organization Politics and Work Outcomes: Engagement as Mediator and LOC as Moderator | Upana Aagarwal, NITIE From Politically Naive to Politically Mature: Examining Leaders’ Political Maturation Journey | Elena Doldor, Queen Mary U. of London

1360: (Paper Session) - (OB) When Does Emotional Intelligence Influence Performance and Promotability?
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 1360
Chair: Yochi Cohen-Charash, Baruch College-The City U. of New York
Positive Affectivity and Individualism as Moderators of the EI to Work Well-being Relationship | Jialin Zhao, The U. of Sydney; Xuhong Li, Fudan U.; John Shields, The U. of Sydney
Emotional Intelligence and Team Performance: The Moderating Role of Cognitive Diversity | Shirley Chaoyi Wang, Cornell Johnson School
The Effect of Emotional Intelligence on Promotability: The Process Conditional Model | Sirkwoo Jin, Merrimack College; Myeong-Gu Seo, U. of Maryland
1361 (Paper Session) - (OB) Positive and Negative Affect and Contagion in Teams
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 407
Tweet this session: #AOM2014 1361
Chair: Liuba Y. Belkin, Lehigh U.
The Viral Spread of Incivility | Trevor Fouk, U. of Florida;
Amir Erez, U. of Florida; Tair Berson, Bar-Ilan U.; Andrew Woolum, U. of Florida
Contagious Peers in Teams: Peer Affective Influence on Individual Emotions and Performance | Zhike Lei, ESMT European School of Management and Technology; Nalé Lehmann-Willebrock, VU U. Amsterdam
How Positive Communication Improves Team Performance and Negative Communication Takes a Toll | Yihao Liu, U. of Florida; Thomas Coe Cross, U. of Florida; Amir Erez, U. of Florida
Distress Crossover in Teams: The Mediating Role of Abusive Supervision and Multiple Boundaries | Yuhui Li, Renmin U. of China; Zhen Wang, Renmin U. of China; Songbo Liu, Renmin U. of China; Luomeng Wan, Renmin U. of China; Yuxiang Kong, Renmin U. of China; Dan Yang, Renmin U. of China

1362 (Paper Session) - (OB) Generational Differences in the New Work Context: Issues of Job Flexibility and Work-Life Balance
4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 410
Tweet this session: #AOM2014 1362
Chair: Songqi Liu, Pennsylvania State U.
Hope in Early Careers: Mediating Effects of Work Motivation on Performance and Turnover Intentions | Domingo Valero, U. of Bem; Andreas Hirschi, U. of Lausanne
Change of Retirement Attitudes and Retirement Planning: A Latent Growth Modeling Approach | Yujie Zhan, Wilfrid Laurier U.
Staying Engaged in the New World of Work | Christina Wessels, Erasmus U. Rotterdam; Peter van Baalen, Erasmus U. Rotterdam; Karin Proper, Vrije U. Amsterdam
Integrating Work-Life Conflict and Enrichment in a Model by Life Stage | Esther Canonic, London School of Economics

1365 (SHCS: (OB, HR, SIM) Corporate Social Responsibility and Sustainability: New Insights from Micro-OBHR Perspective
4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon B
Tweet this session: #AOM2014 1365
Organizers: Deborah Elizabeth Rupp, Purdue U.; Ruodan Shao, City U. of Hong Kong
Discussant: Patrick M. Wright, U. of South Carolina
Intraorganizational Institutional Variance: Defining Sustainability within the Organization | Erica L. Steckler, Northeastern U.; William B. Stevenson, Boston College
Socially Responsible Behaviors at Work: A Theoretical Exploration | Akwasi Opoku-Dakwa, Rutgers Business School
Corporate Sustainability: A Case Study of Challenges and Strategies for Employee Acceptance | Mariah Yates, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati
Individualism in the Curvilinear Relationship between Social Responsibility and Employee Engagement | Deborah Elizabeth Rupp, Purdue U.; Ruodan Shao, City U. of Hong Kong
Do Claims about Skill Development Reflect the Nature of Employees’ Volunteer Experiences? | David A. Jones, U. of Vermont

1366 (JS: (OB, MOC, HR) Leadership and Neuroscience: Current Controversies and New Evidence
4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 1366
Discussant: Robert G. Lord, Durham U.
Neuroscience Research and Ethical Leadership: Understanding Oneself to Inspire Others | Christian Voegtlin, U. of Zurich; Ina Kaufmann, UFSP Ethik

A Neurocognitive Perspective on Dark Leadership and Employee Deviance | Jessica E. Dinh, The U. of Akron; Robert G. Lord, Durham U.

Exploring the Dynamics Between CEO Decision Making, Leaders’ Own Identity and Influences of Others | Carola Hillenbrand, U. of Reading; Kevin Money, U. of Reading; Bernd Vogel, U. of Reading

Neural Overlap of Visual Attention and Self-regulatory Focus: Implications for Leader Coaching | Angela Passarelli, Case Western Reserve U.; Dalia Abou Zeki, Case Western Reserve U.; Richard E. Boyatzis, Case Western Reserve U.; Abigail J. Dawson, Carnegie Mellon U.; Anthony Jack, Case Western Reserve U.

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

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon L

1367 🗓️: (OB, OMT) Managing External Relationships to Achieve Coordinated Action Within and Across Teams

Organizer: Elizabeth Hansen, Harvard U.

Discussant: David A. Thomas, Georgetown U.

Decision-Making | Elizabeth Hansen, Harvard U.

The Psychodynamics of Organizations: Theorizing Danger and Excitement | Larry Hirschhorn, Center for Applied Research

Trust in Systems that Oscillate Between Face-to-Face and Networks | Thomas N. Gilmore, Center for Applied Research

1368 🗓️: (OB, OMT) Beyond Risk and Anxiety: New Directions in Psychodynamics and Organization Theory

Organizer: Elizabeth Hansen, Harvard U.

Discussant: David A. Thomas, Georgetown U.

Organizational Identity and Social Defenses Against Decision-Making | Elizabeth Hansen, Harvard U.

The Psychodynamics of Organizations: Theorizing Danger and Excitement | Larry Hirschhorn, Center for Applied Research

Trust in Systems that Oscillate Between Face-to-Face and Networks | Thomas N. Gilmore, Center for Applied Research

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 304

A social network perspective on team innovation: A review, integration, and extension | Karoline Evans, Washington U. in St. Louis; Markus Baer, Washington U. in St. Louis; Greg R. Oldham, Tulane U.

Balancing repeated collaboration with external memberships in a network of professional jazz musicians | Floor van den Born, VU U. Amsterdam; Kevyn Yong, HEC Paris

Networks and creativity: The effect of functional diversity and goal orientation on creativity | Wonseok Choi, U. of Connecticut; Nora Madjar, U. of Connecticut

A social resources perspective on employee creativity | Travis J Grosser, U. of Connecticut; Giuseppe Labianca, U. of Kentucky

1370 : (OCIS) OCIS Division Keynote Presentation

4:45pm - 6:15pm Pennsylvania Convention Center: Room 122 A

1371 : (ODC) ODC Division Business Meeting

4:45pm - 6:15pm Pennsylvania Convention Center: Room 117

1372 🗓️: (Paper Session) - (OM) Operational Risks And Capabilities

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 408

1373 🗓️: (Paper Session) - (OM) Sustainable And Socially Responsible Supply Chains

4:45pm - 6:15pm Philadelphia Marriott Downtown: Room 409

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

4:45pm - 6:15pm Philadelphia Marriott Downtown: Grand Ballroom Salon L

1368 🗓️: (OB, OMT) Beyond Risk and Anxiety: New Directions in Psychodynamics and Organization Theory

1369 🗓️: (OB, TIM) Social Network Drivers of Creativity and Innovation at the Individual and Team Level

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Value Creation of Cross-Sector Partnerships in Socially Sustainable Supply Chains | Jorge Andres Rodriguez, Ramon Llull U.; Cristina Gimenez, Ramon Llull U.; Daniel Arenas, ESADE Business School

The Challenges of Implementing Sustainable Supply Chains in an Emerging Economy | Bruno S Silvester, U. of Winnipeg

1374 # (Paper Session) - (OMT) Institutional Complexity and the Hybrid Organization: Conceptual and Empirical Perspectives
4:45pm - 6:15pm Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 1374
Chair: Ebony N. Bridwell-Mitchell, Harvard U.
When Hybrid Organizations Transform: Understanding the Emerging Tensions | Celine Louche, Audencia Nantes School of Management; Marek Hudon, ULB - Solvay Brussels School; CERMI
Scaling Hybrid Organizations: Path Dependencies and Paradoxes (WITHDRAWN) | Anna Krzemsinska, The U. of Queensland, Australia
Deconstructing Complexity: How Organizations Cope with Multiple Institutional Logics | Mia Raynard, U. of Alberta; Royston Greenwood, U. of Alberta

1375 # (Paper Session) - (OMT) Innovation and Learning in Networks
4:45pm - 6:15pm Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 1375
Chair: David M. Gomulya, Nanyang Technological U.
The making of brokers: when second-order brokerage leads to formation of neighborhood-spanning ties | Julien Clement, INSEAD; Andrew V. Shipilov, INSEAD; Charles D. Galunic, INSEAD
Finalist for Best International Paper Award
Lost in transition: knowledge acquisition and knowledge loss in interpersonal exchanges | Marco Tortoriello, ISESE Business School; Florian A. Täube, EBS Business School; Sebastian Moebus, EBS Business School

1376 # (Paper Session) - (OMT) Category Creation and Change: New Perspectives
4:45pm - 6:15pm Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 1376
Chair:
Category Taken-for-grantedness as a Strategic Opportunity: The Case of Light Cigarettes, 1964-1993 | Greta Hsu, U. of California, Davis; Stine Grodal, Boston U.

Category Promotion: How Hybrid Ventures Integrate "Standing Out" and "Fitting In" | Joel Gehman, U. of Alberta; Matthew G Grimes, U. of Alberta
Category recombination and entrepreneurial inertia in the market for electronic music, 1978-2011 | Martina Montauti, U. of Lugano; Filippo Carlo Wezel, U. of Lugano
Audience-Dependent Impact of Category Spanning by U.S. Art Museums | Shinwon Noh, Cornell U.

1377 # (Paper Session) - (OMT) Doing Well by Doing Good: Perspectives on the Virtuous Organization
4:45pm - 6:15pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 1377
Chair: James Ballard Oldroyd, The Ohio State U.
Three Forms of Organizational Virtuousness: Conceptualizing Virtues at the Collective Level | David S. Bright, Wright State U.; Jason Combs, U. of Dayton; Brad Winn, Utah State U.
Commensuration in Dutch Sustainability Reporting | Koen Van Bommel, VU U. Amsterdam
Winner of OMT Best Paper on Environmental and Social Practices
Finalist for Pondy Award
An unintended crisis: Bounded reliability and corporate sustainability | Liena Kano, Haskayne School of Business; Loren Falkenberg, U. of Calgary; Alain C. Verbeke, U. of Calgary

1378 # (Paper Session) - (OMT) The Dynamics of Identity: Unpacking Organizational and Professional Identity Processes
4:45pm - 6:15pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 1378
Chair: Daniel Benzua, London School of Economics
Mass-Production of Professional Services and Pseudo-Professional Identity in Tax Preparation Work | Roman V. Galperin, Johns Hopkins U.
The co-construction of organizational identities:Organizational identity work in nonprofits | Charlotte Cloutier, HEC Montreal; Davide Ravasi, Cass Business School, City U. London
Identity without Membership? Anonymous and the Communicative Formation of Organizational Identity | Leonhard Dobusch, Free U. Berlin; Dennis Schoenborn, Copenhagen Business School
Multiple Organization Membership and Identity: Outcome Moderation. | Mekki MacAulay Abdelwahab, Schulich School of Business

1379 # (Paper Session) - (OMT) Field Emergence and Change
4:45pm - 6:15pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 1379
Chair: Frank G.A. de Bakker, VU U. Amsterdam
Structuring Through Dissent: Field Emergence and the Strategic Role of Organizational Agency | Itziar Castello, U. Carlos III de Madrid; David Barbera, Institute of Innovation and
1380 (Paper Session) - (OMT) Speaking of Language: Research into the Central Role of Language in Organizational Processes
4:45pm - 6:15pm Pennsylvania Convention Center: Room 202 A
Chair: Nina Granqvist, Hanken School of Economics
Discussant: The Gift of Tongues: Translation Work in Multilingual Organizations | Susanne Tietze, Keele U.; Rebecca Piekkari, Aalto U.

1381 (OM, OB) Trust and Distrust: Two Sides of the Same Coin?
4:45pm - 6:15pm Pennsylvania Convention Center: Room 202 A
Chair: Fabrice Lumineau, Purdue U.
Discussant: Roy J. Lewicki, The Ohio State U.
Organizational Distrust: Conceptual Foundations and Empirical Approaches | Shiau-Ling Guo, Purdue U., West Lafayette; Fabrice Lumineau, Purdue U.

1382 (OM, TIM, ENT) The Nature of Resources: Their malleability, and the means by which they are put into service
4:45pm - 6:15pm Pennsylvania Convention Center: Room 203 B
Chair: Frank G.A. de Bakker, VU U. Amsterdam
Discussant: A Framing Perspective on Field Emergence: Constructing Institutional Fields as Settlements | Santi Furnari, Cass Business School, City U. London
Regulatory institutional entrepreneurship: The USDA and the promotion of regional food hubs | Paul F Skilton, Washington State U.; Lindsay E Mahony, No Affiliation; Tomislav Rimac, Autonoma U. of Barcelona

1383 (ONE) ONE Business Meeting
4:45pm - 6:15pm Pennsylvania Convention Center: Room 202 B
Meet with ONE executive committee and teams to discuss division activities and learn details for our Social. All division awards will be presented.

1384: (Plenary) - (PNP) Honoring The Life and Work of Keith Provan
4:45pm - 6:15pm Pennsylvania Convention Center: Room 114-Aud. Lecture Hall
Chair: Kimberley Roussin Issett, Georgia Institute of Technology

1385: (Plenary) - (RM) Methodological Approaches to Establishing and Enhancing Research Meaningfulness
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Philadelphia North
Chair: Ernest H O’Boyle, U. of Iowa

1386 (Paper Session) - (SAP) Strategy Tools II: Tools-In-Practice
4:45pm - 6:15pm Sheraton Philadelphia Downtown Hotel: Salon 2
Chair: Viviane Sergi, UQAM
Discussant: Timo J Santalainen, Aalto U.
How Do Consultants Construct and Mobilize Tools to Build Markets | Luc Pierre Bres, HEC Montreal; Jean-Pascal Gond, Cass Business School, City U. London
SAP Best Practice-Oriented Paper Award
Adoption of Management Practices: Explaining individual motivations toward strategy tools adoption | Bruno Oliveira, U. of Bath; Paula Jarzabkowski, Cornell U.; Nick Lee, Aston U.
Exploring & developing strategy theory through practice | Colin Eden, Strathclyde U.; Fran Ackermann, Curtin Business School

1387: (SIM) SIM Division Meeting
4:45pm - 6:15pm Loews Philadelphia Hotel: Commonwealth B
Come hear about the great work of the division and to honor award winners.
1388: (Paper Session) - (TIM) University Technology Transfer

4:45pm - 6:15pm Pennsylvania Convention Center: Room 103 C

Tweet this session: #AOM2014 1388

Chair: Markus Perkmann, Imperial College London

The Effect of University-Level Support Policies on Female Participation in Academic Patenting | Anna Kochenkovka, U. of Bologna; Federico Munari, U. of Bologna
The Impact of University Technology Transfer Offices on Faculty Consulting | Yulia Muzyrza, U. of Michigan

→ Open data in industrial R&D: Organizing open collaboration between firms and public science | Markus Perkmann, Imperial College London; Henri Schildt, Aalto U.

1389: (Paper Session) - (TIM) Crowdsourcing Innovations

4:45pm - 6:15pm Pennsylvania Convention Center: Room 111 B

Tweet this session: #AOM2014 1389

Chair: Nikolaus Franke, WU Vienna

→ Don’t mess with the crowd! The emergence and management of crowdsourcing disasters | Johann Fueller, U. of Innsbruck; Katja Hutter, Harvard U.; Julia Hautz, U. of Innsbruck; Carina Thürridl, WU Vienna
→ “Does God Play Dice?” - Randomness vs. Deterministic Explanations of Crowdsourcing Success | Nikolaus Franke, WU Vienna; Christopher Lettl, WU Vienna; Susanne Roiser, WU Vienna; Philipp Tuertscher, VU U. Amsterdam


→ Distant Search, Narrow Attention: How Crowding Alters Organizations’ Filtering of User Suggestions | Henning Piezunka, Stanford U.; Linus Dahlander, ESMT European School of Management and Technology

1390: (Paper Session) - (TIM) Standards: Costs, Benefits and Competition

4:45pm - 6:15pm Pennsylvania Convention Center: Room 113 C

Tweet this session: #AOM2014 1390

Chair: Ram Ranganathan, The U. of Texas at Austin

→ Closing the door on open standards? | Ram Ranganathan, The U. of Texas at Austin
→ The Interplay of Standardization and Research: Evidence from the Biotechnology Industry | Michael Raven, TU Berlin
→ Do you back me up? The Power of ‘collective knowledge’ assets in standards competition | André P Slowak, U. of East London; Julian Christ, Baden-Wuerttemberg Cooperative State U.

1391: (Paper Session) - (TIM) Industry Emergence and Evolution: New Entrants and Incumbents

4:45pm - 6:15pm Pennsylvania Convention Center: Room 120 C

Tweet this session: #AOM2014 1391

Chair: Mazhar Islam, Drexel U.

Battle on the Wrong Field? Entrant Type and Firm Survival Prior to Dominant Design | Lihong Qian, Portland State U.; Tianxu Chen, Oakland U.
→ Pre-Entry Resources, Strategic Positioning Choices and Introduction of Dominant Designs | Anu Wadhwa, École Polytechnique Fédérale de Lausanne; Richard Tee, EPFL
→ Product Innovation Differences between New Ventures and Incumbent Firms | Chao-Yang Song, Singapore U. of Technology and Design; Jianxi Luo, Singapore U. of Technology and Design; Katja Hölttä-Otto, Singapore U. of Technology and Design; Kevin Otto, Singapore U. of Technology and Design

1392: (Paper Session) - (TIM) Technology-Based New Venture Strategies

4:45pm - 6:15pm Pennsylvania Convention Center: Room 121 C

Tweet this session: #AOM2014 1392

Chair: Marc Bahlmann, VU U. Amsterdam

The Art of the Possible: Increasing value of nascent technologies using Strategic Disclosure | Tilo Stratton Peters, École Polytechnique Fédérale de Lausanne; Vareska Van De Vrande, Erasmus U. Rotterdam

→ Structuring and Bundling Resources for Innovation in Different Firm Life Cycle Stages | Francesco Chirico, Jonkoping International Business School; Christina M. Carnes, Texas A&M U., College Station; Dong Wook Huh, Texas A&M U.; Michael A. Hitt, Texas A&M U.; Vincenzo Pisano, U. of Catania

→ Technology-Sourcing Portfolio, Product Innovation Strategy, and New Venture Performance | Ya-Hui Lin, Ministry of Science and Technology; Poh-Kam Wong, National U. of Singapore; Yuen Ping Ho, National U. of Singapore

→ Exploration, exploitation, and geographic diversity: A study of new entrepreneurial ventures | Marc Bahlmann, VU U. Amsterdam

1393: (Paper Session) - (TIM) Search and Innovation Problem-Solving

4:45pm - 6:15pm Pennsylvania Convention Center: Room 203 A

Tweet this session: #AOM2014 1393

Chair: Eni Gambeta, Rice U.

Search Behavior and Problem Definition: The Impact of Managerial Self-Interest | Eni Gambeta, Rice U.; Toby Li, Rice U.

→ Toward a Contingency Perspective on Organizational Slack: Evidence from the Pharmaceutical Industry | Osamu Suzuki, Kwansei Gakuin U.
→ Markets for Technology and the Importance of Firm-Specific Search for Innovation Performance | Wolfgang Sofka, Copenhagen Business School; Christoph Grimpe, Copenhagen Business School
→ What Determines Loci of External Knowledge?: Historical Aspiration Prevailing over Social Aspiration | Jong Seon Lee, Korea Advanced Institute of Science & Technology; Jeong Duk Choi, Korea Advanced Institute of Science & Technology;
Session Details – Monday, 6:00 - 8:00 PM

Section D

**Monday 5:30PM**

**1394 : (MH) Management History Division Business Meeting**
5:30pm - 6:30pm Loews Philadelphia Hotel: Washington Room BC
Tweet this session: #AOM2014 1394

Business meeting of the Management History Division. All members of the division are encouraged to attend.

**Monday 6:00PM**

**1395 : (GDO) GDO Business Meeting**
6:00pm - 7:00pm Loews Philadelphia Hotel: Lescaze Room
Tweet this session: #AOM2014 1395

Division Chair: Stacy Blake-Beard, Simmons College
Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland, Australia

Program Chair: Lisa Hisae Nishii, Cornell U.

Professional Development Workshop Chair: Douglas Creed, U. of Rhode Island

Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

**1396 : (HCM) Health Care Management Division Social**
6:00pm - 8:00pm Offsite: McCormick & Schmick's
Tweet this session: #AOM2014 1396

Please join us for our HCM Division Social, to be held offsite at McCormick and Schmick's, 1 S. Broad Street. Sponsored by Boston U SPH Hilary Policy and Mgmt, Ohio State Dept of Family Medicine, SHOC, VCU Dept of Health Admin, Texas A&M Health Policy & Mgmt, UAB Dept of Health Svcs Admin, UNC-Greensboro Bryan School of Business and Economics, Vanderbilt Owen Grad School of Mgmt. For more information regarding this event, please contact Timothy Huerta at timothy.huerta@osumc.edu.

Organizer: Timothy R. Huerta, The Ohio State U.

**1397 : (ICW) Management Learning Meet the Editors Social**
6:00pm - 9:00pm Pennsylvania Convention Center: Room 110 B
Tweet this session: #AOM2014 1397

Organizer: Eugene Sadler-Smith, U. of Surrey

**1398 : (ICW) The Leadership Quarterly 25th Anniversary Celebration**
6:00pm - 7:30pm Loews Philadelphia Hotel: Commonwealth D
Tweet this session: #AOM2014 1398

All Welcome
Organizer: Vicki Wetherell, Elsevier Ltd.

**Monday 6:15PM**

**1399 : (IM) International Management Division Business Meeting**
6:15pm - 7:30pm Pennsylvania Convention Center: Room 126 A
Tweet this session: #AOM2014 1399

Division Chair: Jennifer Spencer, George Washington U.
Division Chair-Elect: Sea Jin Chang, National U. of Singapore

Program Chair: Alvaro Cuervo-Cazurra, Northern U.

Professional Development Workshop Chair: Jaideep Anand, The Ohio State U.

Past Chair: John Mezias, U. of Miami

**Monday 6:30PM**

**1400 : (BPS) Business Policy and Strategy Business Meeting**
6:30pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom A
Tweet this session: #AOM2014 1400

**1401 : (CAP) Careers Division Social Hour**
6:30pm - 8:30pm Offsite: Maggiano's Little Italy Restaurant
Tweet this session: #AOM2014 1401

This session will take place at Maggiano's. For information regarding this offsite event please contact Tania Casado at tcasado.aom@gmail.com

Organizer: Roxana Barbulescu, McGill U.
Division Chair: Peter A. Heslin, U. of New South Wales
Division Chair-Elect: Kimberly Eddleston, Northeastern U.

Program Chair: Tania Casado, U. de Sao Paulo

Professional Development Workshop Chair: Corinne Post, Lehigh U.

Past Chair: Julia Richardson, York U.

**1402 : (CMS) CMS Division Main Program Social**
6:30pm - 8:30pm Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 1402

Welcome to the main annual social gathering for CMS members and friends. This event is sponsored by Birmingham Business School, University of Birmingham, UK.

Program Chairs: Emma Bell, Keele U.; Scott Taylor, U. of Birmingham

**1403 : (ENT) Entrepreneurship Division Business Meeting**
6:30pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom C
Tweet this session: #AOM2014 1403

**1404 : (INDAM) India Academy of Management Social**
6:30pm - 8:30pm Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session: #AOM2014 1404

**1405 : (MED) MED Business Meeting and Awards**
6:30pm - 7:30pm Loews Philadelphia Hotel: Regency Ballroom A
Tweet this session: #AOM2014 1405

All are welcome! Celebrate success of paper, symposia, reviewer and PDW award winners. Be part of our business meeting - learn about MED and shape

**1406 : (MH) Management History Division Social**
6:30pm - 8:30pm Loews Philadelphia Hotel: Washington Room BC
Tweet this session: #AOM2014 1406

This social hour will be dedicated to Dr. Robert C. Ford, who is receiving the Richard M. Hodgetts Distinguished Career Award for furthering the goals and mission of the division over a sustained period of time. All division members are encouraged to attend.

**1407 : (MOC) MOC Social Hour and Business Meeting**
6:30pm - 8:30pm Loews Philadelphia Hotel: Commonwealth B
Tweet this session: #AOM2014 1407

Division Chairs: Kyle Lewis, The U. of Texas at Austin; Elizabeth George, Hong Kong U. of Science and Technology

Program Chair: Kevin W. Rockmann, George Mason U.

Professional Development Workshop Chair: David M. Sluss, Georgia Institute of Technology

**1408 : (OCIS) OCIS Division Business Meeting**
6:30pm - 8:30pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 1408

**1409 : (ODC) ODC Division Members Reception.**
1410: (OMT) OMT Business Meeting
6:30pm - 7:30pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 1410
All OMT members are welcome.

1411: (RM) Research Methods Division Business Meeting
6:30pm - 7:30pm Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 1411
Division Chair: Michael Sturman, Cornell U.
Division Chair-Elect: Brian Boyd, City U. of Hong Kong
Program Chair: Hettie A. Richardson, Texas Christian U.
Professional Development Workshop Chair: Daniel A. Newman, U. of Illinois at Urbana-Champaign
Past Chair: Lisa Schurer Lambert, Georgia State U.

1412: (SAP) SAP Business Meeting and Social
6:30pm - 8:30pm Sheraton Philadelphia Downtown Hotel: Horizons Rooftop Ballroom
Tweet this session: #AOM2014 1412
The social will follow a short business meeting. Please come out to mix and mingle with SAP members and prospective members and celebrate the success of the Interest Group.

1413: (SIM) SIM Social
6:30pm - 9:00pm Loews Philadelphia Hotel: Commonwealth C
Tweet this session: #AOM2014 1413
It's a time to see old friends and make new friends.
Program Chair: Harry J Van Buren, U. of New Mexico

Monday 7:00PM

1414: (GDO) GDO Social Hour
7:00pm - 9:00pm Loews Philadelphia Hotel: Howe Room
Tweet this session: #AOM2014 1414
Division Chair: Stacy Blake-Beard, Simmons College
Division Chair-Elect: Charmine E. J. Hartel, The U. of Queensland, Australia
Program Chair: Lisa Hisae Nishii, Cornell U.
Professional Development Workshop Chair: Douglas Creed, U. of Rhode Island
Past Chair: Gwendolyn M. Combs, The U. of Nebraska-Lincoln

1415: (ICW) Annual Brigham Young University Ice Cream Social at the Academy of Management Conference
7:00pm - 10:00pm Philadelphia Marriott Downtown: Liberty Ballroom
Tweet this session: #AOM2014 1415
By invitation only
Organizer: Stephanie Graham, Brigham Young U.

1416: (ONE) 2014 ONE Social Reception
7:00pm - 9:00pm Offsite: Top of the Tower
Tweet this session: #AOM2014 1416
The event will take place in the Vista/Furness Forum Room. For information or questions regarding this offsite event please contact Jonathan Doh at oneprogram2014@gmail.com

Monday 7:30PM

1417: (BPS) Business Policy and Strategy Social
7:30pm - 8:30pm Sheraton Philadelphia Downtown Hotel: Liberty Ballroom B
Tweet this session: #AOM2014 1417

1418: (ENT) Entrepreneurship Division Social
Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Tuesday 12:00AM

1425: (AAA) Technology Center
12:00am - 11:59pm Philadelphia Marriott Downtown: 4th Floor Prefunction Area
Tweet this session: #AOM2014 1425
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

1426: (AAA) Technology Center
12:00am - 11:59pm Loews Philadelphia Hotel: Commonwealth A1
Tweet this session: #AOM2014 1426
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

1427: (AAA) Technology Center
12:00am - 11:59pm Sheraton Philadelphia Downtown Hotel: Franklin Room & Foyer
Tweet this session: #AOM2014 1427
Sit and relax in this year’s brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

Tuesday 7:00AM

1428: (IM) Meet the International Management Executive Committee Breakfast
7:00am - 8:00am Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 1428
Members of the IM division have breakfast with the executive committee of the division
Division Chair: Jennifer Spencer, George Washington U.
Division Chair-Elect: Sea-Jin Chang, National U. of Singapore
Program Chair: Alvaro Cuervo-Cazurra, Northeastern U.
Professional Development Workshop Chair: Jaideep Anand, The Ohio State U.
Past Chair: John Mezias, U. of Miami

1429: (MSR) Morning Meditation
7:00am - 8:00am Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 1429
Presenter: Richard Peregoy, U. of Dallas

Tuesday 7:30AM

1430: (AAA) AOM Past Presidents Breakfast
7:30am - 8:30am Loews Philadelphia Hotel: Penn
Tweet this session: #AOM2014 1430

1431: (SIM) SIM Morning Jumpstart
7:30am - 8:30am Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 1431
It’s coffee. And good company.
Program Chair: Harry J Van Buren, U. of New Mexico

Tuesday 8:00AM

1432: (AAA) Mother’s Nursing Room
8:00am - 8:00pm Pennsylvania Convention Center: A-125 South Show Office
Tweet this session: #AOM2014 1432

1433: (AAA) Conference Registration
8:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall B.
Tweet this session: #AOM2014 1433
Pre-Registration Badge Pick up, Onsite Registration, and Exhibitor Registration

1434: (AAA) Hospitality Suite for First Time Attendees
8:00am - 3:00pm Pennsylvania Convention Center: Room 105 B.
Tweet this session: #AOM2014 1434
Membership Committee volunteers, as well as representatives from the Member Services Department, will be here to greet new members and first time attendees to help answer questions. Please stop by and enjoy a relaxing atmosphere, make new friends, and enjoy a quiet respite between your sessions! Pennsylvania Convention Center 105B.

1435: (AAA) Technology Center
8:00am - 8:00pm Pennsylvania Convention Center: Room 106 AB
Tweet this session: #AOM2014 1435
Sit and relax in this year's brand new Technology Center, located at each meeting property. Print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. At the Loews, Marriott and Sheraton the Technology Centers will be open at the following times: 24/7 beginning on Thursday, July 30th at 5pm through Monday, August 4th, and limited availability on Tuesday. At the Convention Center, the Technology Center will be open at the following times: Thursday, July 30th 5pm-8pm; Friday, August 1st through Monday, August 4th 8am-8pm; limited availability on Tuesday.

1436: (AAA) Speaker Preparation
8:00am - 8:00pm Pennsylvania Convention Center: Room 300
Tweet this session: #AOM2014 1436

1437: (AAA) Placement Services
8:00am - 12:00pm Philadelphia Marriott Downtown: Franklin Hall
Tweet this session: #AOM2014 1437
Placement Services-Registration and Information

1438: (AAA) Speaker Preparation
8:00am - 8:00pm Loews Philadelphia Hotel: Jefferson Boardroom
Tweet this session: #AOM2014 1438

Section D

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 8:00 - 10:00 AM

**1439** (AAA) Speaker Preparation
8:00am - 9:00am Sheraton Philadelphia Downtown Hotel: Salon 7
Tweet this session: #AOM2014 1439

**1440** (Paper Session) - (BPS) Strategic Human Capital: Mobility, Retention and Value Creation
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom F
Tweet this session: #AOM2014 1440
Chair: Aaron Hill, Oklahoma State U.
Towards A Theory of Perceived Firm-Specific Human Capital | Russell Coff, U. of Wisconsin, Madison; Joseph Raffiee, U. of Wisconsin, Madison
Deep Dive and Back: Social Impact Projects and Employee Retention | Christiane Bode, INSEAD; Jasjit Singh, INSEAD; Michelle Rogan, INSEAD
Competitive Response to Employee Mobility: Evidence From Mutual Fund Companies | Kwangjuane Ahn, U. of Toronto

**1441** (Paper Session) - (BPS) Governance, Social Exchange and Innovation
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 1441
Chair: Zachary Sheaffer, Ariel U.
How Do Family Ownership, Control, and Management Affect Group-affiliated Firms' Innovativeness? | Hao-Jun Chiang, NCCU; Jung-Chin Shen, York U.; Chao-tung (Jorden) Wen, National Chengchi U.
Family Firm Innovativeness—A Meta-Analysis | Patricio Duran, U. of South Carolina; Nadine Kammerlander, U. of St. Gallen; Marc Van Essen, U. of South Carolina; Thomas Markus Zellweger, U. of St. Gallen
Exploration, Exploitation and Incentives to Innovate: The Disciplining Role of Debt | Byung-Chul Choi, Rensselaer Polytechnic Institute; Shyam Kumar, Rensselaer Polytechnic Institute; Fabio Zambuto, U. of Palermo
Hell's Kitchen: Sanctioning Violations of Norms of Knowledge Use in Gourmet Cuisine | Giada Di Stefano, HEC Paris; Andrew King, Dartmouth College; Gianmario Verona, Bocconi U.

**1442** (Paper Session) - (BPS) External Shocks and Competitive Dynamics
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2
Tweet this session: #AOM2014 1442
Chair: Lyda S. Bigelow, U. of Utah
Long-Term Performance Effects of Adjustments in R&D Investments During Environmental Shocks | Eberhard Riesenkampff, EBS Business School
Paralyzing or Activating? Market Shocks and their Effects on Interfirm Rivalry | Markus Schimmer, U. of St. Gallen
Retail Union and Regional First Mover Advantages | Ajay Bhaskarabhatla, Erasmus U. Rotterdam; Chirantan Chatterjee, Indian Institute of Management Bangalore; Bas Karreman, Erasmus U. Rotterdam
Competitive Dynamics: Are Firms As Vulnerable As They Are Aggressive? | Wan-Ting Su, National Tsing Hua U.; Gideon D Markman, Colorado State U.

**1443** (Paper Session) - (BPS) Alliance Portfolio
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor A
Tweet this session: #AOM2014 1443
Chair: Martin C. Goosen, HEC Paris
Governance in Platform-Mediated Ecosystems: Complementary Products | Javier Cenamor, Carlos III U.
Concentrating or Dispersing Alliances within Firms: A Fragmented Alliance Portfolio Perspective | Brenda Bos, Groningen U. (RuG); Dries Faems, Groningen U. (RuG); Florian Noseleit, Groningen U. (RuG)
The Effect of Resource Commitment and Status for Firm Performance in a Firm’s Alliance Portfolio | Seong-Young Kim, ESC Rennes School of Business

**1444** (Paper Session) - (BPS) Firm-Stakeholder Relationships
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 1444
Chair: Johanna K. Jaskari, Aalto U.
The Impact of Stakeholder Orientation on Innovation: Evidence from a Natural Experiment | Caroline Flammer, Ivey School of Business; Aleksandra J Kacperczyk, MIT Sloan
An Examination of Firm Reputational Penalty from Public Stakeholders | Yuehua Xu, Sun Yat-sen U.; Daphne W. Yiu, Chinese U. of Hong Kong
Fin. Mkt. vs. Consumer Mkt. Responses to Emergent Phenomena: Application to a Social Media Boycott | Brian Kelleher Richter, The U. of Texas at Austin; Timothy Werner, The U. of Texas at Austin

**1445** (Paper Session) - (BPS) Strategic Advantages from Human Capital
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 2
Tweet this session: #AOM2014 1445
Chair: Daniel Tzabbar, Drexel U.
The Effect of Human Capital on Firm Performance and Survival: Context of the Asian Financial Crisis | Hilary Schloemer, U. of Kansas; Dongni Wan, U. of Kansas; Clint Chadwick, U. of Kansas
Do Middle Managers Capabilities Matter? | Roberto Gabriele, U. of Trento; Elena Feltrinelli, U. of Trento; Sandro Trento, U. of Trento
Effects of Human & Social Capital on Employees’ Strategic Orientation: A Knowledge-based Perspective | Karynne L. Turner, U. of South Carolina; Mona V Makhija, The Ohio State U.
Which Came First? Human Capital and Human Process Advantage and the Circulation of Market Ties | Joseph Broschak, U. of Arizona; Emily S. Block, U. of Notre Dame; Sharon Koppman, U. of Arizona, Tucson
1446 (BPS) The Determinants of Corporate Divestitures
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session: #AOM2014 1446
Chair: Asli Musaoglu Arikan, The Ohio State U.
To Divest or Not to Divest: A Meta-analysis of the Drivers of Corporate Divestitures | Kalin D. Kolev, Marquette U.
Policy Risk and Divestitures: Firm-Specific and Macro Considerations | Daniel Blake, IE Business School; Caterina Moschieri, IE Business School
Analyzer Pressure and Corporate Down-scoping: A Balanced-power Approach | Yu Zhang, U. of California, Irvine; Jun Xia, The U. of Texas at Dallas; Yan Gong, China Europe International Business School
When Firms Benefit from Previous Divestitures: An Agency Theoretic View | Donald D Bergh, U. of Denver; Kitty Chiu, INSEAD; Enzo Peruffo, Luiss Guido Carli U.; Michael A. Hitt, Texas A&M U.

1447 (BPS) New Insights into Organizational Knowledge
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session: #AOM2014 1447
Chair: Sheryn Watson Smith, Fox School of Business, Temple U.
Organizational Energy as the Mediator Between Organizational Structure and Absorptive Capacity | Andreas Alexiou, Erasmus U. Rotterdam; Saeed Khanagha, Erasmus U. Rotterdam
When Penrose Meets Arrow: Combining Exploration and Exploitation | Nir N. Bruce, Tel Aviv U.; Gabriel Szulanski, INSEAD
Learning on the Job? Entrepreneurial Spawning in the Asset Management Industry | Aaron Chatterji, Duke U.; Rui de Figueiredo, U. of California, Berkeley; Evan Rawley, Columbia U.

1448 (BPS) Network Governance
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session: #AOM2014 1448
Not All Control Rights Are Created Equal: Allocation of Control Rights in Biotechnology Alliances | Marko Madunic, Western Washington U.; Jongwook Kim, Western Washington U.
Aligning Transactional Attributes and Organizational Design | Sandra Corredor, U. of Illinois at Urbana-Champaign; Joseph T. Mahoney, U. of Illinois at Urbana-Champaign; Cheng Wang, U. of Illinois at Urbana-Champaign
A Governance Model of Joint Venture Value Creation | G. Tyge Payne, Texas Tech U.; Abdullah Assat, Texas Tech U.; Miles A. Zachary, West Virginia U.
The Muscle of Co-polesis: Firm Performance in Alliances by Governance of Knowledge Conversion | Ricardo B. Bouncken, U. of Bayreuth; Robin N. Pesch, U. of Bayreuth; Martin Ratzmann, U. of Bayreuth; Thomas Clauß, Philips-U. Marburg

1449 (BPS) Governance and Partnerships
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Seminar Room B
Tweet this session: #AOM2014 1449
Chair: Marlos I Katsioloudes, Qatar U.
Control and Collaboration: Exploring Governance Paradox in International Joint Venture Boards | Xuanni Xie, Peking U.
Upper Echelon Revisited: The Influence of Dark-Side CEO Traits on Alliance Formation and Governance | Gary R. Thurgood, Texas A&M U., College Station
Bridging Science and Technology through Academic-Industry Partnerships | Willy Shih, Harvard U.; Sen Chai, Harvard U.
Transaction Costs and Modes of Service Provision: The Moderating Effect of Sourcing Availability | Marguerite Schneider, NJIT; Fernando Sanchez, Rutgers Business School; Catherine Magelssen, Rutgers U.; Fariborz Damanpour, Rutgers U.

1450 (CAR) Alliance Network Advantage: At the Frontiers of Research and Teaching
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session: #AOM2014 1450
Organizer: Andrew V. Shipilov, INSEAD
After the Break-Up: The Relational and Reputational Consequences of Withdrawals from VC Syndicates | Ranjay Gulati, Harvard U.; Pavel Ivanov Zhelyazkov, Harvard U.
Partnering Experience and Alliance Performance | Dovek Lavie, Technion Israel Institute of Technology
What do Alliance Managers Do? | Yes Doz, INSEAD
Network Advantage: How to Unlock Value from Your Alliances and Partnerships | Henrich R. Greve, INSEAD; Tim Rowley, U. of Toronto; Andrew V. Shipilov, INSEAD

1451 (BPS) Patents and Intellectual Property Rights
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Philadelphia South
Tweet this session: #AOM2014 1451
Organizers: Deepak Hegde, New York U.; Roger Smeets, Rutgers U.
Chair: Wesley M. Cohen, Duke U.
Discussant: Michelle Gittelman, Rutgers U.
What is the Probability of Receiving a US Patent? | Deepak Hegde, New York U.
Copyright and Creativity: Evidence from Romantic Period Authors | Megan MacGarvie, Boston U.

1452 (CAR) Persons with Disabilities and Entrepreneurship: Barriers and Opportunities
8:00am - 9:30am Philadelphia Marriott Downtown: Room 408
Tweet this session: #AOM2014 1452
Organizers: Elizabeth A Barclay, Oakland U.; Karen S Markel, Oakland U.
Groups and Teams in Conflict

The self-evaluation benefits of entrepreneurship for persons with disabilities | Bruce Martin, U. College Dublin; Benson Honig, McMaster U.

Barriers to entrepreneurship for people with disabilities: Focus on financial and social barriers | Maja Renko, U. of Illinois at Chicago; Sarah Parker Harris, U. of Illinois at Chicago; Katherine E. Caldwell, U. of Illinois at Chicago

The Boundaryless Career and Entrepreneurship: Making Room for People with Disabilities | Karen S Markel, Oakland U.; Lizabeth A Barclay, Oakland U.

Best Symposium Award Finalist

1453   CAU: (CAU) The Power of Words and the Relationship between Systemic Shocks and the Firm
8:00am - 9:30am Philadelphia Marriott Downtown: Room 412
Tweet this session: #AOM2014 1453
Participants: Michael Useem, U. of Pennsylvania; Alan Muller, U. of Amsterdam; Jennifer Oetzel, American U.; Xiaowei Luo, INSEAD; András Tilcsik, U. of Toronto; Gail Whitman, Erasmus U. Rotterdam; Chang Hoon Oh, Simon Fraser U.

1454   CAU: (CAU) Behavioral Integrity Research Incubator: Aligned words and actions are powerful, but rare. Why?
8:00am - 9:30am Philadelphia Marriott Downtown: Room 415
Tweet this session: #AOM2014 1454
Organizer: Tony L Simons, Cornell U.

1455   CAU: (CAU) Discovering Indigenous Voices and Their Words for "Management": Native and Indigenous Peoples Caucus
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 8
Tweet this session: #AOM2014 1455
Organizers: Joseph Gladstone, New Mexico State U.; Chellie Spiller, U. of Auckland

1456   : (Paper Session) - (CM) Smells Like Team Conflict: Groups and Teams in Conflict
8:00am - 9:30am Pennsylvania Convention Center: Room 102 B
Tweet this session: #AOM2014 1456
Chair: Kathleen O'Connor, Cornell U.

Strong vs. weak synergy in team negotiations: A competitive test of two theoretical approaches | Alfred Zerres, U. of Amsterdam; Joachim Hüffmeier, Federal Institute for Occupational Safety and Health

Servant Leadership for Team Conflict Management, Coordination, and Customer Relationships | Alfred Wong, National Sun Yat-sen U.; Ying Liu, Renmin U. of China; Dean Tjosvold, Lingnan U.

An Examination of How Leadership Style Influences Team Performance through Conflict | Elizabeth Ruth Wilson, Northwestern Kellogg School of Management; Leigh Thompson, Northwestern U.

The Effects of Group Diversity on Miscalibration in Confidence Judgments (WITHDRAWN) | Steffen Keck, Carnegie Mellon U.

1457   : (Paper Session) - (CM) Sweet Forgiveness?
Repairing Damaged Relationships
8:00am - 9:30am Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 1457
Chair: Beth Polin, Eastern Kentucky U.


The 3 Faces of Compassion: Trust Restoration by Transgressors, Victims and Third Parties | Michele Williams, Cornell U.

1458   : (Paper Session) - (CM) Hard Bargain: Resolving Labor Grievances
8:00am - 9:30am Pennsylvania Convention Center: Room 118 B
Tweet this session: #AOM2014 1458
Chair: Barry M Goldman, U. of Arizona

The Role of Provocation in Workplace Violence: Reviewing Published Arbitration Cases | Margaret A. Lucero, Texas A&M, Corpus Christi; Robert E. Allen, U. of Wyoming

No Recovery: Analysis of Mental Injury Cases under Workers' Compensation | Andrew Hosmanek, U. of Iowa; Sara L Rynes, U. of Iowa


Clean up your network - How a strike changed the social networks of a working team | Kirsten Thommes, RWTH Aachen U.; Agnes Akkerman, Radboud U. Nijmegen

1459   : JIS: (CM, OB, HR) Getting into the Field: Studying Negotiation in Naturally Occurring Settings
8:00am - 9:30am Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 1459
Chair: Sudeep Sharma, Washington U. in St. Louis
Discussant: Bruce Barry, Vanderbilt U.

Personality traits and supervisor perceptions of negotiation effectiveness | Sudeep Sharma, Washington U. in St. Louis; Hillary Anger Elfenbein, Washington U. in St. Louis; William P. Bottom, Washington U. in St. Louis; Jeff Foster, Hogan Assessment Systems

The Effects of Negotiator Expertise Evidence from 18,156 Real Estate Negotiations | Noah Eisenkraft, U. of North
Session Details – Tuesday, 8:00 - 10:00 AM

**Section D**

- **TUESDAY**
- **Session Details – Tuesday, 8:00 - 10:00 AM**
- **Section D**
- **McGill U.**
- **Participants:**
  - Ewing Marion Kauffman Foundation
  - the Related Research Horizon
  - Firms

**Critical Engagement**

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom H

- **Organizers:**
  - Jennifer Dinger

**Rewriting History as Postcolonial Intervention: Critical Souls, Hearts and Minds: A Discursive History of CSR in the Organizing**

1460 (Paper Session) - (CMS) Reflexivity and Critical Engagement

8:00am - 9:30am Pennsylvania Convention Center: Room 103 B

- **Chair:** Ajnesh Prasad, EGADE Business School
- **Organizer:** Anshuman Prasad, U. of New Haven

- **A Critical Analysis of Strategic Management Discourse in Education:**
  - Thomas Greckhamer, Louisiana State U.;
  - Sebnem Cilesiz, U. of Louisiana at Lafayette

- **Wordplay in the World of CMS: Ethics and/or Success in Conducting Field Research:**
  - Fabio Vizeu, Unigranrio - U. de Grande Rio

1461 (Paper Session) - (CMS, MH) Rewriting History / Reimagining (Critical) Management Studies

8:00am - 9:30am Pennsylvania Convention Center: Room 119 B

- **Chair:** Mark Leammonth, Durham U.

1462 (Paper Session) - (ENT) Crowdfunding State of the Union and the Related Research Horizon

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom E

- **Chair:** Patricio Raul Mori, Montana State U. Billings
- **Discussant:** Alfredo De Massis, Lancaster U.

**When the Environment Gets Tough, the Family Gets Going: Innovation in Family Firms**

1464 (Paper Session) - (ENT) Financing Social Entrepreneurship

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence C

- **Chair:** Chris Welter, Georgia Southern U.
- **Discussant:** Yanto Chandra, City U. of Hong Kong

**Financing for Social Enterprise:Third World Impact Strategies for "Necessity Entrepreneurs"**

1465 (Paper Session) - (ENT) International and Cross-border IPOs

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor B

- **Chair:** Kaveh Moghaddam, U. of Houston-Victoria
- **Discussant:** Zhijian Xu, Nanjing U.

**Do Family Startups Explore Less than Lone Founder Startups? The Mediating Role of Promotion Focus**

- **Chair:** Patricio Raul Mori, Montana State U. Billings
- **Discussant:** Marnianna Makri, U. of Miami

**Blurred Lines: Familial and Entrepreneurial Logics in a Family Technology Venture**

1466 (Paper Session) - (ENT) Innovation in Family Firms

8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Freedom H

- **Chair:** Jean Berns, Utah State U.;
- **Discussant:** John Berns, U. of Missouri;
- **Discussant:** Robert E White, Iowa State U.;
- **Discussant:** Jing Zhang, Old Dominion U.

The Signal Complexity of International Alliances in Pre-IPO Firms | Kaveh Moghaddam, U. of Houston-Victoria; Mike Provan, Growth Kinetics LLC

1466 | (Paper Session) - (ENT) Spatial Issues, Location, and Agglomeration in Entrepreneurship
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor C
Tweet this session: #AOM2014 1466
Chair: Sabine Mueller, Aarhus U.
Discussant: Gilberto Sarfati, Fundacao Getulio Vargas
Entrepreneurial Clusters and the Co-agglomeration of Related Industries | Carla Costa, Maastricht U.; Rui Baptista, Brunel Business School
How Nascent Community Enterprises Build Legitimacy in Internal and External Environments | Ingebjorg Vestrum, Nordland Research Institute; Einar Rasmussen, U. of Nordland
(Re)Sources of opportunities – The Role of Spatial Context for Entrepreneurship | Sabine Mueller, Aarhus U.; Steffen Korsgaard, Aarhus U.

1467 | (Paper Session) - (ENT) Passion and Motivations Underlying Entrepreneurial Behavior
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 1467
Chair: Annelore Huyghe, Ghent U.
Discussant: Magdalena Cholakova, Erasmus U. Rotterdam
Spin-off Versus Start-up Intentions: A Tale of Two Passions | Annelore Huyghe, Ghent U.; Mirjam Knockaert, Ghent U.; Martin Obschonka, U. of Jena
A Tale of Two Passions: How Non-Entrepreneurial Identities Stimulate Entrepreneurial Activity | Benjamin Warnick, IU Kelley School of Business
Do Leaders Who Are Passionate About Inventing Rub Off on Their Firm? | Michael Keller, RWTH Aachen U.; Niklas Thieme, RWTH Aachen U.

1468 | (Paper Session) - (ENT) Conceptual and Empirical Advances in Venture Capital Research
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Salon 9
Tweet this session: #AOM2014 1468
Chair: Julian Kolev, Southern Methodist U.
Discussant: R Scott Livengood, The Ohio State U.
How Do Venture Capitalists Affect New Ventures’ Chances of Exit? | Roberto Ragozzino, ESADE Business School; Dane Patrick Blevins, Binghamton U.
Credit Constraints, Entrepreneurship, and Innovation: Evidence from Venture Capital Exits | Julian Kolev, Southern Methodist U.

1469 | (Paper Session) - (ENT) Identity and Governance Issues in Entrepreneurial Ventures
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Seminar Room A
Tweet this session: #AOM2014 1469
Chair: Cassandra Aaces, U. of Michigan
Discussant: Steve Stewart, Georgia Southern U.
A Foot in Both Camps: Role Identity and Entrepreneurial Orientation in Professional Service Firms | Steve Stewart, Georgia Southern U.; Gary Castrogiovanni, Florida Atlantic U.
Controlled Risk Taking as a Driver of Value Creation | Thomas Keil, U. of Zurich; Markku V. J. Maula, Aalto U.; Evangelos D. Syrigos, U. of Zurich
Immigrant Entrepreneurship: The Role of Formal Corporate Governance Arrangement and Social Capital | Lei Xu, Texas Tech U.; Wei Du, Louisiana State U., E J Ourso school of Business
Entrepreneurs Enacting Conflicting Organizational Identities to Gain Legitimacy | Cassandra Aaces, U. of Michigan

1470 | SHCS: (ENT, BPS, OMT) Entrepreneurial Entry and New Venture Creation: Determinants and Constraints
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Philadelphia North
Tweet this session: #AOM2014 1470
Organizers: Jing Chen, Copenhagen Business School; Daniel Olson, U. of Maryland; Michael Roach, Cornell U.
Discussants: Diane Burton, Cornell U.; Brent Goldfarb, U. of Maryland
Organizational Bureaucracy and the Structure of Entrepreneurial Founding Teams | Jing Chen, Copenhagen Business School; Michael Roach, Cornell U.
Firm Size Effect or Performance Effect? | Daniel Olson, U. of Maryland; Rajshree Agarwal, U. of Maryland
Green Card Timing and Entrepreneurial Decision by Foreign Graduates in Science and Engineering | Martin Ganco, U. of Minnesota

1471 | (GDO) Beware the Intruder? When Work Encroaches on Recovery Time
8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth B
Tweet this session: #AOM2014 1471
Chair: Maura J. Mills, Hofstra U.
Discussant: Wendy J. Casper, The U. of Texas at Arlington
Connected but Conflicted: Smartphones and After-Hours Work E-mail | William J. Becker, Texas Christian U.; Marcus M. Butts, The U. of Texas at Arlington
The Consequences of Unexpected Work Intrusions into Employees’ Personal Lives | Angela R Grotto, Sirotta Survey Intelligence; Karen S. Lyness, Baruch College-The City U. of New York/The Graduate Center, City U. of New York
Session Details – Tuesday, 8:00 - 10:00 AM

1472 (Paper Session) - (GDO) Consequences of Gender Norms and Discrimination
8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth D
Tweet this session: #AOM2014 1472
gender, women in management, success factors, sexism, abuse, bias/discrimination/stereotyping, job/organizational attitudes
Chair: Diana Bilimoria, Case Western Reserve U.
Does consistency pay? The effects of information sequence and content on women's negotiation outcomes | Carol T. Kulik, U. of South Australia; Mara Olekhalns, U. of Melbourne; Emma T Swain, U. of Melbourne
Antecedents of Sexualized Work Environment and Their Relationship with Emotional Exhaustion | Hong T. M. Bui, U. of Southhampton; Jonathan Pinto, Imperial College London; Abhishek Srivastava, West Virginia U.
Breaking the Male Norm of Success: How Women Entrepreneurs Benefit from Femininity | Golshan Javadian, Morgan State U.
Differing Reactions to Abusive Male Supervisors between Chinese Male and Female Employees | Yi-Jung Chen, National Kaohsiung U. of Applied Sciences; Hsiu-Min Chen, Antai Medical Cooperation Antai Tian-Sheng Memorial Hospital

1473 (Paper Session) - (GDO) Perceptions and Outcomes of Sexual/Gender Harassment
8:00am - 9:30am Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 1473
gender, diversity, stigmatization, stereotyping, conflict, bias, discrimination, harassment, women in management, inter-group relations
Chair: Louise Tourigny, U. of Wisconsin, Whitewater
Shades of Grey at Work: The Impact of Communication Medium on Perceptions of Harassment | Robyn A. Berkley, Southern Illinois U., Edwardsville; David M. Kaplan, Saint Louis U.
Humor or sexual harassment?: The frame analysis of workplace socio-sexual behavior | Denise M. Breaux-Soignet, U. of Arkansas; Shannon L. Rawski, U. of Arkansas; Anne O'Leary-Kelly, U. of Arkansas
Understanding the Queen Bee Effect in the Workplace: A Cross-cultural Examination | Samantha C. Paustian-Underdahl, Florida International U.; Steven Rogelberg, U. of North Carolina, Charlotte; Eden King, George Mason U.; Zoa Ordoñez, U. of North Carolina, Charlotte; Ines Wichert, Kenexa; Rena Rasch, Kenexa High Performance Institute

1474 (Paper Session) - (GDO) Women in the Workplace: Social Networks and Leadership
8:00am - 9:30am Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 1474
status of women, effects of education, stereotyping, work-family life, glass ceiling, social network outcomes, networking
Chair: Isabel Metz, U. of Melbourne

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Governance in Healthcare Organizations

The implications of redundancy on complex operations: An investigation of hospital operations | Huay Ling Tay, Melbourne U.; Vikram Bhakoo, U. of Melbourne

1477  
(Paper Session) - (HCM) Leadership and Governance in Healthcare Organizations
8:00am - 9:30am Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 1477
Chair: Azza AbuDagga, Health Research Group News - Public Citizen
Leadership in Health Care Teams: Constellation Role Distribution and Leadership Practices | Samia Chreim, U. of Ottawa; Kate MacNaughton, Ottawa U.

1478  
(Paper Session) - (HCM) Integration, Coordination and Communication in Healthcare
8:00am - 9:30am Pennsylvania Convention Center: Room 113 C
Tweet this session: #AOM2014 1478
Chair: Alan T Belasen, State U. of New York Empire State College
The Costs of Physician-Hospital Integration | Na-Eun Cho, Clarkson U.
Achieving Care Integration from the Patients’ Perspective: Results from a Care Management Program | Ashley-Kay Fryer, Harvard U.; Sara J. Singer, Harvard U.

1479  
(Paper Session) - (HR) Compensation and Incentives
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon I
Tweet this session: #AOM2014 1479
Chair: Ingrid Fulmer, Rutgers U.
Stay in the Same Boat: A Study on Employment Relationship, Profit Sharing Plan and Firm Performance | Jiwen Song, Renmin U. of China; Hao-lian Li, Renmin U. of China; Anne S. Tsui, Arizona State U.; Jinyun Sun, Fudan U.; Byron Y Lee, Renmin U. of China; Wei Si, Hong Kong Polytechnic U.


The price of unfair prizes to R&D inventors | Marco Giarratana, Bocconi U.; Myriam Mariani, Bocconi U.; Ingo Weller, U. of Munich

Psychological Contracts and Independent Sales Contractors: Fulfillment, Performance and Management | David J. Finch, Mount Royal U.; Carola Hillenbrand, U. of Reading; Norman O'Reilly, Ottawa U.; Paul Varella, Mount Royal U.

1480  
(Paper Session) - (HR) Work Life Balance - Cultural Considerations
8:00am - 9:30am Philadelphia Marriott Downtown: Room 306
Tweet this session: #AOM2014 1480
Chair: Fida Affiouni, American U. of Beirut
Perceptual Discrepancies of Entitlement to Life Management Support and their Effects on Outcomes | Eleni Stavrou, U. of Cyprus; Christina Ierodiaconou, U. of Cyprus
Organizational Work-Family Support as Universal Remedy? A Cross-Cultural Comparison | Ruth Maria Stock, Technische U. Darmstadt; Marina Melanie Wagner, Technische U. Darmstadt; Gisela Irene Bieling, Technische U. Darmstadt

1481  
(Paper Session) - (HR) Advances in Expatriate Research
8:00am - 9:30am Philadelphia Marriott Downtown: Room 307
Tweet this session: #AOM2014 1481
Chair: Ibraiz Tarique, Pace U.
Understanding Re-Expatriation Intentions among Overseas Returnee Professionals | Nga Thi Thuy Ho, Flinders U.; Pi-Shen Seet, Flinders U.; Janice Jones, Flinders U.
The Role of Wasta in Shaping the Psychological Contract: A Saudi Arabian Case Study | Maryam Aalidossari, Queen Mary U. of London; Maxine Robertson, Queen Mary U. of London
Expatriation strategies for the adaptation of employment modes to different market economies | Johannes Meuer, U. of Zurich; Marlies Kluike, U. of Tuebingen; Uschi Backes-Gellner, U. of Zurich; Kerstin Pull, Eberhard Karls U. Tubingen
Managing African Employees of Chinese Firms in Africa: Chinese Managers’ HRM Practices | Yijun Xing, Beijing Jiaotong U.; Cary L. Cooper, Lancaster U.; Yipeng Liu, Kent U.; Shlomo Yedidia Tarba, The U. of Sheffield
1482 🌼: (HR) New Developments in Customer Mistreatment Research
8:00am - 9:30am Philadelphia Marriott Downtown: Room 411
Tweet this session: #AOM2014 1483
Chairs: Danielle van Jaarsveld, U. of British Columbia; Simon Lloyd D. Restubog, The Australian National U.
Discussant: Mo Wang, National Science Foundation
Customer Mistreatment and Employee Attributions: An Event Level Analysis | Yujie Zhan, Wilfrid Laurier U.; Xiaoxiao Hu, Old Dominion U.; Xiang Yao, Peking U.; Manuela Priemseuth, Wilfrid Laurier U.
The Compensatory Effect of Supervisor Fairness in Predicting Employee Sabotage Toward the Customer | Daniel Skarlicki, U. of British Columbia; Danielle van Jaarsveld, U. of British Columbia; Ruodan Shao, City U. of Hong Kong; Young Ho Song, McGill U.

1483 : (Paper Session) - (HR) Social Networks and Social Capital and HR Research
8:00am - 9:30am Philadelphia Marriott Downtown: Room 413
Tweet this session: #AOM2014 1483
Chair: Jian Min Sun, Renmin U. of China
Collaborative HRM and Firm Performance: The Role of Employee Intra-organizational Social Networks | Zhongxing Su, Renmin U. of China; Sunghoon Kim, U. of New South Wales; Patrick M. Wright, U. of South Carolina
It’s Who You Know: A Relationship View of Strategic Human Resource Management | Mark L. Lengnick-Hall, The U. of Texas at San Antonio; Cynthia A. Lengnick-Hall, The U. of Texas at San Antonio; Andrea Rae Neely, The U. of Texas at San Antonio

1484 : (Paper Session) - (HR) Measurement Considerations in HR research
8:00am - 9:30am Philadelphia Marriott Downtown: Room 414
Tweet this session: #AOM2014 1484
Chair: Christopher C. Rosen, U. of Arkansas
The Use of Twitter Profiles to Assess Personality and Hireability | Peter A. Rosen, Pittsburg State U.; Benjamin David McLarty, Louisiana State U.; Candace Esken, Louisiana State U.; Shelby Solomon, Louisiana State U.; Erik Taylor, Louisiana State U.
Who r u? Incumbent Based Range Restriction Corrections in Staffing and Differential Validity | Philip L. Roth, Clemson U.; Huy Le, U. of Nevada, Las Vegas; In-Sue Oh, Fox School of Business, Temple U.; Chad H. Van Iddekinge, Florida State U.
Whole-self Identity at Work: Measuring Multiple Work-related Identities to Enhance HRM Research | Theresa M.
What is the Meanings of 'Expatriate'? Defining the Construct of Corporate Expatriation | Yvonne McNulty, Singapore Institute of Management U.

Engaging Institutions in Global Careers: Self-Initiated Expatriates in a Nordic Welfare State | Toke Bjerregaard, Aarhus U.

Subnational Differences and Firm Strategies during Institutional Transitions | Sergey Lebedev, U. of Texas, Dallas; Mike Peng, U. of Texas, Dallas

Competing in (and out of) Transition Economies | Canan Canbulat Mutlu, U. of Texas, Dallas; Wu Zhan, The U. of Sydney; Zhiang (John) Lin, U. of Texas, Dallas

Time Horizons in Different Institutional Settings – Analysis of M&A Deals of US and European Firms | Johannes Sauset, U. of Goettingen

When does it Matter? National Culture, Finance and the Moderating Role of Politics | Sebastian Lavezzolo, IESE Business School; Carlos Rodriguez-Lluesma, IESE Business School; Marta M. Elvira, IESE

Linking Personality to Cultural Intelligences: The Interactive Effect of Openness and Agreeableness | Ming Li, U. of Hull; William H Mobley, U. of Macau; Aidan Kelly, U. College Dublin

Interculturality: A New Approach to Understanding Culture in International Business | Yunxia Zhu, The U. of Queensland, Australia; Francesca Bargiela-chiappini, U. of Warwick

Individuals with Multi-Institutional Profiles: Construct Development and Operationalization | Qin Han, U. of Alberta; Jennifer E Jennings, U. of Alberta

A Structured Snowball Model Toward Cross-level Cultural Analyses | Ying Liu, Florida International U.; Faisal Harahap, Florida International U.; Mary Ann Von Glinow, Florida International U.


By invitation only

1492 #: (MED) MED Executive Committee Meeting
8:00am - 9:30am Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 1492

1493 #: (Paper Session) - (MH) An Historical Examination of Entrepreneurship
8:00am - 9:30am Loews Philadelphia Hotel: Regency Ballroom C2
Tweet this session: #AOM2014 1493

Chair: Joe J. Eassa Jr., Palm Beach Atlantic U.

An Opportunity Space Odyssey: Analysis of Demand-Side Signaling Using Historical Artifacts | Richard Hunt, Virginia Polytechnic Institute

The Difficulties of Youth: America’s Railroads and Organizational Life-Cycles 1875-1895 | Bradley G Bowden, Griffith U.; Peta Stevenson-Clarke, RMIT U.

Finalist for MOC Division Best Student Paper


Seeing Networks Clearly: The Influence of Holistic-Analytical Thinking Styles on Network Perception | Xiumei Zhu, Purdue U.; Benjamin T. Russell, Purdue U.


Discussant: Blake E. Ashfort, Arizona State U.

Organizational Identity and the Undesired Self | Kimberly D. Elsbach, U. of California, Davis; Janet M. Dukerich, The U. of Texas at Austin


Facing the Void: Identity Clarity and the Search for Compensatory Resources | Chad Murphy, Pennsylvania State U.

1496 ☐: (Paper Session) - (OB) Learning, Sharing, and Contributing: The Good and the Bad of the Team Context
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon B
Tweet this session: #AOM2014 1496
Chair: Margaret M. Luciano, U. of Connecticut
Setting the Stage for Virtual Team Development: Designing Teams to Foster Knowledge Sharing | Michael R. Parke, U. of Maryland; Elizabeth Margaret Campbell, U. of Minnesota; Kathryn M. Bartol, U. of Maryland
An Empirical Examination of Personal Learning within the Context of Teams | Yuan Jiang, Shanghai JiaoTong U.; Susan E. Jackson, Rutgers U.; Saba Colakoglu, Berry College
When the Time is Right: How the Timing of Formal Interventions Affects Group Process and Decisions | Colin M. Fisher, Boston U.

1497 ☐: (Paper Session) - (OB) Walking on the Dark Side: Novel Insights into Destructive Leadership Practices
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon C
Tweet this session: #AOM2014 1497
Chair: Chad Seifried, Louisiana State U.
Tell tale Signs: Micromanagement Signals Insecurity and Low-levels of Leadership | Roshni Raveendran, U. of Southern California; Cheryl Wakslak, U. of Southern California
The Uneven Impact of Non-contingent Punishment: Misery Prefers Company | William H. Bommer, California State U., Fresno; Kubilay Gok, Abdullah Gul U.; Chris Sterling, California State U., Fresno

1498 ☐: (Paper Session) - (OB) Relative Standing Matters: Outcomes of Relative Leader-Member Exchange
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon D
Tweet this session: #AOM2014 1498
Chair: John M Maslyn, Belmont U.
Do Frogs in Small Ponds Feel Big? Examining How and When RLMX Impacts Employee Performance (WITHDRAWN) | Jasmin Verbrigghe, Vlerick Business School
A Multilevel Study on the Asymmetric Impacts of RLMX in Blended Workforce Context | Hu Li, Nanjing U.; Chunlin Liu, Nanjing U.; Zhiyu Feng, Nanjing U.; Jing Wu, Nanjing U.
The Power of Neglected Ones: A Social Network Perspective on LMX in Teams | Ning Li, U. of Iowa; Jia Yu, U. of Iowa; Xin-an Zhang, Shanghai JiaoTong U.; Hailin Zhao, U. of Iowa

1499 ☐: (OB) Use Your Words: Causes of Silence and Consequences of Speaking Up
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon J
Tweet this session: #AOM2014 1499
Chairs: Abbie Wazlawek, Columbia Business School; Stacey Sasaki, Columbia Business School
Managerial Self-Efficacy, Ego Defensiveness, and the Aversion to Employee Voice | Nathanael J. Fast, U. of Southern California; Caroline A. Bartel, The U. of Texas at Austin
Maintaining a Monster: Faint Assertiveness Feedback in a Force Field | Abbie Wazlawek, Columbia Business School; Daniel Ames, Columbia U.
The Whistleblower’s Dilemma and the Fairness-Loyalty Tradeoff | Adam Waytz, Northwestern Kellogg School of Management; James Dungan, Boston College; Liane Young, Boston College
The Influence of Power on the Likelihood of Speaking Up on Behalf of Others | Stacey Sasaki, Columbia Business School

1500 ☐: (Paper Session) - (OB) Leading, Dominating, or What? The Myths of Influence Tactics
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 1500
Chair: Melissa K. Carsten, Winthrop U.
In Extremis Leadership: Full Mental Jacket | Deirdre Dixon, Case Western Reserve U.; Richard J. Boland, Case Western Reserve U.; James Gaskin, Brigham Young U.; Michael R Weeks, U. of Tampa; Gary Hunter, Case Western Reserve U.
Words to Die For: The Influence Tactics of Terrorist Leaders | Mackenzie Harms, U. of Nebraska Omaha; Daniel J Harris, U. of Nebraska Omaha; Ginamarie Scott Ligon, U. of Nebraska Omaha; JoDee R Friedly, U. of Nebraska Omaha
Abusive Subordination: A Multilevel Model of Abusive Subordination | Christine May Yan Kermond, Michigan State U.

1501 ☐: (Paper Session) - (OB) Where You Are in a Network Matters: Network Positions, Network Structure and Employee Outcomes
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon L
Tweet this session: #AOM2014 1501
Chair: Cécile Emery, London School of Economics
1502 (Paper Session) - (OB) Perceptions of Leadership
8:00am - 9:30am Philadelphia Marriott Downtown: Room 301
Tweet this session: #AOM2014 1502
Chair: Philippe Jacquart, EMLYON Business School
I Feel Happy to Speak Up and Make Sacrifice: Roles of Chair:
8:00am - 9:30am Philadelphia Marriott Downtown: Room 301
1502
1503 (OB) Authenticity in the Workplace: Highlighting Costs and Bridging Conceptualizations.
8:00am - 9:30am Philadelphia Marriott Downtown: Room 302
Tweet this session: #AOM2014 1503
Organizer: Hannes Leroy, Cornell U.
The advantage of being oneself: The role of self-verification in successful job search. | Celia Moore, London Business School; Sun Young Lee, London Business School; Kawon Kim, London Business School
Being or presenting oneself: Authenticity, self-presentation, behavioral integrity, and trust. | Hannes Leroy, Cornell U.; Carol Gill, Melbourne Business School; Brenda Nguyen, U. of Calgary; Paul W.B. Atkins, Australian National U.
Is authenticity overrated? How leaders with high levels of authenticity diminish employee creativity | Matej Cerne, U. of Ljubljana, Faculty of Economics; John J. Sumanth, Wake Forest U.; Mila Skerlavaj, BI Norwegian Business School
The confidence to lead authentically. | Sean Hannah, Wake Forest U.; Hana Huang Johnson, U. of Washington; Bruce J. Avolio, U. of Washington
On being true to a multi-faceted self: Perceived authenticity versus authentic functioning. | Hannes Leroy, Cornell U.; Caroline Rock, Anglia Ruskin U.
1504 (Paper Session) - (OB) Environmental Influences on Negative Workplace Behavior
8:00am - 9:30am Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 1504
Chair: Abdul Karim Khan, Lahore U. of Management Sciences
A Little Status Goes a Long Way: Envy Mediates the Effect of Status Dispersion on Ostracism | Alyson Byrne, U. of Manitoba; Julian Barling, Queen's U.
Impact of Workplace Incivility on Satisfaction and Burnout: Moderating Effects of Cultural Values | Jennifer L. Welbourne, U. of Texas Pan American; Ashwini Gangadharan, U. of Texas Pan American; Ana M. Sariol, U. of Texas Pan American
The Effects of Workplace Bullying on Engagement and Health: The Mediating Role of Job Insecurity | Masakatsu Ono, Claremont Graduate U.; Joon Hyung Park, The U. of Nottingham Ningbo China
1505 (Paper Session) - (OB) Helping at Work: Insights into Employee Relationships and their Impact on Beneficial Work Outcomes
8:00am - 9:30am Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 1505
Chair: Walter D Davis, U. of Mississippi
Factors Leading Employees to Help Social Network Contacts and the Benefits for Helpers | Myungyu Hui, Hong Kong U. of Science and Technology; Bilan Ni Sullivan, Hong Kong U. of Science and Technology; Roy YJ Chua, Harvard U.
Personal Knowledge: Measuring and Understanding the Role of Non-Work-Related Knowledge at Work | Shannon Rariden, The U. of Texas at Austin
Factors Leading Employees to Help Social Network Contacts and the Benefits for Helpers | Myungyu Hui, Hong Kong U. of Science and Technology; Bilan Ni Sullivan, Hong Kong U. of Science and Technology; Roy YJ Chua, Harvard U.
1507 (Paper Session) - (OB) Identification, Attitudes, and Performance
8:00am - 9:30am Philadelphia Marriott Downtown: Room 308
Chair: Diya Das, Bryant U.
Serving Two Masters? How Identification with Users Affects Employees' Job Attitude | Tim Schweisfurth, TUM School of Management; Christina Raasch, TUM School of Management
The Role of Identity Centrality and Disclosure in the Discrimination-Turnover Relationship | Raymond N. C. Trau, Curtin U.; Charmine E. J. Hartel, The U. of Queensland, Australia
Paternalistic Leadership and Follower Performance: The Role of LMX and Identification with Leader | Jie Li, U. of Michigan, Flint; Suzanne S. Masterson, U. of Cincinnati

1508 (Paper Session) - (OB) That's I-Deal: Examining Facets of Idiosyncratic Contracts
8:00am - 9:30am Philadelphia Marriott Downtown: Room 404
Chair: Yasin Rofcanin, Warwick Business School
How I-Deals Build Resources to Facilitate Reciprocity: Mediating Role of Positive Affective States | Yasin Rofcanin, Warwick Business School; Tina Kiefer, Warwick Business School; Karoline Strauss, U. of Warwick
Idiosyncratic Deals (I-Deals): When Does an I-Deal Turn into an Ordeal for the Organization? | Sargam Garg, Rutgers U.
Idiosyncratic Deals and Employee Performance: The Role of Team Orientation and Social Comparison | Satvir Singh, U. of Texas at El Paso; Anjali Chaudhry, Dominican U.; Prajya Rakshit Vidyarthi, U. of Texas at El Paso; Richard A. Posthuma, U. of Texas at El Paso
Growing with Job Crafting and I-Deals: The Mediation of Team Resilience on Work Performance | Yasin Rofcanin, Warwick Business School; Stefan Koch, Bogazici U.

1509 (Paper Session) - (OB) Changes and Challenges: The Role of OB
8:00am - 9:30am Philadelphia Marriott Downtown: Room 410
Chair: Samir Nurmohamed, The Wharton School, U. of Pennsylvania
Radical Change Seen through a 'Micro' Lens: Usual Suspects, Unusual OB Context | Raghid Al Haji, Concordia U.; John G. Vongas, John Molson School of Business
Ownership Effects in the Wild: Land Ownership Influences Agribusiness Goals and Decisions | Poonam Arora, Manhattan College; Federico Bert, U. de Buenos Aires; Guillermo Podesta, U. of Miami
Surf's Up: Reducing Internet Abuse without Demotivating Employees | Brian C. Gunia, The Johns Hopkins U.
The Interactive Effect of Contingency Feedback and Self-Construal on Self-Handicapping Behavior | Phyllis A. Siegel, Rutgers Business School; Katie R. Manley, Rutgers Business School; Shoshana Bass, Rutgers Business School; Weijian David Xie, Rutgers Business School

1510 JS: (OB, CM, MOC) Envy – Beyond the Stigma of the Word
8:00am - 9:30am Philadelphia Marriott Downtown: Room 401
Discussant: Yochi Cohen-Charash, Baruch College-The City U. of New York
Two Faces of Coworker Envy: A Process Model of Antecedents and Consequences of Envy | Ryan M. Vogel, Pennsylvania State U.; Erie; Lingtao Yu, U. of Minnesota
Ostracism Increases Pro-social Behaviors and Decreases Undermining Towards Envied Targets | Kenneth Tai, National U. of Singapore; Jayanth Narayanan, National U. of Singapore; Krishna Savani, National U. of Singapore
The Ambivalent Nature -- and Outcomes -- of Envious Prejudice | Amy J. C. Cuddy, Harvard U.; Peter Glick, Lawrence U.; William W. Madsen, INSEAD

1511 JS: (OB, HR) Person-Situation Predictions of Employee and Organizational Outcomes
8:00am - 9:30am Philadelphia Marriott Downtown: Room 402
Chairs: Shaul Oreg, The Hebrew U. of Jerusalem; Yair Berson, Bar-Ilan U.
Discussant: Joyce E. Bono, U. of Florida
Why Enriched Job Characteristics are Engaging: Consider the Person | Murray R. Barrick, Texas A&M U.
Unethical Pro-Organizational Behavior: Examining Traits, Norms, and Judgments | Christian J. Resick, Drexel U.; Katrina A. Graham, Drexel U.; Jaclyn Margolis, Drexel U.; Michael B. Hargis, U. of Central Arkansas; Ping Tyra Shao, California State U. Sacramento
Leader values and stakeholder outcomes: Influencing life outside the organization | Yair Berson, Bar-Ilan U.; Shaul Oreg, The Hebrew U. of Jerusalem
The People Really Do Make the Place: Effects of Peers' and Supervisors' Personality on Satisfaction | Andrew Woolum, U. of Florida; Amir Erez, U. of Florida

1512 JS: (OB, HR) A New Look into the Dynamic Work Life in A Mobile Era
8:00am - 9:30am Philadelphia Marriott Downtown: Room 407
Chairs: Jinglong Zhu, National U. of Singapore; Xian Li, National U. of Singapore
Discussant: Sabine Sonnentag, U. of Mannheim

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Leader and Member’s Interactional Experiences and Leaders’ Exchange | Xian Li, National U. of Singapore; Zhaoli Song, National U. of Singapore; Wu Liu, Hong Kong Polytechnic U.; Zhenyu Liao, National U. of Singapore

Personal Recognition and Positive Affect Spillover and Crossover among Dual-earner Couples | Christian Dormann, Johannes Gutenberg-U. Mainz; Nan Wang, National U. of Singapore; Zhaoli Song, National U. of Singapore

The Dynamics of Momentary Performance: Developing and Testing a Reciprocal Model | Zhaoli Song, National U. of Singapore; Jinlong Zhu, National U. of Singapore; Seang Mei Saw, National U. of Singapore; Eric Andrew Finkelstein, National U. of Singapore; Vicki Drury, Educare Consulting


1513 | JS: (OB, MOC) The Conditions for Compassion
8:00am - 9:30am Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 1513
Organizers: Jason Kanov, Western Washington U.; Laura T. Madden, East Carolina U.

Beginnings Matter: How Organizations Enable and Disable Compassion Activation at Work | Jane E. Dutton, U. of Michigan; Ashley Elizabeth Hardin, U. of Michigan; Kristina Marie Workman, U. of Michigan

On one condition: The impact of organizational policies on granting compassion | Laura T. Madden, East Carolina U.; Timothy M. Madden, Old Dominion U.; Blake D. Mathias, U. of Tennessee, Knoxville

Relating through reframing: A means to a compassionate end | Deborah Way, U. of Washington

Courageous Action as an Antecedent to Compassion | Edward H. Powley, Naval Postgraduate School; Neil D. Walshe, U. of San Francisco

Compassion Blinders: The Impact of Callings Orientation on Noticing Suffering | Kira F. Schabram, U. of British Columbia; Sandra Robinson, U. of British Columbia

1514 | JS: (OB, MOC, TIM) Flipping the Script: Creativity as an Antecedent
8:00am - 9:30am Philadelphia Marriott Downtown: Room 403
Tweet this session: #AOM2014 1514
Organizers: Elizabeth D. Rouse, Boston U.; Spencer Harrison, Boston College

Discussant: Teresa M Amabile, Harvard U.

Working with creative leaders | Gamze Koseoglu, Georgia Tech; Yi Liu, U. of Houston; Christina E. Shalley, Georgia Institute of Technology

If creative ideas have value why do we give them away | James Berry, U. College London


Handoffs’ impact on creative workers’ psychological ownership | Elizabeth D. Rouse, Boston U.

Making sense of my creative career: An inductive study of the impact of working at the Eames Office | Spencer Harrison, Boston College

1515 | SHCS: (OB, OMT, MOC) Clarifying Organizational Culture: Conceptual Clarifications, Extensions, and Research Directions
8:00am - 9:30am Philadelphia Marriott Downtown: Grand Ballroom Salon A
Tweet this session: #AOM2014 1515
Chair: Chad A. Hartnell, Georgia State U.
Discussant: Edgar H. Schein, Massachusetts Institute of Technology
Speakers: Mark G. Ehrhart, San Diego State U.; Daniel Denison, IMD; Jennifer A. Chatman, U. of California, Berkeley; Angelo J. Kinicki, Arizona State U.
Participant: Levi R. G. Nieminen, Denison Consulting

1516: (Paper Session) - (OCIS) Leveraging Crowdsourcing Communities for Learning and Innovation
8:00am - 9:30am Pennsylvania Convention Center: Room 104 B
Tweet this session: #AOM2014 1516
Discussant: Pamela Hinds, Stanford U.

Socializing the Crowd: Learning to Talk in Citizen Science | Carsten S. Oesterlund, Syracuse U.; Gabriel Mugar, Syracuse U.; Corey Jackson, Syracuse U.; Katie DeVries Hassman, Syracuse U.; Kevin Crowston, National Science Foundation

Participation in Context: An Exploratory Study of Querying in Participatory Applications | Caren Crowley, KU Leuven; Rafael Bachiller, KU Leuven; Wilfried Daniels, KU Leuven; Wouter Joosen, KU Leuven


The Significance of Task Significance in Online Marketplaces for Work | Yuqing Ren, U. of Minnesota; Loxley Sijia Wang, U. of Minnesota

1517: (Paper Session) - (OCIS) Preparing for Knowledge Transfer
8:00am - 9:30am Pennsylvania Convention Center: Room 107 A
Tweet this session: #AOM2014 1517
Discussant: Paul D. Collins, U. of Washington

To Impress or Improve? Role of Goal Orientations on Knowledge Sharing in Knowledge-Intensive Work | Alice Cheng, Hong Kong Polytechnic U.; Kenneth S. Law, Chinese U. of Hong Kong; Melody J. Zhang, Chinese U. of Hong Kong

Deliberate Knowledge Seekers: How Actors Use Media to Build Tie Strength Before Knowledge Transfer | Samantha Meyer, Northwestern U.

Media Richness and Accuracy of Understanding: Moderating Role of Perceived Mutual Understanding | Sigmund Valaker, BI Norwegian Business School; Thorvald Haerem, BI Norwegian Business School; Dominique Kost, BI Norwegian Business School

From Scanning to Keeping Knowledgeable: A Practice Based View of the Information Behavior of CEOs | Davide Nicolini, U. of Warwick; Maja Korica, U. of Warwick

1518: (Paper Session) - (OCIS) Trust and Online Reputation

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 8:00 - 10:00 AM

Section D
Organizational and Network Perspectives

Supply networks and performance: the joint role of Chair: 8:00am - 9:30am Philadelphia Marriott Downtown: Room 409
Discussant: 8:00am - 9:30am Pennsylvania Convention Center: Room 112 B
Discussant: 8:00am - 9:30am Pennsylvania Convention Center: Room 110 B

And Strategic Purchasing Issues

1519 : (Paper Session) - (OCIS) Materiality and Affordances
8:00am - 9:30am Pennsylvania Convention Center: Room 112 B
Tweet this session: #AOM2014 1519
Discussant: Ingrid Erickson, Rutgers U.
Materialization of Policies into Technology: Exploring Policy Constraints & Technology Flexibility | Casey Pierce, Northwestern U.
Digital Design Tools and the Temporality of Design | Zhewei Zhang, Temple U.; Aron Lindberg, Case Western Reserve U.; Youngjin Yoo, Temple U.
The Path Constitution of Technology Artifacts and Organizational Routines: A Morphogenetic Approach | Luisa Errichiello, Institute for Service Industry Research, National Research Council of Italy

1520 : (Paper Session) - (OM) Supply Chain Management And Strategic Purchasing Issues
8:00am - 9:30am Philadelphia Marriott Downtown: Room 409
Tweet this session: #AOM2014 1520
Chair: Marcus A. Bellamy, Georgia Institute of Technology
Strategic purchasing in dynamic capability development and deployment: A contingency perspective | Alistair Brandon-Jones, The U. of Manchester; Desiree Knoppen, EADA Business School; Erik van Raaij, Erasmus U. Rotterdam
The Effects of Objective and Perceived Environmental Uncertainty on Supply Chain Flexibility | Kangkang Yu, Renmin U. of China; Jack Cadeaux, U. of New South Wales; Ben Nanfeng Luo, Renmin U. of China; Jian Gao, Chinese Research Academy of Environmental Science
Supply networks and performance: the joint role of relationship strength and structure | Marcus A. Bellamy, Georgia Institute of Technology; Soumen Ghosh, Georgia Institute of Technology; Manpreet Hora, Georgia Institute of Technology
Better Off Alone?: SME Preferences for Joining a Cooperative Purchasing Group | Michel Ehrenhard, U. of Twente; Petra Hoffmann, U. of Twente

1521 : (Paper Session) - (OMT) The Challenge of Change: Organizational and Network Perspectives
8:00am - 9:30am Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 1521
Chair: Gino Cattani, New York U.
Path-breaking Organizational Change: Effective Cancer Treatment through Multi-Center Cooperation | Florian Stache, Freie U. Berlin; Joerg Sydow, Freie U. Berlin
The Logic of Organizational Change | Murad A Mithani, Stevens Institute of Technology
Experience and Knowledge as Complements to Effect Change to the Organizational Code | Amit Jain, National U. of Singapore
Network change: how performance mediates the effects of network structure | Maria Rita Micheli, Erasmus U. Rotterdam

1522 : (Paper Session) - (OMT) Social Ventures, Not For Profits and Communities: Alternative Foci for Organizational Research
8:00am - 9:30am Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 1522
Chair: Craig Prichard, Massey U.
Mission and Markets? The Viability of Hybrid Social Ventures | Matthew Lee, INSEAD
Eradicating Poverty through Profits? | Eric Yanfei Zhao, Indiana U. Kelley School
Great Expectations and Best Intentions? How Paradoxical Tensions Arise in HRM in NPOs | Alina McCandless Baluch, U. of St Andrews
Linking Organizations in Communities: Actively Shaping Organizational Behavior | Kathryn Heinze, U. of Michigan, Ann Arbor; Sara B. Soderstrom, U. of Michigan; Justin Heinze, U. of Michigan

1523 : (Paper Session) - (OMT)Corporate Governance, Boards, and the Role of Shareholders
8:00am - 9:30am Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 1523
Chair: Ryan Raffaelli, Harvard U.
Managing Competing Institutional Pressures: We Get By With a Little Help From Our Friends | Mario Krenn, Southeastern Louisiana U.; Jean McGuire, Louisiana State U.
What shareholders do: Changing signal reliance around financial misconduct and new CEO appointment | David M. Gomulya, Nanyang Technological U.; Samuel Tan, U. of California, Berkeley; Yuri Mishina, Imperial College London
The Intra-business Group Effects of Capital Expenditure Announcements on Firm Value | I-Fen Chen, National Cheng Kung U.; Shao-Chi Chang, National Cheng Kung U.
An Institutional Perspective on Firms’ Efforts to Fulfill the Earnings Cult | Guilhem Bascle, Catholic U. of Louvain; Jiwook Jung, National U. of Singapore

1524 : (Paper Session) - (OMT) Better Together: Team Processes and Dynamics
8:00am - 9:30am Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 1524
Chair: Ken Ogata, York U.
Task Segregation: A Mechanism for Work Inequality | Curtis Kwinyen Chan, Harvard U.

Winner of the Best Student Paper Award

Finalist for the Best Student Paper Award

Exploring Directors’ Interaction During Board Meetings: A Video-Observational Analysis | Amedeo Pugliese, Queensland U. of Technology; Pieter-Jan Bezemer, Queensland U. of Technology; Gavin John Nicholson, Queensland U. of Technology

Does Cooperation Require Co-Laboring? How Authority Moderates Project Team Structure | Trevor Young-Hyman, U. of Wisconsin, Madison

1525 🔄: (Paper Session) - (OMT) Boards and Top Management Teams: The Impact of Diversity

8:00am - 9:30am Pennsylvania Convention Center: Room 121 B

Tweet this session: #AOM2014 1525

Chair:

TMT diversity in bureaucracies: Consequences for Dutch accounting firms, 1940-1982 | Chanchal Balachandran, U. of Lugano; Filippo Carlo Wezel, U. of Lugano

Board Diversity Research: A Proposal For Conceptual and Measurement Clarity | Gokhan Turgut, HEC Montreal; Taieb Hafi, HEC Montreal; Eduardo Schiehli, HEC Montreal

The Impact of Board Heterogeneity on IPO Underpricing | Zhijian Xu, Nanjing U.

Partners in crime: effects of diversity on performance in interfirm misconduct | Olivier Bertrand, SKEMA Business School

1526 🔄: (Paper Session) - (OMT) Emotions, Identity and Rationality: Empirical Studies in Non-Traditional Settings

8:00am - 9:30am Pennsylvania Convention Center: Room 124

Tweet this session: #AOM2014 1526

Chair: Wei Shen, Arizona State U.

Unfolding Rationality: Visual Memory, Performativity, Accountability, and Order | Paolo Quattrone, U. of Edinburgh Business School


Next Generation Socioemotional Wealth: Impact of Work on Relational and Psychological Outcomes | Marjan Houshmand, U. of British Columbia; Marc-David L Seidel, U. of British Columbia; Dennis Ma, U. of British Columbia

I Just Cannot Get You Out of My Head: Regulatory Capture of Financial Sector Supervisors | Dennis Veltrop, Dutch Central Bank (DNB); Jakob de Haan, Dutch Central Bank (DNB)

1527 🔄: (Paper Session) - (OMT) Trust and Emotion in Strategic Alliances

8:00am - 9:30am Pennsylvania Convention Center: Room 126 B

Tweet this session: #AOM2014 1527

Chair: Birgitte Groggaard, U. of Calgary

A stagewise model of trust development in strategic alliances | Linh Nguyen, HHL - Leipzig Graduate School of Management; Vasanthi Srinivasan, HHL - Leipzig Graduate School of Management

The Role Of Complex Leadership In Interfirm Strategic Networks: Enabling Effect Versus Emergence | Gabriella Levanti, U. of Palermo; Pasquale Massimo Picone, U. of Catania

Brokerage and Closure in the Indian Ownership Network: Distinguishing between Levels of Analyses | Dalhia Mani, HEC Paris

How emotions impact alliance relationships: Reconceptualizing the role of discrepancies | Rajesh Kumar, Menlo College; Gerben A. Van Kleef, U. of Amsterdam; Tory Higgins, Columbia U.

1528 🔄: (Paper Session) - (OMT) Theorizing Organizational Boundaries: New Perspectives

8:00am - 9:30am Pennsylvania Convention Center: Room 202 B

Tweet this session: #AOM2014 1528

Chair: Charlotte Cloutier, HEC Montreal

Exploring the Sources, Characteristics, and Effects of Information Boundaries in Organizations | David R Hannah, Simon Fraser U.; Michael Parent, Simon Fraser U.; Leyland Pitt, Simon Fraser U.; Pierre Berthon, Bentley U.

The Firm Boundary as Semi-Permeable Membrane | Emanuel Roland Kasti, Cass Business School, City U. London

Extending Transaction Cost Economics to Final Product Market Firms | Bruce Skaggs, U. of Massachusetts Amherst; David Cohen, Skidmore College; Sudhir Nair, U. of Victoria; Chris Meyer, Effex Capital

Constructing Social and Symbolic Boundaries during the Emergence of the Nanotechnology Field | Stine Grodal, Boston U.

1529 🔄: (Paper Session) - (OMT) New Perspectives on Legitimacy and Organizations

8:00am - 9:30am Pennsylvania Convention Center: Room 203 B

Tweet this session: #AOM2014 1529

Chair: Deborah J Dougherty, Rutgers U.

Legitimacy Attainment in Temporary Business | Celina Smith, EMLYON Business School; Ignasi Marti, EM Lyon

"From the Heart": The Role of Emotional Expression in the Legitimation of Ontario Wine | Felipe G. Massa, Loyola U. New Orleans; Maxim Voronov, Brock U.; Liang Wang, U. of San Francisco

The Search for Common Ground: Audience Closure and Producer Legitimation | Jose Uribe, Columbia Business School; Paul Ingram, Columbia U.


1530 JS: (OMT, MOC) Sensemaking and Learning Amidst Dynamic Complexity

8:00am - 9:30am Pennsylvania Convention Center: Room 114-Aud. Lecture Hall

Tweet this session: #AOM2014 1530

Chair: Ian Colville, U. of Bath

Panelists: Haridimos Tsoukas, U. of Cyprus / U. of Warwick; Andrew D. Brown, U. of Bath; Annie Pye, U. of Exeter; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Theodore DeWitt, U. of Michigan; Jean M. Bartunek, Boston College; Masamichi Takahashi, Fuji Xerox Co., Ltd.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 8:00 – 10:00 AM

**1531**: (OMT, TIM, BPS) Theories of Performativity and the Performativity of Theories
8:00am - 9:30am Pennsylvania Convention Center: Room 102 A
Tweet this session: #AOM2014 1531
Organizers: Raghu Garud, Pennsylvania State U.; Joel Gehman, U. of Alberta
The Performativity of Business Models as Valuation Devices | Liliana Doganova, Copenhagen Business School
The Hidden-shop Effect: Technology and Institutional Change in the Responsible Investing Field | Daniel Beunza, London School of Economics; Fabrizio Ferraro, ISE Business School
Performing Organizational Theories: Competing Rules, Performative Struggles and Materiality | Luciana D’Adderio, U. of Edinburgh; Neil Pollock, Edinburgh U.

**1532**: (Paper Session) - (ONE) Government & Networks
8:00am - 9:30am Pennsylvania Convention Center: Room 108 A
Tweet this session: #AOM2014 1532
Chair: Muhammad Umer Azeem, Johannes Kepler U.
- Getting the Attention of VCs: The Endorsement of Clean Energy Startups through Government Grants | Mazhar Islam, Drexel U.; Adam Fremeth, Ivey School of Business; Alfred Allen Marcus, U. of Minnesota
- Networks of Practice for Energy Efficiency: a Role for Boundary Objects | Suzanne Benn, U. of Technology, Sydney; Patrick Crittenden, U. of Technology, Sydney; Paul J Brown, U. of Technology, Sydney; David Brown, U. of Technology, Sydney

**1533**: (Paper Session) - (ONE) Corporate Visioning & Investing
8:00am - 9:30am Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 1533
Chair: Ernestina Giudici, U. of Cagliari
- Corporate Visions of Sustainability: Implications for Management Theory | Judith Walls, Nanyang Technological U.; Catalin Ratu, California State U.
- The Effect of Corporate Philanthropy on Organizational Citizenship Behavior and Employee Performance | Vanessa Burbano, UCLA
Cognitive Barriers to the Engagement of Wealthy Private Investors in Sustainable Investing | Timo Busch, U. of Hamburg; Falko Paetzold, U. of Zurich

**1534**: (Paper Session) - (PNP) Do They Stay or Do They Go: Turnover and Job Security in Public Organizations
8:00am - 9:30am Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 1534
Chair: Alexander Kroll, Florida International U.
The Impact of Job Security Rule Change on U.S. Federal Employee Organizational Commitment | Hyunkang Hur, Indiana U., Bloomington; James L. Perry, Indiana U. / The U. of Hong Kong
Revisiting the Public Job Security: Thirty Years of Research and an Agenda for the Future | Hyunkang Hur, Indiana U., Bloomington; James L. Perry, Indiana U. / The U. of Hong Kong
Exploring the Influence of Economic Conditions on Collective Turnover in the Federal Government | Shinwoo Lee, Indiana U., Bloomington
Cascading Effects of Transformational Leadership and its Impact on Mission Valence | Obed Pasha, Georgia State U.; Theodore Poister, Georgia State U.; Bradley E. Wright, U. of Georgia; John Clayton Thomas, Georgia State U.

**1535**: (Paper Session) - (PNP) Organizational Behavior in the Public Sector
8:00am - 9:30am Pennsylvania Convention Center: Room 125
Tweet this session: #AOM2014 1535
Chair: Shoko Kato, Rutgers U.
Instrumental Aggression and Abusive Supervision: A Test of Theory | Terry A. Nelson, U. of Alaska Anchorage; Kori Callison, U. of Alaska Anchorage; L A Witt, U. of Houston; Benjamin Farmer, U. of Houston; Sophie Romay, U. of Houston; Amanda Palmer, U. of Houston
Self-Efficacy, Emotional Labor, and Job Satisfaction: A Study of Public Service Workers in Taiwan (WITHDRAWN) | Chih-Wei Hsieh, City U. of Hong Kong; Jun Yi Hsieh, Taipei Municipal U. of Education
Teamwork in the Public Cage: Antecedents of Self-Management of Teams in Public Organizations | Sandra Groeneveld, Erasmus U. Rotterdam; Ben S. Kuipers, Erasmus U. Rotterdam
Charles H. Levine Award for Best Conference Paper in the Public and NonProfit Division | Tina W. Thompson, Illinois State U.
Relating Fellowships to Citizenship Behaviors, Safety Citizenship and Employee Performance | Michael K Muchiri, RMIT U.

**1536**: (Paper Session) - (RM) A Selection of Measurement Development Studies
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 1536
Chair: Justin Marcus, Ozyegin U.
Seeing the Bigger Picture: Development and Validation of a Work-Based Construal Level Scale | Jean-Nicolas Rey, New York U.; Batia Mishan Wiesenfeld, New York U.
Subjective Underemployment: The Development of a Measure | Tina W. Thompson, Illinois State U.
The Measurement of Guilt: Psychometric Properties of the Test of Self-Conscious Affect | Christina Noelle Lacerenza, University of California, Irvine
1537  ➤  🚚: (Paper Session) - (SAP) Strategic Practices and Value Creation Activities at the Field Level
8:00am - 9:30am Sheraton Philadelphia Downtown Hotel: Parlor D
Tweet this session:  #AOM2014 1537
Chair: Sofiotiros Paroutis, U. of Warwick
➤ Accounting Strategies and Financialization: Calculating Values and Fees in Real Estate Markets | Sebastian Botzem, Social Science Research Center Berlin (WZB); Leonhard Dobusch, Free U. Berlin
➤ Exploring Strategizing of Kirana Shopkeepers: The Case of Indian Retail Industry | Atul Arun Pathak, Indian Institute of Management Ahmedabad; George Kandathil, Indian Institute of Management, Ahmedabad
SAP Best Student Paper Award
➤ Signalizing a New Trend? An Analysis of the Fashion Apparel Production in Brazil | Marcelo Machado Barbosa Pinto, UFSM; Yeda Swirski de Souza, UNISINOS; Maria Emilia Camargo, U. de Caxias do Sul

1538 : (Paper Session) - (SIM) CSR in Small and Locally Focused Organizations
8:00am - 9:30am Loews Philadelphia Hotel: Anthony Room
Tweet this session:  #AOM2014 1538
Chair: Jegoool Lee, Stonehill College
➤ Disclosure and integrated reporting choices: improving integrated management in local businesses | Anna Maria Fellegara, Catholic U.; Davide Galli, U. Cattolica del Sacro Cuore; Carlotta D'Este, U. Cattolica del Sacro Cuore
Small Firms' Ongoing CSR Initiatives Amidst a Financial Downturn | Rajat Panwar, Northland College; Eric N. Hansen, Oregon State U.; Jonatan Pinkse, Grenoble Ecole de Management; Erlend Nybakk, Norwegian Forest Research Institute
➤ ORGANIZATIONAL LEVELS OF HUMAN QUALITY TREATMENT: EVIDENCE FROM FOUR SMEs | Abiola Oluwemi Ogungbemi, Lagos Business School; Domenec Mele, IESE Business School
Stakeholder Management in the Youth Care System | Yves Fassin, Vlerick Business School; Annelien Vandenameele, Ghent U.; Jolien Deprez, Ghent U.; Aimé Heene, Ghent U.

1539 : (Paper Session) - (SIM) How Organizational Leaders Affect Responsible Firm Behavior
8:00am - 9:30am Loews Philadelphia Hotel: Commonwealth A2
Tweet this session:  #AOM2014 1539
Chair: Charlotte M. Karam, American U. of Beirut
Leadership Behaviour and Firm Social Performance | Muralee Das, Melbourne Business School
CEO open executive orientation and positive CSR initiative adoption | Daina Mazutis, IMD
Do investors see value in ethically sound CEO apologies? | Daryl Koehn, U. of St Thomas; Maria Goranova, U. of Wisconsin, Milwaukee

1540 : (Paper Session) - (SIM) Human Rights, Labor Rights, and Globalization
8:00am - 9:30am Loews Philadelphia Hotel: Congress Room B
Tweet this session:  #AOM2014 1540
Chair: Andrew C Wicks, U. of Virginia
➤ Messy Governance: Global Supply Chains, Working Conditions and Developing Countries | Vivek Soundarajan, Royal Holloway U. of London; Jill Ann Brown, Bentley U.
➤ Bringing Human Trafficking into Executive Suites and Academia: Challenges and Opportunities | Wayne Eastman, Rutgers U.; Nicole Bryan, Montclair State U.; Anne Quashrie, Rutgers U.
The Politics of Transnational Labor Certification in the Chinese Export Toy Industry | Ling Yang, Tsinghua U. Implementing the UN Global Compact: The impact of the initiative on its business participants | Stefan Schembera, U. of Zurich

1541 : (Paper Session) - (SIM) Business Ethics and Sustainability
8:00am - 9:30am Loews Philadelphia Hotel: Congress Room C
Tweet this session:  #AOM2014 1541
Chair: Ans Kolk, U. of Amsterdam
Qualitative Research in Business Ethics | Laura Janz, WHU - Otto Beisheim School of Management; Miriam Muethel, WHU - Otto Beisheim School of Management
Empowering Employee Sustainability: Perceived Organizational Support toward the Environment | Jennifer Tosti-Kharas, San Francisco State U.; Eric Lamm, San Francisco State U.; Cynthia King, San Francisco State U.
Why do they care? A behavioral approach to policy-practices coupling in MNCs | Anne Jacqueminet, HEC Paris
Students’ Ethical Judgment and Moral Intentions toward Business Ethics: Kenya versus Austria | Georg Kodydek, WU Vienna; Ronald Hochreiter, WU Vienna; Evelyne Awuor Ochome, Catholic U. of Eastern Africa

1542 : (Paper Session) - (SIM) New Perspectives on Corporate Social Performance
8:00am - 9:30am Loews Philadelphia Hotel: Parlor 2
Tweet this session:  #AOM2014 1542
Chair: Natalia Vidal, U. of New Mexico
➤ Organizational Slack and Corporate Social Performance | Erming Xu, Renmin U. of China; Hui Yang, Renmin U. of China; Yuan Lu, Chinese U. of Hong Kong
The implications of slack heterogeneity for the slack-resources and CSP relationship | Ali Shahzad, James Madison U.; Fariss T Moussa, James Madison U.
The Best of Both Worlds? Impact investors and the Financial versus Social Performance Debate | Luciana Carvalho de Mesquita Ferreira, Insper Institute of Education and Research; Sergio Giovanni Lazzarini, Insper Institute of
Education and Research; Leandro Pongeluppe, Insead Institute of Education and Research; Angelica Rotondaro, U. of St. Gallen

Corporate Social Performance in a Digital, Free Society | Dustin Bradley Smith, Webster U.; Kevin Chastagner, Peking U., HSBC Business School

1543 ☐: (Paper Session) - (TIM) On the Move: Mobility, Collaboration, and Scientific Performance
8:00am - 9:30am Pennsylvania Convention Center: Room 104 A
Tweet this session: #AOM2014 1543
Chair: Kenneth G. Huang, Singapore Management U.

An inch too deep? Mobility, entrenchment and innovative productivity of genomics scientists | Kenneth G. Huang, Singapore Management U.

Should I Stay Or Should I Go? How Mobility Explains Individual Scientific Performance | Francesco Di Lorenzo, Copenhagen Business School; Valentina Tartari, Copenhagen Business School

One Foot In, One Foot Out: Individuals’ External Search Breadth and Innovation Outcomes | Linus Dahlander, ESM European School of Management and Technology; Siobhan O’Mahony, Boston U.; David M Gann, Imperial College London

Big Egos in Big Science | Kristina Vaast Andersen, Copenhagen Business School; Finn Valentijn, CBS; Giancarlo Lauto, U. of Udine; Jacob Jeppesen, Copenhagen Business School

1544 ☐: (Paper Session) - (TIM) Network Clusters, Knowledge Diffusion and Recombination
8:00am - 9:30am Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 1544
Chair: Wonsang Ryu, Purdue U., West Lafayette

Roles of Giant Cluster in Knowledge Diffusion and Recombination | Sungyong Chang, Columbia Business School; Jeho Lee, Seoul National U.; Jaeyong Song, Seoul National U.


Network Embeddedness, Product Innovation Strategy and Firm Performance | Xuefeng Liu, School of Management, Xiamen U.; Jing Cai, U. of Aberdeen

Sharing Knowledge in Industry Clusters: An Identity-Based Perspective | Nina Geilinger, ETH Zurich; Georg von Krogh, ETH Zurich; Stefan Haefliger, City U. London

1545 ☐: (Paper Session) - (TIM) Knowledge, Routines, and New Product Development Teams
8:00am - 9:30am Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 1545
Chair: Kimberly M Green, U. of West Georgia

Hamburgers and Broccoli: The averaging bias in project management | Kim van Oorschot, BI Norwegian Business School; Therese Dille, BI Norwegian Business School; Jonas Sønderlund, BI Norwegian Business School

Knowledge Utilization, Development Speed, and Discontinue Speed for New Product Initiatives | Kimberly M Green, U. of West Georgia


Origin and Evolution of Routines - Radical and Incremental Innovation in the Automotive Industry | Oliver Kallenborn, EBS Business School; Florian A. Täube, EBS Business School

1546 ☐: (Paper Session) - (TIM) Appropriability and Open Innovation
8:00am - 9:30am Pennsylvania Convention Center: Room 117
Tweet this session: #AOM2014 1546
Chair: Leid Zeijnlovic, Catolica Lisbon / Instituto Superior Tecnico / Carnegie Mellon U.

Protecting Aesthetic Innovations? An Exploration of the Use of Registered Community Designs | Rainer Filitz, Technische U. München; Joachim Henkel, Technische U. München; Bruce Tether, The U. of Manchester

Innovation efforts, diffusion, and fall-offs of innovation activity in medical patients community | Leid Zeijnlovic, Catolica Lisbon / Instituto Superior Tecnico / Carnegie Mellon U.; Pedro Oliveira, Catholic U. of Portugal

Does Copyright Affect Reuse? Evidence from the Google Books Digitization Project | Abhishek Nagaraj, MIT Sloan

Contingencies of profiting from innovation: Appropriability mechanisms’ non-linearities | Joachim Henkel, Technische U. München; Timo Fischer, Technical U. München

1547 ☐: (Paper Session) - (TIM) Shaping New Markets
8:00am - 9:30am Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 1547
Chair: Sang-Joon Kim, U. of California, Irvine

Managing Demand-side Changes for Technological Innovations | Matthias Wenzel, European U. Viadina; Jochen Koch, European U. Viadina; Wasko Rothmann, European U. Viadina

Knowledge Spillover through Technological Systems: Creation of the Nanotechnology-Based Community | Sang-Joon Kim, U. of California, Irvine

To be visible or not? Positioning Organizational Discourses in an Emerging Market | Benoit Demui, U. of Lille 1; Zhen Zong, U. de lille 1 - lae


Words with friends: The role of metaphors and relationships in corporate Internet adoption | Mary Still, U. of Massachusetts Boston

1548 ☐: (Paper Session) - (TIM) Mind the Market: Implications for Innovation
8:00am - 9:30am Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 1548
Chair: Joel Ryman, East Tennessee State U.

Enhancing Firm Innovativeness: The Role of Dynamic Marketing Capabilities | Joel Ryman, East Tennessee State U.; David C. Roach, Dalhousie U.; Rosalind Jones, Birmingham Business School
Big Data, Big Profits? Understanding the Role of Tracking Technologies | Dan Breznitz, Georgia Tech; Vincenzo Palermo, U. of Toronto
Innovative Activities and Young Firm Growth | Alexander McKelvie, Syracuse U.; Anna Brattström, Stockholm School of Economics; Karl Wennberg, Stockholm School of Economics
Decoupling novelty from R&D: The importance of marketing innovation for performance | Christoph Grimpe, Copenhagen Business School; Rabikar Chatterjee, U. of Pittsburgh; Mukesh Bhargava, Oakland U.

Tuesday 9:45AM

1549 ☑️: (Paper Session) - (BPS) Board of Directors and Performance
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom G
Chair: Vincent L. Barker, U. of Kansas
A Multilevel Model of Minority Director Participation | Chris Tuggle, The U. of Nebraska-Lincoln; David Sirmon, U. of Washington; Leonard Biernan, Texas A&M U.; A Erin Bass, U. of Nebraska Omaha
Board Stability and Independence Reduce Volatility in Firm Revenues | John A Pearce, Villanova U.; Richard B Robinson, U. of South Carolina; Donald J. Schepker, U. of South Carolina
Performance Consequences of Hiring exCEOs and the Moderating Roles of the Board and the TMT | Jenny Tian, The Chinese U. of Hong Kong; Sophia Shu-Chuan Wang, National Dong Hwa U.; Shanshan Lin, The Chinese U. of Hong Kong; Eliza Ching-Yick Tse, U. of Missouri
Too Much of a Good Thing? The Impact of Board Independence on Shareholder Value Creation | Wei Shen, Arizona State U.; Richard John Gentry, U. of Mississippi

1550 ☑️: (Paper Session) - (BPS) Knowledge Search
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence A
Chair: Denisina Mindruta, HEC Paris
Enabling Constraints: When Constraining Organizational Search Improves Innovative Performance? | Martin Ganco, U. of Minnesota
Of Mice and Academics: Examining the Effect of Openness on Innovation | Julian Kolev, Southern Methodist U.; Fiona Murray, Massachusetts Institute of Technology; Scott Stern, Massachusetts Institute of Technology; Philippe Aghion, Harvard U.; Mathias Dewatripont, U. Libre de Bruxelles

1551 ☑️: (Paper Session) - (BPS) Language and Competition
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Logan's 1 & 2
Chair: Elizabeth Lim, Georgia State U.
Understanding Verbal Response in Competitive Dynamics | He Gao, Arizona State U.; Tieying Yu, Boston College; Albert Cannella, Arizona State U.
How Do Firms Benefit from their Language in Competitive Situations? A Framing Perspective | Tianxu Chen, Oakland U.; Shimeng Xiao, Drexel U.; Dazhi Zheng, West Chester U.
Language and Competition: Exploring the Antecedents and Consequences of Firm Verbal Signals | Wei Guo, Hong Kong Polytechnic U.; Tieying Yu, Boston College; Javier Gimeno, INSEAD
Know Thy Enemy: A Synthesis of Research on Competitor Identification | Furkan Amil Gur, LSU; Thomas Greckhamer, Louisiana State U.

1552 ☑️: (Paper Session) - (BPS) Alliance Contract
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor A
Chair: Mazhar Islam, Drexel U.
When Can You Trust “Trust”? Calculative Trust, Relational Trust, and Supplier Performance | Laura Poppo, U. of Kansas; Kevin Zheng Zhou, The U. of Hong Kong; Julie Juan Li, City U. of Hong Kong
The Double-Edged Effect of Contracts on Alliance Performance | Oliver Schilke, U. of California, Los Angeles; Fabrice Lumineau, Purdue U.
Does It Matter If You Got It Wrong? Governance Misalignment, Opportunism and Performance | Thomas Mellewigt, Freie U. Berlin; Glenn Hoekter, Arizona State U.; Carolin Decker, WHU - Otto Beisheim School of Management
Revisiting the Interplay between Contractual and Relational Governance | Zhi Cao, Xi’an Jiaotong U.; Fabrice Lumineau, Purdue U.

1553 ☑️: (Paper Session) - (BPS) Emerging Issues in Corporate Governance
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 10
Chair: Adrian Keevil, U. of Virginia
Upmarket and Downmarket OFDI in Response to Reforms | Luis Alfonso Dau, Northeastern U.; Alvaro Cuervo-Cazurra, Northeastern U.
An Inductive Study of Foreign CEOs of Japanese Firms | Sheela Fattoum, Copenhagen Business School; Zied Guendri, EMLYON Business School
The Rise of State Capitalism as a Reaction to Financial Globalization | Richard Carney, Australian National U.

1554 ☑️: (Paper Session) - (BPS) TMT Influences on Strategy and Firm Performance
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 2
Chair: Basak Yakis-Douglas, Oxford U.
The Downward Spiral of Organizational Decline and Top Management Team Demographic Faultlines | Jiatao Li, Hong Kong U. of Science and Technology; Guoguang Wan, Hong Kong U. of Science and Technology
The Impact of Changes to TMT Wealth on Resource Allocation Decisions | Jason Pattit, U. of St. Thomas; Todd Alessandrini, Northeastern U.

When Does Managerial Experience Benefit the Organization? CEO Experience Scope and Firm Innovation | Yuan Shi, U. of Maryland


The Impact of Prior Performance on Strategic Choice: An Emotion-Based Argument | Anoop Menon, The Wharton School, U. of Pennsylvania


1555  : (Paper Session) - (BPS) Dynamics of Information and Attention in Corporate Diversification
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session: #AOM2014 1555
Chair: Caterina Moschieri, IE Business School

Performance Feedback and Shifts in Focus of Attention: The Case of Diversification | Ohad Ref, Hebrew U. of Jerusalem; Zur Shapira, New York U.

The Impact of Management’s Coordination Effort on the Relatedness-Performance Relationship | Jonas Patrick König, U. of Bern; Artur Baldauf, U. of Bern

Is it Hot in Here or is it Just Me? Information Quality and Attention in Corporate Diversification | Mark J Zbaracki, IE Business School; Saad Ali, U. of Illinois at Urbana-Champaign

Performance Implications of Diversity and Its Symmetry Across Organizational Levels | Stephen Smulowitz, IE Business School; Manuel Becerra, Instituto de Empresa Business School; Margarita Mayo, IE Business School

Better the Devil you Know: Executive Hiring Modes and the Emergence of Top Management Team Diversity | Dimitrios Georgakakis, U. of St. Gallen; Peder M. Greve, U. of St. Gallen; Winfried Ruigrok, U. of St. Gallen

Revisiting Agency theory: Outside Directors, Financial Slack and R&D Investments | Ibrahim Shaikh, Rensselaer Polytechnic Institute; Lois S. Peters, Rensselaer Polytechnic Institute

1556  : (Paper Session) - (BPS) Insights from Organizational Capabilities
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session: #AOM2014 1556
Chair: Elena Vidal, Baruch College-The City U. of New York


An Assessment of Empirical Support for Core Tenets of the Dynamic Capabilities View | Omar R Malik, Independent Scholar

Dynamic Capabilities: Maintaining The Distinction Between Practices And Possibilities | Maziar Raz, Ivey School of Business; Mark J Zbaracki, Western U.


1557  : (Paper Session) - (BPS) Performance Feedback, Aspirations and Experiential Learning
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session: #AOM2014 1557
Chair: Philip Bromiley, U. of California, Irvine

How Does Performance Feedback Affect Executives’ Exploratory Attention? The Role of Industry Context | Tine Buyl, U. of Antwerp; Christophe Boone, U. of Antwerp

1558  : (Paper Session) - (BPS) Executives’ Diversity and Similarity
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Seminar Room B
Tweet this session: #AOM2014 1558
Chair: Kalin D. Kolev, Marquette U.

How Empowering Female Directors on Boards Affects Firms’ Selection of a Female CEO | Jihe You, U. of Illinois at Urbana-Champaign

1559  JS: (BPS, IM) Strategic Management of Political Relationships
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session: #AOM2014 1559
Organizers: Lite Narrey, U. of South Carolina; Srividya Jandhyala, ESSEC Business School
Discussant: Anand Swaminathan, Emory U.

It’s All Relative?: Institutional Experience, Political Capabilities and Investment | Daniel Blake, IE Business School

Politics and Institutional Change: The Rise of an Economic Oligarchy in Post-Communist Russia | Andrew Spicer, U. of South Carolina

Home Bias Investing and Corporate Governance in an African Frontier Market | Christopher B. Yenkey, The U. of Chicago

Strategic Determinants of Investor-State Arbitration | Srividya Jandhyala, ESSEC Business School

1560  JS: (BPS, OMT, TIM) Innovation and the Modern Firm: How firms Benefit from the Contributions of Communities
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom F
Tweet this session: #AOM2014 1560
Organizers: Jonathan Sims, Babson College; Joel West, Keck Graduate Institute
Discussant: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
How Do Virtual Communities Help Firm Innovation? | Joel West, Keck Graduate Institute; Jonathan Sims, Babson College

Does it Pay to be Open? Firms, Community-Based Innovation & Value Creation | Tim Schweijsfurth, TUM School of Management; Christina Raasch, TUM School of Management


The Effect of External Community Knowledge on Corporate Exploration and Exploitation | Karim R. Lakhani, Harvard U.; Kevin Boudreau, London Business School

Defining Problems for Open Innovation Contests | Martin W Wallin, Chalmers U. of Technology; Georg von Krogh, ETH Zurich; Jan Henrik Sieg, Swiss Federal Institute of Technology Zurich, ETH

The Aggregate Level for Strategy Research: Industries, Ecosystems or Architectures? | SHCS: (BPS, TIM, ENT)


Beyond the Dyad of Work and Family: Towards a More Holistic Understanding of Work-life Balance | Sunita Sah, Georgetown U.; George Loewenstein, Carnegie Mellon U.

Flexibility as an Employability Enhancement Tool?: Time-spatial Flexibility and Employability | Pascale Peters, Radboud U. Nijmegen; Beatrice Van der Heijden, Radboud U. Nijmegen; Guy Noteleers, U. of Bergen

When Work Becomes into Community Care: A Redefining of Work/Life Management for Public Servants | Robyn Remke, Copenhagen Business School

Rewriting Leadership Development: Contributions from Contemplative Practices and Neuroscience | CAU: (CAU)

Women on Boards: The challenges of developing international comparative data through collaboration | CAU: (CAU)

Large-Scale International Collaboration Projects for Experiential Learning and Research in IB | CAU: (CAU)

Don’t Think Twice: How Cognition Influences Negotiation Outcomes | CAU: (CAU)

Just Like A Woman? | CAU: (CAU)

Human Capital and Inter-Firm Collaboration: A Meta-Analysis | CAU: (CAU)

Words vs. Numbers - Integrative and Distributive Language Framing in Negotiations | CAU: (CAU)

Gambling on second opinions: How seeking a second opinion can impact your primary advisor’s advice | CAU: (CAU)

Teaching | Program Theme | International | Research | Diversity | Best Paper
Feeling Depleted and Powerless: The Construal-Level Mechanism | Junha Kim, KAIST; Sujin Lee, KAIST
I can profit from my failure, not yours: Loyalty inhibits capitalizing on a close other’s failure | Simone Tang, Duke U.; Carey K. Morewedge, Carnegie Mellon U.

1569 (JS: (CM, OB, SIM) New Insights into the Antecedents, Boundary Conditions, and Processes Underlying Fair Behavior
9:45am - 11:15am Pennsylvania Convention Center: Room 118
Chair: Alfredo De Massis, Lancaster U.; Josip Kotlar, Lancaster U.; Pietro Mazzola, IULM U.; Tommaso Minola, U. of Bergamo; Salvatore Sciascia, IULM U. - MILAN
Discussant: Cindy P. Zapata, Texas A&M U.
The Effect of a Primed and Consciously Set Goal on Fairness | Dinesh B. Ganegoda, The Australian National U.; Gary P. Latham, U. of Toronto; Robert Folger, U. of Central Florida
When Wanting to be Fair Isn’t Enough: Examining and Overcoming the Effects of Depletion on Fairness | David B. Whiteside, Wilfrid Laurier U.; Laurie J. Barclay, Wilfrid Laurier U.
Procedural Fairness as Reward or shield: The role of Subordinates’ Trustworthiness | Guozhen Zhao, Delta State U.; Ya-Ru Chen, Cornell U.; Joel Brocker, Columbia U.
Using Managers’ Perspectives to Map the Main Routes to Fairness | Chris P. Long, Georgetown U.

1570 (~): (Paper Session) - (CMS) Reassembling Management Discourses and Histories
9:45am - 11:15am Pennsylvania Convention Center: Room 103 B
Chair: Sarah Elaine Gilmore, U. of Portsmouth
Constructing Contingent Necessity: CEO Discursive Practices and Downsizing | Tracy Patricia Wilcox, U. of New South Wales
ANTI-history: Toward Amodern Histories | Gabrielle Durepos, St. Francis Xavier U.
The Origin of Management is Sustainability: Recovering an Alternative Foundation for Management | Stephen Cummings, Victoria Management School; Todd Bridgman, Victoria U. of Wellington

Best Critical Paper

1571 (~): (Paper Session) - (ENT) The Effect of Family Ownership on Family Firms’ Behavior and Performance
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom H
Chair: Alfredo De Massis, Lancaster U.
Discussant: Kathleen Randerson, U. de Grenoble ELab Research Center
Entrenchment Index in Publicly-traded Family Firms: A Longitudinal Analysis | Esra Memili, U. of North Carolina, Greensboro; Zhonghui Wang, U. of North Carolina, Greensboro
Are They All Alike? Heterogeneity of Family Owners’ Goals and P-P Agency Costs in Private Firms | Alfredo De Massis, Lancaster U.; Josip Kotlar, Lancaster U.; Pietro Mazzola, IULM U.; Tommaso Minola, U. of Bergamo; Salvatore Sciascia, IULM U. - MILAN
Boys & Anchors: Owning Family Behaviours that Influence Non-family Manager Preferences to Stay | Albert E. James, Dalhousie U.; Jennifer E Jennings, U. of Alberta

1572 (~): (Paper Session) - (ENT) Social Capital, Socialization and Network Resources for Entrepreneurial Ventures
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence C
Chair: Bettina Lynda Bastian, American U. of Beirut
Discussant: Boris F. Blumberg, Maastricht U.
Antecedents of Advice Sources: Venture Stage, Innovativeness and Internationalization. | Bettina Lynda Bastian, American U. of Beirut
Multidimensional Social Capital of Entrepreneurs: A Configurational Approach | Cédric Verstaete, Ghent U.; Ingrid Wakkee, VU U. Amsterdam; Martin van der Gaag, VU U. Amsterdam; Ronan Van Rossem, Ghent U.
Tell Me How You Socialize and I Will Tell You Who You Are. A Study of Small Firms’ Socialization | Emilie Bargues, France Business School
How Venture Capitalists Foster or Destroy Relational Rents: The Entrepreneur’s Perspective | Wei Zhang, Tsinghua U.; Steven White, Tsinghua U.

1573 (~): (Paper Session) - (ENT) Different Forms of Leadership within Entrepreneurial Ventures
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor B
Chair: Mark Johnson, U. of Strathclyde
Discussant: Brandon Mueller, Oklahoma State U.
Promoting or Preventing Academic Commercialization? | Mark Johnson, U. of Strathclyde
Multilevel Effects of Charismatic Leadership on Learning and Performance in Entrepreneurial Teams | Kristin Knipfer, Technische U. München; Emanuel Schreiner, Technische U. München; Ellen Anke Schmid, Technische U. München
1574 (Paper Session) - (ENT) Cognitive Issues in Entrepreneurial Teams
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Parlor C
Tweet this session: #AOM2014 1574
Chair: Jonathan Pinto, Imperial College London
Discussant: Cyrine Ben-Hafaiedh, Groupe ESC Troyes
 Entrepreneurs’ Leadership and Innovativeness: The Mediating Role of Team Psychological Safety | Lida Hu, The U. of Nottingham Ningbo China; Joon Hyung Park, The U. of Nottingham Ningbo China; Chendong Wu, The U. of Nottingham Ningbo China; Angus Hooke, The U. of Nottingham Ningbo China
 Variation in Self-employment Entry: Data Mining, Inference | Modeling Temporary Subsidies for Self-employment | Saulo Dubard Barbosa, EMLyon Business School
 Need for Achievement Diversity and Relationship Conflicts in Entrepreneurial Teams | Mohammad Saud Khan, Alpen-Adria U. Klagenfurt, Austria; Robert J. Breiteneker, Alpen-Adria U. Klagenfurt, Austria; Erich J. Schwarz, Alpen-Adria U. Klagenfurt, Austria
p Entrepreneurs’ Cognitive Biases and Heuristics in Entrepreneurial Team Recruitment | Jonathan Pinto, Imperial College London

1575 (Paper Session) - (ENT) Entrepreneurial Policies and Self-Employment
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 1575
Chair: Saulo Dubard Barbosa, EMLyon Business School
Discussant: Mona Anita Olsen, Cornell U.
 Modeling Temporary Subsidies for Self-employment | Frederik Witte, Lund U.
 Occupations and Self-Employment Entry: A Multilevel Approach | Frederik Witte, Lund U.; Frederic Delmar, Lund U.; Saulo Dubard Barbosa, EMLyon Business School
p Unpredictably Stable. An Investigation into the Stayer-Mover Tendencies among Self-Employed | Virgilio Failla, Copenhagen Business School; Francesca Mellilo, Copenhagen Business School / KU Leuven; Toke Reichstein, Copenhagen Business School
 Variation in Self-employment Entry: Data Mining, Inference and Prediction | Frederik Witte, Lund U.

1576 (Paper Session) - (ENT) Seed Funding and Venture Capital in Different Industrial and Geographical Contexts
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Salon 9
Tweet this session: #AOM2014 1576
Chair: Martina Pasquini, U. of Southampton
Discussant: Li Xiao, U. of Lancaster
 From The Lab To The Stock Market? An Analysis Of University-Oriented Seed Funds In Europe | Federico Munari, U. of Bologna; Martina Pasquini, U. of Southampton; Laura Toschi, U. of Bologna
 The Impact of Corporate Venture Capital on the Branding Efforts of New Technology Firms | Ikenna Uzegbunam, U. of Kentucky & Luno Ventures, LLC; Brandon Ofem, U. of Kentucky; Satish Nambisan, U. of Wisconsin, Milwaukee

1577 (Paper Session) - (ENT) Uncertainty and Risk in Entrepreneurial Activities
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Seminar Room A
Tweet this session: #AOM2014 1577
Chair: David Johnson, U. of Edinburgh Business School
Discussant: Richard Chan, Stony Brook U.-State U. of New York
 Information Uncertainty, Risk, and Orientation: Examining Organizational Social Exchanges | John R. Busenbark, Arizona State U.; Curtis L Wesley II, Indiana U. Kelley School; Todd Saxton, IU Kelley School of Business; M Kim Saxton, IU Kelley School of Business
 An Exploration into the Nature of Entrepreneurial Uncertainty | Mark Packard, U. of Missouri; Brent Clark, U. of South Dakota; Peter G. Klein, U. of Missouri
 Entrepreneurial Uncertainty as a 3 Legged Stool | William R. Forster, Lehigh U.; Jeffrey G. York, U. of Colorado, Boulder

1578 JS: (ENT, BPS, TIM) Creating & Growing Entrepreneurial Ecosystems
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Philadelphia North
Tweet this session: #AOM2014 1578
Organizers: Jason Andrew Strickling, U. of Tennessee, Knoxville; Rhonda K. Reger, U. of Tennessee
Presenters: Shaker A. Zahra, U. of Minnesota; Howard E. Aldrich, U. of North Carolina; Frank T. Rothaermel, Georgia Tech; David Audretsch, Indiana U.; Bloomington

1579 JS: (ENT, QMT, BPS) The Potential of Social Entrepreneurship
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session: #AOM2014 1579
Organizer: Rolf Lorenz Hoefer, INSEAD
Discussant: Stephen Mezias, INSEAD
Harnessing Productive Tensions in Hybrid Organizations | Julie Battilana, Harvard U.
 Building Productive Networks: A Longitudinal Study of Nascent Entrepreneurial Actors | Rolf Lorenz Hoefer, INSEAD
 Testing Ideas About Social Entrepreneurship: The Case for a Comprehensive Program | Peter W Roberts, Emory U.
The Benefits of Coming Out: Disclosing Gay Identity Leads to Increased Organizational Performance | Benjamin Everly, U. of Sussex; Joshua Schwartz, Miami U.; Margaret Shih, U. of California, Los Angeles

Temporal and spatial contingencies of the managerial diversity’s effect on firm performance | Goce Andrevski, Queen’s School of Business, Canada; Orlando C. Richard, U. of Texas, Dallas; Shtely Skaggs, The U. of Texas at Dallas

Gender diversity, knowledge combination and innovation in the technological context | Jenny Maria Ruiz Jiménez, U. of Granada; Matilde Ruiz-Arroyo, U. of Granada; Dainelis Cabeza Pulles, U. de Granada


Workplace Harassment and Mistreatment | 1581: (Paper Session) - (GDO)
9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth D
Tweet this session: #AOM2014 1581

Workplace mistreatment, observer values, conflict, gender harassment, power privilege, group effectiveness and cohesion, Chair: Lilia Cortina, U. of Michigan

Mistreatment of Others Affects Observer Justice and Satisfaction: Observer Values are Key | Seo-Young Byun, U. of Wisconsin, Madison; Kwanghyun Kim, Korea U.

The social context of workplace mistreatment: A multilevel approach | Peng Zhao, Texas A&M U.; Xiaohong Xu, Texas A&M U.; Kathy Miner, Texas A&M U.

The “Ambition Gap” Explained: Workplace Mistreatment as a Function of Gender, Ambition, and Rank | Feng Bai, U. of Toronto; Jennifer L. Berdahl, U. of Toronto; Scott Schieman, U. of Toronto

Effects of Gender Harassment on Organizational Trust, Workgroup Effectiveness and Cohesion | Justin D. Purl, Ohio U.; Leah Halper, Ohio U.; Kathleen E. Hall, Ohio U.; Allison Tenbrink, Ohio U.; Rodger Griffith, Ohio U.

The Manifestations of Social Class in Organizational Life | 1582: SHCS: (GDO, OB, SIM)
9:45am - 11:15am Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 1582
Organizer: Jennifer J. Kish-Gephart, U. of Arkansas
Discussant: Kamal Munir, U. of Cambridge
How does situational rank shape psychological functioning? It depends on social class background. | Sarah Townsend, U. of Southern California; Nicole Stephens, Northwestern Kellogg School of Management

Bringing the Charitable Giving Divide: Social class, reputation, and pro-social behavior | Bennett Callaghan, U. of Illinois at Urbana-Champaign; Michael W. Kraus, U. of Illinois

For the Benefit of the Collective: Ostracism, social class, and unethical behavior | Jennifer J. Kish-Gephart, U. of Arkansas; Niki A. den Nieuwenboer, U. of Kansas; Linda K. Trevino, Pennsylvania State U.

Work Beliefs and Social Class: How class shapes leadership expectations and meaningfulness of work | Sean Martin, Cornell U.; Stephane Cote, U. of Toronto; Todd Woodruff, United States Military Academy

Breaking the Class Ceiling: How lower social class students get higher class jobs | Lauren Rivera, Northwestern Kellogg School of Management

Translating Evidence into Practice in Healthcare Management | 1583: (Paper Session) - (HCM)
9:45am - 11:15am Pennsylvania Convention Center: Room 103 A
Tweet this session: #AOM2014 1583
Chair: Hummy Song, Harvard U.
Putting it in the blender: managerial engagement with concepts of evidence | Jane Hendy, U. of Surrey

HCM Division Best Theory to Practice
Knowledge leadership: The (non-)mobilization of management knowledge in health care organizations | Michael D Fischer, U. of Melbourne; Sue Dopson, U. of Oxford; Louise Fitzgerald, U. of Oxford; Chris Bennett, King’s College London; Ewan Ferlie, King’s College London; Jean Ledger, King’s College London; Gerry McGivern, Warwick Business School

Releasing Normative Commitments in Science: A Longitudinal Study of Translational Research in the UK | Tomas Enrique Farchi, IAE - U. Austral; Sue Dopson, U. of Oxford

Employee and Patient Satisfaction | 1584: (Paper Session) - (HCM)
9:45am - 11:15am Pennsylvania Convention Center: Room 112 A
Tweet this session: #AOM2014 1584
Chair: Louise Tourigny, U. of Wisconsin, Whitewater
An 18-Years Longitudinal Study of Work Demands, Health, Job Satisfaction and Turnover among Nurses | Amit Kramer, U. of Illinois at Urbana-Champaign; Jooyeon Son, U. of Illinois at Urbana-Champaign

Employee retention in long term care: The link between HR practices, climate and employee outcomes | Monique Veld, Open U. Nederland; Kerstien Alfes, Tilburg U.
The myth of the sovereign consumer: Exploring consumer identities in nursing homes | Belinda C. Allen, Monash U.; Leisa D. Sargent, U. of Melbourne; Bill Harley, U. of Melbourne
Who cares for the doctor? Job demands and resources as predictors of junior physician well-being | Yseult Miriam Freeney, Dublin City U.; Martin R. Fellenz, Trinity College Dublin

Leadership Accountability for Patient Safety: From Theory to Practice | 1585: SHCS: (HCM, OB)
9:45am - 11:15am Pennsylvania Convention Center: Room 113 C
Tweet this session: #AOM2014 1585
Chair: Wendy L. Bedwell, U. of South Florida
A Framework for Examining Leadership Accountability for Patient Safety and Quality Improvement | Sallie J. Weaver, Johns Hopkins U. School of Medicine; Christine A Goeschel, MedStar Health; Xinruixue Che, U. of South Florida; Joseph Oulivina Fawole, Johns Hopkins U.; Keith Kosel, VHA Inc.;
Session Details – Tuesday, 8:00 - 10:00 AM

9:45am - 11:15am Philadelphia Marriott Downtown: Room 307
Tweet this session: #AOM2014 1588

Chair: Chris Brewster, Henley Business School

→ Dual effects of subsidiary and parent organizations’ human resource practices on employee responses | Hilla Perez, ORT Braude College; Yitzhak Fried, Syracuse U.; Shlomit Kaminka, The College of Management, Rishon Lezion; Ariel Levi, Wayne State U.

The Competency Requirements for HR Practitioners in Domestic Firms and Multinational Enterprises | Karen Lo, Auckland U. of Technology; Keith Macky, Auckland U. of Technology; Edwina Plo, Auckland U. of Technology

→ The Optimal Level of Investment in the HRM System | Ilro Lee, U. of New South Wales; Julie Ann Cogin, U. of New South Wales

MODES OF GLOBAL INTEGRATION AND LOCAL RESPONSIVENESS IN HRM OF MNEs | Chul Chung, Henley Business School

1589 : (HR) How social networking websites affect employment: Implications for theory and practice
9:45am - 11:15am Philadelphia Marriott Downtown: Room 411
Tweet this session: #AOM2014 1589

Chair: Donald H. Klueemer, U. of Illinois at Chicago

Participants: Bret Becton, U. of Southern Mississippi; Shawn M. Bergman, Appalachian State U.; Philip Bobko, Gettysburg College; Leanne Hirschfield, Syracuse U.; Philip L. Roth, Clemson U.

1590 : (Paper Session) - (HR) Job Choice and Employee Recruitment
9:45am - 11:15am Philadelphia Marriott Downtown: Room 413
Tweet this session: #AOM2014 1590

Chair: Denise Potosky, Pennsylvania State U.

→ When do Employer Awards Pay Off and When do They Not? | Matthias Baum, U. of Kaiserslautern; Anja Überschaer, TU Kaiserslautern

A Unified Framework of Recruiter Behavior With Implications for Using the Best to Recruit the Rest | Michael C. Campion, U. of South Carolina

New Venture Organization Personality and Recruitment: Understanding the Job Seeker's Perspective | Steven A. Edelson, Walsh U.; Alexander McKelvie, Syracuse U.; Mike Haynie, Syracuse U.

1591 : (Paper Session) - (HR) Performance Management
9:45am - 11:15am Philadelphia Marriott Downtown: Room 414
Tweet this session: #AOM2014 1591

Chair: Sharon Clinebell, U. of Northern Colorado

Performance Management in Practice: The Power of Words in the Words of HR Practitioners | Martin McCracken, U. of Ulster; Paula Marie O’Kane, U. of Otago; Travor C. Brown, Memorial U. of Newfoundland; Nicholas Read, U. of Ulster

Appraisal Reactions: A Lao Perspective | Vanvilay Phommalath, The U. of Queensland, Australia; Tyler G. Okimoto, The U. of Queensland, Australia; Charmine E. J. Hartel, The U. of Queensland, Australia

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 8:00 - 10:00 AM

Section D

Appraising Performance During Different Organizational Change Periods | Hansin Bilgili, U. of Arkansas; Emilija Djurdjevic, U. of Rhode Island

Putting Raters in Context: A Multilevel Analysis of Supervisory Performance Ratings | James Kemp Ellington, Illinois Institute of Technology; Mark A. Wilson, North Carolina State U.

1592 ➤ SHCS: (IM) Global Strategy: MNEs in Deadly Environments: Strategic Response to Disasters, Conflict and Crime
9:45am - 11:15am Pennsylvania Convention Center: Room 115 C
Tweet this session: #AOM2014 1592
Chair: Miguel A. Ramos, U. of Texas at El Paso

1593 ➤: (Paper Session) - (IM) Internationalization: Entry Mode Selection
9:45am - 11:15am Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 1593
Risk Management in Market Entry: The Case of Project Finance | Jakob Muellner, WU Vienna
The Impact of Entry Mode Portfolio and Internationalization on Firm Performance | Bau-Jung Chang, Feng Chia U.; Yi-Ching Chiang, Feng Chia U.
Customer Interaction Uncertainty, Knowledge, and Service Firm Internationalization Strategies | Chris Meyer, Effex Capital; Bruce Skaggs, U. of Massachusetts Amherst; David Cohen, Skidmore College; Sudhir Nair, U. of Victoria

1594 ➤: (Paper Session) - (IM) Global Leadership: Expatriate Management
9:45am - 11:15am Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 1594
Female Military Expats: Sixty Years of Work in International War Zones | Kelly Fisher, Texas A&M U.-Kingsville; Kate Hutchings, Griffith U.; Luisa Ferreira Pinto, U. of Porto
One Assignment, Two Careers: Exploiting Expatriate Talent with a Dual- Career Competency Framework | Miriam Moeller, The U. of Queensland, Australia; Yvonne McNulty, Singapore Institute of Management U.
Opportunity, Threat, and Asymmetric Moderating Effects on Multinational Firms' Staffing Strategies | Fiona Kun Yao, U. of Illinois at Urbana-Champaign; Jing Yu (Gracy) Yang, The U. of Sydney; Song Chang, Chinese U. of Hong Kong; Andrew Delios, National U. of Singapore
Expatriate Voice in Host Country: Examining the Expatriate Managers- Subordinate Interface | Jiping Li, Hong Kong U. of Science and Technology

1595 ➤: (Paper Session) - (IM) Institutions: Institutional Distance
9:45am - 11:15am Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 1595
Home-Host Ties, Firm-Specific Political Resources and International Expansion Strategies | Joao Albino Pimentel, HEC Paris; Pierre Dussauge, HEC Paris
The Extent and Effect of Psychic Distance Perceptions in Cross-border M&As: Role of Status | Harun Emre Yildiz, Stockholm School of Economics; Carl F. Fey, Nottingham U. Business School China
Institutional Asymmetry: Examining the Role of Political Alignment and Relative Power | Ben L Kedia, U. of Memphis; Rama Krishna Reddy, Fogelman College of Business and Economics; Frances H. Fabian, U. of Memphis
A Network View of FDI Drivers | Sokol Celo, Suffolk U.; Aya S. Chacar, Florida International U.

1596 ➤: (Paper Session) - (IM) Culture: Cultural Distance
9:45am - 11:15am Pennsylvania Convention Center: Room 120 C
Chair: Malika Richards, Pennsylvania State U.
Leveraging the Cross-Cultural Dynamics of M&A Integration: The Case of a French-American Merger | Christine Jeannine Coisne, EDHEC Business School
Cultural Friction and the Role of Effective Cultural Distance in Cross-border M&A Deal Abandonment | Manish Popli, Indian Institute of Management, Lucknow; Mohammad Akbar, Indian Institute of Management, Lucknow; Vikas Kumar, The U. of Sydney
The Impact of Cultural Distance in Contractual Buyer-Supplier Relationships | Dina Ribbink, Western U.; Curt Grimm, U. of Maryland; Tasheen Sohail, Brock U.
Cross-border Acquisition Completion in the Chinese Context: An Organizational Learning Perspective | Le Wang, Johann Wolfgang Goethe U. Frankfurt; Bjoern Michaelis, Goethe U.; Lars Schweitzer, Goethe U.

1597 ➤: (Paper Session) - (IM) Global Innovation: Knowledge Management
9:45am - 11:15am Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 1597
Transnational Integration in the Digital Age | Wenjie Chen, George Washington U.; Fariba Kamal, U.S. Census Bureau
Firm Slack, National Corporate Governance Institutions and Firm Innovation Effort Around the World | Joel Malen, Hitotsubashi U.; Paul M Vaaler, U. of Minnesota
Boundary Capabilities in MNCs: The Role of Opportunity Formation in Creative Solution Development | Esther Tippmann, U. College Dublin; Pamela Sharkey Scott, Dublin Institute of Technology; Andrew Parker, Grenoble Ecole de Management
Organizational Identification and Knowledge Creation in Multinational Teams | Bi-Juan Zhong, Baruch College-The City U. of New York

1598: (MED) Feedback from MED Paper Presenters, Chairs & PDW participants
9:45am - 10:45am Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 1598
All MED program participants and audience welcome to give feedback on MED directly to the MED executive and input into future conferences.
1600 : (Paper Session) - (MOC) Cognition in Groups and Creativity

9:45am - 11:15am Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 1600
Chair: Kenneth Goh, Ivey School of Business
The Highest Form of Intelligence: Sarcasm Increases Creativity Through Abstract Thinking | Li Huang, INSEAD
Team Adaptiveness in Dynamic Contexts: The Roles of Planning and Patterns | Zhike Lei, ESMT European School of Management and Technology; Mary J. Waller, York U.; Jan Hagen, ESMT; Seth A. Kaplan, George Mason U.
Structurally Redundant Heterogeneity and Group Decision Making | Yuan Hou, U. of Pennsylvania; Reid Hastie, The U. of Chicago
Problem construction in uncertain situations: The case of the Chilean miners rescue operation | Andrea Tunarosa, Boston College

1601 : (Paper Session) - (MOC) Cognition, Diversity, and Mediation

9:45am - 11:15am Loews Philadelphia Hotel: Tubman Room
Tweet this session: #AOM2014 1601
Chair: Jeremy Ray Brees, U. of Scranton
Gender Differences in the Activation of Social Capital in Response to a Job Threat | Raina A. Brands, London Business School; Gillian Ku, London Business School; Kawan Kim, London Business School
The Role of Regulatory Focus and Emotion Recognition in Cross-Cultural Negotiation | Donghee Han, Sogang U.; Seung-Yoon Rhee, Hongik U.; Hyewon Park, Korea U.
Examining the Effects of Leader-Follower Gender Match on Managerial Response to Voice | Cristiano L. Guarana, U. of Washington; Junchao Li, U. of Washington; Morela Hernandez, U. of Virginia
On Whether to Meditate Before a Negotiation: A Test of State Mindfulness | Andrew Hafenbrack, INSEAD; Sigal Barsade, U. of Pennsylvania; Zoe Kinias, INSEAD

1602 SHCS: (MOC, OB, CAR) The Return of the Repressed: Promises and Perils of Bringing “The Unconscious” into Identity Work

9:45am - 11:15am Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 1602
Organizers: Gianpiero Petriglieri, INSEAD; Susan J. Ashford, U. of Michigan
Discussant: Sally Maitlis, U. of British Columbia
The Accidental Entrepreneur? Unconscious Identity Learning in an Organizational Bankruptcy | Elliana Crosina, Boston College; Michael G. Pratt, Boston College
The Work-Family Narrative as a Social Defense | Irene Padavic, Florida State U.; Robin Ely, Harvard U.; Erin Marie Reid, Boston U.
Agony and Ecstasy: Identity Dynamics in the Pursuit of Personalized Work | Gianpiero Petriglieri, INSEAD; Susan J. Ashford, U. of Michigan
**Session Details – Tuesday, 8:00 - 10:00 AM**

**Section D**

**Workplace Behavior**

9:45am - 11:15am Philadelphia Marriott Downtown: Room 303

**1605**: (Paper Session) - (OB) Finding Your Place in the World: Social Network Positions

Chair: Xiuxue Zhu, Purdue U.

- Exploring the Effects of Network Duality of Group Boundary Spanners on Group Effectiveness | Hongseok Oh, Yonsei U.; Myung-Ho Chung, Ewha Womans U.; Kihyun Lee, Korea Naval Academy
- Network Structure, Coworkers' Knowledge and Individual Ambidexterity: A Cross-Order Search View | Haifeng Wang, Antai College, SJTU; Jingyu Li, Texas A&M U., College Station; Chuanjia Li, Antai College, SJTU
- Boundary Spanning in Organizations: The Role of Affective and Instrumental Multiplexity | Alberto Monti, Bocconi U.; Giuseppe Soda, Bocconi U.; Lorenzo Bizzi, California State U., Fullerton

**1606**: (Paper Session) - (OB) Leadership Processes, Perceptions, and Effectiveness

Chair: Brad Harris, U. of Illinois at Urbana-Champaign

- Examining the Relationships among Coaching, Trustworthiness, and Role Behaviors | Sewon Kim, State U. of New York Empire State College; Minhsun Kuo, National Central U.
- Give and Take: The Cognitive and Affective Process of Leader Member Interaction | Xian Li, National U. of Singapore; Zhaoli Song, National U. of Singapore
- Pick Your Words Carefully! Leader Gender, Emotion Regulation Request and Follower Reactions | Mahmut Bayazit, Sabanci U.; Gergely Czukor, Sabanci U.; Uzay Dural, Sabanci U.; Ilkun Ozalp Turetgen, Istanbul U.
- The Bright Side of Minority Leadership | Jasmien Khattab, Erasmus U. Rotterdam; Anne Nederveen Pieterse, Erasmus U. Rotterdam

**1607**: (Paper Session) - (OB) Examining Unproductive Workplace Behavior

Chair: Mindy K. Shoss, Saint Louis U.

- Reducing Thoughts of Revenge and Mistreatment: The Role of HRM Practices | Al-Karim Sammani, U. of Windsor; Jacqueline L. Power, Odette School of Business
- Why Groups Engage in Collective Deviance? The Role of Unethical Leadership | Guo-hua Huang, Hong Kong Baptist U.; Ming Nick Yan, National Sun Yat-sen U.

**1608**: (Paper Session) - (OB) Context Does Matter: Insights Into the Impact of Context on Identity Work

Chair: Amy L. Fraher, Independent Scholar

Identity Integration and Indecisiveness | Kathrin J. Haneb, U. of Michigan, Ann Arbor; Fiona Lee, U. of Michigan
- Test of an Identity-Based Model of Antecedents of Workplace Safety Behavior | Samuel Aryee, King's College London; Hsin-Hua Hsiung, National Dong Hwa U.; Fred O. Walumbwa, Florida International U.
- Prostitute, Gambler, Advocate, Addict: Airline Piloting as ‘Invisibilized Dirty Work’ | Amy L. Fraher, Independent Scholar
- Professionals in Disguise: Identity Work in Situations of Downward Occupational Transition | Luciana Turchick Hakak, York U.

**1609**: (Paper Session) - (OB) Analyzing Newcomer Socialization at Work

Chair: Brian J. Collins, U. of Southern Mississippi

- How Differently Newcomers Perceive Employer Promise and Employee Promise: A Longitudinal Study | Kyung Min Kim, Korea U.; Hyoung Koo Moon, Korea U.
- They are Watching You! The Supervisor’s Role During the Newcomer’s Socialization | Lucas Dufour, GSCM, Montpellier Business School; Meena Andiappan, GSCM, Montpellier Business School

**1610**: (OB) Sooner or Later: How Temporal Distance Influences Decisions and Dynamics within Organizations

Chair: Hengchen Dai, U. of Pennsylvania; Cheryl Waksal, U. of Southern California

- Discussant: Sophie Leroy, U. of Minnesota

Effects of Temporal Distance on Cancer Screening Decisions | Cheryl Waksal, U. of Southern California; Alison Ledgerwood, U. of California, Davis; Amber Sanchez, U. of California Davis
- The Impact of Temporal Distance and Climate on Perceived Risk and Innovative Behaviors | James Berry, U. College London; David A Hofmann, U. of North Carolina, Chapel Hill; Deirdre Gobeille Snyder, U. of North Carolina, Chapel Hill

Does Difference = Distance? Experiencing Diversity as Psychological Construal of Teams in Time | David A. Harrison, The U. of Texas at Austin; Luis Martins, The U. of Texas at Austin; Yuriana Kim, The U. of Texas at Austin
1611 (Paper Session) - (OB) Drivers of Creativity: Roles of Supervisor and Team Resources
9:45am - 11:15am Philadelphia Marriott Downtown: Room 403
Tweet this session: #AOM2014 1611
Chair: Robert Litchfield, Washington and Jefferson College
Uncertainty as the Driver and the Regulator of Individual Creativity and Team Innovation | Jieying Chen, Hong Kong University of Science and Technology
From Creativity to Implementation: Role of Sponsorship in Putting Employees’ Ideas into Practice | Elijah Xun Ming Wee, U. of Maryland; Vijaya Venkataramani, U. of Maryland
Team Selection of Creative Ideas and its Implications for Team Creativity | Celine Flipo, HEC Paris
Overcoming Creative Failure for Sustained Employee Creativity: The Relevance of Team Resources | Hendrik Wilhelm, U. of Cologne; Andreas W. Richter, U. of Cambridge; Thorsten Semrau, U. of Cologne

1612 (Paper Session) - (OB) Approaching Psychological Contracts: Views of Leaders, Employees, and Context
9:45am - 11:15am Philadelphia Marriott Downtown: Room 404
Tweet this session: #AOM2014 1612
Chair: Kevin E. Henderson, U. of St. Thomas, St. Paul/Minneapolis, MN
Reciprocity Wary Employees Discount Psychological Contract Fulfillment | Gokhan Karagonlar, Dokuz Eylul U.; Robert Eisenhower, U. of Houston; Justin Aselage, Corporate Executive Board
Leaders’ and Employees’ Psychological Contract Fulfillment in Teams | Ans De Vos, U. of Antwerp/ Antwerp Management School; Amanoel G. Tekleab, Wayne State U.
A Job Embeddedness Perspective on Responses to Psychological Contract Fulfillment | Kohyar Kiazad, Monash U.; Maria Kraimer, U. of Iowa; Scott Seibert, U. of Iowa
Context Matters: The Influence of Organizational Change on Psychological Contracts | Sjoerd Van der Smissen, Tilburg U.; Charissa Freese, Tilburg U.; Rene Schalk, Tilburg U.; Johan Braeken, Tilburg U.

1613 (OB) New Perspectives on Mindfulness at Work
9:45am - 11:15am Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 1613
Chairs: Tao Yang, U. of Minnesota; Michelle K. Duffy, U. of Minnesota
Discussants: Jochen Reb, Singapore Management University
A Qualitative Exploration of Mindfulness Training and Worker Resilience | Christopher Lyddy, Case Western Reserve U.
Mindfulness, Reappraisal, Career Commitment and Psychological Well-Being | Ramaswami Mahalingam, U. of Michigan, Ann Arbor; You Jeong Huh, U. of Michigan, Ann Arbor
Emotion Regulation, Mindfulness, and Authentic Leadership: A Mediation Model | Adam Austen Kay, U. of British Columbia; Daniel Skarlicki, U. of British Columbia
Team Mindfulness: Theoretical Development of a New Collective Construct | Mary Zellmer-Bruhn, U. of Minnesota

1614 (Paper Session) - (OB) Changing Workplaces: Insights into Generational Differences, Work-Life Balance, and Job Design
9:45am - 11:15am Philadelphia Marriott Downtown: Room 407
Tweet this session: #AOM2014 1614
Chair: Sophia Vladimirova Marinova, U. of Illinois at Chicago
Do Generational Stereotypes Exist and How Do They Impact the Work Experiences of Young Professionals | Radostina K Purvanova, Drake U.; Michelle Raymer, Iowa Commission on Volunteer Service; Melissa Spiegel, Iowa Department of Transportation; Marissa Reed, Sunshine Residential, Inc.
Managing Organizational Culture to Engage Today’s Multigenerational Workforce | la Ko, Denison Consulting
Enhancing Work Engagement Towards Performance Improvement through a Non-Work Domain | Chris WL Chu, U. of Surrey; Reuben Mondejar, City U. of Hong Kong

1615 (Paper Session) - (OB) What It Means to Me: Factors that Affect Organizational Attachment
9:45am - 11:15am Philadelphia Marriott Downtown: Room 410
Tweet this session: #AOM2014 1615
Chair: Sungwon Choi, Yonsei U.
The Relative Influence of Work Commitment on Work Outcomes | Mark John Somers, New Jersey Institute of Technology; Dee Birnbaum, Rhodes College
Unpacking Causal Order between Commitment and Performance: An Organization-Level Examination | Byung-Jik Kim, KAIST; Eun-Suk Lee, KAIST
Job Satisfaction over Time: A Longitudinal Study of the Differential Roles of Age and Tenure | Shoshana Dobrow Riza, London School of Economics; Yoav Ganzach, Tel Aviv U.
The Reciprocal Relationship between Locus of Control and Job Autonomy: A Longitudinal Analysis | Xiaohai Gao, U. of Mannheim; Torsten Biemann, U. of Mannheim

1616 JS: (OB, BPS, HR) Do High-Powered Incentives for Knowledge and Creative Workers Work?
9:45am - 11:15am Philadelphia Marriott Downtown: Room 302
Tweet this session: #AOM2014 1616
Moderator: Nicola Lacetera, U. of Toronto
Participants: Sanford Ely DeVoe, U. of Toronto; Jed Friedman, World Bank; Sheena S. Iyengar, Columbia U.; Mario Macis, Johns Hopkins U.

1617 SHCS: (OB, CM, NC) Experiences and Outcomes of Ambivalence in Interpersonal Workplace Relationships
9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon A
Tweet this session: #AOM2014 1617
Chair: Jessica Methot, Rutgers U.; Naomi B. Rothman, Lehigh U.
Discussant: Giuseppe Labianca, U. of Kentucky
The Relationship of Victim Traits and Variability with Coworker Ambivalence and Incivility | Charlice Hurst, U. of Notre Dame; Lauren Simon, Portland State U.; Karen Teresa MacMillan,
Richard Ivey School of Business; Jane M Howell, U. of Western Ontario
The Grand Duality: Who Sees Competition within Friendship, and How Do They Perform at Work? | Xi Zou, London Business School; Paul Ingram, Columbia U.
The Emotional, Cognitive and Behavioral Outcomes of Ambivalent Relationships | Shimul Melwani, U. of North Carolina, Chapel Hill; Naomi B. Rothman, Lehigh U.

1618 JS: (OB, CM, MOC) High Performance Work Practice or Abusive Supervision: Where’s the Boundary?
9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon C
Tweet this session: #AOM2014 1618
Organizers: Neal M. Ashkanasy, The U. of Queensland, Australia; Rebecca J. Bennett, Louisiana Tech U.; Mark J. Martinke, Florida State U.
Participants: Robert Bies, Georgetown U.; Frank Christopher Butler, U. of Tennessee, Chattanooga; MeowLan Evelyn Chan, National U. of Singapore; Bryan Fuller, Louisiana Tech U.; Paul Harvey, U. of New Hampshire; Robert G. Lord, Durham U.; Laura Elizabeth Marler, Mississippi State U.; Daniel J. McAllister, National U. of Singapore; Bennett J. Tepper, The Ohio State U.; Thomas M. Tripp, Washington State U.

1619 JS: (OB, CM, SIM) Moral Psychology at Work: Using Moral Psychology to Understand Organizational Problems
9:45am - 11:15am Philadelphia Marriott Downtown: Room 305
Tweet this session: #AOM2014 1619
Chairs: Madeline Ong, U. of Michigan; David Mayer, U. of Michigan
Does Working For A Socially Responsible Organization Make Employees More Or Less Prosocial? | Madeline Ong, U. of Michigan; David Mayer, U. of Michigan; Leigh Plunkett Tost, U. of Michigan, Ann Arbor
Dangerous Expectations: Breaking Rules To Resolve Cognitive Dissonance | Celia Moore, London Business School; Wiley Wakeman, London Business School
Cheating On Expenses: Evidence From The Field | Francesca Gino, Harvard U.; Lamar Pierce, Washington U. in St. Louis; Lisa L Shu, Northwestern Kellogg School of Management

1620 JS: (OB, HR) Both Sides of the Story - Leaders and Followers in Constructive and Destructive Leadership Processes
9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 1620
Chairs: Alexander Pundt, U. of Mannheim; Laura Venz, U. of Mannheim
Discussant: Rebecca L. Greenbaum, Oklahoma State U.
Dissonance or Strategy? Leaders’ Social Skills and Subordinates’ Reactions to Abusive Supervision | Cass Shum, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology
The Power of Mixed Messages – Interactions Between Abusive Supervision and Supportive Leadership | Alexander Pundt, U. of Mannheim
Caring Leader – Healthy Follower? Self-directed and Follower-directed Health-Oriented Leadership | Franziska Franke, Federal Institute for Occupational Health and Safety
Engaged on My Own: Followers Self-regulation as a Substitute of LMX | Laura Venz, U. of Mannheim; Alexander Pundt, U. of Mannheim
Epistemic Motives and Implicit Followership Theories in Destructive Leadership and Followership | Michael Knoll, Durham U.; Birgit Schyns, Durham U.; Lars-Eric Petersen, Martin-Luther U. Halle

1621 JS: (OB, HR, CAR) What Doesn’t Kill You: The Developmental Impact of Going Through Adverse Work Experiences
9:45am - 11:15am Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 1621
Chairs: Bernd Carette, Ghent U.; Lisa Dragoni, Cornell U.
Discussant: Shmuel Ellis, Tel Aviv U.
The Relationship Between Workplace Adversity and Job Performance in a Banking Organization | Bernd Carette, Ghent U.; Frederik Anseel, Ghent U.; Filip Lievens, Ghent U.; Helga Peeters, U. College West Flanders
Learning from Others’ Failures: The Effect of Failure-stories on Knowledge Transfer | Ronald Bledow, Ghent U.; Bernd Carette, Ghent U.; Jana Kuhnel, Konstanz U.
The Elusive Effects of Failure Experiences in the Practice of Entrepreneurship | Maiyuwai Reeves, U. at Buffalo, the State U. of New York; Paul E. Tesluk, U. at Buffalo, the State U. of New York
Job Challenge as a Motivational State | Irene E. De Pater, National U. of Singapore; Annelies E.M. Van Vianen, U. of Amsterdam; Paul Tae Young Preuenen, U. of Amsterdam

1622 JS: (OB, HR, ODC) An Impetus for Voice/Silence Research: Uncovering New Drivers and Contingencies
9:45am - 11:15am Philadelphia Marriott Downtown: Grand Ballroom Salon J
Tweet this session: #AOM2014 1622
Chairs: Hansens Guenter, Maastricht U.; Bert Schreurs, Maastricht U.; Shuhua Sun, Maastricht U.; Sofya Isaakyan, Maastricht U.
Discussant: Ethan Burris, The U. of Texas at Austin
Employee Voice Behavior And Supervisor Dependence: A Goal Orientation Perspective | Onne Janssen, U. of Groningen; Ran Zhang, Stenden U. of Applied Sciences
Lateral Voice and Team Performance: The Moderating Role of Team Cooperative Goal | Rongwen Jia, Hong Kong Polytechnic U.; Wu Liu, Hong Kong Polytechnic U.; Erica Xu, Hong Kong Polytechnic U.
Psychological Safety and Voice Behavior: A Trickle-Down Model of Supervisor Prosocial Motivation | M. Lance Frazier, Old Dominion U.; Christina Tupper, Old Dominion U.
Silence in Teams: How Proactive Personality Moderates the Influence of Authentic Leadership | Hansens Guenter,
1623: (Paper Session) - (OCIS) Interactions and Innovations in Open Source Communities
9:45am - 11:15am Pennsylvania Convention Center: Room 104 B
Tweet this session: #AOM2014 1623
Discussant: Anca Metiu, ESSEC Business School
- Penguin Persuasion: Company Manoeuvres to Manage Open Source | Maha Shaikh, U. of Warwick; Tony Cornford, London School of Economics
- Is “Open” Always Better? An Exploration of Open Innovation Projects | Tingru Cui, National U. of Singapore; Jungpill Hahn, National U. of Singapore; Yu Tong, City U. of Hong Kong; Hock-Hai Teo, National U. of Singapore
- Aligning Information Processing Capabilities and Gaps in Open Source Software Development | Aron Lindberg, Case Western Reserve U.; Nicholas Berente, U. of Georgia
- The Power of Words Online: Explaining Tie Formation of New Members in Open-Source Online Communities | Hani Safadi, McGill U.; Samer Faraj, McGill U.

1624: (Paper Session) - (OCIS) Creating Knowledge
9:45am - 11:15am Pennsylvania Convention Center: Room 107 A
Tweet this session: #AOM2014 1624
Discussant: Bing Ran, Pennsylvania State U., Harrisburg
- Epistemic Objects and Embedded Paradigms | Emad Khazraee, Drexel U.; Susan Gasson, Drexel U.
- Democratization or Reflection: The Paradox of Databases’ Influences on Knowledge Production | Leslie Paik, City U. of New York, City College; Maria Christina Binz-Scharf, City U. of New York, City College
- Opportunities and Challenges in the ‘Crowd’ and ‘Sensor’ Era of Knowledge Management | Sue Newell, Bentley U.; Marco Marabelli, Bentley U.
- SLAs as an Organizational Playground for Collective Problem-Solving and Tacit Knowledge Generation | Martin Spraggon, American U. of Sharjah / ESE Business School (Chile); Virginia Bodolica, American U. of Sharjah

1625: (Paper Session) - (OCIS) Consumer & Buying Behavior Online
9:45am - 11:15am Pennsylvania Convention Center: Room 110 B
Tweet this session: #AOM2014 1625
Discussant: Omeita Burton, Abilene Christian U.
- Think Twice Before You Buy! Explaining and Influencing Product Returns in E-Commerce | Niklas J Hellemann, Aachen U. of Technology (RWTH)
- Fairness and Social Words on Online Group-Buying Intentions: A Two-Level Hierarchical Linear Model | Shiu-Wan Hung, National Central U.; Min-Jhih Cheng, National Central U.; Dong-Sing He, National Central U.; Chia-Jung Lee, National Central U.
- An Analysis of Consumer Search Behaviour in the US and Germany using Online Panel Data | Christopher Holland, U. of Manchester; Julia Andrea Jacobs, Westfälische Wilhelms-U. Münster

1626: (Paper Session) - (OCIS) Gossip, Revenge, and Ethical Use of New Technologies
9:45am - 11:15am Pennsylvania Convention Center: Room 112 B
Tweet this session: #AOM2014 1626
Discussant: Brian S. Butler, U. of Maryland
- Gossip in Organizations: From an Evolutionary Psychological Perspective | Chulguen Yang, Southern Connecticut State U.; Robert Minjock, Central Michigan U.; Bernard Edward Voss, Central Michigan U.; Stephen M Colarelli, Central Michigan U.
- Moderating Effect of Machiavellianism and Perceived Similarity on Cyber Incivility & its Outcomes | Neha Tripathi, National U. of Singapore; Vivien KG Lim, National U. of Singapore
- Disentangling the Effects of Legal Intervention on Unethical IT Use in the Post-Adoption Phase | Mohamed-Hedi Charki, EDHEC Business School; Emmanuel Josserand, U. of Technology, Sydney; Nabila Boukfi Charki, U. of Paris Dauphine
- Explaining the Transmission of Rumor and Information on Social Media in Disasters | Fang Liu, The U. of Queensland, Australia; Andrew Burton-Jones, The U. of Queensland, Australia; Dongming Xu, The U. of Queensland, Australia

1627: (Paper Session) - (OM) Knowledge Management And Innovation
9:45am - 11:15am Philadelphia Marriott Downtown: Room 409
Tweet this session: #AOM2014 1627
Chair: Jennifer Bailey, Babson College
- Empirical testing of a model for knowledge accumulation in the supply chain | Damien Power, U. of Melbourne
- A Knowledge Management View of Open Innovation Strategies | Tingting Yan, Wayne State U.; Arash Azadegan, Rutgers Business School; Adegoke Oke, Arizona State U.
- Managerial Control Policies in NPD Projects and the Moderating Role of Team Knowledge Tacitness | Serge Rijsdijk, Erasmus U. Rotterdam; Mohan V. Tatikonda, Indiana U.; Jan Van den Ende, Erasmus U. Rotterdam
- The Ambidexterity Paradox: Balancing Exploration, Exploitation and Learning from Failure | Jennifer Bailey, Babson College; Manpreet Hora, Georgia Institute of Technology; Cheryl Gaimon, Georgia Tech

1628: (Paper Session) - (OMT) Understanding the CEO: Empirical and Conceptual Approaches
9:45am - 11:15am Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 1628
Chair: Jan M. W. N. Lepoutre, ESSEC Business School
- CEO Narrative as a Self-reinforcing Process: The Case of Nortel | Gwyneth Edwards, HEC Montreal
- Pumping their Ego and Popping it Down: How Ingratiation Leads to Social Undermining by Top Managers | Gareth D Keeves, U. of Michigan; James Westphal, U. of Michigan; Michael McDonald, The U. of Texas at San Antonio
- Competitive Aggressiveness & Behavioral Agency: Exploring the Role of CEO Self-Interest | Carla D. Jones, Sam Houston
Session Details – Tuesday, 8:00 - 10:00 AM

1629: (Paper Session) - (OMT) Theorizing Practices in Theory and Teaching
9:45am - 11:15am Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 1629

Chair:
A practice lens of the service relationship and of “leaving a service relationship” | Angela Aristidou, U. of Cambridge; Michael Barrett, U. of Cambridge
Making sense of practice and giving sense to practice in management education | Violetta Violetta Splitter Splitter, U. of Zurich
The role of theorizing by ancestral organizations in cross-border translation of an actor | Daniel Waeger, Northwestern Kellogg School of Management; Sébastien Mena, Cass Business School, City U. of London

1630: (Paper Session) - (OMT) Know Thyself: Reflections on the Field of Organizational and Management Theory
9:45am - 11:15am Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 1630
Chair: Pablo Martin de Holan, EM Lyon
Understanding the Evolution of Theoretical Constructs in Organization Studies: Examining “Purpose” | Laura Singleton, Eckerd College
Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award
How Peer Review Chooses and Changes Published Science in Administrative Science Quarterly | Kyle Siler, U. of Toronto; David Strang, Cornell U.
What, Really, Constitutes a Theoretical Contribution? | David A. Whetten, Brigham Young U.; Zachariah J. Rodgers, Stanford U.; Colby D. Green, Rice U.; Ryan S. Coles, Brigham Young U.
Taking the “Advancement of Knowledge” Seriously – A Reflection on the Journal Reviewing Process | Dirk C. Moosmayer, The U. of Nottingham Ningbo China

1631: (OMT) Imprinting in Organizations: New Perspectives for Unpacking the Past
9:45am - 11:15am Pennsylvania Convention Center: Room 121 B
Tweet this session: #AOM2014 1631
Organizer: Andras Tilcsik, U. of Toronto
Chair: Diane Burton, Cornell U.
Discussant: Diane Burton, Cornell U.
Failing to Imprint: The Effects of Adopting Unusual Job Structures at Startup | Lisa Ellen Cohen, McGill U.; Heather Haveman, U. of California, Berkeley
Once Learned – Not Forgotten: Institutional Imprint Persistence in Transition Economies | Aladas Pranas Kriauciunas, Purdue U.; George A. Shinkle, U. of New South Wales
The Imprinting Effects of Founding Conditions on Organizational Ideology | Abhinav Gupta, Pennsylvania State U.; Forrest Briscoe, Pennsylvania State U.
Remembrance of Things Past: Linking Organizational Fortunes and Individual Performance | Andras Tilcsik, U. of Toronto

1632: (Paper Session) - (OMT) OMT in Action: High Velocity Environments, Category Dynamics and Activity Domains
9:45am - 11:15am Pennsylvania Convention Center: Room 124
Tweet this session: #AOM2014 1632
Chair: Florian A. Taube, EBS Business School
From Zero to Hero: How to Predict and Manage High Velocity Evolution | James M. Wheeler, U. of Oklahoma; Mark P Sharfman, U. of Oklahoma
Shifting Levels of Abstraction: The Role of Vertical Category Dynamics in Market Valuation | Vern Glaser, U. of Southern California; Mariam Lisa Krikorian, U. of Southern California; Peer C. Fiss, U. of Southern California
Reflecting on and Advancing the Resource Dependence Perspective (WITHDRAWN) | Adeline Thomas, Freie U. Berlin

1633: (Paper Session) - (OMT) Power, Politics and the Modern Corporation
9:45am - 11:15am Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 1633
Chair: Dirk Deichmann, Erasmus U. Rotterdam
The Machiavellian Politics of the Modern MNC | Alasdair Marshall, U. of Southhampton; Patrick Brown, U. of Amsterdam; Udechukwu Ojiako, British U. in Dubai
A Dynamic Process Model of Contentious Politics: Corporate Receptivity to Activist Challenges | Mary-Hunter McDonnell, Georgetown U.; Brayden G King, Northwestern U.; Sarah A Soule, Stanford U.
Modelling the interrelationship between business and society: A complexity perspective | Anselm Schneider, U. of Zurich; Christopher Wickert, VU U. Amsterdam; Emilio Marti, U. of Zurich
Cognitive Capitalism, Organization, and the Labor Theory of Value | George Tsogas, Independent Scholar

1634: (Paper Session) - (OMT) Critics and Rankings: Unpacking the Role of Information Intermediaries
9:45am - 11:15am Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 1634
Chair: Rocio Bonet, IE Business School
Contention and contribution in the collective production of movie reviews | Ming D. Leung, U. of California, Berkeley; Jue Wang, Renmin U. of China
Social Influence and Competition Among Critics | Daniel Olson, U. of Maryland; David M. Waguespack, U. of Maryland
“You’re not Going to Measure Me!” Commensuration in the Performance Ranking of Fund Managers | Yally Avraham, London School of Economics
1635 JS: (OMT, BPS) Product Demography in Management and Organization Theory
9:45am - 11:15am Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 1635
Organizers: Olga Khessina, Cornell U.; Samira Reis, U. Carlos Ill de Madrid
Discussant: Glenn R Carroll, Stanford U.
Sellouts: How Producers Ride Their Reputations to the Mass-Market | Etan Green, Stanford U.
Artist Identity and the Appeal of Automobile Mentions in Rap Lyrics | Elizabeth G. Pontikes, The U. of Chicago; Damon J Phillips, Columbia Business School; Giacomo Negro, Emory U.
Emotional Lives of Products in the U.S. Craft Beer Market | Cameron Verhaal, Tulane U.; Olga Khessina, Cornell U.; Stanislav D. Dobrev, Sheldon B. Lubar School of Business
The Role of Names in Product Demography of Technological Niches | Olga Khessina, Cornell U.; Samira Reis, U. Carlos Ill de Madrid

1636 JS: (OMT, BPS, CAR) Other Sides of Status: Dimensions, Detriments, andDeliberations
9:45am - 11:15am Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 1636
Organizer: Brian Philip Reschke, U. of California, Berkeley
Discussant: Michael Jensen, U. of Michigan
High-status Affiliations, Identity Creation, and Rank Mobility | Daniel Malter, Harvard U.
Status and Strategic Change in the U.S. Venture Capital Industry | Matthew S. Bothner, ESMT European School of Management and Technology; Young-Kyu Kim, Korea U. Business School; Wonjae Lee, KAIST
The Judgment of Paris? Status Shocks and the Structure of Constraint in the Academic Life Sciences | Pierre Azoulay, Massachusetts Institute of Technology; Brian Philip Reschke, U. of California, Berkeley; Toby E. Stuart, U. of California, Berkeley
Managing Impressions with Authentic Culture: How & Why High Status Actors Consume U... | Oliver Hahl, Carnegie Mellon U. - Tepper School of Business; Ezra Zuckerman, Massachusetts Institute of Technology

1637 JS: (OMT, BPS, OB) Historical and Contextual Contingencies of Learning from Success and Failure
9:45am - 11:15am Pennsylvania Convention Center: Room 102 A
Tweet this session: #AOM2014 1637
Organizer: Ryan Quinn, U. of Louisville
Discussant: Ryan Quinn, U. of Louisville
Learning to Take Risk: The Effects of Success and Distress Experience on Organizational Risk Ta... | June-Young Kim, Marquette U.; Ji-Yub Jay Kim, INSEAD; Anne S Miner, U. of Wisconsin, Madison
An Information Theoretic Approach to Learning from Corporate Restructuring Processes | Katrin Susanne Muehoff, U. of Trier; Padma Rao Sahib, U. of Groningen; Harmen de Weerd, Groningen U. (RuG)
My Bad: Effects of Internal Attribution on Learning from Failure | Bradley R Staats, U. of North Carolina, Chapel Hill; Christopher G Myers, U. of Michigan
Learning from Apparent Success: Organizational Learning from Near-misses | Peter M. Madsen, Brigham Young U.

1638 : (Plenary) - (ONE) The Future of Corporate Environmental Sustainability: Insights from Scholars and Executives
9:45am - 11:15am Pennsylvania Convention Center: Room 114-Aud. Lecture Hall
Tweet this session: #AOM2014 1638
Moderator: Jonathan P Doh, Villanova U.
Discussant: Jorge Rivera, George Washington U.
Panelists: Magali Delmas, U. of California, Los Angeles; Glen Dowell, Cornell U.; Dawn Rittenhouse, Director of Sustainability, DuPont; David Stangis, Campbell Soup Company

1639 : (Paper Session) - (PNP) Community, Society and Nonprofits
9:45am - 11:15am Pennsylvania Convention Center: Room 102 B
Tweet this session: #AOM2014 1639
Chair: Eric C. Martin, Bucknell U.
Civil Society In a Restrictive Context: The Impact on Russian NPOs | Sergej Ljubownikow, Nottingham Trent U.; Jo Crotty, Salford U.
Europeanization, Pre-emption, Revolution: NGOs and Volunteering in Former Soviet Union Countries | Daiga Kamerade, U. of Birmingham UK; Jo Crotty, Salford U.; Sergej Ljubownikow, Nottingham Trent U.
Speaking and Being Heard: How Nonprofit Advocacy Organizations Gain Attention on Social Media | Chao Guo, U. of Pennsylvania; Gregory D. Saxton, U. at Buffalo, the State U. of New York

1640 : (Paper Session) - (PNP) Public and Nonprofit Contract Management and Performance
9:45am - 11:15am Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 1640
Chair: Jason Coupet Coupet, U. of Illinois at Chicago
Enhancing Performance in the Australian Public Service: A Case of Co-production | Fiona Buick, U. of Canberra; Deborah A. Blackman, U. of New South Wales; Damian West, U. of Canberra; Michael O'Donnell, U. of New South Wales; Janine O'Flynn, U. of Sydney
Managing Complex Contracts | Trevor L. Brown, The Ohio State U.; Matthew Potoski, U. of California, Santa Barbara; David Van Slyke, Syracuse U.
Session Details – Tuesday, 8:00 - 10:00 AM

**Section D**

**1641** (Paper Session) - (PNP) **Collaboration and Complexity**
9:45am - 11:15am Pennsylvania Convention Center: Room 125
Tweet this session: #AOM2014 1641
Chair: Emanuele Vendramini, Catholic U. / SDA Bocconi

- The ABCDs (Autonomy, Boundary Spanning, Common Vision & Design Attitude) of Successful Collaboration | Jennifer Madden, Case Western Reserve U.; Bonnie Richley, Case Western Reserve U.
- Civic Festivals and Collaborative Governance | Sandro Cabral, Federal U. of Bahia; Dale Krane, U. of Nebraska Omaha
- Powerful Stakeholders and Interorganizational Collaboration-The Case of HIV/AIDS Epidemic in India | Luis Fernando Escobar, U. of Lethbridge; Sameer Deshpande, U. of Lethbridge

Determinants of NGO-Corporate Partnership Performance: NGO's Perspective | Suyeon Kim, Yonsei U.; Seungwha Andy Chung, Yonsei U.; Soonkyoo Choe, Yonsei U.

**1642** (Paper Session) - (RM) **Best Practices: Moderated Mediation, Longitudinal Analyses, Repeated Testing, & Predictive Analytics**
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 1642
Chair: Seth M. Spain, Binghamton U.

- Testing Moderated Mediation Effects with Latent Variable Models | Gordon W Cheung, Chinese U. of Hong Kong; Rebecca S Lau, The Open U. of Hong Kong
- The Truth Lies Within…and Between: The Theoretical and Empirical Implications of Longitudinal Data | Trevis Certo, Arizona State U.; Michael C. Withers, Texas A&M U.; Matthew Semadeni, Arizona State U.
- Repeated Testing Problem in Management Research: Remedies and a Statistical Tool | Nufar Yasin Ates, Tilburg U.; Patrick J.F. Groenen, Erasmus U. Rotterdam
- The Robustness of Predictive Algorithms: The Effects of Size, Noise, Missing Data, and Skewness | Onno Smits, Erasmus U. Rotterdam; Otto Koppius, Erasmus U. Rotterdam

**1643** (Paper Session) - (SAP) **Managerial Perceptions and Strategizing Activities**
9:45am - 11:15am Sheraton Philadelphia Downtown Hotel: Park D
Tweet this session: #AOM2014 1643
Chair: Carola Wolf, Aston Business School

- Social dynamics in strategizing: Linking micro phenomena to strategy performance | Lisa Thomas, Salford U.; Veronique Ambrosini, Monash U.; Paul Hughes, Durham U.
- Strategic Investment Decision Making In Singapore | Christine Soh, U. of Edinburgh; Chris Carr, Edinburgh U.
- The Embeddedness of R&D Operational Strategy in Social Relations | Dima Younes, EMLYON Business School

**1644** (Paper Session) - (SIM) **Leaders, Emotions, and Stories in Responsible Organizations**
9:45am - 11:15am Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014 1644
Chair: Michael E. Brown, Pennsylvania State U., Erie

- Doing Good by Telling Stories: Emotion in Social Enterprise Communication | Philip T. Roundy, The U. of Texas at Austin
- Moral Emotions and Ethical Leadership: An Investigation of Leader Displayed Emotions | Regina Michelle Taylor, U. of Central Florida
- The Positive Role Of Negative Emotions In Ethical Decision Making | Laura Jimena Noval, WU Vienna; Günter K. Stahl, WU Vienna; Chen-Bo Zhong, U. of Toronto

**1645** (Paper Session) - (SIM) **New Perspectives on Corporate Governance and Social Performance**
9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 1645
Chair: Lori Verstegen Ryan, San Diego State U.

- Women on boards of directors and firms' social performance: A meta-analysis | Corinne Post, Lehigh U.; Kris Byron, Syracuse U.
- Multinational corporations and governance reform: Towards a more integrative board | Cynthia Clark, Bentley U.; Jill Ann Brown, Bentley U.
- Legitimizing Corporate Social Responsibility Governance | Sarah Jastram, Humboldt-U. Berlin; Julia Prescher, Humboldt-U. Berlin

**1646** (Paper Session) - (SIM) **Creating a Space for Social Hybrids**
9:45am - 11:15am Loews Philadelphia Hotel: Commonwealth C
Tweet this session: #AOM2014 1646
Organizers: Michael E. Cummings, U. of Nevada, Las Vegas; Hans Nikolias Rawhouser, U. of Nevada, Las Vegas; Andrew Crane, York U.

- Discussant: Johanna Mair, Stanford U.
- Insights from (semi-)hybrid organizations in unconventional contexts | Ans Kolk, U. of Amsterdam; Francois Lenfant, U. of Amsterdam
- From trial to adoption: The diffusion of the Certified B Corporation | Justin Koushyar, Emory U.
- The diffusion of new legal forms for social hybrids | Hans Nikolias Rawhouser, U. of Nevada, Las Vegas; Michael E. Cummings, U. of Nevada, Las Vegas; Andrew Crane, York U.
- The interplay between for-benefit companies and traditional CSR | Peter William Moroz, U. of Regina; Edward Gamble, Montana State U.; Simon C Parker, Ivey School of Business

**1647** (Paper Session) - (SIM) **Institutional Theory and CSR: Internal Perspectives**
9:45am - 11:15am Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 1647
Chair: Nolywé Delannon, HEC Montreal

- Institutional work and professionalization: who benefits? | Frederik Dahlmann, Warwick Business School; Johanne Grosvoid, U. of Bath
- Institutional Effect on Corporate Commitment to ‘Socially’ Responsible Behavior | Hee-Chan Song, KAIST; Tae-Hyun Kim, KAIST

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1648: (Paper Session) - (SIM) Social Enterprises, NGOs, and Social Outcomes
9:45am - 11:15am Loews Philadelphia Hotel: Congress Room C
Tweet this session: #AOM2014 1648

Chair: Michelle Karen Westermann-Behaylo, U. of Amsterdam Business School
Mechanisms and boundaries of collective action in social entrepreneurship | Riccardo Maiolini, Luiss Guido Carli U.; Pietro Versari, Luiss Guido Carli U.
The Role of Beneficiary Engagement in Performance and Impact Measurement in Social Enterprises | Elena Down Kennedy, U. of Massachusetts Boston; Nardia Haigh, U. of Massachusetts
Social evaluation in the non-profit sector: Sources of disagreement | Cristina Neesham, Monash U.; Leanne McCormick, Monash U.; Michelle Greenwood, Monash U.
Striving for irrelevance: Toward a normative theory of non-governmental organizations | Balaji R. Koka, Rice U.; Douglas A Schuler, Rice U.; Christian Mealey, Rice U.

1649: (Paper Session) - (TIM) Intra-Organizational Networks and Innovation
9:45am - 11:15am Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 1649

Chair: Srikanth Paruchuri, Pennsylvania State U.
Product innovation in SMEs: Formal and informal knowledge integration mechanisms | Alexander Flaster, U. of Bamberg; Tanja Golly, U. of Bamberg
The development of innovation in multiple core/periphery networks | Daniela lubatti, IIESE Business School; Marco Tortoriello, IIESE Business School
Inventors and the Idiosyncrasy of Organizational Knowledge | Srikanth Paruchuri, Pennsylvania State U.
R&D Production Team Composition and Firm-Level Innovation | Vikas A. Aggarwal, INSEAD; David Hsu, Wharton School; Andy Wu, The Wharton School, U. of Pennsylvania

1650: (Paper Session) - (TIM) Crossing Functions, Crossing Clusters: Research on Innovative Teams
9:45am - 11:15am Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 1650

Chair: Emily Cox Pahnke, U. of Washington
New product development: The impact of cross-functional coopeition on performance | Marcel Wolfgang Meuer, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.; Tessa Christina Flatten, Aachen U. of Technology (RWTH)
Prior Collaboration, Expertise, and status in new venture innovation | Warren Boeker, U. of Washington, Seattle; Amrita Lahiri, U. of Washington, Seattle; Emily Cox Pahnke, U. of Washington
How do Cross-cluster Teams Affect Innovation Quality? The Moderating Role of Team Compilation | Alex Vesta, Oregon State U.

Conferences as a Vehicle for Collaborative Discovery and Innovation | Sen Chai, Harvard U.; Marissa Suchyta, Harvard U.; Richard B. Freeman, Harvard U.

1651: (Paper Session) - (TIM) Learning and Innovation
9:45am - 11:15am Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 1651

Chair: Tao Wang, U. College London
From Functional to Architectural Knowledge: A Process Model of Knowledge Integration | Simge Tuna, ETH Zurich; Stefano Brusoni, ETH Zurich; Anja Schulze, ETH Zurich
Innovation Learning: Evidence from the U.S. Biotechnology Industry | Tao Wang, U. College London
Knowledge-Based Evolution and Firm-specific Resources | Stefano Miraglia, U. of Cambridge / UEL; Andrew Davies, U. College London; Andrea Prencipe, Luiss Guido Carli U.
Up-Hill and Down-Hill Learning: Patterns of Knowledge Transfer Methods and Stickiness | Gabriel Szulanski, INSEAD; Dimo Ringov, ESADE Business School; Robert Jensen, Brigham Young U.

1652: (TIM, BPS) Skills, Innovation and Mobility in Knowledge Workers
9:45am - 11:15am Pennsylvania Convention Center: Room 104 A
Tweet this session: #AOM2014 1652


1653: (TIM, BPS, OMT) Open Innovation: Tensions between Value Creation and Value Capture?
9:45am - 11:15am Pennsylvania Convention Center: Room 117
Tweet this session: #AOM2014 1653

Participants: Ann-Kristin Zobel, U. of California, Berkeley; Marcel Bogers, U. of Southern Denmark; John E. Ettlie, Rochester Institute of Technology; Joachim Henkel, Technische U. München; John Hagedorn, Maastricht U.; Allam N Afuah, U. of Michigan; Keld Laursen, Copenhagen Business School

1654: (TIM, OMT, BPS) Incumbent Firm Adaptation: New Perspectives on Organizational Change
9:45am - 11:15am Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 1654

Organizer: Emily Truelove, Massachusetts Institute of Technology Discussant: Michael L. Tushman, Harvard U.
Truce Breaking and Remaking: The CEO’s Role in Changing Organizational Routines | Sarah Kaplan, U. of Toronto Incumbent Firm Adaptation: Intraorganizational Power Struggles and the Radical Flank Effect | Emily Truelove, Massachusetts Institute of Technology; Katherine C. Kellogg, Massachusetts Institute of Technology Product to Platform Transitions: Organizational Identity Implications | Elizabeth J. Altman, Harvard U.; Mary Tripsas, Boston College Technological Change, Innovation, and Organizational Responses in Music and Movies | Mary J. Benner, U. of Minnesota
**Tuesday 11:30AM**

**1655: Capability in Network**
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 1655

Chair: Geoffrey Silvers, Pennsylvania State U.
- Architecture of Dynamic Capabilities: Explaining Innovativeness in the Context of Nanotechnology | Olga Petricevic, U. of Calgary; William Bogner, Georgia State U.
- Improving the Capacity for Strategic Anticipation | Gabriel Berczely, Case Western Reserve U.
- To Certify or To Broker: How Science Parks Help Entrepreneurs Access Policy Resources | Daniel Armanios, Stanford U.
- Antecedents and Consequences of Absorptive Capacity Development through Basic Science Investments | Ramin Vandae, U. at Buffalo, the State U. of New York

**1656: Coopetition in Network**
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session: #AOM2014 1656

Chair: Amol M. Joshi, Oregon State U.
- Competition and Alliance Formation: Evidence from the US Hospital Software Industry | Hermann Juergens, McGill U.; Abhirup Chakrabarti, McGill U.; Kulwant Singh, National U. of Singapore
- Buyer Mediated Coopetition and Supplier’s Innovation | Paolo Boccadelli, Luiss Guido Carli U.; Chiara D’Alise, Luiss Guido Carli U.
- Emotions in Paradoxical Inter-firm Relationships: A Conceptual Framework | Tatbeeq Raza-Ullah, Umea U.; Maria Bengtsson, Umea U.
- No Strings Attached: The Relationship between Loosely Coupled Research Partnerships and Innovation | Thomas Kluter, IESE Business School; Felipe Monteiro, INSEAD; Denise R. Dunlap, Northeastern U.

**1657: Succession**
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: logo’s 1 & 2
Tweet this session: #AOM2014 1657

Chair: Raúl Barroso, HEC Paris
- The Effects of Leader Succession and Prior Leader Experience on Post-Succession Performance (WITHDRAWN) | Malay Desai, The U. of Nottingham; Dave Paton, The U. of Nottingham
- Pay Equity and Top Management Turnover Following CEO Succession | Taekjin Shin, U. of Illinois at Urbana-Champaign
- When Does CEO Succession Lead to Strategic Change? The Mediating Role of Top Management Team Change | David B. Wangrow, U. of Kansas; Donald J. Scheper, U. of South Carolina; Vincent L. Barker, U. of Kansas

Institutional Investors and the Appointment of Prestigious CEOs | Joshua Henssberger, Western Kentucky U.; Margarethe F Wiersema, U. of California, Irvine

**1658: Alliance Ambidexterity**
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Parlor A
Tweet this session: #AOM2014 1658

Chair: John E Prescott, U. of Pittsburgh
- Exploitative and Explorative Innovative Performance: The Effect of Technology-based M&As | Fiorena Belussi, U. of Padua; Ivan De Noni, U. of Milan; Andrea Ganzaroli, U. of Milan; Luigi Orsi, U. of Padua
- Coordinate Ambidexterity Through Collaboration: The Buffer Effect of Absorptive Capacity | Zhengyu Li, Tilburg U.
- Internal and External Exploration Orientation: Substitutes or Complements? | Werner Helmut Hoffmann, WU Vienna; Roman Wörner, WU Vienna
- Rapid Overreaction: Perceived Value Creation Via Alliance Announcements | Matthias Bolinus, Carroll U.; Edward Levitas, U. of Wisconsin, Milwaukee

**1659: Personal Goals of Managers and CEOs**
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 10
Tweet this session: #AOM2014 1659

Chair: Tim R. Holcomb, Miami U.
- Directorships as Certifications: How Board Service Affects Executive Career Outcomes | Steven Boivie, Texas A&M U.; Scott D. Graffen, U. of Georgia; Adam J. Wowak, U. of Notre Dame; Abbie Oliver, U. of Georgia
- Managerial Self-determination and Securities Fraud | Wei Shi, Rice U.; Robert E. Hoskisson, Rice U.; Brian L. Connelly, Auburn U.; Laszlo Tihanyi, Texas A&M U.
- The Videometric Approach: Measuring Unobservable Individual Constructs | Oleg V. Petrenko, Oklahoma State U.; Aaron Hill, Oklahoma State U.; Jason Ridge, Clemson U.; Federico Aime, Oklahoma State U.

**1660: Temporary Advantages and Firm Strategy**
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 2
Tweet this session: #AOM2014 1660

Chair: Qingjiu Tao, James Madison U.
- Boundaries of Long-Term Orientation in Family Firms | David Souder, U. of Connecticut; Akbar Zaheer, U. of Minnesota; Harry J Sapienza, U. of Minnesota; Rebecca A Ranucci, U. of Connecticut
- First Mover Advantage of Exchange-Traded Products | Tina Yue Tang, Harvard U.
- Temporary Competitive Advantages and Firm Profitability: The Role of Alliance Network Structures | Goce Andrevski, Queen’s School of Business, Canada

**1661: Cognition, Knowledge and M&A**
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session: #AOM2014 1661

Chair: Patrick Reinmoeller, Cranfield U.
- Rhythms and Motives: A Cognitive Perspective on Acquisition Sequences | Xena Welch Guerra, U. of St. Gallen; Tomi M. M. Laamanen, U. of St. Gallen
- Acquisition Experience and Performance Implications | Ya Lin, Hong Kong U. of Science and Technology
Session Details – Tuesday, 10:00 AM - 12:00 PM

TUESDAY

Section D

The Contingent Effect of Knowledge Codification and Articulation on Post-Acquisition Performance | Koen Heimeriks, Tilburg U.; Melissa Graebner, The U. of Texas at Austin

Shackles of the Past: Why Firms Divest Too Late and When They Can Free Themselves | Young Huk Kim, Seoul National U.; Taewoo Roh, Seoul National U.

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room B

A Justice-Power Perspective on Middle Managers' Chair: Sandip Basu, Baruch College-The City U. of New York


Routine Contraction in Good Times: An Example of a Typical Prototype Development Routine | Mahua Guha, Indian Institute of Management, Rohatk

Superior and Near-Failure Performance in Multiunit-multimarket Organizations | Haibo Liu, INSEAD; Dimo Ringov, ESADE Business School; Robert Jensen, Brigham Young U.; Gabriel Szulanski, INSEAD

Towards a Practice Based View of Strategy | Philip Bromiley, U. of California, Irvine; Devaki Rau, Northern Illinois U.

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Salon 5

Tweet this session: #AOM2014 1662

Chair: Sandip Basu, Baruch College-The City U. of New York

Measuring What Matters for Management Practices (WITHDRAWN) | Victor Bennett, U. of Southern California; Jason Snyder, U. of California, Los Angeles

A Justice-Power Perspective on Middle Managers' Involvement in Strategy Process | Nufer Yasin Ates, Tilburg U.; Murat Tarakci, Erasmus U. Rotterdam

Towards a Taxonomy of Middle Management Positions and Their Impact on Strategy | Bill Wooldridge, U. of Massachusetts Amherst; Anthony Daniel Pizzo, U. of Massachusetts Amherst

Investigating Middle Managers’ Ambidexterity: A People-Situation Interaction Approach | Ruifang Wang, U. College Dublin; Patrick T. Gibbons, U. College Dublin; Ciaran Heavity, U. College Dublin

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room B

Tweet this session: #AOM2014 1664

Chair: Eldon N Bernstein, Lynn U.

Opening the Black Box: Understanding the Microdynamics of Board Involvement in Product Innovation | Patricia Klamer, U. of Munich; Gilbert Probst, U. of Geneva; Michael Useem, U. of Pennsylvania

Firm Growth and Governance: Running to Stand Still? | Natarajan Balasubramanian, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Jagadeesh Sivadasan, U. of Michigan

From Garage to Grand Prix: Team Experience and Knowledge Integration in Complex Systems | Jan Hendrik Voss, Bocconi U.

CEO-TMT Interplay, Competitive Readiness, and Firm Performance: An Integrated Consideration | Hao-Chieh Lin, National Sun Yat-sen U.; Kuo-i Chang, Dong Hwa U., Taiwan; John G Michel, U. of Notre Dame, Ming-Jer Chen, U. of Virginia

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom F

Tweet this session: #AOM2014 1665

Chair: Rebecca R. Kehoe, Rutgers U.

Discussant: Russell Coff, U. of Wisconsin, Madison

An Architectural Model of Human Capital within the Global Context | Shad S. Morris, The Ohio State U.; Scott A. Snell, U. of Virginia; Ingmar Björkman, Aalto U.

Putting Stars in Their Place: Adding Human Capital Context to the Discussion on Star Employees | Rebecca R. Kehoe, Rutgers U.; Ingrid Fulmer, Rutgers U.; Frederick Scott Bentley, Rutgers U.

The Effect of Social Interdependencies on Inward and Outward Knowledge Spillover among Rival Firms | Barak Aharonson, Tel Aviv U.; Daniel Tzabar, Drexel U.; Di Tong, Drexel U.

Evaluating Hiring, Lift-outs, and Acqui-hires as Alternative Modes for Value Creation | John Mawdsley, U. of Illinois at Urbana-Champaign; Deepak Somaya, U. of Illinois at Urbana-Champaign

11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia South

Tweet this session: #AOM2014 1666

Organizer: Elena Novelli, Cass Business School, City U. London

Panelists: Gautam Ahuja, U. of Michigan; Kevin Boudreau, London Business School; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Constance E Helfat, Dartmouth College; Ammon Salter, U. of Bath

11:30am - 1:00pm Philadelphia Marriott Downtown: Room 408

Tweet this session: #AOM2014 1667

Chair: Kathleen Park, Massachusetts Institute of Technology

The Job Search Experiences of HRM Graduates | Laxmikant Manroop, Roosevelt U.

Employment Board Equivalence and Diversity | Peter A. Heslin, Justus-Liebig U. Giessen

Regional Variations in Employment Board Equivalence | Peter A. Heslin, Justus-Liebig U. Giessen

The Careers Best Paper Award Finalist

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

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1668 (Paper Session) - (CAR) Work, Family and Personal Issues - a Broader View on Career Development
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 502
Tweet this session: #AOM2014 1668
Chair: Hugh P. Gunz, U. of Toronto
Discussant: Marina Boz, Anglia Ruskin U.
A Spouse Is a Gift Bestowed: The Role of Spouse in the Manager’s Family-Related Career Sensemaking | Evgenia Lysova, VU U. Amsterdam; Konstantin Korotov, ESMT; Svetlana Khapova, VU U. Amsterdam; Paul G W Jansen, VU U. Amsterdam
The Impact of Work-life Culture on Organizational Productivity Mediated by Work-Life Programs | Isabel de Sivatte, U. of Castilla-La Mancha; Judith R Gordon, Boston College; Pilar Rojo, Instituto de Empresa Business School; Ricardo Olmos, U. Autonoma de Madrid
I don’t mind if you do... Yet, thanks for not interrupting. | Mireia Las Heras, IESE Business School; Sowon Kim, Ecole Hoteliere de Lausanne; Pablo Ignacio Escribano, IESE Business School; Anneloes Raes, IESE Business School

1669 (CAU) New Perspectives on Theories of Mind Linking Cognition, Emotion, and Context
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 412
Tweet this session: #AOM2014 1669
Organizer: Laura Pettita, U. of Rome La Sapienza

1670 (CAU) Exploring Power of Words in Career & Psychosocial Support: Developmental Networks Research Incubator
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 415
Tweet this session: #AOM2014 1670
Organizers: Richard Donald Cotton, Appalachian State U.; Yan Shen, U. of Victoria

1671 (SHCS) (CM, OB, OMT) The Pronounced Impact of Subtle Factors in Negotiations: Pre-meetings, Handshakes, Anger, & Asking
11:30am - 1:00pm Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 1671
Chair: Juliana Schroeder, The U. of Chicago
Discussant: Eugene M Caruso, The U. of Chicago
Pre-meeting to promote success: Facilitating trust through pre-meetings prior to team negotiations | Roderick Swaab, INSEAD; Robert Lount, The Ohio State U.; Jeanne M Brett, Northwestern U.
Coming to the rink mad: Negotiators choose to up-regulate authentic anger | Alison Wood Brooks, Harvard U.; Simone Moran, Ben Gurion U. of the Negev
The “Asking Tax”: Different expectations for requested versus volunteered favors and concessions | Vanessa K. Bohns, Cornell U.; Frank Flynn, Stanford U.

1672 (Paper Session) - (CMS) Discourses of Managerialism
11:30am - 1:00pm Pennsylvania Convention Center: Room 111 A
Tweet this session: #AOM2014 1672
Chair: Scott Taylor, U. of Birmingham
Control in Complex Organizations | Jens Rennstam, Lund U.; Dan Kärreman, Copenhagen Business School
The Discourse on Favelas: Analysing Political Discourse on Brazilian Slums | Daniel S. Lacerda, Lancaster U.
What Is the Corporate Form and Why Does It Matter? | Jeroen Veldman, Cardiff U.; H. C. Willmott, Cardiff U.
Expansive and Limited Concepts of Managerialism in CMS | Stephen J Jaros, Southern U.

1673 (Paper Session) - (CMS) Dark Side Case Writing Competition: Case Presentation and Awards
11:30am - 1:00pm Pennsylvania Convention Center: Room 118 B
Tweet this session: #AOM2014 1673
The CMS Division annual case writing competition focusing on the ‘Dark Side’ of management and organization. Sponsored by Sobey School of Management, St Mary’s University, Nova Scotia
Discussants: Albert J. Mills, Saint Mary’s U.; Craig Prichard, Massey U.; Mehdi Boussebaa, U. of Bath
Coordinators: Robbin Derry, U. of Lethbridge; Jonathan Murphy, Cardiff U.
A 101 Second Clip to Create Change: Palm Oil Role Play | Celine Louche, Audencia Nantes School of Management; Nigel Roome, U. Libre de Bruxelles
Coca-Cola and the Strategic CSR: Commitment or Non-Action? | Fernanda Filgueiras Sauerbronn, FACC/UFRJ; Alex Faria, Fundacao Getulio Vargas; Denise Franca Barros, Unigranrio - U. do Grande Rio
Defending Democracy at Ace Taxi Co-operative | Corinne McNally, Saint Mary’s U., Canada; Jean Helms Mills, Saint Mary’s U.

1674 (Paper Session) - (ENT) Entrepreneurial Orientation: Conceptual and Empirical Advances
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session: #AOM2014 1674
Chair: Olga Belousova, Groningen U. (RuG)
Discussant: Sheryllynn Roberts, The U. of Texas at San Antonio
Pervasiveness of Entrepreneurial Orientation: Do Engagement and Voice Behavior Matter? | Olga Belousova, Groningen U. (RuG); Aard J Groen, U. of Twente; Benoit Gaillly, U. Catholique de Louvain
Moderating Effect of Entrepreneurial Orientation on Institutional Forces and Venture Philanthropy | Tamaki Onishi, U. of North Carolina, Greensboro
Unlocking the Effects of Transactive Memory System on Performance: The Mediating Roles of EO | Ye Dai, Southern Illinois U.; Jay Inghwee Chok, Claremont Colleges
Fédérale de Lausanne; Cristina Rossi-Lamastra, Politecnico di Milano

The Impact of Idea Ownership and Take-over Aversion on Entrepreneurship: An Experimental Study | Soheil Hooshangi, Carnegie Mellon U.; George Loewenstein, Carnegie Mellon U.

Does Reputation Facilitate Startups’ Access to Venture Capital Funding? | Salvatore Torrisi, U. of Bologna; Laura Toschi, U. of Bologna; Chunxiang Zhang, Huazhong U. of Science & Technology

A Signaling Theory Of Entrepreneurial Venture’s Valuation | Ali Mohammadi, KTH Royal Institute of Technology; MohammadMezhid Shafizadeh khoolenjani, Politecnico di Milano; SOFIA A. Johan, Schulpich School of Business

1681 (Paper Session) - (ENT) Resources and Capabilities Across Industry and Entrepreneurial Firm Lifecycles
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Seminar Room A
Chair: Thomas H. Allison, Washington State U.
Discussant: Stuti Saxena, Indian Institute of Management, Ahmedabad
Cognitive Adaptability and Conservation of Resource Behaviors: A Mediated Moderation Model | Stephen E. Lanivich, Old Dominion U.; David S. DeGeest, U. of Iowa; Adam Smith, Old Dominion U.
The Stage of Industry Life Cycle and Name Choice of Entrepreneurial Firms in the Biotechnology | Irina Stoyneva, Drexel U.


1682 (Paper Session) - (ENT, BPS, TIM) New Conversations on Business Models
11:30am - 1:00pm Sheraton Philadelphia Downtown Hotel: Philadelphia North
Organizer: Ilgaz Arikian, The Ohio State U.
Discussant: Allan N Afuah, U. of Michigan
Presenters: Ilgaz Arikian, The Ohio State U.; Sharon Alvarez, U. of Denver; Christopher L.ucci, Ecole Polytechnique Fédérale de Lausanne; Candida G Brush, Babson College; Stefan Haefliger, City U. London

1683 (Paper Session) - (GDO) Gender Diversity in Top Management Teams
11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth B
Chair: Alix Valenti, U. of Houston, Clear Lake

The Impact of Top Management Team Gender Diversity in Firm Competitive Aggressiveness | iiro Vainala, Aalto U.; Henrikki Tikkanen, Aalto U.; Juho-Petteri Huhtala, Aalto U.

Gender Effects or Gender Change Effects? | Yan Anthea Zhang, Rice U.; Hongyan May Qu, Peking U.
Top Management Team Demographic Faultlines, Firm Visibility and Firm Acquisition Activity in China | Guoguang Wan, Hong Kong U. of Science and Technology; Jieyu Zhou, Hong Kong U. of Science and Technology

Women on corporate boards around the world | Amon Chizema, Loughborough U.

1684 (Paper Session) - (GDO) Aging, Ageism, and Age Diversity
11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth D
Chair: Lisa A Marchiondo, Wayne State U.
Leadership Implications of an Aging Female Workforce in South East Asia | Darren N. Hanson, National U. of Singapore; Sasha Hodgson, Zayed U.
One Size Doesn’t Fit All: Toward a Theory on the Intersectional Salience of Ageism at Work | Justin Marcus, Ozyegin U.; Barbara Ann Fritzschke, U. of Central Florida
Making the Most of Age Diversity: How Age Diversity Climate Contributes to Employee Performance | Gisela Irene Biling, Technische U. Darmstadt; Florian Dorozalla, Technische U. Darmstadt

1685 (Paper Session) - (GDO) Organizational Strategies for Promoting Diversity
11:30am - 1:00pm Loews Philadelphia Hotel: Washington Room B
Chair: Robyn Carlea Walker, U. of Southern California
Social Movement Strategies in Institutions as Repertoires of Affection: LGBT Employee Networks (WITHDRAWN) | Apoorva Gosh, XLRI-Xavier School of Management; Mary Bernstein, U. of Connecticut
The Impact of Gay-Friendly Recruitment Statements on a Firm’s Attractiveness as an Employer | Jason R. Lambert, Saint Xavier U.
Breaking the mold: An examination of board discretion in women CEO appointments | Jennifer Min Knippen, U. of Virginia; Jennifer Palar, U. of Mississippi; Richard John Gentry, U. of Mississippi
Test of a Moderated-Mediated Model Linking Diversity Management to Turnover Intention | Lilian Otake, Lancaster U.


1686  : (Paper Session) - (GDO) Promoting Inclusion
11:30am - 1:00pm Loews Philadelphia Hotel: Parlor 1
Tweet this session: #AOM2014 1686

women in management, diversity climate, inclusion, gender expression or identity, age, diversity policies & practices, other diversity management

Chair: Alisa L. Mosley, Tennessee State U.

Beyond belonging and identification: A theory of inclusive practices and why they work | Suzanne M. Gagnon, McGill U.; Erin Roach, Ryerson U.; Krysten Connely, Ryerson U.; Samantha Jackson, Ryerson U.

Optimal Distinctiveness Theory and Work Group Identification: The Role of Identity Strength | Amy Randel, San Diego State U.; Christopher D. Zatzick, Cal Poly San Luis Obispo; Jone L. Pearce, U. of California, Irvine

1687  : (GDO, HR, SIM) The Bursting Pipeline: Gender, HR and Avenues for Regional Development in the Arab Middle East
11:30am - 1:00pm Loews Philadelphia Hotel: Parlor 1
Tweet this session: #AOM2014 1687

Organizers: Charlotte M. Karam, American U. of Beirut; Fida Afouni, American U. of Beirut

Chairs: Charlotte M. Karam, American U. of Beirut; Fida Afouni, American U. of Beirut

Discussants: Yusuf M. Sidani, American U. of Beirut

National Comparisons of Gender Egalitarianism in Islamic-Majority and Other Countries | Romie Frederick Littrell, Auckland U. of Technology; Andy Bertsch, Minot State U.; Young Seob Son, Benjidi State U.

Employer Activities to Promote Women in Business and Management in the Arab Middle East | Charlotte M. Karam, American U. of Beirut

Family Influence on Career Choice: Emirati Women and Factors Affecting Decisions to Enter Techno | Liza Jane Howe-Walsh, U. of Portsmouth; Sarah Turnbull, U. of Portsmouth


Why does Human Capital go to Waste? Uncovering Perceived Barriers to Women’s Employment in Lebanon | Fida Afouni, American U. of Beirut

1688  : (Paper Session) - (HCM) Health Policy and Healthcare Reform Impacts on Healthcare Management
11:30am - 1:00pm Pennsylvania Convention Center: Room 103 A
Tweet this session: #AOM2014 1688

Chair: Sarah Abigail Birken, U. of North Carolina, Chapel Hill

Examining the Affordable Care Act Through the Lens of Institutional Theory | Cory Cronin, Case Western Reserve U.

standardisation and localisation in health care policy implementation | Charlotte Sausman, U. of Cambridge; Eivor Oborn, Warwick Business School; Michael Barrett, U. of Cambridge

Parental Maltreatment, Regulatory Focus, and Recommending the Placement of Children in Foster Care | Sara Wolf Feldman, The U. of Chicago; Joel Brockner, Columbia U.; Zhi Liu, Columbia U.; Tony Higgins, Columbia U.

How case management staff and mothers experienced a transition to medical homes | Rebecca Wells, Texas A&M Health Science Center; Dorothy Climenti, U. of North Carolina; Michele Issel, U. of North Carolina

1689  : (Paper Session) - (HCM) Healthcare Delivery System Changes
11:30am - 1:00pm Pennsylvania Convention Center: Room 113 C
Tweet this session: #AOM2014 1689

Chair: Josephine McMurray, Wilfrid Laurier U.


Community-level Sociodemographic Characteristics and Adoption of the Patient-Centered Medical Home | Larry R. Hearld, U. of Alabama at Birmingham; Kristine R. Heard, U. of Alabama at Birmingham; Tony Harper Hogan, U. of Alabama at Birmingham

UN health-related Millennium Development Goals: the role of co-production | Denita Cepiku, U. of Rome Tor Vergata; Filippo Giordano, Bocconi U.

Building Organizational Capacity to Eliminate Racial/Ethnic Health Disparities | Erick Guerrero, U. of Southern California; Gregory A. Aarons, U. of California, San Diego

1690  : (Paper Session) - (HR) Mediating Mechanisms in Strategic HRM Research
11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon I
Tweet this session: #AOM2014 1690

Chair: Kaifeng Jiang, U. of Notre Dame

Opening the Black Box of HR Practices - Performance Relationship: Testing a Three Pathways AMO Model | Anne-Lise Pauline Demortier, Louvain School of Management; Nathalie Delobbe, Louvain School of Management; Assaad El Akremi, U. de Toulouse 1 Capitole

How HRM adds Value to a Firm: The Mediating Effects of Flexibility and Capital in the Service Sector | Julie Ann Cogin, U. of New South Wales; Christina Boedker, U. of New South Wales

The Missing Link between HRM and Organizational Performance | Cai-Hui Veronica Lin, U. of New South Wales; Karin Sanders, U. of New South Wales; Jian Min Sun, Rennin U. of China; Helen Joanne Shipton, Nottingham Trent U.; Erik Mooi, U. of Aston

Taking It to Another Level: Organization-Level Personality Predicts Firm Performance | In-Sue Oh, Fox School of Business, Temple U.; Seongsu Kim, Seoul National U.
Session Details – Tuesday, 10:00 AM - 12:00 PM

1691 (HR): (HR) Strategizing and Planning Recruitment: New Issues for Organizational Decision Makers
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 307
Tweet this session: #AOM2014 1691
Organizer: Kang Yang Trevor Yu, Nanyang Technological U.
Discussant: Amy L. Kristof-Brown, U. of Iowa
Recruitment Research through a Strategic Lens: Where Have We Been, Where Can We Go from Here? | Jean Phillips, Pennsylvania State U.; Stanley M Gully, Pennsylvania State U.
Research on Corporate Social Performance and Employee Recruitment | David A. Jones, U. of Vermont; Chelsea Willness, U. of Saskatchewan
Development of an Empirical Measure of Organizational Impression Management during Recruitment | Kang Yang Trevor Yu, Nanyang Technological U.
The Hiring Manager as a Neglected Variable in the Recruitment Process | James A. Breagh, U. of Missouri-St. Louis; Jacob S Fisher, U. of Missouri-St. Louis

1692: (Paper Session) - (HR) Work Family Balance - Managing the Boundaries
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 411
Tweet this session: #AOM2014 1692
Chair: Beth Ann Livingston, Cornell U.
Mind the Gap: Using Work-Life Boundary Permeability to Manage Job Demands and Resources | Kelly Anne Basile, U. of Greenwich; T. Alexandra Beauregard, London School of Economics
Work-Family Balance and Alternative Work Schedules: Exploring the Impact of Four-day Workweeks | Rex Facer II, Brigham Young U.; Lori L Wadsworth, Brigham Young U.
Off-Job Disengagement and Employee Well-Being: A Synthesis and Meta-Analytic Review | Charles Calderwood, Virginia Commonwealth U.; Phillip L. Ackerman, Georgia Institute of Technology
Employee responses to overtime: The moderating role of pay and flexibility in work time and location | Argyro Avgoustaki, ESCP Europe Business School

1693: (Paper Session) - (HR) Trends and Issues in Job Design Research
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 413
Tweet this session: #AOM2014 1693
Chair: Timothy Golden, Rensselaer Polytechnic Institute
(When) Does Telecommuting Improve Performance? The Moderating Role of Work Characteristics | Timothy Golden, Rensselaer Polytechnic Institute; Ravi Shanker Gajendran, U. of Illinois at Urbana-Champaign
Teleworking: Effects on Worker Coordination and Productivity | Emma Sofie Nordbäck, Aalto U.; Karen Kroman Myers, U. of California, Santa Barbara

1694: (Paper Session) - (HR) Talent Management
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 414
Tweet this session: #AOM2014 1694
Chair: Mary E. Graham, Syracuse U.
Talent Management: Let's Hear It For 'B' Players | Amina Malik, York U.; Parbyudyal Singh, York U.
How Do Firms Augment their Talent? | Amit Jain Chauradia, Indian School of Business
Talent Management and differentiation: addressing psychological-contract unreplicability | Marielle Sonnenberg, Tilburg U.; Vera Van Zijderveld, Accenture
Not All Created Equal: A Look at Employment Mode Effects on Employee Attitudes | David Ross Marshall, U. of Mississippi; Walter D Davis, U. of Mississippi; Jason Owen, U. of Mississippi

1695 → JS: (HR, OB) New Developments in Impression Management Research during Pre-Organizational Entry
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 306
Tweet this session: #AOM2014 1695
 Chairs: Serge P. da Motta Veiga, Lehigh U.; Timothy C Dunne, Middle Tennessee State U.
Discussant: Murray R. Barrick, Texas A&M U.
Is Offense the Best Defense? Impact of Organizational Image Spoiling Acts on Applicant Perceptions | Irene W. F. Yang, National Chung Cheng U.; Chih-Yun Wu, Department of Business Administration, TungHai U., Taiwan; Cheng-Kai Tang, National Chung Cheng U.; Yi Ching Wu, National Chung Cheng U.
Effects of Applicants’ Self-Monitoring and Nationality on Their Choices of Defensive IM Tactics | Chih-Yun Wu, Department of Business Administration, TungHai U., Taiwan; Wei-Chi Tsai, National Chengchi U.; Chia-Ying Cheng, Foxconn Technology Group
Applicant Self-Handicapping Impression Management Tactics and Interviewer Evaluations | Tun-Chun Huang, National Changhua U. of Education
The Role of Nonverbal Impression Management Tactics in Pre-Organizational Entry | Timothy C Dunne, Middle Tennessee State U.; Serge P. da Motta Veiga, Lehigh U.

1696 → (Paper Session) - (IM) Global Strategy: Legitimacy
11:30am - 1:00pm Pennsylvania Convention Center: Room 115 C
Tweet this session: #AOM2014 1696
Subnational FDI Legitimacy and the Survival of Foreign Subsidiaries | George Z. Peng, U. of Regina; Paul Beamish, U. of Western Ontario
Re-Examining Isomorphic Pressure For MNCs: Evidence from Germany | Kim Clark, Saint Mary’s College of California; Indu Ramachandran, Texas State U.
Legitimacy, Competition, and Internationalization: Evidence from Chinese Manufacturing Firms | Huan Yang, Shanghai U. of Finance and Economics; Qing Cao, U. of Connecticut
1697  (Paper Session) - (IM) Internationalization: International Joint Ventures
11:30am - 1:00pm Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 1697
Chair: Bernard M Wolf, York U.
- Knowledge Transfers in JIVs: The Complex Role of Disseminative Capacities | Chansoo Park, Memorial U. of Newfoundland; Ilan Vertinsky, U. of British Columbia; Dana Minbaeva, Copenhagen Business School
- Partnering With Business Group Firms: The Effect Of Group Size On Value Creation And Distribution | Youtha Cuyvers, The U. of Hong Kong; Jung Yeon Lee, Emory U.
- Strategic Orientation and Differentiation Capability of International joint ventures | Kevin Zhou, The U. of Hong Kong; Alex Xin Chen, The U. of Hong Kong; Xiaoyun Chen, U. of Macau
- Host Country Network, Experiences, and International Alliances Formation in Emerging Markets | Jing Zhang, Old Dominion U.; Amir Pezeshkan, Old Dominion U.

1698  (Paper Session) - (IM) Global Leadership: Expatriate Success
11:30am - 1:00pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 1698
- Expatriate Adjustment: Considerations for Selection and Training | Jennifer Feitosa, U. of Central Florida; Christine Kreutzer, U. of Central Florida; Angela Krampthor, U. of Central Florida; William S. Kramer, Clemson U.; Eduardo Salas, U. of Central Florida
- Expatriation in a High-Risk Environment: Social Support under the Prevalence of Terrorism | Benjamin Bader, U. of Hamburg
- Expatriate Social Networks in Terrorism-Endangered Countries: An Empirical Analysis | Benjamin Bader, U. of Hamburg; Tassilo Schuster, U. of Erlangen, Nuremberg
- Expatriate Success | Michael Germann, U. of Bamberg

1699  (Paper Session) - (IM) Institutions: Institutional Challenges
11:30am - 1:00pm Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 1699
- Tax Havens and Firm Performance | Yama Temouri, Aston U.; Chris Jones, Aston U.
- Institutional Quality Distance and EMNE Cross-Border Equity Acquisition | Rusty Karst, U. of North Texas; Nolan Gaffney, U. of North Texas
- Institutional Perspective on Corporate Social and Financial Performance: China versus the West | Xudong Chen, Zhejiang U.; Wiboon Kittilaksanawong, Nagoya U. of Commerce & Business; Pinging Weng, Zhejiang U.

1700  (Paper Session) - (IM) Culture: Measurement of Culture
11:30am - 1:00pm Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 1700
- Increasing the Power of Words: Cross-cultural Adaptation of Organizational Culture Questionnaire | Ekaterina Mikhailova, NRU Higher School of Economics; Valentina V. Kuskova, NRU Higher School of Economics; Irina O. Volkova, NRU Higher School of Economics
- On Measuring Culture(s) With an Inductive Mixture Approach | Josh W. Keller, Nanyang Technological U.; Jeffrey Loewenstein, U. of Illinois at Urbana-Champaign; Bo Shao, U. of New South Wales; Wen Shan, Nanyang Technological U.; Lynn Imai, Ivey School of Business
- Does Country Equal Culture? Beyond Geography in the Search for Cultural Entities | Vas Taras, U. of North Carolina, Greensboro; Piers Steel, U. of Calgary; Bradley L. Kirkman, North Carolina State U.

1701  (Paper Session) - (IM) Global Innovation: Knowledge Protection
11:30am - 1:00pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 1701
- U.S. Information Technology Firms’ International Acquisition Performance | Hong Zhu, Chinese U. of Hong Kong; Gongming Qian, Chinese U. of Hong Kong; Sai Lan, Peking U.
- IPR at Host Locations and the Internal Division of Innovative Labor within Multinational Enterprises | Anand Nandkumar, Indian School of Business; Kannan Srikanth, Indian School of Business
- Inside the MNC: Structuring of Ownership of Firm-Specific Advantages | Catherine Magelssen, Rutgers U.; Susan Feinberg, Fox School of Business, Temple U.
- Fine-Slicing Global Value Chains: A Protection for Proprietary Content (WITHDRAWN) | Julien Gooris, CEPII; Carine Peeters, U. Libre de Bruxelles

1702  (Paper Session) - (MC) Management Consulting Services and Professional Service Firms
11:30am - 1:00pm Pennsylvania Convention Center: Room 109 A
Tweet this session: #AOM2014 1702
- Invisible but Powerful - the Discursive Framing of Management Consulting Projects | Frida Pener, Stockholm School of Economics
- Organizational Ambidexterity and Firm Performance: The Moderating Role of Organizational Capital | Na Fu, Dublin City U.; Tim J Morris, U. of Oxford
- Winner of the Thomson South-Western Outstanding Research-Based Paper on Management Consulting
- The Dilemma of Professional Partnerships: Production of Producers or Prompt Profit? | Frans Bevort, Copenhagen Business School; Flemming Poulsen, Copenhagen Business School
Session Details – Tuesday, 10:00 AM - 12:00 PM

1703 : (Paper Session) - (MED) Work Skills Development: Cultural Intelligence, Verbal Communications & Internships
11:30am - 1:00pm Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014  1703
Chair: Alan T Belasen, State U. of New York Empire State College
Student Preparedness for Human Resource and Organizational Development/Consulting Internships | Tara L’Heureux-Barrett, U. of New Haven; Stuart Daniel Sidle, U. of New Haven
Developing management students’ twenty-first century skills through a service-learning project | Isaac Emmanuel Sabat, George Mason U.; Whitney Botsford Morgan, U. of Houston, Downtown; Sara Jansen Perry, Baylor U.; Yingchun Wang, U. of Houston, Downtown

1704 : (MED) Participant Centred Learning and Multimedia Case Studies for the Information Age
11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth C
Tweet this session: #AOM2014  1704
Organizer: Jyoti Bachani, Saint Mary’s College of California
Presenters: Rishikesh Krishna, Indian Institute of Management, Indore; Sudhanshu Palsule, U. of Cambridge; Megan Hardeman, Emerald Group Publishing; Antoaneta Petkova, San Francisco State U.

1705 : (Paper Session) - (MED) Faculty Research Productivity, Hiring and Performance
11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014  1705
Chair: Paul Hibbert, U. of St Andrews
Thriving under Pressure: An Exploration of Research Productivity in Business Ph.D. Programs | Ivana Milosevic, U. of Wisconsin, Oshkosh; Ted A. Paterson, U. of Idaho; A Erin Bass, U. of Nebraska Omaha
Language, Socialization and Networks: Knowledge Creation in Globalized Business Schools | Olga I. Ryazanova, U. College Dublin; Peter McNamara, National U. of Ireland Maynooth
Global Forum Best Paper sponsored by Manchester Business School for the paper that best creates the opportunity to address global issue (universal or broad topic applicable to all) of significance to management education and/or development.
Hiring Criteria for Business School Faculty: An Empirical Analysis | David J. Finch, Mount Royal U.; Norman O’Reilly, Ottawa U.; Carola Hillenbrand, U. of Reading; David L. Deephouse, U. of Alberta; Tyler Massie, Mount Royal U.

1706 : (Paper Session) - (MED) Organizational Research Diversity
11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom C2
Tweet this session: #AOM2014  1706
Chair: Matthew Sargent, California Institute of Technology
Integrating Libertarian Paternalism into Paternalistic Leadership: H.J. Heinz as Choice Architect | John Humphreys, Texas A&M U.-Commerce; Brandon Randolph-Seng, Texas A&M U.-Commerce; Stephanie Pane Haden, Texas A&M U.-Commerce; Milorad M. Novicevic, U. of Mississippi

Sage Publishers Award for Best Management History Division Paper in Leadership
Genesis of Management Thought: Comparison between Early American & British-Indian Railroads | K.V. Mukundhan, Indian Institute of Management, Kozhikode

1707 : (Paper Session) - (MED) Cognition Under Uncertainty: Macro Contexts
11:30am - 1:00pm Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014  1707
Chair: Ann E J Kobs-Abbott, Benedictine U.
Using Oppositional Analysis Grounded in Personal Construct Theory to Elicit Strategic Tensions | Robert Phillip Wright, Hong Kong Polytechnic U.; Mac Wai-Ming MAK, Hong Kong Polytechnic U.
Finalist for MOC Division Best Paper
Cognition Under Uncertainty: Empirical Evidence from an Investment- and a Central Bank | Timo Ralf Ehrig, Max Planck Institute for Mathematics in the Sciences; Konstantinos Katsikopoulos, Max Planck Institute for Human Development
Why Do Some Firms Struggle to Learn from Their Acquisition Experiences: Deep vs. Surface Reflection | Natalia Vuori, Aalto U.; Timo Vuorick, Aalto U.; Maurizio Zollo, Bocconi U.
1708 (MOC) Emotion change: Integrating theoretical conceptualizations and levels of analysis
11:30am - 1:00pm Loews Philadelphia Hotel: Penn
Chair: Olivia Amanda O’Neill, George Mason U.
Discussant: Jochen I. Menges, U. of Cambridge
Work effectiveness and the role of expressive response flexibility across situations | Paulo N. Lopes, Catholic U. of Portugal; Carlos Ferreira Peralta, Catholic U. of Portugal
Lashing out when angered by abusive supervision: Can surface acting help? | Ivona Hied, Wilfrid Laurier U.; Huwien Lian, Hong Kong U. of Science and Technology; Lindie Liang, U. of Waterloo
The effect of leader emotion management strategies on LMX, performance, and satisfaction | Laura M. Little, U. of Georgia; Janaki Gooty, U. of North Carolina, Charlotte; Michele Williams, Cornell U.
An emotional culture perspective on prosocial behavior and the effects of resource scarcity | Olivia Amanda O’Neill, George Mason U.

1709 (MOC, CAR) Crafting Resilience: A multilevel examination of resilience resources at work in organizations
11:30am - 1:00pm Loews Philadelphia Hotel: Tubman Room
Organizers: Brianna Barker Caza, Griffith U.; Mara Olekalns, U. of Melbourne
Discussant: Sally Maitlis, U. of British Columbia
Expressive Writing, Attribution, and Employee Resilience During the Financial Crisis | Jennifer Tosti-Kharas, San Francisco State U.
Not so smooth: Responding to adversity in negotiations | Brianna Barker Caza, Griffith U.; Mara Olekalns, U. of Melbourne
Does Pursuing High Reliability Make Individuals More Resilient | Timothy J. Vogus, Vanderbilt U.
Organizational Resilience: Outlining a Construct | Edward H. Powley, Naval Postgraduate School

1710 (MOC, OB) With Whom and What Should I Identify and When? Unpacking Identification and Identity Processes
11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room A
Organizers: Marcie Lensges, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati
Discussant: Batia Mishan Wiesenfeld, New York U.
Centripetal and Centrifugal Social Forces: A Theory of Relational Structure and Team Identification | David A. Harrison, The U. of Texas at Austin; Caroline A Bartel, The U. of Texas at Austin
When the "What" Defines the "Who": Occupational Identity Constellations | David M. Sluss, Georgia Institute of Technology; Heather C. Vough, McGill U.
Identify Seasons: Making Sense of Work-family Trade-offs | Patricia Caulfield Dahm, U. of Minnesota; Yeonka Kim, U. of Minnesota; Theresa M. Glomb, U. of Minnesota; Spencer Harrison, Boston College
Unhooking and Rehooking Identification: A Study of an Organizational Restructuring | Marcie Lensges, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati; Suzanne S. Masterson, U. of Cincinnati

1711 (Paper Session) - (MSR) Repression and discrimination against religion and spirituality in the workplace
11:30am - 1:00pm Loews Philadelphia Hotel: Commonwealth A2
Chair: Keiko Krahnek, U. of Northern Colorado
How, when, and why displaying one’s religious affiliation at work affects evaluator judgments | Lydia Teo, U. of New South Wales; Karyn L. Wang, U. of New South Wales; David Chee-mun Cheng, U. of New South Wales; Ilro Lee, U. of New South Wales
Employee voice in workplace religious discrimination legal disputes | Kathy Lund Dean, Gustavus Adolphus College
Being on the Outer: The Risks and Benefits of Spiritual Self-disclosure at work | Joanna Elizabeth Crossman, U. of South Australia

1712 (MOC, OB, SIM) Research on Workplace Spirituality, Religion and Ethics: Diverse Perspectives
11:30am - 1:00pm Loews Philadelphia Hotel: Congress Room C
Organizer: Faith Wambura Ngunjiri, Concordia College
Chair: David W. Miller, Princeton U.
Spirituality Climate and its Impact on Learning in Teams | Ashish Pandey, Indian Institute of Technology Bombay; Rajen K Gupta, Management Development Institute
The Suits Care About Us: Employee Experiences and Perceptions of Workplace Chaplaincy | David W. Miller, Princeton U.; Faith Wambura Ngunjiri, Concordia College
The Effect of Islamic Religiosity on Ethical Judgments: A Behavioral Business Ethics Approach | Faisal Ali Alshehri, The U. of Manchester
An Exploratory Study of Workplace Spirituality and Corporate Ethics | Maureen L. Mackenzie, Molloy College

1713 (Paper Session) - (OB) The More We Get Together: Examining Success, Responsibility, and Turnover in Work Groups
11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon B
Chair: Jeroen de Jong, Tilberg U.
Task Interdependence, Work Group Composition and Turnover: A Longitudinal Study | Christine D. Isakson, Stanford U.; Jesper B Sorensen, Stanford U.
How Strong and Weak Forms of Collective Responsibility Shape Team Processes | Melissa Valentine, Stanford U.
“Let’s Work It through Together”: How Group Cohesion Emerges from Critical Incidents | Mai P. Trinh, Case Western Reserve U.
When Members See Their Team Differently: How Asymmetric Perceptions Undermine Team Success | Jonathon N. Cummings, Duke U.; Esther Sackett, Duke U.

1714 (Q): (Paper Session) - (OB) Abusive Supervision and Employee Outcomes: The Role of Affect
11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon C
Twitter this session: #AOM2014 1714
Chair: Dina V. Krasikova, The U. of Texas at San Antonio
An Emotional Appraisal Theory of How Subordinates Experience Abusive Supervision Over Time | Kyoungjo Oh, Michigan State U.; Crystal I.C. Farh, Michigan State U.
Affective Experiences Linking Abusive Supervision to Voluntary Work Behavior | Ann Chunyan Peng, U. of Western Ontario; John Schaubroeck, Michigan State U.
A Non-Linear Relationship between Abusive Supervision and Subordinates’ Job Performance | Cass Shum, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology; Zhijun Chen, Shanghai U. of Finance and Economics
Abusive Supervision and Employee Task Performance: A Cross-level Model | Junfeng Wu, U. of Illinois at Chicago; Jiwen Song, Renmin U. of China

1715 (Q): (Paper Session) - (OB) Leader-Member Exchange: Agreement, Spillover, and Substitutes
11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon D
Twitter this session: #AOM2014 1715
Chair: Yonghong Liu, U. of Miami
Leader-Member Exchange Development’s Missing Link: Revisiting Middle-Quality-A Comprehensive Review | Terry A. Nelson, U. of Alaska Anchorage; Peter Wright, U. of Memphis
The Antecedents and Consequences of Leader-Member Exchange (LMX) Agreement | Lu Zhang, Ulsan National Institute of Science and Technology; Caren Goldberg, American U.
Workplace Social Exchange: Substitutes and Neutralizers of LMX in Team Contexts | Linda Chang Wang, Michigan State U.
Social Exchange Spillover in Leader-Member Relations: A Cross-Domain Approach | Ying Chen, U. of Illinois at Urbana-Champaign; Zhen-Xiong Chen, Australian National U.; Lifeng Zhong, Renmin U. of China; Jooyeon Son, U. of Illinois at Urbana-Champaign

1716 (Q): (Paper Session) - (OB) Speaking Up but Under What Context?
11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon J
Twitter this session: #AOM2014 1716
Chair: Melissa Chamberlin, Arizona State U.

1717 (Q): (Paper Session) - (OB) That’s Not What I Meant: The Power of Words
11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon K
Twitter this session: #AOM2014 1717
Chair: Michael Palanski, Rochester Institute of Technology
Language, Unearned Status Gain and Intergroup Dynamics in Global Organizations | Tsedal Neeley, Harvard U.; Tracy L. Dumas, The Ohio State U.
Choosing Your Words Carefully: Leaders’ Narratives of Complex Emergent Problem Resolution | Liselore Havermans, VU U. Amsterdam; Anne Keegan, U. of Amsterdam

1718 (Q): (Paper Session) - (OB) Antecedents of Individual Network Development
11:30am - 1:00pm Philadelphia Marriott Downtown: Grand Ballroom Salon L
Twitter this session: #AOM2014 1718
Chair: Kathleen O’Connor, Cornell U.
To Connect or Disconnect: Changing Workplace Networks in Response to Job Demands | Neha Parikh Shah, Rutgers U.; Andrew Parker, Grenoble Ecole de Management; Christian Waldstrom, Aarhus U.
Why Don’t We Network More? How Mindsets Determine Networking Experience | Claudius Alexander Hildebrand, Columbia Business School
Settling In: A Study of Factors Contributing to Network Development and Socialization of Newcomers | Susan S. Fleming, Cornell U.; Alyssa Goldman, Cornell U.; Shelley Correll, Stanford U.; Catherine Taylor, Indiana U.
The Contingent Value of Centrality on Individual Performance: A Multi-Level Analysis | Mian Zhang, Tsinghua U.; Jun Wei, U. of Science and Technology Beijing

1719 (Q): (Paper Session) - (OB) Making Sense of Leadership Theories: Pruning, Refining and Extending
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 301
Twitter this session: #AOM2014 1719
Chair: P. D. Harms, The U. of Nebraska-Lincoln
Pruning and Refining Leadership Theories through Meta-analytic Structural Equation Modeling | Ryan K. Gottfredson, California State U., Fullerton; Herman Aguinis, Indiana U., Bloomington
How Outstanding Leaders Lead With Affect: Examining Charismatic, Ideological, and Pragmatic Leaders | Jennifer A Griffith, Alfred U.; Shane Connelly, U. of Oklahoma; Chase
Thiel, Central Washington U.; Genevieve Johnson, U. of Oklahoma

1720 ☑️ (Paper Session) - (OB) Learning Through Others: Relational Approach to Organizational Learning
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 302
Tweet this session: #AOM2014 1720
Chair: Will Felps, U. of New South Wales

- A Motivation Crowding Effect on Knowledge Sharing within Organizational Flexible Structures | Vincenzo Cavaliere, U. of Florence; Sara Lombardi, Luiss Guido Carli U.
- Learning from Spillovers: Towards an Integrative Framework of Intra-Organizational Learning | Roland K. Yeo, U. of South Australia / Saud Aramco
- Developing Organizational Transactive Memory Systems: The Impact of the Costs of Reciprocity | Patrick Figge, U. of Passau; Carolin Haeussler, U. of Passau

1721 ☑️ (Paper Session) - (OB) Misconduct in the Workplace: Crossing the Organizational Levels
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 1721
Chair: Thomas E Becker, U. of Delaware

- Top or Bottom? When/Why Bottom Ranks Elicit More Unethical Intentions than Top/Intermediate Ranks | Tim Friend, Groningen U. (RuG); Jennifer Jordan, Groningen U. (RuG); Onne Janssen, U. of Groningen
- From Barrels to Apples: How Organizational Transgressions Impact Individual Ethical Decisions | Julia D Hur, Northwestern Kellogg School of Management; Brayden G King, Northwestern U.; Daniel A. Effron, London Business School
- Differential Effects of Billing Styles on Workers’ Overbilling | Sreedhari D. Desai, U. of North Carolina; Maryam Kouchaki, Harvard U.
- Because We Deserve It: The Influence of Performance Attributions on Corporate Misconduct (WITHDRAWN) | Steffen Keck, Carnegie Mellon U.

1722 ☑️ (OB) Managing Competing Motivations: How Multiple Interests Shape Ethical Decisions in Organizations
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 305
Tweet this session: #AOM2014 1722
Organizers: Crystal Reeck, Columbia U.; Malia Mason, Columbia Business School
Discussant: Jason Dana, Yale U.

A Sense of Invulnerability Predicts Increased Acceptance of and Influence from Conflicts of Interest | Sunita Sah, Georgetown U.; Richard Larrick, Duke U.
Doing What’s Best Instead of What’s Best for You: Resisting Temptation in Conflicts of Interest | Crystal Reeck, Columbia U.; Dan Ariely, Duke U.; Rita Ludwig, Harvard U.; Malia Mason, Columbia Business School
Self-control Promotes Ethical Decisions, but Only When the Conflict is Apparent | Oliver Sheldon, Rutgers U.; Ayelet Fishbach, The U. of Chicago

The Intergroup Attribution Error | Adam Waytz, Northwestern Kellogg School of Management; Liane Young, Boston College; Jeremy Ginges, U. of Melbourne

1723 ☑️ (OB) Developments in Conceptualizing and Measuring the Emotional Abilities
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 402
Tweet this session: #AOM2014 1723

Regulatory Flexibility: A New Perspective on “Intelligent” Coping and Emotion Regulation | George A Bonanno, Columbia U.; Charles Levi Burton, Columbia U.
Relating Emotion Perception and Emotion Regulation Abilities to Network Position | Shira Agasi, U. of Toronto; Stephane Cote, U. of Toronto


1724 ☑️ (Paper Session) - (OB) To Err is Human: Mistakes, Violations, and Breaches at Work
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 404
Tweet this session: #AOM2014 1724
Chair: Xander Lub, Vrije U. Amsterdam / Saxion U. of Applied Sciences

- "Oops I Did It" or "It Wasn't Me:" An Examination of Psychological Contract Breach Repair Tactics | Kevin E. Henderson, U. of St. Thomas, St. Paul/Mpls, MN; Anne O'Leary-Kelly, U. of Arkansas; Elizabeth Welsh, U. of St. Thomas
- Linking Negative Work Experience and Family Issues: Spillover and Crossover Models (WITHDRAWN) | Hua-Liang Liang, Air Force Institute of Technology
- The Temporal Dynamic Relationship between Breach, Violation and Counterproductive Work Behavior | Yannick Gries, Vrije U. Brussel; Tim Vantilborgh, Vrije U. Brussel; Roland Pepermans, Vrije U. Brussel
- How Sequences of Breached and Fulfilled Obligations Impact Employee Outcomes | Jeroen de Jong, Open U. Nederland; Thomas Rigotti, Johannes Gutenberg-U. Mainz

1725 ☑️ (Paper Session) - (OB) Positive Energy in Organizations: Antecedents and Outcomes
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 1725
Chair: John Paul Stephens, Case Western Reserve U.

- An Elaboration and Test of Framework of Constructive Deviance in Organizations | Abhijeet K. Vadera, Indian School of Business; Dishan Kamdar, Indian School of Business
- Family Business Response to an Environmental Jolt | Celina Smith, EMLYON Business School
Message In The Madness: Finding Value In Anger
Expressions At Work | Deanna Geddes, Temple U.; Ronda R. Callister, Utah State U.
Employee Anger: The Paradox of Resistance and Consent | Teri Domagalski, Western Carolina U.

1729 JS: (OB, HR, TIM) The Interactionist Perspective on Creativity: Missing Links and New Developments
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 403
Tweet this session: #AOM2014 1729
Organizer: Robert Litchfield, Washington and Jefferson College
Unpacking Individual Team Interactions: The Cross-Level Influence On Individual Creativity | Giles Hirst, Monash U.
The Interaction of Creativity Leadership and Employee Commitment Motivation | Pamela Tierney, Portland State U.; Lauren Simon, Portland State U.; Hao Zhou, Sichuan U.
Mastery and Performance Orientation, Transformational Leadership and Creativity | Roni Reiter-Palmon, U. of Nebraska Omaha; Erika Robinson-Morral, American Institutes for Research
Effects of Need for Cognition, Assigned Goals, and Goal Commitment on Creativity | Robert Litchfield, Washington and Jefferson College

1730 JS: (OB, MOC) Walking the Talk: Advancing the Concept of Authenticity Across Levels of Analysis
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 308
Tweet this session: #AOM2014 1730
Organizers: Brooke R. Buckman, Florida International U.; Erica L. Steckler, Northeastern U.
Discussant: Kimberly D. Elsbach, U. of California, Davis
Being Yourself (Sometimes): Within-Individual Variance in Authenticity at Work | Amy E. Colbert, U. of Iowa; Matt C Bloom, U. of Notre Dame; Sheryl Walter, U. of Iowa; Daniel Goering, U. of Iowa
Bright and Dark Sides of Authenticity: The Relational Processes of Authentic Self-expression | Brooke R. Buckman, Florida International U.
Identifying Non-Esteem Motives of Collective Identification: A Study of NASCAR Fans | Kimberly D. Elsbach, U. of California, Davis; Dan Cable, London Business School
Beyond lip service: Exploring stakeholder constructions of organizational authenticity | Erica L. Steckler, Northeastern U.
Authenticity’s role in creating and maintaining a community identity | Jennifer Howard-Grenville, U. of Oregon; Alan D. Meyer, U. of Oregon; Matthew Lee Metzger, U. of Colorado Colorado Springs

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 10:00 AM - 12:00 PM

**1732** (JS) (OB, RW) The Power of Words and Leadership Ratings: What We Know, What We Don’t Know, and Why it Matters

11:30am - 1:00pm Pennsylvania Convention Center: Room 104 B

Tweet this session: #AOM2014 1732

Discussant: Susan Elaine Murphy, U. of Edinburgh Business School


Metaphor Use and Charismatic Leadership | Ronald E. Riggio, Claremont McKenna College; Jefferey Mio, California Polytechnic State U.

Words in the Measurement of Leadership: Stories and Lessons from the Trenches | Francis J. Yammarino, Binghamton U.

Remember v. Know Judgments: The Illustrative Case of the MLQ Form X | Tiffany Keller Hansbrough, Fairleigh Dickinson U.; Birgit Schyns, Durham U.

**1733** (Paper Session) - (OCIS) Seeking Resources from Outside the Firm: Outsourcing & Crowdfunding

11:30am - 1:00pm Pennsylvania Convention Center: Room 104 B

Tweet this session: #AOM2014 1733

Discussant: Rajiv Kishore, U. at Buffalo, the State U. of New York

How are Crowdfunders? Examining Archetypes of Crowdfunders and Their Choice of Projects | Yan Lin, Nanyang Technological U.; Wai Fong Boh, Nanyang Technological U.; Kim Huat Goh, Nanyang Technological U.

Crowdfunding in Action: How Institutional Logics Encourage and Constrain Affordance Perception | Claire Ingram, Stockholm School of Economics; Robin Teigland, Stockholm School of Economics; Emmanuelle Vaast, McGill U.

Intra- and Inter-organizational Controls in Outsourcing: Controllor’s Perspectives | Simy Joy, U. of East Anglia; Latha Poovamalai, Michigan Technological U.

Boundary Spanners and Client Vendor Relationships in IT Outsourcing: A Social Capital Perspective | Smita Chattopadhyay, Infosys Limited; Madhuchhanda Das Aundhe, Infosys Limited

**1734** (Paper Session) - (OCIS) Culture, Meaning, and Knowledge Sharing

11:30am - 1:00pm Pennsylvania Convention Center: Room 107 A

Tweet this session: #AOM2014 1734

Discussant: Virginia Bodolica, American U. of Sharjah

Influencing Factors and Effects of Transfer of Traditional Chinese Medicine Tacit Knowledge | Mei Yang, Heng Dao Firms Management Consulting Co.Ltd; Yunshi Mao, National Sun Yat-sen U.


Learning within Knowledge Transfer Dyads – A Mixed Methods Study Using an Information Perspective | Adrian Wolfberg, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.; Richard J. Boland, Case Western Reserve U.


**1735** (Paper Session) - (OCIS) Measuring Effects of Information Technology Use on Performance

11:30am - 1:00pm Pennsylvania Convention Center: Room 110 B

Tweet this session: #AOM2014 1735

Discussant: Jon W Beard, George Mason U.

Getting Boundary Conditions Right: Towards a Classification of the Information Economy Sectors | Olav Spiegel, U. of Cologne; Puja Abbassi, U. of Cologne; Matthäus Paul Zylka, U. of Bamberg; Oliver Posegga, U. of Bamberg; Kai Fischbach, U. of Bamberg; Daniel Schlagwein, U. of New South Wales; Detlef Schoder, U. of Cologne

No Place Like Home: The Effect of Telework Gains on Knowledge Worker Productivity | Nick van der Meulen, Erasmus U. Rotterdam; Peter van Baalen, Erasmus U. Rotterdam; Eric van Heck, Erasmus U. Rotterdam

IT Enabled Organizational Agility and Firm Performance: Evidence from Chinese Firms | Yunshi Mao, National Sun Yat-sen U.; Jing Quan, Salisbury U.; Weitao Zhang, National Sun Yat-sen U.

Information Technology Capability and Stock Returns: Theory and Evidence | Sunil Mithas, U. of Maryland; Ali Tafti, U. of Illinois at Chicago; Michael D Kibmough, U. of Maryland; Ruchika Sethi, U. of Illinois at Urbana-Champaign

**1736** (Paper Session) - (OCIS) Language and Identity on the Web

11:30am - 1:00pm Pennsylvania Convention Center: Room 112 B

Tweet this session: #AOM2014 1736

Discussant: Steven L. Johnson, Temple U.

Discourses on Gender Diversity on Corporate Websites: A Systemic Functional Linguistics Analysis | Florence Villesche, Copenhagen Business School


The Role of Cultural Entrepreneurship and Website Design in Cultural Identity Restoration | Amber Young, U. of Oklahoma; Shaila Miranda, U. of Oklahoma

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

Section D
1737 ☐: (Paper Session) - (OM) Implications Of Managerial And Strategic Bias
11:30am - 1:00pm Philadelphia Marriott Downtown: Room 409
Tweet this session: #AOM2014 1737
Chair: Veronica H. Villena, Pennsylvania State U.
Ambitious Goals, Supply Chain Function’s Strategic Importance, and Supply Chain managers’ Behavior | Veronica H. Villena, Pennsylvania State U.; Guanyi Lu, Oregon State U.; Luis R Gomez-Mejia, Texas A&M U.; Elena Revilla, IE Business School
Short-Term Bias & Strategic Misalignment in Operational Solutions: Perceptions, Tendencies & Traps | Paulo Goncalves, Massachusetts Institute of Technology; Rick Hardcopf, U. of Minnesota; Elliot Bendoly, Emory U.; Kevin Linderman, U. of Minnesota
How can varying ambilateral controls promote offshore outsourcing success? Evidences from China | Songyue Zheng, Xi’an Jiaotong U.; Yi Liu, Shanghai JiaoTong U.; Yuan Li, Shanghai JiaoTong U.

1738 ☐: (Paper Session) - (OMT) Power in and Around Organizations
11:30am - 1:00pm Pennsylvania Convention Center: Room 102 A
Tweet this session: #AOM2014 1738
Chair: Bryant A. Hudson, Florida Atlantic U.
Deconstructing Decoupling: How power shapes diversity management implementation. | Shawna Bowden Vican, Harvard U.
Indirect Relationships, Generalized Exchanges, and Stakeholder Power | Wen Feng, Massachusetts Institute of Technology
How power differences affect interfirm learning, and what to do about it | Marjolein Caniels, Open U. Nederland; Paul Ghijsen, Open U. Nederland

1739 ☐: (Paper Session) - (OMT) Theories of Institutional Theory: New Perspectives on Institutions, Fields, and Complexity
11:30am - 1:00pm Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 1739
Chair: Julia L. Carboni, Indiana U. - Purdue U., Indianapolis
Reading the field: Some consequences of the differing legibility of institutional arrangements | Christopher William John Steele, Northwestern Kellogg School of Management
Success in Unusual Settings How Organizations Succeed in Continuously Disrupted Environment | Ramzi Fathallah, Western U.

Toward a foundation of material approaches in neo-institutional theory: a bricolage approach | Melodie Aude Cartel, Mines ParisTech; Eva Boxenbaum, Mines ParisTech

1740 ☐: (Paper Session) - (OMT) Research on New Venture Creation and Growth
11:30am - 1:00pm Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 1740
Chair: Michael G. Henderson, Brigham Young U.
Entrepreneurship in Regulated Markets: Framing Contests to Introduce Pay TV in the US | Kerem Gurses, La Salle U.; Pinar Ozcan, Warwick Business School
Human Capital and Returnee Entrepreneurship with Market-oriented Institutional Change | Chuck Eesley, Stanford U.; Delin Yang, Tsinghua U.; Wenhai Li, Tsinghua U.; Yiyuan Mai, Huazhong U. of Science & Technology
Durable Dominance: Dominant Entrenchment through Open Competition | Johan S. G. Chu, U. of Michigan, Ann Arbor
Experimental and Structural Adaptation Mechanisms of New Ventures in Nascent Markets | Bart Clarysse, Imperial College Business School; Mike Wright, Imperial College London; Charlotte Pauwels, Imperial College Business School

1741 ☐: (Paper Session) - (OMT) Changing Organizations and Industries: Perspectives on Innovation and Action
11:30am - 1:00pm Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 1741
Chair: Stratos Ramoglou, U. of Southampton
The phases to path-breaking actions: Increasing susceptibility and appearing opportunities | Juha S. Laurila, U. of Turku
Identity Ambidexterity During Periods of Technology Change and Instability: Swiss Watchmaking | Ryan Raffaelli, Harvard U.
Interaction, Ideology, and Identity in the U.S. Senate, 1979-2001 | Christopher C. Liu, U. of Toronto; Sameer B. Srivastava, U. of California, Berkeley
Evolution and Firm Survival in Vertically Related Populations: The German Piano Industry | Roland A. Stuerz, Max-Planck Institute

1742 ☐: (Paper Session) - (OMT) The Effectiveness of Corporate Governance
11:30am - 1:00pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 1742
Chair: Nikolaos Kavadis, Erasmus U. Rotterdam
Smart Investors or Myopic Traders? Governance Role of Institutional Investors at a M&A Wave | Changhyun Kim, U. of North Carolina, Chapel Hill
Evolutionary and Co-Evolutionary Dynamics of Ownership and Control Linkages in Networked Economy (WITHDRAWN) | Tamar Sagiv, Tel Aviv U.
Governance and Effectiveness of Multi-Organizational Collaborations | Thomas A de Vries, U. of Groningen; Frank Walter, Justus-Liebig-U. Giessen; Gerben van der Vegt, U. of Groningen; Peter Essens, TNO
Goals and Governance, Complements or Substitutes?: Performance in a Government Organization | George A. Shinkle, U. of New South Wales; Miles Min-Huei Yang, U. of

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
New South Wales; Feifei Yang, U. of New South Wales; John Elshaw, Air Force Institute of Technology; Deidra J Schleicher, Texas A&M U.

1743 #: (Paper Session) - (OMT) Innovation and the Top Management Team
11:30am - 1:00pm Pennsylvania Convention Center: Room 121 B
Tweet this session: #AOM2014 1743
Chair:
- Leadership and Innovation Outcomes at Service Firms: Do CMOs matter? | Adam J Bock, U. of Edinburgh
- Top And Middle Management Influences On Management Innovation: The Role Of Demographic Similarity | Mariano L.M. Heyden, U. of Newcastle, Australia; Jatinder S. Sidhu, Erasmus U. Rotterdam; Sebastian Fourné, Erasmus U. Rotterdam
- The Role of Top Management Teams in Enabling and Sustaining Contextual Ambidexterity | Eric Knight, The U. of Sydney; Suresh Cuganesan, Swinburne U.
- The Effects of Business and Political Ties on Exploratory Innovation | Zhongfeng Su, Nanjing U.; Haibin Yang, City U. of Hong Kong

1744 #: (Paper Session) - (OMT) So You Want a Promotion: The Politics of Career Pathways
11:30am - 1:00pm Pennsylvania Convention Center: Room 119 B
Tweet this session: #AOM2014 1744
Chair: Adam Cobb, U. of Pennsylvania
- Networking throughout the career cycle: The role of agency and imprinting | Claudia D. Jonczyk, ESCP Europe; Ben M. Bensaou, INSEAD; Charles D. Galunic, INSEAD
- The effect of political skill and social network structure on innovation and career success | Travis J Grosser, U. of Connecticut

1745 #: (Paper Session) - (OMT) Scanning and Search: New Evidence
11:30am - 1:00pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 1745
Chair:
- Organizational Problems as Antecedents of Goal Dimension Adoption and Abandonment | Peter M. Madsen, Brigham Young U.
- The Search Environment Is Not Benign: Reassessing The Social Risks Of Intra-Organizational Search | Sam MacAulay, Imperial College London; John T Steen, The U. of Queensland, Australia; Tim Kastelle, The U. of Queensland, Australia
- Local Search or Overall Sensing? Determining M&A Target in Network Embeddedness | RungTai Wu, National Tsing Hua U.; Bou-Wen Lin, National Tsing Hua U.
- Work friends forever? Understanding why former employees maintain prior workplace relationships | Ian J. Walsh, U. of Massachusetts Amherst; Zhi Huang, Hong Kong U. of Science and Technology; Daniel Haigin, U. of Kentucky

1746 #: (Paper Session) - (OMT) Routines, Networks and the Structuring of Tasks
11:30am - 1:00pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 1746
Chair: Malika Banerjee, McGill U.
- Negotiating task jurisdiction: The effects of imposing a formal logic of action on situated practice | Kathleen H Pine, Intel Labs; Melissa Mazmanian, U. of California, Irvine
- Routines resistance: How conflicts within transactive memory obstruct routinization | Peter T. Bryant, IE U. - IE Business School; Nathalie Lazaric, U. of Nice Sophia Antipolis; Moustapha Niang, U. of Nice Sophia Antipolis
- Coupling Projects, Ties and Practices: Project Networks as Adaptive Relational Systems | Stephan Manning, U. of Massachusetts Boston

1747 #: (OMT, BPS) Juggling too Many Things or Spicing Things Up? The Challenge of Managing Social Business
11:30am - 1:00pm Pennsylvania Convention Center: Room 124
Tweet this session: #AOM2014 1747
Chair: Frederic Dalsace, HEC Paris
Discussant: Marya L. Besharov, Cornell U.
- Aligning and Weaving: Managing the Institutional Logic of Collaborative Social Ventures | Nicola C. Dragonetti, HEC Paris; Frederic Dalsace, HEC Paris; Clément Patureau, HEC Paris
- Social Business in Emerging Markets: Philanthropic Choice or Operational Imperative? | Aline Gatignon, INSEAD; Laurence Capron, INSEAD
- No toilet, No Bride: Gender Power and Institutional Dynamics in Fighting Inequality | Johanna Mair, Stanford U.; Marc Schneiberg, Reed College; Sander Wagner, U. Pompeu Fabra
- Key Business Model Factors for Reducing Poverty through Employment in the BPO Sector | Kevin McGague, York U.; Aneel Karnani, U. of Michigan, Ann Arbor

1748 #: (Paper Session) - (ONE) Corporate Governance & Reporting
11:30am - 1:00pm Pennsylvania Convention Center: Room 103 B
Tweet this session: #AOM2014 1748
Chair: Susan E. Jackson, Rutgers U.
- Activism of Pension Funds and Environmental, Social, and Corporate Governance Of Investee Firms | Karina Rodrigues Pereira, The U. of the Sinos Valley (UNISINOS); Iuri Gavronski, The U. of the Sinos Valley (UNISINOS); Tiago Wickstrom Alves, The U. of the Sinos Valley (UNISINOS); Vinicius Machado Nardi, The U. of the Sinos Valley (UNISINOS)
- Third-party Assurance of Global Reporting Initiative Sustainability Reports – a Signal of Quality? | Edeltraud Guenther, Technische U. Dresden; Claudia Poser, Technische U. Dresden

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

Section D

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TUESDAY

1749 🗓️: (Paper Session) - (ONE) Community Resilience & Climate Change
11:30am - 1:00pm Pennsylvania Convention Center: Room 112 A
Chair: W Edward Stead, East Tennessee State U.

- Millennial Entrepreneurs and Climate Change Management - A Cross Country Analysis of Innovation | Nakul Gupta, Indian Institute of Management Kashipur; Jyotsna Bhatnagar, Management Development Institute

1750 🗓️: (Paper Session) - (ONE) Performance, Resources, & Technology
11:30am - 1:00pm Pennsylvania Convention Center: Room 112 A
Chair: Ivan Montiel, Loyola Marymount U.
- What Explains the Environmental Performance of Fortune 500 Companies? | David Klossner, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.; James Gaskin, Brigham Young U.
- Trading Credits, Trading Credibility: A Conceptual Model for Social-benefit Market Creation | Jacqueline Corbett, Laval U., Quebec, Canada; A. Wren Montgomery, Queen's U.
- The Making of Emerging Green IT Strategies in Information Technology Organizations | Jingfang Liu, Fudan U.
- Sustainability Research: Role of Social Movements, Institutionalization & Resource Mobilization | Wenpin Tsai, Pennsylvania State U.; Thliny Tharchen, Pennsylvania State U.

1751 🗓️: (Paper Session) - (PNP) Capacity and Structure in Nonprofit Organizations
11:30am - 1:00pm Pennsylvania Convention Center: Room 102 B
Chair: Kirsten Gronbjerg, Indiana U.
- Impact of Formal Organization Characteristics on Active Membership in Voluntary Associations | Sonja Graf, U. of Fribourg; Markus Gmuer, U. of Fribourg
- Revisiting Nonprofit Carrying Capacity | Robert K Christensen, U. of Georgia; Laurie E. Paarlborg, U. of North Carolina, Wilmington; Rebecca Nesbit, U. of Kansas; Justin B Bullock, Texas A&M U.

1752 🗓️: (Paper Session) - (PNP) Public Service Motivation: Evolving Knowledge
11:30am - 1:00pm Pennsylvania Convention Center: Room 110 A
Chair: Rhys Andrews, Cardiff U.
- Encouraging Innovative Behavior: The Effects of Leader-Member Exchange and Public Service Motivation | Deneen M. Hatmaker, U. of Connecticut; Shahidul Hassan, The Ohio State U.; Bradley E. Wright, U. of Georgia

Thematic orientation: 🗳️ Teaching | 🗳️ Practice | 🗳️ International | 🗳️ Program Theme | 🗳️ Research | 🗳️ Diversity | 🗳️ Best Paper
Viviane Sergi, UQAM; Maria Gusani, HEC Montreal; Ann Langley, HEC Montreal; Jean-Louis Denis, ENAP

**How Do “The RHD” Achieve the Illusionary Act? - Concerning the Reform of SOE | Yi Guo, East China U. of Science and Technology

**Untestable Truths (or: Knowledge Words Can Bring) | Julian Friedland, George Washington U.

**The Reproduction of Strategy as a Practice (WITHDRAWN) | Niels Thygesen, Copenhagen Business School

**1755**: (Plenary) - (SIM) SIM Plenary
11:30am - 1:00pm Loews Philadelphia Hotel: Regency Ballroom B
Tweet this session: #AOM2014 1755

“SIM: Making a Difference, Making an Impact?!” Audience participation requested.

Division Chair: Jennifer J Griffin, George Washington U.
Division Chair-Elec: Michael Barrett, U. of Cambridge
Program Chair: Harry Van Buren, U. of New Mexico

**1756**: (Paper Session) - (TIM) Recombination and Innovation Performance
11:30am - 1:00pm Pennsylvania Convention Center: Room 104 A
Tweet this session: #AOM2014 1756

Chair: Douglas Paul Hannah, Stanford U.

- Competition in the Search for Innovation: Getting Ahead by Falling Behind | Douglas Paul Hannah, Stanford U.; Henning Pielzunke, Stanford U.
- A Template for Invention: Renewing & Recycling Knowledge Components | Tufool Alnuaimi, Imperial College London; Gerard George, Imperial College London; Simon JD Schillebeekx, Imperial College Business School
- Variability versus Stability: How the Modes of Technological Recombination Matter for NPD? | Hamid Mazloomi Khamseh, ESC Rennes School of Business; Maryam Nasiriyar, ESC Rennes School of Business
- Recombinant search through corporate spinouts: Evidence from the ICT Industry | Bruno Cirillo, SKEMA Business School

**1757**: (Paper Session) - (TIM) Inter-firm Networks and Diversity
11:30am - 1:00pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 1757

Chair: Shweta Gaonkar, U. of Maryland

- The Influence of Industry & Firm-specific Technological Turbulence on the Portfolio Dynamics of IORs | Tim de Leeuw, Eindhoven U. of Technology; Geert Duysters, Tilburg U.; Victor Gilsing, Tilburg U.
- The Effect of Participant Diversity on Perceived Merits of Collaborative Innovations | Jade Yu-Chieh Lo, Drexel U.; Haiyang Li, Rice U.
- Do Technological Resources Influence Competitive Brokerage? An Analysis In A Competition Network | Mariana Giovanna Andrade Rojas, The U. of Hong Kong; Abhishek Kathuria, The U. of Hong Kong

**1758**: (Paper Session) - (TIM) Dreamers, Hobbyists, Generalists: Cognitive Styles and Creativity
11:30am - 1:00pm Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 1758

Chair: John E. Ettlie, Rochester Institute of Technology

- The Renaissance Man is not Dead! The Role of Generalists Teams of Inventors | Eduardo Melero, U. Carlos III de Madrid; Neus Palomeras, U. Carlos III de Madrid
- Cognitive Style, Innovation and Attitude Toward Dreams | John E. Ettlie, Rochester Institute of Technology

Spanning the Home/Work Creative Space: Leisure Time, Hobbies and Organizational Creativity | Lee N. Davis, Carnegie Mellon U.; Jessica Davis, Pittsburgh Institute; Karin Hoisi, U. of Munich


**1759**: (Paper Session) - (TIM) Profiting from Open and User Innovation
11:30am - 1:00pm Pennsylvania Convention Center: Room 117
Tweet this session: #AOM2014 1759

Chair: Frank Nagle, Harvard U.

Proprietary Benefits from Open Communities: How MakerBot Leveraged Thingiverse in 3D Printing | Joel West, Keck Graduate Institute; George Kuk, The U. of Nottingham


- A Behavioral Perspective on Open Innovation: A Defense Mechanism or an Offensive Weapon? | Seidali Kurtmollaiev, NH - Norwegian School of Econ. & Bus. Adm.; Keld Laursen, Copenhagen Business School; Per Egil Pedersen, NH - Norwegian School of Econ. & Bus. Adm.

Diffusion as a Validation Process: Learning from Patient Innovators | Tomas Fidelis, Catolica Lisbon School of Business and Economics; Leid Zejnivolivc, Catolica Lisbon / Instituto Superior Tecnico / Carnegie Mellon U.; Pedro Oliveira, Catholic U. of Portugal

**1760**: (Paper Session) - (TIM) Supply Chain Innovation and Integration
11:30am - 1:00pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 1760

Chair: Florence Charue Duboc, CNRS - Ecole Polytechnique of Paris

- Innovation in the Automotive Supply Chain | Jennifer Kuan, Stanford U.; Daniel Snow, Brigham Young U.; Susan Helper, Case Western Reserve U.
- Establishing relationships with suppliers with distant knowledge to target discontinuous innovation | Siham Ben Mahmoud-Jouni, HEC Paris; Florence Charue Duboc, CNRS - Ecole Polytechnique of Paris
- Use of cloud computing, web 2.0 and operational performance: the role of supply chain integration | Sebastian Brune, U. of Jaen; Jose Moyano, U. of Jaen; Juan Manuel Mancea, U. of Jaén

Any interested volunteers are welcome to join us and contribute your ideas as we finalize our plans for next year’s activities.

1765 (Paper Session) - (BPS) Competition and Innovation
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 1765
Chair: Robert C. Seamans, New York U.
Closing One Door but Opening Another: Deterrence and Shifts in Direction of Resource Accumulation | Francisco Poldoro, The U. of Texas at Austin; Puay Khoon Toh, U. of Minnesota
The ‘Complicated Life’ of Managing Innovation | Kenneth Young, Purdue U.; Tony W. Tong, U. of Colorado
Parallel Search as a Competitive Response: How Technological Positioning Affects R&D Strategy | Elad Green, New York U.
A Process Model of Complementary Asset-Destroying Discontinuity in the Italian Newspaper Industry | Alessio Cozzolino, Bocconi U.; Gianmario Verona, Bocconi U.

1765 (Paper Session) - (BPS) Competition and Innovation
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 1765
Chair: Robert C. Seamans, New York U.
Closing One Door but Opening Another: Deterrence and Shifts in Direction of Resource Accumulation | Francisco Poldoro, The U. of Texas at Austin; Puay Khoon Toh, U. of Minnesota
The ‘Complicated Life’ of Managing Innovation | Kenneth Young, Purdue U.; Tony W. Tong, U. of Colorado
Parallel Search as a Competitive Response: How Technological Positioning Affects R&D Strategy | Elad Green, New York U.
A Process Model of Complementary Asset-Destroying Discontinuity in the Italian Newspaper Industry | Alessio Cozzolino, Bocconi U.; Gianmario Verona, Bocconi U.

1766 (Paper Session) - (BPS) Tensions Between Government, Industrial Innovation, and Energy Efficiency in China
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session: #AOM2014 1766
Chair: John Paul Helveston, Carnegie Mellon U.
Discussant: Gary Herrigel, The U. of Chicago
Firm-level Energy Efficiency Gains Within China’s Industries: The Role of Ownership | Valerie Karplus, MIT Sloan; Cao Jing, Tsinghua U.
State and Market: Institutions of Technology Standardization in China | Michael Murphee, U. of South Carolina; Dan Breznitz, Georgia Tech
Contradictory or Complementary? Innovation and Manufacturing Policy in China’s Wind and Solar S... | Jonas Nahm, MIT Sloan

1767 (Paper Session) - (BPS) Organizational Search, Managerial Attention and Firm Strategy
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Parlor A
Tweet this session: #AOM2014 1767
Chair: Stephen M. Garcia, U. of Michigan
Shifting Focus: Sources of Managerial Attention to New Activities in the Venture Capital Industry | J.P. Eggers, New York U.; Violetta Gerasyenko, U. Nova of Lisbon
How Much Does the Successful Search for New Strategies Depend on Cognitive Prior Assumptions? | Timo Raif Ehrig, Max Planck Institute for Mathematics in the Sciences
Attentional Attributions of Deservingness: The case of Resource Allocation to Academic Scientists | Anand NANDKUMAR, Indian School of Business; Dutt Dev Harsha TADIKONDA, Indian School of Business

1771 ▶: (Paper Session) - (BPS) Star Employees and Organizational Performance
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session: #AOM2014 1771
Chair: Tim R. Holcomb, Miami U.
Combining Strategic Human Capital Resources: The Case of Star Knowledge Workers and Firm Specificity | Alia Crocker, U. of Massachusetts Amherst
Leveraging Individual Networks: The Role of External Social Capital for Business Unit Ambidexterity | Achim Schmitt, École hôtelière de Lausanne; Emmanuel Josserand, U. of Technology, Sydney
Superstars or White Elephants? Retention of Extreme Performers and Firm Performance | Kitty Chiu, INSEAD
The Effect of Specific Human Capital on Unit Performance – A Panel Data Analysis of Basketball Teams | Jost Sieweke, U. of Duesseldorf

1772 ◄: (Paper Session) - (BPS) Uncertainty, Cognitive Biases and Strategic Behavior
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session: #AOM2014 1772
Chair: Shivaram Venkata Devarakonda, Tilburg U.
Envisioning the Improbable: Judgment and Strategy in Heavy-Tailed Contexts | Shellwyn L Weston, New York U.
Fortune Favors Fools: How Confidence Can Compensate for Competence in Learning | Hart E. Posen, U. of Wisconsin; Dirk Martignoni, U. of Zurich; Markus Lang, U. of Zurich
Risk Perceptions of TMTs: Impact on Strategic Change and Conformity | Uma Raval, e2squared Partners; Fellow of The Indian Institute of Management Bangalore; Abhoy Kumar Ojha, Indian Institute of Management Bangalore
Behavioral Voids: Organizational Search and Optimistic Overconfidence | Aleksey Korniychuk, HEC Paris
1774 SHCS: (BPS, OMT, OB) The Role of Replication in Management Research
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Philadelphia South
Tweet this session: #AOM2014 1774
Organizer: Constance E Helfat, Dartmouth College
Speakers: Richard A. Bettis, U. of North Carolina, Chapel Hill; Jason Colquitt, U. of Georgia; J. Mykle Shaver, U. of Minnesota; Andrew H. Van de Ven, U. of Minnesota

1775 JS: (BPS, TIM, ENT) Geographic Mobility and Innovative Activity
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom F
Tweet this session: #AOM2014 1775
Chair: Rosemarie Ziedonis, U. of Oregon
Discussant: Mercedes Delgado, Temple U.
Does a Decline in Star Immigration Help or Harm US Science? | Ajay K. Agrawal, U. of Toronto; Alexander Oettl, Georgia Institute of Technology
A Managerial Response to Mobility Induced Threats to the Knowledge Creation Process | Vivek Tandon, National U. of Singapore, Sampsam Samila, National U. of Singapore
State Innovation Programs and the Retention of Science and Technology Startups | Rosemarie Ziedonis, U. of Oregon; Bo Zhao, U. of Michigan, Ann Arbor

1776 : (Paper Session) - (CAR) Studies on Personal Aspects of Career Outcomes
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 502
Tweet this session: #AOM2014 1776
Chair: Roxana Babesbucu, McGill U.
Using Self-determination Theory to Explain the Link Between Calling Enactment and Daily Well-being | Neil Conway, Royal Holloway U. of London; Michael Clinton, King's College London; Jane Sturges, King's College London; Alexandra Budjanovcanin, King's College London
How and when does CSE predict career satisfaction? The roles of career goals and embeddedness | Claudia Holtschlag, U. de Barcelona; Sebastian Reichle, Iese Business School; Aline D. Masuda, Eada; Elisabet Garriga, EADA Business School
The Arnon Reichers Best Student Paper Award Finalist
How Leaders’ Prosocial Behaviors Lead to Higher Performance Ratings and Lower Salaries | Maw-Der Foo, U. of Colorado, Boulder; Elsa Chan, U. of Colorado, Boulder

1777 JS: (CAR, HR) The Employability Management Paradigm: Beauty or the Beast?
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 408
Tweet this session: #AOM2014 1777
Organizers: Nele De Cuyper, KU Leuven; Anneleen Forrier, KU Leuven
Chair: Jos Akkermans, VU U. Amsterdam
Discussant: Mel Fugate, Southern Methodist U.
Employer Investments in Hospital Workers' Employability: A Study of the Potential Benefits | Jasmin van Harten, Utrecht U.; Eva Knies, Utrecht U.; Peter Leisink, Utrecht U.
Towards an HRM Model of Innovative Work Behavior Enhancement: A Moderated Mediation Analysis | Jol Stoffers, Zuyd U.; Beatrice Van der Heijden, Radboud U. Nijmegen
From Flexibility HRM to Sustainable Employability Across the Lifespan: A Multi-Sample Study. | Matthias Bal, U. of Bath; Annet De Lange, Radboud U. Nijmegen
Employability in the Public Sector. | Marilyn Clark, The U. of Adelaide
Perceived Employability: Good and/or Bad for Job Performance? | Kristien Philiippaers, KU Leuven; Nele De Cuyper, KU Leuven; Anneleen Forrier, KU Leuven

1778 CAU: (CAU) Evidence Based Management Caucus
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 412
Tweet this session: #AOM2014 1778
Presenters: Gary P. Latham, U. of Toronto; Eric Barends, VU U. Amsterdam; Rob B. Briner, U. of Bath; Andrew N. Garman, Rush U.; Lori T. Peterson, Cleveland State U.; Amanda Marie Pozzuto, West Virginia U.; Tanya Bondarouk, U. of Twente; Jone L. Pearce, U. of California, Irvine

1779 CAU: (CAU) Emergence: A Dialogue on its Meanings for Organizational Research
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 415
Tweet this session: #AOM2014 1779
Organizers: Benjamin Lichtenstein, U. of Massachusetts Boston; Todd H Chiles, U. of Missouri

1780 JS: (CM, OB) The Emerging Role of Artificial Intelligence in the Study and Practice of Negotiation & Mediation
1:15pm - 2:45pm Pennsylvania Convention Center: Room 118 A
Tweet this session: #AOM2014 1780
Chairs: Jared R. Curhan, Massachusetts Institute of Technology; Mohammed Ehsan Hoque, U. of Rochester
Processing Negotiation Behavior in the Cloud | Michelle Fung, U. of Rochester; Jared R. Curhan, Massachusetts Institute of Technology; Mohammed Ehsan Hoque, U. of Rochester
Virtual Confederates in the Study of Negotiation | Celso M. de Melo, U. of Southern California; Peter J. Carnevale, U. of Southern California; Jonathan Gratch, U. of Southern California
Avarat See, Avarat Do: Mimicry by Mediators and its Effects on Disputant Behaviors | Kathryn Y. Segovia, Stanford U.; Jeremy N. Bailenson, Stanford U.; Lauren Weinstein, Stanford U.; Jared R. Curhan, Massachusetts Institute of Technology
Barriers to the Effective Use of Artificial Intelligence in Online Dispute Resolution | John Zeleznikow, Victoria U.
1781 (Paper Session) - (CMS) Critical CSR and Business Ethics
1:15pm - 2:45pm Pennsylvania Convention Center: Room 111 A
Tweet this session: #AOM2014 1781
Chair: Edward Wray-Bliss, Deakin U.
Discussant: The Sustainability Report as Epidemic Rhetoric | Peter Mackenzie Hamilton, Durham U.; Rebecca Stratling, Durham U.
God and Devil Terms in Corporate Discourse: Shared Value and the Transformation of CSR | Carolyn Day, U. of South Florida; David Payne, U. of South Florida
Sovereign Business Ethics/An-Archic Business Ethics (WITHDRAWN) | Carl Rhodes, U. of Leicester
Best Critical Paper on International Business: Corporate Crimes and Multinationals | Rafael Alcadipani, FGV-EAESP; Cintia Rodrigues O Medeiros, Federal U. of Uberlandia
Political Dynamics of Sustainable Coffee and Contested Value Regimes | David Levy, U. of Massachusetts Boston; Juliane Reinecke, U. of Warwick; Stephan Manning, U. of Massachusetts Boston

1782 (Paper Session) - (CMS) Identity Construction, Regulation and Resistance
1:15pm - 2:45pm Pennsylvania Convention Center: Room 124
Tweet this session: #AOM2014 1782
Chair: Bill Cooke, Lancaster U.
Winners Wanted! Identity Regulation and Resistance During Strategic Change | Marjo Elisa Siltaoja, Jyväskylä U.; Virpi Sorsa, Hanken School of Economics
Branding McJobs: The Art of Symbolic Compensation | Claus Noppeney, Bern U. of Applied Sciences; Nada Endrissat, Bern U. of Applied Sciences; Dan Kärreman, Copenhagen Business School
Constructing Professional Identities in Ambiguity: The ‘Shapeshifter’ | Cara Reed, Cardiff U.
Mapping the Complexity of Shifting Organizational Identities: A Critical-Discursive Reading | Patrizia Hoyer, U. of St. Gallen
On the Notion of Exchange Within the Voluntary Work Circuit: Insights from Pop Music Festivals | María Laura Toraldo, U. degli Studi di Napoli Federico II; Alessia Contu, U. of Warwick; Gianluigi Mangia, U. degli Studi di Napoli Federico II

1783 (Paper Session) - (ENT) Virtues of Decision Making in Entrepreneurial Ventures
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session: #AOM2014 1783
Chair: Mikolaj Norek, Stockholm School of Economics
Discussant: Veronika Gustafsson, Alpen-Adria U. Klagenfurt, Austria
Virtues in Entrepreneurship | Mikolaj Norek, Stockholm School of Economics; Karl Wennberg, Stockholm School of Economics; Nadav Rotemberg-Shir, Stockholm School of Economics
When to Pull the Plug and When to Take the Plunge: Timing Strategic Decisions about New Ventures | Rene M. Bakker, Queensland U. of Technology; Dean A Shepherd, Indiana U.; Per Davidsson, Queensland U. of Technology

1784 (Paper Session) - (ENT) Succession Issues in Family Firms
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence C
Tweet this session: #AOM2014 1784
Chair: Jan-Philipp Ahrens, U. of Mannheim
Discussant: Philipp Sieger, U. of St. Gallen
Continuity or Change in Family Business Gender Structures – An Institutional Perspective | Gry Agneta Alsomos, U. of Nordland; Ulla Hytti, U. of Turku; Pekka Stenholm, U. of Turku
Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms | Jan-Philipp Ahrens, U. of Mannheim; Michael Woywode, Mannheim U.
The Incumbent’s Dilemma when Exiting the Firm: Torn between the Family and the Corporate Logic | Melanie Maria Ganter, U. of St. Gallen; Nadine Kammerlander, U. of St. Gallen; Thomas Markus Zellweger, U. of St. Gallen

1785 (Paper Session) - (ENT) Understanding the Hybrid Nature of Social Entrepreneurship Ventures: Identity, Exit, and Succession
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence C
Tweet this session: #AOM2014 1785
Chair: Jason Lortie, Florida Atlantic U.
Discussant: Hans Nikolai Rawhouser, U. of Nevada, Las Vegas
Toward a Better Understanding of Hybridity in Social Entrepreneurship | Liudmila Chambers, U. of St. Gallen; Iain Andrew Davies, U. of Bath
Reflected Organizational Images: A Social Identity Model of Social Entrepreneurship in BOP Markets | Chris Welte, Georgia Southern U.; Steve Stewart, Georgia Southern U.
For The Greater Good: Why and How Social Entrepreneurs Exit Social Ventures | Jason Lortie, Florida Atlantic U.
Managing Succession in Social Enterprises. The Case of San Patrignano. | Filippo Giordano, Bocconi U.; Francesco Perrini, Bocconi U.; Clodia Furro, Bocconi U.

1786 (Paper Session) - (ENT) Entrepreneurial Networks and Institutions
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Park B
Tweet this session: #AOM2014 1786
Chair: David Obstfeld, California State U., Fullerton
Discussant: Erno T. Tornikoski, Grenoble Ecole de Management
How does Institutional Network Embeddedness Drive Performance of Transition Economy Firms? | Wei Qi Dai, Zhejiang U.; Wilmoon Kittilaksanawong, Nagoya U. of Commerce & Business
The Effects of Political Instability and Institutional Support on the Selection of Social Ties | Hamid Vahidnia, Texas Tech U.; Abdallah Assaf, Texas Tech U.; Ronald Mitchell, Texas Tech
Session Details – Tuesday, 12:00 - 2:00 PM

1787 SCHS: (ENT) Origins and Outcomes of Entrepreneurs’ Network Ties
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Philadelphia North
Tweet this session: #AOM2014 1787
Organizers: David R. Clough, INSEAD; Andy Wu, The Wharton School, U. of Pennsylvania
Discussant: David Hsu, Wharton School
Family Ties of Founders to Joiners Influencing New Venture Growth | Reddi Kotha, Singapore Management U.; Peter Hedström, Institute For Future Studies
A Behavioral Theory of Founding Team Formation: Aversion Levels and Organizational Context | David R. Clough, INSEAD
Do Incumbent Firms Have A Midas Touch? A Two-Sided Matching Model of Incumbent-Startup Alliances | Andy Wu, The Wharton School, U. of Pennsylvania
The Asymmetric Imprinting Effect of Founding Team Formation Processes on New Technology Ventures | Balagopal Vissa, INSEAD

1788: (Paper Session) - (ENT) The Impact of Entrepreneurial Policies on Social and Economic Outcomes
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 6
Chair: Piera Morlacchi, U. of Sussex
Discussant: Erin L. Scott, National U. of Singapore
Direct Subsidy or Tax Break? The Impact of Loss Aversion in Choosing Incentives for Entrepreneurs | James Katz, Stanford U.; Frank Flynn, Stanford U.
The Schumpeterian Cost of Regulation on Entry and Innovation: The Case of Bail Bonds | Anne Marie Knott, Washington U. in St. Louis; Erin L. Scott, National U. of Singapore
Mission Possible: Recognizing Entrepreneurial Opportunities in Social and Ecological Problems | Julia Katharina Binder, TUM School of Management; Frank-Martin Belz, Technische U. München

1789: (Paper Session) - (ENT) Supporting Start-up and Firm Entry: Financial and Knowledge Resources
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Salon 9
Chair: Sharon F. Matusik, U. of Colorado, Boulder
Discussant: JEAN LOUIS PARE, Novancia Business School
Decomposing the Entrepreneurial Decision to be Acquired vs. Going Public | Ilgaz Arikan, The Ohio State U.
Breaking away: Strategic action in the face of countervailing norms and contagion | Sharon F. Matusik, U. of Colorado, Boulder; Siddharth Vedula, U. of Colorado, Boulder
Corporate Governance in Entrepreneurial Firms: Effects of Corporate Venture Capital and Founders | Yongwook Paik, U. of Southern California; Heejin Woo, U. of Southern California

1790: (Paper Session) - (ENT) Advancing Entrepreneurship Theory and Scholarship
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Seminar Room A
Chair: Russ McBride, U. of Utah
Discussant: David Bryant, Sampson Community College
Entrepreneurial Orientation: The Dimensions’ Unique and Shared Effects on Firm Performance | Carina Lomberg, U. of Bern; Diemo Urgib, U. of Wuppertal / Jackstädt Center of Entrepreneurship and Innovation Research; Louis Marino, The U. of Alabama; Pat H Dickson, Wake Forest U.
Missing the Point? Finding Contextual Detail in Entrepreneurial and Small Firm Scholarship | Dominic Michael Chalmers, Strathclyde U.; Eleanor Shaw, Strathclyde U.
The Bedeviling Power of Words: A Wittgensteinian Analysis of (the Confusion Over) "Opportunities" | Stratos Ramoglou, U. of Southampton
An Ordinary Language Analysis of ‘Entrepreneurship’ | Russ McBride, U. of Utah

1791: (GDO) What about the Family? Work experiences and family well being
1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth D
Chair: Christiane Spitzmueller, U. of Houston; Candice L Thomas, U. of Houston
Predicting Breast Feeding with Maternal Work Characteristics | Bobbie Dirr, U. of Houston; Zhuxi Wang, U. of Houston; Jing Zhang, U. of Houston; Rissa Thomas, U. of Houston; Lane Strathearn, Baylor College of Medicine
After the Baby: Workplace Practices and Breastfeeding Mothers’ Psychological Distress | Christiane Spitzmueller, U. of Houston; Zhuxi Wang, U. of Houston; Surizaday Serrano, U. of Houston; Monica Coleman, U. of Houston

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1792 🔄 📌: (GDO) Working wo(men) of South Asia: Why we matter
1:15pm - 2:45pm Loews Philadelphia Hotel: Parlor 1
Tweet this session: #AOM2014 1792
Discussant: Lynda L Moore, Simmons College
The Arab-Salafi role model and Pakistani women at work | Faiza Ali, U. of Kent, Canterbury; Jawad Syed, U. of Huddersfield
Women’s careers in the high-tech sector: A Bangladesh perspective | Samina Saifuddin, Carleton U.; Lorraine Dyke, Carleton U.; Md Sajjad Hossain, East West U.
Collective agency in self-employed women’s groups in India: Defying gender segregation | Peter Anthony Murray, U. of Southern Queensland; Deepanie Perera, Target Resource (Pvt) Ltd
Sexual harassment in the Indian workplace | Rana Haq, Laurentian U.
Blooming in the muddy pond: Marginalized Indian women’s resilience in dealing with corruption | Smita Singh, Auckland U. of Technology; Edwina Pio, Auckland U. of Technology

1793 🔄: (Paper Session) - (GDO) Gender Pay Inequality
1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 1793
Pay gap, gender, ethnicity, socioeconomic status, comparative/cross-culture, team performance, human resource management
�� A Fair Go? Gender Pay Gap at the Executive Level in Australia | Yoshio Yanadori, U. of South Australia; Jill A. Gould, U. of South Australia; Carol T. Kulik, U. of South Australia
Pay versus family-power parity: All the right stuff revisited | George Dreher, Indiana U., Bloomington; Nancy M Carter, Catalyst; Aarti Ramaswami, ESSEC Business School
Effects of Employee Involvement on Inequality in Equity Compensation | Vernon A. Woodley, Eastern Illinois U.

1794 🔄: (Paper Session) - (GDO) Gender, Emotions, and Trust
1:15pm - 2:45pm Loews Philadelphia Hotel: Washington Room C
Tweet this session: #AOM2014 1794
Building social constructionism, gender and trust: effects on shared responsibility, backlash, trust repair
Chair: Nancy E. Day, U. of Missouri, Kansas City
�� Bridging Social Constructionism and Psychoanalysis in a Study of Workplace Emotions in India | Eda Ulus, U. of the West of England; Yiannis Gabriel, U. of Bath
�� Gender and Trust: Their Effect on Shared Responsibility, Knowledge Sharing and OCB | Louise Tourigny, U. of Wisconsin, Whitewater; Jian Han, CEIBS; Vishwanath V. Baba, McMaster U.

Employee Perceptions of Managers Who Express Anger: Can High Trust Buffer Women from Backlash | Avina Gupta, Columbia U.; Caryn J Block, Teachers College, Columbia U.
WHEN (AND FOR WHOM) DOES ‘SORRY’ CUT IT? A Theoretical Examination of Trust Repair and Gender | Shayna Frawley, York U.

1795 🔄 📌 SHCS: (GDO, HR, OB) Organizational Dynamics of Workplace Flexibility: Contextual, Change, & Multi-level Linkages
1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth B
Tweet this session: #AOM2014 1795
Discussant: Jeffrey H. Greenhaus, Drexel U.
The Cultures of Flex: Organizational Context & Implementation Meanings for Supervisors | Ellen Ernst Kossek, Purdue U.; Patricia Gettings, Purdue U., West Lafayette; Peter Berg, Michigan State U.
Work-Life Intervention Stickiness: The Unfolding and Sustainability of Organizational Change | Ellen Ernst Kossek, Purdue U.; Rebecca J Thompson, Purdue U.; Kelly Davis, Pennsylvania State U.; Nicole DePasquale, Pennsylvania State U.; Patricia Gettings, Purdue U., West Lafayette; Erika Sabbath, Havard U.; Erin L. Kelly, U. of Minnesota; Lisa Burke, Purdue U.
Reasons for Pursuing a Career in Academia: Discretion and Work-Life Balance | Rebecca J Thompson, Purdue U.; Stephanie C Payne, Texas A&M U.
**Session Details – Tuesday, 12:00 - 2:00 PM**

**Section D**

### 1797: (Paper Session) - (HCM) Finances, Costs, and Performance in Healthcare
1:15pm - 2:45pm Pennsylvania Convention Center: Room 118 B
Chair: Jeff Helton, Metropolitan State U. of Denver
A Longitudinal Analysis of High Technology Medical Services and Hospital Financial Performance | Ferhat D. Zengul, U. of Alabama at Birmingham

### 1798: (Paper Session) - (HR) Pay for Performance
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 306
Chair: David Lewin, U. of California, Los Angeles
*Culture, Competencies and Compensation: A Framework for Pay for Performance Deployment | James Richard Guzak, Oklahoma City U.; Eungoo Kang, Oklahoma City U.*

### 1799: (Paper Session) - (HR) Cross-Cultural Research in HR
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 307
Chair: Elaine Farndale, Pennsylvania State U.

### 1800: (Paper Session) - (HR) Strategic Human Capital - Microfoundations
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 411
Chair: Clint Chadwick, U. of Kansas
Strategic Decision-Making for Human Capital Needs | Ak-Karim Samnani, U. of Windsor; Janet A. Boekhorst, York U.

### 1801: (Paper Session) - (HR) Ethics and Social Responsibility in HR Research
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 413
Chair: Marc S Mentzer, U. of Saskatchewan
When it Pays to be Dissatisfied: Modeling Employees' Motives to Game Engagement Surveys | Matthew A Josefy, Texas A&M U.; College Station; Deidra J Schleicher, Texas A&M U.; Joseph Harrison, Texas A&M U.; College Station; Deborah Elizabeth Rupp, Purdue U.

### 1802: (Paper Session) - (HR) Employee Interviews
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 414
Chair: Michael A. McDaniel, Virginia Commonwealth U.

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**Thematic orientation:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1803   JS: (HR, OB, ODC) To Rate or Not To Rate: Recent Trends in Performance Measurement
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon I
Tweet this session:  #AOM2014  1803
Organizer: Sara Roberts, ConAgra Foods
Moderator: Amy Walzer, ConAgra Foods
Participants: Sara Roberts, ConAgra Foods; Andrew Biga, JetBlue Airways; Paul Karavis, New York Life; Jennifer Kurkoski, Google; Brent Daily, RoundPegg; Steven M Rumery, Leadership Research Institute; Brian Kropp, CEB

1804   (Paper Session) - (IM) Global Strategy: Liability of Foreignness
1:15pm - 2:45pm Pennsylvania Convention Center: Room 116C
Tweet this session:  #AOM2014  1804
   Tackling the Liability of Foreignness: MNCs, Local Business Discourse and Sensemaking | Andrei Kuznetsov, U. of Central Lancashire; Olga Kuznetsova, Manchester Metropolitan U.
 International Experience, Managerial Capability, and Liability of Foreignness in Emerging Economies | Heng-Yih Liu, Yuan Ze U.; Chia-Wen Hsu, National Chung Cheng U.; Hsien-Jui Chung, National Chung Cheng U.
 Regulatory Liability of Foreignness: Linking Distance and Regulation Compliance of Foreign Firms | Zheyong Wu, Tilburg U.
 Unpacking the Liability of Foreignness Box. The Case of Chinese SMEs. | Gaston Fornez, U. of Bristol and ESIC Business School; Guillermo Cardoza, INCAE Business School

1805   (Paper Session) - (IM) Internationalization:
International Joint Ventures and Distance
1:15pm - 2:45pm Pennsylvania Convention Center: Room 116
Tweet this session:  #AOM2014  1805
Chair: Wei Yang, Nankai U.
 Consumer Animosity, Host Dominance, and International Joint Venture: A Cross-Country Investigation | Chun-Ling Lee, National Sun Yat-sen U.; Cher-Min Fong, National Sun Yat-sen U.; Yunzhou Du, Anhui U. of Finance & Economics; Shaomin Li, Old Dominion U.
 Distance and Distinctiveness: Choice of Governance Mode in International Collaboration | Gokhan Ertug, Singapore Management U.; Ilya Cuypers, Singapore Management U.; Niels G. Noorderhaven, Tilburg U.
Organizational Identification in Multi-Cultural Teams: How Nationality Dissimilarity Matters | Jiatao Li, Hong Kong U. of Science and Technology; Jieyu Zhou, Hong Kong U. of Science and Technology
How Leaders can Prevent Conflicts in International Joint Venture Teams: A Team Faultline Approach | Martijn van der van der Kamp, U. of Melbourne; Brian Tjemkes, VU U. of Amsterdam

1806   (IM) Global Leadership: Russian Leadership: Is It Evolving Toward More International Styles?
1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 A
Tweet this session:  #AOM2014  1806
Moderator: Romie Frederick Littrell, Auckland U. of Technology
Discussant: Sheila M. Puffer, Northeastern U.
Participants: Daniel J McCarthy, Northeastern U.; Peter W Dorfman, New Mexico State U.; Yulia Tolstikov-Mast, Indiana Institute of Technology (Indiana Tech); Valentina V. Kuskova, NRU Higher School of Economics

1807   (Paper Session) - (IM) Institutions: Institutional Crises
1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 B
Tweet this session:  #AOM2014  1807
Cross-Border Arbitrage and Acquisition Performance in the Eurozone Crisis | Rekha Rao Nicholson, U. of Bath; Julie Salaber, U. of Bath
 Environmental Turbulence, Integration-Responsiveness and MNE Subsidiary Performance in China | Jiqing Zhu, Shanghai International Studies U.; Christopher Williams, Richard Ivey School of Business; Maya Kumar, Ivey School of Business
 MNEs’ Multiple Embeddedness and their Responses to Deinstitutionalization after a Disruptive Event | Francesca Ciulli, U. of Amsterdam; Ans Kolk, U. of Amsterdam; Johan Lindeque, U. of Amsterdam
How do MNEs React to Economic Crisis and What Factors Matter for Subsidiary Growth? (WITHDRAWN) | Ramzi Fathallah, Western U.; Jean-Louis Schaan, U. of Western Ontario

1808   (Paper Session) - (IM) Global Innovation: Knowledge Transfer
1:15pm - 2:45pm Pennsylvania Convention Center: Room 122 A
Tweet this session:  #AOM2014  1808
 Transferability of Status and Experience Advantages in International Venture Capital Investments | Elisa Alvarez-Garrito, Georgia State U.; Isin Guler, Sabanci U.
 Cross-Cultural Differences in Knowledge Sharing Intentions | Wayne Stewart, Clemson U.; Ruth C May, U of Dallas; Donna Ledgerwood, U. of North Texas
 Effects of International Knowledge Transfer on the Performance of Teams of Top Performers | Sebastian G.M. Händschke, U. of Jena; Raluca Kerekes, Friedrich-Schiller, U. of Jena; Peter Walgenbach, Friedrich Schiller U. Jena
 Roles Played by the MNC Headquarters in Reverse Diffusion of Human Resource Management Practices | Michal K. Lemanski, The U. of Nottingham Ningbo China

1809    JS: (IM, GDO, OB) Cultural Intelligence, Competence, Diversity: Defining Concepts, Measuring Constructs
1:15pm - 2:45pm Pennsylvania Convention Center: Room 120 C
Tweet this session:  #AOM2014  1809
Moderator: James Patrick Johnson, Rollins College
Participants: Chris Earley, Purdue U.; Tomasz Lenartowicz, Florida Atlantic U.; David C. Thomas, U. of New South Wales; Mary B Teagarden, Thunderbird
Reflection on Larry Greiner’s Contributions to Organization Development and Management Consulting
1:15pm - 2:45pm Pennsylvania Convention Center: Room 109 A
Tweet this session:  #AOM2014  1810
Chairs: Thomas G. Cummings, U. of Southern California; Judith A Gebhardt, U. of Southern California; Rickie A. Moore, EMLYON Business School
Session Details – Tuesday, 12:00 - 2:00 PM

1811: (Paper Session) - (MED) Development & Value of Research: Doctoral Education, Collaboration & Education Research Themes
1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth C
Chair: Olga I. Ryazanova, U. College Dublin
- The Power of Words: Legitimacy, Impact and the Death of Management Research as We Know It | Matthew Vallee, Elon U.
- How Doctoral Students Are Advised: Case Studies from France, Ukraine and the United States | John Conbere, U. of St. Thomas; Alla Heorhiadi, U. of St. Thomas; Catherine Glee, U. Jean Moulin Lyon III
- Learning Practices and Interpretative Modes in Collaborative Contexts | Frank Siedlok, U. of Auckland; Paul Hibbert, U. of St Andrews; Nic Beech, U. of St Andrews
- Development Patterns in Business and Management Education Research: Knowledge-based or Knower-based? | J B Arbaugh, U. of Wisconsin, Oshkosh; Charles J. Fornaciari, Florida Gulf Coast U.; Alvin Hwang, Pace U.

1812: (Paper Session) - (MED) Student Feedback Processes & E-Learning Tools
1:15pm - 2:45pm Loews Philadelphia Hotel: Regency Ballroom C1
Chair: Rebecca M. Chory, Frostburg State U.
- A Crowd-Based Evaluation Model in a Business School Setting | Jason Greenberg, New York U.; Christopher C. Liu, U. of Toronto
- (Di)stressing Feedback: The Impact Of Feedback Type On Students’ Teamwork Effectiveness | Antoaneta Petkova, San Francisco State U.; Eric Lamm, San Francisco State U.; Theresa Roeder, San Francisco State U.
- SAGE/Journal of Leadership and Organizational Studies Junior Faculty Best Paper Award for the most significant contribution that advances leadership and organizational studies in a paper authored by faculty members who earned their PhD within the past nine years: have graduated in 2004 or later
- Texting to Overcome Language Barriers, Collaborate and Facilitate Knowledge Transfer | Binod Sundararajan, Dalhousie U.; Lorn Sheehan, Dalhousie U.
- Explaining Students’ Effective Use of E-Learning Platforms | Valter Moreno, Ibmec Business School; Flavia Cavazotte, Pontificia U. Catolica de Rio de Janeiro; Isabelia e Sá Alves, Petrobras

1813: (Paper Session) - (MOC) Motivation, Affect, and Humor
1:15pm - 2:45pm Loews Philadelphia Hotel: Adams Room
Chair: Sandra Kiffin-Petersen, U. of Western Australia
- When joking at work helps you work: The influence of humor on persistence behavior | David Chee-mun Cheng, U. of New South Wales; Lu Wang, U. of New South Wales
- Sadder but Wiser: The Effect of Affective States and Weather on Ambiguity Attitudes | Aurelien Baillon, Erasmus U. Rotterdam; Philipp Koellinger, Erasmus U. Rotterdam; Theresa Treffers, Eindhoven U. of Technology

1814: (Paper Session) - (MOC) Organizational Identities, Status, and Agency
1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room A
Chair: Shubha Patvardhan, Pennsylvania State U.
- Organizational status identities and the mobility of professional football players in Europe | Thijs Alexander Velema, National Taiwan U.
- Consensus and Clustering: Shared perceptions of ethics practices across an organizational field | Josh W. Keller, Nanyang Technological U.; David Chandler, U. of Colorado Denver; John Mezias, U. of Miami
- Micro-processes of Agency in Unfamiliar Situations | Raghu Garud, Pennsylvania State U.; Peter Karnoe, Copenhagen Business School; Rajiv Nag, Georgia State U.
- The Role of Decision Frame on Decision-Making regarding Bribe Giving | Xiaoxiao Liu, Nanyang Technological U.; George I Christopoulos, Nanyang Technological U.; Ying-Yi Hong, Nanyang Technological U.

1815: (Paper Session) - (MOC) Attribution, Conflict, and Teams
1:15pm - 2:45pm Loews Philadelphia Hotel: Penn
Chair: Niranjan Srinivasan Janardhanan, The U. of Texas at Austin
- Incivility Hates Company: Shared Victimization Attenuates Attribution-Driven Effects of Rudeness | Pauline Schilpzand, Oregon State U.; Keith Leavitt, Oregon State U.; Sandy Lim, National U. of Singapore
- Attribution of the Source of Creativity and How It Relates to Future Creative Work | Isabelle Yi Ren, Boston College
- Conflict Mediation | Andrew M. Carton, The Wharton School, U. of Pennsylvania
- Team-Member Understanding: An Information-Elaboration Approach to Team Learning Goal-Orientation | Niranjan Srinivasan Janardhanan, The U. of Texas at Austin; Kyle Lewis, The U. of Texas at Austin; Cynthia Kay Stevens, U. of Maryland

1816: (Paper Session) - (MOC) Knowledge Management and Change
1:15pm - 2:45pm Loews Philadelphia Hotel: Tubman Room
Chair: Thomas Senaji, Kenya Methodist U.
- Leader Knowledge and Customer-Focused Knowledge Management: Innovation and Performance | C Lakshman, Tongji U.
Session Details – Tuesday, 12:00 - 2:00 PM

1817: (MOC, OB, MSR) Mindfulness at Work: Implications for Performance
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon J
Organizer: Ravi S. Kudesia, Washington U. in St. Louis

1820: (Paper Session) - (OB) Rocking the Boat but Why?
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon J
Chair: M. Lance Frazier, Old Dominion U.

1818: (Paper Session) - (OB) Task Conflict and Psychological Climate in Teams: Implications for Team Performance
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon B
Chair: Marissa Shuffler, Clemson U.

1821: (Paper Session) - (OB) Ties that Enable: Brokering for Expertise and Resources in Network Relationships
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon L
Chair: Anand Swaninathan, Emory U.

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

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Section D
1822 ( ): (Paper Session) - (OB) A Multi-Faceted View of Leadership Effectiveness
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 301
Tweet this session: #AOM2014 1822
Chair: Timothy F. Reymann, Franklin U.
Follower Perspectives on Transformational and Transactional Leadership | Daniel May, Freie U. Berlin; Claudia Verena Peus, Technische U. München; Dieter Frey, Ludwig Maximilian U. of Munich; Rudolf Korschreiter, Freie U. Berlin
Implicit Leader Motives and Transformational-Transactional Leadership: Toward an Integrative Theory | Jonas W. B. Lang, Ghent U.; Sophie C. den Hartog, Maastricht U.; Ute R. Hülsheger, Maastricht U.
A Moderated Mediation Model of Sensing-intuition Preference and Adaptive Performance | Le Tan, Northwest U.; Chanyu Hao, Binghamton U.; Liren An, Northwest U.; Heyi Song, Xin Jiaolong U.; Jinjuan Zang, City U. of Hong Kong
How do Coexistent Leadership Behaviors Influence Customer Service: A Social Exchange Perspective | Ruizue Zhang, Hong Kong U. of Science and Technology; Mingjian Zhou, Harbin Institute of Technology

1823 ( ): (Paper Session) - (OB) Studying Types of Commitment and their Effects
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 302
Tweet this session: #AOM2014 1823
Chair: John J. Sumanth, Wake Forest U.
Something Old and Something New: Role Orientations, Foci of Commitment, and Post-Tenure Productivity | Thomas E Becker, U. of Delaware; Mary C Kernan, U. of Delaware; Kevin Clark, Villanova U.; Howard J. Klein, The Ohio State U.
Quandam Commitments: An Examination of Commitments Employees No Longer Have | Howard J. Klein, The Ohio State U.; Chad Brinsfield, U. of St. Thomas; Joseph T. Cooper, U. of Wyoming; Janice C. Molloy, Michigan State U.
Linking Organizational Social Exchange to Intention to Leave: Does Normative Commitment Matter? | Yan Liu, Wuhan U.; Raymond Loi, U. of Macau; Hang-yue Ngo, Chinese U. of Hong Kong

1824 ( ): (Paper Session) - (OB) Being Bad at Work: New Predictors of Unethical Behaviors
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 1824
Chair: Brian Lucas, Northwestern Kellogg School of Management
Prophets vs. Profs: How Market Competition Influences Leaders' Disciplining Behavior | Pieter T.M. Desmet, Erasmus U. Rotterdam; Niek Hoogervorst, Erasmus U. Rotterdam; Marius van Dijke, Erasmus U. Rotterdam
Outstanding Practical Implications for Management Award, sponsored by Mercer Workforce Sciences Institute
Do Good Times Breed Cheats?: Entering the Workforce in a Boom Predicts Later Unethical Behavior | Emily Bianchi, Emory U.; Aharon Yehuda Cohen Mohliver, London Business School
Effect of Competition on Unethical Behaviors | Abhijeet K. Vadera, Indian School of Business; Vivekanand Srivastava, Indian School of Business; Karl Aquino, U. of British Columbia; Pathki Chandrashekara Rao, Indian School of Business
Protecting the Well Intended: When Group Interdependence Leads to Greater Corruption | Priyanka D. Joshi, U. of Southern California; Nathanael J. Fast, U. of Southern California

1825 ( ): (Paper Session) - (OB) The Influence of Perceptions in the Decision Process
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 1825
Chair: Malia Mason, Columbia Business School

1826 ( ): (Paper Session) - (OB) Plurality and Contradiction in Morally Challenging World
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 306
Tweet this session: #AOM2014 1826
Chair: Liselore Havermans, VU U. Amsterdam
Dialectical Leadership in a Contradictory World | Sophia Chia-Min Chou, National Taiwan U.; Bor-Shian Cheng, National Taiwan U.; Kwang-Kuo Hwang, National Taiwan U.
Ties That Define: A Communitarian Theory of Ethics in Organizations | Rob Macklin, U. of Tasmania; Karin Anne Mathison, U. of Tasmania
Does Ethical Membership Matter? Moral Identification and Its Organizational Implications | Douglas R May, U. of Kansas; Young K. Chang, U. of Wisconsin, Whitewater; Ruodan Shao, City U. of Hong Kong
Dark Side of Relational Leadership: Why Individuals Do Bad Things for their Leader or Themselves | Tim Friend, Groningen U. (RuG); Ramzi Said, U. of Groningen

Outstanding Practical Implications for Management Award, sponsored by Mercer Workforce Sciences Institute
Do Good Times Breed Cheats?: Entering the Workforce in a Boom Predicts Later Unethical Behavior | Emily Bianchi, Emory U.; Aharon Yehuda Cohen Mohliver, London Business School
Effect of Competition on Unethical Behaviors | Abhijeet K. Vadera, Indian School of Business; Vivekanand Srivastava, Indian School of Business; Karl Aquino, U. of British Columbia; Pathki Chandrashekara Rao, Indian School of Business
Protecting the Well Intended: When Group Interdependence Leads to Greater Corruption | Priyanka D. Joshi, U. of Southern California; Nathanael J. Fast, U. of Southern California

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 12:00 - 2:00 PM

1828 ☑: (OB) Emotions as Information: Relying on Emotions to Enhance Judgments and Performance
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 402
Tweet this session: #AOM2014 1828
Chair: Jeremy Yip, The Wharton School, U. of Pennsylvania
Following Your Gut: Emotional Intelligence Enables Capitalization on Somatic Markers | Jeremy Yip, The Wharton School, U. of Pennsylvania; Stephane Cote, U. of Toronto; Dana Carney, U. of California, Berkeley
Facial Expressions that Shape Our Judgments: The Role of Authentic Cues | Laura Rees, Vanderbilt U.
The Dark Side of a Smile: The Role of Smiling Emoticon in Building First Virtual Impression | Ella Glikson, Technion Israel Institute of Technology; Arik Cheshin, U. van Amsterdam; Gerben A. Van Kleef, U. of Amsterdam

1829 ☑: (Paper Session) - (OB) It's Not You, It's Me - The Effects of Self Concept
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 403
Tweet this session: #AOM2014 1829
Chair: Crystal Reecck, Columbia U.
When Bankers Feel Guilty: Professional Identification and the Effects of Guilt on Business Practices | Fabian Bernhard, INSEEC Business School
Compromising Innovative Behaviour with Work Shame | Angus J. Duff, Trent U.; Chris Chan, York U.; Sabrina Deutsch Salamon, York U.; Marie-Helene Budwork, York U.
When the Mood Hits Your Eye: Interactive Effects of Cognition and Affect on Creativity | Tomas Thundiyil, Texas A&M U.; College Station; Dan S. Chibaru, Texas A&M U.; Ning Li, U. of Iowa

1830 ☑: (Paper Session) - (OB) Person-Environment Fit: Predictors and Outcomes
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 1830
Chair: Lisa Schurer Lambert, Georgia State U.

1831 ☑: (Paper Session) - (OB) Temp Work, Telework, and Teaming Up: Technology and Fun in Work Settings
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 407
Tweet this session: #AOM2014 1831
Chair: Steven D. Charlier, Georgia Southern U.
Teaming up with Temp Pros: A Network View on the Effect of Work Status Diversity on Team Outcomes | Christa L. Wilkin, York U.; Jeroen de Jong, Open U. Nederland; Cristina Rubino, California State U., Northridge
Beyond a Simple Distinction between Teleworkers and Non-Teleworkers | Justin A. DeSimone, The U. of Nebraska-Lincoln
Seeing the Forest for the Trees: Mobile Technology & Knowledge Workers' Integration Behaviors | Jean-Nicolas Reyt, New York U.
Work Hard, Play Hard...at Work: A Theory on the Growing Phenomenon of Leisure at Work | Stephen H Courtright, Texas A&M U.; Mat Duersen, Brigham Young U.; Troy Smith, Texas A&M U.

1832 ☑: (Paper Session) - (OB) The Nature of the Team Process: The Role of Efficacy, Leadership and Justice Climate
1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 410
Tweet this session: #AOM2014 1832
Chair: Jeffrey Paul Wehrung, Black Hills State U.
Age-gender Faultlines and Team Innovation—The Role of Collective and Differentiated Leadership | Florian Kunze, U. of St. Gallen; Ulrich Leicht-Deobald, U. of St. Gallen
Team Goal Monitoring in the Curvilinear Relationship Between Team Efficacy and Team Performance | Tammy L. Rapp, U. of Connecticut; Daniel Gregory Bachrach, The U. of Alabama; Adam Rapp, The U. of Alabama; Oliver K. Stotuner, U. of Alabama, Tuscaloosa
Failure and Dynamic Efficacy in a Team Decision Task | Tori Yu-wen Huang, Notre Dame U. Business School China
Nationality Diversity and Team Performance: The Moderating Role of Interational Justice Climate | Claudia Buengeler, U. of Amsterdam

1833 ☑:US: (OB, CM, HR) Developments on Supervisor and Subordinate Antecedents of Abusive Supervision
1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon C
Tweet this session: #AOM2014 1833
Chair: Katrina A. Graham, Drexel U.
**Session Details – Tuesday, 12:00 - 2:00 PM**

**Section D**

**Melissa K. Carsten**

Overcoming Follower Self-Interest through Servant

“You can’t handle the truth.” Leader and Follower Boundaries of Authentic Leadership | An Examination of Follower Role Orientation and Leader G. James Lemoine

Organizers:

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon K

How the Moralization of Issues Grants Social How Interpersonal Interactions Become Morally Segregated | Matt Motyl, U. of Virginia

How the Moralization of Issues&#8232; Grants Social Legitimacy to Act on One’s Attitudes | Daniel A. Effron, London Business School; Dale Miller, Stanford U.


1834 JS: (OB, CM, SIM) Moral Fire in the Belly: How Moralizing an Issue Affects Interpersonal Judgments and Behavior

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 305

Tweet this session: #AOM2014 1834

Organizer: Tamar Admati Kreps, Stanford U.

Moralizing an issue increases stereotyping of those on the other side | Tamar Admati Kreps, Stanford U.; Benoit Monin, Stanford U.

How Interpersonal Interactions Become Morally Segregated | Matt Motyl, U. of Virginia

1835 JS: (OB, MOC) On Leaders and Followers:

Advancing a more "balanced" view of leadership

1:15pm - 2:45pm Philadelphia Marriott Downtown: Grand Ballroom Salon K

Tweet this session: #AOM2014 1835

Organizers: G. James Lemoine, Georgia Institute of Technology; Melissa K. Carsten, Winthrop U.

An Examination of Follower Role Orientation and Leader Attitudinal Outcomes | Melissa K. Carsten, Winthrop U.; Michael Matthews, Winthrop U.

Boundaries of Authentic Leadership | William L. Gardner, Texas Tech U.; Claudia C. Cogilser, Texas Tech U.; James Carlson, Texas Tech U.

“You can’t handle the truth.” Leader and Follower Transparency and Contingent Self-Worth | Hannes Leroy, Cornell U.; James R. Detert, Cornell U.

Overcoming Follower Self-Interest through Servant Leadership | Robert C Liden, U. of Illinois at Chicago; Junfeng Wu, U. of Illinois at Chicago; Chenwei Liao, U. of Illinois at Chicago; Sandy J. Wayne, U. of Illinois at Chicago

Patterns of motivations to lead: Predictors and outcomes | G. James Lemoine, Georgia Institute of Technology; Sejin Keem, Georgia Institute of Technology; Michael P. Vredeveeld, Georgia Institute of Technology

1836: (Paper Session) - (OCIS) New Perspectives on Systems Use

1:15pm - 2:45pm Pennsylvania Convention Center: Room 104 B

Tweet this session: #AOM2014 1836

Discussant: Sean William Hansen, Rochester Institute of Technology

Understanding Organization-CRM System Misfits and their Evolution: A Path to Improving Usage | Bruno Albietz, Grenoble Ecole de Management; Dimitris George Assimakopoulos, Grenoble Ecole de Management


Systems Savvy: Theory, Measurement, and Impact | Terri Griffith, Santa Clara U.; John E. Sawyer, U. of Delaware; Marshall Scott Poole, U. of Illinois at Urbana-Champaign


1837: (Paper Session) - (OCIS) Small Firms, Organizational Structure, and Information Technology Use

1:15pm - 2:45pm Pennsylvania Convention Center: Room 107 A

Tweet this session: #AOM2014 1837

Discussant: Karlene Cousins, Florida International U.

Managerial Capacity, Absorptive Capacity and the Performance of Small Software Companies | Valer Moreno, Ibmec Business School; José Ricardo Monteiro Pinheiro, Ibmec Business School; Luiz Antonio Joia, Fundacao Getulio Vargas; Flavia Cavazotte, Pontificia U. Catolica de Rio de Janeiro

IT Architecture and Organizational Learning: The Effect of Modularity and Virtualization | Insoo Son, Korea U.; Dongwon Lee, Korea U.; Gwanhoo Lee, American U.; Youngjin Yoo, Temple U.

Economic Impact of Information Technology in Firms with Different Ownership Structures | Gaurav Dixit, Indian Institute of Management, Indore

Evaluating E-business Capability and E-business Value for Fast Growth Small-to-Medium Enterprises | Rui Bi, Charles Sturt U.; Robert M. Davison, City U. of Hong Kong; Kosmas X. Smyrnios, RMIT U.

1838: (Paper Session) - (OCIS) Emotions and Technology Use in Organizations

1:15pm - 2:45pm Pennsylvania Convention Center: Room 110 B

Tweet this session: #AOM2014 1838

Discussant: Lionel P. Robert, U. of Michigan, Ann Arbor

Can Technostressors Be Engaging?: The Salient Role of Employee Personality | Shalini Chandra, S P Jain School of Global Management; Anuragini Shirish, Institut Mines-Telecom; Shirish C Srivastava, HEC Paris; Imed Boughzala, Institut Mines-Telecom

Developing a Theoretical Foundation for IT Addiction (WITHDRAWN) | Sander Paul Zwanenburg, The U. of Hong Kong

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1839   (ODC) Empathy in Innovation – The Human Side of Innovation

1:15pm - 2:45pm Pennsylvania Convention Center: Room 112 B
Tweet this session: #AOM2014 1839
Organizers: Tojo Thatchenkery, George Mason U.; Hanna Lehtimäki, U. of Eastern Finland
Discussant: K B Akilesh, Indian Institute of Science

Empathy at the Front End of the Innovation Process | Päivi Eriksson, U. of Eastern Finland; Hanna Lehtimäki, U. of Eastern Finland; Tero Montonen, U. of Eastern Finland
Neuroscientific Evidence on Empathy in Ideation | Mikko Salminen, Aalto U.; Niklas Ravaja, Aalto U.
An Appreciative Inquiry Approach to Empathic Process Innovation | Ravi S. Behara, Florida Atlantic U.; Tojo Thatchenkery, George Mason U.; Con Kenney, National Defense U.

Network Perspective on Leading Innovation in Organizations | Gopakumar Gopalakrishnan, Infosys Limited; Daniel Halgin, U. of Kentucky

1840   (Paper Session) - (OM) Lean, Quality And Continuous Improvement Issues

1:15pm - 2:45pm Philadelphia Marriott Downtown: Room 409
Tweet this session: #AOM2014 1840
Chair: Basak Manders, Erasmus U. Rotterdam

Kaizen initiative through vertical supply networks in emerging economies | Katsuki Aoki, Meiji U.; Maneesh Kumar, Cardiff U.
Leader Values, Followers' Information Sharing, and Team Effectiveness: Advancing Lean Team Cultures | Desiree van Dun, U. of Twente; Celeste P. M. Wilderom, U. of Twente
Lean production systems and financial performance: a configurational fuzzy-set approach | Arnaldo Camuﬀo, Bocconi U.; Fabrizio Gerli, U. Ca' Foscari of Venice
Antecedents of ISO 9001 Internalization: An Employee-Level Analysis | Basak Manders, Erasmus U. Rotterdam; Henk de Vries, Erasmus U. Rotterdam

1841   (Paper Session) - (OM) The Many Guises of Entrepreneurship: Studies of Strategic, Political and Corporate Entrepreneurship

1:15pm - 2:45pm Pennsylvania Convention Center: Room 102 A
Tweet this session: #AOM2014 1841
Chair: Matthew G Grimes, U. of Alberta

An Action-Level Speciﬁcation and Implications of Strategic Entrepreneurship for Performance | Zeki Simsek, U. of Connecticut; Ciaran Heavey, U. College Dublin; Brian C. Fox, U. of Connecticut
Revisiting the small ﬁrm effect in entrepreneurship: evidence from ﬁrm dissolutions. | Aleksandra J Kacperczyk, MIT Sloan; Matt Marx, Massachusetts Institute of Technology
Entrepreneurship in Large Organizations. Evidence from Music Production. | Aleksandra J Kacperczyk, MIT Sloan

Quotidian Disruptions, Social Inﬂuence, and Political Entrepreneurship: Evidence from India | Demetrius Lewis, Stanford U.; Sharique Hasan, Stanford U.

1842   (Paper Session) - (OMT) Investigating Institutional Complexity

1:15pm - 2:45pm Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 1842
Chair: Anthony Briggs, U. of Alberta

The Effects of Institutional Complexity on Individual Agency | Rachel Ruttan, Northwestern U.; Michael Mausknapf, Northwestern U.; Loren F. Nordgren, Northwestern U.
Field-Configuring Organizations: Organizing for Institutional Complexity | Miriam Wolf, U. of Leeds; Krsto Pandza, U. of Leeds

Institutional Complexity in a Transition Field: Responsible Investment in Asset Management (WITHDRAWN) | Daniela Laurel, ESSEC; Diane-Lauré Arjaliès, HEC Paris; Marco Giorgino, Politecnico di Milano
Field dynamics and receptive geographical fixes in responses to institutional complexity | James Faulconbridge, Lancaster U.; Daniel Muzio, U. of Newcastle upon Tyne

1843   (Paper Session) - (OMT) Focusing on the Top: Four Perspectives on the CEO

1:15pm - 2:45pm Pennsylvania Convention Center: Room 109 B
Tweet this session: #AOM2014 1843
Chair:

Staying Agile in the Saddle: CEO Tenure, TMT Change, and Organizational Ambidexterity | Paul Ferreira, U. of Geneva; Sebastian Raisch, HEC U. of Geneva; Patricia Klarner, U. of Munich
The CEO/CFO duo: An empirical assessment of their effect on ﬁrm performance | Malte Schulmeyer, RWTH Aachen U.; Tobias Knobl, RWTH Aachen U.
The Practices and Processes of New CEOs Managing the Post-succession Period | Shenghui Ma, U. of Hawaii; Stepane Guerard, U. of Zurich; David Seidl, U. of Zurich
Two Worlds Colliding: Understanding the Effects of Reputational Domain Overlap | Steven Bolivar, Texas A&M U.; Scott D. Graﬀin, U. of Georgia; Richard John Gentry, U. of Mississippi

1844   (Paper Session) - (OMT) Oops!...I Did It Again: Path Dependence and Escalation of Commitment

1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 A
Tweet this session: #AOM2014 1844
Chair: Christine Moser, VU U. Amsterdam

When cospecialization leads to rigidity: Why even SAP couldn’t unlock path dependence | Thomas Schmidt, Freie U. Berlin; Timo Braun, Freie U. Berlin
Path Dependence and the Stabilization of Strategic Premises: How the Funeral Industry Buries Itself | Matthias Wenzel, European U. Viadri
Managing internal and external path dependence: Exploring effective response strategies | Johann Fortwengel, Freie U. Berlin; Arne Keller, Freie U. Berlin
Section D

1845 [Paper Session] - (OMT) Organizations and Innovation: How Organizational Processes Shape and Constrain Innovation
1:15pm - 2:45pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 1845
Chair: Rajesh Kumar, Menlo College

Social Innovation through Idea Development: Conversations between Professionals | Riku Ruotsalainen, VU U. Amsterdam

1846 [Paper Session] - (OMT) New Perspectives on Networks and Organizations
1:15pm - 2:45pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 1846
Chair: W. L. Dougan, U. of Wisconsin, Whitewater

The Failure of Professional Networks to Detect and Expose Corporate Corruption | Claudia Gabbioneta, U. of Genoa
Finalist for Best ESP Award


1847 [Paper Session] - (OMT) Living on the Edge: Organizational Deviance and Its Causes
1:15pm - 2:45pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 1847
Chair: Benjamin M. Cole, Fordham U.

Breaking Local Convention: Dependence Relationships and Quarterly Earnings Guidance | Sun Hyun Park, U. of Southern California; Kelly Patterson, U. of Southern California
Crime and Punishment? Deviance, sanctions and the dynamics of embedded agency | Jesper Edman, Hitotsubashi U.; Stefan Jonsson, Uppsala U.
Roles of Positive and Negative Public Discourse and Performance Feedback on Strategic Deviance | Bokyung Lee, Yonsei U.; Kyung Min Park, Yonsei U.
Capturing Value through Secrecy: A Process-Oriented Model of Secret Keeping in Organizations | Vikas Anand, U.
of Arkansas; Christopher C. Rosen, U. of Arkansas; Danny Franklin, U. of Arkansas

1848 [JS: (OMT, ONE, TIM) Social Movements and Economic Systems: From Market Change to Industry Creation
1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 A
Tweet this session: #AOM2014 1848
Chairs: Jocelyn M. Leitzinger, U. of Wisconsin, Madison; Chad Navis, U. of Wisconsin, Madison
Discussants: Michael Lounsbury, U. of Alberta

SMO Strategy Choices and the Conditions that Affect Them | Charlene E. Zietsma, York U.

Toward a Theory of Movement Driven Markets | Brandon H. Lee, Melbourne Business School
Welcome to the Jungle: Activist and Firm Discourse and the Struggle Over Market Change | Jocelyn M. Leitzinger, U. of Wisconsin, Madison; Theodore L. Waldron, Baylor U.; Chad Navis, U. of Wisconsin, Madison

The Institutional Antecedents of Greenwashing: SMOs and the Implementation of State RPS Policy | Wesley David Sine, Cornell U.; Arkangel Miguel Cordero, Cornell U.
1851 (Paper Session) - (PNP) Leadership in Public and Nonprofit Organizations
1:15pm - 2:45pm Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 1851
Chair: Candice Pippin Bodkin, North Carolina State U.
Tea.
Performance: The Moderating Effect of Leadership Style | Zehava Rosenblatt, U. of Haifa; Adva Pinyan, U. of Haifa
Serving Larger Purposes: Does Transformational Leadership Foster Employee Use of Public Values? | Sheela Pandey, Kean U.; Randall S. Davis, Miami U. Ohio; Sanjay K. Pandey, Rutgers U.; Shuyang Peng, Rutgers U.
Leadership Effectiveness Compared Across Three Different Work Settings | G. Ronald Gilbert, Florida International U.; Robert C. Myrtle, U. of Southern California; Ravi Sohi, U. of Nebraska
It's About the Mission: Leadership and Public Service Motivation in Nonprofit Organizations | Brian Dozer, Webster U.; Julie ’JP’ Palmer-Schuyler, Webster U.; Eric Rhiney, Webster U.

1852 (US: (RM, OMT, OB) The Size of Organization Science: The Role of Practical Significance in Management Theory
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 1852
Organizers: Matthew W. McCarter, The U. of Texas at San Antonio; Dina V. Krasikova, The U. of Texas at San Antonio
Discussant: James M. LeBreton, Purdue U.
The Significant Difference between Practical and Statistical Significance in Organization Science | Matthew W. McCarter, The U. of Texas at San Antonio; Dina V. Krasikova, The U. of Texas at San Antonio
Why the Papers That We are Publishing Shouldn't be Published, and How to Correct the Problem | Jose M. Cortina, George Mason U.
New Statistics Require New Social and Organization Theory | Marc Orlitzy, U. of South Australia

1853 (Paper Session) - (SAP) The Power of Words and Strategic Mindset in Strategizing Activities
1:15pm - 2:45pm Sheraton Philadelphia Downtown Hotel: Parlor D
Tweet this session: #AOM2014 1853
Chair: Chahrazad Abdallah, U. of London, Birkbeck
What's in a strategy? - Ways to get lost in translation of the strategy | Saren Obed Madsen, Copenhagen Business School
A mindset for strategic thinking: Conceptual synthesis of the capacity for strategic insight | William S Weyhrauch, Kansas State U.; Satoris S. Cilbertson, Kansas State U.
Communication Between Institutional Entities via Myth Processes What's the Story | Rohny Saylors, New Mexico State U.

1854 (Paper Session) - (SIM) External and Linguistic Influences on Business Behavior
1:15pm - 2:45pm Loews Philadelphia Hotel: Anthony Room
Tweet this session: #AOM2014 1854
Chair: James Weber, Duquesne U.
Examining how regulation enforcement impacts firm self-regulation activities | David Eduardo Cavazos, U. of New Mexico; Matthew A. Rutherford, James Madison U.; Karen D. W. Patterson, U. of New Mexico
Negotiating with the Millennial Generation (WITHDRAWN) | Livia Levine, The Wharton School, U. of Pennsylvania
Reconstructing Diversity Management and Communication from a Constitutive-Polyphonic Perspective | Hannah Trittin, U. of Zurich; Dennis Schoeneborn, Copenhagen Business School

1855 (Paper Session) - (SIM) Corporate Political Activity: Micro and Macro Influences
1:15pm - 2:45pm Loews Philadelphia Hotel: Commonwealth A2
Tweet this session: #AOM2014 1855
Chair: Jennifer J Griffin, George Washington U.
Corporate Political Activities Through Civil Society Meta-Organizations | Maria Paola Onetto, FGV-EAESP; Mario Aquino Alves, Fundacao Getulio Vargas
Unmasking Firms’ Political Ideological Associations | Michael Seth Nalick, Texas A&M U.; Scott Kuban, Texas A&M U., College Station; Mario Schijven, Texas A&M U.; Kai Xu, Texas A&M U.
Stakeholder Management and Corporate Political Activity: A Model of Strategic Stakeholder Management | Marguerite Schneider, NJIT; Michael Hadani, Saint Mary’s College
Political Goodwill or Legitimacy and Private Enterprise Philanthropy in China | Tianli Feng, U. of Electronic Science and Technology of China; Philip Bromiley, U. of California, Irvine; Runtian Jing, Shanghai Jiao Tong U.

1856 (Paper Session) - (SIM) Microfinance: Social Challenges and Social Effects
1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room C
Tweet this session: #AOM2014 1856
Chair: Gordon P. Rands, Western Illinois U.
Agency problem in microfinance contract in natural disaster context | HoWook Shin, U. of Texas, Dallas
Work-family role conflict in microfinance | Soo Jung Kim, U. of Texas, Dallas; Seung-Hyun Lee, U. of Texas, Dallas
Illicit Entrepreneurs - Value Creation and Value Capture By Microfinance Clients in Rural Burundi | Katarzyna Cieslik, U. Libre de Bruxelles; Marek Hudson, ULB - Solvay Brussels School; CERMI; Philip Verwimp, U. Libre de Bruxelles
1857 (SIM) Gender and Ethical Decision Making
1:15pm - 2:45pm Loews Philadelphia Hotel: Parlor 2
Tweet this session: #AOM2014 1857
Chair: Cristina Neesham, Monash U.
- Propensity for corruption: Is it gender or context? | Oliver Masakure, Wilfrid Laurier U.; Patricia Genoe McLaren, Wilfrid Laurier U.
- Sex & gender in ethical decision making: A critical review and recommendations for future research | Jason R Pierce, U. Adolfo Ibanez
- Do Female/Male Distinctions in Language Influence Microfinance Outreach to Women? | Estefania Santacreu-Vasut, ESSEC Business School; Israel Drori, College of Management, Israel; Ronny Manos, Cranfield U.; Amir Shoham, Temple U.

1858 (SIM, OB, CM) Behavioral Ethics: Pushing The Boundaries Of An Emerging Field
1:15pm - 2:45pm Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 1858
Chairs: Joseph P. Gaspar, Quinnipiuc U.; Danielle E. Warren, Rutgers U.
Discussant: Arthur P. Brief, U. of Utah
Competence by any means: Cheating as a Response to Ego Threat | Wiley Wakeman, London Business School; Celia Moore, London Business School
How Perceptions of Being Creative and Rare Can Increase Dishonesty | Lynne Catherine Vincent, Vanderbilt U.; Maryam Kouchaki, Harvard U.
Confident and Cunning: Self-Efficacy and Unethical Behavior | Joseph P. Gaspar, Quinnipiuc U.; Maurice Schweitzer, U. of Pennsylvania
Malleability of Moral Judgments | Kristin Smith-Crowe, U. of Utah; Danielle E. Warren, Rutgers U.
Investigating the Automatic and Undeniable Motivational Power of Moral Knowledge | Scott J. Reynolds, U. of Washington; Matt Eliseo, U. of Washington

1859 (TIM) Managing Complexity Through Modularity
1:15pm - 2:45pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 1859
Chair: C. Jason Woodard, Singapore Management U.
- From Garage to Grand Prix: Adaptation and Knowledge Integration in Complex Systems | Jan Hendrik Voss, Bocconi U.; Charles Williams, Bocconi U.
- Organizing to Effect Modular Architecture in Product Development | Marc Meyer, Northeastern U.; Tucker James Marion, Northeastern U.; Frido Smulders, TU Delft
- Modular exaptation: a missing link in the synthesis of artificial form | Pierpaolo Andriani, Kedge Business School; Giuseppe Carignani, U. of Udine; Renata Kaminska, SKEMA Business School

1860 (TIM) Inter-Organizational Alliances
1:15pm - 2:45pm Pennsylvania Convention Center: Room 117 B
Tweet this session: #AOM2014 1860
Chair: Martin C. Goossen, HEC Paris
- Effects of Performance-Based Contracts on Innovation in Inter-Organizational Relationships | Regien Sumo, Eindhoven U. of Technology; Wendy van der Valk, Tilburg U.; Arjan J. van Weele, Eindhoven U. of Technology; Christoph Bode, Tilburg U.
- Exploring knowledge appreciation and depreciation effects in technology alliance portfolios | Florian Noseleit, Groningen U. (RuG); Dries Faems, Groningen U. (RuG)
- To Trust or not to Trust: Vulnerability-based Trust in Interorganizational Partnerships | Julia Backmann, LMU Munich; Martin Hoegl, LMU Munich
- Exploring towards partners: Entry into new business domains in the U.S. venture capital firms | Alex Makarevich, ESADE Business School; Young-Choon Kim, National U. of Singapore

1861 (TIM) Routineing, Justifying, and Meta-Analyzing Creativity
1:15pm - 2:45pm Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 1861
- Design and the routinization of creativity | Beatrice D’ippolito, The York Management School, U. of York; Marcela Miozzo, The U. of Manchester; Davide Consoli, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV)
- The social justification of creative ideas: An inductive study of drug discovery teams | Andreas Ernst Schneider, ETH Zurich; Vivianna Fang He, ETH Zurich; Zeynep Erden, ETH Zurich
- Examining the relationship between creativity and innovation: A meta-analysis | Hessamoddin Sarooghi, U. of Missouri, Kansas City; Dirk P Libaers, U. of Missouri, Kansas City; Andrew C Burkmper, U. of Missouri, Kansas City
- Myopic Creative Climate - The result of streamlining in R&D organizations? | Katarina Lund, KTH Royal Institute of Technology; Jennie Bjork, The Royal Institute of Technology; Mats Magnusson, Royal Institute of Technology - KTH

1862 (TIM) Open Innovation: Incentives for Contributing
1:15pm - 2:45pm Pennsylvania Convention Center: Room 117 A
Tweet this session: #AOM2014 1862
Chair: Daniel Ehls, Technische U. Hamburg-Harburg (TUHH)
- Joining Open Source Communities under Alternatives:Openness Trade-Offs and User Traits Contingency | Daniel Ehls, Technische U. Hamburg-Harburg (TUHH)
- Public incentives to innovate and open innovation strategies | Marcelo F. Cano-Kollmann, Temple U.; Robert D. Hamilton, Temple U.
Thursday 1:30PM

1866: (ICW) IMD International Day 5
1:30pm - 5:30pm Philadelphia Marriott Downtown: Conference Suite 1
Tweet this session: #AOM2014 1866
Organizer: Marianne Rothenbuehler, IMD International

Tuesday 3:00PM

1867: (BPS) Partner Choice, Matching, Value Creation and Performance in Inter-Firm Partnerships
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom F
Tweet this session: #AOM2014 1867
Organizers: Denisa Mindruta, HEC Paris; Gordon Walker, Southern Methodist U.
Distributitional Properties of Interorganizational Value | Luis Cabral, New York U.; Goncalo Pacheco-de-Almeida, HEC Paris
A Two-sided Matching Approach for Partner Selection | Denisa Mindruta, HEC Paris; Mahka Moeen, U. of South Carolina; Rajshree Agarwal, U. of Maryland
Estimating Value Creation in Buyer-Supplier Interfaces Thanks to Revealed Preferences | Olivier Chatain, U. of Pennsylvania

1868: (Paper Session) - (BPS) Uncertainty and Firm & Technological Scope
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence A
Tweet this session: #AOM2014 1868
Chair: Jinsil Kim, U. of Texas, Dallas
The Multi-Product Firm As Organizational Setup to Address Uncertainty | Emanuel Roland Kastl, Cass Business School, City U. London
Where Do Dominant Technologies Come From? The Role of Firms’ Technological Scope under Uncertainty | Puay Khoon Toh, U. of Minnesota; Cameron D Miller, U. of Minnesota
Technological Uncertainty and the Use of M&A to Externalize Innovation | David R. Clough, INSEAD
Equity Stakes and Exit: An Experimental Approach to Decomposing Exit Delay | Rachel Croson, U. of Texas, Dallas; Daniel Walter Elfenbein, Washington U. in St. Louis; Anne Marie Knott, Washington U. in St. Louis

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

1863: (Paper Session) - (TIM) Building and Seeking Legitimacy
1:15pm - 2:45pm Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 1863
Chair: Sofia Bapna, U. of Minnesota
Scientific revealing and firm product pioneering with an emerging fiber optics technology | Olga Bruyaka, Virginia Tech; Linda Tegarden, Virginia Tech; Donald E. Hatfield, Virginia Tech; Fiona Xiaoying Ji, Ohio U.; William Lamb, Ohio U.
Which Legitimacy to Leverage? The Interplays between Legitimacy, Capability, and Innovation | Yehui Zhao, Shanghai Jiao Tong U.; Yi Liu, Shanghai Jiao Tong U.
Category markers: how organizations inform consumers about categorical identities of hybrid products | Bram Kuiken, U. of Amsterdam; Nachoem M. Wijnberg, U. of Amsterdam; Gerda Gemser, RMIT U.
Entrepreneurship, Legitimacy and Online Social Communities: An Empirical Analysis | Sofia Bapna, U. of Minnesota; Mary J. Benner, U. of Minnesota

1864: (Paper Session) - (TIM) Eye of the Beholder: Reputation and Stakeholder Expectations
1:15pm - 2:45pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 1864
Chair: Thomas Klueter, IESE Business School
Festival Innovation Management: A Stakeholder's Perspective | Hui-Fen Chen, National Taipei U.; Shao-Huan Chen, National Chengchi U.; Shih-Han Li, National Taipei U.
Unpleasant Surprise: The Influence of "Reputation Surprise" on Prominence and Perceived Quality | Owen Nelson Parker, Indiana U., Bloomington; Varkey K Titus, The U. of Nebraska-Lincoln; Matthew Semadeni, Arizona State U.
Swimming Against the Current - Radical Innovation and Startup Firm Market Value | Thomas Klueter, IESE Business School; Rahul Kapoor, U. of Pennsylvania
Stock market response to R&D alliance announcements: A signaling perspective | Yen-Chih Huang, Asia U.; Rong Ma, Rutgers U.; Cheng-Yu Lee, Southern Taiwan U. of Science and Technology

1865: (Paper Session) - (TIM) Learning Through Licensing and Acquisitions
1:15pm - 2:45pm Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 1865
Chair: Vincenzo Palermo, U. of Toronto
Technology Licensing and Firm Innovation: The Moderating Effect of Slack and Organizational Myopia | Solon Moreira, Copenhagen Business School
Technology and external conditions at play: a study of learning-by-licensing practices in China | Yuandi Wang, Sichuan U.; Zhao Zhou, Shanghai U. of Finance and Economics
Internal knowledge accumulation and the acquisition of external technology: is there a trade-off? | Vincenzo Palermo, U. of Toronto
What do acquiring firms do with acquired knowledge? | Seungho Choi, Ewha Womans U.; Gerry McNamara, Michigan State U.

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

433 Section D
1869  : (Paper Session) - (BPS) Information Flows and Corporate Outcomes
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 3
Tweet this session:  #AOM2014 1869
Chair: Koen Heimeriks, Tilburg U.
Money Secrets: How Does the Legal Protection of Trade Secrets Affect Firm Acquisition Price? | Francesco Castellaneta, Catolica Lisbon School of Business and Economics; Raffaele Conti, Catolica Lisbon School of Business and Economics; Thierry Tucci, London School of Economics and Political Science

1870  : (Paper Session) - (BPS) Rivalry and Strategic Positioning
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 4
Tweet this session:  #AOM2014 1870
Chair: Amir Sasson, BI Norwegian Business School
A Pressure-Release Model of Competitive Reactions: Evidence from Online Price Comparisons | Jakob Woblistin, Erasmus U. Rotterdam; Otto Koppius, Erasmus U. Rotterdam
Strategy as Activity System: A Review and Conceptualization | Daniel Albert, U. of Pennsylvania
The Social Construction of Rivalry: An Analysis of the Palio di Siena from 1861-2012 | Jay R. Horwitz, Bocconi U.; Fabrizio Perretti, Bocconi U.
What Competes, Organizations or Products? | William P Barnett, Stanford U.; David McKendrick, Australian National U.; Etan Green, Stanford U.

1871  : (Paper Session) - (BPS) Microfoundations of Strategy
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 5
Tweet this session:  #AOM2014 1871
Chair: Libby Weber, U. of California, Irvine
Know Thyself, Know Thy Rival — High Performers Combine Cognitive Skills with Social Cognition | Sheen S. Levine, Columbia U.; Mark Bernard, Johann Wolfgang Goethe U. Frankfurt; Rosemarie Chariklia Nagel, Pompeu Fabra U.
The Microfoundations of the Theory of the MNC: New Insight from a Psycholinguistic Study | Minyoung Kim, U. of Kansas; Midam Kim, U. of Kansas; Ann Bradlow, Northwestern U.; Tailan Chi, U. of Kansas
Private and Public Opinion Discrepancy: the Anatomy of Market Valuation | Jiayin Zhang, Massachusetts Institute of Technology
A Formal Framework for Strategic Representations and Conceptual Reorganization | Timo Ralf Ehrig, Max Planck Institute for Mathematics in the Sciences; Juergen Jost, Max Planck Institute for Mathematics in the Sciences; Massimo Warglien, U. Ca' Foscari of Venice

1872  : (Paper Session) - (BPS) Narcissism, Anxiety and Hubris in CEOs
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Seminar Room B
Tweet this session:  #AOM2014 1872
Chair: Nicholas N Bartkoski, Ball State U.
The Pursuit of Social Esteem: How Narcissistic Chief Executives Endeavor to Create Their Context | Arijit Chatterjee, ESSEC
Signs of Narcissism of CEOs: Validating a Widely Used Measure | Irmeila Koch, U. of Mannheim; Torsten Biemann, U. of Mannheim
Pride as a Double-Edged Sword: Effects of CEO Hubris on Firm Market Exploration and Exploitation | Yi Tang, Hong Kong Polytechnic U.; Danny Wang, Hong Kong Baptist U.; Flora Gu, Hong Kong Polytechnic U.
Heavy Lies the Crown? Top Executive Anxiety And Strategic Decision Making | Michael J. Mannor, U. of Notre Dame; Viva Ona Bartkus, U. of Notre Dame; Adam J. Wowak, U. of Notre Dame

1873  :JS: (BPS, ENT) Crowdfunding: A Consortium of Research Perspectives
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence B
Tweet this session:  #AOM2014 1873
Organizers: Brian Philip Reschke, U. of California, Berkeley; Peter Younkin, McGill U.; Keyvan Kashkooli, U. of California, Los Angeles
Discussant: Lee Fleming, U. of California, Berkeley
Who Contributes More to Crowdfunding Campaigns?
Evidence from Indiegogo | Venkat Kuppuswamy, U. of North Carolina, Chapel Hill; Barry Bayus, U. of North Carolina, Chapel Hill
The Hidden Cost of Accommodating Crowdfunder Privacy Preferences: A Randomized Field Experiment | Gordon Burtch, U. of Minnesota; Anindya Ghose, New York U.; Sunil Wattal, Temple U.
Gender and Beauty in a Peer-to-peer Loan Market: Implications for Women in Small Business | Ko Kuwabara, Columbia Business School; Sarah Thébaud, UC Santa Barbara
Commensurating Community: The Impact of Standardization on Social Bases of Exchange | Brian Philip Reschke, U. of California, Berkeley
A Crowd or a Community?: How Community Membership Influences the Perception of Worthiness | Peter Younkin, McGill U.; Keyvan Kashkooli, U. of California, Los Angeles

1874  :SHCS: (BPS, ENT, TIM) A Multilevel Perspective on Technological Discontinuities: What Do We Know & Where Do We Go From Here?
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia South
Tweet this session:  #AOM2014 1874
Chairs: Richard Tee, EPFL; Bilgehan Uzunca, IESE Business School
Participants: Ron Adner, Dartmouth College; J.P. Eggers, New York U.; Andrew King, Dartmouth College; M Lourides Sosa, the London School of Economics and Political Science; Christopher L Tucci, École Polytechnique Fédérale de Lausanne

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Exploring the Role of Emotion in Negotiation

3:00pm - 4:30pm Pennsylvania Convention Center: Room 107 A

Chair: Monique Valcour, EDHEC Business School

Understanding Job Allocations among Expatriates in a Culturally Diverse Workforce Situation | Akram Al Ariss, Toulouse Business School; Chun Guo, Sacred Heart U.

A Study of Expatriate Career Intention | Arpita Joardar, Clark U.

The Careers Best International Paper Award Finalist Broadening our Understanding of the Self-Initiated Expatriate through the Sociology of the Stranger | Nadia C. DeGama, York U.; Steve McKenna, York U.

Too Early or Too Late: A Sequence Analysis of Executive Career Timing | Guorong Zhu, Salem State U.; Lan Wang, Boston U.


Effects of Attachment Anxiety and Avoidance on Negotiation Propensity and Performance | Julia Bear, Stony Brook U.-State U. of New York; Dikla Segel Karpas, Technion Israel Institute of Technology

1879 (CM, OB) Bringing Competition Back: Competition and Collaboration Within and Between Organizations

3:00pm - 4:30pm Pennsylvania Convention Center: Room 118 A


Conflict and Pulsating Collaboration in Interorganizational Networks | Adam Tatarynowicz, Tilburg U.; Maxim Sytch, U. of Michigan

1880 (CM, SIM) Cracking the Hegemony of the Industrial Food System: Exploring Opportunities for Change

3:00pm - 4:30pm Pennsylvania Convention Center: Room 124

Organizer: Michael B Elmes, Worcester Polytechnic Institute

Discourse, Food and Hunger: A Case Study of Innovation and Change at the Worcester County Food Bank | Michael B. Elmes, Worcester Polytechnic Institute; Robert Hersh, WPI; Robbin Derry, U. of Lethbridge


Discursive Claims in the Food Industry: The Paradoxical Roles of Measurement and Strategic Ambiguity | Sally Davenport, Victoria U. of Wellington; Shirley R. Leitch, The Australian National U.; Urs Daellenbach, Victoria U. of Wellington

A Critical Assessment of Corporate, Independent, and Activist Players in the Economy of Food | Robbin Derry, U. of Lethbridge

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1881  (Paper Session) - (ENT) Theory and Empirical Evidence on Female Entrepreneurship and Gender Issues
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom H
Tweet this session: #AOM2014 1881
Chair: Janine Marie Swail, The U. of Nottingham
Discussant: Rachida Justo, IE Business School
- The Role of Formal and Informal Gendered Institutions in Rate and Type of Female Entrepreneurship | Matilde Ruiz-Arroyo, U. of Granada; María del Mar Fuentes, U. Granada; Jenny María Ruiz Jiménez, U. of Granada
- A Gender Integrative Theory of Entrepreneurship | Susan Clark Muntean, Ball State U.; Banu Özkançan-Pan, U. of Massachusetts Boston
- Analyzing the Impact of Gender on Entrepreneurial Legitimacy During Business Nascency | Janine Marie Swail, The U. of Nottingham; Susan Marlow, The U. of Nottingham
- Should Men and Women Start Companies Together? The Impact of Team Diversity on Startup Success | Agnieszka Kwapisz, Montana State U.; Scott Bryant, Montana State U.; Brent Rosso, U. of Michigan
- Using Digital Social Networks To Explore Term Sheet Negotiation Styles Of Women Entrepreneurs | Ethne M Swartz, Fairleigh Dickinson U.; Frances M. Amatucci, Slippery Rock U.; Susan Coleman, U. of Hartford

1882  (Paper Session) - (ENT) Resilience in Entrepreneurial Action
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence C
Tweet this session: #AOM2014 1882
Chair: Trenton A Williams, Indiana U., Bloomington
Discussant: Martin Obschonka, U. of Jena
- Resilience in Entrepreneurs | Rosemary Fisher, Box Hill Institute; Alex Maritz, Swinburne U.; Antonio Lobo, Swinburne U.
- Weathering the storms: Unpacking Entrepreneurs’ Resilience Using Repertory Grid Technique | Stephanie Hussels, Cranfield School of Management; Oksana Koryak, Warwick Business School; Patrick Reimmaoeller, Cranfield U.; Jutta Tobias, Cranfield School of Management
- Persistence and Start-Up Speed of Intrapreneurs | Matthias Alfred Tietz, IE Business School; Simon C Parker, Ivey School of Business; Brian S. Anderson, U. of Colorado
- Value Through Venturing: Resilience Outcomes in the Wake of Potentially Traumatic Events | Trenton A Williams, Indiana U.; Bloomington; Dean A Shepherd, Indiana U.

1883  (Paper Session) - (ENT) Process Approaches to Entrepreneurial Innovation and Opportunity Recognition
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor B
Tweet this session: #AOM2014 1883
Chair: Heidi Noelle Herrick, U. of Utah
Discussant: Geetika Sethi, U. of Washington
- Towards a Process Theory of Opportunity Development | Yuliya Sinhr, Toulouse Business School; B. Sebastian Reiche, IESE Business School; Eric Quintane, U. de los Andes
- Consumer Sovereignty: A Demand-Side Theory of the Entrepreneurial Process | Mark Packard, U. of Missouri
- Experience, Experimentation and Judgment: Towards a Process Theory of Entrepreneurial Discovery | Jens Schmidt, Aalto U.

1884  (Paper Session) - (ENT) Advancing the Understanding of Process-Related Phenomena in Entrepreneurship
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 6
Tweet this session: #AOM2014 1884
Chair: Franz T. Lohrke, Brock School of Business, Samford U.
Discussant: Jeffrey S. McMullen, Indiana U., Bloomington
- Entrepreneurial Orientation and Strategic Alliance Success | Feifei Jiang, Ph D Student; Xu Jiang, Xi’an Jiaotong U.; Yunlong Pei, Xi’an Jiaotong U.; Gang Wang, Wuhan U.
- Effects of a Portfolio Company’s Alliance Formation on the Market Returns of Its CVC Firm | Heejin Woo, U. of Southern California; Joohyung Bae, U. of Southern California; Ribuaga Rebecca Kang, U. of Minnesota; Youngeun Chu, U. of Minnesota
- Bayesian Analysis in Entrepreneurship Research: A Review and Research Agenda | Franz T. Lohrke, Brock School of Business, Samford U.; Charles M. Carson, Brock School of Business, Samford U.; Archie Lockamy, Brock School of Business, Samford U.
- Perceived Organizational Dynamics and the Regulatory Focus of Entrepreneurial Behavior | Alex Kier, Indiana U. Kelley School; Jeffrey S. McMullen, Indiana U., Bloomington
- The Impact of Planning Type, Timing, and Duration on Nascent Entrepreneurial Outcomes | Christian Hopp, Aachen U. of Technology (RWTH); Francis Greene, Birmingham U.

1885  (Paper Session) - (ENT) Social and Ethical Issues in Venture Capital Research
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Salon 9
Tweet this session: #AOM2014 1885
Chair: Alicia Robb, Ewing Marion Kauffman Foundation
Discussant: Isin Guler, Sabanci U.
- Exploring Ethical Orientation and Ethical Gradation in Venture Capital | Yves Fassin, Vlerick Business School; Will Drover, U. of Oklahoma
- Black & White: Racial Differences in New Firm Financing | Alicia Robb, Ewing Marion Kauffman Foundation; Robert W. Fairlie, U. of California, Santa Cruz; David Robinson, Duke U.
- Regional Inequality in the Spatial Distribution of Venture Capital Investments in Brazil | Gilberto Sarfati, Fundacao Getulio Vargas; Marcus Salusse, FGV-EAESP
1886 🌐 Twitter this session: Benedictine U., Indiana U.

Presenters: Ovchinnikov, Benedictine U.; Raul Candeloro, Small Giants Community

Chair: Alessandro Lanteri, American U. of Beirut

Setting the Stage for Paradigm Development: A “Small Tent” Approach to Social Entrepreneurship | Scott L. Newbert, Villanova U.; Ronald Paul Hill, Villanova U.


Causal Performativity and Four Definitions of Social Entrepreneurship | Alessandro Lanteri, American U. of Beirut

1887 🌐 #AOM2014 1889

Failure in Entrepreneurship

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Philadelphia North
Tweet this session: #AOM2014 1887

Chair: Gabriella Cacciotti, Warwick Business School
Discussant: Deniz Ucbasaran, U. of Warwick

The Fear of Failure in Entrepreneurship | Gabriella Cacciotti, Warwick Business School; James C. Hayton, Warwick Business School

The Social Processes of Sensemaking Around Failure in Entrepreneurial Ventures | Stephen John Lyon, The U. of Warwick; Deniz Ucbasaran, U. of Warwick; Andy Lockett, U. of Warwick


The Rocky Road of Business Demise, Failure and Recovery: A Journey of Emotions and Sensemaking | Orla Byrne, U. of Bath

1888 🌐 #AOM2014 1890

Scholar Practitioner Collaboration in Entrepreneurship Research, Education and Practice: What Works?

3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Freedom E
Tweet this session: #AOM2014 1888

Organizers: James D Ludema, Benedictine U.; Fedor Ovchinnikov, Center for Evolutionary Leadership
Presenters: Donald F Kuratko, Indiana U.; Michael R Manning, Benedictine U.; Raul Candeloro, Small Giants Community; Thomas J Walter, Tasty Catering, Inc.; Kevin Lynch, Benedictine U.; Robert J. Strom, Kauffman Foundation

1889 🌐 JS: (GDO) Diversity Management Practices - Gender

3:00pm - 4:30pm Loews Philadelphia Hotel: Adams Room
Tweet this session: #AOM2014 1889

culture/nationality, gender, inclusion, barriers/glass ceiling, leadership, stereotyping, diversity policy, communication

Chair: Payal Kumar, Xavier Labour Relations Institute
Legislated absenteeism: The case of mandated family-friendly leave policies | Jessica Bagger, California State U.
Sacramento; Andrew Li, West Texas A&M U.

Diversity Management for All? An Empirical Analysis of Diversity Management Outcomes Across Groups | Tanachia Ashkali, Erasmus U. Rotterdam; Sandra Groeneveld, Erasmus U. Rotterdam

Advancing Women in Leadership: Multi-Level Targets and Mandatory Quotas Impact on Cultural Change | Thomas Clarke, U. of Technology, Sydney; Alice Klettner, U. of Technology, Sydney

#AOM2014 1890 🌐 SHCS: (GDO) Navigating the Labyrinth:

Examining the Importance of Context and Stereotypes in Gender Research

3:00pm - 4:30pm Loews Philadelphia Hotel: Parlor 1
Tweet this session: #AOM2014 1890

Chairs: Ashley E. Martin, Columbia Business School; Katherine W. Phillips, Columbia U.

Discussants: Kathleen L. McGinn, Harvard U.; Katherine W. Phillips, Columbia U.

Winning at All Costs: Dysfunctional Competition and Gender | Pinar Onur Fletcher, Harvard U.; Kathleen L. McGinn, Harvard U.

Gender Differences in Delegation: The Role of Guilt and Trust | Ashley E. Martin, Columbia Business School; Katherine W. Phillips, Columbia U.; Modupe Akinola, Columbia U.

Getting What You Ask For: Peer Information & Authority Influence Men & Women’s Negotiation Behavior | Kachelit Raz, U. of Virginia; Melissa C. Thomas-Hunt, U. of Virginia; Camilla Quental, Audencia Nantes School of Management; Erika H. James, U. of Virginia

When Opportunity Knocks, Female Negotiators are Disproportionately Deceived | Jessica Kennedy, Vanderbilt U.; Laura Kray, U. of California, Berkeley; Alex Bryant Van Zant, U. of California, Berkeley

Are Black Women Stereotypically Black?: Exploring the Intersection of Race and Gender | Denise Lewin Loyd, Massachusetts Institute of Technology; Mary Kern, Baruch College-The City U. of New York; Katerina Gonzalez, Baruch College-The City U. of New York

1891 🌐 JS: (GDO, MSR) The leadership of African women: Models, modes, and measures

3:00pm - 4:30pm Loews Philadelphia Hotel: Washington Room B
Tweet this session: #AOM2014 1891

Chair: Anne O’Leary-Kelly, U. of Arkansas

Discussant: Jenny M. Hoobler, U. of Illinois at Chicago

The radical transformative leadership of African women: Four inspiring portraits | Faith Wambura Ngunjiri, Concordia College

Female SME leaders in Ghana: The importance of spirituality | Margaret Reid, U. of Arkansas; Anne O’Leary-Kelly, U. of Arkansas

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Developing a scale to measure leadership effectiveness in Africa and the Diaspora: The LEAD Project | Terri R Lituchy, U. of the West Indies; James Michaud, Concordia U.; Moses Acquah, U. of North Carolina, Greensboro; David L Ford Jr, U. of Texas, Dallas; Bella L. Galperin, U. of Tampa; Betty Jane Punnett, U. of the West Indies; Bill Buener Pupilampu, U. of Ghana; Thomas Senaji, Kenya Methodist U.; Samuel Sejikya, Makerere U.

Democratizing and Professionalizing Risk Work: The Institutional Work of Hospital Risk Managers | Véronique Labelle, HEC Montreal; Linda Rouleau, HEC Montreal

More Than Meets the Eye: A Closer Look at Front-line Service Management | Donald Hale, U. of South Carolina; William Shepherd, The Ohio State U.; Robert E Ployhart, U. of South Carolina

Managing Multiple Employee Groups and Its Consequences | Jeanine Prime, Catalyst; Rosemary Batt, Cornell U.

Ownership Matters: Ownership Structure, HR Practices, and Performance in a Franchise System | Tashlin Lakhani, The Ohio State U.

Examining Pay Structure in Compensation Research | Yoshio Yanadori, U. of South Africa; Victor Cui, U. of Manitoba


Incorporating Pay Basis and Risk into Pay Comparison | Shao Long Li, Huazhong U. of Science and Technology; Pan Pan Mao, Huazhong U. of Science and Technology

Micro considerations in Strategic HRM research | John Cordery, U. of Western Australia; Jos Gamble, U. of London
High-performance Work system, Psychological Capital and Employee Attitudes: A Chinese Study | Rentao Miao, Renmin U. of China; Wenxia Zhou, Renmin U. of China; Baoguo Xie, Renmin U. of China; Bing Wang, U. of Science and Technology Liaoning

1898 : (Paper Session) - (HR) Focusing on legal issues in HR
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 413
Tweet this session: #AOM2014 1898
Chair: Mark Yockey, U. of South Dakota


Examining Sex Discrimination Experiences: A Multi-level Signaling Theory Perspective | Kyoung Yong Kim, U. of Houston; Teri Elkins, U. of Houston; Steve Werner, U. of Houston

You are in Control: Investigating the Effect of Stigma Controllability on Interview Outcome | Alexander Buijsrogge, Ghent U.; Eva Derous, Ghent U.; Wouter Duyck, Ghent U.

1899 : (Paper Session) - (HR) HR planning, downsizing, and restructing
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 414
Tweet this session: #AOM2014 1899
Chair: Kent Rondeau, U. of Alberta

The informal side of communication: The role of rumor during employee downsizing | Achim Schmitt, École hôtelière de Lausanne; Grant Michelson, Edith Cowan U.

Determined to excel of damaged goods? Layoff effects on promotions and pay growth in reemployment | Paul Davis, U. of Wisconsin, Madison; Charlie O. Trevor, U. of Wisconsin, Madison

Layoffs, Affective Human Capital, and Firm Performance | James P. Guthrie, U. of Kansas; Pingshu Li, U. of Kansas; Felix Meschke, U. of Kansas

Institutions and Preferences in Settings of Causal Complexity: Corporate Restructuring in France | Dong Kwan Jung, Korea Labor Institute; Michel Goyer, Birmingham Business School

1900 : (Paper Session) - (IM) Global Strategy: Embeddedness
3:00pm - 4:30pm Pennsylvania Convention Center: Room 115 C
Tweet this session: #AOM2014 1900

The Effect of Local Relational Embeddedness on the Innovative Performance of Foreign Subsidiaries | Qin Yang, Robert Morris U.; Crystal X Jiang, Bryant U.

Boundary Spanning: When Locals Articulate Locally Embedded Tacit Knowledge | Mette Zoelner, Copenhagen Business School

An Unexpected Windfall? State-level Network Efficiency and Firms’ Competitive Advantage | Naoki Yasuda, Keio U.; Hitoshi Mitsuhashi, Keio U.

International R&D Network Embeddedness as a Driver of International Commercialization | Marie Oehme, U. of Mannheim; Suleika Bort, Mannheim U.

1901 : (Paper Session) - (IM) Internationalization: Cross-Border Mergers and Acquisitions
3:00pm - 4:30pm Pennsylvania Convention Center: Room 116
Tweet this session: #AOM2014 1901
Chair: Kathleen Park, Massachusetts Institute of Technology

Stopping Short of One Hundred Percent: Rationales for Partial Acquisition of Emerging Market Firms | Farok J. Contractor, Rutgers U.; Somnath Lahiri, Illinois State U.; B Elango, Illinois State U.; Sumit Kumar Kundu, Florida International U.

Distance and Within-Country Diversity Effects on Foreign Acquisitions | Douglas Dow, Melbourne Business School; Ilya Cuypers, Singapore Management U.

Effects of Acquisition Experience on Value Creation in Service Sector Cross-Border Acquisitions | Deepak K Datta, The U. of Texas at Arlington; Dynah A Basuil, The U. of Auckland

Effects of R&D Investments and Signals on International Acquisitions: Evidence from IPO Firms | Cheng-Wei Wu, The U. of Hong Kong; Jeffrey J. Reuer, Purdue U.

1902 : (Paper Session) - (IM) Institutions: Institutions and Firm Behavior
3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 B
Tweet this session: #AOM2014 1902

Firm Perceptions of Court Effectiveness in Central and Eastern Europe | Michael Louis Troilo, U. of Tulsa

Reputation Spillover from Foreign to Home Countries and Its Impact on Domestic Market Performance | Heewon Chae, U. of Michigan, Ann Arbor; Jaeyong Song, Seoul National U.

Why Home and Host Country Context Matters More Than (Cultural) Distance: An Empirical Study | Anne-Wil Harzing, ESCP Europe; Markus Pudelko, Tübingen U.

Strategy in Turbulent Environments: Investigating Transition Economy Contexts | George A. Shinkle, U. of New South Wales; Mirjam Goudsmit, U. of New South Wales; Aidas Pranas Kriauciunas, Purdue U.; Greg S Hundleby, Purdue U.

1903 : (JS) - (IM, BPS) Global Innovation: International Aspects of Innovation Ecosystems and Demand-Side Perspectives
3:00pm - 4:30pm Pennsylvania Convention Center: Room 122 A
Tweet this session: #AOM2014 1903
Organizers: Ana Cristina O Siqueira, Duquesne U.; Ronaldo C. Parente, Florida International U.; Richard L. Priem, Texas Christian U.

Global Innovation Networks and International Entrepreneurship: A Demand-Side Perspective | Shaker A. Zahra, U. of Minnesota; Satish Nambisan, U. of Wisconsin, Milwaukee

Demand Heterogeneity, Learning Diversity and Product Innovation in an Emerging Economy | Zhenzhen Xie, Tsinghua SEM; Jiatao Li, Hong Kong U. of Science and Technology

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

Section D
Cross-National Distance and FDI: The Moderating Role of Consumer Demand | Nicholas Bailey, U. of South Carolina; Sali Li, U. of South Carolina
Demand-Side Embeddedness and Value Creation of Subsidiaries: Propositions & Further Research Agenda | Ulf Andersson, Copenhagen Business School; Bent Petersen, Copenhagen Business School; Thomas Ritter, Copenhagen Business School

1904: (Paper Session) - (MOC) Cultural Intelligence: New Models for Theory and Practice
3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 C
Tweet this session: #AOM2014 1904
Chair: Sabrina D Volpone, U. of New Mexico
Discussant: Chris Earley, Purdue U.
The Predictive Validity of Cultural Intelligence Dimensions: A Meta-Analysis | Thomas Rockstuhl, Nanyang Technological U.; Yaqun Liu, Nanyang Technical U.; Soon Ang, Nanyang Technological U.
Investigating Expatriates’ Intentions to Quit | Emily David, Zayed U.; Sabrina D Volpone, U. of New Mexico
The Impact of Cultural Intelligence on Trainer Performance | Cristina Rubino, California State U., Northridge; Derek R. Avery, Temple U.; Christiane Spitzmuller, U. of Houston; Lucia Elizabeth Guillory, Stanford U.
Predicting Cultural Adjustment: Examining New Individual Difference Predictors and CQ | Dennis John Marquardt, The U. of Texas at Arlington; Wendy J. Casper, The U. of Texas at Arlington; Sabrina D Volpone, U. of New Mexico

1905: (Paper Session) - (IM, HR) Global Leadership: An institutional perspective on comparative human resource management
3:00pm - 4:30pm Pennsylvania Convention Center: Room 120 A
Tweet this session: #AOM2014 1905
Coordinators: Chris Brewster, Henley Business School; Geoffrey Wood, Warwick Business School
Rationale & Overview: An institutional perspective on comparative human resource management | Geoffrey Wood, Warwick Business School; Chris Brewster, Henley Business School
Comparative HRM and convention theory | Wolfgang Mayrhofer, WU Vienna; Mila B. Lazarova, Simon Fraser U.; Katharina Pernkopf-Konhäusner, WU Vienna
Institutions, Liberal Market Economies and Comparative Capitalisms | James T Walker, Henley Business School; Geoffrey Wood, Warwick Business School

1906: (MC) MC Division Executive Committee Meeting
3:00pm - 5:30pm Pennsylvania Convention Center: Room 202 A
Tweet this session: #AOM2014 1906

1907: (Paper Session) - (MED) Evidence Based Education & Curriculum Development
3:00pm - 4:30pm Loews Philadelphia Hotel: Regency Ballroom C1
Tweet this session: #AOM2014 1907
Chair: Paul Tristen Balwant, The U. of Sheffield
Choosing Instructional Methods To Fit The Knowledge Structure Of Course Components | Derrick McVier, Western Michigan U.; Stacey R. Fitzsimmons, Western Michigan U.; David J. Flanagan, Western Michigan U.
Bibliographic Search Training for Evidence-Based Management Education | Jodi S. Goodman, West Virginia U.; Michael Shayne Gary, AGSM-Australian School of Business; Robert E. Wood, U. of Melbourne
Business Knowledge Needed in Health Care to Support Good Stewardship and Effective Management | Janet L. Lear, The U. of Nebraska Kearney; Michelle M. Fleig-Palmer, The U. of Nebraska Kearney; Kay A. Hodge, The U. of Nebraska Kearney; Matthew J. Fleig, U. of Rochester; Ariane J. Atten, The U. of Nebraska Kearney
Teaching Evidence-based Management: Insights from an Empirical Study of an EBM Decision Process | April Lee Wright, The U. of Queensland, Australia; Ray Zammuto, The U. of Queensland, Australia; Peter W. Liesch, The U. of Queensland, Australia; Stuart Anthony Middleton, The U. of Queensland, Australia; John Burke, Queensland Health; Victoria Brazil, Queensland Health

1908: (Paper Session) - (MOC) Cognition and Teams
3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room A
Tweet this session: #AOM2014 1908
Chair: Marc Benjamin Steran, EHL
The “Frog” and the “Pond”: A Team Based Perspective on Social Comparison Theory | Jaclyn Margolis, Drexel U.; Johanna Capitano, Drexel U.; Jonathan C. Ziegert, Drexel U.
How identification motives and relational identification impact interpersonal dynamics in teams? | Shora Motaebed, ESSEC Business School - Paris
How much does accountability count? A meta-analytical answer | Dwight D. Frink, U. of Mississippi; Angela Hall, Michigan State U.; Joseph Guzman, Michigan State U.; Wajda Wikmann, Gothenburg U.

1909: (Paper Session) - (MOC) Timing Issues and Sensemaking
3:00pm - 4:30pm Loews Philadelphia Hotel: Washington Room A
Tweet this session: #AOM2014 1909
Chair: David A. Alvarado, The U. of Texas-Pan American
Escaping clocktime to experiment, learn and innovate in organizations | Gilles van Wijk, ESSEC
Temporal Depth in Sensemaking: Foundations of Environmental Velocity Framing in Nascent Industries | Christopher Rowell, Aalto U.; Robin Gustafsson, Aalto U.
Sensemaking at Sea: Organizing with Natural Materiality in an Alaskan Commercial Fishery | Jason Good, U. of Michigan
The impact of temporal framing of competitive actions on rivals’ responses | Sucheta Nadkarni, Drexel U.; Lingling Pan, Michigan State U.; Shimeng Xiao, Drexel U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1910  ![Session Details – Tuesday, 2:00 - 4:00 PM](#)

**Multiple Goal Pursuit in Organizations: Perspectives from Multiple Levels of Analysis**

3:00pm - 4:30pm Loews Philadelphia Hotel: Tubman Room

Tweet this session: #AOM2014 1910

**Organizer:** Esther Sackett, Duke U.

**Discussant:** Matthew J Pearsall, U. of North Carolina, Chapel Hill

How and When Disengagement in Goal Priorities Leads to Improved Job Performance | Michael R. Parke, U. of Maryland; Juliet Aiken, Georgetown U.

Impact of Attention Residue on Performance of Interrupted Task | Lalitha Urs, U. of Minnesota; Aaron M. Schmidt, U. of Minnesota

Managing Multiple, Conflicting Organizational Sub-Goals: How Should Firms Explore and Exploit? | Colleen M Cunningham, Duke U.

Multiple Teams and Multiple Goals: The Role of Team Mental Models of Extra-Team Goals | Esther Sackett, Duke U.

**1911 ![Session Details – Tuesday, 2:00 - 4:00 PM](#)**

**Abusive Supervision and Disengagement from Work**

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon C

Tweet this session: #AOM2014 1911

**Chair:** Ann Chunyan Peng, U. of Western Ontario

Tilting the Scales of Abuse: How Adiposity Augments the Effects of Abusive Supervision | Michael Addison Johnson, U. of Central Florida; Matthew D Griffith, U. of Central Florida

How Abusive Supervision and Leader-Member Exchange Influence Employee Silence | Angela J. Xu, U. of Macau; Raymond Loi, U. of Macau; Long Wai Lam, U. of Macau

Abusive Supervision, Organizational Tenure and Knowledge Sharing | Seckyoung Loretta Kim, Seoul National U.; Seung Yeon Son, Korea National Defense U.; Soo Jung Han, Seoul National U.; Sanghun Cho, Seoul National U.; Sunghyuck Mah, Seoul National U.

When High Performers Become Victim of Abusive Supervision | Abdul Karim Khan, Lahore U. of Management Sciences; Samina Qurat-ul-ain, LUMS; Imran Hameed, U. of Central Punjab

**1912 ![Session Details – Tuesday, 2:00 - 4:00 PM](#)**

**Leaders and Followers Seeing Eye to Eye: The Influence of Leader-Follower Congruence on Outcomes**

3:00pm - 4:30pm Philadelphia Marriott Downtown: Grand Ballroom Salon D

Tweet this session: #AOM2014 1912

**Chair:** Olga Epitropaki, ALBA Graduate Business School

Leader-Follower Congruence and Transformational Leadership: A Test Using Response Surface Modeling | George A. Hrvnak, Bond U.; Tjai M. Nielsen, High Point U.

Effects of Supervisor-Subordinate Power Distance on Subordinates’ Attitudes | Guozhen Zhao, Delta State U.

Congruent Effect of Goal Orientation on Leader-Member Exchange and Work Outcomes | Chou-Yu Tsai, Binghamton U.-State U. of New York; Seth M. Spain, Binghamton U.; Bor-Shuan Cheng, National Taiwan U.; Min-Ping Huang, Yuan Ze U.; Chunhui Jen, National Taiwan Normal U.

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

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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)

- Harmonious Work Passion, Obsessive Work Passion and Work Outcomes in Russia and China | Marina N Astakhova, The U. of Texas at Tyler; Ronald J. Burke, York U.; Hongli Hang, Kent State U.

- Developing a Bi-Dimensional Framework and Measure of Chinese Organizational Identification | Jie Yang, Jiangxi U. of Finance and Economics; Hannah-Hanh Dung Nguyen, U. of Hawaii at Manoa

1916 (OB) Under- and Over-estimating Our Influence Over Others at Work
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 304
Tweet this session: #AOM2014 1916
Organizers: Christina Rader, Duke U.; Vanessa K. Bohns, Cornell U.
I can't believe you agreed to that! Underestimating our influence over others’ unethical behavior | Vanessa K. Bohns, Cornell U.; Mahdi Roghanziad, U. of Waterloo; Amy Xu, U. of Waterloo
Polite social feedback as a contributor to overconfidence | Joyce Ehrlinger, Washington State U.
The way you speak is a message: How callings influence the delivery and variety of employee voice | Alexander Clark Romney, U. of Utah
Misjudging the impact of advice: How advisors systematically misperceive their influence. | Christina Rader, Duke U.; Sunita Sah, Georgetown U.; Richard Larrick, Duke U.

1917 (OB) Responsible Leadership in Global Organizations: Antecedents, Consequences, Interventions
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 305
Tweet this session: #AOM2014 1917
Organizers: Günter K. Stahl, WU Vienna; Mary F. Sully de Luque, Thunderbird
Discussant: David A. Waldman, Arizona State U.
Responsible Leadership Research: Current Controversies and Prospective Directions | Rachel McCullagh Balven, Arizona State U.
Responsible Leadership and Stakeholder Management: Pathways of Influence and Organizational Outcomes | Jonathan P Doh, Villanova U.; Narda Quigley, Villanova U.
Shared Responsible Leadership | Craig L. Pearce, Creative Learning Partners
Corporate Governance and Responsible Leadership: A Multi-level Perspective | Igor Filatotchev, City U. London

1918 (Paper Session) - (OB) The Identity of the Leader or the Leader’s Identity? Examining Identity as a Central Facet of Leader-Follower Relations
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 308
Tweet this session: #AOM2014 1918
Chair: Sarah Wittman, INSEAD

- What Goes Down Also Goes Up: A Trickle-Up Model of Follower and Leader Identity | Tina Davidson, Vlerick Business School; Brad Jamieson, Michigan State U.; Russell E. Johnson, Michigan State U.
- The Bright and Dark Side of a Leader Identity: A Relational Perspective | Laura Guillen, ESMT; Katleen De Steobbeleir, Vlerick Business School
- Identification with Leader as Mediator between Leadership and Taking Charge | Jie Li, U. of Michigan, Flint; Lawrence Gales, U. of Cincinnati; Stacie Furst-Holloway, U. of Cincinnati
- Effects of Transformational Leadership on Identification at Work: A Meta-Analysis | Christiane Anna Lena Horstmeier, Jacobs U. Bremen; Diana Boer, Johann Wolfgang Goethe U. Frankfurt; Astrid C. Homann, U. of Amsterdam; Sven Constantin Voelpel, Jacobs U. Bremen

1919 (OB) New Insights into Wage Inequality: Evidence from Experimental and Field Studies Across Nations
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 403
Tweet this session: #AOM2014 1919
Chairs: Aneta Rattan, London Business School; Krishna Savani, National U. of Singapore
How much (more) should CEOs make? Cross-cultural evidence of a desire for more equal pay | Sorapop Kiatponsan, Harvard U.; Chulalongkorn U.; Michael Norton, Harvard U.
Do Employees have a Right to Receive a Minimum Wage? | Krishna Savani, National U. of Singapore; Aneta Rattan, London Business School
Economic scarcity alters the perception of race: Implications for anti-Black discrimination | Amy Krosch, New York U.; David Amadio, New York U.
It’s all in their heads: The impact of gender vs. race salience on the wage gap | Aneta Rattan, London Business School; Jennifer Steele, York U.; Nalini Ambady, Stanford U.
Sex Workers, Stigma and Self-Belief: Evidence from Kolkata Brothels | Anandi Mani, The U. of Warwick; Sayantan Ghoshal, U. of Glasgow; Smarajit Jana, Darbar Foundation; Sandip Mitra, Indian Statistical Institute Calcutta; Sanchari Roy, U. of Warwick

1920 (Paper Session) - (OB) Differences Impacting Self-Views and Cultural Perceptions
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 410
Tweet this session: #AOM2014 1920
Chair: Tae-Yeol Kim, China Europe International Business School
Coworker Responses to an Employee’s Inflated Self-Views and Psychological Entitlement | Jeffrey Paul Wehrung, Black Hills State U.
The Perpetuity of Overqualification and the Modifying Effects of Age and Gender | Amanda Shantz, IESEG School of Management; Kerstin Alves, Tilburg U.; Daniel Oberski, Tilburg U.
Demands, Control, Support: Exploring Moderator Effects of Gender, Occupation, and Nationality | Marcus James Fila, Hope College; Justin D. Purl, Ohio U.; Rodger Griffith, Ohio U.; Will Bracken, Radford U.
Gender and Ethnic Homophily in Organizational Culture

1921 (JS, OB, CM, SIM) Kindhearted Reactions to the Offenses of Others: Understanding the Power of Words
3:00 pm - 4:30 pm Philadelphia Marriott Downtown: Room 303
Tweet this session: #AOM2014 1921
Chairs: Marie S. Mitchell, U. of Georgia; Kate Zipay, The U. of Georgia
Discussant: Sally Maitlis, U. of British Columbia
The Power of the Written Word: Enhancing Forgiveness through Expressive Writing | Laurie J. Barclay, Wilfrid Laurier U.; Maria Francisca Saldana, Wilfrid Laurier U.
Losing Out when You would Benefit the Most: Apology Effectiveness and Personal Gain | Ryan Fehr, U. of Washington, Seattle
Helpful, but Weak? Coworker Impressions of Peers who Forgive | Leanne Gosse, U. of Waterloo; Ramona Bobocel, U. of Waterloo
Have Mercy! The Power and Burden of Clemency | Kate Zipay, The U. of Georgia; Marie S. Mitchell, U. of Georgia; Robert Bies, Georgetown U.

1922 (JS, OB, HR) Changing Conversations in Management Research
3:00 pm - 4:30 pm Philadelphia Marriott Downtown: Grand Ballroom Salon B
Tweet this session: #AOM2014 1922
Chair: Nathan Philip Podsakoff, U. of Arizona
Discussant: Elizabeth Wolfe Morrison, New York U.
The Costs of Conscientiousness in Interpersonal Work
From Compositions to Configural Structures: An Emerging View of Team Processes and Teamwork | Jeffery LePine, Arizona State U.; Eean Crawford, U. of Iowa; Patrick E. Downes, U. of Iowa
Uneasy Lies the Head That Bears the Trust: The Effects of Being Trusted on Emotional Exhaustion | Michael Baer, U. of Georgia; Rashpal K Dhensah-Kahlon, London School of Economics; Jason Colquitt, U. of Georgia; Jessica Rodell, U. of Georgia; Ryan Outlaw, U. of Georgia; David M. Long, College of William and Mary

1923 (SHCS, OB, HR, CAR) What is Next on the Job Embeddedness Horizon? Current Trends and New Directions
3:00 pm - 4:30 pm Philadelphia Marriott Downtown: Room 401
Tweet this session: #AOM2014 1923
Organizers: Marion B. Eberly, U. of Washington, Tacoma; Pauline Schilpzand, Oregon State U.
Discussant: Thomas Lee, U. of Washington
The Development of a Reflective Job Embeddedness Measure: Focus Group Discussions | Mary Bambacas, U. of South Australia
Client embeddedness as an Additional Component of Job Embeddedness | Gerry Treuren, U. of South Australia
How Job Embeddedness Relates to Proximal Withdrawal States, and Other Research Ideas | Juncho Li, U. of Washington; Thomas Lee, U. of Washington; Terence R. Mitchell, U. of Washington

1924 (SHCS, OB, HR, OCIS) Exploring the Frontiers of Personality and Social Network Research in Organizations
3:00 pm - 4:30 pm Philadelphia Marriott Downtown: Grand Ballroom Salon L
Tweet this session: #AOM2014 1924
Chair: Blaine Landis, U. College London
Participants: Ronald S. Burt, The U. of Chicago; Martin J. Kilduff, U. College London; Ajay Mehra, U. of Kentucky; Markus Baer, Washington U. in St. Louis

1925 (SHCS, OB, HR, OCR) Multi-Level Perspectives on the Causes of Job Design
3:00 pm - 4:30 pm Philadelphia Marriott Downtown: Room 407
Tweet this session: #AOM2014 1925
Chairs: Sharon K. Parker, U. of Western Australia; Anja Van den Broeck, KU Leuven
Discussant: Frederick P. Morgeson, Michigan State U.
Enjoyment of Work and Driven to Work as Interacting Motivations to Job Craft | Gregory Allen Laurence, U. of Michigan, Flint; Yitzhak Fried, Syracuse U.
Job Crafting: A multi-level Typology and Integrated Framework | Rachel Nayani, Norwich Business School; Kevin Daniels, Norwich Business School; Olga Tregaskis, Norwich Business School
Designing Work: What Task Allocations Come Naturally? | Sharon K. Parker, U. of Western Australia; Daniela Andrei, U. of Western Australia, Accelerated Learning Laboratory
How Intrinsic and Extrinsic Organization Values Relate to Job Demands and Job Resources. | Anja Van den Broeck, KU Leuven; Yannick Griep, Vrije U. Brussel; Elfi Baillien, KU Leuven; Maarten Sercu, External Service for Prevention and Protection at work; Hans De Witte, KU Leuven; Lode Godderis, Department of Public Health and Primary Care
The Influence of National Institutions on the Quality of Job Design in Europe from 1995 to 2010 | David Holman, The U. of Manchester

1926 (JS, OB, MOC) To Conform or Deviate? Situational Dynamics of the Norm-Behavior Relationship
3:00 pm - 4:30 pm Philadelphia Marriott Downtown: Grand Ballroom Salon K
Tweet this session: #AOM2014 1926
Chairs: Melanie Milovan, U. of Cambridge; Christy Zhou Koval, Duke U.
Divine Inspiration? How Thoughts of God Stifle Creativity | Jack Anthony Goncalo, Cornell U.; Sebastian Deri, Cornell U.; Verena Krause, Cornell U.; Carmit T. Tadmor, Tel Aviv U.
Session Details – Tuesday, 2:00 - 4:00 PM

Situational Strength and Aggression: The Mediating Role of Self-Regulatory Resources | Christy Zhou Koval, Duke U.; Michele J. Gelfand, U. of Maryland
The Moderating Effect of Legitimacy on Power and Conformity | Nicholas A Hays, Michigan State U.; Noah J. Goldstein, U. of California, Los Angeles
Pushing In the Dark: Causes and Consequences of Self-awareness for Interpersonal Assertiveness | Daniel Ames, Columbia U.; Abbie Wazlawek, Columbia Business School
The Creative Person Stands Out: Incongruent Affect and Inferences about Creativity | Melanie Milovac, U. of Cambridge

1927 | JS: (OB, OCIS, HR) Affective Influences On Team Effectiveness In Virtual, Face-to-Face and Entrepreneurial Teams
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 402
Tweet this session: #AOM2014 1927
Impact of Emotional Expression Following Task Conflict on Team Performance | Anubhuti Mishra, U. of Maryland; Myeong-Gu Seo, U. of Maryland
Role of Actor and Partner Affect on Dyad Knowledge Sharing, Cohesion and Performance | Sheetal Singh, George Washington U.; N. Sharon Hill, George Washington U.; Kathryn M. Bartol, U. of Maryland
Feeling and Thinking: The Role of Affect in Entrepreneurial Teams | Maw-Der Foo, U. of Colorado, Boulder; Charles Y. Murnieks, Oregon State U.

1928 | JS: (OB, SIM) Antecedents and Consequences of Customers’ Misbehavior: Opening The Black Box
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 404
Tweet this session: #AOM2014 1928
Chair: David X.H. Wo, U. of Central Florida
Discussant: Alicia A. Grandey, Pennsylvania State U.
The Effect of Provocation and Gender on Desire for Revenge and Customer Sabotage | Leah D Sheppard, Washington State U.; Danielle van Jaarsveld, U. of British Columbia
The Trickle-up Effects: How Customer Deviance Behavior Influences Employee Deviance Behavior | David X.H. Wo, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida; Marshall Schminke, U. of Central Florida
Is Anger Rewarded? Discrepancies in Perceived Reactions to Customers’ Anger | Anat Rafaeli, Technion Israel Institute of Technology; ReLieL Rachel Derfler-Rozin, Robert H. Smith School of Business; Shy Ravid, Israel Institute of Technology
Relating Aversive Organizational Context to Customer Aggression | Shira Agasi, U. of Toronto; Katy DeCelles, U. of Toronto; Anat Rafaeli, Technion Israel Institute of Technology

1929 | JS: (OB, SIM) Inequality, Well-being and Generalized Trust: Challenging and Expanding the Existing Knowledge
3:00pm - 4:30pm Philadelphia Marriott Downtown: Room 406
Tweet this session: #AOM2014 1929
Organizer: Konrad Jamro, U. of California, Irvine
Chairs: Ivana Katic, Columbia Business School; Konrad Jamro, U. of California, Irvine
Discussant: Reinhard Bachmann, U. of Surrey
Income Inequality and Subjective Wellbeing: A Contingent Approach | Ivana Katic, Columbia Business School; Paul Ingram, Columbia U.
Diversity as a Catalyst for Generalized Trust Development: A New Theoretical Model | JiYin Cao, Northwestern U.
Income inequality and generalized trust: Is there really a causal relationship? | Konrad Jamro, U. of California, Irvine
Income Inequality, Trust and Economic Performance in the EU-countries | Tor Grenness, BI Norwegian Business School

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

Section D 444

1932 ☉️ (Paper Session) - (ODC) Organizational Capabilities and Enacting Change 3:00pm - 4:30pm Pennsylvania Convention Center: Room 112 B Tweet this session: #AOM2014 1932 Chair: Barbara A. Mathier, Fielding Graduate Institute Unpacking Dynamic Alliance Management Capability: A Grounded Theory Approach | Lisa Brekalo, Ph.D. Student Growth in the Face of Crisis: The Role of Organizational Resilience Capabilities | Stephanie Duchek, Technische U. Dresden

The Differential Roles of Multilevel Change Capabilities in Project-Based Organizations | Siegfried P. Guerdang, U. of Newcastle, Australia; Christopher Biesenthal, UTS; Veronique Ambrosini, Monash U.

Which Dynamic Capability is Crucial in Dynamic Settings? Analyzing Marketing, R&D and Manufacturing | Till von den Driesch, RWTH Aachen U.; Tessa Christina Flatten, Aachen U. of Technology (RWTH) Internationalization process and the renewal capability of the firm | Monica Riviere, SKEMA Business School: Gabriele G.S. Suder, ERPI-INPL and SKEMA Business School


Performance Metric Utility in a Make-to-Forecast Process Industry Supply Chain (WITHDRAWN) | Albert Munoz, U. of Wollongong; Tim Colman, U. of Wollongong; Trevor Spedding, U. of Wollongong

The Power of Words: Management Science vs. Scientific Management | James M Wilson, U. of Glasgow Rethinking the relationship between structure and strategy in the new product projects | Mo-An Chu, Hwa Hsia Institute of Technology Measuring the Quality of Project Target Benefits (WITHDRAWN) | Ofer Zwikael, Australian National U.; Ying-Yi Chih, Australian National U.


Status and Bribery: Evidence from a Quasi-Natural Experiment in South Korea | Yujin Jeong, American U.; Jordan Siegel, Harvard U.

Effects of Conformity to and Deviation from the Crowd:Reputation in the Context of Equity Analysts | Steven Boivie, Texas A&M U.; Donald Lange, Arizona State U.; Peggy M. Lee, Arizona State U.; Eugene Paik, U. of Arizona Finalist for Best Paper Award

Shelf Life: Decreasing Returns to Status Over Time | Gokhan Ertug, Singapore Management U.; Fabrizio Castelucci, Bocconi U. / SDA Bocconi; Feichin Ted Tschang, Singapore Management U.; Andre Bonfrer, Australian National U.


The Social Scaffolding of Online Communities | Christine Moser, VU U. Amsterdam; Dirk Deichmann, Erasmus U. Rotterdam; Peter Groenewegen, VU U. Amsterdam

Social Media Reputation | Michael Andreas Etter, CBS; Davide Ravasi, Cass Business School, City U. London; Elenor Colleoni, U. of Milan


Strategic Circumlocution in Financial Markets:How/Why Firms Vaguely Quantify Earnings Forecasts | Ivana Naumovska, Erasmus U. Rotterdam; Edward Zajac, Northwestern U.

Structural Authority and Market Distortion: A Comparison of Mediated Markets | Craig Tutterow, The U. of Chicago

1937 ☁️ ☁️ (Paper Session) - (OMT) The Role of Gender and Diversity in Organizational Processes: Four Perspectives 3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 B Tweet this session: #AOM2014 1937 Chair: Davide Nicolini, U. of Warwick Are Double Standards Real? Unpacking the role of gender among elite professionals in a market | Tristan L Botelho, MIT Sloan; Mabel Abraham, MIT Sloan

The Myth of the Queen Bee: A Study of Gender and Work Conflict at Two Firms | Jennifer M. Merluzzi, Tulane U.

Does the Exit of a Woman from the Firm Increase or Decrease Her Female Colleagues’ Earnings? | Seth Carnahan, U. of Michigan

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Drivers of Board Director Involvement in TMT Composition: The Case of Race and Gender Diversity | Nikolaos Kavadias, Erasmus U. Rotterdam

1938 : (Paper Session) - (OMT) Learning and Knowledge Transfer in Organizations
3:00pm - 4:30pm Pennsylvania Convention Center: Room 119 B
Tweet this session: #AOM2014 1938
Chair:
Reinforcement learning in strategic decision making | Thorsten Grohsjean, LMU Munich; Nils Stieglitz, Frankfurt School of Finance & Management; Tobias Kretschmer, LMU Munich
Differences Between Inter- and Intra- Group Dynamics in Knowledge Transfer Processes | Motohiro Nakauchi, Toyo U.; Kenji Klein, Saint Mary’s College of California; Mark Washburn, California State U. Long Beach
Utilities: Microfoundations of Capability Dismantling and Rebuilding | Russell Manfield, The U. of Queensland, Australia; Lance Richard Newey, The U. of Queensland, Australia

1939 : (Paper Session) - (OMT) Knowledge, Routines, and Power: Rethinking Organizational Knowledge
3:00pm - 4:30pm Pennsylvania Convention Center: Room 202 B
Tweet this session: #AOM2014 1939
Chair: Giulia Cappellaro, Bocconi U.
Rethinking the Man-agement of Knowledge in Organisations | Elena P. Antonacopoulou, U. of Liverpool
Knowledge Creating in Routines: Dialogical Exchanges to Guide Repertoires of Potential Actions | Conor Paul Horan, Dublin Institute of Technology; John Finch, U. of Glasgow
Managerial Meta-Knowledge, Uncertainty, and Adaptation | Henrik Jensen, Copenhagen Business School; Nicolai Foss, Copenhagen Business School
Managing the ‘Unknownable’ in Complex Innovation Projects | Jacky Swan, U. of Warwick; Maxine Robertson, Queen Mary U. of London; Sue Newell, Bentley U.

1940 : (OMT, HR, CAR) Crossing Boundaries: Individuals at the Organization and Labor Market Interface
3:00pm - 4:30pm Pennsylvania Convention Center: Room 203 B
Tweet this session: #AOM2014 1940
Organizers: Adina D. Sterling, Washington U. in St. Louis; Roxana Barbulescu, McGill U.; Hyeyeon Gong, McGill U.
Moderator: Hyeyeon Gong, McGill U.
Discussant: Ezra Zuckerman, Massachusetts Institute of Technology
The Mobility of Award Winning Creative Directors in the Advertising Industry | Michelle Rogan, INSEAD; Andrew von Nordenflycht, Simon Fraser U.
Stigma, Sympathy, and Social Capital Activation in Job Searches | Sameer B. Srivastava, U. of California, Berkeley; Sanaz Mobasseri, U. of California, Berkeley
Gender, Trial Employment, and Initial Salaries | Adina D. Sterling, Washington U. in St. Louis; Roberto Fernandez, Massachusetts Institute of Technology

1941 : (OMT, RM) State of the Arts: New Frontiers in the Analysis of Culture and Cultural Organizations
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Independence D
Tweet this session: #AOM2014 1941
Organizers: Noah Askin, The U. of Chicago; Michael Mauskapf, Northwestern U.
Discussants: John Mohr, U. of California, Santa Barbara; Klaus Weber, Northwestern U.
Measuring Strategy Through Predicted Values | Gabriel Rossman, U. of California, Los Angeles; Oliver Schilke, U. of California, Los Angeles
Beyond “Contagion”: An Associational Model of Cultural Diffusion | Amir Goldberg, Stanford U.

1942 : (OMT, SIM, OB) What Happened To The Elites? Old Conundrums And New Data On Who They Are And What They Are Doing
3:00pm - 4:30pm Pennsylvania Convention Center: Room 102 A
Tweet this session: #AOM2014 1942
Discussant: Thomas Medvetz, U. of California, San Diego
Elites After the Collapse of the American Corporate Interlock Network | Johan S. G. Chu, U. of Michigan, Ann Arbor
Firms Gone Wild: An Exploration Of Extrainstitutional Non-Market Strategies | Jocelyn L. Leitzinger, U. of Wisconsin, Madison

1943 : (OMT, TIM) Networks and Innovation: The Multilevel Journey
3:00pm - 4:30pm Pennsylvania Convention Center: Room 107 B
Tweet this session: #AOM2014 1943
Organizer: Andrew V. Shipilov, INSEAD
Networks of Creativity: The Iterative Determination of Interpersonal and Cognitive Networks | Melissa A. Schilling, New York U.
Social Networks and the Ideation Process | Pier Vittorio Mannucci, HEC Paris; Jill Perry-Smith, Emory U.
When do Neighbour Networks Matter? | Julien Clement, INSEAD; Andrew V. Shipilov, INSEAD
The Social Structure of Recognition: An Audience Perspective on Cultural Consecration | Erik Aadland, BI Norwegian Business School; Gino Cattani, New York U.; Simone Ferriani, U. of Bologna

1944: (Paper Session) - (PNP) Networks and Performance
3:00pm - 4:30pm Pennsylvania Convention Center: Room 110 A
Tweet this session: #AOM2014 1944
Chair: Julia L. Carboni, Indiana U. - Purdue U., Indianapolis
The Governance of Goal-Directed Networks: An Analysis of Network Administrative Organizations | Angel Szaz-Carranza, ESADE; Susanna Salvador, ESADE Business School; Xavier Fernandez-I-Marin, Ramon Llull U.; Adria Albareda, Ramon Llull U.
How Do Internal and External Stakeholders Perceive Organizational Field-Nets? | Jennifer Ihm, Northwestern U.; Michelle Shumate, Northwestern U.; Julia Bello-Bravo, U. of Illinois at Urbana-Champaign; Yannick Atouba, Rutgers U.; Niango Malick Ba, International Crop Research Institute for the Semi Arid Tropic; Clementine L Dabire-Binso, Laboratoire Central d’Entomologie Agricole de Kombin’I; Barry R Pittendrigh, U. of Illinois at Urbana-Champaign
Publicly Funded Support Programs: Attendance as Appropriate Signal for Long-Term Economic Success? | Carola Jungwirth, U. of Passau; Annika Ludwig, U. of Passau

1945: (Paper Session) - (PNP) Understanding Resources in Nonprofit Organizations
3:00pm - 4:30pm Pennsylvania Convention Center: Room 125
Tweet this session: #AOM2014 1945
Chair: Sergej Ljubownikow, Nottingham Trent U.
The Impact of Relative Income on Donation | Xianghong Wang, Renmin U. of China
Do You Enjoy Giving More Than Others? The Positionality of Voluntary Contributions (WITHDRAWN) | Hagai Katz, Ben-Gurion U. of the Negev; Miki Maluf, Ben Gurion U.
The Impact of Organizational Fundraising Capability on a Charity’s Profits from Private Donations | Diana Betzler, Zurich U. of Applied Sciences; Markus Gmuer, U. of Fribourg
Exploring the Performativity of Stakeholder Interactions in Nonprofit Organizations | Bruce David Thibodeau, Grenoble Ecole de Management; Charles-Clemens Rüling, Grenoble Ecole de Management

1946: (Paper Session) - (SAP) Strategizing activities and coping with powerful environments
3:00pm - 4:30pm Sheraton Philadelphia Downtown Hotel: Parlor D
Tweet this session: #AOM2014 1946
Chair: Robert Phillip Wright, Hong Kong Polytechnic U.
Institutions, Managerial Political Ties and Firm Cross-regional Expansion in Transitional China | Qiuuye Pan, Zhejiang U.; Jiang Wei, Zhejiang U.; Yang Yang, Zhejiang U.
Absorptive Capacity in Practice: Preliminary Evidence from the Addition of a Senior Team Member | Russell Mathews, Strathclyde U.; Dominic Michael Chalmers, Strathclyde U.; Norin Arshed, Heriot-Watt U.

1947: (Paper Session) - (SIM) Legitimacy and Responsibility
3:00pm - 4:30pm Loews Philadelphia Hotel: Commonwealth C
Tweet this session: #AOM2014 1947
Chair: Michelle Greenwood, Monash U.
Constructing Legitimacy in Online Corporate Social Responsibility Communication | Sarah Glazer, U. of Nottingham / ICCSR; Robert Caruana, U. of Nottingham / ICCSR; Sally A Hibbert, The U. of Nottingham
Bring Communication back to Focus: Corporate Message Strategies and Organisational Legitimacy (WITHDRAWN) | Jamie O’Neill, U. of Bath; Krista Bondy, U. of Bath; Haiming Hang, U. of Reading
Vocabularies of Divergent Legitimizing Strategies and their Effect on Ethical Standardization | Melanie Maria Gantner, U. of St. Gallen

1948: (Paper Session) - (SIM) New Perspectives on Corporate Wrongdoing
3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room B
Tweet this session: #AOM2014 1948
Chair: Jamie R. Hendry, Bucknell U.
Have you been served? The relationship between corporate social responsibility and lawsuits | Michael L. Barnett, Rutgers U.; Julia Hartmann, EBS Business School; Robert Salomon, New York U.
Market Manipulations: Quilts, Patches, Stitches and the Understanding of Patterns of Misconduct | Barry M Mitnick, U. of Pittsburgh
Corporate social irresponsibility and audience support: Lessons from the Parmalat scandal | Arabella Moccia Lil Destri, U. of Palermo; Anna Mina, U. of Catania; Pasquale Massimo Picone, U. of Catania

1949: (Paper Session) - (SIM) Corporate Social Responsibility
3:00pm - 4:30pm Loews Philadelphia Hotel: Congress Room C
Tweet this session: #AOM2014 1949
Chair: Harry J Van Buren, U. of New Mexico
Responsible branding as a tool for CSR: A literature review and empirical illustration (WITHDRAWN) | Johanna Kujala, U. of Tampere

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 2:00 - 4:00 PM

Political CSR: Studies from an African SME Perspective | Søren Jeppesen, Copenhagen Business School; Mette Morsing, Copenhagen Business School

CSR in Indian Business Organizations: An Evolutionary and Integrated Conceptual Framework | Prabhat Pani, Indian Institute of Technology Bombay; Ashish Pandey, Indian Institute of Technology Bombay

The influence of cultural norms on firms' CSR behavior | Susan L. Young, Seton Hall U.; Mona V Makhija, The Ohio State U.

1950 Paper Session - (TIM) Negotiating the Power of Words: Creating Space for Human Trafficking in Management Discourse
3:00pm - 4:30pm Loews Philadelphia Hotel: Parlor 2
Participants: Nicole Bryan, Montclair State U.; Wayne Eastman, Rutgers U.; Sasha Poucki, Montclair State U.; Anita Sheth, Fairtrade International; Anna Shavers, The U. of Nebraska-Lincoln; E. Chris Johnson, Thomas M. Cooley Law School

Chair: Feng Li, Cass Business School, City U. London

How does business model innovation influence firm performance: the effect of environmental dynamism | Cornels Vincent Heij, Erasmus U. Rotterdam; Henk W. Volberda, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam

Organizational Aspects of Business Model Innovation: The Case of the European Postal Industry | Kristian Johan Sund, Roskilde U.; Juan Andrei Villarroel, Massachusetts Institute of Technology; Marcel Bogers, U. of Southern Denmark

Digital Transformation of Business Models in Creative Industries: Emergence of the Portfolio Model | Feng Li, Cass Business School, City U. London


1951 Paper Session - (TIM) Business model innovation and firm performance
3:00pm - 4:30pm Pennsylvania Convention Center: Room 104 A
Tweet this session: #AOM2014 1951
Chair: Feng Li, Cass Business School, City U. London

How does business model innovation influence firm performance: the effect of environmental dynamism | Cornels Vincent Heij, Erasmus U. Rotterdam; Henk W. Volberda, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam

Organizational Aspects of Business Model Innovation: The Case of the European Postal Industry | Kristian Johan Sund, Roskilde U.; Juan Andrei Villarroel, Massachusetts Institute of Technology; Marcel Bogers, U. of Southern Denmark

Digital Transformation of Business Models in Creative Industries: Emergence of the Portfolio Model | Feng Li, Cass Business School, City U. London


1952 Paper Session - (TIM) Ambidexterity and Networks
3:00pm - 4:30pm Pennsylvania Convention Center: Room 111 B
Tweet this session: #AOM2014 1952
Chair: Abel Ernesto Lucena Pimentel, U. Balearic Islands

Ambidexterity in networks: balancing knowledge search in different network structures | Abel Ernesto Lucena Pimentel, U. Balearic Islands; Rebeca Méndez-Durón, U. of the Balearic Islands

The Role of Ambidexterity and Vacillation on Firms' Innovation: An Inter-Firm Network Perspective | Erica Mazzola, U. of Palermo; Giovanni Perrone, U. of Palermo

Resource Structuring and Ambidexterity: The Contingent Role of Managerial Ties in New Ventures | Yucheng Ma, Shanghai JiaoTong U.; Peter Ping Li, Copenhagen Business School

Absorptive capacity and ambidexterity in R&D: linking tech-alliance diversity and firm innovation | Abel Ernesto Lucena Pimentel, U. Balearic Islands; Stephen Roper, Warwick Business School

1953 Paper Session - (TIM) Group Creativity and Team Personalities
3:00pm - 4:30pm Pennsylvania Convention Center: Room 113 B
Tweet this session: #AOM2014 1953
Chair: John Paul Stephens, Case Western Reserve U.

AMO framework for team innovation: Efficacy beliefs, proactive personalities, supportive supervision | Jana Krapez, Faculty of Economics Ljubljana U.; Matej Cerne, U. of Ljubljana, Faculty of Economics; Miha Skerlavaj, BI Norwegian Business School; Johanna Anzengruber, Steinbeis - Hochschule Berlin

Idea Generation and Survival in an Organizational Innovation Jam | Fausto Di Vincenzo, The G. d'Annunzio U.; Daniele Mascia, Catholic U. Rome; Jennie Bjork, The Royal Institute of Technology; Mats Magnusson, Royal Institute of Technology - KTH

Knowledge creation and project team performance: The role of emotional carrying capacity | Abraham Carmeli, Tel Aviv U.; John Paul Stephens, Case Western Reserve U.

How Autonomy and Formalization Influence the Effect of Group Creativity on Product Innovativeness | Minea Schwenk, Berlin Institute of Technology; Alexander Kock, Darmstadt U. of Technology; Hans Georg Gemuenden, Berlin Institute of Technology

1954 Paper Session - (TIM) Open Innovation: When it Works, When it Doesn't
3:00pm - 4:30pm Pennsylvania Convention Center: Room 117
Tweet this session: #AOM2014 1954
Chair: Ann-Kristin Zobel, U. of California, Berkeley


Implementation of an open innovation strategy for a radical innovation project at Jaguar | Hanna Bahemia, U. of Newcastle upon Tyne

The Effects of EO on Innovation Performance, Open Innovation Proclivity, and Openness | Patrick Schueffel, Haute Ecole de Gestion Fribourg

Barriers In Profitting From Inbound Open Innovation: A Contingency Approach of Organizational Design | Bernadette Alexa Baumstark, U. of Mannheim

1955 Paper Session - (TIM) Technology Innovation and Sustainability
3:00pm - 4:30pm Pennsylvania Convention Center: Room 121 C
Tweet this session: #AOM2014 1955
Chair: Joern Hoppmann, ETH Zurich

What Hampers Energy System Transformations? The Case of Smart Grids | Edeltraud Guenther, Technische U. Dresden; Stefan Muench, Dresden U. of Technology; Sebastian Thuss, Dresden U. of Technology

How Technological Frames and Focus Co-Evolve with the Organizational Environment | Joern Hoppmann, ETH Zurich; Laura Diaz Anadon, Harvard U.; Venkatesh Narayananmurti, Harvard U.
Why Do Urban Travellers Select Different Travel Modes: A Repertory Grid Analysis | Thomas Clauß, Philipps-U. Marburg; Sebastian Döppe, Philipps-U. Marburg

How green management influences product innovation in China: the role of institutional benefits | Chengli Shu, Xi’an Jiaotong U.; Kevin Zheng Zhou, The U. of Hong Kong; Yazhen Xiao, U. of Illinois at Chicago; Shanxing Gao, Xi’an Jiaotong U.

1956: (Paper Session) - (TIM) R&D Alliances
3:00pm - 4:30pm Pennsylvania Convention Center: Room 126 B
Tweet this session: #AOM2014 1956
Chair: Ha Hoang, ESSEC Business School - Paris
Pursuing a Novel Path for Product Commercialization: International R&D Alliances in Biotechnology | Hakan Ener, IESE Business School; Ha Hoang, ESSEC Business School - Paris
Asymmetric Knowledge Transfer in R&D Alliances | Martin C. Goossen, HEC Paris; Philip Bradonjic, Vienna U. of Economics and Business

1957: (Paper Session) - (TIM) Innovation, Exploration and Exploitation
3:00pm - 4:30pm Pennsylvania Convention Center: Room 203 A
Tweet this session: #AOM2014 1957
Chair: Tim Swift, St. Joseph’s U.
Achieving Radical Innovation under Time Pressure: Stop & Think and Exploration Activities | Tali Hadasa Blank, Technion Israel Institute of Technology; Wiljeana Jackson Glover, Babson College; Eitan Naveh, Technion Israel Institute of Technology
Exploring and Yet Failing Less | Pablo D’Esté, U. Politecnica de Valencia; Alberto Marzucchi, Catholic U., Milan; Francesco Rentocchini, Southampton Business School, U.K.
Coping with a Firm and Its Rivals’ Earnings Pressure in Exploratory Innovation | Heng-Yu Chang, National Cheng Kung U.
The Perilous Leap between Exploration and Exploitation | Tim Swift, St. Joseph’s U.

Tuesday 5:00PM

1958: (AAA) AOM Farewell Gathering
5:00pm - 7:00pm Loews Philadelphia Hotel: Howe & The Terrace
Tweet this session: #AOM2014 1958
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- The Contemporary Career: A Work–Home Perspective, Jeffrey H. Greenhaus, Ellen Ernst Kossek
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- The Psychology of Entrepreneurship, Michael Frese, Michael M. Gielnik
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- Pay Dispersion, Jason D. Shaw
- Personality and Cognitive Ability as Predictors of Effective Performance at Work, Neal Schmitt
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- Compassion at Work, Jane E. Dutton, Kristina M. Workman, Ashley E. Hardin
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- Coworkers Behaving Badly: The Impact of Coworker Deviant Behavior upon Individual Employees, Sandra L. Robinson, Wei Wang, Christian Kiewitz
- Delineating and Reviewing the Role of Newcomer Capital in Organizational Socialization, Talya N. Bauer, Berrin Erdogan
- Emotional Intelligence in Organizations, Stéphane Côté
- Employee Voice and Silence, Elizabeth W. Morrison
- Intercultural Competence, Kwok Leung, Soon Ang, Mei Ling Tan

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Date: Friday, August 1, 7:30am–5pm
Saturday–Tuesday, August 2–5, 8am–5pm
Location: Pennsylvania Convention Center, Exhibit Hall B

Exhibits:
Date: Saturday–Monday, August 2–4, 8am–5pm
Location: Pennsylvania Convention Center, Exhibit Hall B

Placement:
Date: Friday, August 1, 12pm–5pm
Saturday–Monday, August 2–4, 8am–5pm
Tuesday, August 5, 8am–12pm
Location: Philadelphia Marriott Downtown, Franklin Hall

New Member Orientation:
Date: Friday, August 1, 5:30pm–7:30pm
Location: Pennsylvania Convention Center, Room 107 AB

Academy of Management Presidential Address and Awards Ceremony:
Date: Sunday, August 3, 8:30am–11am
Location: Pennsylvania Convention Center, Grand Ballroom AB

All-Academy Reception:
Date: Sunday, August 3, 6pm–8pm
Location: Pennsylvania Convention Center, Grand Ballroom AB

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