



ACADEMY OF MANAGEMENT
PHILADELPHIA, PA

DOING WELL BY DOING GOOD



PHILADELPHIA, PA
AUGUST 3-8
2007



ACADEMY
OF MANAGEMENT

How to Use the Program Guide



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Looking for what's happening each day at a glance?

Go to **Section B – Conference Program Guide** which acts as a quick reference guide, listing sessions by day in an easy-to-use overview format similar to a television guide. Sessions are displayed by day part (Morning, Afternoon and Evening) and each meeting location is displayed with sponsors and a brief description of sessions. If you want to find out more information about a particular session, continue to either **Section C – Summary Overview by Sponsor**, or **Section D – Session Details**.

NOTE: Session start and end times in this section are approximate, please refer to **Section D – Session Details**, for the exact information. The Friday through Sunday early afternoon sessions are, for the most part, Professional Development Workshops (PDW) and committee activities and meetings. The All Academy opening is on Sunday afternoon followed by an evening reception. Monday through Wednesday sessions are the scholarly sessions, i.e., paper sessions and symposia. Monday and Tuesday evening are also times for division receptions, business meetings and social hours.

Friday Afternoon, August 5, 2005								
	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
EM: Orleans	10 MH: Higgs Industries							
MT: La Galleria 5	5 EN: New Faculty Consortium							
MT: La Galleria 8	6 ENT: Doctoral Consortium							
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OS: Harrah's Casino	7 HR: Lounge Harrah's Casino							
OS: Louisiana Bayou	ONP: Environmental Rhythms Trip							
OS: Swamp & Plantation	IM: IM Division Adventure							
RC: Acadia	34 ITC/CAR/GDO: Our First Years							
RC: La Salle	23 ITC: Europe At The Academy							
RC: Union Terrace A	9 MCD and co-sponsors: Pajamas							

Looking for a session sponsored by a specific division, interest group, committee or sponsor?

Go to **Section C – Summary Overview by Sponsor** where all conference activities are listed by the division or interest group sponsoring specific sessions or meetings. Sessions are listed by day, time and location. Also the session numbers are listed so you can reference **Section D – Session Details** for more information or the full description of a particular session.

Business Policy & Strategy				
Program Chair: Anita McGahan, Boston U. Professional Development Workshop Chair: Russell Coff, Emory U.				
Day	Start	#	Location	Session Information
Fri	8:00am	3	HH South Pacific 3	SPDW: Moving Images
	1:00pm	7	CC Room 301B	SPDW: Qualitative Research Methods
		12	CC Room 300E	SPDW: Corporate Venturing
		14	CC Room 311B	SPDW: Measuring Global Competencies
2:00pm	21	SH Maui Ballroom	SPDW: Strategic Competencies	
	26	HH Sun Post Suite 3-4	SPDW: Creating The Next Generation	
3:00pm	30	CC Room 311A	SPDW: Research Development Workshop	
3:30pm	33	CC Room 305B	SPDW: CE Miller's Workshop	
6:30pm	54	CC Room 308 (A&D)	Doctoral Consortium	

Looking for a full description of a session?

Go to **Section D – Session Details** to review all the details of a particular session. Because the sessions are numbered consecutively for the entire Annual Meeting, you can first locate the session number throughout the other sections of the program. In **Section D – Session Details** you will find the full title, the listing of session participants, the papers or presentations included in the session and any additional instructions for attendees or participants. The symbols located next to the session number indicate the orientation(s) that apply for that given session, paper or presentation. For example the **●** next to the session number indicates that the session is theme-oriented. For a listing of all abbreviations and symbols used in the program, see the inside back cover.

FRIDAY	<p>QUALITATIVES: THE WHY, WHICH, WHERE AND HOW OF Qualitative Research Methods (10190) 1:00pm - 4:00pm Hawaii Convention Center, Room 300B <i>Organizer: Diana L. Day, Rutgers U., Camden</i> <i>Coordinator: Johann Peter Murmann, Northwestern U.</i> <i>Presenters: Robert A. Burgelman, Stanford U.; Deborah J. Dougherty, Rutgers U.; Charles D. Galunic, INSEAD; Gabriel Szulanski, INSEAD; Klaus Weber, Northwestern U.</i></p> <p>● SPDW: (CAR, MC, MSR) Complexity, Energy and</p>
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Looking for someone on the program?

Go to **Section F – Participant Index** where you will find an alphabetical listing of conference participants followed by the numbers of the sessions associated with a particular individual.

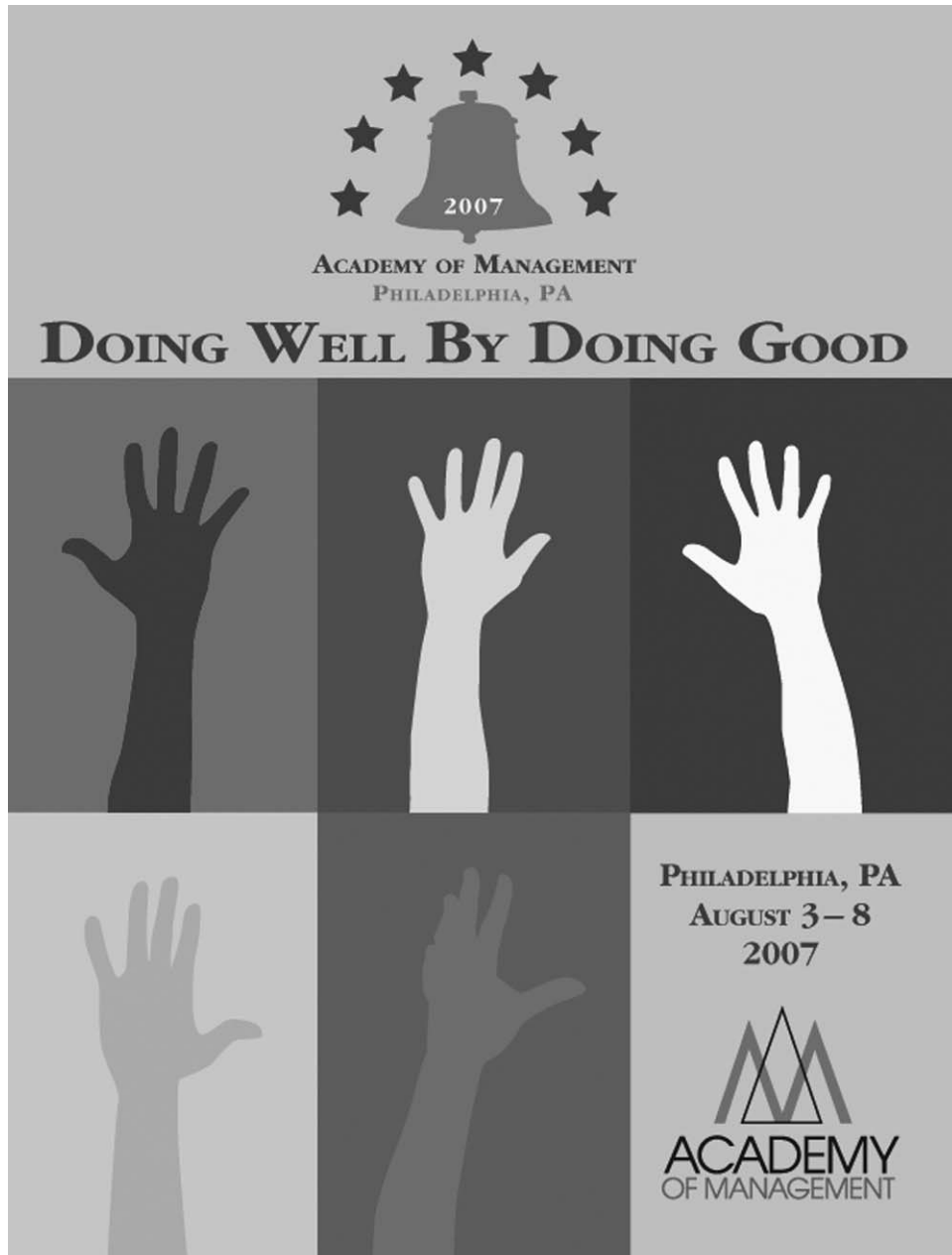
Participant Index	
01/31/0121	Allatta, Joan Teresa (Upenn, The Wharton School)
a 534	(215) 898-6596 allatta@wharton.upenn.edu 657
	Allen, Belinda C. (U. of Melbourne) 61 3 834 43707
ampaign) 217-	allenbc@unimelb.edu.au 623, 984
63 1591	Allen, David B. (Instituto De Empresa)
	david.allen@ie.edu 1132

Looking for a specific meeting room in a conference hotel?

Once you've found a session, you may need to refer to the conference hotel floor plans found toward the back of this book in **Section G – Conference Venue Floor Plans** in order to find out the room, floor or specific location within the hotel.

We hope we have made the Program easy to use so you can make the most of this year's Academy of Management Annual Meeting.

Academy of Management 2007 Annual Meeting



<http://meetings.aomonline.org/2007>

Philadelphia Marriott
1201 Market Street
Philadelphia, PA 19107

Loews Philadelphia
1200 Market Street
Philadelphia, PA 19107

Pennsylvania Convention Center
1101 Arch Street
Philadelphia, PA 19107

Front Cover & Program Design: Roxanne Dybevic
Back cover photo by Paula Burch-Celentano

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Welcome to the 2007 AOM Annual Meeting in Philadelphia

On behalf of the many members and staff who have worked extremely hard to organize this year's meeting, we welcome you to Philadelphia for the 67th Annual Meeting of the Academy of Management. As a professional association of approximately 16,000 members from 99 nations, the Academy of Management is dedicated to creating, applying and disseminating knowledge about management and organizations. The annual meeting provides a special opportunity for the Academy community to come together to share knowledge and experiences, to create and renew friendships and professional relations, and to replenish and further develop our careers.

Program Participation

This year's program vividly demonstrates the strong commitment of our members to the annual meeting. The 2007 Call for Papers generated 5,195 scholarly submissions and 361 professional development workshops (PDWs), for a grand total of 5,556 submissions. Over 7,000 people participate on this year's program, and close to 4,600 members and non-members volunteered as reviewers. We thank everyone who stepped forward to make this exciting program a wonderful reality.

2007 Theme: Doing Well by Doing Good

In 2007, the Academy of Management once again invites management scholars from around the globe to convene, consort and attend. Like every Academy meeting, there will be excellent conversation, good friends and, of course, good cheer. The city of

Philadelphia figures very prominently in the history of the United States, and we are honored to welcome our members from all over the world to see some of the historic sites associated with the founding of the U.S., and to visit this re-vitalized and thriving city.

This year's theme is concerned with the idea that organizations can both serve their stakeholders and perform well, and serve their broader constituency and help society. We believe that these two goals are not mutually exclusive, and in fact, we hope to highlight a number of organizations from all over the world who have managed to be successful and to be good global citizens at the same time. We also hope to generate interest from scholars on the possible trade-offs between these goals as well as the ways to deal with those trade-offs. Thus, as we have in the past few years, we gather to celebrate what we do best, namely, advancing management research while solving real-world problems.

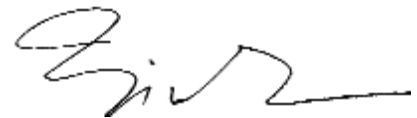
Thus, we hope you will spend your time at the 2007 AOM meetings in Philadelphia learning about how companies contribute to the good of their societies, and joining with your colleagues from around the world to engage in the discussion of how we can make a difference while still helping firms to improve their performance. We also hope you will find time to discover (or re-discover) the richness of the early history of the United States, and walk where men such as Benjamin Franklin walked – while enjoying some great food!



Angelo DeNisi
2007 Program Chair



James P. Walsh
2007 PDW Chair



Jimmy Le
Program Specialist

Academy Program Highlights

Distinguished Executive Address

Distinguished Executive Address by A.G. Lafley, CEO of Procter & Gamble

All Academy Convocation

Sunday, August 5, 5:00 – 7:00pm
Pennsylvania Convention Center, Grand Ballroom

For the first time, the Academy of Management chose an Executive of the Year through a formal selection process in which 40 nominees from the United States, Canada, Europe, and Asia were submitted by Academy members to a selection committee of eminent scholars. As a result, A.G. Lafley was selected to receive this award and will address the Academy membership at the Annual Meeting Convocation on Sunday, August 5, 5 - 7 PM, Grand Ballroom, Pennsylvania Convention Center. No sooner had the Academy made its choice that P&G was rated number one in quality of management in Fortune magazine's annual ranking of America's most admired companies.

All Academy Symposia

Academy of Management Public Affairs Forum on Immigration in the U.S.

Monday, August 6, 10:30am - 12:30pm
Philadelphia Marriott, Grand Ballroom F

Academy of Management Public Affairs Forum: Management Ramifications of Immigration in Europe

Monday, August 6, 1:00 – 2:50pm
Philadelphia Marriott, Grand Ballroom H

Early in the morning of December 12, 2006, agents of the U.S. Department of Homeland Security descended on six meat-processing plants of Swift & Company and took into custody some 1,300 workers as illegal immigrants. The largest immigration bust in U.S. history against a single company, the raid led The Wall Street Journal to complain: "One thousand federal agents that could have been focused on potential terrorists were instead focused on a meatpacking company that hires thousands of willing unskilled workers and pays them more than twice the minimum wage with full health benefits after six months. How's that for government efficiency?"

The raid left Swift and a host of other companies strug-

gling to deal with a problem that many of them believed they had taken adequate measures to avoid. Meanwhile, the entire country has continued to struggle with the immigration issue, which remains highly contentious in Europe as well.

Two public-affairs forums will address the management ramifications of immigration on opposite sides of the Atlantic. The first forum with Swift & Company's CEO, Sam Rovit, will discuss the situation in the U.S., joined by Peter Cappelli, Taylor Professor of Management at the Wharton School; Spencer Clark III, Chief Learning Officer of Cadence Design Systems, San Jose, California; and Eliseo Medina, Executive Vice President of the 1.8-million member Service Employees International Union, the U.S.-based union with the largest number of immigrants (Monday, August 6, 10:30AM - 12:30PM in Philadelphia Marriott's Grand Ballroom F). The second forum, focusing on the situation in Europe, will include Paul Broeckx, Head of Corporate Human Resources, Nestle SA; Kay Carberry, Assistant General Secretary, Trades Union Congress (UK); Rita Campos Cunha, U. Nova de Lisboa; and Julio DeCastro, Instituto de Empresa, Madrid (Monday, August 6, 1:00 PM - 2:50 PM in Philadelphia Marriott's Grand Ballroom H). Co-chairing both sessions will be Wayne Cascio of the University of Colorado Denver and Cary Cooper of Lancaster University.

Division Program Highlights

Business Policy & Strategy:

Raising the Bar on Trust Research: Comments, Critiques, and Counsel on Empirical Work

Friday, August 3 1:00 – 3:30pm
Philadelphia Marriott, Room 407

Trust Workshop

Friday, August 3, 3:30 - 5:30pm
Philadelphia Marriott, Room 407
Panelists: Laura Poppo, Bill McEvily, Africa Arino, Steven Currall.

Raising the standards for empirical trust research is important, since it not only improves the quality of the work itself, and thus its contribution, but also increases the likelihood that trust research will influence scholarly work in related fields. These two Professional Development

Academy Program Highlights

Workshops aim to clarify criteria against which trust research will be (and should be) evaluated, and provide coaching, guidance, and feedback to scholars who are currently doing research on trust. In the first session, a panel of experts will critique their own past work, discussing what they would do differently if conducting the study today, and commenting on more recent research related to their work. In the second session, Trust Workshop, the panel will lead a discussion on work-in-progress papers that have been selected through a competitive process, providing comments and recommendations to each participant on how to further improve their paper. The first session is open to all; registration is required for the Trust Workshop.

Scientists, Engineers, and the Process of Innovation: The Moderating Effects of the "Macro" Context

Chairpersons: Rajshree Agarwal and Rosemarie Ziedonis

Monday, August 6, 12:20 - 2:10pm

Philadelphia Marriott, Franklin 2

Innovative activity is undertaken by individual scientists and engineers within the broader professional, social, and institutional contexts in which they operate. The interplay between these "macro" factors and individual-level activity remains an exciting yet challenging area of research for scholars of business strategy, innovation, and organizations. In a series of studies, this symposium proposes to shed new light on the complex dynamics between individuals, firms and institutions in the creation and use of new technologies. Each of the papers contributes theoretical and empirical insights that advance our understanding of two broad questions. First, how is individual-level effort shaped by the professional, social, and/or institutional environment in which these individuals operate? Second, how do the "boundary-spanning" activities of scientists and engineers affect the creation and use of new ideas, particularly as individuals move to new organizations or to new geographic locations? The symposium includes, as discussants, two distinguished scholars who have written extensively about knowledge flows, innovation and patenting, localized search, alliances, and inventor mobility. By bringing together authors and discussants from multiple disciplinary perspectives (sociological, institutional, organization theory, and economics), we hope to ignite an interesting and lively discussion that will benefit members of the BPS, TIM and OMT divisions.

Conflict Management:

Conflict Management is offering four, great, not-to-miss PDW sessions. We would like to draw special attention to these two:

Leadership in Academia: What It Means at Different Career Stages

Sunday, August 5, 8:30 - 9:50am

Pennsylvania Convention Center, Room 110 A&B

We need leaders at all career stages, but what that means changes as our careers progress. In this session, a panel of speakers who have taken on a variety of leadership roles at different career stages will share their insights on leadership in the domains of service, teaching, and research and offer advice based on their own experience.

Balance is Bunk: Surviving Parenthood and Succeeding in Academia

Sunday, August 5, 10:00am - 12:00pm

Pennsylvania Convention Center, Room 112A

In today's competitive environment, career success requires commitment, passion, and, to be blunt, a lot of time. Both our children and our work are important to us and often demand our full attention simultaneously. Striving for "balance" can be maddening. The truth is there are no magic answers that enable us to have it all. Join us in this session as we face the fact that balance is bunk and instead focus on how to survive, succeed, and have a life in the process. Our discussion will deal squarely with the serious tradeoffs that are involved with simultaneously raising children and succeeding in Academia. A group of leading scholars in the field will share their insights and non-fluffy survival strategies.

Human Resources:

Welcome and Awards Ceremony

Monday, August 6, 8:30 - 10:20a.m.

Pennsylvania Convention Center, Room 113B

The HR Division is highlighting the Welcome and Awards session at this year's conference. Paul R. Sackett, University of Minnesota, recipient of the Herbert Heneman Jr. Career Achievement Award, and David Pace, Executive Vice President, Partner Resources, Starbucks, recipient of the Distinguished Human Resource Executive

Academy Program Highlights

Award, will be featured presenters during this session. In addition to the featured presentations, the following award winners will be recognized: Innovative Teaching Award: Piers Steel; Herbert Heneman Jr. Career Achievement Award: Paul R. Sackett; Scholarly Achievement Award: "How Important are Job Attitudes? Meta-analytic Comparisons of Integrative Behavioral Outcomes and Time Sequences," by David A. Harrison, Daniel A. Newman, & Philip L. Roth (Academy of Management Journal, 2006, 305-325); Thomas A. Mahoney Mentoring Award: Eugene Stone-Romero; SHRM Foundation Dissertation Grants: Inbal Nahum-Shani, Devasheesh Bhave, Sharon Hill, and Tammy Rapp; Ralph Alexander Dissertation Award: "High-performance Work Systems, Dynamic Workforce Alignment, and Firm Performance" by Jeff Ericksen; Distinguished Human Resource Executive Award: David Pace; Best Convention Paper: "The Effects of Employee Mobility Between Competitors and Cooperators on Firm Performance" by Deepak Somaya, Ian O. Williamson, & Natalia Lorinkova; Best Student Convention Paper: "The Influences of Organizational Culture and Job Involvement on Job Specification Ratings: A Multilevel Analysis" by Wen-Dong Li, Yongli Wang, Paul J. Taylor, & Kan Shi; International HRM Scholarly Award: the award winner will be announced during the Welcome and Awards session.

International Management:

We have an exciting program this year, with a number of very interesting PDWs, papers, symposia, and social events. Recognizing that it is impossible to highlight all deserving activities, we would like to call your attention to the following:

IMD Welcome

Monday, August 6, 7:30 - 8:30am
Philadelphia Marriott, Franklin 4

The EC will welcome IMD members and will provide a brief overview of the division conference program. In addition, participants will have an opportunity to informally meet colleagues who work in their area of research. This is a new initiative of the IM Division in response to feedback from members, who report that due to the huge size of the AoM meeting, they experience difficulty in finding their scholarly "home" or community. Based on the conference submissions, we have identified seven thematic research tracks and have invited seven distin-

guished scholars to serve as Track Chairs. They will host the welcome meeting by area and will facilitate community building and networking that we hope will carry over throughout the conference. The seven tracks and track chairs are:

1. National institutions and political economy – Lorraine Eden, Texas A&M U.
2. IB theory, FDI, and entry mode – Jean Francois Hennart, Tilburg U.
3. MNC strategy – Alain Verbeke, U. of Calgary
4. Innovation and knowledge management – Yves Doz, INSEAD
5. Inter- and intra-firm relationships – Harbir Singh, U. of Pennsylvania
6. Cross-cultural management (IOB and IHRM) – Christopher Earley, National U. of Singapore
7. Emerging, transition and developing economies – Klaus Meyer, U. of Reading

IMD Executive Panel: Experience in Doing Well by Doing Good

Monday, August 6, 4:10 - 5:30pm
Philadelphia Marriott, Franklin 4

Guest speakers: Ms. Aster Angagaw is Senior Vice-President, Strategy, Planning and Quality of Sodexo Corporate Services; and Mr. Mark Durand is Chief Financial Officer of Teva Pharmaceuticals USA.

Booz Allen Hamilton Eminent Scholar in International Management Award

Monday, August 6, 5:45 – 7:15 pm
Philadelphia Marriott, Franklin 4

This year, in recognition of his contribution to the field of international management, the Booz Allen Hamilton/strategy and business Eminent Scholar award is given to Ikujiro Nonaka. He is Professor of International Business Strategy at the Graduate School of International Corporate Strategy, Hitotsubashi University, Tokyo, Japan.

Barry Richman Dissertation Award Finalists Session

Tuesday, August 7, 4:10 - 5:20pm
Philadelphia Marriott, Franklin

The finalists of the Barry Richman Dissertation Award will present their papers in this session.

Academy Program Highlights

IMD Business Meeting

Tuesday, August 7, 5:30 - 7:00pm
Philadelphia Marriott, Franklin 4

"State of the IM Division" discussion and presentation of IM Division Best Paper Award, Doug Nigh Award and Barry Richman Dissertation Award.

IMD Social

Tuesday, August 7, 7:30 - 10:30pm
Philadelphia Marriott, Grand Ballroom E

IMD Membership Program Feedback Meeting

Wednesday, August 8, 7:30 - 8:30am
Philadelphia Marriott, Franklin 4

Come and give feedback on the program to IMD EC members.

Management History:

Management History Division Richard M. Hodgetts Award Invited Address

Monday, August 6, 4:10 – 5:20pm
Loews Philadelphia, Congress A

Come join us for the inaugural presentation of the Richard M. Hodgetts Award. The late Dr. Hodgetts was a great contributor to the Management History Division and a friend and mentor to many in our Division and the Academy as a whole. He was an award-winning teacher and an extraordinarily prolific author. In 1999, Dr. Hodgetts was selected as the Outstanding Educator of the Year by the Academy. Although he lost his battle with cancer in 2001, his legacy lives on with the numerous students and colleagues he influenced and supported during a remarkable lifetime. In recognition, the Management History Division wishes to acknowledge others who have demonstrated outstanding commitment to our Division, the Academy, and the discipline by way of teaching, scholarship, and service.

We are pleased to announce that Dr. Arthur G. Bedeian, Boyd Professor and the Ralph and Kacoo Olinde Distinguished Professor of Management at Louisiana State University and A&M College is the first recipient of the Management History Division's Richard M. Hodgetts Award. Dr. Bedeian is a Fellow and past President of the

National Academy of Management and former Dean of the Academy's Fellows Group. He is also a Fellow of the Southern Management Association and the International Academy of Management, as well as a past President of the Foundation for Administrative Research, the Allied Southern Business Association, the Southern Management Association, and the Southeastern Institute for Decision Sciences.

A former editor of the Journal of Management, Professor Bedeian has published in the areas of role theory, human motivation, individual differences, job-life satisfaction, employee turnover, person-environment interactions, evolution of management thought, and research methodology. His work has appeared in the Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Journal of Vocational Behavior, Academy of Management Review, Journal of Occupational and Organizational Psychology, Academy of Management Learning and Education, Personnel Psychology, Applied Psychological Measurement, Organizational Research Methods, Strategic Management Journal, and Organizational Behavior and Human Decision Processes. He is a recipient of the Academy's Distinguished Service Award and Ronald G. Greenwood Lifetime Achievement Award.

Dr. Bedeian has served on the editorial boards of the Academy of Management Review, Journal of Applied Psychology, Journal of Management, and Journal of Vocational Behavior, among others. He has also served on various government committees, including the J. William Fulbright Foreign Scholar Board, which he has twice chaired, and as an external or panel reviewer for the National Science Foundation, the National Academy of Science, and the Research Council of Canada.

The Award symposium will begin with an introduction by Fred Luthans, as well as presentations of Dr. Bedeian's scholarly contributions and Academy service by Dan Wren and Rick Mowday, respectively. Professor Bedeian will share his reflections on the history of the division; an open discussion to follow. The Management History Division reception, in Dr. Bedeian's honor, will follow at 6:30 PM.

Academy Program Highlights

Management Spirituality & Religion:

Join the MSR interest group and participate in a wide variety of PDW and formal conference sessions! We have put together our largest and most diverse program yet for Philadelphia. A couple of highlights:

On Sunday from 10:30 a.m. to 12:30 p.m. some seasoned dissertation advisors offer their insights about making the most of the difficult and often emotional journey of writing and defending a dissertation. Co-sponsored by MED and GDO, we invite you to participate with international panel of scholars including Jerry Katz and Dave Whetten as they share their thoughts about mentoring, professional training, and fostering relationships during the dissertation experience.

On Tuesday at 10:30 a.m., join Yochanan Altman and Jacob Eisenberg for a lively symposium discussion that explores how affect and spirituality in the workplace may be at odds with increasingly impersonal and bottom-line focused workplace stresses. Presenting a variety of empirical and theoretical work, the symposium encourages reflection on how the human experience of emotion interacts with workplace 'realities' including goal incongruity, inequitable executive pay, virtual organizations, and reliance upon traditional science.

Managerial and Organizational Cognition:

We have an exciting line-up of PDW and scholarly program sessions on the program. Whether you do research on managerial and organizational cognition or are simply curious about cognition topics, we hope that you will take part in many of our sessions. They cover a wide range of topics, including decision making, sensemaking, mental models, learning, attributions, emotions, and the dynamics of identity, identification, teams, creativity, innovation, and interpersonal relations.

This year, MOC is celebrating the 10th anniversary of Cognition in the Rough, our Sunday morning PDW session that provides participants with an opportunity to get help on work-in-progress from noted scholars in the field. We have an excellent line-up of scholars this year, including Elena Antonacopoulou, Neal Ashkanasy, Pamela Barr, Andrea Casey, Janet Dukerich, Colin Eden, Dov Eden, Marlena Fiol, Peer Fiss, Raghu Garud, Gerard Hodgkinson, Susan Houghton, George Huber, Lynn

Isabella, Chet Miller, Frances Milliken, Rhonda Reger, and Kathleen Sutcliffe. Pre-registration is required; for details, please go to: <http://division.aomonline.org/moc>.

The MOC scholarly program opens with our Monday morning Welcome Session featuring Denise Rousseau, who will speak on "Changing Cognition: The Intersection of Research and Practice." We also have a special paper session featuring the "next generation" of MOC scholars, which contains the four best student-authored papers on the program. In addition, the MOC scholarly program includes 19 paper presentation sessions, 2 visual paper sessions, 1 All-Academy symposium, 9 showcase symposia, 21 jointly sponsored symposia, and several sessions containing the 21 MOC papers selected for interactive paper presentations.

Cognition in the Rough

Sunday, August 5, 8:30 am - 12:00pm

Pennsylvania Convention Center, Room 113A

MOC Welcome with Denise Rousseau - Changing Cognition: The Intersection of Research and Practice

Monday, August 6, 9:00 - 10:20am

Pennsylvania Convention Center, Room 113

Organizational Behavior:

The OB Division is highlighting three very special events at this year's conference. First, Dr. Gary Latham, this year's recipient of the OB Division Lifetime Achievement Award, will be presenting an invited address on Tuesday at 9:00 a.m. Second, the OB Division is sponsoring a Making Connections Coffee Break. The purpose is to provide a space for our international members and new members to make connections with division members. International and non-international members, both new and not-so-new, please join us for a coffee. Finally, we encourage our members to attend the OB Division Awards (Monday at 6:30 p.m.), which segues into the Division's Celebration and Social Hour. In this annual event, we will celebrate the accomplishments of our award winners, offer thanks to our members who have served the division during the last year (especially our dedicated reviewers!), reconnect with old friends, and make new connections.

OB Division Lifetime Achievement Award Invited Address

Tuesday, August 7, 9:00 - 10:10am

Philadelphia Marriott, Independence Ballroom I

Academy Program Highlights

Making Connections Coffee Break

Monday, August 6, 4:00 – 5:30pm
Philadelphia Marriott, Independence Ballroom III

OB Division Awards and Celebration / Social Hour

Monday, August 6, 6:30 – 8:30pm.
Philadelphia Marriott, Grand Ballroom H (and G for the Celebration/Social Hour)

Organizational Communication & Information Systems:

Join us for our Gathering and Welcome on Monday followed immediately by two opening sessions, Software Development – Cross-Cultural Issues and Shared Meaning and Agility, Resilience, and IT Strategy. Later in the day Dr. JoAnne Yates will present the OCIS Division Keynote entitled Temporal Spatial, and Structural Perspectives in Communication and Information Systems. This session will be followed by the OCIS Business Meeting. Join us to honor the winners of the OCIS paper and reviewer awards. The first annual Gerardine DeSanctis Dissertation Award will be given at this meeting. We especially want to invite new OCIS members and doctoral students to attend and ask everyone to join us for the social hour immediately following. OCIS will be sponsoring 17 division paper sessions, numerous interactive paper sessions, and one visual paper session. Many of the division paper sessions this year focus on virtual team and knowledge management issues. The division is also co-sponsoring nine symposia covering a range of themes including team coordination, information systems in healthcare, online games, and sharing under risk.

OCIS Gathering and Welcome

Monday, August 6, 8:00 - 8:30am
Philadelphia Marriott, Grand Ballroom J

OCIS Keynote – Dr. JoAnne Yates

Monday, August 6, 4:10 - 5:20pm
Philadelphia Marriott, Grand Ballroom J

OCIS Business Meeting

Monday, August 6, 5:30 - 6:30pm
Philadelphia Marriott, Grand Ballroom J

Research Methods:

The Research Methods (RM) Division is proud of its 2007 program. Our program is comprised of two jointly-sponsored showcase symposia, five jointly-sponsored symposia, one sole-sponsored symposia, and forty papers presented as part of eight divisional paper sessions and five interactive paper sessions. These symposia and paper sessions address micro, macro, quantitative, and qualitative topics. In addition to symposia and paper sessions, there are three other RM events to put on your agenda.

First, the *RM International Networking* event is on Monday August 6 from 2:30 - 3:50pm in the Philadelphia Marriott's Franklin 8 room. This event provides an opportunity to meet and have food with other RM members, particularly those from outside the U.S. Second, the *RM Business Meeting* is on Monday August 6 from 5:30 - 6:30pm in the Philadelphia Marriott's Room 306. Third, the *RM Social* is on Monday August 6 from 6:30 - 8:30pm in the Philadelphia Marriott's Franklin 8 room. The Business Meeting and Social events are for you to see what is going on with the RM division, participate in shaping its future, meet the winners of the best paper awards, and chat with old friends as well as make new friends. As always, there will be great food at the RM Social. Come have fun with us!

Special Thanks

All Academy Chair

Allen Bluedorn

Interactive Papers Chair

Soo Min Toh

Caucuses Chair

Arup Varma

Visual Village Chair

Maria Fernanda Garcia

Local Arrangements**Committee**

Denise Potosky (co-chair)

Eric Stein (co-chair)

A. D. Amar

Glenn J. Forte

Veronica Godshalk

Andrea Hornett

Peggy D. Lee

Barrie E. Litzky

Patrick Maggitti

Dilip Mirchandani

Alison Paster

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Claire Simmers

Rowena Ortiz-Walters

Bahaudin Mujtaba

Monica Franco

Richard DeJordy

Paul Harvey

Barbara Ritter

Others

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of Business, Tulane U.

Stephen M. Ross
School of Business,
U. of Michigan

Jamie Byrnes, Tulane U.

Meet the Meeting Planners

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New Doctoral Student Consortium	Richard DeJordy, Boston College

Welcome to Philadelphia!

The Local Arrangements Committee of the Academy of Management welcomes you to Philadelphia and the 2007 meetings! Many people have been working to make our meetings and this conference venue successful. We hope you enjoy the presentations, special events, consortia, and all the pleasures Philadelphia has to offer. The three host hotels are the Philadelphia Marriott, Loews Hotel, and the Sheraton, all located close to one another in the downtown convention district.

A Little Bit of History

(Source: <http://www.philadelphiausa.travel>)

Philadelphia was founded in 1682 by William Penn, an English Quaker. King Charles II of England granted him a parcel of land that included 1,280 acres between the Delaware and Schuylkill Rivers. Penn's chief surveyor, Captain Thomas Holmes, devised a grid pattern for the city that included five public squares, all of which remain, to realize Penn's dream of a "green countrie towne." Due to its excellent location on the Atlantic Coast and accessible port facilities, Philadelphia grew rapidly in the 18th century until it was the second largest English-speaking city in the world. It was called the Athens of the Americas as the cultural center of the New World.

Philadelphia's history from 1774 to 1800 is inextricably linked to that of the American Revolution and the young nation. In Independence National Historical Park, "America's most historic square mile," visitors can see two of the nation's most precious monuments to freedom - the Liberty Bell, symbol of the nation's freedom, and Independence Hall, the birthplace of the nation, where a group of dissatisfied colonists adopted Thomas Jefferson's Declaration of Independence on July 4, 1776. And right here in Philadelphia in 1787 was written the Constitution of the United States. Philadelphia was the nation's capital from 1791 to 1800.

During the 19th century the city grew, annexing parts of the countryside including Fairmont Park. In the huge park are a dozen 18th and 19th century mansions, the nation's first zoo, and the Victorian era Boathouse Row. Philadelphia also has a strong maritime heritage. Along the Delaware River are the USS Olympia, Admiral Dewey's flagship from the Spanish-American War, the USS Becuna

submarine, and the Gazela of Philadelphia, a fishing vessel that's more than a century old.

Today, with a population of approximately 1.6 million, Philadelphia is the fifth-largest city in the United States and the second-largest on the East Coast. The city's recent renaissance in the last decade has brought national attention.

Helpful Information for Your Stay in Philadelphia

Access for People with Disabilities

The three conference hotels are within easy walking distance of each other. Conference events will be held in the Philadelphia Convention Center as well as the conference hotels. For those needing special assistance for disabilities please let us know at needs@aom.pace.edu. We will have electronic scooters available for those who need them.

Copies and Business Services

All of the conference hotels have business centers which can meet your needs. There are also several full-service copy facilities located nearby.

Transportation

The Philadelphia International Airport (PHL) is located 7.2 miles southwest of central Philadelphia. Shuttles, limousines, and taxis are readily available near the baggage claim. The airport also offers SEPTA bus and regional rail service to Downtown Philadelphia and to the Convention Center (i.e., the Market East/Gallery stop at 11th & Market St.). Travelers should allow for approximately ½ hour for the commute from the airport to the conference facilities. For departures, the airport recommends arriving no less than 90 minutes before your flight.

T-Shirts

Conference t-shirts feature a graphic of the Liberty Bell, which you can visit in the historical district of Philadelphia, and may be seen on the Academy's web page. T-shirt sales will benefit a local charity called PhilAbundance (www.philabundance.org). Please order your t-shirts when registering. They will be available for pick-up in the registration area.

Tours

The Philadelphia Local Arrangements Committee will continue the practice of providing assistance with information on available tours so members can make their individual plans. We will be working with the Philadelphia Convention and Visitors Bureau (PCVB) to assist members with their touring plans. We will have a link from the Academy website to some Philadelphia attractions and touring websites to allow members to start their planning early.

Shopping

A wide variety of shopping experiences are available in Philadelphia, including vintage shopping, “Jewelers’ row,” “Fabric row,” “Rittenhouse row” and “Antiques row.” Philadelphia offers one of a kind boutiques as well as national branded chain stores. An added bonus is tax free shopping on all clothing. For more details log on to www.gophilla.com.

Entertainment and Recreation

The Philadelphia Phillies are scheduled to be in town between August 7 and 12, 2007, so think about taking in a baseball game at Citizens Bank Park. Tickets may be ordered from http://philadelphia.phillies.mlb.com/ticketing/index.jsp?c_id=phi.

One of the few stops of the limited engagement of the “Tutankhamun and the Golden Age of the Pharaohs” exhibit is Philadelphia during the AOM conference. This exhibit is selling out quickly, however, so it is important to purchase tickets prior to your visit. Over one million visitors are expected to visit this location at The Franklin Institute Science Museum located just minutes from the AOM conference locations. Visit www.kingtut.org for more details.

As one of the places our founding fathers and mothers met when our country was formed, the City of Philadelphia includes a fascinating and important historical district that you can visit. Independence Hall, The Liberty Bell and the National Constitution Center are highly recommended places to visit.

Philadelphia is a great city for families. There is much to see and experience in the City of Brotherly Love. Here are some great examples of fun activities for the whole family to enjoy: The Philadelphia Zoo, The Art Museum, The Rodin Museum, The Academy of Natural Sciences, The Franklin Institute Science Museum, The University of Pennsylvania Museum of Archeology, The Mutter Museum, The Water Works Tour. You can log onto the following sites for more details about great family things to do in Philadelphia: The Philly Fun Guide at <http://www.phillyfunguide.com/>, the Philadelphia Convention and Visitors Bureau at www.pcvb.org and also Go Philadelphia at www.gophila.com

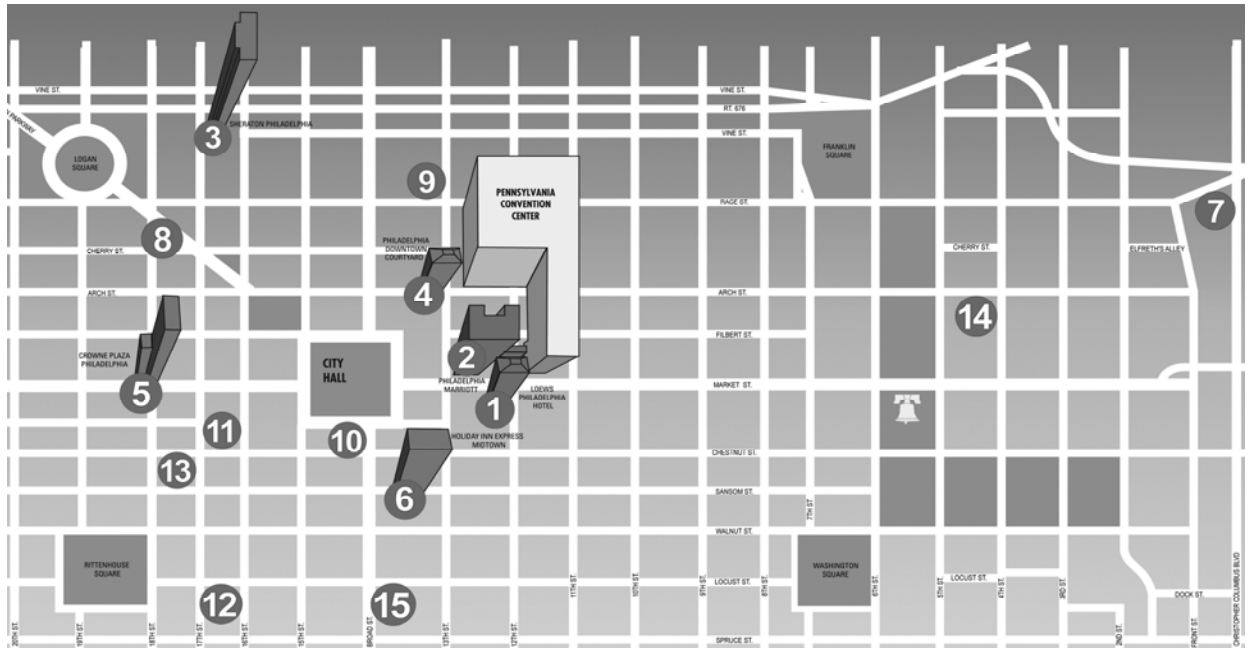
Weather

Weather in Philadelphia in August is typically very warm and humid, with highs often in the upper 80’s and lows in the low 70’s.

Speaking for all members of the Local Arrangements team for Philadelphia, we hope to make your visit an enjoyable one! We stand ready to assist you in any way in planning your trip to Philadelphia.

Denise Potosky (Co-chair), Eric Stein (Co-chair), A. D. Amar, Janon Berry, Glenn Forte, Veronica Godshalk, Andrea Hornett, Peggy Lee, Barrie Litzky, Patrick Maggitti, Dilip Mirchandani, Alison Paster, Gayle Porter, Larry Starr, Joan Weiner.

Philadelphia Hotel Map



1	Loews Philadelphia Hotel 1200 Market Street, Philadelphia, Pennsylvania 19107 USA
2	Philadelphia Marriott Downtown 1201 Market Street, Philadelphia, Pennsylvania 19107 USA
3	Sheraton Philadelphia City Center Hotel 17th & Race Street, Philadelphia, Pennsylvania 19103 USA
4	Courtyard by Marriott Downtown 21 N. Juniper Street, Philadelphia, Pennsylvania 19107 USA
5	Crowne Plaza Philadelphia Center City 1800 Market Street, Philadelphia, Pennsylvania 19103 USA
6	Holiday Inn Express Midtown 1305 Walnut Street, Philadelphia, Pennsylvania 19107 USA
7	Comfort Inn Downtown Historic Area 100 N. Columbus Blvd., Philadelphia, Pennsylvania 19106 USA
8	Embassy Suites Philadelphia - Center City 1776 Benjamin Franklin Parkway, Philadelphia, PA 19103 USA
9	Hampton Inn Philadelphia City Center 1301 Race Street, Philadelphia, PA 19107 USA
10	Ritz Carlton Philadelphia 10 Avenue of the Arts, Philadelphia, PA 19102 USA
11	Westin Philadelphia 99 South 17th Street, Philadelphia, PA 19103 USA
12	Radisson Plaza-Warwick Hotel Philadelphia 1701 Locust Street, Philadelphia, PA 19103 USA
13	Sofitel Philadelphia 120 South 17th Street, Philadelphia, PA 19103 USA
14	Holiday Inn Philadelphia Historic District 400 Arch Street, Philadelphia, PA 19106 USA
15	Doubletree Hotel Philadelphia Broad Street at Locust, Philadelphia, PA 19107 USA

Greetings from the Governor of Pennsylvania



COMMONWEALTH OF PENNSYLVANIA
OFFICE OF THE GOVERNOR
HARRISBURG

THE GOVERNOR

GREETINGS:

It gives me great pleasure to welcome everyone gathered together for the Academy of Management's annual meeting, focusing on the theme "Doing Well by Doing Good."

I am greatly encouraged by the innovation and pioneering spirit of our nation and commonwealth's most promising management executives and academics. It is this growing network that will be paramount to our future vitality, create new and expansive opportunity for our citizens, and help to establish Pennsylvania as a world-class management leader.


During your visit to Philadelphia, I hope you will take the time to enjoy everything this exciting city has to offer—from its numerous cultural and scenic treasures to its fine dining and gracious hospitality. A short distance from your event you will find icons of our proud American heritage—the Liberty Bell, Independence Hall, and the National Constitution Center, to name a few. There is something for everyone in this great city, and we welcome you to make many new memories here at the crossroads of big city excitement and hometown hospitality.

As Governor and on behalf of all Pennsylvanians, I thank the Academy of Management for organizing this conference, and I extend my best wishes to all of you for a productive time together and great success in all your future endeavors.



Edward G. Rendell

EDWARD G. RENDELL
Governor
August 3-8, 2007




House of Representatives

Whereas, the Academy of Management is an international organization headquartered in the United States with 16,280 active members among academics and executives, and it is the leading professional association for scholarship and disseminating knowledge about management and organizations, and

Whereas the academy of Management is holding its 2007 Annual Meeting in Philadelphia, Pennsylvania on August 3-8 and expecting 7,000 attendees, and

Whereas the theme of the conference is "Doing Well by Doing Good", demonstrating how firms can be financially successful while at the same time trying to accomplish some positive social goals and make life better for their employees and their communities,

Be it hereby resolved, that the House of Representatives of the Commonwealth of Pennsylvania extends greetings to the conferees and welcomes all to our great state. Please enjoy your stay and return to us!


 Carole Rubley, Member
 157th Legislative District

Senate of Pennsylvania



Harrisburg, PA

Congratulations

WHEREAS, the Academy of Management is an international organization headquartered in the United States with 16,280 active members among academics and executives; and is recognized as the leading professional association for scholarship and disseminating knowledge about management and organizational administration; and

WHEREAS, the Academy of Management is holding its 2007 Annual Meeting in Philadelphia, Pennsylvania from August 3 – 8, and expecting 7,000 attendees; and

WHEREAS, the theme of the conference is 'Doing Well, By Doing Good' demonstrating how firms can be financially successful while at the same time trying to accomplish positive social goals and make life better for their employees and the communities where they operate.

NOW THEREFORE, the Senate of the Commonwealth of Pennsylvania extends greetings to the conferees and welcomes all to our great state. Congratulations on your deliberations and good intentions. Please enjoy your stay and return to visit us again;

AND FURTHER DIRECTS that a copy of this document sponsored by Senator Andrew E. Dinniman be transmitted to Thomas Lee, President of the Board of Governors, the Academy of Management, Briarcliff Manor, New York.




 Andrew E. Dinniman
 Senator – 19th District
 April 27, 2007
 Date Issued

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The Society for Human Resource Management

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 210,000 individual members, the Society's mission is to serve the needs of HR professionals by providing the most essential and comprehensive resources available. As an influential voice, the Society's mission is also to advance the human resource profession to ensure that HR is recognized as an essential partner in developing and executing organizational strategy. Founded in 1948, SHRM currently has more than 550 affiliated chapters and members in more than 100 countries. Visit SHRM Online at www.shrm.org.

Drexel University LeBow College of Business

A Premier University . . . Founded in 1891 by Anthony J. Drexel in Philadelphia, Pa., Drexel University is widely recognized for its focus on technology and experiential learning. Ranked by *U.S. News & World Report* as one of the best national doctoral universities, it is the first major university to operate a fully wireless campus, Drexel is a leader in integrating emerging technologies into all aspects of its academic enterprise, which includes the nation's largest private medical college and new College of Law. Drexel is one of Greater Philadelphia's premier research institutions. Renowned for its academic excellence, Drexel is one of fewer than 30 private universities classified by The Carnegie Foundation as Research Universities (high research activity). For more information, visit www.drexel.edu.

Drexel University's LeBow College of Business . . . Recognized by *Entrepreneur*, *Financial Times*, *Forbes*, *The Princeton Review* and *U.S. News & World Report* for superior programs, Drexel University's LeBow College of Business empowers, enriches and inspires future business leaders through an innovative, strategic approach to business education defined by leadership and ethics, industry perspectives and technological orientation. Founded in 1922, LeBow College has more than 3,300 students, 100 faculty and 30,000 alumni and is accredited by AACSB International-The Association to Advance Collegiate

Schools of Business. It offers undergraduate, graduate, doctoral and executive education programs. For additional information, visit www.lebow.drexel.edu.

Villanova University School of Business

The Villanova School of Business (VSB) is ranked the #12 undergraduate business school in the nation by *BusinessWeek*, and offers an internationally-recognized executive MBA program known for its innovative focus on systems thinking. In large part due to its progressive Applied Finance Lab, Villanova is ranked the #1 "Most Wired" campus in the United States by *PC Magazine* and *The Princeton Review*.

VSB is located just west of Philadelphia, on the historic Main Line. With a recent \$26 million renovation and the addition of a light-filled, 65,000 square-foot atrium, VSB serves over 2,500 students in its undergraduate and graduate business programs.

The school is led by Dean James Danko, a former entrepreneur who has served in leadership roles at some of the world's top business schools. VSB is known for creativity and innovation, excellence in technology, hands-on and service learning opportunities, a strong liberal arts foundation, a firm grounding in ethics, and an applied education that prepares students to become outstanding leaders and global citizens.

VSB is home to research centers including the Center for Responsible Leadership and Governance, the Center for Marketing and Public Policy Research, the Entrepreneurship Research Center, the Center for the Study of Church Management, and the Institute for Research in Advanced Financial Technology.

VSB is known for business relevance and the exceptional quality of its graduates as corporate citizens. Starting salaries for VSB students exceed the national average in every major. VSB graduates are prepared for global business—both through curricula and hands-on experience. The study abroad participation rate among VSB students is 35 percent, compared to the national average of 2 percent.

When it comes to doing well by doing good, VSB has been leading the way since its establishment in 1922 by the Roman Catholic Order of St. Augustine. St. Augustine is credited with creating the concept of servant leadership—and the Augustinian values of truth, community, caring,

and leading through service are infused throughout VSB curricula. VSB students are highly skilled in business and technology, and they prove that good works can make a profit; VSB's student-managed Arnone-Lerer Socially Responsible Investment fund has outperformed the S&P 500.

Temple University Fox School of Business

Established in 1918, The Fox School of Business has a long tradition of preparing leaders, professionals and entrepreneurs for successful business careers. Today, it is the largest, most comprehensive business school in the Philadelphia metropolitan area and among the largest in the world with almost 6,000 students, 150 full-time faculty and 50,000 alumni.

Accredited by AACSB International (The Association to Advance Collegiate Schools of Business), The Fox School offers BBA, MBA, Executive MBA, International MBA, MBA/MS, MS, MA, and Ph.D. programs on campuses throughout the Philadelphia region and around the world.

Fox is thoroughly committed to providing a student-centered education and professional development relevant to today's digital, global economy. Fox is also committed to the integration of technology into the curriculum and classroom, and in the encouragement of entrepreneurship and innovation.

The Fox School's programs continue to be ranked nationally and internationally by leading business publications and organizations. For the third consecutive year, the *Financial Times* ranked The Fox School's MBA among the Top 10 programs in the U.S. for "Value for Money." Also, this year the *U.S. News and World Report* ranked Fox School's undergraduate Risk Management and Insurance program in the Top 5, its International Business undergraduate program in the Top 10, its graduate IB program in the Top 15, and its graduate Healthcare Management program in the Top 30. *Entrepreneur* magazine and *Princeton Review* jointly ranked The Fox School's undergraduate Entrepreneurship program in the Top 5 and its graduate Entrepreneurship program in the Top 10.

Fox is committed to creating and disseminating knowledge in the business disciplines, particularly in subject areas like Accounting, Entrepreneurship, Finance, Human Resource Management, International Business,

Management Information Systems, Marketing and Risk Management/Insurance, among others. This research is accomplished by Fox's internationally renowned faculty, such as Rajiv Banker (Accounting), David Cummins (Risk Management), Masaaki Kotabe (International Business), Fred Murphy (Operations Management), Damaraju Raghavarao (Statistics), David Reeb (Finance), and Sanat Sarkar (Statistics), among others. For the School's quality research, *Academic Analytics* ranked The Fox School #4 in 2007 for Research Productivity of Finance Faculty.

Additionally, Fox is home to eight prestigious national academic and professional journals, including: *Journal of Economics and Business*, *Journal of International Management*, *Journal of Product Innovation Management*, *Journal of Risk Finance, Risk Management and Insurance Review*, *Benefits Quarterly*, *The Financier* and *The Securitization Conduit*.

Supporting and enriching its academic programs are research and outreach institutes and centers, such as the Center for International Business Education and Research (CIBER), Institute of Global Management Studies, Institute for Business and Information Technology, Innovation and Entrepreneurship Institute, Advanta Center for Research in Financial Institutions, Center for Healthcare and Research Management, Center for Competitive Government, and Small Business Development Center.

Furthermore, Fox is committed to linking to the dominant and growth industries in our region: financial services, healthcare, pharmaceuticals/biotechnology, information technology, and tourism and hospitality. This commitment is evidenced through its strategic alliances with regional and international business communities and by the School's global presence and international educational partners.

For more information, visit www.fox.temple.edu.

University of St Andrews School of Management

A UNIVERSITY ESTABLISHED FOR 600 YEARS

Founded in 1410, the University of St Andrews is one of the most ancient in Europe, the third oldest in the English-Speaking world and the first in Scotland. For six centuries, it has been an internationally recognized centre

of learning with top-ranking research across all faculties. It is rarely absent from the top ten listings of UK universities.

AN INTERNATIONAL UNIVERSITY

Teaching is anchored and entwined within the deep scholarship common in Europe's original universities. At St Andrews, staff and students hasten after the University's Homeric motto, 'Aien Aristeucin'-'Ever to be the Best'. Scholars from over 105 nations receive an education that is flexible, student-centred and innovative. They are taught by academics with international research reputations and so enjoy a unique educational experience in the beauty of a mediaeval and coastal townscape.

MANAGEMENT EDUCATION AT ST ANDREWS

Management teaching has been established within the University for 25 years. It is built on the solid foundations of a strong suite of flexible undergraduate programs mixing management with mathematics, modern languages, arts and humanities courses. At the postgraduate level, the School of Management provides a set of Masters programmes in International Business, Marketing, Finance, Creativity Management, Information Technology, HRM and Research. In addition, there is an active PhD program that has the highest kite mark approval from the UK Government's Economic and Social Research Council. At all levels, teaching is research driven with a close theory and practice linkage.

In recent years, the University has invested heavily in the School of Management, including a broadening of the international faculty and the construction of a prestigious building overlooking the ocean and the toughest hole in world golf-the seventeenth 'Road Hole' of the championship Old Course at the home of golf. Such investment has resulted in a rapid rise in the ranking of the School of Management to one of the top ten business schools in the UK, according to national surveys.

AN INVITATION

Academics interested in joining the growing number of global scholars who spend their sabbatical period at St Andrews, with its unique golfing facilities, are welcome to contact us – Professor Peter McKiernan, Dean, School of Management, peter@st-andrews.ac.uk.

Gold Sponsors

Tulane University

A.B. Freeman School of Business

Tulane University is one of the country's leading private research institutions. Founded in 1834 in New Orleans, as the Medical College of Louisiana, the University is now home to 11 schools and colleges as well as almost 7,000 undergraduate and over 4,300 graduate students. Most of these students are enrolled in classes on Tulane's Uptown Campus, which includes 110 acres and 80 buildings, while the Tulane University Health Sciences Center (including the School of Medicine and the School of Public Health and Tropical Medicine) is located in downtown New Orleans.

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ESMT European School of Management and Technology

ESMT European School of Management and Technology was founded in October 2002 on the initiative of 25 German blue chip companies and associations. The corporate founders' goal was to endow Germany with a truly international business school – a school with global reach and a European soul, located in the very heart of Europe, Berlin.

Inaugurated in February 2006 with the German Chancellor Angela Merkel, ESMT is conveniently situated in the historic part of Berlin, neighboring the State Department and numerous famous museums. ESMT offers executive education (since 2003) and an international fulltime-MBA (since January 2006) in

English. It will start an Executive MBA in Fall 2007. In addition to the Berlin campus, the School operates a technology campus in Munich and a castle campus in Cologne.

ESMT's research and teaching focuses on practice, relevancy, and applicability. High-impact learning allows participants to translate what they have learned into action as soon as they get back to their companies. ESMT imparts participants with state-of-the-art analytical methods in management and teaches them to solve real-life management issues. The aim is to enable participants to take responsibility and accomplish change. ESMT's international faculty, made up of both practice-oriented academics and theory-oriented experts, support this style of teaching.

ESMT is fully accredited by the German authorities as a private institution of higher education. While already fulfilling international standards, international accreditation and international ranking will follow as soon as possible. For more information, visit our website at www.esmt.org.

University of Southern Mississippi College of Business

Transforming and empowering students for successful business careers in Mississippi and beyond is the mission of the College of Business at The University of Southern Mississippi. A combination of quality academics, superb teaching and relevant experiences provide students with a solid foundation for career success.

The College of Business is among a select group of business programs in the nation fully accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The undergraduate and graduate programs in the School of Accountancy and Information Systems also maintain separate AACSB accreditation.

More than 75 faculty members teach courses to approximately 2,000 graduate and undergraduate students in 15 different majors in Hattiesburg and on the Mississippi Gulf Coast. There are four schools and departments within the College of Business: the School of Accountancy and Information Systems, the Department of Economics, Finance and International Business, the Department of Management and Marketing, and the Department of Tourism Management. Find more information online at www.usm.edu/business.

The University of Southern Mississippi, founded in 1910, is a comprehensive doctoral and research-extensive university fulfilling its mission of being a leading university in engaging and empowering individuals to transform lives and communities. In a tradition of leadership for student development, Southern Miss is educating a 21st century work force providing intellectual capital, cultural enrichment and innovation to Mississippi and the world. Southern Miss is located in Hattiesburg, with an additional campus and teaching and research sites on the Mississippi Gulf Coast; further information is found at www.usm.edu.

Penn State Great Valley School of Graduate and Professional Studies

A Penn State Master's Degree is closer than you think. Penn State Great Valley's School of Graduate Professional Studies is part of Penn State University's nationally recognized Graduate School, and is the largest campus in the region devoted exclusively to graduate and professional studies. We offer master's degree programs, continuing education courses, and certificate programs year-round in evening and weekend sessions that start every seven weeks. Our full-service campus includes a career center, computer center, financial aid office, library, and major conference center, all open during class hours.

Penn State Great Valley offers an MBA with specializations in Biotechnology and Health Industry Management, Business Administration, and New Ventures and Entrepreneurial Studies. Other master's degree programs include Leadership Development, Finance, Information Science, Training Design and Development, Systems Engineering, Software Engineering, and various areas of Education. Graduate certificates in business leadership and entrepreneurship, as well as post-master's certificates in a variety of subject areas including human resource management and marketing are also available.

Our master's degree programs in business administration and leadership are fully accredited by The Association to Advance Collegiate Schools of Business (AACSB International). Only fifteen percent of business schools worldwide have achieved this level of excellence.

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Alliant International University Marshall Goldsmith School of Management

Named for one of the most successful executive coaches and leadership educators in the world today, the Marshall Goldsmith School of Management takes the human side of organizations seriously. Our programs focus on applying the deepest insights about human behavior to the world of work. Our curriculum blends the strengths of psychology and organizational theory with business administration and analytic skills to give students a unique powerful set of tools to succeed in business, work in not-for-profit organizations, or become consultants or entrepreneurs. The School offers exciting and challenging degree programs in two major areas: Business & Management and Organizational Psychology.

Alliant International University was formed in 2001 through the combination of United States International University (founded in 1952) and California School of Professional Psychology (founded in 1969). Alliant has campuses in San Diego, San Francisco, Irvine, Los Angeles, Sacramento, and Fresno, CA. It also has campuses in Mexico City, Hong Kong, and Japan.

Marshall Goldsmith School of Management offers the following programs:

Masters: Business Administration; International Business Administration; Industrial-Organizational; Psychology; Organizational Behavior; Organizational Development; and Organizational Psychology

Doctoral: Business Administration; Industrial-Organizational Psychology; Organization Development; Organizational Psychology; Consulting Psychology; and Post-Doctoral re-specialization in Organizational Psychology

Joint Programs: Dual MBA/Industrial Organizational Psychology; Joint MBA/PhD Consulting Psychology; Joint MBA/PhD Industrial-Organizational Psychology; Joint Master of Organizational Behavior/PhD or PsyD Clinical Psychology; Dual PhD Clinical/Industrial-Organizational Psychology; and Joint Master of Organizational Behavior/Forensics PhD or PsyD

For more information, go to www.alliant.edu.

Silver Sponsor Carnegie Mellon University Tepper School of Business

Established in 1949, the Tepper School of Business at Carnegie Mellon is internationally recognized for its pioneering contributions in introducing management science and quantitative business principles to the global business school and corporate management arenas. Emphasizing an interdisciplinary approach to business management, the Tepper School leverages the innovative resources throughout the Carnegie Mellon campus to ensure a pervasive sense of collaboration, knowledge discovery and path breaking research. The school has six Nobel laureates as part of its faculty heritage, which is a proud legacy matched by only one other business school worldwide. The school's mission – leadership at the intersection of business and technology – underscores the institution's academic philosophy, which emphasizes management and scientific principles that advance global business practice. Through coursework, dynamic academic exercises, cross-campus research, collaborative corporate projects, and a range of learning initiatives, Tepper School students study at one of the most technologically elite universities in the world. The business school offers undergraduate and graduate degree programs in business, economics and computational finance. The doctoral program includes eight fields of study: accounting, economics, financial economics, information systems, manufacturing and operating systems, marketing, operations research and organizational behavior and theory.

Bronze Sponsors

Rowan University Rohrer College of Business

Accredited by AACSB International, the Rohrer College of Business makes excellence in teaching its highest priority and experienced-based learning its distinguishing instructional tool. Through a combination of engaging classroom instruction, project-based learning, and real-world experience, students not only develop critical thinking, communication, teamwork and problem-solving skills critical to career success, but also jump start their careers with a successful track record of developing team-based solutions to real problems. By emphasizing

project-based learning, the Rohrer College of Business, using teams of students directed by faculty, assists regional businesses, non-profit organizations and local government agencies on a wide variety of projects that enhance learning and contribute to economic development.

In partnership with the Center for Innovation and Entrepreneurship, the Rohrer College of Business promotes entrepreneurship throughout the University and in the regional community. Through its innovative entrepreneurship curriculum, the Rohrer College of Business has developed interdisciplinary programs with the other Colleges that assist faculty members and students to evaluate and initiate new business ventures. Through cooperative programs with the Entrepreneurs Forum of Southern New Jersey and the Nonprofit Development Center, the Rohrer College of Business promotes regional entrepreneurial activities and develops a stream of projects to be tackled within the curriculum.

In the Fall of 2007, the Rohrer College of Business will open its business incubator in the Sam Jones Innovation Center in the Rowan University Tech Park and will work cooperatively with College of Engineering faculty to launch high tech ventures that will augment the economic development of Southern New Jersey.

SAGE Publications

SAGE Publications is a leading international publisher of journals, books, and electronic media for academic, educational, and professional markets. Since 1965, SAGE has helped inform and educate a global community of scholars, practitioners, researchers, and students spanning a wide range of subject areas including business, humanities, social sciences, and STM (science, technology and medicine). A privately owned corporation, SAGE has principal offices in Los Angeles, London, New Delhi, and Singapore. SAGE publishes leading journals in business and management, such as *Journal of Management*, *Human Relations*, *Organization Studies*, and *Organization*. SAGE publishes bestselling books by leading authors and editors at prices students can afford such as *Leadership: Theory and Practice* by Peter Northouse and *Images of Organization* by Gareth Morgan. Please stop by our booth or visit us at www.sagepub.com.

Pewter Sponsors

Rutgers – Camden School of Business

LEARN. LEAD. SUCCEED. The Rutgers School of Business at Camden is an integral part of one of the nation's oldest, largest, and most distinguished universities. From corporate boardrooms and cutting-edge start-ups to government agencies and nonprofit organizations, the School of Business is a recognized leader in business education. The school's strategic location near Philadelphia - the nation's fifth largest metropolitan market - and its close proximity to New York City and Washington, D.C., afford students the opportunity to learn in the heart of our nation's business community. Rutgers-Camden's AACSB accreditation places the School of Business among the very best in the world. The Rutgers tradition of excellence extends back to 1766, and is respected around the world thanks to professors acclaimed internationally for both their excellence in research and teaching. The School of Business offers undergraduate programs in human resource management, accounting, finance, management, marketing, with concentrations in entrepreneurship, e-commerce and marketing research) and a graduate Master of Business Administration (MBA) program.

Innovative Learning Solutions, Inc.

Innovative Learning Solutions offers a family of *Marketplace* simulations by Ernie Cadotte! This includes: Introduction to Marketing; Strategic Marketing; Advanced Strategic Marketing; Supply Chain and Channel Management; Business Fundamentals; Introduction to Business and Strategy; Venture Strategy; Strategic e-Commerce; Strategy and Business Policy; Business Management; Integrated Business Management; Strategic Corporate Management; International Corporate Management; International Corporate Management with Outsourcing; and Advanced Strategic Corporate Management

ILS offers the Global Business Game by Joe Wolfe.

ILS offers a well thought-out pedagogy: Students are guided through the decision-making process. Detailed help files are available at the touch of a button.

Everything is taken care of so instructors can focus on learning. Web-based for easy access; game management outsourced to the ILS Processing Center; 24x7 technical support; online access to all team and student information; drill-down feature to identify team strengths and weaknesses; Balanced Scorecard for grading

It's easy to know what is going on, to advise students, and to grade performance.

Tools to Help Instructor: Flash demos for training students; Instructor Guidelines for creating and managing a course; online coaching tips; and PowerPoint presentations for training.

Kaplan University Graduate School of Management

Kaplan University's Graduate School of Management, in partnership with *Newsweek*, offers a revolutionary approach to business education that combines a top-notch academic program with distinguished speakers and case studies centered on today's events. As a leader committed to innovation, we draw on the resources of a world-class news organization to provide an exceptional student experience. We value academic leaders who bring professional work experience in their field, as well as distinguished academic achievements.

Kaplan University's more than 9,000 undergraduate and graduate management students acquire skills to prepare them to succeed in our global economy. The MBA program has grown rapidly to become one of the largest programs in North America. Kaplan University is accredited by the Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools and is part of Kaplan, Inc., a subsidiary of The Washington Post Company. Our programs are delivered online using innovative course design that gives students access to the best professors and practicing business professionals without geographic limitations.

We have opportunities for academic leaders to join our team. Both within their disciplines and as part of a much larger University, our faculty belong to a community of scholars. We are seeking leaders committed to making a difference in students' lives and that enjoy a flexible teaching schedule in an online environment. If you are interested in joining a dynamic, growing institution with

excellent part-time and full-time career opportunities please submit a cover letter and CV to the Assistant Dean of Faculty at: ADFacultyGradManage@kaplan.edu.

Saint Joseph's University Erivan K. Haub School of Business

The Haub School of Business at Saint Joseph's University has one of the largest undergraduate student enrollments of the 28 Jesuit business schools in the United States with 2,100 undergraduate students and 900 graduate students currently enrolled. The Haub School offers undergraduate degrees in Accounting, Finance, Decision and System Sciences, Food Marketing, Marketing, Management, and Pharmaceutical Marketing. Its graduate offerings include a Professional MBA, Executive MBA, Executive MBA in Pharmaceutical Marketing, Executive MS in Food Marketing, MS in International Marketing, MS in Human Resource Management, MS in Financial Services and the only On-Line Pharmaceutical MBA offered in the United States. The Haub School houses the Academy of Food Marketing which supports the largest undergraduate Food Marketing program in the world, the Center for Food Marketing which promotes research and provides executive education for the food industry and its most recent addition is the Academy of Risk Management and Insurance which supports undergraduate programs in insurance and finance. Most important, the Haub School is delivering significant quality in education to all students.

The Haub School of Business is accredited by the AACSB, the Association to Advance Collegiate Schools of Business, a distinction held by less than 25 percent of business schools worldwide. Since being awarded a chapter of Beta Gamma Sigma – the international honor society for business education - in 2001, the Haub School has received the Bronze Chapter Award in 2005 and the Silver Chapter Award in 2006.

Situated on the western boundary of Philadelphia, Saint Joseph's sixty-acre campus combines urban accessibility with the charm of the suburban Main Line. For more information on Saint Joseph's Haub School of Business, go to <http://www.sju.edu/hsb>.

Benedictine University

Benedictine University in Lisle, Illinois is a Catholic university in the Benedictine tradition that provides a values-centered liberal arts education enriched by our

excellence in science. *U.S. News & World Report* named Benedictine among the top schools in the Midwest and ranked Benedictine sixth in the Midwest for Campus Diversity for 2006.

The Benedictine Ph.D. in organization development (OD) prepares management professionals with state-of-the-art education in the field. Built on a more than 25-year history of successful graduate-level OD education, this program is intended for those persons with extensive experience, who currently hold responsible positions either in the field of OD, management or a closely allied field such as human resource management. It is intended as a program that makes a difference in both the scholarly and the practitioner world. In the first few years of the program, Benedictine Ph.D. students and faculty published and presented more than 300 articles, papers, presentations and seminars in OD academic and professional journals and at associations, including conferences in Australia, India, Denmark, Mexico, Norway, Ireland, France, Thailand and Italy.

The MS in Management and Organizational Behavior at Benedictine is recognized both locally and nationally as a leader in providing education toward managing the human side of organizations. Full-time and adjunct faculty combine strong academic backgrounds with extensive practitioner experience to build a program that incorporates the values of human dignity and corporate social responsibility. We foster collaborative faculty/student relationships aimed at achieving a common goal: learning to create and sustain excellence in management.

Capella University School of Business and Technology

Capella University, an accredited* online university, is dedicated to helping adults maximize their personal and professional potential through doctoral, master's, and bachelor's degrees. Many Capella learners immediately apply their course work in their professional work., as well as laying the foundation for advancement. Learners participate in powerful, faculty-guided learning communities that support the sharing of experience and knowledge across industries, professions and locations.

Capella University's School of Business and Technology delivers competency-based learning designed to align with industry standards and professional best practices. Our

masters degree programs in Organization and Management and in Information Technology focus on deep subject matter knowledge, and real world experience. Our MBA program, tailored for working professionals, focuses on practical content, relevant skills, and job-related behaviors that are critical for success in today's competitive environment. The PhD programs in Information Technology and Organization and Management, including the specialization in Human Resources Management, are designed to prepare scholar-practitioners for professional teaching or organizational leadership in the fast-paced, competitive global enterprise system.

Capella University recognizes that our academic reputation rests on the quality of our instruction. We strive to recruit faculty with solid academic credentials and practical, real-world business backgrounds in order to provide a rich and engaging academic experience for our learners.

Additional information: www.capella.edu.

*Capella University is accredited by The Higher Learning Commission and a member of the North Central Association of Colleges and Schools (NCA), 30 N. La Salle Street, Suite 2400, Chicago, IL 60602-2504; 312-263-0456; www.ncahigherlearningcommission.org.

Franklin University Business & Management Programs

Franklin University Redefines Relevance. Why do so many professionals choose to redefine themselves and their career options through Franklin?

Because, as central Ohio's leading educator of working adults, Franklin University gives students more options, more personal attention and more knowledge that applies immediately to the workplace. Since 1902, Franklin has been a pioneer in meeting the needs of students who have the ambition to continue their education in combination with other responsibilities.

The demand for adaptive and knowledgeable professionals who can apply critical-thinking, decision-making and problem-solving skills is great and crosses all industries. To meet this need, Franklin teaches these skills with emphasis on relevant, current situations through the effective blending of theory and practice.

Franklin keeps its curriculum useful by not only keeping pace with and anticipating industry changes. This means Franklin's students are equipped with fresh and essential learning – so they become as relevant as their knowledge.

Convenience: Undergraduate and graduate programs; flexible schedules, new classes starting every 3 to 6 weeks; degrees can be completed on campus, online or both; and no-hassle credit transfers.

Relevance: More than 50% of Franklin students report receiving promotions at work while pursuing their degree; prior college learning and work experience can be applied to degree requirements; and instructors bring real-world experience to course curriculum.

Excellence: Annually, more than 10,000 working adults choose Franklin; award-winning, one-to-one guidance from Student Service Associates; and personal attention – the average class size is 18 students.

City University of New York Baruch College Zicklin School of Business

The Zicklin School of Business is the largest and most diverse school of business in the United States. As the leading public AACSB accredited business school in New York City, the Zicklin School is uniquely positioned to capitalize on its prime metropolitan location and state-of-the-art facilities to create an exceptional educational experience. With a distinguished faculty and the most academically qualified student body among member institutions of the City University of New York, the Zicklin School of Business has earned an international reputation for excellence.

Cranfield University Cranfield School of Management

Cranfield School of Management is a world-class university business school, renowned for its strong links with industry and business. It is committed to providing practical management solutions through a range of activities including postgraduate degree programmes, management development, research and consultancy.

The School's reputation is founded on its ability to create, integrate and disseminate new management thinking - transferring 'knowledge into action'.

Its approach is guided by the following principles: Improving the management performance of individuals and organisations; and Making an effective contribution to the practice of management through innovative research and inspirational teaching

All of this is backed up by its worldwide reputation and accreditation by all three major bodies, AACSB International (the International Association to Advance Collegiate Schools of Business), EQUIS (European Quality Improvement System) and AMBA (the Association of MBAs).

The School's MBA, EMBA, Executive Education and Doctoral programmes are all ranked in the major league tables, and each year more than 6,000 managers study at Cranfield on Executive Education and General Management programmes.

The School boasts an alumni body of more than 10,000 members in 115 countries – an active network of professional managers from all sectors of business and the professions, the public and not-for-profit sectors.

Cranfield School of Management is an integral part of Cranfield University, world-renowned for the quality of its exclusively postgraduate teaching and research in advanced technology, applied science and management.

The School's website is at www.cranfield.ac.uk/som.

University of South Florida St. Petersburg College of Business

The University of South Florida St. Petersburg (USFSP) College of Business educates, develops and promotes effective and socially responsible managers, professionals and other leaders through multidisciplinary learning, research and service. The College of Business is accredited by AACSB International - The Association to Advance Collegiate Schools of Business. The Program of Accountancy is separately accredited through AACSB.

The College provides a diverse range of courses incorporating social responsibility, e-commerce, financial investments, taxation, cross-cultural management, forensic accounting, business strategy, and much more. To prepare students for leadership roles in their careers, the College of Business offers an interdisciplinary approach that develops communication, technology, decision-making and teamwork skills. Students' career goals are supported through the Student Business Organization and workshops to enhance professional development.

Since 2003, the Social Responsibility and Corporate Reporting (SRCR) Program of Distinction at the College of Business has provided multidisciplinary study and outreach in areas of interest to the business and academic communities. Built on a foundation of emphasizing ethical behavior, transparency, corporate social responsibility and effective corporate governance, the SRCR Program encourages scholarly research and study by faculty, students and the community across all business disciplines. Our MBA Program was selected by Beyond Grey Pinstripes as the Top Small Business School in the Nation in 2005 for preparing students for social and environmental stewardship.

Additionally, the USFSP College of Business is located on the picturesque shores of Tampa Bay, and within walking distance of downtown St. Petersburg. For more information, please visit our website at: www.stpt.usf.edu/cob.

AOM 2008 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) 2008 Annual Meeting, August 8-13, in Anaheim, California. AOM 2008 has five levels of university/organization sponsorship:

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For complete information, please contact Dr. GERALYN McClure Franklin, AOM Director of Sponsorships, at gfranklin@spadmin.usf.edu

The Academy of Management Wishes to Recognize the AOM 2007 Leadership University Sponsors

University of Maryland

**Robert H. Smith School of Business
(Supporting AOM President Ken G. Smith)**

The Robert H. Smith School of Business at the University of Maryland is an internationally recognized leader in management education and research for the digital economy. A comprehensive business school with campuses on four continents, the Smith School offers undergraduate, full-time and part-time MBA, Executive MBA, Executive MS, PhD, and non-degree executive education programs.

Like businesses, business schools in the new millennium must transform their knowledge and research base, their curricula and modes of delivery. The Smith School is in the midst of this transformation, with a vision of becoming a model for business education and knowledge advancement for the 21st century. The school's leading-edge curriculum uniquely integrates the foundational business disciplines with cross-functional e-business concentrations such as e-commerce, supply chain management, telecommunications, financial engineering, global business, and entrepreneurship. Smith students learn how to apply information technology to create innovation and drive business growth, while the school's world-renowned faculty create new management knowledge and identify leading business practices for today's networked world.

In addition to its main campus in College Park, Md., the Smith School has learning locations in nearby Washington, D.C., as well as in Baltimore and Rockville, Md. Its international campuses include Zurich, Switzerland, where the school delivers an EMBA program; Tunis, Tunisia, where an Executive MS program is offered; and Beijing and Shanghai, China, where the school delivers its EMBA and custom executive programs.

More information about the Robert H. Smith School of Business can be found at www.rhsmith.umd.edu.

Tulane University

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(Supporting AOM Vice President and Program Chair Angelo DeNisi)**

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University of Michigan

**Stephen M. Ross School of Business
(Supporting AOM Vice President-Elect & Program Chair-Elect James P. Walsh)**

The Stephen M. Ross School of Business at the University of Michigan pairs its unique action-based learning opportunities with world-class faculty, resulting in top-ranked educational programs that develop the leadership capacity of our students. The school's programs include Full-time MBA, Evening MBA, Executive MBA, Global MBA, MAcc (Master of Accounting), Executive Education, BBA, and PhD.

Leadership in business requires the ability to process information quickly, articulate a compelling vision, make effective decisions, and mobilize an organization to act in the face of challenges presented by an ever-changing global business landscape. But that's just the start. Business leaders constantly navigate different worldviews, cultures, and interests in the global economy and, crucially, within organizations. They operate amidst a complex network of relationships and responsibilities for which quantitative skills are necessary but not always sufficient preparation.

At the Ross School of Business, we create a series of experiences designed to draw students into scenarios that will develop and test their leadership capabilities in real time. Our distinctive action-based learning programs immerse students in the context in which they will apply the analytical skills they learn in our world-class, broad-based management curriculum.

The Ross School's blend of action-based learning and interdisciplinary, team-orientated education creates a distinctive learning community that is consistently ranked among the world's leading business schools.

**Penn State Great Valley
School of Graduate and Professional Studies
(Supporting AOM Local Arrangements Co-Chairs
Denise Potosky and Eric Stein)**

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**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.

2007 Academy of Management Exhibitor Relations Committee

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email: aom@gwu.edu Tel: (202)468-3133

Sergio D'Onofrio, Associate Director of Exhibitor Relations,
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Glass Ceiling Productions, LLC.....	427	Princeton University Press.....	223		
		Project Management Institute.....	221		
		Routledge.....	414, 416, 418		
		Sage Publications.....	301, 303, 305, 307		

Exhibit Hall Layout & Schedule

AOM 2007 Exhibit Schedule and Breaks:

Sunday, August 5

Hours: 9:00 a.m. – 5:30 p.m.
 Breaks: 10:15 a.m. – 10:45 a.m.
 2:45 p.m. – 3:15 p.m.

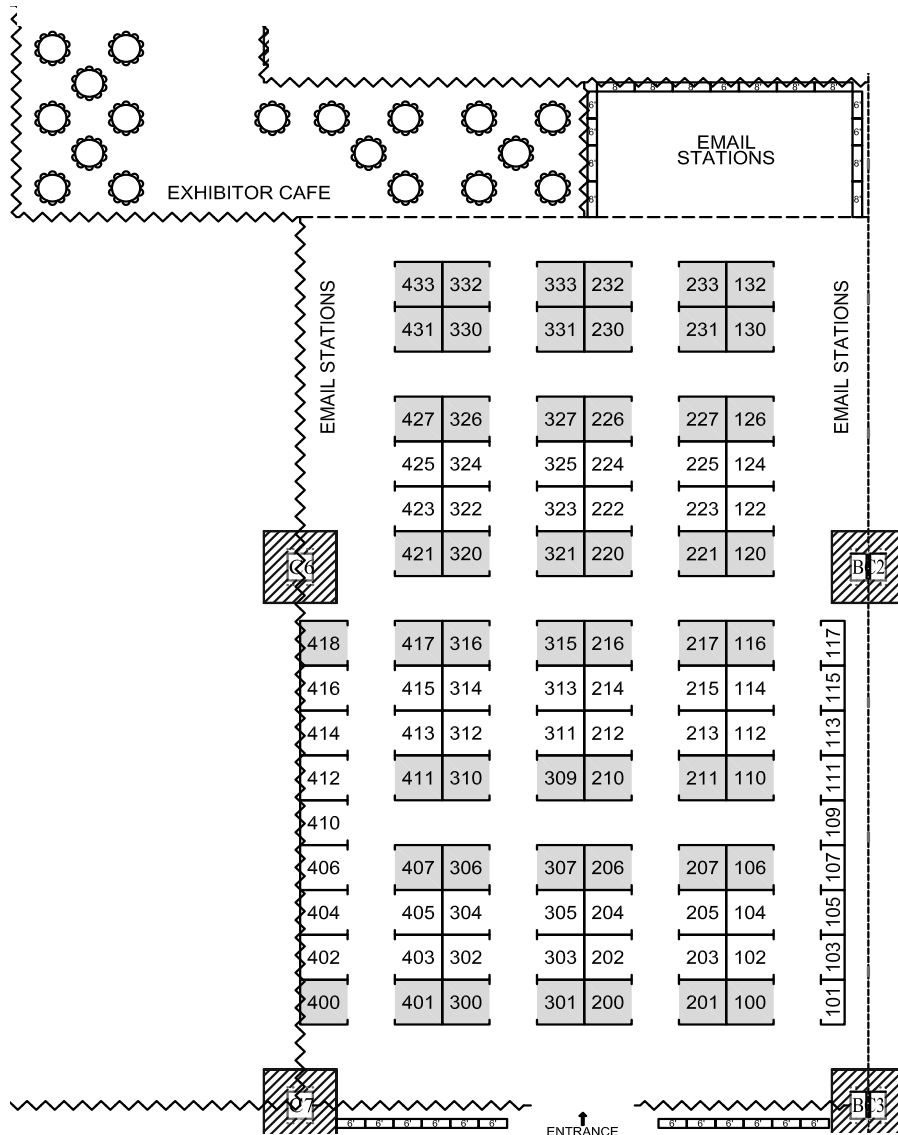
Monday, August 6

Hours: 9:00 a.m. – 5:30 p.m.
 Breaks: 10:15 a.m. – 10:45 a.m.
 2:45 p.m. – 3:15 p.m.

Tuesday, August 7

Hours: 9:00 a.m. – 5:00 p.m.
 Breaks: 10:15 a.m. – 10:45 a.m.
Sponsored by: Sage Publications
 2:45 p.m. – 3:15 p.m.

Exhibit Hall Location: Pennsylvania Convention Center, Hall C



Placement Services

Director: Janice Black, New Mexico State University

Associate Director: James Dulebohn, Michigan State University

Assistant Director: La Verne Higgins, Le Moyne College

Online Placement Services

<http://careers.aomonline.org/placement/>

Onsite Placement Services Registration

Location: Sheraton Philadelphia City Center Hotel, 17th & Race Streets, Franklin Room

Hours: Saturday, August 4, 2007
9:00 am – 4:00 pm
Sunday, August 5, 2007
9:00 am – 4:00 pm
Monday, August 6, 2007
9:00 am – 4:00 pm
Tuesday, August 7, 2007
9:00 am – 4:00 pm

Interview Tables

Location: Sheraton Philadelphia City Center Hotel, 17th & Race Streets (see shuttle schedule below)

Rooms: Mezzanine Level: Salons 1 through 10, Philadelphia Ballroom South, Philadelphia Ballroom North; Floor 1: Seminar A,B,C,D; Floor 2: Parlor A,B,C,D

Hours: Saturday, August 4, 2007
9:00 am – 8:00 pm
Sunday, August 5, 2007
9:00 am – 8:00 pm
Monday, August 6, 2007
9:00 am – 8:00 pm
Tuesday, August 7, 2007
9:00 am – 8:00 pm

Shuttle Schedule (approximately every 30 minutes)

Hours: Saturday, August 4, 2007
7:00 AM (first pick up from the Loews) – 8:15 PM (last pick up from the Sheraton)
Sunday, August 5, 2007
7:00 AM – 8:15 PM
Monday, August 6, 2007
7:00 AM – 8:15 PM
Tuesday, August 7, 2007
7:00 AM – 8:15 PM

Cost (both online and onsite)

\$25.00 Applicant Listing
\$200.00 Position Listing
\$100.00 Interview Table

Placement Services for the 2007 annual meeting will be located in the Sheraton Philadelphia City Center Hotel, 17th & Race Streets. Online placement services are available to all Academy members who register for placement until **August 31, 2007**. Applicants and institutions are encouraged to pre-register for placement services online at <http://careers.aomonline.org/placement/> beginning **June 1**. The Summer Career Fair begins **June 1** and ends **August 31**.

Applicants and institutions unable to pre-register should bring the required information to be entered online at Placement Services during the meeting.

Beginning September 1, there is a new on-line interface. Please attend one of the training sessions at the conference for help or follow the help instructions located at the website.

Applicant Cost: Cost to register as an applicant is \$25 and provides an active applicant listing for the Summer Career Fair ending August 31, 2007.

Position Cost: The registration fee for positions is \$200 for the summer Career Fair ending August 31, 2007. Placement sponsorship packages can be purchased for an additional \$250 which includes an organization's logo on the main Placement Service website. Note: Beginning on **September 1, 2007**, all online position listings and sponsorship packages will be sold on a 90-day duration basis from the date of posting.

Please note that the registration fees for Placement Services are separate from the registration fees for attending the annual meeting.

Interview tables are provided for conducting interviews in the Sheraton Philadelphia City Center. They are located in small-medium size rooms (6–30 tables/room) and will be available from Saturday, August 4 until Tuesday, August 7. The cost to reserve a table for the meeting is \$100. Table layouts and reservations will be available online at <http://careers.aomonline.org/placement/> beginning June 1st. Tables may be reserved onsite if space is available.

Placement Professional Development Workshops:

Ins and Outs of Faculty Recruiting Workshop

Saturday, August 4th: 8:00 - 9:30am
Sheraton Philadelphia City Center, Independence Ballroom

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

Placement for Applicants Workshop

Saturday, August 4th: 5:30 - 7:00pm
Sheraton Philadelphia City Center, Independence Ballroom

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.

Introduction to New On-Line Services

Franklin Room
Saturday, August 4th, 12:00 noon – 12:30 pm, and 4:30 – 5:00 pm
Sunday, August 5th, 8:30 – 9:00am, 12:00 noon – 12:30 pm, and 4:30 – 5:00 pm
Monday, August 6th, 8:30 – 9:00am, 12:00 noon – 12:30 pm, and 4:30 – 5:00 pm
Tuesday, August 7th, 8:30 – 9:00am, 12:00 noon – 12:30 pm, and 4:30 – 5:00 pm

Placement Services

Placement Committee 2006-2007

Garry Adams, Auburn University
Carolyn Chavez, New Mexico State University
Bob Dooley, Oklahoma State University
Peter Dorfman, New Mexico State University
Francis Fabian, UNC - Charlotte
Gerard Farias, Fairleigh Dickinson University
Geralyn Franklin, University of South Florida, St. Petersburg
Scott Gallagher, Syracuse University
Jim Guzak, University of Texas, Arlington
Joyce Heames, West Virginia University
Kim Hinrichs, Minnesota State University
Gary Insch, West Virginia University
Mary Jo Jackson, Dalton State University
Lisa Jensen, James Madison University
Delaney Kirk, Drake University
Younhee Lee
Nancy McIntyre, West Virginia University
Wei Liu, University of Maryland
Marianne Miller, Virginia Commonwealth University
Diana Reed, Drake University
Theodore Rosen, George Washington University
Mike Ryan, Bellarmine University
Scott Sherman, Texas A&M, Corpus Christie
Charlotte Sutton, Auburn University
Darren Treadway, University of Mississippi
Lei Wang, University of Texas, Pan American
Judy Weisinger, New Mexico State University
Mike Whitfield, Georgia College and State University

Alumni Members (Eligible Again in 2008-2009)

Christian Kiewitz, University of Dayton
Scott Douglas, University of Montana
T. Nichole Phillips, University of Central Florida

This training session introduces the AOM member to the new on-line interface for placement. The session begins with a presentation and walk through of both the applicant registration and viewing processes and the position registration and viewing processes. New benefits and the new fee structure are also presented.

Placement Activities

We believe the interview areas offered by Placement Services are a very appropriate location for interviews. Additionally, interviews may be conducted in conversation areas available throughout the conference facilities. The conference hotels also offer a number of full and parlor suites that may be used for interviews.

The Academy of Management is concerned about providing appropriate settings for conducting interviews. Settings that will accommodate candidates with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms are usually inappropriate settings for conducting recruiting interviews. If interviews must be conducted in hotel guest rooms, we offer the following suggestions: have multiple recruiters meet with each candidate; leave the guest room door ajar; ensure that the room is properly prepared to conduct interviews (i.e., beds are made, personal belongings are put away, etc.); maintain and encourage a professional demeanor by having all parties sit on chairs or sofas, wear shoes, and ask only appropriate questions; and above all, be sensitive to concerns of the other party by avoiding actions or comments that may make others uncomfortable.

Excerpt from the Academy's Code of Ethical Conduct

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

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

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

The William H. Newman Award

The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be (a) single authored; and (b) based on a doctoral dissertation completed within the last three years. Division Program Chairs nominate one paper each for this award. The Awards Committee, under the direction of Julie Hite

(Brigham Young University) selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Chris Collins (Cornell University), Tina Dacin (Queens University), Ha Hoang (INSEAD), Kyle Lewis (UT Austin) and Stewart Thornhill (Univ. of Western Ontario).

Here are the 2007 William H. Newman Award Nominees:

- | | | |
|--|---|--|
| <p>BPS
<i>Value Creation and Appropriation in Alliance Portfolios</i>
Dovev Lavie, Technion-Israel Institute of Technology</p> | <p>IM
<i>Shared Ownership Control in Multiple Waves of Structural Change</i>
Chris Changwha Chung, Florida International U.</p> | <p>OMT
<i>Arbiter of Science: Institutionalization and Status Effects in FDA Drug Review 1990-2004</i>
Jerry W. Kim, Columbia U.</p> |
| <p>CAR
<i>The Development of Calling: A Longitudinal Study of Musicians</i>
Shoshana Dobrow, Fordham U.</p> | <p>MC
<i>The Evolution of Knowledge Management in Practice</i>
Taman Powell, Warwick Business School</p> | <p>ONE
<i>Business Sustainability Embeddedness as a Strategic Imperative: A Multilevel Process Framework</i>
Mike Valente, U. of Victoria</p> |
| <p>CMS
<i>DOING GOOD AND WELL: Intrinsic alignment between personal interest, firm goals and societal needs</i>
Hector O. Rocha, IAE - Management and Business School of Austral U.</p> | <p>MH
<i>The Temporal Nature of the Evolution of Capabilities in the U.S. Brewing Industry 1950-2000</i>
Lynn W. Bakstran, Boston U.</p> | <p>PNP
<i>Institutional Isomorphism among Indiana Nonprofits: Measuring Homogenization and Formalization</i>
Richard Michael Clerkin, North Carolina State U.</p> |
| <p>ENT
<i>Do As I Say and Not As I Do: Social Advice Networks, Venture Capitalists, & Escalation of Commitment</i>
Carolyn Birmingham, U. of Idaho</p> | <p>MOC
<i>Cultivating Taste: Constructing the Importance of Product Aesthetics in Technological Industries</i>
Micki Eisenman, Baruch College</p> | <p>RM
<i>Moderated Structural Equation Models: A Simulation Study of Parcels and Latent Variable Scores</i>
Thomas D. Fletcher, U. of Missouri, St. Louis</p> |
| <p>GDO
<i>Beyond Actual Work Hours: Exploring the Relationship between Time Norms and WF Conflict</i>
Linda M. Dunn-Jensen, New York U.</p> | <p>OB
<i>Understanding the Ethical Cost of Organizational Goal-Setting: A Review and Theory Development</i>
Adam Barsky, U. of Melbourne</p> | <p>TIM
<i>Variation through Replication: The Extent and Sources of Variance when Replicating Routines</i>
Robert Jensen, Brigham Young U.</p> |
| <p>HCM
<i>Learning in Quality Improvement Collaboratives: Which Collaborative Model Features Matter Most?</i>
Ingrid M. Nembhard, Yale U.</p> | <p>OCIS
<i>Collaborative Technology Support for Integrating and Applying Knowledge in Virtual Contexts</i>
Dave Yates, U. of Southern California</p> | |
| <p>HR
<i>The Ethical Consequences of Rationalizations and Participative Decision Making</i>
Adam Barsky, U. of Melbourne</p> | <p>ODC
<i>Over-educated, Under-utilized Manager: Why Doesn't Human Capital Development Bring Desired Outcomes?</i>
Khalid Othman Alyahya, Arizona State U.</p> | |

The Carolyn Dexter Award

The Carolyn Dexter Award is an all Academy award to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The criteria for this prestigious Award include the following: (a) The theme and content of the paper should reflect an awareness of business and management outside the domestic boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are considered of high caliber for the Carolyn Dexter Award if they offer new insights, are rich in observation and employ creative methodologies.

Especially welcomed are submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries' research traditions. Each Division Program Chair nominates one paper to the chair of this year's Dexter Award Committee, Jacob Eisenberg at University College Dublin. The other Dexter Award Committee members are: David Lamond at David Lamond & Associates, Anat Rafaeli at the Technion - Israel Institute of Technology, Eleanor O'Higgins at University College Dublin, and Christopher B. Bingham at the University of Maryland

Here are the 2007 Carolyn Dexter Award nominees:

- | | | |
|---|---|--|
| <p>BPS
<i>National Governance Systems, Stakeholder Power, and Post-Acquisition Dynamics.</i>
Laurence Capron, INSEAD
Mauro F. Guillen, U. of Pennsylvania</p> <p>CAR
<i>An Exploratory Study of Regional Effects on MBA Student Career Preparation</i>
J B Arbaugh, U. of Wisconsin, Oshkosh
Regina F. Bento, Harvard U.
Alvin Hwang, Pace U.</p> <p>CMS
<i>Toward a Critical Brazilianization of Organization and HRM</i>
Thomaz Wood Jr., Escola de Administracao de Empresas de Sao Paulo
Maria Jose Tonelli, EAESP-FGV, Sao Paulo, Brazil
Bill Cooke, Lancaster U.</p> <p>ENT
<i>Internationalization Routines and Capability Learning in New Ventures</i>
Shameen Prashantham, Glasgow U.
Steven W. Floyd, U. of St. Gallen</p> <p>GDO
<i>Effects of Intergroup Contact on Chinese Migrants' Attitudes to Urban Locals</i>
Ingrid Nielsen, Monash U.
Jianjian Li, Fujian Normal U.
Jie Shen, U. of South Australia
Russell Smyth, Monash U.</p> | <p>HCM
<i>The Impact of Role Overload on the Mental Health of Nurses: A Multi-nation Study</i>
Vishwanath V. Baba, McMaster U.
Louise Tourigny, U. of Wisconsin, Whitewater
Xiaoyun Wang, U. of Manitoba
Silvia Ines Monserrat, U. Nacional del Centro
Luisa Mayoral, U. Nacional del Centro</p> <p>HR
<i>Measuring Strategic and Internal Fit in HRM: An Alternative Approach</i>
Corine Boon, Erasmus U., Rotterdam
Paul Boselie, Tilburg U.
Jaap Paauwe, Tilburg U.
Deanne N. DenHartog, U. of Amsterdam</p> <p>IM
<i>Geographic Orientation And Performance of Global Versus Regional MNEs</i>
Christian Geisler Asmussen, Copenhagen Business School
Anthony Goerzen, U. of Victoria</p> <p>MC
<i>Boundary Constructions in Interorganizational Knowledge Relations</i>
Jesper Blomberg, Stockholm School of Economics
Jan Lowstedt, Mälardalen U.
Andreas Werr, Stockholm School of Economics</p> | <p>MED
<i>EU Research-oriented Participatory Undergraduate Advisement-Education: Copenhagen Business School</i>
Charles Thomas Tackney, Copenhagen Business School
Toyoko Sato, Copenhagen Business School
Ole Strömngren, Copenhagen Business School</p> <p>MH
<i>TepMeH He MpeT: A Fractional Biography of Failure</i>
Charles Booth, U. of the West of England</p> <p>MOC
<i>Cross Cultural Attributions for Group Performance</i>
Jack Anthony Goncalo, Cornell U.
George Kandathil, Cornell U.</p> <p>MSR
<i>Practical Compassion: Towards a Critical Spiritual Foundation for Corporate Responsibility</i>
Marjolein Lips-Wiersma, U. of Canterbury
Venkatarman Nilakant, U. of Canterbury</p> <p>OB
<i>Importance of Being Something: Identity Centrality & Work Outcomes in Offshored Call Center in India</i>
Diya Das, Syracuse U.
Ravi Dharwadkar, Syracuse U.
Pamela Brandes, Syracuse U.</p> |
|---|---|--|

The Carolyn Dexter Award

OCIS

Intercultural Interaction in Distributed Teams: Salience of and Adaptations to Cultural Differences

Catherine Cramton, George Mason U.
Pamela Hinds, Stanford U.

ODC

From the Dialectic to the Dialogic: A New Framework for Studying Change Paradox

Latha Poonamallee, Case Western Reserve U.

OM

Impact of Power and Relationship Commitment on Manufacturer-Customer Integration in a Supply Chain

Xiande Zhao, Chinese U. of Hong Kong
Baofeng Huo, Chinese U. of Hong Kong

Jeff Hoi Yan Yeung, Chinese U. of Hong Kong

Barbara B. Flynn, Indiana U.

OMT

Wary Managers/Investors: Vulnerability, Control, Trust, and Distrust in Foreign Enterprises in China

Lai Si Tsui-Auch, Nanyang Technological U.

Guido Moellering, Max Planck Institute for the Study of Societies

ONE

Responsible Environmental Strategies and Export Performance

Inmaculada Martin-Tapia, U. of Granada (Spain)

Petra Christmann, Rutgers U.

J. Alberto Aragón-Correa, U. of Granada (Spain)

PNP

E-Government, Corruption and National Prosperity: Evidence from Cross-Country Data

Shirish C. Srivastava, National U. of Singapore

Thompson SH Teo, National U. of Singapore

RM

Using Set-theoretic Approach to Configurations: A Study of Business Strategies and Resources

Na Ni, U. of Manitoba

Parshotam Dass, U. of Manitoba

Kenneth Zantow, U. of Southern Mississippi

SIM

The Importance of Intangible Social Attributes in Individual Purchasing Decisions

Pat Auger, Melbourne Business School

Timothy Michael Devinney, Australian Graduate School of Management

Jordan J. Louviere, U. of Technology, Sydney

TIM

Taiwan's A-Team: Integrated Supplier Networks and Innovation in Taiwan's Bicycle Industry

Ren-Jye Liu, Tunghai U.

Jonathan Brookfield, Tufts U.

About the Academy of Management

The Academy of Management is a leading professional association of scholars dedicated to creating and disseminating knowledge about management and organizations. The Academy's central mission is to enhance the profession of management by advancing the scholarship of management and enriching the professional development of its members. The Academy's membership consists of scholars at colleges, universities, and research institutions, as well as practitioners with scholarly interests from business, government, and not-for-profit organizations.

The Academy is committed to shaping the future of management research and education. Management is defined broadly to encompass all processes, structures, and behaviors that are related to the work of organizations, as well as the dynamics of industries, economies, cultures, and other environmental forces that affect organizations and their employees.

16,586 Members (64 %U.S. / 36% Non-U.S.)

100 Countries Represented

24 Divisions and Interest Groups

7 Regional Affiliates (Eastern, Midwest, Southern, Southwest, Western, Asia, Iberoamerican)

Member Type Percentages

Professors.....	63%
Students.....	27%
Business Executives.....	8%
Emeriti (i.e. retired professors)	2%

AOM Publications

Academy of Management Journal

Presents cutting edge research that provides readers with a forecast for new management thoughts and techniques. Published 6 times per year. Circulation: 17,300.

Academy of Management Review

A theory development journal that publishes the highest quality conceptual work being done in the field. Published quarterly. Circulation: 17,200.

Academy of Management Perspectives

Effective with the February, 2006 issue The Academy of Management Executive changed its name to the Academy of Management Perspectives. AMP publishes accessible articles that are aimed at the non-specialist academic reader, and are also useful for teaching.

Published quarterly. Circulation: 16,200.

Academy of Management Learning & Education Journal

Presents theory, models, research, critique, dialogues and retrospectives that address the learning process, and the practice of management education. Published quarterly. Circulation: 15,600.

Academy of Management News

Quarterly newsletter covering society news and activities.

24 Division-specific Newsletters

Periodic newsletters addressing areas of specialization.

Advertising

The Academy of Management accepts advertising about professional resource materials in the annual meeting program and journals. Address inquiries to:

Susan Zaid, Communications Specialist

Academy of Management

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For further information about the Academy of Management, please visit the website www.aomonline.org, or call the main office at (914) 923-2607.

Academy of Management Leadership

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Future Annual Meetings of the Academy of Management

2008 Annual Meeting, Anaheim, California

August 8 - 13

2009 Annual Meeting, Chicago, Illinois

August 7 - 12

2010 Annual Meeting, Montreal, Canada

August 6 - 13

Chairpersons of the Professional Divisions and Interest Groups

BPS	Anita McGahan, Boston U.
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OCIS	Pamela Hinds, Stanford U.
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SIM	Duane Windsor, Rice U.
TIM	Christopher L. Tucci, Ecole Poly. Fédérale De Lausanne

Academy of Management Past Presidents

Affiliations reflect those at the time of presidency.

2005-2006	Thomas G. (Tom) Cummings ..University of Southern California	1973-1974	Lyman W. (Port) Porter.....University of California, Irvine
2004-2005	Denise M. Rousseau.....Carnegie Mellon University	1972-1973	Charles E. (Charlie) Summer, Jr.....University of Washington
2003-2004	Rosalie L. TungSimon Fraser University	1971-1972	George A. SteinerUniversity of California at Los Angeles
2002-2003	Jone L. PearceUniversity of California, Irvine	1970-1971	William G. (Bill) WolfCornell University
2001-2002	Jean M. BartunekBoston College	1969-1970	Joseph A. (Joe) Litterer .University of Massachusetts
2000-2001	Andrew H. (Andy) Van de VenUniversity of Minnesota	1968-1969	Paul J. Gordon.....Indiana University
1999-2000	David A. WhettenBrigham Young University	1967-1968	Ernest (Ernie) DaleUniversity of Pennsylvania
1998-1999	Anne S. Huff.....University of Colorado	1966-1967	Max D. RichardsPennsylvania State University
1997-1998	William H. (Bill) StarbuckNew York University	1965-1966	Preston P. (Pres) Le BretonUniversity of Washington
1996-1997	Michael A. (Mike) HittTexas A&M University	1964-1965	Dalton E. (Dalt) McFarland.....Michigan State University
1995-1996	Richard T. (Rick) Mowday.....University of Oregon	1963-1964	Keith DavisArizona State University
1994-1995	Mary Ann Y. Von GlinowFlorida International University	1962-1963	Harold D. (Howdy) Koontz .University of California at Los Angeles
1993-1994	Greg R. OldhamUniversity of Illinois	1961-1962	Harold F. SmiddyGeneral Electric Company
1992-1993	Donald C. (Don) HambrickColumbia University	1960-1961	George R. Terry.....Northwestern University
1991-1992	Ramon J. (Ray) AldagUniversity of Wisconsin	1959-1960	Joseph W. (Joe) TowleWashington University
1990-1991	Janice M. (Jan) Beyer....University of Texas at Austin	1958-1959	Merten J. (Mandy) Mandeville ...University of Illinois
1989-1990	Steven (Steve) KerrUniversity of Southern California	1957-1958	Billy E. GoetzMassachusetts Institute of Technology
1988-1989	Arthur G. (Art) BedeianLouisiana State University	1956-1957	Alvin M. BrownJohns-Manville Corp.
1987-1988	Don HellriegelTexas A&M University	1955-1956	Franklin G. (Frank) Moore.....University of Michigan
1986-1987	Richard M. (Rick) Steers.....University of Oregon	1954-1955	Ronald B. (Ron) Shuman.....University of Oklahoma
1985-1986	Fred LuthansUniversity of Nebraska	1953-1954	William R. (Jack) Spriegel.....University of Texas
1984-1985	Kathryn M. (Kay) BartolUniversity of Maryland	1952-1953	Franklin E. (Frank) Folts.....Harvard University
1983-1984	John W. Slocum, Jr.....Southern Methodist University	1951-1952	John F. Mee.....Indiana University
1982-1983	Robert B. (Bob) DuncanNorthwestern University	1950-1951	William H. (Bill) Newman.....Columbia University
1981-1982	Max S. Wortman, Jr.University of Tennessee	1949-1950	Michael J. (Mike) Jucius.....Ohio State University
1980-1981	Larry L. CummingsUniversity of Wisconsin	1948-1949	Erwin H. Schell.....Massachusetts Institute of Technology
1979-1980	William F. (Bill) GlueckUniversity of Georgia	1947-1948	Ralph C. DavisOhio State University
1978-1979	Rosemary PledgerUniversity of Houston at Clear Lake	1941-1947	Robert P. (Bob) BrechtUniversity of Pennsylvania
1977-1978	John B. (Jack) Miner.....Georgia State University	1936-1940	Charles L. (Charlie) Jamison...University of Michigan
1976-1977	Fremont F. (Monty) Kast ..University of Washington		
1975-1976	Stanley C. (Stan) VanceUniversity of Tennessee		
1974-1975	Herbert G. (Herb) Hicks....Louisiana State University		

2007 Academy of Management Annual Meeting Statistics

Table 1: Submissions by Sponsors

Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

Sponsor	PAPER SUBMISSIONS					SYMPOSIUM SUBMISSIONS		
	Papers Submitted	Division Acceptance	Visual Acceptance	Interactive Papers	Proceedings Acceptance	Symposia Submitted	Symposia Accepted	Showcase Symposia
AAS	0	0	0	0	0	30	30	0
BPS	653	269	97	99	43	65	54	9
CAR	86	49	0	10	5	20	10	5
CM	80	44	10	11	7	27	13	8
CMS	81	28	14	14	6	15	12	1
ENT	367	163	56	54	29	16	11	1
GDO	157	66	19	19	10	23	11	5
HCM	94	41	8	9	6	11	8	0
HR	260	113	24	18	14	51	34	1
IM	332	161	42	50	23	35	20	7
MC	54	20	4	8	3	16	10	1
MED	123	60	0	7	7	30	14	2
MH	36	16	5	5	3	8	7	0
MOC	142	82	21	21	12	37	21	9
MSR	30	10	0	4	2	6	4	0
OB	565	280	0	64	27	111	55	18
OCIS	164	62	12	24	10	11	9	0
ODC	152	81	21	21	10	36	21	2
OM	78	36	12	12	4	2	2	0
OMT	479	228	59	67	33	76	47	16
ONE	71	36	8	10	4	8	5	0
PNP	127	60	14	13	6	18	9	1
RM	80	32	0	8	4	16	7	2
SIM	185	100	12	12	11	44	22	4
TIM	380	167	49	49	25	31	26	3
TOTAL:	4776	2204	487	609	304	743	462	95

Table 2: Sessions & Participants

Table 3: Affiliations with 30+ Participants

Table 4: Participant Country Representation

Sessions	Total
Caucus	.25
Free Session	.19
Meeting	.186
Paper Session	.766
PDW Workshop	.351
Social Event	.88
Symposium	.272
Theme Session	.11
All Sessions	1,718
Participants:	Total
People on Program	.7962
Countries Represented	.81

Affiliation Name*	Affiliation Name*
Arizona State U.	Northwestern U.
Bocconi U.	Pennsylvania State U.
Boston College	Rutgers U.
Carnegie Mellon U.	Stanford U.
Case Western Reserve U.	Temple U.
Columbia U.	Texas A&M U.
Copenhagen Business School	U. of California, Berkeley
Cornell U.	U. of Central Florida
Florida State U.	U. of Illinois, Urbana-Champaign
George Mason U.	U. of Maryland
George Washington U.	U. of Michigan
Harvard U.	U. of Michigan, Ann Arbor
INSEAD	U. of Minnesota
London Business School	U. of Pennsylvania
Michigan State U.	U. of Southern California
National Taiwan U.	U. of St. Gallen
National U. of Singapore	U. of Toronto
New York U.	U. of Western Ontario

Country*	Count	Country*	Count	Country*	Count
ARGENTINA	.12	HONG KONG	.97	PHILIPPINES	.3
AUSTRALIA	.216	HUNGARY	.6	POLAND	.2
AUSTRIA	.35	INDIA	.54	PORTUGAL	.25
BANGLADESH	.1	INDONESIA	.1	PUERTO RICO	.1
BARBADOS	.1	IRELAND	.45	ROMANIA	.2
BELGIUM	.45	ISRAEL	.88	RUSSIAN FEDERATION	.4
BERMUDA	.2	ITALY	.118	RWANDA	.1
BOTSWANA	.1	JAPAN	.41	SAUDI ARABIA	.1
BRAZIL	.81	JORDAN	.1	SENEGAL	.1
CANADA	.420	KENYA	.2	SINGAPORE	.115
CHILE	.4	LATVIA	.2	SLOVENIA	.2
CHINA	.103	LEBANON	.9	SOUTH AFRICA	.12
COLOMBIA	.3	LITHUANIA	.2	SOUTH KOREA	.47
COSTA RICA	.7	MACAU	.3	SPAIN	.144
CROATIA	.4	MACEDONIA	.1	SUDAN	.1
CYPRUS	.2	MALAYSIA	.8	SWEDEN	.57
CZECH REPUBLIC	.1	MALTA	.1	SWITZERLAND	.100
DENMARK	.57	MEXICO	.13	TAIWAN	.226
ECUADOR	.1	MONACO	.1	TANZANIA	.2
EGYPT	.2	NAMIBIA	.1	THAILAND	.3
ESTONIA	.3	NETHERLANDS	.211	TURKEY	.22
ETHIOPIA	.1	NEW ZEALAND	.56	UGANDA	.1
FINLAND	.55	NIGERIA	.5	UKRAINE	.4
FRANCE	.193	NORWAY	.44	UNITED ARAB EMIRATES	.2
GERMANY	.194	OMAN	.4	UNITED KINGDOM	.441
GHANA	.2	PAKISTAN	.4	UNITED STATES	.4454
GREECE	.23	PERU	.2	VENEZUELA	.1

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



Notes

Friday Morning, August 3, 2007										
8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00	12:30	
OS: HR Off-site Tour - Comcast		7 HR: Company Visit: COMCAST HR								
OS: Rutgers EcoComplex		6 ONE: EcoComplex Day Trip →								
OS: Rutgers EcoComplex 2		8 ONE: Sustainability Seminars								
OS: Rutgers EcoComplex 1		9 ONE: The Amazon and Sustainability								
OS: Rutgers EcoComplex 3		10 ONE/TIM: Biomimicry & Sustainability								
CC: Exhibit Hall C - Reg.		11 AAA: Registration →								
CC: Room 307A		← AAA: 2007 LAC →								
MT: Room 403		← AAA: AOM Committee Meetings								
MT: Room 405		← AAA: BOG Meeting →								
MT: Room 406		← AAA: AOM Committee Meetings								
MT: Room 413		← IM: IMD Adventure								

Friday Afternoon, August 3, 2007										
1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30			
LW: Congress A		34 ODC/MED: Reflection on Lived Experience →								
LW: Congress B		35 PNP & Co-Sponsors: SPARC Educ & Learning Session →								
LW: Congress C		43 PTC: Performance								
LW: Howe		28 HCM: Portfolios & Mgt.								
LW: Lescaze		41 HCM: Theoretical and Practical Appl								
LW: Washington A		31 MC: Creating your Consulting pract			46 MC/ODC: Multiple Views →					
LW: Washington B		33 ODC & Co-Sponsors: Art & Skill of Ai Questions								
LW: Washington C		32 ODC: Toxic personalities at work								
OS: MH Boxly Tour		21 MH: Tour of "BOXLY"								
OS: Rutgers EcoComplex		← ONE: EcoComplex Day Trip								
CC: Exhibit Hall C - Reg.		← AAA: Registration →								
CC: Room 104A		17 GDO/BPS/MEN: Diversity Research Publishing								
CC: Room 104B		22 MOC: Learning from Disaster								
CC: Room 106 A&B		15 CAR/HR: Career Case Study Workshop			40 CAR: Career Renewal at					
CC: Room 111B		38 GDO: Integral Communication								
CC: Room 112A		19 MED: Success in the Classroom			42 MED/TTC/PTC: A Pledge for Teaching					
CC: Room 112B		20 MED: Peer Evaluation of Team Member			29 MED: Practicing what we preach					
CC: Room 307A		← AAA: 2007 LAC →								
MT: Independence I & II		25 OMT/BPS/CMS: Agency, Structure, Institution			44 RM/OMT: Estimating HLM as SEM					
MT: Independence III		24 OM/RM: Hamlet's Dagger								
MT: Liberty Ballroom B		26 RM & Co-Sponsors: Social Networks								
MT: Liberty Ballroom C		12 BPS & Co-Sponsors: The Power of Richness III								
MT: Room 401 & 402		45 TIM: TIM Doctoral →								
MT: Room 403		13 BPS & Co-Sponsors: Strategy as Design			39 BPS & Co-Sponsors: Clarifying Comp. →					
MT: Room 404		18 IM/BPS/AAM: Interactive Teaching Methods I								
MT: Room 405		← AAA: BOG Meeting								
MT: Room 407		14 BPS & Co-Sponsors: Raising the Bar: Trust Research			36 BPS & Co-Sponsors: Trust Workshop					
MT: Room 410		27 TIM: Planning Software								
MT: Room 411 & 412		23 OM & Co-Sponsors: Innovative teaching techniques			37 ENT/BPS/OMT: Topography of Entrepreneurship →					
MT: Room 414 & 415		16 ENT: PSED II Data Analysis Workshop			30 ENT: University IP & Rural Economic					

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

Friday Evening, August 3, 2007

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
LW: Congress A	← ODC/MED: Reflection on Lived Experience								
LW: Congress B	← PNP & Co-Sponsors: SPARC								
LW: Howe	65 PNP & Co-Sponsors: SPARC Reception								
LW: Lescaze	← HCM: Theoretical			67 ICW: Idaho State U. Reception					
LW: Washington A	← MC/ODC: Multiple Views on			57 MC/PTC: Exploiting		69 MC & Co-Sponsors:			
LW: Washington B	← ODC &		52 MSR: MSR Doctoral/NF Consortium						
LW: Washington C	50 SIM: SIM Doctoral Consortium								
OS: IMD Dinner on the Town									68 IM: Dinner on the Town with IMD EC
OS: Independence Brew Pub									59 NDSC: NDSC Happy Hour
CC: Exhibit Hall C - Reg.	← AAA: Registration								
CC: Room 104B	47 CAR: Careers "in the Rough"								
CC: Room 107A	48 MED: Intuition in the MBA								
CC: Room 110A									58 MED: MED Writers Workshop
CC: Room 111B	54 GDO: GDO Doc. Consortium Rec.								
CC: Room 112A	← MED/TTC/PTC: A Pledge for Teaching								
CC: Room 113A									60 OB: OB Doctoral Consortium Recepti
CC: Room 113B	49 OB: OB Faculty			61 OB: OB Jr. Faculty Reception					
CC: Room 307A	← AAA: 2007 LAC								
MT: Independence I & II	← RM/OMT: Estimating HLM			56 IM: IMD PDW Welcome					
MT: Liberty Ballroom A&B	51 AAA: New Member Orientation								
MT: Liberty Ballroom C	53 BPS: BPS Doctoral Consortium								
MT: Room 403	← BPS & Co-Sponsors: Clarifying Comp.								
MT: Room 404									55 ICW: Nova Southeastern
MT: Room 407	← BPS: Trust Workshop			62 OCIS: OCIS Doctoral Consortium					
MT: Room 408 & 409									63 OMT: OMT Junior Faculty Consortium
MT: Room 410									66 ICW: Mgmt. Faculty of
MT: Room 411 & 412	← ENT/BPS/OMT: Topography of			64 OMT/ODC/MOC: OMT/ODC/MOC Doctoral Consort.					

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

Saturday Morning, August 4, 2007

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
LW: Commonwealth A1		91 MSR: Freedom to be		124 MSR/SIM: Helping Companies Do Good					
LW: Commonwealth A2			106 ODC & Co-Sponsors: Appreciating Role of Shadow						→
LW: Commonwealth B			107 ODC/RM: Change Through Action		147 MSR & Co-Sponsors: Regulating spirituality				
LW: Commonwealth C				133 PTC: Org Health and Performance				158 PTC: Global Workforce	
LW: Commonwealth D			101 HCM: Qualitative methods		148 ODC/MC/BPS: Strategic Org. Development				
LW: Congress A		90 MC & Co-Sponsors: Org		120 MC/ODC: Using Somatics in Consulting		154 MC/ODC: Doing OD in Alien Worlds			→
LW: Congress C			104 MH: Introduction to the Academy		149 PNP: Incubating Non-Profits			163 SIM &	→
LW: Howe					146 ITC: Inter-communal understanding				
LW: Lescaze								153 HCM: Developing a research agenda	
LW: Regency Ballroom A			105 ODC & Co-Sponsors: TransOrg Development						
LW: Regency Ballroom B				132 PNP & Co-Sponsors: Sustainable Prac Action Res					→
LW: Regency Ballroom C1			103 ITC: International Career						→
LW: Regency Ballroom C2		86 HCM: HCM		123 MSR: MSR Doctoral/NF Consortium					→
LW: Washington A				134 SIM & Co-Sponsors: Nonmarket Strategies					
LW: Washington B			111 SIM & Co-Sponsors: Pro-poor For-profit Ventures						
LW: Washington C		97 SIM/ONE: SIM Doctoral Consortium							→
OS: CAR Off-Site Tour - TBA								156 CAR: The "Rocky" Route	→
OS: Constitution Center			108 OM & Co-Sponsors: Experience Management						
CC: Exhibit Hall C - Reg.		74 AAA: Registration							→
CC: Room 103A					140 MED/MOC/ODC: Transformative Learning				→
CC: Room 103C				121 MED: 4 P's of Teaching Creativity					
CC: Room 104A		80 CAR: International Career Community				152 GDO: Women's Corporate Empowerment			
CC: Room 104B		84 GDO & Co-Sponsors:		122 MOC: Positive Leadership					
CC: Room 105B				125 OB/ODC/MED: Teaching Leadership				161 OB/IM:	→
CC: Room 106 A&B		81 CM: Negotiating in Context							→
CC: Room 107A		72 MED/TTC/PNP: Service-Learning and Live Case							
CC: Room 107B		71 HR: HR Division Ph.D. Consortium							→
CC: Room 108A		87 HR & Co-Sponsors: HR/OB/ODC/ENT Rsrch Incubator							
CC: Room 108B					139 HR: HR Jr. Faculty Consortium				→
CC: Room 111B		85 GDO/GMS: GDO Doctoral Consortium							→
CC: Room 112A							155 MED/BPS: Managinq		
CC: Room 112B			100 GDO: International Diversity						→
CC: Room 113A		92 OB: OB PhD Consortium							→
CC: Room 113B		93 OB: OB Jr Fac Consortium							→
CC: Room 113C					141 OB: Defining&Measuring Leadership			162 OB/MOC	→
CC: Room 307A		75 AAA: 2007 LAC							→
MT: Franklin 2						144 ICW: USASBE Board Meeting			→
MT: Franklin 3				128 OMT/BPS/GMS: Does STS mean business?					
MT: Franklin 4						143 CMS/MED: Thinking critically			
MT: Franklin 5		89 IM: IMD Doctoral Consortium I							
MT: Franklin 6						150 TTC/MED: Teaching Across the Curriculum			
MT: Franklin 7		94 OM/HCM/BPS: Sys. in Health Care Sourcing					157 IAM: Intellectual Capital		
MT: Franklin 9			102 IM/BPS/AAM: Case Study Research						
MT: Grand Ballroom A			109 RM: Physiological Measures						
MT: Grand Ballroom B		96 RM: Significance Testing							
MT: Grand Ballroom C			110 RM & Co-Sponsors: Process Research						→
MT: Grand Ballroom F				113 NDSC: New Doct'I Student Consortium					→
MT: Independence I & II		73 AAA: Membership Committee Meeting							
MT: Independence III		77 BPS: BPS Dissertation Consortium							→
MT: Liberty Ballroom A						142 BPS/MED/TTC: Capstone Course is Dead?			
MT: Liberty Ballroom B		99 BPS: BPS New Faculty Consortium							
MT: Liberty Ballroom C		78 BPS: BPS Doctoral Consortium							
MT: Room 301				119 ENT: Alternative Teaching Methods					
MT: Room 302						145 IM & Co-Sponsors: Psychic, Cult. & Instit. Dist.			

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

Saturday Morning, August 4, 2007 (continued)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
MT: Room 303	138 ENT/BPS/OMT: Ethnic Networks & Innovation								
MT: Room 304	82 CMS: CMSDC								
MT: Room 305	130 OMT & Co-Sponsors: Group Process & Cross Level								
MT: Room 306	117 BPS/ENT/PNP: Research on Universities								
MT: Room 307	129 OMT & Co-Sponsors: Learning from Failure								
MT: Room 309	136 TTC & Co-Sponsors: Teaching Well With Technology								
MT: Room 310	112 TIM:			135 TIM: Meet the Editors			159 160 TIM: Strategies for		
MT: Room 401 & 402	98 TIM: TIM Division Doctoral Students								
MT: Room 403	126 OCIS: Junior Faculty Consortium →								
MT: Room 404	79 BPS & Co-Sponsors: Implementing CSR Strategy Glob								
MT: Room 405	114 AAA: BOG Meeting →								
MT: Room 406	115 AAA: BOG Meeting →								
MT: Room 407	127 OCIS: Doctoral Consortium →								
MT: Room 408 & 409	95 OMT: OMT Junior Faculty Consortium →								
MT: Room 410	88 IAM & Co-Sponsors: Challenges of globalization				151 OM/TIM: The OM/IT Interface				
MT: Room 411 & 412	131 OMT/ODC/MOC: OMT/ODC/MOC Doctoral Consort. →								
MT: Room 413	83 ENT: Nontraditional Academics				137 BPS & Co-Sponsors: Alliance Portfolios →				
MT: Room 414 & 415	118 CMS/OMT/RM: Philosophical Foundations								
SH: Franklin Room	116 AAA: Placement Services →								
SH: Independence Ballroom	76 AAA: Ins/Outs of Faculty Recruiting								

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

Saturday Afternoon, August 4, 2007										
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
LW: Commonwealth A1	169 HCM: SOX and	197 MH: Investment	220 MH: Take a Ride on	237 ONE & Co-Sponsors: Aqentic Institutional Work						→
LW: Commonwealth A2	← ODC & Co-Sponsors: Appreciating Role of Shadow									
LW: Commonwealth B	182 MSR: Katrina, Faith,	213 PNP/MEN/ITC: Mentoring of Non-USA Faculty	240 HCM: Assessment and Learning							
LW: Commonwealth C	199 MSR: St. John of	217 HCM: International Healthcare	243 PTC & Co-Sponsors: The							
LW: Commonwealth D	175 ONE/SIM/TTC: Social &	212 ONE: ONE Emerging Scholars	249 ONE/SIM/CMS:							→
LW: Congress A	← MC/ODC:	187 MC/ODC/PTC: Good	218 MC/IM: Lessons Learned	246 MC/ODC: Creating						
LW: Congress B	195 MC/MED: Forum for	219 MC/ODC/BPS: Strategy Storytelling	241 MC: Training MCs in	251 MC:						
LW: Congress C	← SIM & Co-Sponsors: Urban	221 MH: Industrial Films: Past&Present								→
LW: Howe	172 ODC/IAM/PTC: Dissertation Success									→
LW: Lescaze	201 ODC/MC/MED: Coaching Teams									
LW: Regency Ballroom A	176 PTC & Co-Sponsors: Bringing Practice Back									→
LW: Regency Ballroom B	← PNP & Co-Sponsors: Sustainable Prac Action Res									
LW: Regency Ballroom C1	← ITC: International Career									
LW: Regency Ballroom C2	← MSR: MSR Doctoral/NF Consortium						247 MSR: Develop			
LW: Washington A	184 PNP: PNP Junior Faculty Consortium									
LW: Washington B	185 PNP: PNP Division PhD Consortium									→
LW: Washington C	← SIM/ONE: SIM Doctoral Consortium									
OS: CAR Off-Site Tour - TBA	← CAR: The "Rocky" Route									
CC: Exhibit Hall C - Mem.	165 AAA: Membership									
CC: Exhibit Hall C - Reg.	← AAA: Registration									→
CC: Room 103A	← Transformative Learning	198 MOC: Sensemaking/National Security	245 ICW: MOR Editorial							
CC: Room 103B	196 MED/TTC/IM: Management Education: Global									
CC: Room 104A	208 ICW: JME Board Meeting	252 MED:								→
CC: Room 104B	191 GDO/CMS: Feminist Theory & Organization									
CC: Room 105B	← OB/IM: International Perspectives	211 OB/MOC: Identity and Leadership	242 OMT/BPS/ENT: Complex Sys.							→
CC: Room 106 A&B	← CM: Negotiating in Context									
CC: Room 107A	235 MED & Co-Sponsors: 21st Century Management									→
CC: Room 107B	← HR: HR Division Ph.D. Consortium									
CC: Room 108A	← HR &	181 MED/MEN: Attrition in Doctoral	225 OB/CM: Trust Research Into Practice							
CC: Room 108B	← HR: HR Jr. Faculty Consortium									
CC: Room 109A	200 OB: OB Mid-Career Workshop									
CC: Room 109B	170 HR: SHRM	207 HR & Co-Sponsors: SHRM Focus On HR Education								
CC: Room 111B	← GDO/CMS: GDO Doctoral Consortium									
CC: Room 112A	168 GDO/ODC: Women and Leadership	209 MED/SIM: Ethics in Higher	234 MED/BPS/TTC: Online Teaching							
CC: Room 112B	← GDO:	192 HR/IM/ITC: International HRM Research								
CC: Room 113A	← OB: OB PhD Consortium									
CC: Room 113B	← OB: OB Jr Fac Consortium									
CC: Room 113C	← OB/MOC: Leadership and Decision	210 OB/MED/IM: Developing Global Leaders								
CC: Room 307A	← AAA: 2007 LAC									→
MT: Franklin 1	166 ENT: ENT Endowed Chairs Luncheon	232 IM & Co-Sponsors: Doing High Impact Research								
MT: Franklin 2	← ICW: USASBE Board Meeting									
MT: Franklin 3	223 RM/OM/HR: Latent Growth Modeling									→
MT: Franklin 4	174 OMT & Co-Sponsors: Advanced Social Networks									
MT: Franklin 5	194 IM: IMD Doctoral Consortium II	244 AAC: TTC Meeting								
MT: Franklin 6	248 OMT/BPS/MOC:									→
MT: Franklin 7	190 ENT/BPS: Corporate Venturing	238 RM/HR/NDSC: Moderation and Mediation								
MT: Franklin 8	188 BPS & Co-Sponsors: Publishing Intl Strat Research									
MT: Franklin 9	171 IM: IMD Junior Faculty Consortium	250 IM/AAM: Meet the								
MT: Grand Ballroom A	183 OMT/CMS/SIM: Corporations and	236 OMT/BPS/ENT: SO/APBOX Roundtable								→
MT: Grand Ballroom B	228 OMT/TTC: OMT in the MBA curriculum									
MT: Grand Ballroom C	← RM & Co-Sponsors: Process Research									
MT: Grand Ballroom D	179 AAA: BOG Appreciate Luncheon									
MT: Grand Ballroom E	215 AAA: Chairs, Fac. &									
MT: Grand Ballroom F	← NDSC: New Doct'l Student Consortium									

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

Saturday Afternoon, August 4, 2007 (continued)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
MT: Independence I & II	173 OM: Operations		202 OM: OM Doctoral Consortium							
MT: Independence III	← BPS: BPS Dissertation Consortium									
MT: Liberty Ballroom B								205 BPS: BPS New Faculty Consortium		
MT: Liberty Ballroom C								206 BPS: BPS Doctoral Consortium		
MT: Room 301			203 OM/BPS/HR: Teaching Project			231 TIM/BPS: Patent Data				
MT: Room 302			204 RM/HR: Modeling Congruence				233 IM & Co-Sponsors: Conducting Research in China			
MT: Room 303	167 ENT/SIM/PNP: Social Entrepreneurship									
MT: Room 304			189 CMS/GDO: CMSDC			229 RM: Qualitative Comparative Analysis				→
MT: Room 305	164 AAA: AMJ Editors' Meeting							239 ENT/OMT/BPS: High Growth SME's		→
MT: Room 307	177 RM: Video Data				216 CMS/RM/GDO: Research Methods in Diversity					
MT: Room 309	178 TTC/MED/SIM: Teaching Ethics				224 IM & Co-Sponsors: Research in Microfinance					
MT: Room 310	← TIM: Strategies for Research				214 TIM: Box Lunch		230 TIM: Life Balance			
MT: Room 401 & 402		186 TIM: AACSB and								
MT: Room 403	← OCIS: Junior Faculty Consortium									
MT: Room 404		193 IAM: Research into practice (IAM)								
MT: Room 405	← AAA: BOG Meeting									
MT: Room 406	← AAA: BOG Meeting									
MT: Room 407	← OCIS: Doctoral Consortium									
MT: Room 408 & 409	← OMT: OMT Junior Faculty Consortium									
MT: Room 410							227 IAM: Iberoamerican Research			
MT: Room 411 & 412	← OMT/ODC/MOC: OMT/ODC/MOC Doctoral Consort.									
MT: Room 413	← Alliance Portfolios					222 OM & Co-Sponsors: The				
MT: Room 414 & 415		180 BPS & Co-Sponsors: Austrian Economics				226 CMS/RM: Critical Research				
SH: Franklin Room	← AAA: Placement Services									

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

Saturday Evening, August 4, 2007							
	5:00	5:30	6:00	6:30	7:00	7:30	8:00 8:30
LW: Commonwealth A1	← ONE & Co-Sponsors: Agentic						
LW: Commonwealth D	← ONE/SIM/CMS: Sustainability						
LW: Congress A	254 HCM/OM: Publishing						
LW: Congress B	257 MC: Academic RM for		268 MC:		278 MC: Consultant as ARer		
LW: Congress C	← MH: Industrial Films:						
LW: Howe	← ODC/IAM/PTC: Dissertation						
LW: Lescaze	276 ODC: ODC Doctoral Student Reception						
LW: Millennium Hall	259 HCM: HCM PDW Reception						
LW: Regency Ballroom A	← PTC & Co-Sponsors: Bringing Practice Back						
LW: Regency Ballroom B	272 PNP & Co-Sponsors: SPARC 10th Anniversary						
LW: Washington B	← PNP: PNP Division PhD						
OS: CAR Off-Site Event	266 CAR: Careers Division's Networki ...						
OS: Fox School at Temple U.	279 MED: Rock and Roll →						
OS: ONE Off-Site Reception - TBA	271 ONE: ONE Welcome Reception						
OS: Westin Philadelphia	273 SIM: SBE/SIM Speaker & Reception						
CC: 12th Street Foyer	277 ICW: IACMR/Blackwell						
CC: Exhibit Hall C - Reg.	← AAA: Registration						
CC: Room 103A	256 ICW: IACMR Business Meeting						
CC: Room 104A	← MED: Learning from F1 Motor						
CC: Room 105B	← OMT/BPS/ENT: Complex Sys.						
CC: Room 107A	← MED & Co-Sponsors: 21st						
CC: Room 107B	← HR: HR Division						
CC: Room 108B	← HR: HR Jr.						
CC: Room 113 Foyer	262 OB/HR: OB/HR PhD & Jr		275 HR/OB: HR/OB Welcome				
CC: Room 113A	← OB: OB PhD						
CC: Room 113B	← OB: OB Jr Fac						
CC: Room 307A	← AAA: 2007 LAC →						
MT: Franklin 1	← IM &						
MT: Franklin 3	← RM/OM/HR: Latent Growth						
MT: Franklin 5	← AAC: TTC						
MT: Franklin 6	← OMT/BPS/MOC: Simulation in OT						
MT: Franklin 8	261 IM: IMD PDW Reception						
MT: Franklin 9	← IM/AAM: Meet						
MT: Grand Ballroom A	← OMT/BPS/ENT: SO/APBOX						
MT: Grand Ballroom B	270 OCIS: OCIS Welcome Reception						
MT: Grand Ballroom C	264 OMT: Meet OMT reception						
MT: Grand Ballroom D	269 NDSC/MED: NDSC/MED Reception						
MT: Grand Ballroom F	265 BPS: Meet BPS!						
MT: Grand Ballroom I	267 CMS: CMS Welcoming Social						
MT: Independence I & II	263 OM: OM Doc. Consortium Rec.						
MT: Liberty Ballroom A	274 BPS: BPS Mid-Career Workshop						
MT: Room 304	← RM: Qualitative Comparative						
MT: Room 305	← ENT/OMT/BPS: High Growth						
MT: Room 403	← OCIS: Junior						
MT: Room 404	260 ICW: Nova Southeastern DBA Meetings						
MT: Room 405	253 AAA: Anaheim 2008						
MT: Room 407	← OCIS: Doctoral						
MT: Room 410	255 IAM: IAOM Business Meeting						
SH: Independence Ballroom	258 AAA: Placement for Applicants						

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

Sunday Morning, August 5, 2007

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
LW: Commonwealth A1		308 SIM & Co-Sponsors: Ethics: Doing What We Should?				358 HCM: Publishing HCM			
LW: Commonwealth A2		295 HCM: Welcome		335 MH: Getting Published			383 MH: Managing Your Dissertation		
LW: Commonwealth B			318 MSR/ODC: The Leadership Wheel			371 PNP & Co-Sponsors: Management & the Constitution			
LW: Commonwealth C			321 ONE: Research Approaches in ONE			359 HCM/PNP: Quantitative methods			
LW: Commonwealth D		305 PNP/IM/MED: Int'l Master Programs							
LW: Congress A		296 MC: MC Doctoral Consortium							
LW: Congress B		304 PNP & Co-Sponsors: SPARC Research & Publication				374 SIM & Co-Sponsors: MNEs & Positive Social Change			
LW: Congress C				347 MSR: Publishing on		385 MSR/ONE: Beyond Bounded Rationality			
LW: Howe		300 ODC/MC/MED: High Impact Change Exercises				384 MSR/MED/GDO: Chairing Dissertations			→
LW: Lescaze		319 ODC: ODC as an Academic Discipline							
LW: Regency Ballroom A				338 PNP: PNP Division PhD Consortium					
LW: Regency Ballroom B			315 HCM: Media-Enhanced Teaching Strate			370 PNP/ITC: Meet the Editors			
LW: Regency Ballroom C1		297 MSR/ODC/ITC: The Global Brain		351 SIM & Co-Sponsors: Teaching Microfinance					
LW: Regency Ballroom C2		303 ONE/TIM/ENT: Markets for Sustainability				369 ONE: Base of the Pyramid Research			
LW: Washington A		307 SIM: Manuscript Development Worksho				373 SIM: Ask the Experts:		390 SIM: SIM Research	→
LW: Washington B				339 PNP: PNP Junior Faculty Consortium					
LW: Washington C				341 SIM & Co-Sponsors: Alleviating Poverty					
CC: Exhibit Hall C - Break Area						376 AAA:			
CC: Exhibit Hall C - Exh.				324 AAA: Exhibits					→
CC: Exhibit Hall C - Mem.				325 AAA: Membership					→
CC: Exhibit Hall C - Reg.		283 AAA: Registration							→
CC: Room 103A				330 CM & Co-Sponsors: Negotiating a Job					
CC: Room 103B		298 OB: The Lorax as a Teaching Tool				357 GDO & Co-Sponsors: Religion and Work Research			
CC: Room 103C						361 HR & Co-Sponsors: HRM Teaching&Research in India			
CC: Room 104A					348 OB: Public Leadership				
CC: Room 104B		291 CAR: Career Entrepreneurship				375 MED: Management's Hippocratic Oath			
CC: Room 105B						364 MED: Wall Street Journal		387 MED: Teaching With	
CC: Room 106 A&B	←	CAR: Careers Consortium							
CC: Room 107A						366 OB/HR: The Craft of Reviewing			
CC: Room 107B			310 MED/SIM/MSR: HBS		349 OB: Organizational Creativity				→
CC: Room 108A	←	MED & Co-Sponsors: Management E-Media				345 MED: Doctoral & New Faculty Program			
CC: Room 108B				334 HR: HR Division		353 CAR & Co-Sponsors: The Academic Sabbatical			
CC: Room 109A		299 ODC: AOM insights via Nominal Group							
CC: Room 109B		284 AAA: AMLE Writers' Workshop				352 AAA: AMLE Writers' Workshop			
CC: Room 110 A&B			314 CM & Co-Sponsors: Leadership in			365 OB: Eminent Senior Scholars			
CC: Room 111A						380 AAC: Midwest AOM Meeting			
CC: Room 111B		294 GDO & Co-Sponsors: Teaching Diversity Courses							
CC: Room 112A						354 CM & Co-Sponsors: Balance is Bunk			
CC: Room 112B					346 MOC: Storylistening and Strategy				
CC: Room 113A			317 MOC: Coqniton in the Rough						
CC: Room 113B						360 HR/BPS/TTC: Teaching Strategic HRM			
CC: Room 113C			316 HR & Co-Sponsors: Joint AoM Editor's			367 OB/HR: OB/HR Editorial Panel			
CC: Room 307A		285 AAA: 2007 LAC							→
MT: Franklin 9						362 IMA/AAM: Where is Regionalization Going			
MT: Grand Ballroom A		306 RM/HR/NDSC: Scale Development							
MT: Grand Ballroom B		309 TTC/MED/NDSC: Classroom Management				368 OMT & Co-Sponsors: Joint Macro Editors'			
MT: Grand Ballroom C				327 BPS & Co-Sponsors: Emerging Economies Research		392 TTC/BPS: Art Metaphors			
MT: Grand Ballroom E			322 RM/NDSC: Quantitative Methods			386 RM/CMS/NDSC: Qualitative Research			→
MT: Grand Ballroom I				329 BPS & Co-Sponsors: Publishing Strategy-as-Practic					
MT: Grand Ballroom J				332 ENT: ENT Consortia					
MT: Grand Ballroom K		288 BPS & Co-Sponsors: New Approaches: Teaching Strat.				381 BPS/OMT/IM: Industry Structure			
MT: Grand Ballroom L			340 RM: Hierarchical Linear Modeling						
MT: Independence I & II		289 BPS/MEN: BPS Managing your Dissertation							
MT: Liberty Ballroom A		290 BPS & Co-Sponsors: Partners, Lovers, or Friends				355 CMS: Dark Side Case Competition VI			

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

Sunday Morning, August 5, 2007 (continued)									
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
MT: Liberty Ballroom B	313 BPS: BPS New Faculty Consortium								
MT: Liberty Ballroom C	287 BPS: BPS Doctoral Consortium								
MT: Room 301	301 OM/ONE: Sustainable Supply Chain				391 TIM: Innovation Diffusion				
MT: Room 303	311 AAA: 2007 Program Chairs Meeting				377 AAA: Div/IG Incoming Chairs				
MT: Room 304	323 AAA: Current/Incoming Committees				378 AAA: 2008 Program Chairs Meeting				
MT: Room 305	292 CMS: Mimetism and Management				363 IM/BPS/SIM: Leading Study Abroad Trips				
MT: Room 306	328 BPS & Co-Sponsors: Experiments for Macro Research								
MT: Room 307	302 OMRM/IM: How to Study Proj.			350 OM/SIM: Operations and Ethics I			389 OM/SIM/ONE: Operations →		
MT: Room 309	372 RM/OM: MDS & GLA Data Visualization								
MT: Room 310	356 ENT: Entrepreneurship Rankings								
MT: Room 401 & 402	293 ENT/BPS: Theories of Entrepreneurship				382 IM & Co-Sponsors: Dev. & Transitional				
MT: Room 403	312 AAA: AOM Affiliates & Associates				379 AAC: Southwest AOM Meeting				
MT: Room 404	342 TIM: Technology								
MT: Room 405	343 TIM/BPS: Techno-entrepreneurship								
MT: Room 406	286 AAM/IM: AAM Paper Development Workshop								
MT: Room 407	336 OCIS: International Paper Workshop				388 OCIS: International →				
MT: Room 408 & 409	320 OMT & Co-Sponsors: Are We Engaged As Scholars?								
MT: Room 410	344 TIM/BPS: High-Tech Innovation Gaps								
MT: Room 411 & 412	337 OMT: OMT Dissertation Workshop								
MT: Room 413	333 ENT: Employee-employer databases								
MT: Room 414 & 415	331 CMS & Co-Sponsors: Latin America Critical OS								
SH: Franklin Room	326 AAA: Placement Services →								

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

Sunday Afternoon, August 5, 2007

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
LW: Commonwealth A1			411 ICW: JMSR Ed. Board							
LW: Commonwealth A2								443 MH: MH Executive Committee		
LW: Commonwealth B								445 MSR: MSR Executive Committee		
LW: Commonwealth D			416 AAC: PTC Meeting					430 AAC: PTC Welcoming		
LW: Congress A					422 MC: MC Executive Committee					
LW: Congress B								447 ODC: ODC Executive Committee		
LW: Howe			← MSR/MED/GDO: Chairing Dissertations							
LW: Lescaze		397 AAC: ITC Meeting		417 ITC: ITC Reception						
LW: Regency Ballroom A			407 AAA: AOM Fellows					450 ONE: ONE Executive Committee		
LW: Regency Ballroom C2				412 ONE & Co-Sponsors: Mural Arts Program Tour						
LW: Washington A			← SIM: Research Roundtables					453 SIM: SIM Executive Committee		
LW: Washington B								451 PNP: PNP Executive Committee		
LW: Washington C			409 HCM: HCM Meeting					438 HCM: HCM Executive Committee		
OS: Fisher Park					424 OM & Co-Sponsors: Off-site Volunteering					→
CC: Exhibit Hall C - Break Area					427 AAA:					
CC: Exhibit Hall C - Exh.			← AAA: Exhibits							
CC: Exhibit Hall C - Mem.			← AAA: Membership							
CC: Exhibit Hall C - Reg.			← AAA: Registration							→
CC: Room 103A								434 CM: CM Executive Committee		
CC: Room 104A		403 ICW: PSEDII Luncheon						446 OB: OB Executive Committee		
CC: Room 104B								442 MED: MED Executive Committee		
CC: Room 105B								431 AAC: SMA Board Meeting		
CC: Room 106 A&B			408 AAC: Mentoring Committee Meeting							
CC: Room 107B			← OB: Organizational Creativity							
CC: Room 108B								433 CAR: CAR Executive Committee		
CC: Room 110 A&B								440 ICW: Leadership Quarterly Meeting		
CC: Room 111B								437 GDO: GDO Executive Committee		
CC: Room 112B								444 MOC: MOC Executive Committee		
CC: Room 113B								439 HR: HR Executive Committee		
CC: Room 113C			404 ICW: Faculty of Color Lunch & Meeti							
CC: Room 307A			← AAA: 2007 LAC							→
MT: Franklin 9			400 AAC: EAMI Advisory Board Meeting					441 IM: IM Executive Committee		
MT: Grand Ballroom A					418 ICW: Gathering of POS Scholars					
MT: Grand Ballroom B					419 ICW: ASQ Editorial					
MT: Grand Ballroom C							429 ICW: ASQ Reception			
MT: Grand Ballroom D		393 AAA: AMR Editorial Board Meeting	413 AAA: AMJ Outgoing	425 AAA: AMJ Incoming Editorial Board						
MT: Grand Ballroom E			← RM/CMS/NDSC: Qualitative Research					455 ICW: Organization Science		
MT: Independence III			405 AAA: AOM Leadership Forum							
MT: Liberty Ballroom								428 AAA: New Member Orientation		
MT: Room 301					420 ICW: Organization Science Ed.					
MT: Room 302		394 AAA: Division	406 AAA: AMP Editorial Board Meeting	426 AAA: AMLE Editorial Board Meeting						
MT: Room 303		395 AAA: 2008 PDW Chairs Meeting	414 AAA: PD Training for							
MT: Room 304		396 AAA: PD Training for Proq Chairs	415 AAA: Review System Training							
MT: Room 306			401 AAC: Western AOM Meeting					432 BPS: BPS Executive Committee		
MT: Room 307			← Operations and Ethics II							
MT: Room 309					421 ICW: ORGANIZATION Journal			452 RM: RM Executive Committee		
MT: Room 403			410 ICW: MLI Ed. Board Meeting					448 OM: OM Executive Committee		
MT: Room 405		398 ICW: The JAME Ed. Board Meeting						454 TIM: TIM Executive Committee		
MT: Room 406								435 CMS: CMS Executive Committee		
MT: Room 407			← OCIS: International Research Panel							
MT: Room 408 & 409		399 ICW: Oxford Luncheon						449 OMT: OMT Executive Committee		
MT: Room 410			402 ICW: OMJ Board Meeting							
MT: Room 411 & 412					423 MOC: Publishing in US Journals					
MT: Room 413								436 ENT: ENT Executive Committee		
SH: Franklin Room			← AAA: Placement Services							

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

Sunday Evening, August 5, 2007	
	5:00 5:30 6:00 6:30 7:00 7:30 8:00 8:30
LW: Commonwealth A2	460 ICW: LOS Journal Ed.
LW: Commonwealth D	← PTC: Perspectives from Managers
LW: Lescaze	467 ICW: Tepper School Alumni Reception
LW: Regency Ballroom C1	469 ODC: Honoring Barry Oshry
LW: Washington A	463 ICW: Business and Society Ed. Board
OS: Fisher Park	← OM & Co-Sponsors: Off-site Volunteering
CC: Exhibit Hall C - Reg.	← AAA: Registration
CC: Grand Ballroom	457 AAA: AOM Convocation
CC: Grand Hall	470 AAA: All Academy Reception
CC: Room 110 A&B	461 ICW: NLS Business
CC: Room 113 Foyer	468 OB: Leadership Reception/Cocktail
CC: Room 307A	← AAA: 2007 LAC →
MT: Grand Ballroom A	466 ICW: Ifera Reception
MT: Grand Ballroom B	459 ICW: Warwick Biz School Reception
MT: Grand Ballroom C	471 ICW: HKUST Reception →
MT: Grand Ballroom E	← ICW: Organization
MT: Grand Ballroom I	465 CMS: CMS Social Evening
MT: Independence I & II	458 AAC: AAM Committee 464 AAC: AAM Reception
MT: Liberty Ballroom C	472 GDO: LGBT and Friends →
MT: Room 407	462 OCIS: OCIS Executive Committee



Courtesy of Chris Poulson, University of Tasmania, Australia

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

Monday Morning, August 6, 2007

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	
LW: 33rd Floor Terrace	475 MSR: MSR Meditation										
LW: Commonwealth A1	479 MC: Welcome					604 AAA: Meet the AOM's Editors					
LW: Commonwealth A2	514 HCM: Work Climate					639 HCM: Patient Safety					
LW: Commonwealth B	515 HCM: Cooperative Research					640 HCM: Organizational Change					
LW: Commonwealth C	578 BPS/TIM: University-Industry Ties					689 ODC: Socialization and Forgetting					
LW: Commonwealth D	557 ODC: Organizational Learning					692 ODC/MC: Appreciative Inquiry 20					
LW: Congress A	480 MH: Welcome		540 MH: Understanding Management				667 MH: Chuck Wrege Remembers				
LW: Congress B	542 MSR: Paradigms and Contexts					671 MSR/ENT: Entrepreneurship					
LW: Congress C	690 ODC: Leadership, Time and Depth										
LW: Howe	568 PNP: Networks and Partnerships					707 PNP: Social Movement					
LW: Lescaze	569 PNP: Service Learning					708 PNP: Future PNP Research					
LW: Regency Ballroom A	482 ODC:		558 ODC: ODC Theme Session				638 GDO/OB/CM: Why So Few				
LW: Regency Ballroom B	485 AAS: Market-Based Poverty Reduction					606 AAS: Creating Companies w/					
LW: Regency Ballroom C1	536 MC: Intellectual Capital					664 MC: Managing People,					
LW: Regency Ballroom C2	567 ONE: Environmental Mgmt Systems					706 ONE/SIM/IM: Business and					
LW: Regency Prefunction	601 All Academy Break										
LW: Washington A	571 SIM: Welcome		597 SIM: Perspectives on Bus & Society				711 SIM: Leadership, Ethics, & CSR				
LW: Washington B	579 SIM/MED/ONE: Sustainability Mgt					712 SIM: Social Reporting &					
LW: Washington C	598 SIM: Corrupt Behavior					602 Conference Break					
CC: Exhibit Hall C - Break Area	602 Conference Break										
CC: Exhibit Hall C - BPS 1	583 BPS: Alliances and Networks					615 BPS: Boards of Directors					
CC: Exhibit Hall C - CM	584 CM: Avoiding Conflict Breakdown										
CC: Exhibit Hall C - CMS	585 CMS: Power, Discourse and					626 CMS: Trends in Management					
CC: Exhibit Hall C - ENT 1	586 ENT: Venture Capital					632 ENT: Entrepreneurship Strategies					
CC: Exhibit Hall C - ENT 2	587 ENT: Venture Teams					633 ENT: Geography & Technology					
CC: Exhibit Hall C - Exh.	580 AAA: Exhibits										
CC: Exhibit Hall C - GDO 1	634 GDO: Student Populations										
CC: Exhibit Hall C - HCM 1	588 HCM: Service Quality: Patient Pe										
CC: Exhibit Hall C - IM 1	589 IM: Innovation & Knowledge Mgmt					650 IM: IB Theory, FDI & Entry Mode					
CC: Exhibit Hall C - IM 2	590 IM: Institutions & Pol Economy					651 IM: MNC Strategy					
CC: Exhibit Hall C - Mem.	581 AAA: Membership										
CC: Exhibit Hall C - MH	591 MH: Management History										
CC: Exhibit Hall C - MOC	592 MOC: Empirical Strides in MOC					668 MOC: Conceptual Developments					
CC: Exhibit Hall C - ODC 1	691 ODC: Org Culture & Performance										
CC: Exhibit Hall C - OM 1	693 OM: SCM International										
CC: Exhibit Hall C - OM 2	694 OM: Strategy & OM										
CC: Exhibit Hall C - OMT 1	595 OMT: Org. & Mgr. Cognition					702 OMT: Organizational Forms and S					
CC: Exhibit Hall C - OMT 2	596 OMT: Institutional Change					703 OMT: Networks and					
CC: Exhibit Hall C - PNP	709 PNP: Public and Private Sectors										
CC: Exhibit Hall C - Reg.	477 AAA: Registration										
CC: Exhibit Hall C - TIM 1	599 TIM: Strategy and Innovation										
CC: Room 103A	552 OB/GDO/CM: Dyads in Groups					680 OB/CM/GDO: Respect in					
CC: Room 103B	553 OB/HR/MED: Group Learning					683 OB/HR: Attachment Theory at					
CC: Room 103C	549 OB: Organizational Constraints					678 OB: Unethical Behavior					
CC: Room 104A	511 GDO: Relational Demography										
CC: Room 104B	512 GDO: Migrant and Immigrant Workers					636 GDO: Diversity and Inclusiveness					
CC: Room 105A	503 CM: Intra-Group Conflict					623 CM: Power in Negotiations					
CC: Room 105B	504 CM: Trust and Cooperation					681 OB/CM/IM: Individualism and					
CC: Room 106A	500 CAU: Strategy & Org Theory Research					620 CAU: How CEOs Impact the					
CC: Room 106B	501 CAU: CSR Cross-Cultural Imperative					621 CAU: What to do with					
CC: Room 107A	502 CAU: Territoriality & Psy. Ownershi					622 CAU: Global Academic Endeavour					
CC: Room 107B	513 GDO: GDO Welcome					637 GDO/OB: Whites' Reactions to					
CC: Room 108A	486 AAS: Re-Focusing Management Educ					607 AAS: The Emergence of					
CC: Room 108B	537 MED: Career Development					704 OMT/OB/MOC: Organizational					

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

Monday Morning, August 6, 2007 (continued)

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	→
CC: Room 109A				538 MED: Internship and Action Learning				665 MED: Classroom Attitudes: Ethics			
CC: Room 109B				539 MED: Positioning Business Schools				666 MED: MED Keynote: Transforming			
CC: Room 110A				541 MOC: Innovation and Knowledge Mgmt				669 MOC: Interpersonal Relationships			
CC: Room 110B				550 OB: Abusive Supervision				679 OB: Emotion in Organizations			
CC: Room 111A				498 CAR: Career Success				618 CAR: Values Dimensions of			
CC: Room 111B				499 CAR/HR/IM: Careers Across Intl. Contexts				619 CAR/MED/HR: Learning to Lead in			
CC: Room 112A				518 HR/IM: Bridging IHRM Research				641 HR: Work-Family Interface			
CC: Room 112B				519 HR/OB: 360-Degree Feedback Insights				642 HR: Expatriates and HR			
CC: Room 113A				593 MOC: MOC Welcome w/ Denise				670 MOC/OB/ODC: Shifting &			
CC: Room 113B				516 HR: Welcome and Awards Ceremony ...				644 HR/OB/GDO: Implementing			
CC: Room 113C				517 HR: Antecedents of Turnover				643 HR: Predictors of Org			
CC: Room 307A			478 AAA: 2007 LAC								→
MT: Franklin 1				495 BPS/OB: What Makes CEOs Tick?				616 BPS/OMT: Post-Contracting			
MT: Franklin 10				487 BPS: RBV and Sustainability				608 BPS: Startups + Venture Cap			
MT: Franklin 11				507 ENT: ENT Decision Making				627 ENT: Family Business			
MT: Franklin 12				494 BPS/ENT/RM: Business Data Access				628 ENT: Entrepreneurial Careers			
MT: Franklin 13				559 OM: OM 594 OM: Soft Side of OM				695 OMT/TIM: Meet the Journal Editors			
MT: Franklin 2				496 BPS/OMT/RM: Philosophy and Organizations				609 BPS: Industry Dyn+Comp			
MT: Franklin 3				523 IM/BPS: Business Groups in Asia				645 IM: Foreign Expansion			
MT: Franklin 4		476 IM: IMD Welcome						646 IM: HRM & Institutional Contexts			
MT: Franklin 5				566 OMT/CMS/ODC: Micro-Mechanisms				705 OMT/ODC/CMS: Giddens and			
MT: Franklin 6				560 OMT: Grade of Membership				696 OMT: Industry Dynamics			
MT: Franklin 7				561 OMT: OMT Distinguished Scholar				697 OMT: Bringing the M into OMT			
MT: Franklin 8				570 RM: Mix Methods				710 RM/MED/OMT: Qualitative			
MT: Franklin 9				488 BPS: Corp Strat: Downsizing + Restr				610 BPS: Div Strat: An Agency Persp.			
MT: Franklin Prefunction							600 All Academy Break				
MT: Grand Ballroom A								686 OB/OMT/CM: Team Learning			
MT: Grand Ballroom B				497 BPS/TIM/OMT: Industry Architecture Dynamics				713 SIM/OB/CM: Ethics Construct			
MT: Grand Ballroom C				551 OB/GDO/CM: Does It Pay to be Sensitive?				685 OB/MOC/OMT: Identity			
MT: Grand Ballroom D				489 BPS: What's wrong with Strategy?				617 BPS/TIM: The Region Identity			
MT: Grand Ballroom F								603 AAA: AOM PA Forum on Immigration			→
MT: Grand Ballroom I				505 CMS: Critical Management and Theory				624 CMS: Are Women Inferior to Men?			
MT: Grand Ballroom J		481 OCIS:		555 OCIS: Software Development I				687 OCIS: Collaboration and Interdepe			
MT: Grand Ballroom K				577 TIM/BPS: Knowledge and User Innovation				714 TIM: Federal Research Funding			
MT: Grand Ballroom L				572 TIM: New Product Development				718 TIM/BPS/OMT: Open Source			
MT: Independence I				543 OB: Emotional Labor				672 OB: Team Processes			
MT: Independence II				544 OB: Transformational Leadership				673 OB: Implementing Creativity			
MT: Independence III				545 OB: Trust in Whom?				674 OB: Transformational Leadership			
MT: Liberty Ballroom A				483 AAS: Finding Our Brain, Heart, and				684 OB/MOC: Power and Certainty			
MT: Liberty Ballroom B				554 OB/TIM/MOC: New Frontiers in Creativity				682 OB/HR: Advances in OCB			
MT: Liberty Ballroom C				484 AAS: The Dark Side of Doing Good				605 AAS: Lessons After Katrina			
MT: Room 301				546 OB: Job Engagement and Involvement				675 OB: Identity and Identification			
MT: Room 302		474 AAA: Ethics Committee Meeting									
MT: Room 303				573 TIM: Multinationals & Innovation				715 TIM: Technological Search			
MT: Room 304				574 TIM: Intellectual Property				716 TIM: Special Topics on Innovation			
MT: Room 305				575 TIM: networks & Mobility				717 TIM: New Product Development			
MT: Room 306				576 TIM: Organizational Relationships							
MT: Room 307				556 OCIS: IT Strategy				688 OCIS: Software Development II			
MT: Room 309				547 OB: Exchange Relationships				676 OB: LMX Theory			
MT: Room 310				548 OB: Justice Perceptions				677 OB: Regulatory Focus			
MT: Room 401				565 OMT/BPS: Professional Service Firms				698 OMT: Professions			
MT: Room 402				562 OMT: Routines				699 OMT: Adaptation and Capabilities			
MT: Room 403				563 OMT: Entrepreneurship				700 OMT: In the Boardroom			
MT: Room 404				564 OMT: Institutionalization				701 OMT: Legitimation			
MT: Room 405				506 CMS: Mergers and Knowledge Work				625 CMS: Transnational Knowledge			

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

Monday Morning, August 6, 2007 (continued)

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	→
MT: Room 406				490 BPS: Strategic Change and Org Design					611 BPS: Interfirm Alliances + Dyn		
MT: Room 407				491 BPS: Cog in Org Ec: RBV,TCE,Real Op					612 BPS: Dynamic Cap and Org		
MT: Room 408				492 BPS: Managing Fam and Entre Firms					613 BPS: Tech Strat: Patents and R&D		
MT: Room 409				493 BPS: Boards of Dir + Incen: Agency					614 BPS: Corp Gov, Bds of Dir+Group		
MT: Room 410				508 ENT: ENT and Thinking					629 ENT: ENT Research Narratives		
MT: Room 411				509 ENT: Examining Venture Capital					630 ENT: Governance Resources &		
MT: Room 412				510 ENT: ENT Orientation & Friends					631 ENT: Running the Family Business		
MT: Room 413				520 IM: CSR, Org Practice & Econ Devt					647 IM: Diffusion, Institutional Change		
MT: Room 414				521 IM: Knowledge Flows					648 IM: Inter-firm r/s & knowledge		
MT: Room 415				522 IM: Culture & Work Orientations					649 IM: Comparative Governance		
SH: Franklin Room				582 AAA: Placement Services							→
SH: Liberty A - Table A1				524 IP: Affect in organizations					652 IP: Innovation and globalization		
SH: Liberty A - Table A2				525 IP: Attributes of entrepreneurs I					653 IP: International business		
SH: Liberty A - Table A3				526 IP: Doing well for doing good					654 IP: Knowledge transfer across firm		
SH: Liberty A - Table A4				527 IP: Human resource management II					655 IP: Learning in the context of tea		
SH: Liberty B - Table B1				528 IP: Integration post-M&A					656 IP: Customers and firm		
SH: Liberty B - Table B2				529 IP: Intellectual property					657 IP: Attributes of entrepreneurs II		
SH: Liberty B - Table B3				530 IP: Inter-firm collaboration					658 IP: Expatriate effectiveness		
SH: Liberty B - Table B4				531 IP: Inter-team relations					659 IP: Identities in Organizations		
SH: Liberty C - Table C1				532 IP: Investment in technology					660 IP: Issues in research I		
SH: Liberty C - Table C2				533 IP: Organizational design I					661 IP: Performance of M&As		
SH: Liberty C - Table C3				534 IP: Women managers					662 IP: Work-related attitudes		
SH: Liberty C - Table C4				535 IP: Citizenship behaviors					663 IP: Workplace deviance		



Courtesy of Chris Poulson, University of Tasmania, Australia

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

Monday Afternoon, August 6, 2007

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →	
LW: Commonwealth A1	825 ICW: ETP Ed. Board Meeting											
LW: Commonwealth A2	753 HCM/OMT: Identity Change										866 HCM/PNP/ODC: Leadership for	
LW: Commonwealth B	752 HCM: Leadership and Politics								865 HCM: Information Systems	974 HCM: HCM Speaker		
LW: Commonwealth C	798 ODC: Cynicism and resistance						917 ODC: Leadership and Change	1019 ODC: International				
LW: Commonwealth D	799 ODC: Human Capital and Job Design					918 ODC: changing Individuals	1020 ODC: knowledge,					
LW: Congress A	778 MH: Critical Turns in Civilization				895 MH: Management Pioneers	1002 MH: Richard M. Hodgetts						
LW: Congress B	782 MSR: Pipeline Paper Workshop					900 MSR: Spiritual Engagement	1006 MSR/SIM: Leadership →					
LW: Congress C	800 ODC: Creativity and Innovation	919 ODC/TIM: Government										
LW: Howe	813 PNP: Nonprofits and Boards									931 PNP/CMS: Social		
LW: Lescaze	814 PNP: Public Management and Work						930 PNP: Strategic Collaboration	1031 PNP/OB: Public Service				
LW: Regency Ballroom A	751 GDO/CAR/OB: The Embeddedness of										913 OB/ODC/IM: Resistance and	
LW: Regency Ballroom B	724 AAS: Doing Better at Doing Good	834 AAS: Europa, Quo Vadis?										
LW: Regency Ballroom C1	776 MC: Choice in Consulting					892 MC: Value Creation in	998 MC: New American →					
LW: Regency Ballroom C2	810 ONE: Environmental Innovation	929 ONE: Stakeholder Dynamics										
LW: Washington A	831 SIM/OB/MOC: Ethical						933 SIM: Perceived Corp	1032 SIM: Theory, Methods,				
LW: Washington B	828 SIM/BPS/OMT: CSR in Professional					934 SIM: CSP & CFP	1033 SIM: Corporate Political					
LW: Washington C	830 SIM: Balancing 'Being' and					935 SIM: Org Characteristics & CSR	1034 SIM: Enterprise, People					
CC: Exhibit Hall C - Break Area											942 AAA:	
CC: Exhibit Hall C - BPS 1	733 BPS: Competitive Interaction										951 BPS: Corporate Strategies	
CC: Exhibit Hall C - BPS 2											952 BPS: Dynamic Capabilities	
CC: Exhibit Hall C - BPS 3											953 BPS: RBV -- Sustainability	
CC: Exhibit Hall C - ENT 1						858 ENT: Entrepreneurship and	969 ENT: Technology ENT					
CC: Exhibit Hall C - ENT 2	859 ENT: Family Business											
CC: Exhibit Hall C - ENT 3											970 ENT: Corporate	
CC: Exhibit Hall C - ENT 4	860 ENT: ENT, Innovation, &											
CC: Exhibit Hall C - ENT 5	861 ENT: New Venture											
CC: Exhibit Hall C - Exh.	← AAA: Exhibits											
CC: Exhibit Hall C - GDO 1											862 GDO: Team/Organization	
CC: Exhibit Hall C - HR	754 HR: HR Organizational Perspective										867 HR: Individual Issues	
CC: Exhibit Hall C - IM 1						876 IM: Inter- & Intra-firm r/s	983 IM: Emerging & Transition					
CC: Exhibit Hall C - IM 2	877 IM: Cross-Cultural Mgmt											
CC: Exhibit Hall C - Mem.	← AAA: Membership											
CC: Exhibit Hall C - OCIS	795 OCIS: OCIS VP Session											
CC: Exhibit Hall C - OM 1	802 OM: OM/ERP											
CC: Exhibit Hall C - OMT 1	806 OMT: Interorganizational Networks					927 OMT: Institutions	1028 OMT: Organizational					
CC: Exhibit Hall C - ONE 1	811 ONE: Longitudinal Analyses											
CC: Exhibit Hall C - ONE 2	812 ONE: Managing environmental problem											
CC: Exhibit Hall C - PNP	815 PNP: Issues in Public Management										1030 PNP: Issues in Nonprofit	
CC: Exhibit Hall C - Reg.	← AAA: Registration →											
CC: Exhibit Hall C - SIM											936 SIM: SIM Visual Papers	
CC: Exhibit Hall C - TIM 1	821 TIM: New Product Development											
CC: Exhibit Hall C - TIM 2	822 TIM: Human Capital & Innovation											
CC: Room 103A	790 OB/MOC: Deconstructing Anger					910 OB/HR: Turnover Context and	1014 OB: Team Effectiveness					
CC: Room 103B	791 OB/MOC: Follower-Centered Perspectives						906 OB: Justice and CSR	1015 OB: Cross-Cultural				
CC: Room 103C	793 OB/SIM/MOC: Identity and Deviance					909 OB/GDO/MOC: Great	1016 OB: Team Identity and					
CC: Room 104A	749 GDO: Leadership and Multiple Levels						863 GDO: Status congruence	971 GDO: Culture and				
CC: Room 104B	750 GDO: Ethnicity and Work-Family					864 GDO/CAR: How do you draw	972 GDO: Diversity and					
CC: Room 105A	741 CM: Negotiation Tactics						850 CM: Doing Well by Doing Good	961 CM: Gender in				
CC: Room 105B	742 CM: Trust in Leaders										851 CM: Leaders and Accounts	962 CM: Workplace Aggression
CC: Room 106A	738 CAU: Maximizing Impact in India					847 CAU: Publish or Perish	958 CAU: Empowerment					
CC: Room 106B	739 CAU: Spirituality in the Classroom						848 CAU: Global Management	959 CAU: The "Human" Side of				
CC: Room 107A	740 CAU: Taking Your Programs Online					849 CAU: Russian & Eastern	960 CAU: Organizational Errors					
CC: Room 107B	779 MOC: Image and Reputation						896 MOC: Sensemaking	1003 MOC: Org. Identity				

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

Monday Afternoon, August 6, 2007 (continued)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
CC: Room 108A	725 AAS: Superiority of Stakeholders					835 AAS: Theorizing from			973 GDO: GDO Town Hall		
CC: Room 108B	764 IM/BPS/OMT: multinationality & performance					912 OB/MOC/OMT: The Social Role			999 MED: Management		
CC: Room 109A	777 MED: Classroom Perspectives					893 MED: Making Research Work			1000 MED: Teaching		
CC: Room 109B						894 MED: Leadership			1001 MED: Bridging Frames		
CC: Room 110A	780 MOC: Team Success Factors					897 MOC: Organizational Identity			1004 MOC: Interpersonal		
CC: Room 110B	789 OB: Creativity					907 OB: Emotions			1017 OB: Motivation		
CC: Room 111A	736 CAR: Career Impacts on Wages					845 CAR: Evidence for New			956 CAR: Role		
CC: Room 111B	737 CAR: Psychology and Careers					846 CAR: Mentoring Outcomes			957 CAR: Career Transitions		
CC: Room 112A	755 HR: Dysfunctional Behaviors					868 HR: Selection ...			975 HR: Socialization and Fit ...		
CC: Room 112B	756 HR: Recruitment ...					869 HR: Applications of Social Exch			976 HR: Managing Human		
CC: Room 113A	781 MOC/BPS: Upper Echelons Cognition					898 MOC/OB: Decision-Making			1005 MOC: MOC Best		
CC: Room 113B	757 HR: Managing Performance					870 HR: HR VPs' Concerns			977 HR: Ice Cream Social &		
CC: Room 113C	758 HR: High Performance Work Systems					871 HR: Strategic HRM			978 HR/MOC: Goals &		
CC: Room 307A	← AAA: 2007 LAC										→
MT: Franklin 1	726 BPS: The Art & Design of Strategy					836 BPS: Strat Man: Stakeholder			955 BPS/TIM/ONE: Shaping		
MT: Franklin 10	727 BPS: Dynamic Cap and Weaknesses					837 BPS: Strat Through a Real Op			944 BPS: Entre Strat+Man.the		
MT: Franklin 11	744 ENT: ENT Division Q&A with Officers					853 ENT: ENT in the University			964 ENT: ENT Management		
MT: Franklin 12	745 ENT: Entrepreneurship and Strategy					854 ENT: THE GREATEST SHOW			965 ENT: Prescriptive		
MT: Franklin 13	801 OM: Interdisciplinary OM					920 OM: Jnl Operations Mgt Best			1021 OM: OM Business		
MT: Franklin 2	735 BPS/OMT: Scientists and Innovation					838 BPS: K Man: Patents and R&D			945 BPS: Vert Coord: Var on a		
MT: Franklin 3	759 IM: Foreign Entry: Timing & Speed					872 IM: Entry Modes			979 IM: Netwks,Biz Grps,Firm		
MT: Franklin 4	760 IM: Cultural Values & Work Outcome					879 IM/BPS/OB: New Directions in			980 IM: IMD Executive Panel		
MT: Franklin 5	826 OMT: Institutional Logics					921 OMT: Institutional Conflict			1022 OMT: Institutional theories		
MT: Franklin 6	803 OMT: Geography and Organizations					922 OMT: Organizational Forms			1023 OMT: Population Ecology		
MT: Franklin 7	809 OMT/OCIS: E-Mail Data in SNA					923 OMT: Brokerage and Closure			1024 OMT: Building client		
MT: Franklin 8	816 RM: Diary study nonresponse					932 RM: RM International					
MT: Franklin 9	728 BPS: Int Strat, M&A's and Networks					839 BPS: Behav Dec Th of M,			946 BPS: Learning Th and K		
MT: Grand Ballroom A	792 OB/MOC/HR: The Subtle Influence of Time										
MT: Grand Ballroom B	807 OMT/BPS/ODC: Toward A Theory of					899 MOC/OB/CAR: Positive					
MT: Grand Ballroom C	808 OMT/MOC/CAR: Living With Typecasting					878 IM/BPS: Internalization			984 IM/ODC/BPS: Organ'l		
MT: Grand Ballroom D	734 BPS/ENT/OMT: Entrepreneurship & Strategy					840 BPS: Multilevel Alliance			954 BPS/IM/OMT: Next		
MT: Grand Ballroom E	← MED: MED Chairs' Lunch/NAME Speaker										
MT: Grand Ballroom F	← AAA:					832 AAA: AOM PA Forum on Private Equity					
MT: Grand Ballroom G	← ICW: JOB Luncheon										
MT: Grand Ballroom I	743 CMS/OMT/SIM: Goodness, Identity, and					852 CMS: ODC-CMS Critique			963 CMS: Keynote Speaker		
MT: Grand Ballroom J	794 OCIS: E-Workspaces I					916 OCIS/OMT/MOC: Beyond Play			1018 OCIS: OCIS Keynote		
MT: Grand Ballroom K	823 TIM/BPS/OMT: Management of Science					937 TIM: TIM Best Dissertation			1035 TIM: Theory in TIM		
MT: Grand Ballroom L	824 TIM/BPS/SIM: Ethics and BioScience Firms					941 TIM/BPS/OMT: Open Source			1036 TIM: Timing of Innovation		
MT: Independence I	783 OB: Justice					901 OB: Coping with Stress			1007 OB: Leadership and		
MT: Independence II	784 OB: Emotional Intelligence					902 OB: Team Effectiveness			1008 OB: Predicting Deviance		
MT: Independence III	785 OB: OCBs					903 OB: Perceiving Leadership			943 OB: Making Connections Coffee		
MT: Liberty Ballroom A	721 AAS: Understanding CSR					911 OB/HR/OCIS: Leadership and			1009 OB: Job Insecurity		
MT: Liberty Ballroom B	722 AAS: Career Success Across Cultures					908 OB/CM: Voluntary Work			1010 OB: Leadership and		
MT: Liberty Ballroom C	723 AAS: Work, Family & National Health					833 AAS: Is it Still a Jungle Out					
MT: Room 301	786 OB: Leadership Processes								1011 OB: Five-Factor Model		
MT: Room 303	818 TIM: Knowledge Search					938 TIM: Customers and Innovation			1037 TIM: Technological		
MT: Room 304	819 TIM: Managing Knowledge					939 TIM: Team Characteristics			1038 TIM: Technology and		
MT: Room 305	820 TIM: Alliances and Innovation					940 TIM: R&D Investments			1039 TIM: Radical Innovation		
MT: Room 306	817 RM: Qualitative Methods										
MT: Room 307	797 OCIS/TIM/HCM: Transforming Healthcare					914 OCIS: E-Workspaces II					
MT: Room 309	787 OB: Organizational Climate					904 OB: Psychological Contracts			1012 OB: Customer Service		
MT: Room 310	788 OB: Escalation of Commitment					905 OB: Non-Traditional Work			1013 OB: Job Demands		
MT: Room 401	804 OMT: Status					924 OMT: Alliances			1025 OMT: Multiple Identities		
MT: Room 402	829 OMT: Strategic Adaptation					925 OMT: Risk and Uncertainty			1026 OMT: Agendas and		

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

Monday Afternoon, August 6, 2007 (continued)											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
MT: Room 403		805 OMT: Politics & Corp. Governance				926 OMT: Power in Governance			1027 OMT: Governance		
MT: Room 404		827 OMT/BPS/RM: QCA and				928 OMT/BPS: Strategic			1029 OMT/CMS: Competing		
MT: Room 405		796 OCIS/OB: Coordination Complexity				915 OCIS: Virtual Work and					
MT: Room 406		729 BPS: Ind. Anal: Econ Geog / Cluster				841 BPS: Network Coord Biotec			947 BPS: Alliances and		
MT: Room 407		730 BPS: Tech Change and Tech Strategy				842 BPS: Cap and Innovation			948 BPS: Div: Scale and Scope		
MT: Room 408		731 BPS: Strat Change + Inst Constraint				843 BPS: Corp Strat: Gov, Reg, and			949 BPS: The Dyn RBV:		
MT: Room 409		732 BPS: Corp Gov: Dem and Composition				844 BPS: Bds of Dir: Agency and			950 BPS: Executive Comp and		
MT: Room 410		746 ENT: Dialogue in ENT Research				855 ENT: International Venturing			966 ENT: Sustainable & Social		
MT: Room 411		747 ENT: Innovation and ENT				856 ENT: Program Chairs			967 ENT: Growing Role of ENT		
MT: Room 412		748 ENT: ENT & Competitive Advantage				857 ENT: Networks, Alliances, New			968 ENT: ENT and Economies		
MT: Room 413		761 IM: Institutional Environments				873 IM: Foreign Policy & Political			985 IM/SIM/PNP: International		
MT: Room 414		762 IM: Social Capital in MNCs				874 IM: Netwks & Firm Innovation			981 IM: Knowledge Transfer &		
MT: Room 415		763 IM: Intercultural Process				875 IM: Ldrship Styles across			982 IM: LMX &		
SH: Franklin Room		← AAA: Placement Services									
SH: Liberty A - Table A1		765 IP: Competitive dynamics				880 IP: Workforce diversity			986 IP: Organizational change I		
SH: Liberty A - Table A2		766 IP: Diversification				881 IP: Conflict and negotiation I			987 IP: Organizational learning		
SH: Liberty A - Table A3		767 IP: Faculty performance				882 IP: Employee health and			988 IP: Strategic planning I		
SH: Liberty A - Table A4		768 IP: Entrepreneurial opportunities				883 IP: Impact of technology in firms			989 IP: Top management		
SH: Liberty B - Table B1		769 IP: Inter-firm partnerships				884 IP: Resistance to change I			990 IP: Entrepreneurial		
SH: Liberty B - Table B2		770 IP: International ownership				885 IP: Innovation I			991 IP: Resistance to change II		
SH: Liberty B - Table B3		771 IP: Corporate responsibility I				886 IP: Job performance			992 IP: Learning from alliances		
SH: Liberty B - Table B4						887 IP: Cognition and decision			993 IP: Managing risk		
SH: Liberty C - Table C1		772 IP: MNC Networks				888 IP: Issues in research II			994 IP: Gender differences in		
SH: Liberty C - Table C2		773 IP: Motivation to do good				889 IP: Boards of directors/advisors			995 IP: Conflict and negotiation		
SH: Liberty C - Table C3		774 IP: Employee-employer relationship				890 IP: Supply chain design I			996 IP: Entrepreneurial process		
SH: Liberty C - Table C4		775 IP: Product development				891 IP: Internet and online			997 IP: Human resource		

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

Monday Evening, August 6, 2007

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00				
LW: Commonwealth B		1044	HCM: HCM Business												
LW: Commonwealth C		1049	SIM: SIM Business Meeting												
LW: Commonwealth D											1074	ICW: ORBH Alumni Reception			
LW: Congress A		1045	MH: Business												
LW: Congress B			←Leadership & Sustainability												
LW: Congress C		1047	ONE: Business Mtg.												
LW: Howe											1067	HCM: HCM Division			
LW: Lescaze			1053	PNP: PNP Business											
LW: Regency Ballroom A											1060	MH: Management History Reception			
LW: Regency Ballroom B											1072	SIM/PNP/ONE: SIM/PNP/ONE Joint Social			
LW: Regency Ballroom C1			← MC: Business Mtg & Awards												
LW: Regency Ballroom C2			1058	MC: MC											
LW: Washington A			← SIM: Theory, Methods,												
LW: Washington B			← SIM: Corporate Political												
LW: Washington C			← SIM: Enterprise, People												
OS: Twenty21											1073	MC: Members and Friends Dinner			
CC: 12th Street Foyer											1069	GDO: GDO Reception			
CC: 13th Street Foyer			1056	ICW: Mgmt. Faculty of Color Rec.											
CC: Exhibit Hall C - Reg.			← Registration												
CC: Room 107B		1043	GDO: GDO Business Meeting												
CC: Room 307A			← AAA: 2007 LAC												
MT: Franklin 2			1057	OM: OM Division Social											
MT: Franklin 4			1052	IM: IMD BAH Eminent Scholar											
MT: Franklin 5			← Institutional										1063	OMT: OMT Social	
MT: Franklin 6			← Population												
MT: Franklin 7			1051	OMT: Business Mtg.											
MT: Franklin 8											1064	RM: RM Social			
MT: Grand Ballroom A		1042	ENT: ENT Division												
MT: Grand Ballroom B											1068	ENT: ENT Division Reception			
MT: Grand Ballroom C											1070	ICW: BAM Reception			
MT: Grand Ballroom D											1059	ICW: NEU/MSU Reception			
MT: Grand Ballroom E											1066	BPS: Irwin			
MT: Grand Ballroom F											1062	OCIS: OCIS Social Hour			
MT: Grand Ballroom H											1061	OB: OB Division Awards / Social			
MT: Grand Ballroom I		1041	CMS: CMS Business Meeting												
MT: Grand Ballroom J		1046	OCIS: OCIS Meeting												
MT: Grand Ballroom K		1050	TIM: TIM Business Meeting												
MT: Grand Ballroom L											1065	TIM: TIM Social Hour			
MT: Independence Ballroom											1071	ICW: Jrl. of Hispanic Research Rec.			
MT: Liberty Ballroom A&B			1054	BPS: Irwin											
MT: Liberty Ballroom C			1055	ICW: Sloan Industry Studies Rec.										1075	AAA: President's Dessert Reception
MT: Room 306		1048	RM: Business Mtg												

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

Tuesday Morning, August 7, 2007

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	→	
LW: 33rd Floor Terrace	1076 MSR: MSR Meditation											
LW: Commonwealth A2				1113 HCM: HRM and Turnover				1229 HCM: Radical to Routine				
LW: Commonwealth B				1115 HCM/TIM: Translation of NGHTs				1230 HCM: IOM and AOM				
LW: Commonwealth C				1164 ODC/RM/MC: Collaborative Mgt Research				1275 ODC/MC/OMT: Developing				
LW: Commonwealth D				1160 ODC: New Models				1273 ODC: Narrative and Discourse				
LW: Congress A				1141 MH/ODC/MC: Legacy of Douglas				1255 MH: Organizational Systems				
LW: Congress B				1145 MSR: Spiritual Leadership				1258 MSR: Affect & Spirituality at				
LW: Congress C				1161 ODC: Engaged Research				1274 ODC: change impact and				
LW: Howe				1178 PNP: Corruption and Management				1288 PNP: Leadership and Motivation				
LW: Lescaze				1179 PNP: Community Organizations								
LW: Millennium Hall	1077 AAA: AOM Past											
LW: Regency Ballroom A				1153 OB/GDO/CM: Faultlines and Group				1270 OB/RM/OMT: Social Networks				
LW: Regency Ballroom B				1083 AAS: The 21st Century Corporation				1198 AAS: The Morality of Strategy				
LW: Regency Ballroom C1				1137 MC: Professionalism in Consulting				1252 MC: MC Town Hall/Working				
LW: Regency Ballroom C2				1177 ONE: Sustainability and Org. Change				1287 ONE: Int. Environmental				
LW: Washington A				1188 SIM: Case for Ethics & CSR				1292 SIM/CM: Ethical Leadership				
LW: Washington B				1181 SIM/BPS/ONE: Measuring CSR				1290 SIM: Institutional Perspectives &				
LW: Washington C				1189 SIM: Person/Situation & Ethics				1291 SIM: Ethics, CSR, & Strategy				
CC: Exhibit Hall C - Break Area								1195 AAA:				
CC: Exhibit Hall C - BPS 1				1093 BPS: Strategy as Practice				1206 BPS: Tech & Ent. Strategy				
CC: Exhibit Hall C - BPS 2								1207 BPS: TMT / Corporate				
CC: Exhibit Hall C - CM				1098 CM: New Considerations								
CC: Exhibit Hall C - ENT 1				1108 ENT: Entrepreneurial Process				1224 ENT: Relational Capital Issues				
CC: Exhibit Hall C - ENT 2				1109 ENT: Behavior & ENT Consequences								
CC: Exhibit Hall C - Exh.				1191 AAA: Exhibits								→
CC: Exhibit Hall C - GDO 1				1110 GDO: Identity and Diversity								
CC: Exhibit Hall C - HCM 1				1114 HCM: OB Issues in Health Care								
CC: Exhibit Hall C - MC				1138 MC: MC Visual Papers								
CC: Exhibit Hall C - Mem.				1192 AAA: Membership								
CC: Exhibit Hall C - ODC 1				1162 ODC: Employee Perspectives & Change								
CC: Exhibit Hall C - ODC 2				1163 ODC: Strategic Change Case Studies								
CC: Exhibit Hall C - OMT 1				1170 OMT: Managing				1283 OMT: Learning and Information				
CC: Exhibit Hall C - OMT 2				1171 OMT: Culture & Institution Logic				1284 OMT: Organizational Knowledge				
CC: Exhibit Hall C - Reg.	1078 AAA: Registration											
CC: Exhibit Hall C - TIM 1				1184 TIM: Technology and Organizations				1297 TIM: Adaptation and Change				
CC: Exhibit Hall C - TIM 2								1298 TIM: Management of Technology				
CC: Room 103A				1154 OB/HR/MOC: New Perspectives in				1268 OB/HR: Direct Care Workers				
CC: Room 103B				1155 OB/HR/ODC: Virtual Team Leadership				1269 OB/MOC/RM: Automatic Social				
CC: Room 103C				1157 OB/OMT/ODC: Change From Within				1265 OB: Feedback Seeking Behavior				
CC: Room 104A				1111 GDO: Motherhood and Careers				1226 GDO: Work-Family and Lack of				
CC: Room 104B				1112 GDO: Diversity and Outcomes				1227 GDO: Gender and Careers				
CC: Room 105A				1099 CM: Cracks in the American Dream								
CC: Room 105B				1100 CM/OB: Negotiator Reputation				1215 CM: Trust in Teams				
CC: Room 106A				1096 CAU: Reality of Black-Brown Relatio				1213 CAU: Combining Careers and				
CC: Room 106B								1214 CAU: Women Entrepreneurs				
CC: Room 107A				1097 CAU: Measuring Value In Teaching								
CC: Room 107B				1144 MOC/OB/CAR: Meaning of Work				1228 GDO/CAR/HR: Mentoring and				
CC: Room 108A				1084 AAS: Management and Employee Health				1199 AAS: Employer-Employee				
CC: Room 108B				1152 OB/CAR: Firing Back from Adversity				1257 MOC/OMT: Leadership in				
CC: Room 109A				1139 MED: Virtual Learning: Sensitivity				1253 MED: Teaching				
CC: Room 109B				1140 MED: Management Education Scholar				1254 MED: Online Learning: Results				
CC: Room 110A				1142 MOC: Cognition Theory Building				1256 MOC: Confidence and Decision				
CC: Room 110B				1151 OB: Creativity				1266 OB: Psychological Contract				
CC: Room 111A				1094 CAR: Gender and Career				1210 CAR: Benefits of Relationships				
CC: Room 111B				1095 CAR/HR: People helping people				1211 CAR: Work Life Balance				

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

Tuesday Morning, August 7, 2007 (continued)

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	→
CC: Room 112A				1116 HR: Compensation and Outcomes				1234 HR/MED/HCM: Surviving the			
CC: Room 112B				1117 HR: Impact of Turnover on Orgs.				1231 HR: Management Development			
CC: Room 113A				1143 MOC/CM/OB: Bridging the Tech-Fuzzy				1216 CMMOC: Emotions & Emotional			
CC: Room 113B				1118 HR: Organizational Commitment				1232 HR: Leadership in Unusual			
CC: Room 113C				1119 HR: Performance Appraisal ...				1233 HR: HR from an Org.			
CC: Room 307A			1079 AAA: 2007 LAC								→
MT: Franklin 1				1085 BPS: Doing Research Well							
MT: Franklin 10				1086 BPS: Capabilities: K trans + replic				1200 BPS: Experiments in Macro			
MT: Franklin 11				1103 ENT: Dynamics of Corporate ENT				1220 ENT: Technology			
MT: Franklin 12				1104 ENT: Entrepreneurial Passion				1225 ENT/BPS: Cognition Research			
MT: Franklin 13				1165 OM: Product Development				1276 OM: Research in OM			
MT: Franklin 2				1087 BPS: The Role of Edu. within BPS				1208 BPS/OM: Performance			
MT: Franklin 3				1120 IM: The Global/Regional Debate				1238 IM/BPS/OMT: Korean			
MT: Franklin 4				1121 IM: OB Issues across Cultures				1239 IM/CM: Power Distance at Work			
MT: Franklin 5				1172 OMT/BPS: --Organizational Learning				1277 OMT: Agency in Institutions			
MT: Franklin 6				1187 OMT/IM: Food and Cultural				1286 OMT/MOC/BPS: Perspectives in			
MT: Franklin 7				1173 OMT/BPS: Comm. Dyn & Network				1278 OMT: Interoanizational			
MT: Franklin 8				1180 RM: Measurement Issues				1289 RM: Methods & Strategic			
MT: Franklin 9				1088 BPS: Evol Theory of Firms and Ind				1201 BPS: Interfirm Network			
MT: Grand Ballroom A				1176 OMT/PNP/RM: Beyond the Fortune 500				1209 BPS/OMT: Strategic Agility+Corp			
MT: Grand Ballroom B				1175 OMT/MOC/OB: Self-Reinforcing Cycles				1212 CAR/OMT/MED: Interdiscipl.			
MT: Grand Ballroom C				1156 OB/MOC/CM: Emotion and				1219 CMS/SIM/GDO: The Poor Are			
MT: Grand Ballroom D				1174 OMT/MH/SIM: Business and Federalism				1285 OMT/BPS: Comparative			
MT: Grand Ballroom I				1101 CMS: Organizational identities				1218 CMS/SIM: First Nation Matters			
MT: Grand Ballroom J				1158 OCIS: ERP Diffusion and Implement ...				1271 OCIS: Innovation Diffusion ...			
MT: Grand Ballroom K				1186 TIM/IM/ENT: National Innovation Systems				1299 TIM/BPS/OCIS: Offshoring			
MT: Grand Ballroom L				1185 TIM/BPS: MNE R&D & Knowledge				1293 TIM: Firms, universities,			
MT: Independence I				1194 OB: OB Lifetime				1259 OB: Leadership			
MT: Independence II				1146 OB: Work-Family Dynamics				1260 OB: Expertise and Learning in			
MT: Independence III				1147 OB: Justice and Managers				1261 OB: Knowledge in Collectives			
MT: Liberty Ballroom A				1080 AAS: Immigrant Labor Sector Needs				1196 AAS: Art & Business: Partners?			
MT: Liberty Ballroom B				1081 AAS: Work Life Research Doing Good				1267 OB/CM: Justice and Trust			
MT: Liberty Ballroom C				1082 AAS: Women Leaders: Critical Issues				1197 AAS: Critical Perspectives on			
MT: Room 301				1148 OB: Self-Defeating Behaviors				1262 OB: Power and Politics			
MT: Room 303				1182 TIM: Innovation Diffusion				1294 TIM: Organizational Adaptation a			
MT: Room 304				1190 TIM: Interorganizational				1295 TIM: Network Effects			
MT: Room 305				1183 TIM: Patents and IP				1296 TIM: Strategy & Knowledge			
MT: Room 307				1159 OCIS: Knowledge Management I				1272 OCIS: Networks of Practice ...			
MT: Room 309				1149 OB: Decision Making				1263 OB: Leaders and Followers			
MT: Room 310				1150 OB: Anxiety, Attachment, Change				1264 OB: Positivity and Optimism			
MT: Room 401				1166 OMT: Change Agents				1279 OMT: Motivation and Productivity			
MT: Room 402				1167 OMT: Intraorganizational Networks				1280 OMT: Social Capital			
MT: Room 403				1168 OMT: Limits to Embeddedness				1281 OMT: R&D and Networks			
MT: Room 404				1169 OMT: Framing & Mobilization				1282 OMT: Organizational Learning			
MT: Room 405				1102 CMS: Management, Labor and Power				1217 CMS: Business Power			
MT: Room 406				1089 BPS: Network Formation and Coord				1202 BPS: Group Dyn + Soc Psych			
MT: Room 407				1090 BPS: Strat: A Game-Theory Approach				1203 BPS: Capability Dev and Accum			
MT: Room 408				1091 BPS: Strat through Inst Theory Lens				1204 BPS: Org Structure and Design			
MT: Room 409				1092 BPS: TMT and Corp Governance				1205 BPS: Boards and TMTs: Group			
MT: Room 410				1105 ENT: Diversity & Entrepreneurship				1221 ENT: Opportunity ID Continued			
MT: Room 411				1106 ENT: New Venture Financing				1222 ENT: Scale Development ENT			
MT: Room 412				1107 ENT: Impact of New Venture Settings				1223 ENT: International ENT			
MT: Room 413				1122 IM: MNCs from Emerging Economies				1235 IM: MNCs from and in LDCs			
MT: Room 414				1123 IM: HQ-Subsidiary Integration				1236 IM: Control & Coordination in			
MT: Room 415				1124 IM: Cultural Distance and FDI				1237 IM: Notion of "Distance"			

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

Tuesday Morning, August 7, 2007 (continued)

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	→	
SH: Franklin Room	1193 AAA: Placement Services											→
SH: Liberty A - Table A1					1125 IP: Context of M&As					1240 IP: Innovation II		
SH: Liberty A - Table A2					1126 IP: Challenges of new ventures					1241 IP: Organizational learning I		
SH: Liberty A - Table A3					1127 IP: Ethical Firm Behavior					1242 IP: Learning and knowledge		
SH: Liberty A - Table A4					1128 IP: Governance structure & process					1243 IP: Psychological contracts		
SH: Liberty B - Table B1					1129 IP: Learning and knowledg 1					1244 IP: Cognition		
SH: Liberty B - Table B2					1130 IP: Inter-firm relationships					1245 IP: Competitive dynamics of		
SH: Liberty B - Table B3					1131 IP: Social responsibility II					1246 IP: Foreign direct investment		
SH: Liberty B - Table B4					1132 IP: Organizational justice					1247 IP: Founders' influence II		
SH: Liberty C - Table C1					1133 IP: Organizational change II					1248 IP: Resources and the firm II		
SH: Liberty C - Table C2					1134 IP: Organizational design II					1249 IP: Strategy making		
SH: Liberty C - Table C3					1135 IP: Stress, well-being, and work-f					1250 IP: Supply chain design II		
SH: Liberty C - Table C4					1136 IP: Studying culture					1251 IP: Context of tech transfer		



Courtesy of Chris Poulson, University of Tasmania, Australia

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

Tuesday Afternoon, August 7, 2007

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00	→
LW: Commonwealth A2						1332 HCM: Governance and			1482 PNP: Qualitative			
LW: Commonwealth B						1333 HCM: Collaborative			1429 HCM: Organization			
LW: Commonwealth C						1379 ODC: Discourse and Change						
LW: Commonwealth D						1381 ODC/OB/OMT: Emotion and			1468 ODC: Change			
LW: Congress A						1361 MH: Historical Performance						
LW: Congress B						1364 MSR: Teaching Non Linearity						
LW: Congress C						1380 ODC: Stages of change						
LW: Howe						1392 PNP: Culture and Arts			1483 PNP: Governance and			
LW: Lescaze						1393 PNP: Fundraising and						
LW: Regency Ballroom A						1344 IMBPS/SIM: New Political			1469 ODC: ODC Distinguished			
LW: Regency Ballroom B						1305 AAS: Doing good - U.S. vs.			1449 MC: Coaching Education			
LW: Regency Ballroom C1						1358 MC/ODC/BPS: Consultants			1450 MC: Relationships in			
LW: Regency Ballroom C2						1391 ONE: Environmental			1481 ONE: Environmental			
LW: Washington A						1395 SIM: Business & Econ			1486 SIM: Emotions & Ethics			
LW: Washington B						1396 SIM: Stakeholders & Org			1487 SIM: CSR in Multinational			
LW: Washington C						1397 SIM: CSR: Cross Cultural			1488 SIM: Stakeholder-based			
CC: Exhibit Hall C - Break Area						1403 AAA:						
CC: Exhibit Hall C - Exh.						← AAA: Exhibits						
CC: Exhibit Hall C - Mem.						1302 AAA: Membership						
CC: Exhibit Hall C - Reg.						1301 AAA: Registration						→
CC: Room 103A						1374 OB/HR/CAR: Goal Orientation			1463 OB: Values in			
CC: Room 103B						1370 OB: Challenge/Hindrance			1464 OB: Nature Versus			
CC: Room 103C						1373 OB/HR: Employment			1484 PNP/OB: Exploring Org.			
CC: Room 104A						1329 GDO: Gender, Race, Age and			1428 GDO/SIM: Doing Well by			
CC: Room 104B						1330 GDO: Navigating Work and			1425 GDO: Mentoring and			
CC: Room 105A						1321 CM: Alternative Dispute			1417 CM: Mediation			
CC: Room 105B						1322 CM/OB: Restoring Justice			1418 CM: Culture in			
CC: Room 106A						1318 CAU: Group Conflict			1414 CAU: Unique			
CC: Room 106B						1319 CAU: Interpersonal Workplace			1415 CAU: EMONET			
CC: Room 107A						1320 CAU: Classroom Images &			1416 CAU: Women on Boards			
CC: Room 107B						1331 GDO: Diversity Climate			1426 GDO: Faultline			
CC: Room 108A						1306 AAS: Leadership, Ethics,			1427 GDO: Diversity and			
CC: Room 108B						1372 OB/CM/SIM: Moral						
CC: Room 109A						1359 MED: Leadership Qualities			1451 MED: Teaching Strategy			
CC: Room 109B						1360 MED/OCIS/TIM: Strategic			1452 MED: Teaching Service			
CC: Room 110A						1362 MOC: Mental Models			1453 MOC: Organizational			
CC: Room 110B						1371 OB: Empowered to Create			1465 OB: Stress and			
CC: Room 111B						1317 CAR: Dialogue on Careers			1413 CAR: Hughes Award			
CC: Room 112A						1334 HR: Perspectives on Training			1430 HR: HR and Teams ...			
CC: Room 112B						1335 HR: Job Analysis and Design			1431 HR: Predictors of Ind.			
CC: Room 113A						1363 MOC: Emotions and EI			1454 MOC/BPS: Time, cognition,			
CC: Room 113B						1337 HR/IM: Knowledge & IHRM			1433 HR/MED/ODC: Action			
CC: Room 113C						1336 HR: Perspectives on Selection			1432 HR: HRM in Different			→
CC: Room 307A						← AAA: 2007 LAC						
CC: Room 308						1303 AAA: Membership Debriefing						
MT: Franklin 1						1307 BPS: A Research Agenda			1412 BPS/OMT: Identity and			
MT: Franklin 10						1308 BPS: Stakeholder Theory of			1405 BPS: International			
MT: Franklin 11						1324 ENT: ENT Risk and			1423 ENT/HCM: Innovation in			
MT: Franklin 12						1328 ENT/TIM: The good, bad, and			1424 ENT/IM: Community			
MT: Franklin 13						1382 OM: Project Management			1470 OM: Human Side of OM			
MT: Franklin 2						1309 BPS: Ec Found			1406 BPS: BPS Dissertation			
MT: Franklin 3						1338 IM: Firm Resources &			1434 IM: Diversification &			
MT: Franklin 4						1339 IM: Brain Circulation			1435 IM: IMD Barry Richman			
MT: Franklin 5						1383 OMT: Institutional Practices			1472 OMT: Institutional			

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

Tuesday Afternoon, August 7, 2007 (continued)											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
MT: Franklin 6						1384 OMT: Categorization			1478 OMT/BPS/TIM: Classifying		
MT: Franklin 7						1385 OMT: Network Dynamics I			1473 OMT: Network Dynamics		
MT: Franklin 8						1394 RM: Multivariate Methods			1485 RM: Measurement		
MT: Franklin 9						1314 BPS/OMT/CM: Interfirm			1407 BPS: Behavioral Theory		
MT: Grand Ballroom E-H	← AAA: Presidential Luncheon										
MT: Grand Ballroom A						1342 IM/BPS/OMT: The Problem of					
MT: Grand Ballroom B						1316 BPS/TIM/OMT: Firm/Industry					
MT: Grand Ballroom C						1345 IM/MED/MC: Global			1479 OMT/ODC/SIM:		
MT: Grand Ballroom D						1386 OMT: Complexity in			1474 OMT: Growth &		
MT: Grand Ballroom I						1315 BPS/OMT/ENT: Business			1419 CMS: The Past and		
MT: Grand Ballroom J						1377 OCIS: Innovation			1466 OCIS: Sharing under		
MT: Grand Ballroom K						1398 TIM: Patents & IP			1489 TIM: Individual & Innovation		
MT: Grand Ballroom L						1399 TIM: Organizational Design			1490 TIM: Industry Emergence		
MT: Independence I						1365 OB: Interpersonal & Team			1455 OB: What Makes Teams		
MT: Independence II						1366 OB: Leadership			1456 OB: Leadership		
MT: Independence III						1367 OB: Contextual Performance			1457 OB: Duty, Humility, and		
MT: Liberty Ballroom A						1376 OB/OMT: Dynamic Social			1458 OB: Venus and Mars		
MT: Liberty Ballroom B						1375 OB/ODC: Reactions to			1459 OB: Outcomes of Justice		
MT: Liberty Ballroom C						1304 AAS: Pos. Approach to			1460 OB: Person-Organization		
MT: Room 301						1368 OB: Knowledge Sharing			1461 OB: Social Networks		
MT: Room 303						1400 TIM: Technology, Innovation,			1491 TIM: Knowledge and		
MT: Room 304						1401 TIM: Knowledge Communities			1492 TIM: Technology and		
MT: Room 305						1402 TIM: Knowledge Seeking			1493 TIM: Adoption of		
MT: Room 307						1378 OCIS: Knowledge			1467 OCIS: E-Commerce and		
MT: Room 309						1369 OB: Political Will and Skill			1462 OB: OCBs		
MT: Room 310									1404 OB: Thank-You		
MT: Room 401						1387 OMT: Top Management			1475 OMT: Leadership Theories		
MT: Room 402						1388 OMT: Trust			1476 OMT: Knowledge in Teams		
MT: Room 403						1390 OMT/MH: Historians on Firm			1480 OMT/TIM/BPS:		
MT: Room 404						1389 OMT: Organizational			1477 OMT: Exploration &		
MT: Room 405						1323 CMS/OMT: Psychoanalytic			1471 OM: Supply Chain		
MT: Room 406						1310 BPS: A Network-Based			1408 BPS: Alliances, JVs and		
MT: Room 407						1311 BPS: M&A Processes			1409 BPS: Cert, Prestige, Rep.		
MT: Room 408						1312 BPS: Indiv Decision-Making			1410 BPS: Learning Th and		
MT: Room 409						1313 BPS: TMTs and Boards of			1411 BPS: M&A Strategy		
MT: Room 410						1325 ENT: Academic			1420 ENT: Expand Frontier		
MT: Room 411						1326 ENT: Knowledge in ENT, INT			1421 ENT: Expand ENT		
MT: Room 412						1327 ENT: Family Firm			1422 ENT: Small Business		
MT: Room 413						1343 IM/BPS/SIM: Inclusive					
MT: Room 414						1340 IM: Offshoring			1436 IM: MNC Subsidiaries		
MT: Room 415						1341 IM: Global HRM					
SH: Franklin Room	← AAA: Placement Services										
SH: Liberty A - Table A1						1346 IP: Challenges in diversity II			1437 IP: Social capital benefits		
SH: Liberty A - Table A2						1347 IP: Organizational creativity			1438 IP: Supply chain design		
SH: Liberty A - Table A3						1348 IP: Entrepreneurial process II			1439 IP: Team leadership		
SH: Liberty A - Table A4						1349 IP: global economy			1440 IP: Context of ethical		
SH: Liberty B - Table B1						1350 IP: Learning across nations			1441 IP: Challenges in		
SH: Liberty B - Table B2						1351 IP: Outsourcing			1442 IP: Management		
SH: Liberty B - Table B3						1352 IP: Power in organizations			1443 IP: CEO succession and		
SH: Liberty B - Table B4						1353 IP: Psychological ownership			1444 IP: Governance structure		
SH: Liberty C - Table C1						1354 IP: Leadership and innovation			1445 IP: Career paths		
SH: Liberty C - Table C2						1355 IP: Team processes			1446 IP: Organizational		
SH: Liberty C - Table C3						1356 IP: Strategic planning II			1447 IP: Public policy influence		
SH: Liberty C - Table C4						1357 IP: Top management teams II			1448 IP: Recruitment and		

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

Tuesday Evening, August 7, 2007

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00		
LW: Commonwealth C		1504	ODC: Awards & Business Mtg										
LW: Congress B		1502	MSR: Business Mtg		1510	MSR: Social							
LW: Regency Ballroom A			1511 ODC: Social										
CC: 12th Street Foyer						1513	CM: Social						
CC: 13th Street Foyer			1508 CAR: Social										
CC: Exhibit Hall C - Reg.	←Registration												
CC: Room 105B		1505	CM: Business Mtg										
CC: Room 109A		1500	MED: Business Mtg										
CC: Room 110A		1501	MOC: Business Mtg										
CC: Room 111B		1495	CAR: Business Mtg										
CC: Room 113C			1506 HR: Business Mtg										
CC: Room 307A	← AAA: 2007 LAC												→
MT: Franklin 4		1499	IM: IMD Business Mtg										
MT: Grand Ballroom A		1496	ENT: Reviewer Reception										
MT: Grand Ballroom B-D		1494	BPS: Business Mtg										
MT: Grand Ballroom E						1514	IM: IMD Social						
MT: Grand Ballroom F			1507 BPS: Reception										
MT: Grand Ballroom J		1503	OCIS: Informal Event										
MT: Independence Ballroom						1515	MED: Social Event						
MT: Liberty Ballroom A						1512	HR: Division Reception						
MT: Liberty Ballroom C			1509 MOC: Social Hour										
MT: Room 404	← 1497 ICW: Nova Southeastern DBA												
MT: Room 405		1498	ICW: ASAC/CJAS Meeting										

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

Wednesday Morning, August 8, 2007	
	7:00 7:30 8:00 8:30 9:00 9:30 10:00 10:30 11:00 11:30 →
LW: 33rd Floor Terrace	1517 MSR: MSR Meditation
LW: Commonwealth A2	1582 PNP: Innovation and Reform
LW: Commonwealth B	1538 HCM: Hospital Performance
LW: Commonwealth C	1572 ODC: employee involvement in change
LW: Commonwealth D	1574 ODC/MC/MH: Doing Global OD Work
LW: Congress C	1573 ODC/MC: Assessing Workplace Civility
LW: Howe	1583 PNP: Privatization and Partnership
LW: Regency Ballroom A	1590 SIM/OB/OMT: Leadership After the
LW: Regency Ballroom C1	1591 MC: Understanding the Unseen
LW: Regency Ballroom C2	1581 ONE: Environmental Regulation
LW: Washington A	1593 SIM: Organizations &
LW: Washington B	1594 SIM: Coworkers, Climates,
LW: Washington C	1585 SIM: Predicting Corp Social Perf
CC: Exhibit Hall C - Reg.	1519 AAA: Registration
CC: Room 103A	1569 OB/MOC/HR: Advancing Research on Emotion
CC: Room 103B	1567 OB/GDO/HR: Workplace Diversity Context
CC: Room 103C	1568 OB/HR/GDO: Positive Work-Family Interface
CC: Room 104A	1537 GDO: Gender Effects
CC: Room 105A	1530 CM/HR: Organizational Justice
CC: Room 105B	1543 HR/OB: Employment in China
CC: Room 107B	1562 MOC: Attributions in Organizations
CC: Room 109A	1560 MED: Teaching Management: Issues
CC: Room 109B	1516 MED: MED Exec Planning
CC: Room 110A	1563 MOC: Learning in Teams
CC: Room 110B	1566 OB: Teams Within Teams
CC: Room 111A	1529 CAR/IM: Careers across Cultures
CC: Room 111B	1539 HR: Emotions in the Workplace
CC: Room 112A	1540 HR: HR in Small & Medium Firms
CC: Room 112B	1541 HR: HRM and Knowledge Workers
CC: Room 113A	1564 MOC: Heuristics and Biases
CC: Room 113C	1542 HR: Compensation Practices
CC: Room 307A	1520 AAA: 2007 LAC
MT: Franklin 1	1527 BPS/TIM: Path Creation and Architecture
MT: Franklin 10	1521 BPS: Corporate Reputation and Media
MT: Franklin 11	1532 ENT: Emotion and Entrepreneurship
MT: Franklin 12	1533 ENT: Sociality of Entrepreneurship
MT: Franklin 13	1575 OM: Lean and Quality Mgt
MT: Franklin 2	1522 BPS: Absorptive Capacity
MT: Franklin 3	1544 IM: Firm International Performance
MT: Franklin 4	1518 IM: IMD Member
MT: Franklin 5	1576 OMT: Does the Dynamics of Fast Chan
MT: Franklin 6	1580 OMT/BPS: Managerial Jobs and Managerial
MT: Franklin 7	1577 OMT: Organizations and the State
MT: Franklin 8	1584 RM: Philosophy of Science
MT: Franklin 9	1528 BPS/TIM: Innovation in Life Sciences
MT: Grand Ballroom I	1531 CMS: Consumption and Identity
MT: Grand Ballroom J	1571 OCIS/IM: Coordinating Distributed Work
MT: Grand Ballroom K	1588 TIM/PNP/BPS: Network-Centric Innovation
MT: Grand Ballroom L	1586 TIM: University Knowledge Transfer
MT: Room 303	1587 TIM: Firm and Innovation
MT: Room 304	1595 TIM: Collaboration and
MT: Room 305	1596 TIM: Management of Technology
MT: Room 307	1570 OCIS: Online Discourse I
MT: Room 309	1565 OB: Transformational Leadership
MT: Room 310	1637 OB: Team Performance

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

MT: Room 401	1592 OMT: Governance & Networks	1651 OMT: Organizational
MT: Room 402	1578 OMT: Social Construction	1652 OMT: Critical Perspectives
MT: Room 403	1579 OMT: Imitation	1653 OMT: Trends in OMT
MT: Room 404	1589 OMT/SIM: Optimal Satisficing	1654 OMT: Social Responsibility
MT: Room 406	1523 BPS: Comp Interaction + Contingency	1601 BPS: Dynamic Cap Development
MT: Room 407	1524 BPS: Interfirm Coord: RBV and TCE	1602 BPS: V.I. and Strategic
MT: Room 408	1525 BPS: Networks and Social Capital	
MT: Room 409	1526 BPS: Strategy as Practice	
MT: Room 410	1534 ENT: ENT & Opportunity	1607 ENT: New in Institutional ENT
MT: Room 411	1535 ENT: International New Ventures	
MT: Room 412	1536 ENT: Choices in Family Business	
MT: Room 413	1545 IM: Institutional Imperfections	1614 IM: Emerging Markets
MT: Room 414	1546 IM: Internationalization	1615 IM: IJV
MT: Room 415	1547 IM: International OB	1616 IM: Expatriate Effectiveness
SH: Liberty A - Table A1	1548 IP: Innovation diffusion	1617 IP: Competitive dynamics of
SH: Liberty A - Table A2	1549 IP: Corporate social responsibilit	1618 IP: Attributes of entrepreneurs II
SH: Liberty A - Table A3	1550 IP: Entrepreneurial process I	1619 IP: Executive compensation
SH: Liberty A - Table A4	1551 IP: Gov. in inter-firm contexts	1620 IP: Founders' influence I
SH: Liberty B - Table B1	1552 IP: Individual learning	1621 IP: Research on leadership
SH: Liberty B - Table B2	1553 IP: Institutions and firms	1622 IP: Knowledge and resources I
SH: Liberty B - Table B3	1554 IP: Power in organizations II	1623 IP: Resources and innovation
SH: Liberty B - Table B4	1555 IP: Socially responsible values	1624 IP: Research on institutions
SH: Liberty C - Table C1	1556 IP: Resources and the firm III	1625 IP: Structure and innovation
SH: Liberty C - Table C2	1557 IP: Networks and competition	1626 IP: Leadership research
SH: Liberty C - Table C3	1558 IP: Strategic choice	1627 IP: Reputation and legitimacy
SH: Liberty C - Table	1559 IP: Strategic role of HR	1628 IP: Industries and firm clusters

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

All Academy Activities

Program Coordinator: Angelo DeNisi, Tulane U.
 Professional Development Workshop Chair: James P. Walsh, U. of Michigan, Ann Arbor
 Program Coordinator: Jimmy Le, Academy of Management
 Local Arrangements Chair: Denise Potosky, Pennsylvania State U.
 Local Arrangements Chair: Eric W. Stein, Pennsylvania State U., Great Valley

Day	Start	#	Location	Session Information	
Fri	8:00am	1	MT:Room 403	AOM Committee Meetings	
		2	MT:Room 405	Board of Governors' Meeting	
		3	MT:Room 406	AOM Committee Meetings	
		4	CC:Room 307A	Philadelphia 2007 LAC	
	11:00am	11	CC:Exhibit Hall C - Reg.	Conference Registration	
	5:30pm	51	MT:Liberty Ballroom A&B	New Member Orientation: Session 1	
Sat	8:00am	73	MT:Independence I & II	Membership Committee Opening Meeting & Breakfast	
		74	CC:Exhibit Hall C - Reg.	Conference Registration	
		75	CC:Room 307A	Philadelphia 2007 LAC	
		76	SH:Independence Ballroom	The Ins and Outs of Faculty Recruiting	
	9:00am	114	MT:Room 405	Board of Governors' Meeting	
		115	MT:Room 406	Board of Governors' Meeting (Breakout)	
		116	SH:Franklin Room	Placement Services	
	12:00pm	164	MT:Room 305	Academy of Management Journal Editors' Meeting	
		165	CC:Exhibit Hall C - Mem.	Membership	
	12:30pm	179	MT:Grand Ballroom D	BOG Appreciation Luncheon for Outgoing Volunteers	
	2:00pm	215	MT:Grand Ballroom E	Chairs, Fac. & Discussants	
	5:00pm	253	MT:Room 405	Anaheim 2008 Organizing Committee	
	5:30pm	258	SH:Independence Ballroom	Placement for Applicants	
	Sun	8:00am	283	CC:Exhibit Hall C - Reg.	Conference Registration
284			CC:Room 109B	AMLE Writers' Workshop	
285			CC:Room 307A	Philadelphia 2007 LAC	
8:30am		311	MT:Room 303	2007 Program Chairs Meeting	
		312	MT:Room 403	AOM Affiliates & Associates	
9:00am		323	MT:Room 304	Current/Incoming Committees	
		324	CC:Exhibit Hall C - Exh.	Conference Exhibits	
		325	CC:Exhibit Hall C - Mem.	Membership	
		326	SH:Franklin Room	Placement Services	
10:00am		352	CC:Room 109B	AMLE Writers' Workshop	
10:15am		376	CC:Exhibit Hall C - Break Area	Conference Break	
10:30am		377	MT:Room 303	Div/IG Incoming Chairs	
		378	MT:Room 304	2008 Program Chairs Meeting	
12:00pm		393	MT:Grand Ballroom D	AMR Editorial Board Meeting	
		394	MT:Room 302	Division Treasurers' Meeting	
		395	MT:Room 303	2008 PDW Chairs Meeting	
		396	MT:Room 304	PD Training for Prog Chairs	
		405	MT:Independence III	AOM Leadership Forum	
1:00pm		406	MT:Room 302	AMP Editorial Board Meeting	
		407	LW:Regency Ballroom A	AOM Fellows Group Committee on Membership Meeting	
		413	MT:Grand Ballroom D	AMJ Outgoing Editorial Board	
1:30pm		414	MT:Room 303	Program Developer Training Session for PDW Chairs	
		415	MT:Room 304	Centralized Review System Training Session	
		425	MT:Grand Ballroom D	AMJ Incoming Editorial Board	
2:30pm		426	MT:Room 302	AMLE Editorial Board Meeting	
		427	CC:Exhibit Hall C - Break Area	Conference Break	
3:00pm		428	MT:Liberty Ballroom	New Member Orientation: Session 2	
5:00pm		457	CC:Grand Ballroom	AOM Convocation	
7:00pm		470	CC:Grand Hall	All Academy Reception	
Mon		7:00am	474	MT:Room 302	AOM Ethics Committee Meeting

All Academy Activities

Day	Start	#	Location	Session Information	
Mon	8:00am	477	CC:Exhibit Hall C - Reg.	Conference Registration	
		478	CC:Room 307A	Philadelphia 2007 LAC	
	9:00am	580	CC:Exhibit Hall C - Exh.	Conference Exhibits	
		581	CC:Exhibit Hall C - Mem.	Membership	
		582	SH:Franklin Room	Placement Services	
	10:15am	600	MT:Franklin Prefunction	All Academy Break	
		601	LW:Regency Prefunction	All Academy Break	
		602	CC:Exhibit Hall C - Break Area	Conference Break	
	10:40am	604	LW:Commonwealth A1	Meeting the Academy's Editors	
	2:45pm	942	CC:Exhibit Hall C - Break Area	Conference Break	
	9:00pm	1075	MT:Liberty Ballroom C	President's Dessert Reception	
	Tue	7:30am	1077	LW:Millennium Hall	AOM Past Presidents Breakfast
		8:00am	1078	CC:Exhibit Hall C - Reg.	Conference Registration
			1079	CC:Room 307A	Philadelphia 2007 LAC
9:00am		1191	CC:Exhibit Hall C - Exh.	Conference Exhibits	
		1192	CC:Exhibit Hall C - Mem.	Membership	
		1193	SH:Franklin Room	Placement Services	
10:15am		1195	CC:Exhibit Hall C - Break Area	Conference Break	
12:00pm		1300	MT:Grand Ballroom E-H	Presidential Luncheon	
2:15pm		1301	CC:Exhibit Hall C - Reg.	Conference Registration	
2:30pm		1302	CC:Exhibit Hall C - Mem.	Membership	
		1303	CC:Room 308	Membership Debriefing Meeting	
2:45pm		1403	CC:Exhibit Hall C - Break Area	Conference Break	
Wed	8:00am	1519	CC:Exhibit Hall C - Reg.	Conference Registration	
		1520	CC:Room 307A	Philadelphia 2007 LAC	

Affiliate Activities & Committees

Program Chair: Angelo DeNisi, Tulane U.
 Professional Development Workshop Chair: James P. Walsh, U. of Michigan, Ann Arbor
 Program Coordinator: Jimmy Le, Academy of Management
 Local Arrangements Chair: Denise Potosky, Pennsylvania State U.
 Local Arrangements Chair: Eric W. Stein, Pennsylvania State U., Great Valley

Day	Start	#	Location	Session Information
Fri	1:00pm	13	MT:Room 403	PTC: Strategy as Design
		17	CC:Room 104A	MEN: Diversity Research Publishing
		18	MT:Room 404	AAM: Interactive Teaching Methods I
	3:00pm	35	LW:Congress B	PTC: SPARC Educ & Learning Session
	4:00pm	39	MT:Room 403	AAM: Clarifying Comp. Advantage
		42	CC:Room 112A	TTC: A Pledge for Teaching
		43	LW:Congress C	PTC: Performance Measurement
	6:00pm	57	LW:Washington A	PTC: Exploiting Technology in Your Consulting Services
		59	OS:Independence Brew Pub	NDSC: New Doctoral Student Happy Hour
		65	LW:Howe	ITC: Sustainable Practice Action Research Reception
7:00pm	69	LW:Washington A	ITC: Mastering Transfo Change	
Sat	7:30am	72	CC:Room 107A	TTC: Service-Learning and Live Case
	8:00am	79	MT:Room 404	PTC: Implementing CSR Strategy Glob
		88	MT:Room 410	IAM: Challenges of globalization
	8:30am	102	MT:Franklin 9	AAM: Case Study Research
		103	LW:Regency Ballroom C1	ITC: International Career-Development Workshop
		111	LW:Washington B	IAM: Pro-poor For-profit Ventures
	8:45am	113	MT:Grand Ballroom F	NDSC: New Doctoral Student Consortium
	9:00am	132	LW:Regency Ballroom B	PTC: Sustainable Prac Action Res
		133	LW:Commonwealth C	PTC: Org Health and Performance
		136	MT:Room 309	TTC: Teaching Well With Technology
	9:30am	137	MT:Room 413	ITC: Alliance Portfolios
	10:00am	142	MT:Liberty Ballroom A	TTC: Capstone Course is Dead?
		145	MT:Room 302	AAM: Psychic, Cult. & Instit. Dist.
		146	LW:Howe	ITC: Inter-communal understanding
		150	MT:Franklin 6	TTC: Teaching Across the Curriculum
	11:00am	157	MT:Franklin 7	IAM: Intellectual Capital
		158	LW:Commonwealth C	PTC: Insights on Global Workforce Management
	12:00pm	172	LW:Howe	IAM: Dissertation Success
		175	LW:Commonwealth D	TTC: Social & Environmental Cases
		176	LW:Regency Ballroom A	PTC: Bringing Practice Back into our Scholarship
		178	MT:Room 309	TTC: Teaching Ethics
	12:30pm	180	MT:Room 414 & 415	AAM: Austrian Economics
		181	CC:Room 108A	MEN: Reducing Attrition in Doctoral Programs
	12:45pm	187	LW:Congress A	PTC: Good Consulting on the Inside
	1:00pm	188	MT:Franklin 8	IAM: Publishing Intl Strat Research
		192	CC:Room 112B	ITC: International HRM Research
		193	MT:Room 404	IAM: Research into practice (IAM)
196		CC:Room 103B	TTC: Management Education: Global	
1:30pm	213	LW:Commonwealth B	MEN: Career Mentoring of Faculty in the Non-USA setting	
2:10pm	224	MT:Room 309	AAM: Performing Academic Research in Microfinance	
2:30pm	227	MT:Room 410	IAM: Writing research grant proposals in Iberoamerica	
	228	MT:Grand Ballroom B	TTC: OMT in the MBA curriculum	
3:00pm	232	MT:Franklin 1	AAM: Doing High Impact Research	
	233	MT:Room 302	AAM: Conducting Research in China	
	234	CC:Room 112A	TTC: Online Teaching	
	235	CC:Room 107A	TTC: Teaching 21st Century Management	
	238	MT:Franklin 7	NDSC: Methods for Integrating Moderation and Mediation	
3:30pm	243	LW:Commonwealth C	PTC: The Stakeholder Concept	
4:00pm	244	MT:Franklin 5	AAC: Teaching Theme Committee Meeting	

Affiliate Activities & Committees

Day	Start	#	Location	Session Information
Sat	4:30pm	250	MT:Franklin 9	AAM: Meet the Editors
	5:00pm	255	MT:Room 410	IAM: IAOM Business Meeting
	6:00pm	269	MT:Grand Ballroom D	NDSC: NDSC/MED Reception
		272	LW:Regency Ballroom B	ITC: SPARC 10th Anniversary
Sun	8:00am	286	MT:Room 406	AAM: AAM Paper Development Workshop
		288	MT:Grand Ballroom K	TTC: New Approaches:Teaching Strat.
		289	MT:Independence I & II	MEN: BPS Managing Your Dissertation Workshop
		294	CC:Room 111B	TTC: Teaching Courses on "Diversity in Organizations"
		297	LW:Regency Ballroom C1	ITC: The Global Brain
		304	LW:Congress B	PTC: SPARC Research & Publication
		306	MT:Grand Ballroom A	NDSC: Scale Development
		308	LW:Commonwealth A1	TTC: Ethics: Doing What We Should?
		309	MT:Grand Ballroom B	TTC: Classroom Management
	8:30am	314	CC:Room 110 A&B	IAM: Leadership in Academia
		320	MT:Room 408 & 409	PTC: Are We Engaged As Scholars?
		322	MT:Grand Ballroom E	NDSC: Ask the Experts: Quantitative Methods
	9:00am	327	MT:Grand Ballroom C	AAM: Doing Strategy Research in Emerging Economies
		329	MT:Grand Ballroom I	PTC: Researching and Publishing on Strategy-as-Practice
		330	CC:Room 103A	PTC: Negotiating your First Job
		331	MT:Room 414 & 415	IAM: Latin America Critical OS
	9:30am	351	LW:Regency Ballroom C1	IAM: Teaching Microfinance
	10:00am	353	CC:Room 108B	MEN: Making the Most of Your Sabbatical
		360	CC:Room 113B	TTC: Teaching Strategic HRM
		361	CC:Room 103C	ITC: HRM Teaching&Research in India
		362	MT:Franklin 9	AAM: Where is Regionalization Going
		370	LW:Regency Ballroom B	ITC: Meet the Editors
		374	LW:Congress B	ITC: MNEs & Positive Social Change
	10:30am	379	MT:Room 403	AAC: Southwest Academy of Management Officers Meeting
		380	CC:Room 111A	AAC: Midwest Academy of Management Officers Meeting
		382	MT:Room 401 & 402	AAM: Dev. & Transitional Countries
		386	MT:Grand Ballroom E	NDSC: Ask the Experts: Qualitative Methods
	11:00am	392	MT:Grand Ballroom C	TTC: Art Metaphors
	12:00pm	397	LW:Lescaze	AAC: International Theme Committee Meeting
	12:30pm	400	MT:Franklin 9	AAC: EAMI Advisory Board Meeting
		401	MT:Room 306	AAC: Western Academy of Management Officers Meeting
	1:00pm	408	CC:Room 106 A&B	AAC: Mentoring Committee Meeting
	1:30pm	416	LW:Commonwealth D	AAC: Practice Theme Committee Meeting
		417	LW:Lescaze	ITC: ITC - Carolyn Dexter Award Reception
	3:30pm	430	LW:Commonwealth D	AAC: Practice Theme Committee Welcoming Reception
		431	CC:Room 105B	AAC: SMA Board Meeting
	4:30pm	456	LW:Commonwealth D	PTC: Perspectives from Managers
	5:00pm	458	MT:Independence I & II	AAC: Asia Academy of Management Committee Meeting
	6:00pm	464	MT:Independence I & II	AAC: AAM Reception

All Academy Symposia

Program Chair: Allen Bluedorn, U. of Missouri, Columbia

Day	Start	#	Location	Session Information
Mon	8:30am	483	MT:Liberty Ballroom A	Finding Our Brain, Heart, and
		484	MT:Liberty Ballroom C	The Dark Side of Doing Good
		485	LW:Regency Ballroom B	Market-Based Poverty Reduction
		486	CC:Room 108A	Re-Focusing Management Educ
	10:30am	603	MT:Grand Ballroom F	AOM PA Forum on Immigration in the U.S.
	10:40am	605	MT:Liberty Ballroom C	Lessons After Katrina
		606	LW:Regency Ballroom B	Creating Companies w/ Meaning
		607	CC:Room 108A	The Emergence of Cleantech
	12:20pm	721	MT:Liberty Ballroom A	Understanding CSR
		722	MT:Liberty Ballroom B	Career Success Across Cultures
		723	MT:Liberty Ballroom C	Work, Family and National Health
		724	LW:Regency Ballroom B	Doing Better at Doing Good
		725	CC:Room 108A	Superiority of Stakeholders
	1:00pm		MT:Grand Ballroom H	PA Forum on Immigration in Europe
	2:30pm	832	MT:Grand Ballroom F	PA Forum on Private Equity
	2:30pm	833	MT:Liberty Ballroom C	Is it Still a Jungle Out There
834		LW:Regency Ballroom B	Europa, Quo Vadis?	
835		CC:Room 108A	Theorizing from Environment	
Tue	8:30am	1080	MT:Liberty Ballroom A	Immigrant Labor Sector Needs
		1081	MT:Liberty Ballroom B	Work Life Research Doing Good
		1082	MT:Liberty Ballroom C	Women Leaders: Critical Issues
		1083	LW:Regency Ballroom B	The 21st Century Corporation
		1084	CC:Room 108A	Management and Employee Health
	10:30am	1196	MT:Liberty Ballroom A	Art & Business: Partners in Doing Good?
		1197	MT:Liberty Ballroom C	Critical Perspectives on CSR
		1198	LW:Regency Ballroom B	The Morality of Strategy
		1199	CC:Room 108A	Employer-Employee Relationship
	2:30pm	1304	MT:Liberty Ballroom C	Pos. Approach to Leadership
		1305	LW:Regency Ballroom B	Doing good - U.S. vs. EU
		1306	CC:Room 108A	Leadership, Ethics, Future

Showcase Symposia

Program Chair: Angelo DeNisi, Tulane U.
 Professional Development Workshop Chair: James P. Walsh, U. of Michigan, Ann Arbor
 Program Coordinator: Jimmy Le, Academy of Management

Day	Start	#	Location	Session Information
Mon	8:30am	497	MT:Grand Ballroom B	SHCS: Industry Architecture Dynamics
		551	MT:Grand Ballroom C	SHCS: Does It Pay to be Sensitive?
	8:40am	578	LW:Commonwealth C	SHCS: University-Industry Ties
	10:40am	638	LW:Regency Ballroom A	SHCS: Why So Few Women Leaders?
		681	CC:Room 105B	SHCS: Individualism and Collectivism
		685	MT:Grand Ballroom C	SHCS: Identity Construction
		686	MT:Grand Ballroom A	SHCS: Future Directions of Team Learning Research
		704	CC:Room 108B	SHCS: Organizational Surprise
		713	MT:Grand Ballroom B	SHCS: Ethics Construct Developments
	12:20pm	751	LW:Regency Ballroom A	SHCS: The Embeddedness of Diversity
		764	CC:Room 108B	SHCS: multinationality & performance
		792	MT:Grand Ballroom A	SHCS: The Subtle Influence of Time
		807	MT:Grand Ballroom B	SHCS: Toward a Theory of Complexity for Management
		808	MT:Grand Ballroom C	SHCS: Living With Typecasting
	2:30pm	878	MT:Grand Ballroom C	SHCS: Internalization Contributions
		899	MT:Grand Ballroom B	SHCS: Positive Identities
		912	CC:Room 108B	SHCS: The Social Role of Emotion
		913	LW:Regency Ballroom A	SHCS: Resistance and Adaptation Across Cultures
	Tue	8:30am	1104	MT:Franklin 12
1152			CC:Room 108B	SHCS: Firing Back from Adversity
1153			LW:Regency Ballroom A	SHCS: Faultlines and Group Process
1156			MT:Grand Ballroom C	SHCS: The Role of Emotion in Individual Decision-Making
1175			MT:Grand Ballroom B	SHCS: Self-Reinforcing Cycles
1176			MT:Grand Ballroom A	SHCS: Beyond the Fortune 500
10:30am		1209	MT:Grand Ballroom A	SHCS: Strategic Agility and Corporate Renewal
		1212	MT:Grand Ballroom B	SHCS: Interdiscipl. Career Theory
		1219	MT:Grand Ballroom C	SHCS: The Poor Are Still With Us
		1257	CC:Room 108B	SHCS: Leadership in Institutions
		1270	LW:Regency Ballroom A	SHCS: Social Networks and Leadership
2:30pm		1316	MT:Grand Ballroom B	SHCS: Firm/Industry Evolution
		1342	MT:Grand Ballroom A	SHCS: The Problem of Being Foreign
		1344	LW:Regency Ballroom A	SHCS: New Political Risks and Perspectives
		1345	MT:Grand Ballroom C	SHCS: Global Leadership Development
		1372	CC:Room 108B	SHCS: Moral Transgressions

Interactive Papers

Program Chair: Soo Min Toh, U. of Toronto

Day	Start	#	Location	Session Information		
Mon	8:30am	524	SH:Liberty A - Table A1	IP: Affect in Organizations		
		525	SH:Liberty A - Table A2	IP: Attributes of Entrepreneurs I		
		526	SH:Liberty A - Table A3	IP: Doing Well for Doing Good		
		527	SH:Liberty A - Table A4	IP: Human Resource Management II		
		528	SH:Liberty B - Table B1	IP: Integration Post-M&A		
		529	SH:Liberty B - Table B2	IP: Intellectual Property		
		530	SH:Liberty B - Table B3	IP: Inter-firm Collaboration		
		531	SH:Liberty B - Table B4	IP: Inter-team Relations		
		532	SH:Liberty C - Table C1	IP: Investment in Technology		
		533	SH:Liberty C - Table C2	IP: Organizational Design I		
		534	SH:Liberty C - Table C3	IP: Women Managers		
		535	SH:Liberty C - Table C4	IP: Citizenship Behaviors		
		10:40am		652	SH:Liberty A - Table A1	IP: Innovation in a Multinational Environment
				653	SH:Liberty A - Table A2	IP: International Business
				654	SH:Liberty A - Table A3	IP: Inter-organizational Knowledge Transfer
655	SH:Liberty A - Table A4			IP: Learning in the Context of Teams		
656	SH:Liberty B - Table B1			IP: Brand, Customers and Business Performance		
657	SH:Liberty B - Table B2			IP: Attributes of Entrepreneurs II		
658	SH:Liberty B - Table B3			IP: Expatriate Effectiveness		
659	SH:Liberty B - Table B4			IP: Identities in Organizations		
660	SH:Liberty C - Table C1			IP: Issues in Research I		
661	SH:Liberty C - Table C2			IP: Performance of M&As		
662	SH:Liberty C - Table C3			IP: Work-related Attitudes		
663	SH:Liberty C - Table C4			IP: Workplace Deviance		
12:20pm				765	SH:Liberty A - Table A1	IP: Competitive Dynamics of Firms I
				766	SH:Liberty A - Table A2	IP: Diversification
				767	SH:Liberty A - Table A3	IP: Faculty Performance
		768	SH:Liberty A - Table A4	IP: Identifying Entrepreneurial Opportunities I		
		769	SH:Liberty B - Table B1	IP: Inter-firm Partnerships		
		770	SH:Liberty B - Table B2	IP: International Ownership and Strategic Alliances		
		771	SH:Liberty B - Table B3	IP: Corporate responsibility I		
		772	SH:Liberty C - Table C1	IP: MNC Networks		
		773	SH:Liberty C - Table C2	IP: Motivations for Corporations to Do Good		
		774	SH:Liberty C - Table C3	IP: Employee-employer relationship		
		775	SH:Liberty C - Table C4	IP: New Product Development		
		2:30pm		880	SH:Liberty A - Table A1	IP: Challenges in Managing a Diverse Workforce III
				881	SH:Liberty A - Table A2	IP: Conflict and Negotiation I
				882	SH:Liberty A - Table A3	IP: Feeling Good: Employee Health and Well-being
				883	SH:Liberty A - Table A4	IP: Impact of Technology in Organizations
884	SH:Liberty B - Table B1			IP: Implementation of and Resistance to Change I		
885	SH:Liberty B - Table B2			IP: Innovation I		
886	SH:Liberty B - Table B3			IP: Job Performance		
887	SH:Liberty B - Table B4			IP: Managerial Cognition and Decision Making		
888	SH:Liberty C - Table C1			IP: Issues in Research II		
889	SH:Liberty C - Table C2			IP: Boards of directors/advisors		
890	SH:Liberty C - Table C3			IP: Supply Chain Design I		
891	SH:Liberty C - Table C4			IP: Use of Internet and Online Communities		

Day	Start	#	Location	Session Information	
Mon	4:10pm	986	SH:Liberty A - Table A1	IP: Organizational Change I	
		987	SH:Liberty A - Table A2	IP: Organizational Learning	
		988	SH:Liberty A - Table A3	IP: The Strategic Planning Process I	
		989	SH:Liberty A - Table A4	IP: Top Management Influence I	
		990	SH:Liberty B - Table B1	IP: Identifying Entrepreneurial Opportunities II	
		991	SH:Liberty B - Table B2	IP: Resistance to change II	
		992	SH:Liberty B - Table B3	IP: Learning from Alliances	
		993	SH:Liberty B - Table B4	IP: Managing Risk	
		994	SH:Liberty C - Table C1	IP: Career Management and Gender Differences	
		995	SH:Liberty C - Table C2	IP: Conflict and Negotiation II	
		996	SH:Liberty C - Table C3	IP: Entrepreneurial Process III	
		997	SH:Liberty C - Table C4	IP: Human Resource Management I	
Tue	8:30am	1125	SH:Liberty A - Table A1	IP: Context of M&As	
		1126	SH:Liberty A - Table A2	IP: Challenges of New Ventures	
		1127	SH:Liberty A - Table A3	IP: Ethical Firm Behavior	
		1128	SH:Liberty A - Table A4	IP: Governance Structure and Processes II	
		1129	SH:Liberty B - Table B1	IP: Individual Learning and Knowledge Sharing I	
		1130	SH:Liberty B - Table B2	IP: Inter-firm Relationships	
		1131	SH:Liberty B - Table B3	IP: Social responsibility II	
		1132	SH:Liberty B - Table B4	IP: Organizational Justice	
		1133	SH:Liberty C - Table C1	IP: Organizational Change II	
		1134	SH:Liberty C - Table C2	IP: Organizational Design II	
	1135	SH:Liberty C - Table C3	IP: Stress, Well-being, and Work-family Conflict		
	1136	SH:Liberty C - Table C4	IP: Studying Culture		
		10:30am	1240	SH:Liberty A - Table A1	IP: Innovation II
	1241		SH:Liberty A - Table A2	IP: Organizational Learning I	
	1242		SH:Liberty A - Table A3	IP: Individual Learning and Knowledge Sharing II	
	1243		SH:Liberty A - Table A4	IP: Psychological Contracts	
1244	SH:Liberty B - Table B1		IP: Cognition		
1245	SH:Liberty B - Table B2		IP: Competitive Dynamics of Firms III		
1246	SH:Liberty B - Table B3	IP: Foreign Direct Investment			
1247	SH:Liberty B - Table B4	IP: Founders' Influence II			
1248	SH:Liberty C - Table C1	IP: Resources, Knowledge, and Firm Performance II			
1249	SH:Liberty C - Table C2	IP: Strategy Making			
1250	SH:Liberty C - Table C3	IP: Supply Chain Design II			
1251	SH:Liberty C - Table C4	IP: Context of tech transfer			
	2:30pm	1346	SH:Liberty A - Table A1	IP: Challenges in a Diverse Workforce II	
1347		SH:Liberty A - Table A2	IP: Creativity in the Organizational Context		
1348		SH:Liberty A - Table A3	IP: Entrepreneurial Process II		
1349		SH:Liberty A - Table A4	IP: Global Economy		
1350		SH:Liberty B - Table B1	IP: Learning Across National Boundaries		
1351		SH:Liberty B - Table B2	IP: Outsourcing and Offshoring		
1352		SH:Liberty B - Table B3	IP: Power in Organizations		
1353		SH:Liberty B - Table B4	IP: Psychological Ownership and Commitment		
1354		SH:Liberty C - Table C1	IP: Role of Organizational Leaders in Innovation		
1355		SH:Liberty C - Table C2	IP: Team Processes		
1356	SH:Liberty C - Table C3	IP: The Strategic Planning Process II			
1357	SH:Liberty C - Table C4	IP: Top Management Influence II			

Day	Start	#	Location	Session Information
Tue	4:10pm	1437	SH:Liberty A - Table A1	IP: Social capital benefits
		1438	SH:Liberty A - Table A2	IP: Supply Chain Design III
		1439	SH:Liberty A - Table A3	IP: Team Leadership
		1440	SH:Liberty A - Table A4	IP: The Context of Ethical Behavior
		1441	SH:Liberty B - Table B1	IP: Challenges in a Diverse Workforce I
		1442	SH:Liberty B - Table B2	IP: Management Education
		1443	SH:Liberty B - Table B3	IP: Executive Succession and Influence
		1444	SH:Liberty B - Table B4	IP: Governance Structure and Process I
		1445	SH:Liberty C - Table C1	IP: Career Paths
		1446	SH:Liberty C - Table C2	IP: Organizational Learning II
		1447	SH:Liberty C - Table C3	IP: Public Policy Influence on Firms
		1448	SH:Liberty C - Table C4	IP: Recruitment and Selection
Wed	8:30am	1548	SH:Liberty A - Table A1	IP: Innovation Diffusion
		1549	SH:Liberty A - Table A2	IP: Corporate social responsibility
		1550	SH:Liberty A - Table A3	IP: Entrepreneurial Process I
		1551	SH:Liberty A - Table A4	IP: Governance in Inter-firm Contexts
		1552	SH:Liberty B - Table B1	IP: Individual Learning and Knowledge Sharing III
		1553	SH:Liberty B - Table B2	IP: Institutions and Firms
		1554	SH:Liberty B - Table B3	IP: Power in Organizations II
		1555	SH:Liberty B - Table B4	IP: Socially responsible values
		1556	SH:Liberty C - Table C1	IP: Resources, Knowledge, and Firm Performance III
		1557	SH:Liberty C - Table C2	IP: Social Networks in a Competitive Environment
		1558	SH:Liberty C - Table C3	IP: Strategic Choice
		1559	SH:Liberty C - Table C4	IP: Strategic Role of HR
	10:40am	1617	SH:Liberty A - Table A1	IP: Competitive Dynamics of Firms II
		1618	SH:Liberty A - Table A2	IP: Attributes of Entrepreneurs III
		1619	SH:Liberty A - Table A3	IP: Executive Compensation
		1620	SH:Liberty A - Table A4	IP: Founders' Influence I
		1621	SH:Liberty B - Table B1	IP: Research on Leadership
		1622	SH:Liberty B - Table B2	IP: Resources, Knowledge, and Firm Performance I
		1623	SH:Liberty B - Table B3	IP: Resources, Slack, and Innovation
1624	SH:Liberty B - Table B4	IP: Research on Institutions		
1625	SH:Liberty C - Table C1	IP: Innovation and Organizational Design		
1626	SH:Liberty C - Table C2	IP: Leadership Research		
1627	SH:Liberty C - Table C3	IP: Reputation and Legitimacy		
1628	SH:Liberty C - Table C4	IP: Research on Industries and Firm Clusters		

Caucuses

Program Chair: Arup Varma, Loyola U., Chicago

Day	Start	#	Location	Session Information
Mon	8:30am	500	CC:Room 106A	CAU: Strategy & Org.Theory Research
		501	CC:Room 106B	CAU: CSR Cross-Cultural Imperative
		502	CC:Room 107A	CAU: Territoriality and Psychological Ownership
	10:40am	620	CC:Room 106A	CAU: How CEOs Impact the Company
		621	CC:Room 106B	CAU: What to do with Effectuation?
		622	CC:Room 107A	CAU: Global Academic Endeavour
	12:20pm	738	CC:Room 106A	CAU: Maximizing Impact in India
		739	CC:Room 106B	CAU: Spirituality in the Classroom
		740	CC:Room 107A	CAU: Taking Your Programs Online
	2:30pm	847	CC:Room 106A	CAU: Publish or Perish
		848	CC:Room 106B	CAU: Global Management Education
		849	CC:Room 107A	CAU: Russian & Eastern European Mgm
	4:10pm	958	CC:Room 106A	CAU: Empowerment Issues & Approache
		959	CC:Room 106B	CAU: The "Human" Side of Project Management
		960	CC:Room 107A	CAU: Organizational Errors
Tue	8:30am	1096	CC:Room 106A	CAU: Reality of Black-Brown Relatio
		1097	CC:Room 107A	CAU: Measuring Value In Teaching
	10:30am	1213	CC:Room 106A	CAU: Combining Careers and Motherho
		1214	CC:Room 106B	CAU: Women Entrepreneuers Stereotype
	2:30pm	1318	CC:Room 106A	CAU: Group Conflict Resolution
		1319	CC:Room 106B	CAU: Interpersonal Workplace Exclusion
		1320	CC:Room 107A	CAU: Images, Metaphors, and Classroom Conversations
	4:10pm	1414	CC:Room 106A	CAU: Unique Applications for SMEs
		1415	CC:Room 106B	CAU: EMONET
		1416	CC:Room 107A	CAU: Women on Boards

Business Policy & Strategy

Program Chair: Joseph Mahoney, U. of Illinois, Urbana-Champaign
 Professional Development Workshop Chair: Joanne Oxley, U. of Toronto

Day	Start	#	Location	Session Information
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III
		13	MT:Room 403	SPDW: Strategy as Design
		14	MT:Room 407	SPDW: Raising the Bar:Trust Research
		17	CC:Room 104A	SPDW: Diversity Research Publishing
		18	MT:Room 404	SPDW: Interactive Teaching Methods I
	3:00pm	25	MT:Independence I & II	SPDW: Agency, Structure, Institution
		35	LW:Congress B	SPDW: SPARC Educ & Learning Session
	3:30pm	36	MT:Room 407	SPDW: Trust Workshop
		37	MT:Room 411 & 412	SPDW: Topography of Entrepreneurship
	4:00pm	39	MT:Room 403	SPDW: Clarifying Comp. Advantage
	6:00pm	53	MT:Liberty Ballroom C	BPS Doctoral Consortium
65		LW:Howe	SPDW: Sustainable Practice Action Research Reception	
Sat	8:00am	77	MT:Independence III	BPS Dissertation Consortium
		78	MT:Liberty Ballroom C	BPS Doctoral Consortium
		79	MT:Room 404	SPDW: Implementing CSR Strategy Glob
		88	MT:Room 410	SPDW: Challenges of globalization
		94	MT:Franklin 7	SPDW: Sys. in Health Care Sourcing
	8:30am	99	MT:Liberty Ballroom B	BPS New Faculty Consortium
		102	MT:Franklin 9	SPDW: Case Study Research
		110	MT:Grand Ballroom C	SPDW: Process Research Methods Workshop
		111	LW:Washington B	SPDW: Pro-poor For-profit Ventures
	9:00am	117	MT:Room 306	SPDW: Research on Universities: Data and Methodologies
		128	MT:Franklin 3	SPDW: Does STS mean business?
		129	MT:Room 307	SPDW: Learning from Failure
		130	MT:Room 305	SPDW: Group Process & Cross Level
		132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res
	9:30am	134	LW:Washington A	SPDW: Pushing the Boundaries of Nonmarket Strategies
		137	MT:Room 413	SPDW: Alliance Portfolios
	10:00am	138	MT:Room 303	SPDW: Ethnic Networks & Innovation
		142	MT:Liberty Ballroom A	SPDW: Capstone Course is Dead?
	10:30am	145	MT:Room 302	SPDW: Psychic, Cult. & Instit. Dist.
		148	LW:Commonwealth D	SPDW: Strategic Org. Development
	12:00pm	155	CC:Room 112A	SPDW: Managing Outsourced Resources
	12:30pm	174	MT:Franklin 4	SPDW: Advanced Social Networks
	1:00pm	180	MT:Room 414 & 415	SPDW: Austrian Economics
		188	MT:Franklin 8	SPDW: Publishing Intl Strat Research
		190	MT:Franklin 7	SPDW: Corporate Venturing
	1:30pm	203	MT:Room 301	SPDW: Teaching Project Management
		205	MT:Liberty Ballroom B	BPS New Faculty Consortium
		206	MT:Liberty Ballroom C	BPS Doctoral Consortium
	2:00pm	207	CC:Room 109B	SPDW: SHRM Focus On HR Education
		219	LW:Congress B	SPDW: Strategy Storytelling Complexi
	2:40pm	231	MT:Room 301	SPDW: Using Patent Data for Research
	3:00pm	232	MT:Franklin 1	SPDW: Doing High Impact Research
		233	MT:Room 302	SPDW: Conducting Research in China
		234	CC:Room 112A	SPDW: Online Teaching
		235	CC:Room 107A	SPDW: Teaching 21st Century Management
		236	MT:Grand Ballroom A	SPDW: Strategic Organization SOI/APBOX Roundtable
		239	MT:Room 305	SPDW: High Growth SME's
	3:30pm	242	CC:Room 105B	SPDW: Complex Sys. Leadership Theory
		243	LW:Commonwealth C	SPDW: The Stakeholder Concept
	4:00pm	248	MT:Franklin 6	SPDW: Simulation in Organization Theory

Day	Start	#	Location	Session Information		
Sat	6:00pm	265	MT:Grand Ballroom F	Meet BPS Social Hour		
		272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary		
	6:30pm	274	MT:Liberty Ballroom A	BPS Mid-Career Workshop		
Sun	7:00am	281	CC:Room 108A	SPDW: New Dimensions of Management E-Media		
		8:00am	287	MT:Liberty Ballroom C	BPS Doctoral Consortium	
			288	MT:Grand Ballroom K	SPDW: New Approaches:Teaching Strat.	
			289	MT:Independence I & II	SPDW: BPS Managing Your Dissertation Workshop	
			290	MT:Liberty Ballroom A	SPDW: Partners, Lovers, or Friends	
			293	MT:Room 401 & 402	SPDW: New Insights Into Theories of Entrepreneurship	
		304	LW:Congress B	SPDW: SPARC Research & Publication		
	308	LW:Commonwealth A1	SPDW: Ethics: Doing What We Should?			
	8:30am	313	MT:Liberty Ballroom B	BPS New Faculty Consortium		
		314	CC:Room 110 A&B	SPDW: Leadership in Academia		
		320	MT:Room 408 & 409	SPDW: Are We Engaged As Scholars?		
	9:00am	327	MT:Grand Ballroom C	SPDW: Doing Strategy Research in Emerging Economies		
		328	MT:Room 306	SPDW: Experiments for Macro Research		
		329	MT:Grand Ballroom I	SPDW: Researching and Publishing on Strategy-as-Practice		
		330	CC:Room 103A	SPDW: Negotiating your First Job		
		341	LW:Washington C	SPDW: Alleviating Poverty through Business Strategy		
		343	MT:Room 405	SPDW: Techno-entrepreneurship		
		344	MT:Room 410	SPDW: High-Tech Innovation Gaps		
	9:30am	351	LW:Regency Ballroom C1	SPDW: Teaching Microfinance		
	10:00am	360	CC:Room 113B	SPDW: Teaching Strategic HRM		
		363	MT:Room 305	SPDW: The World as the Classroom		
		374	LW:Congress B	SPDW: MNEs & Positive Social Change		
	10:30am	381	MT:Grand Ballroom K	SPDW: Industry Structure		
		382	MT:Room 401 & 402	SPDW: Dev. & Transitional Countries		
	11:00am	392	MT:Grand Ballroom C	SPDW: Art Metaphors		
	2:00pm	424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project		
	3:30pm	432	MT:Room 306	BPS Executive Committee Meeting		
	Mon	8:30am	487	MT:Franklin 10	The Resource-Based View and Sustainability	
			488	MT:Franklin 9	Corporate Strategy: Downsizing and Restructuring	
			489	MT:Grand Ballroom D	What is Strategy's Distinctive Competence?	
			490	MT:Room 406	Strategic Change and Organization Design	
			491	MT:Room 407	Cog in Org Ec: RBV,TCE,Real Op	
			492	MT:Room 408	Managing Family and Entrepreneurial Firms	
			493	MT:Room 409	Boards of Dir + Incen: Agency	
			494	MT:Franklin 12	JS: Business Data Access	
			495	MT:Franklin 1	JS: What Makes CEOs Tick?	
			496	MT:Franklin 2	JS: Philosophy of Science and Strategic Organization	
			497	MT:Grand Ballroom B	SHCS: Industry Architecture Dynamics	
			523	MT:Franklin 3	JS: Business Groups in Asia: The New Multinationals?	
			528	SH:Liberty B - Table B1	IP: Integration Post-M&A	
			529	SH:Liberty B - Table B2	IP: Intellectual Property	
			530	SH:Liberty B - Table B3	IP: Inter-firm Collaboration	
			533	SH:Liberty C - Table C2	IP: Organizational Design I	
			565	MT:Room 401	JS: Professional Service Firms	
			577	MT:Grand Ballroom K	JS: Knowledge and User Innovation	
			8:40am	578	LW:Commonwealth C	SHCS: University-Industry Ties
			9:00am	583	CC:Exhibit Hall C - BPS 1	Alliances and Networks ☺

Day	Start	#	Location	Session Information		
Mon	10:40am	608	MT:Franklin 10	Startups and Venture Capital		
		609	MT:Franklin 2	Industry Dynamics and Competitive Interaction		
		610	MT:Franklin 9	Div Strat: An Agency Persp.		
		611	MT:Room 406	Interfirm Alliances and Dynamic Capabilities		
		612	MT:Room 407	Dynamic Capabilities and Organizational Change		
		613	MT:Room 408	Technology Strategy: Patents and R&D Strategies		
		614	MT:Room 409	Corp Gov, Bds of Dir+Group Dec		
		615	CC:Exhibit Hall C - BPS 1	Boards of Directors		
		616	MT:Franklin 1	JS: Post-Contracting Processes		
		617	MT:Grand Ballroom D	JS: The Region Identity		
		652	SH:Liberty A - Table A1	IP: Innovation in a Multinational Environment		
		654	SH:Liberty A - Table A3	IP: Inter-organizational Knowledge Transfer		
		655	SH:Liberty A - Table A4	IP: Learning in the Context of Teams		
		656	SH:Liberty B - Table B1	IP: Brand, Customers and Business Performance		
		661	SH:Liberty C - Table C2	IP: Performance of M&As		
		718	MT:Grand Ballroom L	JS: Open Source Corporate Strategy		
		12:20pm		726	MT:Franklin 1	The Art & Design of Strategy
				727	MT:Franklin 10	Dynamic Capabilities and Weaknesses
				728	MT:Franklin 9	International Strategy, M&A's and Networks
729	MT:Room 406			Industry Analysis: Economic Geography / Clusters		
730	MT:Room 407			Technological Change and Technological Strategy		
731	MT:Room 408			Strategic Change and Institutional Constraints		
732	MT:Room 409			Corporate Governance: Demographics and Composition		
733	CC:Exhibit Hall C - BPS 1			Competitive Interaction		
734	MT:Grand Ballroom D			JS: Entrepreneurship & Strategy		
735	MT:Franklin 2			JS: Scientists and Innovation		
764	CC:Room 108B			SHCS: multinationality & performance		
765	SH:Liberty A - Table A1			IP: Competitive Dynamics of Firms I		
766	SH:Liberty A - Table A2			IP: Diversification		
769	SH:Liberty B - Table B1			IP: Inter-firm Partnerships		
771	SH:Liberty B - Table B3			IP: Corporate responsibility I		
772	SH:Liberty C - Table C1			IP: MNC Networks		
775	SH:Liberty C - Table C4			IP: New Product Development		
781	CC:Room 113A			JS: Upper Echelons Cognition		
807	MT:Grand Ballroom B			SHCS: Toward a Theory of Complexity for Management		
823	MT:Grand Ballroom K			JS: The Management of Science		
824	MT:Grand Ballroom L	JS: Ethics and BioScience Firms				
12:40pm		827	MT:Room 404	JS: QCA and Set-Theoretic Methods		
		828	LW:Washington B	JS: CSR in Professional Sport		
2:30pm		836	MT:Franklin 1	Strategic Management: Stakeholder Theory		
		837	MT:Franklin 10	Strategy Through a Real Options Lens		
		838	MT:Franklin 2	Knowledge Management: Patents and R&D Strategies		
		839	MT:Franklin 9	Behav Dec Th of M, A,+Alliance		
		840	MT:Grand Ballroom D	Emerging Issues in Multilevel Alliance Research		
		841	MT:Room 406	Network Coord Biotec Alliances		
		842	MT:Room 407	Capabilities and Innovation Management		
		843	MT:Room 408	Corp Strat: Gov, Reg, and Pol		
		844	MT:Room 409	Bds of Dir: Agency and Res Dep		
		878	MT:Grand Ballroom C	SHCS: Internalization Contributions		
		879	MT:Franklin 4	JS: New Directions in IM Research		
		884	SH:Liberty B - Table B1	IP: Implementation of and Resistance to Change I		
		885	SH:Liberty B - Table B2	IP: Innovation I		
		888	SH:Liberty C - Table C1	IP: Issues in Research II		
		889	SH:Liberty C - Table C2	IP: Boards of directors/advisors		
		890	SH:Liberty C - Table C3	IP: Supply Chain Design I		
		928	MT:Room 404	JS: Strategic Conversations		
		941	MT:Grand Ballroom L	JS: Open Source and Open Standards		

Day	Start	#	Location	Session Information		
Mon	4:10pm	944	MT:Franklin 10	Entre Strat+Man.the Entre Firm		
		945	MT:Franklin 2	Vert Coord: Var on a TCE Theme		
		946	MT:Franklin 9	Learning Theory and Knowledge Management		
		947	MT:Room 406	Alliances and Networks		
		948	MT:Room 407	Diversification: Scale and Scope Advantages		
		949	MT:Room 408	The Dyn RBV: Explore + Exploit		
		950	MT:Room 409	Executive Compensation and Corporate Governance		
		951	CC:Exhibit Hall C - BPS 1	Corporate Strategies ☞		
		952	CC:Exhibit Hall C - BPS 2	Dynamic Capabilities ☞		
		953	CC:Exhibit Hall C - BPS 3	Resource-Based View -- Sustainability ☞		
		954	MT:Grand Ballroom D	JS: Next Generation Offshoring		
		955	MT:Franklin 1	JS: Shaping the Energy Sector		
		984	MT:Grand Ballroom C	JS: Organ'l decline & recovery		
		986	SH:Liberty A - Table A1	IP: Organizational Change I		
		987	SH:Liberty A - Table A2	IP: Organizational Learning		
		988	SH:Liberty A - Table A3	IP: The Strategic Planning Process I		
		989	SH:Liberty A - Table A4	IP: Top Management Influence I		
		992	SH:Liberty B - Table B3	IP: Learning from Alliances		
		993	SH:Liberty B - Table B4	IP: Managing Risk		
			6:00pm	1054	MT:Liberty Ballroom A&B	Irwin Outstanding Educ. Award
	6:45pm	1066	MT:Grand Ballroom E	Irwin Outstanding Educator Award Reception		
Tue	8:30am	1085	MT:Franklin 1	Doing Research Well		
		1086	MT:Franklin 10	Capabilities: Knowledge Transfer and Replication		
		1087	MT:Franklin 2	The Role of Edu. within BPS		
		1088	MT:Franklin 9	Evolutionary Theory of Firms and Industries		
		1089	MT:Room 406	Network Formation and Interfirm Coordination		
		1090	MT:Room 407	Strategy: A Game-Theoretic Approach		
		1091	MT:Room 408	Strategy Through an Institutional Theory Lens		
		1092	MT:Room 409	Top Management Teams and Corporate Governance		
		1093	CC:Exhibit Hall C - BPS 1	Strategy as Practice ☞		
		1125	SH:Liberty A - Table A1	IP: Context of M&As		
		1128	SH:Liberty A - Table A4	IP: Governance Structure and Processes II		
		1130	SH:Liberty B - Table B2	IP: Inter-firm Relationships		
		1134	SH:Liberty C - Table C2	IP: Organizational Design II		
		1172	MT:Franklin 5	JS: New Models of Organizational Learning		
		1173	MT:Franklin 7	JS: Community Dynamics and Social Network Structures		
		1181	LW:Washington B	JS: Measuring CSR		
		1185	MT:Grand Ballroom L	JS: MNE R&D & Knowledge Transfer		
			10:30am	1200	MT:Franklin 10	Experiments in Macro Research
				1201	MT:Franklin 9	Interfirm Network Formation
				1202	MT:Room 406	Group Dyn + Soc Psych Persp
				1203	MT:Room 407	Capability Development and Accumulation
				1204	MT:Room 408	Organization Structure and Design
				1205	MT:Room 409	Boards and Top Management Teams: Group Dynamics
				1206	CC:Exhibit Hall C - BPS 1	Tech & Ent. Strategy ☞
				1207	CC:Exhibit Hall C - BPS 2	Top-Management Team / Corporate Governance ☞
				1208	MT:Franklin 2	JS: Performance Measurement
				1209	MT:Grand Ballroom A	SHCS: Strategic Agility and Corporate Renewal
				1225	MT:Franklin 12	JS: Cognition Research
				1238	MT:Franklin 3	JS: Korean Companies
				1241	SH:Liberty A - Table A2	IP: Organizational Learning I
				1245	SH:Liberty B - Table B2	IP: Competitive Dynamics of Firms III
				1247	SH:Liberty B - Table B4	IP: Founders' Influence II
				1248	SH:Liberty C - Table C1	IP: Resources, Knowledge, and Firm Performance II
	1249	SH:Liberty C - Table C2		IP: Strategy Making		
	1251	SH:Liberty C - Table C4		IP: Context of tech transfer		
	1285	MT:Grand Ballroom D		JS: Comparative Organizations		
	1286	MT:Franklin 6		JS: Perspectives in Categorization		
	1299	MT:Grand Ballroom K		JS: Offshoring Intangibles		

Day	Start	#	Location	Session Information	
Tue	2:30pm	1307	MT:Franklin 1	Behavioral Strategy	
		1308	MT:Franklin 10	Stakeholder Theory of Strategic Management	
		1309	MT:Franklin 2	Ec Found Strat:Agency,RBV,TCE	
		1310	MT:Room 406	A Network-Based Theory of Strategic Interaction	
		1311	MT:Room 407	Mergers and Acquisition Processes	
		1312	MT:Room 408	Individual Decision-Making Processes of CEOs	
		1313	MT:Room 409	Top Management Teams and Boards of Directors	
		1314	MT:Franklin 9	JS: Interfirm Contracting Process	
		1315	MT:Grand Ballroom I	JS: Competing through Business Design	
		1316	MT:Grand Ballroom B	SHCS: Firm/Industry Evolution	
		1342	MT:Grand Ballroom A	SHCS: The Problem of Being Foreign	
		1343	MT:Room 413	JS: Inclusive Governance Theory	
		1344	LW:Regency Ballroom A	SHCS: New Political Risks and Perspectives	
	1354	SH:Liberty C - Table C1	IP: Role of Organizational Leaders in Innovation		
	1356	SH:Liberty C - Table C3	IP: The Strategic Planning Process II		
	1357	SH:Liberty C - Table C4	IP: Top Management Influence II		
	1358	LW:Regency Ballroom C1	JS: Consultants Creating Knowledge		
	4:10pm	4:10pm	1405	MT:Franklin 10	International Strategies
			1406	MT:Franklin 2	BPS Dissertation Award
			1407	MT:Franklin 9	Behavioral Theory of the Firm
1408			MT:Room 406	Alliances, Joint Ventures and Networks	
1409			MT:Room 407	Cert, Prestige, Rep, +New Vent	
1410			MT:Room 408	Learning Theory and Absorptive Capacity	
1411			MT:Room 409	Mergers and Acquisition Strategy	
1412			MT:Franklin 1	JS: Identity and Strategy Practice	
1437			SH:Liberty A - Table A1	IP: Social capital benefits	
1440			SH:Liberty A - Table A4	IP: The Context of Ethical Behavior	
1443			SH:Liberty B - Table B3	IP: Executive Succession and Influence	
1444			SH:Liberty B - Table B4	IP: Governance Structure and Process I	
1446			SH:Liberty C - Table C2	IP: Organizational Learning II	
1447			SH:Liberty C - Table C3	IP: Public Policy Influence on Firms	
1454			CC:Room 113A	JS: Time, cognition, and action	
1478			MT:Franklin 6	JS: Classifying Organizational Variation	
1480			MT:Room 403	JS: Governance In Temporary Organization	
5:30pm	1494	MT:Grand Ballroom B-D	BPS Business Meeting		
6:30pm	1507	MT:Grand Ballroom F	Business Policy & Strategy Reception		
Wed	8:30am	1521	MT:Franklin 10	Corporate Reputation and Media	
		1522	MT:Franklin 2	Absorptive Capacity	
		1523	MT:Room 406	Comp Interaction + Contingency	
		1524	MT:Room 407	Interfirm Coordination: RBV and TCE Perspectives	
		1525	MT:Room 408	Networks and Social Capital	
		1526	MT:Room 409	Strategy as Practice: Strategy Implementation	
		1527	MT:Franklin 1	JS: Path Creation and Industry Architecture Innovation	
		1528	MT:Franklin 9	JS: Innovation in Life Sciences	
		1551	SH:Liberty A - Table A4	IP: Governance in Inter-firm Contexts	
		1553	SH:Liberty B - Table B2	IP: Institutions and Firms	
		1554	SH:Liberty B - Table B3	IP: Power in Organizations II	
		1556	SH:Liberty C - Table C1	IP: Resources, Knowledge, and Firm Performance III	
		1557	SH:Liberty C - Table C2	IP: Social Networks in a Competitive Environment	
		1558	SH:Liberty C - Table C3	IP: Strategic Choice	
		1580	MT:Franklin 6	JS: Managerial Jobs and Managerial	
1588	MT:Grand Ballroom K	JS: Network-Centric Innovation			

Day	Start	#	Location	Session Information
Wed	10:40am	1597	MT:Franklin 1	Strategy-Making Processes and Planning
		1598	MT:Franklin 10	Knowledge Creation and Knowledge Management
		1599	MT:Franklin 2	Corporate Governance and Executive Succession
		1600	MT:Franklin 9	Diversification Strategy
		1601	MT:Room 406	Dynamic Capability Development
		1602	MT:Room 407	Vertical Integration and Strategic Outsourcing
		1603	MT:Grand Ballroom K	JS: Markets for technology
		1611	CC:Room 105B	JS: Strategic Renewal Processes
		1617	SH:Liberty A - Table A1	IP: Competitive Dynamics of Firms II
		1619	SH:Liberty A - Table A3	IP: Executive Compensation
		1622	SH:Liberty B - Table B2	IP: Resources, Knowledge, and Firm Performance I
		1623	SH:Liberty B - Table B3	IP: Resources, Slack, and Innovation
		1628	SH:Liberty C - Table C4	IP: Research on Industries and Firm Clusters

Business Policy & Strategy Acknowledgements

- Michael Abebe, Southern Illinois U. , UNITED STATES
 Virginia Acha, Tanaka Business School, UNITED KINGDOM
 Leona Achtenhagen, Jönköping U. , SWEDEN
 Moses Acquaaah, U. of North Carolina, Greensboro, UNITED STATES
 Garry L. Adams, Auburn U. , UNITED STATES
 Laurel A. Adams, Crummer Graduate School of Business, Rollins College, UNITED STATES
 Tunji Adegbesan, Lagos Business School, Pan-African U. , NIGERIA
 Durgesh Agarwal, LBS Institute of Management, New Delhi, India, INDIA
 Mohammed R Ahmed, Ameer U. , UNITED STATES
 Ji-Young Ahn, U. of Illinois, Urbana-Champaign, UNITED STATES
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 Vernon Bachor, U. of Calgary, CANADA
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 Zandra Balbinot, McGill U. , CANADA
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 Olga Bruyaka, E.M. Lyon, FRANCE
 Marcelo Bucheli, U. of Illinois at Urbana-Champaign, UNITED STATES
 Rolf Bühner, U. of Passau, GERMANY
 Cagri Bulut, Gebze Institute of Technology, TURKEY
 Henri Burgers, RSM Erasmus U. , NETHERLANDS
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Day	Start	#	Location	Session Information
Fri	1:00pm	15	CC:Room 106 A&B	SPDW: Career Case Study Workshop
	4:00pm	40	CC:Room 106 A&B	Strategic Academic Career Renewal at Midlife
	5:00pm	47	CC:Room 104B	Careers "in the Rough"
Sat	8:00am	80	CC:Room 104A	International Career Community
	11:00am	156	OS:CAR Off-Site Tour - TBA	The "Rocky" Route
	1:30pm	207	CC:Room 109B	SPDW: SHRM Focus On HR Education
	6:00pm	266	OS:CAR Off-Site Event	Careers Division's Networking Night in Philly
Sun	7:00am	280	CC:Room 106 A&B	Careers Consortium
		281	CC:Room 108A	SPDW: New Dimensions of Management E-Media
	8:00am	291	CC:Room 104B	Career Entrepreneurship
	10:00am	353	CC:Room 108B	SPDW: Making the Most of Your Sabbatical
		354	CC:Room 112A	SPDW: Balance is Bunk
	2:00pm	424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project
	3:30pm	433	CC:Room 108B	CAR Executive Committee Meeting
Mon	8:30am	498	CC:Room 111A	Career Success
		499	CC:Room 111B	JS: Careers Across Intl. Contexts
		534	SH:Liberty C - Table C3	IP: Women Managers
	10:40am	618	CC:Room 111A	Values Dimensions of Careers
		619	CC:Room 111B	JS: Learning to Lead in India
	12:20pm	736	CC:Room 111A	Career Impacts on Wages
		737	CC:Room 111B	Psychology and Careers
		751	LW:Regency Ballroom A	SHCS: The Embeddedness of Diversity
		767	SH:Liberty A - Table A3	IP: Faculty Performance
		808	MT:Grand Ballroom C	SHCS: Living With Typcasting
	2:30pm	845	CC:Room 111A	Evidence for New Careers
		846	CC:Room 111B	Mentoring Outcomes
		864	CC:Room 104B	JS: How do you draw the line?
		882	SH:Liberty A - Table A3	IP: Feeling Good: Employee Health and Well-being
		899	MT:Grand Ballroom B	SHCS: Positive Identities
	4:10pm	956	CC:Room 111A	Role Models/Mentoring
		957	CC:Room 111B	Studies of Career Transitions
Tue	8:30am	1094	CC:Room 111A	Relationships Between Gender and Career
		1095	CC:Room 111B	JS: People helping people
		1135	SH:Liberty C - Table C3	IP: Stress, Well-being, and Work-family Conflict
		1144	CC:Room 107B	JS: Meaning of Work
		1152	CC:Room 108B	SHCS: Firing Back from Adversity
	10:30am	1210	CC:Room 111A	Benefits of Relationships
		1211	CC:Room 111B	Work Life Balance
		1212	MT:Grand Ballroom B	SHCS: Interdiscipl. Career Theory
		1228	CC:Room 107B	JS: Mentoring and Demography
		1243	SH:Liberty A - Table A4	IP: Psychological Contracts
	2:30pm	1317	CC:Room 111B	Dialogue on Careers Division
		1374	CC:Room 103A	JS: Goal Orientation Research
	4:10pm	1413	CC:Room 111B	Hughes Award Speech
		1442	SH:Liberty B - Table B2	IP: Management Education
		1445	SH:Liberty C - Table C1	IP: Career Paths
5:30pm	1495	CC:Room 111B	Careers Division Business Meeting	
6:30pm	1508	CC:13th Street Foyer	Careers Division Social	
Wed	8:30am	1529	CC:Room 111A	JS: Boundaryless Careers Across Cultures
		1552	SH:Liberty B - Table B1	IP: Individual Learning and Knowledge Sharing III
	10:40am	1604	CC:Room 111A	Understanding and Assisting Career Learning

Careers Acknowledgements

- Marilyn Abdullah, Capella U., UNITED STATES
 Darlene Alexander-Houle, U. of Phoenix, UNITED STATES
 Belinda C. Allen, U. of Melbourne, AUSTRALIA
 Deirdre Anderson, Cranfield U., UNITED KINGDOM
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Conflict Management

Program Chair: Thomas M. Tripp, Washington State U.
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Day	Start	#	Location	Session Information
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III
Sat	8:00am	81	CC:Room 106 A&B	Negotiating in Context
		84	CC:Room 104B	SPDW: A Philadelphia Experience
	2:10pm	225	CC:Room 108A	SPDW: How Do We Put Trust Research Into Practice?
Sun	8:00am	290	MT:Liberty Ballroom A	SPDW: Partners, Lovers, or Friends
	8:30am	314	CC:Room 110 A&B	SPDW: Leadership in Academia
	9:00am	330	CC:Room 103A	SPDW: Negotiating your First Job
	10:00am	354	CC:Room 112A	SPDW: Balance is Bunk
		374	LW:Congress B	SPDW: MNEs & Positive Social Change
	3:30pm	434	CC:Room 103A	CM Executive Committee Meeting
Mon	8:30am	503	CC:Room 105A	Intra-Group Conflict
		504	CC:Room 105B	Trust and Cooperation
		530	SH:Liberty B - Table B3	IP: Inter-firm Collaboration
		531	SH:Liberty B - Table B4	IP: Inter-team Relations
		551	MT:Grand Ballroom C	SHCS: Does It Pay to be Sensitive?
		552	CC:Room 103A	JS: The Role of Dyads in Small Group Research
	9:00am	584	CC:Exhibit Hall C - CM	Avoiding Conflict Breakdowns ☹
	10:40am	623	CC:Room 105A	Power in Negotiations
		638	LW:Regency Ballroom A	SHCS: Why So Few Women Leaders?
		663	SH:Liberty C - Table C4	IP: Workplace Deviance
		680	CC:Room 103A	JS: R-E-S-P-E-C-T, Find Out What it Means to OB
		681	CC:Room 105B	SHCS: Individualism and Collectivism
		686	MT:Grand Ballroom A	SHCS: Future Directions of Team Learning Research
		713	MT:Grand Ballroom B	SHCS: Ethics Construct Developments
		12:20pm	741	CC:Room 105A
	742		CC:Room 105B	Trust in Leaders
	2:30pm	850	CC:Room 105A	Doing Well by Doing Good
		851	CC:Room 105B	Leaders and Accounts
		881	SH:Liberty A - Table A2	IP: Conflict and Negotiation I
		908	MT:Liberty Ballroom B	JS: Voluntary Work Behavior
4:10pm	961	CC:Room 105A	Gender in Negotiations	
	962	CC:Room 105B	Workplace Aggression	
	995	SH:Liberty C - Table C2	IP: Conflict and Negotiation II	
Tue	8:30am	1098	CC:Exhibit Hall C - CM	New Considerations in Conflict Resolution ☹
		1099	CC:Room 105A	Cracks in the American Dream
		1100	CC:Room 105B	JS: Negotiator Reputation
		1131	SH:Liberty B - Table B3	IP: Social responsibility II
		1132	SH:Liberty B - Table B4	IP: Organizational Justice
		1143	CC:Room 113A	JS: Bridging the Tech-Fuzzy Divide
		1153	LW:Regency Ballroom A	SHCS: Faultlines and Group Process
		1156	MT:Grand Ballroom C	SHCS: The Role of Emotion in Individual Decision-Making
	10:30am	1215	CC:Room 105B	The Role of Trust in Team Performance
		1216	CC:Room 113A	JS: Emotions & Emotional Intelligence In Context
		1239	MT:Franklin 4	JS: Power Distance at Work
		1244	SH:Liberty B - Table B1	IP: Cognition
		1267	MT:Liberty Ballroom B	JS: Justice and Trust: Disentangling Their Connection
		1292	LW:Washington A	JS: Ethical Leadership
	2:30pm	1314	MT:Franklin 9	JS: Interfirm Contracting Process
		1321	CC:Room 105A	Alternative Dispute Resolution
1322		CC:Room 105B	JS: Restoring Justice	
1355		SH:Liberty C - Table C2	IP: Team Processes	
1372		CC:Room 108B	SHCS: Moral Transgressions	

Day	Start	#	Location	Session Information
Tue	4:10pm	1417	CC:Room 105A	Mediation
		1418	CC:Room 105B	Culture in Negotiations
	5:45pm	1505	CC:Room 105B	Conflict Management Division Business Meeting
	7:00pm	1513	CC:12th Street Foyer	Conflict Management Division Social Hour
Wed	8:30am	1530	CC:Room 105A	JS: Organizational Justice

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Critical Management Studies

Program Chair: Albert J. Mills, St. Mary's U.
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 Professional Development Workshop Chair: Ann L Cunliffe, U. of Hull

Day	Start	#	Location	Session Information
Fri	1:00pm	25	MT:Independence I & II	SPDW: Agency, Structure, Institution
		26	MT:Liberty Ballroom B	SPDW: Introduction to Social Networks Research
	3:00pm	35	LW:Congress B	SPDW: SPARC Educ & Learning Session
	6:00pm	65	LW:Howe	SPDW: Sustainable Practice Action Research Reception
Sat	8:00am	82	MT:Room 304	CMS Doctoral Consortium
		85	CC:Room 111B	SPDW: GDO Doctoral Consortium
		88	MT:Room 410	SPDW: Challenges of globalization
	8:30am	110	MT:Grand Ballroom C	SPDW: Process Research Methods Workshop
		111	LW:Washington B	SPDW: Pro-poor For-profit Ventures
	9:00am	118	MT:Room 414 & 415	SPDW: Philosophical Foundations
		128	MT:Franklin 3	SPDW: Does STS mean business?
	10:00am	132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res
		143	MT:Franklin 4	SPDW: Thinking critically
	11:30am	163	LW:Congress C	SPDW: Urban Social Entrepreneurship
	12:30pm	183	MT:Grand Ballroom A	SPDW: Corporations and Democracy
	1:00pm	189	MT:Room 304	SPDW: CMS Doctoral Consortium
		191	CC:Room 104B	SPDW: Feminist Theory & Organization
	2:00pm	216	MT:Room 307	SPDW: Research Methods in Diversity
	2:30pm	226	MT:Room 414 & 415	SPDW: Doing Good by Doing Critical Research
	4:00pm	249	LW:Commonwealth D	SPDW: Sustainability Via Food
6:00pm	267	MT:Grand Ballroom I	Critical Management Studies Welcoming Social	
Sun	8:00am	292	MT:Room 305	Mimetism and Management
		304	LW:Congress B	SPDW: SPARC Research & Publication
	9:00am	331	MT:Room 414 & 415	SPDW: Latin America Critical OS
	10:00am	355	MT:Liberty Ballroom A	Dark Side Case Competition VI
	10:30am	386	MT:Grand Ballroom E	SPDW: Ask the Experts: Qualitative Methods
	2:00pm	424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project
	3:30pm	435	MT:Room 406	CMS Executive Committee Meeting
	6:00pm	465	MT:Grand Ballroom I	Critical Management Studies Social Evening
Mon	8:30am	505	MT:Grand Ballroom I	Critical Management and Theory
		506	MT:Room 405	Mergers and Knowledge Work
		566	MT:Franklin 5	JS: Micro-Mechanisms
	9:00am	585	CC:Exhibit Hall C - CMS	Power, Discourse and Organizational Fields ☞
	10:40am	624	MT:Grand Ballroom I	Are Women Inferior to Men?
		625	MT:Room 405	Transnational Knowledge Work
		626	CC:Exhibit Hall C - CMS	Trends in Management Thought ☞
		662	SH:Liberty C - Table C3	IP: Work-related Attitudes
		705	MT:Franklin 5	JS: Giddens and Structuration Theo
	12:20pm	743	MT:Grand Ballroom I	JS: Goodness, Identity, and Selves
	2:30pm	852	MT:Grand Ballroom I	ODC-CMS Critique
		880	SH:Liberty A - Table A1	IP: Challenges in Managing a Diverse Workforce III
		888	SH:Liberty C - Table C1	IP: Issues in Research II
		931	LW:Howe	JS: Social Entrepreneurship
4:10pm	963	MT:Grand Ballroom I	Critical Management Studies Keynote	
	994	SH:Liberty C - Table C1	IP: Career Management and Gender Differences	
	1029	MT:Room 404	JS: Competing Rationalities in Organizations	
5:30pm	1041	MT:Grand Ballroom I	CMS Business Meeting	
Tue	8:30am	1101	MT:Grand Ballroom I	Organizational identities
		1102	MT:Room 405	Management, Labor and Power
		1125	SH:Liberty A - Table A1	IP: Context of M&As
		1128	SH:Liberty A - Table A4	IP: Governance Structure and Processes II
		1136	SH:Liberty C - Table C4	IP: Studying Culture

Day	Start	#	Location	Session Information
Tue	10:30am	1217	MT:Room 405	Business Power
		1218	MT:Grand Ballroom I	JS: First Nation Matters
		1219	MT:Grand Ballroom C	SHCS: The Poor Are Still With Us
	2:30pm	1323	MT:Room 405	JS: Psychoanalytic Thinking in Org
		1346	SH:Liberty A - Table A1	IP: Challenges in a Diverse Workforce II
		1352	SH:Liberty B - Table B3	IP: Power in Organizations
4:10pm	1419	MT:Grand Ballroom I	CMS Theme Session: The Past and Future of CMS	
Wed	8:30am	1531	MT:Grand Ballroom I	Consumption and Identity
		1549	SH:Liberty A - Table A2	IP: Corporate social responsibility
		1555	SH:Liberty B - Table B4	IP: Socially responsible values
		1561	CC:Room 109B	JS: Doing Well in the Curriculum
	10:40am	1605	MT:Grand Ballroom I	Organization and Rhetoric
		1641	CC:Room 103A	JS: Factors Affecting Service Work

Critical Management Studies Acknowledgements

- Paul Adler, U. of Southern California, UNITED STATES
 Hamid Akbari, Northeastern Illinois U., UNITED STATES
 Devi P Akella, Albany State U., UNITED STATES
 Ismael Al-Amoudi, U. of Reading, UNITED KINGDOM
 Greg Mandrake Alan, The George Washington U., UNITED STATES
 Eleni Apospori, Athens U. of Economics and Business, GREECE
 Gilles Arnaud, Groupe ESC Toulouse Business School, FRANCE
 Asad Aziz, U. of Colorado, Boulder, UNITED STATES
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Patrizia Zanoni, Tilburg U., NETHERLANDS

Entrepreneurship

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Professional Development Workshop Chair: Eileen Fischer, York U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III	
		16	MT:Room 414 & 415	PSED II Data Analysis Workshop	
		23	MT:Room 411 & 412	SPDW: Innovative teaching techniques	
	3:00pm	30	MT:Room 414 & 415	University IP & Rural Economic	
		35	LW:Congress B	SPDW: SPARC Educ & Learning Session	
	3:30pm	37	MT:Room 411 & 412	SPDW: Topography of Entrepreneurship	
	4:00pm	39	MT:Room 403	SPDW: Clarifying Comp. Advantage	
	6:00pm	65	LW:Howe	SPDW: Sustainable Practice Action Research Reception	
	7:00pm	69	LW:Washington A	SPDW: Mastering Transfo Change	
Sat	8:00am	83	MT:Room 413	Nontraditional Academics	
		87	CC:Room 108A	SPDW: HR/OB/ODC/ENT Rsrch Incubator	
	8:30am	111	LW:Washington B	SPDW: Pro-poor For-profit Ventures	
	9:00am	117	MT:Room 306	SPDW: Research on Universities: Data and Methodologies	
		119	MT:Room 301	Alternative Teaching Methods	
		129	MT:Room 307	SPDW: Learning from Failure	
		132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res	
	9:30am	138	MT:Room 303	SPDW: Ethnic Networks & Innovation	
	12:00pm	166	MT:Franklin 1	ENT Endowed Chairs Luncheon	
		167	MT:Room 303	SPDW: Social Entrepreneurship	
	12:30pm	180	MT:Room 414 & 415	SPDW: Austrian Economics	
	1:00pm	190	MT:Franklin 7	SPDW: Corporate Venturing	
	3:00pm	236	MT:Grand Ballroom A	SPDW: Strategic Organization SOI/APBOX Roundtable	
		237	LW:Commonwealth A1	SPDW: Agentic Institutional Work	
	3:30pm	239	MT:Room 305	SPDW: High Growth SME's	
		242	CC:Room 105B	SPDW: Complex Sys. Leadership Theory	
	6:00pm	272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
	Sun	8:00am	293	MT:Room 401 & 402	SPDW: New Insights Into Theories of Entrepreneurship
303			LW:Regency Ballroom C2	SPDW: Markets for Sustainability	
304			LW:Congress B	SPDW: SPARC Research & Publication	
308			LW:Commonwealth A1	SPDW: Ethics: Doing What We Should?	
9:00am		328	MT:Room 306	SPDW: Experiments for Macro Research	
		332	MT:Grand Ballroom J	Doctoral Student/Junior Faculty Consortia	
		333	MT:Room 413	Employee-employer databases	
		341	LW:Washington C	SPDW: Alleviating Poverty through Business Strategy	
9:30am		351	LW:Regency Ballroom C1	SPDW: Teaching Microfinance	
10:00am		356	MT:Room 310	The Entrepreneurship Program Rankings Dilemma	
3:30pm		436	MT:Room 413	ENT Executive Committee Meeting	
Mon		8:30am	494	MT:Franklin 12	JS: Business Data Access
			507	MT:Franklin 11	Entrepreneurship Decision Making
			508	MT:Room 410	Entrepreneurship and Thinking
			509	MT:Room 411	Examining the Venture Capital Setting
	510		MT:Room 412	Entrepreneurial Orientation and Friends	
	525		SH:Liberty A - Table A2	IP: Attributes of Entrepreneurs I	
	534		SH:Liberty C - Table C3	IP: Women Managers	
	9:00am	586	CC:Exhibit Hall C - ENT 1	Venture Capital	
		587	CC:Exhibit Hall C - ENT 2	Venture Teams	

Day	Start	#	Location	Session Information
Mon	10:40am	627	MT:Franklin 11	Family Business Governance
		628	MT:Franklin 12	Entrepreneurial Careers
		629	MT:Room 410	Entrepreneurship Research Narratives
		630	MT:Room 411	Governance, Resources, and Performance
		631	MT:Room 412	Running the Family Business
		632	CC:Exhibit Hall C - ENT 1	Entrepreneurial Strategies ☞
		633	CC:Exhibit Hall C - ENT 2	Geography and Technology Entrepreneurship ☞
		657	SH:Liberty B - Table B2	IP: Attributes of Entrepreneurs II
		661	SH:Liberty C - Table C2	IP: Performance of M&As
	12:20pm	671	LW:Congress B	JS: Entrepreneurship Spirituality
		734	MT:Grand Ballroom D	JS: Entrepreneurship & Strategy
		744	MT:Franklin 11	ENT Division Q&A with Officers
		745	MT:Franklin 12	Entrepreneurship and Strategy
		746	MT:Room 410	Critical Dialogue in Entrepreneurship Research ☞
		747	MT:Room 411	Innovation and Entrepreneurship
		748	MT:Room 412	Entrepreneurship and Competitive Advantage
	2:30pm	768	SH:Liberty A - Table A4	IP: Identifying Entrepreneurial Opportunities I
		853	MT:Franklin 11	Entrepreneurship in the University
		854	MT:Franklin 12	THE GREATEST SHOW ON EARTH
855		MT:Room 410	International Venturing	
856		MT:Room 411	Program Chairs Invitational II	
857		MT:Room 412	Networks, Alliances, and New Ventures	
858		CC:Exhibit Hall C - ENT 1	Entrepreneurship and Networks ☞	
859		CC:Exhibit Hall C - ENT 2	Family Business Continuance ☞	
860		CC:Exhibit Hall C - ENT 4	Entrepreneurship, Innovation, and Marketing ☞	
4:10pm	861	CC:Exhibit Hall C - ENT 5	New Venture Communications ☞	
	889	SH:Liberty C - Table C2	IP: Boards of directors/advisors	
	964	MT:Franklin 11	Entrepreneurial Management	
	965	MT:Franklin 12	Prescriptive Entrepreneurship	
	966	MT:Room 410	Sustainable and Social Entrepreneurship	
	967	MT:Room 411	Growing Role of ENT Orientat	
	968	MT:Room 412	Entrepreneurship and Emerging Economies	
	969	CC:Exhibit Hall C - ENT 1	Technology Entrepreneurship Outcomes ☞	
	970	CC:Exhibit Hall C - ENT 3	Corporate Entrepreneurship ☞	
5:30pm	987	SH:Liberty A - Table A2	IP: Organizational Learning	
	990	SH:Liberty B - Table B1	IP: Identifying Entrepreneurial Opportunities II	
	992	SH:Liberty B - Table B3	IP: Learning from Alliances	
	996	SH:Liberty C - Table C3	IP: Entrepreneurial Process III	
	1042	MT:Grand Ballroom A	Entrepreneurship Division Business Meeting	
	1068	MT:Grand Ballroom B	Entrepreneurship Division Reception	
Tue	8:30am	1103	MT:Franklin 11	The Dynamics of Corporate Entrepreneurship
		1104	MT:Franklin 12	SHCS: Entrepreneurial Passion
		1105	MT:Room 410	Diversity and Entrepreneurship
		1106	MT:Room 411	New Venture Financing
		1107	MT:Room 412	Impact of New Venture Settings
		1108	CC:Exhibit Hall C - ENT 1	Entrepreneurial Process ☞
		1109	CC:Exhibit Hall C - ENT 2	Behavior and Entrepreneurial Consequences ☞
		1126	SH:Liberty A - Table A2	IP: Challenges of New Ventures
		1186	MT:Grand Ballroom K	JS: Integrating National and Global Innovation Systems
	10:30am	1220	MT:Franklin 11	Technology Entrepreneurship
		1221	MT:Room 410	Opportunity ID Continued
		1222	MT:Room 411	Scale Development in Entrepreneurship Research
		1223	MT:Room 412	International Entrepreneurship Research
		1224	CC:Exhibit Hall C - ENT 1	Relational Capital Issues ☞
1225	MT:Franklin 12	JS: Cognition Research		
1242	SH:Liberty A - Table A3	IP: Individual Learning and Knowledge Sharing II		
1247	SH:Liberty B - Table B4	IP: Founders' Influence II		

Day	Start	#	Location	Session Information	
Tue	2:30pm	1315	MT:Grand Ballroom I	JS: Competing through Business Design	
		1324	MT:Franklin 11	Entrepreneurial Risk and Uncertainty	
		1325	MT:Room 410	Academic Entrepreneurship	
		1326	MT:Room 411	Knowledge in ENT, INT & FB	
		1327	MT:Room 412	Family Firm Heterogeneity	
		1328	MT:Franklin 12	JS: The good, bad, and ugly	
		1348	SH:Liberty A - Table A3	IP: Entrepreneurial Process II	
4:10pm		1420	MT:Room 410	Expand Frontier ENT Research	
		1421	MT:Room 411	Expand ENT Cognition Research	
		1422	MT:Room 412	Small Business	
		1423	MT:Franklin 11	JS: Teaching Innovation in Healthcare	
		1424	MT:Franklin 12	JS: Community entrepreneurship	
5:30pm		1496	MT:Grand Ballroom A	Entrepreneurship Division Reviewer Reception	
Wed	8:30am	1532	MT:Franklin 11	Emotion and Entrepreneurship	
		1533	MT:Franklin 12	The Sociality of Entrepreneurship	
		1534	MT:Room 410	Entrepreneurship and Opportunity	
		1535	MT:Room 411	International New Ventures	
		1536	MT:Room 412	Choices in Family Business	
		1550	SH:Liberty A - Table A3	IP: Entrepreneurial Process I	
		1553	SH:Liberty B - Table B2	IP: Institutions and Firms	
		1557	SH:Liberty C - Table C2	IP: Social Networks in a Competitive Environment	
		1558	SH:Liberty C - Table C3	IP: Strategic Choice	
		10:40am		1606	MT:Franklin 11
	1607			MT:Room 410	New Developments in Institutional Entrepreneurship
	1618			SH:Liberty A - Table A2	IP: Attributes of Entrepreneurs III
			1620	SH:Liberty A - Table A4	IP: Founders' Influence I
		1627	SH:Liberty C - Table C3	IP: Reputation and Legitimacy	

Entrepreneurship Acknowledgements

Iiris Elina Aaltio, Jyväskylä U., FINLAND
 Michael Abebe, Southern Illinois U., UNITED STATES
 Leona Achtenhagen, Jönköping U., SWEDEN
 Gordon Kwesi Adomda, U. of Waterloo, CANADA
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Gender & Diversity in Organizations

Program Chair: Jeanette N. Cleveland, Pennsylvania State U.
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Day	Start	#	Location	Session Information	
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III	
		17	CC:Room 104A	SPDW: Diversity Research Publishing	
	3:30pm	38	CC:Room 111B	Integral Communication	
	6:00pm	54	CC:Room 111B	GDO Doc. Consortium Rec.	
Sat	8:00am	84	CC:Room 104B	SPDW: A Philadelphia Experience	
		85	CC:Room 111B	SPDW: GDO Doctoral Consortium	
	8:30am	100	CC:Room 112B	International Diversity Incubators	
		111	LW:Washington B	SPDW: Pro-poor For-profit Ventures	
	10:00am	147	LW:Commonwealth B	SPDW: Regulating spirituality	
	10:30am	152	CC:Room 104A	Women's Corporate Empowerment	
	12:00pm	168	CC:Room 112A	SPDW: Women and Leadership	
		176	LW:Regency Ballroom A	SPDW: Bringing Practice Back into our Scholarship	
	1:00pm	189	MT:Room 304	SPDW: CMS Doctoral Consortium	
		191	CC:Room 104B	SPDW: Feminist Theory & Organization	
	1:30pm	207	CC:Room 109B	SPDW: SHRM Focus On HR Education	
	2:00pm	216	MT:Room 307	SPDW: Research Methods in Diversity	
	3:00pm	235	CC:Room 107A	SPDW: Teaching 21st Century Management	
	Sun	7:00am	281	CC:Room 108A	SPDW: New Dimensions of Management E-Media
		8:00am	294	CC:Room 111B	SPDW: Teaching Courses on "Diversity in Organizations"
9:00am		327	MT:Grand Ballroom C	SPDW: Doing Strategy Research in Emerging Economies	
10:00am		354	CC:Room 112A	SPDW: Balance is Bunk	
		357	CC:Room 103B	SPDW: Religion and Work Research	
10:30am		384	LW:Howe	SPDW: Chairing Dissertations	
1:00pm		412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals	
3:30pm		437	CC:Room 111B	GDO Executive Committee Meeting	
8:00pm		472	MT:Liberty Ballroom C	LGBT and Friends Reception	
Mon		8:30am	511	CC:Room 104A	Relational Demography
	512		CC:Room 104B	Migrant and Immigrant Workers	
	513		CC:Room 107B	GDO Continental Breakfast Welcome	
	533		SH:Liberty C - Table C2	IP: Organizational Design I	
	534		SH:Liberty C - Table C3	IP: Women Managers	
	551		MT:Grand Ballroom C	SHCS: Does It Pay to be Sensitive?	
	10:40am	552	CC:Room 103A	JS: The Role of Dyads in Small Group Research	
		634	CC:Exhibit Hall C - GDO 1	Student Populations ☺	
		635	CC:Room 104A	Women on Corporate Boards	
		636	CC:Room 104B	Diversity and Inclusiveness	
		637	CC:Room 107B	JS: Whites' Reactions to Diversity	
		638	LW:Regency Ballroom A	SHCS: Why So Few Women Leaders?	
		644	CC:Room 113B	JS: Implementing Flexibility	
		659	SH:Liberty B - Table B4	IP: Identities in Organizations	
	12:20pm	680	CC:Room 103A	JS: R-E-S-P-E-C-T, Find Out What it Means to OB	
		749	CC:Room 104A	Leadership and Multiple Levels	
		750	CC:Room 104B	Ethnicity and Work-Family Issues	
		751	LW:Regency Ballroom A	SHCS: The Embeddedness of Diversity	
	2:30pm	767	SH:Liberty A - Table A3	IP: Faculty Performance	
		862	CC:Exhibit Hall C - GDO 1	Team/Organization Diversity ☺	
863		CC:Room 104A	Status congruence		
864		CC:Room 104B	JS: How do you draw the line?		
880		SH:Liberty A - Table A1	IP: Challenges in Managing a Diverse Workforce III		
909	CC:Room 103C	JS: Great Expectations!			

Day	Start	#	Location	Session Information
Mon	4:10pm	971	CC:Room 104A	Culture and Work-Family
		972	CC:Room 104B	Diversity and Negative Emotions at Work
		973	CC:Room 108A	GDO Town Hall
		994	SH:Liberty C - Table C1	IP: Career Management and Gender Differences
	5:30pm	1043	CC:Room 107B	GDO Business Meeting
	7:00pm	1069	CC:12th Street Foyer	GDO Social and Reception
Tue	8:30am	1110	CC:Exhibit Hall C - GDO 1	Correlates of Identity, Gender and Race 
		1111	CC:Room 104A	Motherhood and Careers
		1112	CC:Room 104B	Diversity and Outcomes
		1153	LW:Regency Ballroom A	SHCS: Faultlines and Group Process
	10:30am	1219	MT:Grand Ballroom C	SHCS: The Poor Are Still With Us
		1226	CC:Room 104A	Work-Family and Lack of Fit
		1227	CC:Room 104B	Gender and Careers
		1228	CC:Room 107B	JS: Mentoring and Demography
	2:30pm	1329	CC:Room 104A	Gender, Race, Age and Work
		1330	CC:Room 104B	Navigating Work and Family
		1331	CC:Room 107B	Diversity Climate
		1346	SH:Liberty A - Table A1	IP: Challenges in a Diverse Workforce II
		1355	SH:Liberty C - Table C2	IP: Team Processes
	4:10pm	1425	CC:Room 104B	Mentoring and Diversity
		1426	CC:Room 107B	Faultline Perceptions
		1427	CC:Room 108A	Diversity Management and Performance
		1428	CC:Room 104A	JS: Are Organizations Doing Well by Disabled Workers?
		1441	SH:Liberty B - Table B1	IP: Challenges in a Diverse Workforce I
		1442	SH:Liberty B - Table B2	IP: Management Education
		1448	SH:Liberty C - Table C4	IP: Recruitment and Selection
Wed	8:30am	1537	CC:Room 104A	Gender Effects
		1567	CC:Room 103B	JS: Workplace Diversity Context
		1568	CC:Room 103C	JS: Positive Work-Family Interface
	10:40am	1608	CC:Room 104A	Women's Leadership in Top Management

Gender & Diversity in Organizations Acknowledgments

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Day	Start	#	Location	Session Information	
Fri	2:30pm	28	LW:Howe	Portfolios & Mgt. Competencies	
	3:00pm	35	LW:Congress B	SPDW: SPARC Educ & Learning Session	
	4:00pm	41	LW:Lescaze	Theoretical and Practical Appl	
	6:00pm	65	LW:Howe	SPDW: Sustainable Practice Action Research Reception	
Sat	8:00am	86	LW:Regency Ballroom C2	HCM Welcome Breakfast	
		94	MT:Franklin 7	SPDW: Sys. in Health Care Sourcing	
	8:30am	101	LW:Commonwealth D	Enhancing the Impact of Qualitative Research	
		105	LW:Regency Ballroom A	SPDW: TransOrg Development	
	9:00am	132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res	
	10:30am	153	LW:Lescaze	Creating and Sustaining a Research Agenda	
	12:00pm	169	LW:Commonwealth A1	SOX and Healthcare Organizatio	
	2:00pm	217	LW:Commonwealth C	International Healthcare Management and Policies	
	3:30pm	240	LW:Commonwealth B	Assessment and Learning: What's the Connection?	
	5:00pm	254	LW:Congress A	SPDW: Publishing on Both Sides of the Atlantic	
	5:30pm	259	LW:Millennium Hall	HCM Pre-Conference PDW Reception	
	6:00pm	272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
	Sun	7:00am	281	CC:Room 108A	SPDW: New Dimensions of Management E-Media
8:00am		295	LW:Commonwealth A2	HCM Welcome Breakfast	
		304	LW:Congress B	SPDW: SPARC Research & Publication	
8:30am		315	LW:Regency Ballroom B	Technology: Media-Enhanced Teaching Strategies	
10:00am		358	LW:Commonwealth A1	Publishing HCM Research	
		359	LW:Commonwealth C	SPDW: Workshop on Methods in Quantitative Research	
		371	LW:Commonwealth B	SPDW: Management & the Constitution	
1:00pm		409	LW:Washington C	HCM Practice Committee Meeting	
3:30pm		438	LW:Washington C	HCM Executive Committee Meeting	
Mon		8:30am	514	LW:Commonwealth A2	Critical Perspectives on Health Care Work Climates
			515	LW:Commonwealth B	Cooperative Research
		535	SH:Liberty C - Table C4	IP: Citizenship Behaviors	
	9:00am	588	CC:Exhibit Hall C - HCM 1	Service Quality: Patient Perspectives ☺	
	10:40am	639	LW:Commonwealth A2	Organizational Perspectives on Patient Safety	
		640	LW:Commonwealth B	Organizational Change Capacity	
	12:20pm	752	LW:Commonwealth B	Health Care Leadership and Politics	
		753	LW:Commonwealth A2	JS: Identity Change	
		769	SH:Liberty B - Table B1	IP: Inter-firm Partnerships	
		797	MT:Room 307	JS: Transforming Healthcare	
	2:30pm	865	LW:Commonwealth B	Information Systems	
		866	LW:Commonwealth A2	JS: Leadership for evidence-based	
		882	SH:Liberty A - Table A3	IP: Feeling Good: Employee Health and Well-being	
4:10pm	974	LW:Commonwealth B	HCM Distinguished Speaker		
	991	SH:Liberty B - Table B2	IP: Resistance to change II		
5:30pm	1044	LW:Commonwealth B	HCM Business Meeting		
6:45pm	1067	LW:Howe	HCM Division Reception		
Tue	8:30am	1113	LW:Commonwealth A2	HRM and Turnover	
		1114	CC:Exhibit Hall C - HCM 1	Organizational Behavior Issues in Health Care ☺	
		1115	LW:Commonwealth B	JS: Translation of NGHTs	
		1134	SH:Liberty C - Table C2	IP: Organizational Design II	
	10:30am	1229	LW:Commonwealth A2	Radical to Routine	
		1230	LW:Commonwealth B	Linking the Academy to the Institute of Medicine	
		1234	CC:Room 112A	JS: Surviving the Perfect Storm	
		1244	SH:Liberty B - Table B1	IP: Cognition	
	2:30pm	1332	LW:Commonwealth A2	Governance and Mission	
		1333	LW:Commonwealth B	Collaboratively Pursuing the Common Good	
		1353	SH:Liberty B - Table B4	IP: Psychological Ownership and Commitment	

Day	Start	#	Location	Session Information
Tue	4:10pm	1423	MT:Franklin 11	JS: Teaching Innovation in Healthcare
		1429	LW:Commonwealth B	Organization Structure
		1448	SH:Liberty C - Table C4	IP: Recruitment and Selection
Wed	8:30am	1538	LW:Commonwealth B	Hospital Strategic Behavior and Performance
		1609	LW:Commonwealth B	JS: Strategic HRM in Health Care
		1623	SH:Liberty B - Table B3	IP: Resources, Slack, and Innovation

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 Belinda C. Allen, U. of Melbourne, AUSTRALIA
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Human Resources

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Day	Start	#	Location	Session Information	
Fri	9:45am	7	OS:HR Off-site Tour - Comcast	Company Visit: COMCAST HR	
	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III	
		14	MT:Room 407	SPDW: Raising the Bar:Trust Research	
		15	CC:Room 106 A&B	SPDW: Career Case Study Workshop	
	3:00pm	35	LW:Congress B	SPDW: SPARC Educ & Learning Session	
	3:30pm	36	MT:Room 407	SPDW: Trust Workshop	
	6:00pm	65	LW:Howe	SPDW: Sustainable Practice Action Research Reception	
	7:00pm	69	LW:Washington A	SPDW: Mastering Transfo Change	
	Sat	7:30am	71	CC:Room 107B	HR Division Doctoral Student Consortium
8:00am		87	CC:Room 108A	SPDW: HR/OB/ODC/ENT Rsrch Incubator	
9:00am		132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res	
		136	MT:Room 309	SPDW: Teaching Well With Technology	
9:30am		139	CC:Room 108B	HR Division Junior Faculty Consortium	
		170	CC:Room 109B	Networking Lunch Sponsored by SHRM	
176			LW:Regency Ballroom A	SPDW: Bringing Practice Back into our Scholarship	
1:00pm		192	CC:Room 112B	SPDW: International HRM Research	
		203	MT:Room 301	SPDW: Teaching Project Management	
		204	MT:Room 302	SPDW: Modeling Congruence	
1:30pm		207	CC:Room 109B	SPDW: SHRM Focus On HR Education	
2:00pm		223	MT:Franklin 3	SPDW: Latent Growth Modeling	
3:00pm		232	MT:Franklin 1	SPDW: Doing High Impact Research	
			MT:Room 302	SPDW: Conducting Research in China	
		235	CC:Room 107A	SPDW: Teaching 21st Century Management	
			MT:Franklin 7	SPDW: Methods for Integrating Moderation and Mediation	
5:30pm		262	CC:Room 113 Foyer	SPDW: OB/HR PhD & Jr & Sr Fac Recep	
6:00pm		272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
6:30pm		275	CC:Room 113 Foyer	SPDW: Joint HR/OB Member Welcome Reception	
Sun		8:00am	294	CC:Room 111B	SPDW: Teaching Courses on "Diversity in Organizations"
	304		LW:Congress B	SPDW: SPARC Research & Publication	
	306		MT:Grand Ballroom A	SPDW: Scale Development	
	308		LW:Commonwealth A1	SPDW: Ethics: Doing What We Should?	
	8:30am	314	CC:Room 110 A&B	SPDW: Leadership in Academia	
		316	CC:Room 113C	SPDW: Joint AoM Editor's Panel	
	9:00am	330	CC:Room 103A	SPDW: Negotiating your First Job	
		334	CC:Room 108B	Meet The HR Division Leadership Coffee Hour	
	10:00am	353	CC:Room 108B	SPDW: Making the Most of Your Sabbatical	
		354	CC:Room 112A	SPDW: Balance is Bunk	
		357	CC:Room 103B	SPDW: Religion and Work Research	
		360	CC:Room 113B	SPDW: Teaching Strategic HRM	
		361	CC:Room 103C	SPDW: HRM Teaching&Research in India	
		366	CC:Room 107A	SPDW: The 15th Annual Craft of Reviewing Workshop	
		367	CC:Room 113C	SPDW: OB/HR Editorial Panel	
	3:30pm	439	CC:Room 113B	HR Executive Committee Meeting	
	Mon	8:30am	499	CC:Room 111B	JS: Careers Across Intl. Contexts
			516	CC:Room 113B	Welcome and Awards Ceremony
			517	CC:Room 113C	Antecedents of Turnover
			518	CC:Room 112A	JS: Bridging IHRM Research
519		CC:Room 112B	JS: 360-Degree Feedback Insights		
527		SH:Liberty A - Table A4	IP: Human Resource Management II		
553		CC:Room 103B	JS: Group Learning		

Day	Start	#	Location	Session Information
Mon	10:40am	619	CC:Room 111B	JS: Learning to Lead in India
		641	CC:Room 112A	Work-Family Interface
		642	CC:Room 112B	Expatriates and HR
		643	CC:Room 113C	Predictors of Organizational Performance
		644	CC:Room 113B	JS: Implementing Flexibility
		658	SH:Liberty B - Table B3	IP: Expatriate Effectiveness
		682	MT:Liberty Ballroom B	JS: Advances in OCB research
	12:20pm	683	CC:Room 103B	JS: Attachment Theory at Work
		754	CC:Exhibit Hall C - HR	HR from an Organizational Perspective
		755	CC:Room 112A	Prevention of Dysfunctional Behaviors
		756	CC:Room 112B	Recruitment
		757	CC:Room 113B	Current Research Issues in Performance Management
		758	CC:Room 113C	High Performance Work Systems
		792	MT:Grand Ballroom A	SHCS: The Subtle Influence of Time
	2:30pm	867	CC:Exhibit Hall C - HR	HR: Individual Issues
		868	CC:Room 112A	Selection
		869	CC:Room 112B	Applications of Social Exchange
		870	CC:Room 113B	HR VPs' Concerns
		871	CC:Room 113C	Strategic HRM
		910	CC:Room 103A	JS: Turnover Context and Process
		911	MT:Liberty Ballroom A	JS: Leadership: Learning, Development, and Adaptation
4:10pm	975	CC:Room 112A	Socialization and Fit	
	976	CC:Room 112B	Managing Human Capital	
	977	CC:Room 113B	Ice Cream Social & Member Networking Event	
	978	CC:Room 113C	JS: Goals & Performance	
	997	SH:Liberty C - Table C4	IP: Human Resource Management I	
Tue	8:30am	1095	CC:Room 111B	JS: People helping people
		1116	CC:Room 112A	Compensation and Outcomes
		1117	CC:Room 112B	The Impact of Turnover on Organizations
		1118	CC:Room 113B	Taking Measure of Organizational Commitment
		1119	CC:Room 113C	Performance Appraisal
		1132	SH:Liberty B - Table B4	IP: Organizational Justice
		1154	CC:Room 103A	JS: New Perspectives in Motivation
	1155	CC:Room 103B	JS: Virtual Team Leadership in Organizations	
	10:30am	1228	CC:Room 107B	JS: Mentoring and Demography
		1231	CC:Room 112B	Management Development
		1232	CC:Room 113B	Leadership Lessons from Unusual Places
		1233	CC:Room 113C	HR from an Organizational Perspective
		1234	CC:Room 112A	JS: Surviving the Perfect Storm
		1268	CC:Room 103A	JS: Direct Care Workers
	2:30pm	1334	CC:Room 112A	Perspectives on Training
		1335	CC:Room 112B	Job Analysis and Design
		1336	CC:Room 113C	Perspectives on Selection
		1337	CC:Room 113B	JS: Knowledge & IHRM
		1346	SH:Liberty A - Table A1	IP: Challenges in a Diverse Workforce II
		1351	SH:Liberty B - Table B2	IP: Outsourcing and Offshoring
		1373	CC:Room 103C	JS: Employment Relationships
1374	CC:Room 103A	JS: Goal Orientation Research		
4:10pm	1430	CC:Room 112A	HR and Teams	
	1431	CC:Room 112B	Predictors of Individual Performance	
	1432	CC:Room 113C	HRM in Different Contexts	
	1433	CC:Room 113B	JS: Action Learning Shared Leader	
	1439	SH:Liberty A - Table A3	IP: Team Leadership	
1448	SH:Liberty C - Table C4	IP: Recruitment and Selection		
5:45pm	1506	CC:Room 113C	HR Division Business Meeting	
6:45pm	1512	MT:Liberty Ballroom A	HR Division Reception	

Day	Start	#	Location	Session Information		
Wed	8:30am	1530	CC:Room 105A	JS: Organizational Justice		
		1539	CC:Room 111B	Emotions in the Workplace		
		1540	CC:Room 112A	HR in Small and Medium Size Firms		
		1541	CC:Room 112B	HRM and Knowledge Workers		
		1542	CC:Room 113C	Antecedents and Outcomes of Compensation Practices		
		1543	CC:Room 105B	JS: Employment in China		
		1556	SH:Liberty C - Table C1	IP: Resources, Knowledge, and Firm Performance III		
		1559	SH:Liberty C - Table C4	IP: Strategic Role of HR		
		1567	CC:Room 103B	JS: Workplace Diversity Context		
		1568	CC:Room 103C	JS: Positive Work-Family Interface		
		1569	CC:Room 103A	JS: Advancing Research on Emotion		
		10:40am		1609	LW:Commonwealth B	JS: Strategic HRM in Health Care
				1610	CC:Room 112A	HR and Chinese and Indian Employees
				1611	CC:Room 105B	JS: Strategic Renewal Processes
1622	SH:Liberty B - Table B2			IP: Resources, Knowledge, and Firm Performance I		
1626	SH:Liberty C - Table C2			IP: Leadership Research		
1640	CC:Room 103C			JS: Political Influences on HRM		
1641	CC:Room 103A			JS: Factors Affecting Service Work		

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Day	Start	#	Location	Session Information
Fri	8:30am	5	MT:Room 413	International Management Division: Water Adventure
	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III
		14	MT:Room 407	SPDW: Raising the Bar:Trust Research
		18	MT:Room 404	SPDW: Interactive Teaching Methods I
	3:00pm	35	LW:Congress B	SPDW: SPARC Educ & Learning Session
	3:30pm	36	MT:Room 407	SPDW: Trust Workshop
	4:00pm	39	MT:Room 403	SPDW: Clarifying Comp. Advantage
	6:00pm	56	MT:Independence I & II	International Management Division PDW Welcome
		65	LW:Howe	SPDW: Sustainable Practice Action Research Reception
	7:00pm	68	OS:IMD Dinner on the Town	Dinner on the Town with IMD EC
69		LW:Washington A	SPDW: Mastering Transfo Change	
Sat	8:00am	79	MT:Room 404	SPDW: Implementing CSR Strategy Glob
		88	MT:Room 410	SPDW: Challenges of globalization
		89	MT:Franklin 5	IMD Doctoral Consortium I
	8:30am	102	MT:Franklin 9	SPDW: Case Study Research
		111	LW:Washington B	SPDW: Pro-poor For-profit Ventures
	9:00am	132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res
		134	LW:Washington A	SPDW: Pushing the Boundaries of Nonmarket Strategies
	10:00am	145	MT:Room 302	SPDW: Psychic, Cult. & Instit. Dist.
	11:30am	161	CC:Room 105B	SPDW: International Perspectives
	12:00pm	171	MT:Franklin 9	IMD Junior Faculty Consortium
		180	MT:Room 414 & 415	SPDW: Austrian Economics
	1:00pm	188	MT:Franklin 8	SPDW: Publishing Intl Strat Research
		192	CC:Room 112B	SPDW: International HRM Research
		194	MT:Franklin 5	IMD Doctoral Consortium II
		196	CC:Room 103B	SPDW: Management Education: Global
	1:30pm	210	CC:Room 113C	SPDW: Developing Global Leaders
	2:00pm	218	LW:Congress A	SPDW: Lessons Learned
		222	MT:Room 413	SPDW: The Management of Large Projec
	2:10pm	224	MT:Room 309	SPDW: Performing Academic Research in Microfinance
	3:00pm	232	MT:Franklin 1	SPDW: Doing High Impact Research
		233	MT:Room 302	SPDW: Conducting Research in China
		237	LW:Commonwealth A1	SPDW: Agentic Institutional Work
	4:30pm	250	MT:Franklin 9	SPDW: Meet the Editors
5:30pm	261	MT:Franklin 8	International Management Division PDW Reception	
6:00pm	272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
Sun	8:00am	286	MT:Room 406	SPDW: AAM Paper Development Workshop
		288	MT:Grand Ballroom K	SPDW: New Approaches:Teaching Strat.
		290	MT:Liberty Ballroom A	SPDW: Partners, Lovers, or Friends
		302	MT:Room 307	SPDW: How to Study Proj. Management
		304	LW:Congress B	SPDW: SPARC Research & Publication
	9:00am	305	LW:Commonwealth D	SPDW: Int'l Master Programs
		327	MT:Grand Ballroom C	SPDW: Doing Strategy Research in Emerging Economies
		328	MT:Room 306	SPDW: Experiments for Macro Research
	9:30am	341	LW:Washington C	SPDW: Alleviating Poverty through Business Strategy
		351	LW:Regency Ballroom C1	SPDW: Teaching Microfinance
	10:00am	361	CC:Room 103C	SPDW: HRM Teaching&Research in India
		362	MT:Franklin 9	SPDW: Where is Regionalization Going
		363	MT:Room 305	SPDW: The World as the Classroom
		374	LW:Congress B	SPDW: MNEs & Positive Social Change
	10:30am	381	MT:Grand Ballroom K	SPDW: Industry Structure
		382	MT:Room 401 & 402	SPDW: Dev. & Transitional Countries
	3:30pm	441	MT:Franklin 9	IM Executive Committee Meeting

Day	Start	#	Location	Session Information
Mon	7:30am	476	MT:Franklin 4	International Management Division Welcome
	8:30am	499	CC:Room 111B	JS: Careers Across Intl. Contexts
		518	CC:Room 112A	JS: Bridging IHRM Research
		520	MT:Room 413	CSR, Org Practice & Econ Devt
		521	MT:Room 414	Subsidiary Mandates and Knowledge Flows
		522	MT:Room 415	Cultural Impact on Work Orientations
		523	MT:Franklin 3	JS: Business Groups in Asia: The New Multinationals?
		529	SH:Liberty B - Table B2	IP: Intellectual Property
		532	SH:Liberty C - Table C1	IP: Investment in Technology
	9:00am	589	CC:Exhibit Hall C - IM 1	Innovation and Knowledge Management ☞
		590	CC:Exhibit Hall C - IM 2	National Institutions and Political Economy ☞
	10:40am	645	MT:Franklin 3	Further Insights into Foreign Expansion
		646	MT:Franklin 4	HRM & Institutional Contexts
		647	MT:Room 413	Cross-border Diffusion and Institutional Change
		648	MT:Room 414	Inter-firm r/s & knowledge
		649	MT:Room 415	Comparative Governance
		650	CC:Exhibit Hall C - IM 1	IB Theory, FDI, and Entry Mode ☞
		651	CC:Exhibit Hall C - IM 2	MNC Strategy ☞
		653	SH:Liberty A - Table A2	IP: International Business
		656	SH:Liberty B - Table B1	IP: Brand, Customers and Business Performance
		658	SH:Liberty B - Table B3	IP: Expatriate Effectiveness
		681	CC:Room 105B	SHCS: Individualism and Collectivism
		706	LW:Regency Ballroom C2	JS: Global Business and Climate Change Policies
		12:20pm	759	MT:Franklin 3
	760		MT:Franklin 4	Cultural Values and Work Outcomes
	761		MT:Room 413	Institutional Environments
	762		MT:Room 414	Social Capital in MNCs
	763		MT:Room 415	Intercultural Process
	764		CC:Room 108B	SHCS: multinationality & performance
	766		SH:Liberty A - Table A2	IP: Diversification
	770		SH:Liberty B - Table B2	IP: International Ownership and Strategic Alliances
	772		SH:Liberty C - Table C1	IP: MNC Networks
	773	SH:Liberty C - Table C2	IP: Motivations for Corporations to Do Good	
2:30pm	872	MT:Franklin 3	More on Entry Modes	
	873	MT:Room 413	Foreign Policy and Political Risk	
	874	MT:Room 414	Networks, National Context and Firm Innovation	
	875	MT:Room 415	Leadership Styles across Cultures	
	876	CC:Exhibit Hall C - IM 1	Inter- and Intra-firm Relationships ☞	
	877	CC:Exhibit Hall C - IM 2	Cross-cultural Management (IOB and IHRM) ☞	
	878	MT:Grand Ballroom C	SHCS: Internalization Contributions	
	879	MT:Franklin 4	JS: New Directions in IM Research	
	887	SH:Liberty B - Table B4	IP: Managerial Cognition and Decision Making	
913	LW:Regency Ballroom A	SHCS: Resistance and Adaptation Across Cultures		
4:10pm	954	MT:Grand Ballroom D	JS: Next Generation Offshoring	
	979	MT:Franklin 3	Netwks,Biz Grps,Firm Performan	
	980	MT:Franklin 4	IMD Executive Panel	
	981	MT:Room 414	Knowledge Transfer and Spillovers	
	982	MT:Room 415	LMX & Transformational Ldrship	
	983	CC:Exhibit Hall C - IM 1	Emerging, Transition and Developing Economies ☞	
	984	MT:Grand Ballroom C	JS: Organ'l decline & recovery	
	985	MT:Room 413	JS: International humanitarian org	
	992	SH:Liberty B - Table B3	IP: Learning from Alliances	
	993	SH:Liberty B - Table B4	IP: Managing Risk	
996	SH:Liberty C - Table C3	IP: Entrepreneurial Process III		
5:45pm	1052	MT:Franklin 4	IMD BAH Eminent Scholar Award	

Day	Start	#	Location	Session Information
Tue	8:30am	1120	MT:Franklin 3	The Global/Regional Debate
		1121	MT:Franklin 4	OB Issues across Cultures
		1122	MT:Room 413	MNCs from Emerging Economies
		1123	MT:Room 414	HQ-Subsidiary Integration
		1124	MT:Room 415	Cultural Distance and FDI
		1131	SH:Liberty B - Table B3	IP: Social responsibility II
		1136	SH:Liberty C - Table C4	IP: Studying Culture
	8:40am	1187	MT:Franklin 6	JS: Integrating National and Global Innovation Systems
	10:30am	1235	MT:Room 413	JS: Food and Cultural Contestation
		1236	MT:Room 414	Performance of MNCs From and In LDCs
		1237	MT:Room 415	Control and Coordination in MNCs
		1238	MT:Franklin 3	The Notion of "Distance" in IM Research
		1239	MT:Franklin 4	JS: Korean Companies
		1246	SH:Liberty B - Table B3	JS: Power Distance at Work
		1249	SH:Liberty C - Table C2	IP: Foreign Direct Investment
	2:30pm	1251	SH:Liberty C - Table C4	IP: Strategy Making
		1337	CC:Room 113B	IP: Context of tech transfer
		1338	MT:Franklin 3	JS: Knowledge & IHRM
		1339	MT:Franklin 4	The Role of Firm Resources and Capabilities
1340		MT:Room 414	Brain Circulation	
1341		MT:Room 415	Offshoring: Determinants and Effects	
1342		MT:Grand Ballroom A	Global Human Resource Development	
1343		MT:Room 413	SHCS: The Problem of Being Foreign	
1344		LW:Regency Ballroom A	JS: Inclusive Governance Theory	
1345		MT:Grand Ballroom C	SHCS: New Political Risks and Perspectives	
1348		SH:Liberty A - Table A3	SHCS: Global Leadership Development	
1349		SH:Liberty A - Table A4	IP: Entrepreneurial Process II	
4:10pm		1350	SH:Liberty B - Table B1	IP: Global Economy
	1351	SH:Liberty B - Table B2	IP: Learning Across National Boundaries	
	1357	SH:Liberty C - Table C4	IP: Outsourcing and Offshoring	
	1424	MT:Franklin 12	IP: Top Management Influence II	
	1434	MT:Franklin 3	JS: Community entrepreneurship	
	1435	MT:Franklin 4	Diversification & Governance	
	1436	MT:Room 414	Barry Richman Dissertation Award Finalists Session	
5:30pm	1447	SH:Liberty C - Table C3	MNC Subsidiaries in the Spot Light	
	1499	MT:Franklin 4	IP: Public Policy Influence on Firms	
7:00pm	1514	MT:Grand Ballroom E	International Management Division Business Meeting	
Wed	7:30am	1518	MT:Franklin 4	International Management Division Social
	8:30am	1518	MT:Franklin 4	IMD Member Feedback Meeting
		1529	CC:Room 111A	JS: Boundaryless Careers Across Cultures
		1544	MT:Franklin 3	Firm International Performance
		1545	MT:Room 413	Institutional Imperfections
		1546	MT:Room 414	Another Glimpse into Internationalization
		1547	MT:Room 415	International OB
		1557	SH:Liberty C - Table C2	IP: Social Networks in a Competitive Environment
	1571	MT:Grand Ballroom J	JS: Achieving Coordination in Distributed Work	
	10:40am	1612	MT:Franklin 3	MNC Structure and Performance
		1613	MT:Franklin 4	International HRM
		1614	MT:Room 413	Strategic Idiosyncrasies in Emerging Markets
		1615	MT:Room 414	IJV: Motivation, Evolution and Performance
		1616	MT:Room 415	Expatriate Effectiveness
		1617	SH:Liberty A - Table A1	IP: Competitive Dynamics of Firms II
		1624	SH:Liberty B - Table B4	IP: Research on Institutions
		1625	SH:Liberty C - Table C1	IP: Innovation and Organizational Design
1627	SH:Liberty C - Table C3	IP: Reputation and Legitimacy		

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Day	Start	#	Location	Session Information
Fri	1:00pm	13	MT:Room 403	SPDW: Strategy as Design
	3:00pm	31	LW:Washington A	Creating and Developing your Consulting Practice
		33	LW:Washington B	SPDW: Art & Skill of Ai Questions
		35	LW:Congress B	SPDW: SPARC Educ & Learning Session
	4:30pm	46	LW:Washington A	SPDW: Multiple Perspectives on Change
	6:00pm	57	LW:Washington A	SPDW: Exploiting Technology in Your Consulting Services
		65	LW:Howe	SPDW: Sustainable Practice Action Research Reception
	7:00pm	69	LW:Washington A	SPDW: Mastering Transfo Change
	Sat	8:00am	90	LW:Congress A
8:30am		105	LW:Regency Ballroom A	SPDW: TransOrg Development
		106	LW:Commonwealth A2	SPDW: Appreciating Role of Shadow
		108	OS:Constitution Center	SPDW: Experience Management at the Constitution Center
9:00am		120	LW:Congress A	SPDW: Using Somatic Awareness in Consulting and Learning
		132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res
10:00am		148	LW:Commonwealth D	SPDW: Strategic Org. Development
10:30am		154	LW:Congress A	SPDW: Doing OD in Alien Worlds: Dealing With Dilemmas
12:00pm		176	LW:Regency Ballroom A	SPDW: Bringing Practice Back into our Scholarship
12:45pm		187	LW:Congress A	SPDW: Good Consulting on the Inside
1:00pm		195	LW:Congress B	SPDW: Forum for Consulting Curricula
		201	LW:Lescaze	SPDW: Strategies and Tactics for Coaching Teams
2:00pm		218	LW:Congress A	SPDW: Lessons Learned
		219	LW:Congress B	SPDW: Strategy Storytelling Complexi
3:30pm		241	LW:Congress B	Training MCs in AR
4:00pm		246	LW:Congress A	SPDW: Creating Business Models
4:30pm		251	LW:Congress B	Extending the new rigor
5:00pm		257	LW:Congress B	Academic RM for MC
6:00pm		268	LW:Congress B	Intervention-Research
		272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary
7:00pm		278	LW:Congress B	Consultant as ARer
Sun	8:00am	296	LW:Congress A	Management Consulting Division Doctoral Consortium
		300	LW:Howe	SPDW: High Impact Change Exercises
		304	LW:Congress B	SPDW: SPARC Research & Publication
	2:00pm	422	LW:Congress A	MC Executive Committee Meeting
		424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project
	Mon	8:00am	479	LW:Commonwealth A1
8:30am		536	LW:Regency Ballroom C1	Intellectual Capital
10:40am		664	LW:Regency Ballroom C1	Managing People, Knowledge, and Relationships in...
		692	LW:Commonwealth D	JS: Appreciative Inquiry 20 Years
12:20pm		776	LW:Regency Ballroom C1	Evaluating Choices: Consulting and Leadership
2:30pm		884	SH:Liberty B - Table B1	IP: Implementation of and Resistance to Change I
		889	SH:Liberty C - Table C2	IP: Boards of directors/advisors
		892	LW:Regency Ballroom C1	Value Creation in Consulting
4:10pm		998	LW:Regency Ballroom C1	New American Workplace
5:20pm		1040	LW:Regency Ballroom C1	MC Business Mtg & Awards
6:15pm		1058	LW:Regency Ballroom C2	MC Social Hour
7:30pm		1073	OS:Twenty21	Members and Friends Dinner
Tue		8:30am	1137	LW:Regency Ballroom C1
	1138		CC:Exhibit Hall C - MC	MC Division Visual Papers Session ☺
	1141		LW:Congress A	JS: Legacy of Douglas McGregor
	1164		LW:Commonwealth C	JS: Collaborative Mgt Research
	10:30am	1245	SH:Liberty B - Table B2	IP: Competitive Dynamics of Firms III
		1252	LW:Regency Ballroom C1	MC Town Hall/Working Session
		1275	LW:Commonwealth C	JS: Developing Leadership Cultures

Day	Start	#	Location	Session Information
Tue	2:30pm	1345	MT:Grand Ballroom C	SHCS: Global Leadership Development
		1353	SH:Liberty B - Table B4	IP: Psychological Ownership and Commitment
		1356	SH:Liberty C - Table C3	IP: The Strategic Planning Process II
		1358	LW:Regency Ballroom C1	JS: Consultants Creating Knowledge
		1449	LW:Regency Ballroom B	Coaching Education in Academia
Wed	8:30am	1450	LW:Regency Ballroom C1	Relationships in Consulting
		1555	SH:Liberty B - Table B4	IP: Socially responsible values
		1573	LW:Congress C	JS: Assessing Workplace Civility
	9:00am	1574	LW:Commonwealth D	JS: Doing Global OD Work
		1591	LW:Regency Ballroom C1	Understanding the Unseen
	10:40am	1617	SH:Liberty A - Table A1	IP: Competitive Dynamics of Firms II
		1619	SH:Liberty A - Table A3	IP: Executive Compensation
		1631	LW:Regency Ballroom C1	JS: Executive Coaching Theory and

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Management Education & Development

Program Chair: Alvin Hwang, Pace U.
Professional Development Workshop Chair: Katherine A. Karl, Marshall U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	19	CC:Room 112A	Success in the Classroom	
		20	CC:Room 112B	Peer Evaluation of Team Member	
		23	MT:Room 411 & 412	SPDW: Innovative teaching techniques	
	2:30pm	29	CC:Room 112B	Practicing what we preach	
	3:00pm	33	LW:Washington B	SPDW: Art & Skill of Ai Questions	
		34	LW:Congress A	SPDW: Reflection on Lived Experience	
	4:00pm	42	CC:Room 112A	SPDW: A Pledge for Teaching	
	5:00pm	48	CC:Room 107A	Intuition in the MBA	
	6:00pm	58	CC:Room 110A	MED Writers Workshop	
		65	LW:Howe	SPDW: Sustainable Practice Action Research Reception	
Sat	7:30am	72	CC:Room 107A	SPDW: Service-Learning and Live Case	
	8:00am	84	CC:Room 104B	SPDW: A Philadelphia Experience	
	8:30am	108	OS:Constitution Center	SPDW: Experience Management at the Constitution Center	
	9:00am	121	CC:Room 103C	4 P's of Teaching Creativity	
		125	CC:Room 105B	SPDW: Teaching Leadership	
		136	MT:Room 309	SPDW: Teaching Well With Technology	
	9:30am	140	CC:Room 103A	SPDW: Transformative Learning	
	10:00am	142	MT:Liberty Ballroom A	SPDW: Capstone Course is Dead?	
		143	MT:Franklin 4	SPDW: Thinking critically	
		150	MT:Franklin 6	SPDW: Teaching Across the Curriculum	
	10:30am	155	CC:Room 112A	SPDW: Managing Outsourced Resources	
	12:00pm	178	MT:Room 309	SPDW: Teaching Ethics	
	12:30pm	181	CC:Room 108A	SPDW: Reducing Attrition in Doctoral Programs	
	1:00pm	195	LW:Congress B	SPDW: Forum for Consulting Curricula	
		196	CC:Room 103B	SPDW: Management Education: Global	
		201	LW:Lescage	SPDW: Strategies and Tactics for Coaching Teams	
	1:30pm	207	CC:Room 109B	SPDW: SHRM Focus On HR Education	
		209	CC:Room 112A	SPDW: Ethical Codes and Practices in Higher Education	
		210	CC:Room 113C	SPDW: Developing Global Leaders	
	3:00pm	234	CC:Room 112A	SPDW: Online Teaching	
		235	CC:Room 107A	SPDW: Teaching 21st Century Management	
	4:30pm	252	CC:Room 104A	Learning from F1 Motor Racing	
	6:00pm	269	MT:Grand Ballroom D	SPDW: NDSC/MED Reception	
		272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
	8:00pm	279	OS:Fox School at Temple U.	Rock and Roll BIZ	
	Sun	7:00am	281	CC:Room 108A	SPDW: New Dimensions of Management E-Media
		8:00am	288	MT:Grand Ballroom K	SPDW: New Approaches:Teaching Strat.
294			CC:Room 111B	SPDW: Teaching Courses on "Diversity in Organizations"	
300			LW:Howe	SPDW: High Impact Change Exercises	
305			LW:Commonwealth D	SPDW: Int'l Master Programs	
308			LW:Commonwealth A1	SPDW: Ethics: Doing What We Should?	
309		MT:Grand Ballroom B	SPDW: Classroom Management		
8:20am		310	CC:Room 107B	SPDW: HBS Moral Leader - DIY	
9:30am		345	CC:Room 108A	Doctoral & New Faculty Program	
10:00am		364	CC:Room 105B	Wall Street Journal	
		371	LW:Commonwealth B	SPDW: Management & the Constitution	
10:10am		375	CC:Room 104B	Management's Hippocratic Oath	
10:30am		384	LW:Howe	SPDW: Chairing Dissertations	
11:00am		387	CC:Room 105B	Teaching With Games In Spain	
1:00pm		412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals	
2:00pm		424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project	
3:30pm		442	CC:Room 104B	MED Executive Committee Meeting	


Day	Start	#	Location	Session Information	
Mon	8:30am	537	CC:Room 108B	Career Development	
		538	CC:Room 109A	Internship and Action Learning	
		539	CC:Room 109B	Positioning Business Schools for the Future	
		553	CC:Room 103B	JS: Group Learning	
	8:50am	579	LW:Washington B	JS: Sustainability in Management Education	
	10:40am	619	CC:Room 111B	JS: Learning to Lead in India	
		665	CC:Room 109A	Classroom Attitudes: Ethics	
		666	CC:Room 109B	MED Keynote: Transforming Ed	
		710	MT:Franklin 8	JS: Qualitative research	
	12:00pm	720	MT:Grand Ballroom E	MED Chairs` Lunch/NAME Speaker	
	12:20pm	767	SH:Liberty A - Table A3	IP: Faculty Performance	
		774	SH:Liberty C - Table C3	IP: Employee-employer relationship	
		777	CC:Room 109A	Classroom Perspectives and Skills Development	
	2:30pm	893	CC:Room 109A	Management Research: Making it Work	
894		CC:Room 109B	Leadership Development:Insight		
4:10pm	999	CC:Room 108B	Management Education: Value		
	1000	CC:Room 109A	Teaching Approaches in Business Schools		
	1001	CC:Room 109B	Bridging Frames		
Tue	8:30am	1139	CC:Room 109A	Virtual Learning: Sensitivity and Values	
		1140	CC:Room 109B	Being and Becoming a Management Education Scholar	
	10:30am	1212	MT:Grand Ballroom B	SHCS: Interdiscipl. Career Theory	
		1234	CC:Room 112A	JS: Surviving the Perfect Storm	
		1242	SH:Liberty A - Table A3	IP: Individual Learning and Knowledge Sharing II	
		1253	CC:Room 109A	Teaching Management: Using Experience and Practice	
	2:30pm	1254	CC:Room 109B	Online Learning: Results	
		1345	MT:Grand Ballroom C	SHCS: Global Leadership Development	
		1359	CC:Room 109A	Leadership Qualities and Service Learning	
	4:10pm	1360	CC:Room 109B	JS: Strategic Online Learning	
		1433	CC:Room 113B	JS: Action Learning Shared Leader	
		1442	SH:Liberty B - Table B2	IP: Management Education	
		1451	CC:Room 109A	Teaching Strategy: Different Options	
	5:30pm	1452	CC:Room 109B	Teaching Service Management	
		1500	CC:Room 109A	MED Business Meeting & Awards	
		1515	MT:Independence Ballroom	MED Social Event	
	Wed	7:00am	1516	CC:Room 109B	MED Executive Breakfast Planning Meeting
		8:30am	1552	SH:Liberty B - Table B1	IP: Individual Learning and Knowledge Sharing III
			1560	CC:Room 109A	Teaching Management: Issues and Practices
1561			CC:Room 109B	JS: Doing Well in the Curriculum	
10:40am		1629	CC:Room 109A	Using Teams in the Classroom	
		1630	CC:Room 109B	Blood & Guts: New Findings for Ethics Pedagogy	
		1631	LW:Regency Ballroom C1	JS: Executive Coaching Theory and	

Management Education & Development Acknowledgements

- Bryan Adkins, U. of San Francisco, United States
 Shamsuddin Ahmed, KIMEP, KAZAKHSTAN
 Hamid Akbari, Northeastern Illinois U., United States
 Greg Alan, The George Washington U., United States
 Darlene Alexander-Houle, U. of Phoenix, United States
 Brad Altemeyer, south texas college, United States
 Kathleen Andrews, Indiana Wesleyan U., United States
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Management History

Program Chair: John Humphreys, Texas A&M U.
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Day	Start	#	Location	Session Information
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III
		21	OS:MH Boxly Tour	Tour of "BOXLY"
Sat	8:30am	104	LW:Congress C	Introduction to the Academy
	1:00pm	197	LW:Commonwealth A1	Investment Research Challenge
	2:00pm	220	LW:Commonwealth A1	Take a Ride on the Reading
221		LW:Congress C	Industrial Management Films: Past & Present	
Sun	9:00am	335	LW:Commonwealth A2	Getting Published
	10:30am	383	LW:Commonwealth A2	Managing Your Dissertation
	3:30pm	443	LW:Commonwealth A2	MH Executive Committee Meeting
Mon	8:00am	480	LW:Congress A	Welcome
	8:30am	540	LW:Congress A	Understanding Management: Searching the Archives
	9:00am	591	CC:Exhibit Hall C - MH	Management History 
	10:40am	667	LW:Congress A	Chuck Wrege Remembers
	12:20pm	778	LW:Congress A	Critical Turns in Civilization
		888	SH:Liberty C - Table C1	IP: Issues in Research II
	895		LW:Congress A	Management Pioneers
	4:10pm	1002	LW:Congress A	Richard M. Hodgetts Award
	5:30pm	1045	LW:Congress A	Management History Division Business Meeting
	6:30pm	1060	LW:Regency Ballroom A	Management History Reception
Tue	8:30am	1141	LW:Congress A	JS: Legacy of Douglas McGregor
		1174	MT:Grand Ballroom D	JS: Business and Federalism
	10:30am	1255	LW:Congress A	Organizational Systems
	2:30pm	1349	SH:Liberty A - Table A4	IP: Global Economy
		1361	LW:Congress A	Historical Performance, Strategy, and Evolution
4:10pm	1390	MT:Room 403	JS: Historians on Firm Evolution	
	1443	SH:Liberty B - Table B3	IP: Executive Succession and Influence	
Wed	8:30am	1447	SH:Liberty C - Table C3	IP: Public Policy Influence on Firms
		1549	SH:Liberty A - Table A2	IP: Corporate social responsibility
		1574	LW:Commonwealth D	JS: Doing Global OD Work

Management History Acknowledgements

- Dannie Reed Abraham, U. of Mississippi, UNITED STATES
 David Ahlstrom, Chinese U. of Hong Kong, HONG KONG
 Mohammed R Ahmed, Ameer U., UNITED STATES
 Darlene Alexander-Houle, U. of Phoenix, UNITED STATES
 Yvonne A Athanasaw, Strayer U., UNITED STATES
 Lynn W Bakstran, Boston U., UNITED STATES
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 Yusuf M. Sidani, American U. of Beirut, LEBANON
 Aditya Simha, Washington State U., UNITED STATES
 Laura Singleton, Boston College, UNITED STATES
 Mika Skippari, U. of Tampere, FINLAND
 Fred Slack, IUP, UNITED STATES
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 James C Spee, U. of Redlands, UNITED STATES
 Chester S Spell, Rutgers U., UNITED STATES
 Timothy Guy Staley, Keller Graduate School of Management, UNITED STATES
 Andrew B Staley, Bloomsburg U. of Pennsylvania, UNITED STATES
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 Michael P. Taylor, Stevens Institute of Technology, UNITED STATES
 Julia Teahen, Baker College, UNITED STATES
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Management Spirituality & Religion

Program Chair: Kathy Lund Dean, Idaho State U.
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Day	Start	#	Location	Session Information	
Fri	5:30pm	52	LW:Washington B	MSR Doctoral Student and Junior Faculty Consortium	
	6:00pm	65	LW:Howe	SPDW: Sustainable Practice Action Research Reception	
Sat	7:00am	70	LW:33rd Floor Terrace	MSR Meditation Session	
	8:00am	91	LW:Commonwealth A1	Freedom to be the First	
	8:30am	106	LW:Commonwealth A2	SPDW: Appreciating Role of Shadow	
	9:00am	123	LW:Regency Ballroom C2	MSR Doctoral Student/New Faculty Consortium	
		124	LW:Commonwealth A1	SPDW: Helping Companies Do Good	
	10:00am	147	LW:Commonwealth B	SPDW: Regulating spirituality	
	11:30am	163	LW:Congress C	SPDW: Urban Social Entrepreneurship	
	12:30pm	182	LW:Commonwealth B	Katrina, Faith, and AI	
	1:00pm	199	LW:Commonwealth C	St. John of the Cross	
	4:00pm	247	LW:Regency Ballroom C2	Develop Engaged Workforce	
	6:00pm	272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
	Sun	7:00am	281	CC:Room 108A	SPDW: New Dimensions of Management E-Media
			282	LW:33rd Floor Terrace	MSR Meditation Session
		8:00am	297	LW:Regency Ballroom C1	SPDW: The Global Brain
8:20am		310	CC:Room 107B	SPDW: HBS Moral Leader - DIY	
8:30am		318	LW:Commonwealth B	SPDW: The Leadership Wheel	
9:30am		347	LW:Congress C	Publishing on Spirituality	
10:00am		357	CC:Room 103B	SPDW: Religion and Work Research	
10:30am		384	LW:Howe	SPDW: Chairing Dissertations	
		385	LW:Congress C	SPDW: Beyond Bounded Rationality	
1:00pm		412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals	
3:30pm		445	LW:Commonwealth B	MSR Executive Committee Meeting	
Mon	7:00am	475	LW:33rd Floor Terrace	MSR Meditation Session	
	8:30am	542	LW:Congress B	Paradigms and Contexts	
	10:40am	671	LW:Congress B	JS: Entrepreneurship Spirituality	
	12:20pm	782	LW:Congress B	MSR "Pipeline" Paper Workshop	
	2:30pm	900	LW:Congress B	Spiritual Engagement	
	4:10pm	1006	LW:Congress B	JS: Leadership & Sustainability	
Tue	7:00am	1076	LW:33rd Floor Terrace	MSR Meditation Session	
	8:30am	1135	SH:Liberty C - Table C3	IP: Stress, Well-being, and Work-family Conflict	
		1136	SH:Liberty C - Table C4	IP: Studying Culture	
		1145	LW:Congress B	Spiritual Leadership	
	10:30am	1258	LW:Congress B	Affect & Spirituality at Work	
	2:30pm	1364	LW:Congress B	Teaching Non Linearity	
	4:10pm	1439	SH:Liberty A - Table A3	IP: Team Leadership	
		1440	SH:Liberty A - Table A4	IP: The Context of Ethical Behavior	
	5:30pm	1502	LW:Congress B	MSR Business Meeting	
	6:30pm	1510	LW:Congress B	MSR Social	
Wed	7:00am	1517	LW:33rd Floor Terrace	MSR Meditation Session	

Management Spirituality & Religion Acknowledgements

Nasir Afghan, Lahore U. of Management Sciences, PAKISTAN
 Rakesh Kumar Agrawal, Institute of Management Technology, INDIA
 Kathleen Andrews, Indiana Wesleyan U., UNITED STATES
 J B Arbaugh, U. of Wisconsin, Oshkosh, UNITED STATES
 Stephan Philip Belding, U. of Phoenix, UNITED STATES
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 alex polacco, School of Global Management and Leadership, UNITED STATES
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Managerial & Organizational Cognition

Program Chair: Luis Martins, Georgia Institute of Technology
 Professional Development Workshop Chair: Richard S. Blackburn, U. of North Carolina, Chapel Hill

Day	Start	#	Location	Session Information	
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III	
		13	MT:Room 403	SPDW: Strategy as Design	
		22	CC:Room 104B	Learning from Disaster	
	3:00pm	33	LW:Washington B	SPDW: Art & Skill of Ai Questions	
	6:00pm	64	MT:Room 411 & 412	SPDW: OMT/ODC/MOC Doctoral Students Consortium	
Sat	8:00am	84	CC:Room 104B	SPDW: A Philadelphia Experience	
	9:00am	122	CC:Room 104B	Positive Leadership	
		129	MT:Room 307	SPDW: Learning from Failure	
		131	MT:Room 411 & 412	SPDW: OMT/ODC/MOC Doctoral Students Consortium	
	9:30am	140	CC:Room 103A	SPDW: Transformative Learning	
	11:30am	162	CC:Room 113C	SPDW: Leadership and Decision Making	
	1:00pm	198	CC:Room 103A	Sensemaking/National Security	
	1:30pm	211	CC:Room 105B	SPDW: Identity and Leadership	
	4:00pm	248	MT:Franklin 6	SPDW: Simulation in Organization Theory	
	Sun	7:00am	281	CC:Room 108A	SPDW: New Dimensions of Management E-Media
		8:00am	308	LW:Commonwealth A1	SPDW: Ethics: Doing What We Should?
8:30am		316	CC:Room 113C	SPDW: Joint AoM Editor's Panel	
		317	CC:Room 113A	Cognition in the Rough	
		320	MT:Room 408 & 409	SPDW: Are We Engaged As Scholars?	
9:00am		330	CC:Room 103A	SPDW: Negotiating your First Job	
9:30am		346	CC:Room 112B	Storylistening and Strategy	
10:00am		353	CC:Room 108B	SPDW: Making the Most of Your Sabbatical	
		368	MT:Grand Ballroom B	SPDW: Joint Macro Editors' Panel	
		371	LW:Commonwealth B	SPDW: Management & the Constitution	
1:00pm		412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals	
2:00pm		423	MT:Room 411 & 412	Publishing in US Journals	
3:30pm		444	CC:Room 112B	MOC Executive Committee Meeting	
Mon		8:30am	525	SH:Liberty A - Table A2	IP: Attributes of Entrepreneurs I
			531	SH:Liberty B - Table B4	IP: Inter-team Relations
			541	CC:Room 110A	Innovation, Creativity, and Knowledge Transfer
	554		MT:Liberty Ballroom B	JS: New Frontiers in Creativity	
	9:00am	592	CC:Exhibit Hall C - MOC	Empirical Strides in MOC	
		593	CC:Room 113A	MOC Welcome w/ Denise Rousseau	
	10:40am	659	SH:Liberty B - Table B4	IP: Identities in Organizations	
		661	SH:Liberty C - Table C2	IP: Performance of M&As	
		663	SH:Liberty C - Table C4	IP: Workplace Deviance	
		668	CC:Exhibit Hall C - MOC	Conceptual Developments in MOC	
		669	CC:Room 110A	Interpersonal Relationships I	
		670	CC:Room 113A	JS: Shifting & Contested Identity	
		684	MT:Liberty Ballroom A	JS: Power, Certainty, and Ambivalence	
		685	MT:Grand Ballroom C	SHCS: Identity Construction	
		704	CC:Room 108B	SHCS: Organizational Surprise	
		12:20pm	765	SH:Liberty A - Table A1	IP: Competitive Dynamics of Firms I
	768		SH:Liberty A - Table A4	IP: Identifying Entrepreneurial Opportunities I	
	779		CC:Room 107B	Organizational Image and Reputation	
	780		CC:Room 110A	Team Success Factors	
	781		CC:Room 113A	JS: Upper Echelons Cognition	
	790		CC:Room 103A	JS: Deconstructing Anger	
	791		CC:Room 103B	JS: Follower-Centered Perspectives	
	792		MT:Grand Ballroom A	SHCS: The Subtle Influence of Time	
	793		CC:Room 103C	JS: Identity and Deviance	
	808		MT:Grand Ballroom C	SHCS: Living With Typecasting	
	12:50pm		831	LW:Washington A	JS: Ethical Perceptions

Day	Start	#	Location	Session Information	
Mon	2:30pm	887	SH:Liberty B - Table B4	IP: Managerial Cognition and Decision Making	
		896	CC:Room 107B	Sensemaking by Individuals and Collectives	
		897	CC:Room 110A	Organizational Identity	
		898	CC:Room 113A	JS: Decision-Making Under Risk	
		899	MT:Grand Ballroom B	SHCS: Positive Identities	
		909	CC:Room 103C	JS: Great Expectations!	
		912	CC:Room 108B	SHCS: The Social Role of Emotion	
			916	MT:Grand Ballroom J	JS: Beyond Play
	4:10pm	978	CC:Room 113C	JS: Goals & Performance	
		989	SH:Liberty A - Table A4	IP: Top Management Influence I	
		1003	CC:Room 107B	Org. Identity Dynamics	
		1004	CC:Room 110A	Interpersonal Relationships II	
		1005	CC:Room 113A	The Next Generation: MOC Best Student Papers	
Tue	8:30am	1133	SH:Liberty C - Table C1	IP: Organizational Change II	
		1142	CC:Room 110A	Cognition Theory Building	
		1143	CC:Room 113A	JS: Bridging the Tech-Fuzzy Divide	
		1144	CC:Room 107B	JS: Meaning of Work	
		1154	CC:Room 103A	JS: New Perspectives in Motivation	
		1156	MT:Grand Ballroom C	SHCS: The Role of Emotion in Individual Decision-Making	
		1175	MT:Grand Ballroom B	SHCS: Self-Reinforcing Cycles	
	10:30am	1216	CC:Room 113A	JS: Emotions & Emotional Intelligence In Context	
		1244	SH:Liberty B - Table B1	IP: Cognition	
		1256	CC:Room 110A	Decision Making: The Role of Confidence	
		1257	CC:Room 108B	SHCS: Leadership in Institutions	
		1269	CC:Room 103B	JS: Automatic Social Cognition	
		1286	MT:Franklin 6	JS: Perspectives in Categorization	
	2:30pm	1347	SH:Liberty A - Table A2	IP: Creativity in the Organizational Context	
		1350	SH:Liberty B - Table B1	IP: Learning Across National Boundaries	
		1362	CC:Room 110A	Mental Models and Collective Logics	
		1363	CC:Room 113A	Emotions and Emotional Intelligence	
	4:10pm	1443	SH:Liberty B - Table B3	IP: Executive Succession and Influence	
		1453	CC:Room 110A	Organizational Identification	
		1454	CC:Room 113A	JS: Time, cognition, and action	
	5:30pm	1501	CC:Room 110A	MOC Business Meeting	
	6:30pm	1509	MT:Liberty Ballroom C	MOC Social Hour	
	Wed	8:30am	1554	SH:Liberty B - Table B3	IP: Power in Organizations II
1556			SH:Liberty C - Table C1	IP: Resources, Knowledge, and Firm Performance III	
1562			CC:Room 107B	Attributions in Organizations	
1563			CC:Room 110A	Learning in Teams	
1564			CC:Room 113A	Heuristics and Biases	
1569			CC:Room 103A	JS: Advancing Research on Emotion	
10:40am		1626	SH:Liberty C - Table C2	IP: Leadership Research	
		1627	SH:Liberty C - Table C3	IP: Reputation and Legitimacy	
		1632	CC:Room 107B	Social Cognition	
		1633	CC:Room 110A	Team Cognition: Shared Mental Models	
		1634	CC:Room 113A	Approaches to Decision Making	
		1635	CC:Room 111B	JS: Good Mourning	

Managerial & Organizational Cognition Acknowledgements

- Fran Ackermann, Strathclyde U., UNITED KINGDOM
 David Ahlstrom, Chinese U. of Hong Kong, HONG KONG
 Antti Ainamo, U. of Turku, FINLAND
 Ramon J. Aldag, U. of Wisconsin, Madison, UNITED STATES
 Marc H Anderson, U. of Waikato, NEW ZEALAND
 Meena Andiappan, Boston College, UNITED STATES
 Arifin Angrawan, Southern Illinois U., UNITED STATES
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 Deborah J Armstrong, U. of Arkansas, UNITED STATES
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 Andre Avramchuk, Kaiser Permanente, UNITED STATES
 Jeffrey J Bailey, U. of Idaho, UNITED STATES
 Bjørn Tallak Bakken, Norwegian Defence Academy, NORWAY
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 Peter Bemski, Regis U., UNITED STATES
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 Mamta Bhatt, Boston College, UNITED STATES
 Devashresh P Bhavne, U. of Minnesota, UNITED STATES
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 William P. Bottom, Washington U. in St. Louis, UNITED STATES
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 David V Day, Singapore Management U., SINGAPORE
 Alice De Koning, Georgia State U., UNITED STATES
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 Prarthan B. Desai, Indian Institute of Management Bangalore, INDIA
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 Vanessa Urch Druskat, U. of New Hampshire, UNITED STATES
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 Jeroen Kraaijenbrink, U. of Twente, NIKOS, NETHERLANDS
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Operations Management

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Professional Development Workshop Chair: Elliot Bendoly, Emory U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	23	MT:Room 411 & 412	SPDW: Innovative teaching techniques	
		24	MT:Independence III	SPDW: Hamlet's Dagger	
Sat	8:00am	94	MT:Franklin 7	SPDW: Sys. in Health Care Sourcing	
	8:30am	108	OS:Constitution Center	SPDW: Experience Management at the Constitution Center	
		110	MT:Grand Ballroom C	SPDW: Process Research Methods Workshop	
	9:30am	137	MT:Room 413	SPDW: Alliance Portfolios	
	10:10am	151	MT:Room 410	SPDW: The OM/IT Interface	
	12:00pm	173	MT:Independence I & II	Operations Management Doctoral Consortium Luncheon	
		176	LW:Regency Ballroom A	SPDW: Bringing Practice Back into our Scholarship	
	1:00pm	202	MT:Independence I & II	Operations Management Doctoral Consortium	
		203	MT:Room 301	SPDW: Teaching Project Management	
	2:00pm	222	MT:Room 413	SPDW: The Management of Large Projec	
		223	MT:Franklin 3	SPDW: Latent Growth Modeling	
	5:00pm	254	LW:Congress A	SPDW: Publishing on Both Sides of the Atlantic	
	5:30pm	263	MT:Independence I & II	OM Doctoral Consortium Reception	
Sun	8:00am	301	MT:Room 301	SPDW: Sustainable Supply Chain Manag	
		302	MT:Room 307	SPDW: How to Study Proj. Management	
		308	LW:Commonwealth A1	SPDW: Ethics: Doing What We Should?	
	9:00am	328	MT:Room 306	SPDW: Experiments for Macro Research	
	9:30am	350	MT:Room 307	SPDW: Operations and Ethics I	
	10:00am	371	LW:Commonwealth B	SPDW: Management & the Constitution	
		372	MT:Room 309	SPDW: Comparative Visualization Techniques	
	11:00am	389	MT:Room 307	SPDW: Operations and Ethics II	
	2:00pm	424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project	
	3:30pm	448	MT:Room 403	OM Executive Committee Meeting	
	Mon	8:30am	533	SH:Liberty C - Table C2	IP: Organizational Design I
			559	MT:Franklin 13	OM Division Welcome & Breakfast
		9:00am	594	MT:Franklin 13	The Soft Side of OM
10:40am			655	SH:Liberty A - Table A4	IP: Learning in the Context of Teams
		693	CC:Exhibit Hall C - OM 1	Supply Chains International ☞	
		694	CC:Exhibit Hall C - OM 2	Strategy, Corporate Culture & OM ☞	
12:20pm		695	MT:Franklin 13	JS: Meet the Journal Editors	
		801	MT:Franklin 13	Interdisciplinary Operations Management	
2:30pm		802	CC:Exhibit Hall C - OM 1	Operations & ERP ☞	
		890	SH:Liberty C - Table C3	IP: Supply Chain Design I	
4:10pm	920	MT:Franklin 13	Jnl Operations Mgt Best Paper		
	1021	MT:Franklin 13	Operations Division Business Meeting & Awards		
6:00pm	1057	MT:Franklin 2	OM Division Social		
Tue	8:30am	1165	MT:Franklin 13	Product & Process Development & Change	
	10:30am	1208	MT:Franklin 2	JS: Performance Measurement	
		1250	SH:Liberty C - Table C3	IP: Supply Chain Design II	
		1276	MT:Franklin 13	Research & Practice in Operations Management	
	2:30pm	1351	SH:Liberty B - Table B2	IP: Outsourcing and Offshoring	
		1354	SH:Liberty C - Table C1	IP: Role of Organizational Leaders in Innovation	
		1356	SH:Liberty C - Table C3	IP: The Strategic Planning Process II	
		1382	MT:Franklin 13	Project Management & Firm Success	
	4:10pm	1438	SH:Liberty A - Table A2	IP: Supply Chain Design III	
		1470	MT:Franklin 13	The Human Side of Operations Management	
1471		MT:Room 405	Supply Chain Strategy		
Wed	8:30am	1575	MT:Franklin 13	Lean Manufacturing & Quality Processes	
	10:40am	1647	MT:Franklin 13	The Factory View of Operations	

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 Prof. Shamsuddin Ahmed, KIMEP, KAZAKHSTAN
 Kamrul Ahsan, Auckland U. of Technology, NEW ZEALAND
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Organization & Management Theory

Program Chair: William Ocasio, Northwestern U.

Professional Development Workshop Chair: Henrich R. Greve, BI Norwegian School of Management

Day	Start	#	Location	Session Information	
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III	
		14	MT:Room 407	SPDW: Raising the Bar:Trust Research	
		25	MT:Independence I & II	SPDW: Agency, Structure, Institution	
		26	MT:Liberty Ballroom B	SPDW: Introduction to Social Networks Research	
	3:30pm	36	MT:Room 407	SPDW: Trust Workshop	
		37	MT:Room 411 & 412	SPDW: Topography of Entrepreneurship	
	4:00pm	39	MT:Room 403	SPDW: Clarifying Comp. Advantage	
		44	MT:Independence I & II	SPDW: Estimating HLM as SEM	
	6:00pm	63	MT:Room 408 & 409	OMT Junior Faculty Consortium	
		64	MT:Room 411 & 412	SPDW: OMT/ODC/MOC Doctoral Students Consortium	
Sat	8:00am	90	LW:Congress A	SPDW: Org Diagnosis: A New Paradigm	
		95	MT:Room 408 & 409	OMT Junior Faculty Consortium	
	8:30am	106	LW:Commonwealth A2	SPDW: Appreciating Role of Shadow	
		110	MT:Grand Ballroom C	SPDW: Process Research Methods Workshop	
		111	LW:Washington B	SPDW: Pro-poor For-profit Ventures	
	9:00am	118	MT:Room 414 & 415	SPDW: Philosophical Foundations	
		128	MT:Franklin 3	SPDW: Does STS mean business?	
		129	MT:Room 307	SPDW: Learning from Failure	
		130	MT:Room 305	SPDW: Group Process & Cross Level	
		131	MT:Room 411 & 412	SPDW: OMT/ODC/MOC Doctoral Students Consortium	
	9:30am	137	MT:Room 413	SPDW: Alliance Portfolios	
		138	MT:Room 303	SPDW: Ethnic Networks & Innovation	
	10:00am	147	LW:Commonwealth B	SPDW: Regulating spirituality	
	12:00pm	174	MT:Franklin 4	SPDW: Advanced Social Networks	
		176	LW:Regency Ballroom A	SPDW: Bringing Practice Back into our Scholarship	
	12:30pm	183	MT:Grand Ballroom A	SPDW: Corporations and Democracy	
	1:00pm	188	MT:Franklin 8	SPDW: Publishing Intl Strat Research	
	2:30pm	228	MT:Grand Ballroom B	SPDW: OMT in the MBA curriculum	
	3:00pm	236	MT:Grand Ballroom A	SPDW: Strategic Organization SO/APBOX Roundtable	
	3:30pm	239	MT:Room 305	SPDW: High Growth SME's	
		242	CC:Room 105B	SPDW: Complex Sys. Leadership Theory	
		243	LW:Commonwealth C	SPDW: The Stakeholder Concept	
	4:00pm	248	MT:Franklin 6	SPDW: Simulation in Organization Theory	
	5:30pm	264	MT:Grand Ballroom C	Meet OMT reception	
	Sun	7:00am	281	CC:Room 108A	SPDW: New Dimensions of Management E-Media
		8:00am	290	MT:Liberty Ballroom A	SPDW: Partners, Lovers, or Friends
		8:30am	316	CC:Room 113C	SPDW: Joint AoM Editor's Panel
320			MT:Room 408 & 409	SPDW: Are We Engaged As Scholars?	
9:00am		327	MT:Grand Ballroom C	SPDW: Doing Strategy Research in Emerging Economies	
		328	MT:Room 306	SPDW: Experiments for Macro Research	
		329	MT:Grand Ballroom I	SPDW: Researching and Publishing on Strategy-as-Practice	
		331	MT:Room 414 & 415	SPDW: Latin America Critical OS	
		337	MT:Room 411 & 412	OMT Dissertation workshop	
10:00am		368	MT:Grand Ballroom B	SPDW: Joint Macro Editors' Panel	
		371	LW:Commonwealth B	SPDW: Management & the Constitution	
10:30am		381	MT:Grand Ballroom K	SPDW: Industry Structure	
1:00pm		412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals	
3:30pm		449	MT:Room 408 & 409	OMT Executive Committee Meeting	

Day	Start	#	Location	Session Information		
Mon	8:30am	496	MT:Franklin 2	JS: Philosophy of Science and Strategic Organization		
		497	MT:Grand Ballroom B	SHCS: Industry Architecture Dynamics		
		528	SH:Liberty B - Table B1	IP: Integration Post-M&A		
		530	SH:Liberty B - Table B3	IP: Inter-firm Collaboration		
		533	SH:Liberty C - Table C2	IP: Organizational Design I		
		560	MT:Franklin 6	Grade of Membership		
		561	MT:Franklin 7	OMT Distinguished Scholar		
		562	MT:Room 402	Emergence and Dynamics of Organizational Routines		
		563	MT:Room 403	Entrepreneurship in Organizations		
		564	MT:Room 404	Institutionalization		
		565	MT:Room 401	JS: Professional Service Firms		
		566	MT:Franklin 5	JS: Micro-Mechanisms		
		9:00am	595	CC:Exhibit Hall C - OMT 1	Organizational and Managerial Cognition ☞	
			596	CC:Exhibit Hall C - OMT 2	Institutional Change ☞	
		10:40am		616	MT:Franklin 1	JS: Post-Contracting Processes
				654	SH:Liberty A - Table A3	IP: Inter-organizational Knowledge Transfer
657	SH:Liberty B - Table B2			IP: Attributes of Entrepreneurs II		
685	MT:Grand Ballroom C			SHCS: Identity Construction		
686	MT:Grand Ballroom A			SHCS: Future Directions of Team Learning Research		
696	MT:Franklin 6			Industry Dynamics		
697	MT:Franklin 7			Bringing the M into OMT		
698	MT:Room 401			Professions		
699	MT:Room 402			Strategic Adaptation and Dynamic Capabilities		
700	MT:Room 403			In the Boardroom: New Theories, New Observations		
701	MT:Room 404			Legitimation in Organizations and Fields		
702	CC:Exhibit Hall C - OMT 1			Organizational Forms and Structure ☞		
703	CC:Exhibit Hall C - OMT 2			Social Networks and Embeddedness ☞		
704	CC:Room 108B			SHCS: Organizational Surprise		
705	MT:Franklin 5			JS: Giddens and Structuration Theo		
710	MT:Franklin 8			JS: Qualitative research		
718	MT:Grand Ballroom L			JS: Open Source Corporate Strategy		
12:20pm				734	MT:Grand Ballroom D	JS: Entrepreneurship & Strategy
		735	MT:Franklin 2	JS: Scientists and Innovation		
		743	MT:Grand Ballroom I	JS: Goodness, Identity, and Selves		
		753	LW:Commonwealth A2	JS: Identity Change		
		764	CC:Room 108B	SHCS: multinationality & performance		
		765	SH:Liberty A - Table A1	IP: Competitive Dynamics of Firms I		
		769	SH:Liberty B - Table B1	IP: Inter-firm Partnerships		
		770	SH:Liberty B - Table B2	IP: International Ownership and Strategic Alliances		
		772	SH:Liberty C - Table C1	IP: MNC Networks		
		803	MT:Franklin 6	Geography and Organizations		
		804	MT:Room 401	Status		
		805	MT:Room 403	Politics & Corp. Governance		
		806	CC:Exhibit Hall C - OMT 1	Interorganizational Networks ☞		
		807	MT:Grand Ballroom B	SHCS: Toward a Theory of Complexity for Management		
		808	MT:Grand Ballroom C	SHCS: Living With Typecasting		
		809	MT:Franklin 7	JS: E-Mail Data in Social Network Analysis		
		823	MT:Grand Ballroom K	JS: The Management of Science		
		12:40pm		826	MT:Franklin 5	Institutional Logics
827	MT:Room 404			JS: QCA and Set-Theoretic Methods		
828	LW:Washington B			JS: CSR in Professional Sport		
12:50pm		829	MT:Room 402	Strategic Adaptation		

Day	Start	#	Location	Session Information
Mon	2:30pm	887	SH:Liberty B - Table B4	IP: Managerial Cognition and Decision Making
		890	SH:Liberty C - Table C3	IP: Supply Chain Design I
		912	CC:Room 108B	SHCS: The Social Role of Emotion
		916	MT:Grand Ballroom J	JS: Beyond Play
		921	MT:Franklin 5	Institutional Conflict and Institutional Change
		922	MT:Franklin 6	Organizational Forms
		923	MT:Franklin 7	Brokerage and Closure
		924	MT:Room 401	Interorganizational Alliances and Performance
		925	MT:Room 402	Risk and Uncertainty
		926	MT:Room 403	Power in Governance
	927	CC:Exhibit Hall C - OMT 1	Institutions ☹	
	928	MT:Room 404	JS: Strategic Conversations	
	941	MT:Grand Ballroom L	JS: Open Source and Open Standards	
	4:10pm	954	MT:Grand Ballroom D	JS: Next Generation Offshoring
		987	SH:Liberty A - Table A2	IP: Organizational Learning
		989	SH:Liberty A - Table A4	IP: Top Management Influence I
		990	SH:Liberty B - Table B1	IP: Identifying Entrepreneurial Opportunities II
		991	SH:Liberty B - Table B2	IP: Resistance to change II
		993	SH:Liberty B - Table B4	IP: Managing Risk
		995	SH:Liberty C - Table C2	IP: Conflict and Negotiation II
996		SH:Liberty C - Table C3	IP: Entrepreneurial Process III	
997		SH:Liberty C - Table C4	IP: Human Resource Management I	
1022		MT:Franklin 5	Institutional theories	
1023	MT:Franklin 6	New Perspectives on Population Ecology		
1024	MT:Franklin 7	Building client relationships		
1025	MT:Room 401	Multiple and Changing Organizational Identities		
1026	MT:Room 402	Agendas and Sensemaking		
1027	MT:Room 403	Governance Mechanisms		
1028	CC:Exhibit Hall C - OMT 1	Organizational Change ☹		
1029	MT:Room 404	JS: Competing Rationalities in Organizations		
	5:40pm	1051	MT:Franklin 7	OMT Artifact and Business Meeting
	6:30pm	1063	MT:Franklin 5	OMT Social Hour
Tue	8:30am	1125	SH:Liberty A - Table A1	IP: Context of M&As
		1127	SH:Liberty A - Table A3	IP: Ethical Firm Behavior
		1129	SH:Liberty B - Table B1	IP: Individual Learning and Knowledge Sharing I
		1130	SH:Liberty B - Table B2	IP: Inter-firm Relationships
		1133	SH:Liberty C - Table C1	IP: Organizational Change II
		1134	SH:Liberty C - Table C2	IP: Organizational Design II
		1157	CC:Room 103C	JS: Change From Within
		1166	MT:Room 401	Agents of Organizational Change and Transformation
		1167	MT:Room 402	Intraorganizational Networks
		1168	MT:Room 403	Limits to Embeddedness
		1169	MT:Room 404	Framing & Mobilization
		1170	CC:Exhibit Hall C - OMT 1	Managing Individuals, Groups, and Organizations ☹
		1171	CC:Exhibit Hall C - OMT 2	Cultural and Institutional Logics and Practices ☹
		1172	MT:Franklin 5	JS: New Models of Organizational Learning
		1173	MT:Franklin 7	JS: Community Dynamics and Social Network Structures
		1174	MT:Grand Ballroom D	JS: Business and Federalism
		1175	MT:Grand Ballroom B	SHCS: Self-Reinforcing Cycles
		1176	MT:Grand Ballroom A	SHCS: Beyond the Fortune 500
	8:40am	1187	MT:Franklin 6	JS: Food and Cultural Contestation

Day	Start	#	Location	Session Information		
Tue	10:30am	1209	MT:Grand Ballroom A	SHCS: Strategic Agility and Corporate Renewal		
		1212	MT:Grand Ballroom B	SHCS: Interdiscipl. Career Theory		
		1238	MT:Franklin 3	JS: Korean Companies		
		1241	SH:Liberty A - Table A2	IP: Organizational Learning I		
		1245	SH:Liberty B - Table B2	IP: Competitive Dynamics of Firms III		
		1246	SH:Liberty B - Table B3	IP: Foreign Direct Investment		
		1248	SH:Liberty C - Table C1	IP: Resources, Knowledge, and Firm Performance II		
		1249	SH:Liberty C - Table C2	IP: Strategy Making		
		1250	SH:Liberty C - Table C3	IP: Supply Chain Design II		
		1251	SH:Liberty C - Table C4	IP: Context of tech transfer		
		1257	CC:Room 108B	SHCS: Leadership in Institutions		
		1270	LW:Regency Ballroom A	SHCS: Social Networks and Leadership		
		1275	LW:Commonwealth C	JS: Developing Leadership Cultures		
		1277	MT:Franklin 5	Agency in Institutions		
		1278	MT:Franklin 7	Interorganizational Ties and Firm Performance		
		1279	MT:Room 401	Motivation and Productivity		
		1280	MT:Room 402	Social Capital		
		1281	MT:Room 403	R&D and Networks		
		1282	MT:Room 404	Learning in Organizations: Mechanisms and Outcomes		
		1283	CC:Exhibit Hall C - OMT 1	Learning and Information		
		1284	CC:Exhibit Hall C - OMT 2	Organizational Knowledge		
		1285	MT:Grand Ballroom D	JS: Comparative Organizations		
		1286	MT:Franklin 6	JS: Perspectives in Categorization		
		2:30pm		1314	MT:Franklin 9	JS: Interfirm Contracting Process
				1315	MT:Grand Ballroom I	JS: Competing through Business Design
				1316	MT:Grand Ballroom B	SHCS: Firm/Industry Evolution
1323	MT:Room 405			JS: Psychoanalytic Thinking in Org		
1342	MT:Grand Ballroom A			SHCS: The Problem of Being Foreign		
1351	SH:Liberty B - Table B2			IP: Outsourcing and Offshoring		
1376	MT:Liberty Ballroom A			JS: Dynamic Social Norms		
1381	LW:Commonwealth D			JS: Emotion and Positive Change		
1383	MT:Franklin 5			Institutional Practices and Institutional Change		
1384	MT:Franklin 6			Categorization		
1385	MT:Franklin 7			Network Dynamics and Evolution		
1386	MT:Grand Ballroom D			Complexity in Organizations		
1387	MT:Room 401			Top Management		
1388	MT:Room 402			Trust Within and Between Organizations		
1389	MT:Room 404			Knowledge Transfer and Knowledge Management		
1390	MT:Room 403			JS: Historians on Firm Evolution		
4:10pm				1412	MT:Franklin 1	JS: Identity and Strategy Practice
				1437	SH:Liberty A - Table A1	IP: Social capital benefits
				1443	SH:Liberty B - Table B3	IP: Executive Succession and Influence
				1444	SH:Liberty B - Table B4	IP: Governance Structure and Process I
		1446	SH:Liberty C - Table C2	IP: Organizational Learning II		
		1448	SH:Liberty C - Table C4	IP: Recruitment and Selection		
		1472	MT:Franklin 5	Institutional Entrepreneurship		
		1473	MT:Franklin 7	Network Dynamics II		
		1474	MT:Grand Ballroom D	Explaining Corporate Growth and Diversification		
		1475	MT:Room 401	Leadership Theories		
		1476	MT:Room 402	Knowledge in Teams		
		1477	MT:Room 404	Exploration & Exploitation		
		1478	MT:Franklin 6	JS: Classifying Organizational Variation		
		1479	MT:Grand Ballroom C	JS: New Directions in Socio-Ecological Thinking		
1480	MT:Room 403	JS: Governance In Temporary Organization				

Day	Start	#	Location	Session Information	
Wed	8:30am	1548	SH:Liberty A - Table A1	IP: Innovation Diffusion	
		1553	SH:Liberty B - Table B2	IP: Institutions and Firms	
		1557	SH:Liberty C - Table C2	IP: Social Networks in a Competitive Environment	
		1576	MT:Franklin 5	Does the Dynamics of Fast Chan	
		1577	MT:Franklin 7	Organizations and the State	
		1578	MT:Room 402	Social Construction	
		1579	MT:Room 403	Imitation	
		1580	MT:Franklin 6	JS: Managerial Jobs and Managerial	
		8:50am	1589	MT:Room 404	JS: Optimal Satisficing
			1590	LW:Regency Ballroom A	JS: Leadership After the Scandal
9:00am	1592	MT:Room 401	Governance & Networks		
10:40am		1620	SH:Liberty A - Table A4	IP: Founders' Influence I	
		1621	SH:Liberty B - Table B1	IP: Research on Leadership	
		1622	SH:Liberty B - Table B2	IP: Resources, Knowledge, and Firm Performance I	
		1624	SH:Liberty B - Table B4	IP: Research on Institutions	
		1627	SH:Liberty C - Table C3	IP: Reputation and Legitimacy	
		1628	SH:Liberty C - Table C4	IP: Research on Industries and Firm Clusters	
		1635	CC:Room 111B	JS: Good Mourning	
		1648	MT:Franklin 5	Structure & Design	
		1649	MT:Franklin 6	Organizational/Team Demography	
		1650	MT:Franklin 7	Structure and Institutions in Transition Economies	
		1651	MT:Room 401	Organizational Reputations	
		1652	MT:Room 402	Critical Perspectives in Organization Theory	
		1653	MT:Room 403	Trends in OMT	
		1654	MT:Room 404	Social Responsibility	

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Organization Development & Change

Program Chair: Frank J. Barrett, Naval Postgraduate School
 Professional Development Workshop Chair: Ann E. Feyerherm, Pepperdine U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	13	MT:Room 403	SPDW: Strategy as Design	
		26	MT:Liberty Ballroom B	SPDW: Introduction to Social Networks Research	
	3:00pm	32	LW:Washington C	Toxic personalities at work	
		33	LW:Washington B	SPDW: Art & Skill of Ai Questions	
		34	LW:Congress A	SPDW: Reflection on Lived Experience	
		35	LW:Congress B	SPDW: SPARC Educ & Learning Session	
	4:30pm	46	LW:Washington A	SPDW: Multiple Perspectives on Change	
	6:00pm	64	MT:Room 411 & 412	SPDW: OMT/ODC/MOC Doctoral Students Consortium	
		65	LW:Howe	SPDW: Sustainable Practice Action Research Reception	
	Sat	8:00am	84	CC:Room 104B	SPDW: A Philadelphia Experience
87			CC:Room 108A	SPDW: HR/OB/ODC/ENT Rsrch Incubator	
90			LW:Congress A	SPDW: Org Diagnosis: A New Paradigm	
8:30am		105	LW:Regency Ballroom A	SPDW: TransOrg Development	
		106	LW:Commonwealth A2	SPDW: Appreciating Role of Shadow	
		107	LW:Commonwealth B	SPDW: Change Through Action Research	
		108	OS:Constitution Center	SPDW: Experience Management at the Constitution Center	
		110	MT:Grand Ballroom C	SPDW: Process Research Methods Workshop	
		111	LW:Washington B	SPDW: Pro-poor For-profit Ventures	
9:00am		120	LW:Congress A	SPDW: Using Somatic Awareness in Consulting and Learning	
		125	CC:Room 105B	SPDW: Teaching Leadership	
		131	MT:Room 411 & 412	SPDW: OMT/ODC/MOC Doctoral Students Consortium	
		132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res	
9:30am		140	CC:Room 103A	SPDW: Transformative Learning	
10:00am		148	LW:Commonwealth D	SPDW: Strategic Org. Development	
10:30am		154	LW:Congress A	SPDW: Doing OD in Alien Worlds: Dealing With Dilemmas	
12:00pm		168	CC:Room 112A	SPDW: Women and Leadership	
		172	LW:Howe	SPDW: Dissertation Success	
		176	LW:Regency Ballroom A	SPDW: Bringing Practice Back into our Scholarship	
12:45pm		187	LW:Congress A	SPDW: Good Consulting on the Inside	
1:00pm		201	LW:Lescaze	SPDW: Strategies and Tactics for Coaching Teams	
2:00pm		219	LW:Congress B	SPDW: Strategy Storytelling Complexi	
3:00pm		237	LW:Commonwealth A1	SPDW: Agentic Institutional Work	
3:30pm		243	LW:Commonwealth C	SPDW: The Stakeholder Concept	
4:00pm		246	LW:Congress A	SPDW: Creating Business Models	
6:00pm		272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
6:30pm		276	LW:Lescaze	ODC Doctoral Student Reception	
Sun		8:00am	297	LW:Regency Ballroom C1	SPDW: The Global Brain
			299	CC:Room 109A	AOM insights via Nominal Group
			300	LW:Howe	SPDW: High Impact Change Exercises
	304		LW:Congress B	SPDW: SPARC Research & Publication	
	8:30am	316	CC:Room 113C	SPDW: Joint AoM Editor's Panel	
		318	LW:Commonwealth B	SPDW: The Leadership Wheel	
		319	LW:Lescaze	ODC as an Academic Discipline	
		320	MT:Room 408 & 409	SPDW: Are We Engaged As Scholars?	
	9:00am	341	LW:Washington C	SPDW: Alleviating Poverty through Business Strategy	
	10:00am	368	MT:Grand Ballroom B	SPDW: Joint Macro Editors' Panel	
		371	LW:Commonwealth B	SPDW: Management & the Constitution	
	1:00pm	412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals	
	2:00pm	424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project	
	3:30pm	447	LW:Congress B	ODC Executive Committee Meeting	
	6:00pm	469	LW:Regency Ballroom C1	Remarks and Reception Honoring Barry Oshry	
	Mon	8:00am	482	LW:Regency Ballroom A	ODC Welcome & Breakfast

Organization Development & Change

Day	Start	#	Location	Session Information
Mon	8:30am	527	SH:Liberty A - Table A4	IP: Human Resource Management II
		535	SH:Liberty C - Table C4	IP: Citizenship Behaviors
		557	LW:Commonwealth D	Organizational Learning
		558	LW:Regency Ballroom A	ODC Theme Session
		566	MT:Franklin 5	JS: Micro-Mechanisms
	10:40am	654	SH:Liberty A - Table A3	IP: Inter-organizational Knowledge Transfer
		655	SH:Liberty A - Table A4	IP: Learning in the Context of Teams
		659	SH:Liberty B - Table B4	IP: Identities in Organizations
		670	CC:Room 113A	JS: Shifting & Contested Identity
		689	LW:Commonwealth C	Socialization and Forgetting
		690	LW:Congress C	Leadership, Time, and Depth of Change
		691	CC:Exhibit Hall C - ODC 1	Organizational Culture and Performance
		692	LW:Commonwealth D	JS: Appreciative Inquiry 20 Years
	12:20pm	705	MT:Franklin 5	JS: Giddens and Structuration Theo
		798	LW:Commonwealth C	Cynicism and Resistance
		799	LW:Commonwealth D	Human Capital, Human Resources and Job Design
		800	LW:Congress C	Dynamics of Creativity and Innovation
		807	MT:Grand Ballroom B	SHCS: Toward a Theory of Complexity for Management
	2:30pm	866	LW:Commonwealth A2	JS: Leadership for evidence-based
		886	SH:Liberty B - Table B3	IP: Job Performance
		913	LW:Regency Ballroom A	SHCS: Resistance and Adaptation Across Cultures
		917	LW:Commonwealth C	New Approaches to Leadership and Change
		918	LW:Commonwealth D	Changing individuals
	4:10pm	919	LW:Congress C	JS: Government Enterprise Change
		984	MT:Grand Ballroom C	JS: Organ'l decline & recovery
		986	SH:Liberty A - Table A1	IP: Organizational Change I
		988	SH:Liberty A - Table A3	IP: The Strategic Planning Process I
		1019	LW:Commonwealth C	International and Global Contexts
1020		LW:Commonwealth D	Knowledge, Cognition, and Change	
1133		SH:Liberty C - Table C1	IP: Organizational Change II	
Tue	8:30am	1141	LW:Congress A	JS: Legacy of Douglas McGregor
		1155	CC:Room 103B	JS: Virtual Team Leadership in Organizations
		1157	CC:Room 103C	JS: Change From Within
		1160	LW:Commonwealth D	New Models for Thinking About Change
		1161	LW:Congress C	Engaged Research
		1162	CC:Exhibit Hall C - ODC 1	Employee Perspectives During Change
		1163	CC:Exhibit Hall C - ODC 2	Strategic Change Case Studies
		1164	LW:Commonwealth C	JS: Collaborative Mgt Research
	10:30am	1241	SH:Liberty A - Table A2	IP: Organizational Learning I
		1244	SH:Liberty B - Table B1	IP: Cognition
1273		LW:Commonwealth D	Narrative, Metaphor, and Discourse	
1274		LW:Congress C	Change Impact and Outcomes	
1275		LW:Commonwealth C	JS: Developing Leadership Cultures	
2:30pm	1347	SH:Liberty A - Table A2	IP: Creativity in the Organizational Context	
	1354	SH:Liberty C - Table C1	IP: Role of Organizational Leaders in Innovation	
	1355	SH:Liberty C - Table C2	IP: Team Processes	
	1358	LW:Regency Ballroom C1	JS: Consultants Creating Knowledge	
	1375	MT:Liberty Ballroom B	JS: Reactions to Organizational Change	
	1379	LW:Commonwealth C	Discourse and Change	
	1380	LW:Congress C	Stages of Change	
	1381	LW:Commonwealth D	JS: Emotion and Positive Change	
4:10pm	1433	CC:Room 113B	JS: Action Learning Shared Leader	
	1439	SH:Liberty A - Table A3	IP: Team Leadership	
	1446	SH:Liberty C - Table C2	IP: Organizational Learning II	
	1468	LW:Commonwealth D	Change Management Skills	
	1469	LW:Regency Ballroom A	ODC Distinguished Speaker	
	1479	MT:Grand Ballroom C	JS: New Directions in Socio-Ecological Thinking	
5:30pm	1504	LW:Commonwealth C	ODC Awards & Business Meeting	
6:30pm	1511	LW:Regency Ballroom A	ODC Social	

Day	Start	#	Location	Session Information
Wed	8:30am	1552	SH:Liberty B - Table B1	IP: Individual Learning and Knowledge Sharing III
		1572	LW:Commonwealth C	employee involvement in change
		1573	LW:Congress C	JS: Assessing Workplace Civility
		1574	LW:Commonwealth D	JS: Doing Global OD Work
	10:40am	1635	CC:Room 111B	JS: Good Mourning
		1644	LW:Commonwealth C	Justice and Organizational Change
		1645	LW:Commonwealth D	Culture, socialization, and enactment
		1646	LW:Congress C	capabilities and competencies

Organization Development & Change Acknowledgements

- Gregory Aarons, U. of California, San Diego, United States
 Garry Adams, Auburn U., United States
 Nasir Afghan, Lahore U. of Management Sciences, Pakistan
 Devi Akella, Albany State U, United States
 David Albritton, Northern Arizona U., United States
 Karen Alexandre, Capella U., United States
 Jeffrey Alstete, Iona College, United States
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 Fernando Arias-Galicia, Universidad Autónoma del Estado de Morelos, Mexico
 Yvonne Athanasaw, Strayer U., United States
 Susan Baechler, US Army Program Executive Office for Aviation, United States
 Heather Banham, Okanagan College, Canada
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- Jean Lee, CEIBS, China
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- Apurva Sanaria, T V Rao Learning Systems, India
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Organizational Behavior

Program Chair: Blake E. Ashforth, Arizona State U.
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Day	Start	#	Location	Session Information
Fri	5:00pm	49	CC:Room 113B	Organizational Behavior Faculty Fellow Reception
	6:00pm	60	CC:Room 113A	OB Doctoral Student Consortium Reception
		61	CC:Room 113B	OB Jr. Faculty Reception
Sat	8:00am	87	CC:Room 108A	SPDW: HR/OB/ODC/ENT Rsrch Incubator
		90	LW:Congress A	SPDW: Org Diagnosis: A New Paradigm
		92	CC:Room 113A	OB PhD Consortium
		93	CC:Room 113B	Organizational Behavior Junior Faculty Consortium
	8:30am	106	LW:Commonwealth A2	SPDW: Appreciating Role of Shadow
		110	MT:Grand Ballroom C	SPDW: Process Research Methods Workshop
	9:00am	125	CC:Room 105B	SPDW: Teaching Leadership
		130	MT:Room 305	SPDW: Group Process & Cross Level
		136	MT:Room 309	SPDW: Teaching Well With Technology
	9:30am	141	CC:Room 113C	Defining&Measuring Leadership
	11:30am	161	CC:Room 105B	SPDW: International Perspectives
		162	CC:Room 113C	SPDW: Leadership and Decision Making
	12:00pm	174	MT:Franklin 4	SPDW: Advanced Social Networks
		176	LW:Regency Ballroom A	SPDW: Bringing Practice Back into our Scholarship
	1:00pm	200	CC:Room 109A	OB Mid-Career Workshop
	1:30pm	210	CC:Room 113C	SPDW: Developing Global Leaders
		211	CC:Room 105B	SPDW: Identity and Leadership
	2:10pm	225	CC:Room 108A	SPDW: How Do We Put Trust Research Into Practice?
	5:30pm	262	CC:Room 113 Foyer	SPDW: OB/HR PhD & Jr & Sr Fac Recep
	6:30pm	275	CC:Room 113 Foyer	SPDW: Joint HR/OB Member Welcome Reception
	Sun	7:00am	281	CC:Room 108A
8:00am		294	CC:Room 111B	SPDW: Teaching Courses on "Diversity in Organizations"
		298	CC:Room 103B	The Lorax as a Teaching Tool
8:30am		314	CC:Room 110 A&B	SPDW: Leadership in Academia
		316	CC:Room 113C	SPDW: Joint AoM Editor's Panel
9:30am		348	CC:Room 104A	Public Leadership
		349	CC:Room 107B	Organizational Creativity
10:00am		365	CC:Room 110 A&B	Eminent Senior Scholars
		366	CC:Room 107A	SPDW: The 15th Annual Craft of Reviewing Workshop
		367	CC:Room 113C	SPDW: OB/HR Editorial Panel
		368	MT:Grand Ballroom B	SPDW: Joint Macro Editors' Panel
		371	LW:Commonwealth B	SPDW: Management & the Constitution
3:30pm		446	CC:Room 104A	OB Executive Committee Meeting
6:00pm		468	CC:Room 113 Foyer	Leadership Reception/Cocktail

Day	Start	#	Location	Session Information
Mon	8:30am	495	MT:Franklin 1	JS: What Makes CEOs Tick?
		519	CC:Room 112B	JS: 360-Degree Feedback Insights
		524	SH:Liberty A - Table A1	IP: Affect in Organizations
		531	SH:Liberty B - Table B4	IP: Inter-team Relations
		532	SH:Liberty C - Table C1	IP: Investment in Technology
		535	SH:Liberty C - Table C4	IP: Citizenship Behaviors
		543	MT:Independence I	Feeling Your Way: Emotional Labor in Organizations
		544	MT:Independence II	Transformational Leadership: New Applications
		545	MT:Independence III	Trust in Whom? Trust Across Multiple Foci
		546	MT:Room 301	Getting Into It: Job Engagement and Involvement
		547	MT:Room 309	Exchange Relationships
		548	MT:Room 310	Justice Perceptions and Their Impact
		549	CC:Room 103C	Organizational Constraints
		550	CC:Room 110B	Abusive Supervision
551	MT:Grand Ballroom C	SHCS: Does It Pay to be Sensitive?		
552	CC:Room 103A	JS: The Role of Dyads in Small Group Research		
553	CC:Room 103B	JS: Group Learning		
554	MT:Liberty Ballroom B	JS: New Frontiers in Creativity		
	10:40am	637	CC:Room 107B	JS: Whites' Reactions to Diversity
		638	LW:Regency Ballroom A	SHCS: Why So Few Women Leaders?
		644	CC:Room 113B	JS: Implementing Flexibility
		655	SH:Liberty A - Table A4	IP: Learning in the Context of Teams
		660	SH:Liberty C - Table C1	IP: Issues in Research I
		662	SH:Liberty C - Table C3	IP: Work-related Attitudes
		663	SH:Liberty C - Table C4	IP: Workplace Deviance
		670	CC:Room 113A	JS: Shifting & Contested Identity
		672	MT:Independence I	Team Processes and Evolution
		673	MT:Independence II	Putting New Ideas in Play: Implementing Creativity
		674	MT:Independence III	New Directions in Transformational Leadership
		675	MT:Room 301	Identity and Identification
		676	MT:Room 309	Leader-Member Exchange (LMX) Theory
		677	MT:Room 310	Regulatory Focus and Self-Determination Theory
		678	CC:Room 103C	Under Pressure: Inducements to Unethical Behavior
		679	CC:Room 110B	Emotion in Organizations
		680	CC:Room 103A	JS: R-E-S-P-E-C-T, Find Out What it Means to OB
		681	CC:Room 105B	SHCS: Individualism and Collectivism
		682	MT:Liberty Ballroom B	JS: Advances in OCB research
		683	CC:Room 103B	JS: Attachment Theory at Work
		684	MT:Liberty Ballroom A	JS: Power, Certainty, and Ambivalence
685	MT:Grand Ballroom C	SHCS: Identity Construction		
686	MT:Grand Ballroom A	SHCS: Future Directions of Team Learning Research		
704	CC:Room 108B	SHCS: Organizational Surprise		
713	MT:Grand Ballroom B	SHCS: Ethics Construct Developments		
	12:20pm	751	LW:Regency Ballroom A	SHCS: The Embeddedness of Diversity
		774	SH:Liberty C - Table C3	IP: Employee-employer relationship
		783	MT:Independence I	Strategic Implications of Justice
		784	MT:Independence II	Emotional Intelligence
		785	MT:Independence III	OCBs
		786	MT:Room 301	Leadership Processes
		787	MT:Room 309	Climates for Safety and Support
		788	MT:Room 310	Escalation of Commitment: New Directions
		789	CC:Room 110B	Creativity, Newcomers, and Time Pressure
		790	CC:Room 103A	JS: Deconstructing Anger
		791	CC:Room 103B	JS: Follower-Centered Perspectives
		792	MT:Grand Ballroom A	SHCS: The Subtle Influence of Time
		793	CC:Room 103C	JS: Identity and Deviance
796	MT:Room 405	JS: Coordination Complexity		
	12:50pm	831	LW:Washington A	JS: Ethical Perceptions

Day	Start	#	Location	Session Information
Mon	2:30pm	879	MT:Franklin 4	JS: New Directions in IM Research
		880	SH:Liberty A - Table A1	IP: Challenges in Managing a Diverse Workforce III
		881	SH:Liberty A - Table A2	IP: Conflict and Negotiation I
		882	SH:Liberty A - Table A3	IP: Feeling Good: Employee Health and Well-being
		886	SH:Liberty B - Table B3	IP: Job Performance
		898	CC:Room 113A	JS: Decision-Making Under Risk
		899	MT:Grand Ballroom B	SHCS: Positive Identities
		901	MT:Independence I	Coping with Stress
		902	MT:Independence II	Team Effectiveness
		903	MT:Independence III	In the Eyes of the Beholder: Perceiving Leadership
		904	MT:Room 309	Psychological Contracts: Breach Versus Fulfillment
		905	MT:Room 310	Non-Traditional Work Arrangements
		906	CC:Room 103B	Justice and CSR
		907	CC:Room 110B	Negative and Mixed Emotions at Work
		908	MT:Liberty Ballroom B	JS: Voluntary Work Behavior
		909	CC:Room 103C	JS: Great Expectations!
		910	CC:Room 103A	JS: Turnover Context and Process
		911	MT:Liberty Ballroom A	JS: Leadership: Learning, Development, and Adaptation
		912	CC:Room 108B	SHCS: The Social Role of Emotion
		913	LW:Regency Ballroom A	SHCS: Resistance and Adaptation Across Cultures
	4:00pm	943	MT:Independence III	Making Connections Coffee Break
	4:10pm	987	SH:Liberty A - Table A2	IP: Organizational Learning
		997	SH:Liberty C - Table C4	IP: Human Resource Management I
		1007	MT:Independence I	Leadership and Social Networks
		1008	MT:Independence II	"Mirror, Mirror...": Predicting Deviance
		1009	MT:Liberty Ballroom A	Job Insecurity Research Trends
		1010	MT:Liberty Ballroom B	Leadership and OCBs
		1011	MT:Room 301	Five-Factor Model
		1012	MT:Room 309	Customer Service
		1013	MT:Room 310	Job Demands and Resources/Control
		1014	CC:Room 103A	Team Effectiveness
		1015	CC:Room 103B	Cross-Cultural Comparisons
		1016	CC:Room 103C	Team Identity and Cohesion
		1017	CC:Room 110B	Motivation, Work Orientation, and the Work Ethic
		1031	LW:Lescaze	JS: Public Service Motivation
	6:30pm	1061	MT:Grand Ballroom H	OB Division Awards and Celebration / Social Hour
Tue	8:30am	1100	CC:Room 105B	JS: Negotiator Reputation
		1127	SH:Liberty A - Table A3	IP: Ethical Firm Behavior
		1129	SH:Liberty B - Table B1	IP: Individual Learning and Knowledge Sharing I
		1132	SH:Liberty B - Table B4	IP: Organizational Justice
		1135	SH:Liberty C - Table C3	IP: Stress, Well-being, and Work-family Conflict
		1143	CC:Room 113A	JS: Bridging the Tech-Fuzzy Divide
		1144	CC:Room 107B	JS: Meaning of Work
		1146	MT:Independence II	Work-Family Dynamics: Bridging the Divide
		1147	MT:Independence III	Justice and the Role of Managers
		1148	MT:Room 301	Self-Defeating Behaviors at Work
		1149	MT:Room 309	Decision Making: A Potpourri of Research
		1150	MT:Room 310	Anxiety, Attachment, Change
		1151	CC:Room 110B	Creativity
		1152	CC:Room 108B	SHCS: Firing Back from Adversity
		1153	LW:Regency Ballroom A	SHCS: Faultlines and Group Process
		1154	CC:Room 103A	JS: New Perspectives in Motivation
		1155	CC:Room 103B	JS: Virtual Team Leadership in Organizations
1156	MT:Grand Ballroom C	SHCS: The Role of Emotion in Individual Decision-Making		
1157	CC:Room 103C	JS: Change From Within		
1175	MT:Grand Ballroom B	SHCS: Self-Reinforcing Cycles		
	9:00am	1194	MT:Independence I	OB Lifetime Achievement Award Invited Address

Day	Start	#	Location	Session Information	
Tue	10:30am	1243	SH:Liberty A - Table A4	IP: Psychological Contracts	
		1244	SH:Liberty B - Table B1	IP: Cognition	
		1259	MT:Independence I	Leadership: Extending the Frontiers	
		1260	MT:Independence II	Expertise and Learning in Teams	
		1261	MT:Independence III	Knowledge in Collectives	
		1262	MT:Room 301	Power, Politics, and the Self	
		1263	MT:Room 309	Leaders and Followers	
		1264	MT:Room 310	Whistle While You Work: Positivity and Optimism	
		1265	CC:Room 103C	Feedback Seeking Behavior in Organizations	
		1266	CC:Room 110B	Psychological Contract Development	
		1267	MT:Liberty Ballroom B	JS: Justice and Trust: Disentangling Their Connection	
		1268	CC:Room 103A	JS: Direct Care Workers	
		1269	CC:Room 103B	JS: Automatic Social Cognition	
	1270	LW:Regency Ballroom A	SHCS: Social Networks and Leadership		
	2:30pm	2:30pm	1322	CC:Room 105B	JS: Restoring Justice
			1347	SH:Liberty A - Table A2	IP: Creativity in the Organizational Context
			1352	SH:Liberty B - Table B3	IP: Power in Organizations
			1353	SH:Liberty B - Table B4	IP: Psychological Ownership and Commitment
			1365	MT:Independence I	Interpersonal & Team Dynamics
			1366	MT:Independence II	Leadership: Links Across Levels
1367			MT:Independence III	Contextual Performance and Performance Measurement	
1368			MT:Room 301	Knowledge Sharing: New Perspectives	
1369			MT:Room 309	Political Will and Skill	
1370			CC:Room 103B	Challenge/Hindrance Stressors	
1371			CC:Room 110B	Empowered to Create	
1372			CC:Room 108B	SHCS: Moral Transgressions	
1373			CC:Room 103C	JS: Employment Relationships	
1374			CC:Room 103A	JS: Goal Orientation Research	
1375			MT:Liberty Ballroom B	JS: Reactions to Organizational Change	
1376			MT:Liberty Ballroom A	JS: Dynamic Social Norms	
1381			LW:Commonwealth D	JS: Emotion and Positive Change	
3:30pm	3:30pm	1404	MT:Room 310	A Thank-You Coffee	
4:10pm	4:10pm	1439	SH:Liberty A - Table A3	IP: Team Leadership	
		1441	SH:Liberty B - Table B1	IP: Challenges in a Diverse Workforce I	
		1444	SH:Liberty B - Table B4	IP: Governance Structure and Process I	
		1445	SH:Liberty C - Table C1	IP: Career Paths	
		1448	SH:Liberty C - Table C4	IP: Recruitment and Selection	
		1455	MT:Independence I	What Makes Teams Work Well	
		1456	MT:Independence II	Executives and Leadership	
		1457	MT:Independence III	Duty, Humility, and Docility	
		1458	MT:Liberty Ballroom A	Venus and Mars: Gender Dynamics in Organizations	
		1459	MT:Liberty Ballroom B	Just Desserts: Outcomes of Justice	
		1460	MT:Liberty Ballroom C	Person-Organization Fit: New Directions	
		1461	MT:Room 301	Social Networks: New Research Directions	
		1462	MT:Room 309	OCBs	
		1463	CC:Room 103A	Values in Management	
		1464	CC:Room 103B	Leadership: Nature Versus Nurture	
1465	CC:Room 110B	Stress and Well-Being			
1484	CC:Room 103C	JS: Exploring Org. Effectiveness			
Wed	8:30am	1543	CC:Room 105B	JS: Employment in China	
		1554	SH:Liberty B - Table B3	IP: Power in Organizations II	
		1555	SH:Liberty B - Table B4	IP: Socially responsible values	
		1565	MT:Room 309	Transformational Leadership	
		1566	CC:Room 110B	Teams Within Teams	
		1567	CC:Room 103B	JS: Workplace Diversity Context	
		1568	CC:Room 103C	JS: Positive Work-Family Interface	
		1569	CC:Room 103A	JS: Advancing Research on Emotion	
		1590	LW:Regency Ballroom A	JS: Leadership After the Scandal	

Day	Start	#	Location	Session Information
Wed	10:40am	1617	SH:Liberty A - Table A1	IP: Competitive Dynamics of Firms II
		1621	SH:Liberty B - Table B1	IP: Research on Leadership
		1626	SH:Liberty C - Table C2	IP: Leadership Research
		1636	MT:Room 309	Work-Family Conflict: Problems and Opportunities
		1637	MT:Room 310	Team Performance
		1638	CC:Room 103B	Transactional Leadership
		1639	CC:Room 110B	Trust: New Perspectives and Extensions
		1640	CC:Room 103C	JS: Political Influences on HRM
		1641	CC:Room 103A	JS: Factors Affecting Service Work

Organizational Behavior Acknowledgements

- Shandana Abedin, Manchester Business School, United Kingdom
 Nasir Afghan, Lahore U. of Management Sciences, Pakistan
 Rakesh Kumar Agrawal, Institute of Management Technology, India
 John Aiello, Rutgers U., United States
 Lynda Aiman-Smith, NCSU, United States
 Ramon Aldag, U. of Wisconsin, Madison, United States
 Angelos Alexopoulos, Dublin City U. Business School, Ireland
 Belinda Allen, U. of Melbourne, Australia
 Bradley Almond, Boston College, United States
 Emily Amanatullah, Columbia U., United States
 Maureen Ambrose, U. of Central Florida, United States
 Anthony Ammeter, U. of Mississippi, United States
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 Cameron Anderson, U. of California, Berkeley, United States
 Meena Andiappan, Boston College, United States
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 Fabiola Bertolotti, U. of Modena and Reggio Emilia, Italy
 Kenneth Bettenhausen, U. of Colorado at Denver and Health Sciences Center, United States
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 Jonathon Cummings, Duke U., United States
 George Benjamin Cunningham, Texas A&M U., United States
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 Daniel Scott DeRue, Michigan State U., United States
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 James Detert, Pennsylvania State U., United States
 Todd Dewett, Wright State U., United States
 Ronald DiBattista, Johnson & Wales U., United States
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 Bart Dietz, RSM Erasmus Univ., The Netherlands
 Joerg Dietz, U. of Western Ontario, Canada
 Shelley Dionne, State U. of New York, Binghamton, United States
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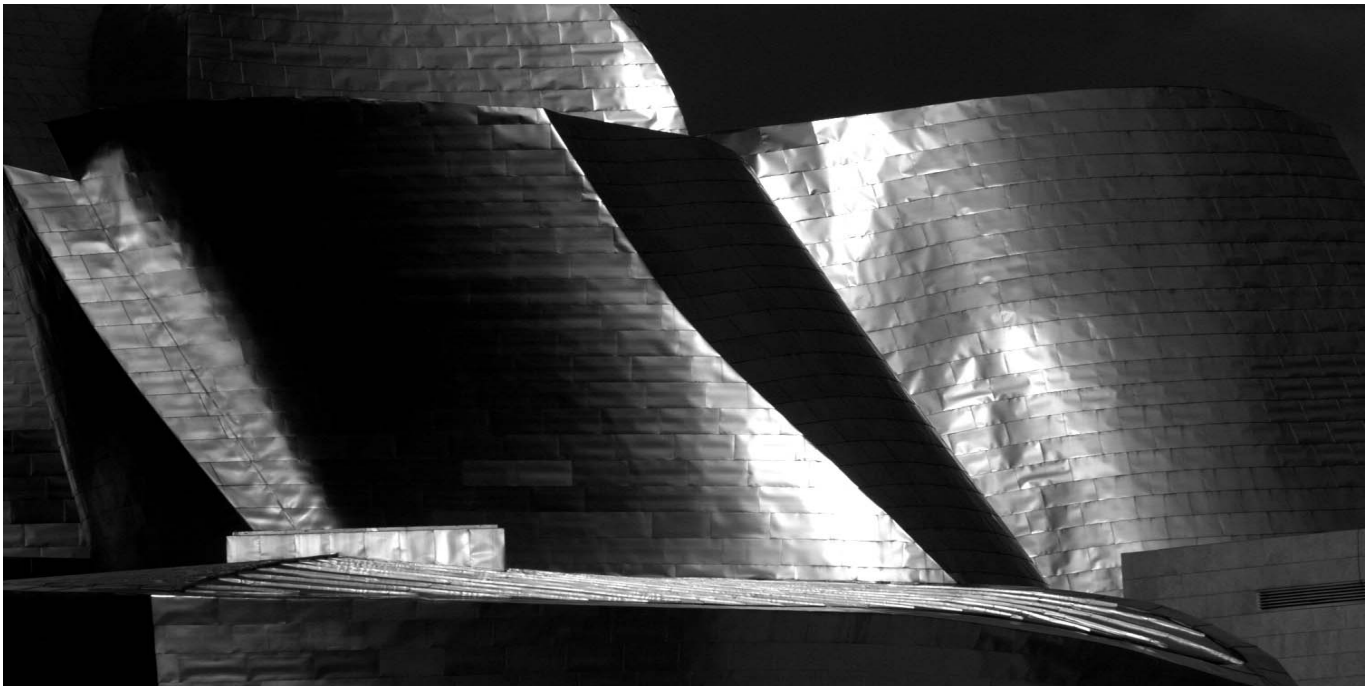
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Organizational Communication & Information Systems

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Day	Start	#	Location	Session Information
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III
	6:00pm	62	MT:Room 407	OCIS Doctoral Consortium
Sat	9:00am	126	MT:Room 403	Junior Faculty Consortium
		127	MT:Room 407	Doctoral Consortium
		136	MT:Room 309	SPDW: Teaching Well With Technology
	6:00pm	270	MT:Grand Ballroom B	OCIS Welcome Reception
Sun	7:00am	281	CC:Room 108A	SPDW: New Dimensions of Management E-Media
	9:00am	328	MT:Room 306	SPDW: Experiments for Macro Research
		336	MT:Room 407	International Paper Workshop
	10:00am	353	CC:Room 108B	SPDW: Making the Most of Your Sabbatical
		371	LW:Commonwealth B	SPDW: Management & the Constitution
	11:00am	388	MT:Room 407	International Research Panel
	1:00pm	412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals
5:00pm	462	MT:Room 407	OCIS Executive Committee Meeting	
Mon	8:00am	481	MT:Grand Ballroom J	OCIS Gathering and Welcome
	8:30am	555	MT:Grand Ballroom J	Software Development I
		556	MT:Room 307	Agility, Resilience, and IT Strategy
		687	MT:Grand Ballroom J	Collaboration and Interdependence
	12:20pm	688	MT:Room 307	Software Development II
		775	SH:Liberty C - Table C4	IP: New Product Development
	794	MT:Grand Ballroom J	E-Workspaces -- Leadership Issues	
		795	CC:Exhibit Hall C - OCIS	OCIS Visual Paper Session
	796	MT:Room 405	JS: Coordination Complexity	
		797	MT:Room 307	JS: Transforming Healthcare
	809	MT:Franklin 7	JS: E-Mail Data in Social Network Analysis	
		2:30pm	881	SH:Liberty A - Table A2
	883		SH:Liberty A - Table A4	IP: Impact of Technology in Organizations
	884		SH:Liberty B - Table B1	IP: Implementation of and Resistance to Change I
	891		SH:Liberty C - Table C4	IP: Use of Internet and Online Communities
	911		MT:Liberty Ballroom A	JS: Leadership: Learning, Development, and Adaptation
	914		MT:Room 307	E-Workspaces -- Attention Issues
	915		MT:Room 405	Virtual Work and Information Sharing
	4:10pm	916	MT:Grand Ballroom J	JS: Beyond Play
		991	SH:Liberty B - Table B2	IP: Resistance to change II
992		SH:Liberty B - Table B3	IP: Learning from Alliances	
994		SH:Liberty C - Table C1	IP: Career Management and Gender Differences	
1018		MT:Grand Ballroom J	OCIS Keynote	
5:30pm	1046	MT:Grand Ballroom J	OCIS Business Meeting	
6:30pm	1062	MT:Grand Ballroom F	OCIS Social Hour	
Tue	8:30am	1129	SH:Liberty B - Table B1	IP: Individual Learning and Knowledge Sharing I
		1134	SH:Liberty C - Table C2	IP: Organizational Design II
		1158	MT:Grand Ballroom J	ERP Diffusion and Implementation
		1159	MT:Room 307	Knowledge Management -- Definitions and Challenges
	10:30am	1240	SH:Liberty A - Table A1	IP: Innovation II
		1271	MT:Grand Ballroom J	Innovation Diffusion
		1272	MT:Room 307	Networks of Practice
	1299	MT:Grand Ballroom K	JS: Offshoring Intangibles	
		2:30pm	1353	SH:Liberty B - Table B4
	1360		CC:Room 109B	JS: Strategic Online Learning
1377	MT:Grand Ballroom J		Innovation Implementation	
1378	MT:Room 307		Knowledge Management -- Seeking and Sharing	

Day	Start	#	Location	Session Information
Tue	4:10pm	1438	SH:Liberty A - Table A2	IP: Supply Chain Design III
		1466	MT:Grand Ballroom J	Sharing under Risk
		1467	MT:Room 307	E-Commerce and E-Government
	5:30pm	1503	MT:Grand Ballroom J	OCIS Informal Social Event -- Noddinghead Brewery
Wed	8:30am	1551	SH:Liberty A - Table A4	IP: Governance in Inter-firm Contexts
		1553	SH:Liberty B - Table B2	IP: Institutions and Firms
		1556	SH:Liberty C - Table C1	IP: Resources, Knowledge, and Firm Performance III
		1570	MT:Room 307	Online Discourse I
		1571	MT:Grand Ballroom J	JS: Achieving Coordination in Distributed Work
	10:40am	1642	MT:Grand Ballroom J	Project Management and Privacy Issues
		1643	MT:Room 307	Online Discourse -- Behavior, Rhetoric, and Blogs

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 Marco Adria, U. of Alberta, CANADA
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Organizations & the Natural Environment

Program Chair: Irene Henriques, York U.

Professional Development Workshop Chair: Lynne Andersson, Temple U.

Day	Start	#	Location	Session Information	
Fri	9:00am	6	OS:Rutgers EcoComplex	Day Trip to the Rutgers University EcoComplex	
	10:00am	8	OS:Rutgers EcoComplex 2	Teaching Sustainability through 'Blocked Seminars'	
		9	OS:Rutgers EcoComplex 1	The Amazon and Sustainability	
		10	OS:Rutgers EcoComplex 3	SPDW: Biomimicry & Sustainability	
	3:00pm	35	LW:Congress B	SPDW: SPARC Educ & Learning Session	
	6:00pm	65	LW:Howe	SPDW: Sustainable Practice Action Research Reception	
Sat	8:00am	97	LW:Washington C	SPDW: SIM Doctoral Consortium - Saturday	
	8:30am	111	LW:Washington B	SPDW: Pro-poor For-profit Ventures	
	9:00am	132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res	
	11:30am	163	LW:Congress C	SPDW: Urban Social Entrepreneurship	
	12:00pm	175	LW:Commonwealth D	SPDW: Social & Environmental Cases	
	1:30pm	212	LW:Commonwealth D	ONE Emerging Scholars Consortium	
	2:10pm	224	MT:Room 309	SPDW: Performing Academic Research in Microfinance	
		235	CC:Room 107A	SPDW: Teaching 21st Century Management	
	3:00pm	237	LW:Commonwealth A1	SPDW: Agentic Institutional Work	
		249	LW:Commonwealth D	SPDW: Sustainability Via Food	
	6:00pm	271	OS:ONE Off-Site Reception - TBA	ONE Welcome Reception	
		272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
	Sun	8:00am	301	MT:Room 301	SPDW: Sustainable Supply Chain Manag
			303	LW:Regency Ballroom C2	SPDW: Markets for Sustainability
304			LW:Congress B	SPDW: SPARC Research & Publication	
8:30am		321	LW:Commonwealth C	Research Approaches in ONE	
10:00am		369	LW:Regency Ballroom C2	Base of the Pyramid Research	
		371	LW:Commonwealth B	SPDW: Management & the Constitution	
10:30am		385	LW:Congress C	SPDW: Beyond Bounded Rationality	
11:00am		389	MT:Room 307	SPDW: Operations and Ethics II	
1:00pm		412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals	
2:00pm		424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project	
3:30pm		450	LW:Regency Ballroom A	ONE Executive Committee Meeting	
Mon		8:30am	526	SH:Liberty A - Table A3	IP: Doing Well for Doing Good
			567	LW:Regency Ballroom C2	Environmental Management Systems
	8:50am	579	LW:Washington B	JS: Sustainability in Management Education	
	10:40am	706	LW:Regency Ballroom C2	JS: Global Business and Climate Change Policies	
		771	SH:Liberty B - Table B3	IP: Corporate responsibility I	
	12:20pm	773	SH:Liberty C - Table C2	IP: Motivations for Corporations to Do Good	
		810	LW:Regency Ballroom C2	Environmental Innovation	
	8:11	811	CC:Exhibit Hall C - ONE 1	Longitudinal Analyses of Environmental Issues ☺	
		812	CC:Exhibit Hall C - ONE 2	Managing Environmental Problems ☺	
	2:30pm	929	LW:Regency Ballroom C2	Stakeholder Dynamics and Reputation Building	
	4:10pm	955	MT:Franklin 1	JS: Shaping the Energy Sector	
	5:30pm	1047	LW:Congress C	ONE Business Meeting	
7:00pm	1072	LW:Regency Ballroom B	JS: SIM/PNP/ONE Joint Social		
Tue	8:30am	1131	SH:Liberty B - Table B3	IP: Social responsibility II	
		1177	LW:Regency Ballroom C2	Sustainability and Organizational Change	
		1181	LW:Washington B	JS: Measuring CSR	
	10:30am	1287	LW:Regency Ballroom C2	International Environmental Perspectives	
	2:30pm	1391	LW:Regency Ballroom C2	Environmental Performance and Investment	
	4:10pm	1440	SH:Liberty A - Table A4	IP: The Context of Ethical Behavior	
1481		LW:Regency Ballroom C2	Environmental Entrepreneurship		
Wed	8:30am	1549	SH:Liberty A - Table A2	IP: Corporate social responsibility	
		1555	SH:Liberty B - Table B4	IP: Socially responsible values	
		1581	LW:Regency Ballroom C2	Environmental Regulation and Uncertainty	
	10:40am	1655	LW:Regency Ballroom C2	Understanding Sustainability	

Organizations & the Natural Environment Acknowledgements

- Bulent Acma, Anadolu U., TURKEY
 Rae Andre, Northeastern U., UNITED STATES
 Deepa Aravind, Rutgers U., UNITED STATES
 Sharen Ann Bakke, Cleveland State U., UNITED STATES
 Pratima Bansal, U. of Western Ontario, CANADA
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 Sevcan KILIC AKINCI, Hacettepe U., TURKEY
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Public & Nonprofit

Program Chair: Gordon Kingsley, Georgia Institute of Technology
Professional Development Workshop Chair: Neil M. Boyd, Lycoming College

Day	Start	#	Location	Session Information	
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III	
	3:00pm	35	LW:Congress B	SPDW: SPARC Educ & Learning Session	
	6:00pm	65	LW:Howe	SPDW: Sustainable Practice Action Research Reception	
Sat	7:30am	72	CC:Room 107A	SPDW: Service-Learning and Live Case	
	8:30am	105	LW:Regency Ballroom A	SPDW: TransOrg Development	
		108	OS:Constitution Center	SPDW: Experience Management at the Constitution Center	
	9:00am	117	MT:Room 306	SPDW: Research on Universities: Data and Methodologies	
		132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res	
		134	LW:Washington A	SPDW: Pushing the Boundaries of Nonmarket Strategies	
	10:00am	149	LW:Congress C	Incubating Non-Profits	
	11:30am	163	LW:Congress C	SPDW: Urban Social Entrepreneurship	
	12:00pm	167	MT:Room 303	SPDW: Social Entrepreneurship	
		176	LW:Regency Ballroom A	SPDW: Bringing Practice Back into our Scholarship	
	12:30pm	184	LW:Washington A	PNP Junior Faculty Professional Development	
		185	LW:Washington B	PNP Division PhD Consortium	
	1:30pm	213	LW:Commonwealth B	SPDW: Career Mentoring of Faculty in the Non-USA setting	
	2:00pm	222	MT:Room 413	SPDW: The Management of Large Projec	
	3:30pm	243	LW:Commonwealth C	SPDW: The Stakeholder Concept	
	6:00pm	272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
	Sun	7:00am	281	CC:Room 108A	SPDW: New Dimensions of Management E-Media
		8:00am	304	LW:Congress B	SPDW: SPARC Research & Publication
			305	LW:Commonwealth D	SPDW: Int'l Master Programs
			308	LW:Commonwealth A1	SPDW: Ethics: Doing What We Should?
9:00am		331	MT:Room 414 & 415	SPDW: Latin America Critical OS	
		338	LW:Regency Ballroom A	PNP Division PhD Consortium	
		339	LW:Washington B	PNP Junior Faculty Professional Development	
10:00am		359	LW:Commonwealth C	SPDW: Workshop on Methods in Quantitative Research	
		370	LW:Regency Ballroom B	SPDW: Meet the Editors	
		371	LW:Commonwealth B	SPDW: Management & the Constitution	
		374	LW:Congress B	SPDW: MNEs & Positive Social Change	
10:30am		382	MT:Room 401 & 402	SPDW: Dev. & Transitional Countries	
1:00pm		412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals	
2:00pm		424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project	
3:30pm		451	LW:Washington B	PNP Executive Committee Meeting	
Mon		8:30am	533	SH:Liberty C - Table C2	IP: Organizational Design I
			568	LW:Howe	Networks and Partnerships
	569		LW:Lescaze	Service Learning	
	10:40am	658	SH:Liberty B - Table B3	IP: Expatriate Effectiveness	
		707	LW:Howe	Social Movement Organization	
		708	LW:Lescaze	Future PNP Research	
		709	CC:Exhibit Hall C - PNP	Public-Private Sector Interactions ☺	
	12:20pm	769	SH:Liberty B - Table B1	IP: Inter-firm Partnerships	
		813	LW:Howe	Nonprofits and Boards	
		814	LW:Lescaze	Public Management and Work	
		815	CC:Exhibit Hall C - PNP	Issues in Public Management ☺	
	2:30pm	866	LW:Commonwealth A2	JS: Leadership for evidence-based	
		930	LW:Lescaze	Causes and Consequences of Strategic Collaboration	
		931	LW:Howe	JS: Social Entrepreneurship	
	4:10pm	985	MT:Room 413	JS: International humanitarian org	
		989	SH:Liberty A - Table A4	IP: Top Management Influence I	
		1030	CC:Exhibit Hall C - PNP	Issues in Nonprofit Management ☺	
		1031	LW:Lescaze	JS: Public Service Motivation	

Day	Start	#	Location	Session Information
Mon	5:45pm	1053	LW:Lescaze	Public and Nonprofit Division Business Meeting
	7:00pm	1072	LW:Regency Ballroom B	JS: SIM/PNP/ONE Joint Social
Tue	8:30am	1130	SH:Liberty B - Table B2	IP: Inter-firm Relationships
		1176	MT:Grand Ballroom A	SHCS: Beyond the Fortune 500
		1178	LW:Howe	Corruption and Management
		1179	LW:Lescaze	Community Organizations
	10:30am	1288	LW:Howe	Leadership and Motivation
	2:30pm	1354	SH:Liberty C - Table C1	IP: Role of Organizational Leaders in Innovation
		1392	LW:Howe	Culture and Arts Management
		1393	LW:Lescaze	Fundraising and Nonprofits
	4:10pm	1447	SH:Liberty C - Table C3	IP: Public Policy Influence on Firms
		1482	LW:Commonwealth A2	Qualitative Leadership Studies
1483		LW:Howe	Governance and Nonprofits	
1484		CC:Room 103C	JS: Exploring Org. Effectiveness	
Wed	8:30am	1582	LW:Commonwealth A2	Innovation and Reform
		1583	LW:Howe	Privatization and Partnership
		1588	MT:Grand Ballroom K	JS: Network-Centric Innovation
	10:40am	1619	SH:Liberty A - Table A3	IP: Executive Compensation
		1621	SH:Liberty B - Table B1	IP: Research on Leadership
		1622	SH:Liberty B - Table B2	IP: Resources, Knowledge, and Firm Performance I
		1656	LW:Commonwealth A2	Voice, Social Justice and Welfare in the Workplace
		1657	LW:Howe	Technology and Innovation

Public & Nonprofit Acknowledgements

Gregory Aarons, U. of California, San Diego, United States
 Jeffrey Alstete, Iona College, United States
 Kathleen Anders, Arizona State U., United States
 Rhys Andrews, Cardiff U., United Kingdom
 Lucy Arendt, U. of Wisconsin, Green Bay, United States
 Susan Baechler, US Army Program Executive Office for Aviation, United States
 Allan Claudius Barbosa, Federal U. of Minas Gerais, Brazil
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 Rosetta Brown, RH Brown & Company, United States
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 Norman Bryan, U. of South Alabama, United States
 Janet Buelow, U. of South Dakota, United States
 Laura Caccia, Bocconi U. and U. of Valle d'Aosta, Italy
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 Annie Camus, ESG-UQAM, Canada
 Michael Card, U. of South Dakota, United States
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 Mike Henry, Grant MacEwan College, Canada
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 Naim Kapucu, U. of Central Florida, United States
 Marios Katsioloudes, American U. of Sharjah, United Arab Emirates
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 Peter Kiedrowski, U. of Minnesota, HHH Institute of Public Affairs, United States
 Gordon Kingsley, Georgia Institute of Technology, United States
 Eric Kong, Charles Sturt U., Australia
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 Harriet Stephenson, Seattle U., United States
 Brenda Sullivan, Fulton County Government, United States
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 Christine Teelken, Radboud U. Nijmegen, The Netherlands
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 Ludwig Theuvsen, U. of Goettingen, Germany
 Geralyn Trujillo, American Academy of Actuaries, United States
 Mary Tschirhart, Syracuse U., United States
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 Daniel Uiterwijk, Netherlands Defence Academy, The Netherlands
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Research Methods

Program Chair: Charles A. Pierce, U. of Memphis
Professional Development Workshop Chair: Timothy Hinkin, Cornell U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III	
		14	MT:Room 407	SPDW: Raising the Bar:Trust Research	
		24	MT:Independence III	SPDW: Hamlet's Dagger	
		26	MT:Liberty Ballroom B	SPDW: Introduction to Social Networks Research	
	3:00pm	35	LW:Congress B	SPDW: SPARC Educ & Learning Session	
	4:00pm	39	MT:Room 403	SPDW: Clarifying Comp. Advantage	
44		MT:Independence I & II	SPDW: Estimating HLM as SEM		
6:00pm	65	LW:Howe	SPDW: Sustainable Practice Action Research Reception		
Sat	8:00am	96	MT:Grand Ballroom B	Significance Testing	
	8:30am	107	LW:Commonwealth B	SPDW: Change Through Action Research	
		108	OS:Constitution Center	SPDW: Experience Management at the Constitution Center	
		109	MT:Grand Ballroom A	Physiological Measures	
		110	MT:Grand Ballroom C	SPDW: Process Research Methods Workshop	
	9:00am	118	MT:Room 414 & 415	SPDW: Philosophical Foundations	
		130	MT:Room 305	SPDW: Group Process & Cross Level	
		132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res	
	12:00pm	174	MT:Franklin 4	SPDW: Advanced Social Networks	
		177	MT:Room 307	Working with Video Data	
	1:00pm	204	MT:Room 302	SPDW: Modeling Congruence	
	2:00pm	216	MT:Room 307	SPDW: Research Methods in Diversity	
		223	MT:Franklin 3	SPDW: Latent Growth Modeling	
	2:30pm	226	MT:Room 414 & 415	SPDW: Doing Good by Doing Critical Research	
		229	MT:Room 304	Qualitative Comparative Analysis	
	3:00pm	238	MT:Franklin 7	SPDW: Methods for Integrating Moderation and Mediation	
	6:00pm	272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary	
	Sun	8:00am	302	MT:Room 307	SPDW: How to Study Proj. Management
			304	LW:Congress B	SPDW: SPARC Research & Publication
306			MT:Grand Ballroom A	SPDW: Scale Development	
8:30am		322	MT:Grand Ballroom E	SPDW: Ask the Experts: Quantitative Methods	
9:00am		328	MT:Room 306	SPDW: Experiments for Macro Research	
		340	MT:Grand Ballroom L	Hierarchical Linear Modeling	
10:00am		372	MT:Room 309	SPDW: Comparative Visualization Techniques	
10:30am		386	MT:Grand Ballroom E	SPDW: Ask the Experts: Qualitative Methods	
1:00pm		412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals	
2:00pm		424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project	
3:30pm		452	MT:Room 309	RM Executive Committee Meeting	
Mon		8:30am	494	MT:Franklin 12	JS: Business Data Access
			496	MT:Franklin 2	JS: Philosophy of Science and Strategic Organization
	570		MT:Franklin 8	Qualitative & Quantitative Methods	
	10:40am	660	SH:Liberty C - Table C1	IP: Issues in Research I	
		710	MT:Franklin 8	JS: Qualitative research	
	12:20pm	767	SH:Liberty A - Table A3	IP: Faculty Performance	
		816	MT:Franklin 8	Nonresponse in Diary and Longitudinal Studies	
		817	MT:Room 306	Case Studies & Discourse Analysis	
	12:40pm	827	MT:Room 404	JS: QCA and Set-Theoretic Methods	
	2:30pm	888	SH:Liberty C - Table C1	IP: Issues in Research II	
		932	MT:Franklin 8	Research Methods Division International Networking	
	4:10pm	988	SH:Liberty A - Table A3	IP: The Strategic Planning Process I	
	5:30pm	1048	MT:Room 306	Research Methods Division Business Meeting	
	6:30pm	1064	MT:Franklin 8	Research Methods Division Social	

Day	Start	#	Location	Session Information
Tue	8:30am	1136	SH:Liberty C - Table C4	IP: Studying Culture
		1164	LW:Commonwealth C	JS: Collaborative Mgt Research
		1176	MT:Grand Ballroom A	SHCS: Beyond the Fortune 500
		1180	MT:Franklin 8	Scale Development, Reliability, & Validity
	10:30am	1269	CC:Room 103B	JS: Automatic Social Cognition
		1270	LW:Regency Ballroom A	SHCS: Social Networks and Leadership
		1289	MT:Franklin 8	Research Methods in Strategic Management
	2:30pm	1394	MT:Franklin 8	Regression, SEM, LCGA, & Factor Analysis
	4:10pm	1485	MT:Franklin 8	Measurement Issues
Wed	8:30am	1584	MT:Franklin 8	Philosophy of Science
	10:40am	1658	MT:Franklin 8	Research Design, Measurement, & Context


Research Methods Acknowledgements

Marco Adria, U. of Alberta, Canada
Herman Aguinis, U. of Colorado, Denver, United States
Rossana Alvarez-Diemer, New Mexico State U., United States
Kathleen Andrews, Indiana Wesleyan U., United States
Konstantinos Andriopoulos, Brunel U., United Kingdom
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Ambika Zutshi, Deakin U. Australia

Social Issues in Management

Program Chair: Linda K. Trevino, Pennsylvania State U.
Professional Development Workshop Chair: Ann K. Buchholtz, U. of Georgia

Day	Start	#	Location	Session Information
Fri	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III
		23	MT:Room 411 & 412	SPDW: Innovative teaching techniques
	3:00pm	35	LW:Congress B	SPDW: SPARC Educ & Learning Session
	5:00pm	50	LW:Washington C	SIM Doctoral Consortium - Friday
	6:00pm	65	LW:Howe	SPDW: Sustainable Practice Action Research Reception
Sat	8:00am	79	MT:Room 404	SPDW: Implementing CSR Strategy Glob
		84	CC:Room 104B	SPDW: A Philadelphia Experience
		97	LW:Washington C	SPDW: SIM Doctoral Consortium - Saturday
	8:30am	108	OS:Constitution Center	SPDW: Experience Management at the Constitution Center
		111	LW:Washington B	SPDW: Pro-poor For-profit Ventures
	9:00am	124	LW:Commonwealth A1	SPDW: Helping Companies Do Good
		132	LW:Regency Ballroom B	SPDW: Sustainable Prac Action Res
		134	LW:Washington A	SPDW: Pushing the Boundaries of Nonmarket Strategies
	10:00am	145	MT:Room 302	SPDW: Psychic, Cult. & Instit. Dist.
		147	LW:Commonwealth B	SPDW: Regulating spirituality
	11:30am	163	LW:Congress C	SPDW: Urban Social Entrepreneurship
	12:00pm	167	MT:Room 303	SPDW: Social Entrepreneurship
		175	LW:Commonwealth D	SPDW: Social & Environmental Cases
		178	MT:Room 309	SPDW: Teaching Ethics
	12:30pm	183	MT:Grand Ballroom A	SPDW: Corporations and Democracy
	1:30pm	209	CC:Room 112A	SPDW: Ethical Codes and Practices in Higher Education
	2:10pm	224	MT:Room 309	SPDW: Performing Academic Research in Microfinance
	4:00pm	249	LW:Commonwealth D	SPDW: Sustainability Via Food
	6:00pm	272	LW:Regency Ballroom B	SPDW: SPARC 10th Anniversary
		273	OS:Westin Philadelphia	SBE/SIM Speaker & Reception
Sun	8:00am	304	LW:Congress B	SPDW: SPARC Research & Publication
		307	LW:Washington A	Manuscript Development Workshop
		308	LW:Commonwealth A1	SPDW: Ethics: Doing What We Should?
	8:20am	310	CC:Room 107B	SPDW: HBS Moral Leader - DIY
	9:00am	327	MT:Grand Ballroom C	SPDW: Doing Strategy Research in Emerging Economies
		331	MT:Room 414 & 415	SPDW: Latin America Critical OS
		341	LW:Washington C	SPDW: Alleviating Poverty through Business Strategy
	9:30am	350	MT:Room 307	SPDW: Operations and Ethics I
		351	LW:Regency Ballroom C1	SPDW: Teaching Microfinance
	10:00am	357	CC:Room 103B	SPDW: Religion and Work Research
		363	MT:Room 305	SPDW: The World as the Classroom
		371	LW:Commonwealth B	SPDW: Management & the Constitution
		373	LW:Washington A	Ask the Experts: Publishing
		374	LW:Congress B	SPDW: MNEs & Positive Social Change
	11:00am	389	MT:Room 307	SPDW: Operations and Ethics II
		390	LW:Washington A	SIM Research Roundtables
	1:00pm	412	LW:Regency Ballroom C2	SPDW: Tour Philadelphia's Beautiful Outdoor Murals
2:00pm	424	OS:Fisher Park	SPDW: Park Maintenance Volunteering Project	
3:30pm	453	LW:Washington A	SIM Executive Committee Meeting	
Mon	8:30am	525	SH:Liberty A - Table A2	IP: Attributes of Entrepreneurs I
		571	LW:Washington A	SIM Welcoming Session
	8:50am	579	LW:Washington B	JS: Sustainability in Management Education
	9:00am	597	LW:Washington A	Perspectvs on Bus & Society
		598	LW:Washington C	Corrupt Individual and Corporate Behavior
	10:40am	706	LW:Regency Ballroom C2	JS: Global Business and Climate Change Policies
		711	LW:Washington A	Leadership, Ethics, & CSR
		712	LW:Washington B	Social Reporting and Disclosure
713		MT:Grand Ballroom B	SHCS: Ethics Construct Developments	

Day	Start	#	Location	Session Information
Mon	12:20pm	743	MT:Grand Ballroom I	JS: Goodness, Identity, and Selves
		771	SH:Liberty B - Table B3	IP: Corporate responsibility I
		773	SH:Liberty C - Table C2	IP: Motivations for Corporations to Do Good
		793	CC:Room 103C	JS: Identity and Deviance
		824	MT:Grand Ballroom L	JS: Ethics and BioScience Firms
	12:40pm	828	LW:Washington B	JS: CSR in Professional Sport
	12:50pm	830	LW:Washington C	Balancing 'Being' and 'Doing'
		831	LW:Washington A	JS: Ethical Perceptions
	2:30pm	933	LW:Washington A	Perceived Corporate Citizenship
		934	LW:Washington B	CSP & CFP
		935	LW:Washington C	Org Characteristics & CSR
		936	CC:Exhibit Hall C - SIM	SIM Visual Papers 
	4:10pm	985	MT:Room 413	JS: International humanitarian org
		1006	LW:Congress B	JS: Leadership & Sustainability
		1032	LW:Washington A	Theory, Methods, & CSR
		1033	LW:Washington B	Corporate Political Activity
		1034	LW:Washington C	Enterprise, People and Place
5:30pm	1049	LW:Commonwealth C	SIM Division Business Meeting.	
7:00pm	1072	LW:Regency Ballroom B	JS: SIM/PNP/ONE Joint Social	
Tue	8:30am	1127	SH:Liberty A - Table A3	IP: Ethical Firm Behavior
		1174	MT:Grand Ballroom D	JS: Business and Federalism
		1181	LW:Washington B	JS: Measuring CSR
	8:50am	1188	LW:Washington A	Case for Ethics & CSR
		1189	LW:Washington C	Person/Situation & Ethics
	10:30am	1218	MT:Grand Ballroom I	JS: First Nation Matters
		1219	MT:Grand Ballroom C	SHCS: The Poor Are Still With Us
		1290	LW:Washington B	Institutional Prspectvs & CSR
		1291	LW:Washington C	Ethics, CSR, & Strategy
		1292	LW:Washington A	JS: Ethical Leadership
	2:30pm	1343	MT:Room 413	JS: Inclusive Governance Theory
		1344	LW:Regency Ballroom A	SHCS: New Political Risks and Perspectives
		1372	CC:Room 108B	SHCS: Moral Transgressions
		1395	LW:Washington A	Business and Economic Development
		1396	LW:Washington B	Stakeholders & Org Effectvnss
		1397	LW:Washington C	CSR: Cross Cultural Experience
	4:10pm	1428	CC:Room 104A	JS: Are Organizations Doing Well by Disabled Workers?
		1440	SH:Liberty A - Table A4	IP: The Context of Ethical Behavior
		1479	MT:Grand Ballroom C	JS: New Directions in Socio-Ecological Thinking
		1486	LW:Washington A	Emotions and Ethical Behavior
1487		LW:Washington B	CSR in Multinational Context	
1488		LW:Washington C	Stakeholder-Based Perspectives	
Wed	8:30am	1549	SH:Liberty A - Table A2	IP: Corporate social responsibilit
		1561	CC:Room 109B	JS: Doing Well in the Curriculum
		1585	LW:Washington C	Predicting Corporate Social Performance
	8:50am	1589	MT:Room 404	JS: Optimal Satisficing
		1590	LW:Regency Ballroom A	JS: Leadership After the Scandal
	9:00am	1593	LW:Washington A	Organizations and Communities
		1594	LW:Washington B	Coworkers, Cimates, and Unethical Behavior
	10:40am	1659	LW:Washington A	Networks and Partnerships
		1660	LW:Washington B	CSR. Stakeholders, & Performnc
		1661	LW:Washington C	Corporate and Personal Values

Social Issues in Management Acknowledgements

- Bradley R Agle, U. of Pittsburgh, UNITED STATES
Chad Albrecht, Institute for Labor Studies, Esade Business School, SPAIN
Ramon J. Aldag, U. of Wisconsin, Madison, UNITED STATES
Kenneth Amaeshi, Warwick Business School, UNITED KINGDOM
Meena Andiappan, Boston College, UNITED STATES
Chi Anyansi-Archibong, North Carolina A&T State U., UNITED STATES
Eleni Apospori, Athens U. of Economics and Business, GREECE
Anke Arnaud, Embry Riddle Aeronautical U., UNITED STATES
Juerg H Arpagaus, KALAI DOS U. of Applied Sciences, SWITZERLAND
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Technology & Innovation Management

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Day	Start	#	Location	Session Information	
Fri	10:00am	10	OS:Rutgers EcoComplex 3	SPDW: Biomimicry & Sustainability	
	1:00pm	12	MT:Liberty Ballroom C	SPDW: The Power of Richness III	
	2:00pm	27	MT:Room 410	Planning Software as a Tool for Teaching Planning	
	4:00pm	45	MT:Room 401 & 402	TIM Division Doctoral Student Consortium	
Sat	8:00am	98	MT:Room 401 & 402	TIM Division Doctoral Student Consortium II	
	8:30am	110	MT:Grand Ballroom C	SPDW: Process Research Methods Workshop	
		112	MT:Room 310	Introduction	
	9:00am	135	MT:Room 310	Meet the Editors	
	10:10am	151	MT:Room 410	SPDW: The OM/IT Interface	
	11:00am	159	MT:Room 310	TIM Division Faculty Consortium - Coffee Break	
	11:15am	160	MT:Room 310	Strategies for Research	
	12:30pm	186	MT:Room 401 & 402	AACSB and faculty shortage	
	1:00pm	188	MT:Franklin 8	SPDW: Publishing Intl Strat Research	
	1:30pm	214	MT:Room 310	TIM Division Junior Faculty Consortium - Box Lunch	
	2:00pm	222	MT:Room 413	SPDW: The Management of Large Projec	
	2:30pm	230	MT:Room 310	Life Balance	
	2:40pm	231	MT:Room 301	SPDW: Using Patent Data for Research	
	Sun	8:00am	290	MT:Liberty Ballroom A	SPDW: Partners, Lovers, or Friends
			303	LW:Regency Ballroom C2	SPDW: Markets for Sustainability
		9:00am	329	MT:Grand Ballroom I	SPDW: Researching and Publishing on Strategy-as-Practice
		342	MT:Room 404	Technology	
		343	MT:Room 405	SPDW: Techno-entrepreneurship	
		344	MT:Room 410	SPDW: High-Tech Innovation Gaps	
11:00am		391	MT:Room 301	Innovation Diffusion	
3:30pm		454	MT:Room 405	TIM Executive Committee Meeting	
Mon	8:30am	497	MT:Grand Ballroom B	SHCS: Industry Architecture Dynamics	
		526	SH:Liberty A - Table A3	IP: Doing Well for Doing Good	
		529	SH:Liberty B - Table B2	IP: Intellectual Property	
		532	SH:Liberty C - Table C1	IP: Investment in Technology	
		554	MT:Liberty Ballroom B	JS: New Frontiers in Creativity	
		572	MT:Grand Ballroom L	Knowledge and New Product Development	
		573	MT:Room 303	Multinationals, R&D, and Innovation	
		574	MT:Room 304	Intellectual Property and Innovation	
		575	MT:Room 305	Social Networks, Mobility and Knowledge Flows	
		576	MT:Room 306	Organizational Relationships	
		577	MT:Grand Ballroom K	JS: Knowledge and User Innovation	
	8:40am	578	LW:Commonwealth C	SHCS: University-Industry Ties	
	9:00am	599	CC:Exhibit Hall C - TIM 1	Strategy, Technology, and Innovation ☺	
	10:40am	617	MT:Grand Ballroom D	JS: The Region Identity	
		652	SH:Liberty A - Table A1	IP: Innovation in a Multinational Environment	
		654	SH:Liberty A - Table A3	IP: Inter-organizational Knowledge Transfer	
		656	SH:Liberty B - Table B1	IP: Brand, Customers and Business Performance	
		661	SH:Liberty C - Table C2	IP: Performance of M&As	
		695	MT:Franklin 13	JS: Meet the Journal Editors	
		714	MT:Grand Ballroom K	Federal Research Funding	
	715	MT:Room 303	Technological Search		
	716	MT:Room 304	Special Topics on Innovation		
	717	MT:Room 305	New Product Development		
	718	MT:Grand Ballroom L	JS: Open Source Corporate Strategy		

Day	Start	#	Location	Session Information
Mon	12:20pm	766	SH:Liberty A - Table A2	IP: Diversification
		775	SH:Liberty C - Table C4	IP: New Product Development
		797	MT:Room 307	JS: Transforming Healthcare
		818	MT:Room 303	Knowledge Search and Learning
		819	MT:Room 304	Managing Knowledge for Innovative Performance
		820	MT:Room 305	Alliances and Innovation
		821	CC:Exhibit Hall C - TIM 1	Insights into New Product Development ☞
		822	CC:Exhibit Hall C - TIM 2	Human Capital & Innovation ☞
		823	MT:Grand Ballroom K	JS: The Management of Science
	824	MT:Grand Ballroom L	JS: Ethics and BioScience Firms	
	2:30pm	883	SH:Liberty A - Table A4	IP: Impact of Technology in Organizations
		884	SH:Liberty B - Table B1	IP: Implementation of and Resistance to Change I
		885	SH:Liberty B - Table B2	IP: Innovation I
		919	LW:Congress C	JS: Government Enterprise Change
		937	MT:Grand Ballroom K	TIM Best Dissertation Presentations
		938	MT:Room 303	The Role of Customers in Innovation
		939	MT:Room 304	Team Characteristics
		940	MT:Room 305	R&D Investments - When and How they Matter
		941	MT:Grand Ballroom L	JS: Open Source and Open Standards
	4:10pm	955	MT:Franklin 1	JS: Shaping the Energy Sector
		991	SH:Liberty B - Table B2	IP: Resistance to change II
		996	SH:Liberty C - Table C3	IP: Entrepreneurial Process III
		1035	MT:Grand Ballroom K	TIM Theme Session - Distinguished Speaker
		1036	MT:Grand Ballroom L	Timing and Rate of Innovation
1037		MT:Room 303	Technological Evolution and Change	
1038		MT:Room 304	Technology and Innovation	
1039		MT:Room 305	Radical Innovation - Organizational Implications	
1050		MT:Grand Ballroom K	TIM Business Meeting	
6:30pm	1065	MT:Grand Ballroom L	TIM Social Hour	
Tue	8:30am	1115	LW:Commonwealth B	JS: Translation of NGHTs
		1131	SH:Liberty B - Table B3	IP: Social responsibility II
		1182	MT:Room 303	Innovation Diffusion, Adoption, and Absorption
		1183	MT:Room 305	Patents and Intellectual Property
		1184	CC:Exhibit Hall C - TIM 1	Technology and Organizational Relationships ☞
		1185	MT:Grand Ballroom L	JS: MNE R&D & Knowledge Transfer
	1186	MT:Grand Ballroom K	JS: Integrating National and Global Innovation Systems	
	8:50am	1190	MT:Room 304	Interorganizational Networks
	10:30am	1240	SH:Liberty A - Table A1	IP: Innovation II
		1241	SH:Liberty A - Table A2	IP: Organizational Learning I
		1242	SH:Liberty A - Table A3	IP: Individual Learning and Knowledge Sharing II
		1250	SH:Liberty C - Table C3	IP: Supply Chain Design II
		1251	SH:Liberty C - Table C4	IP: Context of tech transfer
		1293	MT:Grand Ballroom L	Firms, universities, knowledge
		1294	MT:Room 303	Organizational Adaptation and Change
		1295	MT:Room 304	Network Effects: Diffusion and Adoption
		1296	MT:Room 305	Strategy & Knowledge
		1297	CC:Exhibit Hall C - TIM 1	Adaptation and Change ☞
		1298	CC:Exhibit Hall C - TIM 2	Management of Technology ☞
		1299	MT:Grand Ballroom K	JS: Offshoring Intangibles
		2:30pm	1316	MT:Grand Ballroom B
	1328		MT:Franklin 12	JS: The good, bad, and ugly
	1354		SH:Liberty C - Table C1	IP: Role of Organizational Leaders in Innovation
	1356		SH:Liberty C - Table C3	IP: The Strategic Planning Process II
1360	CC:Room 109B		JS: Strategic Online Learning	
1398	MT:Grand Ballroom K		Patents & IP	
1399	MT:Grand Ballroom L		Organizational Design and Knowledge	
1400	MT:Room 303		Technology, Innovation, and New Venturing	
1401	MT:Room 304		Knowledge Communities	
1402	MT:Room 305		Knowledge Seeking: Exploitation and Exploration	

Day	Start	#	Location	Session Information
Tue	4:10pm	1437	SH:Liberty A - Table A1	IP: Social capital benefits
		1438	SH:Liberty A - Table A2	IP: Supply Chain Design III
		1446	SH:Liberty C - Table C2	IP: Organizational Learning II
		1478	MT:Franklin 6	JS: Classifying Organizational Variation
		1480	MT:Room 403	JS: Governance In Temporary Organization
		1489	MT:Grand Ballroom K	The Role of the Individual in Innovation
		1490	MT:Grand Ballroom L	Industry Emergence
		1491	MT:Room 303	Knowledge, Capabilities, & Learning
		1492	MT:Room 304	Technology and Innovation
		1493	MT:Room 305	Adoption of Innovations
Wed	8:30am	1527	MT:Franklin 1	JS: Path Creation and Industry Architecture Innovation
		1528	MT:Franklin 9	JS: Innovation in Life Sciences
		1548	SH:Liberty A - Table A1	IP: Innovation Diffusion
		1552	SH:Liberty B - Table B1	IP: Individual Learning and Knowledge Sharing III
		1586	MT:Grand Ballroom L	University-Industry Knowledge Transfer
		1587	MT:Room 303	Firm Characteristics and Innovation
		1588	MT:Grand Ballroom K	JS: Network-Centric Innovation
	9:00am	1595	MT:Room 304	Collaboration, Networks, and Innovation
		1596	MT:Room 305	Management of Technology and Innovation
	10:40am	1603	MT:Grand Ballroom K	JS: Markets for technology
1623		SH:Liberty B - Table B3	IP: Resources, Slack, and Innovation	
1625		SH:Liberty C - Table C1	IP: Innovation and Organizational Design	
1662		MT:Room 303	Adaptation and Change	
1663		MT:Room 304	Drivers of R&D and Innovation	
	1664	MT:Room 305	Theoretical Perspectives on Innovation	

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Tunji Adegbesan, Lagos Business School, Pan-African U.,
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N Rao Kowtha, National U. of Singapore, SINGAPORE
Tobias Kretschmer, U. of Munich, GERMANY
Poornima Krishnan, U. of Illinois at Chicago, UNITED STATES
Gregory Kruse, U. of Pennsylvania, UNITED STATES
George Kuk, U. of Nottingham, UNITED KINGDOM
Michael D Kull, George Washington U., UNITED STATES
TING-KUEI KUO, U. of Cambridge, TAIWAN
Linda E. Kyker, Colorado Technical U., UNITED STATES
Tomi MM Laamanen, Helsinki U. of Technology, FINLAND
Nandini Lahiri, U. of North Carolina, Chapel Hill, UNITED
STATES
Karim R. Lakhani, Harvard Business School, UNITED STATES
John T. Lambert, U. of Southern Mississippi, UNITED STATES
Irene Lammers, Vrije U., NETHERLANDS
Peter J Lane, U. of New Hampshire, UNITED STATES
Ian Larkin, U. of California, Berkeley, UNITED STATES
Prof. Dr. Christoph Lattemann, Potsdam U., GERMANY
Eric K. W. Lau, City U. of Hong Kong, HONG KONG
Michael W. Lawless, INSEAD, SINGAPORE
Pascal Le Masson, Ecole des Mines de Paris, FRANCE
Ting Lin LEE, National U. of Kaohsiung, TAIWAN
Jai Joon Lee, U. of Pittsburgh, UNITED STATES
Jaegul Lee, Carnegie Mellon U., UNITED STATES
Aija Elina Leiponen, Cornell U., UNITED STATES
Michael Lenox, Duke U., UNITED STATES
Kaveepong Lertwachara, Thammasart U., THAILAND
Edward Levitas, U. of Wisconsin, Milwaukee, UNITED STATES
Mark Oliver Lewis, Georgia State U., UNITED STATES
Huiping Li, Ramapo College of New Jersey, UNITED STATES
Ulrich Lichtenhaler, WHU - Otto Beisheim School of
Management, GERMANY
Kwanghui Lim, U. of Melbourne, AUSTRALIA
Chieh-Yu Lin, Chang Jung Christian U., TAIWAN
Chien Chiang Lin, Shih Hsin U., TAIWAN
runhui lin, Nankai U., Tianjin, China, CHINA
Frederick A. Lins, U. of Hawaii at Manoa, UNITED STATES

- Fang Liu, Northwestern U., UNITED STATES
 Bangcheng Liu, Shanghai JiaoTong U., CHINA
 Christopher C. Liu, Harvard Business School, UNITED STATES
 Reut Livne-Tarandach, Boston College, UNITED STATES
 Corrado Io Storto, DIEG/ U. of Naples Federico II, ITALY
 Daniel E Lockhart, U. of Kentucky, UNITED STATES
 Marko Madunic, U. of Illinois at Urbana Champaign, UNITED STATES
 Saku Makinen, Tampere U. of Technology, FINLAND
 Omar R Malik, Philadelphia U., UNITED STATES
 Tariq H. Malik, Birkbeck College, U. of London, UNITED KINGDOM
 Vincent Mangematin, INRA/UPMF, FRANCE
 Michael J. Mannor, Michigan State U., UNITED STATES
 Irene Martin-Rubio, Universidad Politécnica de Madrid, SPAIN
 Judy Matthews, Queensland U. of Technology, AUSTRALIA
 Ralph Maurer, Stanford U., UNITED STATES
 Dr. James R. Maxwell, Indiana State U., UNITED STATES
 Mahour Mellat-Parast, U. of South Dakota, UNITED STATES
 John P. Meyer, Iona College, UNITED STATES
 Klaus K. Meyer, U. of Pantheon Assas Paris II, GREECE
 Douglas J. Miller, U. of Illinois at Urbana-Champaign, UNITED STATES
 Marcel Charles Minutolo, U. of Pittsburgh, UNITED STATES
 Anant Mishra, U. of Minnesota, UNITED STATES
 Sandra Moffett, U. of Ulster, UNITED KINGDOM
 Felipe Monteiro, London Business School, UNITED KINGDOM
 Piera Morlacchi, SPRU - U. of Sussex, UNITED KINGDOM
 Aditi Mukherjee, Purdue U., UNITED STATES
 Indrajit Mukherjee, Indian Institute of Management Calcutta, INDIA
 Kamal Munir, U. of Cambridge, UNITED KINGDOM
 William C Murray, Saint Mary's U., CANADA
 Makoto Nakayama, DePaul U., UNITED STATES
 Anne Nelson, Ecole Supérieure de Commerce de Pau, FRANCE
 Kay M Nelson, Southern Illinois U., UNITED STATES
 Louise Anne Nemanich, Arizona State U., UNITED STATES
 Atul Nerkar, U. of North Carolina, Chapel Hill, UNITED STATES
 Jack A Nickerson, Washington U., UNITED STATES
 Tomi Samuli Nokelainen, Tampere U. of Technology, FINLAND
 Elena Novelli, Bocconi U., ITALY
 Alan O'Sullivan, U. of Ottawa, CANADA
 Muhammad A Obeidat, Southern Polytechnic State U., UNITED STATES
 Leon A. G. Oerlemans, Tilburg U., NETHERLANDS
 Alexander Oettl, U. of Toronto, CANADA
 dt ogilvie, Rutgers U., Newark, UNITED STATES
 Lih-Bin Oh, National U. of Singapore, SINGAPORE
 Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey, UNITED STATES
 Paul M Oik, U. of Denver, UNITED STATES
 Joyce Ore, ACM, UNITED STATES
 Antonio Padilla-Melendez, U. of Málaga, SPAIN
 Daria Panina, Texas A&M U., UNITED STATES
 Sangmoon Park, Kangwon National U., SOUTH KOREA
 Anne Parmigiani, U. of Oregon, UNITED STATES
 Srikanth Paruchuri, U. of Florida, UNITED STATES
 Ravi Patnayakuni, U. of Alabama in Huntsville, UNITED STATES
 Jason Michael Pattit, Syracuse U., UNITED STATES
 Johannes M Pennings, U. of Pennsylvania, UNITED STATES
 Markus Perkmann, Loughborough U., UNITED KINGDOM
 Theodoro Agostinho Peters, FEI - ESAN, BRAZIL
 alex polacco, School of Global Management and Leadership, UNITED STATES
 david john pollard, U. of Abertay Dundee, UNITED KINGDOM
 Benjamin C. Powell, U. of Alabama, UNITED STATES
 Andrea Prencipe, U. G. d'Annunzio, ITALY
 Xiaoyu Pu, Zhejiang U., CHINA
 Anne Quaadgras, Boston U., UNITED STATES
 Cristina Quintana-Garcia, Malaga U. (Spain), SPAIN
 Krishnan Ramaya, Pacific U., UNITED STATES
 Bing Ran, U. of Waterloo, CANADA
 Ebrahim Randeree, Florida State U., UNITED STATES
 Bharat Rao, Polytechnic U., New York, UNITED STATES
 Yuqing Ren, Carnegie Mellon U., UNITED STATES
 IRIS REYCHAV, Bar-Ilan U., ISRAEL
 Julio Francisco Dantas de Rezende, Universidade do Estado do Rio Grande do Norte (UERJ), BRAZIL
 Aurea Helena Puga Ribeiro, Fundação Dom Cabral/PUC Minas, BRAZIL
 Polly S. Rizova, Boston U., UNITED STATES
 Young Kyun Ro, U. of Michigan - Dearborn, UNITED STATES
 Michael Roach, Duke U., UNITED STATES
 Hanno Roberts, Norwegian School of Management, SWEDEN
 Nicholas Roberts, Clemson U., UNITED STATES
 David F Robinson, Indiana State U., UNITED STATES
 Aradhana Roy, U. of Michigan, UNITED STATES
 Raja Roy, Tulane U., UNITED STATES
 Chris Russell, U. Wales Inst. Cardiff, UNITED KINGDOM
 Wladimir M. Sachs, ESC Rennes School of Business, FRANCE
 Rognvaldur J Saemundsson, Reykjavik U., ICELAND
 Laura Salciuviene, U. of Manchester, UNITED KINGDOM
 Rakesh B. Sambharya, Rutgers U. - Camden, UNITED STATES
 Otavio Sanchez, UNESP - Universidade Metodista de Sao Paulo, BRAZIL
 Jonathan David Sapsed, Imperial College London, UNITED KINGDOM
 Henry Sauermann, Duke U., UNITED STATES
 Gregory D. Saxton, State U. of New York, Brockport, UNITED STATES
 Wilfred Schoenmakers, Hasselt U., BELGIUM
 Victor Seidel, U. of Oxford, UNITED KINGDOM
 Marko Seppänen, Tampere U. of Technology, FINLAND
 Sviatoslav Steve Seteroff, U. of Phoenix Online - SAS, UNITED STATES
 Uday Shanker, M. M. M. Engineering College Gorakhpur, India, INDIA
 Barton M Sharp, Purdue U., West Lafayette, UNITED STATES
 Willow Sheremata, York U., CANADA
 Arijit Sikdar, U. of Wollongong in Dubai, UNITED ARAB EMIRATES
 Claire A. Simmers, St. Joseph's U., UNITED STATES
 Harminder Singh, Michigan State U., UNITED STATES
 Jasjit Singh, INSEAD, SINGAPORE
 Narveshwar Sinha, Pennine Acute NHS Hospital Trust, Manchester UK & Atos Origin Medical Services, UNITED KINGDOM
 Sanjay R. Sisodiya, Washington State U., UNITED STATES
 Nagaraj Sivasubramaniam, Duquesne U., UNITED STATES
 Alison Smart, Manchester Business School, UNITED KINGDOM
 Roger Smith, US Army, UNITED STATES
 Rodney R. Yates Smith, Walsh U., UNITED STATES
 Dedrick Allen Smith, Capella U., UNITED STATES
 Klas E. Soderquist, Athens U. of Economics and Business, GREECE
 maura soekijad, Vrije U. Amsterdam, The Netherlands, NETHERLANDS
 Marco Sonnino, Bologna U., ITALY
 M. Lourdes Sosa, London Business School, UNITED KINGDOM
 Sebastian Spaeth, ETH Zurich, SWITZERLAND
 Aron S. Spencer, New Jersey Institute of Technology, UNITED STATES
 Jennifer Spencer, George Washington U., UNITED STATES
 Joseph Lovett Spencer, Anderson U., UNITED STATES
 Christiane Spitzmueller, U. of Houston, UNITED STATES
 Heather Stebbings, Cranfield School of Management, UNITED KINGDOM
 Harm-Jan Steenhuis, Eastern Washington U., UNITED STATES
 James H. Stephenson, Capella U., UNITED STATES
 David W Stewart, U. of Southern California, UNITED STATES
 Gregory N. Stock, Northern Illinois U., UNITED STATES
 Matthias Emmanuel Stürmer, ETH Zurich, SWITZERLAND
 Ramanath Subramanyam, U. of Illinois, Urbana-Champaign, UNITED STATES
 Julian C. Sulej, U. of Dundee, UNITED KINGDOM
 Allan Sumiyama, Harvard Business School, UNITED STATES
 Gita Surie, Adelphi U., UNITED STATES
 Norma G. Sutcliffe, DePaul U., UNITED STATES
 Mark Szigely, Harvard Business School, UNITED STATES
 Rosanna Tarsiero, Gionnetics, ITALY
 Alva Taylor, Dartmouth College, UNITED STATES
 Ram Tenkasi, Benedictine U., UNITED STATES
 Pooja Thakur, Rutgers Business School—Newark and New Brunswick, UNITED STATES
 Francois Therin, Grenoble Ecole de Management, FRANCE
 Janice Lynn Thomas, Athabasca U., CANADA
 Ramayah Thurasamy, Universiti Sains Malaysia, MALAYSIA
 CL Tien, National Taiwan U., TAIWAN
 Vinay Tiwari, RSM Erasmus U., NETHERLANDS
 March L. To, The Hong Kong Polytechnic U., HONG KONG
 Erno Tapio Tomikoski, EM Lyon, FRANCE
 Sebastien Tran, Groupe Sup de Co La Rochelle, FRANCE
 Christos Tsinopoulos, Durham U., UNITED KINGDOM
 Philipp Tuertscher, U. of St. Gallen, SWITZERLAND
 David L. Turnipseed, Indiana U./Purdue U., UNITED STATES
 Daniel Tzabbar, U. of Central Florida, UNITED STATES
 Ikenna S Uzuegbunam, Rensselaer Polytechnic Institute, UNITED STATES
 Giovanni Valentini, Bocconi U., ITALY
 Joan Ernst Van Aken, Eindhoven U. of Technology, NETHERLANDS
 Bart Van Looy, K.U. Leuven, BELGIUM
 Allard C.R. Van Riel, U. of Liège, BELGIUM
 Sara Varlander, Stockholm U., SWEDEN
 Charles A. Von Uff PhD, U. of Phoenix, UNITED STATES
 George S. Vozikis, California State U., Fresno, UNITED STATES
 Marcus Wagner, Bureau d' Economie Théorique et Appliquée, FRANCE
 Dana C. Walker, IBM Corporation, UNITED STATES
 Tom Wamala, Spoon River College, UNITED STATES
 Ming-Chao Wang, National Cheng Kung U., TAIWAN
 Tamara Y Washington, Deloitte & Touche, UNITED STATES
 Molly Wasko, Florida State U., UNITED STATES
 Charles K. Waterson, U. of Nebraska, Lincoln, UNITED STATES
 Andrew Watson, Northeastern U., UNITED STATES
 Jerry Lee Wellman, Honeywell, UNITED STATES
 Erik Wetter, Stockholm School of Economics, SWEDEN
 Valerie M. White, Louisiana Technical College, UNITED STATES
 Hong Seng Woo, Middlesex U. Business School, UNITED KINGDOM
 Evan D. Wood, Taylor U., UNITED STATES
 Jason Woodard, Singapore Management U., SINGAPORE
 Yen-Chun Jim Wu, National Kaohsiung First U. of Science & Technology, TAIWAN
 Ming-Chang Wu, National Chengchi U., TAIWAN
 Emiel F.M. Wubben, Wageningen U., NETHERLANDS
 Yutaka Yamauchi, Xerox Palo Alto Research Center, UNITED STATES
 Mo Yamin, U. of Manchester, UNITED KINGDOM
 Emery Yao, U. of Kentucky, UNITED STATES
 Dave Yates, U. of Southern California, UNITED STATES
 Sai Krishna Yayavaram, National U. of Singapore, SINGAPORE
 Chen Ye, U. of Illinois at Chicago, UNITED STATES
 Eric Yocam, U. of Phoenix, UNITED STATES
 Maliha Zaman, Drexel U., UNITED STATES
 Xiaomeng Zhang, U. of Maryland, UNITED STATES
 Zheng Jane Zhao, U. of Kansas, UNITED STATES
 Xinyuan Zhao, South China U. of Technology, CHINA
 Wei Zheng, Northern Illinois U., UNITED STATES
 Feng Zhu, Harvard U., UNITED STATES
 Silvia Novaes Zilber, UNINOVE, BRAZIL

In Conjunction With Activities

Program Chair: Angelo DeNisi, Tulane U.
 Professional Development Workshop Chair: James P. Walsh, U. of Michigan, Ann Arbor
 Program Coordinator: Jimmy Le, Academy of Management

Day	Start	#	Location	Session Information
Fri	6:00pm	55	MT:Room 404	Nova Southeastern University DBA Student Meetings
	6:30pm	66	MT:Room 410	Management Faculty of Color Meeting
	7:00pm	67	LW:Lescaze	Idaho State U. Reception
Sat	10:00am	144	MT:Franklin 2	USASBE Board Meeting
	1:30pm	208	CC:Room 104A	Journal of Management Editorial Board Meeting
	4:00pm	245	CC:Room 103A	MOR Editorial Board Meeting
	5:00pm	256	CC:Room 103A	IACMR Business Meeting
	5:30pm	260	MT:Room 404	Nova Southeastern University DBA Student Meetings
	7:00pm	277	CC:12th Street Foyer	IACMR/Blackwell Reception
Sun	12:00pm	398	MT:Room 405	The JAME Ed. Board Meeting
		399	MT:Room 408 & 409	Oxford University Press Luncheon
	12:30pm	402	MT:Room 410	Organization Management Journal Board Meeting
		403	CC:Room 104A	PSEDII Luncheon
		404	CC:Room 113C	Faculty of Color Lunch & Meeti
	1:00pm	410	MT:Room 403	MLI Ed. Board Meeting
		411	LW:Commonwealth A1	JMSR Ed. Board Meeting
	2:00pm	418	MT:Grand Ballroom A	Gathering of POS Scholars
		419	MT:Grand Ballroom B	Administrative Science Quarterly Ed. Board Mtg.
		420	MT:Room 301	Organization Science Sr. Editor Meeting
		421	MT:Room 309	ORGANIZATION Journal Ed. Board Meeting
	3:00pm	429	MT:Grand Ballroom C	Administrative Science Quarterly Reception
	3:30pm	440	CC:Room 110 A&B	Leadership Quarterly Editorial Board Meeting
	4:00pm	455	MT:Grand Ballroom E	Organization Science Editorial Review Board Rec.
	5:00pm	459	MT:Grand Ballroom B	Warwick Business School Reception
		460	LW:Commonwealth A2	LOS Journal Ed. Board Meeting
		461	CC:Room 110 A&B	Network of Leadership Scholars Business Meeting
	5:30pm	463	LW:Washington A	Editorial Board of Business and Society
	6:00pm	466	MT:Grand Ballroom A	Ifera Reception
		467	LW:Lescaze	Tepper School Alumni Reception
7:30pm	471	MT:Grand Ballroom C	HKUST Reception	
9:00pm	473	MT:Grand Ballroom E	UQ Business School Dessert Reception	
Mon	12:00pm	719	MT:Grand Ballroom G	Journal of Organizational Behavior Luncheon
	12:30pm	825	LW:Commonwealth A1	ETP Ed. Board Meeting
	6:00pm	1055	MT:Liberty Ballroom C	Sloan Industry Studies Reception
		1056	CC:13th Street Foyer	Management Faculty of Color Reception
	6:30pm	1059	MT:Grand Ballroom D	Northeastern U./Moscow State U. Reception
	7:00pm	1070	MT:Grand Ballroom C	British Academy of Management Reception
		1071	MT:Independence Ballroom	Jrl. of Hispanic Research Rec.
8:00pm	1074	LW:Commonwealth D	ORBH Alumni Reception	
Tue	5:30pm	1497	MT:Room 404	Nova Southeastern University DBA Student Meetings
		1498	MT:Room 405	ASAC/CJAS Meeting

Friday 8:00AM**1 : (AAA) AOM Committee Meetings**

8:00am - 12:00pm Philadelphia Marriott: Room 403

2 : (AAA) Board of Governors' Meeting

8:00am - 5:00pm Philadelphia Marriott: Room 405

Organizer: **Ken G. Smith**, U. of Maryland**3 : (AAA) AOM Committee Meetings**

8:00am - 12:00pm Philadelphia Marriott: Room 406

4 : (AAA) Philadelphia 2007 LAC

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A

Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

christoph.drechsler@ucd.ie.

Organizer: **Christoph Drechsler**, UCD DublinFacilitator: **Mark Cordano**, Ithaca CollegePresenter: **Rolf Wuestenhagen**, U. of St. Gallen**9 : (ONE) Amazon: Challenges and Opportunities for the New Millennium**

10:00am - 12:00pm Off Site: Rutgers EcoComplex 1

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. For more information on this workshop, contact **Leonardo Basso** at leonardobasso@mackenzie.com.brOrganizer: **Leonardo Fernando Basso**, U. Mackenzie**10 : (ONE, TIM) Bringing the Outside Inside: Biomimicry and Innovation in Sustainable Business**

10:00am - 12:00pm Off Site: Rutgers EcoComplex 3

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.Organizer: **Deborah M. Steketee**, Aquinas College**Friday 8:30AM****5 : (IM) International Management Division: Water Adventure**

8:30am - 9:30am Philadelphia Marriott: Room 413

Limited to IMD members and their families. Pre-registration and a fee to cover transportation, lunch and activity costs are required. Approximate price, including round-trip transportation will be \$65/person. Places are limited so sign up early. Organized by the IMD Social Events Committee. Email **Saba Colakoglu** at sabacol@eden.rutgers.edu to reserve a place and for additional information.Coordinators: **Schon Beechler**, Duke Corporate Education; **Saba Colakoglu**, Rutgers U.**Friday 11:00AM****11 : (AAA) Conference Registration**

11:00am - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.

Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

Friday 1:00PM**12 : (BPS, CM, ENT, GDO, HR, IM, MH, MOC, OCIS, OMT, PNP, RM, SIM, TIM) The Power of Richness, Part III: Crafting Qualitative Research Papers**

1:00pm - 5:00pm Philadelphia Marriott: Liberty Ballroom C

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>Organizers: **Peter Murmann**, Australian Graduate School of Management; **Diana L. Day**, Rutgers U.Participants: **Stephen Barley**, Stanford U.; **John Van Maanen**, Massachusetts Institute of Technology; **Andrew B. Hargadon**, U. of California, Davis; **Deborah J Dougherty**, Rutgers U.; **Klaus Weber**, Northwestern U.; **Bill McKelvey**, U. of California, Los Angeles; **Karen D Locke**, College of William and Mary; **Mark J Zbaracki**, New York U.; **Mauro F Guillen**, U. of Pennsylvania; **Nicolaj Siggelkow**, U. of Pennsylvania; **Kimberly D Elsbach**, U. of California, Davis; **Chet Miller**, Wake Forest U.; **Candace Jones**, Boston College; **Sara L Rynes**, U. of Iowa; **Linda Argote**, Carnegie Mellon U.; **Edward Zajac**, Northwestern U.; **John A Wagner**, Michigan State U.; **C. Marlana Fiol**, U. of Colorado, Denver; **Mariann Jelinek**, College of William and Mary; **Mitchell P Koza**, Rutgers U.; **Michael Pratt**, U. of Illinois, Urbana-Champaign**13 : (BPS, MOC, ODC, MC, PTC) Strategy as Design**

1:00pm - 3:00pm Philadelphia Marriott: Room 403

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>Organizer: **dt ogilvie**, Rutgers U.Presenters: **Jeanne Liedtka**, U. of Virginia - Darden; **Frances H Fabian**, U. of North Carolina, Charlotte**Friday 9:00AM****6 : (ONE) Day Trip to the Rutgers University EcoComplex**

9:00am - 4:00pm Off Site: Rutgers EcoComplex

Registration is required. The deadline is July 13, 2007. To register please visit <http://apps.aomonline.org/PDWReg>. For more information on this workshop, contact **Tom Bryant** at bryant@rowan.edu. Registered attendees please meet in front of the Loews Hotel at 8:30 AM.Organizer: **Tom Bryant**, Rowan U.**Friday 9:45AM****7 : (HR) Company Visit: COMCAST HR**

9:45am - 12:00pm Off Site: HR Off-site Tour - Comcast

Visit <http://apps.aomonline.org/PDWReg> to register by July 13. Late registrants may e-mail **Frank Linnehan** at linnehf@drexel.edu.Organizers: **Frank Linnehan**, Drexel U.; **Judith W. Tansky**, Ohio State U.Presenter: **Mark Gasta**, COMCAST**Friday 10:00AM****8 : (ONE) Teaching Sustainability through 'Blocked Seminars'**

10:00am - 12:00pm Off Site: Rutgers EcoComplex 2

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. For more

14 📖 SPDW: (BPS, OMT, HR, IM, RM) **Raising the Bar on Trust Research: Comments, Critiques, and Counsel on Empirical Work**

1:00pm - 3:30pm Philadelphia Marriott: Room 407

*Due to evolving research standards, we aim to bring some clarity to the issue of criteria against which trust research will be and should be evaluated***Organizers:** Laura Poppo, University of Kansas; Bill McEvily, U. Toronto**Presenters:** Africa Arino, IESE Business School; Steven C Currall, U. College London/London Business School**15** 📖 📖 SPDW: (CAR, HR) **Career Case Study Workshop**

1:00pm - 4:00pm Pennsylvania Convention Center: Room 106 A&B

*Pre-registration is required***Organizers:** Kerr Inkson, U. of Waikato; Jelena Zikic, York U.**Facilitators:** Susan M. Adams, Bentley College; Michael B. Arthur, Suffolk U.; Douglas T. Hall, Boston U.**16** 📖: (ENT) **Introduction to the Second Panel Study of Entrepreneurship Data (PSED)**

1:00pm - 3:00pm Philadelphia Marriott: Room 414 & 415

Organizer: Paul D Reynolds, Florida International U.**Presenter:** Richard Curtin, U. of Michigan, Ann Arbor**17** 📖 SPDW: (GDO, BPS, MEN) **Coalition For Faculty Diversity Publishing Workshop**

1:00pm - 5:00pm Pennsylvania Convention Center: Room 104A

*Registration required. Interested Junior Faculty must submit a manuscript to Raymond Trau**(raymond.trau@buseco.monash.edu.au) by June 1 for review.***Organizer:** Raymond N. C. Trau, Monash U.**Chairs:** Robin Ely, Harvard U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee**Discussants:** Jean M. Bartunek, Boston College; Arthur P. Brief, U. of Utah; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Judith A. Clair, Boston College; Robert L Dipboye, U. of Central Florida; Marta M. Elvira, Lexington College; Michelle R. Hebl, Rice U.; Charmine E. J. Hartel, Monash U., Clayton; Susan E. Jackson, Rutgers U.; Katherine Klein, U. of Pennsylvania; Alison Konrad, U. of Western Ontario; David A. Kravitz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Phyllis Tharenou, U. of South Australia; Pushkala Prasad, Skidmore College; Maureen A. Scully, U. of Massachusetts; Elaine Yakura, Michigan State U.**18** 📖 SPDW: (IM, BPS, AAM) **Interactive Teaching Methods in International Management**

1:00pm - 4:00pm Philadelphia Marriott: Room 404

*Simulations, Games, Role Plays and more in International Management teaching.***Organizers:** Malika Richards, Pennsylvania State U.; Gerhard Apfelthaler, FH Joanneum**Presenters:** Jeanne M McNett, Assumption College; Allan Bird, U. of Missouri, St. Louis; Guenter Stahl, INSEAD; Joyce Osland, San Jose State U.; Mason A Carpenter, U. of Wisconsin, Madison; Martin Neubauer, FH Joanneum; Thomas Schmalzer, FH Joanneum; Richard C Hoffman, Salisbury U.; Julia Gluesing, Wayne State U.; Andrea Licari, St. Johns U.; James H. Biteman, Tulane U.; Svjatana Madzar, University of Minnesota; Paul Kalfadellis, Monash U.**19** 📖: (MED) **Success in the Classroom, Grading Strategies, and Group Work for New Instructors**

1:00pm - 2:30pm Pennsylvania Convention Center: Room 112A

Presenters: Norm R Althouse, U. of Calgary; Vicki L. Taylor, Shippensburg U.; Carol D. Stewart, U. of Calgary**20** 📖 📖: (MED) **Doing Well in Peer Evaluation of Team-Member Contributions**

1:00pm - 2:30pm Pennsylvania Convention Center: Room 112B

Organizer: Misty L Loughry, Georgia Southern U.**Presenters:** Peter Bamberger, Technion Israel Institute of Technology; Neal P. Mero, Association to Advance Collegiate Schools of Business; Matthew W. Ohland, Purdue U.; Greg L Stewart, U. of Iowa**21** 📖 → 📖: (MH) **Tour of "BOXLY", former home of Frederick W. Taylor**

1:00pm - 5:00pm Off Site: MH Boxly Tour

*Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. Registered attendees to meet in the lobby of the Marriott hotel at 12:00 PM.***Organizer:** Charles D. Wrege, Cornell U.**22** 📖: (MOC) **Learning and Decision Making in the Great Bear Wilderness Disaster**

1:00pm - 2:30pm Pennsylvania Convention Center: Room 104B

*Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>***Organizer:** Wendy S. Becker, U. at Albany**Facilitator:** Michael J. Burke, Tulane U.**23** 📖 📖 SPDW: (OM, ENT, MED, SIM) **New Wine in Old Bottles: Innovative Teaching for Emerging Management Topics**

1:00pm - 3:30pm Philadelphia Marriott: Room 411 & 412

Organizers: Sandra Moffett, U. of Ulster; Tom Mierzwa, U. of Maryland**Distinguished Speakers:** Karen Anderson-Gillespie, Development Department, Belfast City Council; Charles K. Tolleson, DynMcDermott Petroleum Operations Co., Inc**Chair:** Robert S. D'Intino, Rowan U.**Speakers:** Rodney McAdam, U. of Ulster; Ashley Braganza, Cranfield U.**Presenters:** Bryan A Booth, U. of Maryland U. College; Minet Schindehutte, Syracuse U.; Stanley W Mandel, Wake Forest U.; Oliver Schlake, U. of Maryland, College Park**Participant:** Shirley Ann Hazlett, Queens U. Belfast**24** 📖 📖 SPDW: (OM, RM) **Hamlet's Dagger: Managing Attention, Information and Uncertainty**

1:00pm - 2:30pm Philadelphia Marriott: Independence III

*The presenter is a nationally known operations research analyst who is also a patented high-tech inventor, a successful entrepreneur and executive, an***Organizer:** Doug Samuelson, InfoLogix, Inc**25** 📖 SPDW: (OMT, BPS, CMS) **Rethinking the Agency/Structure Interface in Institutional Theory**

1:00pm - 3:50pm Philadelphia Marriott: Independence I & II

*This workshop will focus on discussing the ways in which agency and structure are currently being articulated by institutional theorists.***Organizers:** Kelly Thomson, York U.; Tammar B. Zilber, Hebrew U. of Jerusalem

Facilitators: **Douglas Creed**, U. of Rhode Island; **Andrew J. Hoffman**, U. of Michigan; **Bernard Leca**, Nottingham U. Business School; **Kamal Munir**, U. of Cambridge; **Anand Narasimhan**, Imperial College London; **Pamela S. Tolbert**, Cornell U.; **Tina Dacin**, Queen's U. Canada

26 📄 SPDW: (RM, CMS, OMT, ODC) Introduction to Social Networks Research

1:00pm - 5:00pm Philadelphia Marriott: Liberty Ballroom B
Pre-registration advised. Registered participants get priority seating and receive material prior to the conference. Contact presenter directly.

Presenters: **Nicholas Athanassiou**, Northeastern U.; **David Krackhardt**, Carnegie Mellon U.; **Daniel J. Brass**, U. of Kentucky; **Stephen P Borgatti**, Boston College

Friday 2:00PM

27 📄 (TIM) Planning Software as a Tool for Teaching Planning

2:00pm - 5:00pm Philadelphia Marriott: Room 410
Pre-registration is strongly suggested as space is limited. Please send full mailing address and telephone to Kristen Lochen at kristen@paloalto.com

Organizer: **Tim Berry**, Palo Alto Software
Presenter: **Tim Berry**, Palo Alto Software

Friday 2:30PM

28 📄 (HCM) Portfolio Based Assessment of Health Management Competencies

2:30pm - 3:45pm Loews Philadelphia: Howe
Organizer: **Leonard H. Friedman**, Oregon State U.
Presenter: **Diana W Hilberman**, U. of California, Los Angeles

29 📄 (MED) Practicing What We Preach: Effectively Teaching “Doing Well by Doing Good” by Role Modeling It

2:30pm - 4:00pm Pennsylvania Convention Center: Room 112B
Organizer: **Sandi L Dinger**, Eastern U.
Chair: **Sandi L Dinger**, Eastern U.

Presenters: **Mary Grace Neville**, Southwestern U.; **Melisande McCrae**, Eastern U.; **Jennifer Leigh**, Gettysburg College; **Craig Johnson**, George Fox U.

Friday 3:00PM

30 : (ENT) Can University Intellectual Property Be an Engine for Rural Economic Development?

3:00pm - 5:00pm Philadelphia Marriott: Room 414 & 415
Can the transfer of technologies from universities address the problem of inadequate economic development in rural regions?
Organizer: **Timothy M Stearns**, California State U. Fresno
Presenters: **Kathleen R Allen**, U. of Southern California; **Delore Zimmerman**, Not Specified; **Mel Ustad**, State of South Dakota; **Kent Glascock**, Kansas State U.

31 🗣️ (MC) Creating and Developing your Consulting Practice

3:00pm - 4:30pm Loews Philadelphia: Washington A
Friday 1 to 5 pm

Presenters: **Terry R Armstrong**, Georgetown U.; **David Jamieson**, Pepperdine U.

32 🗣️ (ODC) A National Study of Toxic Personalities at Work: Leadership Actions to Mitigate Their Effects

3:00pm - 5:00pm Loews Philadelphia: Washington C
Organizer: **Mitchell Kusy**, Antioch U.
Facilitator: **Elizabeth Holloway**, Antioch U.

33 📄 SPDW: (ODC, MC, MED, MOC) The Art of the Ai Question: Why the Best Answer is Sometimes a Great Question

3:00pm - 5:30pm Loews Philadelphia: Washington B
Organizer: **Nancy C. Wallis**, Pepperdine U.
Presenter: **Linda Denton**, Denton Consulting and Coaching

34 📄 SPDW: (ODC, MED) Facilitating Professional Development Using Guided Reflection on Lived Experience

3:00pm - 6:30pm Loews Philadelphia: Congress A
Organizer: **Gary Wagenheim**, Simon Fraser U.
Presenter: **John L. Bennett**, Queens U. of Charlotte

35 📄 SPDW: (PNP, PTC, BPS, ONE, ENT, HCM, HR, SIM, IM, CMS, ODC, RM, MC) Sustainable Practice Action Research Community (SPARC) - Education & Learning Session

3:00pm - 6:00pm Loews Philadelphia: Congress B
Presenters: **Neil M. Boyd**, Lycoming College; **Joel I Harmon**, Fairleigh Dickinson U.; **Margaret T. Orr**, Bank Street College of Education; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC; **David Coghlan**, Trinity College Dublin; **Gerard F Farias**, Fairleigh Dickinson U.; **Derek O'Byrne**, Waterford Institute of Technology

Friday 3:30PM

36 📄 SPDW: (BPS, OMT, IM, HR) Trust Workshop: A Feedback Opportunity for Empirical Work-in-Progress

3:30pm - 5:30pm Philadelphia Marriott: Room 407
Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWReg>. WORKSHOP REQUIREMENTS: 1. Submit working papers between 10 and 25 pages by May 31, 2007 to Laura Poppo at lpoppo@vt.edu. Submitted papers should be empirical work targeted to research journals. 3. Provide permission to distribute and/or post submitted paper to the workshop web page. 4. Provide at least three key words that describe the submitted paper.

Organizers: **Laura Poppo**, University of Kansas; **Bill McEvily**, U. Toronto
Participants: **Africa Arino**, IESE Business School; **Steven C Currall**, U. College London/London Business School

37 📄 SPDW: (ENT, BPS, OMT) Charting Topography for Entrepreneurship Research: Re-examining Assumptions, Approaches & Practices

3:30pm - 6:00pm Philadelphia Marriott: Room 411 & 412
Presentations by panelists & roundtable discussions explore the domain of entrepreneurship
Organizers: **Louis Marino**, U. of Alabama; **Benjamin C. Powell**, U. of Alabama; **Paul L. Drnevich**, U. of Alabama; **Daniel Gregory Bachrach**, U. of Alabama

Keynote Speakers: **Lowell W. Busenitz**, U. of Oklahoma; **Melissa S. Cardon**, Pace U.; **Jeff Covin**, Indiana U.; **Per Davidsson**, Queensland U. of Technology; **Thomas J Dean**, U. of Colorado, Boulder; **James Fiet**, U. of Louisville; **Gerard George**, London Business School

38 🗣️: (GDO) **Integral Communication: Mindful Skills for Relational Leadership**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 111B

Registration is strongly encouraged. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizer: **Placida Velasquez Gallegos**, Fielding Graduate U.
Presenter: **Ilene Wasserman**, ICW Consulting Group

Friday 4:00PM

39 🗣️📄: (BPS, ENT, OMT, IM, RM, AAM) **Examining, Clarifying, and Refining Theories of Competitive Advantage**

4:00pm - 6:30pm Philadelphia Marriott: Room 403

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizers: **Craig E. Armstrong**, Dickinson College; **Paul L. Drnevich**, U. of Alabama; **Rajiv Nag**, U. of Arkansas

Discussants: **Russell Coff**, Emory U.; **Thomas Brush**, Purdue U., West Lafayette; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign; **Michael J Leiblein**, Ohio State U.; **Edward Levitas**, U. of Wisconsin, Milwaukee; **Jeff Macher**, Georgetown U.; **Douglas J. Miller**, U. of Illinois at Urbana-Champaign; **Laura Poppo**, University of Kansas

40 🗣️: (CAR) **Strategic Academic Career Renewal at Midlife**

4:00pm - 5:00pm Pennsylvania Convention Center: Room 106 A&B

Open, no restriction on participation: Simply come!

Organizers: **Sally J. Power**, U. of St. Thomas; **Sherry E. Sullivan**, Bowling Green State U.

41 🗣️📄: (HCM) **Theoretical and Practical Applications of Healthcare Research - the Science of Doing Good**

4:00pm - 5:30pm Loews Philadelphia: Lescaze

Research in healthcare is done to identify methodologies that will assist in improve healthcare efficiencies and improve patient care. The question is

Organizer: **Teresa Gehman**, U. of Phoenix Online - SAS

Presenters: **Louise Fitzgerald**, De Montfort U.; **James Tiessen**, McMaster U.

42 📄🗣️➔: (MED, TTC, PTC) **A Pledge of Allegiance: Academicians and Practitioners Working Together to Ensure Classroom Success**

4:00pm - 5:30pm Pennsylvania Convention Center: Room 112A

Organizers: **Kristena Payne Gaylor**, Belhaven College; **Vikki Natasha Wilkins**, Mississippi State U. Meridian

Presenters: **Jacqueline Chestnut**, General Motors Corp.; **Aleta Crawford**, U. of Mississippi at Tupelo; **Mary White**, Jackson State U.; **Jack E Tucci**, Mississippi State U. Meridian; **Melvin L. Smith**, Case Western Reserve U.

43 ➔🗣️: (PTC) **Performance Measurement: Developing Non-financial and Leading Indicators**

4:00pm - 5:00pm Loews Philadelphia: Congress C

Presenters: **Graham K Kenny**, Strategic Factors; **Margaret M Kenny**, Strategic Factors

44 📄: (RM, OMT) **Estimating Hierarchical Linear Models as Structural Equation Models**

4:00pm - 5:50pm Philadelphia Marriott: Independence I & II

Presenter: **Michael J. Zyphur**, National U. of Singapore

45 : (TIM) **TIM Division Doctoral Student Consortium**

4:00pm - 8:00pm Philadelphia Marriott: Room 401 & 402

Organizer: **Arvids A Ziedonis**, U. of Michigan, Ann Arbor

Presenters: **Robert Salomon**, New York U.; **Ajay K. Agrawal**, J.L. Rotman School of Management, U. of Toronto; **Rachelle Sampson**, U. of Maryland; **Gary Dushnitsky**, U. of Pennsylvania; **Andrew King**, Dartmouth College; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign

Friday 4:30PM

46 🗣️: (MC, ODC) **Multiple Perspectives on Change**

4:30pm - 6:00pm Loews Philadelphia: Washington A

Presenters: **Leon De Caluwe**, Free U., Twynstra; **Hans Vermaak**, Twynstra Management Consultants

Friday 5:00PM

47 📄🗣️: (CAR) **Careers "in the Rough": Research Development Workshop**

5:00pm - 6:30pm Pennsylvania Convention Center: Room 104B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Facilitators: **Michael B. Arthur**, Suffolk U.; **Hugh P. Gunz**, U. of Toronto; **Yehuda Baruch**, U. of East Anglia; **Peter A. Heslin**, Southern Methodist U.; **Jeffrey H. Greenhaus**, Drexel U.; **Maury Peiperl**, IMD; **Kimberly Eddleston**, Northeastern U.; **Sherry E. Sullivan**, Bowling Green State U.; **Amy Wrzesniewski**, Yale U.; **Peter Cappelli**, U. of Pennsylvania; **Berrin Erdogan**, Portland State U.; **Barbara S. Lawrence**, U. of California, Los Angeles; **Douglas T. Hall**, Boston U.; **Stacy Blake-Beard**, Simmons College; **Lillian Eby**, U. of Georgia

Presenter: **Holly S. Slay**, Seattle U.

48 📄🗣️: (MED) **Building Intuition into an MBA Program: Reflections on "Why" and "How"**

5:00pm - 6:00pm Pennsylvania Convention Center: Room 107A

Presenter: **Eugene Sadler-Smith**, U. of Surrey

49 🗣️: (OB) **Organizational Behavior Faculty Fellow Reception**

5:00pm - 5:50pm Pennsylvania Convention Center: Room 113B

by invitation only please locate this nearby (or in the same room) as in submission #

Organizers: **Batia Wiesenfeld**, New York U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

50 📄🗣️: (SIM) **SIM Doctoral Consortium - Friday**

5:00pm - 9:00pm Loews Philadelphia: Washington C

To apply, students need to obtain a faculty sponsor and submit a nomination form. Interested students can find a link to the nomination forms and more information at <http://sim.aomonline.org/docconpage.htm>. Applicants should also ensure that sponsoring faculty e-mail the consortium chairs with a

an abstract describing their dissertation (no more than 2 pages single-spaced) and an application form. These materials are also available at the website listed above. All submissions should be sent to Michael Johnson-Cramer at mjohncra@bucknell.edu. While we will give priority to those students who are finishing their study and who have not previously attended a SIM doctoral consortium, we realize that students may also benefit by attending a consortium earlier in their course of study and by attending more than once. Space is limited, so it is essential to submit an application no later than the deadline of May 7, 2007. We hope to see you in Philadelphia!

Chairs: Judith A. Clair, Boston College; Michael E Johnson-Cramer, Bucknell U.

Presenters: Dawn R Elm, U. of St. Thomas; Kathleen Rehbein, Marquette U.; Sandra Waddock, Boston College; Jeffrey Lenn, George Washington U.; James Weber, Duquesne U.; Ann K. Buchholtz, U. of Georgia; Duane Windsor, Rice U.

Friday 5:30PM

51 : (AAA) New Member Orientation: Session 1

5:30pm - 7:00pm Philadelphia Marriott: Liberty Ballroom A&B

Organizers: James Calvin, Johns Hopkins U.; Kerry Ignatz, Academy of Management

52 : (MSR) MSR Doctoral Student and Junior Faculty Consortium

5:30pm - 9:00pm Loews Philadelphia: Washington B

Friday 6:00PM

53 (BPS) Business Policy & Strategy Division Doctoral Consortium

6:00pm - 9:00pm Philadelphia Marriott: Liberty Ballroom C

Invitation Only. See www.bpsdiv.org for further details.

Chairs: Tammy L. Madsen, Santa Clara U.; Kyle J Mayer, U. of Southern California

Presenters: Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Jay B Barney, Ohio State U./Peking U.; Gino Cattani, New York U.; Irene M Duhaime, Georgia State U.; Michael A. Hitt, Texas A&M U.; Tarun Khanna, Harvard U.; Richard Makadok, Emory U.; Catherine A Maritan, Syracuse U.; William G Mitchell, Duke U.; Peter W Roberts, Emory U.; Harbir Singh, U. of Pennsylvania

54 : (GDO) GDO Doctoral Consortium Reception with GDO Officers and Executive Committee

6:00pm - 8:00pm Pennsylvania Convention Center: Room 111B

55 : (ICW) Nova Southeastern University DBA Student Meetings

6:00pm - 7:00pm Philadelphia Marriott: Room 404

Organizer: Jane Whitney Gibson, Nova Southeastern U.

56 : (IM) International Management Division PDW Welcome

6:00pm - 7:00pm Philadelphia Marriott: Independence I & II

Please join us for an overview of the International Management Division sessions. It is also an opportunity to meet other IMD officers and members.

Division Chair: Ravi Ramamurti, Northeastern U.

Division Chair-Elect.: Timothy Michael Deviney, Australian Graduate School of Management

Program Chair: Tatiana Kostova, U. of South Carolina
Professional Development Workshop Chair: Andrew Delios, National U. of Singapore
Past Chair: Eleanor Westney, Massachusetts Institute of Technology

57 SPDW: (MC, PTC) Exploiting Technology in Your Consulting Services

6:00pm - 7:00pm Loews Philadelphia: Washington A

Presenter: Rosanna Tarsiero, Gionnethics

58 (MED) MED Writers Workshop

6:00pm - 7:30pm Pennsylvania Convention Center: Room 110A

INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit

<http://apps.aonline.org/PDWRReg>.

Organizer: James C Spee, U. of Redlands

Facilitators: Thomas F Hawk, Frostburg State U.; Martin J Hornyak, U. of West Florida; Jane Schmidt-Wilk, Maharishi U.; Joann Krauss Williams, Jacksonville State U.; Sibel Yamak, Galatasaray U.; Maria Bonnafous-Boucher, Advancia; Carolyn Wiley, Roosevelt U.; Alvin Hwang, Pace U.; Sezai Demiral, Edinboro U. of PA; Joe Houde, Not Specified; V Seshan, Pepperdine U.

Presenters: Roberto Lima Ruas, U. Federal do Rio Grande do Sul; Lisa M. Russell, U. of North Texas; John Paul Stephens, U. of Michigan, Ann Arbor; Steven Tello, U. of Massachusetts Lowell; Natalia Weisz, IAE Business School - U. Austral; Judy Matthews, Queensland U. of Technology; Deborah Anne O'Neil, Bowling Green State U.; Scott W Lester, U. of Wisconsin, Eau Claire; Nell Tabor Hartley, Robert Morris U.; M. Tom Basuray, Towson U.; David J Lemak, Washington State U., Tri-Cities; Kenneth R Bartlett, U. of Minnesota; Helene Bertrand, Pontifical Catholic U. of Rio de Janeiro; Sarbari Bordia, U. of South Australia; Sarbari Bordia, U. of South Australia; Thomas A. Bryant, Rowan U.; Mona Chung, Deakin U.; Graziella Comini, FEA-USP; Fabien De Geuser, HEC, U. of Lausanne; Kristine F. Hoover, Bowling Green State U.; Loi Teck Hui, Malaya U.; Guy K. Hutt, Case Western Reserve U.; Sunil Maheshwari, Indian Institute of Management Ahmedabad; Sankaran Manikutty, Indian Institute of Management, Ahmedabad; Victor Martin Perez, U. de Valladolid; Carmen Leonor Martinez-Lopez, City U. of New York/BMCC; Jennifer Mencl, U. of Minnesota, Duluth; Millicent F. Nelson, Middle Tennessee State U.; Peter Odrakiewicz, Poznan U. College of Business and Foreign Languages; Jonathan David Sapsed, Imperial College London; Luciana Silvestri, IAE Business School - U. Austral; Luciana Silvestri, IAE Business School - U. Austral; Claire A. Simmers, St. Joseph's U.; Martin Horacio Kunc, U. Adolfo Ibanez; Brian D'Netto, U. of South Australia; Rex D Foster, U. of Minnesota; Jenifer King Greene, Maryville College; Roland J. Kushner, Muhlenberg College; Dennis R Laker, Widener U.; Holger Luedeke, Touro Berlin; Nhung T. Nguyen, Towson U.; Michael J. Provitera, Barry U.; Maureen Casile, Bowling Green State U.

59 : (NDSC) New Doctoral Student Happy Hour

6:00pm - 8:00pm Off Site: Independence Brew Pub

This will be an off-site event. Attendees can meet directly at the Independence Brew Pub. Please consult the AoM NDSC website for the most current information.

Organizers: Rich DeJordy, Boston College; Moira Praxedes, U. of Houston; Christine Silva, Queen's U.; Betsy Carroll, State U. of

New York, Binghamton; **Lindred Greer**, Leiden U.; **Yves Damoiseau**, Louisiana State U.; **Daniel Rottig**, Florida Atlantic U.; **Clifton Mayfield**, U. at Albany, SUNY

60    : (OB) OB Doctoral Student Consortium Reception

6:00pm - 8:00pm Pennsylvania Convention Center: Room 113A

Registration required

61    : (OB) Organizational Behavior Junior Faculty Consortium Reception and Dinner

6:00pm - 9:00pm Pennsylvania Convention Center: Room 113B

registration required

Organizers: **Batia Wiesenfeld**, New York U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science
Presenters: **Joel Brockner**, Columbia U.; **Sigal Barsade**, U. of Pennsylvania; **Max H. Bazerman**, Harvard U.; **Katherine Klein**, U. of Pennsylvania; **Karen A. Jehn**, Leiden U.; **Sally Blount**, New York U.; **Barry M Staw**, U. of California, Berkeley; **Susan J. Ashford**, U. of Michigan; **Kwok Leung**, City U. of Hong Kong

62   : (OCIS) OCIS Doctoral Consortium

6:00pm - 8:00pm Philadelphia Marriott: Room 407

Attendance is by application only

Organizer: **Katherine J. Stewart**, U. of Maryland, College Park
Presenters: **Manju K Ahuja**, U. of Louisville; **Ruey-Lin Hsiao**, National U. of Singapore; **Craig Scott**, Rutgers U.; **Viswanath Venkatesh**, U. of Arkansas; **Jane Webster**, Queens U. Canada

63 : (OMT) OMT Junior Faculty Consortium

6:00pm - 9:00pm Philadelphia Marriott: Room 408 & 409

Registration is required. The deadline is May 19, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>


Organizers: **Marc-David L Seidel**, U. of British Columbia; **Marvin Washington**, U. Alberta

64 SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Students Consortium

6:00pm - 9:00pm Philadelphia Marriott: Room 411 & 412

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizers: **J. Stuart Bunderson**, Washington U.; **Michael R Manning**, New Mexico State U; **Pablo Martin de Holan**, IE and INCAE; **Sandy Kristin Piderit**, Case Western Reserve U.; **Tim Pollock**, Pennsylvania State U.
Facilitators: **Wesley Sine**, Cornell U.; **Deborah J Dougherty**, Rutgers U.; **Karen Jansen**, U of Virginia; **Davide Ravasi**, Bocconi U.; **Nelson Phillips**, Imperial College London; **Jenny W. Rudolph**, Boston U.; **Kelly Thomson**, York U.
Participants: **Michael Beer**, Harvard U.; **C.R. Bob Hinings**, U. of Alberta; **Sharon F. Matusik**, U. of Colorado, Boulder; **Henry Mintzberg**, McGill U.; **Susan A. Mohrman**, U. of Southern California; **Hayagreeva Rao**, Stanford U.; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **William H. Starbuck**, U. of Oregon

65  SPDW: (PNP, BPS, CMS, ENT, HCM, HR, IM, ITC, MC, MED, MSR, ODC, ONE, PTC, RM, SIM) Sustainable Practice Action Research Reception

6:00pm - 8:00pm Loews Philadelphia: Howe

Hosts: **Neil M. Boyd**, Lycoming College; **Joel I Harmon**, Fairleigh Dickinson U.; **Margaret T. Orr**, Bank Street College of Education; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC

Friday 6:30PM

66 : (ICW) Management Faculty of Color Meeting

6:30pm - 7:30pm Philadelphia Marriott: Room 410

Organizer: **Donna Maria Blancero**, National Society of Hispanic MBAs

Friday 7:00PM

67 : (ICW) Idaho State U. Reception


7:00pm - 9:00pm Loews Philadelphia: Lescaze

Organizer: **Kathy Lund Dean**, Idaho State U.

68 : (IM) Dinner on the Town with IMD Executive Committee Members

7:00pm - 9:00pm Off Site: IMD Dinner on the Town

Join the IMD Executive Committee members for dinner. Each IMD officer will host a dutch treat dinner. We will organize the restaurants and groups following the IMD Welcome.

69  SPDW: (MC, IM, ENT, HR, ITC, PTC, TTC) Mastering the Management of Complexity in Sustainable Large-Scale Transformational Change

7:00pm - 8:00pm Loews Philadelphia: Washington A

Saturday 1pm to 4 pm

Presenters: **Marilyn E. Harris**, Capella U.; **Toni Buchsbaum Greif**, Capella U.; **Anne Saber**, Capella U.; **Gerard F. Becker**, Capella U.; **Matias C Santana**, Capella U.

Saturday 7:00AM

70 : (MSR) MSR Meditation Session

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
 Organizer: **Gerald Biberman**, U. of Scranton




Saturday 7:30AM

71   : (HR) HR Division Doctoral Student Consortium

7:30am - 5:30pm Pennsylvania Convention Center: Room 107B
 Registration required. The doctoral student's faculty advisor should e-mail David Allen at dallen@memphis.edu by June 1, 2007 to nominate the student.

Organizers: **David G. Allen**, U. of Memphis; **Jason D. Shaw**, U. of Minnesota; **Frederick P. Morgeson**, Michigan State U.
 Keynote Speaker: **Patrick Wright**, Cornell U.

Presenters: **Frank Linnehan**, Drexel U.; **David A. Harrison**, Pennsylvania State U.; **James C. Hayton**, Bocconi U.; **Brooks C. Holtom**, Georgetown U.; **Joyce Bono**, U. of Minnesota; **Gilad Chen**, U. of Maryland; **Sean Alexander Way**, Cornell University; **Caren Goldberg**, American U.; **Kenneth G. Brown**, U. of Iowa; **Talya N. Bauer**, Portland State U.; **Timothy M. Gardner**, Brigham Young U.; **Adrienne Colella**, Tulane U.; **Michael J. Burke**, Tulane U.; **Amy L. Kristof-Brown**, U. of Iowa; **Audrey Korsgaard**, U. of South Carolina; **Randall S. Peterson**, London Business School; **Sara L. Rynes**, U. of Iowa; **John Schaubroeck**, Drexel U.; **Theresa Welbourne**, U. of Michigan; **Paul Boselie**, Tilburg U.; **David P. Lepak**, Rutgers U.; **Theresa M. Glomb**, U. of Minnesota; **Murray R. Barrick**, Texas A&M U.; **Gary Johns**, Concordia U.; **Charles A. Pierce**, U. of Memphis; **Rodger Griffeth**, U. of New Orleans; **Lynn Shore**, San Diego State U.; **Stanley M. Gully**, Not Specified; **John Hollenbeck**, Michigan State U.; **Charlie O. Trevor**, U. of Wisconsin-Madison; **Scott Jeffrey**, U. of Waterloo; **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign

72   SPDW: (MED, TTC, PNP) Creating "Live Cases" - Interactive & Technology-Friendly Real-World Learning via Service-Learning

7:30am - 10:30am Pennsylvania Convention Center: Room 107A
 Organizers: **Amy L Kenworthy-U'Ren**, Bond U.; **Marilyn L Taylor**, U. of Missouri
 Presenters: **Laurie N DiPadova-Stocks**, Park U.; **Steven Papamarcos**, St. John's U.; **Dell McStay**, Bond U.; **Theresa Coates**, Clarkson U.; **Tracey Honeycutt Sigler**, Northern Kentucky U.; **David Desplaces**, College of Charleston; **Gregory R. Berry**, Utah Valley State College
 Author: **Baden U'Ren**, Bond U.

Saturday 8:00AM

73 : (AAA) Membership Committee Opening Meeting & Breakfast

8:00am - 10:00am Philadelphia Marriott: Independence I & II
 Organizer: **James Calvin**, Johns Hopkins U.

74 : (AAA) Conference Registration

8:00am - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.
 Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

75 : (AAA) Philadelphia 2007 LAC

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A
 Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

76 : (AAA) The Ins and Outs of Faculty Recruiting



8:00am - 9:30am Sheraton Philadelphia City Center: Independence Ballroom
 Organizer: **Janice A. Black**, New Mexico State U

77 : (BPS) Business Policy and Strategy Division Dissertation Consortium



8:00am - 5:00pm Philadelphia Marriott: Independence III
 Invitation Only. See www.bpsdiv.org for further details.
 Chairs: **Anne Marie Knott**, Washington U.; **Nicholas Argyres**, Boston U.
 Facilitators: **Keld Laursen**, Copenhagen Business School; **Peggy M. Lee**, Arizona State U.; **Jack A Nickerson**, Washington U.; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Kevin Steensma**, U. of Washington; **Giovanni Valentini**, Bocconi U.

78   : (BPS) Business Policy & Strategy Division Doctoral Consortium

8:00am - 12:00pm Philadelphia Marriott: Liberty Ballroom C
 Invitation Only. See www.bpsdiv.org for further details.
 Chairs: **Tammy L. Madsen**, Santa Clara U.; **Kyle J Mayer**, U. of Southern California
 Presenters: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Jay B Barney**, Ohio State U./Peking U.; **Gino Cattani**, New York U.; **Irene M Duhaime**, Georgia State U.; **Michael A. Hitt**, Texas A&M U.; **Tarun Khanna**, Harvard U.; **Richard Makadok**, Emory U.; **Catherine A Maritan**, Syracuse U.; **William G Mitchell**, Duke U.; **Peter W Roberts**, Emory U.; **Harbir Singh**, U. of Pennsylvania

79  SPDW: (BPS, SIM, PTC, IM, AAM, ITC) Implementing CSR Strategy Globally : A Research and Practice Dialogue

8:00am - 10:00am Philadelphia Marriott: Room 404
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.
 Organizer: **Ellen Van Velsor**, Center for Creative Leadership
 Presenters: **Laura Quinn**, Center for Creative Leadership; **Svein Sorlie**, Wilh. Wilhelmsen ASA; **Andrew Wilson**, Ashridge Centre for Business and Society; **Virginia Winter**, Equinox Consulting; **Mary Barber**, US Army; **Cynthia A. McEwen**, Avastone Consulting; **John Ireland**, EADA; **Micki McMillan**, Wisdom Works Group

80  : (CAR) Towards an International Community of Careers Scholars: Notes from the Field

8:00am - 10:00am Pennsylvania Convention Center: Room 104A
 Open, no restriction on participation
 Organizers: **Julia Richardson**, York U.; **Joy Schneer**, Rider U.; **Darlene Alexander-Houle**, U. of Phoenix
 Presenters: **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.; **Yehuda Baruch**, U. of East Anglia; **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Jean-Luc Cerdin**, ESSEC Business School

81 : (CM) Junior Faculty Research Incubator: Putting Negotiators in their Place

8:00am - 5:00pm Pennsylvania Convention Center: Room 106 A&B
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Professional Development Workshop Chair: **Kathleen O'Connor**, Cornell U.

Participants: **Richard Larrick**, Duke U.; **Elizabeth A. Mannix**, Cornell U.; **Gerardo Okhuysen**, U. of Utah; **Randall S. Peterson**, London Business School; **Catherine Tinsley**, Georgetown U.; **Pri Pradhan Shah**, U. of Minnesota

82 📖: (CMS) **CMS Doctoral Consortium**

8:00am - 12:00pm Philadelphia Marriott: Room 304
GDO .75Open, Contact the consortium organizer at terrance.weatherbee@acadiu.ca
Organizer: **Terrance G. Weatherbee**, Acadia U.

83 📖: (ENT) **Nontraditional Academics and Entrepreneurship Education**

8:00am - 9:20am Philadelphia Marriott: Room 413
The goals of this workshop are to collaboratively define the role of nontraditional academics in the field of entrepreneurship and in the Academy.
Organizer: **Brian B. McKenzie**, Cal State U East Bay
Hosts: **Helder Sebastiao**, U. of San Diego; **Mukesh Sud**, Augustana College; **Richard J. Ash**, College of William and Mary; **Justin B Craig**, Bond U. Australia; **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **William D Schulte**, Shenandoah U.
Facilitator: **Joel West**, San Jose State U.

84 📖📖📖SPDW: (GDO, CM, MED, MOC, ODC, SIM)

Principles of Mindful, Inclusive Leadership: A Philadelphia Experience
8:00am - 8:50am Pennsylvania Convention Center: Room 104B
A 4-hour workshop. Registration required (<http://apps.aomonline.org/PDWReg>). For more information, contact Organizer at: iwasserma@icwconsulting.com.
Organizer: **Ilene Wasserman**, ICW Consulting Group
Presenters: **Placida Velasquez Gallegos**, Fielding Graduate U.; **Bernardo M. Ferdman**, Alliant International U.

85 📖📖SPDW: (GDO, CMS) **Gender and Diversity in Organizations Doctoral Student Consortium**

8:00am - 5:00pm Pennsylvania Convention Center: Room 111B
We thank Emerald Publishing for their support. To register or for information, please contact Stacy Blake-Beard (stacy.blakebeard@simmons.edu).
Organizers: **Jeanie M. Forray**, Western New England College; **Stacy Blake-Beard**, Simmons College

86 : (HCM) **HCM Welcome Breakfast**

8:00am - 8:30am Loews Philadelphia: Regency Ballroom C2
Organizer: **Christian Gericke**, U. of Adelaide

87 📖SPDW: (HR, ENT, OB, ODC) **Integrating HR/OB/ODC and Entrepreneurship: A Research Incubator**

8:00am - 12:20pm Pennsylvania Convention Center: Room 108A
Registration required at <http://apps.aomonline.org/PDWReg> by July 13, 2007. Late registrants may e-mail [Melissa Cardon](mailto:mcardon@pace.edu) at mcardon@pace.edu.
Organizers: **Melissa S. Cardon**, Pace U.; **James C. Hayton**, Bocconi U.; **Erik Monsen**, Max Planck Institute of Economics
Facilitators: **David B. Balkin**, U. of Colorado, Boulder; **Robert Baron**, Rensselaer Polytechnic Institute; **Karen Bishop**, Suffolk U.; **M. Diane Burton**, Massachusetts Institute of Technology; **Benjamin A. Campbell**, U. of Pennsylvania; **Igor Filatotchev**, King's College

London; **Laurie L Levesque**, Suffolk U.; **Harry J Sapienza**, U. of Minnesota; **Theresa Welbourne**, U. of Michigan
Presenters: **Jeffrey S Hornsby**, Ball State U.; **Zhong-Ming Wang**, Zhejiang U.; **Shaker A. Zahra**, U. of Minnesota

88 📖📖📖SPDW: (IAM, AAM, IM, ITC, CMS, BPS) **Strategies and Internationalization of Latin American Companies: Challenges of Globalization**

8:00am - 10:00am Philadelphia Marriott: Room 410
Organizer: **Aurea Helena Puga-Ribeiro**, Fundação Dom Cabral
Presenters: **Sherban Leonardo Cretoiu**, Fundação Dom Cabral; **Aurea Helena Puga-Ribeiro**, Fundação Dom Cabral; **Jorge Forteza**, U. San Andres; **Carlos A. Arruda**, Fundação Dom Cabral

89 📖: (IM) **International Management Division Doctoral Consortium I**

8:00am - 12:00pm Philadelphia Marriott: Franklin 5
The IMD Doctoral Consortium is supported by The College of Business Administration, Northeastern University.
Organizer: **Jonathan P Doh**, Villanova U.
Presenters: **Lorraine Eden**, Texas A&M U.; **Hildy Teegen**, George Washington U.; **Peter L. Rodriguez**, U. of Virginia; **Klaus Uhlenbruck**, U. of Montana; **Andrew Delios**, National U. of Singapore; **John Mezias**, U. of Miami; **Ram Mudambi**, Temple U.; **Schon Beechler**, Duke Corporate Education; **Jane Lu**, Singapore Management U.; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Gurneeta Vasudeva**, Indian School of Business; **Sushil Vachani**, Boston University

90 📖📖SPDW: (MC, ODC, OB, OMT) **Organizational Diagnosis: Extending Traditional Concepts Through Psychology's DSM and Positive Psychology**

8:00am - 9:00am Loews Philadelphia: Congress A
Presenters: **Judith Gebhardt**, U. of Southern California; **Thomas H. Olson**, U. of Southern California

91 📖: (MSR) **Thomas Merton, Dorothy Day, Leo Buscaglia, Norma Marcere, and You : Freedom to be the First**

8:00am - 8:50am Loews Philadelphia: Commonwealth A1
Presenter: **Georgia Lee Eshelman**, Malone College

92 📖📖📖📖: (OB) **Organizational Behavior Doctoral Student Consortium**

8:00am - 5:30pm Pennsylvania Convention Center: Room 113A
Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.
Organizers: **Joan Brett**, Arizona State U.; **Jason Colquitt**, U. of Florida
Presenters: **Caryn J Block**, Columbia U.; **David E Bowen**, Thunderbird, American Graduate School of International Mgmt.; **Arthur P. Brief**, U. of Utah; **Jason Colquitt**, U. of Florida; **Randall B Dunham**, U. of Wisconsin, Madison; **Mel Fugate**, Southern Methodist U.; **William H Glick**, Rice U.; **Susan E. Jackson**, Rutgers U.; **Audrey Korsgaard**, U. of South Carolina; **Suzanne S. Masterson**, U. of Cincinnati; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Cheri Ostroff**, U. of Maryland; **Fred O. Walumbwa**, Arizona State U.; **Dov Eden**, Tel Aviv U.; **Donald L. Ferrin**, Singapore Management U.

93 📖📖📖📖: (OB) **Organizational Behavior Junior Faculty Consortium**

8:00am - 5:30pm Pennsylvania Convention Center: Room 113B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>.

Organizer: **Batia Wiesenfeld**, New York U.

Presenters: **Joel Brockner**, Columbia U.; **Sigal Barsade**, U. of Pennsylvania; **Max H. Bazerman**, Harvard U.; **Karen A. Jehn**, Leiden U.; **Katherine Klein**, U. of Pennsylvania; **Sally Blount**, New York U.; **Barry M Staw**, U. of California, Berkeley; **Susan J. Ashford**, U. of Michigan; **Kwok Leung**, City U. of Hong Kong; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

94 (OM, HCM, BPS) Strategic Sourcing in Health Care using a Systems Science Approach

8:00am - 9:30am Philadelphia Marriott: Franklin 7

Organizer: **Peggy D. Lee**, Pennsylvania State U., Great Valley
Presenters: **Jim Perkins**, Custom Medical Specialties - President; **Ray Seigfried**, Christiana Hospital - VP of Supply Management
Participant: **Andrea Hornett**, Pennsylvania State U.

95 : (OMT) OMT Junior Faculty Consortium

8:00am - 5:00pm Philadelphia Marriott: Room 408 & 409

Organizers: **Marc-David L Seidel**, U. of British Columbia; **Marvin Washington**, U. Alberta
Facilitators: **Christina L Ahmadian**, Hitotsubashi U.; **Diane Burton**, MIT; **Tina Dacin**, Queen's U. Canada; **Deborah J Dougherty**, Rutgers U.; **Janet M. Dukerich**, U. of Texas, Austin; **Marta M. Elvira**, Lexington College; **John Freeman**, U. of California, Berkeley; **Royston Greenwood**, U. of Alberta; **Giuseppe Labianca**, U. of Kentucky; **Jacqueline Meszaros**, National Science Foundation; **Charles A O'Reilly**, Stanford U.; **Damon J Phillips**, U. of Chicago; **Elaine Romanelli**, Georgetown U.; **Olav Sorenson**, U. of Toronto; **Anne S. Tsui**, Arizona State U.; **Marc Ventresca**, U. of Oxford; **James Westphal**, U. of Michigan; **Ray Zammuto**, U. of Melbourne

96 (RM) The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans

8:00am - 9:50am Philadelphia Marriott: Grand Ballroom B

We hope to draw participants from all divisions because the problems related to the application of NHST are relevant across all research

Presenters: **Andreas Schwab**, Louisiana State U.; **William H. Starbuck**, U. of Oregon; **Ingo Holzinger**, York U.; **Jose M. Cortina**, George Mason U.; **Eric Abrahamson**, Columbia U.

97 (SIM, ONE) SIM Doctoral Consortium - Saturday

8:00am - 5:00pm Loews Philadelphia: Washington C

Pre-registration required

Chairs: **Judith A. Clair**, Boston College; **Michael E Johnson-Cramer**, Bucknell U.
Presenters: **Lawrence J Lad**, Butler U.; **Linda K. Trevino**, Pennsylvania State U.; **David A. Whetten**, Brigham Young U.; **Jeffrey Lenn**, George Washington U.; **James Weber**, Duquesne U.; **Gary R. Weaver**, U. of Delaware; **Duane Windsor**, Rice U.; **Lynne Andersson**, Temple U.; **Ronald L. Dufresne**, St. Joseph's U.; **Jeanne M Logsdon**, U. of New Mexico; **Lori Verstegen Ryan**, San Diego State U.; **Kathleen Rehbein**, Marquette U.; **James R Bailey**, George Washington U.; **Andrew J. Hoffman**, U. of Michigan; **Douglas A Schuler**, Rice U.; **Kathleen Getz**, American U.; **Jennifer J Griffin**, George Washington U.; **Harry J Van Buren**,

U. of New Mexico; **Dirk Matten**, York U.; **James P. Walsh**, U. of Michigan, Ann Arbor; **Monika Winn**, U. of Victoria; **Tammy MacLean**, Suffolk U.; **Craig S Fleisher**, U. of Windsor; **David M. Wasieleski**, Duquesne U.; **R. Duane Ireland**, Texas A&M U.; **Joshua D Margolis**, Harvard U.

98 : (TIM) TIM Division Doctoral Student Consortium II

8:00am - 12:00pm Philadelphia Marriott: Room 401 & 402

Organizer: **Arvids A Ziedonis**, U. of Michigan, Ann Arbor
Presenters: **Robert Salomon**, New York U.; **Ajay K. Agrawal**, J.L. Rotman School of Management, U. of Toronto; **Rachelle Sampson**, U. of Maryland; **Gary Dushnitsky**, U. of Pennsylvania; **Andrew King**, Dartmouth College; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign

Saturday 8:30AM

99 (BPS) Business Policy & Strategy Division New Faculty Consortium

8:30am - 12:00pm Philadelphia Marriott: Liberty Ballroom B

Consortium for faculty in the early stages of their career or recently moved into BPS. Invitation Only. See www.bpsdiv.org for further details.

Chairs: **Melissa Schilling**, New York U.; **Peter Zemsky**, INSEAD
Presenters: **Delwyn N Clark**, U. of Waikato; **Andrew D Henderson**, U. of Texas, Austin; **Melissa M. Appleyard**, Portland State U.; **Violina Rindova**, U. of Texas, Austin; **Bill McEvily**, U. Toronto; **Sea Jin Chang**, Korea U.; **Gabriel Szulanski**, INSEAD; **Ranjay Gulati**, Northwestern U.

100 (GDO) International Diversity Incubators

8:30am - 12:30pm Pennsylvania Convention Center: Room 112B

Pre-registration required. Contact **Lynn Bowes-Sperry** at lbowessp@wnec.edu by June 1, 2007.

Organizer: **Lynn Bowes-Sperry**, Western New England College

101 (HCM) Enhancing the Impact of Qualitative Research

8:30am - 10:00am Loews Philadelphia: Commonwealth D

In this session, award-winning researchers from 3 countries will bring a global perspective to conceptualizing and implementing qualitative research

Organizer: **Rebecca Wells**, U. of North Carolina
Presenters: **Kathleen Montgomery**, U. of California, Riverside; **Louise Fitzgerald**, De Montfort U.; **Trish Reay**, U. of Alberta

102 (IM, BPS, AAM) Making Case Study Research Count: Best Practices and Future Directions

8:30am - 12:00pm Philadelphia Marriott: Franklin 9

Organizers: **Stephanie Hurt**, Meredith College; **Rebecca Piekari**, Helsinki School of Economics

Presenters: **Catherine Welch**, Hanken Swedish School of Economics and Business Administration; **Marcus James Hurt**, EDHEC Business School; **Mike Geppert**, U. of Surrey; **Lew Brown**, U. of North Carolina at Greensboro; **John Gamble**, U. of South Alabama; **Raza A Mir**, William Paterson U.; **Lorraine Eden**, Texas A&M U.; **Winfried Ruigrok**, U. of St. Gallen; **Charles F. Hermann**, Texas A&M U.; **Dan Li**, Indiana U.

103 (ITC) International Career-Development Workshop

8:30am - 5:00pm Loews Philadelphia: Regency Ballroom C1

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. For more information, contact Rosa Nelly at rnelly@iese.edu.

Organizer: **Rosa Nelly Trevinyo-Rodríguez**, IESE Business School
 Discussants: **Joan Enric Ricart**, IESE Business School; **Stein Bjornstad**, BI Norwegian School of Management
 Presenters: **JC Spender**, U. of Leeds; **Juan Carlos Vazquez-Dodero**, IESE Business School; **Heh Jason Huang**, National Sun Yat-Sen U.; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Afua Agyapomaa Kufuor**, GIMPA Business School; **Ramon Casadesus-Masanell**, Harvard U.

104 (MH) **New Member Workshop: Introduction and Involvement in the Management History Division**

8:30am - 10:00am Loews Philadelphia: Congress C

Chair: **Regina Greenwood**, Kettering U.

Presenters: **Julia Teahen**, Baker College; **Laquita C Blockson**, College of Charleston; **Morten Huse**, BI Norwegian School of Management; **Peter B Petersen**, Johns Hopkins U.; **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Mary Edie Mobley**, Louisiana State U.; **Jane Whitney Gibson**, Nova Southeastern U.

105 SPDW: (ODC, HCM, MC, PNP) **Managing and Facilitating Trans-organizational Development**

8:30am - 12:00pm Loews Philadelphia: Regency Ballroom A

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. For more information contact **Ralph Grossmann** at ralph.grossmann@uni-klu.ac.at

Organizer: **Ralph Grossmann**, U. of Klagenfurt

Speaker: **Hubert Lobnig**, Not Specified

106 SPDW: (ODC, OB, MSR, MC, OMT) **Appreciating the Role of the Shadow in “Positive” Organizational Theory and Practice**

8:30am - 4:30pm Loews Philadelphia: Commonwealth A2

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. For more information, contact **Stephen Fitzgerald** at sfitzgerald@tourou.edu

Organizer: **Stephen P Fitzgerald**, Touro U. International

Presenters: **Christine Oliver**, Queen Mary, U. of London.; **Joan Hoxsey**, Relationship Resources, LLC

107 SPDW: (ODC, RM) **Leading Organizational Change Through Action Research and Solutions-Focused Learning**

8:30am - 10:00am Loews Philadelphia: Commonwealth B

Organizer: **Harish Chandan**, Argosy U. Atlanta

Presenters: **Marguerite Chabau**, Argosy U. Sarasota; **Harish Chandan**, Argosy U. Atlanta

108 SPDW: (OM, PNP, SIM, RM, ODC, MED, MC) **Experience Management at the Constitution Center**

8:30am - 12:00pm Off Site: Constitution Center

109 : (RM) **Integrating Physiological Measures and Outcomes into the Organizational Toolkit**

8:30am - 12:00pm Philadelphia Marriott: Grand Ballroom A

Pre-registration required. Please contact the organizers directly.

Organizers: **Emily Dunham Heaphy**, U. of Michigan, Ann Arbor; **Modupe Akinola**, Harvard U.

Presenters: **Daniel C Ganster**, U. of Arkansas; **Jerald Greenberg**, National U. of Singapore; **Sabine Sonnentag**, U. of Konstanz; **Jose**

Soto, Pennsylvania State U.; **Bernd Figner**, Columbia U.; **Ryan Murphy**, Columbia U.; **Elke Weber**, Columbia U.

110 SPDW: (RM, BPS, OB, ODC, OM, OMT, TIM, CMS)

Process Research Methods Workshop

8:30am - 4:00pm Philadelphia Marriott: Grand Ballroom C

Pre-registration is required for workshop materials. To participate in the afternoon session, we ask you to submit a short (1000-2000 word) paper describing your process research project by July 2, 2007 so that they can be grouped, distributed to, and read before the workshop by other participants and the faculty moderator of each paper session. Go to

<http://www.processresearchmethods.org/PDW07.htm> for paper submission forms and procedures or contact ahvstaff@csom.umn.edu.

Organizers: **Andrew H. Van de Ven**, U. of Minnesota; **Clive Smallman**, Lincoln U.

Discussants: **Ann Langley**, HEC Montreal; **Brian T Pentland**, Michigan State U.; **Kevin Dooley**, Arizona State U.; **Andrew H. Van de Ven**, U. of Minnesota; **Clive Smallman**, Lincoln U.; **M. Scott Poole**, U. of Illinois, Urbana-Champaign

Presenters: **Andrew M Pettigrew**, U. of Bath; **Stephen Barley**, Stanford U; **Paula Jarzabkowski**, Aston Business School; **Harry Sminia**, U. of Sheffield

111 SPDW: (SIM, IAM, CMS, OMT, ITC, ENT, GDO, BPS, IM, ONE, ODC) **Pro-poor For-profit Ventures:**

Discourse and Dialogue Between a Global North and a Fragmented South

8:30am - 12:00pm Loews Philadelphia: Washington B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. Participants should also email a short bio to **Kevin McKague** at mckague@yorku.ca.

Organizer: **Oana Branzei**, U. of Western Ontario

Distinguished Speaker: **Jane Nelson**, Harvard U.

Facilitators: **Sandra Waddock**, Boston College; **David Wheeler**, Dalhousie U.

Moderators: **Ana Maria Peredo**, U. of Victoria; **Johanna Mair**, IESE Business School

Discussants: **Benson Honig**, Wilfrid Laurier U.; **Aneel Karnani**, U. of Michigan, Ann Arbor; **Kasturi Rangan**, Harvard U.; **Kevin McKague**, York U., Toronto; **Mike Valente**, U. of Victoria

Presenters: **Widad Abd El Rahman**, Ahfad U. for Women; **Rebecca Ruzibuka**, Kigali Institute of Science and Technology; **Donath Olomi**, U. of Dar es Salaam; **Audrey Kawuki**, Makere U.; **Martin Hall**, U. of Cape Town; **Moustapha Guirassy**, African Institute of Management; **Albert Alos**, Lagos Business School, Pan-African U.; **Tilahun Gebremariam**, Addis Ababa U.; **Winifred N Karugu**, Jomo Kenyatta University of Agriculture & Technology; **Erasmus Kaijage**, U. of Dar es Salaam; **Robert Osei**, U. of Ghana; **Courtenay Sprague**, U. of the Witwatersrand; **Obinna Muogboh**, Lagos Business School, Pan-African U.; **Patrick L. Onsando**, Moi U.; **Tarek Hatem**, American U. in Cairo; **Claudio Boechat**, Uniao Brasileira de Qualidade; **Loretta Serrano**, Tecnológico de Monterrey; **Franklyn Manu**, Ghana Institute of Management and Public Administration; **Sam Chinyoka**, U. of Botswana; **Kofi Boamah**, Polytechnic of Namibia; **Elvie (Bing) Gancharo**, Philippine Business for Social Progress; **Samer Abdelnour**, York U., Toronto

112 : (TIM) TIM Division Junior Faculty Consortium - Introduction and Setting Expectations

8:30am - 9:00am Philadelphia Marriott: Room 310

Caucuses Chair: **Michael Lenox**, Duke U.*Chairs:* **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management**Saturday 8:45AM****113**   : (NDSC) **New Doctoral Student Consortium**

8:45am - 5:00pm Philadelphia Marriott: Grand Ballroom F

Sponsored by: **ESMT European School of Management and Technology**. *Pre-Registration is required for this consortium**Organizers:* **Yves Damoiseau**, Louisiana State U.; **Daniel Rottig**, Florida Atlantic U.; **Clifton Mayfield**, U. at Albany, SUNY; **Christine Silva**, Queen's U.; **Moira Praxedes**, U. of Houston; **Betsy Carroll**, State U. of New York, Binghamton; **Lindred Greer**, Leiden U. *Professional Development Workshop Chair:* **Rich DeJordy**, Boston College*Speakers:* **Howard Aldrich**, U. of North Carolina; **Maureen L. Ambrose**, U. of Central Florida; **Emily S. Block**, U. of Illinois, Urbana-Champaign; **Dan V. Caprar**, U. of Iowa; **Gary J. Castrogiovanni**, U. of Tulsa; **Stewart Clegg**, U. of Technology, Sydney; **Russell Coff**, Emory U.; **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Gerald F Davis**, U. of Michigan, Ann Arbor; **C. Melissa Fender**, Drexel U.; **Erin Fluegge Woolf**, U. of Florida; **Ajai S Gaur**, National U. of Singapore; **Mark Gavin**, Oklahoma State U.; **Joy Godesiabo**, Northeastern U.; **Spencer Harrison**, Arizona State U.; **Jamie Hendry**, Bucknell U.; **Zhi Huang**, Boston College; **Mark Huselid**, Rutgers U.; **Karen A. Jehn**, Leiden U.; **Carla D. Jones**, Arizona State U.; **Jerome Katz**, Saint Louis University; **Tatiana Kostova**, U. of South Carolina; **Lisa Schurer Lambert**, Georgia State U.; **Michael J Leiblein**, Ohio State U.; **Ravi Madhavan**, U. of Pittsburgh; **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign; **Hemant Merchant**, Simon Fraser U.; **Jake Messersmith**, U. of Kansas; **Stuart Napshin**, Drexel U.; **Sushil Nifadkar**, Arizona State U.; **Marshall Wilson Pattie**, Towson U.; **Mark F. Peterson**, Florida Atlantic U.; **Charles A. Pierce**, U. of Memphis; **Lawrence A. Plummer**, Clemson U.; **Michael Pratt**, U. of Illinois, Urbana-Champaign; **Ravi Ramamurti**, Northeastern U.; **Run Ren**, Texas A&M U.; **Barbara A. Ritter**, Coastal Carolina U.; **John Schaubroeck**, Drexel U.; **Marieke C. Schilpzand**, Georgia Institute of Technology; **Pauline Schilpzand**, U. of Florida; **Jason D. Shaw**, U. of Minnesota; **Mohan Subramaniam**, Boston College; **Michele L. Swift**, CSU Bakersfield/Oregon State U.; **Vas Taras**, U. of Calgary; **Ram Tenkasi**, Benedictine U.; **Mary Ann Von Glinow**, Florida International U.; **Shaker A. Zahra**, U. of Minnesota *Presenters:* **Joseph Broschak**, U. of Arizona; **Angelo DeNisi**, Tulane U.; **John Hollenbeck**, Michigan State U.; **Thomas W. Lee**, U. of Washington; **Konstantin Korotov**, ESMT; **Pamela Perrewe**, Florida State U.; **Debra L. Shapiro**, U. of Maryland; **William H. Starbuck**, U. of Oregon; **Kelly L Zellars**, U. of North Carolina, Charlotte**Saturday 9:00AM****114 : (AAA) Board of Governors' Meeting**




9:00am - 2:00pm Philadelphia Marriott: Room 405

Organizer: **Ken G. Smith**, U. of Maryland**115 : (AAA) Board of Governors' Meeting (Breakout)** Teaching-oriented |  Practice-oriented |  International-oriented |  Theme-oriented |  Research-oriented |  Visual Presentation |  Best Paper Proceedings




9:00am - 2:00pm Philadelphia Marriott: Room 406

Organizer: **Ken G. Smith**, U. of Maryland**116 : (AAA) Placement Services**

9:00am - 4:00pm Sheraton Philadelphia City Center: Franklin Room

*Placement Services - Registration and Information**Organizer:* **Janice A. Black**, New Mexico State U**117**   : (BPS, ENT, PNP) **Research on Universities: Data and Methodologies**

9:00am - 12:00pm Philadelphia Marriott: Room 306

*Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.**Organizer:* **Maryanne P Feldman**, U. of Georgia*Presenters:* **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign; **Dana Bostrom**, U. of California, Berkeley; **Arvids A Ziedonis**, U. of Michigan, Ann Arbor; **Ajay K. Agrawal**, J.L. Rotman School of Management, U. of Toronto; **Donald Siegel**, U. of California, Riverside**118**   : (CMS, OMT, RM) **Philosophical Foundations of Organizational Research**

9:00am - 11:00am Philadelphia Marriott: Room 414 & 415

Organizer: **Raza A Mir**, William Paterson U.*Presenters:* **Paul Adler**, U. of Southern California; **Hugh Willmott**, U. of Cardiff; **Alessia Contu**, U. of Warwick**119** : (ENT) **Alternative Methods for Teaching Entrepreneurship: Not Just Fun and Games**

9:00am - 12:00pm Philadelphia Marriott: Room 301

*Demonstrates alternative teaching tools**Organizer:* **Andrew Cardow**, Massey U.*Participants:* **Heidi M. Neck**, Babson College; **Thomas A. Bryant**, Rowan U.; **Vishal K. Gupta**, U. of Nebraska Omaha; **Minet Schindehutte**, Syracuse U.**120**   : (MC, ODC) **Using Somatic Awareness in Consulting and Learning**

9:00am - 10:30am Loews Philadelphia: Congress A

Organizer: **Kathryn Goldman Schuyler**, Alliant International U. / Coherent Change*Presenters:* **Kathryn Goldman Schuyler**, Alliant International U. / Coherent Change; **Judy Hochberg**, Fielding Graduate U.; **Gerald Biberman**, U. of Scranton**121**   : (MED) **4 P's of Teaching Creativity: People, Purpose, Place & Process**

9:00am - 11:30am Pennsylvania Convention Center: Room 103C

*This is an off-site session. Registration is required. The deadline is July 13, 2007. To register, please visit**<http://apps.aomonline.org/PDWReg>.**Presenters:* **Rashmi H. Assudani**, Xavier U.; **Lynda M. Kilbourne**, Xavier U.; **Melissa S. Baucus**, U. of Louisville; **Sandy Ping**, VentureForward LLC; **Tom Hortel**, VentureForward LLC**122**   : (MOC) **What "Good" Is Leadership? New Insights From Viewing Leadership From A Positive Perspective**

9:00am - 12:00pm Pennsylvania Convention Center: Room 104B

*Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.**Organizers:* **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Mary Ann Glynn**, Boston College

Presenters: **Sim B. Sitkin**, Duke U.; **Schon Beechler**, Duke Corporate Education; **Scott A. Snook**, Harvard U.

123 (MSR) **MSR Doctoral Student/New Faculty Consortium**

9:00am - 3:00pm Loews Philadelphia: Regency Ballroom C2

124 [📖] [🗣️] [📺] SPDW: (MSR, SIM) **Helping Companies Do Good: Using Coaching to Operationalize the Mission**

9:00am - 12:00pm Loews Philadelphia: Commonwealth A1

Organizer: **Margaret Benefiel**, Andover Newton Theological School
Presenter: **Kerry Hamilton**, Kerry Hamilton, LLC

125 SPDW: (OB, ODC, MED) **How Can Leadership be Taught? Approaches, Methods, Experiences**

9:00am - 11:20am Pennsylvania Convention Center: Room 105B

Facilitator: **Claudia Verena Peus**, Massachusetts Institute of Technology

Presenters: **Joanne B Ciulla**, U. of Richmond; **Scott A. Snook**, Harvard U.; **William Torbert**, Boston College; **Jay Alden Conger**, U. of Southern California

126 [📖] [📺]: (OCIS) **Junior Faculty Consortium**

9:00am - 5:30pm Philadelphia Marriott: Room 403

Attendance is by Application Only. Contact **Ulrike Schultze**.

Organizer: **Ulrike Schultze**, Southern Methodist U.

Presenters: **V. Sambamurthy**, Michigan State U.; **Stephen Barley**, Stanford U.; **Patrick Y.K. Chau**, U. of Hong Kong; **Youngjin Yoo**, Temple U.; **Sue Newell**, Bentley College, USA and Warwick U., UK; **Janet Fulk**, U. of Southern California

127 [📖] [📺]: (OCIS) **Doctoral Consortium**

9:00am - 5:30pm Philadelphia Marriott: Room 407

Attendance is by application only

Organizer: **Katherine J. Stewart**, U. of Maryland, College Park

Presenters: **Manju K Ahuja**, U. of Louisville; **Ruey-Lin Hsiao**, National U. of Singapore; **Craig Scott**, Rutgers U.; **Viswanath Venkatesh**, U. of Arkansas; **Jane Webster**, Queens U. Canada

128 [🗣️] [📺] SPDW: (OMT, BPS, CMS) **Does STS Mean Business? Interdisciplinary Engagement as a Source of Theoretical Innovation**

9:00am - 12:00pm Philadelphia Marriott: Franklin 3

Recent years have seen increasing engagement between certain areas of organization and management studies and STS, Science and technology studies

Organizers: **Catelijne Coopmans**, Imperial College London; **Elena Simakova**, Ecole des Mines

Presenters: **Daniel Beunza Ibanez**, Pompeu Fabra U.; **Raghu Garud**, Penn State U.; **Peter Karnoe**, Copenhagen Business School; **Christian Licoppe**, Ecole Nationale des Télécommunications; **Eamonn Molloy**, Oxford U.; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **Marc Ventresca**, U. of Oxford; **Ragna Zeiss**, Maastricht U.

129 [🗣️] [📺] SPDW: (OMT, BPS, ENT, MOC) **Taking the Next Step: Learning from Failure and Near-failure**

9:00am - 11:50am Philadelphia Marriott: Room 307

This PDW gathers scholars interested in understandings of how organizations learn (or don't) from failure and near-failure.

REGISTRATION IS REQUIRED. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizer: **Claus Rerup**, U. of Western Ontario

Presenters: **Joel A.C. Baum**, U. of Toronto; **Mark J Zbaracki**, New York U.; **Rodney Lacey**, U. of California, Irvine / U. of California, Davis / London School of Business; **Jay Kim**, U. of Southern California

130 [📖] [📺] SPDW: (OMT, BPS, OB, RM) **Learning from Micro & Macro Investigations of Group Decision Processes**

9:00am - 11:50am Philadelphia Marriott: Room 305

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizers: **Aaron S. Windeler**, U. of Arkansas; **Vikas Anand**, U. of Arkansas

Facilitators: **Mary Zellmer-Bruhn**, U. of Minnesota; **Alan E.**

Ellstrand, U. of Arkansas; **Anita D. Bhappu**, Southern Methodist U.

Presenters: **Amy Hillman**, Arizona State U.; **Laurie Milton**, U. of Calgary/U. of Western Ontario; **Christine Shropshire**, Arizona State U.

131 SPDW: (OMT, ODC, MOC) **OMT/ODC/MOC Doctoral Students Consortium**

9:00am - 5:00pm Philadelphia Marriott: Room 411 & 412

Organizers: **J. Stuart Bunderson**, Washington U.; **Michael R Manning**, New Mexico State U.; **Pablo Martin de Holan**, IE and INCAE; **Sandy Kristin Piderit**, Case Western Reserve U.; **Tim Pollock**, Pennsylvania State U.

Facilitators: **Wesley Sine**, Cornell U.; **Deborah J Dougherty**, Rutgers U.; **Karen Jansen**, U. of Virginia; **Davide Ravasi**, Bocconi U.; **Nelson Phillips**, Imperial College London; **Jenny W. Rudolph**, Boston U.; **Kelly Thomson**, York U.

Participants: **Michael Beer**, Harvard U.; **C.R. Bob Hinings**, U. of Alberta; **Sharon F. Matusik**, U. of Colorado, Boulder; **Henry Mintzberg**, McGill U.; **Susan A. Mohrman**, U. of Southern California; **Hayagreeva Rao**, Stanford U.; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **William H. Starbuck**, U. of Oregon

132 [📖] [🗣️] [📺] SPDW: (PNP, BPS, ONE, ENT, HCM, SIM, IM, CMS, ODC, PTC, HR, RM, MC) **Sustainable Practice Action Research Workshop (SPARC)**

9:00am - 4:00pm Loews Philadelphia: Regency Ballroom B

Presenters: **Neil M. Boyd**, Lycoming College; **Joel I Harmon**, Fairleigh Dickinson U.; **Margaret T. Orr**, Bank Street College of Education; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC

Participants: **David Coghlan**, Trinity College Dublin; **Gerard F Farias**, Fairleigh Dickinson U.

133 [🗣️]: (PTC) **Linking Organizational Health to Financial Performance**

9:00am - 11:00am Loews Philadelphia: Commonwealth C

Presenters: **William S. Schaninger**, McKinsey & Co.; **Aaron De Smet**, McKinsey & Co.; **Mark Loch**, McKinsey & Co.

134 [➔] [📺] SPDW: (SIM, IM, BPS, PNP) **Pushing the Boundaries of Nonmarket Strategies**

9:00am - 12:00pm Loews Philadelphia: Washington A

Submission Requirements: Please submit one work-in-process that is not under advanced review. Papers that draw from multiple theoretical lenses (e.g., Resourced Based View, Positive Political Theory, Economics, Transaction Cost Economics, etc ...) are especially encouraged. Submission Guidelines: Submit working papers between 10 and 25 pages by May 31, 2007. Submit paper to **Kathy Rehbein**, kathleen.rehbein@marquette.edu. Submitted papers should be targeted to research journals. Provide permission

to distribute paper to other participants. Provide at least three key words that describe the submitted paper.

Organizers: **Kathleen Rehbein**, Marquette U.; **Richard G. Vanden Bergh**, U. of Vermont; **Guy Holburn**, U. of Western Ontario; **Amy Hillman**, Arizona State U.

Facilitators: **Witold Jerzy Henisz**, U. of Pennsylvania; **John M de Figueiredo**, UCLA; **Jean-Philippe Bonardi**, U. of Western Ontario

135 : (TIM) TIM Division Junior Faculty Consortium and Doctoral Student Consortium - Meet the Editors

9:00am - 11:00am Philadelphia Marriott: Room 310

Chairs: **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management

Presenters: **Linda Argote**, Carnegie Mellon U.; **George F Farris**, Rutgers U.; **William G Mitchell**, Duke U.; **Chet Miller**, Wake Forest U.; **Jonathan D. Linton**, School of Management, U. of Ottawa; **Garry D Bruton**, Texas Christian U.; **Robert A Burgelman**, Stanford U

136 📖SPDW: (TTC, OB, HR, MED, OCIS) Teaching Well With Technology: Helping Students Do Good As Managers

9:00am - 12:00pm Philadelphia Marriott: Room 309

Presenters: **Randall G. Sleeth**, Virginia Commonwealth U.; **Joan Weiner**, Drexel U.; **Randall B Dunham**, U. of Wisconsin, Madison; **Joseph E Champoux**, U. of New Mexico; **Bonnie S. O'Neill**, Marquette U.

Saturday 9:30AM

137 📖→📖SPDW: (BPS, OMT, OM, ITC) The Management of Alliance Portfolios and their Performance Implications

9:30am - 12:30pm Philadelphia Marriott: Room 413

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizer: **Dovev Lavie**, Technion-Israel Institute of Technology
Presenters: **Ranjay Gulati**, Northwestern U.; **Prashant Kale**, U. of Michigan, Ann Arbor; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Harbir Singh**, U. of Pennsylvania

138 →📖SPDW: (ENT, BPS, OMT) Different Approaches to Studying Ethnic Networks, Entrepreneurship and Innovation

9:30am - 12:00pm Philadelphia Marriott: Room 303

Organizer: **Florian A. Taeube**, Imperial College London
Discussant: **Nelson Phillips**, Imperial College London
Speakers: **Paul Almeida**, Georgetown U.; **Ramana Nanda**, Harvard U.; **Jeffrey A. Robinson**, New York U.; **Lai Si Tsui-Auch**, Nanyang Technological U.; **Mina Yoo**, U. of Washington, Seattle; **Xiaohui Lu**, National U. of Singapore; **Xin Yao**, Wichita State U.; **Neri Karra**, U. of the Arts London

139 📖📖: (HR) HR Division Junior Faculty Consortium

9:30am - 5:30pm Pennsylvania Convention Center: Room 108B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. Late registrants please e-mail Maria Kraimer at mkraimer@unimelb.edu.au.

Organizers: **Maria Kraimer**, U. of Melbourne; **Jeffrey LePine**, U. of Florida; **Diane E. Johnson**, U. of Alabama, Tuscaloosa
Presenters: **Mark C. Bolino**, U. of Oklahoma; **Marcie LePine**, U. of Florida; **Christina E. Shalley**, Georgia Institute of Technology; **Steven Rogelberg**, U. of North Carolina, Charlotte; **Bradley L. Kirkman**, Texas A&M U.; **Theresa Welbourne**, U. of Michigan;

Amy L. Kristof-Brown, U. of Iowa; **K. Michele Kacmar**, U. of Alabama; **Dan Moshavi**, Montana State U.; **Piers Steel**, U. of Calgary

140 📖📖→📖📖SPDW: (MED, MOC, ODC) Praxis, Inquiry & The Performative Arts: A Crucible for Transformative Education and Learning

9:30am - 12:30pm Pennsylvania Convention Center: Room 103A

Facilitator: **Kathy Dee Geller**, Areté Leadership International, Ltd.

Presenters: **Ann Davis**, ADI Communications; **Charlyn Green Fareed**, DeVry U.; **Placida V. Gallegos**, Fielding Graduate U.; **Steve Schapiro**, Fielding Graduate U.; **Tiffany von Emmel**, Dreamfish; **Ilene Wasserman**, ICW Consulting Group; **Beth Fisher-Yoshida**, Columbia U.; **Pamela Meyer**, Meyer Creativity Associates

141 🗣️: (OB) A Dialogue on Paradigm Diversity in Defining and Measuring Leadership

9:30am - 11:20am Pennsylvania Convention Center: Room 113C

Facilitator: **Mary Uhl-Bien**, U. of Nebraska, Lincoln

Presenters: **Dian Marie Hosking**, U. of Utrecht; **Kenneth Gergen**, Swarthmore College; **Robert G Lord**, U. of Akron; **Mary Jo Hatch**, U. of Virginia; **Douglas J. Brown**, U. of Waterloo; **Nagaraj Sivasubramaniam**, Duquesne U.; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Alan Bryman**, U. of Leicester, UK

Saturday 10:00AM

142 📖SPDW: (BPS, MED, TTC) The Capstone Course is Dead. Long Live the Capstone.

10:00am - 12:00pm Philadelphia Marriott: Liberty Ballroom A

Examines the rise and fall of capstone courses as mechanisms for interdisciplinary learning and integration, and the future role for capstone courses.

Organizers: **Michael A. Roberto**, Bryant U.; **Jan W. Rivkin**, Harvard U.

Presenters: **Philip M Rosenzweig**, IMD; **Joseph Porac**, New York U.; **Jeffery Ellis**, Babson College

143 📖SPDW: (CMS, MED) Thinking Critically about the Meaning of Critical Thinking: Critical Pedagogy in Curriculum

10:00am - 11:30am Philadelphia Marriott: Franklin 4

Participants will explore what is meant by critical thinking and how it might be operationalized both in individual classes and the business school.

Contact: **Amy D. Zidulka**, Royal Roads U.

Presenter: **Gordon E Dehler**, College of Charleston

144 : (ICW) United States Association for Small Business and Entrepreneurship Board Meeting

10:00am - 4:00pm Philadelphia Marriott: Franklin 2

Organizers: **Gerilyn McClure Franklin**, U. of South Florida St. Petersburg; **Roger Alderman**, Florida Atlantic U.

145 📖SPDW: (IM, SIM, AAM, BPS) Research in Psychic, Cultural and Institutional Distance

10:00am - 12:00pm Philadelphia Marriott: Room 302

Organizer: **Keith D. Brouthers**, King's College London

Presenters: **Jean-Francois Hennart**, Tilburg U.; **Lance Brouthers**, U. of Texas at El Paso; **Jody Evans**, Melbourne Business School; **Carlos Sousa**, U. College Dublin; **Heather Berry**, U. of Pennsylvania

146 🌐➔🗨️: (ITC) Can We Talk Now? Formal and Informal Programs to Increase Inter-communal Understanding

10:00am - 12:00pm Loews Philadelphia: Howe
 Learn how institutional and community programs can create understanding between groups in conflict
 Chair: **Jacob Eisenberg**, U. College Dublin
 Presenters: **Benson Honig**, Wilfrid Laurier U.; **Magid Mazen**, Suffolk U.; **Keith James**, Portland State U.

147 🌐➔🗨️📖SPDW: (MSR, GDO, OMT, SIM) Regulating Spirituality and Religion at Work - Exclusive vs. Inclusive Approaches: A Dialogue

10:00am - 12:00pm Loews Philadelphia: Commonwealth B
 Organizers: **Mustafa F Ozbilgin**, U. of East Anglia; **Yochanan Altman**, London Metropolitan U.; **Katerina Nicolopoulou**, U. of Southampton
 Presenters: **Ramnath Narayanswamy**, Indian Institute of Management, Bangalore; **Cathrine Voynnet Fourboul**, U. Paris II; **Mine Karatas-Ozkan**, U. of Southampton; **Frank Bournois**, U. of Pantheon Assas Paris II

148 📖🗨️📖SPDW: (ODC, MC, BPS) Strategic Organization Development (SOD): Adaptations based on Imposed Organization Demands

10:00am - 12:00pm Loews Philadelphia: Commonwealth D
 Organizer: **Michelle M. Griffin**, Benedictine U./OCE
 Presenter: **Jason Wolf**, Benedictine U.

149 🗨️🗨️: (PNP) Doing Good by Properly Incubating Non-Profits in a Region: The Development of the Southern New Jersey Non-Profit Development Center (NPDC)

10:00am - 11:30am Loews Philadelphia: Congress C
 Presenters: **Tom Bryant**, Rowan U.; **Robert S. D'Intino**, Rowan U.; **Becky Corbin**, Rowan U.

150 📖SPDW: (TTC, MED) Teaching Across the Curriculum: A Cross-disciplinary and Cross-level Perspective

10:00am - 12:00pm Philadelphia Marriott: Franklin 6
 Organizers: **Jill Kickul**, Miami U.; **Lisa K Gundry**, DePaul U.
 Presenters: **B. Kay Snavelly**, Miami U. Ohio; **Thomas J Dean**, U. of Colorado, Boulder; **Saulo Barbosa**, CERAG-EDSG U. of Grenoble II (France); **Christina A Hannah**, U. of Maryland U. College; **Alain Fayolle**, E.M. Lyon; **Mike Crant**, U. of Notre Dame

Saturday 10:10AM

151 🗨️📖SPDW: (OM, TIM) The OM/IT Interface: Conflicts and Technology Trajectories

10:10am - 11:40am Philadelphia Marriott: Room 410
 The divergence of technology trajectories and resulting potential inter-functional conflicts is explored in this PDW using the OM/IT interface as the
 Organizer: **John E. Ettlie**, Rochester Institute of Technology
 Discussants: **Mark Cotteleer**, Marquette U.; **Andrew McAfee**, Harvard U.; **Vadake Narayanan**, Drexel U.

Saturday 10:30AM

152 🗨️🗨️📖: (GDO) Women's Empowerment in the Corporate World: Workplace Practices that Promote Development

10:30am - 12:00pm Pennsylvania Convention Center: Room 104A
 Organizer: **Beatriz Coningham**, George Washington U.
 Presenter: **Maria Cseh**, George Washington U.

153 📖: (HCM) Creating and Sustaining a Research Agenda

10:30am - 12:00pm Loews Philadelphia: Lescaze
 Creating and sustaining a research agenda, the role of planning, flexibility, and serendipidity, and bringing coherence to a body of work
 Organizers: **Barbara Bigelow**, Clark U.; **Margarete Arndt**, Clark U.
 Presenters: **Margarete Arndt**, Clark U.; **Rebecca Wells**, U. of North Carolina; **Myron D Fottler**, U. of Central Florida; **Kathleen Montgomery**, U. of California, Riverside

154 🗨️SPDW: (MC, ODC) Doing OD in Alien Worlds: Dealing With Dilemmas

10:30am - 12:30pm Loews Philadelphia: Congress A
 Presenters: **Hans Vermaak**, Twynstra Management Consultants; **David Jamieson**, Pepperdine U.; **Leon De Caluwe**, Free U., Twynstra; **Bjoern Z. Ekelund**, Human Factors; **Philip H Mirvis**, Independent Consultant

155 📖SPDW: (MED, BPS) Developing Business Curriculum in the Area of Managing Outsourcing Relationships

10:30am - 11:30am Pennsylvania Convention Center: Room 112A
 Presenter: **Rodney R. Yates Smith**, Walsh U.

Saturday 11:00AM

156 🗨️: (CAR) The "Rocky" Route, an All-Day Careers Event to Revisit the Career of Rocky Balboa

11:00am - 4:00pm Off Site: CAR Off-Site Tour - TBA
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. Participants are responsible for their own lunch purchase. Registered attendees please meet in the Grand Hall of the Convention Center at 10:00 AM.
 Organizers: **Veronica M. Godshalk**, Pennsylvania State U., Great Valley; **Barrie E. Litzky**, Pennsylvania State U., Great Valley; **C. Melissa Fender**, Drexel U.

157 🗨️📖: (IAM) Intellectual Capital

11:00am - 12:00pm Philadelphia Marriott: Franklin 7
 Organizers: **Carla Maria Marques Curado**, Technical U. of Lisbon; **Paulo L Henriques**, Technical U. of Lisbon
 Presenters: **Luiz Antonio Joia**, Escola de Administração Publica e de Empresas, Fundacao Getulio Vargas; **Enzo Bivona**, U. of Palermo; **Carla Maria Marques Curado**, Technical U. of Lisbon; **Paulo L Henriques**, Technical U. of Lisbon
 Participants: **Yosune Saenz**, U. de Deusto; **Nekane Aramburu**, U. de Deusto

158 🌐➔: (PTC) Insights on Global Workforce Management

11:00am - 12:00pm Loews Philadelphia: Commonwealth C

Presenters: **Emily Lawson**, McKinsey & Company; **Asmus B. Komm**, McKinsey & Co.; **Matthew David Guthridge**, McKinsey & Company

159 : (TIM) TIM Division Faculty Consortium - Coffee Break

11:00am - 11:15am Philadelphia Marriott: Room 310

Professional Development Workshop Chair: **Shawn M. Carraher**, Cameron U.

Chairs: **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management

Saturday 11:15AM

160 : (TIM) TIM Division Junior Faculty Consortium - Strategies for Research and Publications

11:15am - 1:30pm Philadelphia Marriott: Room 310

Distinguished Speaker: **Shaker A. Zahra**, U. of Minnesota

Chairs: **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management

Presenters: **Lee Fleming**, Harvard U.; **Anita McGahan**, Boston U.; **Brian S. Silverman**, U. of Toronto

Saturday 11:30AM

161 🗄️🗣️📄 SPDW: (OB, IM) Changing Places: How Place Shapes Our Understanding of Leadership and Culture

11:30am - 1:20pm Pennsylvania Convention Center: Room 105B

Facilitators: **Brad Jackson**, U. of Auckland; **Deanne N. DenHartog**, U. of Amsterdam

Presenters: **Eric Guthey**, Copenhagen Business School; **Jeffrey C. Kennedy**, Nanyang Technological U.; **Michailova Snejina**, U. of Auckland; **Matthew Eriksen**, U. of Tampa

Participant: **Ann L Cunliffe**, U. of Hull

162 🗣️📄 SPDW: (OB, MOC) Decisions, Decisions: The Decisions that Leaders Make and How They Go About Making Them

11:30am - 1:20pm Pennsylvania Convention Center: Room 113C

Facilitator: **Roni Reiter-Palmon**, U. of Nebraska, Omaha

Presenters: **Neal M. Ashkanasy**, U. of Queensland; **Louis W. (Jody) Fry**, Tarleton State U. Central Texas; **Michael Mumford**, U. of Oklahoma; **Craig L. Pearce**, Claremont Graduate U.; **Andrew McLean**, Bentley U.

163 🗄️🗣️📄 SPDW: (SIM, ONE, CMS, MSR, PNP) Sustainable Urban Social Entrepreneurship: The Whitedog Lesson in "Doing Well by Doing Good"

11:30am - 1:00pm Loews Philadelphia: Congress C

Organizer: **Joseph A. Petrick**, Wright State U.

Participants: **Robert A Giacalone**, Temple U.; **David S. Bright**, Wright State U.; **Andrew Griffiths**, U. of Queensland

Saturday 12:00PM

164 : (AAA) Academy of Management Journal Editors' Meeting

12:00pm - 2:00pm Philadelphia Marriott: Room 305

Organizer: **Sara L Rynes**, U. of Iowa

165 : (AAA) Membership

12:00pm - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Mem.

🗄️ Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🖥️ Visual Presentation | 🏆 Best Paper Proceedings

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

166 : (ENT) Council of Entrepreneurship Endowed Chairs Luncheon

12:00pm - 2:00pm Philadelphia Marriott: Franklin 1

Organizer: **Mark Weaver**, Rowan U.

167 🗄️🗣️📄 SPDW: (ENT, SIM, PNP) Social Entrepreneurship: Advances in Research and Practice

12:00pm - 3:30pm Philadelphia Marriott: Room 303

This workshop is for doctoral students and faculty interested in social entrepreneurship.

Organizers: **Jeffrey A. Robinson**, New York U.; **William D Schulte**, Shenandoah U.

Presenters: **Johanna Mair**, IESE Business School; **Kai N. Hockerts**, Copenhagen Business School; **Jennifer Wade**, U. of Colorado-Denver; **Ignasi Marti**, IESE, U. of Navarra; **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **Dianne HB Welsh**, U. of Tampa; **Alan L Carsrud**, Florida International U.; **Robert S. D'Intino**, Rowan U.; **Ana Maria Peredo**, U. of Victoria

168 🗣️🗣️📄 SPDW: (GDO, ODC) So You Want to Be a Leader in Higher Education? Developing Leadership as Women

12:00pm - 1:30pm Pennsylvania Convention Center: Room 112A

Facilitator: **Susan R. Madsen**, Utah Valley State College

169 🗄️🗣️➔🗣️: (HCM) Sarbanes Oxley- How is it Affecting both For-Profit and Not-For Profit Healthcare Organizations?

12:00pm - 1:00pm Loews Philadelphia: Commonwealth A1

Organizer: **Nancy Borkowski**, South U.

Presenters: **Mark Pastin**, Council of Ethical Organizations, Health Ethics Trust; **Manuela Brusoni**, Bocconi U.

170 🗄️🗣️➔🗣️📄: (HR) Networking Lunch Sponsored by SHRM

12:00pm - 12:50pm Pennsylvania Convention Center: Room 109B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. Late registrants please e-mail Erica Lewis at elewis@shrm.org or call (703) 535-6025.

Organizer: **Debra J. Cohen**, Society for Human Resource Management

171 🗄️➔📄: (IM) IMD Junior Faculty Consortium

12:00pm - 4:00pm Philadelphia Marriott: Franklin 9

The IMD Junior Faculty Consortium is supported by The College of Business Administration, Northeastern University.

Organizer: **William Q Judge**, Old Dominion U.

Presenters: **Nakiye Boyacigiller**, Sabanci U.; **Igor Filatotchev**, King's College London; **Irina Naoumova**, U. of Tennessee; **Sheila M. Puffer**, Northeastern U.; **Alan M Rugman**, Indiana U.; **Stephen B Tallman**, U. of Richmond; **Mike Wright**, Nottingham U.; **Shaker A. Zahra**, U. of Minnesota

172 🗄️ SPDW: (ODC, IAM, PTC) Dissertation Success Strategies for Doctoral Students

12:00pm - 6:00pm Loews Philadelphia: Howe

Organizer: **Kay Davis**, Pepperdine U.

Presenters: **Jyotsna Sanzgiri**, Alliant International U.; **Daphne DePorres**, U. de Monterrey; **Margaret D Gorman**, George Washington U.; **Kent Rhodes**, Pepperdine U.; **David Jamieson**, Pepperdine U.
Participants: **Kenneth Murrell**, U. of West Florida; **Therese Yeager**, Benedictine U.

173 : (OM) Operations Management Doctoral Consortium Luncheon

12:00pm - 1:00pm Philadelphia Marriott: Independence I & II

174 **SPDW: (OMT, BPS, OB, RM) Advanced Social Networks: Theoretical And Empirical Applications Of Social Network Analysis**

12:00pm - 4:00pm Philadelphia Marriott: Franklin 4

This PDW will allow researchers who are currently engaged in social network research to interact with one another. INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizer: **Giuseppe Labianca**, U. of Kentucky
Coordinators: **Daniel J. Brass**, U. of Kentucky; **Jonathan Lewis Johnson**, U. of Arkansas

Presenters: **Stephen P Borgatti**, Boston College; **Ronald S. Burt**, U. of Chicago; **Tiziana Casciaro**, Harvard U.; **Robert L. Cross**, U. of Virginia; **Jonathon N. Cummings**, Duke U.; **Martin Gargiulo**, INSEAD; **Deborah E. Gibbons**, Naval Postgraduate School; **Martine Haas**, Wharton School, U. of Pennsylvania; **David Krackhardt**, Carnegie Mellon U.; **Emmanuel Lazega**, U. de lille 1 - essec; **Ajay Mehra**, U. of Kentucky; **David Obstfeld**, U. of California, Irvine; **Raymond T Sparrowe**, Washington U. in St. Louis

175 **SPDW: (ONE, SIM, TTC) Teaching with Cases on Social and Environmental Issues**

12:00pm - 1:30pm Loews Philadelphia: Commonwealth D

Organizer: **Suzanne Benn**, U. of Technology, Sydney
Facilitators: **Anne T Lawrence**, San Jose State U.; **Kate Kearins**, Auckland U. of Technology; **Eva Marie Collins**, U. of Waikato; **Jacob Park**, Green Mountain College; **Tom E Thomas**, San Francisco State U

Presenter: **Dexter Dunphy**, U. of Technology, Sydney

176 **SPDW: (PTC, HR, OMT, MEN, ODC, IAM, OB, MC, OM, PNP, GDO, ITC) Bringing Practice Back into our Scholarship**

12:00pm - 7:00pm Loews Philadelphia: Regency Ballroom A

Lunch is sponsored by the HAY Group.

Organizers: **Elena P. Antonacopoulou**, U. of Liverpool; **Daniel Geiger**, U. of Liverpool; **Thomas G. Cummings**, U. of Southern California

Speakers: **Elena P. Antonacopoulou**, U. of Liverpool; **Jean M. Bartunek**, Boston College; **Daniel Geiger**, U. of Liverpool; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **Joseph A Raelin**, Northeastern U.; **Denise M. Rousseau**, Carnegie Mellon U.; **Russ Vince**, U. of Hull; **Karl E Weick**, U. of Michigan, Ann Arbor; **Brian Langham**, Hay Group

177 **(RM) Working with Video Data**

12:00pm - 1:50pm Philadelphia Marriott: Room 307

Contact Christina Butler by e-mail in advance with a brief outline of your interest/experience (christina.butler@kingston.ac.uk)

Presenters: **Christina Lea Butler**, Kingston U. ; **Laurie R. Weingart**, Carnegie Mellon U.; **Seth A. Kaplan**, George Mason U.

178 **SPDW: (TTC, MED, SIM) Improving Corporate Ethics Through the Use of Innovative Instructional Techniques**

12:00pm - 2:00pm Philadelphia Marriott: Room 309

Presenters: **Christina A Hannah**, U. of Maryland U. College; **J Kay Keels**, Coastal Carolina U.; **Troy Nielson**, Utah Valley State College; **Larry Pate**, Center for Ethical Leadership; **Rajnandini Pillai**, California State U. San Marcos; **Barbara A. Ritter**, Coastal Carolina U.

Saturday 12:30PM

179 : (AAA) BOG Appreciation Luncheon for Outgoing Volunteers

12:30pm - 2:30pm Philadelphia Marriott: Grand Ballroom D

By Invitation Only!

Organizer: **Ken G. Smith**, U. of Maryland

180 **SPDW: (BPS, ENT, IM, AAM) The Austrian School of Economics: Applications to Organization, Strategy, and Entrepreneurship**

12:30pm - 2:30pm Philadelphia Marriott: Room 414 & 415

Explores core contributions of Austrian economics, recent developments, and new applications to issues in organization, strategy, and entrepreneurship

Organizer: **Peter G Klein**, U. of Missouri

Speakers: **Nicolas Foss**, Copenhagen Business School; **Richard N. Langlois**, U. of Connecticut; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Elaine Mosakowski**, U. of Colorado, Boulder; **Yasemin Y Kor**, U. of South Carolina

181 **SPDW: (MED, MEN) Reducing Attrition in Doctoral Programs**

12:30pm - 2:00pm Pennsylvania Convention Center: Room 108A

Facilitator: **Michael Scharff**, Limestone College

Presenters: **Bahaudin Mujtaba**, Nova Southeastern U.; **Freda Turner**, Grand Canyon U.; **Dan Meyerson**, Bank of America; **Leonard Samborowski**, US Army

182 **(MSR) Building Community after Katrina: Role of Faith-Based Groups and Appreciative Inquiry**

12:30pm - 1:30pm Loews Philadelphia: Commonwealth B

Organizer: **Sara Kimmel**, Belhaven College

Presenter: **M. Ray Grubbs**, Millsaps College

183 **SPDW: (OMT, CMS, SIM) Corporations, Democracy and the Public Good - One Year Later**

12:30pm - 2:00pm Philadelphia Marriott: Grand Ballroom A

This PDW follows up Steve Barley's Distinguished Scholar presentation this past summer at the Atlanta 2006 Academy of Management Meeting.

Organizers: **Dror Etzion**, IESE, U. of Navarra; **Bernard Leca**, Nottingham U. Business School; **Ignasi Marti**, IESE, U. of Navarra
Presenters: **Stephen Barley**, Stanford U; **Gerald F Davis**, U. of Michigan, Ann Arbor; **Royston Greenwood**, U. of Alberta; **Douglas A Schuler**, Rice U.

184 **(PNP) PNP Junior Faculty Professional Development**

12:30pm - 4:30pm Loews Philadelphia: Washington A

Presenter: **Laurie E. Paarlberg**, San Francisco State U.

185 📖📄: (PNP) PNP Division PhD Consortium

12:30pm - 6:00pm Loews Philadelphia: Washington B

Presenters: **R. Karl Rethemeyer**, U. at Albany, SUNY; **Steven Kelman**, Harvard U.; **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis; **Martin J. Kilduff**, U. of Texas, Austin; **Hal G. Rainey**, U. of Georgia; **John M Bryson**, U. of Minnesota; **Tina Nabatchi**, Indiana U., Bloomington; **Micheal T. Stratton**, Hood College; **Jessica Word**, U. of Nevada, Las Vegas; **Edward DeSeve**, U. of Pennsylvania; **Andrew Glassberg**, U. of Missouri -st.Louis

186 📖: (TIM) Global Issues and Challenges in Management Education

12:30pm - 1:30pm Philadelphia Marriott: Room 401 & 402

AACSB perspectives on the demand for management education, doctoral faculty shortages, intensifying competition, and more. Distinguished Speaker: **John J. Fernandes**, AACSB International
Chairs: **Shawn M. Carraher**, Cameron U.; **Jane Whitney Gibson**, Nova Southeastern U.

Saturday 12:45PM

187 📖SPDW: (MC, ODC, PTC) Good Consulting on the Inside: Managing the Function, the Work and the Self

12:45pm - 2:00pm Loews Philadelphia: Congress A

Presenters: **Julie Smendzuik-O'Brien**, Fielding Graduate U./Minnesota State Colleges and U.; **Beverly Scott**, JFK U. and Bev Scott Consultants; **Terrence H. Seamon**, THS associates

Saturday 1:00PM

188 → 📖SPDW: (BPS, IM, IAM, AAM, TIM, OMT, ITC) Improving International Strategy Research – Moving from Ideas to Publications

1:00pm - 4:00pm Philadelphia Marriott: Franklin 8

INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>.

Chairs: **Aldas Kriauciunas**, Purdue U.; **Joan D Penner-Hahn**, Wayne State U.

Discussants: **Laurence Capron**, INSEAD; **Wilbur Chung**, U. of Maryland, College Park; **Mona V Makhija**, Ohio State U.; **Xavier Martin**, Tilburg U.

189 📖📄SPDW: (CMS, GDO) CMS Doctoral Consortium

1:00pm - 2:30pm Philadelphia Marriott: Room 304

Contact organizer at terrance.weatherbee@acadiau.ca
Organizer: **Terrance G. Weatherbee**, Acadia U.

190 → 📖SPDW: (ENT, BPS) Corporate Venturing: State Of The Art And Developmental Workshop

1:00pm - 3:00pm Philadelphia Marriott: Franklin 7

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>

Organizers: **Thomas Keil**, Helsinki U. of Technology; **Markku V. J. Maula**, Helsinki U. of Technology; **Gary Dushnitsky**, U. of Pennsylvania

Speakers: **Ari Ginsberg**, New York U.; **Michael Lenox**, Duke U.; **Riitta Katila**, Stanford U.; **Suresh B Kotha**, U. of Washington, Seattle; **Rita Gunther McGrath**, Columbia U.; **Corey Phelps**, U. of

Washington; **Shaker A. Zahra**, U. of Minnesota; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor

191 📖📄SPDW: (GDO, CMS) Workshop on Feminist Theory and Organization Studies

1:00pm - 5:00pm Pennsylvania Convention Center: Room 104B

Registration required (<http://apps.aomonline.org/PDWRReg>). For workshop requirements & information, contact [Linda Smircich](mailto:Linda.Smircich@mgmt.umass.edu) at smircich@mgmt.umass.edu.

Organizers: **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst

192 → 📖SPDW: (HR, IM, ITC) The Multi-Dimensional Challenges and Opportunities of Undertaking International HRM Research

1:00pm - 5:00pm Pennsylvania Convention Center: Room 112B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. Late registrants please contact [Elaine Farndale](mailto:Elaine.Farndale@uvt.nl) at farndale@uvt.nl.

Organizer: **Elaine Farndale**, Tilburg U.

Chair: **Jaap Pauwe**, Tilburg U.

Presenters: **Patrick Wright**, Cornell U.; **Philip Gordon Stiles**, Cambridge U.

193 📖→ 📄: (IAM) Doing Management Research in Iberoamerica: Problems and Strategies

1:00pm - 2:30pm Philadelphia Marriott: Room 404

Organizer: **Santiago Ibarreche**, U. of Texas at El Paso
Discussants: **Gaston Fornes**, U. of Bath; **Maria Elisa Peirano Vejo**, Massey U. New Zealand; **Maria Fernanda Garcia**, U. of Texas at El Paso; **Roberto Vassolo**, IAE Business School - U. Austral; **Carlos Alcerreca**, Instituto Tecnologico Autonomo de Mexico; **Julio DeCastro**, Instituto de Empresa; **Luis R. Gomez-Mejia**, Arizona State U.; **Edmundo Gonzalez-Zavaleta**, U. del Pacifico (Lima); **Monica Franco-Santos**, Cranfield School of Management; **Javier Marcos-Cuevas**, Cranfield School of Management

194 →: (IM) International Management Division Doctoral Consortium II

1:00pm - 4:00pm Philadelphia Marriott: Franklin 5

The IMD Doctoral Consortium is supported by The College of Business Administration, Northeastern University.




Organizer: **Jonathan P Doh**, Villanova U.

Presenters: **Lorraine Eden**, Texas A&M U.; **Hildy Teegen**, George Washington U.; **Peter L. Rodriguez**, U. of Virginia; **Klaus Uhlenbruck**, U. of Montana; **Andrew Delios**, National U. of Singapore; **John Mezas**, U. of Miami; **Ram Mudambi**, Temple U.; **Schon Beechler**, Duke Corporate Education; **Jane Lu**, Singapore Management U.; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

195 📖SPDW: (MC, MED) M.C.D. Doctoral Consortium: Forum for Designing, Developing and Implementing an MBA Management Consulting Concentration

1:00pm - 2:00pm Loews Philadelphia: Congress B

Presenters: **Randall Hayes**, Central Michigan U.; **Charles Burke**, Central Michigan U.; **Lawrence Roland Lepisto**, Central Michigan U.

196    SPDW: (MED, TTC, IM) **An International Collaboration to Rethink Graduate Management Education**

1:00pm - 3:00pm Pennsylvania Convention Center: Room 103B
 Organizer: **Toni Ungaretti**, Johns Hopkins U.
 Presenters: **Werner Peter Fees**, Georg-Simon-Ohm-Fachhochschule; **Andreas Goergen**, The McGraw-Hill Companies, GmbH, Standard & Poor's; **Beate Hillebrecht-Harris**, SGL CARBON GmbH; **Helmut Kasper**, WirtschaftsU. Wien; **Yukato Kato**, Kobe U.; **Richard G. Milter**, John Hopkins U.; **Nino Tomaschek**, U. Augsburg; **Sandra Kuisl**, Deutsche Telekom; **Peter Schettgen**, U. Augsburg; **Sebastian Schloemer**, U. Augsburg

197    (MH) **New York Society of Security Analysts: Student Investment Research Challenge**

1:00pm - 2:00pm Loews Philadelphia: Commonwealth A1
 Officers and Members of the New York Society of Security Analysis will present.
 Chair: **Curt H. Stiles**, U. of North Carolina- Wilmington

198    (MOC) **High-Reliability Sensemaking in National Security Communities and Other Loosely Coupled Networks**

1:00pm - 4:00pm Pennsylvania Convention Center: Room 103A
 Registration is preferred but not required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWRReg>.
 Organizer: **James Douglas Orton**, The George Washington University
 Facilitator: **Karen Ruth Detweiler**, The MITRE Corporation

199  (MSR) **Inspiration of St. John of the Cross to Business Professionals**

1:00pm - 1:50pm Loews Philadelphia: Commonwealth C
 Organizer: **Maria Lai-Ling Lam**, Malone College

200     (OB) **Organizational Behavior Not-so-Junior Mid-career Faculty Development Workshop**


1:00pm - 5:00pm Pennsylvania Convention Center: Room 109A
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWRReg>.
 Organizer: **Steven Michael Sommer**, Pepperdine U.
 Presenters: **Jone L. Pearce**, U. of California, Irvine; **Fred Luthans**, U. of Nebraska, Lincoln; **David A. Whetten**, Brigham Young U.

201    SPDW: (ODC, MC, MED) **Strategies and Tactics for Coaching Teams**

1:00pm - 5:00pm Loews Philadelphia: Lescaze
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWRReg>. For more information contact **Ruth Wageman** at rwageman@wjh.harvard.edu
 Organizer: **Ruth Wageman**, Harvard U.
 Presenter: **Richard Hackman**, Harvard U.

202   (OM) **Operations Management Doctoral Consortium**

1:00pm - 5:00pm Philadelphia Marriott: Independence I & II

203  SPDW: (OM, BPS, HR) **Teaching Project Management (with "people" in mind)**

1:00pm - 2:30pm Philadelphia Marriott: Room 301
 Presenters: **Steve Walton**, Emory U.; **Michael Alan Sacks**, Emory U.

204  SPDW: (RM, HR) **Latent Congruence Modeling: Improving the Assessment of Similarity, Agreement, and Fit in Research**

1:00pm - 2:50pm Philadelphia Marriott: Room 302
 Pre-registration is recommended. Please contact presenter by sending an email to gordonc@cuhk.edu.hk.
 Presenter: **Gordon W Cheung**, Chinese U. of Hong Kong




Saturday 1:30PM

205   (BPS) **Business Policy & Strategy Division New Faculty Consortium**

1:30pm - 5:00pm Philadelphia Marriott: Liberty Ballroom B
 Consortium for faculty in the early stages of their career or recently moved into BPS. Invitation Only. See www.bpsdiv.org for further details.
 Chairs: **Melissa Schilling**, New York U.; **Peter Zemsky**, INSEAD
 Presenters: **Delwyn N Clark**, U. of Waikato; **Andrew D Henderson**, U. of Texas, Austin; **Melissa M. Appleyard**, Portland State U.; **Violina Rindova**, U. of Texas, Austin; **Bill McEvily**, U. Toronto; **Sea Jin Chang**, Korea U.; **Gabriel Szulanski**, INSEAD; **Ranjay Gulati**, Northwestern U.

206   (BPS) **Business Policy & Strategy Division Doctoral Consortium**



1:30pm - 5:00pm Philadelphia Marriott: Liberty Ballroom C
 Invitation Only. See www.bpsdiv.org for further details.
 Chairs: **Tammy L. Madsen**, Santa Clara U.; **Kyle J Mayer**, U. of Southern California
 Presenters: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Jay B Barney**, Ohio State U./Peking U.; **Gino Cattani**, New York U.; **Irene M Duhaime**, Georgia State U.; **Michael A. Hitt**, Texas A&M U.; **Tarun Khanna**, Harvard U.; **Richard Makadok**, Emory U.; **Catherine A Maritan**, Syracuse U.; **William G Mitchell**, Duke U.; **Peter W Roberts**, Emory U.; **Harbir Singh**, U. of Pennsylvania

207    SPDW: (HR, BPS, CAR, MED, GDO) **SHRM Resources for Teaching Effectiveness/Curriculum Development & SHRM Foundation Research Funding**

1:30pm - 5:00pm Pennsylvania Convention Center: Room 109B
 Attendees of this session are invited to attend the preceding Networking lunch sponsored by SHRM.
 Organizer: **Debra J. Cohen**, Society for Human Resource Management
 Presenters: **Steven Williams**, Society for Human Resource Management; **Karen Silberman**, Society for Human Resource Management; **Nancy Woolever**, Society for Human Resource Management

208 : (ICW) **Journal of Management Editorial Board Meeting**

1:30pm - 3:00pm Pennsylvania Convention Center: Room 104A
 Organizer: **Jane Schmidt-Wilk**, Maharishi U.

209   SPDW: (MED, SIM) **Ethical Codes and Practices in Higher Education**

1:30pm - 3:00pm Pennsylvania Convention Center: Room 112A
 Organizer: **Susan R. Madsen**, Utah Valley State College
 Facilitators: **James H Davis**, U. of Notre Dame; **Susan R. Madsen**, Utah Valley State College

210 SPDW: (OB, MED, IM) **Developing Global Leaders: Leading Practices in Adult Education**





1:30pm - 4:00pm Pennsylvania Convention Center: Room 113C

Facilitator: **Schon Beechler**, Duke Corporate EducationPresenters: **Allan Bird**, U. of Missouri, St. Louis; **Stewart Black**, Euro-Asia Centre, INSEAD; **Hal Gregersen**, INSEAD; **Mansour Javidan**, Thunderbird, The Garvin School of International Management; **Joyce Osland**, San Jose State U.**211** SPDW: (OB, MOC) **Macro and Micro Perspectives on Leadership and Identity Theory**

1:30pm - 3:20pm Pennsylvania Convention Center: Room 105B

Facilitator: **Ronald H. Humphrey**, Virginia Commonwealth U.Presenters: **Mary Ann Glynn**, Boston College; **Mary Jo Hatch**, U. of Virginia; **Kim Jaussi**, Binghamton U.; **Robert G Lord**, U. of Akron**212**  : (ONE) **ONE Emerging Scholars Consortium**

1:30pm - 3:30pm Loews Philadelphia: Commonwealth D

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. For more information, contact [Sally Russell](mailto:sally.russell@business.uq.edu.au) at s.russell@business.uq.edu.auOrganizer: **Sally Russell**, U. of QueenslandPresenters: **Lynne Andersson**, Temple U.; **Kate Kearins**, Auckland U. of Technology; **Irene Henriques**, York U.; **Andrew Griffiths**, U. of Queensland; **Carolyn Egri**, Simon Fraser U.; **Monika Winn**, U. of Victoria; **Michael V. Russo**, U. of Oregon; **Sanjay Sharma**, Wilfrid Laurier U.; **Angeloantonio Russo**, Bocconi U.; **Ans Kolk**, U. of Amsterdam**213**     SPDW: (PNP, MEN, ITC) **Career Mentoring of Faculty in the Non-USA setting**




1:30pm - 3:30pm Loews Philadelphia: Commonwealth B

Discussants: **Chew Chew**, Chinese U. of Hong Kong; **John S Hassard**, U. of Manchester; **Kerr Inkson**, U. of Waikato; **Julie Wolfram Cox**, Deakin U.Presenters: **Stephen T.T. Teo**, U. of Technology, Sydney; **Anne Elizabeth Ross-Smith**, U. of Technology, Sydney; **Colleen Chesterman**, U. of Technology, Sydney**214**: (TIM) **TIM Division Junior Faculty Consortium - Box Lunch**

1:30pm - 2:30pm Philadelphia Marriott: Room 310

Professional Development Workshop Chair: **Shawn M. Carraher**, Cameron U.Chairs: **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management**Saturday 2:00PM****215**: (AAA) **2007 Session Chairs, Facilitators & Discussants Meeting**

2:00pm - 3:00pm Philadelphia Marriott: Grand Ballroom E

Program Chair: **Angelo DeNisi**, Tulane U.Program Coordinator: **Jimmy Le**, Academy of ManagementProfessional Development Workshop Chair: **James P. Walsh**, U. of Michigan, Ann Arbor**216**    SPDW: (CMS, RM, GDO) **Arriving at (Un)Common Grounds: Quantitative & Qualitative Methods Researching Workplace Diversity**

2:00pm - 4:30pm Philadelphia Marriott: Room 307

Noted researchers will discuss the importance of using quantitative and qualitative methodologies in studying workplace diversity


Contact: **Pushkala Prasad**, Skidmore CollegePresenters: **Alison Konrad**, U. of Western Ontario; **Albert J. Mills**, St. Mary's U.; **Anshuman Prasad**, U. of New Haven; **Robin Ely**, Harvard U.; **Jean Helms Mills**, St. Mary's U.**217**  : (HCM) **International Healthcare Management and Policies**

2:00pm - 3:30pm Loews Philadelphia: Commonwealth C

In this session, internationally renowned researchers and consultants from Europe, the USA and Australia will discuss current healthcare management is

Organizer: **Christian Gericke**, U. of AdelaidePresenters: **Ewan Ferlie**, Royal Holloway College, U. of London; **Jonas Schreyögg**, Stanford U.; **Andreas Poensgen**, Boston Consulting Group; **Adam Elshaug**, U. of Adelaide**218**  SPDW: (MC, IM) **Doing Well by Doing Good: Lessons Learned by Experienced Consultants**

2:00pm - 4:00pm Loews Philadelphia: Congress A

Presenters: **Sonja A. Sackmann**, U. Bundeswehr, Munich; **Larry E. Greiner**, U. of Southern California; **Mary Yoko Brannen**, San Jose State U.; **Majken Schultz**, Copenhagen Business School**219**  SPDW: (MC, ODC, BPS) **M.C.D. Doctoral Consortium: Action Research in Strategy Storytelling**

2:00pm - 3:30pm Loews Philadelphia: Congress B

Presenters: **Mark Hillon**, U. of Central Oklahoma; **Yue Cai-Hillon**, University of Central Missouri; **Jonathan Elliott**, U.S. Department of Treasury; **Carolyn Gardner**, Kutztown U.; **Nancy E. Landrum**, U. of Arkansas, Little Rock**220**   : (MH) **Take a Ride on the Reading: From Greatness to Oblivion**

2:00pm - 3:00pm Loews Philadelphia: Commonwealth A1

Officers and Members of the Chartered Financial Analyst Society of Philadelphia will present.

Discussant: **Robert E. Wright**, New York U.**221**  : (MH) **Industrial Management Films: Past & Present**

2:00pm - 6:00pm Loews Philadelphia: Congress C

Don't miss this opportunity to see some extremely rare industrial films from here and abroad.

Organizer: **Charles D. Wrege**, Cornell U.Presenters: **Eric Breitbart**, EB Productions, LLC; **Michell Dakelman**, National Railway Historical Society; **Jerome Collins**, Nova Southeastern U.**222**   SPDW: (OM, PNP, TIM, IM) **The Management of Large Engineering Projects: Debating a Research Agenda**

2:00pm - 3:30pm Philadelphia Marriott: Room 413

1. **Donald Lessard** (MIT): *Managing (in the face of) Risk and Uncertainty in Large complex projects. Donald will draw from his engagement for three year*Organizer: **Nuno A Gil**, Manchester Business SchoolPresenters: **Donald Lessard**, MIT Sloan School of Management; **Raymond Levitt**, Stanford U.; **Graham M Winch**, Manchester U.; **Stewart Clegg**, U. of Technology, Sydney; **Tyrone S. Pitsis**, U. of Technology, Sydney

223 📖 SPDW: (RM, OM, HR) **The Analysis of Change Through Latent Growth Modeling**

2:00pm - 6:00pm Philadelphia Marriott: Franklin 3
Some knowledge of SEM is needed as I will not be covering an introductory topic.
 Presenter: **Robert J. Vandenberg**, U. of Georgia

Saturday 2:10PM

224 → 🗣️ 📖 SPDW: (IM, ONE, SIM, AAM) **Performing Academic Research in Microfinance**

2:10pm - 5:00pm Philadelphia Marriott: Room 309
 Organizer: **Joshua Ault**, U. of South Carolina
 Presenters: **Andrew Spicer**, U. of South Carolina; **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill; **Warner P. Woodworth**, Brigham Young U.; **Erik Simanis**, Cornell U.

225 📖 🗣️ 📖 SPDW: (OB, CM) **How Do We Put Trust Research Into Practice?**

2:10pm - 5:00pm Pennsylvania Convention Center: Room 108A
 Chair: **Donald L. Ferrin**, Singapore Management U.
 Presenters: **Kurt T Dirks**, Washington U.; **Katinka Monica Bijlsma-Frankema**, Free U. Amsterdam; **Darryl Stickel**, Trust Unlimited; **Antoinette Weibel**, U. of Zurich; **Patricia M. G. O'Connor**, Center for Creative Leadership; **Robert Galford**, Center for Executive Development

Saturday 2:30PM

226 → 🗣️ 📖 SPDW: (CMS, RM) **Doing Good by Doing Critical Research**

2:30pm - 5:00pm Philadelphia Marriott: Room 414 & 415
Pre-registration Recommended
 Contact: **Robert P. Gephart**, U. of Alberta
 Presenters: **Robert P. Gephart**, U. of Alberta; **Tojo Thatchenkery**, George Mason U.; **Nancy E. Landrum**, U. of Arkansas, Little Rock; **Carolyn Gardner**, Kutztown U.; **Marco Adria**, U. of Alberta

227 → 🗣️ 📖: (IAM) **Writing research grant proposals in Iberoamerica**

2:30pm - 4:00pm Philadelphia Marriott: Room 410
 Organizer: **Santiago Ibarreche**, U. of Texas at El Paso
 Presenters: **Monica Franco-Santos**, Cranfield School of Management; **Guillermo Cardoza**, Instituto de Empresa Business School; **Gaston Fornes**, U. of Bath; **Martin Larraza-Kintana**, U. Pública de Navarra

228 📖 SPDW: (OMT, TTC) **OMT in the MBA Curriculum: Decline and Fall or Rise and Revive?**

2:30pm - 4:30pm Philadelphia Marriott: Grand Ballroom B
This PDW reviews OMT content in the MBA curriculum and showcases recent successful additions of OMT material.
 Organizer: **Anand Narasimhan**, Imperial College London
 Presenters: **Kelly Thomson**, York U.; **Gerald F Davis**, U. of Michigan, Ann Arbor; **Philip Anderson**, INSEAD

229 📖: (RM) **Qualitative Comparative Analysis**

2:30pm - 6:00pm Philadelphia Marriott: Room 304
We do not require pre-registration. Those who do so will have access to handouts and readings prior to the workshop. Please contact fiss@marshall.usc.edu

Presenters: **Peer C. Fiss**, U. of Southern California; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Thomas Greckhamer**, Louisiana State U.; **Gregory Jackson**, U. of London; **Rodney Lacey**, U. of California, Irvine / U. of California, Davis / London School of Business

230 : (TIM) **TIM Division Junior Faculty Consortium - Balancing Research with Service, Teaching & Life**

2:30pm - 5:00pm Philadelphia Marriott: Room 310
 Chairs: **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management
 Presenters: **Mary Tripsas**, Harvard U.; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor; **Maximilian von-Zedtwitz**, Tsinghua U.; **Dominique R. Jolly**, Ceram Sophia Antipolis

Saturday 2:40PM

231 📖 SPDW: (TIM, BPS) **Using Patent Data for Research**

2:40pm - 5:00pm Philadelphia Marriott: Room 310
 Organizers: **Deepak Somaya**, U. of Maryland, College Park; **Jasjit Singh**, INSEAD
 Discussant: **Scott Stern**, Northwestern U.
 Presenters: **Jeffrey Furman**, Boston U.; **David Hsu**, Wharton School; **Bhaven Sampat**, Columbia U.; **Lee Fleming**, Harvard U.

Saturday 3:00PM

232 🗣️ → 🗣️ 📖 SPDW: (IM, BPS, HR, AAM) **Doing High Impact Research on the Human Side of International Mergers and Acquisitions**

3:00pm - 5:30pm Philadelphia Marriott: Franklin 1
 Chair: **Chei Hwee Chua**, U. of South Carolina
 Facilitators: **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **John C Dencker**, U. of Illinois, Urbana-Champaign
 Presenters: **Guenter Stahl**, INSEAD; **Sim B. Sitkin**, Duke U.; **Zeynep Yesim Yalabik**, UIUC-ILIR; **Haim Benyamini**, Tel Aviv U.; **Ingmar Bjorkman**, Swedish School of Economics and Business Administration; **Eero Vaara**, Swedish School of Economics and Business Administration; **Yaakov Weber**, College of Management, Israel

233 📖 SPDW: (IM, BPS, HR, AAM) **Challenges and Opportunities of Conducting Management Research in P. R. China**

3:00pm - 5:00pm Philadelphia Marriott: Room 302
 Organizer: **Xiao-Ping Chen**, U. of Washington
 Presenters: **Dean Tjosvold**, Lingnan U.; **Chao C. Chen**, Rutgers U.; **Jia Lin Xie**, U. of Toronto; **Douglas Guthrie**, New York U.; **Christopher Hsee**, U. of Chicago; **Anne S. Tsui**, Arizona State U.

234 📖 🗣️ SPDW: (MED, BPS, TTC) **Doing Well in Online Teaching: The Making of an Online Instructor**

3:00pm - 5:00pm Pennsylvania Convention Center: Room 112A
 Presenters: **Christina Scott-Young**, U. of Melbourne; **Diane H. Parente**, Pennsylvania State U., Erie; **Peggy D. Lee**, Pennsylvania State U., Great Valley; **Janet Duck**, Pennsylvania State U.

235 📖 → SPDW: (MED, HR, TTC, BPS, GDO, ONE) **Teaching 21st Century Management**

3:00pm - 6:00pm Pennsylvania Convention Center: Room 107A
 Organizer: **Charles Wankel**, St. Johns U.

Presenters: **Antti Ainamo**, Turku U.; **Steven Armstrong**, U. of Hull; **Mallika Banerjee**, Cornell U.; **Yehuda Baruch**, U. of East Anglia; **Schon Beechler**, Duke Corporate Education; **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis; **Mariya A. Bobina**, U. of Illinois, Chicago; **Nakiye Boyacigiller**, Sabanci U.; **Mark Brown**, Bradley U.; **Mark A. Clark**, American U.; **Phillippa Collins**, Heriot-Watt U.; **Frank G.A. De Bakker**, Vrije U.; **Eric B. Dent**, U. of North Carolina, Pembroke; **Helena Desivilya**, Max Stern Emek Yezreel College; **Laurie N DiPadova-Stocks**, Park U.; **Bo H. Eriksen**, U. of Southern Denmark; **Jorg Felde**, U. of Siegen; **Kevin E Fox**, St Louis U.; **Thomas P. Golden**, Cornell U.; **Timothy Golden**, Rensselaer Polytechnic Institute; **Mikhail V. Grachev**, Western Illinois U.; **Stephanie Granda**, St. Louis U.; **George B Graen**, U. of Louisiana Lafayette; **Lisa K Gundry**, DePaul U.; **Martine Haas**, Wharton School, U. of Pennsylvania; **Hunter L. Harris**, Vanderbilt U.; **Shaoyi He**, California State U. San Marcos; **Colette Henry**, Dundalk Institute of Technology; **Kerr Inkson**, U. of Waikato; **Uma Janardana Iyer**, Austin Peay State U.; **Rolf A. Janke**, Sage Publications; **Murray Jennex**, San Diego State U.; **M. Eric Johnson**, Dartmouth College; **Sascha Kraus**, U. of Oldenburg; **David Lewin**, U. of California, Los Angeles; **Naveen Malhotra**, Eckerd College; **Joyce Osland**, San Jose State U.; **Paul Palmer**, City U. London; **Claudia Verena Peus**, Massachusetts Institute of Technology; **Gayle Porter**, Rutgers U.; **Betty Jane Punnett**, U. of West Indies; **Michael A. Roberto**, Bryant U.; **Birgit Schyns**, U. of Portsmouth; **Matthias Seifert**, U. of Cambridge; **Hendrick Serrie**, Eckerd College; **Sanjay Sharma**, Wilfrid Laurier U.; **Willow Sheremata**, York U.; **Christoph Stockmann**, U. of Duisburg-Essen, Germany; **Sully Taylor**, Portland State U.; **Kim-Chi Wakefield Trinh**, National U. of Singapore; **Yoav Vardi**, Tel Aviv U.; **Gianmario Verona**, Bocconi U.; **Charles Wankel**, St. Johns U.; **Ely Weitz**, Tel Aviv U.

236 📖 SPDW: (OMT, BPS, ENT) Strategic Organization SO!APBOX Roundtable

3:00pm - 6:00pm Philadelphia Marriott: Grand Ballroom A

The workshop will give SO!'s readers and contributors a chance to discuss SO!apbox essays with their authors. REGISTRATION IS REQUIRED. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRreg>

Organizers: **Joel A.C. Baum**, U. of Toronto; **Royston Greenwood**, U. of Alberta; **P Devereaux Jennings**, U. of Alberta

Presenters: **Moshe Farjoun**, Schulich School of Business, York U.; **Sydney Finkelstein**, Dartmouth College; **Nicolas Foss**, Copenhagen Business School; **Ann Langley**, HEC Montreal; **Leif Melin**, Jönköping U.; **Stephen Mezias**, New York U.; **Danny Miller**, HEC / U Alberta; **Anne S Miner**, U. of Wisconsin, Madison; **Jack A Nickerson**, Washington U.; **Margaret Peteraf**, Dartmouth College; **Nelson Phillips**, Imperial College London; **Tim Pollock**, Pennsylvania State U.; **Michael Oaks Regnier**, Stern/NYU; **Arjen Van Witteloostuijn**, U. of Antwerp; **Gordon Walker**, Southern Methodist U.

237 📖🗺️➔🗨️ SPDW: (ONE, ENT, IM, ODC) Agentic Institutional Work for Environmental Sustainability: Enterprise Creation in Emerging Fields

3:00pm - 6:00pm Loews Philadelphia: Commonwealth A1

This workshop offers a live forum on the institutional processes which enable the disruption of existing institutions and the creation of new business

Organizer: **Mike Valente**, U. of Victoria

Distinguished Speakers: **George Kell**, United Nations Global Compact; **Hany Assad**, International Finance Corporation; **Anant G Nadkarni**, Tata Council for Community Initiatives; **Phil LaRocco**, E+Co; **K Agarwal**, Alexandria Carbon Black
Moderator: **Eleanor Westney**, Massachusetts Institute of Technology

Presenters: **Oana Branzei**, U. of Western Ontario; **Kevin McKague**, York U., Toronto; **Charlene E. Zietsma**, U. of Western Ontario; **Johanna Mair**, IESE Business School; **Silvia Dorado**, U. of Rhode Island

238 📖 SPDW: (RM, HR, NDSC) Methods for Integrating Moderation and Mediation

3:00pm - 5:00pm Philadelphia Marriott: Franklin 7

Open to all Academy members.

Presenter: **Jeffrey R. Edwards**, U. of North Carolina

Saturday 3:30PM

239 ➔📖 SPDW: (ENT, OMT, BPS) Entrepreneurship and the High Growth Companies: The Evolution of the Gazelles and the Implications for Regional Development

3:30pm - 6:00pm Philadelphia Marriott: Room 305

Organizer: **Sergio Janczak**, U. of Western Ontario

Discussants: **Pierre-Andre Julien**, U. of Quebec a Trois Riviere;

Per Davidsson, Queensland U. of Technology

Presenters: **Rebecca Reuber**, U. of Toronto; **Michael Woywode**, Aachen U.; **Stephane Boiteux**, ICN Business School; **Alberto Bramanti**, Bocconi School of Management

Participants: **Eduardo Giugliani**, Catholic U. of Rio Grande do Sul; **Trevor Davis Hunter**, King's U. College

Authors: **Marie France Claire Girad**, ICN Business School; **Frank Bares**, ICN Business School

240 📖🗨️ (HCM) Assessment and Learning: What's the Connection?

3:30pm - 5:00pm Loews Philadelphia: Commonwealth B

In this workshop we will explore how assessment can be integrated into the teaching-learning cycle and how these assessments can be used to inform tea

Organizer: **Dawn Oetjen**, U. of Central Florida

Presenter: **Sherril B Gelmon**, Portland State U.

241 📖 (MC) M.C.D. Doctoral Consortium: Training Management Consultants in Intervention-Research

3:30pm - 4:30pm Loews Philadelphia: Congress B

Presenters: **Henri Savall**, ISEOR, U. of Lyon 3; **Laurent Cappelletti**, ISEOR, U. of Lyon 3

242 📖 SPDW: (OMT, BPS, ENT) Accelerating Empirical Tests of Complex Concepts as Applied to Leadership Theory

3:30pm - 6:00pm Pennsylvania Convention Center: Room 105B

At this PDW we will explore ways to further research on complex systems at all levels of analysis.

Organizer: **James K. Hazy**, Adelphi U.

Speakers: **Mary Uhl-Bien**, U. of Nebraska, Lincoln; **Russ Marion**, Clemson U.; **Gita Surie**, Adelphi U.; **Kevin Dooley**, Arizona State U.; **Jeffrey Goldstein**, Adelphi U.; **Craig Schreiber**, Army Research Laboratory

243 **SPDW: (PTC, PNP, ODC, BPS, OMT)**
Operationalizing the Stakeholder Concept in Developing Competitive Strategy
 3:30pm - 5:00pm Loews Philadelphia: Commonwealth C
 Presenter: **Graham K Kenny**, Strategic Factors

Saturday 4:00PM

244 : (AAC) **Teaching Theme Committee Meeting**
 4:00pm - 5:30pm Philadelphia Marriott: Franklin 5
 Organizers: **Lisa K Gundry**, DePaul U.; **Jill Kickul**, Miami U.;
Barbara A. Ritter, Coastal Carolina U.

245 : (ICW) **Management and Organization Review Ed. Board Mtg.**
 4:00pm - 5:00pm Pennsylvania Convention Center: Room 103A
 Organizer: **Anne S. Tsui**, Arizona State U.

246 **SPDW: (MC, ODC) Comparing Approaches to Creating Robust and Coherent Business Models through Facilitation**
 4:00pm - 5:00pm Loews Philadelphia: Congress A
 Presenters: **Fran Ackermann**, Strathclyde U.; **Colin Eden**, Strathclyde U.; **Olaf Rughase**, Schindl Rughase Partners; **Michael Schindl**, Schindl Rughase Partners

247 **(MSR) Develop A Highly Engaged Workforce: Deliver Value to Shareholders, Customers and Employees?**
 4:00pm - 5:00pm Loews Philadelphia: Regency Ballroom C2
 Organizer: **Verneshia Boone**, U. of Phoenix, Cleveland Campus

248 **SPDW: (OMT, BPS, MOC) Simulation in Organization Theory**
 4:00pm - 7:00pm Philadelphia Marriott: Franklin 6
This session brings together scholars to discuss issues relating to simulation and its role in the development of organization theory. REGISTRATION IS REQUIRED. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>
 Organizer: **Simon A. Rodan**, San Jose State U.
 Facilitators: **Jason Davis**, Massachusetts Institute of Technology; **Jerker C. Denrell**, Stanford U.; **Christina Fang**, New York U.; **Richard Harrison**, U. of Texas at Dallas; **David Krackhardt**, Carnegie Mellon U.

249 **SPDW: (ONE, SIM, CMS) Is Eating Well Also Eating Good? Teaching Sustainability Through the Lens of Food**
 4:00pm - 6:00pm Loews Philadelphia: Commonwealth D
 Organizer: **Stephanie Welcomer**, U. of Maine

Saturday 4:30PM

250 **SPDW: (IM, AAM) Meet the Editors**
 4:30pm - 5:30pm Philadelphia Marriott: Franklin 9
 Organizers: **Jonathan P Doh**, Villanova U.; **William Q Judge**, Old Dominion U.
 Presenters: **R. Duane Ireland**, Texas A&M U.; **Ming-Jer Chen**, U. of Virginia; **Lorraine Eden**, Texas A&M U.; **William Q Judge**, Old Dominion U.; **Mike Wright**, Nottingham U.; **Masaaki Kotabe**, Temple U.; **Edward Zajac**, Northwestern U.

251 : (MC) **M.C.D. Doctoral Consortium: Extending the New Rigor**
 4:30pm - 5:00pm Loews Philadelphia: Congress B
 Presenter: **Karen Alexandre**, Capella U.

252 : (MED) **Formula 1 Motor Racing: The Power of Rich Sports Analogies in Teaching Practitioners and Students**
 4:30pm - 6:00pm Pennsylvania Convention Center: Room 104A
 Presenter: **Kenneth P. Pasternak**, Inter Associates Ltd.

Saturday 5:00PM

253 : (AAA) **Anaheim 2008 Organizing Committee**
 5:00pm - 6:00pm Philadelphia Marriott: Room 405
 Organizer: **James P. Walsh**, U. of Michigan, Ann Arbor

254 **SPDW: (HCM, OM) Publishing on Both Sides of the Atlantic**
 5:00pm - 6:00pm Loews Philadelphia: Congress A
 Roundtable: *a discussion on publishing in U.S. journals and European ones.*
 Organizer: **Jullet A. Davis**, U. of Alabama, Tuscaloosa
 Presenters: **Louise Fitzgerald**, De Montfort U.; **do not use DO NOT USE**, U. of Wisconsin, Whitewater; **Grant T. Savage**, U. of Alabama; **Christian Gericke**, U. of Adelaide

255 : (IAM) **Iberoamerican Academy of Management Business Meeting**
 5:00pm - 7:00pm Philadelphia Marriott: Room 410

256 : (ICW) **Int'l Association for Chinese Mgmt. Research Business Mtg.**
 5:00pm - 7:00pm Pennsylvania Convention Center: Room 103A
 Organizer: **Xiao-Ping Chen**, U. of Washington

257 : (MC) **Academic Research Methods Applied to Management Consulting**
 5:00pm - 6:00pm Loews Philadelphia: Congress B
 Presenter: **Ansgar Richter**, European Business School

Saturday 5:30PM

258 : (AAA) **Placement for Applicants**
 5:30pm - 7:00pm Sheraton Philadelphia City Center: Independence Ballroom
 Organizer: **Janice A. Black**, New Mexico State U

259 : (HCM) **HCM Pre-Conference PDW Reception**
 5:30pm - 7:30pm Loews Philadelphia: Millennium Hall
Sponsored by the Association for University Programs in Health Administration (AUPHA)
 Organizer: **Christian Gericke**, U. of Adelaide
 Welcome: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor

260 : (ICW) **Nova Southeastern University DBA Student Meetings**
 5:30pm - 7:00pm Philadelphia Marriott: Room 404
 Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

261 : (IM) **International Management Division PDW Reception**
 5:30pm - 7:30pm Philadelphia Marriott: Franklin 8

Join your colleagues at this reception for attendees of the various International Management Division's Professional Development Workshops. The PDW reception is sponsored by IMD-Lausanne.

262 🗨️ SPDW: (OB, HR) OB/HR Doctoral Student, Junior Faculty, and Not-so-Junior Faculty Reception

5:30pm - 6:30pm Pennsylvania Convention Center: Room 113 Foyer

Registration required

Organizers: **Joan Brett**, Arizona State U.; **Batia Wiesenfeld**, New York U.; **Maria Kraimer**, U. of Melbourne

263 : (OM) OM Doctoral Consortium Reception

5:30pm - 7:00pm Philadelphia Marriott: Independence I & II

264 : (OMT) Meet OMT reception

5:30pm - 7:30pm Philadelphia Marriott: Grand Ballroom C

We extend a very special invitation to new and international members of OMT

Organizer: **Henrich R. Greve**, BI Norwegian School of Management
 Division Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor
 Participants: **William Ocasio**, Northwestern U.; **Pamela R Haunschild**, U. of Texas, Austin; **Kimberly D Elsbach**, U. of California, Davis; **Mary Tripsas**, Harvard U.; **Pablo Martin de Holan**, IE and INCAE; **Christine Beckman**, U. of California, Irvine; **Tim Pollock**, Pennsylvania State U.; **Marc-David L Seidel**, U. of British Columbia; **Marvin Washington**, U. Alberta

Saturday 6:00PM

265 : (BPS) Meet BPS Social Hour

6:00pm - 8:00pm Philadelphia Marriott: Grand Ballroom F

Division Chair: **Anita McGahan**, Boston U.

Division Chair-Elect.: **Russell Coff**, Emory U.

Program Chair: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign
 Professional Development Workshop Chair: **Joanne Oxley**, U. of Toronto

Past Chair: **James Westphal**, U. of Michigan

266 : (CAR) Careers Division's Networking Night in Philly

6:00pm - 8:30pm Off Site: CAR Off-Site Event

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. A financial contribution is requested for both the drinks and the dinner outing. Registered attendees please meet at the Grand Hall of the Convention Center at 5:00 PM.

Contact: **Margaret A. Lucero**, Texas A&M U.

Division Chair: **Cherlyn Skromme Granrose**, Berry College

Division Chair-Elect.: **Barbara A. Ribbens**, Western Illinois U.

Program Chair: **Jon P. Briscoe**, Northern Illinois U.

Professional Development Workshop Chair: **Hetty Van Emmerik**, Utrecht U.

Local Arrangements Chair: **Gayle Porter**, Rutgers U.

267 : (CMS) Critical Management Studies Welcoming Social

6:00pm - 7:30pm Philadelphia Marriott: Grand Ballroom I

Organizer: **Jean Helms Mills**, St. Mary's U.

268 🖨️: (MC) M.C.D. Doctoral Consortium: Doctoral Students Using the Qualimetrics Research Method

6:00pm - 7:00pm Loews Philadelphia: Congress B

Presenters: **Michel Peron**, ISEOR / U. of Paris Sorbonne; **Vincent Cristallini**, ISEOR, U. of Lyon 3; **Veronique Zardet**, ISEOR, U. of

Lyon 3; **Rickie A. Moore**, EM LYON; **Florence Noguera**, ISEOR and Gesem, U. Of Montpellier1

269 SPDW: (NDSC, MED) New Doctoral Student/Management Education and Development Reception

6:00pm - 8:00pm Philadelphia Marriott: Grand Ballroom D

Organizers: **Betsy Carroll**, State U. of New York, Binghamton;

Lindred Greer, Leiden U.; **Christine Silva**, Queen's U.; **Moirá Praxedes**, U. of Houston; **Daniel Rottig**, Florida Atlantic U.; **Yves Damoiseau**, Louisiana State U.

Division Chair: **J B Arbaugh**, U. of Wisconsin, Oshkosh

Professional Development Workshop Chairs: **Rich DeJordy**, Boston College; **Katherine A. Karl**, Marshall U.

Webmaster: **Clifton Mayfield**, U. at Albany, SUNY

270 📖🗨️🚗🗨️🖨️: (OCIS) OCIS Welcome Reception

6:00pm - 8:00pm Philadelphia Marriott: Grand Ballroom B

Organizer: **Katherine J. Stewart**, U. of Maryland, College Park

271 : (ONE) Organizations and the Natural Environment Welcome Reception

6:00pm - 8:00pm Off Site: ONE Off-Site Reception - TBA

Attendees please meet at the lobby of the Loews Hotel at 5:30 PM.

272 🖨️ SPDW: (PNP, BPS, ENT, HCM, HR, IM, ITC, MC, MED, MSR, ODC, ONE, PTC, RM, SIM) Celebrating 10 Years of SPARC: Practitioners and Academics Together for Actionable Knowledge

6:00pm - 8:00pm Loews Philadelphia: Regency Ballroom B

Hosts: **Neil M. Boyd**, Lycoming College; **Joel I Harmon**, Fairleigh Dickinson U.; **Margaret T. Orr**, Bank Street College of Education; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC

273 🗨️: (SIM) Society for Business Ethics/SIM Joint Keynote Speaker & Reception

6:00pm - 9:00pm Off Site: Westin Philadelphia

Robert Frank of Cornell University and the New York Times will present a talk entitled "Identifying the Right Targets for Moral Outrage."

Organizers: **Robert A. Phillips**, U. of Richmond; **Robert Solomon**, U. of Texas at Austin

Saturday 6:30PM

274 : (BPS) Business Policy & Strategy Division Mid-Career Workshop: Managing Your Evolving Career

6:30pm - 9:30pm Philadelphia Marriott: Liberty Ballroom A

INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit

<http://apps.aomonline.org/PDWReg>

Organizer: **Jim Combs**, Florida State U.

Chair: **Walter J Ferrier**, U. of Kentucky

Facilitators: **Michael H. Lubatkin**, U. of Connecticut; **Stephen B**

Tallman, U. of Richmond; **Margaret Peteraf**, Dartmouth College;

Nandini Rajagopalan, U. of Southern California; **Albert Cannella**,

Arizona State U.; **Rita Gunther McGrath**, Columbia U.

275 SPDW: (HR, OB) Joint HR/OB Member Welcome Reception

6:30pm - 7:30pm Pennsylvania Convention Center: Room 113 Foyer

Organizers: **Howard J. Klein**, Ohio State U.; **Daniel Skarllicki**, U. of British Columbia

276  : (ODC) ODC Doctoral Student Reception

6:30pm - 8:30pm Loews Philadelphia: Lescaze


Host: **Ann E. Feyerherm**, Pepperdine U.

Saturday 7:00PM

277 : (ICW) IACMR/Blackwell Reception

7:00pm - 8:00pm Pennsylvania Convention Center: 12th Street Foyer

Organizer: **Xin Yao**, Wichita State U.

278 : (MC) M.C.D. Doctoral Consortium: Consultant as an Action Researcher

7:00pm - 8:00pm Loews Philadelphia: Congress B

Presenters: **Marilyn E. Harris**, Capella U.; **Linda Terry**, Capella U.

Saturday 8:00PM

279 : (MED) Rock and Roll BIZ

8:00pm - 11:50pm Off Site: Fox School at Temple U.

Presenters: **Thomas A. Bryant**, Rowan U.; **John Kurt Pliniusen**, Queens U. Canada; **Kathleen R Allen**, U. of Southern California; **Timothy M Stearns**, California State U. Fresno; **Robert S. D'Intino**, Rowan U.



SATURDAY

Sunday 7:00AM

280   : (CAR) **Career Questions for Everyone: Who Am I? What Should I Be Doing? Where Should I Be Doing It?**

7:00am - 12:00pm Pennsylvania Convention Center: Room 106 A&B
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWRReg>. For more information, contact Lynda St. Claire at lstclair@bryant.edu
 Organizer: **Lynda St. Clair**, Bryant U.

Moderators: **Allan Bird**, U. of Missouri, St. Louis; **Kimberly Eddleston**, Northeastern U.; **Deborah Ettington**, Penn State U.; **Monica L Forret**, St. Ambrose U.; **Hugh P. Gunz**, U. of Toronto; **Corinne Post**, Pace U.; **Susan M. Adams**, Bentley College; **Michael B. Arthur**, Suffolk U.; **Gayle Baugh**, U. of West Florida; **Sherry E. Sullivan**, Bowling Green State U.; **Frances Louise Tuer**, McMaster U.; **Lisa Berlinger**, Yale U.

281   : (MED, MOC, OMT, CAR, PNP, HCM, BPS, GDO, MSR, OB, OCIS) **New Dimensions of Management E-Media**

7:00am - 9:00am Pennsylvania Convention Center: Room 108A
 Organizer: **Charles Wankel**, St. Johns U.

Presenters: **Shandana Abedin**, Manchester Business School; **Antti Ainamo**, Turku U.; **Darlene Alexander-Houle**, U. of Phoenix; **Maureen L. Ambrose**, U. of Central Florida; **Steven Armstrong**, U. of Hull; **Jon W Beard**, MITRE Corporation; **Dewayna Cates**, Jackson State U.; **Jordi Comas**, Bucknell U and IESE Business School; **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Loretta L. Donovan**, Columbia U.; **Alev M Efendioglu**, U. of San Francisco; **Mario Fernando**, U. of Wollongong; **Charles J. Fornaciari**, Florida Gulf Coast U.; **Jaime Gomez**, U. of Zaragoza; **Eric Goodman**, Kaplan U.; **Michele A Govekar**, Ohio Northern U.; **Paul L Govekar**, Ohio Northern U.; **Ralph Hanke**, Bowling Green State U.; **Rosanne Hawarden**, Massey U.; **James C. Hayton**, Bocconi U.; **Kurt Heppard**, U.S. Air Force Academy; **Bret Hilton**, Academy of Management; **Uma Janardana Iyer**, Austin Peay State U.; **Debra P. Jackson**, Community Action Partnership Riverside County; **Jon Jaspersen**, Texas A&M U.; **Hamid H Kazeroony**, Institute of Construction Management & Technology; **Michael D Kull**, George Washington U./AMPLIFI; **Beth Ann Livingston**, U. of Florida; **Pablo Martin de Holan**, IE and INCAE; **Jalane Meloun**, Barry U.; **Silvia Ines Monserrat**, U. Nacional del Centro; **Ron Ophir**, York U.; **Brian Peach**, U. of West Florida; **Emad A. Rahim**, Innovative Development Incorporated; **Annette L. Ranft**, Florida State U.; **Charlotte Rayner**, Portsmouth U.; **Leisa D. Sargent**, U. of Melbourne; **William D Schulte**, Shenandoah U.; **Radha R. Sharma**, Management Development Institute, India; **Stuart Daniel Sidle**, U. of New Haven; **Nagaraj Sivasubramaniam**, Duquesne U.; **Holly S. Slay**, Seattle U.; **James C Spee**, U. of Redlands; **Jocelyn Louise Steward**, U. of Alabama, Birmingham; **Matthew L. Suppa**, Academy of Management; **Ram Tenkasi**, Benedictine U.; **Raymond N. C. Trau**, Monash U.; **Kim-Chi Wakefield Trinh**, National U. of Singapore; **Bobbie Turniansky**, Kaye College of Education; **Hetty Van Emmerik**, Utrecht U.; **Charles Wankel**, St. Johns U.; **Todd J. Weber**, Center for Creative Leadership; **B J Zirger**, U. of Cincinnati

282 : (MSR) **MSR Meditation Session**

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
 Organizer: **Gerald Biberman**, U. of Scranton

Sunday 8:00AM

283 : (AAA) **Conference Registration**

8:00am - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.
 Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

284 : (AAA) **Academy of Management Learning & Education Writers' Workshop**

8:00am - 10:00am Pennsylvania Convention Center: Room 109B
 Organizer: **David Waldman**, Arizona State U.

Presenters: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Nancy J Adler**, McGill U.; **Tim O Peterson**, Texas A&M U.; **Kurt Kraiger**, Colorado State U.; **Neng Liang**, China Europe International Business School; **Christine Quinn Trank**, Texas Tech U.

285 : (AAA) **Philadelphia 2007 LAC**

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A
 Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

286   : (AAM, IM) **Asia Academy of Management Paper Development Workshop**

8:00am - 12:00pm Philadelphia Marriott: Room 406

Organizers: **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Nitin Pangarkar**, National U. of Singapore
 Presenter: **Kumiko Nishio**, Gakushuin U.

Participants: **Yu-Shan Su**, Chang Jung Christian U.; **Bing Ren**, Nankai U. Tianjin, China; **Shigeru Asaba**, Gakushuin U.; **Tomoki Sekiguchi**, Osaka U.; **Florian Kohlbacher**, Hitotsubashi U.; **Chi-Sum Wong**, Chinese U. of Hong Kong; **Hongwu Ouyang**, Fordham U.; **Li-Qun Wei**, Hong Kong Baptist U.; **William P. Wan**, Texas Tech U.; **Daphne W Yiu**, Chinese U. of Hong Kong; **Santanu Sarkar**, Tata Institute of Social Sciences; **Jody YinYee Wong**, City U. of Hong Kong; **Florian A. Taeube**, Imperial College London; **Jennifer K. Whyte**, Imperial College London; **Yunshi Liu**, Tunghai U.; **David Ahlstrom**, Chinese U. of Hong Kong; **Peng Chunyan**, Lingnan U.; **Yi Feng Chen**, Lingnan U.; **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad; **Shyh-Rong Fang**, National Chung Hsing U.; **Shiban Khan**, U. of St. Gallen; **Wolfgang Amann**, Henley Management College; **Takashi Hikino**, Kyoto U.; **Shyh-er Chen**, National Sun Yat-Sen U.; **Chu-chen Rosa Yeh**, Department of Business Administration, I-Shou U., Taiwan; **Shu-Ling Wu**, National Sun Yat-Sen U.; **Chiung-wen Tsao**, National Sun Yat-Sen U.; **Takashi Sakikawa**, Niigata U.; **Noriko Taji**, Hosei U.; **Yan Li**, Chinese U. of Hong Kong; **CL Tien**, National Taiwan U.; **Jun Ishikawa**, Rikkyo U.; **Shyh-Ming Huang**, National Chung Hsing U.; **Jie-Kai Tzeng**, National Ping Tung Institute of Commerce; **Raffi Duymedjian**, Grenoble Ecole de Management; **Sandrine Ansart**, Grenoble Ecole de Management; **Asli M. Coplan**, Doshisha U. and Kyoto U.; **Yung Kuel Liang**, Tatung U.; **Stewart Lloyd**, Nanyang Technological U.; **Kelly Z. Peng**, Chinese U. of Hong Kong; **Jame Y. Jiang**, Chinese U. of Hong Kong; **Millissa Cheung**, The Macau Polytechnic Institute

287   : (BPS) **Business Policy & Strategy Division Doctoral Consortium**

8:00am - 12:00pm Philadelphia Marriott: Liberty Ballroom C

Invitation Only. See www.bpsdiv.org for further details.

Chairs: **Tammy L. Madsen**, Santa Clara U.; **Kyle J Mayer**, U. of Southern California

Presenters: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign;

U.; **Irene M Duhaime**, Georgia State U.; **Michael A. Hitt**, Texas A&M U.; **Tarun Khanna**, Harvard U.; **Richard Makadok**, Emory U.; **Catherine A Maritan**, Syracuse U.; **William G Mitchell**, Duke U.; **Peter W Roberts**, Emory U.; **Harbir Singh**, U. of Pennsylvania

288 **SPDW: (BPS, MED, TTC, AAM, IM) New Approaches to Teaching Strategy: Time for a change?**

8:00am - 10:00am Philadelphia Marriott: Grand Ballroom K
Interactive, innovative session. . .drawing on experience from strategy professors around the world

Organizer: **Siri Ann Terjesen**, Queensland U. of Technology
Presenters: **Anne S. Huff**, Technische U., München; **Steven W Floyd**, U. of St. Gallen; **G. T. Lumpkin**, Texas Tech U.; **Gerry Johnson**, Lancaster U.; **Gregory G Dess**, U. of Texas, Dallas; **Hugh D Sherman**, U. of Arkansas, Little Rock

289 **SPDW: (BPS, MEN) BPS Managing Your Dissertation Workshop**

8:00am - 12:00pm Philadelphia Marriott: Independence I & II
Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>
Organizer: **Govert Vroom**, Purdue U.

Discussants: **Terry Amburgey**, U. of Toronto; **Philip Bromiley**, U. of California, Irvine; **Javier Gimeno**, INSEAD
Presenters: **Scott G. Johnson**, Oklahoma State U.; **Jeroen Kuilman**, Hong Kong U. of Science & Technology; **Pinar Ozcan**, IESE, U. of Navarra; **Hart E. Posen**, U. of Michigan; **Pamela Sloan**, HEC Montreal; **Daniel Tzabbar**, U. of Central Florida

290 **SPDW: (BPS, OMT, TIM, IM, CM) Partners, Lovers, or Friends: Unresolved Issues in Interorganizational Relationship Research**

8:00am - 10:00am Philadelphia Marriott: Liberty Ballroom A
A focus on definitional and conceptual issues, process questions, and broader implications within interorganizational relationship research.

Organizers: **Anne Parmigiani**, U. of Oregon; **Miguel Rivera-Santos**, Babson College
Discussants: **Africa Arino**, IESE Business School; **TK Das**, Baruch College; **Pierre Dussauge**, HEC Paris; **John Hagedoorn**, Maastricht U.; **Masaaki Kotabe**, Temple U.; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Bernard L. Simonin**, Tufts U.

291 **(CAR) Career Entrepreneurship: Exploring the Phenomenon and Advancing Research, Teaching, and Counseling**

8:00am - 10:00am Pennsylvania Convention Center: Room 104B
Open, no registration needed
Organizers: **Konstantin Korotov**, ESMT; **Svetlana Khapova**, Vrije U. Amsterdam

Discussants: **Julia Richardson**, York U.; **Michael B. Arthur**, Suffolk U.
Presenters: **Tania Casado**, U. of Sao Paulo; **Yoav Vardi**, Tel Aviv U.; **Ichiro Kato**, Kushiro Public U. of Economics; **Ryuta Suzuki**, Kobe U.; **Mustafa F Ozbilgin**, U. of East Anglia; **Cherlyn Skromme Granrose**, Berry College

292 **(CMS) The relevance of the neo-mimetic theory for organization studies: a practical approach**

8:00am - 9:30am Philadelphia Marriott: Room 305
Moderator: **Richard Pin**, U. of Lille 1
Presenters: **Richard Pin**, U. of Lille 1; **Rahal Moukarzel**, Mimexis

293 **SPDW: (ENT, BPS) New Insights Into Theories of Entrepreneurship**

8:00am - 10:00am Philadelphia Marriott: Room 401 & 402
Organizer: **Gerard George**, London Business School
Presenters: **Anne S Miner**, U. of Wisconsin, Madison; **David Hsu**, Wharton School; **Martin Ruef**, Princeton U.; **Noam Wasserman**, Harvard U.; **Sean Safford**, U. of Chicago Graduate School of Business; **M. Diane Burton**, Massachusetts Institute of Technology; **Saras Sarasvathy**, U. of Virginia; **Jesper B Sorensen**, Massachusetts Institute of Technology

294 **SPDW: (GDO, MED, OB, HR, TTC) Teaching Courses on "Diversity in Organizations"**

8:00am - 12:00pm Pennsylvania Convention Center: Room 111B
We thank Mauricio Velásquez and The Diversity Training Group for their support. Please email David Kravitz at dkravitz@gmu.edu with any questions.

Organizer: **David A. Kravitz**, George Mason U.
Presenters: **Donna Chrobot-Mason**, U. of Cincinnati; **Judith A. Clair**, Boston College; **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Martin N. Davidson**, U. of Virginia; **Laura M. Graves**, Clark U.; **Mary Ann Hazen**, U. of Detroit Mercy; **Iris Koall**, U. of Dortmund; **Deborah R. Litvin**, Merrimack College; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Manuel Tejada**, Barry U.; **Verenea Bruchhagen**, U. of Dortmund

295 **(HCM) HCM Welcome Breakfast**

8:00am - 8:30am Loews Philadelphia: Commonwealth A2
Organizer: **Christian Gericke**, U. of Adelaide

296 **(MC) Management Consulting Division Doctoral Consortium**

8:00am - 12:00pm Loews Philadelphia: Congress A
Presenters: **Ginka Toegel**, London School of Economics; **Susan M. Adams**, Bentley College; **Marion Brivot**, HEC Paris; **David Jamieson**, Pepperdine U.; **Donald D. Maier**, U. of St. Francis; **Rickie A. Moore**, EM LYON; **Flemming Poufelt**, Copenhagen Business School; **Ansgar Richter**, European Business School; **George P. Sillup**, Saint Joseph's U.; **Georges Trepo**, HEC Paris; **Andreas Werr**, Stockholm School of Economics; **Emmanuel Beck**, ISEOR, U. of Lyon 3; **François Ecoto**, ISEOR, U. of Lyon 3; **Anthony F. Buono**, Bentley College; **Miguel Caldas**, Loyola U. New Orleans; **W Warner Burke**, Columbia U.; **C. Ken Weidner**, Saint Joseph's U.; **Michel Peron**, ISEOR / U. of Paris Sorbonne

297 **SPDW: (MSR, ODC, ITC) The Global Brain: Accelerating Anticipatory Learning for Sustainability**

8:00am - 9:30am Loews Philadelphia: Regency Ballroom C1
Presenter: **David L Cooperrider**, Case Western Reserve U.

298 **(OB) Dr. Seuss's "The Lorax": A Tool to Teach Students About "Doing Well by Doing Good" in Business**

8:00am - 9:50am Pennsylvania Convention Center: Room 103B
Presenter: **Christina L. Stamper**, Western Michigan U.

299 **(ODC) Improved Nominal Group Technique: A Way to Assess AOM's Effectiveness**

8:00am - 12:00pm Pennsylvania Convention Center: Room 109A
Participation in a four-hour demonstration and discussion of The Improved Nominal Group Technique for problem identification and prioritization with the topic: What Keeps the Academy From Being More Effective? To participate, contact Bill Fox at

gryfox@bellsouth.net, or call (352) 376-9786, for instructions by July 13th.

Coordinator: **William M. Fox**, U. of Florida

300 SPDW: (ODC, MC, MED) "That Was Great!": Even More High Impact Activities, Exercises & Approaches For Teaching/Consulting On Organizational Change

8:00am - 10:30am Loews Philadelphia: Howe

Workshop on innovative high impact exercises for teaching issues in organizational change

Organizers: **Gavin M. Schwarz**, U. of New South Wales; **Ian Palmer**, U. of Technology, Sydney; **Richard Dunford**, Macquarie U., Sydney

Presenters: **Richard Dunford**, Macquarie U., Sydney; **Ian Palmer**, U. of Technology, Sydney; **Anthony F. Buono**, Bentley College; **Susan M. Adams**, Bentley College; **Tracy A Thompson**, U. of Washington, Tacoma; **Peter McGraw**, Macquarie U.; **Michael R Manning**, New Mexico State U.; **Suzanne L Geigle**, IBM Business Consulting Services; **Gavin M. Schwarz**, U. of New South Wales

301 SPDW: (OM, ONE) Sustainable Supply Chain Management: Building Theory to Guide Practice

8:00am - 9:30am Philadelphia Marriott: Room 301

Organizer: **Mark Pagell**, Schulich School of Business, York U.

Participants: **Michael V. Russo**, U. of Oregon; **Zhaohui Wu**, Oregon State U.

302 SPDW: (OM, RM, IM) How to Study Project Management: Diverse Research Methods and Studying Project-Specific Phenomena

8:00am - 9:30am Philadelphia Marriott: Room 307

Some points of interest regarding the workshop: *Instruction/panel combined method for workshop. *Discussion of distinguishing characteristics of

Organizer: **David L. McLain**, SUNY IT Utica

Presenters: **Sheila Webber**, U. of Massachusetts Lowell; **Erik Larson**, Oregon State U.; **Janice Lynn Thomas**, Athabasca U.; **William Thistleton**, SUNY Institute of Technology

303 SPDW: (ONE, TIM, ENT) The Making of Markets for Sustainable Technologies and Products

8:00am - 10:00am Loews Philadelphia: Regency Ballroom C2

Organizer: **Susse Georg**, Copenhagen Business School

Discussant: **Raghu Garud**, Penn State U.

Presenters: **Peter Karnoe**, Copenhagen Business School; **Satu Reijonen**, Copenhagen Business School; **Marc Ventresca**, U. of Oxford; **James Tansey**, U. of Oxford; **Steve Rayner**, U. of Oxford

304 SPDW: (PNP, HR, BPS, ONE, PTC, ENT, HCM, SIM, IM, CMS, ODC, RM, MC) Sustainable Practice Action Research Community (SPARC)- Research and Publication Workshop

8:00am - 10:00am Loews Philadelphia: Congress B

Presenters: **Neil M. Boyd**, Lycoming College; **Joel I Harmon**, Fairleigh Dickinson U.; **Margaret T. Orr**, Bank Street College of Education; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC; **David Coghlan**, Trinity College Dublin; **Gerard F Farias**, Fairleigh Dickinson U.; **Derek O'Byrne**, Waterford Institute of Technology

305 SPDW: (PNP, IM, MED) International Public Administration: The Design and Operation of MPA, MPP, and MPM Programs

8:00am - 12:00pm Loews Philadelphia: Commonwealth D

Chair: **Emanuele Vendramini**, Catholic U. and SDA Bocconi School of Management

Presenters: **Stephen T.T. Teo**, U. of Technology, Sydney; **Judith L. Millesen**, Ohio U.; **Manuela Brusoni**, Bocconi U.; **Greta Nasi**, Bocconi U.; **Valerye Pattyn**, Leuven U.; **Marco Elefanti**, Università Cattolica; **Crystal Calaruse**, National Association of Schools of Public Affairs and Administration

Participants: **Dean F. Eitel**, DePaul U.; **Cristoph Reichard**, Bocconi School of Management

306 SPDW: (RM, HR, NDSC) Doing Well by Doing Research: A Workshop on Survey Scale Development and Validation

8:00am - 12:00pm Philadelphia Marriott: Grand Ballroom A

Pre-registration requested, please contact presenter at *scastro@fau.edu*.

Presenters: **Stephanie L. Castro**, Florida Atlantic U.; **Robert J. Vandenberg**, U. of Georgia; **Claudia C. Cogliser**, Texas Tech U.; **Lucy R. Ford**, Rutgers U.

307 : (SIM) Manuscript Development Workshop

8:00am - 10:00am Loews Philadelphia: Washington A

Registration is required. Papers/proposals are due by June 1 and participants will be advised as to whether they have been accepted by July 1. Upon acceptance, applicants will be advised of who their mentors will be. Please submit papers to **Mark Sharfman** at *msharfman@ou.edu* with a copy to **Andreas Scherer** at *andreas.scherer@jou.unizh.ch*. If you can not submit electronically, please send a disk copy to: **Mark P. Sharfman** Division of Management Michael F. Price College of Business The University of Oklahoma 307 W. Brooks - Room 206 Norman, OK 73019-0450 USA Please use the phrase "SIM Manuscript Workshop Submission" as the subject of your e-mail.

Organizer: **Mark P Sharfman**, U. of Oklahoma

Chair: **Andreas Georg Scherer**, U. of Zurich

Presenters: **Andrew Crane**, York U.; **John M Jermier**, U. of South Florida; **John S Hassard**, U. of Manchester; **Chamu Sundaramurthy**, San Diego State U.; **Susan C Schneider**, HEC U. of Geneva; **Dirk Matten**, York U.; **Lori Verstegen Ryan**, San Diego State U.; **J. (Hans) Van Oosterhout**, RSM Erasmus U.; **Scott J. Reynolds**, U. of Washington; **Guido Palazzo**, U. of Lausanne; **Donald Siegel**, U. of California, Riverside; **Georges Romme**, Eindhoven U. of Technology; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign

308 SPDW: (SIM, MED, MOC, HR, OM, PNP, TTC, BPS, ENT) Ethics: Are We Doing What We Say We Should? - The Role of Ethics in Academic Business Programs

8:00am - 9:50am Loews Philadelphia: Commonwealth A1

Presenters: **Avi Kay**, Jerusalem College of Technology; **Anthony F. Buono**, Bentley College; **Laura Lynn Beauvais**, U. of Rhode Island; **David Desplaces**, College of Charleston

309 SPDW: (TTC, MED, NDSC) Creating Magic in the Classroom: Establishing a Positive and Invigorating Classroom Environment

8:00am - 10:00am Philadelphia Marriott: Grand Ballroom B

Presenters: **Barbara A. Ritter**, Coastal Carolina U.; **Tim O Peterson**, Texas A&M U.; **Kelly Moyers**, U. of Central Oklahoma

Sunday 8:20AM

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

310 📖🗣️SPDW: (MED, SIM, MSR) **The Moral Leader Course At Harvard Business School: How To Do It Yourself**
8:20am - 9:20am Pennsylvania Convention Center: Room 107B
Presenter: **Sandra J. Sucher**, Harvard U.

Sunday 8:30AM

311 : (AAA) **2007 Program Chairs Meeting**
8:30am - 10:30am Philadelphia Marriott: Room 303
Organizers: **Angelo DeNisi**, Tulane U.; **Jimmy Le**, Academy of Management

312 : (AAA) **Breakfast with Academy of Management Affiliates & Associates**
8:30am - 10:00am Philadelphia Marriott: Room 403
AOM Affiliates: **WAM, EAM, MAM, SAM, SMA, AAM, IAM.** AOM Associates: **EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, IFSAM, ACACIA**
Organizer: **Ken G. Smith**, U. of Maryland

313 📖➔🗣️: (BPS) **Business Policy & Strategy Division New Faculty Consortium**
8:30am - 12:00pm Philadelphia Marriott: Liberty Ballroom B
Consortium for faculty in the early stages of their career or recently moved into BPS. Invitation Only. See www.bpsdiv.org for further details.
Chairs: **Melissa Schilling**, New York U.; **Peter Zemsky**, INSEAD
Presenters: **Delwyn N Clark**, U. of Waikato; **Andrew D Henderson**, U. of Texas, Austin; **Melissa M. Appleyard**, Portland State U.; **Violina Rindova**, U. of Texas, Austin; **Bill McEvily**, U. Toronto; **Sea Jin Chang**, Korea U.; **Gabriel Szulanski**, INSEAD; **Ranjay Gulati**, Northwestern U.

314 📖🗣️SPDW: (CM, OB, IAM, MEN, BPS, HR) **Leadership in Academia: What it Means at Different Career Stages**
8:30am - 9:50am Pennsylvania Convention Center: Room 110 A&B
Organizer: **Kimberly A Wade-Benzoni**, Duke U.
Speakers: **Wendi L. Adair**, U. of Waterloo; **Peter H Kim**, U. of Southern California; **Richard Larrick**, Duke U.; **Elizabeth A. Mannix**, Cornell U.; **Denise M. Rousseau**, Carnegie Mellon U.; **Maurice Schweitzer**, U. of Pennsylvania; **Amy Wrzesniewski**, Yale U.; **Sim B. Sitkin**, Duke U.

315 📖🗣️: (HCM) **Technology: Media-Enhanced Teaching Strategies**
8:30am - 10:00am Loews Philadelphia: Regency Ballroom B
In this workshop we will explore how assessment can be integrated into the teaching-learning cycle and how these assessments can be used to inform tea
Organizer: **Reid Oetjen**, U. of North Florida
Presenter: **Dawn Oetjen**, U. of Central Florida

316 SPDW: (HR, OB, OMT, MOC, ODC) **Joint Consortia Editor's Panel - Journals sponsored by Academy of Management**
8:30am - 10:00am Pennsylvania Convention Center: Room 113C
MUST be registered for the HR Jr. faculty, OMT/MOC/ODC doctoral, OMT Jr. faculty, OB doctoral, or OB Jr. faculty consortium in order to attend.
Organizers: **Maria Kraimer**, U. of Melbourne; **Joan Brett**, Arizona State U.; **Batia Wiesenfeld**, New York U.; **Tim Pollock**, Pennsylvania State U.; **Marvin Washington**, U. Alberta

Presenters: **James R Bailey**, George Washington U.; **Peter Cappelli**, U. of Pennsylvania; **R. Duane Ireland**, Texas A&M U.; **Martin J. Kilduff**, U. of Texas, Austin

317 🗣️: (MOC) **Cognition in the Rough**
8:30am - 12:00pm Pennsylvania Convention Center: Room 113A
Pre-registration required with convenors.
Organizers: **Morela Hernandez**, U. of Washington; **David M. Wasieleski**, Duquesne U.; **Sucheta Nadkarni**, U. of Nebraska; **Marie T. Dasborough**, Oklahoma State U.
Presiding: **Nils Plambeck**, HEC School of Management, Paris
Participants: **Fran Ackermann**, Strathclyde U.; **Elena P. Antonacopoulou**, U. of Liverpool; **Neal M. Ashkanasy**, U. of Queensland; **Pamela S. Barr**, Georgia State U.; **Andrea Casey**, George Washington U.; **Janet M. Dukerich**, U. of Texas, Austin; **Colin Eden**, Strathclyde U.; **Dov Eden**, Tel Aviv U.; **C. Marlena Fiol**, U. of Colorado, Denver; **Peer C. Fiss**, U. of Southern California; **Raghu Garud**, Penn State U.; **Gerard P. Hodgkinson**, U. of Leeds; **Susan Houghton**, North Carolina A&T State U.; **George P. Huber**, U. of Texas, Austin; **Lynn A. Isabella**, U. of Virginia; **Chet Miller**, Wake Forest U.; **Frances J. Milliken**, New York U.; **Rhonda K. Reger**, U. of Maryland; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

318 📖🗣️🗣️SPDW: (MSR, ODC) **The Leadership Wheel: Five Archetypal Intelligences for Developing Leaders, Teams and Organizations**
8:30am - 10:00am Loews Philadelphia: Commonwealth B
Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.
Organizer: **Clint Sidle**, Cornell U.

319 📖🗣️: (ODC) **Building ODC as an Academic Discipline by Creating Organization - Education Partnerships**
8:30am - 11:30am Loews Philadelphia: Lescaze
Organizers: **Larry M. Starr**, U. of Pennsylvania; **Rosa M. Colon**, Benedictine U.
Presenters: **Brian Mosser**, Comcast Corporation; **Arthur Freedman**, U. of Pennsylvania; **Jason Magidson**, GlaxoSmithKline; **Robert J Marshak**, American U.; **James M McFillen**, Bowling Green State U.; **William Balzer**, Bowling Green State U.; **Glenn Varney**, Bowling Green State U.

320 🗣️SPDW: (OMT, BPS, MOC, ODC, PTC) **Are We Engaged as Scholars? Experiences from Interaction between Researchers and Practitioners**
8:30am - 12:00pm Philadelphia Marriott: Room 408 & 409
This PDW sets the stage for debating the different kinds of research that emerge from the increasing interaction between academics and practitioners. REGISTRATION IS REQUIRED. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>
Organizers: **Majken Schultz**, Copenhagen Business School; **Andrew H. Van de Ven**, U. of Minnesota
Participants: **Robert A Burgelman**, Stanford U; **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Mary Jo Hatch**, U. of Virginia; **Martin Kornberger**, U. of Technology, Sydney

321 🗣️🗣️: (ONE) **Normative, Descriptive, and Critical Research on Organizations and the Natural Environment**
8:30am - 10:00am Loews Philadelphia: Commonwealth C
Organizer: **Dror Etzion**, IESE, U. of Navarra

Presenters: **Stuart Hart**, Cornell U.; **Andrew King**, Dartmouth College; **David Levy**, U. of Massachusetts, Boston; **James P. Walsh**, U. of Michigan, Ann Arbor; **Joshua D Margolis**, Harvard U.

322 SPDW: (RM, NDSC) Ask the Experts: Quantitative Methods

8:30am - 10:30am Philadelphia Marriott: Grand Ballroom E

Organizer: **Philip L. Roth**, Clemson U.

Presenters: **David A Hofmann**, U. of North Carolina; **Mark Griffin**, Institute of Work Psychology, U. of Sheffield; **Mark Gavin**, Oklahoma State U.; **Philip Bobko**, Gettysburg College; **Jodi S. Goodman**, U. of Connecticut; **Lisa Schurer Lambert**, Georgia State U.; **Larry J. Williams**, Virginia Commonwealth U.; **Gordon W Cheung**, Chinese U. of Hong Kong; **Michael J. Burke**, Tulane U.; **Philip L. Roth**, Clemson U.; **Ryan D. Zimmerman**, Texas A&M U.; **Chester A. Schriesheim**, U. of Miami; **Stephanie L. Castro**, Florida Atlantic U.; **Daniel A. Newman**, Texas A&M U.

Presenters: **Jaideep Anand**, Ohio State U.; **Elliot Bendoly**, Emory U.; **Mark Kennedy**, U. of Southern California; **Libby Weber**, U. of Southern California

329 SPDW: (BPS, OMT, PTC, TIM) Researching and Publishing on Strategy-as-Practice

9:00am - 12:00pm Philadelphia Marriott: Grand Ballroom I

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

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

Facilitators: **Gerry Johnson**, Lancaster U.; **Eero Vaara**, Swedish School of Economics and Business Administration; **Paula Jarzabkowski**, Aston Business School

Presenters: **Ann Langley**, HEC Montreal; **Steven W Floyd**, U. of St. Gallen; **Julia Balogun**, Cass Business School, City U.; **Leif Melin**, Jönköping U.; **Martha S. Feldman**, U. of California, Irvine; **Royston Greenwood**, U. of Alberta

Sunday 9:00AM

323 : (AAA) Current and Incoming Heads and Members of Academy Committees

9:00am - 10:30am Philadelphia Marriott: Room 304

Organizer: **Thomas W. Lee**, U. of Washington

324 : (AAA) Conference Exhibits

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Exh.

Organizer: **Ayman Tarabishy**, George Washington U.

325 : (AAA) Membership

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

326 : (AAA) Placement Services

9:00am - 4:00pm Sheraton Philadelphia City Center: Franklin Room

Placement Services - Registration and Information

Organizer: **Janice A. Black**, New Mexico State U

327 → SPDW: (BPS, AAM, GDO, IAM, IM, ITC, OMT, SIM)

Doing Strategy Research in Emerging Economies

9:00am - 10:50am Philadelphia Marriott: Grand Ballroom C

An experienced panel will discuss the data issues in conducting research in emerging economies.

Organizer: **Joan D Penner-Hahn**, Wayne State U.

Coordinator: **Aldas Kriauciunas**, Purdue U.

Participants: **Renata Kosova**, George Washington U.; **Zheng Jane Zhao**, U. of Kansas; **Roberto Vassolo**, IAE Business School - U. Austral; **Jaideep Anand**, Ohio State U.; **Audra I. Mockaitis**, Victoria U. of Wellington

328 SPDW: (BPS, ENT, IM, OCIS, OM, OMT, RM) Micro Methods for Macro Problems: Using Experiments to Advance Theory in Strategy and Tech. Mgmt

9:00am - 11:30am Philadelphia Marriott: Room 306

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizers: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Russell Coff**, Emory U.; **Rachel Croson**, U. of Pennsylvania

330 SPDW: (CM, MOC, PTC, HR, BPS) Negotiating your First Job

9:00am - 12:00pm Pennsylvania Convention Center: Room 103A

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. Late registrants please email Kathleen O'Connor at kmo8@cornell.edu

Organizer: **Jeffrey Sanchez-Burks**, U. of Michigan

Participants: **Bruce Barry**, Vanderbilt U.; **Susan E. Brodt**, Queen's U.; **Donald E. Conlon**, Michigan State U.; **Margaret A. Neale**, Stanford U.; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Robin L. Pinkley**, Southern Methodist U.; **Debra L. Shapiro**, U. of Maryland; **Stephen E Weiss**, York U.

331 SPDW: (CMS, PNP, IAM, PTC, SIM, OMT) In Search of the Critical in Latin American Management/Organisation Studies

9:00am - 12:00pm Philadelphia Marriott: Room 414 & 415

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizers: **Alex Faria**, EBAPE-FGV; **Miguel Imas**, Kingston U.

Facilitator: **Rafael Alcadipani Da Silveira**, Manchester Business School

Presenters: **Eduardo Acuna**, U. de Chile; **Bobby Banerjee**, U. of Western Sydney; **Stewart Clegg**, U. of Technology, Sydney; **Eduardo Ibarra-Colado**, U. Autónoma Metropolitana-Cuajimalpa; **Bill Cooke**, Lancaster U.; **Maria Jose Tonelli**, EAESP-FGV, Sao Paulo, Brazil; **Jose Henrique de Faria**, U. of Brasilia

332 (ENT) Doctoral Student/Junior Faculty Consortia

9:00am - 12:00pm Philadelphia Marriott: Grand Ballroom J

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

333 (ENT) Entrepreneurship Research Through Matched Employee-Employer Databases

9:00am - 12:00pm Philadelphia Marriott: Room 413

Organizer: **Karl Wennberg**, Stockholm School of Economics

Moderators: **Johan Wiklund**, Jonkoping International Business School; **Per Davidsson**, Queensland U. of Technology

Discussants: **Rui Baptista**, Instituto Superior Tecnico; **Michael S. Dahl**, Aalborg U.; **Karin Hellerstedt**, Jönköping Int'l Business School; **Frederic Delmar**, EM Lyon; **Ramana Nanda**, Harvard U

334 : (HR) Meet The HR Division Leadership Coffee Hour

9:00am - 9:50am Pennsylvania Convention Center: Room 108B

Division Chair: **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign
 Division Chair-Elect.: **John Hollenbeck**, Michigan State U.
 Program Chair: **Sandy J. Wayne**, U. of Illinois, Chicago
 Professional Development Workshop Chair: **Howard J. Klein**, Ohio State U.
 Past Chair: **K. Michele Kacmar**, U. of Alabama

335 📖 🗣️ 📄: (MH) **Professional Development in Academia: Getting Published**

9:00am - 10:30am Loews Philadelphia: Commonwealth A2
 Chair: **Jane Whitney Gibson**, Nova Southeastern U.
 Presenters: **Peter B Petersen**, Johns Hopkins U.; **Bahaudin Mujtaba**, Nova Southeastern U.; **John Humphreys**, Texas A&M U.

336 ➔ 📄: (Paper Session) - (OCIS) **U.S.- International Divide in OCIS Research: Paper Development Workshop**

9:00am - 11:00am Philadelphia Marriott: Room 407
 Participation limited to authors of accepted papers. Contact the session organizers for information on submitting a paper.
 Organizers: **Samer Faraj**, U. of Maryland; **Sue Newell**, Bentley College, USA and Warwick U., UK
 Discussants: **Patrick Y.K. Chau**, U. of Hong Kong; **Wendy Currie**, U. of Warwick; **Claudia Loebbecke**, U. of Cologne; **Lynne Markus**, Bentley College

🗣️ 🗣️ Information Technology and Business Performance in IT Project Management | **Alberto Luiz Albertin**, EAESP, Fundação Getúlio Vargas; **Rosa Maria de Moura Albertin**, EAESP, Fundação Getúlio Vargas

Mind Your Organization's Mindfulness: How Mindlessness Crippled a Complex IT Project | **Wee Kiat Lim**, Nanyang Technological U.; **Siew Kien Sia**, Nanyang Technological U.

📄 Contested Frames: A Collective Action Perspective on IT Implementation | **Bijan Azad**, American U. of Beirut; **Samer Faraj**, U. of Maryland

📄 Towards Organizational Integration: Optimizing Elapsed Time in ERP Implementation | **Lluís Santamaria**, U. Carlos III de Madrid; **Manuel Núñez**, U. Carlos III de Madrid; **Susana Gago**, U. Carlos III de Madrid

📄 Information Transparency and Digital Privacy Protection in the Provision of E-services | **Humphry Hung**, Hong Kong Polytechnic U.; **Y. H. Wong**, Hong Kong Polytechnic U.

🗣️ ➔ Foreign Delisting and Domestic Value: Bridging the Gap between IS and Finance Research Methods | **Andrea Carugati**, IESEG School of Management; **Loredana Ureche-Rangau**, IESEG School of Management

📄 The Interplay of Competition and Feedback in Online Trading Networks | **Gary Bolton**, Pennsylvania State U.; **Claudia Loebbecke**, U. of Cologne; **Axel Ockenfels**, U. of Cologne

📄 Space, Place, and Practice in Organizations: A Review and Integrative Framework | **Carsten S. Osterlund**, Syracuse U.; **Michael Boyer O'Leary**, Boston College

➔ 📄 Implications from Decision Science for the Inter-Cultural Trust Development in Information Systems | **Rong Du**, Xidian U./U. College of Dublin, Ireland; **Cathal M. Brugha**, U. College Dublin, Ireland; **Shizhong Ai**, Xidian U.

337 📄: (OMT) **OMT Dissertation workshop**

9:00am - 12:00pm Philadelphia Marriott: Room 411 & 412

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizer: **Gerald F Davis**, U. of Michigan, Ann Arbor
 Speakers: **Karl E Weick**, U. of Michigan, Ann Arbor; **Michael L. Tushman**, Harvard U.; **C.R. Bob Hinings**, U. of Alberta; **Stephen Barley**, Stanford U.; **David A. Whetten**, Brigham Young U.; **Howard Aldrich**, U. of North Carolina

338 📄 📄: (PNP) **PNP Division PhD Consortium**

9:00am - 12:00pm Loews Philadelphia: Regency Ballroom A
 Presenters: **R. Karl Rethemeyer**, U. at Albany, SUNY; **Mitchel Abolafia**, U. at Albany, SUNY; **Sue R Faerman**, U. of Albany, SUNY; **Bradley E. Wright**, U. of North Carolina, Charlotte; **Kirsten Grønbjerg**, Indiana U.; **Ralph Brower**, Florida State U.; **Kimberley Roussin Isett**, Columbia U.; **Keith G Provan**, U. of Arizona; **Hal G. Rainey**, U. of Georgia; **Mary Tschirhart**, Syracuse U.

339 📄 📄: (PNP) **PNP Junior Faculty Professional Development**

9:00am - 12:00pm Loews Philadelphia: Washington B
 Presenter: **Laurie E. Paarlberg**, San Francisco State U.

340 📄: (RM) **An Overview of the Logic and Rationale of Hierarchical Linear Modeling with Substantive Applications**

9:00am - 12:00pm Philadelphia Marriott: Grand Ballroom L
 Presenter: **David A Hofmann**, U. of North Carolina

341 📄 🗣️ ➔ 🗣️ 📄 SPDW: (SIM, IM, ODC, BPS, ENT) **Alleviating Poverty through Business Strategy**

9:00am - 12:00pm Loews Philadelphia: Washington C
 Organizer: **Charles Wankel**, St. Johns U.
 Presenters: **Raj Aggarwal**, U. of Akron; **Wolfgang Amann**, Henley Management College; **Jamie Anderson**, European School of Management and Technology, Berlin; **Elena P. Antonacopoulou**, U. of Liverpool; **Kunal Banerji**, Eastern Michigan U.; **Terri Feldman Barr**, Miami U. Ohio; **Cordula Barzantny**, Groupe ESC Toulouse Business School; **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis; **Laquita C Blockson**, College of Charleston; **Mary Ellen Boyle**, Clark U.; **Oana Branzei**, U. of Western Ontario; **Anthony F. Buono**, Bentley College; **James Calvin**, Johns Hopkins U.; **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill; **Ernest D. Chu**, Religious Science Intern'l; **Jordi Comas**, Bucknell U and IESE Business School; **Kate Cooney**, Boston U.; **Sharp Cooper**, U. of Central England; **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Krista Crawford-Mathis**, Capella U.; **Cynthia S. Cycyota**, U.S. Air Force Academy; **Nikki Daruwala**, American Rights at Work; **Sameeksha Desai**, George Mason U.; **Nikhilesh Dholakia**, U. of Rhode Island; **Marleen Dieleman**, Leiden U.; **Stephen A Drew**, Florida Gulf Coast U.; **Lisa Easterly**, State U. of New York, Albany; **Vickie Cox Edmondson**, U. of Alabama Birmingham; **Raed Elaydi**, Penn State U.; **Alex Faria**, EBAPE-FGV; **Joan Fontrodona**, IESE Business School; **Jose I. Galan**, Salamanca U.; **Deborah Rigling Gallagher**, Duke U.; **Judith Gebhardt**, U. of Southern California; **Trevor Goddard**, Curtin U. of Technology; **Paul C Godfrey**, Brigham Young U.; **Thomas P. Golden**, Cornell U.; **Christina Gradl**, Kofi Annan Fellow in Global Governance; **Anjula Gurtoo**, Indian Institute of Science; **Frank Hamilton**, Eckerd College; **Nathan Harrison**, U. of Edinburgh; **Shawn W. Hauserman**, Bentley U.; **Patrick Hayes**, St. Johns U.; **Anne Herbert**, Helsinki School of Economics; **Shon R Hiatt**, Cornell

SUNDAY

U.; **Scott A. Hipsher**, Bangkok U.; **Debra P. Jackson**, Community Action Partnership Riverside County; **Vinnie Jauhari**, IIMT, India; **Arthur L. Jue**, U. of Phoenix; **Jan Hack Katz**, Cornell U.; **Shiban Khan**, U. of St. Gallen; **Mary Kipp**, Kipp & Associates, Strategic Leadership Advisory Services; **Mike Kipp**, Kipp & Associates, Strategic Leadership Advisory Services; **Andrei Kuznetsov**, U. of Central Lancashire; **Olga Kuznetsova**, Manchester Metropolitan U.; **David A Lamond**, Wuhan U.; **Anders Landberg**, Stockholm School of Economics; **Monowar Mahmood**, U. of Chittagong; **Sarfraz A Mian**, State U. of New York, Oswego; **Paul Miesing**, State U. of New York, Albany; **Sanford L. Moskowitz**, St. Johns U.; **Faith Wambura Ngunjiri**, Yale U.; **Robert D Nixon**, U. of Louisville; **Stephen Olu Ogunlana**, Asian Institute of Technology; **Eleanor O'Higgins**, U. College Dublin; **Darlington Onojaefe**, Cape Peninsula U. of Technology; **David Ozag**, Habitat for Humanity; **Laurie E. Paarlberg**, San Francisco State U.; **Anupam Panigrahi**, IILM Institute for Higher Education; **Pankaj C Patel**, U. of Louisville; **Justin Peart**, St. Thomas U.; **Donde Ashmos Plowman**, U. of Tennessee; **Debasis Pradhan**, XLRI (Xavier Labour Relations Institute), India; **Neerja Raman**, Stanford U.; **C.M. Ramesh**, Goa Institute of Management; **Joop Remme**, Maastricht School of Management; **Liesl Riddle**, George Washington U.; **James L. Ritchie-Dunham**, Harvard U.; **Al Rosenbloom**, Xavier U.; **Tagi Sagafi-Nejad**, Texas A&M International U.; **Eiko Elize Sakamoto**, London School of Economics and Political Science; **Manjula S Salimath**, U. of North Texas; **Massood V. Samii**, Southern New Hampshire U.; **Sanjay Sharma**, Wilfrid Laurier U.; **Wesley Sine**, Cornell U.; **Brett R. Smith**, Miami U. Ohio; **Mark J. Smith**, Open U.; **Jeremy C. Snyder**, Georgetown U.; **Alan Southern**, U. of Liverpool; **James C Spee**, U. of Redlands; **Sari Stenfors**, Stanford U.; **Harriet Stephenson**, Seattle U.; **James A F Stoner**, Fordham U.; **Pasumarti Srinivas Subbarao**, Andhra U.; **Muthu Subbiah**, U. of Texas, Dallas; **Ranjini Swamy**, Goa Institute of Management; **Siri Ann Terjesen**, Queensland U. of Technology; **Kim-Chi Wakefield Trinh**, National U. of Singapore; **Liisa Valikangas**, Helsinki School of Economics; **Craig VanSandt**, Augustana College; **Madhubalan Viswanathan**, U. of Illinois; **Neharika Vohra**, Indian Institute of Management, Ahmedabad; **Charles Wankel**, St. Johns U.; **Paul Whysall**, Nottingham Trent U.; **Warner P. Woodworth**, Brigham Young U.; **Jinpei Wu**, Virginia Tech; **Nilay Yajnik**, Narsee Monjee Institute of Management Studies, Deemed U. Mumbai; **Anne S. York**, Creighton U.; **Leon Zurawicki**, U. of Massachusetts, Boston

342 🌐 (TIM) State Support for Technology: Nanotechnology & Beyond

9:00am - 10:30am Philadelphia Marriott: Room 404

Organizer: **Steven Holley**, Oklahoma State U

Professional Development Workshop Chair: **Shawn M. Carraher**, Cameron U.

Presenters: **Steven Holley**, Oklahoma State U; **Colleen Schwarz**, Louisiana State U.; **Cara Carraher**, Princeton U.; **Andrew Schwarz**, Louisiana State U.

343 🌐 → 🖥️ SPDW: (TIM, BPS) Techno-Entrepreneurship: Building Theory and Practice

9:00am - 12:00pm Philadelphia Marriott: Room 405

Organizers: **Francois Therin**, Grenoble Ecole de Management;

Gita Surie, Adelphi U.

Distinguished Speaker: **Shaker A. Zahra**, U. of Minnesota

Discussants: **Marc T. Junkunc**, U. of Miami; **Avi Fiegenbaum**, Technion U.; **Helena Yli-Renko**, U. of Southern California

Coordinator: **Francois Therin**, Grenoble Ecole de Management

Presenters: **Jenny Gibb**, U. of Waikato; **William John Lekse**, Babson College; **Dominique R. Jolly**, Ceram Sophia Antipolis; **Lalit Manral**, Long Island U.

Participant: **J Michael Geringer**, California Polytechnic U.

344 🖥️ SPDW: (TIM, BPS) High-Tech Innovation: Gaps Between Theory and Practice

9:00am - 10:30am Philadelphia Marriott: Room 410

Chair: **Kory D. Brown**, U. of Utah

Presenters: **Kory D. Brown**, U. of Utah; **Ted Baker**, North Carolina State U.; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne; **Anne Marie Woolstenhulme**, U. of Utah; **John E. Ettl**, Rochester Institute of Technology

Sunday 9:30AM

345 🗣️ (MED) Management Education: Getting In, Breaking In, and Fitting In

9:30am - 12:00pm Pennsylvania Convention Center: Room 108A

Facilitators: **Thomas Bradley**, Tarleton State U.; **Michael J. Provitera**, Barry U.

Presenters: **Kenneth S Rhee**, Northern Kentucky U.; **Emad A. Rahim**, Innovative Development Incorporated; **Vicki L. Taylor**, Shippensburg U.; **Jim W. Westerman**, Appalachian State U.; **Eric G Kirby**, Texas State U.; **Karim J. Nasr**, U. of Balamand; **Richard Ray**, Ray Development; **Alvaro Cuervo-Cazurra**, U. of South Carolina

346 🗣️ 🖥️ (MOC) Storytelling to Storylistening: Exploring the "Worldview" of Others for Effective Strategy Making

9:30am - 12:00pm Pennsylvania Convention Center: Room 112B

Organizer: **Olaf Rughase**, Schindl Rughase Partners

Presenters: **Michael Schindl**, Schindl Rughase Partners; **Franz Liebl**, Berlin U. of the Arts

347 🗣️ 🖥️ (MSR) ?? Where And How To Publish On Spirituality In Organizations ???

9:30am - 10:30am Loews Philadelphia: Congress C

Organizer: **Gerald Biberman**, U. of Scranton

Presenters: **Louis W. (Jody) Fry**, Tarleton State U. Central Texas; **Jonathan Matheny**, Massey U. Auckland; **Jacques Rojot**, U. of Paris II

348 : (OB) Addressing Public Issues: Perspectives on Public Leadership

9:30am - 11:20am Pennsylvania Convention Center: Room 104A

Organizers: **Angel Saz-Carranza**, New York U.; **Jennifer Dodge**, New York U.

Facilitator: **Sonia Ospina**, New York U.

Discussant: **Jerry G. Hunt**, Texas Tech U.

Presenters: **Barbara C. Crosby**, U. of Minnesota; **John M Bryson**, U. of Minnesota; **Kimberly B. Boal**, Texas Tech U.

349 🗣️ 🖥️ (OB) Multi-level Issues for the Study of Organizational Creativity and Innovation

9:30am - 12:30pm Pennsylvania Convention Center: Room 107B

Organizer: **Christina E. Shalley**, Georgia Institute of Technology

Presenters: **Richard W. Woodman**, Texas A&M U.; **Lee Fleming**, Harvard U.; **Jing Zhou**, Rice U.; **Jill Perry-Smith**, Emory U.; **John**

E. Sawyer, U. of Delaware; **Terri Griffith**, Santa Clara U.; **Alva Taylor**, Dartmouth College

350 🗄️🗣️SPDW: (OM, SIM) **Integrating Operations and Ethics: Directions for Research**

9:30am - 11:00am Philadelphia Marriott: Room 307

This PDW starts with 15 minutes on motivations for the session and a presentation on "what is ethics" (by Mohan Tatikonda and Philip Cochran). Then t

Organizers: **Mohan V. Tatikonda**, Indiana U.; **Barbara B. Flynn**, Indiana U.; **Philip L Cochran**, Indiana U.

Presenters: **James B Flynn**, Indiana U.; **Elliot Bendoly**, Emory U.; **Cheri Speier**, Michigan State U.; **Elisabeth Rossen**, Florida International U.

351 📖🗣️🌐SPDW: (SIM, BPS, ENT, IM, IAM) **Learning and Doing: Teaching Microfinance and Involving Students in the Practice**

9:30am - 12:00pm Loews Philadelphia: Regency Ballroom C1

Organizer: **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill

Participants: **Warner P. Woodworth**, Brigham Young U.; **Joshua Ault**, U. of South Carolina; **Gordon P. Rands**, Western Illinois U.; **Bruce Paton**, San Francisco State U

355 : (CMS) **Writing And Teaching Critical Management Through Cases: Dark Side Case Competition VI**

10:00am - 12:00pm Philadelphia Marriott: Liberty Ballroom A

Writing and Teaching with 'Dark Side' cases; learn from this year's competition winners-all welcome.

Chairs: **Emmanuel Raufflet**, HEC Montreal; **Latha Poonamallee**, Case Western Reserve U.

Misbehavior in the Workplace: When is it Bullying? | Karen Moustafa, Indiana - Purdue U., Fort Wayne

Google Inc.: "Figuring Out How To Deal With China" | Anne T Lawrence, San Jose State U.

City Water Tanzania | Oana Branzei, U. of Western Ontario; **Kevin McKague**, York U., Toronto

Who is Responsible for the Squatter Camps? Mining Companies in South Africa and the Limits of the Business Case | Ralph Hamann, U. of South Africa

The Story Behind the Water in Walkerton, Ontario | Elizabeth McCleod, St. Mary's U.; **Jean Mills**, St. Mary's U.

356 🗄️: (ENT) **The Entrepreneurship Program Rankings Dilemma**

10:00am - 12:00pm Philadelphia Marriott: Room 310

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

Presenters: **Jerome Katz**, Saint Louis University; **Linda Wedlin**, Uppsala U.; **Pamela S. Galluch**, Clemson U.

357 🗄️SPDW: (GDO, MSR, HR, SIM) **Religion and Work: Developing a Research Program in an Understudied Area**

10:00am - 12:00pm Pennsylvania Convention Center: Room 103B

Organizers: **James E. King**, U. of Alabama, Tuscaloosa; **Angela Miles**, North Carolina A&T State U.; **Ericka Lawrence**, U. of Alabama

Speakers: **Denise Daniels**, Seattle Pacific U.; **Nancy E. Day**, U. of Missouri, Kansas City; **Margaret Diddams**, Seattle Pacific U.; **Sally Sledge**, Christopher Newport U.; **Kecia M. Thomas**, U. of Georgia

358 🗄️: (HCM) **Publishing Health Care Research: Advice from the Experts**

10:00am - 11:00am Loews Philadelphia: Commonwealth A1

How do you get your research published? Experienced authors and editors will provide advice about publishing health care research in appropriate journal

Organizer: **Trish Reay**, U. of Alberta

Presenters: **Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill; **Margarete Arndt**, Clark U.; **Ewan Ferlie**, Royal Holloway College, U. of London

359 🗄️SPDW: (HCM, PNP) **Workshop on Methods in Quantitative Research**

10:00am - 11:30am Loews Philadelphia: Commonwealth C

This session will address quantitative methods and methods that bridge quantitative and qualitative research.

Organizer: **Alison Evans Cuellar**, Columbia U.

Presenters: **S. Noorein Inamdar**, Harvard U.; **Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill

360 🗄️SPDW: (HR, BPS, TTC) **Incorporating Strategic HRM Concepts Into HRM Classes**

10:00am - 12:00pm Pennsylvania Convention Center: Room 113B

Organizer: **Rebecca A. Thacker**, Ohio U.

Facilitator: **Kenneth G. Brown**, U. of Iowa

Sunday 10:00AM

352 : (AAA) **Academy of Management Learning & Education Writers' Workshop**

10:00am - 12:00pm Pennsylvania Convention Center: Room 109B

ONLY opened to those who have submitted a manuscript proposal that was accepted. Proposals are due to the AMLE office by May 31, 2007, and notification of acceptance will occur on or before June 30, 2007. Please note that accepted proposals and authors will not be listed in the Academy program.

Organizer: **David Waldman**, Arizona State U.

Presenters: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Nancy J Adler**, McGill U.; **Tim O Peterson**, Texas A&M U.; **Kurt Kraiger**, Colorado State U.; **Neng Liang**, China Europe International Business School

353 🌐🗣️🗄️SPDW: (CAR, HR, MEN, MOC, OCIS) **Making the Most of Your Sabbatical**

10:00am - 12:00pm Pennsylvania Convention Center: Room 108B

open, no restriction on participation

Chairs: **Yehuda Baruch**, U. of East Anglia; **Sherry E. Sullivan**, Bowling Green State U.

Presenters: **Douglas T. Hall**, Boston U.; **K. Michele Kacmar**, U. of Alabama; **Jone L. Pearce**, U. of California, Irvine; **Rosalie L. Tung**, Simon Fraser U.






354 🗄️🗄️SPDW: (CM, CAR, GDO, HR) **Balance is Bunk: Surviving Parenthood and Succeeding in Academia**

10:00am - 12:00pm Pennsylvania Convention Center: Room 112A

Organizer: **Kimberly A Wade-Benzoni**, Duke U.

Speakers: **Sally Blount**, New York U.; **Kristina Diekmann**, U. of Utah; **Fiona Lee**, U. of Michigan; **Elizabeth Wolfe Morrison**, New York U.; **Katherine W. Phillips**, Northwestern U.; **Sandra L. Robinson**, U. of British Columbia; **Denise M. Rousseau**, Carnegie Mellon U.; **Laurie R. Weingart**, Carnegie Mellon U.; **Batia Wiesenfeld**, New York U.

Presenters: **David P. Lepak**, Rutgers U.; **Jeffrey A Mello**, Barry U.; **Patrick Wright**, Cornell U.; **Wendy R. Boswell**, Texas A&M U.






361      SPDW: (HR, IM, ITC, AAM) **International HRM Research and Practice in the Indian Context**

10:00am - 12:00pm Pennsylvania Convention Center: Room 103C

Visit <http://apps.aomonline.org/PDWRReg> to register by July 13, 2007. Late registrants can email Harish Jain at jainhar@mcmaster.ca.

Organizers: **Harish C. Jain**, McMaster U.; **Pawan S. Budhwar**, Aston U.

Presenters: **Venkata Ratnam**, International Management Institute of New Delhi; **Phil Taylor**, Strathclyde U.; **Arup Varma**, Loyola U., Chicago

362      SPDW: (IM, AAM) **What Are Regional Strategies Telling Academics, Managers, and Society About Multinational Business?**




10:00am - 12:00pm Philadelphia Marriott: Franklin 9

The purpose of this PDW on Regionalization is to bring together expert participants and attendants who can inform the dialogue across regions.

Organizer: **Elitsa R. Banalieva**, Northeastern U.

Distinguished Speakers: **Tatiana Zalan**, Melbourne U.; **Farok Contractor**, Rutgers U.

Presenters: **Alan M Rugman**, Indiana U.; **Ravi Sarathy**, Northeastern U.; **Michael D Santoro**, Lehigh U.

363    SPDW: (IM, BPS, SIM) **The World as the Classroom**

10:00am - 11:30am Philadelphia Marriott: Room 305

Have you ever led a study abroad trip or are interested in doing so? Come share your experiences or learn from others who have done this.

Organizer: **Deborah H Francis**, Brevard College

Presenters: **Paul M Vaaler**, U. of Illinois, Urbana-Champaign; **Thomas Roehl**, Western Washington U.; **Allan Bird**, U. of Missouri, St. Louis

364   (MED) **From Management Concepts and Theories to Real World Application via the Wall Street Journal**

10:00am - 11:00am Pennsylvania Convention Center: Room 105B

Organizers: **Joycelyn Finley-Hervey**, Florida A&M U.; **C Douglas Johnson**, Georgia Gwinnett College

Presenter: **Mildred Wilson**, Georgia Southern U.

365  (OB) **Eminent Senior Scholars: Expanding the Research Across Cultures**

10:00am - 12:00pm Pennsylvania Convention Center: Room 110 A&B

Facilitator: **Michael Mumford**, U. of Oklahoma


Presenter: **Robert J House**, U. of Pennsylvania

366  SPDW: (OB, HR) **The 15th Annual Craft of Reviewing Workshop**

10:00am - 12:00pm Pennsylvania Convention Center: Room 107A

Organizers: **Ekin K. Pellegrini**, U. of Missouri, St. Louis; **Susan Elisabeth Wills**, U. of Miami

Presenters: **Terri A. Scandura**, U. of Miami; **Bradley L. Kirkman**, Texas A&M U.; **Karen D Locke**, College of William and Mary; **Margaret Williams**, Virginia Commonwealth U.; **Gilad Chen**, U. of Maryland


367  SPDW: (OB, HR) **OB/HR Joint Session with Micro-Oriented Journal Editors**

10:00am - 11:30am Pennsylvania Convention Center: Room 113C

Registration Required

Organizers: **Joan Brett**, Arizona State U.; **Batia Wiesenfeld**, New York U.; **Maria Kraimer**, U. of Melbourne

Participants: **Robert J. Vandenberg**, U. of Georgia; **Michael J. Burke**, Tulane U.; **Rodger Griffeth**, U. of New Orleans; **Michael Mumford**, U. of Oklahoma; **Theresa Welbourne**, U. of Michigan; **Alison Konrad**, U. of Western Ontario; **Katherine Klein**, U. of Pennsylvania; **Jerald Greenberg**, National U. of Singapore; **John Schaubroeck**, Drexel U.



368  SPDW: (OMT, OB, ODC, MOC) **Joint Editor's Panel for Macro Oriented Management Journals**

10:00am - 11:30am Philadelphia Marriott: Grand Ballroom B

By invitation only

Organizers: **Marvin Washington**, U. Alberta; **Tim Pollock**, Pennsylvania State U.; **Joan Brett**, Arizona State U.; **Batia Wiesenfeld**, New York U.

Participants: **Donald A Palmer**, U. of California, Davis; **Russell Cropanzano**, U. of Arizona; **Richard W. Woodman**, Texas A&M U.; **Joep Cornelissen**, Leeds U.; **Linda Smircich**, U. of Massachusetts, Amherst; **Linda Argote**, Carnegie Mellon U.; **Edward Zajac**, Northwestern U.; **Joel A.C. Baum**, U. of Toronto; **Paul M Hirsch**, Northwestern U.; **Donald D Bergh**, Denver U.; **Steven Kelman**, Harvard U.; **Raghu Garud**, Penn State U.



369   (ONE) **Base of the Pyramid Research – Knowledge Generation or Distraction?**

10:00am - 12:00pm Loews Philadelphia: Regency Ballroom C2

Organizer: **Mark B. Milstein**, Cornell U.


Facilitators: **Erik Simanis**, Cornell U.; **Duncan Duke**, Cornell U.

Presenters: **Stuart Hart**, Cornell U.; **Sanjay Sharma**, Wilfrid Laurier U.; **David Wheeler**, Dalhousie U.; **Ted London**, U. of Michigan; **Dirk Matten**, York U.

370   SPDW: (PNP, ITC) **Meet the Editors in Public and Non-Profit Management: Important Information from the Insiders**

10:00am - 12:00pm Loews Philadelphia: Regency Ballroom B


Presenters: **Stephen T.T. Teo**, U. of Technology, Sydney; **Neil M. Boyd**, Lycoming College; **Steven Kelman**, Harvard U.; **Mary E Guy**, Florida State U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

371  SPDW: (PNP, ONE, OCIS, MOC, OM, SIM, MED, OMT, ODC, HCM, OB) **Exploring the Theory & Practice of Management and the Values Underlying the U.S. Constitution**

10:00am - 12:00pm Loews Philadelphia: Commonwealth B

Participants are strongly encouraged to tour the U.S. Constitution Center prior to the session.

Facilitators: **Laurie N DiPadova-Stocks**, Park U.; **David Jacobs**, Morgan State U.; **Ralph Brower**, Florida State U.; **Sarah Stookey**, Central Connecticut State U.

372  SPDW: (RM, OM) **Comparative Visualization Techniques**

10:00am - 12:00pm Philadelphia Marriott: Room 309

Laptop required for participation and pre-registration is requested. Please contact presenter for details.

Presenters: Rich DeJordy, Boston College; Stephen P Borgatti, Boston College; Daniel S. Halgin, Boston College; Christopher Jay Roussin, Boston College

373 🗄️📄: (SIM) Ask the Experts: Publishing SIM Research in Top Journals

10:00am - 11:00am Loews Philadelphia: Washington A
This workshop will discuss ideas on how to develop SIM research papers so they can compete effectively for space in the top tier Management journals.

Organizer: Mark P Sharfman, U. of Oklahoma
Chair: Andreas Georg Scherer, U. of Zurich
Presenters: Andrew Crane, York U.; John M Jermier, U. of South Florida; John S Hassard, U. of Manchester; Chamu Sundaramurthy, San Diego State U.; Susan C Schneider, HEC U. of Geneva; Dirk Matten, York U.; Lori Verstegen Ryan, San Diego State U.; J. (Hans) Van Oosterhout, RSM Erasmus U.; Scott J. Reynolds, U. of Washington; Guido Palazzo, U. of Lausanne; Donald Siegel, U. of California, Riverside; Georges Romme, Eindhoven U. of Technology; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign

374 →🗄️📄SPDW: (SIM, IM, CM, ITC, PNP, BPS) MNE Strategies for Reducing Political Conflict and Promoting Positive Social Change: Research Agenda

10:00am - 12:00pm Loews Philadelphia: Congress B
Organizer: Jennifer Oetzel, American U.
Presenters: Kathleen Getz, American U.; Alfred Allen Marcus, U. of Minnesota; Mazhar Islam, U. of Minnesota; Jennifer Oetzel, American U.; Michelle Karen Westermann-Behaylo, George Washington U.; Gisele Belem, U. Quebec

Sunday 10:10AM

375 📖🗄️: (MED) Developing a Hippocratic Oath for the Management Profession

10:10am - 11:40am Pennsylvania Convention Center: Room 104B
Presenters: Jon Billsberry, Open U.; Andreas Birnik, Cranfield U.

Sunday 10:15AM

376 : (AAA) Conference Break

10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall C - Break Area
Organizer: Ayman Tarabishy, George Washington U.

Sunday 10:30AM

377 : (AAA) Meeting with Incoming Division/Interest Group Chairs (2007-2008)

10:30am - 12:00pm Philadelphia Marriott: Room 303
Organizer: Angelo DeNisi, Tulane U.

378 : (AAA) 2008 Program Chairs Meeting

10:30am - 12:00pm Philadelphia Marriott: Room 304
Organizers: James P. Walsh, U. of Michigan, Ann Arbor; Jimmy Le, Academy of Management

379 : (AAC) Southwest Academy of Management Officers Meeting

10:30am - 12:00pm Philadelphia Marriott: Room 403
Organizer: Darla Domke-Damonte, Coastal Carolina U.

380 : (AAC) Midwest Academy of Management Officers Meeting

10:30am - 12:00pm Pennsylvania Convention Center: Room 111A
Organizer: William B. Snavely, San Diego State U.

381 →🗄️SPDW: (BPS, OMT, IM) Putting Industry Structure Back Into the Strategy Picture

10:30am - 12:00pm Philadelphia Marriott: Grand Ballroom K
Focus on stimulating research that puts industry structure "back into the picture" of mainstream strategy by dealing with firm capabilities.
Organizer: Giovanni Valentini, Bocconi U.

Presenters: Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Bruno Cassiman, IESE Business School; Giovanni Dosi, Sant'Anna School of Advanced Studies; April Franco, U. of Iowa; Alfonso Gambardella, Bocconi U.; Anita McGahan, Boston U.; Sidney G. Winter, U. of Pennsylvania

382 →🗄️SPDW: (IM, BPS, AAM, PNP) From Dilemma to Theory to Research Agenda: Doing Business in Developing and Transitional Countries

10:30am - 12:00pm Philadelphia Marriott: Room 401 & 402
Organizer: Rick Molz, Concordia U.
Discussants: Henry Mintzberg, McGill U.; Henry Mintzberg, McGill U.

Presenters: Taieb Hafsi, HEC Montreal; Sigrid Quack, Wissenschaftszentrum, Berlin; Joseph Ofori-Dankwa, Saginaw Valley State U.; Mehdi Farashahi, Concordia U.; Sergio Janczak, U. of Western Ontario; Claude Marcotte, Concordia U.; Sid Ahmed SOUSSI, U. of Quebec in Outaouais; Li Yan, HEC Montreal

383 🗄️🗄️: (MH) Doctoral Student Workshop: Managing the Dissertation Process

10:30am - 12:00pm Loews Philadelphia: Commonwealth A2
Chair: Julia Teahen, Baker College
Presenters: Richard T. Mowday, U. of Oregon; Stephanie Case Henagan, Northern Illinois U.; Jonathon R. B. Halbesleben, U. of Wisconsin - Eau Claire

384 🗄️🗄️SPDW: (MSR, MED, GDO) Raising our Expertise in Charing Dissertations: Learning from One Another

10:30am - 12:30pm Loews Philadelphia: Howe
Organizers: Kathryn Goldman Schuyler, Alliant International U. / Coherent Change; Lee Robbins, Golden Gate U
Presenters: David A. Whetten, Brigham Young U.; Jerome Katz, Saint Louis University; Bernardo M. Ferdman, Alliant International U.; Mark P Kriger, Norwegian School of Management; Antoinette Swayne-Kohlman, Alliant International U.

385 🗄️SPDW: (MSR, ONE) Beyond Bounded Rationality in Business Courses: Using Meditation in Teaching Sustainability Courses

10:30am - 12:00pm Loews Philadelphia: Congress C
Organizer: Gerald Biberman, U. of Scranton
Presenter: Len Tischler, U. of Scranton

386 🗄️SPDW: (RM, CMS, NDSC) Ask the Experts: Qualitative Methods

10:30am - 12:30pm Philadelphia Marriott: Grand Ballroom E
Presenters: Raza A Mir, William Paterson U.; Pushkala Prasad, Skidmore College; Diana Sharpe, Monmouth U.; Sanjay Jain, U. of Wisconsin, Madison; Charles D. Galunic, INSEAD; Anshuman Prasad, U. of New Haven


Sunday 11:00AM

387  : (MED) Fulbright Research: Using Business Games To Teach Management/Social Competency To Students In Spain

11:00am - 12:00pm Pennsylvania Convention Center: Room 105B

Presenters: Andrea Licari, St. Johns U.; Teresa Torres-Coronas, U. Rovira i Virgili; Albert C. Ovedovitz, St. Johns U.**388** : (OCIS) U.S.- International Divide in OCIS Research: Panel Discussion on Overcoming Differences

11:00am - 12:30pm Philadelphia Marriott: Room 407

Organizers: Samer Faraj, U. of Maryland; Sue Newell, Bentley College, USA and Warwick U., UK**Speakers:** Patrick Y.K. Chau, U. of Hong Kong; Wendy Currie, U. of Warwick; Claudia Loebbecke, U. of Cologne; Lynne Markus, Bentley College**389** SPDW: (OM, SIM, ONE) Integrating Operations and Ethics: Ethics and the Supply Chain


11:00am - 12:30pm Philadelphia Marriott: Room 307

*The papers are: Joseph Sarkis "Sustainability is more than the triple bottom line: Eco-centric ethics vs. anthropocentric ethics" Robert Klass***Organizers:** Mohan V. Tatikonda, Indiana U.; Barbara B. Flynn, Indiana U.; Philip L Cochran, Indiana U.**Presenters:** Joseph Sarkis, Clark U.; Robert D Klassen, U. of Western Ontario; Amrou Awaysheh, U. of Western Ontario; Guido Palazzo, U. of Lausanne; Mellie Pullman, Portland State U.; Michael Maloni, Kennesaw State U.; Craig R. Carter, U. of Nevada**390** : (SIM) Social Issues In Management Research Roundtable Workshop

11:00am - 12:30pm Loews Philadelphia: Washington A

*This workshop provides an opportunity for scholars and other interested persons to gather and discuss themes that are important in SIM research.***Organizer:** Douglas A Schuler, Rice U.**391** : (TIM) The Role of Entrepreneurship in the Diffusion of Information Technology-enabled Innovation

11:00am - 12:00pm Philadelphia Marriott: Room 301

*The aim of this workshop is to provide fresh insights about the role of entrepreneurship in the diffusion of information technology-enabled innovation***Organizer:** Angel J. Salazar, Manchester Metropolitan U.**Chair:** Angel J. Salazar, Manchester Metropolitan U.**Presenters:** Angel J. Salazar, Manchester Metropolitan U.; Sebastian Bruque, U. of Jaen; Irene Petrick, Penn State U**392** SPDW: (TTC, BPS) Strategic Organization as Landscape Watercolor Art: Implications for Teaching

11:00am - 12:00pm Philadelphia Marriott: Grand Ballroom C

Discussant: Sven Constantin Voelpel, Jacobs U. Bremen* formerly International U. Bremen**Presenters:** Angel J. Salazar, Manchester Metropolitan U.; JC Spender, U. of Leeds

Sunday 12:00PM

393 : (AAA) Academy of Management Review Editorial Board Meeting**Organizer:** Martin J. Kilduff, U. of Texas, Austin**394** : (AAA) Division Treasurers' Meeting

12:00pm - 1:00pm Philadelphia Marriott: Room 302

Organizer: Heather Crowe, Academy of Management
Program Chair: Angelo DeNisi, Tulane U.**395** : (AAA) 2008 Professional Development Workshop Chairs Meeting

12:00pm - 1:30pm Philadelphia Marriott: Room 303

Organizer: Jimmy Le, Academy of Management**396** : (AAA) Program Developer Training Session for Program Chairs

12:00pm - 1:30pm Philadelphia Marriott: Room 304

Organizer: Jimmy Le, Academy of Management**Presenters:** Matthew L. Suppa, Academy of Management; Gabriel Bramson, Academy of Management**397** : (AAC) International Theme Committee Meeting

12:00pm - 1:30pm Loews Philadelphia: Lescaze

Organizers: David A Lamond, Wuhan U.; Claire A. Simmers, St. Joseph's U.**398** : (ICW) The Journal of Applied Management and Entrepreneurship Editorial Board Meeting

12:00pm - 2:00pm Philadelphia Marriott: Room 405

Organizer: Jane Whitney Gibson, Nova Southeastern U.**399** : (ICW) Oxford University Press Luncheon

12:00pm - 2:00pm Philadelphia Marriott: Room 408 & 409

Invitation Only**Organizer:** Andrew H. Van de Ven, U. of Minnesota

Sunday 12:30PM

400 : (AAC) Eastern Academy of Management International Advisory Board

12:30pm - 2:00pm Philadelphia Marriott: Franklin 9

Organizer: D. Anthony Butterfield, U. of Massachusetts, Amherst**401** : (AAC) Western Academy of Management Officers Meeting

12:30pm - 2:00pm Philadelphia Marriott: Room 306

Organizer: John B Cullen, Washington State U.**402** : (ICW) Organization Management Journal Board Meeting

12:30pm - 2:30pm Philadelphia Marriott: Room 410

Organizer: William P. Ferris, Western New England College**403** : (ICW) PSEDII Luncheon

12:30pm - 2:00pm Pennsylvania Convention Center: Room 104A

Organizer: Paul D Reynolds, Florida International U.**404** : (ICW) Management Faculty of Color Lunch & Business Meeting

12:30pm - 2:30pm Pennsylvania Convention Center: Room 113C

Organizer: Donna Maria Blancero, National Society of Hispanic MBAs

Sunday 1:00PM

405 : (AAA) Academy Leadership Forum: Workshop for Division Officers and Board Members
 1:00pm - 3:00pm Philadelphia Marriott: Independence III
Organizers: Ken G. Smith, U. of Maryland; Thomas W. Lee, U. of Washington; Angelo DeNisi, Tulane U.; James P. Walsh, U. of Michigan, Ann Arbor; Dean Tjosvold, Lingnan U.

406 : (AAA) Academy of Management Perspectives Editorial Board Meeting
 1:00pm - 2:30pm Philadelphia Marriott: Room 302
Organizer: Peter Cappelli, U. of Pennsylvania

407 : (AAA) AOM Fellows Group Committee on Membership Meeting
 1:00pm - 2:00pm Loews Philadelphia: Regency Ballroom A
Organizer: Kathryn M. Bartol, U. of Maryland, College Park

408 : (AAC) Mentoring Committee Meeting
 1:00pm - 2:30pm Pennsylvania Convention Center: Room 106 A&B
Organizers: Rowena Ortiz-Walters, Quinnipiac U.; Bahaudin Mujtaba, Nova Southeastern U.

409 : (HCM) HCM Practice Committee Meeting
 1:00pm - 2:30pm Loews Philadelphia: Washington C

410 : (ICW) Management Learning International Editorial Board Meeting
 1:00pm - 3:00pm Philadelphia Marriott: Room 403
Organizer: Gordon E Dehler, College of Charleston

411 : (ICW) Journal of Management Spirituality & Religion Editorial Board Meeting
 1:00pm - 2:00pm Loews Philadelphia: Commonwealth A1
Organizer: Gerald Biberman, U. of Scranton

412 ☉☎SPDW: (ONE, SIM, MSR, OMT, MOC, PNP, OCIS, GDO, MED, ODC, RM) Tour Philadelphia's Beautiful Outdoor Murals
 1:00pm - 4:00pm Loews Philadelphia: Regency Ballroom C2
*Registration is required and the registration fee is \$25.00. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWReg>. For more information on this workshop, contact Barrie Litzky at bxl26@gv.psu.edu.
*Organizers: Barrie E. Litzky, Pennsylvania State U., Great Valley; Lynne Andersson, Temple U.; Tammy MacLean, Suffolk U.**

Sunday 1:30PM

413 : (AAA) Academy of Management Journal Outgoing Editorial Board Meeting
 1:30pm - 2:30pm Philadelphia Marriott: Grand Ballroom D
Organizer: Sara L Rynes, U. of Iowa

414 : (AAA) Program Developer Training Session for PDW Chairs
 1:30pm - 2:30pm Philadelphia Marriott: Room 303
Presenter: Jimmy Le, Academy of Management

415 : (AAA) Centralized Review System Training Session
 1:30pm - 3:00pm Philadelphia Marriott: Room 304
*Organizer: Jimmy Le, Academy of Management
 Presenters: Matthew L. Suppa, Academy of Management; Gabriel Bramson, Academy of Management*

416 : (AAC) Practice Theme Committee Meeting
 1:30pm - 3:00pm Loews Philadelphia: Commonwealth D
Organizers: David L. Turnipseed, Indiana U./Purdue U.; Paul Harvey, U. of New Hampshire

417 : (ITC) ITC - Carolyn Dexter Award Reception
 1:30pm - 2:30pm Loews Philadelphia: Lescaze
Carolyn Dexter Award Reviewers, Nominees, and Past Winners

Sunday 2:00PM

418 : (ICW) Gathering of POS Scholars
 2:00pm - 3:30pm Philadelphia Marriott: Grand Ballroom A
Organizer: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

419 : (ICW) Administrative Science Quarterly Ed. Board Mtg.
 2:00pm - 3:00pm Philadelphia Marriott: Grand Ballroom B
Organizer: Sally A. Iacovelli, Administrative Science Quarterly

420 : (ICW) Organization Science Sr. Editor Meeting
 2:00pm - 3:30pm Philadelphia Marriott: Room 301
Organizer: Jennifer Kukawa, Carnegie Mellon U.

421 : (ICW) ORGANIZATION Journal Ed. Board Meeting
 2:00pm - 3:00pm Philadelphia Marriott: Room 309
Organizer: Linda Smircich, U. of Massachusetts, Amherst

422 : (MC) MC Executive Committee Meeting
 2:00pm - 5:00pm Loews Philadelphia: Congress A
*Division Chair: Susan M. Adams, Bentley College
 Program Chair: C. Ken Weidner, Saint Joseph's U.
 Professional Development Workshop Chair: Marc Bonnet, ISEOR, U. of Lyon 3*

423 : (MOC) MOC Workshop for International Scholars: Publishing in U.S. Journals
 2:00pm - 3:30pm Philadelphia Marriott: Room 411 & 412
Organizer: Elizabeth George, Australian Graduate School of Management

424 ☉☎SPDW: (OM, ONE, PNP, SIM, BPS, RM, MED, ODC, CMS, MC, CAR) Park Maintenance Volunteering Project
 2:00pm - 6:00pm Off Site: Fisher Park

Sunday 2:30PM

425 : (AAA) Academy of Management Journal Incoming Editorial Board Meeting
 2:30pm - 4:00pm Philadelphia Marriott: Grand Ballroom D

426 : (AAA) Academy of Management Learning and Education Editorial Board Meeting
 2:30pm - 4:00pm Philadelphia Marriott: Room 302
Organizer: James R Bailey, George Washington U.

Sunday 2:45PM

427 : (AAA) Conference Break
 2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall C - Break Area
Organizer: Ayman Tarabishy, George Washington U.

Sunday 3:00PM

☒ Teaching-oriented | ☉ Practice-oriented | → International-oriented | ☎ Theme-oriented | ☑ Research-oriented | ☞ Visual Presentation | ☒ Best Paper Proceedings

428 : (AAA) New Member Orientation: Session 2

3:00pm - 4:30pm Philadelphia Marriott: Liberty Ballroom

Organizers: **James Calvin**, Johns Hopkins U.; **Kerry Ignatz**, Academy of Management**429 : (ICW) Administrative Science Quarterly Reception**

3:00pm - 5:00pm Philadelphia Marriott: Grand Ballroom C

Organizer: **Sally A. Iacovelli**, Administrative Science Quarterly**Sunday 3:30PM****430 : (AAC) Practice Theme Committee Welcoming Reception**

3:30pm - 4:30pm Loews Philadelphia: Commonwealth D

Organizers: **David L. Turnipseed**, Indiana U./Purdue U.; **Paul Harvey**, U. of New Hampshire**431 : (AAC) Southern Management Association Executive Board Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 105B

Organizer: **William L. Gardner**, Texas Tech U.**432 : (BPS) BPS Executive Committee Meeting**

3:30pm - 5:00pm Philadelphia Marriott: Room 306

Division Chair: **Anita McGahan**, Boston U.Division Chair-Elect.: **Russell Coff**, Emory U.Program Chair: **Joseph Mahoney**, U. of Illinois, Urbana-ChampaignProfessional Development Workshop Chair: **Joanne Oxley**, U. of Toronto**433 : (CAR) CAR Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 108B

Division Chair: **Cherlyn Skromme Granrose**, Berry CollegeDivision Chair-Elect.: **Barbara A. Ribbens**, Western Illinois U.Program Chair: **Jon P. Briscoe**, Northern Illinois U.Professional Development Workshop Chair: **Hetty Van Emmerik**, Utrecht U.Past Chair: **Kerr Inkson**, U. of WaikatoSecretary: **Schalon Harrison Newton**, Santen IncorporatedTreasurer: **Laurel Newman**, U. of Illinois, Springfield**434 : (CM) CM Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 103A

Division Chair: **Michele J. Gelfand**, U. of MarylandDivision Chair-Elect.: **Susan E. Brodt**, Queen's U.Program Chair: **Thomas M. Tripp**, Washington State U.Professional Development Workshop Chair: **Kathleen O'Connor**, Cornell U.**435 : (CMS) CMS Executive Committee Meeting**

3:30pm - 5:00pm Philadelphia Marriott: Room 406

Division Chair: **Rosemary Batt**, Cornell U.Division Chair-Elect.: **Bill Cooke**, Lancaster U.Program Chairs: **Albert J. Mills**, St. Mary's U.; **Jean Helms Mills**, St. Mary's U.Professional Development Workshop Chair: **Ann L Cunliffe**, U. of Hull**436 : (ENT) ENT Executive Committee Meeting**

3:30pm - 5:00pm Philadelphia Marriott: Room 413

Division Chair: **Shaker A. Zahra**, U. of MinnesotaDivision Chair-Elect.: **Connie Marie Gaglio**, San Francisco State U.Program Chair: **Ronald K. Mitchell**, Texas Tech U.Professional Development Workshop Chair: **Eileen Fischer**, York U.**437 : (GDO) GDO Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 111B

Division Chair: **Myrtle P. Bell**, U. of Texas, ArlingtonDivision Chair-Elect.: **Lynn Bowes-Sperry**, Western New England CollegeProgram Chair: **Jeanette N. Cleveland**, Pennsylvania State U.Professional Development Workshop Chair: **Quinetta Roberson**, Cornell U.**438 : (HCM) HCM Executive Committee Meeting**

3:30pm - 5:00pm Loews Philadelphia: Washington C

Division Chair: **Jane Banaszak-Holl**, U. of Michigan, Ann ArborDivision Chair-Elect.: **Timothy Hoff**, State U. of New York, AlbanyProgram Chair: **Christy Harris Lemak**, U. of FloridaProfessional Development Workshop Chair: **Christian Gericke**, U. of Adelaide**439 : (HR) HR Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 113B

Division Chair: **Joseph J. Martocchio**, U. of Illinois, Urbana-ChampaignDivision Chair-Elect.: **John Hollenbeck**, Michigan State U.Program Chair: **Sandy J. Wayne**, U. of Illinois, ChicagoProfessional Development Workshop Chair: **Howard J. Klein**, Ohio State U.**440 : (ICW) Leadership Quarterly Editorial Board Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 110 A&B

Organizer: **Michael Mumford**, U. of Oklahoma**441 : (IM) IM Executive Committee Meeting**

3:30pm - 5:00pm Philadelphia Marriott: Franklin 9

Division Chair: **Ravi Ramamurti**, Northeastern U.Division Chair-Elect.: **Timothy Michael Devinney**, Australian Graduate School of ManagementProgram Chair: **Tatiana Kostova**, U. of South CarolinaProfessional Development Workshop Chair: **Andrew Delios**, National U. of Singapore**442 : (MED) MED Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 104B

Division Chair: **J B Arbaugh**, U. of Wisconsin, OshkoshDivision Chair-Elect.: **Laurie Milton**, U. of Calgary/U. of Western OntarioProgram Chair: **Alvin Hwang**, Pace U.Professional Development Workshop Chair: **Katherine A. Karl**, Marshall U.**443 : (MH) MH Executive Committee Meeting**

3:30pm - 5:00pm Loews Philadelphia: Commonwealth A2

Division Chair: **Julia Teahen**, Baker CollegeDivision Chair-Elect.: **Karl Moore**, McGill U.Program Chair: **John Humphreys**, Texas A&M U.Professional Development Workshop Chair: **Curt H. Stiles**, U. of North Carolina- Wilmington**444 : (MOC) MOC Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 112B

Division Chair: **Michael Pratt**, U. of Illinois, Urbana-ChampaignDivision Chair-Elect.: **Mary Ann Glynn**, Boston CollegeProgram Chair: **Luis Martins**, Georgia Institute of TechnologyProfessional Development Workshop Chair: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

445 : (MSR) MSR Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Commonwealth B
Division Chair: **Robert A Giacalone**, Temple U.
Division Chair-Elect.: **Margaret Benefiel**, Andover Newton Theological School
Program Chair: **Kathy Lund Dean**, Idaho State U.
Professional Development Workshop Chair: **Keiko Krahnke**, U. of Northern Colorado

446 : (OB) OB Executive Committee Meeting

3:30pm - 5:00pm Pennsylvania Convention Center: Room 104A
Division Chair: **Maureen L. Ambrose**, U. of Central Florida
Division Chair-Elect.: **Carol T. Kulik**, U. of South Australia
Program Chairs: **Blake E. Ashforth**, Arizona State U.; **Sandra L. Robinson**, U. of British Columbia
Professional Development Workshop Chair: **Daniel Skarlicki**, U. of British Columbia

447 : (ODC) ODC Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Congress B
Division Chair: **Ram Tenkasi**, Benedictine U.
Division Chair-Elect.: **Michael R Manning**, New Mexico State U
Program Chair: **Frank J. Barrett**, Naval Postgraduate School
Professional Development Workshop Chair: **Ann E. Feyerherm**, Pepperdine U.

448 : (OM) OM Executive Committee Meeting

3:30pm - 5:00pm Philadelphia Marriott: Room 403
Division Chair: **G. Keong Leong**, U. of Nevada, Las Vegas
Division Chair-Elect.: **Hale Kaynak**, U. of Texas, Pan American
Program Chair: **Diane H. Parente**, Pennsylvania State U., Erie
Professional Development Workshop Chair: **Elliot Bendoly**, Emory U.

449 : (OMT) OMT Executive Committee Meeting

3:30pm - 5:00pm Philadelphia Marriott: Room 408 & 409
Division Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor
Division Chair-Elect.: **Kimberly D Elsbach**, U. of California, Davis
Program Chair: **William Ocasio**, Northwestern U.
Professional Development Workshop Chair: **Henrich R. Greve**, BI Norwegian School of Management
Past Chair: **Pamela R Haunschild**, U. of Texas, Austin

450 : (ONE) ONE Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Regency Ballroom A
Division Chair: **Kate Kearins**, Auckland U. of Technology
Division Chair-Elect.: **Alfred Allen Marcus**, U. of Minnesota
Program Chair: **Irene Henriques**, York U.
Professional Development Workshop Chair: **Lynne Andersson**, Temple U.

451 : (PNP) PNP Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Washington B
Division Chair: **Kirsten Grønbjerg**, Indiana U.
Division Chair-Elect.: **Bradley E. Wright**, U. of North Carolina, Charlotte
Program Chair: **Gordon Kingsley**, Georgia Institute of Technology
Professional Development Workshop Chair: **Neil M. Boyd**, Lycoming College

452 : (RM) Research Methods Division Executive Committee Meeting

3:30pm - 5:00pm Philadelphia Marriott: Room 309
Division Chair: **Gordon W Cheung**, Chinese U. of Hong Kong

📖 Teaching-oriented | 🗺 Practice-oriented | 🌐 International-oriented | 🗨 Theme-oriented | 📄 Research-oriented | 🖥 Visual Presentation | 📄 Best Paper Proceedings

Division Chair-Elect.: **Mark Gavin**, Oklahoma State U.

Program Chair: **Charles A. Pierce**, U. of Memphis
Professional Development Workshop Chair: **Timothy Hinkin**, Cornell U.

453 : (SIM) SIM Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Washington A
Division Chair: **Duane Windsor**, Rice U.
Division Chair-Elect.: **Thomas J. Donaldson**, U. of Pennsylvania
Program Chair: **Linda K. Trevino**, Pennsylvania State U.
Professional Development Workshop Chair: **Ann K. Buchholtz**, U. of Georgia

454 : (TIM) TIM Executive Committee Meeting

3:30pm - 5:00pm Philadelphia Marriott: Room 405
Division Chair: **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne
Division Chair-Elect.: **Lori Rosenkopf**, U. of Pennsylvania
Program Chair: **Paul Almeida**, Georgetown U.
Professional Development Workshop Chair: **Shawn M. Carraher**, Cameron U.

Sunday 4:00PM

455 : (ICW) Organization Science Editorial Review Board Rec.

4:00pm - 5:30pm Philadelphia Marriott: Grand Ballroom E
Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

Sunday 4:30PM

456 ☺ : (PTC) Bringing Practice into Management: Perspectives from Regional Managers

4:30pm - 6:00pm Loews Philadelphia: Commonwealth D
Organizers: **David L. Turnipseed**, Indiana U./Purdue U.; **Paul Harvey**, U. of New Hampshire

Sunday 5:00PM

457 : (AAA) Academy of Management Convocation and Distinguished Executive Speaker

5:00pm - 7:00pm Pennsylvania Convention Center: Grand Ballroom
Presiding: **Ken G. Smith**, U. of Maryland
Welcome: **Angelo DeNisi**, Tulane U.
 State of the Academy | **Ken G. Smith**, U. of Maryland
 All Academy Awards and Celebration: Newman, Dexter, and Outstanding Mentoring Practice | Distinguished Executive Speech |

458 : (AAC) Asia Academy of Management Committee Meeting

5:00pm - 6:00pm Philadelphia Marriott: Independence I & II
Organizer: **Chung-Ming Lau**, Chinese U. of Hong Kong

459 : (ICW) Warwick Business School Reception

5:00pm - 7:30pm Philadelphia Marriott: Grand Ballroom B
Organizer: **Ann Jackson**, U. of Warwick

460 : (ICW) Journal of Leadership & Organizational Studies Editorial Board Meeting

5:00pm - 6:00pm Loews Philadelphia: Commonwealth A2
Organizer: **Julia Teahen**, Baker College

SUNDAY

461 : (ICW) Network of Leadership Scholars Business Meeting

5:00pm - 6:00pm Pennsylvania Convention Center: Room 110 A&B
 Organizer: **Kim Jaussi**, Binghamton U.

462 : (OCIS) OCIS Executive Committee Meeting

5:00pm - 7:00pm Philadelphia Marriott: Room 407
 Division Chair: **Pamela Hinds**, Stanford U.
 Division Chair-Elect.: **Ulrike Schultze**, Southern Methodist U.
 Program Chair: **Paul Hart**, Florida Atlantic U.
 Professional Development Workshop Chair: **Katherine J. Stewart**, U. of Maryland, College Park

Sunday 5:30PM**463 : (ICW) Editorial Board of Business and Society**

5:30pm - 7:00pm Loews Philadelphia: Washington A
 Organizer: **Duane Windsor**, Rice U.

Sunday 6:00PM**464 : (AAC) Asia Academy of Management & Asia Pacific Journal of Management Reception**

6:00pm - 8:00pm Philadelphia Marriott: Independence I & II
 Organizer: **Chung-Ming Lau**, Chinese U. of Hong Kong

465 : (CMS) Critical Management Studies Social Evening

6:00pm - 7:30pm Philadelphia Marriott: Grand Ballroom I
 Organizer: **Jean Helms Mills**, St. Mary's U.

466 : (ICW) Ifera Reception

6:00pm - 8:00pm Philadelphia Marriott: Grand Ballroom A
 Organizer: **Niki Kux-Kardox**, Ifera Office Management

467 : (ICW) Carnegie Mellon Tepper School of Business Alumni Reception

6:00pm - 8:00pm Loews Philadelphia: Lescaze
 Organizer: **Ilker Baybars**, Carnegie Mellon U.

468 : (OB) Reception/Cocktail Hour for the Role of Leadership across Disciplines and Domains

6:00pm - 7:30pm Pennsylvania Convention Center: Room 113 Foyer
 Sponsored by: *Elsevier*
 Organizer: **Mary Uhl-Bien**, U. of Nebraska, Lincoln

469 : (ODC) Remarks and Reception Honoring Barry Oshry

6:00pm - 7:30pm Loews Philadelphia: Regency Ballroom C1
 Organizer: **Philip H Mirvis**, Independent Consultant

Sunday 7:00PM**470 : (AAA) All Academy Reception**

7:00pm - 9:00pm Pennsylvania Convention Center: Grand Hall
 Sponsored by: *Tulane University, A. B. Freeman School of Business and Alliant International University, Marshall Goldsmith School of Management*
 Hosts: **Angelo DeNisi**, Tulane U.; **James P. Walsh**, U. of Michigan, Ann Arbor
 Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

Sunday 7:30PM**471 : (ICW) The Hong Kong University of Science and Technology Reception**

7:30pm - 10:00pm Philadelphia Marriott: Grand Ballroom C
 Organizer: **Jiatao Li**, Hong Kong U. of Science and Technology

Sunday 8:00PM**472 : (GDO) All in the Family: Annual Reception for LGBT Persons and Friends at the Academy**

8:00pm - 10:00pm Philadelphia Marriott: Liberty Ballroom C
Allies, friends, gay, lesbian, bisexual and transgendered persons invited. Sponsored by the University of Utah
 Hosts: **Gerardo Okhuysen**, U. of Utah; **Ron Ophir**, York U.

Sunday 9:00PM**473 : (ICW) UQ Business School Dessert Reception**

9:00pm - 10:30pm Philadelphia Marriott: Grand Ballroom E
 Organizer: **Neal M. Ashkanasy**, U. of Queensland

Monday 7:00AM

474 : (AAA) AOM Ethics Committee Meeting

7:00am - 8:30am Philadelphia Marriott: Room 302

Organizer: **Terese M. Loncar**, Academy of Management

475 : (MSR) MSR Meditation Session

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace

Organizer: **Gerald Biberman**, U. of Scranton

Monday 7:30AM

476 →: (IM) International Management Division Welcome

7:30am - 8:30am Philadelphia Marriott: Franklin 4

Come and get an overview of the IMD program and meet IMD EC members & Track Chairs. An excellent opportunity for networking with other IMD members.

Division Chair: **Ravi Ramamurti**, Northeastern U.

Division Chair-Elect.: **Timothy Michael Devinney**, Australian Graduate School of Management

Program Chair: **Tatiana Kostova**, U. of South Carolina

Professional Development Workshop Chair: **Andrew Delios**, National U. of Singapore

Chairs: **Lorraine Eden**, Texas A&M U.; **Jean-Francois Hennart**, Tilburg U.; **Alain C. Verbeke**, U. of Calgary; **Yves Doz**, INSEAD; **Harbir Singh**, U. of Pennsylvania; **Christopher Earley**, National U. of Singapore; **Klaus Meyer**, U. of Reading

Monday 8:00AM

477 : (AAA) Conference Registration

8:00am - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.

Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

478 : (AAA) Philadelphia 2007 LAC

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A

Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

479 : (MC) MC Division Welcome and Breakfast

8:00am - 8:30am Loews Philadelphia: Commonwealth A1

Division Chair: **Susan M. Adams**, Bentley College

Program Chair: **C. Ken Weidner**, Saint Joseph's U.

480 : (Paper Session) - (MH) Welcome Session for the Management History Division

8:00am - 8:30am Loews Philadelphia: Congress A

This is our short welcome session to start the scholarly program.

Program Chair: **John Humphreys**, Texas A&M U.

481 : (OCIS) OCIS Gathering and Welcome

8:00am - 8:30am Philadelphia Marriott: Grand Ballroom J

482 : (ODC) ODC Welcome & Breakfast

8:00am - 8:30am Loews Philadelphia: Regency Ballroom A

Program Chair: **Frank J. Barrett**, Naval Postgraduate School

Monday 8:30AM

483 : (AAS) The Yellow Brick Road to Doing Well by Doing Good: Finding Our Brain, Heart, and Courage

8:30am - 10:20am Philadelphia Marriott: Liberty Ballroom A

📄 Teaching-oriented | 🗣 Practice-oriented | 🌐 International-oriented | 🎤 Theme-oriented | 📊 Research-oriented | 🖥 Visual Presentation | 📄 Best Paper Proceedings

Organizer: **Sally Russell**, U. of Queensland

Facilitators: **Kaylene W. Ascough**, U. of Queensland; **Marissa S. Edwards**, U. of Queensland; **Sally Russell**, U. of Queensland; **Aarti Sharma**, U. of South Florida

Ethics and Justice: From the Heart as Well as the Head |

Jerald Greenberg, National U. of Singapore

The Role of Anticipatory Emotions in Ethical Decision Making

| **Myeong-Gu Seo**, U. of Maryland

What Happens When "Doing Good" means "Feeling Bad"? |

Wilfred J Zerbe, U. of Calgary

Organizational Images and the Emotional Consequences of

"Doing Good" | **Michael Pratt**, U. of Illinois, Urbana-Champaign

The Passion that Drives Sustainability Careers | **Kate Kearins**, Auckland U. of Technology

Sustainable Hope: Without Which There Is No Progress |

Nancy J Adler, McGill U.

Integrative Summary and Initiation of Audience Discussion |

Neal M. Ashkanasy, U. of Queensland

484 : (AAS) The Dark Side of Doing Good

8:30am - 10:20am Philadelphia Marriott: Liberty Ballroom C

Introduction: **Adam M. Grant**, U. of North Carolina, Chapel Hill

Discussant: **James P. Walsh**, U. of Michigan, Ann Arbor

Looking Bad by Doing Good: The Social-Psychological Costs of Dirty Work | **Blake E. Ashforth**, Arizona State U.

Necessary Evils and the Challenges of Doing Good and Doing

Harm in Professional Work | **Andrew Molinsky**, Brandeis U.;

Joshua D Margolis, Harvard U.

Citizenship under Pressure: What's a 'Good Soldier' to Do? |

Mark C. Bolino, U. of Oklahoma; **William H. Turnley**, Kansas State U.;

Mark M. Suazo, U. of Texas, San Antonio; **J. Bruce Gilstrap**, U. of Oklahoma

The Price Tag on Principles | **Robert A Giacalone**, Temple U.;

Carole L. Jurkiewicz, Louisiana State U.

Social Responsibility Campaigns as Identity Threat: The Case

of British Petroleum | **Kimberly D Elsbach**, U. of California, Davis

Lurking Landmines in Doing Good: Challenges in Managing

Meaning around Organizational Giving Programs | **Jane E. Dutton**, U. of Michigan, Ann Arbor;

Adam M. Grant, U. of North Carolina, Chapel Hill; **Brent Rosso**, U. of Michigan

Black Ice: Leadership, Values, and the Attribution of

Hypocrisy | **Sandra Cha**, McGill U.; **Amy C. Edmondson**, Harvard U.

So Whose 'Good' Is It Anyway? | **Stephen Fineman**, U. of Bath;

Samantha Warren, Portsmouth Business School

485 : (AAS) Market-Based Poverty Reduction

8:30am - 10:20am Loews Philadelphia: Regency Ballroom B

Organizer: **James E. Austin**, Harvard U.

Cracking the Poverty Conundrum: Critical Issues to be

Explored | **James E. Austin**, Harvard U.

Collaborations in Organizational Ecosystems for Market

Initiatives with LIS SEKN | **Roberto Gutierrez**, U. de los Andes, Colombia, SEKN; **Patricia Carolina Marquez**, IESA;

Alfred Vernis, ESADE Business School

The Management Innovation Imperative: Base of the Pyramid

Protocols, Learning Labs, and Longitudinal Lessons | **Stuart**

Hart, Cornell U.; **Mark B. Milstein**, Cornell U.; **Erik Simanis**, Cornell U.

Microfinance: the Power of Capital Mobilization for Poverty Reduction | **Michael Chu**, Harvard U.; **Kasturi Rangan**, Harvard U.

486 : (AAS) How Can B-Schools Do Well by Doing Good?: An Action Agenda for Re-Focusing Management Education

8:30am - 10:20am Pennsylvania Convention Center: Room 108A

Chair: **Michael K Badawy**, Virginia Tech U.

Participants: **Henry Mintzberg**, McGill U.; **Michael L. Tushman**, Harvard U.; **Michael K Badawy**, Virginia Tech U.; **Clayton Christensen**, Harvard U.; **Jay Alden Conger**, U. of Southern California; **Lee Fleming**, Harvard U.

487 : (Paper Session) - (BPS) The Resource-Based View and Sustainability

8:30am - 10:20am Philadelphia Marriott: Franklin 10

Chair: **Margaret Peteraf**, Dartmouth College

Discussant: **William Bogner**, Georgia State U.

→ The Influence of Organizational Capacity and

Environmental Dynamism on First Moves | **Vera L. Street**, Salisbury U.; **Marc D. Street**, Salisbury U.; **Bruce T. Lamont**, Florida State U.; **Hugh Marble**, U. of Florida

The Performance Life Cycle of Actions: A Dynamic Perspective on Firm Performance | **Flore Bridoux**, U. Catholique de Louvain

→ R&D Intensive Target Firms: Performance Implications of Firm Resource Interactions | **David R. King**, U.S. Air Force; **Rebecca J. Slotegraaf**, Indiana U.; **Idalene F. Kesner**, Indiana U.

→ What are Dynamic Capabilities and Does it Matter? | **Christopher B. Bingham**, U. of Maryland; **Kathleen M. Eisenhardt**, Stanford U.; **Nathan Furr**, Stanford U

488 : (Paper Session) - (BPS) Corporate Strategy: Downsizing and Restructuring

8:30am - 10:20am Philadelphia Marriott: Franklin 9

Chair: **Susan H Godar**, William Paterson U.

Discussant: **Vincent L Barker**, U. of Kansas

→ Examining Downsizing Activity: Hints of Trouble to Come or Managing the Future? | **Frank Butler**, Florida State U.; **Annette L. Ranft**, Florida State U.; **Patricia M. Norman**, Baylor U.

→ Response to Image Crisis--Restructurings of China Listed Companies after Financial Fraud Punishment | **Pengji Wang**, National U. of Singapore

→ Towards Unlocking the Full Potential of Acquisitions: The Role of Organizational Restructuring | **Harry G. Barkema**, Tilburg U.; **Mario Schijven**, Tilburg U.

→ Value Creation and Valuation: The Role of Private Equity in the Market for Divested Assets | **Aseem Kaul**, U. of Pennsylvania; **Harbir Singh**, U. of Pennsylvania

489 : (BPS) What is Strategy's Distinctive Competence?

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom D

Organizer: **William S Schulze**, U. of Utah

Participants: **Rita Gunther McGrath**, Columbia U.; **Richard Reed**, Washington State U.; **William S Hesterly**, U. of Utah; **Michael A. Roberto**, Bryant U.; **Anita McGahan**, Boston U.; **Patricia G Clifford**, McKinsey & Co.

490 : (Paper Session) - (BPS) Strategic Change and Organization Design

8:30am - 10:20am Philadelphia Marriott: Room 406

Chair: **Carol M. Connell**, City U. of New York - Brooklyn College

Discussant: **Yves Doz**, INSEAD

→ When do Firms Imitate: A Study on Diversification Changes of Chinese Pharma Producers, 1998-2001 | **Tiemin Wang**, Peking U.

→ Strategic Character: Virtues that Lead to Competitive Advantage | **R H Hamilton**, U. of Mississippi

The Business Model Concept: A Strategic Management Approach | **Martin H. Klein**, Erasmus U.

→ Strategy: The More We Change, the More We Stay the Same | **Daniela Blettner**, U. of North Carolina, Chapel Hill; **Fernando R. Chaddad**, U. of North Carolina, Chapel Hill; **Richard A Bettis**, U. of North Carolina, Chapel Hill

491 : (Paper Session) - (BPS) Cognition within Organizational Economics: RBV, TCE, and Real Options

8:30am - 10:20am Philadelphia Marriott: Room 407

Chair: **John Patrick Orr**, Webster U.

Discussant: **Jack A Nickerson**, Washington U.

Bridging the Trust--Opportunism Divide: Bounded Reliability as an Extension to TCE | **Nathan Sidney Greidanus**, U. of Calgary

→ Using Psychological Theories to Understand the Impact of Contracts on Partner Relationships | **Libby Weber**, U. of Southern California; **Kyle J Mayer**, U. of Southern California

Options and Aspirations: Behavioral Theory Applied to Option Decision Making | **Richard John Gentry**, West Virginia U.

→ The Socio-Cognitive Foundations of Interfirm Heterogeneity in the Use of Knowledge as a Resource | **Rajiv Nag**, U. of Arkansas; **Dennis A Gioia**, Pennsylvania State U.

492 : (Paper Session) - (BPS) Managing Family and Entrepreneurial Firms

8:30am - 10:20am Philadelphia Marriott: Room 408

Chair: **Nancy Niles**, Concord U.

Discussant: **Xiaowei Luo**, U. of Illinois, Urbana-Champaign

→ Ownership Structure and the Relationship Between Organizational Slack and R&D Investments in Korea | **Hicheon Kim**, Korea U.; **Heechun Kim**, Arizona State U.; **Peggy M. Lee**, Arizona State U.

→ Transformational CEOs and Firm Performance in SMEs and the Moderating Role of CEOs' Position | **Yan Ling**, George Mason U.; **Zeki Simsek**, U. of Connecticut; **Michael H. Lubatkin**, U. of Connecticut; **John F. Veiga**, U. of Connecticut

→ Strategy Absence in Culture Industries | **Caroline Quinn**, DIT; **James A. Cunningham**, National U. of Ireland, Galway; **Paul O'Reilly**, DIT

→ Managerial Turnover in Cyclical Transition: A Dynamic Perspective | **Jun Li**, U. of New Hampshire; **Kun Liu**, Washington State U.

493 : (Paper Session) - (BPS) **Boards of Directors and Incentives: Agency Theory Considerations**

8:30am - 10:20am Philadelphia Marriott: Room 409

Chair: **Martin R. Camarata**, U. of Akron

Discussant: **Bruce Walters**, Louisiana Tech U.

Investment Potential or Bankruptcy? The Effects of Ownership and Control in Distressed Firms | **William J Donoher**, Bradley U.

Entrepreneurship and Executive Compensation | **Martin J. Conyon**, Wharton School

Are the Wolves Watching Over the Sheep? The Effect of Board and CEO Incentives on Firm Risk-Taking | **Yuval Deutsch**, York U.; **Thomas Keil**, Helsinki U. of Technology; **Tomi M. M. Laamanen**, Helsinki U. of Technology

Effect of “Good” Corporate Governance: What Really Matters is a Strong Principal | **Juan Santalo**, Instituto de Empresa; **Luis Diestre**, U. of Southern California

494 : (BPS, ENT, RM) **New Approaches to Accessing Confidential Business Data**

8:30am - 10:20am Philadelphia Marriott: Franklin 12

Chair: **Tim Mulcahy**, U. of Chicago

Participants: **Stephanie Shipp**, National Institute of Standards and Technology; **Jeffrey H. Dyer**, Brigham Young U.; **Julia Lane**, U. of Chicago

495 : (BPS, OB) **What Makes CEOs Tick? New Insights About Executive Motives and Motivation**

8:30am - 10:20am Philadelphia Marriott: Franklin 1

Organizers: **Donald C. Hambrick**, Pennsylvania State U.; **Jennifer Kish Gephart**, Pennsylvania State U.

CEO Values, CEO-TMT Value Congruence and CEO Charisma | **Bradley R. Agle**, U. of Pittsburgh; **Sefa Hayibor**, Saint Mary's U.; **Jeffrey Alan Sonnenfeld**, Yale U.; **Andrew Ward**, U. of Georgia

From Humble Beginnings to Lofty Heights: How Low Social Class Background Affects CEO Psychology | **Jennifer Kish Gephart**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.

Executive Personality and Maladaptive Motives: Understanding the Psychology of Executive Derailment | **D. Brent Smith**, London Business School; **Randall S. Peterson**, London Business School

Compensation as an Executive Motivational Tool: Agency and Stewardship Perspectives | **Wm. Gerard Sanders**, Brigham Young U.

Board Decision Control and CEO Helping Networks: A Social Identification Perspective | **Michael McDonald**, U. of Central Florida; **James Westphal**, U. of Michigan

496 : (BPS, OMT, RM) **Philosophy of Science and Strategic Organization**

8:30am - 10:20am Philadelphia Marriott: Franklin 2

Organizer: **Teppo Felin**, Brigham Young U.

Epistemology, Knowledge, and Strategic Organization | **Teppo Felin**, Brigham Young U.

Evaluating Causal Explanations of Samples of One | **Mark de Rond**, Cambridge U.; **Jochen Runde**, Cambridge U.

Philosophy of Science and Strategy | **JC Spender**, U. of Leeds

497 : (BPS, TIM, OMT) **How Changes in Industry Architectures Shape the Strategic Landscape**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom B

Chair: **Michael G. Jacobides**, London Business School

Discussants: **Giovanni Dosi**, Sant'Anna School of Advanced Studies; **Constance E Helfat**, Dartmouth College

Industry Architecture Dynamics in Automobiles and Personal Computers: Two Diverging Tales | **Michael G. Jacobides**, London Business School; **Carliss Baldwin**, Harvard U.; **Reza Dizaji**, MIT Sloan School of Management; **Christophe Gaillard**,

How the Role within the Industry Architecture Shapes a Firm's Prospects | **Margaret Dalziel**, U. of Ottawa

The Dynamics of Industry Architecture in the US Healthcare Sector, 1981-2007 | **Myles P. Gartland**, Rockhurst U.; **Martin H. Stack**, Rockhurst U.

The Power of Integrality: Linkages between Product Architecture, Innovation, and Industry Structure | **Sebastian Fixson**, MIT Sloan School of Management; **Jin-Kyu Park**, Florida International U.

Platform Envelopment: Changing the Industry's Landscape | **Thomas R Eisenmann**, Harvard U.; **Geoffrey Parker**, Tulane U.; **Marshall Van Alstyne**, Boston U.

498 : (Paper Session) - (CAR) **Factors in Obtaining, Identifying and Managing Career Success**

8:30am - 10:20am Pennsylvania Convention Center: Room 111A

Chair: **Elizabeth F. Cabrera**, Arizona State U.

Discussant: **Astrid Reichel**, Vienna U. of Economics and Business Administration

Relationship of Core Self-Evaluations to Career Success Trajectories | **Charlice Hurst**, U. of Florida; **Timothy A. Judge**, U. of Florida

Organizational Innovation Champions' Career | **Georges Trepo**, HEC Paris; **Francois Grima**, U. of Paris XII

Sources of Differences between Asians and Whites in Evaluations of Their Managerial Potential | **Corinne Post**, Pace U.; **Nancy DiTomaso**, Rutgers U.; **George F Farris**, Rutgers U.; **Rene Cordero**, NJIT

Entrepreneurial Motivations: The Role of Identity in Minority Business Ownership | **Amy Myers Gannon**, Boston U.

Nominee for The Arnon Reichers Best Student Paper Award

Managerial Careers in the Arena | **Claartje J Vinkenburg**, Vrije U. Amsterdam; **Paul G W Jansen**, Vrije U. Amsterdam

499 : (CAR, HR, IM) **Commonalities, Differences and HR Implications of Careers Across National Contexts**

8:30am - 10:20am Pennsylvania Convention Center: Room 111B

Organizers: **Mila B. Lazarova**, Simon Fraser U.; **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Françoise Dany**, EM LYON

Chair: **Mila B. Lazarova**, Simon Fraser U.

Facilitators: **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Françoise Dany**, EM LYON

Change and Continuity in Career Success in Japan | **Mami Taniguchi**, Waseda U.

Career Development in the Chinese Institutional Context | **Yan Shen**, Boston U.; **Douglas T. Hall**, Boston U.; **Zhangfeng Fei**, Donghua U.

Conceptualizations of Careers in Austria and Their Consequences for HRM – A Qualitative Study | **Katharina**

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

Chudzikowski, WirtschaftsU. Wien; **Barbara Demel**, WirtschaftsU. Wien
 Careers in The Russian Context: Implications for Human Resource Management | **Svetlana Khapova**, Vrije U. Amsterdam; **Konstantin Korotov**, ESMT
 One World, One Flow? HR Practices to Manage Organizational Careers - A Comparative Study | **Françoise Dany**, EM LYON; **Florian Hatt**, EM LYON; **Mila B. Lazarova**, Simon Fraser U.; **Wolfgang Mayrhofer**, WirtschaftsU. Wien
 HR Challenges of Managing Careers and Talent Development in the Global Context: Cases from the UK | **Noeleen Doherty**, Cranfield U.; **Shaun Tyson**, Cranfield U.

500 CAU: (CAU) Strategy and Organizational Theory Case Study Research

8:30am - 10:20am Pennsylvania Convention Center: Room 106A
 Organizer: **Jyoti Bachani**, U. of Redlands
 Participants: **Armand Gilinsky**, Sonoma State U.; **Joan Winn**, U. of Denver; **William Naumes**, U. of New Hampshire; **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston

501 CAU: (CAU) The CSR Cross-Cultural Imperative for Improving Immigrant Adjustment and Assimilation

8:30am - 10:20am Pennsylvania Convention Center: Room 106B
 Organizers: **Gerhard Fink**, WU-Wien; **Charles M. Vance**, Loyola Marymount U.
 Participants: **Rosalie L. Tung**, Simon Fraser U.; **Nigel J. Holden**, U. of Central Lancashire; **Mary F. Sully De Luque**, Thunderbird School of Global Management; **John L. Shields**, U. of Sydney; **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Yongsun Paik**, Loyola Marymount U.

502 CAU: (CAU) Territoriality and Psychological Ownership

8:30am - 10:20am Pennsylvania Convention Center: Room 107A
 Organizer: **Graham Brown**, Singapore Management U.
 Participants: **Sandra L. Robinson**, U. of British Columbia; **Neal M. Ashkanasy**, U. of Queensland; **Laurie J. Barclay**, Wilfrid Laurier U.; **Craig D. Crossley**, U. of Nebraska, Lincoln; **Gary Greguras**, Singapore Management U.

503 ☒: (Paper Session) - (CM) Intra-Group Conflict: Task/Cognitive versus Relationship/Emotional

8:30am - 10:20am Pennsylvania Convention Center: Room 105A
 Chair: **Stephen E. Humphrey**, Florida State U.
 Discussant: **Yekaterina Bezrukova**, Rutgers U.
 The Relationship of Task and Relationship Conflict with Team Effectiveness | **Joy Oliver**, U. of Tennessee, Knoxville; **Taylor L. Poling**, U. of Tennessee, Knoxville; **Elizabeth A. McGee**, U. of Tennessee, Knoxville; **David J Woehr**, U. of Tennessee, Knoxville
 The Reciprocal Relationship Between Task Conflict And Relationship Conflict | **Sirkwoo Jin**, U. of Maryland; **Sheetal Singh**, U. of Maryland, College Park
 Manage Conflicts in Diverse Group: From a Socialization Perspective | **Yan Yan**, U. of Texas at Austin; **Ye Dai**, U. of Texas at Austin
 ☒ The Moderating Role of Relationship Quality on the Relationship Conflict-Group Outcomes Link | **Sonja Rispens**, Leiden U.

☒ The Relationship between Intra-group Conflict and Work Effectiveness | **Kjell B Hjertø**, Norwegian School of Management; **Bard Kuvaas**, Norwegian School of Management

504 ☒: (Paper Session) - (CM) What Creates Trust and Cooperation? Affect, Fairness, Social Motives, and Behavioral Integrity.

8:30am - 10:20am Pennsylvania Convention Center: Room 105B
 Chair: **Sabrina Deutsch Salamon**, York U.
 Discussant: **Matthew A. Cronin**, George Mason U.
 ☒ Disentangling Concepts: The Role of Affect in Trust Development and Cooperation | **Michele Williams**, Cornell U.
Winner of CM Division Best Paper Award - Empirical or Theoretical

☒ Behavioral Integrity: The Role of BI Referent Choice and Trust on Workplace Outcomes | **Rangapriya Kannan-Narasimhan**, UCLA; **Barbara S. Lawrence**, U. of California, Los Angeles

☒ Social Motives as Trait and State Factors: Implications for Joint Gains in Negotiations | **Shay Tzafir**, U. of Haifa; **Keren Tirosh-Ungar**, Technion Israel Institute of Technology

☒ Importance of Distributive Fairness Under Evolving Trust: A Test of Uncertainty Management Theory | **Kimberly K. Merriman**, Penn State Great Valley U.; **John M Maslyn**, Belmont U.; **Steven M Farmer**, Wichita State U.

505 ☒: (Paper Session) - (CMS) Critical Performativity and Perception in Critical Management Theorizing

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom I
 Chair: **Terrance G. Weatherbee**, Acadia U.
 ☒ QI & AOM Compared: Academic Tourism and Academic Identity | **Michael Humphreys**, U. of Nottingham; **Mark Learmonth**, U. of Nottingham
 ☒ Grafted logics; the problematics of market and professional logics in academic journal publishing | **Craig Prichard**, Massey U.
 Controlling Perceptual Space | **Craig R. Littler**, St. Andrews U.
 ☒ → Critical Performativity: The Unfinished Business of Critical Management Studies | **Andre Spicer**, U. of Warwick; **Mats G Alvesson**, Lund U.; **Dan Karreman**, Lund U.

506 ☒: (Paper Session) - (CMS) Critical Perspectives on Mergers, Quality and Knowledge Work

8:30am - 10:20am Philadelphia Marriott: Room 405
 Chair: **Maria Jose Tonelli**, EAESP-FGV, Sao Paulo, Brazil
 ☒ Critical perspectives on the stepfamily-metaphor for Merger and Acquisitions (M&A) | **Regine Bendl**, Vienna U. of Economics and Business Administration; **Helene Maria Mayerhofer**, Vienna U. of Economics and Business Administration; **Angelika Schmidt**, Vienna U. of Economics and Business Administration
 ☒ Managing Communities of Practice? Evidence from a Merger in the UK Brewing Sector | **Konstantinos Kakavelakis**, Cardiff School of Social Sciences
 ☒ ☒ From Purpose to Passivity: Tradition and Knowledge in Interorganizational Collaboration | **Paul Hibbert**, Strathclyde U.

Best CMS Paper Nominee

📄 The Power of Quality Models: The Example of the SIQ Model for Performance Excellence | **Johan Quist**, Karlstad U.; **Per Skälén**, Karlstad U.; **Stewart Clegg**, U. of Technology, Sydney

507 📄: (Paper Session) - (ENT) **Entrepreneurship Decision Making**

8:30am - 10:20am Philadelphia Marriott: Franklin 11

Chair: **Francine Schlosser**, U. of Windsor

Discussant: **Chien Sheng Richard Chan**, U. of Washington

📄 I Like How You Think: The Role of Cognitive Similarity as a Decision Bias | **Charles Murnieks**, U. of Colorado, Boulder; **James Haynie**, Syracuse U.; **Robert Wiltbank**, Willamette U.; **Troy Harting**, U. of Virginia

A Conceptual Model of Entrepreneurial Heuristics: Influences on Entrepreneurial Use and Success | **David Barsky**, Temple U.; **Robert D. Hamilton**, Temple U.

📄 The Effects of Entrepreneur Abusive Supervision | **Keith Hmieleski**, TCU; **Michael Ensley**, Rensselaer Polytechnic Institute

📄 The Influence of Leader Regulatory Focus on Employee Creativity | **Cindy Wu**, Baylor U.; **Mitchell J. Neubert**, Baylor U.; **Xiang Yi**, Western Illinois U.; **Jeffery S. McMullen**, Baylor U.

508 📄: (Paper Session) - (ENT) **Entrepreneurship and Thinking**

8:30am - 10:20am Philadelphia Marriott: Room 410

Chair: **Olga Petricevic**, Georgia State U.

Discussant: **Saras Sarasvathy**, U. of Virginia

📄 Counterfactual Thinking And Entrepreneurial Self-Efficacy: A Contingency Model | **Punit Arora**, Syracuse U.

Discovering The Unimagined: Entrepreneurship as The Exploitation of Other Actors' Biases | **Stratos E Ramoglou**, Cambridge U.

📄 Cognitive Foundations of Entrepreneurial Success: Insights From Research on Expert Performance | **Robert Baron**, Rensselaer Polytechnic Institute; **Rebecca A. Henry**, Rensselaer Polytechnic Institute

🗣️ The Rise and Fall of Ideas: Attention Structure, Policy Window, and Intrapreneurial Process | **Charlotte R. Ren**, Purdue U., West Lafayette; **Chao Guo**, Arizona State U.

509 📄: (Paper Session) - (ENT) **Examining the Venture Capital Setting**

8:30am - 10:20am Philadelphia Marriott: Room 411

Chair: **Robert Joseph Wuebker**, Rensselaer

Discussant: **Oksana Koryak**, Instituto de Empresa Business School

📄 Diversity Wins: The Syndication Network and Deal Flow of Venture Capital Firms | **Malte Brettel**, Aachen U. (RWTH); **Ingo Boehner**, Aachen U. (RWTH)

Do As I Say and Not As I Do: Social Advice Networks, Venture Capitalists, & Escalation of Commitment | **Carolyn Birmingham**, U. of Idaho

📄 Venture Capital Syndications: Strategic Networks for Risk Diversification or Resources Sharing? | **Michel Ferrary**, Ceram Sophia Antipolis

📄 Property Rights Theory and Venture Capital Firms: Portfolio Composition and New Sector Entry | **Eric R Gedajlovic**, U. of Connecticut; **Dimo Dimov**, U. of Connecticut

510 📄: (Paper Session) - (ENT) **Entrepreneurial Orientation and Friends**

8:30am - 10:20am Philadelphia Marriott: Room 412

Chair: **Mark Weaver**, Rowan U.

Discussant: **Mattias Nordqvist**, Jönköping Int'l Business School

📄 Driving Forces in Technology Transfer – the Impact of Entrepreneurial Orientation at Universities | **Jan Boehm**, Aachen U. of Technology (RWTH); **René Mauer**, Aachen U. of Technology (RWTH); **Ralf Schmelter**, Aachen U. of Technology (RWTH); **Steven Neubauer**, Aachen U. of Technology (RWTH)

📄 Knowledge Spillovers through FDI and Trade and Entrepreneurs' Export Orientation | **Dirk De Clercq**, Brock U.; **Jolanda Hessels**, EIM; **André van Stel**, EIM

📄 Entrepreneurial Orientation, Competitive Aggressiveness, and Store Performance among Supermarkets | **Goce Andrevski**, U. of Kentucky; **Jason D. Shaw**, U. of Minnesota

Entrepreneurial Orientation, Generic And Technological Strategies And SME's Performance | **Isabel Gutierrez**, U. of Carlos III de Madrid; **Ester Martinez-Ros**, U. of Carlos III Madrid; **Julio DeCastro**, Instituto de Empresa

511 📄: (Paper Session) - (GDO) **Relational Demography/Dissimilarity Across Cultures: Evidence From China and Korea**

8:30am - 10:20am Pennsylvania Convention Center: Room 104A

Chair: **Rhonda J. Jones**, U. of Maryland, U. College

Discussant: **Roxanne Beard**, Ohio Dominican U.

📄 Complementary Effects of Relational Dissimilarity and Group Faultlines | **Kenneth H. Price**, U. of Texas, Arlington; **Kathleen M. Shumate**, U. of Texas at Arlington; **Nancy A Rowe**, U. of Texas at Arlington; **James J. Lavelle**, U. of Texas, Arlington; **Amy B. Henley**, Kennesaw State U.

Work Outcomes of Relational Demography in Chinese Vertical Dyads | **Raymond Loi**, City U. of Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong Kong

📄 The Role of the Distinctiveness Motive within Demographically Similar and Diverse Groups | **Margaret Ormiston**, U. of California, Berkeley

📄 What Motivates Diversity Management in a Homogeneous Society? Evidence from Korean Companies | **Si Ahn Mehng**, Yonsei U.; **Sang Hyeon Sung**, Dongguk U.; **Eunmi Chang**, Yonsei U.; **Hun-Joon Park**, Yonsei U.

512 📄: (Paper Session) - (GDO) **Migrant and Immigrant Workers: Strain, Attitudes, and Culture**

8:30am - 10:20am Pennsylvania Convention Center: Room 104B

Chair: **Donna Maria Blancero**, National Society of Hispanic MBAs

Discussant: **Michal Frenkel**, Hebrew U. of Jerusalem

📄 Effects of Intergroup Contact on Chinese Migrants' Attitudes to Urban Locals | **Ingrid Nielsen**, Monash U.; **Jianjian Li**, Fujian Normal U.; **Jie Shen**, U. of South Australia; **Russell Smyth**, Monash U.

A Critical Review of Hofstede's Mas/Fem Dimension with Propositions for Further Research | **Carolyn Erdener**, Middle East Technical U.

🗨️🗨️ Facing “El Norte”: Examining Predictors of Strain in Recent Hispanic Immigrant Workers | **Carolina Y. Rivera-Minaya**, U. of Houston; **Christiane Spitzmueller**, U. of Houston

513 🗨️🗨️: (GDO) **GDO Continental Breakfast Welcome**

8:30am - 10:20am Pennsylvania Convention Center: Room 107B

We want to welcome all new and international GDO Members and thank GDO Committee members. Everyone please join us!

Division Chair: Myrtle P. Bell, U. of Texas, Arlington

514 🗨️🗨️: (Paper Session) - (HCM) **Critical Perspectives on Health Care Work Climates**

8:30am - 10:20am Loews Philadelphia: Commonwealth A2

Chair: Timothy Hoff, State U. of New York, Albany

Discussant: Diane Brannon, Pennsylvania State U.

🗨️ Workplace Safety and Job Stress: When Caring Compromises Personal Well-Being | **Deirdre McCaughey**, U. of Manitoba/St Boniface Hospital; **Nealia Sue Bruning**, U. of Manitoba

➔ 🗨️🗨️ The Impact of Role Overload on the Mental Health of Nurses: A Multi-nation Study | **Vishwanath V. Baba**, McMaster U.; **Louise Tourigny**, U. of Wisconsin, Whitewater; **Xiaoyun Wang**, U. of Manitoba; **Silvia Ines Monserrat**, U. Nacional del Centro; **Silvia Mayoral**, U. Nacional del Centro

🗨️ Empowerment, Engagement and Effectiveness in Nursing Work Environments: Effect of Age and Experience | **Heather Spence Laschinger**, U. of Western Ontario; **Piotr Wilk**, Middlesex -London Health Unit; **Julia Cho**, Ontario Ministry of Health and Long Term Care; **Paula Greco**, London Health Sciences Centre

HCM Best Theory-to-Practice Paper Nominee

The Role of Continuous Quality Improvement and Psychological Safety in Predicting Workarounds | **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Cheryl Rathert**, U. of Missouri, Columbia

515 🗨️➔🗨️: (HCM) **Generating Research that Matters: Three Initiatives in Cooperative Health Services Research**

8:30am - 10:20am Loews Philadelphia: Commonwealth B

Moderator: Michael I. Harrison, Agency for Healthcare Research and Quality

Participants: Cynthia Palmer, Agency for Healthcare Research and Quality; **Thomas Rundall**, U. of California, Berkeley; **Susan Law**, Canadian Health Services Research Foundation; **Sujha Subramanian**, RTI International; **Bryan J. Weiner**, U. of North Carolina at Chapel Hill; **Dylan Taylor**, Capital Health, Edmonton & Area

516: (HR) **Welcome and Awards Ceremony**

8:30am - 10:20am Pennsylvania Convention Center: Room 113B

Division Chair: Joseph J. Martocchio, U. of Illinois, Urbana-Champaign

Distinguished Speakers: Paul R. Sackett, U. of Minnesota; **David Pace**, Executive Vice President, Partner Resources, Starbucks

517: (Paper Session) - (HR) **Antecedents of Turnover**

8:30am - 10:20am Pennsylvania Convention Center: Room 113C

Chair: Michael Abelson, Texas A&M U.

Discussant: Stacie Furst, U. of Cincinnati

🗨️ Organizational Efforts to Lower Employees' Turnover Intentions and the Role of Locus of Control | **Thomas Ng**, U. of Hong Kong; **Marcus M. Butts**, U. of Texas, Arlington

🗨️ Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

➔ Experience Required: The Effects of Previous Work Experience on Attitudes, Tenure and Turnover | **Mary S. Logan**, London School of Economics and Political Science

🗨️ The Impact of Community Embeddedness on Turnover Intentions in the U.S. Military | **Sharon Gibson Heilmann**, Air Force Institute of Technology

🗨️ The Application of Intuitive and Utility-Based Decision Making in the Voluntary Turnover Process | **Napatsorn Jiraporn**, Binghamton U.; **Michael E. Palanski**, Binghamton U.

🗨️➔ 🗨️ Replicating and Extending Job Embeddedness across Cultures: The Role of Family Opinions in Turnover | **Anuradha Ramesh**, U. of Maryland, College Park; **Michele J. Gelfand**, U. of Maryland

518 ➔ 🗨️ JS: (HR, IM) **Building Bridges in IHRM Research: Linking Structures, Strategy, Technology, Process and Sourcing**

8:30am - 10:20am Pennsylvania Convention Center: Room 112A

Organizer: Paul Sparrow, Lancaster U.

Chair: Peter J. Dowling, Victoria U. of Wellington

International Human Resource Management: A Thematic Update and Suggestions for Future Research | **Randall S. Schuler**, Rutgers U.; **Ibraiz Tarique**, Pace U.

Disentangling the Context of Technology, Process Streamlining, and Sourcing | **Paul Sparrow**, Lancaster U.; **Chris Brewster**, Henley Management College

Globalization of Human Resource Management: Line Managers and HR Business Partners | **Helen DeCieri**, Monash U.; **Anne Bardoel**, Monash U.

Knowledge Management Through International Assignees: A Theoretical Framework | **Jaime Alfonso Bonache**, Carlos III U.

519 🗨️🗨️ JS: (HR, OB) **360-Degree Feedback Processes: Insights from Empirical Investigations of Practice**

8:30am - 10:20am Pennsylvania Convention Center: Room 112B

Organizer: Anne Elizabeth Herman, U. of Nebraska, Omaha

Discussant: Lynn Harland, U. of Nebraska, Omaha

The Effects of Employee Commitment on Rater Performance in 360-Degree Feedback | **David W. Bracken**, Kenexa, Inc.

A 360-Perspective of the Characteristics that Lead to Derailment | **William A. Gentry**, Center for Creative Leadership

The Relationship Between Skill and Importance Ratings in Multisource Feedback | **Guangrong Dai**, Lominger International - A Korn/Ferry Company

A Field Study on the Impact of Multisource Feedback on Leadership Competency Development | **Clarke Peterson**, Atlanta Leadership Consulting, LLC

520 ➔ 🗨️: (Paper Session) - (IM) **National Context, CSR, Organizational Practices and Economic Development**

8:30am - 10:20am Philadelphia Marriott: Room 413

Chair: Paola Perez-Aleman, McGill U.

Discussant: Douglas A Schuler, Rice U.

➔ 🗨️ Attitudes towards Corporate Responsibilities in Western Europe and in Central and Eastern Europe | **Olivier Furrer**, Radboud U. Nijmegen; **Carolyn Egri**, Simon Fraser U.; **David A. Ralston**, U. of Oklahoma; **Wade Danis**, Georgia State U.; **Emmanuelle Reynaud**, U. Aix-Marseille 3; **Irina Naoumova**, U.

of Tennessee; **Mario Molteni**, Catholic U. of Louvain; **Arunas Starkus**, CIBER-Vilnius; **Fidel Leon Darder**, U. of Valencia, Spain; **Marina Dabic**, U. of Osijek; **Amandine Perrinjaquet**, U. de Lausanne

📖 Divergent Paths: Historical Roots of Organizational Differences in Banking in OECD Countries | **Daniel Wadhvani**, U. of the Pacific

🗣️ → 🗣️ Does Country Influence Capacity to Do Well and Do Good? Effect of Country on Organizational Climates | **Judith Sylvia MacCormick**, U. of New South Wales

→ Collectivism & Economic Success: A cultural Model of Economic Development | **Dharm P. S. Bhawuk**, U. of Hawaii, Manoa; **Vijayan P. Munusamy**, Center for Creative Leadership; **David J. Bechtold**, U. of Hawaii; **Keith Sakuda**, U. of Hawaii

521 → 📖: (Paper Session) - (IM) **Subsidiary Mandates and Knowledge Flows**

8:30am - 10:20am Philadelphia Marriott: Room 414

Chair: **Eileen Kaplan**, Montclair State U.

Discussant: **Randi Lunnan**, Norwegian School of Management

→ 📖 Asymmetries Between 'Traditional' and Reverse Knowledge Flows: A Study in Transition Economies | **Qin Yang**, Temple U.; **Ram Mudambi**, Temple U.; **Klaus Meyer**, U. of Reading

→ Quo vadis? The Entry Into New Technologies in Foreign Subsidiaries of the Multinational Corporation | **Katarina Blomkvist**, Uppsala U.; **Philip Kappen**, Uppsala U.; **Ivo Zander**, Uppsala U.

→ 📖 Mandates and Mechanisms: Reverse Knowledge Transfer in MNEs | **Susan Mudambi**, Temple U.; **Lucia Piscitello**, Politecnico di Milano; **Larissa Rabbiosi**, Politecnico di Milano

→ The Impact of Resources, Knowledge, and Agglomeration on Innovation of Foreign Firms in China | **Tsai-Ju Liao**, National Taichung Institute of Technology

522 → 📖: (Paper Session) - (IM) **Cultural Impact on Work Orientations**

8:30am - 10:20am Philadelphia Marriott: Room 415

Chair: **Neusa Maria Bastos F. Santos**, Pontificia U. Catolica de Sao Paulo

Discussant: **Margaret Groeneveld**, Bocconi U.

→ 📖 Cross-Cultural Nature of Impression Management Strategies at Work | **Shaista Ehsan Khilji**, George Washington U.; **Nurit Zaidman**, Ben-Gurion U. of the Negev; **Amos Drory**, Ben-Gurion U. of the Negev; **Aqeel Tirmizi**, School for International Training; **E. S. Srinivas**, XLRI

🗣️ → 📖 A Test of the Cross-Cultural Equivalency of the Resistance to Change Scale in Russia and Ukraine | **Ruth C May**, U. of Dallas; **Wayne Stewart**, Clemson U.; **Daniel J McCarthy**, Northeastern U.; **Sheila M. Puffer**, Northeastern U.; **Donna Ledgerwood**, U. of North Texas

→ A Cross-Cultural Study of Motivation for Self-Employment: Comparing China, Mexico, and the US | **Lei Wang**, U. of Texas, Pan American; **Leonel Prieto**, Texas A&M International U.; **Kim T. Hinrichs**, Minnesota State U., Mankato; **Homero Aguirre Milling**, Texas A&M International U.; **Liliang Sun**, Shanghai Institute of Technology; **Hong Zhang**, Shanghai Marine U.; **Rui Zhang**, Shanghai Patent & Trademark Law Office

🗣️ → Cultural Influences on the Emotional Capability of International Acquisitions | **Taco Reus**, Florida Atlantic U.; **Bruce T. Lamont**, Florida State U.

523 → 📖 JS: (IM, BPS) **Business Groups in Asia: The New Multinationals?**

8:30am - 10:20am Philadelphia Marriott: Franklin 3

Organizer: **Elizabeth L. Rose**, Victoria U. of Wellington

Product and International Diversification of Business Groups in China | **Tailan Chi**, U. of Kansas

Business Groups in India: The Old Guard and the New Kids on the Block | **Anju Seth**, U. of Illinois

Do Business Groups Breed Multinationals? The Korean Experience | **Hicheon Kim**, Korea U.

Business Groups in the Japanese Service Sector: Managing in a Changing Environment | **Kiyohiko Ito**, U. of Hawai'i, Manoa; **Elizabeth L. Rose**, Victoria U. of Wellington; **Eleanor Westney**, Massachusetts Institute of Technology

524 : (Paper Session) - (IP) **Affect in Organizations**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Markus Vodosek**, U. of Utah

📖 OB: How Discrete Emotions Relate To Status Conferral in First Impression Interactions | **Shimul Melwani**, Wharton School, U. of Pennsylvania; **Jennifer Mueller**, U. of Pennsylvania; **Jennifer R. Overbeck**, U. of Southern California
OB: Affect: It's Concept Clean-Up Time | **Jonathan D. Raelin**, George Washington U.

OB: Effect of Supervisor-Rated Members' Emotional Intelligence on Performance: Roles of LMX and Trust | **Ziguang Chen**, City U. of Hong Kong; **Wing Lam**, Hong Kong Polytechnic U.

📖 OB: Emotions and Economics | **Arijit Chatterjee**, Pennsylvania State U.

OB: Development of a Theory and Measure of Molar Work Climate | **Maribeth Kuenzi**, U. of Central Florida

525 : (Paper Session) - (IP) **Attributes of Entrepreneurs I**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **George A. Redmond**, Franklin U.

📖 ENT: The Image of the Entrepreneur and the Self-Perception of German Business Owners | **Andrea Dorothea Buehrmann**, U. Muenster; **Katrin Hansen**, Gelsenkirchen U. of Applied Sciences; **Martina Schmeink**, Gelsenkirchen U. of Applied Sciences; **Aira Schöttelndreier**, U. Hagen

📖 ENT: Feeling and Thinking: An Infusion Perspective on the Entrepreneurial Decision to Start New Ventures | **Elena Dalpiaz**, Bocconi U.

📖 SIM: Exploring Social Entrepreneurs' Motivation: A Theory of Moral Engagement | **Constant D. Beugre**, Delaware State U.

📖 MOC: When is Enough, Enough? Cognitive and Personality Dimensions of Entrepreneurial Failure | **Alan D. Boss**, U. of Maryland, College Park

📖 ENT: The Transformational Entrepreneur: The New Paradigm of Leadership as a Key to New Venture Success | **James Edward Wilbanks**, U. of Missouri at Columbia; **Thomas W. Dougherty**, U. of Missouri, Columbia

526 : (Paper Session) - (IP) Doing Well for Doing Good

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Nardia Haigh**, U. of Queensland

🗨️ **ONE**: The Business Case for Biodiversity: Towards a Comprehensive Compilation of the Key Drivers | **Erica Wiseman**, McGill U.; **Nicolas Bertrand**, Secretariat of the Convention on Biological Diversity

🗨️ **ONE**: Organizational Change Towards Sustainable Development: Learning From a Best-Practice Zoo | **Hodge Annelies**, U. du Québec à Montréal; **Marie-France B. Turcotte**, Université du Québec à Montréal; **Danielle Desbiens**, U. of Quebec, Montreal

🗨️ **TIM**: Technological and Innovation Factors Relationships to Environmental and Technical Efficiency | **Joseph Sarkis**, Clark U.; **James J Cordeiro**, State U. of New York, Brockport

527 : (Paper Session) - (IP) Human Resource Management II

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **James S Pepitone**, Pepperdine U.

ODC: Balancing Retrenchment and Recovery in Corporate Restructuring Approaches | **Achim Schmitt**, HEC Geneva

HR: Plant Closures and Downsizing: Integrating Overlapping Literatures | **Craig R. Littler**, St. Andrews U.; **Magnus Hansson**, Orebro U.

🗨️ **HR**: High-Performance Work Systems and Labor Productivity in a Downsizing Environment | **Roderick D Iverson**, Simon Fraser U.; **Christopher D. Zatzick**, Simon Fraser U.

HR: Does the Tortoise Beat the Hare? The Impact of Employment Instability on Firm Performance | **Yong-Yeon Ji**, U. of Kansas; **Jake Messersmith**, U. of Kansas

528 : (Paper Session) - (IP) Integration Post-M&A

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Stephen V Horner**, Arkansas State U.

🗨️ **OMT**: Antecedents to Changing Identifications in a Merger: A Three-Stage Empirical Study. | **Audrey Rouzies**, EM Lyon

🗨️ **BPS**: Dating Before Marriage? Experience, Target Familiarity and Acquisition Success | **Andreas Al-Laham**, U. of Kaiserslautern; **Lars Schweizer**, Grenoble Ecole de Management; **Terry Amburgey**, U. of Toronto

🗨️ **BPS**: An Integrative Perspective to the Management of Cross-Border Acquisitions | **Satu Päivi Teerikangas**, Helsinki U. of Technology

🗨️ **BPS**: Resource Allocation in Acquisitions: Tradeoffs Between Integration and Operations | **Saikat Chaudhuri**, U. of Pennsylvania; **Abhijit Mandal**, U. of Warwick

529 : (Paper Session) - (IP) Intellectual Property

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Joan Ernst Van Aken**, Eindhoven U. of Technology

➔ **IM**: Rhetoric & Reality of International Intellectual Property Regimes: Copyright Protection for Software | **Srividya Jandhyala**, Wharton, U. of Penn

🗨️ **TIM**: Intellectual Property Awareness | **Robert Hamilton Pitkethly**, U. of Oxford

➔ **BPS**: Institutional Analysis of Strategies Against Piracy | **Arnaldo Luiz Ryngeblum**, U. Paulista-UNIP

➔ **TIM**: What Determines the Value of Patented Technology? A Theoretical Framework and Empirical Test | **Nils Omland**, WHU - Otto Beisheim School of Management; **Holger Ernst**, WHU - Otto Beisheim School of Management

🗨️ **BPS**: Liability of Foreignness in International Patenting | **Yoon-Suk Baik**, Korea Advanced Institute of Science & Technology; **Jaeyong Song**, Seoul National U.

530 : (Paper Session) - (IP) Inter-firm Collaboration

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Emery Yao**, U. of Kentucky

OMT: When Do Rivals Unite? A Test of Variation in Trade Association Activity | **Michael L. Barnett**, U. of South Florida

➔ **BPS**: Is the Relationship between Competitive Intensity and Collaborative Linkages Bidirectional? | **Jie Wu**, National U. of Singapore; **Nitin Pangarkar**, National U. of Singapore

🗨️ **CM**: Interorganizational Collaboration: Collective Mind, Beliefs and Behaviors in CyberTerror Exercises | **Stephanie Thomas Solansky**, U. of Houston-Victoria; **Tammy E. Beck**, U. of Houston, Clear Lake

🗨️ **BPS**: Resource Based Explanations of Make or Buy Decisions: Moderating Role of Environmental Uncertainty | **Werner Helmut Hoffmann**, Vienna U. of Economics and Business Administration; **Kerstin Neumann**, Vienna U. of Economics and Business Administration; **Gerhard Speckbacher**, Vienna U. of Economics and Business Administration

🗨️ **BPS**: Cooperating with the Competition to Develop the Industry in China: The Role of Goal Interdependence | **Dean Tjosvold**, Lingnan U.; **Peng Chunyan**, Lingnan U.; **Yi Feng Chen**, Lingnan U.; **Fang Sofia Su**, Shanghai U. of Finance and Economics

531 : (Paper Session) - (IP) Inter-team Relations

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Nathanael Fast**, Stanford U.

🗨️ **OB**: Beyond the Shadow of the Future: How Competitive Dynamics Generate Cooperation | **Corinne Coen**, U. at Buffalo, SUNY

🗨️ **MOC**: The Whole Versus the Sum of the Parts: Trust Differences in Individual and Collective Evaluations | **Charles E. Naquin**, DePaul U.; **Terri R. Kurtzberg**, Rutgers U.

🗨️ **CM**: The Effect of the Consensus-Making on Intergroup Trust and Reciprocity in Strategic Interactions | **Fei Song**, Ryerson U.

🗨️ **OB**: Perceived Intergroup Threat and the Status-Dominance Relationship | **Kimberly Rios Morrison**, Stanford U.; **Nathanael Fast**, Stanford U.

532 : (Paper Session) - (IP) Investment in Technology

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **James Harvey Moore**, Louisiana State U.

TIM: The Relatedness of New Technology Investments: Knowledge Breadth and Organizational Inertia | **Hsuan Lo**, Chia Nan U. of Pharmacy & Science

IM: Resource Linkages and Competitive Advantages in Foreign Direct Investment | **Tain-Jy Chen**, National Taiwan U.; **Homin Chen**, National Taiwan U.; **Ying-Hua Ku**, Chung-Hua Institution for Economic Research

- 📖 **TIM:** Stranded Asset Analysis in Strategic Technology Investment Decision Making | **Steven R. Harper**, U. of Illinois, Urbana-Champaign; **Deborah Thurston**, U. of Illinois at Urbana-Champaign
- 📖 **OB:** Top Management Emotions: Feeling Out a Firm's Investment in R&D | **Olivia Amanda O'Neill**, U. of Georgia; **Laura J. Stanley**, U. of Georgia; **Andrew Ward**, U. of Georgia
- 📖 **TIM:** Relationship between a Formal Education and a Successful Information Technology (IT) Manager | **Denise Eggersman**, Capella U.

533 : (Paper Session) - (IP) Organizational Design I
8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C2

- Facilitator:* **Michael J. Provitera**, Barry U.
- 📖 **OMT:** The Complexity of Organization Forms: The Creation of the Las Vegas Casino Gaming Population | **Jisung Kim**, Fordham U.; **Todd H Chiles**, U. of Missouri - Columbia
 - 🗣️ **BPS:** Building Routinization Model: Organizational Routines, Capabilities and Performance | **Chi-Yu Huang**, Tung-Fang Institute of Technology/ I-Shou U.; **Chen-Wei Yang**, Fooyin U.
 - 📖 **OM:** Organizing Remanufacturing Operations: A Transaction Cost Framework | **Pinar Martin**, Bocconi U.; **Daniel Guide**, Pennsylvania State U.
 - 🗣️ **PNP:** Dissolving the Standoff between Traditional Bureaucracy and New Public Management | **Michel Ehrenhard**, U. of Twente; **Jeffrey N. Hicks**, U. of Twente; **Celeste P. M. Wilderom**, U. of Twente; **Dennis Muntslag**, U. of Twente
 - 📖 **GDO:** Pleading the Fifth: Refocusing Acker's Gendered Substructure through the Lens of Organizational Logic | **Kelly Elizabeth Dye**, Acadia U.; **Albert J. Mills**, St. Mary's U.

534 : (Paper Session) - (IP) Women Managers
8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C3

- Facilitator:* **Lynn Bowes-Sperry**, Western New England College
- 📖 **ENT:** The Effect of Gender Stereotype Assimilation and Contrast on Entrepreneurial Intention | **Vishal K. Gupta**, U. of Nebraska Omaha; **Daniel Turban**, U. of Missouri, Columbia; **Nachiket Bhawe**, U. of Minnesota, Twin Cities
 - GDO:** Do Female Top Managers Promote a Family-Friendly Work Climate? | **Caroline Straub**, Ph.D. Student
 - GDO:** A Shoulder to Cry On? Exploring the Links Among Emotion, Gender & Perceived Organizational Support | **Sinead G. Ruane**, U. of Massachusetts, Amherst; **Emily T. Porschitz**, U. of Massachusetts, Amherst
 - 📖 **ENT:** Are All Women Created Equal? Leadership Styles Of Business Owners And Business Executives | **Cheryl Ann Tibus**, Mercer U.
 - 📖 **CAR:** Differential Correlates of Ambition with Career Outcomes for Men and Women | **Wendy C. Marcinkus**, Northern Illinois U.

535 : (Paper Session) - (IP) Citizenship Behaviors
8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C4

- Facilitator:* **Linn Van Dyne**, Michigan State U.
- 📖 **OB:** Coworker Provision and Individual Work Outcomes: A Theoretical Framework and Meta-Analysis | **Dan S.**

- Chiaburu**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.
- ODC:** Alternatives to Reciprocity in Unprescribed Cooperation | **Joao Cunha**, U. Nova de Lisboa
- 📖 **OB:** Downsides of Guanxi Practices in Chinese Organizations | **Weiling Hsu**, INSEAD; **An-chih Wang**, National Taiwan U.
- 📖 **HCM:** Impact of Culture on Commitment, Satisfaction, and Extra-Role Behaviors among Canadian ER Physicians | **Eric S. Williams**, U. of Alabama; **Kent Rondeau**, U. of Alberta; **Louis H Francescutti**, U. of Alberta

536 🗣️🗣️: (Paper Session) - (MC) The Currency of Consulting: Growing and Deploying Intellectual Capital
8:30am - 10:20am Loews Philadelphia: Regency Ballroom C1

- Chair:* **Norma L. Davis**, Connective Edge Resources
Discussants: **Matthew Semadeni**, Kelley School of Business, Indiana U.; **Danna Greenberg**, Babson College
- 🗣️🗣️ **Strategic HRM and Intellectual Capital in Australian Professional Service Firms** | **Karen Ly**, U. of Technology, Sydney; **Stephen T.T. Teo**, U. of Technology, Sydney
 - Layoff Alternatives in Knowledge-Intensive Firms: An Exploratory Study of Management Consulting** | **Marla Kameny**, U. of St. Gallen; **Andreas Schwab**, Louisiana State U.
 - 🗣️ **Building Cross-Cultural Cooperation in a Small Size Business. Phase 1: Organizational Diagnosis** | **Andres Fernando Davila**, ISEOR, U. of Lyon 3
- Winner of the Bentley College/HEC Outstanding Student Paper Award**
- 🗣️ **Management Control Consulting in Independent Professions: Problematics, Stakes and Methods** | **Laurent Cappelletti**, ISEOR, U. of Lyon 3; **Emmanuel Beck**, ISEOR, U. of Lyon 3; **Djamel Khouatra**, ISEOR, U. of Lyon 3

537 📖🗣️: (MED) Career Development in the Twenty-First Century: Effects on Management Education and Entrepreneurship
8:30am - 10:20am Pennsylvania Convention Center: Room 108B

- Chair:* **Dorothy Perrin Moore**, College of Charleston
- Career Development in the Twenty-First Century: Effects on Management Education and Entrepreneurship** | **Steven Armstrong**, U. of Hull; **Eugene Sadler-Smith**, U. of Surrey; **Shawn M. Carraher**, Cameron U.; **Madeline M. Crocitto**, SUNY College at Old Westbury; **Sherry E. Sullivan**, Bowling Green State U.; **Lisa A Mainiero**, Fairfield U.; **Sally J. Power**, U. of St. Thomas; **M Alix Valenti**, U. of Houston, Clear Lake; **Kevin Wooten**, U. of Houston, Clear Lake; **Louis White**, U. of Houston, Clear Lake
- Presenters:* **Steven Armstrong**, U. of Hull; **Shawn M. Carraher**, Cameron U.; **Madeline M. Crocitto**, SUNY College at Old Westbury; **Sally J. Power**, U. of St. Thomas; **M Alix Valenti**, U. of Houston, Clear Lake
- Participants:* **Eugene Sadler-Smith**, U. of Surrey; **Sherry E. Sullivan**, Bowling Green State U.; **Lisa A Mainiero**, Fairfield U.; **Kevin Wooten**, U. of Houston, Clear Lake; **Louis White**, U. of Houston, Clear Lake

538 📖🗣️🗣️: (Paper Session) - (MED) Internship and Action Learning: Innovations and Options
8:30am - 10:20am Pennsylvania Convention Center: Room 109A

- Facilitator:* **Linn Van Dyne**, Michigan State U.
- 📖 Teaching-oriented | 🗣️ Practice-oriented | 🗣️ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 🗣️ Best Paper Proceedings

MONDAY

Chair: **Carolyn Wiley**, Roosevelt U.

Discussant: **Jim Lyttle**, Long Island U.

- ☞ → 📖 Preparing Internationally Minded Business Graduates: The Role of International Mobility Programs | **Claude Marcotte**, Concordia U.; **Jocelyn Desroches**, U du Québec à Montréal; **Isabelle Poupard**, U. du Québec à Montréal
- 📖 Utilizing Business Advisory Groups to Increase Student Self-Efficacy | **Jack Ryan**, King's College; **Joan M. Blewitt**, King's College
- 📖 📖 Learning Fast: Understanding MBA Internship Effectiveness | **Gerard Beenen**, Carnegie Mellon U.
- International Action Learning: A Vehicle for Developing Criticality? | **Amanda Hay**, Nottingham Trent U.

539 📖 📖 📖: (Paper Session) - (MED) Positioning Business Schools for the Future

8:30am - 10:20am Pennsylvania Convention Center: Room 109B

Chair: **Eric G Kirby**, Texas State U.

Discussant: **Frank M Shipper**, Salisbury U.

- ☞ → The Dual Market Structure in Executive Education and the Challenges for Business Schools | **Graeme Martin**, U. of Glasgow; **Ian Robson**, Glasgow Caledonian U.
- 📖 📖 📖 Building a Competency-Based MBA from the Ground up: Curriculum Design and Program Delivery | **Alan T Belasen**, State U. of New York, Empire State College; **Rosalyn Rufer**, State U. of New York, Empire State College
- 📖 📖 Developing Paradigmatic Awareness in Business Schools: the Challenge for Executive Education | **Richard T. Harrison**, Queen's U. Belfast; **Robert Chia**, U. of Aberdeen; **Claire M Leitch**, Queen's U. Belfast
- ☞ 📖 Management Education as a Transformational Space: A Systems Psychodynamics Perspective | **Gianpiero Petriglieri**, INSEAD; **Jennifer Louise Petriglieri**, INSEAD

540 📖 📖: (Paper Session) - (MH) Understanding Management: Searching the Archives

8:30am - 10:20am Loews Philadelphia: Congress A

Chair: **David D Van Fleet**, Arizona State U.

Discussants: **David A Lamond**, Wuhan U.; **Michele A Govekar**, Ohio Northern U.; **Sharon Topping**, U. of Southern Mississippi; **Eldon H Bernstein**, Lynn U.

- 📖 The Myth of Modern Management: Agrarian Origins of Administrative Theory | **Martin Ruef**, Princeton U.; **Alona Harness**, Hebrew U. of Jerusalem
Winner of John F. Mee Management History Contribution Award
- 📖 The Man in the Gray Flannel Suit in the Executive Suite: American Corporate Movies in the 1950s | **Bert Alan Spector**, Northeastern U.
- 📖 A Product of 'His' Time? Exploring the Construct of the Ideal Manager in the Cold War Era | **Patricia Genoe McLaren**, Saint Mary's U.; **Albert J. Mills**, St. Mary's U.
- 📖 The Search for "Hawthorne": Old Industrial Films Reveal New Insights into Management History | **Charles D. Wrege**, Cornell U.

541 📖: (Paper Session) - (MOC) Innovation, Creativity, and Knowledge Transfer

8:30am - 10:20am Pennsylvania Convention Center: Room 110A

📖 Teaching-oriented | 📖 Practice-oriented | → International-oriented | 📖 Theme-oriented | 📖 Research-oriented | 📖 Visual Presentation | 📖 Best Paper Proceedings

Chair: **Jeroen Kraaijenbrink**, U. of Twente, NIKOS

Discussant: **Jamal Shamsie**, Michigan State U.

- Organizational Slack as a Moderator of the Relation Between Innovation and Organizational Climate | **Ignacio Tamayo**, U. of Granada; **Teresa Ortega**, U. of Granada; **Antonio Ruiz-Moreno**, U. of Granada; **F. Javier Llorens Montes**, U. of Granada
- 📖 A Theory of Relationship Creativity | **Subrata Chakrabarty**, Texas A&M U.; **Richard W. Woodman**, Texas A&M U.
- ☞ 📖 What's in a Tie? Knowledge Transfer and the Dimensions of Dyadic Social Capital | **Daniel Z. Levin**, Rutgers U.; **Jorge Walter**, Portland State U.; **Melissa M. Appleyard**, Portland State U.
- 📖 📖 Overcoming Contextual Barriers In Knowledge Transfer: Making The 'Invisible' Salient | **James F. Nebus**, U. of North Carolina, Charlotte; **Kah-Hin Chai**, National U. of Singapore

542 📖 📖: (Paper Session) - (MSR) Spirit and Work Structures, Paradigms, and Contexts

8:30am - 10:20am Loews Philadelphia: Congress B

Chair: **Pedro David Perez**, Cornell U.

Discussant: **Michaela Driver**, East Tennessee State U.

- 📖 → 📖 Practical Compassion: Towards a Critical Spiritual Foundation for Corporate Responsibility | **Marjolein Lips-Wiersma**, U. of Canterbury; **Venkataraman Nilakant**, U. of Canterbury
- ☞ 📖 Mind [Mine] the Gaps: Strategic Employment of Stillness | **David A. Cowan**, Miami U.
- 📖 📖 Technical Spirituality at Work: Jacques Ellul on Workplace Spirituality | **Cathy A Driscoll**, Saint Mary's U.; **Elden Wiebe**, Saint Mary's U.

543 → 📖: (Paper Session) - (OB) Feeling Your Way: Emotional Labor in Organizations

8:30am - 10:20am Philadelphia Marriott: Independence I

Chair: **Kimberly Dean Dorsey**, Delta State U.

Discussant: **Alicia A. Grandey**, Pennsylvania State U.

- ☞ 📖 Distinguishing Between Types of Surface Acting and Active Deep Acting Emotional Labor | **Gary J. Blau**, Temple U.; **Jason Fertig**, Temple U.; **Donna Surges Tatum**, Meaningful Measurement Inc; **Stacey Lea Connaughton**, Purdue U. Indiana; **Dong Soo Park**, Yeungnam U.; **Catherine Marshall**, Temple U.
- 📖 Effects of Transformational Leadership on Customer Service: The Role of Emotional Labor | **Aichia Chuang**, National Taiwan U.; **Yuann Jun Liaw**, National Taiwan U.
- 📖 Emotion Regulation Strategies at Work and Their Relation to Perceived Leadership Behaviors | **Jochen I. Menges**, U. of St. Gallen
- ☞ 📖 Acting and Performing: The Mediating Role of Manager Emotional Intelligence | **Lillis Melita Prati**, East Carolina U.; **Joy Humphries Karriker**, East Carolina U.

544 📖: (Paper Session) - (OB) Transformational Leadership: New Applications

8:30am - 10:20am Philadelphia Marriott: Independence II

Chair: **Veronica B. Manlow**, Brooklyn College

Discussant: **Charles G. Capps**, Lipscomb U.

→ Spirituality, Values and Transformational Leadership: Relationship with Identity and Performance | **Niti Singh**, Gallup Organization; **Venkat R. Krishnan**, Great Lakes Institute of Management

📖 The Influence of Transformational Leadership on Newcomers' Union Attitudes: A Longitudinal Study | **Anthony Edward Carroll**, Queen's School of Business, Canada; **Julian Barling**, Queen's U.; **Daniel G. Gallagher**, James Madison U.; **Paul Clark**, Pennsylvania State U.; **Clive J. A. Fullagar**, Kansas State U.

🗣️ Moderator or Mediator? Examining the Role of Trust in the Transformational Leadership Paradigm | **J. Lee Whittington**, U. of Dallas; **Vicki L. Goodwin**, U. of North Texas; **Brian Murray**, U. of Dallas; **Thomas Nichols**, U. of North Texas

📖 Goal Commitment and Transformational Leadership: The Role of Productive Organizational Energy | **Sabine Poralla**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen; **Frank Walter**, U. of St. Gallen

545 → 📖: (Paper Session) - (OB) **Trust in Whom? Trust Across Multiple Foci**

8:30am - 10:20am Philadelphia Marriott: Independence III

Chair: **Filiz Tabak**, Towson U.

Discussant: **Mark Gavin**, Oklahoma State U.

📖 Effects of Trusting, Feeling Trusted, and Mutual Trust Within Vertical Dyads | **Dora C. Lau**, Chinese U. of Hong Kong; **Long Wai Lam**, U. of Macau

→ Refraining from Help: Co-workers' Antisocial Behaviors, Trust in Employer, and Helping Behaviors | **Stefan Thau**, London Business School; **Rebecca J. Bennett**, Louisiana Tech U.; **Christian Troester**, Rotterdam School of Management, Erasmus U.; **Rafael Wittek**, U. of Groningen

📖 Similarity, Trust, and Disagreement: A Reassessment of Calls for Independent Boards of Directors | **Gerwin Van der Laan**, U. of Groningen; **Gijsbert Willenborg**, U. of Groningen; **Hans Van Ees**, U. of Groningen

📖 What Matters to Whom? - Managing Trust Across Multiple Stakeholder Groups | **Michael Andreas Pirson**, Harvard U.; **Deepak Malhotra**, Harvard U.

546 🗣️ 📖: (Paper Session) - (OB) **Getting Into It: Job Engagement and Involvement**

8:30am - 10:20am Philadelphia Marriott: Room 301

Chair: **Spencer Harrison**, Arizona State U.

Discussant: **C. V. Harquail**, Independent Scholar

📖 Followership as a Mediator Between Job Involvement and Affective Organizational Outcomes | **Anita Blanchard**, U. of North Carolina, Charlotte; **Jennifer Welbourne**, U. of North Carolina, Charlotte; **David C. Gilmore**, U. of North Carolina, Charlotte; **Angela Bullock**, U. of North Carolina, Charlotte

📖 An Expanded Model of Employee Engagement: An Organizational Test of Determinants and Outcomes | **Christopher H. Thomas**, Northern Illinois U.

🗣️ 📖 Job Engagement: More Than Just Old Wine in a New Bottle | **Bruce Louis Rich**, U. of Florida; **Jeffrey LePine**, U. of Florida

🗣️ 📖 Work Engagement: A Meta Analytic Review and Directions for Research in an Emerging Area | **Michael Christian**, U. of Arizona; **Jerel Slaughter**, U. of Arizona

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 🗣️ Best Paper Proceedings

547 → 📖: (Paper Session) - (OB) **Give and Take: Exchange Relationships in Organizations**

8:30am - 10:20am Philadelphia Marriott: Room 309

Chair: **Michele L. Swift**, CSU Bakersfield/Oregon State U.

Discussant: **Tracey Rockett**, U. of Texas, Dallas

📖 Organizational Support and Obstruction: An Expanded View of Exchange in Organizations | **Ray Gibney**, U. of Pittsburgh; **Thomas J. Zagenczyk**, Clemson U.; **Jerry Bryan Fuller**, Louisiana Tech U.; **Kim Hester**, Arkansas State U.; **Turanay Caner**, North Carolina State U.

→ 🗣️ 📖 The Roles of Exchange Ideology for Both Sides of the Social Exchange Equation | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Xiaoye Wang**, Hong Kong U. of Science and Technology; **Emily M. Nason**, Hong Kong U. of Science and Technology

The "Social" Aspect of Social Exchange Relationships: The Roles of Relational Exchange Ideology | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Seokhwa Yun**, Seoul National U.; **Emily M. Nason**, Hong Kong U. of Science and Technology; **Xiaoye Wang**, Hong Kong U. of Science and Technology

🗣️ 📖 Authenticity, Commitment, and Trust in Exchange Relations | **Matthew D. Hoffberg**, Cornell U.

Negative Exchange Relationships at Work: Their Antecedents and Consequences | **Vijaya Venkataramani**, Purdue U., West Lafayette; **Subrahmaniam Tangirala**, U. of Maryland, College Park

548 🗣️ 📖: (Paper Session) - (OB) **Justice Perceptions and Their Impact**

8:30am - 10:20am Philadelphia Marriott: Room 310

Chair: **Whitney B. Berta**, U. of Toronto

Discussant: **Kelly E. See**, New York U.

📖 Global Justice Perceptions as Mediators of Specific Justice Dimension Effects | **Brian C. Holtz**, U. of Calgary; **Crystal M. Harold**, Indiana U. Purdue U. Indiana

🗣️ 📖 Fairness Heuristic Theory: Do Overall Fairness & Trust Certainty Mediate & Moderate Justice Effects? | **David A. Jones**, U. of Vermont; **Martin L. Martens**, Concordia U.

📖 Fairness Perceptions and Policy Changes: The Role of Social Comparison Processes and Identity | **Jesus Bravo**, Arizona State U.

🗣️ 🗣️ 📖 Doing Well By Doing Good: Effects of Multi-Foci Justice on Performance and Organizational Learning | **Fred O. Walumbwa**, Arizona State U.; **Russell Cropanzano**, U. of Arizona

549 → 📖: (OB) **Organizational Constraints at Work: New Findings Regarding Well-Being and Performance**

8:30am - 10:20am Pennsylvania Convention Center: Room 103C

Chair: **Charlotte Fritz**, Bowling Green State U.

Organizational Constraints and Performance-Related Outcomes | **Charlotte Fritz**, Bowling Green State U.; **Erin N. Smith**, Bowling Green State U.; **Bing C. Lin**, Bowling Green State U.

Necessity is the Mother of Behavior | **Suzy Fox**, Loyola U. Chicago; **Paul E. Spector**, U. of South Florida; **Kari Bruursema**, U. of South Florida; **Stacey Robin Kessler**, U. of South Florida/Montclair State U.; **Angeline Goh**, U. of South Florida

Organizational Constraints in China and the U.S. | **Cong Liu**, Illinois State U.; **Margaret M. Nauta**, Illinois State U.; **Chaoping Li**, Renmin U.

Putting Workload-Strains Relationship Into "Context" | **Liuqin Yang**, U. of South Florida; **Paul E. Spector**, U. of South Florida; **Tammy D. Allen**, U. of South Florida; **Cary L. Cooper**, Lancaster U.; **Laurent M. Lapierre**, U. of Ottawa; **Ivonne Moreno-Velázquez**, U. of Puerto Rico - Rio Piedras; **Steven A. Y. Poelmans**, IESE, U. of Navarra; **Oi Ling Siu**, Lingnan U.

Situational Constraints and Interpersonal Conflict | **Steve Jex**, Bowling Green State U.; **Christopher J. L. Cunningham**, U. of Tennessee at Chattanooga

550 📄: (Paper Session) - (OB) Abusive Supervision

8:30am - 10:20am Pennsylvania Convention Center: Room 110B

Chair: **Elizabeth Anne Christo-Baker**, U. of Toledo

Discussant: **Gergana T. Markova**, Wichita State U.

📄 Linking Abusive Supervision, Surface Acting and Deep Acting, and Subordinates' Well-being | **Tsung-yu Wu**, Soochow U.; **Changya Hu**, National Taiwan U. of Science and Technology

Abusive Supervision and Subordinate Aggression: The Role of Self-Esteem and Narcissism | **James Paul Burton**, Northern Illinois U.; **Jenny M. Hoobler**, U. of Illinois, Chicago

Perceived Similarity with Supervisor, Victim Precipitation, and Abusive Supervision | **Sherry E. Moss**, Wake Forest U.; **Bennett J. Tepper**, Georgia State U.

Perceived Accountability and Abusive Supervision: Who's Really in Control? | **Denise Marie Breaux**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **Pamela Perrewe**, Florida State U.

551 🗣️📄 SHCS: (OB, GDO, CM) Does it Pay to be Sensitive? Unexpected Consequences of Avoiding Prejudice

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom C

Strategic Colorblindness and Interracial Interaction: Playing the "Political Correctness Game" | **Michael Norton**, Harvard U.; **Samuel R. Sommers**, Tufts U.; **Evan Apfelbaum**, Tufts U.; **Dan Ariely**, Massachusetts Institute of Technology

Avoiding the Appearance of Bias in Evaluative Groups | **Denise Lewin Loyd**, Massachusetts Institute of Technology

On the Cognitive Consequences of Avoiding Prejudice | **Sophie Trawalter**, Northwestern U.; **Jennifer Richeson**, Northwestern U.

Political Correctness and Creativity in Demographically Homogeneous and Heterogeneous Groups | **Jack Anthony Goncalo**, Cornell U.; **Jennifer A. Chatman**, U. of California, Berkeley; **Michelle Duguid**, Cornell U.

Participant: **Adam Galinsky**, Northwestern U.

552 📄 JS: (OB, GDO, CM) The Role of Dyads in Small Group Research

8:30am - 10:20am Pennsylvania Convention Center: Room 103A

Organizers: **Lindred Greer**, Leiden U.; **Karen A. Jehn**, Leiden U.

Facilitator: **Katherine Klein**, U. of Pennsylvania

The Relational Underpinnings of Conflict and Cohesion in Teams | **Andrew P. Knight**, U. of Pennsylvania; **Katherine Klein**, U. of Pennsylvania; **Archie L. Bates**, United States Military Academy

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🖥️ Visual Presentation | 🏆 Best Paper Proceedings

Dyadic Expertise Differences and Complementarity in Teams | **Aad Oosterhof**, U. of Groningen; **Gerben S. Van Der Vegt**, U. of Groningen; **Evert Van de Vliert**, U. of Groningen; **Karin Sanders**, U. Twente, The Netherlands

The Impact of Dyadic Communication Awareness on the Quality of Group Decisions | **Roderick Swaab**, Northwestern U.; **Katherine W. Phillips**, Northwestern U.; **Daniel Diermeier**, Northwestern U.; **Victoria Husted Medvec**, Northwestern U.

The Effects of Team Composition on Dyadic Interactions | **Karen A. Jehn**, Leiden U.; **Lindred Greer**, Leiden U.

553 🗣️📄 JS: (OB, HR, MED) Group Learning: Overcoming Challenges from Theory to Application

8:30am - 10:20am Pennsylvania Convention Center: Room 103B

Chairs: **Valerie I. Sessa**, Montclair State U.; **Manuel London**, Stony Brook U.

Fitness Peaks and Gravity Wells: How Complex Adaptive Systems Learn | **Holly Arrow**, London Business School; **Jonathan Cook**, U. of Oregon

Aligning Group Learning with Learning Triggers and Readiness to Learn | **Valerie I. Sessa**, Montclair State U.; **Manuel London**, Stony Brook U.

Crossing the Chasm of Culture and Distance: Special Challenges Global Virtual Teams Encounter | **Norhayati Zakaria**, U. Utara Malaysia; **Andrea Amelinckx**, U. of Lethbridge; **David Wilemon**, Syracuse U.

Team Learning on Messy Problems | **Etienne Rouwette**, Radboud U. Nijmegen; **Jac A. M. Vennix**, U. of Nijmegen

Timing, Conflict, and Competencies: Developing Best Practices in Team Interventions | **Joyce Silberstang**, Adelphi U.

Assessing Group Learning Interventions: What Difference Does it Make? And Who Cares? | **Richard J. Klimoski**, George Mason U.; **Ted Gessner**, George Mason U.

554 📄 JS: (OB, TIM, MOC) New Frontiers in Creativity: Exploring Levels of Analysis and Organizational Change

8:30am - 10:20am Philadelphia Marriott: Liberty Ballroom B

Chairs: **Shalini Khazanchi**, Rochester Institute of Technology; **Holly S. Slay**, Seattle U.

Discussant: **Lucy L. Gilson**, U. of Connecticut, Storrs

Multilevel Creative Tensions: Managing Paradoxes of Organizational Creativity | **Amy Ingram**, U. of Cincinnati; **Marianne W. Lewis**, U. of Cincinnati; **Konstantinos Andriopoulos**, Brunel U.; **Manto Gotsi**, Aberdeen U.

Team Leadership, Team Dynamics, and Team Innovation: An Ethnographic Investigation | **Henry P. Sims**, U. of Maryland

Creativity in Organizational Routines: Translating Individual Agency Into Organizational Flexibility | **Walter Davis**, U. of Mississippi; **W. Randy Evans**, U. of Arkansas, Little Rock; **Lucy L. Gilson**, U. of Connecticut, Storrs

Creativity During an Organizational Change | **Shalini Khazanchi**, Rochester Institute of Technology; **Holly S. Slay**, Seattle U.; **Mathew L. Sheep**, Illinois State U.; **Sandra Rothenberg**, Rochester Institute of Technology

555 ➔ 📄: (Paper Session) - (OCIS) Software Development -- Cross-Cultural Issues and Shared Meaning

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom J

Chair: **Michael Boyer O'Leary**, Boston College

- Discussant: Elizabeth Davidson*, U. of Hawai'i, Manoa
 ➔📄 Intercultural Interaction in Distributed Teams: Saliency of and Adaptations to Cultural Differences | **Catherine Cramton**, George Mason U.; **Pamela Hinds**, Stanford U.
 📄 Knowledge Sharing in Cross-Cultural Software Teams | **Michael Barrett**, U. of Cambridge; **Eivor Oborn**, Imperial College London
 📄 On the Same Page: Collective Hermeneutics in a Systems Development Team | **Sean William Hansen**, Case Western Reserve U.; **Julie Rennecker**, Rennecker Research & Consulting

556 📄: (Paper Session) - (OCIS) **Agility, Resilience, and IT Strategy**

8:30am - 10:20am Philadelphia Marriott: Room 307

Chair: Alexandre Barsi Lopes, U. of Cincinnati

Discussant: Robert G. Fichman, Boston College

- ➔📄 When Do Improvisational Capabilities Trump Dynamic Capabilities? | **Paul A. Pavlou**, U. of California, Riverside; **Omar A. El Sawy**, U. of Southern California
 📄 A Systematic Assessment of Methodological Issues in IT-Strategy Research | **Angel J. Salazar**, Manchester Metropolitan U.
 🗣️📄 A Framework for Building Organizational Resilience Through IT-Enabled Enterprise Risk Management | **Lih-Bin Oh**, National U. of Singapore; **Teck-Wee Phua**, National U. of Singapore
 📄 Information Technology Outsourcing Alliances: A Strategic Alternative for IT-Capable Companies | **Theophanis C. Stratopoulos**, U. of Waterloo; **Mihir A. Parikh**, U. of Central Florida; **Peter J Lane**, U. of New Hampshire

557 : (Paper Session) - (ODC) **Organizational Learning**

8:30am - 10:20am Loews Philadelphia: Commonwealth D

Chair: Garry L. Adams, Auburn U.

Discussant: Sandra M. Martinez, US Army War College

- Sustainable Change: Long-term Efforts Toward Developing a Learning Organization | **Sonja A. Sackmann**, U. Bundeswehr, Munich; **Petra M. Eggenhofer**, U. Bundeswehr, Munich; **Martin Friesl**, U. Bundeswehr, Munich
 📄 Development and Validation of Competency Iceberg Model | **Angela Shin-yih Chen**, National Chung Hsing U.; **Yi-chun Lin**, Department of International Business, I-Shou U. Taiwan; **Kai-Tang Fan**, National Chung Hsing U.; **Min-dau Bian**, Chaoyang U. of Technology
 📄 Partner Similarity: Organizational Learning and Knowledge Transfer in Strategic Alliances | **Lina Deng**, U. of Illinois at Urbana-Champaign; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign
 ➔🗣️ Transformative Learning & Appreciative Inquiry: A More Perfect Union for Deep Organizational Change | **Loretta L. Donovan**, Columbia U.; **Susan R. Meyer**, Columbia U.; **Stephen P Fitzgerald**, Touro U. International
 📄 Environmental Uncertainty, Organizational Culture, Learning and Performance | **Baiyin Yang**, U. of Minnesota; **Zhang Mian**, Tsinghua U.; **Li Hai**, Beijing Normal U.

558 : (ODC) **ODC Theme Session: What Good is Theory for the Practice of Organizational Change?**

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | ➔ Best Paper Proceedings

Chair: Frank J. Barrett, Naval Postgraduate School
Presenters: Karl E Weick, U. of Michigan, Ann Arbor; **Kenneth Gergen**, Swarthmore College; **Jean M. Bartunek**, Boston College; **Steven Kelman**, Harvard U.

559 : (OM) **OM Division Welcome & Breakfast**

8:30am - 9:00am Philadelphia Marriott: Franklin 13

The OM Division welcomes all members to breakfast and opening session.

560 📄: (OMT) **Grade of Membership: Meaning, Constraints, and Consequences of Partial Categorical Membership**

8:30am - 10:20am Philadelphia Marriott: Franklin 6

Organizer: Ming D. Leung, Stanford U.

Discussants: Michael T Hannan, Stanford U; **Ezra Zuckerman**, Massachusetts Institute of Technology

- The Similarity Structure of Organizational Populations: The Case of U.S. Higher Education | **Balazs Kovacs**, Stanford U.
 Which One of These Does Not Belong? Grade of Membership Effects on Audience Schema Development | **Ming D. Leung**, Stanford U.
 Negative Categories and the Transmission of Stigma | **Elizabeth G. Pontikes**, Stanford U; **Hayagreeva Rao**, Stanford U.
 Network Mobility and the Impact on Organizational Identity: The U.S. Film Industry, 1900-2005 | **Jarrett Spiro**, Stanford U.

561 📄: (OMT) **OMT Breakfast and Distinguished Scholar Presentation**

8:30am - 10:20am Philadelphia Marriott: Franklin 7

Introduction: Henrich R. Greve, BI Norwegian School of Management

Division Chair: Gerald F Davis, U. of Michigan, Ann Arbor

Program Chair: William Ocasio, Northwestern U.

Distinguished Speaker: Ronald S. Burt, U. of Chicago

"Clues to a General Foundation for Social Capital Theory from Returns to Your Neighbor's Network" | **Ronald S. Burt**, U. of Chicago

562 📄: (Paper Session) - (OMT) **Emergence and Dynamics of Organizational Routines**

8:30am - 10:20am Philadelphia Marriott: Room 402

Chair: Georg Schreyogg, Freie U. Berlin

- 📄 Developing a Co-organizing Model of Organizational Routines from Garbage Cans | **Scott F. Turner**, U. of Maryland; **Violina Rindova**, U. of Texas, Austin
 📄 A Situation-Behavior Model of the Emergence of the Firm | **Peter Bryant**, Macquarie U., Sydney
 📄 Contested Practices in Routines | **Irma Bogenrieder**, RSM Erasmus U.; **Slawomir Magala**, Erasmus U. Rotterdam
 ➔ Institutionalizing Change in Organizations: Structures, Routines and Symbols | **Anna Canato**, Bocconi U.

563 📄: (Paper Session) - (OMT) **Entrepreneurship in Organizations**

8:30am - 10:20am Philadelphia Marriott: Room 403

Chair: Christopher I. Rider, U. of California, Berkeley

Discussant: Elaine Romanelli, Georgetown U.

MONDAY

- 📖 Organizational Transformation in the Creation of Chinese Private Entrepreneurs | **Dali Ma**, U. of Chicago
- 📖 How Do Young Firms Grow? Scalability as a Driver of Boundaries in Nascent Markets | **Filipe Manuel Simoes Dos Santos**, INSEAD
- The Differential Impact of Intangible Resources on the Growth of Young and Old Firms | **Mukti V Khaire**, Harvard U.; **Heather Haveman**, UC Berkeley
- 📖 Capabilities & Technological Change: Science vs Business-Based Entrepreneurs In Venture Performance | **Alva Taylor**, Dartmouth College; **Miguel Angel Campo-Rembado**, Dartmouth College

564 📖: (Paper Session) - (OMT) Institutionalization and Deinstitutionalization in Organizational Fields

8:30am - 10:20am Philadelphia Marriott: Room 404

Chair: **Florian A. Taeube**, Imperial College London

Discussant: **Andrew J. Hoffman**, U. of Michigan

- 📖 The Discursive and Practical Mechanisms of Organizational Imprinting | **Victoria Johnson**, U. of Michigan
- 📖 The Institutionalisation of Management Fashions as a Process of Professionalisation | **Markus Perkmann**, Loughborough U.
- 📖 Institutions in Action: Tenure Systems and Faculty Employment in Colleges and Universities | **Wesley Sine**, Cornell U.; **Pamela S. Tolbert**, Cornell U.; **Sangchan Park**, Cornell U.
- 📖 The Deinstitutionalization of a FCE at the End of the 19th Century in the French Art Field | **Helene Delacour**, IAE of Toulouse; **Bernard Leca**, Nottingham U. Business School

565 → 📖 JS: (OMT, BPS) Beyond Received Wisdom: Professionals and Professional Service Firms

8:30am - 10:20am Philadelphia Marriott: Room 401

Organizers: **Laura Empson**, U. of Oxford; **Joseph Broschak**, U. of Arizona

- Demise of Professional Partnership? Emergence and Diffusion of Publicly-traded PSFs | **Andrew von Nordenflycht**, Simon Fraser U.
- Is Reputation Unequivocally Good? Reputation and Path-dependency in Large U.S. Law Firms | **Peter D Sherer**, U. of Calgary
- Rhetoric that Matters: How PSFs Integrate Legitimation and Differentiation | **Candace Jones**, Boston College; **Reut Livne-Tarandach**, Boston College
- Understanding Organization of PSFs: Structure of Professions and Professional Careers | **Huseyin Leblebici**, U. of Illinois
- Organizing and Strategizing for the Three E's of PSFs: Continuous Compromises or Achievable Optimum? | **Bente Lowendahl**, BI Norwegian School of Management

566 📖 JS: (OMT, CMS, ODC) The Micro-Mechanisms of Institutional Change: Transforming Institutions in Everyday Action

8:30am - 10:20am Philadelphia Marriott: Franklin 5

Chair: **Walter Powell**, Stanford U.

Discussant: **Stephen Barley**, Stanford U.

- The Grooming of Political Opportunity in Institutional Change Processes | **Douglas Creed**, U. of Rhode Island; **Elizabeth A. Cooper**, U. of Rhode Island
- From Photos to Pixels: Micro-institutional Dynamics in Institutional Change | **Kamal Munir**, U. of Cambridge; **Matthew Jones**, Cambridge U.; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **Jochen Runde**, Cambridge U.; **Lynne Nikolychuk**, Kings College, U. of London
- Defending Micro-institutional Stability: Countermobilization in Two Surgical Teaching Hospitals | **Katherine C. Kellogg**, Massachusetts Institute of Technology
- Extinguishing Institutions: A Case Study of Traditions as Institutionalized Practice | **Tina Dacin**, Queen's U. Canada; **Peter Dacin**, Queen's U. Canada

567 📖: (Paper Session) - (ONE) Environmental Management Systems

8:30am - 10:20am Loews Philadelphia: Regency Ballroom C2

Chair: **Frances E Bowen**, U. of Calgary

- 📖 Substantive versus Symbolic Implementation of ISO 14001: The Role of Corporate Headquarters | **Deepa Aravind**, Rutgers U.; **Petra Christmann**, Rutgers U.
- 📖 Does Sponsorship Matter? Assessing the Pressures to Participate in Voluntary Environmental Programs | **Nicole Darnall**, George Mason U.; **Matthew Potoski**, Iowa State U.; **Aseem Prakash**, U. of Washington
- 📖 Satisficing Signaling: Corporate Social Strategy and Certified Management Standards | **Ann Katrin Terlaak**, U. of Wisconsin, Madison
- 📖 Substance, Symbol and Signal in Environmental Performance | **Dror Etzion**, IESE, U. of Navarra

568 📖: (Paper Session) - (PNP) Networked, Partnered, and Otherwise Connected: Interorganizational Relations between the Public and Private Sector

8:30am - 10:20am Loews Philadelphia: Howe

Chair: **Kira Kristal Reed**, Syracuse U.

Discussant: **Jessica Word**, U. of Nevada, Las Vegas

- 📖 Conceptualizing Coordination Problems in Temporary Interorganizational Networks | **Bas Rietjens**, Netherlands Defense Academy; **Paul C Van Fenema**, Netherlands Defense Academy; **Peter van Baalen**, RSM Erasmus U.
- 📖 Mobile Trust, Enacted Relationships: Social Capital in a State-Level Policy Network | **R. Karl Rethemeyer**, U. at Albany, SUNY; **Deneen M. Hatmaker**, U. at Albany, SUNY
- 📖 Between Commonwealth and Competition: Understanding Public-Private Partnerships | **Miguel Rivera-Santos**, Babson College; **Carlos Rufin**, Babson College
- 📖 Network Characteristics and the Impacts on Network Performance | **Sang Ok Choi**, California State U. Dominguez Hills; **Seung-Bum Yang**, California State U. Fullerton

569 📖: (PNP) Service Learning: Doing Good for Both Students and Communities

8:30am - 10:20am Loews Philadelphia: Lescaze

Organizer: **Dean F. Eitel**, DePaul U.

Presenters: **Tim O Peterson**, Texas A&M U.; **Regan Harwell Schaffer**, Pepperdine U.; **Tracey Honeycutt Sigler**, Northern Kentucky U.

570 📄: (Paper Session) - (RM) **Qualitative & Quantitative Methods**

8:30am - 10:20am Philadelphia Marriott: Franklin 8

Chair: **Margaret Williams**, Virginia Commonwealth U.

Discussant: **Andrea Casey**, George Washington U.

- 📄 Re-using Qualitative Data in Management Sciences: A Second Choice? | **Olivier Germain**, Normandy Business School; **Didier Chabaud**, Ecole de Management de Normandie
- 📄 Using Set-theoretic Approach to Configurations: A Study of Business Strategies and Resources | **Na Ni**, U. of Manitoba; **Parshotam Dass**, U. of Manitoba; **Kenneth Zantow**, U. of Southern Mississippi
- 📄 Doing Well with Multi-level Mix-methods: Stories from an Empirical Study of Knowledge Creation | **Margaret D Gorman**, George Washington U.

571 : (SIM) **SIM Welcoming Session**

8:30am - 9:00am Loews Philadelphia: Washington A

Division Chair-Elect.: **Thomas J. Donaldson**, U. of Pennsylvania

Program Chair: **Linda K. Trevino**, Pennsylvania State U.

Professional Development Workshop Chair: **Ann K. Buchholtz**, U. of Georgia

Chair: **Duane Windsor**, Rice U.

572 📄: (Paper Session) - (TIM) **Knowledge and New Product Development**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom L

Chair: **Federica Ceci**, U. G. d'Annunzio

Discussant: **Peter Cebon**, U. of Melbourne

Managing Work Design In Product Development Projects: A Configuration Approach | **Anant Mishra**, U. of Minnesota; **Kingshuk Sinha**, U. of Minnesota

Knowledge Transfer in Joint New Product Development Projects - The Impact of the Knowledge Owner | **Anja Schulze**, U. of St. Gallen; **Kay Oppat**, U. of St.Gallen

📄 Does Creativity Impact on New Product Quality in High-Technology Firms? | **Chiayu Tu**, National Chung Cheng U.

📄 Intellectual Capital, Organizational Learning Capability, and New Product Development Performance | **Ya-Hui Hsu**, National Taipei U.; **Christine Chou**, U. of Pennsylvania; **Wen-Chang Fang**, National Taipei U.

🗣️📄 Intellectual Capital and New Product Development | **Chung-Jen Chen**, National Taiwan University; **Mo-An Chu**, National Cheng Kung U.

573 📄: (Paper Session) - (TIM) **Multinationals, R&D, and Innovation**

8:30am - 10:20am Philadelphia Marriott: Room 303

Chair: **Sharen Ann Bakke**, Cleveland State U

Discussant: **Kallol Kumar Bagchi**, U. of Texas, El Paso

➔ Home base-substituting R&D and National R&D Reform: A Co-evolutionary Model | **Kazuhiro Asakawa**, Keio U.; **Mark Lehrer**, Suffolk U.

➔ 📄 Do Information Technologies Make the World Smaller? A Closer Look at the Role of Firm Organization | **Mazhar Islam**, U. of Minnesota; **Minyuan Zhao**, U. of Michigan

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

➔ 📄 Beyond the TNC Paradigm in Research on International Innovation | **Marcus M Keupp**, U. of St. Gallen; **Oliver Gassmann**, U. of St. Gallen

R&D, Productivity and Foreign Direct Investment - Firm Level Evidence from China | **Zhe Qu**, Georgia Institute of Technology; **Can Huang**, U. of Aveiro; **Mingqian Zhang**, Hebei U.; **Yanyun Zhao**, Renmin U. of China

➔ 📄 R&D Productivity in Firms: The Role of Country Environments | **Desiree Pacheco**, U. of Colorado, Boulder; **Sharon F. Matusik**, U. of Colorado, Boulder

574 📄: (Paper Session) - (TIM) **Intellectual Property and Innovation**

8:30am - 10:20am Philadelphia Marriott: Room 304

Chair: **Anna H. Gibson**, Case Western Reserve U.

Discussant: **Mattia J Gilmartin**, Insead HMI

Alternatives to the Patent Arms Race: An Empirical Study of Defensive Publishing | **Joachim Henkel**, Technical U. of Munich; **Stefanie Pangerl**, Technical U. of Munich

📄 The Double Helix of Knowledge Diffusion and Technology Innovation: Impact of Patenting Human Genes | **Kenneth Guang-Lih Huang**, Singapore Management University

📄 Characterizing Life Science Innovations: Corporate Versus University Intellectual Property | **Kenneth Guang-Lih Huang**, Singapore Management University

➔ The Market Value of R&D with Weak Intellectual Property Rights Protection: The Case of India | **Raffaele Oriani**, Luiss Guido Carli U.

575 📄: (Paper Session) - (TIM) **Social Networks, Mobility and Knowledge Flows**

8:30am - 10:20am Philadelphia Marriott: Room 305

Chair: **John Clarry**, The College of New Jersey

Discussant: **James Gerard Conley**, Northwestern U.

📄 Where Do Creative Interactions Come from? The Role of Tie Content and Social Networks | **Manuel Sosa**, INSEAD
How the Mobility of Scientists Affects Patent Citation Patterns | **Ryan Michigan**, Columbia U.

📄 Embodied Knowledge Transfer in Innovation: Labor Mobility in Music and Manufacturing Industries | **Silvia Rita Sedita**, U. of Padua

The Impact of Group Factors on Technological Innovation: The Case of Taiwan | **Tsun-Jui Hsieh**, Asia U.; **Ryh-Song Yeh**, National Chi-Nan U

📄 The Network Structure of Scientists: An Empirical Analysis of Academic Patenters and Non-Patenters | **Enrico Forti**, U. of Bologna; **Chiara Franzoni**, Polytechnic of Turin; **Maurizio Sobrero**, U. of Bologna

576 📄: (Paper Session) - (TIM) **Organizational Relationships in the Management of Technology**

8:30am - 10:20am Philadelphia Marriott: Room 306

Chair: **Gregory D. Saxton**, State U. of New Jersey, Brockport

Discussant: **Jasjit Singh**, INSEAD

🗣️📄 Competition in the Context of Technological Innovation: A Conceptual Model | **Byung Jin (Robert) Park**, Virginia Tech; **Devi R Gnyawali**, Virginia Tech

Systems Integration and Inter-Industry Architectural Innovation: The Case of Mobile Payment | **Ferdinand**

Jaspers, Erasmus U.; **Andrea Prencipe**, U. G. d'Annunzio; **Jan Van Den Ende**, RSM Erasmus U.; **Geerten Van de Kaa**, RSM Erasmus U.

Technological Search: Do CVC Investments Lead to Better Innovation Performance? | **Vaeska Van De Vrande**, Eindhoven U. of Technology; **Wim Vanhaverbeke**, Eindhoven U. of Technology; **Geert Duysters**, Eindhoven U. of Technology; **Nadine Roijakkers**, Eindhoven U. of Technology

Commercialization of Breakthrough Medical Technologies: the Case of Structural Tissue Engineering | **Anna Goussevskaia**, Fundação Dom Cabral; **Sue Newell**, Bentley College, USA and Warwick U., UK; **Mike Bresnen**, U. of Leicester, UK; **Jacky Swan**, U. of Warwick; **Maxine Robertson**, Queen Mary College, U. of London; **Ademola Obembe**, U. of Warwick

577 JS: (TIM, BPS) Knowledge and User Innovation: Co-creation of Knowledge by Firms, Users, and Communities

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom K

Organizers: **Georg von Krogh**, ETH Zurich; **Stefan Haefliger**, ETH Zurich; **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne
Distinguished Speaker: **Ikujiro Nonaka**, Hitotsubashi U.

Facilitator: **Georg von Krogh**, ETH Zurich

Sustainable Innovation through Knowledge Co-Creation with Customers: The Concept of 'Ba' Revisited | **Ikujiro Nonaka**, Hitotsubashi U.; **Florian Kohlbacher**, Hitotsubashi U.; **Ryoko Toyama**, Japan Advanced Institute of Science & Technology
An Evolutionary Approach to User Innovation: How Ducati Motor Reinvented itself through the Internet | **Emanuela Prandelli**, Bocconi U.; **Gianmario Verona**, Bocconi U.; **Giada Di Stefano**, Bocconi U.

Coordination Mechanisms in Innovation Communities: Firm vs. Volunteer Focused Processes | **Sonali K. Shah**, U. of Illinois, Urbana-Champaign

The Structure of Collaborative Networks in Innovation Communities | **George Kuk**, U. of Nottingham

Contribution Behavior in User Innovation Communities: A Dynamic Perspective | **Christian Luethje**, Technical U. of Hamburg; **Alexandra Huener**, U. of Bern

Lead Users as Facilitators of Knowledge Sharing in a Community Setting | **Lars Bo Jeppesen**, Copenhagen Business School; **Keld Laursen**, Copenhagen Business School

Monday 8:40AM

578 SHCS: (BPS, TIM) Academic Entrepreneurship, Tech-Transfer, Corporate Innovation: The Road to Commercialization

8:40am - 10:30am Loews Philadelphia: Commonwealth C

Organizers: **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign; **Maryanne P Feldman**, U. of Georgia

Stars and Their Constellations: Great Person or Great Team? | **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign; **Maryanne P Feldman**, U. of Georgia

My Star is Not Your Star: Sources of Value Creation in University-Firm Research Collaborations | **Denisa Mindruta**, U. of Illinois at Urbana-Champaign

Does Science Chase Money? - The Impact of Industry Research on the Selection of Research Topics Among

📖 Teaching-oriented | 🗣️ Practice-oriented | 🌐 International-oriented | 🎯 Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

Academic Scientists | **Waverly W. Ding**, U. of California, Berkeley; **Richard Wang**, U. of California, Berkeley
Licensing University Inventions to Start-ups and Established Firms | **Brent Goldfarb**, U. of Maryland; **Rachelle Sampson**, U. of Maryland; **Arvids A Ziedonis**, U. of Michigan, Ann Arbor

Monday 8:50AM

579 JS: (SIM, MED, ONE) Sustainability in Management Education

8:50am - 10:20am Loews Philadelphia: Washington B

Organizer: **Charles Wankel**, St. Johns U.

Sustainability in Management Education: An Overview | **Charles Wankel**, St. Johns U.

Educating for Global Sustainability: Building an Integrated Bridge While Walking On It | **James A F Stoner**, Fordham U.

Creating a Capstone Course About the Impact of Environmental Concerns | **Mark White**, U. of Virginia; **Edeltraud Günther**, Technische U. Dresden

Reincorporating the "Needs of the Present" in the Teaching of Sustainable Business | **Bruce Paton**, San Francisco State U

Sustainability Education for Operations Research: Approach Derived From Three Systems Theories | **Terry B. Porter**, U. of Maine; **Jose Rodrigo Cordoba**, U. of Hull

Making a Difference: The Oikos international approach to Business Education for Sustainability | **Claude Patrick Siegenthaler**, Hosei U.

Global Perspectives on Sustainability and Management Education | **Jacob Park**, Green Mountain College

Principles for and Desired Attributes of Management Education for Sustainability | **Gordon P. Rands**, Western Illinois U.

Monday 9:00AM

580 : (AAA) Conference Exhibits

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Exh.

Organizer: **Ayman Tarabishy**, George Washington U.

581 : (AAA) Membership

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

582 : (AAA) Placement Services

9:00am - 4:00pm Sheraton Philadelphia City Center: Franklin Room

Placement Services - Registration and Information
Organizer: **Janice A. Black**, New Mexico State U

583 👁️ (Paper Session) - (BPS) Alliances and Networks

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 1-11

🗣️🗣️📄 The Moderating Effects of Network on Different Uncertainty | **Uihyun Lee**, Texas A&M U.

👁️ An Empirical Taxonomy of Technology Alliance Contracts | **Marco Furlotti**, Bocconi U.

- 👁️📄 Does Multimarket Contact Affect Service Quality? Toward a Distinctive Competencies View of MMC | **Thomas Will**, Agnes Scott College
- 👁️📄 Effects of Direct and Indirect Relationships on Contracting Behaviors | **Nan Jia**, Joseph L. Rotman School of Business, U. of Toronto
- 👁️📄 Interconnect to Win: An Empirical Test of Performance Effects of Software Ecosystems, 1990-2002 | **N Venkatraman**, Boston U.; **Chi-Hyon Lee**, George Mason U.; **Bala Iyer**, Babson College
- ➔👁️📄 Cross-border Mega-mergers as Socio-cognitive Events: Network Position and Foreign Direct Investment | **Weilei (Stone) Shi**, U. of Pittsburgh; **Ravi Madhavan**, U. of Pittsburgh
- 👁️📄 Navigating through Extreme Asymmetry: Entrepreneurial Firms' Partnerships with an Established Firm | **Qing Cao**, U. of Connecticut; **Anil K Gupta**, U. of Maryland, College Park
- 👁️📄 Network Configuration, Strategic Action and Firm Performance | **Yi-Ju Lo**, National Taiwan U.; **Ming-Je Tang**, National Taiwan U.
- 👁️📄 Calculative Relationships: Relational Contracting in Strategic Alliances | **Jongwook Kim**, Western Washington U.; **Thomas Roehl**, Western Washington U.
- 👁️📄 Benefiting From Network Structure: Network Density, Network Heterogeneity, and Firm Performance | **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Hongjin Zhu**, National U. of Singapore
- 👁️📄 Clusters of Innovation: Integrating Institutional, Interfirm, and Firm Level Factors | **Luiz F. Mesquita**, Arizona State U.; **Robert E. Hoskisson**, Arizona State U.; **Viet Duc Nguyen**, Arizona State U.

584 👁️: (Paper Session) - (CM) **Avoiding Conflict**

Breakdowns

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - CM
Presented on Panels 33-37

- 👁️📄 The Choice Of Bargaining Approaches For Negotiators In The Airline And Rail Industries | **Jane Giacobbe Miller**, U. of Massachusetts, Amherst; **Kevin P. Farmer**, California Polytechnic State U., Pomona; **Linda M. Peters**, U. of Massachusetts, Amherst; **Daniel J Miller**, Central Connecticut State U.
- 👁️📄 Once Godot Comes in the Venice Lagoon: Stalemates and Breakthroughs in Multi-party Issues. | **Daniela Cristofoli**, Bocconi U.; **Greta Nasi**, Bocconi U.; **Alex Turrini**, Bocconi U.; **Giovanni Valotti**, Bocconi U.
- ➔👁️📄 Can Management and Unions Collaborate to Ensure Acceptable Restructurings? | **Pierre Garaudel**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; **Florent Noel**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; **Géraldine Schmidt**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises
- 👁️📄 Interactional Justice, Negotiator Outcome Satisfaction, and Desire for Future Negotiations | **Edward Eli Kass**, St. Joseph's U.
- 👁️📄 After Escalation: The Effects of Regret in Escalation of Commitment | **Gillian Ku**, London Business School

585 👁️: (Paper Session) - (CMS) **Power, Discourse and Organizational Fields**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - CMS
Presented on Panels 17-24

- 👁️📄 Power, Discourse, and Organizational Fields | **Alketa Peci**, EBAPE-FGV
- 👁️📄 Non-Standard Work and Standard Workers: Perceptions of Job Security and Work Attitudes | **Mallika Banerjee**, Cornell U.; **Pamela S. Tolbert**, Cornell U.
- 👁️📄 Keeping Their Jobs: Strategies of Survival of Middle Managers in Brazil. | **Maria Jose Tonelli**, EAESP-FGV, Sao Paulo, Brazil; **Marco Bastoni**, Fundação Getulio Vargas
- ➔👁️📄 Resistance Strategies in Restructuring Organization: Discursive Analysis of Knowledge Transfer | **Niina Erkama**, Researcher
- 👁️📄 Epistemology Informing the Practice of Knowledge Management | **Peter Holdt Christensen**, Copenhagen Business School
- ➔👁️📄 Off-shoring and Value-creation Architecture: the Case of Automotive Product Development | **Susan Helper**, Case Western Reserve U.; **Surendra Khambete**, Case Western Reserve U.
- 👁️📄 A Bias for Inaction: Towards a model of organizational procrastination | **Rita Campos Cunha**, U. Nova de Lisboa; **Miguel Pina Cunha**, U. Nova de Lisboa
- 👁️📄 A Multidimensional Framework for Studying Money in Organizations | **Sarah Stookey**, Central Connecticut State U.
Best CMS Paper Nominee

586 👁️: (Paper Session) - (ENT) **Venture Capital**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - ENT 1
Presented on Panels 25-28

- 👁️📄 Help Wanted: Determinants of Effective Venture Capitalist Involvement with Portfolio Companies | **Cheryl Mitteness**, U. of Louisville; **Melissa S. Baucus**, U. of Louisville
- 👁️📄 VC-Financing and Capital Structure Choice: A Panel Study of German Growth Companies | **Dietmar Grichnik**, Witten/Herdecke U.; **Dirk Schiereck**, EBS International U.; **Andreas Wenzel**, Witten/Herdecke U.
- 👁️📄 Entrepreneur's Goal Orientation, Venture Capitalist's Involvement, and Organizational Performance | **Frits Wijbenga**, U. of Durham; **Dirk Van Dierendonck**, RSM Erasmus U.
- ➔👁️📄 Pre-Investment Negotiation Characteristics and CEO Dismissal in Venture Capital Backed Firms | **Truls Erikson**, Norwegian U. of Science and Technology; **Terje Berg-Utby**, Norwegian U. of Science and Technology

587 👁️: (Paper Session) - (ENT) **Venture Teams**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - ENT 2
Presented on Panels 29-32

- 👁️📄 Birds of a Feather Get Lost Together? Homogeneity and New Venture Persistence and Performance | **Paul Richard Steffens**, Queensland U. of Technology; **Siri Ann Terjesen**, Queensland U. of Technology; **Per Davidsson**, Queensland U. of Technology
- 👁️📄 Similarity-Attraction or Strategic Choice? Effects of Ownership Structure on New Venture Core Teams |

Aegean Oi Kam Leung, U. of Victoria; **Poh Kam Wong**, National U. of Singapore

- 👁️📖 The Influence of Prior Shared Experience of Founders on New Banks Performance: A Contingent View | **Michael L. DeV Vaughn**, U. of Minnesota
- 👁️ Entrepreneurial Team Demography and New Venture Performance: A Meta-Analysis | **Zhen Zhang**, U. of Minnesota

588 👁️📖📖: (Paper Session) - (HCM) **Service Quality:**

Patient Perspectives

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - HCM 1
Presented on Panels 49-52

- ➔👁️📖 Does Emotional Intelligence Matter? Emotional Intelligence and Patient-physician Relationship | **Hui-Ching Weng**, I-Shou U., Taiwan; **Ben-Chih Yuan**, Military Kaohsiung General Hospital

HCM Best Paper Award Nominee

HCM Best Theory-to-Practice Paper Nominee

- 👁️📖 Trust but Verify: The Interactive Effects of Trust and Autonomy Preferences on Health Outcomes | **Yin-Yang Lee**, I-Shou U. / YongKang Veterans Hospital, Taiwan; **Julia L. Lin**, I-Shou U., Taiwan
- 👁️👁️📖 Does Service Quality by Physicians Matter? Varying Patient Knowledge and Perceived Switching Costs | **Hsiu-Ling Wang**, Graduate School of Management, I-Shou U.; **Yuan-che Hsiao**, Graduate School of Management, I-Shou U.; **Junying Huang**, Graduate School of Management, I-Shou U
- 👁️ Service Quality in Health Care: A Challenge for Both Public and Private Hospitals | **Alev Katrinli**, Izmir U. of Economics; **Remziye Gulem Atabay**, Izmir U. of Economics; **Gonca Gunay**, Izmir U. of Economics; **Burcu Guneri**, Izmir U. of Economics

589 ➔👁️📖: (Paper Session) - (IM) **Innovation and Knowledge Management**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - IM 1
Presented on Panels 53-56

- 📖👁️➔👁️ Putting Responsiveness Back Into the Integration-responsiveness Framework | **Stephanie Hurt**, Meredith College; **Marcus James Hurt**, EDHEC Business School
- ➔👁️ Organisational Influences on Innovation Transfer in Multinational Corporations | **Hsin-Ju Stephe Tsai**, U. of Manchester; **Mo Yamin**, U. of Manchester
- 📖👁️➔👁️ Asian Biotechnological Firms' Foreign Partner Selection in Liberal & Coordinated Market Economies | **Klaus Nielsen**, Birkbeck College, U. of London
- 👁️📖 How Does Experience Matter? Imitation, Experiential Learning and Sequential Investment | **Baujung Chang**, National Taiwan U.

590 ➔👁️📖: (Paper Session) - (IM) **National Institutions and Political Economy**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - IM 2
Presented on Panels 57-60

- ➔👁️ Corporate Governance in Japanese MNCs' Internationalization Strategies | **George Z. Peng**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario
- ➔👁️📖 Importance of Social Responsibility in Collectivist and High Power Distance Societies | **Chia-Ching Fatima**

Wang, International U. of Monaco; **Yu-Chiang Hu**, International U. of Monaco; **David C.K. Wong**, U. of Cambridge

- ➔👁️📖 Predicting Democracy with Economic Freedom and Culture: Doing Well by Doing Good | **Paul G Wilhelm**, Kentucky State U.; **Timothy George Wilhelm**, Texas Tech U.
- ➔👁️📖 Indirect Consequences of Environmental Regulations on International Business and Trade | **Anjula Gurtoo**, Indian Institute of Science; **S. Joseph Antony**, U. of Leeds

591 👁️: (Paper Session) - (MH) **Management History: Examining the Past to Understand the Present**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - MH
Presented on Panels 12-16

- 📖👁️📖 The Development of Leadership as a Subset of Management: A Historical Analysis | **Barbara Banda**, Ashridge Management College
- 👁️➔👁️📖 Organizational Identity: Urban Developer and Media Enterprise Exemplar – the Case of Parco Co., Ltd. | **Toyoko Sato**, Copenhagen Business School
- 👁️📖 The Catholic Church's "NEW COKE" Strategic Management Failure: Vatican II | **John T. Lambert**, U. of Southern Mississippi
- 👁️ Outstanding Management Historians: Biographical Analysis of Wren and Bedeian | **Dannie Reed Abraham**, U. of Mississippi; **Michael Chad Gibson**, U. of Mississippi; **Milorad M. Novicevic**, U. of Mississippi; **Dawn M. Clement**, U. of Mississippi
- ➔👁️📖 Development of a logic-in-use: The Diffusion of Theoretical Concepts in Organization Sciences | **Suleika Bort**, U. of Mannheim

592 👁️: (Paper Session) - (MOC) **Empirical Strides in MOC**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - MOC
Presented on Panels 38-48

- 👁️ Negligence to Benevolent and Endorsement to Malevolent Technologies: A Diffusion Paradox | **Klaus Nielsen**, Birkbeck College, U. of London
- 👁️ When Work Stress Leads to Job Satisfaction and Creativity: Role of Task Feedback from Supervisor | **Alice H Y Hon**, HK Baptist U.
- 👁️📖 A Dramaturgical Inquiry Into Sensemaking and Sensegiving Processes During an Organizational Crisis | **Paresha N Sinha**, U. of Waikato; **Brad Jackson**, U. of Auckland
- 👁️📖 Transactive Memory in Action: The Behavioral Elements of a Cognitive System | **Naina Gupta**, Nanyang Business School
- 👁️📖 Knowledge, Cognition and Ambiguity Management in a Small Software Team During Requirement Definition | **Corrado Lo Storto**, DIEG/ U. of Naples Federico II
- 👁️ Does What Top Executives Think Affect Firm Performance? | **Kwangho Kim**, Pennsylvania State U.
- 👁️📖 Social Capital, Knowledge Storage, and Value Creation: The Role of the Organizational Memory | **Hao-Chen Huang**, National Taiwan U.; **Mei-Chi Lai**, National Taiwan U.; **Lu-Jui Chen**, Yuan Ze U.; **Yu-Tzu Lin**, National Taiwan U.
- 👁️ Exploring Knowledge Delivery from Senders and Receivers: A Case Study | **Chiung-Hui Huang**, National Sun

Yat-Sen U.; **Tsuang Kuo**, National Sun Yat-Sen U.; **Iuan-Yuan Lu**, National Sun Yat-Sen U.; **Guo-Chiang wu**, Southern Taiwan U. of Technology

- 👁️📄 Brokerage and/or Closure: An Exploration of the Dynamic between Social Capital and Ideas | **Jordi Comas**, Bucknell U and IESE Business School
- 👁️👁️ An Empirical Study of the Effects of Innovation, OL, and Performance in Large and Small Firms. | **Victor Garcia-Morales**, U. of Granada (Spain); **Ignacio Tamayo**, U. of Granada; **María Magdalena Jimenez**, U. Granada; **Leopoldo Gutiérrez Gutiérrez**, U. of Granada (Spain)
- 👁️📄 Learning Dynamics in Organizations: Exploring Change in Performance Measurement Systems | **Ignacio J. Martinez-Moyano**, Argonne National Laboratory

593 📄: (MOC) **Welcome Session - Changing Cognition: The Intersection of Research and Practice**

9:00am - 10:20am Pennsylvania Convention Center: Room 113A
 Organizer: **Luis Martins**, Georgia Institute of Technology
 Distinguished Speaker: **Denise M. Rousseau**, Carnegie Mellon U.

594: (Paper Session) - (OM) **The Soft Side of OM**

9:00am - 10:20am Philadelphia Marriott: Franklin 13
 Chair: **Arun Madapusi**, U. of North Texas
 Discussant: **Michael David Bedell**, California State U, Bakersfield
 Do We Need Organisation Theory in Operations Management? | **Kathryn Lee Blackmon**, Oxford U.; **Dirk Pieter van Donk**, Groningen U.

Organizational Theory: The Missing Link in Supply Chain Theory. | **Patti Lynn Collett**, U. of Texas at Arlington; **Grant Miles**, U. of North Texas

- 📄 An Organizational Entrepreneurship Model of Supply Management Integration and Performance Outcomes | **Robert Handfield**, North Carolina State U.; **Benn Lawson**, Queen's U. Belfast; **Kenneth J Petersen**, Colorado State U.; **Paul D. Cousins**, U. of Manchester

- ➔📄 Political Decision-Making Processes in Outsourcing Relationships | **Donna Marshall**, U. of College Dublin

595 👁️: (Paper Session) - (OMT) **Organizational and Managerial Cognition**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - OMT 1
 Presented on Panels 61-64

- 👁️👁️📄 Evaluating Causal Explanations of Samples of One | **Jochen Runde**, Cambridge U.; **Mark de Rond**, Cambridge U.
- 👁️ Strategy as Synthesis: Dialectics and Coherence in the Formation of Strategy | **Pamela Sloan**, HEC Montreal
- 👁️ Social and Cognitive Mechanisms for Knowledge Sharing in Interorganizational Network | **Yio-Eih Shih**, Cheng-Shiu U./I-Shou U.
- 👁️ A Theoretical Contribution to the Application of Complex Thinking in Formulating Strategy | **Paula Esteban Jardim**, IBMEC, Rio de Janeiro; **Luiz Alberto Nascimento Campos Filho**, IBMEC, Rio de Janeiro

596 👁️: (Paper Session) - (OMT) **Institutional Change**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - OMT 2
 Presented on Panels 65-68

- ➔👁️📄 Strategic Postures in Face of Institutional Change | **Marleen Dieleman**, Leiden U.; **Wladimir M. Sachs**, ESC Rennes School of Business
- ➔👁️📄 Legal Professionals and Transnational Lawmaking | **Sigrid Quack**, Wissenschaftszentrum, Berlin
- 👁️ Modeling the Stages of Institutional Change Through Dynamic Contestation | **Emily S. Block**, U. of Illinois, Urbana-Champaign
- 👁️ An Attention-based Lens to Understand Organizational Responses to Institutional Pressures | **Karan Sonpar**, U. Manitoba

597 🗣️📄: (Paper Session) - (SIM) **Normative and Critical Perspectives on Business and Society**

9:00am - 10:20am Loews Philadelphia: Washington A
 Facilitator: **Duane Windsor**, Rice U.

- 🗣️📄 Freedom as the Purpose of Business | **Francisco J Benzoni**, Duke U.; **Kimberly A Wade-Benzoni**, Duke U.
 - 👁️🗣️📄 Questioning the Ethical in Social and Ethical Auditing | **Michelle Greenwood**, Monash U.
 - 🗣️📄 Amartya Sen's Capabilities Approach: Do We Have a New View of Enterprise Strategy? | **Subodh P. Kulkarni**, Howard U.
- Does Business & Society Scholarship Matter to Society? | **Tyler Earl Wry**, U. of Alberta

598 📄: (Paper Session) - (SIM) **Corrupt Individual and Corporate Behavior**

9:00am - 10:20am Loews Philadelphia: Washington C
 Facilitator: **Brian W. Kulik**, Central Washington U.

- Corrupt Behavior at Work: Taxonomy, Tactics, and Rationalizations | **Deborah Vaughan**, U. of Washington, Seattle; **Xiao-Ping Chen**, U. of Washington
- 🗣️📄 Undesirable Corporate Behavior and Social Capital's Dark Side | **Jamie D. Collins**, Baylor U.; **Michael A. Hitt**, Texas A&M U.
- 🗣️📄 Anticorruption Interventions in Organizations: Incentives, Irrational Biases, and Moral Principles | **Miguel Alzola**, Rutgers U.
- 📄 Emerging from Ethical Scandal: Can Corruption Really Have a Happy Ending? | **Wendy O'Connell**, Claremont Graduate U.; **Michelle C. Bligh**, Claremont Graduate U.

599 👁️📄: (Paper Session) - (TIM) **Strategy, Technology, and Innovation**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - TIM 1
 Presented on Panels 69-75

- 👁️👁️ University Commercialization Strategies in the Development of Regional Bioclusters | **Shiri Breznitz**, U. of Cambridge; **Rory P. O'Shea**, U. College Dublin; **Thomas J Allen**, Massachusetts Institute of Technology
- 👁️ Learning and the Paradox of Innovation | **Changsu Kim**, Ewha Womans U.; **Jaeyong Song**, Seoul National U.
- 🗣️👁️ The Presence or the Absence of Environmental Innovation Strategy? Does it really Matter? Yes. | **Yousef Eiadat**, U. of College Dublin; **Aidan Kelly**, U. College Dublin; **Husein Eiadat**, Yarmok U.

- 👁️📄 Actor Oriented Analysis of Innovation Systems | **Jochen Markard**, Cirus - Innovation Research in Utility Sectors; **Bernhard Truffer**, Cirus - Innovation Research in Utility Sectors
- 👁️ Knowledge Network Evolution: Performance Effects of Tying Unrelated Areas for Semiconductor Patents | **Rafael A. Corredoira**, U. of Pennsylvania; **Preeta Banerjee**, U. of Illinois, Urbana-Champaign
- 👁️📄 Vertical Disintegration and Industry Evolution: The Case of the IT Sector | **Jeffrey Lee Funk**, Hitotsubashi U.
- 👁️📄 Assessing the Capability of Taiwan's IC Fabless Firms | **Shiu-Wan Hung**, National Central U.; **Wen-Min Lu**, National Defense U.

Monday 10:15AM

600 : (AAA) All Academy Break

10:15am - 10:45am Philadelphia Marriott: Franklin Prefunction

Sponsored by: *Carnegie Mellon University, Tepper School of Business***601 : (AAA) All Academy Break**

10:15am - 10:45am Loews Philadelphia: Regency Prefunction

Sponsored by: *Carnegie Mellon University, Tepper School of Business***602 : (AAA) Conference Break**

10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall C - Break Area

Organizer: **Ayman Tarabishy**, George Washington U.

Monday 10:30AM

603 : (AAS) Academy of Management Public Affairs Forum on Immigration in the U.S.

10:30am - 12:30pm Philadelphia Marriott: Grand Ballroom F

Chair: **Wayne F. Cascio**, U. of Colorado, Denver; **Cary Cooper**, Lancaster U.Speakers: **Peter Cappelli**, U. of Pennsylvania; **Eliseo Medina**, Executive Vice President, Service Employees International Union; **Sam Rovit**, CEO, Swift & Co.; **Spencer Clark**, Chief Learning Officer, Cadence Design Systems

Monday 10:40AM

604 : (AAA) Meeting the Academy's Editors

10:40am - 12:00pm Loews Philadelphia: Commonwealth A1

Organizers: **Sara L Rynes**, U. of Iowa; **Peter Cappelli**, U. of Pennsylvania; **James R Bailey**, George Washington U.; **Martin J. Kilduff**, U. of Texas, Austin
Participants: **James P. Walsh**, U. of Michigan, Ann Arbor; **Arthur P. Brief**, U. of Utah**605 : (AAS) Life of an Academic After Katrina: What are the Lessons from a Disaster?**

10:40am - 12:00pm Philadelphia Marriott: Liberty Ballroom C

Organizer: **Sharon Topping**, U. of Southern Mississippi
Discussant: **Sharon Topping**, U. of Southern Mississippi
Presenters: **Jon C. Carr**, U. of Southern Mississippi; **Sharon Topping**, U. of Southern Mississippi; **Dana L. Haggard**, U. of Southern Mississippi; **Kenneth Zantow**, U. of Southern Mississippi**606 : (AAS) Doing Well by Doing Good: Creating Companies with Meaning**

📄 Teaching-oriented | 👁️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom B

Participants: **David Finegold**, Rutgers U.; **Sharon Beesley**, Isis Limited; **Audette Exel**, Isis Limited; **Ellen Goldberg Luger**, General Mills; **Samir A. Khalil**, Merck & Co., Inc.; **Timothy Smith**, Walden Asset Management**607 : (AAS) The Emergence of Cleantech: Venture Capital and the Emergence of a New Clean Technology Industry**

10:40am - 12:00pm Pennsylvania Convention Center: Room 108A

Organizer: **Anastasia Rose O'Rourke**, Yale U.; **Kathryn Aten**, U. of OregonDistinguished Speakers: **Tucker Twitmyer**, EnerTech Capital Partners; **Joyce Ferris**, Blue Hill PartnersModerator: **Alan D. Meyer**, U. of OregonPresenters: **Michael V. Russo**, U. of Oregon; **Thomas J Dean**, U. of Colorado, Boulder; **Suzanne Gladys Tilleman**, U. of Oregon; **Samuel Holloway**, U. of Oregon; **Kathryn Aten**, U. of Oregon; **Anastasia Rose O'Rourke**, Yale U.**608 : (Paper Session) - (BPS) Startups and Venture Capital**

10:40am - 12:00pm Philadelphia Marriott: Franklin 10

Chair: **Jason Woodard**, Singapore Management U.Discussant: **Sandip Basu**, U. of Washington, Seattle📄 Cross-Application of Technology in Entrepreneurial Firms | **Preeta Banerjee**, U. of Illinois, Urbana-Champaign; **Douglas J. Miller**, U. of Illinois at Urbana-Champaign📄 Does Money Cost Too Much? The Effect of Going Public on Innovation in High-Technology Firms | **Geraldine A. Wu**, New York U.

📄 Product Diversification and Organizational Adaptation:

Evidence from Microdata | **Evan Rawley**, Wharton, U. of Penn📄 How Do Entrepreneurs Attract (High Valuation From) Outsiders? | **Gary Dushnitsky**, U. of Pennsylvania**609 : (Paper Session) - (BPS) Industry Dynamics and Competitive Interaction**

10:40am - 12:00pm Philadelphia Marriott: Franklin 2

Chair: **Rocki-Lee DeWitt**, U. of VermontDiscussant: **Govert Vroom**, Purdue U.📄 A Complexity Approach to Performance Differentials between Diversifying Entrants and Start-ups | **Martin Ganco**, U. of Illinois, Urbana-Champaign; **Rajshree Agarwal**, U. of Illinois, Urbana-ChampaignToward A Formal Model of Competitor Analysis and Interfirm Rivalry: Revisiting Chen (1996) | **Mu-Yen Hsu**, National Chengchi U., Taiwan; **Ming-Jer Chen**, U. of Virginia📄 Milking the Cash Cow: Earnings Pressure and Output Competition in the US Electricity Industry | **Yu Zhang**, INSEAD; **Javier Gimeno**, INSEAD📄 Multimarket Contact and On-Time Performance in the U.S. Airline Industry | **Jeffrey T. Prince**, Cornell U.; **Daniel H. Simon**, Cornell U.**610 : (Paper Session) - (BPS) Diversification Strategy: An Agency Theory Perspective**

10:40am - 12:00pm Philadelphia Marriott: Franklin 9

Chair: **Stephen V Horner**, Arkansas State U.Discussant: **Constantinos Markides**, London Business School➔📄 The Effect of Variation in Business Group Affiliation on Diversification Performance Relationship | **Weiwei Xu**,

National U. of Singapore; **Andrew Delios**, National U. of Singapore

- 📄 Firm Diversity as an Antecedent to Resource Allocation Efficiency within Multidivisional Firms | **Mehmet Nasih Tag**, Mersin U.
- 📄 The Heterogeneous Effects of Diversification on Firm Value | **Tyson Brighton Mackey**, Texas A&M U.
- ➔ 📄 Do Corporate Expenditures Reflect Information Sharing? | **Abigail S. Hornstein**, Wesleyan U.; **Minyuan Zhao**, U. of Michigan

611 : (Paper Session) - (BPS) Interfirm Alliances and Dynamic Capabilities

10:40am - 12:00pm Philadelphia Marriott: Room 406

Chair: **Al Warner**, Pennsylvania State U., Erie

Discussant: **Jeffrey Furman**, Boston U.

- 📄 Organizational Routines as Alliance Capabilities: The Missing Link | **Oliver S. Schilke**, Stanford U.
- ➔ Value Creation, Resource Complementarity and Incompatibility in Multilaterally Connected Firms | **Pierre Dussauge**, HEC Paris
- Collaborative Capability of the Firm and its Impact on Alliance Process and Firm Success | **Melanie Schreiner**, U. of Konstanz; **Daniel Corsten**, London Business School; **Prashant Kale**, U. of Michigan, Ann Arbor
- 📄 Evolution of Alliance Portfolio Diversity and Firm Performance: The Case Of Global Telecom Industry | **Qingjiu Tao**, Lehigh U.; **Michael D Santoro**, Lehigh U.; **Ruihua Joy Jiang**, Lehigh U.; **Zhen Tang**, Nanjing Hehai U.

612 : (Paper Session) - (BPS) Dynamic Capabilities and Organizational Change

10:40am - 12:00pm Philadelphia Marriott: Room 407

Chair: **Karynne L. Turner**, Georgia State U.

Discussant: **Thomas P. Moliterno**, U. of South Carolina

- 🗣️ 📄 Dynamic Capabilities in Volatile Environments: Strategy Coordination and Reconfiguration | **JiFeng Yu**, U. of Nevada, Las Vegas; **Yijia Lin**, U. of Nebraska-Lincoln
- 📄 Extending Strategic Management's Reach: Towards A Resource Investment Explanation for Firm Existence | **Angelina Zubac**, U. of Adelaide; **Graham Hubbard**, U. of Adelaide; **Lester Johnson**, U. of Melbourne
- 📄 Beyond Competitive Advantage: What Can Theories of Strategy Explain? | **J.W. Stoelhorst**, U. of Amsterdam; **Flore Bridoux**, U. Catholique de Louvain
- 📄 ➔ 🗣️ 📄 How Much Does History Matter? Traditions as Imprinted Dynamic Capabilities of Transformation | **Manuel Hensmans**, Advanced Institute of Management Research/Lancaster U. Management School; **Gerry Johnson**, Lancaster U.

613 : (Paper Session) - (BPS) Technology Strategy: Patents and R&D Strategies

10:40am - 12:00pm Philadelphia Marriott: Room 408

Chair: **Lois Shelton**, California State U. Northridge

Discussant: **Atul Nerkar**, U. of North Carolina, Chapel Hill

- Prune to Grow: The Role of Abandonment in Technological Resource Creation | **Sali Li**, U. of Utah; **Anupama Phene**, U. of Utah; **Nile W. Hatch**, Brigham Young U.

Value Appropriation as an Organizational Capability: The Case of IP Protection Through Patents | **Markus Reitzig**, London Business School; **Phanish Puranam**, London Business School

- 📄 Market Power, Productivity & Organizational Capabilities in US Manufacturing | **Panayiota Konstantina Kiouis**, Ohio State U.
- 📄 Do Firms Benefit from Strategic Disclosures About R&D Projects? | **Sharon D. James**, Ohio State U.

614 : (Paper Session) - (BPS) Corporate Governance, Boards of Directors and Group Decision-Making

10:40am - 12:00pm Philadelphia Marriott: Room 409

Chair: **Rubina Mahsud**, St. John's U.

Discussant: **Jay J Janney**, U. of Dayton

- 🗣️ 📄 Board Effectiveness and Tunneling Behavior of Controlling Shareholder | **Zhonghua Wu**, National U. of Singapore
- 🗣️ 📄 Does Knowledge Matter? The Influence of Non-Executive Directors on Board Decision Making | **Jun Xu**, National U. of Singapore
- 📄 The Effect of Dominant CEOs: An Empirical Study | **Jianyun Tang**, U. of Western Ontario; **Mary M Crossan**, U. of Western Ontario; **Glenn Rowe**, U. of Western Ontario
- 📄 Performance Consequences of CEO Selection: Does Board Experience Matter? | **Jie Jenny Tian**, U. of Southern California; **Jerayr M Haleblian**, U. of California, Riverside; **Nandini Rajagopalan**, U. of Southern California

615 : (Paper Session) - (BPS) Boards of Directors

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 1-10

- 🗣️ 📄 Executives' Roles and Action Arenas: Impact on Firm Performance and Shareholders' Wealth | **Flore Bridoux**, U. Catholique de Louvain; **Jean J Boddewyn**, Baruch College
- 🗣️ 🗣️ 📄 CEO Compensation: An Organizational Behavior Perspective | **Yongheng Angus Yao**, Concordia U.; **Steven Appelbaum**, Concordia U.
- 🗣️ Increasing Board Effectiveness by Overcoming Barriers to Knowledge Sharing among Directors | **Michael K. Bednar**, U. of Texas, Austin
- 🗣️ CEOs vs. Boards of Directors: Drivers of Board Composition | **Scott G. Johnson**, Oklahoma State U.; **Karen Schnatterly**, U. of Missouri-Columbia; **Richard A Johnson**, U. of Missouri - Columbia
- 🗣️ 📄 The Impact of Board Processes and Institutional Contexts on Board Tasks: An Empirical Examination | **Alessandro Zattoni**, SDA Bocconi - Parthenope U.; **Alessandro Minichilli**, Bocconi U.; **Morten Huse**, BI Norwegian School of Management
- 🗣️ 📄 Firm Performance, Stock Analyst Ratings, and CEO Succession | **Margarethe F Wiersema**, U. of California, Irvine; **Mark Washburn**, U. of California, Irvine
- 🗣️ 📄 When Managers as Directors: The Influences on Firm's Strategic Behavior and Performance | **Cheng-Yu Lee**, National Cheng Kung U.
- 🗣️ 📄 Strategic Flexibility, Governance and Knowledge in Threshold Firms | **Igor Filatotchev**, King's College London;

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

👁️➔👁️ The Market for Corporate Control in China: An Agency Theory and Upper Echelon Perspective | **Jiatao Li**, Hong Kong U. of Science and Technology; **Cuili Qian**, Hong Kong U. of Science & Technology

👁️📄 Claims to Fame: Linking the Availability of CEO Press Attention to CEO Compensation | **Markus A. Fitz**, U. of Colorado, Boulder; **Kai R. Larsen**, U. of Colorado, Boulder; **Mathew Hayward**, U. of Colorado, Boulder

616 📄 JS: (BPS, OMT) **After the Ink Has Dried: Post-Contracting Processes in Inter-Firm Relationships**

10:40am - 12:00pm Philadelphia Marriott: Franklin 1

Chairs: **Fabrice Lumineau**, HEC-Paris School of Management; **Joanne Oxley**, U. of Toronto

Discussant: **Laura Poppo**, University of Kansas

Contractual Complexity and Alliance Dynamics | **Africa Arino**, IESE Business School; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill

The Determinants of Settlement Mode in Inter-firm Contract Disputes | **Fabrice Lumineau**, HEC-Paris School of Management; **Joanne Oxley**, U. of Toronto

Extending and Terminating Inter-Firm Relationships: Bringing Psychology into the Study of Contracts | **Kyle J Mayer**, U. of Southern California; **Libby Weber**, U. of Southern California; **Jeff Macher**, Georgetown U.

The Many Faces of Contract: Psychological Contracting and Relational Quality in Inter-firm Alliances | **Marc Frechet**, IAE Toulouse/ U of Toulouse 1

617 📄 JS: (BPS, TIM) **The Legacy of a Region Identity: When & How do Geographical Factors Matter?**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom D

Organizers: **Alfonso Gambardella**, Bocconi U.; **Marco Giarratana**, U Carlos III de Madrid

Chair: **Elaine Romanelli**, Georgetown U.

Discussant: **Giovanni Valentini**, Bocconi U.

The Role of Licensing in Bio-Pharmaceuticals: An Analysis of the Geography of Drug Development | **Juan Alcacer**, New York U.; **John Cantwell**, Rutgers U.; **Michelle Gittelman**, New York U.

On How Organization Archetypes Influence the Distribution of Rewards in a Region | **Alfonso Gambardella**, Bocconi U.; **Marco Giarratana**, U Carlos III de Madrid

The New Argonauts and Entrepreneurship in the Periphery | **AnnaLee Saxenian**, U. of California, Berkeley

The Development of Regional Industrial Identities in the US Biotherapeutics Industry | **Olga Khessina**, Cornell U.; **Elaine Romanelli**, Georgetown U.

618 : (Paper Session) - (CAR) **Values: How do They and How Should They Influence Career Decisions?**

10:40am - 12:00pm Pennsylvania Convention Center: Room 111A

Chair: **David Kaplan**, St. Louis U.

Discussant: **Barbara A. Ribbens**, Western Illinois U.

🗨️📄 Career Social Responsibility: A Consideration for Discerning the Next Step Along Your Career Path? | **Peter A. Heslin**, Southern Methodist U.

📄 Perceived Ethical Values and Altruism: The Mediating and Moderating Impact of Career Satisfaction | **Sean Valentine**, U. of Wyoming; **Lynn Godkin**, Lamar U.; **Gary M. Fleischman**,

📖 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 🏆 Best Paper Proceedings

U. of Wyoming; **Roland E. Kidwell**, U. of Wyoming; **Karen L. Page**, U. of Wyoming

🗨️📄 The Development of Calling: A Longitudinal Study of Musicians | **Shoshana Dobrow**, Fordham U.
Nominee for The Best Paper Award

619 🗨️➔📄 JS: (CAR, MED, HR) **Development Experiences in an Indian Context: How Indian Managers Learn to Lead**

10:40am - 12:00pm Pennsylvania Convention Center: Room 111B

Chair: **Ellen Van Velsor**, Center for Creative Leadership

Developmental Experiences in an Indian Corporate Context from a Comparative Perspective | **Abinash Panda**, Tata Management Training Centre

Towards a Theory of Boundary Crossing and Leadership Development | **Jeff Yip**, Center for Creative Leadership

Developing Subordinates for High Performance: Insights from Indian Executives | **Sangeeta Mathur**, Tata Management Training Centre

Unique Challenges of Leadership and Career Development in India | **Meena Surie Wilson**, Center for Creative Leadership

620 CAU: (CAU) **How CEO's Behaviors and Motivations Impact Their Companies**

10:40am - 12:00pm Pennsylvania Convention Center: Room 106A

Organizers: **John Perry**, Wichita State U.; **Xin Yao**, Wichita State U.

Participants: **Noam Wasserman**, Harvard U.; **Warren Boeker**, U. of Washington Seattle; **Michael L Frandsen**, Albion College; **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Florian A. Taeube**, Imperial College London; **Qing Cao**, U. of Connecticut; **Joshua B. Wu**, U. of Miami

621 CAU: (CAU) **Effectuation: What's Been Done So Far and What We Can Do Next**

10:40am - 12:00pm Pennsylvania Convention Center: Room 106B

Organizer: **Saras Sarasvathy**, U. of Virginia

Participants: **Shaker A. Zahra**, U. of Minnesota; **Dean A Shepherd**, Indiana U.; **Ronald K. Mitchell**, Texas Tech U.; **Stuart Read**, IMD, Lausanne; **Robert Wiltbank**, Willamette U.

622 CAU: (CAU) **Transformation, Change, and Organizational Development: Creating a Global Academic Endeavour**

10:40am - 12:00pm Pennsylvania Convention Center: Room 107A

Organizers: **Ashley Braganza**, Cranfield U.; **Steve Leybourne**, Plymouth U.

Participants: **Gerard P. Hodgkinson**, U. of Leeds; **Kevin Clyde Desouza**, U. of Washington, Seattle; **Gavin M. Schwarz**, U. of New South Wales; **George P. Huber**, U. of Texas, Austin; **Terry McNulty**, U. of Liverpool; **Ray Hackney**, Brunel U.

623 🗨️: (Paper Session) - (CM) **Feeling Powerful in Negotiations: Strong Offers, Impatience, and the Status Quo**

10:40am - 12:00pm Pennsylvania Convention Center: Room 105A

Chair: **Terry W. Conry**, Ohio U.

Discussant: **Bruce Barry**, Vanderbilt U.

📄 Antecedents of Low Power Attempts to Change Power Hierarchies | **Paul V. Martorana**, U. of Texas, Austin

🗨️📄 Why Negotiators Should Reveal Their Deadlines: Disclosing Weaknesses Can Make You Stronger |

Francesca Gino, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.

- 📖 The Psychological Experience of Power and Improved Negotiation Outcomes | **Scott Wiltermuth**, Stanford U.; **Margaret A. Neale**, Stanford U
- 📖 The Impact of the First Offer on Negotiation Impasse: Negotiating Roles Matter | **Min Wang**, Peking U.; **Zhi-Xue Zhang**, Peking U.; **Yulan Han**, Peking U.

624 📖: (CMS) **Sex Differences and Evolutionary Psychology: Are Women Genetically Inferior to Men?**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom I

Chair: **Alison Konrad**, U. of Western Ontario

Discussant: **Miriam Solomon**, Temple U.

Are Women Evolved So Differently from Men That We Really Shouldn't Hope for Equality? | **Alison Konrad**, U. of Western Ontario

Tipping Point versus Evolutional Psychology: Explaining Sex Segregation in the Workplace | **Audrey Murrell**, U. of Pittsburgh

Interventions and Evolution in Creating Female Entrepreneurs | **Shima Barakat**, Manchester U.

'Caution Men at Work': Notes on How Men Might Respond to Evolutionary Psychology | **Craig Prichard**, Massey U.

Exterminating the Coelecanth: 'Scientific' Truth and the 'Reality' of Gender | **Roy Stager Jacques**, Massey U. - Auckland

625 →: (Paper Session) - (CMS) **Transnational Knowledge Work Over Time: From Cold War to Post-Colonialism**

10:40am - 12:00pm Philadelphia Marriott: Room 405

Chair: **Latha Poonamallee**, Case Western Reserve U.

Excellence in Transnational Knowledge Work: Lessons from a Counter-Establishment Global Social Change Organization | **Param Srikantia**, Baldwin Wallace College; **Jessica Heineman-Pieper**, Not specified

🗣️ Doing Well By Doing Good – A Critical Assessment | **Bert Alan Spector**, Northeastern U.

Jarred or Canned: A Discussion of Environmental Change Terminology | **Sherylynn Roberts**, U. of Texas at Arlington

→ Toward a Critical Brazilianization of Organization and HRM | **Thomaz Wood Jr.**, Escola de Administracao de Empresas de Sao Paulo; **Maria Jose Tonelli**, EAESP-FGV, Sao Paulo, Brazil; **Bill Cooke**, Lancaster U.

626 👁: (Paper Session) - (CMS) **The Writing on the Wall: Trends in Management Thought**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - CMS

Presented on Panels 33-38

→ 👁 Management of Meaning or Sociology of Relevance? The (Re)Making of Cross-Cultural Studies | **Slawomir Magala**, Erasmus U. Rotterdam

👁 📖 A Queer Model of the Organization | **Yvon Pesqueux**, CNAM Paris (France)

👁 📖 'Entrepreneurialization' of the University: Shadows of the US History on the Ongoing Mexican Reform | **Eduardo Ibarra-Colado**, U. Autónoma Metropolitana-Cuajimalpa
Best CMS Paper Nominee

👁 Graffiti and Organization: Backstage Discourse and the Emergence of Organizational Voices | **Gazi Islam**, ibmec sao paulo

👁 🗣️ "If Beauty Is In the Eye of the Beholder, So Is Ugliness": A Comment on Trends in Management Thought | **Jose Castillo**, U Texas of Permian Basin

→ 👁 📖 Architectural Work as Practice: Materialized Semiosis | **Mats Sundgren**, Chalmers U. of Technology

627 📖: (Paper Session) - (ENT) **Family Business Governance**

10:40am - 12:00pm Philadelphia Marriott: Franklin 11

Chair: **Michael Carney**, Concordia U.

Discussant: **Pramodita Sharma**, Wilfrid Laurier U.

🗣️ 📖 Governance and Environmental Performance in Family-controlled Public Corporations | **Pascual Berrone**, Carlos III U.; **Cristina Cruz**, Instituto de Empresa; **Luis R. Gomez-Mejia**, Arizona State U.; **Martin Larraza-Kintana**, U. Pública de Navarra
Trust and Control in the Board-Management Relationship: An Assessment of Family Firm Governance | **Yannick Bammens**, Hasselt U.; **Wim Voordeckers**, Hasselt U.; **Anita Van Gils**, Maastricht U.

📖 Agency in Family Business: The Board of Directors and the Moderating Effect of Ownership Structure | **Edith C. Busija**, U. of Richmond

🗣️ Divided Loyalties: Governance, Conduct and Performance In Family and Entrepreneur Businesses | **Danny Miller**, HEC / U Alberta; **Isabelle Le Breton-Miller**, U. of Alberta; **Richard Lester**, Texas A&M U.

628 📖: (Paper Session) - (ENT) **Entrepreneurial Careers**

10:40am - 12:00pm Philadelphia Marriott: Franklin 12

Chair: **Shruti R Sardeshmukh**, Rensselaer Polytechnic Institute

Discussant: **Kelly Moyers**, U. of Central Oklahoma

Goal Orientation, Commitment, and Coping of Entrepreneurs: Implications on Entrepreneurial Outcomes | **Marilyn Ang Uy**, U. of Colorado, Boulder; **Maw-Der Foo**, U. of Colorado, Boulder; **Zhaoli Song**, National U. of Singapore

📖 Parent Entrepreneurs' Influence on Children's Entrepreneurial Career: A Theoretical Framework | **Edward Mungai**, IESE Business School; **S. Ramakrishna Velamuri**, IESE Business School

📖 The Dynamics of Combining Self-Employment and Employment | **Frederic Delmar**, EM Lyon; **Timothy B Folta**, Purdue U.; **Karl Wennberg**, Stockholm School of Economics
Perceptions Of Success Of Male And Female Entrepreneurs: A Social Identity Approach | **Rachida Justo**, Instituto de Empresa; **Cristina Cruz**, Instituto de Empresa; **Julio DeCastro**, Instituto de Empresa

629 📖: (Paper Session) - (ENT) **Entrepreneurship Research Narratives**

10:40am - 12:00pm Philadelphia Marriott: Room 410

Chair: **Ana Maria Peredo**, U. of Victoria

Discussant: **Marilyn L Taylor**, U. of Missouri

🗣️ 📖 Entrepreneurial Strategy Narratives and Resource Acquisition in IPOs | **Martin L. Martens**, Concordia U.; **Jennifer E Jennings**, U. of Alberta; **P Devereaux Jennings**, U. of Alberta

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 👁 Visual Presentation | 🗣️ Best Paper Proceedings

Towards a Theory of Embedded Business Intermediation: A Case Study of Young Fashion Firms | **Sara Jonsson**, Royal Institute of Technology - KTH

🗨️ Technology Commercialization, Ontogenic Capabilities, and Equity Carve-Outs: Thermo's Experience | **Benjamin C. Powell**, U. of Alabama

🗨️ The Linguistic Environment and New Venture Legitimation Strategy | **Josh W. Keller**, U. of Texas, Austin; **Ye Dai**, U. of Texas at Austin

630 🗨️: (Paper Session) - (ENT) Governance, Resources, and Performance

10:40am - 12:00pm Philadelphia Marriott: Room 411

Chair: **Olga Bruyaka**, E.M. Lyon

Discussant: **Dominic S. K. Lim**, U. of Western Ontario

🗨️→ Governance and Performance of IPOs: The Impact of Private Equity Investors and Legal Institutions | **Igor Filatotchev**, King's College London; **Garry D Bruton**, Texas Christian U.; **Salim Chahine**, American U. of Beirut; **Mike Wright**, Nottingham U.

🗨️ The Effect of Status on Performance for Different Types of Uncertainty in Venture Capital Industry | **umit ozmel yavuz**, Columbia U.

🗨️ Pre-Entry Capabilities, Entrepreneurial Human Capital, and Start-up Success | **Rui Baptista**, Instituto Superior Tecnico; **Murat Karaöz**, Instituto Superior Tecnico; **Joana Mendonça**, Instituto Superior Tecnico

🗨️ Board Representation by U.K. VC Firms | **Reddi Kotha**, London Business School; **Eli Talmor**, London Business School

631 🗨️: (Paper Session) - (ENT) Running the Family Business

10:40am - 12:00pm Philadelphia Marriott: Room 412

Chair: **Thomas A. Bryant**, Rowan U.

Discussant: **Ritch L Sorenson**, Texas Tech U.

Chip Off the Old Block? Socialization, Information, and Intergenerational Work Role Transfer | **Jason Greenberg**, MIT Sloan School of Management

🗨️ The Accumulation Process of Knowledge in Family Firms | **Francesco Chirico**, School of Business & Economics, Wilfrid Laurier U.

🗨️ The Effects of Family Involvement in Family Firms: Moderating Role of Information Exchange Frequency | **Yan Ling**, George Mason U.; **Franz W. Kellermanns**, Mississippi State U.

🗨️ Are Family Firms Family-Friendly? An Exploratory Look at Employees as Stakeholders | **Manisha Singal**, Virginia Tech; **Virginia Gerde**, Duquesne U.

632 🗨️: (Paper Session) - (ENT) Entrepreneurial Strategies

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - ENT 1

Presented on Panels 17-20

→🗨️🗨️ The Contrary Technology Strategies of International and Domestic Entrepreneurs | **Joerg Zimmermann**, Max Planck Institute of Economics, Jena; **Raquel Ortega-Argiles**, European Commission - JRC - Institute for Prospective Technological Studies

🗨️🗨️ What Are the Entrepreneurial Strategies in China? | **Zhi Tang**, Rochester Institute of Technology; **Jintong Tang**, Saint Louis U.; **Yuli Zhang**, Nankai U.; **Qianwen Li**, Nankai U.

🗨️ Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

🗨️🗨️ Measuring Firm-level Entrepreneurship: The Role of Strategic Renewal | **Patrick Kreiser**, Ohio U.; **Louis Marino**, U. of Alabama; **Choonwoo Lee**, U. of Seoul; **Justin L. Davis**, Ohio U.

→🗨️🗨️ A Framework for Aligning the ERP System with the International Strategy of Small Firms | **Arun Madapusi**, U. of North Texas; **Derrick E. D'Souza**, U. of North Texas

633 🗨️: (Paper Session) - (ENT) Geography and Technology Entrepreneurship

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - ENT 2

Presented on Panels 21-24

🗨️🗨️🗨️ Determinants of Innovations in Small Chinese Manufacturing Firms: An Empirical Examination | **Jun Yan**, California State U. Long Beach

🗨️ Building Technology-based Entrepreneurship in an Emerging Regional High-Tech Cluster in Europe | **Frank Roche**, U. College Dublin; **Thomas J Allen**, Massachusetts Institute of Technology; **Dan Breznitz**, Georgia Tech; **Rory P. O'Shea**, U. College Dublin

🗨️🗨️ Regional Innovation Systems: A Supervenient Approach to Developing Technology Entrepreneurship | **Malin Brannback**, Abo Akademi U.; **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **Alan L Carsrud**, Florida International U.; **Jennie Elfving**, Abo Akademi U.

634 🗨️🗨️🗨️: (Paper Session) - (GDO) Using Student Populations to Understand Organizational Problems

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - GDO 1

Presented on Panels 25-29

🗨️🗨️🗨️ Taboo Questions about Diversity: What Do Management Students Really Want to Know? | **Lisa Vargo Williams**, State U. of New York, Buffalo

🗨️🗨️🗨️ A Preliminary Assessment of Undergraduate Perceptions of Sexual Harassment in the Workplace | **Stephanie R. Sipe**, Georgia Southern U.; **C Douglas Johnson**, Georgia Gwinnett College; **Donna Fisher**, Georgia Southern U.

🗨️🗨️ How Did You Get In? Attributions of Preferential Selection In College Admissions | **Archie L. Bates**, United States Military Academy

🗨️🗨️ Affirmative Action Effects: Student Outcomes in a College Admissions Program | **Marcus Maharg Stewart**, Bentley College; **Brock Tibert**, Bentley College; **Adam Michael Payne**, Bentley College

🗨️ From Scout Leader to Business Leader: How Participation in Multiple Roles Shapes Behavior at Work | **Taryn Lyn Stanko**, U. of California, Irvine

635 🗨️: (Paper Session) - (GDO) Women on Corporate Boards: Shareholder Reactions, Global Issues, and Making a Difference

10:40am - 12:00pm Pennsylvania Convention Center: Room 104A

Chair: **Lindsay Thompson**, Johns Hopkins U.

Discussant: **Jeanie M. Forray**, Western New England College

🗨️→🗨️🗨️ Global Prerequisites of Politics, Pay and Pipeline for the Presence of Women Corporate Directors | **Siri Ann Terjesen**, Queensland U. of Technology; **Val Singh**, Cranfield U.

- Do Women on Corporate Boards Matter? Yes, But It Depends on the Context | **Cara Christina Maurer**, U. of Western Ontario
- Shareholder Reactions to Announcements of Women in Top Management | **Alison Cook**, Utah State U.; **Christy Glass**, Utah State U.

636 (Paper Session) - (GDO) **Privilege, Racioethnic Diversity, and Inclusiveness**

- 10:40am - 12:00pm Pennsylvania Convention Center: Room 104B
 Chair: **Donna Chrobot-Mason**, U. of Cincinnati
 Discussant: **Raymond N. C. Trau**, Monash U.
- Denying White Privilege: Perceptions of Race-Based Advantages as Social Norms | **Ashleigh Shelby Rosette**, Duke U.; **Leigh Plunkett Tost**, Duke U.
 - Racioethnic Diversity and Leadership: What Do We Know and Where Do We Go? | **Beth G Chung-Herrera**, San Diego State U.; **Melenie J. Lankau**, U. of Georgia
 - What Makes an Organization Inclusive? The Case of Ethnic Minorities in Operative Jobs | **Maddy Janssens**, Catholic U. of Leuven; **Patrizia Zanoni**, Tilburg U.

637 JS: (GDO, OB) **Understanding Whites' Reactions to Diversity: How Threat Can Undermine Diversity-Oriented Policies**

- 10:40am - 12:00pm Pennsylvania Convention Center: Room 107B
 Chairs: **Kimberly Rios Morrison**, Stanford U.; **Caitlin Miller Hogan**, Stanford U.
- Ethnic Identification Moderates Whites' Reactions to Multiculturalism and Colorblindness | **Kimberly Rios Morrison**, Stanford U.
- Hiding the Hierarchy: Whites' Strategic Assertion of Color-Blind Ideology | **Eric David Knowles**, Stanford U.; **Rosalind M. Chow**, Stanford U.; **Brian Lowery**, Stanford U.
- Obscured Oppression: How Whites' Support for Affirmative Action Can Maintain Racial Inequality | **Caitlin Miller Hogan**, Stanford U.; **Brian Lowery**, Stanford U.
- The Ironic Effect of Fear of Appearing Racist on Implicit Expressions of Racism | **Amy J. C. Cuddy**, Northwestern U.

638 SHCS: (GDO, OB, CM) **Why So Few? An Exploration of the Processes and Structures Underlying the Dearth of Women Leaders**

- 10:40am - 12:00pm Loews Philadelphia: Regency Ballroom A
 Organizers: **Susan F. Cabrera**, Cornell U.; **Katherine W. Phillips**, Northwestern U.; **Melissa C. Thomas-Hunt**, Cornell U.
- Claiming Authority: Women's Climb to Top Leadership Positions | **Hannah Riley Bowles**, Harvard U.; **Kathleen L. McGinn**, Harvard U.; **Dina Pradel**, College Media Network
- Differential Attributions of Credit for Successful Group Outcomes | **Michelle C. Haynes**, U. of Massachusetts, Lowell; **Madeline E. Heilman**, New York U.
- Gender Stereotypes and Social Influence: The Problem of the Double Bind | **Linda Carli**, Wellesley College
- If Only They Would Ask: Expertise, Solicitation and Gender Task-Typing in Groups | **Melissa C. Thomas-Hunt**, Cornell U.; **Katherine W. Phillips**, Northwestern U.; **Susan F. Cabrera**, Cornell U.

- Relief Versus Regret: The Effect of Gender on Reactions to Having One's First Offer Accepted | **Laura Kray**, U. of California, Berkeley; **Michele J. Gelfand**, U. of Maryland

639 (Paper Session) - (HCM) **Organizational Perspectives on Patient Safety**

- 10:40am - 12:00pm Loews Philadelphia: Commonwealth A2
 Chair: **Thomas E. Vaughn**, U. of Iowa
 Discussant: **Jenny W. Rudolph**, Boston U.
- The Impact of Health Network and System Configurations on Patient Safety Initiative Responses | **Eric W. Ford**, Texas Tech U.; **Jeremy Collin Short**, Texas Tech U.; **Lori T. Peterson**, Texas Tech U.
 - Nurse Burnout and Patient Safety Outcomes: Safety Perception vs. Reporting Behavior | **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Bonnie J. Wakefield**, Harry S. Truman Memorial Veterans' Hospital; **Douglas S Wakefield**, U. of Missouri - Columbia; **Lynn B Cooper**, Harry S. Truman Memorial Veterans' Hospital
- HCM Best Theory-to-Practice Paper Nominee**
- Relationship of Safety Climate and Safety Performance in Hospitals | **Sara J. Singer**, Harvard U.; **Laurence C. Baker**, Stanford U.

HCM Best Paper Award Nominee

- Anatomy of an Adverse Drug Event: The Politics of Organizational Learning from Error | **Michal Tamuz**, U. of Tennessee Health Science Center; **Eric J. Thomas**, U. of Texas Houston Medical School; **Keith Franchois**, U. of Texas Health Science Center

640 (Paper Session) - (HCM) **Organizational Change Capacity: Making Clinical Innovation Happen**

- 10:40am - 12:00pm Loews Philadelphia: Commonwealth B
 Chair: **Sharon Schweikhart**, Ohio State U.
 Discussant: **Jon Chilingerian**, Brandeis U.
- Change Capacity; Linking Change Context; Actors; Substance and Change Progress | **Louise Fitzgerald**, De Montfort U.; **Ewan Ferlie**, Royal Holloway College, U. of London; **Rachael Addicott**, Royal Holloway College, U. of London; **Gerald McGivern**, Royal Holloway, U. of London; **David Buchanan**, Cranfield U.
 - This Is How It Can Happen. New E-Service Development in the Long-term Care Setting | **Anna Essén**, Stockholm U.
 - Implementing Complex Innovations: Adapting a Conceptual Model for Health Services Research | **Bryan J. Weiner**, U. of North Carolina at Chapel Hill; **Megan Lewis**, RTI International; **Christian Helfrich**, U.S. Department of Veterans Affairs
 - Team Effectiveness and the Implementation of a Clinical Innovation | **Carol VanDeusen Lukas**, U.S. Department of Veterans Affairs; **David C. Mohr**, U.S. Department of Veterans Affairs; **Mark Meterko**, U.S. Department of Veterans Affairs

641 (Paper Session) - (HR) **Work-Family Interface**

- 10:40am - 12:00pm Pennsylvania Convention Center: Room 112A
 Chair: **Jenny M. Hoobler**, U. of Illinois, Chicago
 Discussant: **Mary R. Watson**, New School U.
- Searching for a Balance: Work Team Design, Work-Family Practices, and Organizational Performance | **Nienchi Liu**, National Central U.; **Chih-Yuan Wang**, National Central U.

🗄️ Unintended Consequences of Absence Control Initiatives | **Michael David Johnson**, U. of Washington; **Frederick P. Morgeson**, Michigan State U.; **Adam Stetzer**, Nucleus Solutions; **Deborah Ladd**, Nucleus Solutions; **Erica Holley**, U. of Washington

🗄️ Telework's Role in Altering the Impact of Work-Family Conflict on Exhaustion: A Hindrance or Help? | **Timothy Golden**, Rensselaer Polytechnic Institute

🗄️ Exploring the Linkage Between Work Flexibility and Work-Life Balance in the Hospitality Industry | **Kathleen Geraldine Farrell**, Dublin Institute of Technology, Cathal Brugha Street

642 : (Paper Session) - (HR) Expatriates and HR

10:40am - 12:00pm Pennsylvania Convention Center: Room 112B

Chair: **Ronald B. Morgan**, George Washington U.

Discussant: **Arup Varma**, Loyola U., Chicago

➔ 🗄️ The Interaction of Expatriate Pay Differential and Expatriate Inputs on Locals' Pay Unfairness | **Jaime Alfonso Bonache**, Carlos III U.; **Juan I. Sanchez**, Florida International U.

➔ 🗄️ Expatriate Performance and Turnover Intentions: Congruence Between Expatriates and Supervisors | **Marshall Wilson Pattie**, Towson U.; **George Benson**, U. of Texas, Arlington

➔ 🗄️ The Power of an International Assignment to Enhance Creativity | **Anthony Fee**, U. of Sydney; **Sid Gray**, U. of Sydney

➔ Host Country Nationals' Reactions to Expatriate Pay Policies: The Case for a Cultural Alignment Model | **Ashish Mahajan**, New Mexico State U.

643 : (Paper Session) - (HR) Predictors of Organizational Performance

10:40am - 12:00pm Pennsylvania Convention Center: Room 113C

Chair: **Marc Thompson**, U. of Oxford

Discussant: **Chad H. Van Iddekinge**, Florida State U.

🗄️ ➔ 🗄️ Employee Voice and Organizational Performance | **John Paul MacDuffie**, U. of Pennsylvania; **Frits Pil**, U. of Pittsburgh

🗄️ An Integrative Framework for Understanding the Link Between HRM and Business Performance | **Anastasia A. Katou**, U. of Macedonia; **Pawan S. Budhwar**, Aston U.

🗄️ Human Resource Management and Firm Performance: Focusing on High Performer Turnover | **Kiwook Kwon**, U. of Illinois, Urbana-Champaign

➔ 🗄️ How Does a Group-Based Pay System Affect Organizational Performance? A Social Identity Perspective | **Hyondong Kim**, Dongguk U.; **Yaping Gong**, Hong Kong U. of Science and Technology

644 🗄️ 🗄️ JS: (HR, OB, GDO) Implementing Flexibility Across Contexts: Research Gaps and Future Directions

10:40am - 12:00pm Pennsylvania Convention Center: Room 113B

Organizer: **Ellen Ernst Kossek**, Michigan State U.

Chairs: **Ellen Ernst Kossek**, Michigan State U.; **Peter Berg**, Michigan State U.

Discussant: **Nancy Rothbard**, U. of Pennsylvania

Creating a Flexible – and Less Gendered – Organizational Culture? | **Erin Kelly**, U. of Minnesota; **Phyllis Moen**, U. of Minnesota

Adding a Collective Unionized Voice Perspective to Work-Life Research | **Ellen Ernst Kossek**, Michigan State U.; **Peter Berg**, Michigan State U.; **Kaumudi Misra**, Michigan State U.

Personal Flexibility and Independent Contracting: Evidence for a Contingency Approach | **Forrest Briscoe**, Pennsylvania State U.; **Steve Sawyer**, Pennsylvania State U.; **Mark Wardell**, Pennsylvania State U.

The Aging Workforce: Opportunities for Innovation in Talent Management | **Marcie Pitt Castsoughes**, Boston College; **Christina Matz-Costa**, Boston College; **Michael Smyer**, Boston College

645 ➔ 🗄️: (Paper Session) - (IM) Further Insights into Foreign Expansion

10:40am - 12:00pm Philadelphia Marriott: Franklin 3

Chair: **Marcus James Hurt**, EDHEC Business School

Discussant: **Bernard M Wolf**, York U.

➔ ➔ Home-Country Networks, Intangible Assets, and Foreign Expansion | **Isin Guler**, Boston U.; **Mauro F Guillen**, U. of Pennsylvania

🗄️ The International Dimensions of "Nonmarket" | **Jean J Boddewyn**, Baruch College; **Peter J. Buckley**, U. of Leeds

➔ Own and Other Firm Influences on Foreign Expansion across Value Chain Activities | **Heather Berry**, U. of Pennsylvania

646 ➔ 🗄️: (IM) Human Resource Management in Different Institutional Contexts: The Balanced Perspective

10:40am - 12:00pm Philadelphia Marriott: Franklin 4

Chairs: **Paul Boselie**, Tilburg U.; **Jaap Paauwe**, Tilburg U.; **Patrick Wright**, Cornell U.

Participants: **Ingmar Bjorkman**, Swedish School of Economics and Business Administration; **Patrick Christopher Flood**, U. of Limerick; **Timothy M. Gardner**, Brigham Young U.; **Barry Gerhart**, U. of Wisconsin-Madison; **James P. Guthrie**, U. of Kansas; **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Luc Sels**, Katholieke U. Leuven; **Juani Swart**, U. of Bath

647 ➔ 🗄️: (Paper Session) - (IM) Cross-border Diffusion and Institutional Change

10:40am - 12:00pm Philadelphia Marriott: Room 413

Chair: **W James Jacob**, UCLA

Discussant: **Klaus Meyer**, U. of Reading

➔ Contested Capitalism: Financial Politics and Implications for China | **Richard Carney**, Nanyang Technological U.

➔ ➔ Diffusion Processes in IGO Networks: The Case of Democracy | **Magnus Torfason**, Columbia U.

Doug Nigh Award Finalist

➔ 🗄️ The institutional Reform of Intellectual Property Rights and FDI in Emerging Economies | **Theodore Andrew Khoury**, U. of Texas at Dallas; **Mike Peng**, U. of Texas at Dallas

➔ 🗄️ The Decision to Privatize: Economists and the Diffusion of Ideas | **J. Muir Macpherson**, Georgetown U.; **Bruce Kogut**, INSEAD

648 ➔ 🗄️: (Paper Session) - (IM) Inter-organizational Relationships and Firm Knowledge

10:40am - 12:00pm Philadelphia Marriott: Room 414

Chair: **Tagi Sagafi-Nejad**, Texas A&M International U.

Discussant: **Charles Thomas Tackney**, Copenhagen Business School

- The Role of R&D in Value Creation for Domestic and Foreign Firms in a Newly Industrialized Economy | **Eric WK Tsang**, Wayne State U.; **Paul S. L. Yip**, Nanyang Technological U.; **Mun Heng Toh**, National U. of Singapore
- 📄 Strategic Fit and the Performance of ISAs: The Mediating Role of Exploration and Exploitation | **Bo Bernhard Nielsen**, Copenhagen Business School; **Siegfried P. Gudergan**, U. of Technology, Sydney
- Learning from Client: the Setting of OEM Contracts | **Peng-yu Li**, National Chengchi U.; **Min-Ping Kang**, Shih Hsin U.; **Chow-Ming Yu**, National Chengchi U., Taiwan; **Dah-Hsian Seetoo**, National Chengchi U., Taiwan
- 📄 Leadership and the Performance of U.S.-Japanese Innovation Seeking Alliances | **Richard N Osborn**, Wayne State U.; **Russ Marion**, Clemson U.

649 → 📄: (Paper Session) - (IM) **Comparative Governance**

10:40am - 12:00pm Philadelphia Marriott: Room 415

Chair: **Arun Kumar Tripathy**, Indian Institute of Management Bangalore

Discussant: **Jordan Siegel**, HBS

- 📄 Legal System and Rule of Law Effects on US Cross-Listing to Bond by Emerging-Market Firms | **Paul M Vaaler**, U. of Illinois, Urbana-Champaign; **Burkhard N. Schrage**, Singapore Management U.
- 📄 Information Asymmetry in International Acquisitions: The Role of Information Institutions | **Qi Zhou**, Ohio State U.; **Jaideep Anand**, Ohio State U.; **Jiewei Yu**, Ohio State U.
- 📄 Delistings in Europe and the Costs of Governance | **Steen Thomsen**, Copenhagen Business School; **Frederik Vinten**, Copenhagen Business School
- 📄 Foreign Ownership and Post-privatization Performance: Moderator Effect of Institutional Embeddedness | **Zhenyan Lv**, Guanghua School of Management, Peking U.; **Guochen Du**, Nankai Business School Nankai University

650 → 📄: (Paper Session) - (IM) **IB Theory, FDI, and Entry Mode**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - IM 1

Presented on Panels 39-46

- 📄 It's a Matter of (Industry) Perspective: The Relationship Between Market Information and FDI | **Mikelle A. Calhoun**, Ohio State U.
- 📄 Capital Structure and Internationalization: the Case of Taiwanese Firms | **Chiung-Jung Chen**, Chung Yuan Christian U.
- 📄 Clarifying the Costs (and Benefits) of Doing Business Abroad: A Conceptual Integration | **Deepak Sethi**, Old Dominion U.; **William Q Judge**, Old Dominion U.
- 📄 A New Framework for International Market Entry Strategies: the role of local market factors | **Jerome G. Couturier**, ESCP-EAP; **Davide Sola**, ESCP-EAP European School of Management; **Chris Halliburton**, ESCP-EAP
- 📄 Pervasive Uncertainty in the Internationalization of Firms | **Bo H. Eriksen**, U. of Southern Denmark

- 📄 Assessing the Organizational Justice Implications of Offshoring | **Constant D. Beugre**, Delaware State U.
- 📄 Network Effects on Internationalization Decisions of Small High-Tech Firms | **Zhirong Duan**, Faculty of Business/U. of New South Wales; **Zhenzhen Xie**, Tilburg U.; **M. B. Neace**, Mercer U.
- 📄 How Do Transaction and Institutional Traits Interact and Affect FDI Strategy? | **Hui-Mei Wang**, Fu Jen Catholic U.

651 → 📄: (Paper Session) - (IM) **MNC Strategy**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - IM 2

Presented on Panels 30-32

- 📄 Performance Implications of Internationalization and FSAs for International New Ventures | **Kuo-Pin Yang**, National Dong Hwa U.; **Yu-Ching Chiao**, National Chung-Hsing U.
- 📄 Foreign Direct Investment and Capability Development: A Dynamic Capabilities Perspective | **Chia-Wen Hsu**, National Taiwan U.
- 📄 Internationalization and Performance: Multinational Network Structures and Location-Specific Factors | **Winfried Ruigrok**, U. of St. Gallen

652 : (Paper Session) - (IP) **Innovation in a Multinational Environment**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Elizabeth A. Alexander**, U. of Washington, Tacoma

- 📄 **BPS**: Internationalization and the Balance of Power Between Law Firms and Clients | **Yuliani Suseno**, Robert Gordon U.; **Ashly H Pinnington**, Robert Gordon U.
- 📄 **TIM**: Innovation Activities Abroad and the Effects of Liability of Foreignness: Where it Hurts | **Wolfgang Sofka**, Centre for European Economic Research
- 📄 **TIM**: Multilevel Diffusion Curves: Modeling Innovation in Popular Music | **Gabriel Rossman**, UCLA; **Ming Ming Chiu**, Chinese U. of Hong Kong; **Joeri M. Mol**, U. of Melbourne
- 📄 **TIM**: Innovation Strategies and Firm Performance: Some Evidence from Beijing, China | **Jiancheng Guan**, School of Economics and Management, Beijing U.; **Xiangju Qu**, School of Aeronautic Science and Engineering, Beijing U.
- BPS**: The Speed of Knowledge Transfer Within Multinational Corporation: The Role of Social Capital | **Jiun Shiu Chen**, McNeese State U.; **Alton AI Stanley Lovvorn**, U. of Memphis

653 : (Paper Session) - (IP) **International Business**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Taco Reus**, Florida Atlantic U.

- **IM**: On an International Vendor's Relative Integration Across Borders and Information Asymmetry | **Patrick Verghote**, Leuven U.
- 📄 **IM**: The Role of Industry in Firm Internationalization | **B Elango**, Illinois State U.; **Mona V Makhija**, Ohio State U.
- **IM**: Deconstructing the Effects of Foreignness: a Heterogeneous Stakeholder Perspective | **Jesper Edman**, Stockholm School of Economics; **Claes Bohman**, Stockholm School of Economics
- **IM**: Re-examining the Link Between Multinationality and Performance | **Alina Kudina**, Warwick Business School; **Alan M Rugman**, Indiana U.; **George S Yip**, London Business School

IM: Youth Bulges, Violent Conflicts and International Business Environment | **Alfred Allen Marcus**, U. of Minnesota; **Mazhar Islam**, U. of Minnesota; **John Moloney**, U. of Minnesota

654 : (Paper Session) - (IP) Inter-organizational Knowledge Transfer

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Lih-Bin Oh**, National U. of Singapore

ODC: The Political Aspects of Inter-Organizational Learning: The Case of Non-dominant Firms | **Hsiang-Lin Cheng**, Feng-Chia University, Taiwan

OMT: Shall We Interlock with an Internet Company? | **Qingyuan Lori Yue**, Columbia U.

TIM: Cooperation in Innovation: Empirical Evidence from an Innovation Survey | **Francisco Lima**, Instituto Superior Tecnico; **Pedro Faria**, Instituto Superior Tecnico; **Rui Santos**, FCSH, New U. of Lisbon

BPS: The Development of Odyssean Technologies | **William Tracy**, U. of California, Los Angeles

OMT: When Knowledge Isn't Just Knowledge: Empirical Analysis of interorganizational Knowledge Transfer | **Christiana Weber**, Social Science Research Center, Berlin; **Markus Goebel**, Helmut Schmidt U.; **Michael Gaitanides**, Helmut Schmidt U.

655 : (Paper Session) - (IP) Learning in the Context of Teams

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Ramon J. Aldag**, U. of Wisconsin, Madison

OM: Integrative Framework for Enhancement of Concurrent Engineering Team and Organizational Performance | **Anant Ravindra Deshpande**, U. of Texas Pan American

OB: Personal Learning in Teams: The Effects of Personality and Team Cohesiveness | **Dong Liu**, U. Washington; **Lillian H. Toy**, U. of Washington Business School

OB: Perceived Task Difficulty and Expected Longevity as Antecedents of Transactive Memory | **Michael R. Baumann**, U. Texas, San Antonio; **Bryan Bonner**, U. of Utah

BPS: A Reciprocity Model of Innovation in Teams: An Agent's Choice | **Angela Agnes Stanton**, Claremont Graduate U.

ODC: Knowledge Transfer and Learning on Virtual Design Teams | **Jude G. Olson**, Lockheed Martin Aeronautics Company

656 : (Paper Session) - (IP) Brand, Customers and Business Performance

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Paul J. Lu**, Embry-Riddle Aeronautical University

BPS: Customer Contact and the Performance of Business Units in Service Firms | **Inigo Echeveste**, ESSEC; **Martin Larraza-Kintana**, U. Pública de Navarra

IM: Iranian Attitudes toward American-Made Products and Brands: Implications for MNCs | **Mahmood Bahae**, Central Michigan U.; **Michael Pisani**, Central Michigan U.

BPS: Customer-based Brand Equity in Service Industries- An Empirical Investigation | **Hsin Hsin Chang**, National Cheng Kung U.; **Su Wen Chen**, National Cheng Kung U./Yung-Ta Inst. of Tech. & Commerce

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🎯 Theme-oriented | 📊 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

TIM: Inverse Demand Curves, New Industry Formation, and the Rewiring of Networks | **Jeffrey Lee Funk**, Hitotsubashi U.

IM: The Country of Origin Effect and the Relationship between Halo and Summary Construct Roles | **Theresa Loo**, Guanghua School of Management; **Gary Davies**, U. of Manchester; **Saumya Sindhwani**, U. of Manchester

657 : (Paper Session) - (IP) Attributes of Entrepreneurs II

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Rebecca Reuber**, U. of Toronto

OMT: When a Path Ends: Political Entrepreneurship and Institutional Change | **Juha-Antti Lamberg**, Helsinki U. of Technology; **Kalle Pajunen**, U. of Tampere

ENT: On the Complementarities of Entrepreneurs' Competencies | **Mark Ciavarella**, Bucknell U.

ENT: Conceptualizing the Entrepreneurial Process Using Chinese Classics: A Paradoxical Perspective | **Pi-Shen Seet**, U. of Adelaide

ENT: Overconfidence Among Entrepreneurs: Explanations and Broader Implications | **Anthony Robinson**, U. of Alabama, Tuscaloosa

ENT: Bricolage as the Driver of Entrepreneurship | **Doan E. Winkel**, U. of Wisconsin, Milwaukee

658 : (Paper Session) - (IP) Expatriate Effectiveness

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Saba Colakoglu**, Rutgers U.

IM: Use of Expatriates in the U.S. Subsidiaries of MNCs: Does it Hurt or Help? | **Saba Colakoglu**, Rutgers U.

HR: Influence of Geographical Distance on Subjective Performance Measurement of Managerial Behavior* | **Neale Gilbert O'Connor**, U. of Hong Kong; **Johnny F Deng**, California State U.; **Michael D Shields**, Michigan State U.

IM: Expat Success through Positive Contact: Facilitating Host Country Nationals' Support for Expatriates | **Jesse E. Olsen**, Georgia Institute of Technology

PNP: Are Public Sector Expatriates Different in their Cross-Cultural Adjustment? | **Charles Roy Fenner**, SUNY - Canton; **Jan Selmer**, Aarhus School of Business, University of Aarhus

IM: Integrating Social Network Theory with Conceptualizations of Expatriate Effectiveness | **Jiao Li**, U. of Western Ontario; **Mitchell Rothstein**, Ivey School of Business

659 : (Paper Session) - (IP) Identities in Organizations

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Kent D. Fairfield**, Fairleigh Dickinson U.

MOC: Chocolate World: How the Hershey Company's Visitor Center Expresses Its Identity | **Linda L. Byington**, George Washington U.

MOC: When Members Have Multiple Beliefs about an Organization, Do They Construe One Unique Organization? | **Laura Illia**, LSE

GDO: Toward an Understanding of Social Identity Disconfirmation Encounters in Organizational Life | **Judith A. Clair**, Boston College; **Laura Morgan Roberts**, Harvard U.; **Heather M. Caruso**, Harvard U.

ODC: My Firm Versus Our Firm: The Challenge of Change in Growing the Small Professional Service Firm | **Karen S.**

Whelan-Berry, Utah Valley State College; **Ryan A Teeter**, Utah Valley State College

Best CMS Student Paper

660 : (Paper Session) - (IP) Issues in Research I

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Cynthia S. Cycyota**, U.S. Air Force Academy

📖 **RM**: Implications of Complexity Theory for Research Designing | **Reuben R McDaniel**, U. of Texas at Austin; **Holly Jordan Lanham**, U. of Texas at Austin; **Ruth A Anderson**, Duke U.

📖 **OB**: Personality Retest Effects: Guilt as the Underlying Mechanism in Generating Honest Scores | **Erin E. Coyne**, Ohio State U.; **Jill Ellingson**, Ohio State U.; **Eric Heggestad**, U. of North Carolina, Charlotte

📖 **RM**: Student-Manager Surrogacy Revisited: An Empirical Investigation | **Chanchai Tangpong**, North Dakota State U.; **Young Kyun Ro**, U. of Michigan - Dearborn; **Kuo-Ting Hung**, Suffolk U.

Sage Publications/RM Division Best Paper Winner

📖 **RM**: Choosing the Appropriate Method of Weighting Large Datasets with Complex Sampling Designs | **Sara Mann**, McMaster U.; **James Chowhan**, McMaster Research Data Centre

661 : (Paper Session) - (IP) Performance of M&As

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Corey Phelps**, U. of Washington

BPS: Diversity and Performance in Mergers and Acquisitions | **Andrew Papadopoulos**, HEC Montreal; **Louis Hebert**, HEC Montreal; **Yan Cimon**, HEC Montreal

📖 **ENT**: A Resource Dependence View on Post-Investment Value Creation in Buyouts | **Degenhard Meier**, Aachen U. (RWTH); **Oliver Gottschalg**, HEC Paris; **Malte Brettel**, Aachen U. (RWTH)

📖 **BPS**: Impacts of International Greenfield Investment on Firm Valuation | **Shao-Chi Chang**, National Cheng Kung U.; **Juei-Chi Chang**, National Cheng Kung U.

TIM: Corporate Venture Capitalists as Acquirers of Entrepreneurial Firms | **David Benson**, U. of Michigan, Ann Arbor; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor

➔ **MOC**: Making Sense of the Puzzle: Cognitive Categorization in Resource Reconfiguration | **Andreea Noemi Kiss**, Georgia State U.

662 : (Paper Session) - (IP) Work-related Attitudes

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Vana R. Prewitt**, Touro Infirmary

🗣️ **OB**: Understanding Organizational Commitment: A Public Sector Model | **Sanjay K. Pandey**, U. of Kansas; **Bradley E. Wright**, U. of North Carolina, Charlotte; **Edmund C. Stazyk**, U. of Kansas

📖 **OB**: How to Claim Your Corner at Work: Assessing Employee Territoriality to Their Workspace | **Graham Brown**, Singapore Management U.

OB: Is Job Satisfaction Contagious?: Simultaneous Effects of Social Networks, Tasks, and Dispositions | **Daniel A. Newman**, Texas A&M U.

📖 **CMS**: How Images of Resistance Affect Audiences of Anti-Authoritarian Television Programming | **Jason Myrowitz**, Arizona State U.

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

663 : (Paper Session) - (IP) Workplace Deviance

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Debra J. Louis**, Touro U. International

📖 **MOC**: Good Organizational Design for Bad Motivational Dispositions? | **Katja Rost**, U. of Zurich; **Antoinette Weibel**, U. of Zurich; **Margit Osterloh**, U. of Zurich

🗣️ **CM**: Employee Legal Claiming | **Angela Hall**, Florida State U.

🗣️ **OB**: Taking a New Look at Workplace Deviance: Through the Eyes of Positive Deviants | **Catherine Williamson**, U. of Tasmania; **Jackie Wellen**, U. of Tasmania

OB: Workplace Bullying: Advances in Measurement and an Empirical Investigation of Victim Consequences | **Jennifer Nicol**, U. of Calgary; **Chelsea Willness**, U. of Calgary

📖 **OB**: The Devil Is in the Details: Judgments of Responsibility and Absence from Work | **Eric Patton**, Saint Joseph's U.

664 ➔ 📖 : (Paper Session) - (MC) Managing People, Knowledge, and Relationships in Professional Service Firms

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom C1

Chair: **Aziza Laguecir**, Bordeaux Business School

Discussant: **Gabriel Morelli**, Cranfield U.

➔ **Boundary Constructions in Interorganizational Knowledge Relations** | **Jesper Blomberg**, Stockholm School of Economics; **Jan Lowstedt**, Mälardalen U.; **Andreas Werr**, Stockholm School of Economics

Winner of the Thomson South-Western Award for Outstanding Research Based Paper on Management Consulting

🗣️ **The Evolution of Knowledge Management in Practice** | **Taman Powell**, Warwick Business School

Winner of the Bentley College/HEC Outstanding Student Paper Award

➔ **Patterns of Human Resource Management in Consulting Firms** | **Ansgar Richter**, European Business School; **Michael Dickmann**, Cranfield U.; **Michael Graubner**, European Business School

665 📖 🗣️ 📖 : (Paper Session) - (MED) Classroom Attitudes: Developing Ethics and Sensitivity

10:40am - 12:00pm Pennsylvania Convention Center: Room 109A

Chair: **Dail Fields**, Regent U.

Discussant: **Thomas F Hawk**, Frostburg State U.

📖 **Upward Social Comparison Targets in the Classroom: Applying Theory from Organizational Behavior** | **Stephanie Case Henagan**, Northern Illinois U.

📖 **Political Trans-Correctness: Sensitivity & Authenticity in Diversity Management Education** | **Derek R. Avery**, Rutgers U.; **David S. Steingard**, Saint Joseph's U.

📖 **Ethnicity, Acculturation and Plagiarism: A Criterion Study of Unethical Academic Conduct** | **Daniel E. Martin**, California State U. East Bay; **Asha Rao**, California State U. East Bay

📖 **Academic Integrity: Personality or Perception of Academic Environment** | **Thomas H Stone**, Oklahoma State U.; **Jennifer Kisamore**, U. of Oklahoma; **I. M. Jawahar**, Illinois State U.

666 📖 🗣️ 📖 : (Paper Session) - (MED) MED Keynote Address: Transforming Business Education

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

10:40am - 12:00pm Pennsylvania Convention Center: Room 109B
 Hosts: **Laurie Milton**, U. of Calgary/U. of Western Ontario; **Alvin Hwang**, Pace U.
 Speaker: **Joel M Podolny**, Yale School of Management

667 🗄️: (MH) **Management History According to Chuck Wrege: 50 years of Research**

10:40am - 12:00pm Loews Philadelphia: Congress A
 Distinguished Speaker: **Charles D. Wrege**, Cornell U.
 Discussant: **Daniel A Wren**, U. of Oklahoma
 Coordinator: **John G Joos**, Nova Southeastern U.
 Reflections on Chuck Wrege's Contributions to Management History | **Daniel A Wren**, U. of Oklahoma

668 👁️: (Paper Session) - (MOC) **Conceptual Developments in MOC**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - MOC
 Presented on Panels 47-56

- 🗄️ 🗄️ A Social-Cognitive Perspective on Firm Innovation | **Yang Xu**, Pennsylvania State U.
- 🗄️ 🗄️ The Influence of Regulatory Focus on Risky Decision Making | **Peter Bryant**, Macquarie U., Sydney; **Richard Dunford**, Macquarie U., Sydney
- 🗄️ 👁️ A Systemic Framework for Improving Control Center Cognition | **Christopher West**, Air Force Institute of Technology; **Rafael Landaeta**, Old Dominion U.
- 🗄️ 👁️ Is It Reasonable for One to Attribute an Event to Luck? | **Chengwei Liu**, U. of Cambridge
- 🗄️ 🗄️ Relatedness as a Context for the Experience of the Self: A Psychology of Organizing | **John Paul Stephens**, U. of Michigan, Ann Arbor
- 🗄️ 🗄️ Organizational Coordination of Interruptions: An Example of Positive Organizing? | **Philipp Kaser**, U. of Zurich
- 🗄️ 👁️ The Paradoxical Nature of Ingratiation Behavior in Organizational Settings: A Macro Perspective | **Manjula S Salimath**, U. of North Texas
- 🗄️ 🗄️ Everyone Fails! Using Emotion Regulation and Self-Leadership for Recovery | **Alan D. Boss**, U. of Maryland, College Park
- ➔ 👁️ Korean Organizations in Affective Perspective | **Inju Yang**, U. College Dublin; **Jacob Eisenberg**, U. College Dublin
- 🗄️ A Theory of Multi-Level Trust and Psychological Safety in Work Teams | **Christopher Jay Roussin**, Boston College

669 🗄️: (Paper Session) - (MOC) **Cognitive Foundations of Interpersonal Relationships I**

10:40am - 12:00pm Pennsylvania Convention Center: Room 110A
 Chair: **Hilla Dotan**, U. of California, Los Angeles
 Discussant: **Gary A. Ballinger**, U. of Virginia
 The Formation of Networks: Cognition to Coordination | **Harry B. Knoche**, Florida Atlantic U.
 Friend or Foe? The Role of Rhetoric in Creating Trust in Temporary Relationships | **Lakshmi Balachandra**, Boston College
 Towards a Motivational Cognitive Model of Trust | **Svein Tvedt Johansen**, Norwegian School of Economics and Business Administration; **Marcus Selart**, Norwegian School of Economics and Business Administration; **Kjell Grønhaug**, Norwegian School of Economics and Business Administration

Organizational Evaluator Role: Motivation-Contingency Approach to Evaluators' Confirmatory Behavior | **Liviu Florea**, Washburn U.; **Thomas W. Dougherty**, U. of Missouri, Columbia

670 🗄️ JS: (MOC, OB, ODC) **Negotiating Shifting and Contested Identities as Organizations Change**

10:40am - 12:00pm Pennsylvania Convention Center: Room 113A
 Chair: **Barbara Gray**, Pennsylvania State U.
 From Exclusive to Inclusive Responses to an Organizational Identity Shift | **Elaine C. Hollensbe**, U. of Cincinnati; **Glen E. Kreiner**, U. of Cincinnati; **Mathew L. Sheep**, Illinois State U.
 How Interim CEOs Reconstruct Their Identities: Reaffirmation and Bifurcation | **Barbara Gray**, Pennsylvania State U.; **Sandra Schrujjer**, U. of Utrecht
 Shifting Identities in Call Centers | **Sumita Raghuram**, Pennsylvania State U.
 Entrenched Vs. Shifting Identities: Debating the Authorship of the Shakespeare Canon | **Sandra Schrujjer**, U. of Utrecht

671 🗄️ 🗄️ JS: (MSR, ENT) **Entrepreneurship and Spirituality: from Awareness to Discovery to Reality**

10:40am - 12:00pm Loews Philadelphia: Congress B
 Chair: **Sandra King Kauanui**, Florida Gulf Coast U.
 Presenters: **Cynthia L. Sherman**, California Polytechnic State U., Pomona; **Gerald Biberman**, U. of Scranton

672 ➔ 🗄️: (Paper Session) - (OB) **Team Processes and Evolution**

10:40am - 12:00pm Philadelphia Marriott: Independence I
 Chair: **Sharon P. McKechnie**, Emmanuel College
 Discussant: **Suzanne P. Weisband**, U. of Arizona

- 🗄️ Groups Not Working in Groups: Sequence of Labor Division in Self-Managed Groups | **Nora Ilona Grasselli**, HEC School of Management, Paris; **Gilles Amado**, HEC School of Management, Paris; **Valérie Gauthier**, HEC School of Management, Paris
- 🗄️ Evolutionary Perspective on Group Decision Making: A Within- and Between-Groups Simulation | **Shelley D. Dionne**, Binghamton U.; **Hiroki Sayama**, Binghamton U.; **Dene Farrell**, Binghamton U.; **Francis J. Yammarino**, Binghamton U.; **David Sloan Wilson**, Binghamton U.; **Jessica Federman**, Binghamton U.; **Elizabeth Carroll**, Binghamton U.; **Donald Gause**, Binghamton U.
- 🗄️ The Effect of Perceived Team Person-Environment Fit on Team Processes and Performance | **Yuhung Shin**, Sung Kyun Kwan

Happily Ever After? Toward a Theory of Late-Stage Group Development | **Charles Funk**, Washington State U.

673 ➔ 🗄️: (Paper Session) - (OB) **Putting New Ideas in Play: Implementing Creativity**

10:40am - 12:00pm Philadelphia Marriott: Independence II
 Chair: **Jonah Friedman**, Fordham U.
 Discussant: **Jim Lyttle**, Long Island U.
 Learning Orientation, Issue Selling, and Creativity at Work | **Kim Jaussi**, Binghamton U.; **Amy Randel**, San Diego State U.
 Employee Creativity After Mergers and Acquisitions: An Opportunity-Threat Perception Perspective | **Jing Zhou**,

Rice U.; **Shung Shin**, Washington State U.; **Albert Cannella**, Arizona State U.

The Implementation of Radical Ideas in Organizations | **Markus Baer**, Washington U., St. Louis

☑ Creative Deviance and the Evolution of New Ideas | **Babis Mainemelis**, London Business School

674 ☑: (Paper Session) - (OB) **New Directions in Transformational Leadership**

10:40am - 12:00pm Philadelphia Marriott: Independence III

Chair: **Bruce G. Hoag**, U. of Maryland

Discussant: **Chris A. Guarrero**, Northeastern U.

☑ Leader Profiles in the Transformational, Transactional, and Laissez-Faire Leadership Theory | **Olivier Doucet**, HEC Montreal; **Gilles Simard**, ESG-UQAM; **Michel Tremblay**, HEC Montreal

☑ Narcissism, Genuine Communication, and Transformational Leadership | **Benjamin M. Galvin**, Arizona State U.; **David Waldman**, Arizona State U.; **Pierre Balthazard**, Arizona State U.

Organizational Structure and Transformational Leadership Climate | **Frank Walter**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen

☑☑ Servant, Transformational, and Transactional Leadership: Empirical Correlations with Work Attitudes | **Rynetta Washington**, Auburn U.

675 → ☑: (Paper Session) - (OB) **Who Am I? Identity and Identification in Groups and Organizations**

10:40am - 12:00pm Philadelphia Marriott: Room 301

Chair: **Amy C. Lewis**, Drury U.

Discussant: **David M. Sluss**, U. of South Carolina

☑ An Empirical Examination of Newcomer Expertise and Identification in Work Groups | **Sungu Armagan**, Florida International U.

☑→ ☑ Organizational Identification in M&A: Integration Dynamics and Performance Implications | **Satu Päivi Teerikangas**, Helsinki U. of Technology; **Tomi M. M. Laamanen**, Helsinki U. of Technology

Organizational and Workgroup Identification: An Investigation of Antecedents and Outcomes in Context | **Melissa Mayhew**, U. of Queensland; **John Gardner**, U. of Queensland

☑→ ☑ Importance of Being Something: Identity Centrality & Work Outcomes in Offshored Call Center in India | **Diya Das**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.; **Pamela Brandes**, Syracuse U.

Winner of OB Division Best International Paper Award

676 ☑: (Paper Session) - (OB) **Leader-Member Exchange (LMX) Theory**

10:40am - 12:00pm Philadelphia Marriott: Room 309

Chair: **Nathan J. Hiller**, Florida International U.

Discussant: **David V. Day**, Singapore Management U.

The Interactive Effects of Job Embeddedness, LMX and Organization-Based Self-Esteem on Productivity | **Tomoki Sekiguchi**, Osaka U.; **James Paul Burton**, Northern Illinois U.; **Chris J. Sablynski**, California State U. Sacramento

☑☑ What About Us? Relative Deprivation Among Out-Group Members in LMX Relationships | **Mark C. Bolino**, U. of Oklahoma

☑ Teaching-oriented | ☑☑ Practice-oriented | → International-oriented | ☑☑ Theme-oriented | ☑ Research-oriented | ☑ Visual Presentation | ☑☑ Best Paper Proceedings

☑ Antecedents of Leader-Member Exchange (LMX) Reciprocity | **Brian Christopher Glibkowski**, U. of Illinois, Chicago; **Anjali Chaudhry**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago

☑☑ Leader-Member Exchange, Differentiation, and Psychological Contract Breach: A Multilevel Approach | **David Henderson**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago; **William H. Bommer**, Cleveland State U.

677 → ☑: (Paper Session) - (OB) **Regulatory Focus and Self-Determination Theory**

10:40am - 12:00pm Philadelphia Marriott: Room 310

Chair: **Chu-Hsiang Chang**, Roosevelt U.

Discussant: **John Schaubroeck**, Drexel U.

Regulatory Focus Theory and Social Network Analysis | **Xi Zou**, Columbia U.; **Tory Higgins**, Columbia U.

☑ Regulatory Focus as a Mediator of Leadership Influence on Employee Behavior | **Mitchell J. Neubert**, Baylor U.; **K. Michele Kacmar**, U. of Alabama; **Dawn S. Carlson**, Baylor U.; **James Roberts**, Baylor U.; **Lawrence Chonko**, Baylor U.

→ ☑☑ A Field Test of Hypotheses Derived from Self-Determination Theory | **Bard Kuvaas**, Norwegian School of Management

☑ Linking Person-Environment Fit to Employee Attitudes and Behaviors Using Self-Determination Theory | **Gary Greguras**, Singapore Management U.; **James Diefendorff**, U. of Akron

678 ☑: (Paper Session) - (OB) **Under Pressure: Inducements to Unethical Behavior**

10:40am - 12:00pm Pennsylvania Convention Center: Room 103C

Chair: **W. Trexler Proffitt**, Franklin & Marshall College

Discussant: **Muthu Subbiah**, U. of Texas, Dallas

☑☑☑ Understanding the Ethical Cost of Organizational Goal-Setting: A Review and Theory Development | **Adam Barsky**, U. of Melbourne

Winner of OB Division Best Dissertation-Based Paper Award
Winner of OB Division Best Paper Award

☑☑ Moral Penance and Moral Credits: The Effects of Prosocial Versus Self-Serving Power on Judgment | **Jennifer Jordan**, Kellogg School of Management, Northwestern U.

☑☑ Cheat or You're Fired: A Behavioral Data Study of Person-Organization Ethical Fit | **J. Lamar Pierce**, Carnegie Mellon U.; **Jason Snyder**, Northwestern U.

☑☑☑ Economic Pressure and the Deterioration of Research Ethics | **Michael C. Nippa**, Freiberg U.

679 ☑: (Paper Session) - (OB) **Emotion in Organizations: Levels and Contagion Processes**

10:40am - 12:00pm Pennsylvania Convention Center: Room 110B

Chair: **Aimee Dars Ellis**, Arizona State U.

Discussant: **Ronald H. Humphrey**, Virginia Commonwealth U.

→ Upward Emotional Contagion and Its Implications for Leader Mood and Performance | **Eugene Y. U. Tee**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

☑ Emotional Contagion and Its Influence on Transformational and Charismatic Leadership | **Marion Bussmann**, U. of Washington; **Christina Fong**, U. of Washington

Level and Consensus of Positive and Negative Unit Affect: Multi-Level Effects on Employee Attachment | **Bernd Vogel**, U. of St. Gallen

☞ Anger in the Workplace: A Multi-Level Study of Individuals in 21 Branches of a Retail Organization | **Olivia Amanda O'Neill**, U. of Georgia; **David M. Dejoy**, U. of Georgia; **Mark G. Wilson**, U. of Georgia

680 🗨️📄JS: (OB, CM, GDO) **R-E-S-P-E-C-T, Find Out What it Means to OB**

10:40am - 12:00pm Pennsylvania Convention Center: Room 103A

Organizers: **Matthew A. Cronin**, George Mason U.; **Katherine Elder**, George Mason U.; **Whitney E. Botsford**, George Mason U.
Discussant: **Denise M. Rousseau**, Carnegie Mellon U.

Respect and the Value of Interpersonal Ties | **Tom Tyler**, New York U.

The Attitude of Respect and its Consequences for Engagement | **Matthew A. Cronin**, George Mason U.

Unforgiven: When the Consequences of Interactional Injustice are Irreversible | **Robert Bies**, Georgetown U.

Differentiating Respect from Trust Through Construct Validation | **Whitney E. Botsford**, George Mason U.; **Katherine Elder**, George Mason U.

681 ➔📄SHCS: (OB, CM, IM) **Toward Conceptual Clarity and Empirical Rigor on Individualism and Collectivism Research**

10:40am - 12:00pm Pennsylvania Convention Center: Room 105B

Chair: **Ya-ru Chen**, Rutgers U.

Presenters: **Marilynn B. Brewer**, Ohio State U.; **Jennifer A. Chatman**, U. of California, Berkeley; **Christopher Earley**, National U. of Singapore; **John A Wagner**, Michigan State U.

682 🗨️📄JS: (OB, HR) **Doing Good by Going Above and Beyond: New Directions in Citizenship Research**

10:40am - 12:00pm Philadelphia Marriott: Liberty Ballroom B

Chair: **J. Craig Wallace**, Oklahoma State U.

Discussant: **Mark Gavin**, Oklahoma State U.

Homophily Versus the Contact Hypothesis in an Ethnically Diverse Workforce | **Wm. Matthew Bowler**, Oklahoma State U.

High Involvement Management Climate, Job Attitudes, and Organizational Citizenship Behaviors | **Bryan D. Edwards**, Auburn U.; **J. Craig Wallace**, Oklahoma State U.; **Brennan D. Cox**, Auburn U.; **Robert J. Vandenberg**, U. of Georgia

Linking Personality to Organizational Citizenship Behavior: The Moderating Effect of Empathy | **Donald H. Kluemper**, Louisiana State U.; **Shannon G. Taylor**, Louisiana State U.

Promoting Corporate Identity and the Importance of Management-Employee Relations and Attitudes | **Scott Mondore**, Maersk, Inc.; **J. Craig Wallace**, Oklahoma State U.

683 ➔🗨️📄JS: (OB, HR) **Good Relationships, Positive Outcomes: Attachment Theory, Trust, and Leadership at Work**

10:40am - 12:00pm Pennsylvania Convention Center: Room 103B

Chair: **James Campbell Quick**, U. of Texas at Arlington

Discussant: **Yair Berson**, U. of Haifa

Attachment Theory in Adult Relationships: Research Evidence | **Janice R. Joplin**, Southern Illinois U., Edwardsville

Attachment at Work Questionnaire: Development of a Scale | **Michael Lance Frazier**, Oklahoma State U.; **Paul Johnson**, Oklahoma State U.; **Joel F. Bolton**, Oklahoma State U.

Attachment Styles and Interpersonal Trust at Work | **Laura McAndrews Little**, Oklahoma State U.; **Janaki Gooty**, Oklahoma State U.; **Debra L Nelson**, Oklahoma State U.

Attachment at Work: Influence on Leadership and Work Satisfaction in Human Resource Managers | **Tracey T. Manning**, U. of Maryland

684 🗨️📄JS: (OB, MOC) **Power, Certainty, and Ambivalence**

10:40am - 12:00pm Philadelphia Marriott: Liberty Ballroom A

Chair: **Nathanael Fast**, Stanford U.

Discussant: **Deborah Gruenfeld**, Stanford U.

Certain Emotions Have Power: Inferences of Power Based on Emotions Associated with Certainty | **Joe Magee**, New York U.

Power and Inflated Perceptions of Control Over Future Events | **Nathanael Fast**, Stanford U.; **Deborah Gruenfeld**, Stanford U.

Power and the Valuation of Outcomes | **M. Ena Inesi**, Stanford U.

The Ambivalent Motives of Social Power | **Jennifer L. Berdahl**, U. of Toronto; **Chen-Bo Zhong**, U. of Toronto

685 SHCS: (OB, MOC, OMT) **Identity Construction Outside and Across Organizations: The Role of Narratives and Occupations**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom C

Chair: **Jennifer Tosti**, New York U.

Discussant: **Stephen Barley**, Stanford U.

Forms and Functions of Narrative Identity in Work Life |

Herminia Ibarra, INSEAD; **Roxana Barbulescu**, INSEAD
Independent Identity: Narrating Coherence and Flexibility Outside Organizations | **Ruth Blatt**, U. of Michigan; **Susan J. Ashford**, U. of Michigan

Touching the Void: Identity Construction in the Wake of Occupational Loss | **Jennifer Tosti**, New York U.

The Role of Occupations in Shaping Identity: A Comparative Analysis | **Teresa Cardador**, U. of Illinois, Urbana-Champaign; **Michael Pratt**, U. of Illinois, Urbana-Champaign

686 🗨️SHCS: (OB, OMT, CM) **Future Directions of Team Learning Research**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom A

Organizers: **Henrik Bresman**, INSEAD; **Aimee A. Kane**, New York U.

Discussant: **Linda Argote**, Carnegie Mellon U.

Team Learning from Membership Transfer | **Aimee A. Kane**, New York U.; **Maritza R. Salazar**, New York U.

National Diversity and Psychological Safety: Uneven Learning Effects in Multinational Teams? | **Mary Zellmer-Bruhn**, U. of Minnesota; **Kangyong Sun**, U. of Minnesota

Why Power Asymmetry Doesn't Always Stifle Team Learning | **Simon B. de Jong**, U. of Groningen; **Gerben S. Van Der Vegt**, U. of Groningen; **Eric Molleman**, U. of Groningen; **J. Stuart Bunderson**, Washington U.

A Multi-Level Model of Team Capabilities for Knowledge Work | **Martine Haas**, Wharton School, U. of Pennsylvania

Mapping Learning Strategies to Innovation Types in Teams | **Henrik Bresman**, INSEAD; **Amy C. Edmondson**, Harvard U.

687 📄: (Paper Session) - (OCIS) **Collaboration and Interdependence**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom J

Chair: **Youngjin Yoo**, Temple U.

Discussant: **Mike Gallivan**, Georgia State U.

🔗 Collaborative Technology Support for Integrating and Applying Knowledge in Virtual Contexts | **Dave Yates**, U. of Southern California

➔ 📄 Delineating Collaboration Intensity Dimensions in ICT Enabled Project Teams | **Angeliki Poulymenakou**, Athens U. of Economics and Business

📄 Conceptualizing and Understanding Technology Interdependence in Knowledge Work | **Diane E Bailey**, Stanford U.; **Paul Leonardi**, Stanford U.; **Jan N. Chong**, Stanford U.

📄 A Dynamic View IT & Interorganizational Knowledge Creation Practices across Object Worlds | **Nicholas Berente**, Case Western Reserve U.; **Ryan Baxter**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.

688 📄: (Paper Session) - (OCIS) **Software Development -- Team and Community Attributes**

10:40am - 12:00pm Philadelphia Marriott: Room 307

Chair: **Dianne P. Ford**, Memorial U. of Newfoundland

Discussant: **Mark Mortensen**, Massachusetts Institute of Technology

🔗 Relationships between Software Team Flexibility, Autonomy, Diversity, and Project Performance | **Gwanhoo Lee**, American U.; **Weidong Xia**, U. of Minnesota

OCIS Division Best Paper Award - Finalist

🗣️ Team-level Antecedents of Individual Improvisation in Information Systems Development Projects | **Massimo Magni**, Bocconi U.; **Bernardino Provera**, Bocconi U.; **Luigi Proserpio**, Bocconi U.

📄 Self Determination, Founders, and Project Characteristics as Motivators in Open Source Software | **Kaushik Ghosh**, U. of Mississippi; **Anthony P. Ammeter**, U. of Mississippi; **Jennifer L. Ziegelmayer**, Delta State U.

📄 Embedded Trust in Open Source Software Development Communities | **Ning Nan**, U. of Oklahoma; **Sanjeev Kumar**, U. of Michigan, Ann Arbor; **Li Wang**, U. of Michigan, Ann Arbor

689 : (Paper Session) - (ODC) **Socialization, Learning, and Forgetting in Organizations**

10:40am - 12:00pm Loews Philadelphia: Commonwealth C

Discussant: **Miguel G Guilarte**, Fielding Graduate Institute

📄 Organizational Forgetting And Its Causes | **Vicenç Fernandez**, Technical U. of Catalonia; **Albert Sune**, Technical U. of Catalonia

📄 Forgetting Curves: Three Case Studies | **Albert Sune**, Technical U. of Catalonia; **Luis Lopez**, INCAE

🔗 Haunted by the Past: Effects of Poor Change Management History on Employee Attitudes and Turnover | **Prashant Bordia**, U. of South Australia; **Simon Lloyd D. Restubog**, U. of Queensland; **Nerina L. Jimmieson**, U. of Queensland; **Bernd Erhard Irmer**, Queensland U. of Technology

Winner of ODC Division Best Paper

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 👁 Visual Presentation | 🏆 Best Paper Proceedings

690 : (Paper Session) - (ODC) **Leadership, Time, and Depth of Change**

10:40am - 12:00pm Loews Philadelphia: Congress C

Chair: **Henry Allan Hornstein**, CGI/Hornstein Teamworks Inc/Norwich U.

🔗 The Role of Affect and Leadership during Radical Organizational Change | **Myeong-Gu Seo**, U. of Maryland; **M. Susan Taylor**, U. of Maryland; **N. Sharon Hill**, U. of Maryland

📄 Exploring the Speed of Strategic Change Propagation Within Large Organizations | **Alain Vas**, Catholic U. of Louvain

📄 Banking Deregulation, Punctuated Equilibrium, and Early-Mover Advantage | **Tim Swift**, Temple U.; **Donald Hopkins**, Temple U.

➔ 📄 Temporal Structuring: How Can Corporate Level Managers Increase Divestiture Implementation Speed? | **Matthias F. Brauer**, U. of St. Gallen

691 👁: (Paper Session) - (ODC) **Organizational Culture and Performance**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - ODC 1

Presented on Panels 57-63

👁 Genesis of the Institutional Entrepreneur's Discourse | ➔ 👁🗣️ Meetings in Organizations: Do They Contribute to Stakeholder Value and Personal Meaning? | **Ib Ravn**, Learning Lab Denmark

👁🗣️ Unstructured Contexts in Top Management Teams | **Peter Anthony Murray**, Macquarie U., Sydney; **Jawad Syed**, Macquarie U., Sydney

👁🗣️ From Situated Practice to Informed Theory: Learning Cycles and Enabling Structures | **Randal Ford**, Spartanburg Healthcare System

👁🗣️ Why the Psychological Contract is Important for Knowledge Management and Innovation Strategists | **Deborah Blackman**, U. of Canberra; **Diane Phillips**, Australian International Hotel School

👁🗣️ Working Together Well: Understanding Faculty-Administrator Relationships | **Hui-Min Kuo**, Rutgers U.

👁🗣️ Intrinsic Motivation and the Development of the Firm | **Hagen Worch**, Eawag - Swiss Federal Institute of Aquatic Science and Technology

692 🗣️🗣️📄 JS: (ODC, MC) **20 Years of Appreciative Inquiry: The Best of the Past, Present, and Future**

10:40am - 12:00pm Loews Philadelphia: Commonwealth D

Organizer: **James D Ludema**, Benedictine U.

20 Years of AI Research: What We Know and What We Need to Learn | **James D Ludema**, Benedictine U.

Transformational, Incremental, and Not Much Change at All: Moderators of the Outcomes of AI | **Gervase R Bushe**, Simon Fraser U.

Appreciative Inquiry to Appreciative Intelligence: Reframing to Enhance Positive Intelligence | **Tojo Thatchenkery**, George Mason U.

Generative Inquiry vs. Positivity in Appreciative Inquiry | **Ronald Fry**, Case Western Reserve U.

Business as an Agent of World Benefit: An Indra's Net for Learning about Global Learning | **David L Cooperrider**, Case Western Reserve U.

693 📄📄: (Paper Session) - (OM) **Supply Chains****International**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - OM 1
Presented on Panels 64-67

- 📄📄 Control as a Key Success Factor in Supply Chain Alliances | **Bjorn Claes**, Instituto de Empresa Business School; **Oksana Koryak**, Instituto de Empresa Business School; **Angel Diaz**, Instituto de Empresa Business School
- 👉📄 Understanding Chinese Supply Chain Management Practices | **Daewoo Park**, Xavier U.; **Hema A Krishnan**, Xavier U.
- 👉📄 Global Supply Headquarters-Subsidiary Control Systems and Their Key Drivers | **Julio Maria Loppacher**, Austral U.; **Raffaella Cagliano**, Politecnico di Milano; **Gianluca Spina**, Politecnico di Milano
- 📄📄 The Effect of Electronic Service Recovery on Satisfaction, Loyalty and Positive Word-of-Mouth | **Michael Abebe**, Southern Illinois U.; **Daisy Wang**, Southern Illinois U.

694 📄📄: (Paper Session) - (OM) **Strategy, Corporate Culture & OM**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - OM 2
Presented on Panels 68-72

- 📄📄 Corporate Culture and Financial Performance: an Empirical Test of a UK Retailer. | **Simon Booth**, Reading U.; **Kristian J. Hamer**, U. of Reading
- 📄📄 Antecedents of Vertical Integration Decisions in Remanufacturing | **Pinar Martin**, Bocconi U.; **Daniel Guide**, Pennsylvania State U.
- 👉📄 The Advancement of R&D Decision-Making towards Strategic Consistency | **Ziqi Liao**, Hong Kong Baptist U.
- 👉📄 Strategic Consensus: Evidence from a Developing Nation | **Ravi Kathuria**, Chapman U.; **Stephen J Porth**, St. Joseph's U.

695 📄JS: (OM, TIM) **A Panel Symposium: Facilitating Communication between Editors and Authors**

10:40am - 12:00pm Philadelphia Marriott: Franklin 13

Organizer: **Hale Kaynak**, U. of Texas, Pan American
Presenters: **Andrew Taylor**, Bradford U.; **Margaret Webster**, Bradford School of Management; **Ken Boyer**, Michigan State U.; **Morgan Swink**, Michigan State U.; **Aleda V. Roth**, Clemson U.; **Vicki Smith-Daniels**, Arizona State U.; **Barbara B. Flynn**, Indiana U.; **Steven Armstrong**, U. of Hull; **Hale Kaynak**, U. of Texas, Pan American
Participant: **Kalyan Singhal**, U. of Baltimore

696 📄: (Paper Session) - (OMT) **Industry Dynamics and Organizational Evolution: Alternative Theories and Empirical Evidence**

10:40am - 12:00pm Philadelphia Marriott: Franklin 6

Chair: **Y Sekou Bermess**, Northwestern U.

- 👉 Fashioning an Industry: The Evolution of an Established Industry in a New Geographic Region | **Mukti V Khaire**, Harvard U.
- 📄 Determinants of Decor in Italian Restaurants in Manhattan | **Noushi Rahman**, Pace U.; **Irem Aktas**, Pace U.

- 📄 Aging and the Variability of a Firm's Sales Growth: Evolution in a High-Velocity Industry | **Andrew D Henderson**, U. of Texas, Austin; **Bruce C. Rudy**, U. of Texas at Austin
- 📄 Competition Uncorked: Entrepreneurial Dynamics in the Deregulated Alberta Liquor Retailing Industry | **Glen Dowell**, Cornell University; **Robert J David**, McGill U.

697 📄📄📄: (OMT) **Bringing the M Back into OMT: Theory and Research on Management, Managers, and Managing**

10:40am - 12:00pm Philadelphia Marriott: Franklin 7

Chair: **William Ocasio**, Northwestern U.

Presenters: **Michael L. Tushman**, Harvard U.; **Andrew M Pettigrew**, U. of Bath; **Kathleen M. Eisenhardt**, Stanford U; **Jane E. Dutton**, U. of Michigan, Ann Arbor

698 📄: (Paper Session) - (OMT) **The Role of Professions in Organizations and Institutions**

10:40am - 12:00pm Philadelphia Marriott: Room 401

Chair: **Gina Dokko**, New York U.

- 👉📄 Business and Network Positioning in Professional Service Firms | **Graham M Winch**, Manchester U.
- Professions and Hierarchies: Organizational Control, Accountability & Variation in Medical Work | **Amit Nigam**, U. Toronto
- 👉📄 Ideological Struggle and New Field Formation: Industrial Design as a Professional Genre | **Antti Ainamo**, Turku U.
- 📄📄 Organizational Response to Exogenous Environmental Shocks: The Role of Professional Associations | **Bernard Joseph Schumacher**, Pace U.; **Linda M Sama**, Pace U.

699 📄: (Paper Session) - (OMT) **Strategic Adaptation and Dynamic Capabilities**

10:40am - 12:00pm Philadelphia Marriott: Room 402

Chair: **Jack A Nickerson**, Washington U.

- 👉📄 The Dynamics of a Variably Coupled System: The Case of the Compagnons du Devoir | **Birgit Kleymann**, Catholic U. of Lille; **Hedley Malloch**, Catholic U. of Lille; **Tom Redman**, U. of Durham; **Jacques Angot**, Catholic U. of Lille
- Knowledge Protection: Responding to External Threats to the Organization | **Abiola O. Fanimokun**, Florida Atlantic U.; **Peggy A Golden**, Florida Atlantic U.
- 📄 The Formation of Dynamic Capabilities | **Andrew Hess**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology
- Dynamics of Organizational Capabilities and Firm Adaptation | **Hazhir Rahmandad**, Virginia Polytechnic Institute

700 📄: (Paper Session) - (OMT) **In the Boardroom: New Theories, New Observations**

10:40am - 12:00pm Philadelphia Marriott: Room 403

Chair: **Hyosun Kim**, Chung Ang U.

- 📄 Around the Boardroom Table: A Study of Interaction Patterns on Boards of Directors | **Katharina Pick**, Harvard U.; **Jay Lorsch**, Harvard U.
- 📄 Board Deviance: Why Directors Fail to Conform? | **Gokhan Turgut**, HEC Montreal; **Taieb Hafsi**, HEC Montreal
- 📄 Corporate Governance as a Shared Mental Model of the Board | **Bongjin Kim**, U. of Texas, San Antonio; **Mark M.**

Suazo, U. of Texas, San Antonio; **Michael Burns**, U. of Texas at San Antonio

A Knowledge Based Perspective on Board of Directors' Effectiveness | **Alan E. Ellstrand**, U. of Arkansas; **Vikas Anand**, U. of Arkansas

701 📄: (Paper Session) - (OMT) **Legitimation in**

Organizations and Fields

10:40am - 12:00pm Philadelphia Marriott: Room 404

Chair: **Martin Hughes**, Indiana U. of Pennsylvania

Crossing the Legitimacy Threshold: Entrepreneurial Identity Claims in Satellite Radio, 1997-2005 | **Chad Navis**, Emory U.; **Mary Ann Glynn**, Boston College

🗣️📄 Gathering for Good: The Legitimacy-Building Role of Social Movement Tactics in CSR Initiatives | **Laura Singleton**, Boston College

➔🗣️📄 How do Outsider Styles Become Legitimated? A dialogue between Bossa Nova musicians and Jazz critics | **Charles Kirschbaum**, Centro U. da FEI

Institutional Endorsement and Technological Innovation: The Introduction of New Pharmaceutical Drugs | **Francisco Polidoro**, U. of Texas at Austin

702 👁️: (Paper Session) - (OMT) **Organizational Forms and Structure**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - OMT 1

Presented on Panels 11-16

➔🗣️📄 When Williamson meets Penrose: Strategizing Precedes Economizing in Determining Firm-boundaries | **Sonya Wen**, National Taiwan U.

➔🗣️📄 The international scope of organizational ecology | **Sylvie Cellard**, EM LYON

🗣️📄 On the Evolution of Heterarchical Organization: Evidence from the Field of Business Incubation | **Anne Bøllingtoft**, Aarhus School of Business; **John P Ulhoi**, Aarhus School of Business

🗣️📄 An Information Processing Model of Organizational Control: A Computational Study | **Chris Paul Long**, Washington U.; **Sim B. Sitkin**, Duke U.; **Laura B. Cardinal**, Tulane U.; **Richard M Burton**, Duke U.

➔🗣️📄 Categorizations of Organizations | **Henri Schildt**, Imperial College of Science, Technology and Medicine

🗣️📄 Relational and Object Categories of Uncertainty: The Impact on Exchange Logic Selection | **Tony Francolini**, U. of Western Ontario; **David W Loree**, U. of Western Ontario

703 👁️: (Paper Session) - (OMT) **Social Networks and Embeddedness**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - OMT 2

Presented on Panels 77-80

🗣️📄 Tertius activity and sense-making in crisis | **Antti Kullervo Sillanpää**, Helsinki U. of Technology; **Juha-Antti Lamberg**, Helsinki U. of Technology; **Lasse Laaksonen**, Finnish National Defence College

🗣️📄 A Novel Development of Social Network Constructs in an Organizational Context | **Eric Quintane**, U. of Melbourne; **Stewart Johnston**, U. of Melbourne

👁️📄 Reflexive Embedding in Projects, Networks and Fields: Towards an Organizational Theory of Embedding | **Stephan Manning**, Duke U.

👁️📄 Shooting in Darkness At a Moving Target: Resolving Two Decades of Tension in Network Theory | **Amir Sasson**, U. College Dublin, Ireland

704 📄SHCS: (OMT, OB, MOC) **Screams, SWAT Teams, and States of Emergency: Understanding Organizational Surprise**

10:40am - 12:00pm Pennsylvania Convention Center: Room 108B

Chairs: **Beth Bechky**, U. of California, Davis; **Daniel A. Gruber**, U. of Michigan

Discussant: **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor
"Aha" and "Oops": The Role of Surprise in Updating | **Marlys K. Christianson**, U. of Michigan, Ann Arbor

Expecting the Unexpected: Surprise and Organizational Bricolage | **Beth Bechky**, U. of California, Davis; **Gerardo Okhuysen**, U. of Utah

Surprising Resilience: Unexpected Collapse and Revival | **Quintus Jett**, Dartmouth College

Tuning Into Surprise | **Daniel A. Gruber**, U. of Michigan

705 📄JS: (OMT, ODC, CMS) **Giddens and Structuration Theory: Challenges and Opportunities**

10:40am - 12:00pm Philadelphia Marriott: Franklin 5

Organizer: **Kelly Thomson**, York U.

Speakers: **Martha S. Feldman**, U. of California, Irvine; **Mary Jo Hatch**, U. of Virginia; **Loizos Th. Heracleous**, U. of Warwick; **Wanda J Orlikowski**, Massachusetts Institute of Technology

706 ➔🗣️📄JS: (ONE, SIM, IM) **Global Business and Climate Change Policies**

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom C2

Chair: **Ans Kolk**, U. of Amsterdam

Discussants: **Alain C. Verbeke**, U. of Calgary; **Jennifer J Griffin**, George Washington U.

Business Strategies and Climate Change: Recent trends in North America | **David Levy**, U. of Massachusetts, Boston
Strategically Managing Europe's institutional constraints on climate change | **Jonatan Pinkse**, U. of Amsterdam

Responses to climate change in Australia's electricity supply industry | **Nardia Haigh**, U. of Queensland

707 🗣️📄: (Paper Session) - (PNP) **Social Movements, Trends and Creating Value through Organization**

10:40am - 12:00pm Loews Philadelphia: Howe

Chair: **Greg Bell**, U. of Texas at Arlington

Discussant: **Neil M. Boyd**, Lycoming College

➔🗣️📄 Bricolage and Social Value Creation in Resource Scarce Environments | **MariaLaura Di Domenico**, U. of Cambridge; **Paul Tracey**, Warwick U.; **Helen Haugh**, U. of Cambridge

➔🗣️📄 Determinants of Problem-Solving Effectiveness of Homeowners' Associations in Urban China | **Feng Wang**, U. of Southern California

🗣️📄 Leading Networks: Managing the Unity/Diversity Paradox: Cases From The U.S. Immigration Sector | **Angel Saz-Carranza**, New York U.; **Sonia Ospina**, New York U.

→ 📄 The Impact of a Social Movement Organization's Legitimacy in Achieving Social Change | **Graham John Dover**, Simon Fraser U.

708 📄 → 🗣️: (PNP) Provocative Directions for Future Research in Public and Nonprofit Management

10:40am - 12:00pm Loews Philadelphia: Lescaze

Panel on Future Directions for Research and Theory in Public and Nonprofit Management | **James L. Perry**, Indiana U.; **Steven Kelman**, Harvard U.; **Emanuele Vendramini**, Catholic U. and SDA Bocconi School of Management; **Mary Tschirhart**, Syracuse U.; **Richard Mark Walker**, U. of Hong Kong

709 👁️: (Paper Session) - (PNP) Public-Private Sector Interactions

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - PNP Presented on Panels 73-76

Discussant: **Laurie E. Paarlberg**, San Francisco State U.

🗣️ 📄 Delegation and Outcomes in Cross-Sector Partnerships: The Case of Service Learning Partnerships | **Silvia Dorado**, U. of Rhode Island; **Theodora Welch**, U. of Massachusetts, Boston; **Dwight E. Giles**, U. of Massachusetts, Boston

👁️ 📄 Government Funding and Environment NGOs in Post-Democratization Korea | **Chang Bum Ju**, U. of Southern California

👁️ 📄 Contractual Relationships as a Substitute for Hierarchy in Health and Human Services | **Kun Huang**, New Mexico State U

→ 👁️ 📄 Public-Private Cooperation in New Product Development Networks: Logics, Agency and Structure | **Daniel Uiterwijk**, Netherlands Defence Academy; **Joan Ivar Kappert**, Netherlands Defence Academy; **Paul C Van Fenema**, Netherlands Defense Academy

710 → 🗣️ JS: (RM, MED, OMT) Quality in Qualitative Research: A Political Rather than a Technical Issue?

10:40am - 12:00pm Philadelphia Marriott: Franklin 8

Organizer: **Karen D Locke**, College of William and Mary

Moderator: **Karen Golden-Biddle**, U. of Alberta

Discussants: **John Matthew Amis**, U. of Memphis; **Jacqueline**

Fendt, ESCP-EAP; **Henri Savall**, ISEOR, U. of Lyon 3

Coordinator: **Mark Easterby-Smith**, Lancaster U.

711 🗣️ 📄: (Paper Session) - (SIM) Leadership, Ethics, and Corporate Social Responsibility

10:40am - 12:00pm Loews Philadelphia: Washington A

Facilitator: **Bradley R. Agle**, U. of Pittsburgh

📄 A Small Business Leader's Perception on CSR and Business Ethical Concepts | **Yves Charles Fassin**, Ghent U.; **Annick Hortense**, **Dominique Van Rossem**, Hogeschool Gent

🗣️ Creating Mutual Benefit: Factors that Impact an Individual's Moral Imagination | **Lindsey Godwin**, Case Western Reserve U.

🗣️ 📄 In Search of Ethical Leadership: Revisiting the Perceived Leader Integrity Scale | **Stephen Carlson**, Piedmont College

Beyond Compliance: Linking Leadership and Corporate Social Responsibility | **Erica Steckler**, Boston College

712 📄: (Paper Session) - (SIM) Social Reporting and Disclosure

10:40am - 12:00pm Loews Philadelphia: Washington B

Facilitator: **Ted London**, U. of Michigan

→ 🗣️ 📄 A Critical Perspective on Social Accounting: The Case of the "Global Eight" | **Dirk Ulrich Gilbert**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Andreas Rasche**, Helmut Schmidt U.; **Michael Behnam**, Suffolk U.; **Ingo Schedel**, U. of Erlangen, Nuremberg

🗣️ 📄 An Analysis Of The Relationship Between Corporate Social Performance And Corporate Disclosure | **Cedric Dawkins**, California State Polytechnic U. - Pomona; **John Fraas**, Ashland U.

📄 Corporate Social Responsibility Reporting in South Africa: A Description and Comparative Analysis | **Cedric Dawkins**, California State Polytechnic U. - Pomona; **Faith Wambura Ngunjiri**, Yale U.

→ 🗣️ 📄 Accounting Standards, Culture and Project GLOBE: Doing Well By Doing Good Accounting | **Paul G Wilhelm**, Kentucky State U.; **Jana Price Wilhelm**, Kentucky State U.

713 📄 SHCS: (SIM, OB, CM) Theoretical Advances and New Construct Developments in Ethical Decision-Making

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom B

Chairs: **Marie S. Mitchell**, U. of Nebraska, Lincoln; **Noel F. Palmer**, U. of Nebraska

Discussant: **Gary R. Weaver**, U. of Delaware

Participants: **Scott J. Reynolds**, U. of Washington; **Kristin L. Scott**, U. of Kentucky; **Michelle K. Duffy**, U. of Minnesota; **Marie S. Mitchell**, U. of Nebraska, Lincoln; **Noel F. Palmer**, U. of Nebraska; **Marshall Schminke**, U. of Central Florida; **David Mayer**, U. of Central Florida; **Debra L. Shapiro**, U. of Maryland; **Patricia J. Harned**, Ethics Resource Center; **Elizabeth Eve Umphress**, Texas A&M U.; **John B. Bingham**, Brigham Young U.

714 📄: (TIM) Federal Funding for Organizational and Management Research

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom K

Moderator: **Michael I. Harrison**, Agency for Healthcare Research and Quality

Participants: **David Chambers**, National Institute of Mental Health; **Jacqueline Meszaros**, National Science Foundation; **Thomas F Hilton**, National Institute on Drug Abuse; **Terri Griffith**, Santa Clara U.; **Gregory Aarons**, U. of California, San Diego

715 📄: (Paper Session) - (TIM) Technological Search: Exploitation and Exploration

10:40am - 12:00pm Philadelphia Marriott: Room 303

Chair: **A D Amar**, Seton Hall U.

Discussant: **Elisa Alvarez-Garrido**, Wharton School

📄 Balancing Innovation, Attention-to-detail and Outcome-orientation to Enhance Innovative Performance | **Ella Miron-Spektor**, Carnegie Mellon U.; **Eitan Naveh**, Technion-Israel Institute of Technology

TIM Division Best Student Paper Award Finalist

📄 Multilevel Integration of Exploration Units : Beyond the Ambidextrous Organization | **Florence Charue-Duboc**, Ecole polytechnique & CNRS; **François Fourcade**, ESCP-EAP; **Sihem Ben Mahmoud-Jouini**, HEC Paris / CRG Ecole Polytechnique
Stephan Schrader Best Paper Award Finalist

📄 Team Diversity and Exploratory Search: The Moderating Impact of R&D Context | **Daniel Tzabbar**, U. of Central Florida; **Robert L. Porter**, U. of Central Florida; **Mitrabaran Sarkar**, U. of Central Florida

📄 Relative Technological Discontinuities: Insights from the Identification of Innovation Regime Shifts | **Miguel Angel Campo-Rembado**, Dartmouth College; **Alva Taylor**, Dartmouth College

716 : (Paper Session) - (TIM) Special Topics on Innovation

10:40am - 12:00pm Philadelphia Marriott: Room 304

Chair: **Anna Canato**, Bocconi U.

Discussant: **Ravikant Avva**, Columbia U.

👉 Can Sellers Create Extra Profit in Information Asymmetry Environment in Online Market? | **Shanhui Wang**, graduated student

📄 Strategic Technology Planning for Taiwan Semiconductor Foundry Industry | **Hongyi Chen**, Portland State U.; **Jonathan C. Ho**, Yuan Ze U.; **Dundar F. Kocaoglu**, Portland State U.

📄 Product, Process, and Service: A New Industry Lifecycle Model | **Michael Cusumano**, MIT Sloan School of Management; **Fernando Suarez**, Boston U.; **Steve Kahl**, Massachusetts Institute of Technology

👉 📄 Wearing a Red Hat "C The Impact of Activist Industrial Policy on Software Development in China | **Li Li**, Harvard U

717 📄 : (Paper Session) - (TIM) Organizational Attributes and New Product Development

10:40am - 12:00pm Philadelphia Marriott: Room 305

Chair: **George S. Vozikis**, California State U. Fresno

Discussant: **Surendra Khambete**, Case Western Reserve U.

📄 The Effect of Alignment of Product Architecture and Organization Structure on Product Performance | **Jin-Kyu Park**, Florida International U.; **Sebastian Fixson**, MIT Sloan School of Management

👉 Source-Recipient Knowledge Complementarity: A Framework of Design Absorption Process in NPD | **Celine Abecassis-Moedas**, U. Catolica Portuguesa; **Sihem Ben Mahmoud-Jouini**, HEC Paris / CRG Ecole Polytechnique

👉 📄 Organizing Open Innovation: the Role of Competences, Modularity, and Performance Integration | **Markus C. Becker**, U. of Southern Denmark; **Francesco Zirpoli**, U. of Salerno

👉 Management of Clinical Trials Sites | **Darren Zinner**, MGH Institute for Health Policy

718 📄👉🗣️📄 JS: (TIM, BPS, OMT) Open Source Corporate Strategy: Reaching Outside the Firm's Boundaries to Tap upon Global Talent

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom L

Chairs: **Juan Andrei Villarroel**, Ecole Polytechnique Fédérale de Lausanne; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

Participants: **Paul A David**, Stanford U. / Oxford U.; **David Hsu**, Wharton School; **Lars Bo Jeppesen**, Copenhagen Business School; **Karim R. Lakhani**, Harvard U.

Monday 12:00PM

719 : (ICW) Journal of Organizational Behavior Luncheon

📄 Teaching-oriented | 🗣️ Practice-oriented | 👉 International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

12:00pm - 2:00pm Philadelphia Marriott: Grand Ballroom G

Organizer: **Neal M. Ashkanasy**, U. of Queensland

720 : (MED) MED Past Division Chairs' Luncheon and NAME Speaker

12:00pm - 2:00pm Philadelphia Marriott: Grand Ballroom E

Professor Kiyoshi Miyashita of Tokyo Metropolitan University will speak about Japan's Public Qualification for White-Collar Workers.
Organizers: **James A F Stoner**, Fordham U.; **Alvin Hwang**, Pace U.

Hosts: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Laurie Milton**, U. of Calgary/U. of Western Ontario

Monday 12:20PM

721 📄👉🗣️📄 : (AAS) Understanding How to Do Well by Doing Good: Theory and Evidence from the "Response" Project

12:20pm - 2:10pm Philadelphia Marriott: Liberty Ballroom A

Organizer: **Maurizio Zollo**, INSEAD and Bocconi U.

Discussant: **Thomas W Dunfee**, Wharton School

The Cultural Roots of Corporate Responsibility | **Dimo Ringov**, INSEAD; **Maurizio Zollo**, INSEAD and Bocconi U.; **Susan C Schneider**, HEC U. of Geneva

What Drives a Shared Understanding of Corporate Social Responsibility? When National Culture and Corporate Culture Meet | **Kai N. Hockerts**, Copenhagen Business School; **Peter Neergaard**, Copenhagen Business School; **Esbén rahbek Pedersen**, Copenhagen Business School

The Intra-Organizational Institutionalization of CSR | **Donal Crilly**, INSEAD

Leadership and Organizational Commitment to CSR: Dialectics and the Prioritization of Stakeholders | **Pamela Sloan**, HEC Montreal

Understanding Managers' Responsible Behavior: The Role of Personal Values, Emotional Traits and Cognition | **Susan C Schneider**, HEC U. of Geneva; **Maurizio Zollo**, INSEAD and Bocconi U.; **Mario Minoja**, Bocconi U.

722 : (AAS) Doing Well by Doing Good Across Cultures: A Global Perspective on Career Success

12:20pm - 2:10pm Philadelphia Marriott: Liberty Ballroom B

Chairs: **Jon P. Briscoe**, Northern Illinois U.; **Wolfgang Mayrhofer**, WirtschaftsU. Wien

Do I Look as if I Care? Doing Well in Careers of Three Professional Groups in Austria – a Qualitative Study | **Katharina Chudzikowski**, WirtschaftsU. Wien; **Barbara Demel**, WirtschaftsU. Wien; **Wolfgang Mayrhofer**, WirtschaftsU. Wien

The Evolution of Career Success: Doing Well in China | **Yan Shen**, Boston U.; **Douglas T. Hall**, Boston U.; **Zhangfeng Fei**, Donghua U.

Doing Well by Doing Good in Personal Careers: Career Success in Costa Rica | **Enrique Ogliastri**, INCAE; **Karina Caballero**, INCAE; **Carlos Rodriguez**, INCAE; **Christian Sabando**, INCAE

Change and Continuity in Career Success in Japan | **Mami Taniguchi**, Waseda U.

Career Success from a Malaysian Perspective: Doing Well by Doing Good | **Rohayu Abdul-Ghani**, U. Kebangsaan Malaysia; **June M. L. Poon**, U. Kebangsaan Malaysia; **Fauziah Noordin**,

U. Teknologi MARA; **Jon P. Briscoe**, Northern Illinois U.; **Eric A. Jones**, Northern Illinois U.

To Feel Successful in One's Career by Doing Good: Career Success in Spain | **Mireia Las Heras**, Boston U.; **Jelena Zikic**, York U.

Doing Well and Doing Good: Equations for Career Success in the United States | **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.; **Mireia Las Heras**, Boston U.; **Julie Unite**, Northern Illinois U.

723 : (AAS) Work, Family and National Health

12:20pm - 2:10pm Philadelphia Marriott: Liberty Ballroom C

Organizers: **Ellen Ernst Kossek**, Michigan State U.; **Ryan Petty**, Michigan State U.

Introduction: **Rosalind Berkowitz King**, National Institute of Child Health & Human Development

Facilitators: **Ellen Ernst Kossek**, Michigan State U.; **Ryan Petty**, Michigan State U.

Discussant: **Mary Durham**, Kaiser Permanente

The U.S. National Institutes of Health's Work Family and Health Network: Vision, Goals and Future Directions | **Rosalind Berkowitz King**, National Institute of Child Health & Human Development

Doing Well By Doing Good? The Effects Of Schedule Control on The Health And Effectiveness Of Employees, Families, and Organizations | **Erin Kelly**, U. of Minnesota; **Phyllis Moen**, U. of Minnesota

Evaluating the Employer, Employee and Family Health Benefits of Supervisor Behaviors to Support Work-life Demands of Grocery Workers: A Multi-Level View | **Ellen Ernst Kossek**, Michigan State U.; **Leslie B. Hammer**, Portland State U.; **Ryan Petty**, Michigan State U.

The Penn State Hotel Initiative: An Interdisciplinary, Multi-Method Investigation Of Work, Family, And Health In The Hotel Industry | **David Almeida**, Pennsylvania State U.; **John W. O'Neill**, Pennsylvania State U.; **Jeanette N. Cleveland**, Pennsylvania State U.; **Laura Cousino Klein**, Pennsylvania State U.; **Amy Snead**, Pennsylvania State U.; **Ann Crouter**, Pennsylvania State U.

The Health Impact of Work-Family Demands Among Low Wage Workers in the Long Term Care Industry | **Cassandra Okechukwu**, Harvard U.; **Lisa Berkman**, Harvard U.; **Elizabeth Barbeau**, Dana Farber Cancer Institute; **Rosalind Chait Barnett**, Brandeis U.; **Glorian Sorensen**, Dana Farber Cancer Institute

724 : (AAS) Doing Better at Doing Good: Broadening the Base of the Pyramid

12:20pm - 2:10pm Loews Philadelphia: Regency Ballroom B

Organizers: **Oana Branzei**, U. of Western Ontario; **Kasturi Rangan**, Harvard U.

Moderators: **Sandra Waddock**, Boston College; **David Wheeler**, Dalhousie U.; **Martin Hall**, U. of Cape Town

Participants: **George Kell**, United Nations Global Compact; **Hany Assad**, International Finance Corporation; **Jane Nelson**, Harvard U.; **James P. Walsh**, U. of Michigan, Ann Arbor; **Stuart Hart**, Cornell U.; **Aneel Karnani**, U. of Michigan, Ann Arbor

725 : (AAS) Promoting General Welfare Through a Better Theory of the Firm: Building Superior Stakeholder Theory

12:20pm - 2:10pm Pennsylvania Convention Center: Room 108A

Organizer: **Bradley R. Agle**, U. of Pittsburgh

Participants: **Thomas J. Donaldson**, U. of Pennsylvania; **Robert Edward Freeman**, U. of Virginia; **Ronald K. Mitchell**, Texas Tech U.; **Donna J Wood**, U. of Northern Iowa; **Michael C. Jensen**, Harvard U.

726 📖🗺️📊: (BPS) The Art & Design of Strategy - Going Beyond Science in the Practice of Management,

12:20pm - 2:10pm Philadelphia Marriott: Franklin 1

Organizer: **dt ogilvie**, Rutgers U.

Discussant: **Henry Mintzberg**, McGill U.

Presenters: **Frances H Fabian**, U. of North Carolina, Charlotte; **Cynthia Wagner Weick**, U. of the Pacific, and SRI International; **Robert D Austin**, Harvard U.

727 : (Paper Session) - (BPS) Dynamic Capabilities and Weaknesses

12:20pm - 2:10pm Philadelphia Marriott: Franklin 10

Chair: **Diana L. Day**, Rutgers U.

Discussant: **Douglas J. Miller**, U. of Illinois at Urbana-Champaign

🗺️ Bringing Back Weakness: Exploring How Capability Strengths & Weaknesses Affect Firm Performance | **David G. Sirmon**, Texas A&M U.; **Michael A. Hitt**, Texas A&M U.; **Jean-Luc Arregle**, EDHEC Business School

🗺️ Navigating the Landscape: The Mediating Role of Innovation in Strategic Planning Capabilities | **Clay Dibrell**, Oregon State U.; **Justin B Craig**, Bond U. Australia; **Donald O. Neubaum**, Oregon State U.

🔄 Alliance Activity as a Dynamic Capability: Search and Internalization of External Technology | **Jaideep Anand**, Ohio State U.; **Raffaele Oriani**, Luiss Guido Carli U.; **Roberto Vassolo**, IAE Business School - U. Austral

🔄🗺️➔🗺️ Wealth, Profit or Sustainable Advantage: Which should be Dependent Variable of Strategy? | **Michael G. Jacobides**, London Business School; **Sidney G. Winter**, U. of Pennsylvania; **Stefan M. Kassberger**, U. of Ulm

728 : (Paper Session) - (BPS) International Strategy, M&A's and Networks

12:20pm - 2:10pm Philadelphia Marriott: Franklin 9

Chair: **Rebecca Reuber**, U. of Toronto

Discussant: **Akbar Zaheer**, U. of Minnesota

🔄🗺️ Acquisition vs. Internal Development as Entry Modes for New Business Development | **Gwendolyn Kuo-fang Lee**, U. of Florida; **Marvin B Lieberman**, U. of California, Los Angeles

🗺️ Behind Mergers and Acquisitions: Alliance Network Embeddedness and Learning Approaches | **Haibin Yang**, City U. of Hong Kong; **Zhiang (John) Lin**, U. of Texas, Dallas

➔🗺️ Imitation under Uncertainty: Venture Capital Investments in New Geographic Markets, 1986-2003 | **Pek-hooi Soh**, National U. of Singapore; **Jane Lu**, Singapore Management U.

➔🗺️ Ownership Structure and International Diversification: Principal-Principal Agency Problems | **Heechun Kim**, Arizona State U.; **Robert E. Hoskisson**, Arizona State U.

729 : (Paper Session) - (BPS) Industry Analysis: Economic Geography / Clusters

12:20pm - 2:10pm Philadelphia Marriott: Room 406

Chair: **April Franco**, U. of Iowa

Discussant: **Shane Greenstein**, Northwestern U.

- 📄 Agglomeration Effects and Pricing Response to Entry | **Brian T. McCann**, Purdue U.; **Govert Vroom**, Purdue U.
- 📄 Noncompetes and Inventor Mobility: Specialists, Stars, and the Michigan Experiment | **Matt Marx**, Harvard U.; **Lee Fleming**, Harvard U.; **Deborah Strumsky**, Harvard U.
- Geographical Clusters, Alliance Networks, and Innovation in the US Biopharmaceutical Industry | **Turanay Caner**, North Carolina State U.; **John E Prescott**, U. of Pittsburgh
- ➔ 📄 Growth of Industrial Communities: Evidence from China's Technology Development Zones 1988-2000 | **Haiyang Li**, Rice U.; **Claudia Bird Schoonhoven**, U. of California, Irvine; **Yan Anthea Zhang**, Rice U.

730 : (Paper Session) - (BPS) Technological Change and Technological Strategy

12:20pm - 2:10pm Philadelphia Marriott: Room 407

Chair: **George S. Vozikis**, California State U. Fresno

Discussant: **Laura Poppo**, University of Kansas

- 📄 Too Many Complementors? Evidence on Software Developers | **Kevin Boudreau**, HEC-Paris School of Management
- 🔗 Falling Flat: Failed Technological Investments and Mortality, Decision-Making, and Product Quality | **Jamie P. Eggers**, U. of Pennsylvania
- ➔ Opening the Innovation Frontier: The Global Pursuit of Knowledge and Sophisticated Competition | **Sheryl Winston Smith**, U. of Minnesota
- 🔗 📄 The Impact of Information Technology Capabilities on Alliance Scope and Performance | **Constantinos Lioukas**, INSEAD; **Maurizio Zollo**, INSEAD and Bocconi U.; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill

731 : (Paper Session) - (BPS) Strategic Change and Institutional Constraints

12:20pm - 2:10pm Philadelphia Marriott: Room 408

Chair: **Elizabeth A. Alexander**, U. of Washington, Tacoma

Discussant: **Alfred Allen Marcus**, U. of Minnesota

- 📄 Individual Capabilities and Institutional Conditions in Strategic Network Formation | **Jason Woodard**, Singapore Management U.
- ➔ 📄 Organizational Forms in Competitive Rivalry | **Alex B. Bitekhtine**, McGill U.
- 🔗 Temporality of the Mobilisation Process Encountered by the Institutional Entrepreneur | **Aurelie Delemarle**, Ecole Nationale des Ponts et Chaussees
- 🗣️ 📄 Preventing a Crime? Board Outsider Representation and Corporate Illegal Behavior in China, 1998-2005 | **Fiona Kun Yao**, U. of California, Berkeley

732 : (Paper Session) - (BPS) Corporate Governance: Demographics and Composition

12:20pm - 2:10pm Philadelphia Marriott: Room 409

Chair: **James W Fredrickson**, U. of Texas, Austin

Discussant: **Alison Mackey**, California Polytechnic State U., San

- 🔗 ➔ National Institutions and Managerial Discretion: A Taxonomy of 24 Countries | **Craig Crossland**, Pennsylvania State U.
- Responsibility, Social Buffering, and Settling up with Outside Directors when Boards Perform Poorly | **Kurt Wurthmann**, Columbia U.
- ➔ 📄 Foreign Investors and Institutional Change: Appointing Independent Directors in Emerging Economies | **Chi-Nien Chung**, National U. of Singapore; **Young-Choon Kim**, National U. of Singapore
- 🔗 How Firms' Governance Characteristics Affect the Level of Human and Social Capital on the Board | **Steven Boivie**, U. of Arizona

733 : (Paper Session) - (BPS) Competitive Interaction

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 56-67

- ➔ 🗣️ When Does State-led Industrialization Work?: Evidence from the Brazilian Ethanol Fuel Industry | **Santiago Mingo**, Harvard U.; **Tarun Khanna**, Harvard U.
- 🗣️ Comparing the Resource-Based and Market-Based Views of Firm Performance in Ghana | **Joseph Ofori-Dankwa**, Saginaw Valley State U.; **Scott D Julian**, Saginaw Valley State U.
- 🗣️ 📄 Multinationals and Location Strategies: Recent Evidence from Korea | **In Hyeock Ian Lee**, Kelley School of Business, Indiana U.
- 🗣️ 📄 Competitive Bluffing: An Examination of a Common Practice and Its Relationship with Performance | **Rebecca Monette Guidice**, U. of Nevada, Las Vegas; **G. Stoney Alder**, U. of Nevada, Las Vegas; **Steven E Phelan**, U. of Nevada, Las Vegas
- 🗣️ 📄 Do Opposites Attract? Patterns of Inter-industry Collaboration | **Jason Whan Park**, U. of Pittsburgh; **Ravi Madhavan**, U. of Pittsburgh
- 🗣️ 📄 Clumps and Clusters: Distinguishing between Fundamentally Different Manifestations of Agglomeration | **Brian T. McCann**, Purdue U.; **Timothy B Folta**, Purdue U.
- 🗣️ 📄 The Art of Active Embedding: How Automotive Suppliers Manage To Do Engineering in Emerging Economies | **Stephan Manning**, Duke U.; **Joerg Sydow**, Freie U. Berlin; **Arnold Windeler**, Technische U. Berlin
- 🗣️ 📄 Executive Dynamics, Competitive Readiness, and Firm Performance | **Ming-Jer Chen**, U. of Virginia; **Hao-Chieh Lin**, National Chung Cheng U.
- 🗣️ 🗣️ 📄 All That Running: Red Queen Competition in the U.S. Motion Picture Industry | **Joseph Lampel**, Cass Business School; **Jamal Shamsie**, Michigan State U.
- ➔ 🗣️ 📄 Cross-Industry Variation in Effect of Bankruptcy Procedures: Case Study of Italy | **James Costantini**, INSEAD
- ➔ 🗣️ 📄 Value Appropriation in Buyer-Seller Relationships: Pricing Strategies on the French Rungis Market | **Corentin Curchod**, U. of Paris I Sorbonne
- 📄 🗣️ 🗣️ 📄 Masters of War: Branding and Product Introductions in the Coca-Cola vs Pepsi Competition | **Andrea Fosfuri**, U. of Carlos III de Madrid; **Marco Giarratana**, U Carlos III de Madrid

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 🔗 Best Paper Proceedings

734 JS: (BPS, ENT, OMT) Entrepreneurship and Strategic Organization: Taking Stock, Problems, and Future Directions

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom D

Organizer: **Teppo Felin**, Brigham Young U.

Discussant: **Jay B Barney**, Ohio State U./Peking U.

Theory as a Source of Entrepreneurial Learning | **Teppo Felin**, Brigham Young U.; **Todd Zenger**, Washington U.

New Value Creation: How Transaction Costs and Property Rights Shape Entrepreneurial Discovery | **Nicolas Foss**, Copenhagen Business School; **Kirsten Foss**, Copenhagen Business School

Entrepreneurship: Occupational and Functional Perspectives | **Peter G Klein**, U. of Missouri

Developing Management Theories with Probabilistic Causes from Inductive Case Study Research | **Elaine Mosakowski**, U. of Colorado, Boulder

Presenters: **Teppo Felin**, Brigham Young U.; **Nicolas Foss**, Copenhagen Business School; **Peter G Klein**, U. of Missouri; **Elaine Mosakowski**, U. of Colorado, Boulder

Participants: **Todd Zenger**, Washington U.; **Kirsten Foss**, Copenhagen Business School

735 JS: (BPS, OMT) Scientists, Engineers, and the Process of Innovation: The Moderating Effects of the “Macro” Context

12:20pm - 2:10pm Philadelphia Marriott: Franklin 2

Chairs: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign;

Rosemarie Ziedonis, U. of Michigan, Ann Arbor

Discussants: **Juan Alcacer**, New York U.; **Lori Rosenkopf**, U. of Pennsylvania

An Integrated Analysis of University Scientist Commercial Activity | **Waverly W. Ding**, U. of California, Berkeley; **Emily Choi**, U. of California, Berkeley

Mobility and Innovation: The Role of Legitimacy Seeking Behavior of Immigrant Indian Inventors | **Paul Almeida**, Georgetown U.; **Anupama Phene**, U. of Utah

Organizational Exploration via Individuals' Exploitative Search | **Daniel Tzabbar**, U. of Central Florida; **Brian S. Silverman**, U. of Toronto; **Barak S. Aharonson**, U. of Toronto


The Signal Value of Patent Enforcement: Effects on Knowledge Diffusion through Employee Mobility | **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor; **Martin Ganco**, U. of Illinois, Urbana-Champaign


736 : (Paper Session) - (CAR) Impact of Demographics and Career Phenomena on Wages and Advancement


12:20pm - 2:10pm Pennsylvania Convention Center: Room 111A

Chair: **Schalon Harrison Newton**, Santen Incorporated


Discussant: **Yoav Vardi**, Tel Aviv U.

 Career Sidestep, Wage Setback? The Impact of Different Types of Career Breaks on Wages | **Gert Theuissen**, Katholieke U. Leuven; **Marijke Verbruggen**, Katholieke U. Leuven; **Anneleen Forrier**, Lessius Hogeschool - K.U.Leuven; **Luc Sels**, Katholieke U. Leuven

 When It Doesn't Pay to Stay: Cumulative Gender Disadvantage in Contract Employment | **Isabel Fernandez-Mateo**, London Business School

 Intra-Organizational Networks and Pay: Which Networks Matter and How Men and Women Differ | **Kevin Clark**, Villanova U.; **Patrick G. Maggitti**, Temple U.; **Holly S. Slay**, Seattle U.; **Tolulope Bewaji**, Temple U.

Corporate Restructuring and Gender Differences in Managerial Promotion | **John C Dencker**, U. of Illinois, Urbana-Champaign


 The Effects of Workplace Transformation on Intra-Organizational Career Advancement | **Rocio Bonet**, U. of Pennsylvania


737 : (Paper Session) - (CAR) Inside the Gray Matter: Psychological Examinations of Careers

12:20pm - 2:10pm Pennsylvania Convention Center: Room 111B


Chair: **Elizabeth B. Mahler**, George Washington U.

Discussant: **Geisce Ly**, U. of Michigan


 Emotion in Managerial Careers | **John Blenkinsopp**, U. of Newcastle Business School

→  Antecedents and Outcomes of Expatriates' Psychological Contracts -Framework and Empirical Results | **Marion Festing**, ESCP-EAP European School of Management; **Bernadette Mueller**, ESCP-EAP European School of Management

Nominee for The Careers Division Applied Paper Award

 Causal Attributions as Determinants of Employees' Emotional Reactions to Promotion Decisions | **Shay Tzafrir**, U. of Haifa; **Shlomo Hareli**, U. of Haifa

The Potential Dynamics of Psychological Contracting during Selection and Socialization | **Maria Tomprou**, Athens U. of Economics and Business; **Ioannis Nikolaou**, Athens U. of Economics and Business; **Dimitris Bourantas**, Athens U. of Economics and Business

 Professional Commitment and Organizational Commitment: A Meta-Analysis on Their Relationship | **Amit K. Nandkeolyar**, U. of Iowa; **Roy R Suddaby**, Alberta U.; **Bennett E. Postlethwaite**, U. of Iowa

738 CAU: (CAU) Maximizing Impact: Learning, Sharing and Developing Research Collaborations for the Indian Context

12:20pm - 2:10pm Pennsylvania Convention Center: Room 106A

Organizer: **Pawan S. Budhwar**, Aston U.

Participants: **Harish C. Jain**, McMaster U.; **Ashok Som**, ESSEC Business School; **Phil Taylor**, Strathclyde U.; **Sukanya Sen-gupta**, Warwick U.; **C.S. VenkataRatnam**, International Management Institute of New Delhi; **E. S. Srinivas**, XLRI

739 CAU: (CAU) Bringing Spirituality into the Classroom: Reasons, Cautions and Suggestions

12:20pm - 2:10pm Pennsylvania Convention Center: Room 106B

Organizers: **Sally Sledge**, Christopher Newport U.; **Angela Miles**, North Carolina A&T State U.

Participants: **James E. King**, U. of Alabama, Tuscaloosa; **Joan Marie McMahon**, Christopher Newport U.; **Pam Pringle**, Christopher Newport U.

740 CAU: (CAU) Taking Your Programs Online

12:20pm - 2:10pm Pennsylvania Convention Center: Room 107A

Organizers: **Peggy A Cloninger**, U. of Houston, Victoria ; **Nagarajan Ramamoorthy**, U. of Houston, Victoria ; **Ron**

Sardessai, U. of Houston, Victoria ; **Rajan Selvarajan**, U. of Houston, Victoria ; **Ziad Swaidan**, U. of Houston-Victoria
Participants: **Shaker A. Zahra**, U. of Minnesota; **Donald O. Neubaum**, Oregon State U.; **Joseph A. Petrick**, Wright State U.

741 📄: (Paper Session) - (CM) **Successful Negotiation Tactics? Imitation, Framing, Action-Word Discrepancy, and Conflict Styles.**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 105A

Chair: **Ellen Foster Curtis**, Penn State U.

Discussant: **Jochen Reb**, Singapore Management U.

📄📄 Chameleons Bake Bigger Pies and Take Bigger Pieces:

Behavioral Mimicry Facilitates Negotiations | **William W. Maddux**, INSEAD; **Elizabeth Mullen**, Stanford GSB; **Adam Galinsky**, Northwestern U.

Winner of CM Division Best Paper Award - New Directions

📄 Benefits of Complementarity in Negotiations | **Scott Wiltermuth**, Stanford U; **Larissa Z. Tiedens**, Stanford U.; **Margaret A. Neale**, Stanford U

Do Actions Speak Louder Than Words in Negotiation? |

Crystal Lee Matsibekker, New York U.; **Peter J. Carnevale**, New York U.

📄 Bearing a Loss Versus Foregoing a Gain in Multi-issue Negotiations: Issue Frames in Negotiations | **Simone Moran**, Ben-Gurion U. of the Negev; **Ilana Ritov**, Hebrew U. of Jerusalem

📄 Negotiators' Styles and Negotiation Outcomes: Moderation of the Situational Diagnoses | **Li Ma**, Washington U. in St Louis; **Sammy Showail**, Washington U. in St Louis; **Rachel Campagna**, Washington U. in St Louis; **Judi McLean Parks**, Washington U. in St Louis

742 📄: (Paper Session) - (CM) **Trust in Leaders: The Role of Climate and Psychological Contracts, and the Impact on OCB's.**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 105B

Chair: **Hong Ren**, Pennsylvania State U.

Discussant: **Tyler G. Okimoto**, Flinders U. of South Australia

Organizational Trust Climates in Public Agencies: Implications for Upward Influence Strategies | **Anna B. Kayes**, Villa Julie College

Unbridled Credulousness? Multi-National Studies of Propensity to Trust, OCBs, and LMX | **John Burrows**, Tulane U.

📄 Interactional Transparency: Sustaining Psychological Contracts and Creating Trust in the Leader | **Gretchen Renee Vogelgesang**, U. of Nebraska-Lincoln; **Paul B. Lester**, United States Military Academy

Differential Effects of Trust in Coworker, Leader, and the Organization | **In-Sue Oh**, U. of Iowa

743 🗣️📄 JS: (CMS, OMT, SIM) **The Goodness of Identity: How We Do Well and How Well We Do**

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom I

Chair: **Ann L Cunliffe**, U. of Hull

Justice, Selves, and Humans | **Stephen A. Linstead**, U. of York
 Indigenous Entrepreneurship in a Political Economy of Whiteness | **Bobby Banerjee**, U. of Western Sydney

Doing "Good" in California's Sacramento Valley—The Changing Landscape of American Farming | **Sharon M. Livesey**, Fordham U.

Identity, Selfhood, and Ethics | **Ann L Cunliffe**, U. of Hull; **Karen D Locke**, College of William and Mary

744 📄: (ENT) **Entrepreneurship Division Officer Question and Answer Session**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 11

Division Chair-Elect.: **Connie Marie Gaglio**, San Francisco State U
Program Chair: **Shaker A. Zahra**, U. of Minnesota

745 📄: (Paper Session) - (ENT) **Entrepreneurship and Strategy**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 12

Chair: **Robin Parry**, California State U. Fullerton

Discussant: **Charles K. Waterson**, U. of Nebraska, Lincoln

📄📄 The Role of Industry Context and Managerial Discretion in Strategic Renewal through Venturing | **Arvin Sahaym**, U. of Washington, Seattle; **Kevin Steensma**, U. of Washington

Drivers of PE Performance: Risk, Market Conditions, Strategy and Experience | **Oliver Gottschalg**, HEC Paris

📄 Towards a Process Model of Strategic Entrepreneurship | **Lida Kyrgidou**, Athens U. of Economics and Business; **Klas E. Soderquist**, Athens U. of Economics and Business; **Mathew Hughes**, U. of Nottingham; **Gregory P. Prastacos**, Athens U. of Economics and Business

The Influence of Owner Identity on Strategic Risk Taking | **Vanessa M. Strike**, U. of Western Ontario; **Stephen G. Sapp**, U. of Western Ontario

746 🗣️: (Paper Session) - (ENT) **Critical Dialogue in Entrepreneurship Research**

12:20pm - 2:10pm Philadelphia Marriott: Room 410

Presented on Panels 12-15

🗣️🗣️📄 Effectual Action to Address Social Issues: A Micro-Theory of Social Entrepreneurship | **Jeff York**, U. of Virginia
 🗣️📄 Is There a Cure for Entrepreneurship's "Hodge-Podge" Syndrome? - Possibly | **Deepak Sardana**, Australian National U.; **Don Scott-Kemmis**, Australian National U.

🗣️ The Agency Problem in the Context of Entrepreneurial Firms - Why Some Neoclassical Solutions Fail | **Frits Wijbenga**, U. of Durham; **Rebecca Stratling**, U. of Durham; **Graham Dietz**, U. of Durham

➔🗣️📄 Organic Growth and Acquisitive Growth: Re-examining and Extending Penrose's Growth Theory | **Andy Lockett**, U. of Nottingham; **Johan Wiklund**, Jonkoping International Business School; **Per Davidsson**, Queensland U. of Technology

747 📄: (Paper Session) - (ENT) **Innovation and Entrepreneurship**

12:20pm - 2:10pm Philadelphia Marriott: Room 411

Chair: **Stefan Meisiek**, U. Nova de Lisboa

Discussant: **Peter Bryant**, Macquarie U., Sydney

🗣️📄 Fostering Innovation in Entrepreneurial Firms: An Empirical Examination | **Michael C. Withers**, Arizona State U.; **Paul L. Drnevich**, U. of Alabama; **Louis Marino**, U. of Alabama
 📄 Identification of the Technology Commercialization Strategies of High Tech Small Firms | **Diana Hicks**, Georgia

Institute of Technology; **Dirk Libaers**, Georgia Institute of Technology

- 🗨️ The Role of Renewal for Entrepreneurial Firms | **Stefan Meisiek**, U. Nova de Lisboa; **Stefan Haefliger**, ETH Zurich
- 📄 An Empirical Examination of Factors Influencing Innovations in Small Chinese Manufacturing Firms | **Jun Yan**, California State U. Long Beach; **Ying Zhu**, East China U. of Science and Technology

748 📄: (Paper Session) - (ENT) Entrepreneurship and Competitive Advantage

12:20pm - 2:10pm Philadelphia Marriott: Room 412

Discussant: **Douglas Cumming**, Rensselaer Polytechnic Institute

➔ Corporate Entrepreneurship: A Case of Established Firms in India | **Maheshkumar P Joshi**, George Mason U.

Market Responsiveness, Risk Taking, and Strategic Learning as Determinants of Market Pioneering | **Robert P. Garrett**, Indiana U.; **Jeff Covin**, Indiana U.; **Dennis P Slevin**, U. of Pittsburgh

📄 Cooperation, Trust and Performance - Empirical Results From Three Countries | **Matthias Fink**, Vienna U. of Economics and Business Administration; **Alexander Kessler**, Vienna U. of Economics and Business Administration; **Sascha Kraus**, U. of Oldenburg

Structural Differentiation and Corporate Venturing: the Moderating Role of Integration Mechanisms | **Henri Burgers**, RSM Erasmus U.; **Justin J.P. Jansen**, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

749 📄: (Paper Session) - (GDO) Leadership: Individual, Dyadic, and Multi-level Analyses

12:20pm - 2:10pm Pennsylvania Convention Center: Room 104A

Chair: **Gayle Baugh**, U. of West Florida

Discussant: **Emilio J.Castilla**, Massachusetts Institute of Technology

📄 Leadership and Sex-similarity: A Multilevel Analysis | **Robert Vecchio**, U. of Notre Dame; **Donna M. Brazil**, U. S. Military Academy

📄 Sex Effects in Evaluating Leaders Revisited: Still an Advantage for Female Transformational Leaders | **Gary N. Powell**, U. of Connecticut, Storrs; **D. Anthony Butterfield**, U. of Massachusetts, Amherst

📄 Leadership Behaviors and Leader-Member Exchange: A Test of Mediation and Gender Dyad Composition | **Cesar Douglas**, Florida State U.; **Lucy L. Gilson**, U. of Connecticut, Storrs

750 ➔: (Paper Session) - (GDO) Ethnicity and Work-Family Issues

12:20pm - 2:10pm Pennsylvania Convention Center: Room 104B

Chair: **Rochelle Parks-Yancy**, Texas Southern U.

Discussant: **Melissa Gruys**, Wright State U.

🗨️ A Comparative Study of the Ethnic Differences Existing between the Antecedents and Outcomes of WFC | **Christopher J. Mathis**, Jackson State U.; **Ulysses J. Brown**, Savannah State U.; **Kristena Payne Gaylor**, Belhaven College; **Vikki Natasha Wilkins**, Mississippi State U. Meridian

➔ Perspectives on Work-Family Issues by Young Professionals in China: An Exploratory Study | **Stella**

📄 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 📄 Best Paper Proceedings

Anderson, Appalachian State U.; **Betty S Coffey**, Appalachian State U.; **Shuming Zhao**, Nanjing U.; **Yongqiang Liu**, Nanjing U.; **Jiyuan Zhang**, Nanjing U.

Work-Family Conflict and Racioethnic Identification: An Analysis of Hispanic Business Professionals | **Robert G. DelCampo**, U. of New Mexico; **Kristie Boudwin**, U. of New Mexico

751 🗨️📄SHCS: (GDO, CAR, OB) Diversity's Embeddedness: Viewing Diversity from Community, Organizational, Team and Dyadic Lenses

12:20pm - 2:10pm Loews Philadelphia: Regency Ballroom A

Organizers: **Modupe Akinola**, Harvard U.; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

Discussant: **David A. Thomas**, Harvard U.

Shifting Frames in Team-Diversity Research: From Difference to Relationships | **Robin Ely**, Harvard U.; **Laura Morgan Roberts**, Harvard U.

The Effects of Community and Organizational Diversity Climates on Work and Life Attitudes | **Jorge A. Gonzalez**, U. of Wisconsin, Milwaukee; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Romila Singh**, U. of Wisconsin, Milwaukee

Context Matters: A Multilevel Framework for Workplace Diversity Research | **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Hyuntak Roh**, U. of Illinois, Urbana-Champaign
Can Positive Intergroup Contact Enhance Performance and Reduce Intergroup Tension in Organizations? | **Modupe Akinola**, Harvard U.; **Wendy Mendes**, Harvard U.

752 🗨️📄: (Paper Session) - (HCM) Health Care Leadership and Politics

12:20pm - 2:10pm Loews Philadelphia: Commonwealth B

Chair: **David Chambers**, National Institute of Mental Health

Discussant: **Mattia J Gilmartin**, Insead HMI

The Relationships among CEO Origin, Succession Planning, and Strategic Orientation in Healthcare | **Amy K. Yarbrough**, U. of Florida; **S. Robert Hernandez**, U. of Alabama, Birmingham; **Richard Shewchuk**, U. of Alabama, Birmingham; **Andrew N. Garman**, Rush U.

🗨️📄 Dual Politics and Managerial Behavior: The Physician as Manager | **Hsiu-Ling Wang**, Graduate School of Management, I-Shou U; **Aij-Lie Kwan**, Kaohsiung Medical U., Taiwan; **Junying Huang**, Graduate School of Management, I-Shou U

Using Health Care Executive Job-choice Attribute Profiles to Enhance Leadership Recruitment | **Stephen James O'Connor**, U. of Alabama, Birmingham; **Haiyan Qu**, U. of Alabama at Birmingham; **Richard Shewchuk**, U. of Alabama, Birmingham

Across the 'Great Divide': Leadership Understandings of Hospital Managers and Chief Physicians | **Nada Endrissat**, U. of Basel

HCM Best Paper Based on a Dissertation Nominee

753 ➔🗨️📄JS: (HCM, OMT) Identity Change for Health Professionals: How Does it Happen?

12:20pm - 2:10pm Loews Philadelphia: Commonwealth A2

Organizers: **Elizabeth Goodrick**, Florida Atlantic U.; **Trish Reay**, U. of Alberta

Discussant: **Douglas Creed**, U. of Rhode Island

Identity Work in Merging Health Organizations | **Karen Golden-Biddle**, U. of Alberta; **Ann Langley**, HEC Montreal
 Managing Professional Identity: The Case of the American Pharmacists Association | **Trish Reay**, U. of Alberta; **Elizabeth Goodrick**, Florida Atlantic U.
 Changing the Social Identity of Hospital Administration | **Margarete Arndt**, Clark U.; **Barbara Bigelow**, Clark U.
 Managing Intractable Identity Conflicts | **C. Marlena Fiol**, U. of Colorado, Denver; **Edward O'Connor**, U. of Colorado, Denver

754 (Paper Session) - (HR) **HR from an Organizational Perspective**

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - HR
 Presented on Panels 40-51

- 👁️📄 Attracted to Small Businesses? All “Small Firms” Are Not the Same | **Melissa S. Cardon**, Pace U.; **Ibraiz Tarique**, Pace U.
- 👁️📄 Using Justice Theory To Predict Responses Toward Electronic Use Policies | **Chris A. Henle**, U. of North Carolina, Charlotte; **Gary F Kohut**, U. of North Carolina, Charlotte; **Rosemary Booth**, U. of North Carolina, Charlotte
- 👁️🗨️📄 High-commitment Human Resource Management and Knowledge Management Behaviors | **Tzu-Shian Han**, National Chengchi U., Taiwan
- ➔👁️🗨️ Why Do Firms Implement Work-Life Balance Practices? | **Nick Bloom**, Stanford U.; **Tobias Kretschmer**, U. of Munich; **John Van Reenen**, Centre for Economic Performance, LSE
- 👁️📄 Personality and National Culture: Predictors of Compensation Strategy Preferences | **Jim W. Westerman**, Appalachian State U.; **Rafik Beekun**, U. of Nevada, Reno; **Joseph P Daly**, Appalachian State U.
- 👁️📄 Perceptions of Work-related Changes and Financial Performance. | **Karina van de Voorde**, Tilburg U.; **Jaap Paauwe**, Tilburg U.; **Marc Van Veldhoven**, Tilburg U.
- 👁️📄 Variation in HR Systems: A Model of Job-Based Contingencies | **Janice Molloy**, Ohio State U.
- 👁️📄 Calculative and Participative HRM Policies: Generic and Synergic Effects on Business Performance | **Bart Dietz**, RSM Erasmus U.
- ➔👁️🗨️ One Mind, One Soul? Consensus on PRP, Organizational Climate and Employee Outcomes | **Leandra Orpa Bosma**, U. of Twente
- ➔👁️📄 Particularistic Ties and Human Resource Selection Decisions – A Comparative Study of Three Countries | **Marie T. Dasborough**, Oklahoma State U.; **Christina Sue-Chan**, City U. of Hong Kong; **Ana Vaqueiro**, Oklahoma State U.
- 🗨️👁️ Adoption and Implementation of SHRM: the Role of Corporate Culture | **Li-Qun Wei**, Hong Kong Baptist U.; **Jun Liu**, Renmin U.
- ➔👁️📄 Foreign Ownership and Wage Formation in Japan | **Hiroshi Ono**, Stockholm School of Economics; **Kazuhiko Odaki**, Financial Services Agency

755 (Paper Session) - (HR) **Prevention of Dysfunctional Behaviors**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 112A
 Chair: **Patrick McHugh**, George Washington U.

- 📄 Organization-level Influences on Interpersonal Workplace Aggression | **Jeffrey B. Arthur**, Virginia Polytechnic Institute; **Trish Boyles**, Virginia Polytechnic Institute
- Contextual Factors Contributing to Episodes of Sexual Harassment | **Julie Ann Cugin**, Australian Graduate School of Management; **Alan Fish**, Charles Sturt U.
- Antecedents of the Research-Practice Gap in Sexual Harassment Training | **Elissa L. Perry**, Columbia U.; **Carol T. Kulik**, U. of South Australia; **Jennifer Bustamante**, Columbia U.; **Amanda Shull**, Columbia U.
- 🗨️📄 The Ethical Consequences of Rationalizations and Participative Decision Making | **Adam Barsky**, U. of Melbourne

756 (Paper Session) - (HR) **Recruitment**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 112B
 Chair: **Chris J. Berger**, Purdue U., West Lafayette
 Discussant: **John P. Hausknecht**, Cornell U.

- 📄 Customizing Web-Based Recruiting: Theoretical Development and Empirical Examination | **Brian R. Dineen**, U. of Kentucky; **Raymond A. Noe**, Ohio State U.
- Network-based Recruiting and Applicant Attraction: Perspective from Employer and Applicants | **Jing Han**, Peking U.; **Jian Han**, Peking U.
- 📄 Fancy Job Titles: Effects on Applicants' Job Perceptions and Intentions to Apply | **Klaus J. Templer**, Nanyang Technological U.
- ➔ Recruitment and National Culture: A Value-Based Model of Recruitment | **Rong Ma**, U. of Memphis; **David G. Allen**, U. of Memphis

757 (HR) **Current Research Issues in Performance Management**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 113B
 Organizer: **Michael R. Buckley**, U. of Oklahoma
 Participants: **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Anthony R. Wheeler**, Bradley U.; **Michael R. Buckley**, U. of Oklahoma; **John Bernardin**, Florida Atlantic U.; **Robert L. Cardy**, U. of Texas, San Antonio; **Christine M. Hagan**, U. of Miami; **Robert Konopaske**, Florida Atlantic U.; **Jeffrey S. Kane**, Alliant International U.; **Mark M. Suazo**, U. of Texas, San Antonio; **Stephanie Thomason**, Florida Atlantic U.; **Laura E. Martin**, U. of Oklahoma; **Darren C. Treadway**, State U. of New York, Buffalo; **Peter D. Villanova**, Appalachian State U.

758 (Paper Session) - (HR) **High Performance Work Systems**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 113C
 Chair: **David A. Kravitz**, George Mason U.
 Discussant: **Robert J. Vandenberg**, U. of Georgia

- 🗨️📄 Strategically-focused and Employee-experienced Work System: Service Quality as an Objective | **Hui Liao**, Rutgers U.; **Keiko Toya**, Toyo U.; **David P. Lepak**, Rutgers U.; **Ying Hong**, Rutgers U.
- Cross-Level Effects of High Performance Work Systems on Employees' Attitudes | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Gilad Chen**, U. of Maryland; **David P. Lepak**, Rutgers U.

- High-performance Work Systems, Dynamic Workforce Alignment, and Firm Performance | **Jeff Ericksen**, U. of Illinois, Urbana-Champaign
- "High Commitment" or Just "High Performance?" | **Maura Sheehan**, U. of Dallas; **Jonathan Michie**, Birmingham U.; **Nick Zubanov**, Birmingham U.

759 → : (Paper Session) - (IM) **Timing and Speed of Foreign Entry**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 3

Chair: **John Clarry**, The College of New Jersey

Discussant: **Taco Reus**, Florida Atlantic U.

- Impact of Uncertainty on the Timing of Entry and the Dimensioning of Investment vs. Control | **Jan Hendrik Fisch**, Zeppelin U.

Factors Affecting Internationalization Speed of INVs:

Evidence from Taiwan High-Techs | **Yi-Long Jaw**, National Taiwan U.; **Sheng-Hsiung Chang**, National Taiwan U.; **Chun-Liang Chen**, National Taiwan U.

- Can Early FDI Failures Benefit Later Entrants? | **Jing Yu Yang**, U. of Sydney; **Jiatao Li**, Hong Kong U. of Science and Technology; **Andrew Delios**, National U. of Singapore
- Speed of Entry and Subsidiary Survival: Impact of Entry Mode and Institutional Distance | **Deeksha A Singh**, National U. of Singapore; **Andrew Delios**, National U. of Singapore
- Global Strategy: Can Late Arrivals Catch up with Established Companies? | **Richard Lynch**, Middlesex U. Business School; **Yi Zhu**, Middlesex U. Business School; **Zhongqi Jin**, Middlesex U. Business School

760 → : (Paper Session) - (IM) **Cultural Values and Work Outcomes**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 4

Chair: **Mikael Sondergaard**, U. of Aarhus

Discussant: **S. Antonio Ruiz-Quintanilla**, Cornell U.

- Agency in a Global Firm: Hierarchical Control and Incentive Alignment Responses to Corruption | **John Mezias**, U. of Miami; **Stephen Mezias**, New York U.
- Interactions among Cultural Values, Managerial Skills, Employees' Attitudes, and Effectiveness | **Frank M Shipper**, Salisbury U.; **Richard C Hoffman**, Salisbury U.
- The Impact of National Culture on HPWPs in U.S. MNCs Affiliates: House's Cultural Scales | **Bing Bai**, U. of Illinois, Urbana-Champaign; **John Lawler**, U. of Illinois
- A Social Relations Model Study of Individual Variability in Performance in Interdependent Cultures | **Stefan T. Mol**, U. of Amsterdam; **Marise Ph. Born**, Erasmus U. Rotterdam; **Deon Meiring**, South African Police Services; **Lonneke A. L. De Meijer**, Erasmus U. Rotterdam; **Henk T. Van Der Molen**, Erasmus U. Rotterdam

761 → : (Paper Session) - (IM) **Institutional Environments and National Competitive Advantage**

12:20pm - 2:10pm Philadelphia Marriott: Room 413

Chair: **Moses Acquah**, U. of North Carolina, Greensboro

Discussant: **Carlos Rufin**, Babson College

- Public-Private Networks and Upgrading Capabilities: A Parametric Stroll through Argentine Vineyards | **Gerald A. McDermott**, Wharton, U. of Penn; **Rafael**

A. Corredoira, U. of Pennsylvania; **Gregory Kruse**, U. of Pennsylvania

IM Division Best Paper Award Finalist
Doug Nigh Award Finalist

- Developing Business Network: Interaction of Environment and Entrepreneurial Proactiveness | **Susan S. S. Wong**, U. of Sydney
- Globalization, Competition, and Public Policy: Creating New High-Tech Industries - Israel and Taiwan | **Dan Breznitz**, Georgia Tech
- Strategic Assets, Institutional Environments and Film Performance: A U.S.-French Comparison | **Allegre L. Hadida**, U. of Cambridge

762 → : (IM) **The Development of Social Capital for Knowledge-Sharing Purposes in Multinational Corporations.**

12:20pm - 2:10pm Philadelphia Marriott: Room 414

Chair: **Henrik Holt Larsen**, Copenhagen Business School

Discussant: **Ingmar Bjorkman**, Swedish School of Economics and Business Administration

Coordinator: **Paul Gooderham**, Norwegian School of Economics and Business Administration

The Promotion of Social Capital for Knowledge Transfer in the Multinational Corporation | **Paul Gooderham**, Norwegian School of Economics and Business Administration; **Dana Minbaeva**, Copenhagen Business School; **Torben Pedersen**, Copenhagen Business School

Practices for Knowledge Sharing and Knowledge Work | **Ragnhild Kvålshaugen**, BI Norwegian School of Management; **Katja Hyde**, BI Norwegian School of Management; **Karl Joachim Breunig**, BI Norwegian School of Management

Interpersonal Relationships as Conduits of Interunit Interaction within Multinationals | **Kristiina Makela**, Helsinki School of Economics

Negotiation of Identity in a Transcultural Arena. | **Rune Rønning**, Norwegian School of Economics and Business Administration

Boundaryless Careers and Social Capital in Multinational Corporations. | **Mila B. Lazarova**, Simon Fraser U.; **Sully Taylor**, Portland State U.

Lost in Translation? Developing the Skills of Sharing Knowing within Multinational Corporations. | **Mark Fenton-O'Creevy**, Open U.; **Jean-Luc Cerdin**, ESSEC Business School; **Paul Gooderham**, Norwegian School of Economics and Business Administration

763 → : (Paper Session) - (IM) **Intercultural Process**

12:20pm - 2:10pm Philadelphia Marriott: Room 415

Chair: **Gerhard Apfelthaler**, FH Joanneum

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

- Trigger Events in Intercultural Sensemaking | **Joyce Osland**, San Jose State U.; **Allan Bird**, U. of Missouri, St. Louis; **Allison Gundersen**, Case Western Reserve U.
- Quality of Intercultural Communication: Conceptual Multidimensionality, Antecedents & Consequences | **Leigh Anne Liu**, Georgia State U.; **Chei Hwee Chua**, U. of South Carolina; **Guenter Stahl**, INSEAD

- 📖 Cultural Difference and Acculturation Strategy in Joint Ventures: the Role of Interaction Processes | **Fariborz Damanpour**, Rutgers U.; **Carlos Alberto Devece**, U. Jaume I; **Chao C. Chen**, Rutgers U.; **Vijay Pothukuchi**, Midas Touch Infrastructure India Pvt Ltd
- 📖 Process and Performance in International Collaborative Research | **Andrew M Pettigrew**, U. of Bath; **Louise Knight**, U. of Bath

764 → 📖 SHCS: (IM, BPS, OMT) **Debate: Is There a General Theory on Internationalization and Performance?**

- 12:20pm - 2:10pm Pennsylvania Convention Center: Room 108B
 Organizers: **Farok Contractor**, Rutgers U.; **Jane Lu**, Singapore Management U.
 Yes, Virginia, There is a General Theory of Internationalization and Performance | **Farok Contractor**, Rutgers U.; **Sumit Kumar Kundu**, Florida International U.; **Vikas Kumar**, Bocconi U.
 Multinationality and Performance: A Three-Phase Model | **Jane Lu**, Singapore Management U.
 Why There are No Solid Theoretical Reasons to Expect any General and Systematic Relationship Between Multinationality and Performance | **Jean-Francois Hennart**, Tilburg U.
 Has Empirical Research on the Multinationality-performance Relationship Identified a "Real" S-Curve? | **Alain C. Verbeke**, U. of Calgary
 40 Years of Research on Internationalization and Firm Performance - More Questions than Answers? | **Michael-Jörg Oesterle**, U. of Bremen, Germany

765 : (Paper Session) - (IP) **Competitive Dynamics of Firms I**

- 12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty A - Table A1
 Facilitator: **Jinyu He**, Hong Kong U. of Science and Technology
MOC: That's Our Turf!: Identity Domains and Competitive Dynamics | **R. Scott Livengood**, U. of Maryland; **Rhonda K. Reger**, U. of Maryland
 📖 OMT: Niche Dynamics in Multi-Point Competition: a Study of California Banking Industry from 1900 to 1990 | **Mi Feng**, Stanford U
 📖 OMT: How David Defeats All Goliaths: Identifying the Secret Behind Surprising Wins in Sports | **Matthijs J.J. Wolters**, Vrije U. Amsterdam; **Stefan R. van Damme**, Vrije U. Amsterdam
BPS: Déjà Vu: Why Firms Respond More Than Once To a Competitor Action | **Kathleen Tully**, U. of Pittsburgh

766 : (Paper Session) - (IP) **Diversification**

- 12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty A - Table A2
 Facilitator: **Anne Marie Rafferty**, Kings College, U. of London
 → 🗣️ TIM: The S-Shaped Relationship between International Diversification and Innovation | **Shao-Chi Chang**, National Cheng Kung U.; **Chi-Feng Wang**, National Cheng Kung U.
BPS: Business Diversification, Business Cycles, and Shareholder Value Creation | **Xavier Castaner**, HEC Paris; **Guilhem Bascle**, HEC Paris
IM: Networks, SMEs and International Diversification | **David Barsky**, Temple U.; **Monica Zimmerman Treichel**, Temple U.; **George Nakos**, Clayton State U; **Keith D. Brouters**, King's College London

- BPS**: The Effects of Diversification in the Financial Services Sector | **Jarrett Emory Kotrozo**, Rensselaer Polytechnic Institute

767 : (Paper Session) - (IP) **Faculty Performance**

- 12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty A - Table A3
 Facilitator: **Alan N. Miller**, U. of Nevada, Las Vegas
 🗣️ GDO: Thriving in the Academy: A Model of Faculty Career Success | **Diane Bergeron**, Case Western Reserve U.; **Xiang Fen Liang**, Case Western Reserve U.
 🗣️ RM: Impact Factor, Article Citation, and the Ecological Fallacy | **Steve Gove**, U. of Dayton
 📖 CAR: Faculty Job Performance: Development of a Measure | **Diane Bergeron**, Case Western Reserve U.
 📖 MED: Managerial Leadership in the Management Classroom: In Search of a Few Critical Attributes | **Tim O Peterson**, Texas A&M U.; **David D Van Fleet**, Arizona State U.; **Amy Wood**, Texas A&M U.

768 : (Paper Session) - (IP) **Identifying Entrepreneurial Opportunities I**

- 12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty A - Table A4
 Facilitator: **Dawn R. DeTienne**, Colorado State U.
 📖 ENT: Need for Cognition, Alertness and Entrepreneurial Opportunity Identification | **Stephen Ko**, Hong Kong Polytechnic U.; **John E Butler**, U. of Hawaii at Manoa
 📖 ENT: The Role of Affect in the Opportunity Recognition Process | **Marilyn Ang Uy**, U. of Colorado, Boulder; **Charles Murnieks**, U. of Colorado, Boulder
 📖 ENT: Information Incompleteness, Opportunity Scanning, and Missed Opportunities for Entrepreneurs | **Terence Ping Ching Fan**, Singapore Management U.; **Duncan Robertson**, Warwick Business School
MOC: Environmental Scanning: Taking a Cognitive Schema Approach | **Anuradha Ramesh**, U. of Maryland, College Park; **Paul Hanges**, U. of Maryland; **Benjamin Schneider**, U. of Maryland
 📖 ENT: Cognitive Diversity, Subgroups, Alertness in Entrepreneurial Opportunities | **Joanne Yong-Kwan Lim**, U. of Oklahoma; **Lowell W. Busenitz**, U. of Oklahoma

769 : (Paper Session) - (IP) **Inter-firm Partnerships**

- 12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty B - Table B1
 Facilitator: **Dovev Lavie**, Technion-Israel Institute of Technology
 🗣️ OMT: Managing Inter-Sectoral Partnerships: Leadership Processes in Strategic Bridging Organizations | **Henry Adobor**, Quinnipiac U.; **Ronald S McMullen**, Quinnipiac U.
BPS: The Effect of Alliance Portfolio Diversity on Biotech Firms' Exit | **Olga Bruyaka**, E.M. Lyon
 📖 HCM: A Taxonomy of Biotechnology IPOs and a Measure of their Market Influence | **David R Williams**, Appalachian State U.; **Carlton C. Young**, Pfeiffer U.; **Richard Shewchuk**, U. of Alabama, Birmingham; **Haiyan Qu**, U. of Alabama at Birmingham
 📖 OMT: Alliance Scope Diversity and Firm Performance: An Organizational Identity Approach | **Haibin Yang**, City U. of Hong Kong; **Steven S. Lui**, City U. of Hong Kong; **Zhiang (John) Lin**, U. of Texas, Dallas

→ **PNP**: Formal or Informal Agreements: Revisiting Relational Contracting in Public-Private Partnerships. | **Claudine Desrieux**, U. of Paris I Sorbonne

770 : (Paper Session) - (IP) International Ownership and Strategic Alliances

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Jitendra Vijay**, George Washington U.

→ **IM**: Bargaining Power, Mutual Hostages, and Governance in Cross-border Technology Alliances | **Farok Contractor**, Rutgers U.; **James Woodley**, U. of North Carolina, Greensboro

→ **IM**: Innocents Abroad: Failure of the International Joint Venture with Pyramidal Group Firms | **Susan Perkins**, Northwestern U.; **Randall Morck**, U. of Alberta; **Bernard Yeung**, New York U.

→ **IM**: The Importance of Process Control in SMEs' International Alliance Performance | **George Nakos**, Clayton State U.; **Keith D. Brouthers**, King's College London; **Lance Brouthers**, U. of Texas at El Paso

→ **OMT**: Ownership Structure and Implementation of Adopted Country Codes of Corporate Governance | **Amon Chizema**, Loughborough U.

IM: Cross-Border Takeovers of Private Firms: The Impact of Ownership Structure and Investor Protection | **Haryanto Haryanto**, Monmouth College; **Anju Seth**, U. of Illinois

771 : (Paper Session) - (IP) Issues in Social and Environmental Responsibility I

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Jennifer Howard-Grenville**, Boston U.

ONE: Getting to the Heart of Environmental Issues | **Sally Russell**, U. of Queensland

● **BPS**: Profitable Business Models and Market Creation in the Context of Deep Poverty: A Strategic View | **Christian Seelos**, IESE Business School; **Johanna Mair**, IESE Business School

● **BPS**: Doing Well and Doing Good: Two Imperatives for Long-term Success | **Denise L. Fleck**, Federal U. Rio de Janeiro

● **SIM**: Fair Trade Integration in Mainstream Distributors: Four Case Studies Compared | **Valéry Bezençon**, Neuchâtel U.

ONE: Environmental Responsibility and Changing Power Dynamics | **Bryan Stinchfield**, Southern Illinois U., Carbondale

772 : (Paper Session) - (IP) MNC Networks

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Nicholas Athanassiou**, Northeastern U.

→ **IM**: Business Service Firms' Foreign Market Network Development at the Early Post-entry Stage | **Yang Yu**, Victoria U. of Wellington; **Valerie J Lindsay**, Victoria U. of Wellington

BPS: Interorganizational and Interpersonal Networks Across Firm Boundaries: Complements or Substitutes? | **Remzi Gozubuyuk**, U. of Minnesota

OMT: Social Balance Sheet, Social Capital and Reciprocation | **Salih Zeki Ozdemir**, Australian Graduate School of Management / U. of New South Wales

OMT: Social Capital in Asia: Do Popular Beliefs about Asian Culture Condition Returns to Brokerage? | **Jennifer M. Hitler**, U. of Chicago

→ **OMT**: The Banyan & the Birch Tree: Institutional Field Overlaps & Networks in the Bollywood Film Industry | **Florian A. Taeube**, Imperial College London; **Mark Lorenzen**, Copenhagen Business School

773 : (Paper Session) - (IP) Motivations for Corporations to Do Good

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty C - Table C2

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

● **SIM**: Seeing Stars: Carr's Sixth Force and the Formation of Social Action and Legitimation Constellations | **Laurie Jean Ingraham**, U. of Lethbridge; **John M Usher**, U. of Lethbridge

● **SIM**: Soulful Work or Soulwashing in the Workplace?: The Case of Tyson Foods and ASDA Supermarkets | **Cathy A Driscoll**, Saint Mary's U.; **Emma Bell**, Queen Mary U. of London

IM: Managing Corporate Social Responsibility in China through Multinational Corporations | **Maria Lai-Ling Lam**, Malone College

● **SIM**: Corporate Environmental Behavior and Stakeholder Influence: A Social Movement Approach | **Min-Dong Paul Lee**, Cornell U.

● → **ONE**: Short-Termism and Genuineness in Environmental Initiatives: A Comparative Case Study | **Frederick Beale**, U. of Wollongong; **Mario Fernando**, U. of Wollongong

774 : (Paper Session) - (IP) Mutual Investments: Employee-employer Relationships

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Humphry Hung**, Hong Kong Polytechnic U.

MED: Positive Disconfirmation Effect of Employer Endorsement of CET of Employees | **Humphry Hung**, Hong Kong Polytechnic U.; **Y. H. Wong**, Hong Kong Polytechnic U.

OB: Multilevel Inquiry into Chinese Managers' Employee-Organization Relationships | **Peter Hom**, Arizona State U.; **Anne S. Tsui**, Arizona State U.; **Joshua B. Wu**, U. of Miami; **Thomas W. Lee**, U. of Washington

→ **OB**: Organizational Performance, Human Resource Investments, and Employee Attitudes | **Mahesh V. Subramony**, U. of Wisconsin, Oshkosh; **Nicole Krause**, U. of Wisconsin, Oshkosh; **Jacqueline Norton**, U. of Wisconsin, Oshkosh

OB: Career Development HRM Practices: Their Influence on Employee Perceptions and Commitment | **Mary Bambacas**, U. of South Australia

775 : (Paper Session) - (IP) New Product Development

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Zandra Balbinot**, Centro U. Positivo - UNICENP

● → **TIM**: Reconsidering the Exploration and Exploitation of Novel Technologies in Product Development | **Masanori Yasumoto**, Aoyamagakuin U./ U. of Tokyo

OCIS: Impact of Product Architecture on Product Development and Project Effectiveness | **Caryn A. Conley**, New York U.

- 📖 **BPS:** When and Where do Firms Explore? Product Development in an Entrepreneurial Context | **Ha Hoang**, INSEAD; **Hakan Ener**, INSEAD
- 🗣️ **TIM:** An Evolutionary Perspective on Product Portfolios: Product Entry, Exit and Firm Performance | **Charlotte R. Ren**, Purdue U., West Lafayette; **Susan Cohen**, U. of Pittsburgh
- 📖 **TIM:** Information Paths within the New Product Development Process | **Kristina Risom Jespersen**, Aarhus School of Business, Aarhus University

776 📖: (Paper Session) - (MC) **Evaluating Choices: Consulting and Leadership**

- 12:20pm - 2:10pm Loews Philadelphia: Regency Ballroom C1
 Chair: **Jean E. Neumann**, Tavistock Institute
 Discussants: **Robert S. D'Intino**, Rowan U.; **Al Douglas McCready**, George Washington U.
- 🗣️ **Kurt Lewin's Promise and Choiceful Consulting** | **Kurt Motamedi**, Pepperdine U.
 - 🗣️ **Consultants to the Rescue? Antecedents and Consequences of Hiring Consultants at Startup** | **Michael L. DeVaughn**, U. of Minnesota; **Myleen Leary**, Cal Poly San Luis Obispo
- Winner of the Graziadio Business School/Pepperdine Award for Outstanding Practice Based Paper on Management Consulting**
- 🗣️ **Leadership Negligence and Malpractice: Emotional Unintelligence at Seattle Aerospace International** | **Alan Goldman**, Arizona State U.
Winner of the Outstanding Field Report Paper

777 📖: (Paper Session) - (MED) **Classroom Perspectives and Skills Development**

- 12:20pm - 2:10pm Pennsylvania Convention Center: Room 109A
 Chair: **Jan S Roy**, Grand Valley State U.
 Discussant: **Brian W. Kulik**, Central Washington U.
- ➔ **Management Sciences and Transnational Mediation: the Role of Academia** | **Gabriele G.S. Suder**, Ceram Sophia Antipolis; **David Thomas Weir**, Ceram Sophia Antipolis; **Gerard Valin**, Ceram Sophia Antipolis
 - 📖 **An Experiential-Based Approach to Understand and Apply the Point Method** | **Ashish Mahajan**, New Mexico State U.
 - 📖 **How We Teach May Affect How They Learn: The Impact of Pedagogy on Organizational Knowledge Creation** | **Alice C Stewart**, North Carolina A&T State U.; **Sylvia Sloan Black**, North Carolina A&T State U.; **Jacqueline Williams**, North Carolina A&T State U.; **Karen Smith-Gratto**, North Carolina A&T State U.; **Betty Turner Kane**, Guilford College
 - 📖 **All the World's a Stage: Using an Integrated Video, Case and Play to Teach the Business Curriculum** | **Dennis R Laker**, Widener U.; **Joyce Lacy**, Widener U.; **A. Douglas Bender**, Widener U.; **Mary Williams**, Widener U.

778 🗣️: (MH) **Critical Turns in Western Civilization: Lessons in Strategy and Leadership**

- 12:20pm - 2:10pm Loews Philadelphia: Congress A
 The Earliest Modern Leadership Text? - The Rule of St. Benedict. | **Craig Galbraith**, U. of North Carolina- Wilmington
 Executive Leadership from the Trenches: Hernan Cortes' from the Perspective of Bernal Diaz del Castillo. | **Jacqueline Benitez-Galbraith**, U. of North Carolina- Wilmington

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 🏆 Best Paper Proceedings

- Economic Leadership in the American Borderlands: 1960-1850. | **Curt H. Stiles**, U. of North Carolina- Wilmington
- European Expansion in the Americas and Models of Colonization: What Can We Learn from History? | **Carlos L. Rodriguez**, U. of North Carolina- Wilmington

779 📖: (Paper Session) - (MOC) **Organizational Image and Reputation**

- 12:20pm - 2:10pm Pennsylvania Convention Center: Room 107B
 Chair: **Kristin N. Price**, Pennsylvania State U.
 Discussant: **Peter O. Foreman**, Illinois State U.
- 🗣️ **Cultural Capital, Aesthetic Consumption and Value Creation in Consumer Goods Industries** | **Violina Rindova**, U. of Texas, Austin
 - 📖 **Organizational Sacralization and Sacrilege** | **Spencer Harrison**, Arizona State U.; **Blake E. Ashforth**, Arizona State U.; **Kevin G. Corley**, Arizona State U.
 - 🗣️ **Managing Stakeholders' Perceptions in the Oil Industry through Organizational Identity Expressions** | **Mignon Van Halderen**, RSM Erasmus U.; **Cees B.M. Van Riel**, Erasmus U.
 - 📖 **Mediation of Identity - An Empirical Study of Media Influence on Identity Dynamics** | **Annette Kjaergaard**, Copenhagen Business School; **Mette Morsing**, Copenhagen Business School

780 📖: (Paper Session) - (MOC) **Teams: Emergence, Task Focus, Resilience, Efficacy, and Persistence**

- 12:20pm - 2:10pm Pennsylvania Convention Center: Room 110A
 Chair: **Devaki Rau**, Northern Illinois U.
 Discussant: **Naina Gupta**, Nanyang Business School
- 🗣️ **Searching the Usenet Network for Virtual Communities of Practice** | **Enrique M. Murillo**, U. of Bradford School of Management; **David Philip Spicer**, U. of Bradford
 - 🗣️ **The Evolution of Task Focus in Teams** | **Anita Williams Woolley**, Harvard U.
 - 📖 **Toward a Model of Team Resilience: Dimensions, Antecedents, Consequences, and Research Agenda** | **Iryna Onypchuk**, U. of North Carolina; **Benson Rosen**, U. of North Carolina; **Bradley L. Kirkman**, Texas A&M U.
 - 🗣️ **When Confidence Comes Too Soon: Collective Efficacy, Conflict and Group Performance Over Time** | **Jack Anthony Goncalo**, Cornell U.; **Evan Polman**, Cornell U.
Winner of MOC Division Best Paper Award
 - Persistence and Disruption of Consensus Within TMTs: Effects of Status and Firm Performance** | **Ana Elisa A. Iglesias**, Georgia State U.; **Susan Houghton**, North Carolina A&T State U.

781 📖JS: (MOC, BPS) **Connecting Board and Top Mgmt Cognition to Organizational Excellence: New Directions for Research**

- 12:20pm - 2:10pm Pennsylvania Convention Center: Room 113A
 Organizers: **Laurie Milton**, U. of Calgary/U. of Western Ontario; **Mason A Carpenter**, U. of Wisconsin, Madison
 Discussants: **Michael A. Hitt**, Texas A&M U.; **George P. Huber**, U. of Texas, Austin
 Presenters: **Chet Miller**, Wake Forest U.; **Gregory P. Reilly**, U. of Connecticut
 Participants: **Howard A. Davies**, Hong Kong Polytechnic U.; **Jeongil Seo**, KDI School of Public Policy and Management;

Nandini Rajagopalan, U. of Southern California; **Robert Phillip Wright**, Hong Kong Polytechnic U.

782 🗄️📄: (MSR) **MSR "Pipeline" Paper Workshop**

12:20pm - 2:10pm Loews Philadelphia: Congress B

Pre-registration is required. Get matched to a Board Member for extensive manuscript feedback! Contact **Kathy Lund Dean** at lundkath@cob.isu.edu.

Organizer: **Kathy Lund Dean**, Idaho State U.

Facilitators: **Robert A Giacalone**, Temple U.; **Louis W. (Jody) Fry**, Tarleton State U. Central Texas; **David Trott**, St. Edwards U.; **Marjolein Lips-Wiersma**, U. of Canterbury; **Keiko Krahnke**, U. of Northern Colorado; **Gerald Biberman**, U. of Scranton; **Margaret Benefiel**, Andover Newton Theological School

783 🗄️: (Paper Session) - (OB) **Strategic Implications of Justice**

12:20pm - 2:10pm Philadelphia Marriott: Independence I

Chair: **Lynda M. Kilbourne**, Xavier U.

Discussant: **Suzanne S. Masterson**, U. of Cincinnati

Furthering the Cause of Justice: Organizational Responses to Claims of Injustice | **Flavia Cavazotte**, IBMEC, Rio de Janeiro; **Margaret Williams**, Virginia Commonwealth U.

🗄️ Fairness Heuristic and Cooperation in Mergers and Acquisitions | **Tessa Melkonian**, EM Lyon; **Philippe M. Monin**, EM Lyon; **Niels G. Noorderhaven**, Tilburg U.

🗄️ Interactional Justice and Executive Dyads: Individualized Leadership at Upper Levels of Management | **Aleksey A. Tikhomirov**, Binghamton U.

🗄️ Reactions to Inequity as a Function of Organization Strategy: Effect of Micro- and Macro Variables | **Yitzhak Fried**, Syracuse U.; **Ariel Levi**, Wayne State U.; **Livia Markoczy**, U. of Texas, Dallas; **Avi Fiegenbaum**, Technion U.

784 🗄️: (Paper Session) - (OB) **Emotional Intelligence**

12:20pm - 2:10pm Philadelphia Marriott: Independence II

Chair: **Brent A. Scott**, U. of Florida

Discussant: **Karen J. Crooker**, U. of Wisconsin, Parkside

Strategic Use of Emotional Intelligence in Organizational Settings: Exploring the Dark Side | **Martin J. Kilduff**, U. of Texas, Austin; **Dan S. Chiaburu**, Pennsylvania State U.

Emotional Intelligence, Relationship Building and Employee Effectiveness | **Sophia Vladimirova Marinova**, U. of Illinois, Chicago

➔ 🗄️ Does Emotional Intelligence Have Important Roles in the Public Organizations? | **Hsi-An Shih**, National Cheng Kung U.; **Ely Susanto**, National Cheng Kung U.

🗄️ Differential Effects of Emotional Intelligence and Cognitive Ability on Performance and Peer Liking | **Guo-hua Huang**, Hong Kong U. of Science and Technology; **Kenneth S. Law**, The Chinese U. of Hong Kong; **Lynda Song**, Renmin U. of China; **Zhijun Chen**, Hong Kong U. of Science and Technology

785 🗄️: (Paper Session) - (OB) **Organizational Citizenship Behaviors: Causal Linkages**

12:20pm - 2:10pm Philadelphia Marriott: Independence III

Chair: **Isabel C. Botero**, Illinois State U.

Discussant: **David L. Turnipseed**, Indiana U./Purdue U.

🗄️ Organizational Citizenship Behaviors as Behavioral Slack in High Growth Ventures | **David M. Townsend**, U. of Oklahoma; **Mark C. Bolino**, U. of Oklahoma; **Jonathan D.**

🗄️ Teaching-oriented | 🗄️ Practice-oriented | ➔ International-oriented | 🗄️ Theme-oriented | 🗄️ Research-oriented | 🗄️ Visual Presentation | 🗄️ Best Paper Proceedings

Arthurs, Washington State U.; **J. Bruce Gilstrap**, U. of Oklahoma

New Insights into the Mechanisms that Link Stressors to Voluntary Work Behaviors | **Ozgun Burcu Rodopman**, U. of South Florida

🗄️ OCB and Motivational Fit: Effects on Participant Affect and Satisfaction | **Guihyun Park**, Michigan State U.; **Linn Van Dyne**, Michigan State U.

🗄️ Organizational Citizenship Behavior and the Enhancement of Absorptive Capacity | **J. Bruce Gilstrap**, U. of Oklahoma

786 ➔ 🗄️: (Paper Session) - (OB) **Leadership Processes**

12:20pm - 2:10pm Philadelphia Marriott: Room 301

Chair: **Vu Nguyen Tran**, Pepperdine U.

Discussant: **Jerry G. Hunt**, Texas Tech U.

Leading the Firm's Response: Effects of Leadership Types in Dynamic Competition | **David Lanier Major**, U. of Maryland, College Park

➔ Bring Leader Consideration Back In: Examining a Dual-Path Model | **Jian Liang**, Hong Kong U. of Science and Technology

🗄️ The Dual Processes of Team Leadership: A Multilevel Perspective | **Joshua B. Wu**, U. of Miami

➔ An Examination of Relationships Between Contingent Reward and Personal Recognition and Outcomes | **Alannah Rafferty**, U. of Queensland, Australia

787 ➔ 🗄️: (Paper Session) - (OB) **Climates for Safety and Support**

12:20pm - 2:10pm Philadelphia Marriott: Room 309

Chair: **Alice Marie Obenchain-Leeson**, Averett U.

Discussant: **Kathleen Campbell**, United States Military Academy

🗄️ Group Leaders as Gatekeepers: Testing Safety Climate Variations Across Levels of Analysis | **Dov M. Zohar**, Israel Institute of Technology; **Gil Luria**, Haifa U.

🗄️ Shared Rewards and Goal Interdependence for Psychological Safety Among Departments in China | **Chen Guoquan**, Tsinghua U.; **Dean Tjosvold**, Lingnan U.; **Peng Chunyan**, Lingnan U.; **Yi Feng Chen**, Lingnan U.

🗄️ An Integrative Model of Safety Climate: Linking Psychological Climate to Individual Safety Outcomes | **Sharon Clarke**, Manchester Business School

🗄️ The Consequences of Misestimating a Climate for Organizational Support: A Longitudinal Study | **Michael Bashshur**, U. Pompeu Fabra; **Ana Baeza Hernandez**, U. of Valencia, Spain; **Vicente González-Romá**, U. of Valencia, Spain

788 🗄️: (Paper Session) - (OB) **Escalation of Commitment: New Directions**

12:20pm - 2:10pm Philadelphia Marriott: Room 310

Chair: **Sebastien Brion**, U. of California, Berkeley

Discussant: **Steve Arendall**, Union U.

🗄️ Escalating Commitment in Group Decision Making | **Glen Whyte**, U. of Toronto; **Neil Fassina**, U. of Manitoba

🗄️ When Emotions Escalate: The Relationship of Emotional Expression Norms and Escalation of Commitment | **Olivia Amanda O'Neill**, U. of Georgia

📄 Vigilance and De-Escalation of Commitment | **Roman**

Soucek, U. of Erlangen-Nuernberg; **Klaus Moser**, U. of Erlangen-Nuernberg

When Thinking Rationally Is Biased: The Role of Rational Thinking Style in Escalation of Commitment | **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong; **Carmen K. Ng**, Hong Kong U. of Science and Technology

789 → 📄: (Paper Session) - (OB) **Creativity, Newcomers, and Time Pressure**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 110B

Chair: **Jennifer Bowers**, Florida State U.

Discussant: **Roni Reiter-Palmon**, U. of Nebraska, Omaha

📄 When Proactive Newcomers Produce Creativity: Role of Job Creative Requirement and Superior Support | **Alice H Y Hon**, HK Baptist U.

📄 Design Work and Deadlines: An Interview Study Among Architects | **Flora Beeftink**, Technische U. Eindhoven; **Wendelien Van Eerde**, Technische U. Eindhoven; **Christel G. Rutte**, Technische U. Eindhoven

🗣️ → 📄 Organization Innovation Climate and Creative Outcomes: The Moderating Effect of Time Pressure | **Michael L. A. Hsu**, National Chengchi U., Taiwan; **Sam Fan**, National Chengchi U., Taiwan

📄 Antecedents and Consequences of Newcomers' Individual Creativity: A Longitudinal Study | **Tae-Yeol Kim**, City U. of Hong Kong; **Alice H Y Hon**, HK Baptist U.

790 📄 JS: (OB, MOC) **Deconstructing Anger in Organizations: Costs and Benefits of Anger**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 103A

Organizers: **Hakan Ozcelik**, California State U. Sacramento; **Lu Wang**, U. of Illinois, Urbana-Champaign

Discussant: **Sigal Barsade**, U. of Pennsylvania

When Fire Meets Ice: How Does Anger Relate to the Decision-Making Processes of Business Executives? | **Hakan Ozcelik**, California State U. Sacramento; **Amy Mickel**, California State U. Sacramento

Anger Expressions at Work: Impacts of Work Unit Anger Norms on Anger Outcomes | **Ronda R. Callister**, Utah State U.; **Barbara Gray**, Pennsylvania State U.; **Maurice Schweitzer**, U. of Pennsylvania; **Donald E. Gibson**, Fairfield U.; **Joo-Seng Tan**, Nanyang Technological U.

More Than Meets the Eye: Effects of Status on Anger Expression in Negotiations | **Lu Wang**, U. of Illinois, Urbana-Champaign; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Gerben A. Van Kleef**, U. of Amsterdam

Is Anger Rewarded? Self-Other Discrepancies in Reaction to Anger | **Anat Rafaeli**, Technion-Israel Institute of Technology; **Shy Ravid**, Israel Institute of Technology; **Relie Derfler**, Israel Institute of Technology

A Theoretical Model of the Antecedents and Causes of Hiding Frustration | **Lorna Doucet**, U. of Illinois, Urbana-Champaign; **Elizabeth D. Scott**, Eastern Connecticut State U.

791 🗣️ 📄 JS: (OB, MOC) **Exploring Issues in Follower-Centered Perspectives on Leadership**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 103B

Chair: **Jaime L. Patera**, U. of Nebraska, Lincoln

📄 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

Discussant: **William L. Gardner**, Texas Tech U.

Reversing the Lenses: Studying Followers' Impact on Leaders, Leadership Relations, and Consequences | **Boas Shamir**, Hebrew U. of Jerusalem

The Romance Lives On: Exploring Questions of Followership and the Romance of Leadership | **Michelle C. Bligh**, Claremont Graduate U.; **Birgit Schyns**, U. of Portsmouth

Cultural Differences in the Social Construction of Followership | **Mary Uhl-Bien**, U. of Nebraska, Lincoln; **Rajnandini Pillai**, California State U. San Marcos

Leading in a Subordinate Role: An Exploratory Investigation | **Melissa K. Carsten**, U. of Nebraska, Lincoln; **Bradley J. West**, U. of Nebraska, Lincoln; **Jaime L. Patera**, U. of Nebraska, Lincoln

792 📄 SHCS: (OB, MOC, HR) **The Subtle Influence of Time on Individuals and Teams**

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom A

Chairs: **Abbie J. Shipp**, Texas A&M U.; **Allen Bluedorn**, U. of Missouri, Columbia

Discussant: **Gerardo Okhuysen**, U. of Utah

Introduction | **Allen Bluedorn**, U. of Missouri, Columbia

Diversity in Temporal Portfolios: How Time-Based Individual Differences Can Affect Team Performance | **Susan Mohammed**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.

The Effects of Allocation of Time at Work and Away from Work on Performance, Salary, and Turnover | **Abbie J. Shipp**, Texas A&M U.; **Stacie Furst**, U. of Cincinnati

Chicken or Egg: A Cross-Lagged Analysis of Team Network Structure and Leadership Attributions | **Mathis Schulte**, U. of Pennsylvania; **Andy Cohen**, U. of Pennsylvania; **Katherine Klein**, U. of Pennsylvania

Could Time Pressure Be Helpful? The Effect of Time Pressure When Switching Between Work Tasks | **Sophie Leroy**, New York U.

Learning in Teams over Time: Antecedents and Consequences of Team Learning Trajectories | **Andrew P. Knight**, U. of Pennsylvania; **Archie L. Bates**, United States Military Academy

793 📄 JS: (OB, SIM, MOC) **Doing Good or Doing Evil? Identity and Deviance in Organizations**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 103C

Organizers: **Danielle E. Warren**, Rutgers U.; **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign

Discussant: **Janet M. Dukerich**, U. of Texas, Austin

Religious Identity and Destructive Conformity | **Rommel O. Salvador**, U. of Central Florida; **Kristin Smith-Crowe**, U. of Utah; **Suzanne Chan-Serafin**, U. of Utah; **Arthur P. Brief**, U. of Utah

Status Differentiation and the Protean Self: A Social-Cognitive Model of Deviance in Organizations | **Bella L. Galperin**, U. of Tampa; **Rebecca J. Bennett**, Louisiana Tech U.; **Karl Aquino**, U. of British Columbia

Motivating Unethical Prosocial Behavior Through Identification and Positive Reciprocity | **John B. Bingham**, Brigham Young U.; **Elizabeth Eve Umphress**, Texas A&M U.; **Marie S. Mitchell**, U. of Nebraska, Lincoln

A Conceptual Examination of Organizational Identification and White-Collar Crime | **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign; **Michael Pratt**, U. of Illinois, Urbana-Champaign

How Sanctions Regulate Deviance: The Importance of Embarrassment and Identification | **Danielle E. Warren**, Rutgers U.; **Kristin Smith-Crowe**, U. of Utah

794 📄: (Paper Session) - (OCIS) E-Workspaces --

Leadership Issues

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom J

Chair: **Janet Fulk**, U. of Southern California

Discussant: **Susan Winter**, Brunel U.

📄 The Art of Leadership: Exploring The Effects of Leaders, Motivating Language In Virtual Teams | **Ching-Wen Wang**, National Chung Hsing U.; **Minder Chen**, George Mason U.; **Kai-Tang Fan**, National Chung Hsing U.; **Yi-Ting Chang**, National Chung Hsing U.

👁️📄 Is Knowledge Power? A Study of Leadership and Influence in Electronic Networks | **Sri Kudaravalli**, U. of Maryland; **Samer Faraj**, U. of Maryland; **Molly Wasko**, Florida State U.

📄 A Multimethod Analysis of Patterns of Emergent Leadership in Virtual Teams | **Nora Misiolek**, Marist College

795 👁️📄: (Paper Session) - (OCIS) OCIS Visual Paper Session

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - OCIS

Presented on Panels 24-35

👁️📄 Examining and Extending the Theoretical Basis for the Business Value of Information Technology | **Paul L. Drnevich**, U. of Alabama

👁️📄 The Spatial Dimension of Knowledge Flows: A Simulation Approach | **Agusti Canals**, U. Oberta de Catalunya; **Max Boisot**, U. of Birmingham; **Ian C MacMillan**, U. of Pennsylvania

👁️📄 Understanding Dynamic Pricing in Public Transport: The Role of Smart Card Technology Adoption | **Ting Li**, Erasmus U. Rotterdam; **Eric van Heck**, Erasmus U. Rotterdam; **Moritz Fleischmann**, Erasmus U. Rotterdam

👁️📄 Organizing User Participation In Online User Community | **Xiaoqing Wang**, U. of Pittsburgh; **Laurie J. Kirsch**, U. of Pittsburgh; **Brian S. Butler**, U. of Pittsburgh

➔👁️📄 Open Large Shared Knowledge Construction Systems' Dominance: The Wikipedia Social Structure. | **Gilad Ravid**, U. of Southern California

👁️📄 Impact of Knowledge Management Strategy on Organizational Learning: A Simulation Study | **Jungpil Hahn**, Purdue U.; **Aditi Mukherjee**, Purdue U.

👁️📄 Understanding the Effect of Control on Information Systems Project Performance via Meta-Analysis | **Ravi S. Narayanaswamy**, Clemson U.; **Raymond M. Henry**, Clemson U.; **Russell L. Purvis**, Clemson U.

👁️📄 Media Choice in the Workplace: Effect of Strength of Ties | **Kate Ehrlich**, IBM Research; **Inga Carboni**, Boston College

👁️📄 Performance through Integration: Transaction Cost Economics and the Supply Chain. | **Garry Buttermann**, U. of Louisville; **Richard Germain**, U. of Louisville; **Karthik Iyer**, U. of

👁️📄 Mapping the Field of Virtual Work: A Co-citation Analysis | **Sumita Raghuram**, Pennsylvania State U; **Philipp Tuertscher**, U. of St. Gallen

OCIS Division Best Visual Paper Award - Finalist

👁️ Factors Critical to the Successful Implementation of ERP in Different National Cultures | **Neil Andrew Morton**, Florida Atlantic U.

796 ➔👁️📄JS: (OCIS, OB) Coordination Complexity in Geographically Distributed Collaboration

12:20pm - 2:10pm Philadelphia Marriott: Room 405

Chairs: **Robert M. Verburg**, Delft U. of Technology; **Alberto Espinosa**, American U.

Discussant: **Pamela Hinds**, Stanford U.

Coordinating Across Boundaries and Discontinuities | **Kevin Crowston**, Syracuse U.

Leading in Virtual Contexts | **Deanne N. DenHartog**, U. of Amsterdam; **Anne Keegan**, U. of Amsterdam

Voluntary Engagement in an Open Web-Based Encyclopedia: Wikipedians, and Why They Do it? | **Joachim Schroer**, U. of Wuerzburg; **Guido Hertel**, U. of Wuerzburg

Why are Project Managers Willing to Work in Fully Virtual Settings? | **Robert M. Verburg**, Delft U. of Technology; **Petra Bosch-Sijtsema**, Helsinki U. of Technology; **Matti Vartiainen**, Helsinki U. of Technology

Virtual Team Boundary Complexity: A Team Coordination Perspective | **Alberto Espinosa**, American U.; **William DeLone**, American U.; **Gwanhoo Lee**, American U.

797 ➔👁️📄JS: (OCIS, TIM, HCM) Transforming the Practice and Delivery of Healthcare through Information Technology

12:20pm - 2:10pm Philadelphia Marriott: Room 307

Chair: **Ritu Agarwal**, U. of Maryland, College Park

IT and the Evolving Organization of MultiDisciplinary Teams for Cancer Care | **Michael Barrett**, U. of Cambridge

Transforming The UK National Health Service Through IT Investment: An Institutional Perspective | **Wendy Currie**, U. of Warwick

Isolating the Effects of Health IT on Performance: Empirical Test of Complementarities and Learning | **Corey M Angst**, U. of Maryland, College Park; **Ritu Agarwal**, U. of Maryland, College Park

Transforming Healthcare: A View from the Pharmaceutical Industry | **Steve Labkoff**, Pfizer Inc

798 : (Paper Session) - (ODC) Cynicism and Resistance

12:20pm - 2:10pm Loews Philadelphia: Commonwealth C

Discussant: **Leon De Caluwe**, Free U., Twynstra

👁️📄 Conceptualization of Resistance to Change: A Multi-Level Perspective | **Chi C. Dang**, Michigan State U.

➔📄 Rethinking Cynicism during Organizational Change: An Exploratory Study | **Gareth Simpson**, U. of Queensland; **Amanda Roan**, U. of Queensland; **Neil Paulsen**, U. of Queensland

👁️📄 Managing Cynicism in the Face of Continuous Incremental Organizational Change | **Katherine A DeCelles**, U. of Maryland; **Paul E. Tesluk**, U. of Maryland

A Structure for Terror Management and its Relevance to Resistance to Change | **Jonathan D. Raelin**, George Washington U.; **James R Bailey**, George Washington U.

799 : (Paper Session) - (ODC) **Human Capital, Human Resources and Job Design**

12:20pm - 2:10pm Loews Philadelphia: Commonwealth D

Chair: **Neil M. Boyd**, Lycoming College

➤ The Positive Side of Reorganization: Interactive Effects of Job Changes and Role Perceptions. | **Mary C Kernan**, U. of Delaware

➤ Human Resource Practices and Firm Performance: Is Organizational Learning a Missing Link? | **Mei-Ling Wang**, Aletheia U.

➤ Over-educated, Under-utilized Manager: Why Doesn't Human Capital Development Bring Desired Outcomes? | **Khalid Othman Alyahya**, Arizona State U.

➤ TQM as an Organisational Design Option: Critical Factors in Successful Implementation | **Javier Garcia-Bernal**, University of Zaragoza (Spain); **Marisa Ramirez-Aleson**, University of Zaragoza (Spain)

The Role of Human Resource Managers in Strategic Human Resource Management and Strategic Change | **Maria B Gondo**, U. of Memphis; **Dionne Pohler**, U. of Alberta; **Debmalya Mukherjee**, U. of Memphis

800 : (Paper Session) - (ODC) **Dynamics of Creativity and Innovation**

12:20pm - 2:10pm Loews Philadelphia: Congress C

Discussant: **Joel R. DeLuca**, Evergreen Business Group

➤ Shared Leadership in Dispersed Innovation Teams: Mutual Influence and Proactive Followership | **Martin Hoegl**, WHU - Otto Beisheim School of Management; **Miriam Muethel**, WHU - Otto Beisheim School of Management

➤ The Impact of Contextual and Personal Characteristics on Employee Creativity | **Baek-Kyoo Joo**, U. of Minnesota, Twin Cities; **Baiyin Yang**, U. of Minnesota

Organizational Creativity: A Conceptual Model from an Integrative Literature Review | **Baek-Kyoo Joo**, U. of Minnesota, Twin Cities; **Gary N. McLean**, U. of Minnesota

801 : (Paper Session) - (OM) **Interdisciplinary Operations Management**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 13

Chair: **Mikko Ketokivi**, Helsinki U. of Technology

Discussant: **Barbara B. Flynn**, Indiana U.

➤ The Interface between Manufacturing Engineering and Production: Insights from a Field Investigation | **Qiang Lu**, U. of Auckland; **Jay Sankaran**, U. of Auckland; **Suchi Mouly**, U. of Auckland

➤ Impact of Information Systems and Supply Chain Management Practices on SMEs' Operational Performance | **Erkan Bayraktar**, Bahcesehir U.; **Mehmet Demirbag**, Sheffield U.; **Ekrem Tatoglu**, Bahcesehir U.

➤ Complementary Effects of Value and Satisfaction on Customer's Behavioral Intentions | **Pankaj Setia**, Michigan State U.; **Ken Boyer**, Michigan State U.; **Roger Calantone**, Michigan State U.; **Clay Voorhees**, Michigan State U.

Integrating Goal Setting & Motivation Theories as a Basis for Project Team Potency & Success | **Jeanne McConnell**, Florida Atlantic U.

802 : (Paper Session) - (OM) **Operations & ERP**

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - OM 1

Presented on Panels 36-39

➤ Delegating Knowledge Work using a Kanban Production Control Approach | **Robert Marsh**, Sacred Heart U.; **Maureen Conard**, Sacred Heart U.

➤ Continuous Improvement for Cellular Manufacturing: Case of a Japanese Home Appliance Manufacturer | **Ha Thi Thuy Pham**, International U. of Japan; **Tomoaki Shimada**, Kobe U.

➤ Buyer-Supplier Relationship Typologies Revisited: Review, Critique and Future Directions | **Chanchai Tangpong**, North Dakota State U.; **Michael D Michalisin**, Southern Illinois U., Carbondale; **Arlyn J Melcher**, Southern Illinois U., Carbondale

➤ Routines in ES-Enabled Firms | **Arun Madapusi**, U. of North Texas; **Grant Miles**, U. of North Texas; **Richard E White**, U. of North Texas

803 : (OMT) **Toward a More Nuanced Account of Geography and Organizations**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 6

Organizer: **Scott D. Hayward**, Emory U.

Discussant: **Olav Sorenson**, U. of Toronto

Where Does Technological Novelty Come From? Geography and Fuel Cell Technology Development | **Gurneeta Vasudeva**, Indian School of Business; **Jennifer Spencer**, George Washington U.

The Geography of Stock Backdating | **Pino G. Audia**, U. of California, Berkeley; **Fiona Kun Yao**, U. of California, Berkeley
Geographic Influences on Foundings by Experienced versus Inexperienced Individuals | **Peter W Roberts**, Emory U.; **Scott D. Hayward**, Emory U.

Terror, Hope and Entrepreneurship: September 11 Attacks and Business Founding in New York State | **Srikanth Paruchuri**, U. of Florida; **Paul Ingram**, Columbia U.

804 : (Paper Session) - (OMT) **Status Dynamics in Organizational and Interorganizational Networks**

12:20pm - 2:10pm Philadelphia Marriott: Room 401

Chair: **Francois Herve Collet**, Said Business School

Discussant: **Michael Jensen**, U. of Michigan, Ann Arbor

➤ Divergence in Status Evaluation: Implications for a Social Construction View of Status Building | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Daniel Stewart**, Gonzaga U.

➤ The Status-contingency Value of Interorganizational Relations: An Identity-based Explanation | **Zhi Huang**, Boston College; **Stephen P Borgatti**, Boston College
Exclusivity of Affiliates as a Moderator of Affiliation-Based Status Transfer | **Gokhan Ertug**, INSEAD

➤ An Examination of Status Dynamics in the U.S. Venture Capital Industry | **Young-Kyu Kim**, U. of Chicago

805 : (Paper Session) - (OMT) **Political Dynamics and Social Influence in Corporate Governance**

12:20pm - 2:10pm Philadelphia Marriott: Room 403

➤ Teaching-oriented | ➤ Practice-oriented | ➤ International-oriented | ➤ Theme-oriented | ➤ Research-oriented | ➤ Visual Presentation | ➤ Best Paper Proceedings

Chair: **Kathleen Park**, Massachusetts Institute of Technology
Discussant: **Joseph Porac**, New York U.

Reconciling Family-Centric and Professionalized

Governance: Boards of Firms within FBGs | **Ozlem Yildirim**, Bogazici U.; **Behlul Usdiken**, Sabanci U.

CEO Power, Non-executive Directors Knowledge and Influence over Corporate Board | **Zhonghua Wu**, National U. of Singapore

Stigma and the Symbolic Contest for Corporate Control | **Jo-Ellen Pozner**, U. of California, Berkeley

Sociopolitical Dynamics in Relations Between Top Managers and Security Analysts | **James Westphal**, U. of Michigan; **Michael Clement**, U. of Texas, Austin

806 (Paper Session) - (OMT) Interorganizational Networks

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - OMT 1
 Presented on Panels 52-55

Forging Partnerships: The Role of Opportunity Structures in Organizational Collaborations | **Emily Barman**, Boston U.

Types of Tie, Interorganizational Tie Dynamics and Innovation Networks | **Francesca Mariotti**, U. of Stirling

Managing Inter-organizational Relationships: Coordination Processes across Organizational Boundaries | **Prashant Deshpande**, INSEAD; **Filipe Manuel Simoes Dos Santos**, INSEAD

The Duration of Supplier-Buyer Ties: The Role of a Firm's Corporate Development History | **Youtha Cuypers**, Tilburg U.

807 SHCS: (OMT, BPS, ODC) Toward a Theory of Complexity for Management

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom B

Organizer: **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston

Employing Complex Adaptive Systems (CAS) Models in Organizational Studies | **Philip Anderson**, INSEAD

Management and Complexity | **Peter Allen**, Cranfield U.

Complexity Research in the Face of Cognition | **Jan W. Rivkin**, Harvard U.

A Multi-Level Complexity Framework for Emergence |

Benjamin B. Lichtenstein, U. of Massachusetts, Boston

Power Laws As Telltales of Emergence-In-Action | **Bill McKelvey**, U. of California, Los Angeles

808 SHCS: (OMT, MOC, CAR) Living With Typecasting: How Firms, Entrepreneurs and Job Seekers Manage Categories

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom C

Chair: **Roxana Barbulescu**, INSEAD

Discussant: **Ezra Zuckerman**, Massachusetts Institute of Technology

The Consequences of Multiple Category Membership: A Formal Theory and Two Empirical Tests | **Greta Hsu**, U. of California, Davis; **Michael T Hannan**, Stanford U; **Ozgecan Kocak**, Columbia U.

Learning to Typecast: A Theory of Inefficient Typecasting | **Jerker C. Denrell**, Stanford U

Overcoming Typecasting: Role and Identity Learning in the MBA Job Market | **Roxana Barbulescu**, INSEAD

Typecasting Entrepreneurs: Boundary-Crossing and Firm Performance in High-Tech Ventures (1986-2006) |

Geraldine A. Wu, New York U.; **Gina Dokko**, New York U.

809 JS: (OMT, OCIS) E-Mail Data in Social Network Analysis

12:20pm - 2:10pm Philadelphia Marriott: Franklin 7

Chairs: **Adam M. Kleinbaum**, Harvard U.; **Eric Quintane**, U. of Melbourne

Formal and Informal Structures in Inter-Unit Coordination | **Adam M. Kleinbaum**, Harvard U.

Information, Technology and Information Worker Productivity: Task Level Evidence | **Sinan Aral**, MIT Sloan School of Management; **Marshall Van Alstyne**, Boston U.

Using Email to Disambiguate Relationships Between Social Capital and Performance | **Nathaniel Bulkley**, U. of Michigan; **Marshall Van Alstyne**, Boston U.

Email and Survey Data. The Correspondence Between Perceived and Observed Networks | **Eric Quintane**, U. of Melbourne; **Adam M. Kleinbaum**, Harvard U.

810 (Paper Session) - (ONE) Environmental Innovation

12:20pm - 2:10pm Loews Philadelphia: Regency Ballroom C2

Chair: **Tim Hargrave**, U. of Washington, Bothell

Top Down Versus Upward Selling of Environmental Innovations in the Oil and Gas Industry | **Sanjay Sharma**, Wilfrid Laurier U.

Technological Change and Environmental Regulation: Lessons from Patenting in the U.S. Auto Industry | **Jaegul Lee**, Carnegie Mellon U.; **David Hounshell**, Carnegie Mellon U.

Environmental Innovations, Environmental Management and Patenting: How Do They Relate? | **Marcus Wagner**, Bureau d' Economie Théorique et Appliquée

Untangling Environmental Strategies with Absorptive Capacity - Development and Competitive Advantage | **Matthias Johannes Kuss**, ETH Zurich; **Volker H. Hoffmann**, ETH Zurich; **Jens Hamprecht**, ETH Zurich

811 (Paper Session) - (ONE) Longitudinal Analyses of Environmental Issues

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - ONE 1

Presented on Panels 16-19

Has Industry Adopted "Doing Good Does Well"? A Longitudinal Study of Environmental Strategies | **Bruce Clemens**, Western New England College

A Longitudinal Study of the Link between Corporate Governance and Environmental Strategy | **Judith Louise Walls**, Rensselaer Polytechnic Institute; **Phillip Phan**, Rensselaer Polytechnic Institute; **Pascual Berrone**, Carlos III U.

Testing Schwartz Values on Employees and Environmental Attitudes in the Chinese Energy Industry | **Rosa Chun**, Manchester Business School; **Meng Du**, Manchester Business School

Changing to Sustain: A Longitudinal Investigation of Foresters' Change-related Behaviors | **Judd Michael**, Pennsylvania State U.; **Lucinda Lawson**, Lehigh U.; **Mark A. Gagnon**, Huttig Building Products

812 → 🗣️📄📅: (Paper Session) - (ONE) **Managing Environmental Problems**

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - ONE 2
Presented on Panels 20-23

- 🗣️📄 Environmental Supply Chain Management Practices in the Automotive Industry | **Qinghua Zhu**, Dalian U. of Technology; **Jo Crotty**, Aston U.; **Joseph Sarkis**, Clark U.
- 🗣️📄 Assessing the Performance of Voluntary Environmental Programs: Does Certification Matter? | **Nicole Darnall**, George Mason U.; **Stephen Sides**, National Paint and Coatings Association
- 📄 Regional Resources and Strategy: U.S. Environmental Technology Industries | **Gregory Theyel**, California State U.
- 📄 In the Market for Carbon Credits, Brazil, China and India are Adopting Differentiated Strategies? | **Marta Correa Dalbem**, IAG PUC Rio; **Helene Bertrand**, Pontifical Catholic U. of Rio de Janeiro

813 🗣️📄: (Paper Session) - (PNP) **Nonprofit Organizations and the Strategic Development of Boards**

12:20pm - 2:10pm Loews Philadelphia: Howe

Chair: **Michele A Govekar**, Ohio Northern U.
Discussant: **Kirsten Grønbjerg**, Indiana U.

- 🗣️📄 Strategy in Community Foundation Boards | **Judith L. Millesen**, Ohio U.; **Eric C. Martin**, Eastern Connecticut State U.
- 🗣️📄 Governing for What Matters: Exploring the Key Roles for Community Foundation Boards | **William A. Brown**, Texas A&M U.; **Chao Guo**, Arizona State U.
- 📄 → 🗣️📄 Not Too Big and Not Too Small: Identifying the 'Sweet Spot' for Nonprofit Boards | **Geoff Kistruck**, U. of Western Ontario; **Israr Qureshi**, U. of Western Ontario
Sage Publications Best Conference Paper by a Public and NonProfit Division Doctoral Student
- 🗣️📄 How Nonprofit Boards Reconcile Tensions Between Mission and Sustainability through Decision-Making | **Christine Murphy**, RMIT U.

814 🗣️📄: (Paper Session) - (PNP) **In the Belly of the Bureaucracy: Work Environments of Public Organizations**

12:20pm - 2:10pm Loews Philadelphia: Lescaze

Chair: **Dean F. Eitel**, DePaul U.

Discussant: **Hal G. Rainey**, U. of Georgia

- 🗣️📄 Green Tape: A Theory of Effective Organizational Rules | **Leisha DeHart-Davis**, U. of Kansas
- 📄 Differences between Archival and Perceptual Environmental Measures in the Public Sector | **Rhys Andrews**, Cardiff U.; **George Alexander Boyne**, Cardiff U.; **Kenneth J. Meier**, Texas A&M U.; **Laurence O'Toole**, U. of Georgia; **Richard Mark Walker**, U. of Hong Kong
- 📄 Making Sense of Change: Unlocking the Role of Organizational Context | **Mairi Watson**, De Montfort U.; **Louise Fitzgerald**, De Montfort U.
- 📄 → 🗣️📄 Integrating Job Strain and Psychological Contract Theories to Predict Employee Wellbeing | **Andrew James Noblet**, Deakin U.; **John J. Rodwell**, Macquarie U.
Charles H. Levine Award for Best Conference Paper in the Public and NonProfit Division

815 🗣️📄: (Paper Session) - (PNP) **Issues in Public Management**

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - PNP
Presented on Panels 68-72

Discussant: **R. Karl Rethemeyer**, U. at Albany, SUNY

- 🗣️📄 The Relationship Between Intellectual Capital and Reputation of Higher Education | **I-Chen Lee**, National Chenchi U.
- 🗣️ → 🗣️📄 Government E-Services and Patterns of Innovation: Taiwan's Experience | **Lihung Cheng**, National ChengChi U.; **Chao-tung (Jordan) Wen**, National ChengChi U.
- 🗣️📄 Unraveling the Social and Political Drivers of E-government: A Cross Country Study | **Jie Mein Goh**, U. of Maryland; **Samer Faraj**, U. of Maryland; **Tony Feghali**, American U. of Beirut
- 🗣️📄 Managing Militarily | **Delphine Resteigne**, Royal Belgian Military Academy; **Joseph Soeters**, Tilburg U.
- 🗣️🗣️📄 Interruptions and Performance: The Role of Task, Environmental, and Individual Characteristics | **Baiyun Gong**, U. of Pittsburgh

816 📄: (RM) **Nonresponse in Diary and Longitudinal Studies**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 8

Chair: **Christiane Spitzmueller**, U. of Houston

- Non-response in a Daily Electronic Survey | **Sandra Ohly**, U. of Frankfurt
- Participant Noncompliance in Daily Survey Measures | **Charlotte Fritz**, Bowling Green State U.
- Impact and Predictors of Non-compliant Responses in Diary Studies | **Carmen Binnewies**, U. of Konstanz; **Sabine Sonnentag**, U. of Konstanz; **Eva J. Mojza**, U. of Konstanz

817 📄: (Paper Session) - (RM) **Case Studies & Discourse Analysis**

12:20pm - 2:10pm Philadelphia Marriott: Room 306

Chair: **Margaret D Gorman**, George Washington U.

Discussant: **Monica C. Worline**, Emory U.

- Using Comparative Case Studies in Management Research: Developing, Testing, and Validating Theory | **Anuja Gupta**, U. of Pennsylvania; **Mauro F Guillen**, U. of Pennsylvania
- 📄 Validity and Reliability in Longitudinal Case Study Timelines | **Chris T. Street**, U Manitoba; **Kerry W. Ward**, U. of Nebraska - Omaha
- 📄 Discourse Analysis in Organization Studies: The Case of Law and Watson's Ethnographies | **Craig Prichard**, Massey U.

818 📄: (Paper Session) - (TIM) **Knowledge Search and Learning**

12:20pm - 2:10pm Philadelphia Marriott: Room 303

Chair: **Bijan Azad**, American U. of Beirut

Discussant: **Miguel Angel Campo-Rembado**, Dartmouth College

- Search Styles in Style Searching: Learning Exploration Strategies from Fashion Firms | **Paola Cillo**, Bocconi U.; **Gianmario Verona**, Bocconi U.
- 🗣️📄 The Hidden Facts: Hybrid Learning is the Preferred Choice for Working Adult Learners | **Verneshia Boone**, U. of Phoenix, Cleveland Campus; **Dr. Ernest A Norris**, U. of Phoenix

📄 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

📖 The Emergence of Counter Strategies in Hypercompetitive Industries: A Learning Theory Perspective | **Andreas Schwab**, Louisiana State U.; **Yves Damoiseau**, Louisiana State U.; **Yana G Kuzmina**, Louisiana State U.; **Meri Thompson**, Louisiana State U.

📖 Creating Breakthroughs: Deconstructing the Experiential Roots of Search and Knowledge Creation | **Michael J. Mannor**, Michigan State U.

TIM Division Best Student Paper Award Finalist

819 📖: (Paper Session) - (TIM) Managing Knowledge for Innovative Performance

12:20pm - 2:10pm Philadelphia Marriott: Room 304

Chair: **Gary Dushnitsky**, U. of Pennsylvania

Discussant: **Sebastian Fixson**, MIT Sloan School of Management

📖 Technology-Based Service Proposal Screening: Antecedents of Decision Making Effectiveness | **Allard C.R. Van Riel**, U. of Liège; **Janjaap Semeijn**, Open U.; **Wafa Hammedi**, U. of Liege

🗣️ Knowledge Management Capacity and Organizational Performance: The Social Interaction View | **Chung-Jen Chen**, National Taiwan University; **Yung-Chang Hsiao**, National Cheng Kung U.

🗣️ Centripetal & Centrifugal Forces in Systems Innovation: Distributed Influence & Schematic Diversity | **Willow Sheremata**, York U.

📖 Scientists or Entrepreneurs: Rent (Mis)Appropriation from Discoveries Made in University Labs | **Gideon D Markman**, U. of Georgia; **Peter T. Gianiodis**, Clemson U.; **Andreas Panagopoulos**, Lancaster U.

Stephan Schrader Best Paper Award Finalist

820 📖: (Paper Session) - (TIM) Alliances, Networks and Clusters: Impact on Innovation

12:20pm - 2:10pm Philadelphia Marriott: Room 305

Chair: **Anne W. Fuller**, Georgia Institute of Technology

Discussant: **Mike C. H. Chao**, Baruch College

📖 Small firm - Large firm Alliance dynamics: How Davids can beat the Goliaths | **Gautam Kasthurirangan**, Rensselaer Polytechnic Institute; **Satish Nambisan**, Rensselaer Polytechnic Institute

Management of Alliances: Performance Effects of Project Managers' Participation | **Ricarda Bouncken**, U. of Greifswald; **William John Lekse**, Babson College; **Michael Koch**, U. of Hamburg

📖 Managing the Cooperation-Competition Dilemma in R&D Alliances | **Dries Faems**, Catholic U. of Leuven; **Maddy Janssens**, Catholic U. of Leuven; **Bart Van Looy**, K.U.Leuven

🗣️ Learning through Alliances | **Danielle D Dunne**, Rutgers U.; **Deborah J Dougherty**, Rutgers U.

📖 Realizing Innovation Synergies through Mergers & Acquisitions | **Maarten H. Batterink**, Wageningen U.; **Emiel F.M. Wubben**, Wageningen U.; **Lianne W.L. Simonse**, Utrecht School of Economics; **Onno Omta**, Wageningen U.

821 🗣️: (Paper Session) - (TIM) Insights into New Product Development

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - TIM 1

Presented on Panels 1-11

🗣️ Being Aware or Being Able: Technology Diffusion in Mouse Genetics | **Christopher C. Liu**, Harvard U.; **Fiona Murray**, Massachusetts Institute of Technology; **Stefan H. Thomke**, Harvard U.

🗣️ Information Technology and the Ambidexterity Hypotheses: An Analysis in Product Development | **Isabel M. Prieto**, Valladolid U.; **Elena Revilla**, Instituto de Empresa; **Beatriz Rodriguez**, U. de Valladolid

🗣️ New-value Creative Type of Product Managers The Case of Honda | **Tadahiko Kawai**, Tsukuba U.

🗣️ The Role of Organization Design and Communication on NPD Project Alliance Performance | **Yuosre F. Badir**, Tokyo Institute of Technology; **Bettina Buechel**, IMD, Lausanne

🗣️ Perceived Uncertainty and Effect of Outsiders in New Product Development | **Namgyoo Kenny Park**, Seoul National U.; **Young-Gon Cho**, Dongguk U.; **Heeyon Kim**, Seoul National U.; **Jae Hoon Han**, Seoul National U.; **Yoo Jin Jung**, Seoul National U.; **Jinsung Kim**, Seoul National U.

🗣️ New Product Development and Dynamic Capabilities: A Framework and an Empirical Test | **Giulia Calabretta**, ESADE; **Boris Durisin**, Bocconi U.

➔ 🗣️ Janus, Laymen, and Status: Some Novel Considerations in Product Architecture | **Sheen S. Levine**, Singapore Management U.; **Johannes M Pennings**, U. of Pennsylvania

🗣️ The Nature of Radical Inventions | **Wilfred Schoenmakers**, Hasselt U.

🗣️ Technological Diversification, Complementary Assets, and Performance | **Yi-Chia Chiu**, National Chung Hsing U.; **Hsien-Che Lai**, Tunghai U.; **Tai-Yu Lee**, National Chung Hsing U.; **Yi-Ching Liaw**, National Chung Hsing U.

🗣️ Nurturing Creativity | **Veena Pundlik Prabhu**, Auburn U.

🗣️ The Effects of Family-Controlled Business on the Economic Value of Innovation | **Shao-Chi Chang**, National Cheng Kung U.; **Wann-Yih Wu**, National Cheng Kung U.; **Ying-Jiuan Wong**, National Cheng Kung U.

822 🗣️: (Paper Session) - (TIM) Human Capital, Innovation and Intellectual Property

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - TIM 2

Presented on Panels 73-80

🗣️ Worker Mobility and the Flow of Process Knowledge Between Industries | **Prasanna Tambe**, Wharton, U. of Penn; **Lorin Hitt**, Wharton, U. of Penn

🗣️ Computers and Specific Human Capital | **Prasanna Tambe**, Wharton, U. of Penn; **Lorin Hitt**, Wharton, U. of Penn

🗣️ HRM at Your Service: Developing Effective HRM Systems in the Context of E-Service | **Karen Holcombe Ehrhart**, San Diego State U.; **Beth G Chung-Herrera**, San Diego State U.

➔ 🗣️ How Do Small Biotech Firms Manage the Patenting Process? | **Lee N. Davis**, Copenhagen Business School

🗣️ R&D Distribution and Patent Portfolios: A Survey-Based Investigation of UK Manufacturing | **Henrique M. Barros**, Ibmecc, Sao Paulo

🗣️ Nanotechnology as an Epistemic Object: Explorative Case of an Emergent Technology Innovation System | **Krsto Pandza**, Leeds U. Business School; **Robin Holt**, Leeds U. Business School

- Effect of Competition and the Importance of an Industry to a Firm on Its Rate of Patenting | **Ravikant Avva**, Columbia U.
- Managing the Deployment of Information & Communication Technologies for Global Service Organizations | **Martin R. Fellenz**, Trinity College Dublin; **Mairead Brady**, Trinity College Dublin

823 JS: (TIM, BPS, OMT) **The Management of Science**

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom K

Chair: **Christopher C. Liu**, Harvard U.

Discussant: **Fiona Murray**, Massachusetts Institute of Technology
The Benefits from Collaboration across Organizations and Countries. | **Jasjit Singh**, INSEAD

Interfaculty Linkages and the Productivity of Academic Labs | **Darren Zinner**, MGH Institute for Health Policy

Noncompetes, Startups, and Creativity | **Matt Marx**, Harvard U.

Tools as Resource Constraints for Life-Science Laboratories | **Christopher C. Liu**, Harvard U.

824 JS: (TIM, BPS, SIM) **Biopharmaceutical Firms' Ethical Approaches at Different Company Life Stages**

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom L

Chair: **Michael A. Santoro**, Rutgers U.

Discussants: **Glenna M. Crooks**, Strategic Health Policy International; **David Finegold**, Rutgers U.

Coordinator: **Anne-Laure Winkler**, Rutgers U.

Presenters: **Elliott Hillback**, Genzyme; **Gary A. Cohen**, Keck Graduate Institute; **Sharon D'Agostino**, Johnson & Johnson

Monday 12:30PM

825 : (ICW) **Entrepreneurship Theory and Practice Editorial Board Meeting**

12:30pm - 3:30pm Loews Philadelphia: Commonwealth A1

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

Monday 12:40PM

826 : (Paper Session) - (OMT) **Institutional Logics: Reproduction and Transformation**

12:40pm - 2:10pm Philadelphia Marriott: Franklin 5

Chair: **Rajshree Prakash**, Alberta U.

Discussant: **Patricia H Thornton**, Duke U.

An Institutional Perspective on Corporate Restructuring of Business Groups in Emerging Economies | **Xiaowei Luo**, U. of Illinois, Urbana-Champaign; **Chi-Nien Chung**, National U. of Singapore

Adapting to Institutional Logics: The Response of Spanish Firms in the Post-Franco Era | **Amalia Maria Magan Diaz**, U. of Almeria; **Royston Greenwood**, U. of Alberta; **Stan X. Li**, U. of Alberta; **Jose Cespedes-Lorente**, U. of Almeria

Institutional Logics and Tie Formation: Jazz Field, 1930-1969 | **Charles Kirschbaum**, Centro U. da FEI

The Logic of Shareholder Value as an Identity Project | **Jaco Lok**, Cambridge U.

827 JS: (OMT, BPS, RM) **QCA and Set-theoretic Methods: New Perspectives for Management and Strategy Research**

12:40pm - 2:10pm Philadelphia Marriott: Room 404

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

Organizer: **Peer C. Fiss**, U. of Southern California
What You Always Wanted to Know about Set-theoretic Methods... | **Peer C. Fiss**, U. of Southern California

A Set-theoretic Analysis of Cross-cultural Differences in Compensation | **Thomas Greckhamer**, Louisiana State U.

Explaining the Cross-National Diversity of Corporate Ownership: A Qualitative Comparative Analysis | **Gregory Jackson**, U. of London; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

Configurations in Best Practice: A Longitudinal, Multi-method Approach | **Bruce Kogut**, INSEAD; **John Paul MacDuffie**, U. of Pennsylvania; **Frits Pil**, U. of Pittsburgh; **Charles Ragin**, U. of Arizona

Set-theoretic Methods and Pragmatic Analysis of Large-N Datasets | **Rodney Lacey**, U. of California, Irvine / U. of California, Davis / London School of Business

828 JS: (SIM, BPS, OMT) **Corporate Social Responsibility and Professional Sport: A Perfect Match?**

12:40pm - 2:10pm Loews Philadelphia: Washington B

Organizers: **Kathy M. Babiak**, U. of Michigan; **Richard A Wolfe**, U. of Michigan

Discussants: **Kim Cameron**, U. of Michigan; **Paul C Godfrey**, Brigham Young U.

Community Outreach Efforts by Professional Sport Teams: A Theoretical Perspective | **Kathy M. Babiak**, U. of Michigan; **Richard A Wolfe**, U. of Michigan

Corporate Social Responsibility in Professional Sport: The State of the Art | **Greg Johnson**, Sports Philanthropy Project

CSR in Professional Sport: The Impact of Unethical and/or Illegal Behavior on Team CSR Efforts | **Dennis L Smart**, Texas State U.; **Paula Rechner**, Texas State U.

Monday 12:50PM

829 : (Paper Session) - (OMT) **Strategic Adaptation and Change in Organizations: Alternative Theories and Evidence**

12:50pm - 2:10pm Philadelphia Marriott: Room 402

Chair: **Tracy A Thompson**, U. of Washington, Tacoma

Revisiting the Change/Performance Relationship: The Moderating Role of Strategic Alignment | **Christopher D. Zatzick**, Simon Fraser U.; **Tony Fang**, School of Administrative Studies, York U.; **Thomas P. Moliterno**, U. of South Carolina

Knowledge Deployment Responses to Organizational Surprises in Startups | **Yan Gong**, U. of Wisconsin, Madison; **Ted Baker**, North Carolina State U.; **Dale T. Eesley**, U. of Toledo; **Anne S Miner**, U. of Wisconsin, Madison

An Integrative Model of Organizations' Responsiveness to Innovations: Theory and Empirical Test | **Jean Baptiste K. Dodor**, Jackson State U.

Agility, Resilience & Organization Performance During Environmental Change | **Joseph E McCann**, U. of Tampa; **John W Selsky**, U. of South Florida; **James M Lee**, U. of Tampa

830 JS: (SIM) **Balancing 'Being' and 'Doing' : Contemplative, Dialogic Approaches to Student Learning**

12:50pm - 2:10pm Loews Philadelphia: Washington C

Participants: **Jerry M Calton**, U. of Hawaii, Hilo; **Stephen L Payne**, Georgia College and State U.; **Judith White**, U. of Redlands

831 🗄️📄JS: (SIM, OB, MOC) **Current Research on Ethical Perceptions: Person, Context, and Interactive Perspectives**

12:50pm - 2:10pm Loews Philadelphia: Washington A

Chairs: **Michael B. Hargis**, U. of Central Arkansas; **Christian J. Resick**, Florida International U.

Understanding and Measuring Unethical Management |

Rebecca L. Greenbaum, U. of Central Florida

The Meaning of Ethical Leadership Across Cultures:

Perspectives From Ireland, Germany, and the U.S. |

Christian J. Resick, Florida International U.; **Gillian S. Martin**,

Trinity College Dublin; **Mary Keating**, Trinity College Dublin;

Marcus W. Dickson, Wayne State U.

Examining the Influence of Personality on Ethical Decision

Making | **Alison Antes**, U. of Oklahoma; **Michael Mumford**, U.

of Oklahoma; **Stephen Murphy**, U. of Oklahoma; **Jason Hill**, U.

of Oklahoma; **Ethan Waples**, U. of Oklahoma; **Shane Connelly**,

U. of Oklahoma; **Ryan Brown**, U. of Oklahoma; **Lynn**

Devenport, U. of Oklahoma

Examining Person- and Context-Based Factors that Influence

Perceptions of Ethical Transgressions | **Michael B. Hargis**,

U. of Central Arkansas; **James M. LeBreton**, Purdue U.

Europa, Quo Vadis: The Economic Performance Perspective |

Michal Grajek, ESMT; **Lars-Hendrik Roller**, ESMT

Crafting New Strategies to Do Better in Europe | **Zoltan Antal-**

Mokos, ESMT

NGOs and European Companies: Learning to "Do Well" and

to "Do Good" | **Martin Kupp**, ESMT

Learning to Lead Better in Europe | **Konstantin Korotov**, ESMT

Europa, Quo Vadis: Doing Well, Doing Good, Doing Better?

The Educational Perspective | **Erik Schlie**, ESMT

835 🗄️📄: (AAS) **Beyond "Doing Well by Doing Good": Contributions of Environmental Research to Mainstream Theory**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 108A

Chair: **Jennifer Howard-Grenville**, Boston U.

Discussant: **Max H. Bazerman**, Harvard U.

Beyond 'Doing Well by Doing Good': Contributions of

Environmental Research to Mainstream Theory | **Jennifer**

Howard-Grenville, Boston U.

Participants: **Andrew King**, Dartmouth College; **Pratima Bansal**, U.

of Western Ontario; **Michael V. Russo**, U. of Oregon; **Luca**

Berchicci, Ecole Polytechnique Fédérale de Lausanne; **Raymond**

L. Paquin, Boston U.; **Natalie Slawinski**, U. of Western Ontario;

Frank Boons, Erasmus U. Rotterdam

836 : (Paper Session) - (BPS) **Strategic Management:**

Stakeholder Theory

2:30pm - 3:50pm Philadelphia Marriott: Franklin 1

Chair: **Alison S. O'Brien**, George Mason U.

Discussant: **Paul C Godfrey**, Brigham Young U.

🗄️ Ethical Blowback: Unintended Consequences of

Competitive Advantage | **Katherine A DeCelles**, U. of

Maryland; **Thomas J. Donaldson**, U. of Pennsylvania; **Ken G.**

Smith, U. of Maryland

Explaining Scholars' Professional Behaviors: An Analysis of

Strategic Management Members | **John G Michel**, U. of

Notre Dame; **Ming-Jer Chen**, U. of Virginia

🗄️ Competitive Maneuvering, Investor Perceptions and Stock

Risk: Strategic Lucidity or Mixed Signals? | **Margaret V**

Hughes, U. of Kentucky; **Walter J Ferrier**, U. of Kentucky

🗄️🗄️🗄️🗄️ Dividend Payouts as a Shareholder Management

Strategy in Chinese Publicly Listed Companies 1998-2002 |

Wei Shen, U. of Florida; **Yan Anthea Zhang**, Rice U.

837 : (Paper Session) - (BPS) **Strategy Through a Real**

Options Lens

2:30pm - 3:50pm Philadelphia Marriott: Franklin 10

Chair: **Edward Levitas**, U. of Wisconsin, Milwaukee

Discussant: **Asli Musaoglu Arikan**, Georgia State U.

🗄️ Growth Options and Corporate Governance | **Jonathan**

O'Brien, U. College Dublin; **Parthiban David**, U. of Oklahoma

🗄️ Real Options And The Choice Between Corporate Venture

Capital And Acquisition | **Tony W. Tong**, State U. of New York,

Buffalo; **Yong Li**, State U. of New York, Buffalo

🗄️ How Much do Real Options Influence the Abandonment

Decision? | **Jonathan O'Brien**, U. College Dublin; **Timothy B**

Folta, Purdue U.

Joint Ventures and Real Options: a Behavioral Perspective |

Ilya Cuypers, Tilburg U.

Monday 1:00PM

(AAS) **Academy of Management Public Affairs Forum: Management Ramifications on Immigration in Europe**

1:00pm - 2:50pm Philadelphia Marriott: Grand Ballroom H

Chair: **Wayne F. Cascio**, U. of Colorado, Denver; **Cary Cooper**, Lancaster U.

Speakers: **Kay Carberry**, Asst. General Secretary, Trades Union

Congress (UK); **Rita Campos e Cunha**, U. Nova de Lisboa; **Julio**

O. DeCastro, Instituto de Empresa

Monday 2:30PM

832 : (AAS) **Academy of Management Public Affairs Forum on Private Equity**

2:30pm - 4:30pm Philadelphia Marriott: Grand Ballroom F

Chair: **Margarethe F Wiersema**, U. of California, Irvine

Speakers: **Michael C. Jensen**, Harvard U.; **Ken Langone**, co-

founder, Home Depot; CEO, Invemed Associates

833 : (AAS) **The Enduring Debate Between F. Taylor's Sci. Mgmt. Principles & Upton Sinclair's Socialist ideals**

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom C

Organizers: **Jeremy Collin Short**, Texas Tech U.; **Hans Hansen**, Texas Tech U.

Participants: **Stewart Clegg**, U. of Technology, Sydney; **Terrie**

Reeves, U. of Wisconsin Milwaukee; **Jeremy Collin Short**, Texas

Tech U.; **Hans Hansen**, Texas Tech U.

834 : (AAS) **Europa, Quo Vadis? Doing Well? Doing Good? Doing Better?**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom B

Organizer: **Konstantin Korotov**, ESMT

Chair: **Lars-Hendrik Roller**, ESMT

838 : (Paper Session) - (BPS) Knowledge Management: Patents and R&D Strategies

2:30pm - 3:50pm Philadelphia Marriott: Franklin 2

Chair: **Eldon H Bernstein**, Lynn U.Discussant: **Atul Nerkar**, U. of North Carolina, Chapel Hill

📖 The Impact of Inter-Firm Collaborations by Researchers on Innovation in Biotechnology Firms | **Jan Hohberger**, ESADE-Ramon Llull U.; **Paul Almeida**, Georgetown U.; **Pedro Parada**, ESADE-Ramon Llull U.

To Have and To Hold: Protecting, Leveraging, and the Imitation of Critical Resources | **Peter T. Gianiodis**, Clemson U.; **Gideon D Markman**, U. of Georgia

📖 Determinants of Success in R&D Alliances | **Jeffrey H. Dyer**, Brigham Young U.; **Benjamin C. Powell**, U. of Alabama; **Mariko Sakakibara**, U. of California, Los Angeles; **Andrew J. Wang**, National Institute of Standards and Technology

📖 → 📖 Institutional Targeting Strategies in Patent Enforcement | **Deepak Somaya**, U. of Maryland, College Park; **Christine McDaniel**, Department of Commerce

839 : (Paper Session) - (BPS) Behavioral Decision Theory of Mergers, Acquisitions and Alliances

2:30pm - 3:50pm Philadelphia Marriott: Franklin 9

Chair: **James D. Oldson**, Salisbury U.Discussant: **Philip Bromiley**, U. of California, Irvine

→ 📖 More Information About Targets: Blessing or Curse for Bidding Firms? | **Jung-Chin Shen**, York U.; **Laurence Capron**, INSEAD

Strategy in Private Equity: How to Prepare for Exits – A Qualitative Study | **Birte Sewing**, U. of Passau

📖 The Effect of Exchange Variables on Response Strategies in Problematic Alliances | **Olivier Furrer**, Radboud U. Nijmegen; **Brian den Ouden**, Radboud U. Nijmegen

840 📖 : (BPS) Emerging Issues in Multilevel Alliance Research

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom D

Organizer: **Bo Bernhard Nielsen**, Copenhagen Business SchoolChair: **Koen Heimeriks**, Copenhagen Business School

Speakers: **Paul Almeida**, Georgetown U.; **Jean-Luc Arregle**, EDHEC Business School; **Xavier Martin**, Tilburg U.; **Arvind Parkhe**, Temple U.

841 : (Paper Session) - (BPS) Interfirm Network Coordination of Biotechnology Alliances

2:30pm - 3:50pm Philadelphia Marriott: Room 406

Chair: **Vincent Amanor-Boadu**, Kansas State U.Discussant: **Peter J Lane**, U. of New Hampshire

📖 The Intra-Alliance Division of Value Created through Collaboration | **Tunji Adegbesan**, Lagos Business School, Pan-African U.; **Matthew J Higgins**, Georgia Institute of Technology

Allocating Property Rights to Motivate Participants: The Case of Biotech-Pharmaceutical Alliances | **Gang Li**, National U of Singapore; **Peter Hwang**, National U. of Singapore

📖 Aligning Uncertainty and Governance in Biotechnology Alliances: Effects on Firm Performance | **Joseph P McGill**, Kean U.; **Michael D Santoro**, Lehigh U.

📖 R&D Collaborations under Environmental Uncertainty: The Influences of Interfirm Network Structures | **Bilian Ni**

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 📖 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

Sullivan, Hong Kong U. of Science and Technology; **Yi Tang**, Hong Kong U. of Science and Technology

842 : (Paper Session) - (BPS) Capabilities and Innovation Management

2:30pm - 3:50pm Philadelphia Marriott: Room 407

Chair: **Gregory S. Richards**, U. of OttawaDiscussant: **Augustine A. Lado**, Clarkson U.

📖 Ambidexterity In Product Innovation Management: The Direct and Contingent Effects on Performance | **Haibin Yang**, City U. of Hong Kong; **Kwaku Atuahene-Gima**, City U. of Hong Kong

→ 🗣️ 📖 The Social Life of Complementary Assets: The Roles of Trust in Networked Innovation | **Tony Briggs**, Boston U.; **Harry Scarbrough**, U. of Warwick; **Paul R. Carlile**, Boston U.; **Kenneth Amaeshi**, Warwick Business School

🗣️ 📖 Friends or Neighbors? The Effects Of Inter-Firm Network And Cluster On Technological Innovation | **Manish K. Srivastava**, Virginia Tech; **Devi R Gnyawali**, Virginia Tech

📖 How Valuable are Capabilities? Technical and Marketing Capabilities in the Pharmaceutical Industry | **Sendil Ethiraj**, U. of Michigan, Ann Arbor; **Hart E. Posen**, U. of Michigan

843 : (Paper Session) - (BPS) Corporate Strategy: Government, Regulatory, and Political Strategies

2:30pm - 3:50pm Philadelphia Marriott: Room 408

Chair: **Joseetta McLaughlin**, Roosevelt U.Discussant: **Marcelo Bucheli**, U. of Illinois, Urbana-Champaign

→ The State as a Strategic Manager? A Dynamic Capabilities Framework | **Dan Breznitz**, Georgia Tech; **Carsten Zimmermann**, U. of Cambridge

→ 📖 Political Ties and Strategy: The Impact of Types and Destinations of Ties on Diversification | **Chi-Nien Chung**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore; **William G Mitchell**, Duke U.

Board Interlocking Strategies in Emerging Markets: The Case of Chile | **Alfredo Enrione**, ESE Graduate Business School, U. de los Andes, Chile; **Fernando M. Zerboni**, IAE Business School - U. Austral

→ 📖 Unbundling the Development of a Lobbying Capability in an Exogenous Policy Context: (2000-2005) | **Tazeeb Rajwani**, Imperial College London; **Thomas Lawton**, Dartmouth College

844 : (Paper Session) - (BPS) Boards of Directors: Agency and Resource Dependence Perspectives

2:30pm - 3:50pm Philadelphia Marriott: Room 409

Chair: **Tom Dalziel**, U. of CincinnatiDiscussant: **Karen Schnatterly**, U. of Missouri-Columbia

→ 📖 Power and Trust in Board Working Relationships | **Gerwin Van der Laan**, U. of Groningen; **Pingying Zhang**, Norwegian School of Management

📖 Beyond Dichotomy: The Curvilinear Impact of Employee Ownership on Firm Economic Performance | **Xavier Hollandts**, EM Lyon/IFGE; **Zied Guedri**, Ecole de Management de Lyon; **Pierre-Yves Gomez**, E.M. Lyon

🗣️ 📖 Innovation in Strategic SME Networks: Understanding the Effects of Network Board Monitoring | **Joakim Wincent**, Lulea U.; **Sergey Anokhin**, Kent State U.; **Daniel Örtqvist**, Lulea U.

📄 Firm Resource and Competitive Aggressiveness: The Moderating Role of the Board of Directors | **Jinyu He**, Hong Kong U. of Science and Technology

845 📄: (Paper Session) - (CAR) **Evidence for Protean and Boundaryless Careers? Empirical and Critical Perspectives**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 111A

Chair: **Kimberly OBrien**, U. of South Florida

Discussant: **Rosina M. Gasteiger**, U. of Amsterdam

📄 Emergent Trajectories and Initial Conditions: Career Development of Hollywood Personal Assistants | **Paul Skilton**, Arizona State U. Polytechnic; **Jesus Bravo**, Arizona State U.

The “Career” “is” “Dead” – Long Live...What? A Multi-Paradigmatic View of “Career Self-Management” | **Emily T. Porschitz**, U. of Massachusetts, Amherst

🗨️📄 Choice and Consistency in Sector of Employment | **Mary Tschirhart**, Syracuse U.; **Kira Kristal Reed**, Syracuse U.; **Sarah J Freeman**, U. of Wisconsin, Milwaukee; **Alison Anker**, Syracuse U.

➔📄 Career Orientations in Switzerland | **Anette Wittekind**, ETH Zurich; **Marius Gerber**, ETH Zurich; **Gudela Grote**, ETH Zürich

846 : (Paper Session) - (CAR) **Individual and Social Predictors of Mentoring Patterns and Outcomes**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 111B

Chair: **James Edward Wilbanks**, U. of Missouri at Columbia

Discussant: **Monica L Forret**, St. Ambrose U.

🔗 Examining the Antecedents and Consequences of Mentoring Relationships | **Sharon Y Wu**, U. Missouri, Columbia; **Daniel Turban**, U. of Missouri, Columbia; **Yu Ha Cheung**, Hong Kong Baptist U.

The Formation and the Effectiveness of Mentoring Networks | **Min-Jeong Kim**, Chonnam National U.; **Min-Soo Kim**, Ewha Women's U.; **Hongseok Oh**, Yonsei U.

Mentor and Protégé Goal-Orientations as Predictors of Newcomer Stress | **Kimberly Jentsch**, U. of Central Florida; **Charyl Staci Singleton**, U. of Central Florida; **Moshe Feldman**, U. of Central Florida

847 CAU: (CAU) **Publish or Perish: Academic Life in American Business Schools**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 106A

Organizers: **Alan N. Miller**, U. of Nevada, Las Vegas; **Mark de Rond**, Cambridge U.

848 CAU: (CAU) **Global Management Education**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 106B

Organizer: **Carolyn Wiley**, Roosevelt U.

Participants: **Alvin Hwang**, Pace U.; **Paula Hyde**, Manchester Business School; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Par Martensson**, Stockholm School of Economics; **Jerome Meric**, IAE Tours (France); **Regina F. Bento**, Harvard U.; **C Gopinath**, Suffolk U.; **Léonor Fernandes Ferreira**, U. NOVA DE LISBOA - FACULDADE DE ECONOMIA

849 CAU: (CAU) **Russian and Eastern European Management Research Caucus**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 107A

Organizer: **Carl Fey**, Stockholm School of Economics

Participants: **Andrew Spicer**, U. of South Carolina; **Ruth C May**, U. of Dallas; **Sheila M. Puffer**, Northeastern U.; **Joshua Ault**, U. of South Carolina

850 🗨️🗨️🗨️🗨️🗨️: (CM) **Doing Well by Doing Good: Morality, Values, Satisfaction and Performance**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 105A

Chair: **Jared R. Curhan**, Massachusetts Institute of Technology

Three Modes of “Moral Advantage” in Business | **William Damon**, Stanford U.

Armed and Dangerous(?): Strategies for Encouraging Agents of Social Control to Obey the Law | **Tom Tyler**, New York U.

The Objective Value of Subjective Value: A Multi-Round Negotiation Experiment | **Jared R. Curhan**, Massachusetts Institute of Technology; **Noah Eisenkraft**, U. of Pennsylvania; **Hillary Anger Elfenbein**, U. of California, Berkeley

Negotiation Satisfaction Leads to Job Satisfaction | **Gavin James Kilduff**, U. of California, Berkeley; **Jared R. Curhan**, Massachusetts Institute of Technology; **Hillary Anger Elfenbein**, U. of California, Berkeley

851 📄: (Paper Session) - (CM) **What Leaders Know and Tell: Leaders, Knowledge, and Account-Giving**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 105B

Chair: **Ryan Fehr**, U. of Maryland, College Park

Discussant: **Cecily D Cooper**, U. of Miami

📄 Accounts, Counter Accounts, and the Impact of Refutation | **Anthony Cobb**, Virginia Tech; **Rebecca S. Lau**, Virginia Tech

Understanding the Impact of Implicit Leadership Theory on Social Account Outcomes | **Rebecca S. Lau**, Virginia Tech; **Anthony Cobb**, Virginia Tech

What You Don't Know Might NOT Hurt You: Managerial Knowledge About Subordinates and its Effects. | **Vicki M. Scherwin**, U. of California, Los Angeles; **Maia J. Young**, U. of California, Los Angeles; **Jennifer R. Overbeck**, U. of Southern California

852 🗨️🗨️➔🗨️🗨️: (CMS) **Meaning Well by Doing Good? Opening Harder Conversations for ODC –A CMS perspective**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom I

Organizer: **Latha Poonamallee**, Case Western Reserve U.

Participants: **Maxim Voronov**, Brock U.; **Bill Cooke**, Lancaster U.; **Maria Theresia Humphries**, U. of Waikato; **Julie Wolfram Cox**, Deakin U.; **Stella Marie Minahan**, Deakin U.

853 📄: (Paper Session) - (ENT) **Entrepreneurship in the University**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 11

Chair: **Gita Surie**, Adelphi U.

Discussant: **S. Ramakrishna Velamuri**, IESE Business School

🗨️🗨️🗨️ Do Entrepreneurship Programs Matter? An Analysis of North American University Innovation Systems | **Peter William Moroz**, Australian Graduate School of Entrepreneurship, Swinburne U. of Technology; **Kevin George Hindle**, Swinburne U. of Technology; **Robert Brent Anderson**, U. of Regina; **Edward Gamble**, U. of Saskatchewan

📄 Beyond Unidirectional R&D Transfer: A Field Study of University-Industry Collaboration | **John P Ulhoi**, Aarhus

School of Business; **Helle Neergaard**, Aarhus School of Business; **Toke Bjerregaard**, Aarhus School of Business Spin-Off Venture Creation in the University Context - A Process View | **Einar Rasmussen**, Bodo Graduate School of Business

📄 The University and the Regional Innovative Capacity | **Rory P. O'Shea**, U. College Dublin; **Maryanne P Feldman**, U. of Georgia; **Thomas J Allen**, Massachusetts Institute of Technology

854 📄: (ENT) Program Chair's Invitational Symposium: THE GREATEST SHOW ON EARTH: Entrepreneurial Growth and Research Opportunities in China.

2:30pm - 3:50pm Philadelphia Marriott: Franklin 12

Chair: **Justin Tan**, York U./Peking U.

Introduction by ENT Division Program Chair | **Ronald K. Mitchell**, Texas Tech U.

Presenters: **Jay B Barney**, Ohio State U./Peking U.; **Phillip Phan**, Rensselaer Polytechnic Institute; **Weiyang Zhang**, Guanghua School of Management

855 📄: (Paper Session) - (ENT) International Venturing

2:30pm - 3:50pm Philadelphia Marriott: Room 410

Chair: **Robert F. Jenefsky**, Ecole hôtelière de Lausanne

Discussant: **Boris F. Blumberg**, U. of Maastricht

➔ 📄 Internationalization Routines and Capability Learning in New Ventures | **Shameen Prashantham**, Glasgow U.; **Steven W Floyd**, U. of St. Gallen

➔ Do Investors Manage U.S. Ventures Less Intensively than International Ventures? | **Isin Guler**, Boston U.; **Anita McGahan**, Boston U.

📄 📄 Pro-Profit, Pro-Growth, or Both? Strategic Ambidexterity and Performance in Intl New Ventures | **Mary Han**, Ryerson U.; **Nikhil Celly**, U. of Western Ontario

📄 ➔ 📄 Ownership Structure and International Expansion of Family Groups | **Pengji Wang**, National U. of Singapore

856 : (ENT) Program Chair's Invitational II: In the Spirit of Philadelphia 1776—The Founding and Future of the ENT Division

2:30pm - 3:50pm Philadelphia Marriott: Room 411

Chair: **Barbara Jean Bird**, American U.

Papers To Be Announced. Please See Online Program for Details |

857 📄: (Paper Session) - (ENT) Networks, Alliances, and New Ventures

2:30pm - 3:50pm Philadelphia Marriott: Room 412

Chair: **Linda F. Edelman**, Bentley College

Discussant: **Kathleen R Allen**, U. of Southern California

The Effect of Functional-Type Alliances on Liquidity Outcome Likelihood for U.S. Internet Firms | **Manuela N. Hoehn-Weiss**, U. of Washington, Bothell

Self-monitoring and the Social Networks of Entrepreneurs: A Dynamic Approach | **Michael K. Bednar**, U. of Texas, Austin; **Ping Wu**, UT-Austin; **Martin J. Kilduff**, U. of Texas, Austin

📄 📄 Network Effects on New Venture Internationalization | **JiFeng Yu**, U. of Nevada, Las Vegas; **Brett Anitra Gilbert**, Texas A&M U.; **Ben Oviatt**, Georgia State U.

➔ 📄 The Effects of Social Networks on Venture Capitalist Advice and Monitoring | **Kwanghui Lim**, U. of Melbourne; **Brian Cu**, Boston Consulting Group

858 📄: (Paper Session) - (ENT) Entrepreneurship and Networks

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - ENT 1

Presented on Panels 17-20

📄 Role of Network Management in Creating Strategic Options: A Future Source of Competitive Advantage? | **Matthew Steven Wood**, Southern Illinois U., Carbondale

📄 Dynamic Entrepreneurial Networks: A Study of Entrepreneurs, New Ventures, and Their Networks | **Diane McMeekin Sullivan**, U. of Dayton

📄 📄 The Impact of Network Strategy and Structure on Emerging Virtual Organizations | **Ingrid Wakkee**, Vrije U. Amsterdam, The Netherlands; **Peter Groenewegen**, Free U.; **Paula Danskin Englis**, Berry College

📄 📄 Entrepreneurial Network of Chinese Hi-Tech Small Firms: A Longitudinal Study | **Wai-sum Siu**, Hong Kong Baptist U.; **Qiong Bao**, Hong Kong Baptist U.

859 📄: (Paper Session) - (ENT) Family Business Continuance

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - ENT 2

Presented on Panels 21-24

📄 📄 The Moderating Effects of Generation on Family Commitment to Family Business Continuance | **Peter Davis**, U. of Memphis; **John A Pearce**, Villanova U.; **Richard B Robinson**, U. of South Carolina

📄 📄 Work Family Conflict and Business Operator Stress in Family-Owned Business | **Sharon Danes**, U. of Minnesota; **Howard E Van Auken**, Iowa State U.

📄 📄 How to Enhance Successors' Commitment to the Inherited Family Business? | **Raj V Mahto**, California State U. Fullerton; **Dmitry Mikhail Khanin**, California State U. Fullerton; **Michael Ames**, California State U. Fullerton

📄 📄 An Identity-Based Perspective on Why Family Members Choose to Participate in the Family Firm | **Hung-Bin Ding**, Loyola College

860 📄: (Paper Session) - (ENT) Entrepreneurship, Innovation, and Marketing

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - ENT 4

Presented on Panels 25-28

📄 📄 Characteristics of Rapid Growth Firms, Their Leaders, and Their Market: A Multivariate Analysis | **Rainer Harms**, U. of Klagenfurt; **Matthias Fink**, Vienna U. of Economics and Business Administration; **Sascha Kraus**, U. of Oldenburg

📄 The Impact of Early Customers on the Products and Markets Pursued by New Ventures | **Ethan Mollick**, Massachusetts Institute of Technology

➔ 📄 Entrepreneurship within the Public Sector Context: The Role of Motives | **Lida Kyrgidou**, Athens U. of Economics and Business; **Dimitris Mardas**, Associate Professor; **Sophia Philippidou**, Athens U. of Economics and Business

📄 Trading off Market Feedback and ideological Commitment in Radical Product Definition | **Luca Berchicci**, Ecole

Polytechnique Fédérale de Lausanne; **Christopher L. Tucci**, Ecole Polytechnique Fédérale de Lausanne

861 : (Paper Session) - (ENT) New Venture Communications

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - ENT 5
Presented on Panels 58-61

- Active Signaling: Preempting IPO Investor's Potential Concerns | **John Pearlstein**, Temple U.
- Considering Collective Action in Entrepreneurship: A Major Challenge for the Field | **Cyrine Ben Hafaiedh**, U. of Toulon
- Be There or Be Square: A Signaling Perspective on New Entrants' Choice of Location | **Yuval Deutsch**, York U.; **Aviad Pe'er**, Dartmouth College; **Sabrina Deutsch Salamon**, York U.
- Getting To Trust: Resolving Mixed Signals of Competence and Goodwill | **Harry J Sapienza**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota; **Jared D. Harris**, U. of Virginia - Darden

862 : (Paper Session) - (GDO) Individual, Team, and Organizational Diversity: Correlates, Consequences, and Opportunities

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - GDO 1
Presented on Panels 62-67

- Diversity and Group Conflict: The Importance of Leadership | **Yang Yang**, U. of Western Ontario
- An Investigation into the Opportunities Afforded to Companies that Embrace Diversity | **Eric Anthony Clinton**, UCD
- The Impact of Personality and Value Diversity on Team Viability and Conflict | **Taylor L. Poling**, U. of Tennessee, Knoxville; **Joy Oliver**, U. of Tennessee, Knoxville; **Elizabeth A. McGee**, U. of Tennessee, Knoxville; **David J Woehr**, U. of Tennessee, Knoxville
- The Source of Organizational Diversity: A Judgment and Decision Making Perspective | **Carmen K. Ng**, Hong Kong U. of Science and Technology; **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong
- System Justification Theory: Workplace Gender Diversity Effects on Prejudiced Men and Women | **Chetan Joshi**, U. of Western Ontario; **Joerg Dietz**, U. of Western Ontario
- Chronic Illness, Stigma, and Disclosure: An Empirical Study of Illness Disclosure at Work | **Joy E. Beatty**, U. of Michigan, Dearborn

863 : (Paper Session) - (GDO) Alternative Explanations of Relational Demographic Effects, Socialization, and Identity Negotiation

2:30pm - 3:50pm Pennsylvania Convention Center: Room 104A
Chair: **Jacqueline N. Hood**, U. of New Mexico
Discussant: **Stacy Blake-Beard**, Simmons College

- Odd Man (or Woman) Out: Demographic Dissimilarity and the Socialization of Newcomers | **John Kammeyer-Mueller**, U. of Florida; **Beth Ann Livingston**, U. of Florida; **Hui Liao**, Rutgers U.
- Status-bounded Interactions: Gender and Professional Identity Negotiation Among Women Engineers | **Deneen M. Hatmaker**, U. at Albany, SUNY

Test of Similarity-Attraction and Status Incongruence Explanations for Relational Demography Effects | **Qiumei Jane Xu**, U. of California, Irvine; **Jone L. Pearce**, U. of California, Irvine

864 JS: (GDO, CAR) How Do You Draw the Line?: Individual Agency in Managing the Work-life Boundaries

2:30pm - 3:50pm Pennsylvania Convention Center: Room 104B

- Organizers: **Spela Trefalt**, Harvard U.; **Danna Greenberg**, Babson College
- Toward a Model of Work-Home Boundary Work | **Glen E. Kreiner**, U. of Cincinnati; **Elaine C. Hollensbe**, U. of Cincinnati
- Revisiting the Benefits of Integrating Home and Work: Effects of Demographic Dissimilarity | **Tracy Dumas**, Emory U.
- Negotiating With Self and Others: Lawyers Setting Boundaries Around Professional and Personal Roles | **Spela Trefalt**, Harvard U.
- Creating Work-Life Boundaries: Women's Experiences Negotiating Flexible Work Arrangements | **Danna Greenberg**, Babson College; **Elaine Landry**, Babson College

865 : (Paper Session) - (HCM) Organizational Theory Perspectives on Health Care Information Systems

2:30pm - 3:50pm Loews Philadelphia: Commonwealth B
Chair: **Darrell E. Burke**, Florida State U.

- Discussant: **Ross Koppel**, U. of Pennsylvania
- Sociotechnical Sources of Unintended Consequences of Health Information Technologies—Users' Guide | **Michael I. Harrison**, Agency for Healthcare Research and Quality; **Ross Koppel**, U. of Pennsylvania; **Shirly Bar Lev**, Ruppin Academic Center
- Information Technology Outsourcing and Firm-Level Performance: A Transaction Cost Perspective | **Mark Thoun**, Texas Tech U.; **James J Hoffman**, Texas Tech U.; **Eric W. Ford**, Texas Tech U.
- An Institutional-Theory Perspective on Electronic Health Record (EHR) Adoption | **Anantachai Panjamapirom**, U. of Alabama at Birmingham; **S. Robert Hernandez**, U. of Alabama, Birmingham
- Key Considerations for Implementing Electronic Medical Records Systems | **Edward W. Wright**, Case Western Reserve U.; **Michel Avital**, U. of Amsterdam

866 JS: (HCM, PNP, ODC) How Can Leaders Facilitate Evidence-based Practices?

2:30pm - 3:50pm Loews Philadelphia: Commonwealth A2

- Discussant: **David Chambers**, National Institute of Mental Health
- Leadership Challenges in Evidence-Based Performance Improvement | **Mattia J Gilmartin**, Insead HMI
- Leadership of Outpatient Substance Abuse Treatment Programs | **Rebecca Wells**, U. of North Carolina
- Leadership and Evidence-Based Practices in Mental Health and Social Services | **Gregory Aarons**, U. of California, San Diego
- The Role of Distributed Change Leadership in Service Improvement | **Ewan Ferlie**, Royal Holloway College, U. of London

867 : (Paper Session) - (HR) HR: Individual Issues

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - HR

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

Presented on Panels 46-57

- 👁️ A Meta-Analysis of Standardized Gender Group Differences of Job Performance in Field Studies | **Philip L. Roth**, Clemson U.; **Kristen L. Purvis**, Clemson U.
- 👁️ A Longitudinal Study of Impacts of Organizational Downsizing on survivors' Organizational Commitment | **Chien-Chung Lu**, National Defense U. Taiwan, R.O.C.
- ➔ 👁️ The Influence of Self-Concept on Rater Self-Efficacy in Performance Appraisal | **Stephane Brutus**, Concordia U.; **Clive Fletcher**, U. of London, Goldsmiths College; **Caroline Bailey**, Queensland U of Technology
- 🗣️ 👁️ Too Much of a Good Thing? Determining the Influences of Organizational Image in Web Recruitment | **Brian D. Lyons**, California State U. Fresno; **Janet H. Marler**, U. at Albany, SUNY
- 👁️ Mentor Self-Reported Behaviors: The Role of Perceptions of Accountability | **Joseph M. Goodman**, James Madison U.
- 👁️ The Orientations of Companies Operating in Brazil Relative to the Concept of Competence | **Joel Souza Dutra**, FEA-USP; **André Luiz Fischer**, FEA-USP; **Lina Eiko Nakata**, FEA-USP
- 👁️ Assessing Expatriate Training Needs with the Intercultural Communication Motivation Scale | **Bernd Kupka**, U. of Otago; **Andre M. Everett**, U. of Otago; **Stephen G. Atkins**, U. of Otago; **Carley Dodd**, Abilene Christian U.; **Lynne Walters**, Texas A&M U.; **L. Brooks Hill**, Trinity U.; **Bethany Richter**, Trinity U.; **Tim Walters**, Zayed U.; **Jürgen Bolten**, Friedrich-Schiller-U. Jena; **Andrea Graf**, U. Regensburg; **Marion Mertesacker**, U. Regensburg
- 👁️ One Track Minds: The Impact of Goal Orientation on Managerial Development in Technical Organizations | **Benjamin M. Galvin**, Arizona State U.
- 👁️ Emotional Intelligence and International Assignment Success | **Jean-Luc Cerdin**, ESSEC Business School; **Racheli Shmueli Gabel**, ESAN-ESADE
- 👁️ Rater Goals, Performance Level and Rating Patterns: An Experimental Examination | **Xiaoye Wang**, Hong Kong U. of Science and Technology
- ➔ 👁️ What Determines Employer Willingness to 'Top Up' Social Insurance? | **Ingrid Nielsen**, Monash U.; **Russell Smyth**, Monash U.; **Xiaolei Qian**, Monash U.
- 👁️ Predicting Trainee Auditors Performance: General Mental Ability, Tacit Knowledge, and Experiences | **Yih-teen Lee**, IESE Business School; **John Antonakis**, HEC, U. of Lausanne; **Alfred Stettler**, U. of Lausanne

868 : (Paper Session) - (HR) Selection

2:30pm - 3:50pm Pennsylvania Convention Center: Room 112A

Chair: **David K. Palmer**, U. of Nebraska at Kearney

Discussant: **Roni Reiter-Palmon**, U. of Nebraska, Omaha

- 👁️ Hiring for Retention and Performance | **Ryan D. Zimmerman**, Texas A&M U.; **Murray R. Barrick**, Texas A&M U.
- 🗣️ Work Sample Test Ethnic Group Differences in Personnel Selection: A Meta-analysis | **Philip L. Roth**, Clemson U.; **Philip Bobko**, Gettysburg College; **Lynn A. McFarland**, Clemson U.; **Maury Allen Buster**, Alabama State Personnel Department

- 👁️ Stigmatizing Effects of Race-Based Preferential Selection | **Jerel Slaughter**, U. of Arizona; **Edgar E. Kausel**, U. of Arizona; **Jordan Stein**, U. of Arizona; **Joel M. Evans**, U. of Arizona; **Toni Schmadier**, U. of Arizona
- 👁️ Longitudinal Changes in Testing Applicants and Labor Productivity Growth | **Donald L. Harville**, Air Force Research Laboratory

869 : (Paper Session) - (HR) Applications of Social Exchange

2:30pm - 3:50pm Pennsylvania Convention Center: Room 112B

Chair: **Christopher C. Rosen**, U. of Arkansas, Fayetteville

Discussant: **Kelly Delaney-Klinger**, Pennsylvania State U.

- ➔ 🗣️ Investment in Permanent Employees and Exchange Perceptions among Temporary Employees | **Bard Kuvaas**, Norwegian School of Management; **Anders Dysvik**, Norwegian School of Management
- 👁️ A Psychological Contract Perspective on Social Embeddedness and Knowledge Exchange | **Klarissa Chang**, Carnegie Mellon U.
- 👁️ A Relational and Rational Model of Union Loyalty and Participation | **Lynn Shore**, San Diego State U.; **Lois Tetrick**, George Mason U.; **Michelle A. Dean**, San Diego State U.
- 🗣️ The Role of Employer Support and Employee Attitudes: Moderation of the HRM-Performance Relationship | **Ying Hong**, Rutgers U.; **Douglas Kruse**, New York U. / Rutgers U.

870 : (HR) Human Resource Vice Presidents' Concerns, Human Resource Researchers' Opportunities

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113B

Chair: **Charles H. Fay**, Rutgers U.

871 : (Paper Session) - (HR) Strategic HRM

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113C

Chair: **Kay McGlashan Nicols**, Texas State U., San Marcos

Discussant: **Jeff Erickson**, U. of Illinois, Urbana-Champaign

- ➔ Firm Innovation, Diversification and Performance: Human Resource Practices as Moderators | **Pei-Chuan Wu**, National U. of Singapore; **Siah-Hwee Ang**, U. of Auckland
- 👁️ How Common Contextual Characteristics Shape Relationships between HRM and Organizational Performance | **Clinton Chadwick**, U. of Alabama, Huntsville
- 🗣️ Measuring Strategic and Internal Fit in HRM: An Alternative Approach | **Corine Boon**, Erasmus U., Rotterdam; **Paul Boselie**, Tilburg U.; **Jaap Paauwe**, Tilburg U.; **Deanne N. DenHartog**, U. of Amsterdam
- 👁️ What Matters Between SHRM and Firm Performance? The Perspective of Dynamic Capabilities | **Hao-Chieh Lin**, National Chung Cheng U.; **Chih-Ting Shih**, National Pingtung Institute of Commerce

872 : (Paper Session) - (IM) More on Entry Modes

2:30pm - 3:50pm Philadelphia Marriott: Franklin 3

Chair: **Lyubov A. Bogun**, Odesa Institute of Entrepreneurship and Law

Discussant: **Heather Berry**, U. of Pennsylvania

- ➔ Are JVs More Indigenous Market Oriented Than WOS? Evidence from FDI in China 1998-2002 | **Changhui Zhou**, Peking U.; **Mingkun Liu**, Guanghua School of Management, Peking U.

📖 Foreign Market Entry Choice, Social Capital, and Liabilities of Foreignness: A Conceptual Framework | **Daniel Rottig**, Florida Atlantic U.

Minority Acquisitions as a Strategy to Mitigate International Acquisition Risks | **Murali D.R. Chari**, Indiana U. South Bend; **Kiyoung Chang**, Indiana U. South Bend

➔ Launch of Foreign Market Entry | **Hsien-Jui Chung**, National Chung Cheng U.; **Hsuan Lo**, Chia Nan U. of Pharmacy & Science

873 ➔ 📖: (Paper Session) - (IM) Foreign Policy and Political Risk

2:30pm - 3:50pm Philadelphia Marriott: Room 413

Chair: **Burkhard N. Schrage**, Singapore Management U.

Discussant: **Witold Jerzy Henisz**, U. of Pennsylvania

➔ 🗣️ Management Choices Arising From Divergent Foreign Policy And Trade Perspectives | **Patricia Nemetz**, Eastern Washington U.

➔ 📖 Stakeholders and National Foreign Policy Interests As Determinants of Cross-Border Acquisitions | **William Schnepfer**, Florida International U.

➔ 📖 MNCs and Risk Perception: Understanding Causes and Strategic Consequences | **Yu-Ching Chiao**, National Chung-Hsing U.; **Fang-Yi Lo**, National Chenchi U.; **Dah-Hsian Seetoo**, National Chengchi U., Taiwan

📖 Strategic Responses of International Joint Ventures to Security Shocks | **In Hyeock Ian Lee**, Kelley School of Business, Indiana U.

874 ➔ 📖: (Paper Session) - (IM) Networks, National Context and Firm Innovation

2:30pm - 3:50pm Philadelphia Marriott: Room 414

Chair: **Manuel Anibal Portugal Ferreira**, Instituto Politécnico de Leiria

Discussant: **Nicholas Athanassiou**, Northeastern U.

➔ 📖 Corporation Network, Competition Network, Core-Peripheral Position, and Innovation | **Kuen-Shiou Yang**, National Taiwan U.; **Shuwen Wang**, National Taiwan U.

➔ 📖 Inter-Firm Networks and Innovation: the Difference between the Horizontal and Vertical Type | **Yanli Zhang**, Rutgers U.

Doug Nigh Award Finalist

➔ Firm Level Innovation and National Context: A Cross-level Analysis | **Daeil Nam**, Washington State U.; **John B Cullen**, Washington State U.; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater

➔ 📖 Network and Hierarchy Position, Structural Equivalent, Between-Sector Position, and Innovation | **Kuen-Shiou Yang**, National Taiwan U.

Doug Nigh Award Finalist

875 ➔ 📖: (Paper Session) - (IM) Leadership Styles across Cultures

2:30pm - 3:50pm Philadelphia Marriott: Room 415

Chair: **Chei Hwee Chua**, U. of South Carolina

Discussant: **Todd J. Weber**, Center for Creative Leadership

🗣️ Middle Managers' Views on Top Management Team Performance: The Crucial Role of Moral Leadership |

Ursula Glunk, Maastricht U.; **Anneloes Raes**, Maastricht U.; **Marielle Heijltjes**, Maastricht U.; **Robert A Roe**, Maastricht U.

➔ Paternalistic Leadership: A Review and Agenda for Future Research | **Ekin K. Pellegrini**, U. of Missouri, St. Louis; **Terri A. Scandura**, U. of Miami

IM Division Best Paper Award Finalist

➔ 📖 Executive Characteristics and Firm Performance: An Empirical Study in Ten Diverse Countries | **William Q Judge**, Old Dominion U.; **Seung Bai Bach**, California State U. Sacramento

➔ Exploring Servant Leadership Across Cultures: A Study of Followers in Ghana and the USA | **Jeff R. Hale**, Bible League; **Dail Fields**, Regent U.

876 ➔ 🗣️: (Paper Session) - (IM) Inter- and Intra-firm Relationships

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - IM 1

Presented on Panels 13-16

➔ 🗣️ Absorptive Capability of MNCs: Balance between Autonomy and Control of Foreign Subsidiaries | **Seiko Arai**, U. of Oxford

➔ 🗣️ Understanding the Internal Dynamics of International Joint Ventures: A SYMLOG perspective | **Muthu Subbiah**, U. of Texas, Dallas; **David L Ford Jr**, U. of Texas, Dallas

➔ 🗣️ The Effects of Antagonistic Behavior on International Strategic Alliances | **Ilgaz Arikan**, Georgia State U.; **Oded Shenkar**, Ohio State U.

➔ 🗣️ Seeing Social Issues: The Impact of Controls in Multinational Subsidiaries | **Daniel Edward Day**, U. of Western Ontario; **Pratima Bansal**, U. of Western Ontario; **Charlene E. Zietsma**, U. of Western Ontario

877 ➔ 🗣️: (Paper Session) - (IM) Cross-cultural Management (IOB and IHRM)

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - IM 2

Presented on Panels 33-45

➔ 🗣️ Multinational Teams in Business Organisations - Empirical Evidence from an American Company | **Aida Numic**, WU Wien

➔ 🗣️ Type A Behavior Patterns And Personal Values In Developed And Developing Countries | **Edward F. Murphy**, Embry Riddle Aeronautical U.; **Sankalp Chaturvedi**, National U. of Singapore; **Regina Greenwood**, Kettering U.; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Shaista Ehsan Khilji**, George Washington U.; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Mui Dora Luk**, City U. of Hong Kong; **Terrell G. Manyak**, Nova Southeastern U.; **Bahaudin Mujtaba**, Nova Southeastern U.; **Sergio Madero**, Tec De Monterrey; **Neusa Maria Bastos F. Santos**, Pontificia U. Católica de Sao Paulo; **Arnel Onesimo O. Uy**, De La Salle U.; **Mark David Woodhull**, Touro U. International

🗣️ Managerial Values and Employee Commitment in a Cultural Context | **Ruth Alas**, Estonian Business School; **Nancy Papalexandris**, Athens U. of Economics and Business; **Katrin Niglas**, Tallinn U.; **Eleanna Galanaki**, Athens U. of Economics and Business

➔ 🗣️ Intercultural Relations Including Central Eastern Europe: An Identity Negotiation Perspective | **Wim Swaan**, U. Maastricht

- 👁️ 📄 Investigating Changes in A Foreign Newcomer's Group Acceptance Using Expectancy Violation Theory | **Arpita Joardar**, U. of Texas Pan American
- 👁️ 📄 A Conceptual Framework for Understanding Global Mindset | **Rachel Clapp-Smith**, U. of Nebraska-Lincoln
- 👁️ 📄 Cross-Cultural Training: Accounting for Cultural Factors | **Baiyin Yang**, U. of Minnesota; **Yingchun Wang**, U. of Minnesota, Twin Cities
- 👁️ 📄 Unearthing the Global Leader | **David Peter Evans**, REIMS Management School
- 👁️ 📄 Gender Differences in Expatriate Adjustment | **Arno Haslberger**, Webster U., Vienna
- 👁️ 📄 Positive Psychology of Threat | **Brenda C. Sun**, Utah State U.
- 👁️ 👤 📄 Organizational Citizenship Behavior in China: Review of Current Research & Implications for the West | **Yochanan Altman**, London Metropolitan U.; **Frank Bournois**, U. of Pantheon Assas Paris II; **Jacques Rojot**, U. of Paris II; **Yong Han**, London Metropolitan U.
- 👁️ 📄 Work and Family Life: Can Cross Boundary Employees Have Both? | **Mui Dora Luk**, City U. of Hong Kong; **Cheryl Tay**, Nanyang Technological U.
- 👁️ 📄 Willingness to Delegate and Workforce Characteristics of Countries | **Leonardo Liberman Yaconi**, U. Adolfo Ibáñez

878 → 👤 📄 SHCS: (IM, BPS) **Internalization Theory's Contributions to Business and Society : New Directions**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom C

Organizer: **Alain C. Verbeke**, U. of Calgary

Presenters: **Alan M Rugman**, Indiana U.; **Jean-Francois Hennart**, Tilburg U.; **Shih-Fen S. Chen**, U. of Western Ontario; **Stephen B Tallman**, U. of Richmond; **Bernard Yeung**, New York U.

879 📄 👤 → 👤 📄 JS: (IM, BPS, OB) **New Directions in International Management Research**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 4

Organizer: **Vlad Vaiman**, FH Joanneum

Chair: **Gerhard Fink**, WU-Wien

Facilitator: **Gerhard Apfelthaler**, FH Joanneum

Discussants: **Joseph L. C. Cheng**, U. of Illinois, Urbana-Champaign; **Randall S. Schuler**, Rutgers U.; **Slawomir Magala**, Erasmus U. Rotterdam; **Nigel J. Holden**, U. of Central Lancashire; **Michael-Jörg Oesterle**, U. of Bremen, Germany

880 📄: (Paper Session) - (IP) **Challenges in Managing a Diverse Workforce III**

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Tiffany L Galvin**, U. of Massachusetts, Amherst

📄 **GDO**: The Character of Our Content: An Appreciative Review and Critique of GDO Research 1998-Present | **Roy Stager Jacques**, Massey U. - Auckland

→ 📄 **OB**: Cultural Accommodation Effects on Organizational Measures | **Juan I. Sanchez**, Florida International U.; **Paul E. Spector**, U. of South Florida; **Chockalingam Viswesvaran**, Florida International U.; **Alexander Alonso**, American Institutes for Research

CMS: Doing Well: The Ethical Case for Affirmative Action. | **Prue Burns**, Monash U; **Jan Schapper**, Monash U.

📄 **GDO**: Religion versus Other Diversity: Contrasts, Comparisons, and a Call for Research | **James E. King**, U.

📄 Teaching-oriented | 👤 Practice-oriented | → International-oriented | 👤 Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

of Alabama, Tuscaloosa; **Myrtle P. Bell**, U. of Texas, Arlington; **Ericka Lawrence**, U. of Alabama

881 : (Paper Session) - (IP) **Conflict and Negotiation I**

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Ellen Foster Curtis**, Penn State U.

👤 → 📄 **OCIS**: Negotiation in Strategy Making Teams: Group Support Systems and the Process of Cognitive Change | **Fran Ackermann**, Strathclyde U.; **Colin Eden**, Strathclyde U.

📄 **OB**: Interpersonal Conflict in the Workplace: Revenge, Forgiveness and Reconciliation | **Michael E. Palanski**, Binghamton U.; **Scott C. Douglas**, U. of Montana

OB: The Impact of Learning and Performance Goals on Negotiation Process and Outcomes | **Kevin Tasa**, McMaster U.; **Anthony Celani**, McMaster U.

👤 📄 **CM**: Unfulfilled Partner-Contributions and Conflict Generation in Cross-Border Alliances in LEMs | **Claudio De Mattos**, U. of Manchester; **Adam Cross**, U. of Leeds

OCIS: The Moderating Role of Emotional Conflict on Virtual Negotiations | **Abbas Aslani**, Queens U. Canada; **Sandy Staples**, Queen's U. Canada; **Jane Webster**, Queens U. Canada

882 : (Paper Session) - (IP) **Feeling Good: Employee Health and Well-being**

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Karen J. Crooker**, U. of Wisconsin, Parkside

📄 **OB**: Exploring Organizational Culture and Value Congruence in a Human Services Nonprofit Organization | **Cameron John Newton**, Queensland U. of Technology; **Jennifer Frahm**, U. of Melbourne

CAR: Hours, Shifts and Supportive Relations: Resource Mobilization among Older Workers | **Samuel Bacharach**, Cornell U.; **Peter Bamberger**, Technion Israel Intitute of Technology; **Inbal Nahum-Shani**, Technion- Israel Intitute of Technology

→ 📄 **HCM**: Will Managerial Career Harm Women's Health? Cross-Gender Strains or Gender-Specific Stressors | **Duan-Rung Chen**, National Taiwan U.; **Kuo-Piao Chung**, National Taiwan U.

OB: Employee Well-Being and Absenteeism | **Claartje Laetitia ter Hoeven**, U. of Twente; **Menno D.T. de Jong**, U. of Twente

883 : (Paper Session) - (IP) **Impact of Technology in Organizations**

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Robert R Parent**, U. of Sherbrooke

📄 **OCIS**: Musical Mails: Social And Political Manoeuvring Within E-Mail Exchanges | **Paula Marie O'Kane**, U. of Ulster; **Mark John Palmer**, Aston U.

📄 **OCIS**: Identifying Risk Factors for Email Miscommunication: Message, Sender, and Receiver Effects | **Kristin Byron**, Syracuse U.

📄 **OCIS**: Assimilating IT in the Workplace: A Study of Situated Learning | **Yutaka Yamauchi**, Xerox Palo Alto Research Center; **E. Burton Swanson**, U. of California, Los Angeles

→ **TIM**: What Challenges Does ICT Pose for Unions and Trade Unionism? A Transnational Exploratory Research | **Valery Michaux**, REIMS Management School

📖 **OCIS: Effective Leveraging of Collaborative IT Tools: Nature, Antecedents, and Consequences** | **Paul A. Pavlou**, U. of California, Riverside; **Angelika Dimoka**, U. of California, Riverside; **Thomas J. Housel**, Naval Postgraduate School

884 : (Paper Session) - (IP) Implementation of and Resistance to Change I

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Andrea Hornett**, Pennsylvania State U.

📖 **OCIS: Firm Size and Firm Status as Contingency in the Use of Information Technology by SMEs** | **Quey-Jen Yeh**, National Cheng Kung U.

🗣️ **OCIS: The Challenges in Implementing a Project Management Office: A Delphi Study** | **Rajendra Singh**, Georgia State U.; **Mark Keil**, Georgia State U.; **Vijay Kasi**, Georgia State U.

BPS: A Multilevel Model of Incumbent Response to Discontinuous Technological Change | **Simon Bockmuehl**, Boston Consulting Group; **Albrecht Enders**, U. of Erlangen, Nuremberg; **Andreas Koenig**, U. of Erlangen, Nuremberg; **Harald Hungenberg**, U. of Erlangen, Nuremberg

🗣️ **MC: The Evolution of User Resistance to Change in SME's** | **Nassim Aissa Belbaly**, GSCM, Montpellier Business School; **Regis Meissonier**, CEROM Montpellier Business School; **Emmanuel Houze**, U. Montpellier II IAE

📖 **TIM: Framing Effects of Communicated Benefits and Self-Relevance on Usage of IT Innovations** | **Chi C. Dang**, Michigan State U.

885 : (Paper Session) - (IP) Innovation I

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Ozgun Dedehayir**, Tampere U. of Technology

TIM: Integrating R&D with Marketing in New Product Development: The Role of Product Innovativeness. | **Andrea Ordanini**, Bocconi U.

TIM: An Empirical Study of Reverse Salient Behavior and Its Time Evolution in the PC Technology System | **Saku Makinen**, Tampere U. of Technology; **Ozgun Dedehayir**, Tampere U. of Technology

BPS: Vertical Integration and Firm Innovative Performance | **Hsiu-Ling Li**, National Taiwan U.

📖 **BPS: Technological Scope: Diversified or Specialized?** | **Yi-Chia Chiu**, National Chung Hsing U.; **Hsien-Che Lai**, Tunghai U.; **Yi-Ching Liaw**, National Chung Hsing U.; **Tai-Yu Lee**, National Chung Hsing U.

🗣️ **TIM: Open Innovation in Practice: An Analysis of Strategic Approaches to Technology Transactions** | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management

886 : (Paper Session) - (IP) Job Performance

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **James W. Bishop**, New Mexico State U.

📖 **OB: Responsibility and Job Performance of Professionals** | **James W. Bishop**, New Mexico State U.; **Dow Scott**, Loyola U. Chicago; **Bonnie Daily**, New Mexico State U.

➔ **OB: HR Systems Perceptions, Psychological Contracts, and Role Behaviors in Taiwanese High-Tech Firms** | **Jin Feng Uen**, National Sun Yat-Sen U.; **Shu Hwa Chien**, National Sun Yat-Sen U.

➔ **ODC: Self-Efficacy, Motivation and Employee Engagement: Using Forum Theatre to Improve Customer Service** | **Richard Carter**, Macquarie U.

📖 **OB: Managing Interruptions: The Role of Fit Between Task Demands and Capacity** | **Baiyun Gong**, U. of Pittsburgh

OB: Effects of Perceived Performance on Supervisor-Attributed Motives for Feedback-Seeking Behavior | **Wing Lam**, Hong Kong Polytechnic U.; **Xu Huang**, Hong Kong Polytechnic U.; **Edward Snape**, Hong Kong Polytechnic U.; **Gerben S. Van Der Vegt**, U. of Groningen; **Ziguang Chen**, City U. of Hong Kong

887 : (Paper Session) - (IP) Managerial Cognition and Decision Making

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Frances H Fabian**, U. of North Carolina, Charlotte

➔ **IM: Explaining Psychic Distance: An Investigation on the Nature of the Construct** | **Angela da Rocha**, Coppead/UFRJ - Federal U. of Rio de Janeiro; **Jorge Ferreira da Silva**, Pontifical Catholic U. of Rio de Janeiro; **Jorge M. T. Carneiro**, Coppead/UFRJ - Federal U. of Rio de Janeiro

📖 **OMT: Docility, Social Networks and Black-Scholes Model as Determinants of the Implicit Volatility Smile** | **Gianluca Vagnani**, U. of Rome

📖 **MOC: Volatility and Illusory Correlations in Stock Market Evaluations** | **Jennifer Ann Whitson**, Northwestern U.

MOC: Causal Performance Measurement Models: Myth or Reality? | **Yulia Kasperskaya**, U. Autonoma of Barcelona

888 : (Paper Session) - (IP) Issues in Research II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Chris J. Berger**, Purdue U., West Lafayette

📖 **CMS: By Any Means Necessary? Ethnography, Ethics and the Critical Researcher** | **Rafael Alcadipani Da Silveira**, Manchester Business School; **Damian Hodgson**, Manchester Business School

📖 **RM: Extremes, Power Laws, and Scale-Free Dynamics in Organizations: Theory and Research Implications** | **Pierpaolo Andriani**, U. of Durham; **Bill McKelvey**, U. of California, Los Angeles

📖 **BPS: Exploration and Exploitation in Scale Free Networks** | **SungHo Kim**, Ohio State U.; **Christina Fang**, New York U.; **Jeho Lee**, KAIST Graduate School of Management; **Melissa Schilling**, New York U.

📖 **MH: About Embarrassment of Riches, Branding Mania and Theory Malady During the Late 1990s.** | **Annick Hortense**, **Dominique Van Rossem**, Hogeschool Gent; **Marc Buelens**, Ghent U.

📖 **RM: Perspectival Realism as a Meta-theory for Organization Studies** | **Gerald Zeitz**, Temple U.

889 : (Paper Session) - (IP) Role of Boards of Directors/Advisors on Strategy and Outcomes

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Amy Hillman**, Arizona State U.

📖 **ENT: Board of Director Prestige and IPO Performance** | **Joseph E Coombs**, Texas A&M U.; **K. Matthew Gilley**, St. Mary's U.; **R. Duane Ireland**, Texas A&M U.

- BPS:** On Why Board Structure Doesn't Matter (So Much) | **Simon Peck**, Case Western Reserve U.
- **MC:** The Evolution Of Directors Duties: Bridging Corporate Governance And Corporate Responsibility | **Thomas Clarke**, U. of Technology, Sydney
- 📖 **ENT:** The Role of Advisory Boards in Establishing Legitimacy & Increasing the Survival of New Ventures | **Cheryl Mitteness**, U. of Louisville; **Melissa S. Baucus**, U. of Louisville; **William I. Norton**, U. of Louisville
- **BPS:** Outside Directors Signal to Foreign Investors: Evidence from Korea | **Mooweon Rhee**, U. of Hawaii; **Ji-Hwan Lee**, Korea Advanced Institute of Science & Technology

890 : (Paper Session) - (IP) Supply Chain Design I
2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C3
Facilitator: **Garry Buttermann**, U. of Louisville

- 🗣️ **OM:** Rebuilding Confidence: Trust, Control and Information Technology in Humanitarian Supply Chains | **M. Eric Johnson**, Dartmouth College; **Laura Rock Kopczak**, Dartmouth College
- 📖 **OMT:** Contingency Theory "Fit" As Gestalt: An Application To Supply Chain Management | **Garry Buttermann**, U. of Louisville; **Richard Germain**, U. of Louisville; **Karthik Iyer**, U. of Northern Iowa
- **OM:** Managerial Experience, Academic Background, and Cognitive Biases Impact on Supply Chain Management | **Candido Perez**, IESA-Tulane U.
- **BPS:** The Role of Strategic Quality Management in Developing an Integrated Supply Chain | **Mile Terziovski**, U. of Melbourne; **Philippe Hermel**, U. of Versailles- St Quentin

891 : (Paper Session) - (IP) Use of Internet and Online Communities
2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C4
Facilitator: **David Lazer**, Harvard U.

📖 **OCIS:** How People Search: Toward a Theory of Search Process Formation | **Maria Christina Binz-Scharf**, City College, CUNY; **David Lazer**, Harvard U.; **Ines Mergel**, Harvard U.

- OCIS:** Lurking in Online Communities: A Communication Apprehension Perspective | **Patrick J. Bateman**, U. of Pittsburgh; **Jacqueline C. Pike**, U. of Pittsburgh
- 📖 **OCIS:** An Empirical Study Outlining Factors That Impact E-Religion Infrastructure and E-Religiosity | **Kallol Kumar Bagchi**, U. of Texas, El Paso; **Tuhin Das**, Jadavpur U.

892 → 🗣️ 📖: (MC) Pertinence and Value: Real-Time Consulting in Times of an Abundance of Strategies
2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C1
Presenters: **Rickie A. Moore**, EM LYON; **Flemming Poulfelt**, Copenhagen Business School; **Andreas Werr**, Stockholm School of Economics; **Anthony F. Buono**, Bentley College; **Marc Bonnet**, ISEOR, U. of Lyon 3

893 📖: (Paper Session) - (MED) Management Research: Making it Work
2:30pm - 3:50pm Pennsylvania Convention Center: Room 109A
Chair: **Robert S. Rubin**, DePaul U.
Discussant: **Michael J. Provitera**, Barry U.

- 📖 🗣️ **Righteous Management: A Contribution to the Debate on the Crisis in Management Education** | **Andreas Birnik**, Cranfield U.; **Jon Billsberry**, Open U.
- 🗣️ 📖 **Creating Learning at Conferences through Participant Involvement** | **Ib Ravn**, Learning Lab Denmark; **Steen Elsborg**, Learning Lab Denmark
- 🗣️ 📖 **Evaluations: Hidden Costs, Questionable Benefits, and Superior Alternatives** | **Bruno S. Frey**, U. of Zurich; **Margit Osterloh**, U. of Zurich
- 🗣️ 🗣️ → 📖 **Relevance in Management Research: Getting One's Hands Very Dirty** | **Jacqueline Fendt**, ESCP-EAP; **Renata Kaminska-Labbe**, CERAM; **Wladimir M. Sachs**, ESC Rennes School of Business

894 📖 🗣️ 📖: (Paper Session) - (MED) Leadership Development: Insights from Theory and Practice
2:30pm - 3:50pm Pennsylvania Convention Center: Room 109B
Chair: **Alan T Belasen**, State U. of New York, Empire State College
Discussant: **Linda L Brennan**, Mercer U.

- 🗣️ 🗣️ **Toward a Model of Collaborative Leadership Learning: Mary P. Follett and Joseph Smith Revisited** | **Mark E. Mendenhall**, U. of Tennessee, Chattanooga; **W. Jeffrey Marsh**, Brigham Young U.
- 🗣️ 📖 **'Echoes from the Past': An Exploration of the Impact of 'Notable People' on Leadership Learning** | **Steve John Kempster**, Lancaster U.
Winner of MED Division Best Paper in Management Development (sponsored by Journal of Management Development and Emerald Press)
- 🗣️ → 🗣️ 📖 **Learning by Doing Good - Developing the Next Generation of Responsible Global Leaders** | **Thomas Maak**, U. of St. Gallen
- 📖 **The Coming Leadership Crisis: An Exploration of Competencies That Will Be in Short Supply** | **Steven B Wolff**, Hay Group; **Ruth Wageman**, Harvard U.; **Mary Fontaine**, HayGroup

895 🗣️ 📖: (Paper Session) - (MH) Management Pioneers
2:30pm - 3:50pm Loews Philadelphia: Congress A
Chair: **Franz T. Lohrke**, Samford U.

- Discussants: **K Thomas Chandy**, Cornell U.; **Lois Landis Kurowski**, Michigan State U.; **Mika Skippari**, U. of Tampere; **William P. Bottom**, Washington U. in St. Louis
- 🗣️ **Unbounded Relationality: Follett's Living Circular Relations Theory** | **Ellen O'Connor**, U. of Paris Dauphine
- 📖 **A 'Missing Scroll' of The Functions of the Executive: Barnard on Status Systems in Organizations** | **Milorad M. Novicevic**, U. of Mississippi; **Kaushik Ghosh**, U. of Mississippi; **Dawn M. Clement**, U. of Mississippi; **Robert K. Robinson**, U. of Mississippi
- 📖 **W. O. Carpenter and the California Gold Rush: The Making of Entrepreneurial Opportunities** | **Gary M. Fleischman**, U. of Wyoming; **Roland E. Kidwell**, U. of Wyoming; **Linda Achey Kidwell**, U. of Wyoming
- 📖 **30 Year Review: Management Pioneer Contributors** | **Joyce T. Heames**, West Virginia U.; **Jacob W. Breland**, U. of Mississippi

896 📄: (Paper Session) - (MOC) **Sensemaking by Individuals and Collectives**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 107B

Chair: **Tomi M. M. Laamanen**, Helsinki U. of Technology*Discussant:* **Timothy J. Vogus**, Vanderbilt U.🗣️ CEO Sensemaking | **Terrence F. Cahill**, Seton Hall U.📄 Captains of their Own Destiny? Individual Agency in Entrepreneurial Cognition Research | **David M. Townsend**, U. of Oklahoma; **J. Robert Mitchell**, U. of Oklahoma; **Lowell W. Busenitz**, U. of Oklahoma; **Ronald K. Mitchell**, Texas Tech U.📄 The Effects of Power on Sense-Making and Communication: The Case of Hurricane Katrina | **Frances J. Milliken**, New York U.; **Joe Magee**, New York U.; **Nancy Lam**, New York U.; **Daniel F. Menezes**, New York U.➔ 📄 The Dynamics of Collective Sensemaking of Managerial Practices in Transition Economies. | **Serdukov Svetlana**, Reims Management School**897** 📄: (Paper Session) - (MOC) **Organizational Identity: Definition and Measurement**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 110A

Chair: **Dan V. Caprar**, U. of Iowa*Discussant:* **Stacie Furst**, U. of CincinnatiOrganizational Identity – A Review and Research Agenda | **Stephan Alexander Boehm**, U. of St. Gallen➔ 📄 How Organizational Identity Beliefs Cohere: About Essence, Continuity, and Distinctiveness | **Johan Van Rekom**, Erasmus U.; **David A. Whetten**, Brigham Young U.
How Do I Know Who You Are? A Comparative Analysis of Methods in Organizational Identity Research | **Anna Canato**, Bocconi U.; **Davide Ravasi**, Bocconi U.Beyond Organizational Identity: Effect of Different Perceptions on Identification and Behavior | **Mirdita N. Elstak**, Erasmus U.; **Cees B.M. Van Riel**, Erasmus U.**898** 📄🗣️🗣️🗣️ JS: (MOC, OB) **Complex Organizational Decision-Making and Large-Scale Crisis Management Under Risk**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113A

Organizer: **Kuo Frank Yu**, U. of California, Berkeley*Chair:* **Karlene H. Roberts**, U. of California, BerkeleyDecision-Making with Noisy, Unreliable Data | **William H. Starbuck**, U. of OregonWhy Is Critical Decision-Making Always Messy? | **Philippe Nicolas Baumard**, U. Paul Cezanne & ESLSCA, ParisThe Social Substrate of High-Reliability Organizing | **Gregory A. Bigley**, U. of WashingtonTsunami Disaster Response: Network Interaction and System Failure | **Tom Haase**, U. of Pittsburgh; **Louise Comfort**, U. of PittsburghWhen Plausibilities Complicate Probabilities: Counterfactuals in Philosophizing Risk | **Kuo Frank Yu**, U. of California, Berkeley; **Karlene H. Roberts**, U. of California, BerkeleyRethinking Risk | **Ian Mitroff**, Alliant International U./U. of California, Berkeley**899** 🗣️📄 SHCS: (MOC, OB, CAR) **The Power of Positive Self-Construction: Enacting Identities at Work**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom B

Chairs: **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Amy Klemm Verbos**, U. of Wisconsin, MilwaukeeRelational Stakeholder Engagement: Enacting Care as a Multi-Level Positive Ethical Identity | **Amy Klemm Verbos**, U. of Wisconsin, Milwaukee; **Janice S. Miller**, U. of Wisconsin, MilwaukeeThe Dramas of Everyday Work. Enacting Self-Adventures in Organizations | **Arne Carlsen**, SINTEF Technology and SocietyThe Power of Learning About Your Best Self from Others | **Laura Morgan Roberts**, Harvard U.; **Brianna Barker Caza**, U. of Michigan, Ann Arbor; **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Emily Dunham Heaphy**, U. of Michigan, Ann Arbor; **Gretchen M. Spreitzer**, U. of Michigan, Ann ArborPositive Self-Construction of Scholarly Identities: The Journey across Class Differences | **Emily Darling**, U. of Michigan, Ann ArborThe Power of Possible Selves | **Herminia Ibarra**, INSEAD**900** 🗣️📄: (Paper Session) - (MSR) **Spirituality and Religion: Engaging the Organization**

2:30pm - 3:50pm Loews Philadelphia: Congress B

Chair: **David Thomas Weir**, Ceram Sophia Antipolis*Discussant:* **Nancy E. Day**, U. of Missouri, Kansas City📄 The Characteristics of Character | **Margaret Diddams**, Seattle Pacific U.; **J. Lee Whittington**, U. of Dallas; **Esther Hayman**, Seattle Pacific U.➔ 🗣️📄 The Spiritual Dimension in Leadership: A Case Study of Dilmah Tea and its Founder | **Mario Fernando**, U. of Wollongong; **Frederick Beale**, U. of Wollongong📄 The Development & Test of a Research Model for Management, Spirituality, & Religion in Organizations | **Len Tischler**, U. of Scranton; **Gerald Biberman**, U. of Scranton; **Charles J. Fornaciari**, Florida Gulf Coast U.🗣️ Simple Gifts: Rules for Quaker Business Meetings | **Cynthia L Krom**, Mount Saint Mary College**901** 📄: (Paper Session) - (OB) **Coping with Stress**

2:30pm - 3:50pm Philadelphia Marriott: Independence I

Chair: **Albert H. Chavez**, U. of Phoenix*Discussant:* **Susan Cartwright**, U. of Manchester📄 Coworker Support and Felt Job Stress: The Moderating Effects of Role Ambiguity and Work Overload | **Thomas Ng**, U. of Hong Kong; **Marcus M. Butts**, U. of Texas, Arlington; **David M. Dejoy**, U. of Georgia; **Mark G. Wilson**, U. of Georgia🗣️📄 Buffering Work Stressors: Is Social Support a Double-Edged Sword? | **Margarita Mayo**, Instituto de Empresa; **Juan I. Sanchez**, Florida International U.; **Juan-Carlos Pastor**, Instituto de Empresa; **Alfredo Rodriguez**, U. Autonoma de Madrid📄 Life After the Layoff: On Getting the "Good" Job | **Frances M. McKee-Ryan**, U. of Oklahoma; **Meghna Virick**, San Jose State U.; **Gregory Prussia**, Seattle U.; **B. Jaron Harvey**, U. of OklahomaThe "Real" Effects of Coping on Mental Health During Unemployment and the Duration of Effects | **Xiao-Wan Lin**, City U. of Hong Kong; **Kwok Leung**, City U. of Hong Kong**902** 📄: (Paper Session) - (OB) **Working Well Together: Predicting Team Effectiveness**

2:30pm - 3:50pm Philadelphia Marriott: Independence II

Chair: **Christopher O. L. H. Porter**, Texas A&M U.

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 🗣️ Best Paper Proceedings

- Discussant: Corinne Coen*, U. at Buffalo, SUNY
 Team Goal Orientation and Team Effectiveness: The Mediating Role of Knowledge Integration | **Anju Mehta**, Auburn U.; **Nikhil Mehta**, Florida A&M U.
- ▶ **Team Personality Composition, Collective Personality, and Team Effectiveness** | **Narda Quigley**, Villanova U.; **Sharyn D. Gardner**, California State U. Sacramento
- ▣ **Team Reflexivity in the OR: The Mediators and Moderators of Reflexivity-Performance Relations** | **Dana Rachel Vashdi**, Technion U.; **Miriam Erez**, Technion U.; **Peter Bamberger**, Technion Israel Institute of Technology; **Ahuva Meilik**, Not Specified
- ▣ **Emergent Process of Team Goal Orientation and Team Effectiveness** | **Guihyun Park**, Michigan State U.; **Rick DeShon**, Michigan State U.

903 → **(Paper Session) - (OB) In the Eyes of the Beholder: Perceiving Leadership**

2:30pm - 3:50pm Philadelphia Marriott: Independence III

Chair: Geisce Ly, U. of Michigan

Discussant: Jonathan C. Ziegert, Drexel U.

- ▶ **In the Eyes of the Follower: Construction of Charisma in Response to Organizational Change** | **Chao C. Chen**, Rutgers U.; **Liuba Y. Belkin**, Rutgers U.; **Robert McNamee**, Rutgers U.; **Terri R. Kurtzberg**, Rutgers U.
- 🗨️ **The Influence of Subordinates' Self-Perceptions on Their Evaluations of and Responses to Leaders** | **Niels van Quaquebeke**, U. of Hamburg; **Daan van Knippenberg**, Erasmus U. Rotterdam; **Felix Brodbeck**, Aston U.
- ▶ **Perceiving Is Believing: Negative Emotions and Relational Models in Supervisory Relationships** | **Annilee Game**, U. East Anglia
- ▣ **Leadership Effectiveness After Performance Feedback: Influences of Leader Group Prototypicality** | **Steffen Robert Giessner**, Erasmus U. Rotterdam; **Ed Sleebos**, VU U. Amsterdam; **Daan van Knippenberg**, Erasmus U. Rotterdam

904 **(Paper Session) - (OB) Psychological Contracts: Breach Versus Fulfillment**

2:30pm - 3:50pm Philadelphia Marriott: Room 309

Chair: Louise Tourigny, U. of Wisconsin, Whitewater

Discussant: Joshua R. Knapp, U. of Cincinnati

- Promises: Breach and Fulfillment of Inducements and Contributions in a Psychological Contract | **Lisa Schurer Lambert**, Georgia State U.
- ▣ **Psychological Contract Schema, Contract Breach and Sense-Making: A Qualitative Study** | **Marjo-Riitta Parzefall**, Swedish School of Economics and Business Administration; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science
- ▣ **Felt Violations: Who Reacts More Strongly When Expectations Are Not Met?** | **Sabahat Raza Bilgrami**, U. of Management & Technology, Pakistan; **Usman Raja**, Forman Christian College; **Gary Johns**, Concordia U.
- ▣ **Using Equations as an Aid for Developing Psychological Contract Theory** | **Lisa Schurer Lambert**, Georgia State U.

905 → **(Paper Session) - (OB) Non-Traditional Work Arrangements**

▣ Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | ▣ Research-oriented | 🗨️ Visual Presentation | ▶ Best Paper Proceedings

2:30pm - 3:50pm Philadelphia Marriott: Room 310

Chair: Kevin W. Rockmann, George Mason U.

Discussant: Kevin E. Dickson, Southeast Missouri State U.

- Exploring the Impact of Contingent Workers on Permanent Employees' Citizenship and Deviant Behavior | **Mamta Bhatt**, Boston College
- **Employment Status, Perceived Organizational Membership, and Work Outcomes** | **Su-Fen Chiu**, National Taiwan U. of Science and Technology
- ▣ **The Effect of Extrinsic Motives to Enter Short-term Employment on Reactions to Fairness at Work** | **Jeroen de Jong**, Tilburg U.; **Rene Schalk**, Tilburg U.
- ▣ **Understanding the Impact of Teleworker's Professional Isolation on Performance and Turnover** | **Timothy Golden**, Rensselaer Polytechnic Institute; **John F. Veiga**, U. of Connecticut; **Richard N. Dino**, U. of Connecticut

906 **(OB) Corporate Social Responsibility and Organizational Justice: Multifoci,-Level, -Motive Perspective**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103B

Chairs: Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign;

Seth Spain, U. of Illinois, Urbana-Champaign

Discussant: David A. Jones, U. of Vermont

- Intraunit Justice Climate: Explication and Validation of a New Construct** | **Andrew Li**, U. of Arizona; **Russell Cropanzano**, U. of Arizona; **Lehman Benson**, U. of Arizona
- The Contribution of Corporate Social Responsibility to Organizational Commitment** | **Stephen Brammer**, U. of Bath; **Andrew I. Millington**, U. of Bath; **Bruce A. Rayton**, U. of Bath
- What Motivates Companies to Use Social Practices? Commitment, Calculation, Conformance, and Caring** | **Adele Queiroz**, U. of Northern Iowa
- Environmental Justice, Social Justice and Workplace Justice as Three Levels of Organizational Ethic** | **Keith James**, Portland State U.

907 **(Paper Session) - (OB) Negative and Mixed Emotions at Work**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 110B

Chair: Laura McAndrews Little, Oklahoma State U.

Discussant: S. Douglas Pugh, U. of North Carolina, Charlotte

- **The Influence of Pessimistic and Optimistic Emotional Tendencies on Work Performance** | **Yael Beaudion**, U. of Haifa; **Itzhak Harpaz**, U. of Haifa
- ▣ **Antisocial Behavior, Affect, Expressivity and Performance: A Team-Level Moderated Mediation Study** | **Michael S. Cole**, Texas Christian U.; **Frank Walter**, U. of St. Gallen
- Excluded Feelings: The Role of Anger in Antisocial Responses to Ostracism** | **Rosalind M. Chow**, Stanford U.; **Larissa Z. Tiedens**, Stanford U.; **Cassandra L. Govan**, Sweeney Research
- ▣ **Feeling Different Than Envy: Antecedents and Consequences of Promotion Rejection's Emotions** | **Shu Zhang**, U. of Washington

908 **JS: (OB, CM) The Antecedents of Voluntary Work Behavior: Stepping Further**

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom B

- Chairs:* **Liuqin Yang**, U. of South Florida; **Paul E. Spector**, U. of South Florida
- An Examination of the Role of Self-Control in the Prediction of CWB and OCB | **Lynda Villanueva**, Brazosport College; **Lisa Penney**, U. of Houston
- An Examination of Counterproductive Work Behavior and the Influence of Perceived Control | **Craig D. Crossley**, U. of Nebraska, Lincoln; **Marie S. Mitchell**, U. of Nebraska, Lincoln; **Rebecca J. Bennett**, Louisiana Tech U.
- The Role of Control: Autonomy, Frustration and Counter Productivity | **L. Jean Whinghter**, Harrah's Entertainment; **Xian Xu**, U. of South Florida
- The Roles of Negative Emotion and Sensitivity to Injustice in the Justice-CWB Relationship | **Liuqin Yang**, U. of South Florida; **Paul E. Spector**, U. of South Florida; **Xichao Zhang**, Beijing Normal U.; **Russell E. Johnson**, U. of South Florida; **Ozgun Burcu Rodopman**, U. of South Florida; **Hongyu Li**, Tianjin Normal U.

909 📄 JS: (OB, GDO, MOC) **Great Expectations! How Path-Breakers Transform Token Status and Stereotypes into Career Success**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103C

Chair: **Judith B. White**, Dartmouth College

Communal Women and Agentic Leadership: The Reconciliation of Two Opposing Stereotypes | **Ashleigh Shelby Rosette**, Duke U.; **Leigh Plunkett Tost**, Duke U.; **Katherine W. Phillips**, Northwestern U.

Getting Even vs. Being the Odd One Out: Cohesion and Conflict in Odd and Even Groups | **Tanya Menon**, U. of Chicago

When Two is the Loneliest Number: Interaction Between Two Tokens in a Group | **Denise Lewin Loyd**, Massachusetts Institute of Technology; **Judith B. White**, Dartmouth College; **Mary Kern**, Baruch College

Dr. Jekyll or Ms. Hyde? The Public-Private Paradox of the Communal Feminine Stereotype | **Frank Flynn**, Columbia U.; **Rebecca Clare Levine**, Columbia U.

Woman Equals Warm: Stereotype Content Interference in Women With a Salient Gender Identity | **Judith B. White**, Dartmouth College; **Wendi L. Gardner**, Northwestern U.

910 🗣️ 📄 JS: (OB, HR) **New Directions in Voluntary Turnover Research: Moving Beyond the "One-Model-Fits All" Paradigm**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103A

Organizer: **Malvina Klag**, McGill U.

Chair: **Brooks C. Holtom**, Georgetown U.

Discussant: **Thomas W. Lee**, U. of Washington

Risky Business: The Role of Risk in Voluntary Turnover Decisions | **David G. Allen**, U. of Memphis; **Robert W. Renn**, U. of Memphis; **James Vardaman**, U. of Memphis; **Karen R. Moffitt**, U. of Memphis

When Staying Depends on Others: Collective Job Embeddedness as a Predictor of Employee Turnover | **Will Felps**, U. of Washington; **Terence R. Mitchell**, U. of Washington; **Thomas W. Lee**, U. of Washington; **David R. Hekman**, U. of Washington; **Wendy Harman**, Truman State U.

Reconceptualizing Turnover as a Temporal and Contextualized Process: An Interpretive Study | **Malvina Klag**, McGill U.

Integrating Turnover Reasons and Process Types: Extending Maertz and Campion's (2004) Profiles Approach | **Carl P. Maertz**, St. Louis U.; **Lamarcus Bolton**, St. Louis U.; **Ellen Conelly**, St. Louis U.; **Jessi Culbertson**, St. Louis U.; **Kelly Erickson**, St. Louis U.; **Tricia Johnson**, St. Louis U.; **Pat McVay**, St. Louis U.; **Kayla Kmitta**, St. Louis U.

911 📄 JS: (OB, HR, OCIS) **Leadership: Learning, Development, and Adaptation**

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom A

Chair: **Steve W. J. Kozlowski**, Michigan State U.

Leader Regulatory Functions: Leveraging Learning, Skill Development, and Adaptation | **Steve W. J. Kozlowski**, Michigan State U.; **Dustin K. Jundt**, Michigan State U.; **Paul Curran**, Michigan State U.; **Goran Kuljanin**, Michigan State U.

Leader Sense-Giving and Team Adaptability to Crisis | **Leslie A. DeChurch**, U. of Central Florida; **Christian J. Resick**, Florida International U.

Emergent Leader Attributes, Team Learning, and Team Adaptation | **Katherine Ely**, George Mason U.; **Stephen J. Zaccaro**, George Mason U.; **Jeffrey L. Herman**, George Mason U.; **Erin Senter**, George Mason U.; **Lisa M. V. Gulick**, George Mason U.

Team Learning as Mediating Leader Behaviors, Empowerment, Interdependence and Team Performance | **Tammy L. Rapp**, U. of Connecticut, Storrs; **Thomas Ruddy**, Siemens AG

912 📄 SHCS: (OB, MOC, OMT) **When Emotion is No Longer (Merely) Feelings: The Social Role of Emotion in Organizations**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 108B

Chairs: **Neal M. Ashkanasy**, U. of Queensland; **Yongmei Liu**, U. of Texas, Arlington

Discussant: **Ronald H. Humphrey**, Virginia Commonwealth U.

Affect and Social Influence: An Empirical Examination of the Perception and Contagion Mechanisms | **Lu Wang**, U. of Illinois, Urbana-Champaign; **Lorna Doucet**, U. of Illinois, Urbana-Champaign; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign

Can Followers' Mood States Influence a Leader's Performance: A Laboratory Study of Upward Contagion | **Eugene Y. U. Tee**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

Expressed Emotion as a Social Influence Tactic | **Matrecia S.L. James**, Jacksonville University; **Angela Miles**, North Carolina A&T State U.

Strategic Emotional Display: The Construct and its Correlates | **Yongmei Liu**, U. of Texas, Arlington; **Pamela Perrewe**, Florida State U.; **Gerald R. Ferris**, Florida State U.; **Ronald H. Humphrey**, Virginia Commonwealth U.

Antecedents and Outcomes of Surface Acting Within Organizational Settings | **Hakan Ozelik**, California State U. Sacramento

913 📄 SHCS: (OB, ODC, IM) **Resistance and Adaptation Across Cultures**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom A

Chair: **Shaul Oreg**, U. of Haifa; **Mahmut Bayazit**, Sabanci U.

Discussant: **Christopher Earley**, National U. of Singapore

Dispositional Resistance to Change Across Cultures | **Shaul**

Oreg, U. of Haifa; **Mahmut Bayazit**, Sabanci U.; **Luis M.**

Arciniega, Instituto Tecnológico Autonomo de Mexico; **Achilles**

A. Armenakis, Auburn U.; **Rasa Barkauskiene**, Mykolas

Romeris U.; **Nikos Bozionelos**, U. of Durham; **Luis González-**

Fernández, U. de Salamanca; **Ivana Feric**, Institute of Social

Sciences Ivo Pilar in Zagreb; **Yuka Fujimoto**, Deakin U.; **Jian**

Han, Peking U.; **Hilde Hetland**, U. of Bergen; **Martina**

Hrebickova, Academy of Sciences of the Czech Republic;

Marina Kotrla, Institute of Social Sciences Ivo Pilar in Zagreb;

Hitoshi Mitsuhashi, U. of Tsukuba; **Boris Mlacic**, Institute of

Social Sciences Ivo Pilar in Zagreb; **Sandra Ohly**, U. of

Frankfurt; **Per Øystein Saksvik**, NTNU; **Ingvild Saksvik**, U. of

Bergen; **E. S. Srinivas**, XLRI; **Maria Vakola**, Athens U. of

Economics and Business; **Karen Van Dam**, Tilburg U.

A Study on Job Satisfaction and Turnover Intentions of Expatriate Nurses in Saudi Arabia | **Nikos Bozionelos**, U. of Durham

Global Work Culture: Which Values are Global? | **Efrat Shokef**, Technion-Israel Institute of Technology

Humane Orientation as a New Cultural Dimension: Validity Research on the GLOBE Scale | **Michael Frese**, Giessen U.; **Oliver Schloesser**, Giessen U.

914 📄: (Paper Session) - (OCIS) **E-Workspaces -- Attention Issues**

2:30pm - 3:50pm Philadelphia Marriott: Room 307

Chair: **Cynthia M. Beath**, U. of Texas, Austin

Discussant: **Jonathon N. Cummings**, Duke U.

📄 Prioritization in Computer-Mediated Communication:

Influences of Urgency, Notification, and Identity | **Laura**

Dabbish, Carnegie Mellon U.; **Gary Hsieh**, Carnegie Mellon U.;

Robert E. Kraut, Carnegie Mellon U.; **Scott Hudson**, Carnegie

Mellon U.

📄 The Role of Information Systems in a Multi-tasking Environment and the Impact on Performance | **Pamela S. Galluch**, Clemson U.; **Raymond M. Henry**, Clemson U.; **Jason Thatcher**, Clemson U.

🗣️ Enhanced Opportunities, Conflicting Priorities: Enabling Effective Multi-Team Membership | **Anita Williams Woolley**, Harvard U.; **Michael Boyer O'Leary**, Boston College; **Mark Mortensen**, Massachusetts Institute of Technology

📄 Exploring the Link between Family Responsibilities and Workers' Intention to Use E-mentors | **Molly Pepper**, Gonzaga U.

915 📄: (Paper Session) - (OCIS) **Virtual Work and Information Sharing**

2:30pm - 3:50pm Philadelphia Marriott: Room 405

Chair: **Yong-Mi Kim**, U. of Oklahoma at Tulsa

Discussant: **Suzanne P. Weisband**, U. of Arizona

📄 Distance Matters, Except When It Doesn't: Discontinuities in Virtual Work | **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Katherine Chudoba**, Florida State U.; **Kevin Crowston**, Syracuse U.

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

➔ 📄 Creating an Environment for Information Sharing: Why Site Visits Matter in Global Work | **Pamela Hinds**, Stanford U.; **Catherine Cramton**, George Mason U.

🗣️ ➔ 📄 Using ICT to Avoid Communication | **Kannan Srikanth**, London Business School

📄 A Model of Online Trust: The Mediating Role of Norms and Sense of Virtual Community | **Anita Blanchard**, U. of North Carolina, Charlotte; **Jennifer Welbourne**, U. of North Carolina, Charlotte; **Marla Boughton**, U. of North Carolina at Charlotte

916 📄 JS: (OCIS, OMT, MOC) **Beyond Play: Replicating, Mirroring, and Constituting Reality Through Online Games**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom J

Chair: **Julie Rennecker**, Rennecker Research & Consulting

Beyond Play: A New Approach to Games | **Thomas Malaby**, U. of Wisconsin, Milwaukee

Blurring the Boundary: Online Game Players as Reflective Boundary Managers | **Julie Rennecker**, Rennecker Research & Consulting

Understanding Synthetic Economies through their Design | **Edward Castronova**, Indiana U.; **James Cummings**, Indiana U.; **Will Emigh**, Indiana U.; **Michael Fatten**, Indiana U.; **Nathan Mishler**, Indiana U.; **Travis Ross**, Indiana U.; **Will Ryan**, Indiana U.

Reframing Online Games: Synthetic Worlds as Communication Media | **Ulrike Schultze**, Southern Methodist U.; **Julie Rennecker**, Rennecker Research & Consulting

Participants: **Thomas Malaby**, U. of Wisconsin, Milwaukee; **Will Ryan**, Indiana U.; **Ulrike Schultze**, Southern Methodist U.

917 : (Paper Session) - (ODC) **New Approaches to Leadership and Change**

2:30pm - 3:50pm Loews Philadelphia: Commonwealth C

Chair: **G James Francis**, Colorado State U.

Discussant: **Kenneth Wm. Kury**, Saint Joseph's U.

🗣️ Transforming City Government Through Spiritual Leadership | **Steve Vitucci**, Tarleton State U. - Central Texas

🗣️ Magis Leadership: A Look at the Work of Leadership | **Karen Norum**, Gonzaga U.

🗣️ Constructing Authenticity: Arts-based Methods as a Means of Developing the Authentic Leadership Self | **Donna Ladkin**, U. of Exeter; **Steven S Taylor**, Worcester Polytechnic Institute

Swimming Upstream: Tempered Radicals as Misfits Who Create Enduring Organizational Change | **Stephanie Berger**, McGill U.

918 : (Paper Session) - (ODC) **Changing individuals**

2:30pm - 3:50pm Loews Philadelphia: Commonwealth D

Chair: **David S. Bright**, Wright State U.

Discussant: **Dina Mansour-Cole**, Indiana U. Purdue U. Fort Wayne

📄 A Model and Test of Individual and Organization Factors Influencing Individual Adaptation to Change | **Jane D. Parent**, Merrimack College; **D. Anthony Butterfield**, U. of Massachusetts, Amherst

📄 Cultural Dissonance: a Micro-Process of Organizational Change | **David C. Marker**, ESC Clermont Graduate School of Management; **Dennis Karney**, U. of Kansas

Process, Context and Individual Correlates of Readiness to Change: A Multilevel Analysis | **Geert Devos**, Vlerick Leuven Gent Management School

Employee Psychological Contract Evaluation and Response in the Context of Change | **Anjali Chaudhry**, U. of Illinois, Chicago

919 🗨️➔🗨️JS: (ODC, TIM) **Meeting the Practical Challenge of Government Enterprise Change: Lessons from Systems Engineering**

2:30pm - 3:50pm Loews Philadelphia: Congress C

Chair: **JoAnn M Brooks**, MITRE Corporation

Discussant: **Joel Cutcher-Gershenfeld**, U. of Illinois, Urbana-Champaign

Profiling Complex Systems | **Renee Stevens**, MITRE Corporation

Wicked Problems in Enterprise Systems Change: It's the Journey, Not the Destination | **Jon W Beard**, MITRE Corporation

Consensual Decision-Making Around Enterprise Capability Development: The NATO Approach | **JoAnn M Brooks**, MITRE Corporation

Systems Engineering Confronts Enterprise Change: Frameworks and Lessons from MITRE Projects | **John S Carroll**, MIT Sloan School of Management; **George Roth**, Massachusetts Institute of Technology

920 🗨️: (OM) **Journal of Operations Management Best Paper Session**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 13

A Behavioral Study of Supply Manager Decision-Making: Factors Influencing Make Versus Buy Evaluation | **Susan Powell Mantel**, Indiana U., Indianapolis; **Mohan V. Tatikonda**, Indiana U.; **Ying Liao**, U. of Toledo

Impact of Role in the Decision to Fail: An Exploratory Study of Terminated Projects | **David M Dilts**, Vanderbilt U.; **Ken Pence**, Vanderbilt U.

Evolution in the Strategic Manufacturing Planning Process of Organizations | **Karen Papke-Shields**, Salisbury U.; **Manoj K Malhotra**, U. South Carolina; **Varun Grover**, Clemson U.

921 🗨️: (Paper Session) - (OMT) **Institutional Conflict and Institutional Change**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 5

Chair: **Tim Hargrave**, U. of Washington, Bothell

🗨️Organizational Responses to Conflicting Institutional Demands | **Anne-Claire Pache**, INSEAD

Institutional Immunity: Disrupting Institutions Without Reprisal | **Graham John Dover**, Simon Fraser U.; **Thomas B Lawrence**, Simon Fraser U.

🗨️A Fight From Below: Transforming Purchasing Work | **Heng Xu**, Massachusetts Institute of Technology

🗨️Conflict and the Evolution of Institutional Practices in Clearing and Settlement After the 1990s | **Marc Ventresca**, U. of Oxford; **Holger Sommerfeldt**, Oxford U.

922 🗨️: (Paper Session) - (OMT) **Emergence and Diversification of Organizational Forms**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 6

Chair: **Bettina Richards Heiss**, U. of Southern California

🗨️🗨️🗨️The Creation of New Organizational Forms in an Emerging Organizational Field - Venture Philanthropy | **Lisa K. Hehenberger**, IESE Business School; **Johanna Mair**, IESE Business School

Exploring the Micro-Foundations of Resource Partitioning Processes: A Simulation Approach | **Giuseppe Pagani**, U. of Lugano

➔🗨️A Theory of Identity Strength: Fuzziness and Contrast among Foreign Banks in Shanghai, 1847-2004 | **Jeroen Kuilman**, Hong Kong U. of Science & Technology; **Jiatao Li**, Hong Kong U. of Science and Technology

🗨️🗨️Organizational Diversity and Museum Formation: A Study of American Local Communities 1872-1976 | **Hongwei Xu**, INSEAD

923 🗨️: (Paper Session) - (OMT) **Burt and Coleman: Bridging Brokerage and Closure Perspectives on Social Networks**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 7

Chair: **Jennifer Kurkoski**, U. of California, Berkeley

🗨️Between Closure and Holes: Hybrid Network Positions and the Performance of U.K. Investment Banks | **Joel A.C. Baum**, U. of Toronto; **Diederik W. Van Liere**, Erasmus U. Rotterdam; **Tim Rowley**, U. of Toronto

Social Capital & Career Patterns: Effect of Closure & Brokerage on Job Changes between Organizations | **Stanislav D. Dobrev**, U. of Chicago; **Jennifer M. Hitler**, U. of Chicago

➔🗨️Integrating Brokerage and Closure: Social Networks, Simmelian Ties and the Generation of Innovations | **Marco Tortoriello**, HEC Paris; **David Krackhardt**, Carnegie Mellon U.

🗨️Why Do Bridging Positions Weaken? | **Diederik W. Van Liere**, Erasmus U. Rotterdam; **Otto Koppius**, RSM Erasmus U.

924 🗨️: (Paper Session) - (OMT) **Interorganizational Alliances and Performance**

2:30pm - 3:50pm Philadelphia Marriott: Room 401

Chair: **Dania Dialdin**, Suffolk U.

Alliance Performance and Its Antecedents: A Meta-Analysis | **Rekha Krishnan**, Simon Fraser U.; **Paulo V. Cunha**, U. Nova de Lisboa

Alliance and Survival: The Analysis of High-Technology Firms | **Jun Xia**, Montclair State U.; **Beixin Lin**, Montclair State U.; **Ramachandran Subramanian**, Grand Valley State U.

🗨️Partner Similarity: A Study of Alliance Activities and Firm Performance in Biotechnology, 1988-99 | **Lina Deng**, U. of Illinois at Urbana-Champaign; **Xiaowei Luo**, U. of Illinois, Urbana-Champaign

🗨️Do They Know Something We Don't Know? Endorsements and the Private Equity Market in Biotechnology | **Terry Amburgey**, U. of Toronto; **Debbie Elizabeth de Lange**, J.L. Rotman School of Management, U. of Toronto; **Andreas Al-Laham**, U. of Kaiserslautern

925 🗨️: (Paper Session) - (OMT) **Risk and Uncertainty in Organizational Decision Making: Determinants and Consequences**

2:30pm - 3:50pm Philadelphia Marriott: Room 402

Chair: **Mathias Arrfelt**, Michigan State U.

📄 Managing Managerial Fads: Social Information in Organizational Innovation Adoption Decisions | **Peter Micah Madsen**, Brigham Young U.; **Vinit Desai**, U. of California, Berkeley

📄 Sequential Attention: Survival and Aspiration Goals and Corporate Acquisitions | **Mahdi Rostami**, U. of Calgary; **Frances E Bowen**, U. of Calgary

Revisiting the Performance-Risk Relationship: Evidence from the National Football League | **David Lehman**, Purdue U.; **Rangaraj Ramanujam**, Purdue U.; **Bradley J Alge**, Purdue U.
Organizational Risk Taking in Times of Institutional Stability and Change | **Ayse Saka**, U. of Groningen; **Padma Rao Sahib**, Groningen U.

926 📄: (Paper Session) - (OMT) **Power, Dependency and Control in Corporate Governance**

2:30pm - 3:50pm Philadelphia Marriott: Room 403

Chair: **Yuri Mishina**, Michigan State U.

🗣️📄 Ownership Concentration, CEO Reward, and the Managerial Power Thesis: Evidence from Australia | **Alessandra Capezio**, U. of Sydney; **John L Shields**, U. of Sydney; **Alex Frino**, U. of Sydney; **Michael O'Donnell**, Australian National U.; **John O'Brien**, U. of New South Wales

➔ Why Boards Fail to Exert Power over the CEO? A Theoretical View from a Power Dependency Perspective | **Pingying Zhang**, Norwegian School of Management

➔ 📄 Passive Shareholders and Active Managers: When Does Liquidity Enhance Corporate Control? | **Steffen H. Brenner**, Humboldt-U. Berlin

Are Powerful CEOs More Generous? Anti-Takeover Protection and Managerial Attention to Stakeholders | **Aleksandra Joanna Kacperczyk**, U. of Michigan, Ann Arbor

927 👁️: (Paper Session) - (OMT) **Institutions**

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - OMT 4

Presented on Panels 29-32

👁️📄 Institutions and Trust Building | **Reinhard Bachmann**, Birkbeck College, U. of London; **Andrew Inkpen**, Thunderbird, The Garvin School of International Management

➔ 🗣️👁️📄 Studying Institutions from Discourse: The Representation of Health Care in Company Reporting | **Julia Brandl**, Vienna U. of Economics and Business Administration

👁️📄 Building a Process Theory of Organizational Legitimation | **Martin Hughes**, Indiana U. of Pennsylvania

➔ 👁️📄 Myths and the Magic Circle: The Role of Rational Myths in the Maintenance of a Professional Elite. | **Samantha Jane Fairclough**, Said Business School

928 ➔ 📄 JS: (OMT, BPS) **Strategic Conversations: A Multi-level Conversational Approach to Studying Strategy as Practice**

2:30pm - 3:50pm Philadelphia Marriott: Room 404

Micro-level Strategic Conversations | **Curtis LeBaron**, Brigham Young U.

Meso-level Strategic Conversations | **Paula Jarzabkowski**, Aston Business School

Macro-level Strategic Conversations | **Nelson Phillips**, Imperial College London

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 🏆 Best Paper Proceedings

Participants: **Paula Jarzabkowski**, Aston Business School; **Curtis LeBaron**, Brigham Young U.; **Nelson Phillips**, Imperial College London; **Richard Whittington**, Said Business School

929 🗣️➔🗣️📄: (Paper Session) - (ONE) **Stakeholder Dynamics and Reputation Building**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C2

Chair: **Kate Kearins**, Auckland U. of Technology

📄 Enacting Ecological and Collaborative Rationality through Multi-Party Collaboration | **Marie-France B. Turcotte**, Universite du Quebec a Montreal; **Stewart Clegg**, U. of Technology, Sydney; **Julie Marin**, U. of Quebec, Montreal

➔➔ 🗣️ From Niche to Mass Markets: Rival Strategies in Promoting Fair Trade Organic Commodity Cotton Chains | **Winfried Ruigrok**, U. of St. Gallen; **Susanne Zajitschek**, U. of St. Gallen

➔ 🗣️📄 A Multinational Study of Corporate Stakeholders and Organizational Culture | **Carolyn Egri**, Simon Fraser U.; **David A. Ralston**, U. of Oklahoma; **Ian Palmer**, U. of Technology, Sydney; **Carol Yeh-yun Lin**, National Chengchi U., Taiwan; **Francisco B. Castro**, U. do Porto, CEMPRES; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Amandine Perrinjaquet**, U. de Lausanne

🗣️ Impact of Environmental Communication on Firm Reputation | **Deborah Philippe**, HEC Paris; **Rodolphe Durand**, HEC Paris

930 🗣️📄: (Paper Session) - (PNP) **Causes and Consequences of Strategic Collaboration**

2:30pm - 3:50pm Loews Philadelphia: Lescaze

Chair: **Kaifeng Yang**, Florida State U.

Discussant: **Donald P. Moynihan**, U. of Wisconsin, Madison

➔ Furthering Collaborative Strategic Management Theory: Process Model and Factors Per Phase | **Amelia C. Clarke**, McGill U.

👁️📄 Understanding Collaboration Outcomes From An Extended RBV Perspective | **Bindu Arya**, U. of Missouri - St. Louis; **Zhiang (John) Lin**, U. of Texas, Dallas

🗣️🗣️📄 Coming Clean...and Cleaning Up? Examining the Effects of Self-Policing | **Michael Toffel**, Harvard U.; **Jodi L. Short**, U. of California, Berkeley

🗣️🗣️📄 The Consequences of Partner Selection in Service Delivery Collaborations | **Bin Chen**, Baruch College; **Elizabeth Graddy**, U. of Southern California

931 🗣️➔🗣️📄 JS: (PNP, CMS) **Social Entrepreneurship: Challenges for Leadership and Governance**

2:30pm - 3:50pm Loews Philadelphia: Howe

Organizers: **Suzanne Benn**, U. of Technology, Sydney; **Stephen T.T. Teo**, U. of Technology, Sydney

CSR as Social Entrepreneurship: Suggestions for Models of Governance | **Suzanne Benn**, U. of Technology, Sydney

Career Citizenship: Discretionary Behavior in the Space Beyond Organization | **Svenja Tams**, U. of Bath

Microenterprise Strategy in Conservation Zones | **Norman Wright**, ABTI American U. of Nigeria; **Jeff Caneen**, Brigham Young U. Hawaii; **Andrew Gomez**, Brigham Young U. Hawaii

Experience of Nonprofit Business Venturing in Australia, UK and USA | **Bronwen Dalton**, U. of Technology, Sydney; **Stephen T.T. Teo**, U. of Technology, Sydney
 Leadership and Social Entrepreneurship in Indigenous Societies in New Zealand Aoteroa | **Brad Jackson**, U. of Auckland; **Dale Marie Pfeifer**, Victoria U. of Wellington

932 : (RM) Research Methods Division International Networking

2:30pm - 3:50pm Philadelphia Marriott: Franklin 8

Division Chair: **Gordon W Cheung**, Chinese U. of Hong Kong
 Division Chair-Elect.: **Mark Gavin**, Oklahoma State U.
 Program Chair: **Charles A. Pierce**, U. of Memphis
 Professional Development Workshop Chair: **Timothy Hinkin**, Cornell U.

933 : (Paper Session) - (SIM) Perceived Corporate Citizenship

2:30pm - 3:50pm Loews Philadelphia: Washington A

Facilitator: **Sandra Waddock**, Boston College

- 🗨️🗨️ Acting Badly But looking Good: A Matter of Principle (and Processes) | **Tyler Earl Wry**, U. of Alberta
- 🗨️ An Examination of Perceived Corporate Citizenship, Job Applicant Attraction, and Employee Work Roles | **W. Randy Evans**, U. of Arkansas, Little Rock; **Walter Davis**, U. of Mississippi
- 🗨️ Reconceptualizing Store Image: How CSR Programs Influence Store Satisfaction and Store Loyalty | **Julie Pirsch**, Villanova U.; **Shruti Gupta**, Penn State Abington
- 🗨️➔🗨️ The Importance of Intangible Social Attributes in Individual Purchasing Decisions | **Pat Auger**, Melbourne Business School; **Timothy Michael Devinney**, Australian Graduate School of Management; **Jordan J. Louviere**, U. of Technology, Sydney

934 : (Paper Session) - (SIM) Corporate Social Performance and Financial Performance

2:30pm - 3:50pm Loews Philadelphia: Washington B

Facilitator: **Marc Hoffman Lavine**, Boston College

- 🗨️ In Good Companies? A Critical Evaluation of the CSP - CFP Link | **Jon Jungbien Moon**, Wharton School
- 🗨️ Corporate Social Responsibility and the Cost of Equity Capital | **Jeroen Derwall**, Erasmus U.; **Patrick Verwijmeren**, Erasmus U. Rotterdam
- 🗨️➔🗨️ Doing Well by Doing Good: Objective Findings, Subjective Assumptions, or Selective Amplification? | **Marc Oliver Orlitzky**, U. of Redlands
- 🗨️ Managerial Entrenchment and Corporate Social Performance | **Josep A. Tribó**, U. of Carlos III Madrid; **Jordi Surroca**, U. of Carlos III Madrid

935 : (Paper Session) - (SIM) Organizational Characteristics and Corporate Social Responsibility

2:30pm - 3:50pm Loews Philadelphia: Washington C

Facilitator: **Paul Dunn**, Brock U.

- 🗨️➔🗨️ Formal vs Informal CSR Strategies: Evidence from Italian Micro, Small, Medium-sized, and Large Firms | **Angeloantonio Russo**, Bocconi U.; **Antonio Tencati**, Bocconi U.

The Intra-Organizational Institutionalization of Corporate Social Responsibility | **Donal Crilly**, INSEAD
 ➔🗨️ Organizational Dimensions of Corporate Accountability | **Jonatan Pinkse**, U. of Amsterdam; **Ans Kolk**, U. of Amsterdam; **Fabienne Fortanier**, U. of Amsterdam
 🗨️ Taking the 'Corporate' out of CSR: Responsibility in the Small Firm | **Laura J. Spence**, Brunel U.

936 : (Paper Session) - (SIM) SIM Visual Papers

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - SIM Presented on Panels 1-12

- 🗨️🗨️ Technology and Morally Important Influences: Arguments for a Network Approach to Analyze Technology | **Kirsten Edrie Martin**, Catholic U. of America
- 🗨️🗨️ Corporate Charity: An Analysis of the Potential Benefits of Giving | **Samuel Phineas Upham**, U. of Pennsylvania
- 🗨️🗨️ The Love of Money, Machiavellianism, and Unethical Behavior: College Major and Gender | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Yuh-Jia Chen**, Middle Tennessee State U.
- 🗨️🗨️ E-mail Monitoring in the Workplace: Legal, Ethical, and Behavioral Implications | **William P Smith**, Towson U.; **Filiz Tabak**, Towson U.
- 🗨️ Beyond the Definitional Debate: Metaphors with Fuzzy Definitions in the Business and Society Field | **Sophia Maria Kusyk**, ESADE; **Josep M. Lozano**, ESADE
- 🗨️🗨️ Social Performance Governance in the Family Firm: Beyond the Bottom Line | **Jean McGuire**, Louisiana State U.; **Sandra Dow**, ESG-UQAM
- ➔🗨️🗨️ Advancing Integrative Social Contracts Theory: A Habermasian Perspective | **Dirk Ulrich Gilbert**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Michael Behnam**, Suffolk U.; **Ingo Schedel**, U. of Erlangen, Nuremberg
- 🗨️🗨️ Industry Capacity to Absorb Immigrants: How Politics and Profits Shape Immigration Policy | **G. T. Lumpkin**, Texas Tech U.; **Anjali Chaudhry**, U. of Illinois, Chicago
- 🗨️🗨️ Corporate Governance in the Eyes of the Stakeholders | **Carol-Ann Tetrault Sirsly**, Concordia U.
- 🗨️🗨️ Social Institution on the Relationship Between Organizational Demography and Work-Related Outcomes | **ji Li**, Hong Kong Baptist U.; **Jane WH Moy**, Hong Kong Baptist U.; **Stacy Liao**, Hong Kong Baptist U.; **Donald J Campbell**, United States Military Academy
- 🗨️🗨️ Ensuring Independent Auditors: Increasing the Saliency of the Professional Identity | **Danielle E. Warren**, Rutgers U.; **Miguel Alzola**, Rutgers U.
- 🗨️🗨️ "Helping Systems" and Their Embedded Entities: Further Advances of Strategic Helping Theory | **James D. Westaby**, Columbia U.

937 : (TIM) TIM Best Dissertation Presentations

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom K

Chairs: **Xavier Martin**, Tilburg U.; **Victor Seidel**, U. of Oxford
 The Dynamics of Technological Substitutions and Successful Innovations | **Brice Dattee**, Imperial College London
 Innovation in the Life Sciences: The Impact of Intellectual Property Rights on Scientific Knowledge Diffusion,

Accumulation, and Utilization | **Kenneth Guang-Lih Huang**, Singapore Management University
 Institutions and Innovations: A Longitudinal Study of Institutional Endorsement and Firm Innovation in the Pharmaceutical Industry, 1980 - 2004 | **Francisco Polidoro**, U. of Texas at Austin
 Decoupling Market Incumbency from Organizational Experience: A Study of Biotechnology's Impact on the Market for Anti-Cancer Drugs | **M. Lourdes Sosa**, London Business School

938 📄: (Paper Session) - (TIM) **The Role of Customers in Innovation**

2:30pm - 3:50pm Philadelphia Marriott: Room 303

Chair: **Rui Baptista**, Instituto Superior Tecnico

Discussant: **Lynn W Bakstran**, Boston U.

📄 The Role of Organizational Practices for Innovation through Knowledge Absorption from Customers | **Nicolas Foss**, Copenhagen Business School; **Keld Laursen**, Copenhagen Business School; **Torben Pedersen**, Copenhagen Business School

📄 Successful Innovation Through Customer Involvement: A Framework for Analysis | **Anna Shaojie Cui**, Rensselaer Polytechnic Institute; **Manli Chen**, Rensselaer Polytechnic Institute

➔ 📄 Repeat Purchasers and the Diffusion of Electronic Products: Does Consumer Innovativeness Matter? | **Paul Richard Steffens**, Queensland U. of Technology; **Maria Kaya**, Queensland U. of Technology; **Soenke Albers**, Christian-Albrechts-U. of Kiel; **Dennis Proppe**, Christian-Albrechts-U. of Kiel

Constrained Performance Optimization and Technological Niches | **Terence Ping Ching Fan**, Singapore Management U.

939 📄: (Paper Session) - (TIM) **Team Characteristics & Dynamics: Impact on Innovation**

2:30pm - 3:50pm Philadelphia Marriott: Room 304

Chair: **Micki Eisenman**, Baruch College

Discussant: **Daniel Walter Eifenbein**, Washington U. in St. Louis

📄 Leadership and Team Innovation: The Mediating Effects of Team Dynamics | **Xiaomeng Zhang**, U. of Maryland, College Park; **Craig L. Pearce**, Claremont Graduate U.; **Henry P. Sims**, U. of Maryland; **Seokhwa Yun**, Seoul National U.

➔ 📄 Consensus and Dissent: Fostering Performance of New Product Development Teams | **Mélanie Schöffner**, Technical U. Berlin; **Diether Gebert**, Korea U.; **Eric Kearney**, Technical U. Berlin

Stephan Schrader Best Paper Award Finalist

The Effect of Cognitive Style on Intra Group Collaboration | **Niall Connolly**, U. of College Dublin; **Eleanor O'Higgins**, U. College Dublin

➔ 📄 Learning Strategies and Performance in Innovation Teams | **Henrik Bresman**, INSEAD

940 📄: (Paper Session) - (TIM) **R&D Investments - When and How they Matter**

2:30pm - 3:50pm Philadelphia Marriott: Room 305

Chair: **Gregory Kruse**, U. of Pennsylvania

Discussant: **Riitta Katila**, Stanford U

📄 The Impact of Information Technology on Diminishing Returns to R&D Spending | **Shu Han**, Rensselaer Polytechnic Institute; **T Ravichandran**, Rensselaer Polytechnic Institute
 📄 Governance of R&D Investments | **Ram Mudambi**, Temple U.; **Tim Swift**, Temple U.
 ➔ 📄 Why Some Firms Never Invest in R&D | **Alvaro Cuervo-Cazurra**, U. of South Carolina; **C. Annique Un**, U. of South Carolina
 Management Control Systems and R&D Knowledge Creation Trajectories: A Contingency Framework | **Brian R. Gordon**, Simon Fraser U.; **Ian P. McCarthy**, Simon Fraser U.

941 ➔ 🗣️📄 JS: (TIM, BPS, OMT) **Open Source, Open Standards and Distributed Innovation: Private Motives and Public Goods**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom L

Discussants: **Lee Fleming**, Harvard U.; **Joel West**, San Jose State U.

Coordinator: **Aija Elina Leiponen**, Cornell U.

Boundaries of Open Source Software | **Jennifer Kuan**, Stanford U.

The Primacy of the Periphery in a Distributed Innovation System | **Karim R. Lakhani**, Harvard U.

Collaboration and Networking in Cooperative Standard Setting | **Aija Elina Leiponen**, Cornell U.

Entrepreneurship and the Cost of Technical Coordination | **Tim Simcoe**, U. of Toronto

Monday 2:45PM

942: (AAA) **Conference Break**

2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall C - Break Area

Organizer: **Ayman Tarabishy**, George Washington U.

Monday 4:00PM

943 ➔: (OB) **Making Connections Coffee Break**

4:00pm - 5:30pm Philadelphia Marriott: Independence III

Host: **Maureen L. Ambrose**, U. of Central Florida

Monday 4:10PM

944: (Paper Session) - (BPS) **Entrepreneurial Strategies and Managing the Entrepreneurial Firm**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 10

Chair: **Moses Acquah**, U. of North Carolina, Greensboro

Discussant: **Peter G Klein**, U. of Missouri

Environmental Scanning and Corporate Entrepreneurship in SMEs: The Mediating Role of Decision Making | **Ciaran Heavey**, U. of Connecticut; **Zeki Simsek**, U. of Connecticut; **Aidan Kelly**, U. College Dublin

📄 The Influence of Top Management Team Human and Relational Capital on Corporate Entrepreneurship | **Thomas Dalziel**, Arizona State U.; **Robert E White**, Arizona State U.; **Jonathan D. Arthurs**, Washington State U.

The Predictive Strength of Absorptive Capacity on New Firm Performance | **Frederic Delmar**, EM Lyon; **Erik Wetter**, Stockholm School of Economics

➤ The Dynamics of Rent Creation on a Strategic Landscape | **Brent Ross**, U. of Illinois, Urbana-Champaign; **Randall E Westgren**, U. of Illinois, Urbana-Champaign

945 : (Paper Session) - (BPS) Vertical Coordination:

Variations on a Transaction Costs Economics Theme

4:10pm - 5:20pm Philadelphia Marriott: Franklin 2

Chair: **Martha M. Perryman**, Florida A&M U.

Discussant: **Kyle J Mayer**, U. of Southern California

➔ **Vertical Relationships, Hostages, and Supplier Performance in the Japanese Automotive Industry** | **Christina L Ahmadjian**, Hitotsubashi U.; **Joanne Oxley**, U. of Toronto

The Efficiency of an Organizational Form: The Case of Franchising | **Steven C. Michael**, U. of Illinois, Urbana-Champaign

Trust and Governance: Untangling a Tangled Web | **Phanish Puranam**, London Business School; **Bart Vanneste**, London Business School

Testing Organizational Economics Theories of Vertical Integration | **Marko Madunic**, U. of Illinois, Urbana-Champaign; **Kaouthar Lajili**, U of Ottawa

946 : (Paper Session) - (BPS) Learning Theory and Knowledge Management

4:10pm - 5:20pm Philadelphia Marriott: Franklin 9

Chair: **Walter G Tymon**, Villanova U.

Discussant: **Ravi Madhavan**, U. of Pittsburgh

Experience, Restructuring Types and Financial Performance | **Donald D Bergh**, Denver U.; **Elizabeth Ngha-Kiing Lim**, U. of Connecticut

Learning to be Myopic | **Gael Le Mens**, Stanford U

Lose Some, Win Some: Scientist Turnover and the Disruption and Renewal of Innovation Process | **Daniel Tzabbar**, U. of Central Florida; **Mitrabarun Sarkar**, U. of Central Florida

Dynamic Capabilities Versus Other Modes Of Organizational Change | **Sandip Basu**, U. of Washington, Seattle; **Suresh B Kotha**, U. of Washington, Seattle

947 : (Paper Session) - (BPS) Alliances and Networks

4:10pm - 5:20pm Philadelphia Marriott: Room 406

Chair: **Ahmad M. Hassan**, Morehead State U.

Discussant: **Gino Cattani**, New York U.

Social Comparison among Rival Firms: Basking in Reflected Glory and Cutting off Reflected Failure | **Kwangho Kim**, Pennsylvania State U.; **Wenpin Tsai**, Pennsylvania State U.

Rivals by Association: Competitive Networks and Competitive Aggressiveness | **Emery Yao**, U. of Kentucky; **Walter J Ferrier**, U. of Kentucky; **Tieying Yu**, Boston College

Corporate Development Choices and Interdependence: Strategic Tradeoffs and Performance Implications | **Vikas A. Aggarwal**, U. of Pennsylvania; **Nicolaj Siggelkow**, U. of Pennsylvania; **Harbir Singh**, U. of Pennsylvania

External Technology Sourcing: The Effect of Uncertainty on Governance Mode Choice | **Vareska Van De Vrande**, Eindhoven U. of Technology; **Geert Duysters**, Eindhoven U. of Technology

948 : (Paper Session) - (BPS) Diversification: Scale and Scope Advantages

4:10pm - 5:20pm Philadelphia Marriott: Room 407

Chair: **Laurel A. Adams**, Rollins College

Discussant: **Tyson Brighton Mackey**, Texas A&M U.

Evolving Market for Corporate Assets in Japan: Which Firms Enter and How? | **Tatsuo Ushijima**, Aoyama Gakuin U.

➔ **Extracting Value from Client Relationships: Expertise and Cross-Selling in the UK Legal Market** | **Olivier Chatain**, INSEAD

Firm Scope and the Ecology of Strategic Moves: Inertia, Exploration, and Responses to Competition | **Stanislav D. Dobrev**, U. of Chicago

How Does Diversification Pattern Change Over Firm Life Stages: A Study of U.S. Generic Drug Industry | **Xuanli Xie**, Peking U.; **Hugh O'Neill**, U. of North Carolina, Chapel Hill

949 : (Paper Session) - (BPS) The Dynamic Resource-Based View: Exploration and Exploitation

4:10pm - 5:20pm Philadelphia Marriott: Room 408

Chair: **Inga B Hill**, Ball State U.

Discussant: **Catherine A Maritan**, Syracuse U.

➔ **Trying to Become a Different Type of Company: Dynamic Capability at Smith Corona** | **Erwin Danneels**, Worcester Polytechnic Institute

➔ **Exploration, Exploitation, and Firm Performance: Analysis of S&P 500 Corporations** | **Juha Uotila**, Helsinki U. of Technology; **Markku V. J. Maula**, Helsinki U. of Technology; **Thomas Keil**, Helsinki U. of Technology

Leaping to New Markets: The Relative Importance of History, Learning and Dynamic Capabilities | **David J. Bryce**, Brigham Young U.; **Jeffrey H. Dyer**, Brigham Young U.; **Nathan Furr**, Stanford U

Managers' Exploration and Exploitation Activities: The Influence of Coordination Mechanisms | **Tom Mom**, Erasmus U.

950 : (Paper Session) - (BPS) Executive Compensation and Corporate Governance

4:10pm - 5:20pm Philadelphia Marriott: Room 409

Chair: **Michael Whitfield**, Georgia College and State U.

Discussant: **Parthiban David**, U. of Oklahoma

Impacts of M&As on Executive Compensation of Canadian Acquiring Firms | **Virginia Bodolica**, U. du Québec en Outaouais; **Michel Magnan**, Concordia U.; **Martin Spraggon**, U. du Québec en Outaouais

➔ **CEO Incentive Alignment and Tunneling Behavior of Controlling Shareholder** | **Zhonghua Wu**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore

➔ **CEO Compensation and Managerial Risk Taking: CEO Pay Comparisons, Uncertainty, and Acquisitions** | **Tim R. Holcomb**, Florida State U.; **Cynthia E. Devers**, U. of Wisconsin-Madison; **R. Michael Holmes**, Texas A&M U.; **Michele E. Yoder**, U. of Wisconsin-Madison; **Albert Cannella**, Arizona State U.

What Really Determines Post-acquisition Executive Compensation Change? | **John Stanley Marsh**, Rensselaer Polytechnic Institute; **Hao Zhao**, Rensselaer Polytechnic Institute

951 : (Paper Session) - (BPS) Corporate Strategies

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🎯 Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - BPS 1
Presented on Panels 1-9

- 🗨️🗨️🗨️ Aligned Strategy with Structure Using Management Control Systems | **S. Noorein Inamdar**, Harvard U.; **Robert S. Kaplan**, Harvard U.
- 🗨️🗨️ Institutional Development, Firms's Political Behaviors, and Firm Performance | **Kyeungrae (Kenny) Oh**, U. of Texas at Dallas
- 🗨️🗨️ Learning About the Value of Focus during the Conglomerate Merger Wave | **Peter G Klein**, U. of Missouri
- 🗨️🗨️ Exercising corporate control : five configurations | **Denis Jean Philippe**, Evry U.
- 🗨️🗨️ Reexamining the Breach of Trust in Corporate Takeovers: An Employee Bargaining Power Perspective | **Rajiv Krishnan Kozhikode**, Hong Kong U. of Science & Technology; **Heli Wang**, Hong Kong U. of Science and Technology
- 🗨️🗨️ Environmental Munificence as a Moderator in the Diversification Performance Linkage | **Jeff Stambaugh**, Texas Tech U.
- 🗨️🗨️ Is Dominant Logic the Missing Link between Diversity and Performance of BGs in Emerging Markets | **Sougata Ray**, Indian Institute of Management Calcutta; **Raveendra Chittoor**, Indian Institute of Management Calcutta; **Subir Sen**, Heritage Institute of Technology
- 🗨️🗨️ Performance Feedback, Slack, and the Direction of Diversification | **Dinesh N Iyer**, Ohio U.; **Thomas Brush**, Purdue U., West Lafayette
- 🗨️🗨️ Do green firms diversify into clean or dirty industries? | **Luis Diestre**, U. of Southern California

952 🗨️🗨️: (Paper Session) - (BPS) **Dynamic Capabilities**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - BPS 2
Presented on Panels 15-25

- 🗨️🗨️ Complementary Strategic Orientations That Sustain Value | **Briance Mascarenhas**, Rutgers U.
- 🗨️🗨️ Relative Relational Embeddedness: Towards a Normal Integration of Resources and Relations | **Martin Bliemel**, Simon Fraser U.
- 🗨️🗨️ The Managerial Knowledge Base Underlying the Process of Strategic Renewal | **Bill Wooldridge**, U. of Massachusetts, Amherst; **Steven W Floyd**, U. of St. Gallen
- 🗨️🗨️ The Impact of Alliance Characteristics on Technological Performance in Biotechnology | **Jongwook Kim**, Western Washington U.
- 🗨️🗨️ On the Origins of Corporate Capabilities in the Multi-Business Firm: General Electric from 1940-2001 | **William Ocasio**, Northwestern U.; **John Joseph**, Northwestern U.
- 🗨️🗨️ Being Smart or Being Slow: The Relationship between the Speed of Learning and Performance | **Vladislav Maksimov**, Georgia State U.; **William Bogner**, Georgia State U.
- 🗨️🗨️ Mental Models, Resource Constraints and Differential Performance | **Abhijit Mandal**, U. of Warwick; **Don Antunes**, IMD; **Howard Thomas**, U. of Warwick
- 🗨️🗨️ Co-Specialization, Absorptive Capacity, and Organizational Performance of Information Technology | **Sung Min Kim**, Loyola U. Chicago

- 🗨️🗨️ A Property-Rights View of Franchise Branding: Theory and Propositions | **Shih-Fen S. Chen**, U. of Western Ontario
- 🗨️🗨️ The Strategic Value of Communities of Practice | **Joan Teresa Allatta**, Purdue U.
- ➔🗨️🗨️ Capabilities and Their Impact on Product and International Diversification | **M.V. Shyam Kumar**, Baruch College

953 🗨️🗨️: (Paper Session) - (BPS) **Resource-Based View -- Sustainability**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - BPS 3
Presented on Panels 35-44

- 🗨️🗨️ Acquiring Competitively Disadvantaged Targets: The Effect of Strategic Liabilities | **Richard J Arend**, U. of Nevada, Las Vegas
- 🗨️🗨️ From Resources to Imagination: New Directions for a Theory of the Firm | **Jeroen Kraaijenbrink**, U. of Twente, NIKOS; **JC Spender**, U. of Leeds; **Aard J Groen**, U. of Twente, NIKOS
- 🗨️🗨️ Ruling the Airwaves: Untangling the Effect of Shared Resources on the Performance of Radio Stations | **Jamal Shamsie**, Michigan State U.; **Michael J. Mannor**, Michigan State U.; **Alan B. Eisner**, Pace U.; **Helaine J Korn**, Baruch College
- ➔🗨️🗨️ How Dynamic are the Sources of Dynamic Capabilities? Learning from Huawei's success | **Sibin Wu**, U. of Texas, Pan American; **Tailan Chi**, U. of Kansas
- 🗨️➔🗨️ Examining the Role of Capabilities and Heterogeneity in Firm Performance | **Paul L. Drnevich**, U. of Alabama; **Aldas Kriauciunas**, Purdue U.
- 🗨️🗨️ Creating, Capturing and Keeping Rents: Is This Sequence Always Followed? | **Jean J Boddewyn**, Baruch College
- 🗨️➔🗨️ The Resource Based View: theory and practice | **Colin Eden**, Strathclyde U.; **Fran Ackermann**, Strathclyde U.
- 🗨️🗨️ Splitting the Pie at the Top: Executive Compensation, Value Creation, and Value Distribution | **Alison Mackey**, California Polytechnic State U., San Luis Obispo; **Panayiota Konstantina Kioussis**, Ohio State U.
- 🗨️🗨️ Organizational Performance Implications of the Human Resource Make or Buy Decision | **Clinton Chadwick**, U. of Alabama, Huntsville
- 🗨️🗨️ Testing Resource-Based View by Untangling Value, Rareness, Inimitability, and Non-substitutability | **Jaeyoung Kang**, State U. of New York, Albany

954 🗨️🗨️🗨️ JS: (BPS, IM, OMT) **Next Generation Offshoring: Global Sourcing of Talent**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom D
Organizer: **Joan Enric Ricart**, IESE Business School
Participants: **Arie Y. Lewin**, Duke U.; **Stephan Manning**, Duke U.; **Silvia Massini**, Manchester Business School

955 🗨️➔🗨️🗨️ JS: (BPS, TIM, ONE) **Shaping Industry Landscapes-How Capabilities & Politics Determine the Structure of the Energy Sector**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 1
Discussants: **Michael V. Russo**, U. of Oregon; **Erkko Autio**, Imperial College London; **Ingo Holzinger**, York U.

Creating Opportunity: Antecedents of Entrepreneurial Activity in the Emerging Wind Power Industry | **Wesley Sine**, Cornell U.; **Brandon H. Lee**, London Business School

How Capabilities and Political Strategies Shape Energy Industries | **Till Stenzel**, Imperial College London; **Alexander Frenzel**, Imperial College London

Collective Corporate Political Strategies: Are Late Joiners the Free Riders? | **Magali Delmas**, U. of California, Santa Barbara; **Maria J. Montes-Sancho**, Carlos III U.

956 : (Paper Session) - (CAR) Empirical and Theoretical Perspectives on Role Models and Mentoring

4:10pm - 5:20pm Pennsylvania Convention Center: Room 111A

Chair: **Peter A. Heslin**, Southern Methodist U.

Discussant: **Barbara Demel**, WirtschaftsU. Wien

📖 Mentoring Functions, Protégé Attitude Toward Knowledge Sharing and Protégé Knowledge Sharing | **Changya Hu**, National Taiwan U. of Science and Technology

Nominee for The Careers Division Applied Paper Award

📖 Social Influence Effects of Role Models on Organizational Support, Commitment, and Job Satisfaction | **Thomas J. Zagenczyk**, Clemson U.; **Audrey Murrell**, U. of Pittsburgh; **Ray Gibney**, U. of Pittsburgh; **Richard Bruns**, Clemson U.

🗣️➔📖 The Effects of Mentoring on Mentor's Job Performance and Social Status | **Dong Liu**, U. Washington; **Ho Kwong Kwan**, Drexel U.; **Yina Mao**, Chinese U. Hong Kong

📖 Inspiration from Afar: A Theoretical Foundation for Vicarious Role Modeling Research | **Richard Donald Cotton**, Boston College

957 : (Paper Session) - (CAR) Studies of Career Transitions

4:10pm - 5:20pm Pennsylvania Convention Center: Room 111B

Chair: **Wendy J Walker**, Georgia Institute of Technology

Discussant: **Hugh P. Gunz**, U. of Toronto

🗣️➔📖 Career Transitions: An Empirical Examination of Second Career of Military Retirees | **Eran Vigoda-Gadot**, U. of Haifa; **Shmulik Grimland**, U. of Haifa; **Yehuda Baruch**, U. of East Anglia

The Role of Protean Career Attitude During Unemployment and Upon Reemployment: A Longitudinal Study | **Lea Waters**, U. of Melbourne; **Douglas T. Hall**, Boston U.

🗣️📖 Leaving Corporate Boundaries: Leveraging Mentors in Career Transitions to Entrepreneurship | **Siri Ann Terjesen**, Queensland U. of Technology; **Sherry E. Sullivan**, Bowling Green State U.

📖 In the Eyes Of the Beholder: Self Evaluation In Women's Career Re-Entry Experiences After 1st Birth | **Jamie J. Ladge**, Boston College

Nominee for The Arnon Reichers Best Student Paper Award

958 CAU: (CAU) Empowerment: Conceptual Issues and Approaches for Research

4:10pm - 5:20pm Pennsylvania Convention Center: Room 106A

Organizer: **Louis White**, U. of Houston, Clear Lake

Participants: **Paul E. Spector**, U. of South Florida; **Myron D Fottler**, U. of Central Florida; **Kevin Wooten**, U. of Houston, Clear Lake; **Alix Valenti**, U. of Houston, Clear Lake

959 CAU: (CAU) The "Human" Side of Project Management

4:10pm - 5:20pm Pennsylvania Convention Center: Room 106B

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

Organizers: **Jonathan C. Ziegert**, Drexel U.; **Vadake Narayanan**, Drexel U.

Participants: **Edwin J. Andrews**, Project Management Institute; **Gina Colarelli O'Connor**, Rensselaer Polytechnic Institute; **John E. Ettl**, Rochester Institute of Technology; **Jeffrey H. Greenhaus**, Drexel U.; **John Schaubroeck**, Drexel U.

960 CAU: (CAU) Organizational Errors

4:10pm - 5:20pm Pennsylvania Convention Center: Room 107A

Organizer: **Rangaraj Ramanujam**, Purdue U.

Participants: **Paul S. Goodman**, Carnegie Mellon U.; **Timothy J. Vogus**, Vanderbilt U.; **Peter E. Rivard**, Center for Organization, Leadership and Management Research; **Regina F. Bento**, Harvard U.; **John S Carroll**, MIT Sloan School of Management

961 📖: (Paper Session) - (CM) Gender in Negotiations: Roles, Stereotypes, and the Display of Emotion.

4:10pm - 5:20pm Pennsylvania Convention Center: Room 105A

Chair: **Kate Rowbotham**, U. of Toronto

Discussant: **Hannah Riley Bowles**, Harvard U.

In the Words of Larry Summers: Gender Stereotypes and Implicit Negotiation Beliefs | **Laura Kray**, U. of California, Berkeley; **Conson Chou Locke**, U. of California, Berkeley; **Michael Haselhuhn**, U. of California, Berkeley

📖 Gender Roles and Outcomes in Mixed-Motive Negotiation | **Edward W. Miles**, Georgia State U.; **Margaret Marie LaSalle**, Georgia State U.

📖 Benefits of Strategic Display of Emotion in Negotiation: Accounting for Gender and Social Context | **Layne Paddock**, U. of Florida

962 📖: (Paper Session) - (CM) Workplace Aggression: Mobbing, Performance Feedback, and Out-group Categorization.

4:10pm - 5:20pm Pennsylvania Convention Center: Room 105B

Chair: **Merideth Ferguson**, Vanderbilt U.

Discussant: **Laurie J. Barclay**, Wilfrid Laurier U.

Mobbing in the Workplace: A Worldwide Problem | **Carisa Almeida-Bradaschia**, EAESP-FGV; **Paula Emiko Kuwamoto**, EAESP-FGV

📖 Intergroup Counterproductive Work Behavior: The Effects of Conflict and Self-Categorization | **Janelle Enns**, U. of Lethbridge; **Maria Rotundo**, U. of Toronto

The Effects of Performance Feedback and Motive to Aggress on Aggressive Behavior | **Eliza Wicher**, Wayne State U.; **James M. LeBreton**, Purdue U.

963 🗣️: (CMS) Critical Management Studies Keynote

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom I

Presenter: **Charles Perrow**, Yale U.

964 📖: (Paper Session) - (ENT) Entrepreneurial Management

4:10pm - 5:20pm Philadelphia Marriott: Franklin 11

Chair: **Bruce Walters**, Louisiana Tech U.

Discussant: **JUN YU**, U. of Illinois at Chicago

📖 Keeping the Dream Alive – Ambidextrous Management and Entrepreneurial Growth Companies | **Tobias Kollmann**, U. of Duisburg-Essen; **Andreas Kuckertz**, U. of Duisburg-Essen; **Christoph Stöckmann**, U. of Duisburg-Essen

- 📄 Predictors and Behavioral Consequences of Family Business Successors' Commitment | **Greg Irving**, Wilfrid Laurier U.; **Joel Marcus**, School of Business & Economics, Wilfrid Laurier U.; **Pramodita Sharma**, Wilfrid Laurier U.
- ➔ Entrepreneurial Management in the Chinese Online Game Industry | **Denise Tsang**, U. of Reading Business School
- 📄 Entrepreneurship in Silicon Valley during the Boom and Bust | **Robert W. Fairlie**, U. of California, Santa Cruz

- 965** 📄🗣️📄: (ENT) **Prescriptive Entrepreneurship**
4:10pm - 5:20pm Philadelphia Marriott: Franklin 12
Organizer: **James Fiet**, U. of Louisville
Overview of Informational Economics | **James Fiet**, U. of Louisville
Summary of Experimental Trials Presenter | **Robert D Nixon**, U. of Louisville
Taking a Second Look at Systematic Search Presenter | **Pankaj C Patel**, U. of Louisville
Forgiving Business Models | **James Fiet**, U. of Louisville
Teaching Prescriptive Entrepreneurship Presenters | **William I. Norton**, U. of Louisville; **Van G.H. Clouse**, U. of Louisville

- 966** 📄: (Paper Session) - (ENT) **Sustainable and Social Entrepreneurship**
4:10pm - 5:20pm Philadelphia Marriott: Room 410
Chair: **Harriet Stephenson**, Seattle U.
Discussant: **Carla Pavone**, U. of Minnesota
- 🗣️📄 Developing an Interactive Model of Social Entrepreneurship | **Clodia Vurro**, Bocconi U.; **Francesco Perrini**, Bocconi U.
 - 🗣️ The Entrepreneurship - Environment Nexus: Uncertainty, Innovation, and Allocation | **Jeff York**, U. of Virginia; **S. Venkataraman**, U. of Virginia - Darden
 - 🗣️ A Conceptual and Theoretic Examination of Social Entrepreneurial Discovery | **Patrick J. Murphy**, DePaul U.; **Susan Coombes**, Syracuse U.
 - ➔📄 The Concept of Sustainable Entrepreneurship: A Conceptual Framework and Empirical Analysis | **Ioannis N Katsikis**, Athens U. of Economics and Business; **Lida Kyrgidou**, Athens U. of Economics and Business

- 967** 📄: (Paper Session) - (ENT) **The Growing Role of Entrepreneurial Orientation Explanations**
4:10pm - 5:20pm Philadelphia Marriott: Room 411
Chair: **Goce Andrevski**, U. of Kentucky
Discussant: **G. T. Lumpkin**, Texas Tech U.
- 📄 From Entrepreneurial Orientation to Entrepreneurial Action: The Role of High-Performance Work Systems | **Taiyuan Wang**, U. of Western Ontario; **Stewart Thornhill**, U. of Western Ontario
 - 📄 What Really Matters? A Meta-Analytic Examination of the EO-Performance Relationship | **Justin L. Davis**, Ohio U.; **Jeffrey E McGee**, U. of Texas, Arlington; **Gary C. McMahan**, U. of Texas, Arlington
 - ➔📄 Learning and Small Firm Growth: The Role of Entrepreneurial Orientation | **James A Wolff**, Wichita State U.; **Timothy Pett**, Wichita State U.
 - 🗣️📄 An Entrepreneurial Orientation: The Role of Resources and Governance in Nonprofit Economies | **Susan Coombes**,

Syracuse U.; **James Haynie**, Syracuse U.; **Michael H. Morris**, Syracuse U.

- 968** 📄: (Paper Session) - (ENT) **Entrepreneurship and Emerging Economies**
4:10pm - 5:20pm Philadelphia Marriott: Room 412
Chair: **Suzanne Gladys Tilleman**, U. of Oregon
Discussant: **Aaron Chatterji**, Duke U.
- ➔📄 International Networks, Foreign Market Knowledge and Internationalization of Czech SMEs | **Martina Musteen**, San Diego State U.; **Deepak K Datta**, U. of Texas, Arlington; **Shaker A. Zahra**, U. of Minnesota
 - ➔📄 Strong Ties and Weak Ties in New Venture Internationalization in Transition Economies | **Andreea Noemi Kiss**, Georgia State U.; **Wade Danis**, Georgia State U.
 - ➔➔ Learning During and After Internationalization by Entrepreneurial Firms from Emerging Economies | **Susanna Khavul**, U. of Texas at Arlington; **Garry D Bruton**, Texas Christian U.; **Congcong Zheng**, San Diego State U.; **Eric Wood**, U. of Cape Town
 - ➔ Entrepreneurial Strategies and Organizational Learning in Emerging Economies | **Wayne Daniel Jones**, Roosevelt U.; **William David Brice**, U. of Arkansas, Little Rock; **James Richardson**, U. of Hawai'i; **Tung X. Bui**, U. of Hawai'i

- 969** 🗣️: (Paper Session) - (ENT) **Technology Entrepreneurship Outcomes**
4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - ENT 1
Presented on Panels 31-34
- 🗣️📄 The Impact of High-Technology Ventures' Resources on Their Post-IPO Market Value | **Raj V Mahto**, California State U. Fullerton; **Dmitry Mikhail Khanin**, California State U. Fullerton; **Peter Davis**, U. of Memphis
 - 🗣️🗣️📄 Who Learns What? – A Study Based On Entrepreneurs from Biotechnology New Ventures | **Deepak Sardana**, Australian National U.; **Don Scott-Kemmis**, Australian National U.
 - 🗣️🗣️📄 Toward A Social Capital Theory Of Technology-Based New Ventures As Complex Adaptive Systems | **Mary Han**, Ryerson U.
 - ➔➔🗣️📄 The Influence of Customer Loyalty Dimensions on the Performance of New Technology-Based Firms | **Malte Brettel**, Aachen U. (RWTH); **Daniela Goedecke**, Aachen U.; **Florian Heinemann**, Aachen U. (RWTH)

- 970** 🗣️: (Paper Session) - (ENT) **Corporate Entrepreneurship**
4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - ENT 3
Presented on Panels 45-47
- 🗣️ The Framing of New Business Concepts in Established Corporations | **Christian Czernich**, Not Specified; **Ivo Zander**, Uppsala U.
 - 🗣️📄 Enhancing Corporate Entrepreneurship through Thinking Style Balance | **Kevin S. Groves**, California State U. Los Angeles
 - 🗣️🗣️📄 The Relationship of Stakeholder Salience and Organizational Posture to Corporate Entrepreneurship | **Jeffrey S Hornsby**, Ball State U.; **Michael G Goldsby**, Ball State U.; **Donald F Kuratko**, Indiana U.

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | ➔ Best Paper Proceedings

971 → 📄: (Paper Session) - (GDO) **A Cross-Cultural Examination of Work and Family Balance**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 104A

Chair: Claudia Verena Peus, Massachusetts Institute of Technology

Discussant: Quinetta Roberson, Cornell U.

📄 Work-Life Balance for Women Entrepreneurs in Brazil | **Camilla Quental**, HEC, Paris; **Ursula Wetzel**, Coppead/UFRJ - Federal U. of Rio de Janeiro

📄 Alleviating Work-family Conflict in Sweden and the United States | **Jessica Bagger**, California State U. Sacramento; **Barbara A. Gutek**, U. of Arizona

→ 📄 Perceptions of Work-Family Balance Among Female Middle Managers: A Cross-Cultural Comparison | **Claudia Verena Peus**, Massachusetts Institute of Technology; **Eva Traut-Mattausch**, Ludwig-Maximilians U., Munich; **Alexa von Vever**, Ludwig-Maximilians U., Munich

972 📄: (Paper Session) - (GDO) **Diversity and Negative Emotions at Work**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 104B

Chair: Eden King, George Mason U.

Discussant: Louise Tourigny, U. of Wisconsin, Whitewater

📄 🗣️ → 🗣️ Feeling Badly and Acting Worse: Negative Emotion and Aggression in a Male-Dominated Workplace | **Alberto Ramirez**, U. of Queensland; **Julie Wolfram Cox**, Deakin U.

Who Cares About Diversity? Intergroup Emotion Reactions to Diversity Management Initiatives | **Patricia Garcia-Prieto**, Stanford U.; **Diane Mackie**, U. of California, Santa Barbara
When Can Angry Women Get Ahead? Status Conferral, Gender, and Workplace Emotion Expression | **Victoria L. Brescoll**, Yale U.
GDO Division Best Paper Based on a Dissertation

973 📄 🗣️ → 🗣️: (GDO) **GDO Town Hall Meeting: AOM Coalition on Faculty Diversity - Progress Report and Future Planning**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 108A

Organizers: Ron Ophir, York U.; **Susan L. Kirby**, Texas State U.

Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; **Erika H. James**, U. of Virginia

Facilitators: Karen S. Whelan-Berry, Utah Valley State College; **Christine Brown Mahoney**, Hamline U.; **Robyn A. Berkley**, Southern Illinois U., Edwardsville; **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Joycelyn Finley-Hervey**, Florida A&M U.; **Martin N. Davidson**, U. of Virginia; **Lucrezia Songini**, Bocconi U.
New Title |

974 : (HCM) **HCM Distinguished Speaker**

4:10pm - 5:20pm Loews Philadelphia: Commonwealth B

Organizer: Timothy Hoff, State U. of New York, Albany

975 : (Paper Session) - (HR) **Socialization and Fit**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 112A

Chair: Talya N. Bauer, Portland State U.

Discussant: Jacqueline Laura Power, Brandon U.

→ 🗣️ 📄 The Perceived Person-Environment Fit Scale (PPEFS): Development of Four Fit Measures | **Aichia Chuang**, National Taiwan U.; **Chi Tai Shen**, National Taiwan U.

Fitting with Organizations or Jobs?: A Multilevel Investigation of HR Effects on Employee Behaviors | **Norihiko Takeuchi**, Tokyo U. of Science; **Tomokazu Takeuchi**, Kawaguchi Junior College; **Yutaka Toshima**, Nihon U.

→ 📄 Newcomer Adjustment Strategies: A Cost-Benefit Model | **Helena Cooper Thomas**, U. of Auckland; **Marie Wilson**, U. of Auckland

📄 Socialization of New Employees in Indian IT Firms | **Sunil Kumar Singh**, Indian Institute of Management, Bangalore; **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore

976 : (Paper Session) - (HR) **Managing Human Capital**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 112B

Chair: Geoff De Lacy, Managing Director Polaris Consulting

Discussant: Christophe Estay, Bordeaux Business School

🗣️ 📄 The Management of Firm-Specific Skills | **Maria Carmen Triana**, Texas A&M U.; **Maria Fernanda Garcia**, U. of Texas at El Paso

🗣️ 📄 Firm-Explicit Human Capital: The Value of Transferable Knowledge in the Labor Marketplace | **Michael Sturman**, Cornell U.; **Kate Walsh**, Cornell U.; **Robin Cheramie**, Kennesaw State U.

A Framework for Managing Contract Human Capital | **Bill Castellano**, Rutgers U.

→ 📄 Monetary Human Capital Measurement: Empirical Evidence from the German DAX 30 Companies | **Christian Scholz**, U. of Saarland; **Volker Stein**, U. of Siegen; **Stefanie Müller**, U. of Saarland

977 : (HR) **Ice Cream Social & Member Networking Event**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 113B

978 📄 JS: (HR, MOC) **Conscious and Subconscious Goal Effects on Self-Efficacy and Performance in Single and Dual Tasks**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 113C

Discussant: Gary P. Latham, U. of Toronto

What Happens to Performance when Conscious and Subconscious Goals are in Conflict | **Edwin A. Locke**, U. of Maryland, College Park

Effects of Subconscious Self-Efficacy on Performance | **Alexander Stajkovic**, U. of Wisconsin, Madison

Goal Specificity, Personality and Dual Creativity and Efficiency Task Performance | **Sivan Kremer**, Technion U.

Subconscious Goals, Conscious Creativity & Efficiency Goals, and Dual Task Performance? | **Miriam Erez**, Technion U.; **Sivan Kremer**, Technion U.

979 → 📄: (Paper Session) - (IM) **Networks, Business Groups and Subsidiary Performance**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 3

Chair: Richard C Hoffman, Salisbury U.

Discussant: Desislava Dikova, U. of Groningen

→ Foreign Peer Networks and Foreign Subsidiary Performance | **Jing'an Tang**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario

→ 📄 Examining Global Responsiveness of Offshore Sourcing Firms: Its Determinants and Effect | **Ming-tien Tsai**, National Cheng Kung U.; **Yen-Chih Huang**, National Cheng Kung U.; **Rong Ma**, U. of Memphis

- From Inward FDI to Outward FDI: The Direct and Moderating Effects of Business Group Experience | **Xuwei Ma**, National U. of Singapore; **Jane Lu**, Singapore Management U.
- Implementing Global Strategies After Mergers and Acquisitions | **Helene Loe Colman**, Norwegian School of Management; **Birgitte Groggaard**, Haskayne School of Business, University of Calgary

980 → (IM) **International Management Division Executive Panel: Experience in Doing Well by Doing Good**

4:10pm - 5:30pm Philadelphia Marriott: Franklin 4
 Ms. Aster Angagaw is Snr VP, Strategy, Planning and Quality of Sodexo Corporate Services; and Mr. Mark Durand is CFO of Teva Pharmaceuticals USA.
 Chair: **Bernard M Wolf**, York U.
 Moderator: **Ram Mudambi**, Temple U.
 Speakers: **Aster Angagaw**, Sodexo Corporate Services; **Mark W. Durand**, Teva Pharmaceuticals USA

981 → (Paper Session) - (IM) **Knowledge Transfer and Spillovers**

4:10pm - 5:20pm Philadelphia Marriott: Room 414
 Chair: **Rakesh B. Sambharya**, Rutgers U.
 Discussant: **Robert Salomon**, New York U.
 → A Resource Dependence Perspective of Knowledge Transfer in International Technology Licensing | **Preet S Aulakh**, York U.; **Marshall Shihing Jiang**, Brock U.
 → How Much do Country Differences Matter in the Performance of Routines Transferred Across Borders? | **Marshall Vance**, Brigham Young U.
 → Patterns of R&D FDI and Knowledge Flows in a Multinational Context | **Mehmet Demirbag**, Sheffield U.; **Violina Ratcheva**, U. of Sheffield
 FDI and the Productivities of Domestic Firms: Technology Spillovers within and between Industries | **Feng Helen Liang**, U. of California, Berkeley

982 → (Paper Session) - (IM) **Leader-Member Exchange and Transformational Leadership**

4:10pm - 5:20pm Philadelphia Marriott: Room 415
 Chair: **Rajnandini Pillai**, California State U. San Marcos
 Discussant: **Kevin B. Lowe**, U. of North Carolina, Greensboro
 A Taxonomy of Supervisor-Subordinate Exchanges Across Cultures | **Naresh Khatri**, U. of Missouri, Columbia
 → Family-Friendly Programs, Leadership, Work Attitudes and Behaviors: A Cross-Level Investigation | **Peng Wang**, Miami U. Ohio; **Fred O. Walumbwa**, Arizona State U.
 → LMX and Work Outcomes: The Mediating Role of Delegation in the Malaysian Business Context | **Mahfooz Alam Ansari**, U. of Lethbridge; **Bui Bui Lee**, Kolej Damansara Utama; **Rehana Aafaqi**, U. of Lethbridge
 → A Model of Emotional Intelligence, Transformational Leadership, Creativity, and Learning | **M. Afzalur Rahim**, Western Kentucky U.; **Clement Psenicka**, Youngstown State U.

983 → (Paper Session) - (IM) **Emerging, Transition and Developing Economies**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - IM 1

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

Presented on Panels 48-54

- Sustainability of Abnormal Returns in Emerging Economies | **Francisco Diaz Hermelo**, U. San Andres; **Roberto Vassolo**, IAE Business School - U. Austral
- Financial Performance of Foreign and Domestic Owned Companies in a Transitional Economy: Indian Case | **Sudershan Kuntluru**, NMIMS U.; **Venkata Reddy Muppani**, Indian Institute of Technology Bombay; **Mohammad Akbar Ali Khan**, Osmania U.
- Dinosaurus and Mammals: The Internationalization of CEE Firms in Different Institutional Contexts | **George A. Shinkle**, Purdue U., West Lafayette; **Aldas Kriauciunas**, Purdue U.
- Institutional Quality and the Environment for Entrepreneurship in Emerging Markets | **Jonathan P Doh**, Villanova U.; **Joseph A LiPuma**, Boston U.; **Scott L. Newbert**, Villanova U.
- Organizational Change and its cost in Emerging Economies | **Wei Chen**, U. of Alberta
- Foreign Ownership and Subsidiary Performance of MNEs from an Emerging Country | **Weiwei Xu**, National U. of Singapore
- Legal Forms of Ownership and Economic Performance of Joint Ventures in Transition Economies | **Lyubov A. Bogun**, Odesa Institute of Entrepreneurship and Law; **Dmitro A. Sokolov**, Independent Researcher

984 → JS: (IM, ODC, BPS) **Multi-Level Analysis of Organizational Decline and Recovery in both International and U.S. Firms**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom C
 Discussant: **Vincent L Barker**, U. of Kansas
 Human Capital, Social Capital and Moderating Effect on Organizational Decline | **Yu-Chen Wei**, Ming Chuan U.
 The Birth, Transformation and Death of Organizations: Two Industries in Taiwan | **Carol Yeh-yun Lin**, National Chengchi U., Taiwan
 Management Styles of a Newly Appointed Leader in a Turnaround Context | **Conor O'Kane**, National U of Ireland - Galway; **James A. Cunningham**, National U. of Ireland, Galway
 Dynamics of Decline and Turning Around of Organizations | **Sunil Maheshwari**, Indian Institute of Management Ahmedabad
 Fatally Flawed | **Kira Kristal Reed**, Syracuse U.; **Dennis J Gillen**, Syracuse U.; **S.P. Raj**, Cornell U.

985 → JS: (IM, SIM, PNP) **Learning from International Humanitarian Organizations: Focus on Africa**

4:10pm - 5:20pm Philadelphia Marriott: Room 413
 Organizer: **Svetlana Madzar**, University of Minnesota
 Participants: **Hugh Parmer**, American Refugee Committee; **Nancy Lindborg**, Mercy Corps

986 : (Paper Session) - (IP) **Organizational Change I**

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A1
 Facilitator: **Michael L Moore**, Michigan State U.
 → ODC: Building Organizational Resilience in a Police Force | **Reuben Chong Wee Ng**, Nanyang Technological U.

MONDAY

📖 **BPS**: Strategies for Large-Scale Organizational Change | **Raf Sluismans**, Maastricht U.; **Friso den Hertog**, UNU-MERIT; **Paul Kunst**, UNU-MERIT

ODC: Escaping the Iron Cage: Institutional Work, Field Theory, and Organizational Change | **James Vardaman**, U. of Memphis; **John Matthew Amis**, U. of Memphis

ODC: Organizational Change and the Communication Roles of Middle Managers | **Tracy A Thompson**, U. of Washington, Tacoma; **Jill M Purdy**, U. of Washington, Tacoma; **Donald B. Summers**, U. of Washington, Tacoma

BPS: The Divesting Process and the Success of Divestitures | **Caterina Moschieri**, IESE, U. of Navarra

987 : (Paper Session) - (IP) Organizational Learning

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **George Westerman**, Massachusetts Institute of Technology

📖 **ENT**: Start-ups, Knowledge Acquisition and Knowledge Exploitation: Does Proximity Really Matter? | **Cristina Boari**, U. of Bologna; **Antonio Majocchi**, Pavia U.; **Manuela Presutti**, Bologna U.

OMT: Organizational Learning and the Ambidextrous Form: The Case of IBM Microelectronics | **Robert C Wood**, San Jose State U.; **George Westerman**, Massachusetts Institute of Technology; **Wendy K. Smith**, U. of Delaware; **Michael L. Tushman**, Harvard U.

BPS: Explorative-Exploitative Search and Knowledge Creation: A Contingency Perspective | **Jatinder Singh Sidhu**, Erasmus U.

📖 **OB**: Health Care Employee Attitudes, Norms, Beliefs and Participation in a Patient Scheduling Program | **David C. Mohr**, U.S. Department of Veterans Affairs; **Carol VanDeusen Lukas**, U.S. Department of Veterans Affairs; **Mark Meterko**, U.S. Department of Veterans Affairs

988 : (Paper Session) - (IP) The Strategic Planning Process I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Jongwook Kim**, Western Washington U.

📖 **ODC**: Testing the Impact of an OD Based Strategy Formulation Model on Performance | **Jimmy Brown**, Infote Corp.

➔ **BPS**: Governance vs. Strategy as the Determinant of Profitability: Japanese Enterprises in Transition | **Asli M. Colpan**, Doshisha U.; **Takashi Hikino**, Kyoto U.; **Toru Yoshikawa**, McMaster U.

➔ 📖 **RM**: The Frontier of Performance | **Timothy Michael Devinney**, Australian Graduate School of Management; **Gerry Johnson**, Lancaster U.; **George S Yip**, London Business School

➔ 📖 **BPS**: Exploring the Determinants of Corporate Political Strategy: The Evidence from Chinese Transition | **Zhilong Tian**, Huazhon U. of Science and Technology; **Xinming Deng**, Huazhong U. of Sci. & Tech. China

989 : (Paper Session) - (IP) Top Management Influence I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Yuri Mishina**, Michigan State U.

📖 **BPS**: A Multilevel Model of Executive Involvement in Strategic Alliance Functions | **Baniyelme David Zoogah**, Morgan State U.

📖 **OMT**: Micro- and Macro-Level Adaptation of Organizational Routines | **Bo H. Eriksen**, U. of Southern Denmark; **Dorthe Døjbak Haakonsson**, Aarhus School of Business

➔ **MOC**: Strategic Orientation in Executive's Perception of Firm Priorities: An Attention-Based View | **Tiemin Wang**, Peking U.

➔ 📖 **BPS**: The Effect of TMT Composition on R&D and on Managing Resource Dependence in the Context of China | **Livia Markoczy**, U. of Texas, Dallas; **Yuan Lu**, Chinese U. of Hong Kong; **Weiwen Li**, Chinese U. of Hong Kong; **Erming Xu**, Renmin U. of China; **Han Zhang**, Renmin U. of China

📖 **PNP**: How the Fed Thinks: Narrative Construction at the Federal Reserve | **Mitchel Abolafia**, U. at Albany, SUNY

990 : (Paper Session) - (IP) Identifying Entrepreneurial Opportunities II

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Barbara Jean Bird**, American U.

ENT: What Makes Business Plans "Work" for Entrepreneurs? An Exploratory Study and Sensemaking Model | **Elizabeth Ann McCrea**, Seton Hall U.

ENT: Opportunities as Existing and Created: A Study of Entrepreneurs in Swedens Mobile Internet Industry | **Henrik Berglund**, Chalmers U. of Technology

📖 **ENT**: Learning Not to Fall: Venture Selection and the Transformation Heuristic | **Tony Briggs**, Boston U.; **Paul R. Carlile**, Boston U.

OMT: Strategic Ambiguity as a Rhetorical Resource for Enabling Multiple Interests | **John Sillince**, Strathclyde Business School; **Paula Jarzabkowski**, Aston Business School; **Duncan Shaw**, Aston Business School

📖 **ENT**: High-Reliability Organizations and the Mindful Discovery of Entrepreneurial Opportunities | **Claus Rerup**, U. of Western Ontario; **Jeremy Yip**, U. of Toronto; **Ian C MacMillan**, U. of Pennsylvania

991 : (Paper Session) - (IP) Implementation of and Resistance to Change in Technology II

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Robert Epstein**, U. of Central Oklahoma

➔ 📖 **TIM**: ERP and Organizational Changes: Perspectives | **Eric Simon**, ESSCA group

📖 **OCIS**: Exploring IS Use: Behavior, Intent, Cognitive Planning, and Habit as Predictors of Use | **Danail Ivanov Ivanov**, Case Western Reserve U.

📖 **OCIS**: Lessons from an IS Implementation: A Social Network Perspective | **Hung-Pheng Tan**, National U. of Singapore; **Victor Ansheng Chew**, National U. of Singapore

➔ 📖 **OMT**: Computerization Movement and the Adoption of ERP Systems by Italian Organizations | **Srikanth Paruchuri**, U. of Florida; **Vincenzo Morabito**, Bocconi U.; **Henry L Tosi**, U. of Florida

📖 **HCM**: The Use of Knowledge Management in Telemedicine and Perceived Effects on Patient Care Activities | **Jami Leanne DelliFraine**, Penn State; **Kathryn H. Dansky**, Pennsylvania State U.; **Jill Rumberger**, Penn State Harrisburg

992 : (Paper Session) - (IP) Learning from Alliances

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Mary B Teagarden**, Thunderbird School of Global Management

- **IM**: Why to Teach Potential Competitors under Knowledge Asymmetry in International Alliances? | **Sonya Wen**, National Taiwan U.; **Cheng-Min Chuang**, National Taiwan U.
- OCIS**: Alliances as a Vehicle for e-Business Enablement: A Study of e-Business Alliance Formation | **Darrin V Thomas**, U. of Illinois, Chicago
- **IM**: Exogenous vs. Endogenous Uncertainty, Learning, and Real Options | **Sangcheol Song**, Ohio State U.
- BPS**: Knowledge Replication from Strategic Alliances | **Nicolas Rolland**, CERAM
- ENT**: Varieties of Cooperation: The Ceramic Tableware District of Lampang, Thailand | **Weeranant Kamnungwut**, Birkbeck College, U. of London; **Frederick Guy**, Birkbeck, U. of London

993 : (Paper Session) - (IP) Managing Risk

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Yong Li**, State U. of New York, Buffalo

- **OMT**: High Reliability Organizations and Operational Risk | **Janann Joslin Medeiros**, U. de Brasilia ; **Wellington Pinto**, U. de Brasilia
- BPS**: Dynamic Capability, Risk and Performance | **Yi-Ju Lo**, National Taiwan U.
- **IM**: Risk-Return Trade-Off for Global Contractual Suppliers: A Competence-based Perspective | **Chia-Wen Hsu**, National Taiwan U.
- **BPS**: Competence-based Growth Strategy, Boundary Decision, and Risk-Return Relationship | **Chia-Wen Hsu**, National Taiwan U.
- **IM**: Risk and Capital Structure in Asian Project Finance | **Paul M Vaaler**, U. of Illinois, Urbana-Champaign; **Barclay James**, U. of Illinois at Urbana-Champaign; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

994 : (Paper Session) - (IP) Career Management and Gender Differences

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Maria Theresa Humphries**, U. of Waikato

- CMS**: They Lost Faith in Her: Gender in Coverage of Carly Fiorina's Tenure at HP | **Linda A Krefting**, Texas Tech U.
- OCIS**: Women's Groups in Open Source Software: Four Exploratory Case Studies | **Katherine J. Stewart**, U. of Maryland, College Park; **Yixin Qiu**, U. of Maryland, College Park; **Kathryn M. Bartol**, U. of Maryland, College Park
- GDO**: Legislative Framework of Equal Employment Opportunity in Pakistan | **Faiza Ali**, Macquarie U., Sydney
- **GDO**: Gendered Lenses in Contexts: A Study of Managerial Women | **Peter Anthony Murray**, Macquarie U., Sydney; **Jawad Syed**, Macquarie U., Sydney
- GDO**: Social Capital as a Gendered Construct | **Jacqueline N. Hood**, U. of New Mexico; **Harry J Van Buren**, U. of New Mexico

995 : (Paper Session) - (IP) Conflict and Negotiation II

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Beverly J. DeMarr**, Ferris State U.

- **CM**: Culture and Conflict Strategy Fit Among Firms in Transnational Business Contract Disputes | **George O. White III**, U. of Texas at El Paso; **Richard A. Posthuma**, U. of Texas El Paso; **John Hadjimarcou**, U. of Texas at El Paso
- CM**: Reciprocity in Ultimatum Games: Fairness Perception, Negative Emotions, and Partner Closeness | **Xiao-Ping Chen**, U. of Washington; **Marion Bussmann**, U. of Washington; **Daniel Gregory Bachrach**, U. of Alabama
- OMT**: Assessing the Effectiveness of Bargaining | **Guilhem Bascle**, HEC Paris

996 : (Paper Session) - (IP) Entrepreneurial Process III

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Franz W. Kellermanns**, Mississippi State U.

- **TIM**: A Meso-level Theory of Scientific Disclosure and Scientist Entrepreneurship | **Peter T. Gianiodis**, Clemson U.
- **IM**: The World Of Bazaar: On-line Entrepreneurship In Emerging Economies | **Ramya Rajajagadeesan**, U. of Texas at Dallas; **Jane E. Salk**, U. of Texas at Dallas; **Li Sun**, U. of Texas at Dallas
- OMT**: Does Feedback Mechanism Matter: The Commercialization Performance of Incubation Ventures | **Shih-kuan Chiu**, Feng-Chia U.; **Kai-Fen Chang**, Feng-Chia U.
- ENT**: Entrepreneurial Resource Mobilization | **Jaume Villanueva**, U. of Minnesota; **Andrew H. Van de Ven**, U. of Minnesota; **Harry J Sapienza**, U. of Minnesota

997 : (Paper Session) - (IP) Human Resource Management I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Marco Grazi**, Scuola Superiore Sant'Anna

- OB**: An Exploratory Study of Perceived Employee Superfluity | **Humphry Hung**, Hong Kong Polytechnic U.; **Y. H. Wong**, Hong Kong Polytechnic U.
- OMT**: Stock Price Reactions on Corporate Layoff Announcements: A Resource and Systems Theory-based Analysis | **Lars Schweizer**, Grenoble Ecole de Management; **Paul Bilsdorfer**, Not Specified
- **HR**: Exchange Process Legitimacy Theory in Employment Relations | **Rene Schalk**, Tilburg U.
- OMT**: Wage structure in Italian Manufacturing Firms | **Giulio Bottazzi**, Scuola Superiore Sant'Anna; **Marco Grazi**, Scuola Superiore Sant'Anna

998 → (MC) The New American Workplace - Management Consulting Division Invited Speaker: Edward E. Lawler III

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom C1

Program Chair: **C. Ken Weidner**, Saint Joseph's U.

Distinguished Speaker: **Edward E. Lawler III**, U. of Southern California

The New American Workplace | **Edward E. Lawler III**, U. of Southern California

999 (Paper Session) - (MED) Management Education: Evaluating Value and Benefits

4:10pm - 5:20pm Pennsylvania Convention Center: Room 108B

Chair: **Mark Fenton-O'Creevy**, Open U.

Discussant: **Tom Bryant**, Rowan U.

📖📖 Learning Assessment in Business Schools: A Stakeholder Analysis | **Pamela M Buckle Henning**, Adelphi U.; **MaryAnne Hyland**, Adelphi U.

📖 Satisfied Over Time? Participants' Appraisal of Executive MBA Programs | **Christoph Grimpe**, Centre for European Economic Research; **Thomas Weber**, A.T. Kearney

📖📖 MBA Market Differentiation: An Analysis of Recruiter Perceptions and School Characteristics | **Anson Seers**, Virginia Commonwealth U.; **Jeffrey A Krug**, Virginia Commonwealth U.

📖📖 How Relevant is the MBA? Assessing the Alignment of MBA Curricula and Managerial Competencies | **Robert S. Rubin**, DePaul U.; **Erich C. Dierdorff**, DePaul U.

Winner of MED Global Forum Best Paper Award (Sponsored by U. of Manchester, Manchester Business School)

1000 📖📖📖: (Paper Session) - (MED) Teaching Approaches in Business Schools

4:10pm - 5:20pm Pennsylvania Convention Center: Room 109A

Chair: **Patricia Denise Lopez**, Alliant International U.

Discussant: **Thomas Bradley**, Tarleton State U.

📖📖 The Education of Aspiring Managers: An Essay on the Core Competence of University Business Schools | **Kathryn Aten**, U. of Oregon; **Luciara Nardon**, Vlerick Leuven Gent Management School

📖📖 The Positive Paradigm: Appreciating Student Experience in Management Education | **Thomas Arthur Conklin**, John Carroll U.

📖📖 How to Teach Creation of New Businesses for Large Numbers of Students: A Sympathetic Approach | **Hervé Colas**, Reims Management School; **Christophe Bouteiller**, REIMS Management School

📖📖 Applying Transformational Learning Teaching Methods in Business Schools | **Sabra Brock**, New York U.; **Amy T Lui**, New York U.

1001 📖: (MED) Bridging Frames that Underlie the Context for Doing Well/Doing Good—Reflection, Theory and Practice

4:10pm - 5:20pm Pennsylvania Convention Center: Room 109B

Organizers: **Victoria Marsick**, Columbia U.; **Terrence Earl Maltbia**, Columbia U.

Developing Actionable Knowledge: Practice, Practitioners and Phronesis | **Elena P. Antonacopoulou**, U. of Liverpool

Leadership Development: A Scholarship –Practice Framework and Perspective | **W Warner Burke**, Columbia U.

Collaborative Management Research, Communities of Inquiry and Reflection | **David Coghlan**, Trinity College Dublin; **A.B. Rami Shani**, Cal Poly State U.

Action Learning Conversations: A Protocol for Bridging Differences of Points-of-View | **Victoria Marsick**, Columbia U.; **Terrence Earl Maltbia**, Columbia U.

Mediated Dialogue and “Bridges that Even Enemies May Want to Cross” | **Charles J. Palus**, Center for Creative Leadership

Is Emancipatory Discourse Sufficient to Bridge the Gap Between the Rhetoric and Reality? | **Joseph A Raelin**, Northeastern U.

📖 Teaching-oriented | 📖 Practice-oriented | → International-oriented | 📖 Theme-oriented | 📖 Research-oriented | 📖 Visual Presentation | 📖 Best Paper Proceedings

1002 📖📖: (MH) Management History Division Richard M. Hodgetts Award Invited Address

4:10pm - 5:20pm Loews Philadelphia: Congress A

Organizers: **Julia Teahen**, Baker College; **Regina Greenwood**, Kettering U.; **Jane Whitney Gibson**, Nova Southeastern U.

Introduction | **Fred Luthans**, U. of Nebraska, Lincoln

Reflections of Arthur Bedeian's Scholarly Contributions | **Daniel A Wren**, U. of Oklahoma

Reflections of Arthur Bedeian's Service to the Academy of Management | **Richard T. Mowday**, U. of Oregon

Personal Reflections on the Founding of the Management History Division | **Arthur G. Bedeian**, Louisiana State U.

1003 📖: (Paper Session) - (MOC) Organizational Identity: Formation, Use, and Maintenance

4:10pm - 5:30pm Pennsylvania Convention Center: Room 107B

Chair: **Heather C. Vough**, U. of Illinois, Urbana-Champaign

Discussant: **Elizabeth George**, Australian Graduate School of Management

Forging an Identity: Reflexive Processes in the Formation of Organizational Identity | **Kristin N. Price**, Pennsylvania State U.; **Dennis A Gioia**, Pennsylvania State U.; **James B Thomas**, Pennsylvania State U

Making Use of Organizational Identity: Icons as Symbolic Identity Proxies | **C. V. Harquail**, Independent Scholar

How To Measure Resistance to Changing the Central Characteristics of Organizational Identity | **Laura Illia**, LSE

→ 📖 Organizational Identity Construction in Iterative Organizations: Towards a Framework of Enduringness | **Peter O. Foreman**, Illinois State U.; **David A. Whetten**, Brigham Young U.; **Milena Parent**, U. of Alberta

1004 📖: (Paper Session) - (MOC) Cognitive Foundations of Interpersonal Relationships II

4:10pm - 5:30pm Pennsylvania Convention Center: Room 110A

Chair: **Jordi Comas**, Bucknell U and IESE Business School

Discussant: **Liviu Florea**, Washburn U.

📖 Colleagues to Work Friends: The Individual's Perspective on Workplace Friendship Formation | **Hilla Dotan**, U. of California, Los Angeles

How Do I Love Thee...: Differential Associations of Relational Identification and Exchange Quality | **Raina M. Rutti**, U. of South Carolina; **David M. Sluss**, U. of South Carolina

📖 Perspective Taking and Leader-Member Exchange in Supervisor/Subordinate Dyads | **Kenneth Nathan Moates**, Valdosta State U.; **Stanley G. Harris**, Auburn U.; **Hubert S. Feild**, Auburn U.; **Achilles A. Armenakis**, Auburn U.

📖 How Individuals Approach Relationships with Supervisors: The Supervisor Attachment Working Model | **Gary A. Ballinger**, U. of Virginia; **Kevin W. Rockmann**, George Mason U.

1005 📖: (Paper Session) - (MOC) The Next Generation: MOC Best Student Papers

4:10pm - 5:30pm Pennsylvania Convention Center: Room 113A

This session presents the MOC Division's highest rated student-authored papers.

Chair: **Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology

Discussant: **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

📖 Teaching-oriented | 📖 Practice-oriented | → International-oriented | 📖 Theme-oriented | 📖 Research-oriented | 📖 Visual Presentation | 📖 Best Paper Proceedings

When Are Two Heads Better Than One? | **Rebecca Mitchell**, U. of Newcastle; **Stephen Nicholas**, U. of Newcastle

Learning to Collaborate: Exploring the Dynamics of Adaptation in Supply Chain Partnerships | **Desirée Knoppen**, ESADE- Ramon Llull U.; **Ellen Christiaanse**, Universiteit van Amsterdam & ESADE; **Marleen Huysman**, Vrije U. Amsterdam

☞ **Affect and Decisions: A Theory of the Impact of Mood and Emotion on Risk Preference** | **Chien Sheng Richard Chan**, U. of Washington; **Terence R. Mitchell**, U. of Washington; **Erica Okada**, U. of Washington Business School
Winner of MOC Best Student Paper Award

➔ **Attitude, Affect, and Trust: Exploring Antecedents of Corporate Trustworthiness** | **Claudio Aqueveque**, U. Tecnica Federico Santa Maria; **Davide Ravasi**, Bocconi U.

1006 ☞➔☞JS: (MSR, SIM) **Leadership for Societal Sustainability: Contributions from Eastern & Western Spiritual Traditions**

4:10pm - 6:00pm Loews Philadelphia: Congress B
Chair: **Kathryn Goldman Schuyler**, Alliant International U. / Coherent Change
Discussant: **Ian Mitroff**, Alliant International U./U. of California, Berkeley
Presenters: **Arthur L. Jue**, U. of Phoenix; **Prasad Kaipa**, Indian School of Business / Kaipa Group; **Sanjoy Mukherjee**, Indian Institute of Management, Calcutta; **Kay Rudisill**, Hyperion Solutions, Inc

1007 ☞: (Paper Session) - (OB) **Leadership and Social Networks**

4:10pm - 5:20pm Philadelphia Marriott: Independence I
Chair: **Paul Varella**, Mount Royal College
Discussant: **Jacoba Lilius**, Queens U. Canada

Longitudinal Effects of Self-Monitoring and Locus of Control on Social Network Position | **Kent C. Halverson**, Air Force Institute of Technology; **Gary J. Moore**, Air Force Institute of Technology; **Daniel T. Holt**, Air Force Institute of Technology

☞ **Utilizing Your Social Network and Emotional Skills to Emerge as the Team Leader** | **Marie T. Dasborough**, Oklahoma State U.; **Jessica M. Thomas**, Oklahoma State U.; **Wm. Matthew Bowler**, Oklahoma State U.

☞ **Are Managerial Networks Problem-Driven or Personality-Driven?** | **Sze-Sze Wong**, Nanyang Technological U.; **Wai Fong Boh**, Nanyang Technological U.

☞ **Self-Monitoring and Trust Brokerage: A Social Network-Leveraging Theory of Leadership Emergence** | **Ajay Mehra**, U. of Kentucky; **Martin J. Kilduff**, U. of Texas, Austin

1008 ➔☞: (Paper Session) - (OB) **"Mirror, Mirror...": Predicting Deviance**

4:10pm - 5:20pm Philadelphia Marriott: Independence II
Chair: **Kathryn J. L. Jacobson**, Arizona State U.
Discussant: **Jonathan Edward Booth**, U. of Minnesota

➔☞ **Job Stress, Social Support, and Employee Deviance Among Boundary Spanners in a Retailing Context** | **Su-Fen Chiu**, National Taiwan U. of Science and Technology; **Chieng-Jung Chiu**, National Taiwan U. of Science and Technology

☞ **Perfectionism, Self-Esteem, and Work-Life Benefit Information as Predictors of Workplace Deviance** | **T. Alexandra Beauregard**, London School of Economics

☞ **The Role of Technology in Organizational Deviance: A Routine Activity Approach** | **Silvia Salas**, Florida International U.

➔☞ **A Diary Study of Counterproductive Work Behavior and Its Antecedents in Hong Kong** | **Jane Yang**, City U. of Hong Kong; **James Diefendorff**, U. of Akron

1009 ☞: (OB) **Job Insecurity: Meanings, Measures, and Performance Outcomes**

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom A
Chair: **William D. Reisel**, St. Johns U.
Discussants: **Leonard Greenhalgh**, Dartmouth College; **Zehava Rosenblatt**, U. of Haifa; **Jone L. Pearce**, U. of California, Irvine
Presenters: **Philip Bobko**, Gettysburg College; **William D. Reisel**, St. Johns U.; **Nele De Cuyper**, Katholieke U. Leuven
Participants: **Cynthia Lee**, Northeastern U.; **Susan J. Ashford**, U. of Michigan; **Zhen Xiong Chen**, Australia National U.; **Swee-Lim Chia**, La Salle U.; **Cesar M. Maloles**, California State U. Eastbay; **John W. Slocum**, Southern Methodist U.; **Hans De Witte**, Katholieke U. Leuven; **Ulla Kinnunen**, U. of Tampere; **Jouko Natti**, U. of Tampere; **Xiaopeng Ren**, Chinese Academy of Sciences

1010 ☞: (Paper Session) - (OB) **Links Between Leadership and Organizational Citizenship Behaviors**

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom B
Chair: **Nhung T. Nguyen**, Towson U.
Discussant: **Nicholas W. Twigg**, Coastal Carolina U.

☞☞ **When My Supervisor Is a Good Citizen: Exploring Leader OCB as a Unique Social Phenomenon** | **Cheng-Chen Lin**, National Pingtung U. of Science and Technology; **T.K. Peng**, I-Shou U., Taiwan

☞☞ **The Effects of LMX on Employee Conceptualizations and Display of OCB** | **Changquan Jiao**, McMaster U.; **Rick D. Hackett**, McMaster U.

☞☞ **The Informational Distinctiveness of Organizational Citizenship Behaviors** | **Steven Whiting**, Georgia State U.

☞ **What Good Soldiers Are Made of: The Role of Personality Similarity** | **Jennifer Y. M. Lai**, U. of Macau; **Simon Lam**, U. of Hong Kong

1011 ☞: (Paper Session) - (OB) **The Five-Factor Model: Explorations of Personality in Organizations**

4:10pm - 5:20pm Philadelphia Marriott: Room 301
Chair: **Aharon Tziner**, Netanya U. College
Discussant: **Miguel Quinones**, Southern Methodist U.

☞ **Competitiveness and the Five-Factor Model: An Issue of Bandwidth or Something Else?** | **Thomas D. Fletcher**, U. of Missouri, St. Louis; **David Nusbaum**, U. of Missouri, St. Louis

☞ **When Conscientiousness Is a Liability: Exploring the Role of Personality in Investment Decisions** | **Robert Yonker**, U. of Toledo; **Paul W. Paese**, U. of Missouri

☞ **Personality Predictors of Self-Regulation: Five Factor Model Factors, Facets, or a Composite?** | **Erich Christian Fein**, Wilmington College of Ohio; **Howard J. Klein**, Ohio State U.

1012 📄: (Paper Session) - (OB) **Customer Service: The Role of Relationships and Emotion**

4:10pm - 5:20pm Philadelphia Marriott: Room 309

Chair: **Yongmei Liu**, U. of Texas, Arlington*Discussant:* **Joseph M. Goodman**, James Madison U.📄 Emotion Recognition and the Performance of Customer Service Representatives | **Lorna Doucet**, U. of Illinois, Urbana-Champaign; **Greg R. Oldham**, U. of Illinois, Urbana-Champaign📄 It Takes Three to Tango: Leadership and Hostility in the Service Encounter | **Hana Medler-Liraz**, Bar-Ilan U.; **Ronit Kark**, Bar Ilan U.📄 Should I Serve My Customer or My Supervisor? A Relational Perspective on Pro-Social Rule Breaking | **David Mayer**, U. of Central Florida; **James Caldwell**, U. of Central Florida; **Robert C. Ford**, U. of Central Florida; **Mary Uhl-Bien**, U. of Nebraska, Lincoln; **Amy Rebecca Gresock**, U. of Central FloridaThe Effects of Customer Relationship Programmes on Customer Loyalty in Insurance | **Tsu-Wei Yu**, National Cheng Kung U.**1013** 📄: (Paper Session) - (OB) **Job Demands and Resources/Control**

4:10pm - 5:20pm Philadelphia Marriott: Room 310

Chair: **Jason Fertig**, Temple U.*Discussant:* **Simon L. Dolan**, Esade U.➔ 📄 How Job Demands/Resources are Related to Team Financial Performance: Burnout Acting as a Mediator | **Arnold B. Bakker**, Utrecht U.; **Hetty Van Emmerik**, Utrecht U.; **Pim Van Riet**, Utrecht U.📄 An Integrative Job Demand-Resource Model of Burnout & Job Performance: A Meta-Analytic Path Analysis | **Anand N. Chandrasekar**, Center for Creative Leadership; **Kok-Yee Ng**, Nanyang Technological U.📄 Karasek's Job Demands-Control Model: Is Instrumental Feedback the Missing Second-Order Moderator? | **Mark S. Preston**, Columbia U.**1014** 📄: (OB) **Organizational Team Effectiveness: A Review and New Directions**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103A

Chairs: **Tammy L. Rapp**, U. of Connecticut, Storrs; **Travis Maynard**, Colorado State U.*Discussant:* **Eduardo Salas**, U. of Central FloridaTeam Effectiveness 1997-2007: A Review of Recent Advancements and a Glimpse Into the Future | **John Mathieu**, U. of Connecticut, Storrs; **Travis Maynard**, Colorado State U.; **Tammy L. Rapp**, U. of Connecticut, Storrs; **Lucy L. Gilson**, U. of Connecticut, StorrsWhen Complex Change is Status Quo: Exploring Collaborations' Ability to Externally Adjust | **Cristina Gibson**, U. of California, Irvine; **Rebekah Dibble**, U. of California, IrvineLeadership from Within: A Look at Leadership Roles in Teams | **Jay B. Carson**, U. of Maryland, College Park; **Paul E. Tesluk**, U. of MarylandEffective Team and Leader Behavior in Cross-Functional Product Development Teams | **Vanessa Urch Druskat**, U. of New Hampshire

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

1015 ➔ 📄: (Paper Session) - (OB) **Cross-Cultural Comparisons in Organizational Behavior**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103B

Chair: **Kathryn H. King-Metters**, Ashford U.*Discussant:* **Janice R. Joplin**, Southern Illinois U., Edwardsville➔ 📄 Empowerment and Organizational Citizenship: Moderation by Culture in a Multi-National Sample | **Steffen P. Raub**, Ecole Hoteliere de Lausanne; **Christopher Robert**, U. of Missouri, Columbia**Winner of Outstanding Practical Implications for Management Award**The Effects of Age And Gender on Organizational Commitment and Job Satisfaction: A 50-Nation Study | **Abiola O. Fanimokun**, Florida Atlantic U.; **Mark F. Peterson**, Florida Atlantic U.➔ ➔ What Kind of Organizations Do Protean People Prefer?: The Case of Germany and the United States | **Rosina M. Gasteiger**, U. of Amsterdam; **Jon P. Briscoe**, Northern Illinois U.➔ 📄 The Relationship Between Culturally-Emphasized Luck Beliefs and Superstitious Behavior | **Ning Chen**, U. of California, Los Angeles; **Maia J. Young**, U. of California, Los Angeles**1016** 📄: (Paper Session) - (OB) **Team Identity and Cohesion**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103C

Chair: **Tjai M. Nielsen**, George Washington U.*Discussant:* **Richard Kettner-Polley**, Colorado Technical U.📄 Team Identity, Team Reputation, and Member Satisfaction: Whose Opinions Matter Most? | **Daniel M. Cable**, U. of North Carolina, Chapel Hill; **Kang Yang Trevor Yu**, U. of North Carolina, Chapel Hill📄 Why People Affiliate: Interpersonal and Collective Facets of Group Identity | **Shu Zhang**, U. of Washington; **Michael David Johnson**, U. of Washington📄 Influence of Team Emotional Skills on Member Perceptions of Cohesion and Communication Effectiveness | **Ashlea Clare Troth**, Griffith U.; **Peter J. Jordan**, Griffith U.; **Sandra A. Lawrence**, Griffith U.; **Herman Tse**, U. of Newcastle, Australia📄 The Team Cohesion-Performance Relationship: Causality and the Role of Goal Commitment | **Matthew Scott Prewett**, U. of South Florida; **Michael T. Brannick**, U. of South Florida; **Jeremy Bauer**, U. of South Florida**1017** 🗣️ 📄: (Paper Session) - (OB) **Motivation, Work Orientation, and the Work Ethic**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 110B

Chair: **Michael J. Provitera**, Barry U.*Discussant:* **Peter B. Thompson**, U. of Illinois, Chicago📄 Improving Upon a Measure of Work Orientation: A New Response Format and a Revision of Subscales | **Jennifer Ellen Yugo**, Bowling Green State U.; **Jennifer McInroe**, Bowling Green State U.; **Jennifer Zophy Gillespie**, Bowling Green State U.🗣️ 📄 A "Doing Good" Framework for Motivation Theory and Practice | **Jason C. Senjem**, St. Norbert College📄 Crowding-Out of Intrinsic Motivation – Opening the Black Box | **Antoinette Weibel**, U. of Zurich; **Katja Rost**, U. of Zurich; **Margit Osterloh**, U. of Zurich

Variations in Work Ethic Between Workforce Professionals and College/University Seniors | **Raymond K. Van Ness**, U. at Albany, SUNY; **Kimberly A. M. Melinsky**, U. at Albany, SUNY; **Cheryl Buff**, Siena College; **Charles F. Seifert**, Siena College

1018 : (OCIS) Keynote: Temporal, Spatial, and Structural Perspectives in Communication and Information Systems

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom J

Keynote Speaker: **JoAnne Yates**, Massachusetts Institute of Technology

1019 : (Paper Session) - (ODC) International and Global Contexts

4:10pm - 5:20pm Loews Philadelphia: Commonwealth C

Chair: **Anthony J DiBella**, Naval War College

Discussant: **Robert A. Dengler**, Roosevelt U./Benedictine U./Hawaii Pacific U.

→ Longevity and Performance Within the Brazilian Business Context | **Haroldo Vinagre Brasil**, Fundação Dom Cabral; **Carlos A. Arruda**, Fundação Dom Cabral; **Debora Nogueira**, Fundação Dom Cabral

📖 Going Global, Feeling Small: An Examination of Managers' Reactions to Globalisation | **Clare Kelliher**, Cranfield School of Management; **Elaine Farnale**, Tilburg U.; **veronica hope hailey**, Cass Business School; **Caroline Clarke**, U. of Bath

📖 What Kinds of the Successor Can Make Success? The Case of a Catching-Up Economy | **Sue-Chin Yang**, National Cheng Kung U.; **Chiayu Tu**, National Chung Cheng U.; **Hsin-Hong Kang**, National Cheng Kung U.

📖 Identity and Trust Relations in International Collaborations | **Ying Zhang**, Strathclyde U.; **Chris Huxham**, Strathclyde U.

1020 : (Paper Session) - (ODC) Knowledge, Cognition, and Change

4:10pm - 5:20pm Loews Philadelphia: Commonwealth D

Chair: **Deborah Soule**, Harvard U.

📖 Deconstructing Organizational Knowledge and Corporate Culture | **John Pillay**, Cranfield School of Management; **Ashley Braganza**, Cranfield U.

🗣️📖 "They're making all the wrong decisions": Unintended Consequences Resulting from Situated Cognition | **Jonathan H. Coleman**, Case Western Reserve U.

🗣️📖 Knowledge Sharing in Organizations: Inviting Ethics and Emotion to the Banquet | **Rodolphe Durand**, HEC Paris

→ 🗣️📖 Integration-Responsiveness and Knowledge Management Perspectives on MNCs | **Helmut Kasper**, WirtschaftsU. Wien; **Mark Lehrer**, Suffolk U.; **Juergen Muehlbacher**, WirtschaftsU. Wien; **Barbara Mueller**, WirtschaftsU. Wien

1021 : (Paper Session) - (OM) Operations Division Business Meeting & Awards

4:10pm - 5:20pm Philadelphia Marriott: Franklin 13

The Operations Management Division will present awards for the Chan Hahn Best Paper, Best Student Paper, and Reviewer Awards at this session.

1022 📖: (Paper Session) - (OMT) The Past, Present, and Future of Institutional Theories: An Assessment

4:10pm - 5:30pm Philadelphia Marriott: Franklin 5

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

Chair: **Marvin Washington**, U. Alberta

Looking Back & Moving Ahead: Milestones in 50 Years of Institutional Theory in Organizational Analysis | **Daniel Rottig**, Florida Atlantic U.

📖 The Past, Present and Future of Isomorphism and Decoupling | **Eva Boxenbaum**, Copenhagen Business School; **Stefan Jonsson**, Stockholm School of Economics and Uppsala U.

Testing the Strength of the Iron Cage: A Meta-analysis of Neo-Institutional Theory | **Purseu Heugens**, RSM Erasmus U.; **Michel Lander**, RSM Erasmus U.

📖 Institutional Entrepreneurs: A Comparative Analysis of Current Empirical Work | **Laura Singleton**, Boston College

1023 📖: (Paper Session) - (OMT) New Perspectives on Population Ecology

4:10pm - 5:30pm Philadelphia Marriott: Franklin 6

Chair: **Elizabeth Boyle**, National U. of Singapore

📖 Extending the Niche Width Theory to Interconnected Firms | **Maud Pindard**, U. of Carlos III de Madrid; **Isabel Gutierrez**, U. of Carlos III de Madrid

📖 Effects of Market Contact Network and Market Density on Avoidance of Head-on Competition | **You-Ta Chuang**, York U.; **Wenpin Tsai**, Pennsylvania State U.

→ Density-Dependent Entry in Heterogeneous Populations Characterized by Complex Organizational Forms | **Juha T. Mattsson**, Helsinki U. of Technology

📖 Spillovers and Competition: Knowledge Space activity and Market Survival | **Elizabeth G. Pontikes**, Stanford U

1024 : (OMT) What Have You Done For Me Lately? Understanding How Client Relationships Develop One Step at a Time

4:10pm - 5:30pm Philadelphia Marriott: Franklin 7

Organizer: **Heidi K. Gardner**, London Business School

Discussant: **Herminia Ibarra**, INSEAD

Network Ownership and New Business Development in Established Firms | **Michelle A. Rogan**, INSEAD

What's in a Title? The Effects of New Job Titles on Retaining Organizational Resources | **Joseph Broschak**, U. of Arizona; **Lisa Ellen Cohen**, London Business School

How Team Dynamics Affect Relational Outcomes with Clients: A Field Study in Accounting & Consulting | **Heidi K. Gardner**, London Business School

Will You Come Back? Ties with Workers as a Determinant of Project Renewal in the Staffing Sector | **Isabel Fernandez-Mateo**, London Business School

1025 📖: (Paper Session) - (OMT) Multiple and Changing Organizational Identities

4:10pm - 5:30pm Philadelphia Marriott: Room 401

Chair: **Susanne G Scott**, U. of Massachusetts, Dartmouth

Being Similar but Unique: Balancing Shared and Unique Identity | **Rumina Dhalla**, York U.

→ 📖 Identity Change and Continuity: Two Sides of the Same Organizational Coin? | **Markus Rometsch**, Freie U. Berlin; **Johan Van Rekom**, Erasmus U.

Maintaining and Enhancing Internal Legitimacy of Alternate Identity in Dual-identity Organizations | **Prathan B. Desai**,

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

MONDAY

Indian Institute of Management Bangalore; **Abhoy Kumar Ojha**, Indian Institute of Management, Bangalore

➔ 📄 Focusing on Lone Trees in the Forest: Members' Experiences of a Multiple-Identity Organization | **Michel Anteby**, Harvard U.; **Amy Wrzesniewski**, Yale U.

1026 📄: (Paper Session) - (OMT) **Issues and Action: Agendas and Sensemaking in Organizations**

4:10pm - 5:30pm Philadelphia Marriott: Room 402

Chair: **Michael G. Hendron**, U. of Texas, Austin

Processing Strategic Contradictions: TMTs and Cognitive Decision Making Processes | **Wendy K. Smith**, U. of Delaware

Impression Management, Complacency, and Threat Rigidity: New Perspectives on Strategic Issues | **Scott D Julian**, Saginaw Valley State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.

📄 Ambivalence and Action Responses to Strategic Issues | **Nils Plambeck**, HEC School of Management, Paris; **Klaus Weber**, Northwestern U.

Routine Sensemaking and the Reproduction of Social Order | **Gerardo Patriotta**, Nottingham U. Business School; **Andrew D. Brown**, U. of Bath

1027 📄: (Paper Session) - (OMT) **The Mechanisms of Governance: Theory and Applications**

4:10pm - 5:30pm Philadelphia Marriott: Room 403

Chair: **Stephen V Horner**, Arkansas State U.

🗣️ Can You Hear Me Now? Governance as Signal-Making | **Craig R. Littler**, St. Andrews U.

Contracts and Information Sharing: A Proposal for Theoretical Expansion | **Kimberlie Stephens**, U. of Southern California

📄 A Conceptual Examination of Governance's Impact on the Restructuring-Performance Relationship | **Luke H. Cashen**, Nicholls State U

📄 Mechanisms of Governance and Quality: An Application to Meat Sector | **Marta Fernandez-Barcala**, U. of Oviedo; **Manuel González-Díaz**, U. of Oviedo

1028 🗣️: (Paper Session) - (OMT) **Organizational Change**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - OMT 1

Presented on Panels 26-30

🗣️🗣️ The Technology-Stakeholder Approach: Examining Technology in its Relationships to Stakeholders | **Kirsten Edrie Martin**, Catholic U. of America

🗣️📄 Strategic Fitness: Exploring the Intersection Between Capabilities and Change Environments | **Ellen R. Auster**, York U.; **Pat Meredith**, York U.; **Elizabeth Sullivan**, York U

🗣️🗣️📄 F. Perroux's Concept of Development and Performance Induced by Organisational Change | **Wilfrid Azan**, Haute Alsace U.

➔🗣️📄 A Complementarity Perspective on Organizational Change | **Ansgar Richter**, European Business School; **Matthias Schroeder**, European Business School

🗣️ Towards a Theory of Organizational Path Dependency | **Georg Schreyogg**, Freie U. Berlin; **Jochen Koch**, Freie U. Berlin

1029 🗣️📄 JS: (OMT, CMS) **Competing Rationalities in Organizations**

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

4:10pm - 5:30pm Philadelphia Marriott: Room 404

Chair: **Ann Langley**, HEC Montreal

Discussant: **C.R. Bob Hinings**, U. of Alberta

Competing Rationalities in Management Practice and Management Education | **Bruno Dyck**, U. of Manitoba

Typifying Competing Rationalities: A Conventionalist Framework | **Charlotte Cloutier**, HEC Montreal; **Ann Langley**, HEC Montreal

The Co-existence of Competing Rationalities: The Case of Israeli Hi-Tech | **Tammar B. Zilber**, Hebrew U. of Jerusalem

1030 🗣️: (Paper Session) - (PNP) **Issues in Nonprofit Management**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - PNP

Presented on Panels 10-14

Discussant: **Matthew Liao-Troth**, Western Washington U.

🗣️🗣️🗣️ The Role Organizations Serve to Assist Others in Need: Propositions from Strategic Helping Theory | **James D. Westaby**, Columbia U.

🗣️📄 Investing in Social and Human Capital to Improve NPO Growth | **Delissa Nuno**, U. of Texas at Arlington; **G. Tyge Payne**, Texas Tech U.

🗣️🗣️🗣️ Nonprofit Fiscal Stability: How Does the Board Performance Matter? | **Rinku Bhattacharya**, Pace U.

🗣️ The Challenges of Faith-Based Public Policy | **Nicholas Harvey**, Georgia State U.

➔🗣️🗣️📄 Managing Human Resources in Nonprofit Organizations: An Analytical Framework of HRM Orientations | **Hans-Gerd Ridder**, Hannover U.; **Alina S. McCandless**, Hannover U.

1031 🗣️🗣️📄 JS: (PNP, OB) **Public Service Motivation: State of the Science and Art**

4:10pm - 5:20pm Loews Philadelphia: Lescaze

Organizer: **James L. Perry**, Indiana U.

Discussants: **Adam M. Grant**, U. of North Carolina, Chapel Hill; **Boas Shamir**, Hebrew U. of Jerusalem

Scientific Foundations | **Hal G. Rainey**, U. of Georgia; **Michael Koehler**, U. of Georgia

Behavioral Dynamics | **James L. Perry**, Indiana U.

Methodological Challenges in Studying Public Service

Motivation | **Bradley E. Wright**, U. of North Carolina, Charlotte

Antecedents and Correlates of Public Service Motivation | **Sanjay K. Pandey**, U. of Kansas

The Normative Model in Decline? Public Service Motivation in the Context of Governance | **Donald P. Moynihan**, U. of Wisconsin, Madison

Translating Theory to Practice: An Applied Public Service Motivation | **Laurie E. Paarlberg**, San Francisco State U.

1032 🗣️📄: (Paper Session) - (SIM) **Theoretical and Methodological Perspectives on Corporate Social Responsibility**

4:10pm - 5:30pm Loews Philadelphia: Washington A

Facilitator: **Mark B. Milstein**, Cornell U.

🗣️📄 Revisiting the Validity of the Kinder Lydenberg and Domini Corporate Social Performance Indicators | **Mark P. Sharfman**, U. of Oklahoma; **Timothy A Hart**, U. of Oklahoma

- 🗨️📄 The Meaning and Measurement of “Doing Good” at the Company Level of Analysis | **Marc Oliver Orlitzky**, U. of Redlands
- 🗨️📄 Practicing Corporate Social Responsibility: Doing Good and Doing Well | **Andromache Athanasopoulou**, U. of Oxford; **Sue Dopson**, Said Business School
- 🗨️📄 Capturing the Corporation-Society Interface: Toward a Pluralistic View of CSR | **Jean-Pascal Gond**, Nottingham U. Business School; **Dirk Matten**, York U.

1033 📄: (Paper Session) - (SIM) **Corporate Political Activity**
4:10pm - 5:30pm Loews Philadelphia: Washington B
Facilitator: **Amy Hillman**, Arizona State U.

- ➔ Strategic Value of CEO Political Connections: A Contingency Framework | **Mika Skippari**, U. of Tampere; **Kathleen Rehbein**, Marquette U.
- 🗨️📄 Corporate Philanthropy and Corporate Political Activity: Complementary Strategic Dynamics | **Michael Hadani**, Long Island U., C.W. Post
- ➔ 🗨️📄 Firm Political Responsibility: A Definition and a Typology of Firm Political Responsiveness | **Mike Valente**, U. of Victoria
- 🗨️ The Five P's of Corporate Political Activity | **Nicolas M Dahan**, Ramapo College

1034 ➔ 🗨️📄: (SIM) **Enterprise, People and Place: Community Development in the New Economy**
4:10pm - 5:30pm Loews Philadelphia: Washington C
Organizer: **Robert Brent Anderson**, U. of Regina
Participants: **Robert Brent Anderson**, U. of Regina; **Jean-Marie Nkongolo-Bakenda**, U. of Regina; **Leo Paul Dana**, U. of Canterbury; **Kevin George Hindle**, Swinburne U. of Technology; **Emer Ni Bhrádaigh**, Trinity College Dublin; **Louw van der Walt**, North West U.

1035 📄: (TIM) **TIM Theme Session - Distinguished Speaker**
4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom K
The Role of Theory in Technology & Innovation Management Scholarship | **Claudia Bird Schoonhoven**, U. of California, Irvine

- 1036** 📄: (Paper Session) - (TIM) **Timing and Rate of Innovation**
4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom L
Chair: **Edward Levitas**, U. of Wisconsin, Milwaukee
Discussant: **Gurneeta Vasudeva**, Indian School of Business
📄 Strategic Acceleration and Delay: Evidence on Optimal Timing of R&D Investment | **Chang Hoon Oh**, Indiana U./Brock U.
- 🗨️🗨️📄 Communication in New Product Development Teams. How does Time Pressure Matter? | **Darrel Sau Foong Chong**, National U. of Singapore & Technische U. Eindhoven; **Wendelien Van Eerde**, Technische U. Eindhoven; **Kah-Hin Chai**, National U. of Singapore; **Christel G. Rutte**, Technische U. Eindhoven
- 📄 Structure, Dynamics, and the Rate of Innovation: An Agent-based Model | **Xing Zhong**, U. of Chicago; **Salih Zeki Ozdemir**, Australian Graduate School of Management / U. of New South Wales

🗨️ Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 📄 Best Paper Proceedings

Stephan Schrader Best Paper Award Finalist
Is Timeliness Next to Godliness? The Strategic Determinants of Tardy Entry | **Luca Berchicci**, Ecole Polytechnique Fédérale de Lausanne; **Andrew King**, Dartmouth College; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

- 1037** 📄: (Paper Session) - (TIM) **Technological Evolution and Change**
4:10pm - 5:20pm Philadelphia Marriott: Room 303
Chair: **Claire A. Simmers**, St. Joseph's U.
Discussant: **Sandip Basu**, U. of Washington, Seattle
Alternative Fuel Vehicles Turning the Corner?: A Diffusion Model with Heterogeneous Technologies | **Jeroen Struben**, MIT Sloan School of Management
- 📄 Inter-Generational Transitions in Technological Ecosystems: The Case of Mobile Telephony | **Shahzad Mumtaz Ansari**, Erasmus U.; **Raghu Garud**, Penn State U.
- 📄 The Evolution of Competitive Advantage during a Technological Discontinuity | **M. Lourdes Sosa**, London Business School

- 1038** 📄: (Paper Session) - (TIM) **Technology and Innovation: Country Specific Studies**
4:10pm - 5:20pm Philadelphia Marriott: Room 304
Chair: **dt ogilvie**, Rutgers U.
Discussant: **Michael W. Lawless**, INSEAD
Self-Regulation and Innovation in the Irish Software Industry | **Carol A Fitzgerald**, U. of Limerick; **Patrick Christopher Flood**, U. of Limerick; **Philip O'Regan**, U. of Limerick; **Nagarajan Ramamoorthy**, U. of Houston, Victoria
- ➔ Taiwan's A-Team: Integrated Supplier Networks and Innovation in Taiwan's Bicycle Industry | **Ren-Jye Liu**, Tunghai U.; **Jonathan Brookfield**, Tufts U.
- Microcredit Delivery through Banking Correspondents in Brazil | **Eduardo Henrique Diniz**, EAESP, Fundação Getúlio Vargas; **Marlei Pozzebon**, HEC Montreal; **Martin Jayo**, Escola de Administração de Empresas de São Paulo, Fundação Getúlio Vargas
- ➔ 🗨️📄 The Patterns of Technology Legitimation: Electronic Health Record Development in Canada | **Alex B. Bitekhtine**, McGill U.

- 1039** 📄: (Paper Session) - (TIM) **Radical Innovation - Organizational Implications**
4:10pm - 5:20pm Philadelphia Marriott: Room 305
Chair: **Egide Karuranga**, Virginia State U.
Discussant: **Anne H. Koch**, U. of California, Berkeley
📄 Cross-functional Integration of R&D, Marketing, and Manufacturing in Radical Product Innovations | **Steven Neubauer**, Aachen U. of Technology (RWTH); **Florian Heinemann**, Aachen U. (RWTH); **René Mauer**, Aachen U. of Technology (RWTH); **Ralf Schmelter**, Aachen U. of Technology (RWTH)
- 📄 Designing and Evolving Corporate Radical Innovation Programs | **Donna Kelley**, Babson College
- ➔ 📄 Eyes Wide Shut: Organisational Field Transparency and Inertia to Discontinuous Innovation | **Pete Thomond**, Queensland U. of Technology; **Paul Richard Steffens**, Queensland U. of Technology

How Much Do Specialists Have to Learn from Each Other When They Develop Radical Product Innovations? |
Christina Schmickl, HRC Human Resources Consulting GmbH;
Alfred Kieser, Mannheim U.

Monday 5:20PM
1040 : (MC) Management Consulting Division Business Meeting and Awards Presentations

5:20pm - 6:15pm Loews Philadelphia: Regency Ballroom C1
Division Chair: **Susan M. Adams**, Bentley College
Program Chair: **C. Ken Weidner**, Saint Joseph's U.
Professional Development Workshop Chair: **Marc Bonnet**, ISEOR, U. of Lyon 3

Monday 5:30PM
1041 : (CMS) Critical Management Studies Interest Group Business Meeting

5:30pm - 7:30pm Philadelphia Marriott: Grand Ballroom I

1042 : (ENT) Entrepreneurship Division Business Meeting

5:30pm - 6:30pm Philadelphia Marriott: Grand Ballroom A

1043 : (GDO) GDO Business Meeting

5:30pm - 7:00pm Pennsylvania Convention Center: Room 107B
Award Presentations and New EC member announcement. GDO wants to thank Emerald Publishing for their Award Sponsorship and Division support
Division Chair: **Myrtle P. Bell**, U. of Texas, Arlington
Program Chair: **Jeanette N. Cleveland**, Pennsylvania State U.

1044 : (HCM) HCM Business Meeting

5:30pm - 6:30pm Loews Philadelphia: Commonwealth B
Division Chair: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor
Division Chair-Elect.: **Timothy Hoff**, State U. of New York, Albany
Program Chair: **Christy Harris Lemak**, U. of Florida
Professional Development Workshop Chair: **Christian Gericke**, U. of Adelaide

1045 : (MH) Management History Division Business Meeting

5:30pm - 6:15pm Loews Philadelphia: Congress A
Division Chair: **Julia Teahen**, Baker College

1046 : (OCIS) OCIS Business Meeting

5:30pm - 6:30pm Philadelphia Marriott: Grand Ballroom J
Division Chair: **Pamela Hinds**, Stanford U.

1047 : (ONE) Organizations and the Natural Environment Business Meeting

5:30pm - 6:30pm Loews Philadelphia: Congress C
Division Chair: **Kate Kearins**, Auckland U. of Technology
Division Chair-Elect.: **Alfred Allen Marcus**, U. of Minnesota
Program Chair: **Irene Henriques**, York U.
Professional Development Workshop Chair: **Lynne Andersson**, Temple U.
Treasurer: **Perry Sadorsky**, York U.

1048 : (RM) Research Methods Division Business Meeting

5:30pm - 6:30pm Philadelphia Marriott: Room 306
Division Chair: **Gordon W Cheung**, Chinese U. of Hong Kong

Division Chair-Elect.: **Mark Gavin**, Oklahoma State U.
Program Chair: **Charles A. Pierce**, U. of Memphis
Professional Development Workshop Chair: **Timothy Hinkin**, Cornell U.

1049 : (SIM) SIM Division Business Meeting.

5:30pm - 7:00pm Loews Philadelphia: Commonwealth C
Division Chair: **Duane Windsor**, Rice U.
Division Chair-Elect.: **Thomas J. Donaldson**, U. of Pennsylvania
Program Chair: **Linda K. Trevino**, Pennsylvania State U.
Professional Development Workshop Chair: **Ann K. Buchholtz**, U. of Georgia

1050 : (TIM) TIM Business Meeting

5:30pm - 7:00pm Philadelphia Marriott: Grand Ballroom K

Monday 5:40PM
1051 : (OMT) OMT Artifact and Business Meeting

5:40pm - 6:30pm Philadelphia Marriott: Franklin 7
Division Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor
Division Chair-Elect.: **Kimberly D Elsbach**, U. of California, Davis
Program Chair: **William Ocasio**, Northwestern U.
Professional Development Workshop Chair: **Henrich R. Greve**, BI Norwegian School of Management
Past Chair: **Pamela R Haunschild**, U. of Texas, Austin

Monday 5:45PM
1052 : (IM) Booz Allen Hamilton Eminent Scholar in International Management Award

5:45pm - 7:15pm Philadelphia Marriott: Franklin 4
Awarded annually to a leading scholar. Sponsored by Booz Allen Hamilton/strategy+business.
Introduction: **Timothy Michael Devinney**, Australian Graduate School of Management
Distinguished Speaker: **Ikujiro Nonaka**, Hitotsubashi U.
Discussants: **Eleanor Westney**, Massachusetts Institute of Technology; **Art Kleiner**, Booz Allen Hamilton; **David Teece**, U. of California, Berkeley

1053 : (PNP) Public and Nonprofit Division Business Meeting

5:45pm - 6:45pm Loews Philadelphia: Lescaze

Monday 6:00PM
1054 : (BPS) Irwin Outstanding Educator Award in Honor of Kathleen Eisenhardt

6:00pm - 6:45pm Philadelphia Marriott: Liberty Ballroom A&B
This award is given once every two years to acknowledge an outstanding teacher and mentor in the field of strategic management and business policy.
Participants: **Anita McGahan**, Boston U.; **Russell Coff**, Emory U.; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Joanne Oxley**, U. of Toronto

1055 : (ICW) Sloan Industry Studies Reception

6:00pm - 8:00pm Philadelphia Marriott: Liberty Ballroom C
Organizer: **Laura Castman**, U. of Pittsburgh

1056 : (ICW) Management Faculty of Color Reception

6:00pm - 8:00pm Pennsylvania Convention Center: 13th Street Foyer

Session Details – Monday

Organizer: **Donna Maria Blancero**, National Society of Hispanic MBAs

1057 : (OM) OM Division Social
6:00pm - 7:30pm Philadelphia Marriott: Franklin 2

Monday 6:15PM

1058 : (MC) MC Social Hour
6:15pm - 7:00pm Loews Philadelphia: Regency Ballroom C2
Hosts: **Susan M. Adams**, Bentley College; **C. Ken Weidner**, Saint Joseph's U.

Monday 6:30PM

1059 : (ICW) Northeastern U./Moscow State U. Reception
6:30pm - 8:00pm Philadelphia Marriott: Grand Ballroom D
Organizer: **Cynthia Lee**, Northeastern U.

1060 : (MH) Management History Division Reception in Honor of Arthur Bedeian
6:30pm - 8:30pm Loews Philadelphia: Regency Ballroom A
Sponsored by *Texas A&M University - Commerce*

1061 : (OB) OB Division Awards and Celebration / Social Hour
6:30pm - 8:30pm Philadelphia Marriott: Grand Ballroom H
Presentation of OB Division Awards followed by Division Celebration/Social
Host: **Maureen L. Ambrose**, U. of Central Florida

1062 : (OCIS) OCIS Social Hour
6:30pm - 8:00pm Philadelphia Marriott: Grand Ballroom F

1063 : (OMT) OMT Social Hour
6:30pm - 7:30pm Philadelphia Marriott: Franklin 5
Division Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor
Division Chair-Elect.: **Kimberly D Elsbach**, U. of California, Davis
Program Chair: **William Ocasio**, Northwestern U.
Professional Development Workshop Chair: **Henrich R. Greve**, BI Norwegian School of Management
Past Chair: **Pamela R Haunschild**, U. of Texas, Austin

1064 : (RM) Research Methods Division Social
6:30pm - 8:30pm Philadelphia Marriott: Franklin 8
Division Chair: **Gordon W Cheung**, Chinese U. of Hong Kong
Division Chair-Elect.: **Mark Gavin**, Oklahoma State U.
Program Chair: **Charles A. Pierce**, U. of Memphis
Professional Development Workshop Chair: **Timothy Hinkin**, Cornell U.

1065 : (TIM) TIM Social Hour
6:30pm - 8:00pm Philadelphia Marriott: Grand Ballroom L

Monday 6:45PM

1066 : (BPS) Irwin Outstanding Educator Award Reception
6:45pm - 7:30pm Philadelphia Marriott: Grand Ballroom E
Participants: **Anita McGahan**, Boston U.; **Russell Coff**, Emory U.; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Joanne Oxley**, U. of Toronto

1067 : (HCM) HCM Division Reception

📄 Teaching-oriented | 📄 Practice-oriented | ➔ International-oriented | 🎤 Theme-oriented | 📄 Research-oriented | 👁 Visual Presentation | 📄 Best Paper Proceedings

6:45pm - 8:00pm Loews Philadelphia: Howe
Sponsored by *the Fox School of Business and Management, Temple University*
Division Chair: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor
Division Chair-Elect.: **Timothy Hoff**, State U. of New York, Albany
Program Chair: **Christy Harris Lemak**, U. of Florida
Professional Development Workshop Chair: **Christian Gericke**, U. of Adelaide

Monday 7:00PM

1068 : (ENT) Entrepreneurship Division Reception
7:00pm - 9:00pm Philadelphia Marriott: Grand Ballroom B

1069 : (GDO) GDO Social and Reception
7:00pm - 8:30pm Pennsylvania Convention Center: 12th Street Foyer
Welcome to all new, international, and continuing members!
Division Chair: **Myrtle P. Bell**, U. of Texas, Arlington
Program Chair: **Jeanette N. Cleveland**, Pennsylvania State U.

1070 : (ICW) British Academy of Management Reception
7:00pm - 9:00pm Philadelphia Marriott: Grand Ballroom C
Organizer: **Clare Saunders**, British Academy of Management

1071 : (ICW) The Business Journal of Hispanic Research Reception
7:00pm - 9:00pm Philadelphia Marriott: Independence Ballroom
Organizer: **Donna Maria Blancero**, National Society of Hispanic MBAs

1072 JS: (SIM, PNP, ONE) SIM/PNP/ONE Joint Social
7:00pm - 9:00pm Loews Philadelphia: Regency Ballroom B

Monday 7:30PM

1073 : (MC) Members and Friends Dinner
7:30pm - 10:30pm Off Site: Twenty21
Registration is Required. To register, please visit <http://apps.aomonline.org/PDW/Reg>. Twenty21 is located at 2005 Market Street, Philadelphia, PA 19103
Host: **Susan M. Adams**, Bentley College
Contact: **Rickie A. Moore**, EM LYON
Distinguished Speaker: **W Warner Burke**, Columbia U.
Sixth Inning Consulting: *The Team Is Losing But The Game Is Not Over* | **W Warner Burke**, Columbia U.

Monday 8:00PM

1074 : (ICW) ORBH Alumni Reception
8:00pm - 10:00pm Loews Philadelphia: Commonwealth D
Organizer: **Patricia Petty**, Case Western Reserve U.

Monday 9:00PM

1075 : (AAA) President's Dessert Reception for New and International Members
9:00pm - 10:30pm Philadelphia Marriott: Liberty Ballroom C
Host: **Ken G. Smith**, U. of Maryland

Tuesday 7:00AM

1076 : (MSR) MSR Meditation Session

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
 Organizer: **Gerald Biberman**, U. of Scranton

Tuesday 7:30AM

1077 : (AAA) AOM Past Presidents Breakfast

7:30am - 8:30am Loews Philadelphia: Millennium Hall
 Organizer: **Kathryn M. Bartol**, U. of Maryland, College Park

Tuesday 8:00AM

1078 : (AAA) Conference Registration

8:00am - 11:30am Pennsylvania Convention Center: Exhibit Hall C - Reg.
 Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

1079 : (AAA) Philadelphia 2007 LAC

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A
 Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

Tuesday 8:30AM

1080    : (AAS) **Doing Good for the Growing Global Immigrant Labor Sector**

8:30am - 10:10am Philadelphia Marriott: Liberty Ballroom A
 Chair: **Charles M. Vance**, Loyola Marymount U.
 Discussant: **Helene Maria Mayerhofer**, Vienna U. of Economics and Business Administration
 Participants: **Chris Brewster**, Henley Management College; **Kerr Inkson**, U. of Waikato; **Andre L Delbecq**, Santa Clara U.; **Paul Sparrow**, Lancaster U.; **Jan Selmer**, Aarhus School of Business, University of Aarhus; **Jakob Lauring**, Aarhus School of Business, University of Aarhus; **Jean-Luc Cerdin**, ESSEC Business School; **Manel Abdeljalil**, IAE Aix en Provence, CEROG, France; **Nithya Seelan**, Massey U.

1081 : (AAS) **"Doing Good": How Work-Life Research Can Create Positive Change**

8:30am - 10:10am Philadelphia Marriott: Liberty Ballroom B
 Chairs: **Ann Marie Ryan**, Michigan State U.; **Megan Leigh Huth**, Michigan State U.
 Corporate Social Responsibility from the Inside Out: Linking Work-Life to "Doing Good" | **Marcie Pitt Castsopoulos**, Boston College
 Applications of Work-Life Research to Leadership Development | **Marian Ruderman**, Center for Creative Leadership
 Learning Leadership in an Online Community | **Stewart D. Friedman**, U. of Pennsylvania
 Facilitating the Transition of Professional Students into Work and Family Roles | **Alyssa Jill Friede**, DePaul U.; **Ann Marie Ryan**, Michigan State U.
 The Impact of Schools on Parent Experiences of Work-Family Balance | **Megan Leigh Huth**, Michigan State U.; **Ann Marie Ryan**, Michigan State U.; **Alyssa Jill Friede**, DePaul U.

1082 : (AAS) Women Leaders in Business, Government, and Academia: Doing Well by Doing Good

8:30am - 10:10am Philadelphia Marriott: Liberty Ballroom C
 Organizer: **Detelin S Elenkov**, U. of Tennessee, Knoxville
 Women in International Assignments - Doing Good by Doing Well | **Rosalie L. Tung**, Simon Fraser U.
 Russian Women Business Leaders: Opportunities for Doing Good by Doing Well | **Sheila M. Puffer**, Northeastern U.
 The Feminine Leadership Mystique: What We Don't Know and Why We Don't Know It | **Terri A. Scandura**, U. of Miami
 Defensive Enactments of Feminine Identity: Impediments to Doing Well by Doing Good | **Robin Ely**, Harvard U.; **Debra Meyerson**, Stanford U.
 Female Entrepreneurship: Doing Well by Doing Good | **William Q Judge**, Old Dominion U.
 Women Leaders and Ethical Leadership: Doing Well by Doing Good | **Detelin S Elenkov**, U. of Tennessee, Knoxville

1083 : (AAS) Corporations and the 21st Century:How Do Today's Companies Need to Change to Meet Tomorrow's Needs?

8:30am - 10:10am Loews Philadelphia: Regency Ballroom B
 Organizer: **Sandra Waddock**, Boston College
 Moderator: **Sandra Waddock**, Boston College
 Speakers: **Allen White**, Tellus Institute; **Mark Goyder**, Tomorrow's Company
 Participants: **James E. Post**, Boston U.; **Jane Nelson**, Harvard U.; **Peter Lacy**, European Academy of Business in Society; **Simon Zadek**, Account Ability

1084 : (AAS) Managerial Behavior and Employee Health: Causes, Consequences and Cures

8:30am - 10:10am Pennsylvania Convention Center: Room 108A
 Chairs: **Jerald Greenberg**, National U. of Singapore; **Aino Salimaki**, Helsinki U. of Technology
 Discussant: **Cary L. Cooper**, Lancaster U.
 Work, Stress and Health: Findings from the Whitehall II Study | **Jane E. Ferrie**, U. College London
 Procedural and Interactional Fairness as Determinants of Employee Health Following the Illness or Death of a Spouse: A Study of "Absences Waiting to Happen" | **Marko Elovainio**, National Research and Development Centre for Welfare and Health; **Jussi Vahtera**, Finnish Institute of Occupational Health; **Mika Kivimaki**, U. of Helsinki; **Anne Linna**, Finnish Institute of Occupational Health; **Kees Van den Bos**, Utrecht U.; **Jerald Greenberg**, National U. of Singapore; **Jaana Pentti**, Finnish Institute of Occupational Health; **Joel Brockner**, Columbia U.
 Examining How Authentic Leadership and Psychological Capital Predict Human Flourishing and Performance with Police Officers | **Suzanne J. Peterson**, Arizona State U.; **Fred O. Walumbwa**, Arizona State U.; **Bruce Avolio**, U. of Nebraska; **Barbara L. Fredrickson**, U. of North Carolina
 Managers, Leaders, and Occupational Health: Preventing Damage and Promoting Well-Being | **James Campbell Quick**, U. of Texas at Arlington; **Debra L Nelson**, Oklahoma State U.; **Marilyn Macik-Frey**, U. of Texas, Arlington

Mental Workloads in Virtual Work: Identifying and Coping with the Unique Stressors of Distance | **Niina Kokko**, Helsinki U. of Technology; **Matti Vartiainen**, Helsinki U. of Technology

1085 🖥️: (BPS) **Doing Strategic Management Research Well by Doing Good Methodologically**

8:30am - 10:10am Philadelphia Marriott: Franklin 1

Chair: **Donald D Bergh**, Denver U.; **David Ketchen**, Auburn U.

Using Policy Capturing to Understand Strategic Decisions: Concepts and an M&A Application | **Amy L Pablo**, U. of Calgary

Interpreting Empirical Results in Strategy and Management Research | **Gary Dushnitsky**, U. of Pennsylvania; **J Myles Shaver**, U. of Minnesota

Toward Greater Integration of the Resource Based View and Strategic Groups Research | **Jeremy Collin Short**, Texas Tech U.

Mediation in Strategic Management Research | **Toyah L. Miller**, Texas A&M U.; **Maria Carmen Triana**, Texas A&M U.; **Christopher Ray Reutzell**, Texas A&M U.; **S. Trevis Certo**, Texas A&M U.

Mixed Methods Research and the Resource-Based View of the Firm | **Jose F. Molina-Azorin**, U. de Alicante, Spain

1086 : (Paper Session) - (BPS) **Capabilities: Knowledge Transfer and Replication**

8:30am - 10:10am Philadelphia Marriott: Franklin 10

Chair: **Jerry Paul Sheppard**, Simon Fraser U.

Discussant: **Jeff Macher**, Georgetown U.

🖥️➔ Intra-Firm Knowledge Flows: Explaining Subsidiary Isolation and Its Performance Implications | **Felipe Monteiro**, London Business School; **Niklas Arvidsson**, NormannPartners AB; **Julian Birkinshaw**, London Business School

🖥️ Reproducing Knowledge: Inaccurate Replication and Failure in Franchise Organizations | **Sidney G. Winter**, U. of Pennsylvania; **Gabriel Szulanski**, INSEAD; **Dimo Ringov**, INSEAD; **Robert Jensen**, BYU

🖥️ Replication and Adaptation: Effect of Adaptation Degree and Timing on Perf. of Replicated Routines | **Robert Jensen**, BYU

➔ 🖥️ How Binding Are Boundaries? Learning Economies in the Foreign Operations of a Fast Food Chain | **David L. Leibsohn**, California State U. Fullerton

1087 🗣️: (BPS) **Bringing Theory to Strategy Teaching: From Doctoral Students to the MBA/MS Classroom and Executive Marketplace**

8:30am - 10:10am Philadelphia Marriott: Franklin 2

Participants: **Kathleen M. Eisenhardt**, Stanford U; **Edward Zajac**, Northwestern U.; **Jan W. Rivkin**, Harvard U.

1088 : (Paper Session) - (BPS) **Evolutionary Theory of Firms and Industries**

8:30am - 10:10am Philadelphia Marriott: Franklin 9

Chair: **Susan Fox-Wolfgramm**, Hawaii Pacific U.

Discussant: **Lyda S. Bigelow**, U. of Utah

🗣️🖥️ Guided Evolution Theory and Dynamic Capability Development: A Path Analytic Exploration | **Terry B. Porter**, U. of Maine; **Bill Wooldridge**, U. of Massachusetts, Amherst; **Linda M. Peters** U. of Massachusetts Amherst

🖥️ Understanding the Origins and Dynamics of Heterogeneous Firm Performance: An Evolutionary Model | **Antonio Javier Revilla**, U. Carlos III de Madrid

➔ 🖥️ The Sustainability of Global Structural Interactions as Sources of Differential Performance | **Rogério Victor**, Boston University

🖥️ Who Wins from Bank Competition? Strategic Persistence as a Barrier to Entry | **Adam Fremeth**, U. of Minnesota

1089 : (Paper Session) - (BPS) **Network Formation and Interfirm Coordination**

8:30am - 10:10am Philadelphia Marriott: Room 406

Chair: **James M. Pappas**, Oklahoma State U.

Discussant: **Gino Cattani**, New York U.

🖥️ A Population Based Model of Network Analysis | **Chunlei Wang**, Stanford U

🖥️ The Origin of the Network Positions of New Organizations | **Benjamin L. Hallen**, Stanford U

🖥️ Understanding Alliance Performance: A Reconciliation of the Structure and Process Perspectives | **Brian den Ouden**, Radboud U. Nijmegen; **Olivier Furrer**, Radboud U. Nijmegen; **John Bell**, Radboud U. Nijmegen

🖥️ Do Alliance Networks Really Affect Firm Outcomes? | **Balaji R. Koka**, Arizona State U.; **John E Prescott**, U. of Pittsburgh

1090 : (Paper Session) - (BPS) **Strategy: A Game-Theoretic Approach**

8:30am - 10:10am Philadelphia Marriott: Room 407

Chair: **James R. Maxwell**, Indiana State U.

Discussant: **Richard Makadok**, Emory U.

🖥️ Peer-to-Peer File Sharing and the Market for Digital Information Goods | **Ramon Casadesus-Masanell**, Harvard U.; **Andres Hervas-Drane**, Harvard U.

🗣️🖥️ A Greater Price for a Greater Good? Charity Premiums in Online Auctions | **Daniel Walter Elfenbein**, Washington U. in St. Louis; **Brian McManus**, Washington U. in St. Louis

🖥️ Do New Competitors, ... Sustain, Destroy or Create Competitive Advantage? | **Michael Ryall**, Melbourne Business School; **Glenn MacDonald**, Washington U. in St. Louis

🖥️ A Game Theoretic Study of Competitive Interaction between Coke and Pepsi | **Anil Nair**, Old Dominion U.; **David D Selover**, Old Dominion U.

1091 : (Paper Session) - (BPS) **Strategy Through an Institutional Theory Lens**

8:30am - 10:10am Philadelphia Marriott: Room 408

Chair: **Andrew D Varghese**, General Electric

Discussant: **Witold Jerzy Henisz**, U. of Pennsylvania

Two-Stage Diffusion Model Revisited: Firms' Early Adoption of New Knowledge in Product Innovations | **Francisco Polidoro**, U. of Texas at Austin

🗣️🖥️ Activism Prone & Stability Seeking: Observational Filtering in the Spread of Contentious Practices | **Sean Safford**, U. of Chicago Graduate School of Business

🖥️➔ Strategic Adaptation during Institutional Transition | **Ajai S Gaur**, National U. of Singapore

🖥️ Revisiting the Agency Theoretic View of Capital Structure | **Jonathan O'Brien**, U. College Dublin; **Parthiban David**, U. of Oklahoma

🖥️ Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 🖥️ Research-oriented | 🗣️ Visual Presentation | 🖥️ Best Paper Proceedings

1092 : (Paper Session) - (BPS) Top Management Teams and Corporate Governance

8:30am - 10:10am Philadelphia Marriott: Room 409

Chair: **Jerry Kopf**, Radford U.Discussant: **Mark H Hansen**, Brigham Young U.

📖 The Influence of Core Self Evaluation on Risky Strategic Decisions | **Jerayr M Haleblan**, U. of California, Riverside; **Gerry McNamara**, Michigan State U.

CEO Succession, Top Management Team Functioning, and Organizational Capabilities | **Ciaran Heavey**, U. of Connecticut

➔ 📖 A Multilevel Exploration of the Performance Effects of Top Management Team Heterogeneity | **Sabina Tacheva**, Copenhagen Business School

📖 Dyadic and Reciprocal Flows of Knowledge within Top Management Teams | **R. Scott Livengood**, U. of Maryland; **Dante DiGregorio**, U. of New Mexico; **Ken G. Smith**, U. of Maryland; **Kevin Clark**, Villanova U.

1093 🗨️ : (Paper Session) - (BPS) Strategy as Practice

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 37-47

🗨️ 📖 Exploring middle managers' strategic sensemaking role in practice | **Julia Balogun**, Cass Business School, City U.

🗨️ 📖 Managing the Firm's Boundaries: How Rules Shape Frontline Managers' Use of External Suppliers | **Matthew J. Bidwell**, INSEAD

➔ 🗨️ 📖 State Ownership, Corporate Governance, and Profitability in China's Publicly-Traded Firms | **Douglas Guthrie**, New York U.; **Zhixing Xiao**, China Europe International Business School; **Junmin Wang**, New York U.

🗨️ External expectations and aspirations: The behavioral outcomes of stock analyst forecasts | **Richard John Gentry**, West Virginia U.; **Xueji Liang**, U. of Florida; **Wei Shen**, U. of Florida

🗨️ 📖 Stakeholder Theory: A Reconceptualization and Empirical Test in the Not-For-Profit Context | **Lorn Sheehan**, U. of Calgary; **Brent Ritchie**, U. of Calgary

🗨️ 🗨️ 📖 How Different Exploitation Strategies Affect the Balance between Exploration and Exploitation | **Adrian Atilio Caldart**, Warwick Business School; **Sotirios Paroutis**, Warwick Business School; **Duncan Robertson**, Warwick Business School

🗨️ 📖 Downsizing effects on Financial Performance: A Longitudinal Study | **Zachary Sheaffer**, Open U. of Israel; **Abraham Carmeli**, Bar Ilan U.; **Michal Steiner Revivo**, Ben Gurion U. School of Management; **Saul Zionit**, Open U. of Israel; **Orly Yeheskel**, Interdisciplinary Center

🗨️ The Effects of Deregulation on the Variability of Strategy and Performance in U.S. Air Carriers | **Irene Goll**, U. of Scranton

🗨️ 📖 Exploitation Practice: Expert Performance in Entrepreneurial Strategy Implementation | **Jeff Stambaugh**, Texas Tech U.; **Ronald K. Mitchell**, Texas Tech U.

🗨️ 🗨️ Strategy as Distributed Phronesis: Knowledge Creation for Common Good | **Ikujiro Nonaka**, Hitotsubashi U.

🗨️ 🗨️ 📖 Potential and Realized Absorptive Capacity as Determinants of Acquisition Premiums and Performance | **Rushi Karichalil**, Tulane U.

1094 : (Paper Session) - (CAR) Relationships Between Gender and Career

8:30am - 10:10am Pennsylvania Convention Center: Room 111A

Chair: **Robert C. Myrtle**, U. of Southern CaliforniaDiscussant: **Martina Gianecchini**, U. of Padova

📖 A Life-Course Examination of Women's Career and Family Trajectories | **Corinne Post**, Pace U.; **Emilio De Lia**, Rutgers U.; **Rochelle Parks-Yancy**, Texas Southern U.

📖 Faculty at Early, Middle, and Late Career Stages: Gender Effects on Academic Work Experiences | **Xiang Fen Liang**, Case Western Reserve U.; **Jeffrey Turell**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.

📖 High Achieving Women: An Exploratory Study of the Differences between Kaleidoscope Career Types | **Veronica M. Godshalk**, Pennsylvania State U., Great Valley; **Anna Marie Noble**, Penn State Great Valley U.; **Courtney Line**, Penn State Great Valley U.

📖 Full- or Part-Time? Organizationally- or Self-Employed? Gender, Family Structure, and Outcomes | **David J Prottas**, Adelphi U.

The Career Phases of Women in Healthcare: Early, Middle, and Late Career Dynamics | **Christopher E. Stevens**, Case Western Reserve U.; **Deborah Anne O'Neil**, Bowling Green State U.; **Diana Bilimoria**, Case Western Reserve U.

1095 🗨️ 📖 JS: (CAR, HR) People Helping People: New Directions in Careers Research

8:30am - 10:10am Pennsylvania Convention Center: Room 111B

Moderator: **Hugh P. Gunz**, U. of Toronto

A Career Schema Approach to Developmental Relationships | **Amy Klemm Verbos**, U. of Wisconsin, Milwaukee; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

Doing Good by Being Bad? A Proposed Model of the Nemesis Effect | **Scott Seibert**, U. of Melbourne; **Maria Kraimer**, U. of Melbourne

Sticky Educational Ties: Are they Helpful? | **Monica Higgins**, Harvard U.

Improving Immigrant Newcomer Employability | **Soo Min Toh**, U. of Toronto; **Hugh P. Gunz**, U. of Toronto

1096 CAU: (CAU) Shared Sisterhood? A New and Challenging Reality of Black-Brown Relations

8:30am - 10:10am Pennsylvania Convention Center: Room 106A

Organizers: **Stacy Blake-Beard**, Simmons College; **Stephanie Creary**, Simmons School of Management; **Geetha Krishnamurthy**, Simmons School of Management

Participants: **Maureen A. Scully**, U. of Massachusetts; **Karen L. Proudford**, Morgan State U.; **Myrtle P. Bell**, U. of Texas, Arlington; **Donna Maria Blancero**, National Society of Hispanic MBAs

1097 CAU: (CAU) Measuring Value In Teaching

8:30am - 10:10am Pennsylvania Convention Center: Room 107A

Organizer: **Joann Krauss Williams**, Jacksonville State U.

Participants: **Linda L Brennan**, Mercer U.; **Kristena Payne Gaylor**, Belhaven College; **David D Van Fleet**, Arizona State U.; **Ellen F. Goldman**, George Washington U.; **Runa Sarkar**, Indian Institute of

1098 : (Paper Session) - (CM) **New Considerations in Conflict Resolution**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - CM
Presented on Panels 74-78

- What You See is What You Get: Antecedents, Moderators, and Outcomes of Justice Expectations | **Christopher J. Meyer**, Baylor U.; **Stephen E. Humphrey**, Florida State U.; **Donald E. Conlon**, Michigan State U.
- Relative Standing and Giving Advice: You Often Hurt the One You Love | **Stephen M Garcia**, U. of Michigan; **Abraham Tesser**, U. of Georgia
- Interpersonal Aspects of Justice in Relationships Between Consumers and Service Providers | **Joseph P Daly**, Appalachian State U.; **David R Williams**, Appalachian State U.; **Stephen James O'Connor**, U. of Alabama, Birmingham; **Richard Pouder**, Appalachian State U.
- Scissors Cut Paper: Proactive and Contingent Strategies in a Conflict Situation | **Christopher J. Meyer**, Baylor U.; **Blaine McCormick**, Baylor U.; **Aimee Clement**, Baylor U.; **Rachel Woods**, Baylor U.; **Charles Fifield**, Baylor U.
- Collectivizing Preference Disputes: When Flipping a Coin Just Isn't Fair | **Stephen M Garcia**, U. of Michigan; **Dale Miller**, Stanford U

1099 : (CM) **Cracks in the American Dream: Generational Fault Lines Creating Social Conflict**

8:30am - 10:10am Pennsylvania Convention Center: Room 105A
Organizer: **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign
Participants: **John C Dencker**, U. of Illinois, Urbana-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Niti Pandey**, U. of Illinois, Urbana-Champaign; **Barbara S. Lawrence**, U. of California, Los Angeles; **Lynn Shore**, San Diego State U.; **Kimberly A Wade-Benzoni**, Duke U.

1100 JS: (CM, OB) **Negotiator Reputation and the Development of Trust and Cooperation**

8:30am - 10:10am Pennsylvania Convention Center: Room 105B
Organizer: **Aiwa Shirako**, U. of California, Berkeley
Chair: **Cameron Anderson**, U. of California, Berkeley
Discussant: **Catherine Tinsley**, Georgetown U.
The Development of Reputations Among Negotiators | **Cameron Anderson**, U. of California, Berkeley; **Aiwa Shirako**, U. of California, Berkeley
On the Intuition That Some Negotiators Are Better Than Others: A Round-Robin Study of Individual Differences | **Hillary Anger Elfenbein**, U. of California, Berkeley; **Jared R. Curhan**, Massachusetts Institute of Technology; **Noah Eisenkraft**, U. of Pennsylvania
Rational Decision Making and Lying in Negotiations | **Chen-Bo Zhong**, U. of Toronto
Reputation's Two Subconstructs: Experiential versus Hearsay Reputation | **Nathan Goates**, Shippensburg U.

1101 : (Paper Session) - (CMS) **Making Identities: Organizational Myths, Gender, and Aesthetics**

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom I
Chair: **Ralph Stablein**, Massey U.
 Myth-making in organisational change | **Ralph James Bathurst**, Massey U. Albany; **Nanette Monin**, Massey U. - Auckland

No Past – No Future: The Political Advantages of an Ever-Present Organizational Identity | **Shirley R. Leitch**, U. of Wollongong; **Sally Jane Davenport**, Victoria U. of Wellington
Best CMS Paper Nominee

- Organizational Aesthetics and the Reinforcement of Hierarchical Occupational Identities | **Michal Frenkel**, Hebrew U. of Jerusalem; **Varda Wasserman**, Open U. Israel
- Representations of Work-Life Balance Arrangements | **Samula Mescher**, Radboud U. Nijmegen; **Yvonne Benschop**, Radboud U. Nijmegen; **Hans Doorewaard**, Radboud U. Nijmegen

1102 : (Paper Session) - (CMS) **Managerial Labor and Corporate Radicals: Surveillance, Representation and Subject Relations**

8:30am - 10:10am Philadelphia Marriott: Room 405
Chair: **Linda A Krefting**, Texas Tech U.
 The Institutional Subject: The Construction of the Subject through Power and Reciprocal Relations | **Cagri Topal**, U. of Alberta; **Robert P. Gephart**, U. of Alberta
 Power without Knowledge? Foucault and Fordism, c. 1900-50 | **Alan McKinlay**, U. of St Andrews
 Engaging Corporate Radicals: Applying Social Movement Theory to Employee Empowerment | **Leah Ritchie**, Salem State College
 Managerial Labor: From a Representation of Labor to a Labor of Representation | **Colas Herve**, Groupe RMS

1103 : (Paper Session) - (ENT) **The Dynamics of Corporate Entrepreneurship**

8:30am - 10:10am Philadelphia Marriott: Franklin 11
Chair: **Peter J Lane**, U. of New Hampshire
Discussant: **Diana L. Day**, Rutgers U.
 How Do S&P500 Company Positions in Interlocking Boards Impact Corporate Entrepreneurship? | **Erik A. Noyes**, Boston U.
 Configuring Corporate Venturing Portfolio for Creating Growth Options Value | **Shu-Jou Lin**, National Taiwan U.; **Ji-Ren Lee**, National Taiwan U.
 Launching Successful Corporate Entrepreneurial Initiatives: Functional Support and Decision Autonomy | **Dilene Crockett**, Northeastern State U.; **Jeffrey E McGee**, U. of Texas, Arlington; **G. Tyge Payne**, Texas Tech U.
 The Cognition Termination Curve: Failure and Learning in Corporate Entrepreneurship | **Andrew C. Corbett**, Rensselaer Polytechnic Institute; **Heidi M. Neck**, Babson College; **Dawn R. DeTienne**, Colorado State U.

1104 SHCS: (ENT) **Entrepreneurial Passion: Origins, Nature, and Consequences**

8:30am - 10:10am Philadelphia Marriott: Franklin 12
Chair: **Melissa S. Cardon**, Pace U.
Entrepreneurial Passion as an Identity Process | **Charles Murnieks**, U. of Colorado, Boulder; **Elaine Mosakowski**, U. of Colorado, Boulder
Exploring Entrepreneurial Passion: From "Animal Spirits" to "Human Spirits" | **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **Malin Brannback**, Abo Akademi U.; **Alan L Carsrud**, Florida International U.; **Jennie Elfving**, Abo Akademi U.

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

Moving Forward: Balancing the Financial and Emotional Costs of a Failed Venture | **Dean A Shepherd**, Indiana U.; **Johan Wiklund**, Jonkoping International Business School; **James Haynie**, Syracuse U.

Is Passion Contagious? The Transference of Entrepreneurial Passion to Employees | **Melissa S. Cardon**, Pace U.

1105 : (Paper Session) - (ENT) Diversity and Entrepreneurship

8:30am - 10:10am Philadelphia Marriott: Room 410

Chair: **Carla Pavone**, U. of Minnesota

Discussant: **Amanda B. Harris**, U. of Colorado, Boulder

Mexican-American Entrepreneurship | **Robert W. Fairlie**, U. of California, Santa Cruz; **Christopher Woodruff**, U. of California, San Diego

→ United Arab Emirates Female Entrepreneurs: Motivations and Frustrations | **Yusuf M. Sidani**, American U. of Beirut; **Hanifa Itani**, American U. of Beirut; **Imad Baalbaki**, American U. of Beirut

🗨️ Does Gender Moderate Knowledge, Education and Entrepreneurial Self-Efficacy Relationships? | **Sanjib K Chowdhury**, Eastern Michigan U.; **Megan Lee Endres**, Eastern Michigan U.; **Crissie M. Frye**, Eastern Michigan U.

An Investigation of Gender Differences in Social Network Dynamics | **Kim Klyver**, U. of Southern Denmark

1106 : (Paper Session) - (ENT) New Venture Financing

8:30am - 10:10am Philadelphia Marriott: Room 411

Chair: **Jay Inghwee Chok**, U. of Southern California

Discussant: **Cathy Lynn Neeley**, Northern Illinois U.

Impact of Bootstrapping on Venture Growth and Survival | **Pankaj C Patel**, U. of Louisville; **James Fiet**, U. of Louisville; **Jeff Sohl**, U. of New Hampshire

🗨️ The Mediating Role of Bank Knowledge in Small and New Firms' Access to Debt Finance | **Patrick Saporito**, Drexel U.; **Kenneth Colwell**, Drexel U.

Does Time Heal All Wounds? Investment Constraints in Newly-Public Firms | **Fernando R. Chaddad**, U. of North Carolina, Chapel Hill; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill

When Do Companies Go Public Too Early? International Evidence from Venture Capital | **Douglas Cumming**, Rensselaer Polytechnic Institute; **Sofia Johan**, Tilburg U.

1107 : (Paper Session) - (ENT) Impact of New Venture Settings

8:30am - 10:10am Philadelphia Marriott: Room 412

Chair: **Jennifer Woolley**, U. of California, Irvine

Discussant: **Mark Shanley**, U. of Illinois, Chicago

→ The Commons Problem and the Evolution of Industry Legitimacy in Emerging Industries | **David Deeds**, U. of Texas at Dallas; **Yasuhiro Yamakawa**, U. of Texas, Dallas

Social Capital Unleashed: A Different Kind of Creative Destruction | **R. Drew Sellers**, Case Western Reserve U.

The Impact of Bankruptcy Laws on the Entrepreneurial Decision: Are Entrepreneurs Even Aware? | **Jeffrey B Kaufmann**, Iowa State U.; **Pol Herrmann**, Iowa State U.; **Howard E Van Auken**, Iowa State U.

Does Psychological Ownership Matter in the Context of Franchise Organization? | **Sheng-Tsung Hou**, Asia U., Taichung, Taiwan; **Se-Hwa Wu**, National Chengchi U., Taiwan; **Mu-Yen Hsu**, National Chengchi U., Taiwan

1108 : (Paper Session) - (ENT) Entrepreneurial Process

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - ENT 1

Presented on Panels 21-24

🗨️ Refueling or Running Dry – Entrepreneurs' Energetic Resources and the Start-Up Process | **Anders Landberg**, Stockholm School of Economics

🗨️ Understanding the Entrepreneurial Process Using a Dynamic Approach | **Newton Siqueira da Silva**, Mackenzie U.; **Vania Jorge Nassif**, Mackenzie U.; **Alexandre Nabil Ghobril**, U. Presbiteriana Mackenzie

🗨️ Formalizing the Front End of the Entrepreneurial Process Using the Stage-Gate Model | **Bruce R Barringer**, U. of Central Florida; **Amy Rebecca Gresock**, U. of Central Florida

🗨️ End-User Entrepreneurship: An Emergent & Collective Process | **Sonali K. Shah**, U. of Illinois, Urbana-Champaign; **Mary Tripsas**, Harvard U.

1109 : (Paper Session) - (ENT) Behavior and Entrepreneurial Consequences

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - ENT 2

Presented on Panels 25-28

🗨️ The Effects of Organizational Citizenship Behaviors on the Liability of Newness | **Brian Nagy**, U. of Alabama

🗨️ Sensemaking Processes that Contribute to New Venture Emergence | **Cameron Ford**, U. of Central Florida

🗨️ Is It Business or Personal?: Entrepreneurs' Charismatic Leadership Behaviors and VC Decision-Making | **Mark Ciavarella**, Bucknell U.; **Jay Alden Conger**, U. of Southern California; **Allen Amason**, U. of Georgia

1110 : (Paper Session) - (GDO) Correlates of Identity, Gender and Race

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - GDO 1

Presented on Panels 48-56

🗨️ Team Diversity and Team Learning: The Moderating Effects of Team Affective Climate | **Oluremi B. (Remi) Ayoko**, U. of Queensland

🗨️ The Role of Personality and Coping in Work-Family Conflict: New Directions | **Jeanine K. Andreassi**, Sacred Heart U.

🗨️ Peeling Away the Onion: An Analysis and Development of Racial Identity Models | **Audrey Suat Hui Lim**, Pennsylvania State U.; **Katherine Hamilton**, Pennsylvania State U.

🗨️ Gendering Engineering: Professional Identity Formation and Peer Effects | **Brian Rubineau**, Massachusetts Institute of Technology

🗨️ Opportunity or Defeat? Kaleidoscope Careers and Gender Differences in Reactions to Unemployment | **Monica L Forret**, St. Ambrose U.; **Sherry E. Sullivan**, Bowling Green State U.; **Lisa A Mainiero**, Fairfield U.

🗨️ Modesty, Gender, and Income: The "Feminine" Modesty Effect and Wages of Unionized Employees | **Marie-Helene Budworth**, York U.; **Sara Mann**, McMaster U.

- 🗨️🗨️ Building Bridges or Towers? Affiliative Behavior, Gender Differences and Uncertain Work Environments | **K. Michele Kacmar**, U. of Alabama; **Daniel Gregory Bachrach**, U. of Alabama; **Ken Harris**, Indiana U., Southeast
- 🗨️🗨️ The Gender Pay Gap above the Glass Ceiling: Are Women Executives Underpaid? | **Mark Anderson**, U. of Texas at Dallas; **Rong Huang**, Baruch College; **Jiangxia Liu**, Western Carolina U.

1111 🗨️: (Paper Session) - (GDO) **Motherhood: Career Obstacle or Life-Quality Enhancer?**

8:30am - 10:10am Pennsylvania Convention Center: Room 104A
 Chair: **Karen S. Whelan-Berry**, Utah Valley State College
 Discussant: **Susan Mary Vinnicombe**, Cranfield U.
 Motherhood as a Career Obstacle: Enhanced Femininity and the Perceived Lack of Job-Person Fit | **Tyler G. Okimoto**, Flinders U. of South Australia; **Madeline E. Heilman**, New York U.
 🗨️ Managing Tension When Making Tradeoffs in Life-quality Decisions | **Amy Mickel**, California State U. Sacramento; **Elise Dallimore**, Northeastern U.
 🗨️ Disentangling Legitimate Concerns from Inaccurate Stereotypes as Predictors of Mothers' Advancement | **Eden King**, George Mason U.

1112 🗨️🗨️: (Paper Session) - (GDO) **Community and Organizational Climate Diversity: Enhancing Performance and Interpersonal Reactions**

8:30am - 10:10am Pennsylvania Convention Center: Room 104B
 Chair: **David A. Kravitz**, George Mason U.
 Discussant: **Robert G. DelCampo**, U. of New Mexico
 🗨️🗨️ Racial-Ethnic Differences in Employee Sales Performance: The Moderating Role of Diversity Climate | **Patrick F. McKay**, U. of Wisconsin, Milwaukee; **Derek R. Avery**, Rutgers U.; **Mark Allen Morris**, JCPenney
 🗨️ The Relationship between Black Population Share and Black Managerial Advancement. | **Marla Baskerville Watkins**, Tulane U.; **Alexis Nicole Smith**, Tulane U.
 🗨️ Enhancing Contact Experiences: Cross-Race Interpersonal Efficacy and Affect Regulation | **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Jakari Griffith**, U. of Nebraska-Lincoln
 The Influence of Diversity Climate Perceptions on Organizational Climate | **Benjamin E. Liberman**, Columbia U.

1113 🗨️🗨️🗨️: (Paper Session) - (HCM) **How Do Health Care Providers Keep Key Staff? Human Resources Management and Turnover**

8:30am - 10:10am Loews Philadelphia: Commonwealth A2
 Chair: **Robert J. Weech-Maldonado**, U. of Florida
 Discussant: **Leonard H. Friedman**, Oregon State U.
 🗨️ Job Perceptions & Intent-to-Leave Among LTC Workers: Evidence from a 5-State Demonstration | **Diane Brannon**, Pennsylvania State U.; **Andrea Schreiner**, Penn State; **Joe Vasey**, Pennsylvania State U.; **Teta Barry**, Penn State U; **Peter Kemper**, Pennsylvania State U.
 🗨️ Registered Nurse Vacancy Rates in Nursing Homes: Benefits and Incentives That Matter | **Norris Gunby**, Elon U.
 🗨️ Establishment Turnover and Vacancy Rates for RNs: What is the Role of Local Labor Market Factors? | **Kent Rondeau**,

- U. of Alberta; **Terry H. Wagar**, Saint Mary's U.; **Eric S. Williams**, U. of Alabama
- 🗨️🗨️ The Multilevel Influence of Perceptions of HRM Effectiveness on Hospitals | **Anthony R. Wheeler**, Bradley U.; **Matthew O'Brien**, Bradley U.

1114 🗨️🗨️🗨️: (Paper Session) - (HCM) **Organizational Behavior Issues in Health Care**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - HCM 1
 Presented on Panels 66-69
 ➔ 🗨️ Drivers of Physician Job Satisfaction – Insights from a Cross-national Comparative Study | **Katharina Janus**, Columbia U.; **Volker Eric Amelung**, Hannover Medical School; **Laurence C. Baker**, Stanford U.; **Michael Gaitanides**, Helmut Schmidt U.; **Friedrich Wilhelm Schwartz**, Hannover Medical School; **Thomas Rundall**, U. of California, Berkeley
 🗨️🗨️ The Emotional Labor of Managers: Using Servant Leadership to Enhance the Job Satisfaction of Nurses | **Marjorie N. Jenkins**, Moses H. Cone Regional Health Care System; **Charles E Wilson**, North Carolina A&T State U.; **Alice C Stewart**, North Carolina A&T State U.
 ➔ 🗨️🗨️ Leader-member Exchange as a Significant Correlate of Work Exhaustion and Complaining Behaviors | **Gary J. Blau**, Temple U.; **Unnikammu Moideenkutty**, Sultan Qaboos U.; **Ahmed Al Mandhari**, SQU Hospital
 🗨️🗨️ Organizational and Personal Factors: Do They Predict Inter-professional Team Effectiveness? | **Anat Freund**, Haifa U.; **Anat Drach-Zahavy**, U. of Haifa

1115 ➔ 🗨️ JS: (HCM, TIM) **The Translation of New Genetic Health Technologies: Empirical and Theoretical Issues**

8:30am - 10:10am Loews Philadelphia: Commonwealth B
 Coordinators: **Sue Newell**, Bentley College, USA and Warwick U., UK; **Ewan Ferlie**, Royal Holloway College, U. of London
 Translation of New Genetic Health Technologies | **Ewan Ferlie**, Royal Holloway College, U. of London; **Sue Newell**, Bentley College, USA and Warwick U., UK
 Participants: **Sue Dopson**, Said Business School; **Gerald McGivern**, Royal Holloway, U. of London; **Wendy Currie**, U. of Warwick; **Maxine Robertson**, Queen Mary College, U. of London; **Jacky Swan**, U. of Warwick; **Timothy Hoff**, State U. of New York, Albany

1116 : (Paper Session) - (HR) **Compensation and Outcomes**

8:30am - 10:10am Pennsylvania Convention Center: Room 112A
 Chair: **William J. Heisler**, Troy U.
 Discussant: **Michael Sturman**, Cornell U.
 The Effects of Pay Compression on Perceptions of Pay Fairness and Employee Withdrawal | **Amy B. Henley**, Kennesaw State U.; **Gary C. McMahan**, U. of Texas, Arlington; **Kenneth H. Price**, U. of Texas, Arlington; **James J. Lavelle**, U. of Texas, Arlington
 🗨️ Pay Dispersion and Top Management Team Turnover: Additional Evidence | **Jake Messersmith**, U. of Kansas; **James P. Guthrie**, U. of Kansas; **Yong-Yeon Ji**, U. of Kansas
 🗨️ Pay Communication: Implications for Organizational Justice and Pay Satisfaction | **Nancy E. Day**, U. of Missouri, Kansas City
 🗨️ Does Money Matter? The Influence of Compensation Level, Form and Structure on Labor Productivity | **James P.**

🗨️ Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

Guthrie, U. of Kansas; **Patrick Christopher Flood**, U. of Limerick; **Wenchuan Liu**, U. of Limerick; **Sarah MacCurtain**, U. of Limerick

1117 : (Paper Session) - (HR) The Impact of Turnover on Organizations

8:30am - 10:10am Pennsylvania Convention Center: Room 112B

Chair: **MaryAnne Hyland**, Adelphi U.

Discussant: **Rebecca A. Henry**, Rensselaer Polytechnic Institute

☑ Performance and Turnover: An Argument for Including Both Employee Perceptions and Objective Measures | **Anthony Justin Nyberg**, U. of Wisconsin, Madison

➔ ☑ Employee Turnover and Firm Performance: Modeling Reciprocal Effects | **Khim Kelly**, Nanyang Technological U.; **Soon Ang**, Nanyang Technological U.; **Gillian H.H. Yeo**, Nanyang Technological U.; **Wayne F. Cascio**, U. of Colorado / Health Sciences Center

The Influence of HR Practices and Collective Organizational Commitment on Voluntary Turnover | **Timothy M. Gardner**, Brigham Young U.; **Lisa M. Moynihan**, U. of London; **Patrick Wright**, Cornell U.

☑☑ The Effects of Employee Mobility Between Competitors and Cooperators on Firm Performance | **Deepak Somaya**, U. of Maryland, College Park; **Ian O. Williamson**, U. of Melbourne; **Nataliya Lorinkova**, U. of Maryland, College Park
Winner of HR Division Best Conference Paper Award,
Sponsored by Personnel Review

1118 ☑➔☑: (HR) Taking Measure of Organizational Commitment

8:30am - 10:10am Pennsylvania Convention Center: Room 113B

Chairs: **Russell E. Johnson**, U. of South Florida; **Dan Ispas**, U. of South Florida

Discussant: **Howard J. Klein**, Ohio State U.

Measurement Issues in the Meyer and Allen Model of Organizational Commitment | **Stephen J Jaros**, Southern U.
Development of a Four-Factor Model of Commitment to Supervisors | **Alexandra-Joelle Panaccio**, HEC Montreal; **Guyline Landry**, HEC Montreal; **Christian Vandenberghe**, HEC Montreal

Motivation and Organizational Commitment: Support for a Four-Factor Model | **Russell E. Johnson**, U. of South Florida; **Chu-Hsiang Chang**, Roosevelt U.; **Liuqin Yang**, U. of South Florida

Profiles of Commitment and Turnover Intentions: A Romanian Sample | **Dan Ispas**, U. of South Florida; **Michael Rossi**, U. of South Florida; **Alexandra Ilie**, U. of Bucharest

1119 : (Paper Session) - (HR) Performance Appraisal

8:30am - 10:10am Pennsylvania Convention Center: Room 113C

Chair: **Steven D. Berkshire**, Regis U.

Discussant: **Steve Scullen**, Drake U.

☑☑☑☑ When Constructs Don't See Eye to Eye: Cognitions of HR and the Line on Appraisal Systems | **Robert Phillip Wright**, Hong Kong Polytechnic U.; **Hanhua Xu**, Hong Kong Polytechnic U.

Using Rater Discomfort and Big-Five Facets to Predict Rater Leniency | **Enrique M. Perez**, Florida Atlantic U.; **John Bernardin**, Florida Atlantic U.; **Peter D. Villanova**, Appalachian State U.

☑ Teaching-oriented | ☑ Practice-oriented | ➔ International-oriented | ☑ Theme-oriented | ☑ Research-oriented | ☑ Visual Presentation | ☑ Best Paper Proceedings

The Effects of Repeated Multisource Feedback on Behavior Change for Managers | **Charles F. Seifert**, Siena College; **Gary Yukl**, U. of Albany

☑ Performance Evaluation with Within-Individual Comparisons: A Prospect Theory Approach | **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong; **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology

1120 ➔☑: (Paper Session) - (IM) The Global/Regional Debate

8:30am - 10:10am Philadelphia Marriott: Franklin 3

Chair: **Mike C. H. Chao**, Baruch College

Discussant: **Jerry G. Hunt**, Texas Tech U.

➔☑ Born Global or Born Regional? Evidence from the Costa Rican Software Industry | **Luis Lopez**, INCAE; **Sumit Kumar Kundu**, Florida International U.; **Luciano Ciravegna**, INCAE
➔☑ Local, Regional or Global? Quantifying MNC Geographic Scope | **Christian Geisler Asmussen**, Copenhagen Business School

☑☑➔☑ In-Bound or Out-Bound Home-Region Orientation: Which Way for the Multinational? | **Elitsa R. Banalieva**, Northeastern U.

☑➔☑ Geographic Orientation And Performance of Global Versus Regional MNEs | **Christian Geisler Asmussen**, Copenhagen Business School; **Anthony Goerzen**, U. of Victoria

1121 ➔☑: (Paper Session) - (IM) OB Issues across Cultures

8:30am - 10:10am Philadelphia Marriott: Franklin 4

Chair: **Aharon Tziner**, Netanya U. College

Discussant: **Svetlana Madzar**, University of Minnesota

➔ Organizational Citizenship in a Global Context: A Literature Review | **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Rick D. Hackett**, McMaster U.; **Zhijun Chen**, Hong Kong U. of Science and Technology

➔☑ Proactive Behavior at Work: A Cross-Cultural Comparison of Variables Related to Proactive Behavior | **Neta Parnas**, Haifa U.; **Itzhak Harpaz**, U. of Haifa

➔☑ Cross-National, Cross-Cultural Organizational Behavior Research: Advances, Gaps, and Recommendations | **Sushil Nifadkar**, Arizona State U.; **Yi A. Ou**, Arizona State U.

➔ The Influence of Social and National Contexts on Nurses in China and the United States | **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Janice R. Joplin**, Southern Illinois U., Edwardsville; **Sandy Chan**, Buddhist Hospital; **Richard A. Posthuma**, U. of Texas El Paso

1122 ➔☑: (Paper Session) - (IM) International Expansion of MNCs from Emerging Economies

8:30am - 10:10am Philadelphia Marriott: Room 413

Chair: **Egide Karuranga**, Virginia State U.

Discussant: **Christine M. Chan**, Hong Kong U.

☑➔☑ The Liabilities of Origin: An Emerging Economy Perspective on the Challenges of Venturing Abroad | **J Ramachandran**, Indian Institute of Management Bangalore; **Anirvan Pant**, Indian Institute of Management Bangalore

➔☑ Determinants of Foreign Ownership Strategies of MNEs from an Emerging Market | **Mehmet Demirbag**, Sheffield U.; **Ekrem Tatoglu**, Bahcesehir U.; **Keith W. Glaister**, U. of Sheffield

- Small- and Medium-Sized Enterprises in Emerging Economies | **Christian Keen**, McGill U.
- Internationalization Strategies and Performance of Chinese Multinationals | **Lin Yuan**, National U. of Singapore; **Nitin Pangarkar**, National U. of Singapore

1123 → 📄: (Paper Session) - (IM) **HQ-Subsidiary Integration**

8:30am - 10:10am Philadelphia Marriott: Room 414

Chair: **Stephen Todd Rudman**, San Francisco State U.

Discussant: **Ivan Manev**, U. of Maine

- 🗨️ → Local-Global Tensions in Multinational Subsidiaries: Cases from Mobile Communications | **Andreas Birnik**, Cranfield U.; **Cliff Bowman**, Cranfield U.; **Veronique Ambrosini**, Cranfield U.
- 📄 Subsidiary Anti-initiatives: Why do Foreign Subsidiaries Decide to Not Leverage Expertise to the Firm? | **Marcus M Keupp**, U. of St. Gallen; **Oliver Gassmann**, U. of St. Gallen
- 📄 Business Relatedness in International Settings: Performance Effects in Two Customer Contexts | **Anders Pehrsson**, Växjö U.
- 🗨️ → Integrating the Multinational: Lessons from Subsidiary Managers | **Andreas Birnik**, Cranfield U.

1124 → 📄: (Paper Session) - (IM) **Cultural Distance and FDI**

8:30am - 10:10am Philadelphia Marriott: Room 415

Chair: **Richard C Hoffman**, Salisbury U.

Discussant: **Gerhard Fink**, WU-Wien

- 🗨️ Bridging Cultural Distance: A Multi-level Model of Diaspora Homeland Investment | **Tjai M. Nielsen**, George Washington U.; **Liesl Riddle**, George Washington U.
- Egalitarianism, Cultural Distance, and FDI: A New Approach | **Jordan Siegel**, HBS; **Amir Licht**, Interdisciplinary Center Herzliya; **Shalom Schwartz**, Hebrew U. of Jerusalem
- 📄 Has Cultural Distance Declined for Bilateral FDI? Evidence from Panel Data | **Linghui Tang**, College of New Jersey
- 📄 Knowledge Seeking FDI: An Examination of Firm- and Location-Specific Factors | **Björn Ambos**, Vienna U. of Economics and Business Administration; **Tina Claudia Ambos**, Vienna U. of Economics and Business Administration

1125 : (Paper Session) - (IP) **Competitive and Institutional Context Surrounding M&As**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Alfred Allen Marcus**, U. of Minnesota

- OMT**: Conformity in the Content of Mergers and Acquisitions | **Monica Yang**, Adelphi U.
- CMS**: A Critical Discursive Analysis of Nationalism in Lenovo's Acquisition of IBM's Personal Computers | **Nathan Zhang**, Victoria Management School; **Sally Riad**, Victoria Management School; **Eero Vaara**, Swedish School of Economics and Business Administration
- 📄 **BPS**: Cross-border Acquisition Waves: Country and Industry Effects | **Protiti Dastidar**, George Washington U.; **Alexander Sleptsov**, Tulane U.
- **BPS**: The Impact of Mergers on Outside Rivals: A Boon Not a Loss | **Joseph A. Clougherty**, Wissenschaftszentrum Berlin (WZB); **Tomaso Duso**, Wissenschaftszentrum Berlin (WZB)

1126 : (Paper Session) - (IP) **Challenges of New Ventures**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **David L. Turnipseed**, Indiana U./Purdue U.

- ENT**: Building Relational Resources for Coordination and Improvisation in New Ventures | **Ruth Blatt**, U. of Michigan
- 🗨️ → **ENT**: Rents-Generated-Potential: A Framework for Born Global Ventures | **Morris L Samit**, College
- 📄 **ENT**: Business Model Development in Emerging Industries: Approaches of New Technology-Based Ventures | **Petra Andries**, K.U.Leuven; **Bart Van Looy**, K.U.Leuven; **Catherine Lecocq**, K.U.Leuven; **Koenraad Debackere**, K.U.Leuven
- ENT**: Do US VC Firms Make a Difference? An Analysis of Liquidity Events in Foreign Biotechnology Firms | **Elisa Alvarez-Garrido**, Wharton School

1127 : (Paper Session) - (IP) **Ethical Firm Behavior**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Barry M Mitnick**, U. of Pittsburgh

- 📄 **SIM**: Labour Relations and Ethical Dilemma of Extractive MNEs in Nigeria, South Africa and Zambia. | **Gabriel Eweje**, Massey U.
- 📄 **OB**: Authentic Moral Development Theory: A Framework for Developing Followers' Ethical Capabilities | **Sean Hannah**, U.S. Military Academy, West Point
- 📄 **OMT**: Navigating the Grey Market: The Commerce for Corpses in the United States | **Michel Anteby**, Harvard U.
- 📄 **SIM**: A Cross Cultural Comparison of Moral Philosophy Moral Development on Moral Judgment | **Charles G Smith**, Otterbein College; **Erika Sumilo**, U. of Latvia; **Viestars Karnups**, U. of Latvia
- 🗨️ 📄 **SIM**: Discursive Self-Interest in a Sustainable Corporate Ecology | **David H Saiia**, Ithaca College; **Dale Cyphert**, U. of Northern Iowa

1128 : (Paper Session) - (IP) **Governance Structure and Processes II**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Marc S Mentzer**, U. of Saskatchewan

- 🗨️ **CMS**: Institutional Investors And Corporate Governance: The Wolf In Shareholder's Clothing? | **Thomas Clarke**, U. of Technology, Sydney
- BPS**: Strategic Governance Complexities Shaping Biotechnological Innovative Capabilities | **Tariq H. Malik**, Birkbeck College, U. of London
- 📄 **BPS**: Competing Rationale in Corporate Governance: Capital Market vs. Cooperative Innovation in France | **Taeyoung Yoo**, Birkbeck College, U. of London
- BPS**: Patterns of Compliance with the German Corporate Governance Code | **Till Talaulicar**, Technical U., Berlin; **Axel V. Werder**, Technical U., Berlin
- BPS**: Agency Implications of a Heterogeneous Ownership Base | **Camille Madelon**, HEC Paris

1129 : (Paper Session) - (IP) **Individual Learning and Knowledge Sharing I**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **David F Robinson**, Indiana State U.

- 🗨️ 📄 **OMT**: Knowledge Sharing – Motivated by Reciprocities | **Peter Holdt Christensen**, Copenhagen Business School

📄 Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 📄 Best Paper Proceedings

→ **OMT**: Individual Antecedents of Absorptive Capacity in Emerging Economies: Evidence from Russia and Ukraine | **Sheila M. Puffer**, Northeastern U.; **Daniel J McCarthy**, Northeastern U.; **Ruth C May**, U. of Dallas; **Wayne Stewart**, Clemson U.; **Donna Ledgerwood**, U. of North Texas

🗨️ → **OB**: Learning-Oriented, Autonomy and Voice and Residents' Medical Treatment Errors | **Tal Katz-Navon**, Interdisciplinary Center; **Eitan Naveh**, Technion-Israel Institute of Technology; **Zvi Stern**, Hadassah Hebrew U. Medical Center

OCIS: Performance Tip-Sharing: When, and How, Do Employees Share Their Insights? | **Meredith F. Burnett**, U. of Maryland

→ **OMT**: The Effects of Formal and Relational Mechanisms on Knowledge Sharing Behavior upon Repatriation | **Ming-Chang Huang**, Providence U.; **Yuwen Liu**, ChungHsing U.; **Ting-Chun Lu**, Providence U.

1130 : (Paper Session) - (IP) Inter-firm Relationships

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty B - Table B2
Facilitator: **Francois Herve Collet**, Said Business School

→ **OMT**: Over Prevalence of the Logic of Status and Alliance Partner Selection in the Software Industry | **Francois Herve Collet**, Said Business School

OMT: A Relationship as a Resource View: Integrating the Relational View with the Resource Based View | **Subrata Chakrabarty**, Texas A&M U.; **Dwayne Whitten**, Texas A&M U.

BPS: Vertical Restraints as Incentive Alignment Mechanisms in Long-term Relationship | **Giorgio Zanarone**, Pompeu Fabra U.

🗨️ **PNP**: The Role of Strategic Orientation in the Creation of Network Structures in Human Service Nonprofits | **Jessica Word**, U. of Nevada, Las Vegas

BPS: Network Evolution and Competitive Advantage: The View of Trust Pursuing | **Tzu-Hsin Liu**, Da-Yeh U.

1131 : (Paper Session) - (IP) Issues in Social and Environmental Responsibility II

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty B - Table B3
Facilitator: **Ana Maria Peredo**, U. of Victoria

🗨️ **ONE**: Emergence, Complexity and Sustainability: A Study of the 'Sub-Political Arena'. | **Mel Edwards**, School of Management, UTS; **Suzanne Benn**, U. of Technology, Sydney; **Robert Perey**, School of Management, UTS; **Dexter Dunphy**, U. of Technology, Sydney

CM: Competition and Cooperation for Water Resources: A Multilevel Multi-Stakeholder Management Modeling | **Eliezer Arantes da Costa**, U. Estadual de Campinas - Unicamp; **Celso Pascoli Bottura**, U. Estadual de Campinas - UNICAMP

🗨️ **TIM**: The Relationship of Environmentally-Related Innovation with Environmental Management Activities | **Marcus Wagner**, Bureau d' Economie Théorique et Appliquée

🗨️ **ONE**: Chaos Theory: An Alternative Paradigm in the Study of Organizational Crises | **William R. Crandall**, U. of North Carolina at Pembroke; **John A Parnell**, U. of North Carolina, Pembroke

🗨️ **IM**: Poverty Alleviation Through Enterprise Development: The Business Challenges | **Martin H. Klein**, Erasmus U.; **Harry R. Commandeur**, Erasmus U.

1132 : (Paper Session) - (IP) Organizational Justice

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty B - Table B4
Facilitator: **Michael Wesson**, Texas A&M U.

🗨️ **OB**: Role Ambiguity and Self-Efficacy: The Moderating Effects of Goal Orientation and Procedural Justice | **Andrew Li**, U. of Arizona; **Jessica Bagger**, California State U. Sacramento

OB: Egocentrism in Distributive Justice | **Krista D. Mattern**, College Board

🗨️ **CM**: Tightening the Ties that Bind: Nonunion Arbitration, Organizational Justice & Governance in Academia | **Michael A. Gross**, Colorado State U.; **Raymond Louis Hogler**, Colorado State U.; **Zinta S. Byrne**, Colorado State U.

HR: A Structural View of Employee Voice: A Network Perspective | **Ye Dai**, U. of Texas at Austin; **Yan Yan**, U. of Texas at Austin

🗨️ **CM**: Who Gets What and How They Feel: Interpersonal Utility and Contextual Information | **Nathan L Steele**, U. of Illinois at Springfield

1133 : (Paper Session) - (IP) Organizational Change II

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty C - Table C1
Facilitator: **Thomas G. Cummings**, U. of Southern California

🗨️ → **ODC**: Loud Killers and Already-Invented-Here: Managing Change in Professional Organizations | **Niclas Adler**, Jönköping Int'l Business School; **Maria Elmquist**, Chalmers U. of Technology; **Tobias Fredberg**, Chalmers U. of Technology; **Björn Frössevi**, Chalmers U. of Technology; **Flemming Norrgren**, Chalmers U. of Technology

OMT: Organizational Change and Individual Experience: Inertia and Learning in Formula One Racing | **Fabrizio Castellucci**, INSEAD

🗨️ **OMT**: Technical Change among Organizational Communities | **Elizabeth G. Pontikes**, Stanford U; **William P Barnett**, Stanford U

🗨️ **ODC**: Explaining Arts-Based Methods in Development and Change in Organizations | **Steven S Taylor**, Worcester Polytechnic Institute; **Donna Ladkin**, U. of Exeter

MOC: Déjà vu, But Not all over Again: Impact of Inertia and Aspirations on Movie Sequels | **Joseph Lampel**, Cass Business School; **Pushkar P Jha**, U. of Newcastle Business School

1134 : (Paper Session) - (IP) Organizational Design II

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty C - Table C2
Facilitator: **Rajshree Prakash**, Alberta U.

🗨️ **HCM**: Evidence-Based Management in Health Care Organizations: A Critique of Its Assumptions | **Margarete Arndt**, Clark U.; **Barbara Bigelow**, Clark U.
HCM Best Paper Award Nominee

🗨️ **OMT**: Developing Theory of the Hospital from a Knowledge-Based View | **Chen-Wei Yang**, Fooyin U.

🗨️ **BPS**: Levers of Strategic Renewal: Vertical Versus Lateral Coordination Mechanisms | **Michiel Pieter Tempelaar**, Rotterdam School of Management - Erasmus U.; **Justin J.P. Jansen**, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.

BPS: Retrofitting the Rumelt System and the Dominant Logic Concept with Segment Reporting Standards | **Petri J. Karisto**, U. of Tampere; **Kari A Lohivesi**, U. of Tampere

OCIS: Fuzzy Pictures: Process Models in the Service Industry
| **Harminder Singh**, Michigan State U.

OCIS Division Best Interactive Paper Award - Finalist

1135 : (Paper Session) - (IP) Stress, Well-being, and Work-family Conflict

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Meni Koslowsky**, Bar Ilan U.

OB: Job Engagement as a Mediator of the Commuting Stress-Organizational Commitment Relationship | **Tiffany M. Bludau**, George Mason U.; **Meni Koslowsky**, Bar Ilan U.; **Lisa M. V. Gulick**, George Mason U.; **Jordan Robbins**, George Mason U.; **Michael T. Ford**, George Mason U.; **Alicia A. Stachowski**, George Mason U.; **Katherine Elder**, George Mason U.; **Tine Koehler**, George Mason U.

→ CAR: Bringing Work Home: Parents' Work-Family Conflict, Frustration, and Youths' Work Beliefs | **Vivien KG Lim**, National U. of Singapore; **Tae-Yeol Kim**, City U. of Hong Kong

OB: Workplace Social Well-Being: A New Construct and Measure | **Gergana T. Markova**, Wichita State U.; **Corey Keyes**, Emory U.

MSR: Mission: The Impact of Well Being on Processes, Customer Satisfaction and Financial Performance | **Laura L. Matherly**, Tarleton State U. Central Texas

CAR: Work-Family Role Boundaries: A Person Identity Perspective | **Zheng Chen**, U. of Connecticut

1136 : (Paper Session) - (IP) Studying Culture

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Gerhard Apfelthaler**, FH Joanneum

→ IM: Quantifying Culture: Approaches, Challenges and Suggestions Based On Analysis of 121 Value Measures | **Vas Taras**, U. of Calgary; **Julie Rowney**, U. of Calgary

CMS: How We Talk about Culture: Overview of the Field of Culture and Management | **Laurence Romani**, Stockholm School of Economics

→ MSR: Religious Dimensions and Work Obligation: A Country Institutional Profile Model | **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Martin Hoegl**, WHU - Otto Beisheim School of Management; **John B Cullen**, Washington State U.

RM: Hidden in the Shadows: Methodological Considerations in Researching Immigrant Worker Populations | **Vinita Ambwani**, Sprott School of Business, Carleton U.; **Steven A Murphy**, Carleton U.

1137 : (Paper Session) - (MC) Professionalism and Professional Self-Evaluation: "Consultant, Heal Thyself"

8:30am - 10:10am Loews Philadelphia: Regency Ballroom C1

Chair: **Geoff De Lacy**, Managing Director Polaris Consulting

Discussants: **David Jamieson**, Pepperdine U.; **C. Greer Jordan**, Case Western Reserve U.

Which Competencies do Management Consultants Need? | **Leon De Caluwe**, Free U., Twynstra

Self-Other Agreement on Competency Ratings: Moderating Effects of Rater Ambiguity and Perspective | **Guangrong Dai**, Lominger International- A Korn/Ferry Company; **Paul Stiles**, Lominger International- A Korn/Ferry Company; **George Hallenbeck**, Lominger International- A Korn/Ferry

Company; **Kenneth Paul De Meuse**, Lominger International- A Korn/Ferry Company

Management Consulting as Participation: Client-Consultant Relations in the Context of Implementation | **Irene Skovgaard Smith**, Copenhagen Business School

Negative Relationships: How Persistent Are They? | **Ginka Toegel**, London School of Economics

1138 : (Paper Session) - (MC) MC Division Visual Papers Session

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - MC

Presented on Panels 17-20

Exploring the Use of the Critical Incident Technique as an Organizational Diagnostic Tool | **Eric Gresch**, Auburn U.

What's Different About Doing Well by Doing Good in the 21st Century? | **Marilyn E. Harris**, Capella U.; **Toni Buchsbaum Greif**, Capella U.; **Gulian Wang**, Central Michigan U.

Diversity Icebreaker: Social Construction of Team Roles as a Tool for Managing Diversity | **Bjoern Z. Ekelund**, Human Factors; **Eva Langvik**, Norwegian U. of Science and Technology; **Miriam Nordgård**, Norwegian U. of Science and Technology

Management Consultants as Sensitive Information Hawkers Serving Firm's Competition | **Olivier Babeau**, Paris Dauphine U.

1139 : (Paper Session) - (MED) Virtual Learning: Sensitivity and Values

8:30am - 10:10am Pennsylvania Convention Center: Room 109A

Chair: **Joseph F Byrnes**, Bentley College

Discussant: **Cynthia L Krom**, Mount Saint Mary College

Management Education Through Online Learning: Impact of Cultural Diversity Among Students | **John Andrew Hannon**, U. of South Australia; **Brian D'Netto**, U. of South Australia

Blogging in the Online Classroom: Implications for Teaching and Research | **Donna Malvey**, U. of Central Florida; **Allison Ondrasik King**, U. of Central Florida; **Andrew Todd**, U. of Central Florida; **Barbara Alderman**, U. of Central Florida

Diversity Sensitivity in Online Management Education: Doing Well or Not? | **Andrew Creed**, Deakin U.; **Ambika Zutshi**, Deakin U.; **Yuka Fujimoto**, Deakin U.; **Melissa Parris**, Deakin U.

Utilizing Videoconferencing to Develop Emotional Awareness in Cross-Cultural Communication | **Hakan Ozelik**, California State U. Sacramento; **Zita Zoltayne-Paprika**, Corvinus U. of Budapest

1140 : (MED) Being and Becoming a Management Education Scholar

8:30am - 10:10am Pennsylvania Convention Center: Room 109B

Chair: **Charles Wankel**, St. Johns U.

Discussant: **Robert J. DeFillippi**, Suffolk U.

Being and Becoming a Management Scholar: Overview | **Charles Wankel**, St. Johns U.

Interpreting the Scholarship of Teaching in Management Education and Learning | **Gordon E Dehler**, College of

Charleston; **Joy E. Beatty**, U. of Michigan, Dearborn; **Jennifer Leigh**, Gettysburg College

A Narrative of the Founding of the Academy of Management Learning & Education | **Roy J. Lewicki**, Ohio State U.; **James R Bailey**, George Washington U.

The Emergence of the Scholarship of Management Teaching and Learning as a Field in Its Own Right | **Cynthia Fukami**, U. of Denver; **Steven Armstrong**, U. of Hull

Winner of MED Division Best Symposium in Management Education and Development (Sponsored by McGraw-Hill/Irwin)

1141 📖🗺️🌐🗣️📄JS: (MH, ODC, MC) **Doing Well By Doing Good: The Legacy of Douglas McGregor in Today's Corporate World**

8:30am - 10:10am Loews Philadelphia: Congress A

Distinguished Speakers: **Edgar H. Schein**, Massachusetts Institute of Technology; **Edith W. Seashore**, Edith W. Seashore Asso. Ltd.
Chair: **Therese F. Yaeger**, Benedictine U.

Participants: **Peter Sorensen**, Benedictine U.; **Ghazala Ovaice**, Abbott Laboratories; **Timothy W. Goodly**, Not Specified

1142 📄: (Paper Session) - (MOC) **Intersections: Cognition Theory at the Juncture of Concepts and Thought Worlds**

8:30am - 10:10am Pennsylvania Convention Center: Room 110A

Chair: **John Patrick Orr**, Webster U.

Discussant: **Andrea Casey**, George Washington U.

📄The Palimpsestic Syndrome in Management Research:

Stereotypes and the Obliteration Process | **William P. Bottom**, Washington U. in St. Louis; **Dejun Kong**, Washington U. in St. Louis; **Zhan Zhang**, Washington U. in St. Louis

Job Title Inflation | **Art D. Martinez**, Florida State U.; **Mary Dana Laird**, Florida State U.; **Gerald R. Ferris**, Florida State U.

📄What Management Development Programs Can Learn from Cognitive Psychology | **Mary Foster**, Ryerson U.; **Barbara Bell Angus**, U. of Toronto; **Ryan Rahinel**, Ryerson U.

A Marriage Made in Heaven? Relationships of Organizational Identity and Spirituality | **Mathew L. Sheep**, Illinois State U.; **Peter O. Foreman**, Illinois State U.

1143 🗣️📄JS: (MOC, CM, OB) **Bridging the Tech-Fuzzy Divide: Issues for Collaboration in Cross-Expertise Teams**

8:30am - 10:10am Pennsylvania Convention Center: Room 113A

Chair: **Richard Hackman**, Harvard U.

Object and Spatial Imagery: Distinctions Between Members of Different Professions | **Maria Kozhevnikov**, George Mason U.

Differences in Reasoning Styles Among Occupational Groups | **Anita Williams Woolley**, Harvard U.

How Deep is the Techie-Fuzzy Divide? An Experiment in Engineering-Humanities Collaboration | **Heather M. Caruso**, Harvard U.

Boundary Objects in Cross-Functional Collaboration | **Paul R. Carlile**, Boston U.

1144 🗣️📄JS: (MOC, OB, CAR) **Meaning of Work: Construction, Change and Consequences**

8:30am - 10:10am Pennsylvania Convention Center: Room 107B

Organizers: **Heather C. Vough**, U. of Illinois, Urbana-Champaign; **Teresa Cardador**, U. of Illinois, Urbana-Champaign

Facilitator: **Amy Wrzesniewski**, Yale U.

Meaning Matters: The Role of Meaning in Linking Callings to Domain Specific Work Outcomes | **Teresa Cardador**, U. of Illinois, Urbana-Champaign; **Michael Pratt**, U. of Illinois, Urbana-Champaign; **Erik Ian Dane**, U. of Illinois, Urbana-Champaign
A Meaning-Making View of Strategic Change Implementation | **Scott Sonenshein**, U. of Michigan, Ann Arbor

Learning from Learning Lab Denmark: Creating an Organization by Enacting Routines | **Claus Rerup**, U. of Western Ontario; **Martha S. Feldman**, U. of California, Irvine
Finding and Losing Meaning: The Construction of Meaning of Work in Architecture | **Heather C. Vough**, U. of Illinois, Urbana-Champaign

1145 🗣️📄: (Paper Session) - (MSR) **Looking Back and Forging Forward in Spiritual Leadership**

8:30am - 10:10am Loews Philadelphia: Congress B

Chair: **Alex Murdock**, South Bank U.

Discussant: **Kathy Lund Dean**, Idaho State U.

🗣️📄Servant Leadership: Finding Fulfillment in Serving Humanity | **Faith Wambura Ngunjiri**, Yale U.

📄Integral leadership: A developmental perspective on leadership visions. | **Jean-Francois Coget**, Calpoly

🗣️🗣️An Empirical Investigation of Relationships between Servant Leadership and Work Attitudes | **Rynetta Washington**, Auburn U.; **Charlotte Sutton**, Auburn U.; **Howard Clayton**, Auburn U.; **William Sauser**, Auburn U.

1146 📄: (Paper Session) - (OB) **Work-Family Dynamics: Bridging the Divide**

8:30am - 10:10am Philadelphia Marriott: Independence II

Chair: **Molly Pepper**, Gonzaga U.

Discussant: **C. Melissa Fender**, Drexel U.

📄Job Satisfaction Extending Over the Work-Family Boundary: Spillover to Satisfaction and Mood at Home | **Remus Ilies**, Michigan State U.; **Kelly Marie Schwind**, Michigan State U.; **David T. Wagner**, Michigan State U.

🗣️🗣️📄Debunking the Ideal Worker Myth: Effects of Temporal Flexibility & Family Configuration on Engagement | **Jill Perry-Smith**, Emory U.; **Tracy Dumas**, Emory U.

➔📄Unraveling the Stress Crossover Between the Unemployed and Their Spouses | **Zhaoli Song**, National U. of Singapore; **Marilyn Ang Uy**, U. of Colorado, Boulder

Non-Work Support, Job Demands, and Work-Life Outcomes Among Diverse Older Workers | **Jeanette N. Cleveland**, Pennsylvania State U.; **April M. Jones**, Pennsylvania State U.; **Su Chuen Foo**, Pennsylvania State U.; **Katina B. Sawyer**, Pennsylvania State U.

1147 📄: (Paper Session) - (OB) **Justice and the Role of Managers**

8:30am - 10:10am Philadelphia Marriott: Independence III

Chair: **Brian Joseph O'Leary**, U. of Tennessee, Chattanooga

Discussant: **Martin R. Fellenz**, Trinity College Dublin

🗣️🗣️📄Lying in the Bed That You Make: How Subordinates Monitor Supervisor's Efforts to Promote Fairness | **Chris Paul Long**, Washington U.; **Corinne Bendersky**, U. of California, Los Angeles; **Calvin Morrill**, U. of California, Irvine

📄Supervisory Procedural Justice and Work Outcomes: A Mediating Role of Supervisor Support | **Jenell Lynn Senter**,

Wayne State U.; **James E. Martin**, Wayne State U.; **Amanuel G. Tekleab**, Wayne State U.

📖 Is It Your Company or Your Boss? Perceptions of Justice, Support, and Their Focus | **Rommel O. Salvador**, U. of Central Florida; **Rebecca L. Greenbaum**, U. of Central Florida; **Mary Bardes**, U. of Central Florida; **Robert L. Porter**, U. of Central Florida; **James Caldwell**, U. of Central Florida; **Amy Rebecca Gresock**, U. of Central Florida; **Robert Folger**, U. of Central Florida

📖 Between a (Scotch on the) Rock(s) and a Hard Place: Bar Managers' Perspectives on Justice | **Deborah Kidder**, U. of Hartford; **Barrie E. Litzky**, Pennsylvania State U., Great Valley; **Kimberly Eddleston**, Northeastern U.

1148 📖: (Paper Session) - (OB) **Self-Defeating Behaviors at Work**

8:30am - 10:10am Philadelphia Marriott: Room 301

Chair: **Carrie A. Belsito**, Texas A&M U.

Discussant: **Maria Rotundo**, U. of Toronto

📖 Development and Test of an Individual-Level Personality-Based Theory of Self-Management Failure | **Robert W. Renn**, U. of Memphis

📖 Self-Perceived Victimization and the Proactive Employee | **Jesus Bravo**, Arizona State U.

🗣️📖 The Higher They Are, The Harder They Fall: The Influence of Status on Self-Handicapping Behavior | **Phyllis Anne Siegel**, Rutgers U.; **Shalei Simms**, Rutgers U.; **Alice M. Wieland**, U. of California, Los Angeles

🗣️📖 Handicapping: The Effects of Its Source and Frequency | **James C. McElroy**, Iowa State U.; **Mike Crant**, U. of Notre Dame

1149 📖: (Paper Session) - (OB) **Decision Making: A Potpourri of Research**

8:30am - 10:10am Philadelphia Marriott: Room 309

Chair: **Davide Sola**, ESCP-EAP European School of Management

Discussant: **Michael A. Roberto**, Bryant U.

Prospect Theory and the Role of Affect and Learning in Decision Making Under Risk | **Myeong-Gu Seo**, U. of Maryland; **Brent Goldfarb**, U. of Maryland

🗣️📖 Heightened Mindfulness in Decision Makers: Antecedents and Consequents During Crisis Management | **Ravindra Singh Bangari**, EduMetry Inc., Fellow (Indian Institute of Management Bangalore)

🗣️📖 What You Do, Should Do, and What Others Think You Do: Advice Giving and the Self-Other Discrepancy | **Liat Hadar**, U. of California, Los Angeles; **Ilan Fischer**, U. of Haifa

🗣️📖 Future Lock-In: Or, I'll Agree to Do the Right Thing...Next Week | **Todd Rogers**, Harvard U.; **Max H. Bazerman**, Harvard U.

1150 📖: (Paper Session) - (OB) **Anxiety, Attachment, and Change: The Role of Affect**

8:30am - 10:10am Philadelphia Marriott: Room 310

Chair: **Vishwanath V. Baba**, McMaster U.

Discussant: **Wan Yan**, U. of Missouri, Columbia

📖 A Multi-Level Study of Shared and Personal Change Fairness Perceptions During Organizational Change | **Donald B. Fedor**, Georgia Institute of Technology; **Steven D. Caldwell**, U. of South Carolina, Upstate; **David M. Herold**,

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

Georgia Institute of Technology; **Yi Liu**, Georgia Institute of Technology

📖 Emotions During Organizational Change: An Appraisal Theory and Dynamic Systems Perspective | **Mel Fugate**, Southern Methodist U.; **Spencer Harrison**, Arizona State U.; **Angelo J. Kinicki**, Arizona State U.

📖 The Conceptualization and Measurement of Workplace Anxiety | **Stéphane Côté**, U. of Toronto; **Julie M. McCarthy**, U. of Toronto; **Sue Hyun Moon**, U. of Toronto; **Wanying Zhao**, U. of Toronto; **Christopher T. H. Miners**, U. of Toronto; **Jeremy Yip**, U. of Toronto

📖 Emotional and Behavioral Consequences of Attachment in the Workplace | **David Richards**, McMaster U.; **Aaron C. H. Schat**, McMaster U.

1151 📖: (Paper Session) - (OB) **Creativity: Deepening and Broadening Our Understanding**

8:30am - 10:10am Pennsylvania Convention Center: Room 110B

Chair: **Anil Kumar Bhat**, BITS PILANI

Discussant: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

📖 Contextual Influence on Creativity and Knowledge Sharing: A Test of Mediating Mechanisms | **Abhishek Srivastava**, West Virginia U.; **Seokhwa Yun**, Seoul National U.

📖 Meta-Analyzing the Relationship Between Mood and Creativity | **Mark A. Davis**, U. of North Texas

📖 Creative Performance: The Role of Organizational Justice | **Aneika L. Simmons**, Sam Houston State U.

📖 Testing a Goal-Based View of Brainstorming | **Robert Litchfield**, Washington and Jefferson College

1152 📖 SHCS: (OB, CAR) **Firing Back: How Great Leaders Rebound After Career Disaster**

8:30am - 10:10am Pennsylvania Convention Center: Room 108B

Discussant: **Douglas T. Hall**, Boston U.

Participants: **Jeffrey Alan Sonnenfeld**, Yale U.; **Andrew Ward**, U. of Georgia; **Andre L. Delbecq**, Santa Clara U.; **Kim Cameron**, U. of Michigan; **John W. Slocum**, Southern Methodist U.

1153 🗣️📖 SHCS: (OB, GDO, CM) **Faultlines and Between-Subgroup Relations in Teams: New Perspective on Team Diversity**

8:30am - 10:10am Loews Philadelphia: Regency Ballroom A

Chairs: **Yunhyung (Yun) Chung**, Rutgers U.; **Dora C. Lau**, Chinese U. of Hong Kong

Examining Subgroup Interactions and Trust Dynamics in Faultline Groups: A Social Network Approach | **Dora C. Lau**, Chinese U. of Hong Kong; **Keith Murnighan**, Northwestern U.
Team vs. Subgroup Functioning: The Role of Faultline Perceptions in Team Performance | **Floor Rink**, Leiden U.; **Karen A. Jehn**, Leiden U.

Potential and Actual Subgroups in Teams: Intra-Team Networks as Validation for Faultlines | **Woody Van Olfen**, Maastricht U.; **Anneloes Raes**, Maastricht U.; **Boris F. Blumberg**, U. of Maastricht; **Yunhyung (Yun) Chung**, Rutgers U.

Cultural Shifts in Groups with Faultlines | **Yekaterina Bezrukova**, Rutgers U.

1154 📖 JS: (OB, HR, MOC) **New Perspectives in Work Motivation: When Context and Time Matter**

8:30am - 10:10am Pennsylvania Convention Center: Room 103A

Chair: **Ruth Kanfer**, Georgia Institute of Technology
Presenters: **Gilad Chen**, U. of Maryland; **Wendy R. Boswell**, Texas A&M U.; **Sharon Parker**, U. of New South Wales; **Connie Wanberg**, U. of Minnesota; **Kaumudi Misra**, Michigan State U.; **Ellen Ernst Kossek**, Michigan State U.

1155 → JS: (OB, HR, ODC) Virtual Team Leadership in Organizations

8:30am - 10:10am Pennsylvania Convention Center: Room 103B

Chairs: **Frederick P. Morgeson**, Michigan State U.; **Bradley L. Kirkman**, Texas A&M U.

Discussant: **Luis Martins**, Georgia Institute of Technology
 Virtuality Here and Now: A Review and Synthesis of Virtuality Research | **Cristina Gibson**, U. of California, Irvine; **Taryn Lyn Stanko**, U. of California, Irvine

Leading Virtual Teams: Understanding How Leaders Satisfy Team Needs | **Frederick P. Morgeson**, Michigan State U.; **Daniel Scott DeRue**, Michigan State U.

A Contingency Model of Global Virtual Team Leadership | **Bradley L. Kirkman**, Texas A&M U.; **John Mathieu**, U. of Connecticut, Storrs; **John Cordery**, U. of Western Australia; **Benson Rosen**, U. of North Carolina

Empowering Leadership, Member Experience, and Virtuality: Influences on Processes and Effectiveness | **John Mathieu**, U. of Connecticut, Storrs; **Adam Rapp**, Kent State U.; **Michael Ahearne**, U. of Houston

1156 SHCS: (OB, MOC, CM) The Role of Emotion in Individual Decision-Making

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom C

Chairs: **Jerald Greenberg**, National U. of Singapore; **Marissa S. Edwards**, U. of Queensland

Discussant: **Arthur P. Brief**, U. of Utah

The Role of Emotions in Employees' Decisions to Report or to Remain Silent about Serious Wrongdoing | **Marissa S. Edwards**, U. of Queensland; **John Gardner**, U. of Queensland

Ambivalent Emotions and Decision-Making Processes and Outcomes | **Naomi B. Rothman**, New York U.; **Batia Wiesenfeld**, New York U.; **Steven Blader**, New York U.

Affective Transitions in Social Decision Making | **Allan Filipowicz**, INSEAD; **Sigal Barsade**, U. of Pennsylvania

One Angry Man is Enough! The Effects of One Members' Anger on Group Performance | **Anat Rafaeli**, Technion-Israel Institute of Technology; **Arik Cheshin**, Technion U.; **Roy Israely**, Technion U.

1157 JS: (OB, OMT, ODC) Going the Extra Mile: Antecedents and Psychological Processes in Prosocial Behavior and Initiative

8:30am - 10:10am Pennsylvania Convention Center: Room 103C

Chairs: **Ethan Burris**, U. of Texas, Austin; **Michael G. Hendron**, U. of Texas, Austin

Discussant: **Debra L. Shapiro**, U. of Maryland

From Passive to Active Membership: Psychosocial Antecedents of Low-Power Change Seeking Behaviors | **Paul V. Martorana**, U. of Texas, Austin

Above, Beyond, and Below the Call of Duty: The Role of Intrinsic and Prosocial Motivations | **Adam M. Grant**, U. of North Carolina, Chapel Hill

Fostering Bottom-Up Change: The Role of Network Characteristics and Leader-Member Relationships | **Michael G. Hendron**, U. of Texas, Austin; **Ethan Burris**, U. of Texas, Austin; **James Oldroyd**, Northwestern U.

Shaping Social Networks Through Employment Relationships: A Psychological Contract Perspective | **J. Stuart Bunderson**, Washington U.; **Jeffery A. Thompson**, Brigham Young U.; **Jeffrey Bednar**, Brigham Young U.; **James Oldroyd**, Northwestern U.

1158 (Paper Session) - (OCIS) ERP Diffusion and Implementation

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom J

Chair: **Jimmy Huang**, U. of Warwick

Discussant: **Jeanette L. Blomberg**, IBM Almaden Research Center

→ Popular Concepts beyond Organizations: Exploring New Dimensions of IT Innovations | **Ping Wang**, U. of Maryland

→ Reconciliation Mechanisms and the Façade of Alignment with Enterprise Systems: The Case of NASA | **Nicholas Berente**, Case Western Reserve U.; **Youngjin Yoo**, Temple U.

→ Returns to ERP Investments: Managerial and Organisational Factors | **Thomas Kalling**, Lund U.; **Lisen Selander**, Lund U.

1159 (Paper Session) - (OCIS) Knowledge Management - Definitions and Challenges

8:30am - 10:10am Philadelphia Marriott: Room 307

Chair: **Steven L. Johnson**, U. of Maryland

Discussant: **Genevieve Bassellier**, McGill U.

→ An Examination of "What Is 'Knowledge Sharing' Exactly?" | **Dianne P. Ford**, Memorial U. of Newfoundland; **Sandy Staples**, Queen's U. Canada

→ The Discovery of Boundaries: Cross-Boundary Knowledge Spanning for Handling Ill-structured Problems. | **Ruey-Lin Hsiao**, National U. of Singapore; **Stephen Tsai**, National Sun Yat-Sen U.; **Ching-fang Lee**, Kao Yuan U.

→ Knowledge Management Systems and Organizational Knowledge Processing Challenges: A Field Experiment | **Jungpil Hahn**, Purdue U.; **Ta-Wei Wang**, Purdue U., West Lafayette

→ Expanding Knowledge-Flow Theory through Computational Analysis of Knowledge Specialization | **Mark E. Nissen**, Naval Postgraduate School; **Ryan Orr**, Stanford U.; **Raymond Levitt**, Stanford U.

1160 (Paper Session) - (ODC) New Models for Thinking About Change

8:30am - 10:10am Loews Philadelphia: Commonwealth D

Chair: **Jyotsna Sanzgiri**, Alliant International U.

Discussant: **Danielle Zandee**, Case Western Reserve U.

→ A Resiliency Model for Change: Funding Adaptations by Two Nonprofit, Health Care Organizations | **Hope Witmer**, Philhaven Behavioral Healthcare

→ Rational-Intentional and Open-Processional Change Models: Partners in the Dance of Change | **Randal Ford**, Spartanburg Healthcare System

→ Revisioning OD: A Post Modern Perspective | **Gervase R. Bushe**, Simon Fraser U.; **Robert J Marshak**, American U.

Change Leadership: Predictions from Big Five Personality and Constructive/Developmental Theory | **Kristin Doss**

Mountcastle, U. of Georgia

📖🗨️ Applying Design Rules for Whole System Intervention

| **Jean E. Neumann**, Tavistock Institute

1161 🗨️📖: (ODC) **Engaged Research: A Case Study from the VA Workplace Stress and Aggression Project**

8:30am - 10:10am Loews Philadelphia: Congress C

Organizer: **Daniel R Kowalski**, Kowalski Consulting and Management LLC

Chair: **Mariann Jelinek**, College of William and Mary

Participants: **Lyle Yorks**, Columbia U.; **Rita Kowalski**, Work Life Consulting LLC; **Joel H. Neuman**, State U. of New York, New Paltz;

Joel I Harmon, Fairleigh Dickinson U.; **Loraleigh Keashly**, Wayne State U.; **James Scaringi**, US Department of Veterans Affairs;

Janet Reid-Hector, U. of Medicine and Dentistry of NJ

1162 🗨️: (Paper Session) - (ODC) **Employee Perspectives During Change**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - ODC 1

Presented on Panels 1-9

🗨️🗨️ Team Perspective in Delivering On-time Accurate Health Information | **Mambo G. Mupepi**, Grand Valley State U.

🗨️📖 Exploring the Arranged Marriage Metaphor to Understand Employee Commitment to Merger | **Shandana Abedin**, Manchester Business School; **Gary Davies**, U. of Manchester

🗨️📖 Change & Transformation in the UK Financial Services Sector: Equipping Employees to Cope with Change | **Steve Leybourne**, Plymouth U.

🗨️📖 Perspectives on Embodied, Emotional and Aesthetic Dimensions of Transformation in Organisations | **Wendelin Merlin Küpers**, U. of Hagen

🗨️📖 Meso Trust: Modeling the Antecedents and Consequences of Multiple Forms of Organizational Trust | **Curt Moore**, Texas Christian U.; **Jeff Rosa**, Texas Tech U.; **Barry A Macy**, Texas Tech U.; **Lori T. Peterson**, Texas Tech U.

🗨️ Union-Management Cooperation in Organization Change – A Model | **Virajanand Varma**, Auburn U.

🗨️ Effects of ESOP Adoption and Employee Ownership: Thirty years of Research and Experience | **Steve Freeman**, U. of Pennsylvania

🗨️📖 A Mathematical Model of Network Structures and Its Implications for Organizational Downsizing | **Ekin Alakent**, Chapman U.; **Cyrus Taylor**, Case Western

1163 🗨️: (Paper Session) - (ODC) **Strategic Change Case Studies**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - ODC 2

Presented on Panels 10-15

🗨️🗨️ Development and Use of a Board of Director Peer Feedback Process | **William James Shepherd**, Sky Financial Group

🗨️📖 The Changing Role of the Supervisory Director | **Stefan Peij**, InHolland U.

🗨️📖 Complementarity of Positivism and Action Research: Shared Identity in Shared Services-A Case Study | **Richard**

Donald Cotton, Boston College; **Laura Singleton**, Boston College

➔🗨️📖 Barriers to the Development of Effective Goals for Pharmaceutical Salesforces | **Gabriel Morelli**, Cranfield U.; **Ashley Braganza**, Cranfield U.

🗨️🗨️ Toxic Leader Behavior as Antecedent and Consequence of Organizational Change | **Alan Goldman**, Arizona State U.

1164 🗨️➔📖JS: (ODC, RM, MC) **Collaborative Management Research: Closing the Gap Between Practice and Knowledge Creation**

8:30am - 10:10am Loews Philadelphia: Commonwealth C

Chairs: **Susan A. Mohrman**, U. of Southern California; **A.B. Rami Shani**, Cal Poly State U.

Participants: **Armand Hatchuel**, Ecole des Mines de Paris; **Albert David**, Ecole Normale Supérieure; **Hilary Bradbury**, U. of Southern California; **David Coghlan**, Trinity College Dublin; **Richard W. Woodman**, Texas A&M U.

1165 📖: (Paper Session) - (OM) **Product & Process Development & Change**

8:30am - 10:10am Philadelphia Marriott: Franklin 13

Chair: **Kathryn Lee Blackmon**, Oxford U.

Discussant: **Zhaohui Wu**, Oregon State U.

📖 New Product Development in a Platform-driven Organization: Towards Platform Lifecycle Management | **Sylvain Lenfle**, CRG Ecole Polytechnique; **Sihem Ben Mahmoud-Jouini**, HEC Paris / CRG Ecole Polytechnique; **Caroline Derrousseaux**, CRG Ecole Polytechnique

🗨️📖 The Trajectory of Joint Technological Change | **John E. Ettlie**, Rochester Institute of Technology

🗨️📖 Are Expert Opinions in New Product Development Really So Bad? | **Muammer Ozer**, City U. of Hong Kong

📖 Transitioning from Mass Production to Mass Customization: Hindrance Factors and Transition Hazard | **Manus Rungtusanatham**, U. of Minnesota; **Fabrizio Salvador**, Instituto de Empresa Business School

1166 📖: (Paper Session) - (OMT) **Agents of Organizational Change and Transformation**

8:30am - 10:10am Philadelphia Marriott: Room 401

Chair: **Deborah Kilgore Ford**, Nova Southeastern U.

Discussant: **John S Carroll**, MIT Sloan School of Management

Layoff Agency: A Theoretical Framework | **Thomas Parker**, Southern Illinois U.; **William McKinley**, Southern Illinois U., Carbondale

🗨️ Microchanges in Organisational Change Dynamics: A Managerial Perspective | **Jyoti Bachani**, U. of Redlands

Employee Commitment in Post-acquisition Integration: Role of Leadership Style and Integration Speed | **Lars Schweizer**, Grenoble Ecole de Management; **Holger Patzelt**, Max Planck Institute of Economics

📖 Becoming an Agent of Change: Personal Transformation and Organizational Change | **Ruthanne Huising**, MIT Sloan School of Management

1167 📖: (Paper Session) - (OMT) **Intraorganizational Networks: Instrumental and Affective Relationships**

8:30am - 10:10am Philadelphia Marriott: Room 402

Chair: **Adam M. Kleinbaum**, Harvard U.

📄 Network Structure & Information Advantage: Determinants of Access to Novel Information & Performance | **Sinan Aral**, MIT Sloan School of Management

Boundary Spanners and Brokers: Effects on Individual Exploration Performance | **Bjorn Lovas**, London Business School; **Marie Louise Mors**, London Business School

📄 Lying, Cheating and Dissembling: The Half-life of Structural Holes | **Simon A. Rodan**, San Jose State U.

👉📄 When Task Competence is Irrelevant: The Role of Interpersonal Affect in Instrumental Ties | **Tiziana Casciaro**, Harvard U.; **Miguel Sousa Lobo**, Duke U.

1168 📄: (Paper Session) - (OMT) The Limits to Embeddedness in Interorganizational Relationships

8:30am - 10:10am Philadelphia Marriott: Room 403

Chair: **Ryan Michigan**, Columbia U.

Discussant: **Gordon Walker**, Southern Methodist U.

📄 Flocking Together: Examining the Role of Homophily in Economic Exchange Relationships | **Bret Ryan Fund**, Pennsylvania State U.; **Ranjay Gulati**, Northwestern U.

Is an Old Friend Always a Good Friend? A Possible Hazard of Embedded Transactions in M&A Market | **Jeongsik Jay Lee**, Georgia Institute of Technology

🗣️📄 The Liability of a Good Reputation for Interorganizational Networks | **Pamela R Haunschild**, U. of Texas, Austin; **David Chandler**, U. of Texas at Austin; **Mooweon Rhee**, U. of Hawaii; **Christine Beckman**, U. of California, Irvine

📄 Falling from Grace? Religious Linkages and Survival Chances of New York Newspapers | **Yu-Chieh Lo**, U. of Southern California

1169 📄: (Paper Session) - (OMT) Cultural Framing and Mobilization in Organizational Fields

8:30am - 10:10am Philadelphia Marriott: Room 404

Chair: **Dror Etzion**, IESE, U. of Navarra

Discussant: **Peer C. Fiss**, U. of Southern California

Closing Down the Open Source Movement? Consequences of Firms' Participation in Social Movements | **Aradhana Roy**, U. of Michigan

Social Movements, Framing and Emergence of New Technological Fields: Case Nanotechnology | **Nina Granqvist**, Helsinki School of Economics

The Diffusion of the Megachurch Movement through Pseudo-Denominational Networks | **John J. Sumanth**, Kenan Flagler Business School at U. of North Carolina; **Howard Aldrich**, U. of North Carolina

➔🗣️📄 Micro-strategies of Contextualization: Cross-national Transfer of Socially Responsible Investment | **Eva Boxenbaum**, Copenhagen Business School; **Jean-Pascal Gond**, Nottingham U. Business School

1170 👁️: (Paper Session) - (OMT) Managing Individuals, Groups, and Organizations

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - OMT 1

Presented on Panels 57-65

🗣️👁️📄 Ethical Content in Theories of Leadership: Immoral, Amoral and Ethical | **Michelle Karen Westermann-Behaylo**, George Washington U.; **Lynn Offermann**, George Washington U.

👁️ Power in Organizations: A Literature Review | **Kerem Gurses**, IESE Business School

👁️📄 Redefining Voluntary Turnover: A Typology of Retention from In Situ to Distal | **Dominic Thomas**, Emory U.; **Roopa Raman**, Emory U.

👁️ The Interpretation of the Project Group between Collectivity of Practice and Community of Practice | **Paolo Canonico**, U. degli Studi di Napoli Federico II; **Ernesto De Nito**, U. degli Studi di Magna Græcia di Catanzaro; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II

👁️📄 Optimal Incentive Breadth in Internally Specialized Organizations | **Tobias Kretschmer**, U. of Munich

👁️📄 Toward An Attention-based View of Managerial Behavior | **Song Chang**, Hong Kong U. of Science and Technology; **Xueguang Zhou**, Hong Kong U. Dept of Management; **Jing Yu Yang**, U. of Sydney

👁️➔🗣️👁️📄 Global R & D Projects: How to Manage Across Cultural Faultlines | **Antti Ainamo**, Turku U.

👁️ Managerial and Organizational Antecedents of Organizational Social Capital | **David Pastoriza**, IESE, U. of Navarra; **Miguel A. Ariño**, IESE Business School. U of Navarra; **Joan Enric Ricart**, IESE Business School

1171 👁️: (Paper Session) - (OMT) Cultural and Institutional Logics and Practices

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - OMT 2

Presented on Panels 70-73

👁️📄 The Social Construction of Entrepreneurship | **Julia Brandl**, Vienna U. of Economics and Business Administration; **Bernadette Bullinger**, U. of Mannheim

🗣️👁️📄 What is Practice and Why does it matter in Organization Science? |

👁️ Experimenting with Experience: Using Follett and Barnard to Advance Theory and Practice | **Ellen O'Connor**, U. of Paris Dauphine

👁️📄 Multiple Logics in the Field of Pharmacy | **Elizabeth Goodrick**, Florida Atlantic U.; **Trish Reay**, U. of Alberta

1172 📄JS: (OMT, BPS) New Models of Organizational Learning

8:30am - 10:10am Philadelphia Marriott: Franklin 5

Participants: **William H. Starbuck**, U. of Oregon; **Philip Anderson**, INSEAD; **Jerker C. Denrell**, Stanford U; **Thorbjørn Knudsen**, SDU; **Christina Fang**, New York U.

1173 🗣️📄JS: (OMT, BPS) Community Dynamics and Social Network Structures

8:30am - 10:10am Philadelphia Marriott: Franklin 7

Organizer: **Xiaoqu Luo**, Stanford U.

Discussant: **Walter Powell**, Stanford U.

Home Sweet home? Entrepreneurs' Location Choices and the Performance of Their Ventures | **Olav Sorenson**, U. of Toronto

Social Structure and the Role of World Cities in the Emergence of the Jazz Canon, 1917-29 | **Damon J Phillips**, U. of Chicago

Protect or Prospect: The Organizing Logic of an Open Elite in the Life Sciences | **Jason Owen-Smith**, U. of Michigan, Ann Arbor

Associative Patterns and Political Polarization in the US (1972-2004) | **Delia Baldassarri**, Columbia U.
 Changes in Collaborative Networks and the Performance Implication: the Venture Capital Industry | **Xiaoqu Luo**, Stanford U.

1174 📖 JS: (OMT, MH, SIM) **Business and Federalism**

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom D
 Organizer: **Eric J. Neuman**, U. of Michigan, Ann Arbor
 Discussant: **Mark S Mizruchi**, U. of Michigan
 Mechanisms Generating Variation: Regulatory Change in the Organic Food Industry | **Brandon H. Lee**, London Business School
 Public Policy and Entrepreneurship: The Development of the Local Telephone Service Industry | **Eric J. Neuman**, U. of Michigan, Ann Arbor
 State Activism and the Hidden Incentives Behind Bank Acquisitions | **Christopher Marquis**, Harvard U.; **Douglas Guthrie**, New York U.
 Federalism and Organization Theory | **Gerald F Davis**, U. of Michigan, Ann Arbor; **Natalie Cotton**, U. of Michigan

1175 ➔ 🗣️📖 SHCS: (OMT, MOC, OB) **Self-Reinforcing Cycles within Organizations: Novel Perspectives, Different Questions**

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom B
 Chairs: **Katinka Monica Bijlsma-Frankema**, Free U. Amsterdam; **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Antoinette Weibel**, U. of Zurich
 Facilitator: **Donald L. Ferrin**, Singapore Management U.
 Discussant: **Marianne W. Lewis**, U. of Cincinnati
 Self-Reinforcement in Research: An Overview and Assessment | **Paul W. L. Vlaar**, Vrije U. Amsterdam
 A Political Account of a Self-Reinforcing Cycle | **Joao Cunha**, U. Nova de Lisboa
 Asymmetric Disconfirmation and Reinforcing-Cycles | **Alex Markle**, U. of Chicago; **George Wu**, U. of Chicago
 How Organizations Create Their Own Self-Reinforcing Corruption Mechanisms | **Niki A. den Nieuwenboer**, Erasmus U. Rotterdam
 Reversing a Vicious Cycle of Mutual Distrust: Judges and Administrators in a Court of Law | **Katinka Monica Bijlsma-Frankema**, Free U. Amsterdam; **Antoinette Weibel**, U. of Zurich; **Sim B. Sitkin**, Duke U.

1176 📖 SHCS: (OMT, PNP, RM) **Beyond the Fortune 500: Non-Traditional Research Contexts as Rich Sources of Organization Theory**

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom A
 Participants: **W. Richard (Dick) Scott**, Stanford U.; **David Rogers**, New York U.; **Mary Ann Glynn**, Boston College; **Dennis A Gioia**, Pennsylvania State U.; **Amy C. Edmondson**, Harvard U.; **Charles E. Bidwell**, U. of Chicago; **Frances J. Milliken**, New York U.; **Ebony N. Bridwell-Mitchell**, New York U.

1177 ➔ 🗣️📖: (Paper Session) - (ONE) **Sustainability and Organizational Change**

8:30am - 10:10am Loews Philadelphia: Regency Ballroom C2
 Chair: **Andrew J. Hoffman**, U. of Michigan

- ➔ 📖 Corporate Environmentalism in Emerging Markets: Analyzing Institutional and Organizational Change | **James Van Alstine**, London School of Economics
- ➔ 🗣️📖 Facilitating Industrial Symbiosis: Interfirm Brokerage and an Emerging Institutional Form | **Raymond L. Paquin**, Boston U.
- ➔ 📖 Business Sustainability Embeddedness as a Strategic Imperative: A Multilevel Process Framework | **Mike Valente**, U. of Victoria
- 📖 Cross-Sector Collaborations for Sustainable Development | **Annekathrin Ellersiek**, Tilburg U.; **Patrick Vermeulen**, Tilburg U.; **Paul Van Seters**, Tias Nimbias Business School

1178 ➔ 🗣️📖: (Paper Session) - (PNP) **Corruption and Management in Public and Nonprofit Organizations**

8:30am - 10:10am Loews Philadelphia: Howe
 Chair: **Paul L Govekar**, Ohio Northern U.
 Discussant: **Marianna Fotaki**, Manchester U.
 ➔ 📖 E-Government, Corruption and National Prosperity: Evidence from Cross-Country Data | **Shirish C Srivastava**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore
 ➔ 🗣️📖 Tolerance for Corruption and the IASB: Doing Well by Doing Good with Standards | **Paul G Wilhelm**, Kentucky State U.; **Jana Price Wilhelm**, Kentucky State U.
 🗣️📖 Profiting From Gaizhi: Management Buyout During China's Privatization | **Feng Lu**, Northwestern U.
 🗣️➔ 🗣️📖 Political Embeddedness and Academic Corruption in Chinese Universities | **Qian Forrest Zhang**, Singapore Management U.

1179 🗣️🗣️📖: (Paper Session) - (PNP) **Doing Well by Doing Good through Communities: Managing Public and Nonprofit Interactions**

8:30am - 10:10am Loews Philadelphia: Lescaze
 Chair: **Santo D Marabella**, Moravian College
 Discussant: **Leisha DeHart-Davis**, U. of Kansas
 🗣️🗣️📖 What Motivates People to Participate More in Community-Based Coalitions? | **Rebecca Wells**, U. of North Carolina; **Ann J Ward**, U. of Edinburgh; **Mark Feinberg**, Penn State U.; **Jeffrey Alexander**, U. of Michigan, Ann Arbor
 ➔ 🗣️🗣️📖 Putting Communities First: A Discursive Analysis of Policing Identities and Change | **Annette Davies**, Cardiff U.; **Robyn Thomas**, Cardiff U.
 🗣️📖 A Communication Model for Informed Public Participation: An Experiment and Case Study | **Juita-Elena Yusuf**, U. of Kentucky; **Lenahan O'Connell**, U. of Kentucky

1180 📖: (Paper Session) - (RM) **Scale Development, Reliability, & Validity**

8:30am - 10:10am Philadelphia Marriott: Franklin 8
 Chair: **Susan Cohen**, U. of Pittsburgh
 Discussant: **Olga Clark**, U. of Hartford
 🗣️📖 A New Measurement Scale for Employee Engagement: Scale Development, Pilot Test, and Replication | **Christopher H. Thomas**, Northern Illinois U.
 📖 Measuring Project and Market Performance of New Product Development Projects | **Floortje P. Blindenbach-Driessen**,

Erasmus U. Maryland U.; **Jan van Dalen**, Erasmus U.; **Jan Van Den Ende**, RSM Erasmus U.

A Reliability Generalization Study of the Perceptions of Organizational Politics Scale | **Brian K. Miller**, Texas State U.; **Zinta S. Byrne**, Colorado State U.; **Matthew A. Rutherford**, James Madison U.; **Anne M Hansen**, Colorado State U.
The Effect on Model Fit of Ignoring Item Wording Effects in the Core Self-Evaluations Scale | **Jeffrey C. Kennedy**, Nanyang Technological U.

1181 🗄️ JS: (SIM, BPS, ONE) The Identification and Measurement of Socially Responsible Business

8:30am - 10:10am Loews Philadelphia: Washington B

Organizers: **J. Lamar Pierce**, Carnegie Mellon U.; **Michael Toffel**, Harvard U.

Chair: **J. Lamar Pierce**, Carnegie Mellon U.

Discussant: **Andrew King**, Dartmouth College

Do Corporate Social Responsibility Ratings Predict Corporate Social Performance? | **Michael Toffel**, Harvard U.

How Responsible are Measures of Corporate Social Responsibility? | **Aaron Chatterji**, Duke U.

Private Environmental Activism and the Selection and Response of Firm Targets | **Michael Lenox**, Duke U.

Firm and Market-Level Identification of Non-Compliance in the Vehicle Emissions Test Market | **Jason Snyder**, Northwestern U.

1182 🗄️: (Paper Session) - (TIM) Innovation Diffusion, Adoption, and Absorption

8:30am - 10:10am Philadelphia Marriott: Room 303

Chair: **Olga Bruyaka**, E.M. Lyon

Discussant: **Richard Grant Bush**, Lawrence Technological U.

🗄️ Creation, Selection and Diffusion of innovation: Towards an Integrative Framework | **Hsin-Min Hung**, TIM, National Chengchi U.

Exploring the Role Lead Users Play in the Adoption and Diffusion of New Products | **Stefan Oberhauser**, Vienna U. of Economics and Business Administration; **Martin Schreier**, WirtschaftsU. Wien; **Reinhard Prügl**, Vienna U. of Economics and Business Administration

🗄️ Implementing Employee Self-Service Technology: A Pre- and Post-adoption Comparison | **Janet H. Marler**, U. at Albany, SUNY; **Sandra Fisher**, Clarkson U.; **Weiling Ke**, Clarkson U.

Technology Evolution and Market Emergence: An Analysis on User Toolkit for Life Science Innovation | **Yansong Hu**, U. College Dublin; **Damien McLoughlin**, U. College Dublin

1183 🗄️: (Paper Session) - (TIM) Patents and Intellectual Property

8:30am - 10:10am Philadelphia Marriott: Room 305

Chair: **Willow Sheremata**, York U.

Discussant: **Victor Seidel**, U. of Oxford

🗄️ A Process Model of Creating and Out-Licensing Intellectual Property | **Dana Wang**, Stanford U.

🗄️ The Market Value of Patents and R&D: Evidence from European Firms | **Bronwyn Hall**, U. of California, Berkeley; **Grid Thoma**, CESPRI - Bocconi U.; **Salvatore Torrisi**, U. of Bologna

➔ 🗄️ Intellectual Property Rights Reform, Institutions, and Patenting | **Theodore Andrew Khoury**, U. of Texas at Dallas; **Alvaro Cuervo-Cazurra**, U. of South Carolina

Measuring the Immeasurable: Patent Valuation – Theoretical Approaches and Empirical Results | **Christian Grube**, Jacobs U. Bremen* formerly International U. Bremen; **Andreas Bausch**, Friedrich-Schiller-U.Jena

➔ 🗄️ Patent Strategies and their Impact on Value Creation: A Contingency Approach | **Holger Ernst**, WHU - Otto Beisheim School of Management; **James Gerard Conley**, Northwestern U.; **Nils Omland**, WHU - Otto Beisheim School of Management

1184 🗄️: (Paper Session) - (TIM) Technology and Organizational Relationships

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - TIM 1

Presented on Panels 29-36

🗄️ Establishing Technology Standards Through Global Coalitions: How Winning Firms Manage the Coalition | **Kory D. Brown**, U. of Utah

🗄️ Virtual Knowledge Management, Innovation Capabilities, and Firm Performance | **Antonino Vaccaro**, Carnegie Mellon U.; **Ronaldo C. Parente**, Rutgers U.; **Francisco Veloso**, Carnegie Mellon U.

🗄️ Governance Choices for Technology Sourcing of Taiwanese Firms in Global High-Tech Industries | **Wiboon Kittilaksanawong**, National Taiwan U.

🗄️ Strategic Alliances and Firm's Innovation Performance | **Ranfeng Qiu**, Rutgers U.

➔ 🗄️ The Impact of Collaboration and Funding on Productivity in Research Networks | **Daniela Defazio**, Polytechnic of Turin, Turin, IT; **Andy Lockett**, U. of Nottingham

🗄️ Post – Acquisition Integration and Synergy Exploitation In Israeli Biotechnological Firms | **Shlomo Yedidia Tarba**, Ben-Gurion U./Rishon LeZion College of Management

🗄️ Exploring Post-acquisition Knowledge Integration: The Mechanisms of Managing the Pragmatic Boundary | **Anna Goussevskaia**, Fundação Dom Cabral; **Carlos A. Arruda**, Fundação Dom Cabral; **Samir Lofti**, Fundação Dom Cabral

🗄️ The Social Construction of Valuation: Playing Mind Games | **Colleen Beecken Rye**, Wharton, U. of Penn

1185 🗄️ JS: (TIM, BPS) Location, Location, Location: Multinational Enterprise R&D and Knowledge Transfer

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom L

Coordinator: **Kira Fabrizio**, Emory U.

Firm Experience, Capabilities, and Localization Strategy | **Heather Berry**, U. of Pennsylvania; **Juan Alcacer**, New York U.; **Wilbur Chung**, U. of Maryland, College Park

When Does Distributed Innovation Activity Make Sense? | **Aija Elina Leiponen**, Cornell U.; **Constance E Helfat**, Dartmouth College

Cluster Capabilities and Location Choice: A Study of Business Process Offshoring in India | **Srilata Zaheer**, U. of Minnesota; **Anna Lamin**, Northeastern U.; **Mani R. Subramani**, U. of Minnesota

Tacit Demand & Innovation in the Global Pharmaceutical Industry | **Kira Fabrizio**, Emory U.; **Lacy Glenn Thomas**, Emory U.

Session Details - Tuesday

1186 → 🗨️ 📄 JS: (TIM, IM, ENT) Integrating National and Global Innovation Systems

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom K

Chair: **Eleanor Westney**, Massachusetts Institute of Technology

Discussant: **Mari Sako**, Oxford U.

The Emergence of the Entrepreneurial University in National and Regional Systems of Innovation | **David Audretsch**, Max Planck Institute of Economics

Exploring the Foundations of Regional Scientific Advantage in Stem Cell Research | **Jeffrey Furman**, Boston U.

The Emergence of Local Innovative Capacities for Global Competition in Emerging Markets | **Gerald A. McDermott**, Wharton, U. of Penn

Integrating National and Global Innovation Systems via Cross-Border Knowledge Production | **Gita Surie**, Adelphi U.

Tuesday 8:40AM

1187 📄 JS: (OMT, IM) Code Makers and Code Breakers: Food as a Field of Cultural Contestation

8:40am - 10:10am Philadelphia Marriott: Franklin 6

Organizers: **Jo-Ellen Pozner**, U. of California, Berkeley; **Tina Dacin**, Queen's U. Canada; **Michaela DeSoucey**, Northwestern U.

Discussant: **Gary Alan Fine**, Northwestern U.

The Role of Institutional Entrepreneurs in the Slow Food Movement in California and the Netherlands | **Frank den Hond**, Vrije U.; **Tom Elfring**, Free U. Amsterdam

Code Breaking: How Entrepreneurs Exploit Institutional Logics to Generate Institutional Change | **Hayagreeva Rao**, Stanford U.; **Simona Giorgi**, Northwestern U.

Code Violations, Audiences, Authentic Identities and Inertia in the Wine Industry | **Philippe M. Monin**, EM Lyon; **Grégoire Croidieu**, EM Lyon

Profits to Prophets: Feeding Identities at the Fringe | **Tina Dacin**, Queen's U. Canada; **Michaela DeSoucey**, Northwestern U.; **Jo-Ellen Pozner**, U. of California, Berkeley

Winner of OMT Division Best Symposium Proposal Award

Tuesday 8:50AM

1188 🗨️: (Paper Session) - (SIM) The Case for Ethics and Corporate Social Responsibility

8:50am - 10:10am Loews Philadelphia: Washington A

Facilitator: **Heiko Spitzack**, St. Gallen U.

🗨️ Doing Well by Doing Good: A Trust Perspective on Corporate Social Responsibility | **Benjamin B. Dunford**, Purdue U.; **Alan D. Boss**, U. of Maryland, College Park; **Wayne Boss**, U. of Colorado, Boulder

🗨️ Managerial Perceptions of the Business Case for Corporate Social Responsibility | **Kai N. Hockerts**, Copenhagen Business School

📄 Connecting Two Faces of CSR: Does Employee Volunteerism Improve Compliance Behavior? | **Susan Houghton**, North Carolina A&T State U.; **Joan T. A. Gabel**, Florida State U.; **David W. Williams**, Georgia State U.

🗨️ When Supplier Ethical Policies Matter to a Buyer (or Don't): The Moderating Role of Switching Cost | **Scott**

Colwell, U. of Guelph; **Michael J. Zyphur**, National U. of Singapore

1189 🗨️: (Paper Session) - (SIM) Person/Situation Antecedents of Ethical/Unethical Decisions

8:50am - 10:10am Loews Philadelphia: Washington C

Facilitator: **Celia Moore**, London Business School

🗨️ Antecedents of Ethical Awareness and Decision Making: An Empirical Multigroup Analysis | **Daniel Rottig**, Florida Atlantic U.; **Xenophon Koufteros**, Florida Atlantic U.

Unethical Decision-Making Among Entrepreneurs: Does The Person-Situation Interactionist Model Apply? | **Mark Ciavarella**, Bucknell U.; **Lori Verstegen Ryan**, San Diego State U.

🗨️ THE Ghost in The Machine: Dispositions, Situations and Explanations of Moral Behavior | **Miguel Alzola**, Rutgers U.

🗨️ The Who, When, and Where of Unethical Choices: Meta-Analytic Answers to Fundamental Ethics Questions | **Jennifer Kish Gephart**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.; **Linda K. Trevino**, Pennsylvania State U.

1190 🗨️: (Paper Session) - (TIM) Interorganizational Networks

8:50am - 10:10am Philadelphia Marriott: Room 304

Chair: **Daniel E. Lockhart**, U. of Kentucky

Discussant: **Kwanghui Lim**, U. of Melbourne

🗨️ Niche Competence: An Analysis of Network-Centric Advantage in Schumpeterian Environments | **Ikenna S. Uzuegbunam**, Rensselaer Polytechnic Institute; **Satish Nambisan**, Rensselaer Polytechnic Institute

📄 Impact of Customer Portfolio Size, Balance, and Relational Embeddedness on New Product Development | **Helena Yli-Renko**, U. of Southern California; **Ramkumar Janakiraman**, Texas A&M U.

➔ 📄 Moderating Effect of Network Embeddedness on Knowledge Acquisition in Global Manufacturing Network | **Xuefeng Liu**, Zhejiang U. and Xiamen U.; **Xiaobo Wu**, Zhejiang University; **Jian Du**, Zhejiang U.

📄 Confronting Complexity in Technology Cluster Development: Towards an Evolutionary Theory | **Cooper Langford**, U. of Calgary; **Jeremy K Hall**, U. of Calgary

Tuesday 9:00AM

1191 : (AAA) Conference Exhibits

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Exh.

Organizer: **Ayman Tarabishy**, George Washington U.

1192 : (AAA) Membership

9:00am - 11:30am Pennsylvania Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

1193 : (AAA) Placement Services

9:00am - 4:00pm Sheraton Philadelphia City Center: Franklin Room

Placement Services - Registration and Information
Organizer: **Janice A. Black**, New Mexico State U

1194 : (OB) OB Lifetime Achievement Award Invited Address

9:00am - 10:10am Philadelphia Marriott: Independence I

Dr. Gary Latham is the recipient of the OB Division Lifetime Achievement Award. A question and answer period follows the presentation.

Distinguished Speaker: Gary P. Latham, U. of Toronto

Tuesday 10:15AM**1195 : (AAA) Conference Break**

10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall C - Break Area

Sponsored by: Sage Publications

Organizer: Ayman Tarabishy, George Washington U.

Tuesday 10:30AM**1196 : (AAS) Art & Business: Partners in Doing Good?**

10:30am - 11:50am Philadelphia Marriott: Liberty Ballroom A

Organizer: Steven S Taylor, Worcester Polytechnic Institute

Discussant: Frank J. Barrett, Naval Postgraduate School

Too Much Mustard for the Hot Dog: The West Collection and SEI Investments | Scott Rigby, BaseKamp

Entrepreneurship as Social Sculpting: What Joseph Beuys Taught Us about Steve Jobs and Apple Computer

Company | Mary Jo Hatch, U. of Virginia; Stefan Meisiek, U. Nova de Lisboa

Using Theater and Storytelling to Develop Managers | Steven S Taylor, Worcester Polytechnic Institute

1197 : (AAS) Can Doing Well by Doing Good Be Bad for Society? Critical Perspectives on Corporate Social Responsibility

10:30am - 11:50am Philadelphia Marriott: Liberty Ballroom C

Organizer: Bobby Banerjee, U. of Western Sydney

Participants: Bobby Banerjee, U. of Western Sydney; Martin

Fougère, Swedish School of Economics and Business

Administration; John M Jermier, U. of South Florida; David Levy,

U. of Massachusetts, Boston; Kamal Munir, U. of Cambridge

1198 : (AAS) The Morality of Strategy: Does Competitive Advantage Advance the Public Interest?

10:30am - 11:50am Loews Philadelphia: Regency Ballroom B

Organizer: Paul C Godfrey, Brigham Young U.

Participants: Jeffrey S. Harrison, U. of Richmond; James P.

Walsh, U. of Michigan, Ann Arbor; Jay B Barney, Ohio State

U./Peking U.; Jan W. Rivkin, Harvard U.; Robert Edward

Freeman, U of Virginia

1199 : (AAS) Doing Well by Doing Good in the Employee-Organization Relationship: Current Knowledge, Future Promise

10:30am - 11:50am Pennsylvania Convention Center: Room 108A

Organizers: Lynn Shore, San Diego State U.; Robert Eisenberger,

U. of Delaware

Participants: Robert Eisenberger, U. of Delaware; Jone L. Pearce,

U. of California, Irvine; Robert C Liden, U. of Illinois, Chicago; Mark

V Roehling, Michigan State U.; Anne S. Tsui, Arizona State U.

1200 : (BPS) Addressing Macro Problems with Micro Methods: Experiment-based Strategy and Organizational Research

10:30am - 11:50am Philadelphia Marriott: Franklin 10

Chair: Libby Weber, U. of Southern California

Discussant: Deepak Malhotra, Harvard U.

Individual Determinants of Threshold Models of Collective

Action: A Laboratory Simulation | Emily S. Block, U. of

Illinois, Urbana-Champaign; Laura Erskine, U. of Southern

California

Is Embeddedness Optional? Social Capital as a Dilemma for Real Option Theory | Russell Coff, Emory U.; Michael Alan

Sacks, Emory U.; Kevin Laverly, U. of Washington, Bothell

Managing Partner Relationship Attitudes: Using Contract

Framing to Set Relationship Expectations | Libby Weber, U.

of Southern California

Does Hold-up Occur in Negotiations Involving Specific

Investments? An Experimental Investigation | Sergio

Giovanetti Lazzarini, Ibmec São Paulo; M Sylvia Macchione

Saes, U. of Sao Paulo

1201 : (Paper Session) - (BPS) Interfirm Network Formation

10:30am - 11:50am Philadelphia Marriott: Franklin 9

Chair: Arik Lifschitz, U. of Minnesota

Discussant: Joanne Oxley, U. of Toronto

Value Creation and Appropriation in Alliance Portfolios |

Dovev Lavie, Technion-Israel Institute of Technology

A Fit Group or A Messy Crowd? A Dynamic Evaluation of

Group Fitness in the Airline Industry | Yanfei Zhao, U. of

Toronto

Configurations of Alliance Governance Systems | Sascha

Albers, U. of Cologne

Is Coopetition a Good Idea? The Example of a

Coopetitive Supermarket Network in Taiwan | Tzu-Ju Ann

Peng, Providence U.; Stephen Pike, Intellectual Capital Services

Ltd.; Johnson Chung-Hsin Yang, Sinon Co.; Goran Roos,

Cranfield U.

1202 : (Paper Session) - (BPS) Group Dynamics and Social Psychology Perspective on Strategy

10:30am - 11:50am Philadelphia Marriott: Room 406

Chair: Steve Arendall, Union U.

Discussant: Veronique Ambrosini, Cranfield U.

Strategy Consensus and Performance: An Implementation

View | Katsuhiko Shimizu, U. of Texas, San Antonio

Upper-Echelon Social Capital: The Enabling Role of

Transformational Leadership | Ciaran Heavey, U. of

Connecticut

The Micro-foundations of Strategy: Exploring the

Practices of Strategy Teams in Multi-business Firms |

Sotirios Paroutis, Warwick Business School

Microdynamics in Top Management Teams | Veronika

Kisfalvi, HEC Montreal; Viviane Sergi, HEC Montreal; Ann

Langley, HEC Montreal

1203 : (Paper Session) - (BPS) Capability Development and Accumulation

10:30am - 11:50am Philadelphia Marriott: Room 407

Chair: Hart E. Posen, U. of Michigan

Discussant: Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign

- 📖 Which Stars Should You Reach For? Firm Innovation and the Mobility of Scientific Stars | **Alexander Oettl**, U. of Toronto
- ➔ 📖 Markets, Resources, and Their Interplay: A Business-Unit Level Analysis | **Chang Hoon Oh**, Indiana U./Brock U.
- 📖 🗣️ 📖 Resource Stocks, Innovation & Persistent Heterogeneity | **Tammy L. Madsen**, Santa Clara U.; **Michael J Leiblein**, Ohio State U.
- 📖 Team-Specific Human Capital, Team Momentum and Team Performance | **Bill Gerrard**, Leeds U.; **Andy Lockett**, U. of Nottingham

1204 : (Paper Session) - (BPS) Organization Structure and Design

10:30am - 11:50am Philadelphia Marriott: Room 408

Chair: **Jack Wheeler**, Indiana Wesleyan U.

Discussant: **James Harvey Moore**, Louisiana State U.

- 🗣️ The Growth Corridor: Managerial, Financial, and Market Thresholds to Optimum Firm Growth | **Flora Ferlic**, U. of St. Gallen; **Sebastian Raisch**, U. of St. Gallen
- 📖 Every Disney owns a Miramax: Organization, Financial Slack, and Competition in Movie Distribution | **Gabriel Natividad**, U. of California, Los Angeles
- 📖 Structural Complexity and Diversification | **Yue Maggie Zhou**, U. of Michigan
- 📖 An Efficient Frontier in Organization Design | **Felipe Csaszar**, U. of Pennsylvania

1205 : (Paper Session) - (BPS) Boards and Top Management Teams: Group Dynamics

10:30am - 11:50am Philadelphia Marriott: Room 409

Chair: **Rajaram Veliyath**, Kennesaw State U.

Discussant: **Chamu Sundaramurthy**, San Diego State U.

- 📖 The Role of Prestige and Networks in Outside Director Appointments | **Tom Kirchmaier**, Manchester Business School
- Strategic Alliance Team Diversity and Effectiveness: Opening the "Black Box" | **Baniyelme David Zoogah**, Morgan State U.; **Davina E. Vora**, U. of Texas, Dallas
- 🗣️ 📖 Ambivalent Aspects of Board Diversity: Implications for Strategic Performance of a Firm | **Kong-Hee Kim**, St. Cloud State U.
- ➔ 📖 How Do Women Directors Influence Board Processes and Effectiveness? An Empirical Study | **Morten Huse**, BI Norwegian School of Management

1206 : (Paper Session) - (BPS) Technology Strategy / Entrepreneurial Strategy & Real Options

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 1-11

- ➔ 🗣️ 📖 Supply Chain Integration and New Product Introduction: A Clockspeed Perspective | **Eugene Hahn**, Salisbury U.; **Ronaldo C. Parente**, Rutgers U.
- 🗣️ 📖 The Growth Value from Corporate Venture Capital (CVC) Portfolio Configuration | **Yi Yang**, U. of Massachusetts Lowell; **Vadake Narayanan**, Drexel U.; **Dona Marie DeCarolis**, Drexel U.
- 🗣️ Real Option Perspective on Exploration and Exploitation | **Ming-Je Tang**, National Taiwan U.; **Yu-Chieh Chao**, National Taiwan U.; **Yi-Ping Eric Huang**, National Taiwan U.; **Tsu-**

Hsiang Hsu, National Taiwan U.; **Der-Fang Hung**, National Taiwan U.

- 🗣️ A Temporal Perspective on Balancing Exploitation and Exploration | **Ming Piao**, Northwestern U.; **Klaus Weber**, Northwestern U.
- 🗣️ 📖 Real Options and Real Value: The Role of Employee Incentives to Make Specific Investments | **Heli Wang**, Hong Kong U. of Science and Technology; **Sonya Lim**, DePaul U.
- 🗣️ Ownership Structure Effects on Initial Public Offering Performance | **Sujit Sur**, Concordia U.; **Martin L. Martens**, Concordia U.
- ➔ 🗣️ 📖 From Offshoring to Globalization of Human Capital | **Arie Y. Lewin**, Duke U.; **Silvia Massini**, Manchester Business School; **Carine Peeters**, U. libre de Bruxelles
- 🗣️ 📖 Isomorphism and Legitimacy within Biotech IPOs: 1982-2001 | **Theodore Andrew Khoury**, U. of Texas at Dallas
- ➔ 🗣️ The Costs of Real Options: A Managerial Extension of the Black and Scholes Model | **Sangcheol Song**, Ohio State U.; **Jaideep Anand**, Ohio State U.
- 🗣️ 📖 Once Bitten, Twice Shy: Organizational Memory, Routines, and Real Options | **David Maslach**, Ivey School of Business; **Michael J Rouse**, U. of Western Ontario

1207 : (Paper Session) - (BPS) Top-Management Team / Corporate Governance

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - BPS 2

Presented on Panels 49-60

- 🗣️ 📖 Heterogeneity in Executive Compensation: Where You Work Versus Who You Are | **Alison Mackey**, California Polytechnic State U., San Luis Obispo; **Panayiota Konstantina Kiouis**, Ohio State U.
- 🗣️ Divestitures for Modular Corporate Design: Creating Value through the Parent-Unit Relationship | **Caterina Moschieri**, IESE, U. of Navarra; **Johanna Mair**, IESE Business School
- 🗣️ 📖 Acquisition Target Firms' Top Management Team (TMT) Retention: An Implicit Contract Perspective | **Timothy Scott Kiessling**, Eastern Kentucky U.; **Mark P Sharfman**, U. of Oklahoma
- 🗣️ 📖 Measuring Narcissism in CEOs: Validation of an Unobtrusive Index of Executive Personality | **Arijit Chatterjee**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.
- 🗣️ Seasons Change: Integrating Contingency and Life Cycle Approaches to Leader Succession | **Robert C Giambatista**, Lehigh U.
- 🗣️ How are Conflicting Governance Systems Related to Radical Innovation? A Dynamic Capabilities View | **Michael Horn**, U. of Cambridge; **Carsten Zimmermann**, U. of Cambridge
- 🗣️ Antecedents of Board Compensation: How to Pay to Get the Directors You Want | **Scott G. Johnson**, Oklahoma State U.; **Karen Schnatterly**, U. of Missouri-Columbia; **Joel F. Bolton**, Oklahoma State U.; **Chris Tuggle**, U. of Missouri at Columbia
- 🗣️ Does Stock-Based Pay Mitigate Destructive Competition among Top Executives? | **Ji-Young Ahn**, U. of Illinois, Urbana-Champaign
- 🗣️ Asset Burning Strategies: How Intangible Off-balance Sheet Assets Jeopardize Corporate Governance | **Carl J. Kock**, Instituto de Empresa

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

- 👁️📄 Modeling the Corporate Disclosure Decision Processes of Top Management | **Cynthia Clark Williams**, Bentley College
- 🗣️👁️📄 Planning Alone is Not Enough: The Relationship of Commitment to Strategic Planning Success | **Sara Jansen Perry**, U. of Houston; **Steven C Currall**, U. College London/London Business School; **Karla K. Stuebing**, U. of Houston; **Emily M Hunter**, U. of Houston
- 👁️📄 CEOs Old, CEOs New, and Expert Executives Making Much Ado | **Lowell W. Busenitz**, U. of Oklahoma; **Richard A Johnson**, U. of Missouri - Columbia; **Shih-chi Chiu**, U. of Missouri - Columbia
- 👁️ Corporate Malfeasance: Assessing the Factors That Result in Earnings Manipulation | **Margarethe F Wiersema**, U. of California, Irvine; **James A. Robins**, Singapore Management U.; **William Zhang**, Lehigh U.

1208 🗣️➔🗣️📄 JS: (BPS, OM) **Performance Measurement: Approaches for Identifying Whether You are Doing Well by Doing Good**

10:30am - 11:50am Philadelphia Marriott: Franklin 2

Chairs: **Veronica Martinez**, Cranfield School of Management; **Andrew Neely**, Cranfield School of Management

Discussant: **Christopher D. Ittner**, U. of Pennsylvania

Using Strategy Maps and the Balanced Scorecard to Align Social Performance into Strategy | **Robert S. Kaplan**, Harvard U.

Using the Performance Prism to Measure Whether You Are Doing Well By Doing Good | **Andrew Neely**, Cranfield School of Management

Pay for Performance: The Need to Link Compensation to Non Financial Performance Measures | **Rajiv Banker**, Temple U.

Is Doing Good Good for You? The Impact of Charitable Contributions on Corporate Performance | **Baruch Lev**, New York U.

1209 🗣️➔📄 SHCS: (BPS, OMT) **Strategic Agility and Corporate Renewal**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom A

Chair: **Yves Doz**, INSEAD

Participants: **Robert A Burgelman**, Stanford U.; **Anne S. Huff**, Technische U., München; **Quy Nguyen Huy**, INSEAD; **Mikko Kosonen**, Nokia Corporation; **Michael L. Tushman**, Harvard U.; **Wendy K. Smith**, U. of Delaware; **Gabriel Szulanski**, INSEAD

1210 : (Paper Session) - (CAR) **Examining the Benefits of Mentoring and Other Career Relationships**

10:30am - 11:50am Pennsylvania Convention Center: Room 111A

Chair: **Darlene Alexander-Houle**, U. of Phoenix

Discussant: **Troy Nielson**, Utah Valley State College

📄 An Examination of Hierarchical Exchange Relationships on Team Members' Career Benefits | **Deanna M. Kennedy**, U. of Massachusetts Amherst; **Sara McComb**, U. of Massachusetts; **Stephen G Green**, Purdue U.; **W. Dale Compton**, Purdue U., West Lafayette

📄 Disposition and Career Antecedents of Social Networks for Managerial and Professional Employees | **Yu Ha Cheung**, Hong Kong Baptist U.

Personality and Career: The Role of Career Developmental Relationships and Developers' Assistance | **Pei-Chuan Wu**, National U. of Singapore; **Maw-Der Foo**, U. of Colorado, Boulder; **Daniel Turban**, U. of Missouri, Columbia; **Shirlin Yu Yu Sim**, National U. of Singapore

🗣️➔🗣️📄 Motivating Learning in the Organization: Effects of Autonomy Support and Autonomy Orientation | **Dong Liu**, U. Washington; **Ping Ping Fu**, Chinese U. of Hong Kong
Nominee for The Best Paper Award

1211 : (Paper Session) - (CAR) **Making it Work? Issues of Balance in Managing Life and Career**

10:30am - 11:50am Pennsylvania Convention Center: Room 111B

Chair: **Rochelle Parks-Yancy**, Texas Southern U.

Discussant: **Gudela Grote**, ETH Zürich

📄 Factors Determining Workaholicism, Its Positive and Negative Consequences | **Meghna Virick**, San Jose State U.; **Yehuda Baruch**, U. of East Anglia

🗣️🗣️ Work-Family Climate, Org Commitment & Turnover: The Multilevel Contagion Effect of Leaders | **John W. O'Neill**, Pennsylvania State U.; **Michelle M. Harrison**, Pennsylvania State U.; **Jeanette N. Cleveland**, Pennsylvania State U.; **David Almeida**, Pennsylvania State U.; **Robert S. Stawski**, Pennsylvania State U.; **Amy Snead**, Pennsylvania State U.; **Ann Crouter**, Pennsylvania State U.
Nominee for The Best Paper Award

Boundary Theory and Career Choice | **SherRhonda Gibbs**, Jackson State U.

Nominee for The Arnon Reichers Best Student Paper Award

📄 A Model Towards Women Intentions and Flexible Work Arrangements in the South-Eastern EU | **Eleni Stavrou**, U. of Cyprus; **Christiana Ierodiakonou**, U. of Cyprus

1212 🗣️➔🗣️📄 SHCS: (CAR, OMT, MED) **Advancing Interdisciplinary Career Theory: Making a Difference in the Knowledge Economy**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom B

Chair: **Svetlana Khapova**, Vrije U. Amsterdam

Discussant: **Michael B. Arthur**, Suffolk U.

Landscape with Travelers: The Contexts of Careers | **Kerr Inkson**, U. of Waikato

Grand Social Theories and Careers Research - A Kaleidoscopic Journey | **Wolfgang Mayrhofer**, WirtschaftsU. Wien

Intelligent Career Theory as Interdisciplinary Framework for Studying Predictors of Career Success | **Polly Parker**, U. of Queensland; **Svetlana Khapova**, Vrije U. Amsterdam; **Michael B. Arthur**, Suffolk U.

The Impact of Organizational Reference Groups on Career Achievement | **Barbara S. Lawrence**, U. of California, Los Angeles

Exploring New Ground: The Promise of Management Learning Across Boundaries | **Svenja Tams**, U. of Bath

1213 CAU: (CAU) **Combining Careers and Motherhood: The Influence of National Policies**

10:30am - 11:50am Pennsylvania Convention Center: Room 106A

Organizer: **Ruth H.V. Sealy**, Cranfield U.

Participants: **Deirdre Anderson**, Cranfield U.; **Diana Bilimoria**, Case Western Reserve U.; **Marian Ruderman**, Center for Creative Leadership; **Claartje J Vinkenburg**, Vrije U. Amsterdam

1214 CAU: (CAU) Building Confidence: Examining Math Stereotype Threat Among Women Entrepreneurs

10:30am - 11:50am Pennsylvania Convention Center: Room 106B
Organizers: **Daria Crawley**, Robert Morris U.; **Frances M. Amatucci**, Robert Morris U.
Participants: **Joan Winn**, U. of Denver; **Yasmin S. Purohit**, Robert Morris U.

1215 📖: (CM) The Role of Trust in Team Performance

10:30am - 11:50am Pennsylvania Convention Center: Room 105B
Chair: **Ralph Hanke**, Bowling Green State U.
Discussant: **Aimee A. Kane**, New York U.
 Channeling Creative Capacity in Multicultural Teams | **Susan Crotty**, Northwestern U.; **Jeanne M Brett**, Northwestern U.
 Predicting Plural Process: Group Decision-making and Satisfaction in Multicultural Teams | **Susan Crotty**, Northwestern U.; **Jeanne M Brett**, Northwestern U.
 Are High-Power Teams High Performers? | **Lindred Greer**, Leiden U.; **Heather M. Caruso**, Harvard U.
 The Mediating Role of Trust Between Team Identity and Conflict | **Guohong Han**, U. of Illinois, Urbana-Champaign; **Run Ren**, Texas A&M U.

1216 🗣️📖JS: (CM, MOC) Emotions & Emotional Intelligence In Context

10:30am - 11:50am Pennsylvania Convention Center: Room 113A
Chair: **Jeffrey Sanchez-Burks**, U. of Michigan
Discussant: **Caroline A Bartel**, U. of Texas at Austin
 Emotional "Intelligence" Is Also Social | **Hillary Anger Elfenbein**, U. of California, Berkeley
 Emotional Intelligence as Moderator of Employee Emotional Responses to Leaders | **Neal M. Ashkanasy**, U. of Queensland; **Marie T. Dasborough**, Oklahoma State U.
 The Relation between Emotional Intelligence and Culture. | **Stéphane Côté**, U. of Toronto; **Sue Hyun Moon**, U. of Toronto
 Ability to Read Emotions in Group Negotiations: Help or Hindrance? | **Sigal Barsade**, U. of Pennsylvania; **Allan Filipowicz**, INSEAD

1217 🗣️📖: (CMS) Business as a System of Power: The Danger of Authoritarianism

10:30am - 11:50am Philadelphia Marriott: Room 405
Chair: **David Jacobs**, Morgan State U.
 Drucker's Assessment of the Origins of Fascism | **Rosetta Morris**, Morgan State U.
 "Coors and the Dualistic Strategy of Social and Political Engagement" | **Jordi Comas**, Bucknell U and IESE Business School
 "The Ergonomics Wars" | **Matthew Lang**, Morgan State U.
 "The Business Community and the Employee Free Choice Act" | **John Logan**, U. of Limerick

1218 📖🗣️JS: (CMS, SIM) First Nation Matters: The Academy Responds to FN Sovereignty

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom I

Organizers: **Joy E. Beatty**, U. of Michigan, Dearborn; **Maria Theresia Humphries**, U. of Waikato
Presenters: **Marjolein Lips-Wiersma**, U. of Canterbury; **Dale E Fitzgibbons**, Illinois State U.

1219 🗣️SHCS: (CMS, SIM, GDO) The Poor Are Still With Us: Acknowledging the Viewpoints of Low-Wage Workers

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom C
Coordinator: **Charlice Hurst**, U. of Florida
Participants: **Christina Cregan**, U. of Melbourne; **Julie Wolfram Cox**, Deakin U.; **Roy Stager Jacques**, Massey U. - Auckland; **Richard Marens**, California State U. Sacramento; **Leslie Stager Jacques**, Massey U. - Auckland

1220 📖: (Paper Session) - (ENT) Technology Entrepreneurship

10:30am - 11:50am Philadelphia Marriott: Franklin 11
Chair: **Aaron Chatterji**, Duke U.
Discussant: **Kwanghui Lim**, U. of Melbourne
 🗣️📖 Prior Tacit Knowledge and First-Year Sales: A Study of Technology Entrepreneurship | **Matthew R. Marvel**, Western Kentucky U.
 📖 Formalization: Organizational Refinement at Early Stages of High-Technology Venturing | **Ingela Sölvell**, Stockholm School of Economics
 When Do Technology Ventures Seek Corporate Venture Capital? | **Haemin Dennis Park**, U. of Washington Business School
 🗣️📖 How Do New Ventures Evolve? The Process of Charter Change in Technology Ventures | **Tina Claudia Ambos**, Vienna U. of Economics and Business Administration; **Julian Birkinshaw**, London Business School

1221 📖: (Paper Session) - (ENT) Opportunity ID Continued

10:30am - 11:50am Philadelphia Marriott: Room 410
Chair: **Dante DiGregorio**, U. of New Mexico
Discussant: **Erik Wetter**, Stockholm School of Economics
 🗣️🗣️🗣️ Opportunity Recognition and Exploitation by Necessity and Opportunity Entrepreneurs | **Marcus Wagner**, Bureau d' Economie Théorique et Appliquée; **Joern Block**, Technical U. of Munich
 Toward a Creation Theory of Entrepreneurial Opportunity Formation | **Sharon Alvarez**, Ohio State U.
 A Yin and Yang Perspective on Opportunity Recognition and Innovation | **Jintong Tang**, Saint Louis U.; **Shaji Khan**, U. of Missouri at Saint Louis
 🗣️📖 Vertical Disintegration and Entrepreneurial Opportunities: The Case of Broadcasting | **Jeffrey Lee Funk**, Hitotsubashi U.

1222 📖: (Paper Session) - (ENT) Scale Development in Entrepreneurship Research

10:30am - 11:50am Philadelphia Marriott: Room 411
Chair: **Richard T. Harrison**, Queen's U. Belfast
Discussant: **Jeffrey S Hornsby**, Ball State U.
 An Empirical Analysis of the Measurement Properties of the Entrepreneurial Orientatin Scale | **Ken Chadwick**, Nicholls State U; **Tim Barnett**, Mississippi State U.
 🗣️ Development and Validation of a Multidimensional Scale of Entrepreneurial Risk Perception | **Saulo Barbosa**, CERAG-

EDSG U. of Grenoble II (France); **Jill Kickul**, Miami U.; **Matthew Liao-Troth**, Western Washington U.

→ F-PEC Scale of Family Influence: A Refinement | **Daniel T. Holt**, Air Force Institute of Technology; **Matthew W. Rutherford**, Virginia Commonwealth U.; **Donald F Kuratko**, Indiana U.

🗨️ 📄 Entrepreneurial Potential Profile Measurement and its Impact on Small Business Performance | **Mara Regina Veit**, FUMEC U.; **Cid Goncalves Filho**, FUMEC U.; **Carlos Alberto Goncalves**, FUMEC U.

1223 📄: (Paper Session) - (ENT) International Entrepreneurship Research

10:30am - 11:50am Philadelphia Marriott: Room 412

Chair: **Regis Cabral**, Umeå U.

Discussant: **Brett Anitra Gilbert**, Texas A&M U.

Bank Financing and Entrepreneurs in China | **Wubiao Zhou**, NTU

🗨️ → 📄 Closing the 'Equity Gap' In Startup/Seed Investment for ICT Ventures: The Israeli Experience | **Jimmy Schwarzkopf**, Case Western Reserve U.; **Moren Levesque**, U. of Waterloo

📄 The Development of Entrepreneurship in China: A Review and Future Research | **Jing Yu Yang**, U. of Sydney

→ Exploration-Oriented and Exploitation-Oriented International Diversification: SMEs versus Large MNEs | **Taiyuan Wang**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario

1224 🗨️: (Paper Session) - (ENT) Relational Capital Issues

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - ENT 1

Presented on Panels 60-63

🗨️ 📄 Strong Ties and Relational Capital: Evidence from Entrepreneurial Teams | **Ruth Blatt**, U. of Michigan

🗨️ 📄 Too Close for Comfort: Effectiveness of Close Ties in Support Networks of New Ventures | **Phillip H. Kim**, U. of Wisconsin-Madison

🗨️ 🗨️ 📄 Government Regulation of Entrepreneurs | **Steven C. Michael**, U. of Illinois, Urbana-Champaign; **Candace Agrella Martinez**, St Louis U.

🗨️ 📄 The Dynamics of Inter-Organizational Social Capital: Implications for Start-ups' Performance | **Manuela Presutti**, Bologna U.; **Luca Pirolo**, Luiss Guido Carli U.

1225 📄 JS: (ENT, BPS) Implications of Cognition Research Across the Divisions for Entrepreneurial Research, and Vice-Versa

10:30am - 11:50am Philadelphia Marriott: Franklin 12

Organizers: **Denis A. Gregoire**, Georgia State U.; **J. Robert Mitchell**, U. of Oklahoma

Participants: **Pamela S. Barr**, Georgia State U.; **Christina E. Shalley**, Georgia Institute of Technology; **Barbara Jean Bird**, American U.

1226 📄: (Paper Session) - (GDO) Congruence and Lack of Fit: Role of Marriage and Work-Family Balance Strategies

10:30am - 11:50am Pennsylvania Convention Center: Room 104A

Chair: **Jocelyn Louise Steward**, U. of Alabama, Birmingham

Discussant: **Lynn Bowes-Sperry**, Western New England College

It's Not All About Conflict: Antecedents and Outcomes of Satisfaction with Work-family Balance | **Monique Valcour**, Boston College; **Jessica Bagger**, California State U. Sacramento

📄 Influence of Sex, Gender Self-Schema, and Segmentation Preferences on Work-to-Family Enrichment | **Gary N. Powell**, U. of Connecticut, Storrs; **Jeffrey H. Greenhaus**, Drexel U.

Gender Role Congruity in Marriage: The Impact on Career Outcomes and Decision Making | **Beth Ann Livingston**, U. of Florida

1227 → 📄: (Paper Session) - (GDO) Gender and Careers: Risk-taking and Developmental Experiences Among Executive Women

10:30am - 11:50am Pennsylvania Convention Center: Room 104B

Chair: **Ilene Wasserman**, ICW Consulting Group

Discussant: **Laura M. Graves**, Clark U.

📄 Gender Differences in the Distribution of Developmental Experiences in the Workplace | **Eden King**, George Mason U.; **Whitney E. Botsford**, George Mason U.; **Kevin Smith**, George Mason U.; **Stephanie Kazama**, Rice U.; **Michelle R. Hebl**, Rice U.

📄 Risky Business: A Theoretical Model Applied to the Advancement of Executive Women | **Susan F. Cabrera**, Cornell U.; **Melissa C. Thomas-Hunt**, Cornell U.

Moving into Leadership: Women in Leadership Roles in Australian Universities | **Linley Anne Lord**, Curtin U. of Technology

📄 The Careers of Women Executives and Entrepreneurs in Brazil | **Camilla Quental**, HEC, Paris

1228 🗨️ 🗨️ JS: (GDO, CAR, HR) Theorizing the Dynamics of Mentoring Beyond Traditional Contexts and Frameworks.

10:30am - 11:50am Pennsylvania Convention Center: Room 107B

Organizer: **Atira Cherise Charles**, Arizona State U.

Distinguished Speaker: **Stacy Blake-Beard**, Simmons College

Discussant: **Audrey Murrell**, U. of Pittsburgh

A Multi-level Model of the Role of Racial Bias and Influence Tactics on Mentoring Relationships | **Atira Cherise Charles**, Arizona State U.; **Jakari Griffith**, U. of Nebraska-Lincoln

Crossing the Divide: The Role of Sponsorship in Bridging Network Faultlines | **Benjamin M. Galvin**, Arizona State U.

Developmental Network: The Linkage Between Formal Mentoring Programs and Career Success | **Yi A. Ou**, Arizona State U.; **Shuling Li**, Peking U.

1229 📄: (Paper Session) - (HCM) From Radical to Routine: Institutional Theory Perspectives in Health Care

10:30am - 11:50am Loews Philadelphia: Commonwealth A2

Chair: **Trish Reay**, U. of Alberta

Discussant: **Elizabeth Goodrick**, Florida Atlantic U.

📄 A Study of Institutional Effects on the Practice of Evidence-Based Medicine | **Qian Xiao**, U. of Alabama; **Grant T. Savage**, U. of Alabama; **Juliet A. Davis**, U. of Alabama, Tuscaloosa

Origins of DRGS in the United States: A Technical, Political and Cultural Story | **Jon Chilingerian**, Brandeis U.

The Evolution of Actors in Contested Industries | **Karen D. W. Patterson**, U. of New Mexico

HCM Best Paper Based on a Dissertation Nominee

📄 Alien Infiltration: The Emergence of Medical Acupuncture in Western Health Care | **Ellen T. Crumley**, U. of Alberta;

Michael Lounsbury, Alberta U.; **Royston Greenwood**, U. of Alberta

1230 🗄️: (HCM) **Linking the Academy to the Institute of Medicine**

10:30am - 11:50am Loews Philadelphia: Commonwealth B
 Organizer: **Timothy Hoff**, State U. of New York, Albany
 Participants: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor;
Rangaraj Ramanujam, Purdue U.

1231: (Paper Session) - (HR) **Management Development**

10:30am - 11:50am Pennsylvania Convention Center: Room 112B
 Chair: **Robin Church**, U. of Winnipeg
 Discussant: **Rhonda J. Jones**, U. of Maryland, U. College
 🗄️ Construct Confusion in Assessment Centers: A Person-Situation Interactionist Perspective | **Brian D. Blume**, U. of Michigan, Flint; **George Dreher**, Indiana U., Bloomington; **Timothy Baldwin**, Indiana U., Bloomington
 🗣️ Doing Well with Executive Coaching: Psychological and Behavioral Impacts | **Fran Finn**, Queensland U. of Technology; **Claire Mason**, Queensland U. of Technology; **Lisa Bradley**, Queensland U. of Technology
 🗄️ Why do Firms Invest in Training and Development | **Marc Thompson**, U. of Oxford

1232 🗄️➔🗄️: (HR) **Leadership Lessons from Unusual Places**

10:30am - 11:50am Pennsylvania Convention Center: Room 113B
 Participants: **Ruth Wageman**, Harvard U.; **Colin M. Fisher**, Harvard U.; **Richard Hackman**, Harvard U.; **Mary Fontaine**, HayGroup

1233: (Paper Session) - (HR) **HR from an Organizational Perspective**

10:30am - 11:50am Pennsylvania Convention Center: Room 113C
 Chair: **Helen Shipton**, Aston U.
 Discussant: **Cheryl Ann Tibus**, Mercer U.
 🗣️🗄️ HRM Configurations for Low-Wage Workers: Do Employers Make Investments in Former Welfare Clients? | **Alison Konrad**, U. of Western Ontario; **John R. Deckop**, Temple U.; **Felice Perlmutter**, Temple U.; **Joshua Freely**, Temple U.
 🗄️ A Market- or Community-Like Employment Relationship?: Organizing Logics and HRM | **Johnseok Bae**, Korea U.
 Control, Ownership, and the Value of Paid Time Off | **Alexander R. Schwall**, Pennsylvania State U.
 🗄️ Corporate Strategy, HR and Employee Attitudes | **Maura Sheehan**, U. of Dallas; **Jonathan Michie**, Birmingham U.; **Nick Zubanov**, Birmingham U.

1234 🗣️JS: (HR, MED, HCM) **Surviving the Perfect Storm: Causes, Consequences, and Solutions for the Looming Labor Crisis**

10:30am - 11:50am Pennsylvania Convention Center: Room 112A
 Chairs: **Jeffrey Miles**, U. of the Pacific; **Peg Thoms**, Pennsylvania State U., Behrend
 Discussant: **Peg Thoms**, Pennsylvania State U., Behrend
 The Developing Labor Shortage: How to Cope | **Jay Jamrog**, U. of Tampa
 Labor Market Shortages in the East versus the West: Parallel or Divergent Paths for Coping? | **Monty G. Miller**, International Performance Solutions, Ltd.

Attracting, Retaining, & Developing Qualified Healthcare Staff: Practical Examples | **Patrick Lastowski**, U. of California, Davis
 Leaders Wanted: A Review of Current Methods for Training and Developing Leaders | **Jeffrey Miles**, U. of the Pacific

1235 ➔🗄️: (Paper Session) - (IM) **Performance of MNCs From and In LDCs**

10:30am - 11:50am Philadelphia Marriott: Room 413
 Chair: **Moacir de Miranda Oliveira Jr**, U. of Sao Paulo
 Discussant: **Mamdouh I. Farid**, Hofstra U.
 🗄️ Do Emerging Economy Firms Need Ambidextrous Strategies for Internationalization? | **Sathyajit Gubbi**, Indian Institute of Management Calcutta; **Raveendra Chittoor**, Indian Institute of Management Calcutta; **Sougata Ray**, Indian Institute of Management Calcutta
 ➔ Export Orientation and Export Performance of High-Technology SMEs in Emerging Markets | **Igor Filatotchev**, King's College London; **Trevor Buck**, Loughborough U.; **Mike Wright**, Nottingham U.; **Xiaohui Liu**, Loughborough U.
 ➔ 🗄️ Survival Of Foreign Subsidiaries Of Emerging Economy Multinationals: An Event History Analysis | **Miti Garg**, The Logistics Institute - Asia Pacific
 🗄️ Dynamic Capabilities, Government Policies & Performance in Firms from Less Developed Countries | **Omar R Malik**, Philadelphia U.; **Masaaki Kotabe**, Temple U.

1236 ➔🗄️: (Paper Session) - (IM) **Control and Coordination in MNCs**

10:30am - 11:50am Philadelphia Marriott: Room 414
 Chair: **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad
 Discussant: **Mikelle A. Calhoun**, Ohio State U.
 ➔ 🗄️ The Influence of Coordination Mechanisms on New Product Development in MNC Subsidiaries | **Dirk Michael Boehe**, U. of Fortaleza
 ➔ 🗄️ Formal and Informal Control in Foreign Subsidiary: Impact of Transactional and Institutional Factors | **Deeksha A Singh**, National U. of Singapore
 🗄️ When Global Coordination Triggers Local Conflict: A Micro-political Approach Towards MNC Control | **Susanne Blazejewski**, European U. Viadrina
 ➔ 🗄️ Swinging Back the Pendulum: Explaining the Persistence of Formal Control Mechanisms in MNCs | **Barbara Brenner**, Vienna U. of Economics and Business Administration; **Björn Ambos**, Vienna U. of Economics and Business Administration

1237 ➔🗄️: (Paper Session) - (IM) **The Notion of "Distance" in IM Research**

10:30am - 11:50am Philadelphia Marriott: Room 415
 Chair: **John T. Lambert**, U. of Southern Mississippi
 Discussant: **James Costantini**, INSEAD
 ➔ 🗄️ The Importance and Dynamics of Types of Distance: An Empirical Test of Ghemawat's CAGE Framework | **Arjen Slangen**, Erasmus U. Rotterdam; **Fabienne Fortanier**, U. of Amsterdam; **Rob Van Tulder**, Erasmus U. Rotterdam
 ➔ 🗄️ Rethinking Institutional Distance: Using Institutional Theory to Inform International Management | **Nelson Phillips**, Imperial College London; **Neri Karra**, U. of the Arts London; **Paul Tracey**, Warwick U.

IM Division Best Paper Award Finalist

- Does it Matter Where Countries are?: Proximity to Others and MNE Location Choices | **Lilach Nachum**, Baruch College; **Srilata Zaheer**, U. of Minnesota; **Shulamith Gross**, Baruch College
- Do Institutional Quality and Institutional Distance Impact Subsidiary Performance? | **Chinmay Pattnaik**, Yonsei U.; **Soonkyoo Choe**, Yonsei U.

1238 → JS: (IM, BPS, OMT) **The Rapidly Changing Face of Korean Companies: From Corporate Strategy to Organizational Culture**

10:30am - 11:50am Philadelphia Marriott: Franklin 3

Organizer: **Yongsun Paik**, Loyola Marymount U.Chairs: **Yongsun Paik**, Loyola Marymount U.; **Dong-il Jung**, San Diego State U.Korea Multinationals In a Regional World | **Alan M Rugman**, Indiana U.; **Chang Hoon Oh**, Indiana U./Brock U.From Diversification Premium to Diversification Discount during Institutional Transitions | **Keonbeom Lee**, Korea Institute of Finance; **Mike Peng**, U. of Texas at Dallas; **Keun Lee**, Seoul National U.Triggers for Corporate Restructuring in Korea, 1993~2004: Environmental and Governance Changes | **Choelsoon Park**, Seoul National U.; **Seonghoon Kim**, Seoul National U.Social Capital among Corporate Upper Echelons and Its Impacts on Executive Promotion in Korea | **Yangmin Kim**, Sogang U.; **Albert Cannella**, Arizona State U.Integrating Organizational Culture and Human Resources in Cross-Border Acquisitions In South Korea | **Fabian Jintae Froese**, U. of St. Gallen, Waseda U.; **Yong Suhk Pak**, Yonsei U.; **Li Choy Chong**, U. of St. Gallen**1239** → JS: (IM, CM) **Power Distance: Its Antecedents, Correlates, and Consequences in Organizations**

10:30am - 11:50am Philadelphia Marriott: Franklin 4

Chair: **Ya-ru Chen**, Rutgers U.Discussant: **Kwok Leung**, City U. of Hong KongIndividual Beliefs in Power Distance: Conceptual Distinction, and Measurement Clarification | **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Jian Liang**, Hong Kong U. of Science and Technology; **Rick D. Hackett**, McMaster U.Who and (What) Do We Value When Assessing Status in High vs. Low Power Distance Cultures? | **Ya-ru Chen**, Rutgers U.; **Guozhen Zhao**, Rutgers U.Effects of Power Distance on Authorative Leadership in Business and Military Organizations | **Li-Fang Chou**, National Taiwan U.Does Emotional Intelligence Predict Managerial Fairness? The Moderating Effects of Power Distance | **David L. Patient**, Catholic U. of Portugal - FCEE**1240** : (Paper Session) - (IP) **Innovation II**

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Wei Zheng**, Northern Illinois U. **TIM**: Measuring the Effect of Exports on Innovation Performance: Is There Learning-by-Exporting? | **Elena Golovko**, IESE, U. of Navarra**TIM**: Technology Portfolio, Diversity and Innovative Competence: A Longitudinal Study | **Cristina Quintana-Garcia**, Malaga U.; **Carlos A. Benavides-Velasco**, Malaga U. **TIM**: Profiting From Innovations: Testing Teece's Theory in the Software Security Industry | **Alfonso Gambardella**, Bocconi U.; **Marco Giarratana**, U Carlos III de Madrid **TIM**: Innovation among Logistics Service Providers: An Institutional Perspective | **Sumeet Gupta**, The Logistics Institute - Asia Pacific; **Miti Garg**, The Logistics Institute - Asia Pacific; **Mark Goh**, The Logistics Institute - Asia Pacific; **Robert DeSouza**, The Logistics Institute - Asia Pacific **OCIS**: Toward a Flexible Information Technology Infrastructure: An Empirical Investigation | **Lior Fink**, Ben-Gurion U. Israel**1241** : (Paper Session) - (IP) **Organizational Learning I**

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Marguerite Schneider**, NJIT **BPS**: Playing In Between: IP Brokers In Markets For Technology | **Mario Francesco Benassi**, U. of Milano; **Alberto Di Minin**, UC Berkeley **OMT**: Ambidextrous Information Search | **James Oldroyd**, Northwestern U.**TIM**: Learning from Startups: Corporate Venture Capital and Exploratory Knowledge Creation | **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Corey Phelps**, U. of Washington; **Suresh B Kotha**, U. of Washington, Seattle **ODC**: Organizational Change and Innovation Transfer Capability | **Bert Alan Spector**, Northeastern U.; **Henry W Lane**, Northeastern U. **OMT**: Knowledge Management and Organizational Adaptiveness: A Comparative Survey Study | **Kuei-Hsien Niu**, U. of North Texas**1242** : (Paper Session) - (IP) **Individual Learning and Knowledge Sharing II**

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Garry L. Adams**, Auburn U. **MED**: Computer Self-Efficacy As An Indicator of Tablet PC Effectiveness In The Classroom | **Jack H. Walters**, Dakota State U.; **Richard T. Christoph**, Dakota State U.; **Richard D. Puetz**, Dakota State U.; **Mark J. Moran**, Dakota State U. **ENT**: Motivational Impact of Role Models as Moderated by Ideal vs. Ought Self-guides Identifications | **Miruna Radu**, Advancia - Paris Chamber of Commerce and Industry; **Christophe Loue**, Advancia - Paris Chamber of Commerce and Industry→ **TIM**: Management Innovation at Discovery Stages: A Challenge for Management Research | **Albert David**, Ecole Normale Supérieure; **Armand Hatchuel**, Ecole des Mines de Paris **TIM**: Why Do User Communities Work? Maven Orientation and Individual Level Information Sharing | **Thomas Langenberg**, Ecole Polytechnique Fédérale de Lausanne**MED**: Using Provocative Statement Assignments to Foster Critical Thinking in the Management Classroom | **Grant Morgan**, Praxis Research; **John Sherlock**, Western Carolina U.

1243 : (Paper Session) - (IP) Psychological Contracts

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Lynda St. Clair**, Bryant U.

→ **OB**: The Role of Leadership in Training: Predicting Training Effectiveness by Leadership Style | **Hilla Peretz**, U. of Haifa; **Zehava Rosenblatt**, U. of Haifa

OB: Using Performance-Based Theory to Better Understand Proactive Engagement at Work | **Jerry Bryan Fuller**, Louisiana Tech U.; **Kim Hester**, Arkansas State U.; **Laura Elizabeth Marler**, Louisiana Tech U.

OB: Working from the Same Playbook? Performance Impact of Psychological Contract Mutuality and Job Level | **Melissa S. Cardon**, Pace U.; **Jun Ye**, Case Western Reserve U.; **Efrain Rivera**, Bausch & Lomb

CAR: On Company Time: An Empirical Examination of Why People Engage in Personal Business on the Job | **Erik R. Eddy**, Siena College; **Caroline P. D'Abate**, Skidmore College; **Paul Thurston**, Siena College

1244 : (Paper Session) - (IP) Cognition

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Mark P. Healey**, U. of Leeds

ODC: Doing Better by Imagining Good: Mental Imagery and Appreciative Inquiry | **Michael Todd Murphy**, Benedictine U.

CM: The trap of Affirmation: Hidden Costs of De-escalating Through Self-affirmation | **Daniel C. Molden**, Northwestern U.; **Adam Galinsky**, Northwestern U.; **Gillian Ku**, London Business School

HCM: Confidence, Error, and Ingenuity in Diagnostic Problem Solving | **Jenny W. Rudolph**, Boston U.; **J. Bradley M. Morrison**, Brandeis U.

HCM Best Paper Award Nominee

MOC: Ambiguity Tolerance and Accurate Assessment of Self-Efficacy in a Complex Decision Task | **Megan Lee Endres**, Eastern Michigan U.; **Sanjib K Chowdhury**, Eastern Michigan U.; **Morgan R. Milner**, Eastern Michigan U.; **Intakhab Alam**, Eastern Michigan U.

OB: Ajzen's Theory of Planned Behavior: A Latent Growth Modeling Approach | **Peter Hom**, Arizona State U.; **Aimee Dars Ellis**, Arizona State U.

1245 : (Paper Session) - (IP) Competitive Dynamics of Firms III

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Dara Szyliowicz**, U. of the Pacific

OMT: Resource Partitioning Revisited: Competitive Interaction and Vital Rates in the Italian TV Industry | **Samira Reis**, Bocconi U.; **Giacomo Negro**, Bocconi U.; **Olav Sorenson**, U. of Toronto; **Fabrizio Perretti**, Bocconi U.; **Alessandro Lomi**, Bologna U.

BPS: The Impact of Core Competency and Strategic Intent on Competitor Interactions: An Empirical Analysis | **Yunxuan Han**, Temple U.; **Patrick G. Maggitti**, Temple U.; **Robert D. Hamilton**, Temple U.

→ **MC**: Positioning of Management Consulting Firms: Segmenting the German Market for Consulting Services | **Ansgar Richter**, European Business School; **Kerim Galal**, European Business School

OMT: Dampening Rival Actions: The Moderating Role of Experience in Dynamic Competition | **David Lanier Major**, U. of Maryland, College Park

1246 : (Paper Session) - (IP) Foreign Direct Investment

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Joan Mileski**, Texas A&M U., Galveston

→ **IM**: Imitation Behavior of Foreign Direct Investment Location Choice: Investigation of Recency Effects | **Hsien-Jui Chung**, National Chung Cheng U.; **Chun-Chung Chen**, Yuan Ze U.

IM: Evolutionary Changes in Foreign Direct Investment: Event History Analysis of Korean Textile Industry | **Kyungho Kim**, Boston U.

→ **OMT**: Boundaries of Density-Dependence: Foreign Entry Rates in the US Automobile Industry, 1986 – 2003 | **Alexander Eapen**, U. of Sydney

→ **IM**: Institutional Constraints and Foreign Direct Investment-Seeking Behaviors of Chinese Firms | **Yasheng Huang**, MIT Sloan School of Management; **Yanbo Wang**, MIT Sloan School of Management

→ **IM**: Modelling The Speed Of Internationalization And Mode Of Entry Relationship | **M. Angeles Gallego**, U. de Sevilla, Spain; **Encarnacion Ramos**, U. de Sevilla, Spain; **Francisco J. Acedo**, U. of Seville; **Jose Carlos Casillas**, U. de Sevilla, Spain; **Ana Maria Moreno**, U. de Sevilla, Spain

1247 : (Paper Session) - (IP) Founders' Influence II

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Eden S. Blair**, Bradley U.

ENT: Negotiated Structures: How Routines are Imported into New Ventures | **David W. Williams**, Georgia State U.

ENT: Integrating Entrepreneurial Intentions and Actions: The Roles of Desirability and Feasibility | **Jason Robert Fitzsimmons**, Queensland U of Technology; **Evan John Douglas**, Queensland U of Technology

ENT: The Role of Entrepreneurs' Reputation in Securing VC Support and Expediting a Venture's IPO | **Raj V Mahto**, California State U. Fullerton; **Dmitry Mikhail Khanin**, California State U. Fullerton; **David L. Leibsohn**, California State U. Fullerton

→ **BPS**: Inaugural Market Entry and Information Asymmetry: An Integrated Look at de novo Entrants | **Terence Ping Ching Fan**, Singapore Management U.; **Phillip Phan**, Rensselaer Polytechnic Institute; **John E Butler**, U. of Hawaii at Manoa

1248 : (Paper Session) - (IP) Resources, Knowledge, and Firm Performance II

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Mark H Hansen**, Brigham Young U.

BPS: Market Orientation, Asymmetry-based Strategy, and Performance | **KuangPeng Hung**, MingChuan U.; **Yun-Hwa Chiang**, Ming Chuan U.

BPS: A Conceptual Model of Firm Knowledge Base Dynamics | **Kremena Slavcheva**, U. Carlos III de Madrid; **Julio DeCastro**, Instituto de Empresa; **Andrea Fosfuri**, U. of Carlos III de Madrid

→ **BPS**: How Does Innovation Impact Profitability and Productivity? A Joint-test of RBV and KBV Determinants |

📖 Teaching-oriented | 🗣️ Practice-oriented | 🌐 International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🖥️ Visual Presentation | 🏆 Best Paper Proceedings

Sonya Wen, National Taiwan U.; **Jennifer Hui-Ru Chen**, National Taiwan U.

📖 **OMT**: Examining the Influence of Dynamic Capabilities on Performance | **Yung-chul Kwon**, Yeungnam U.

➔ 📖 **BPS**: What Do Firms Benefit From Cluster Effect? A Resource-Based and Market-Based Empirical Study | **Kuo-Feng Huang**, National Chengchi U., Taiwan

1249 : (Paper Session) - (IP) Strategy Making

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Zenlin Kwee**, Erasmus U. Rotterdam

📖 **BPS**: How Do Managers Do Strategy Over Time? | **Zenlin Kwee**, Erasmus U. Rotterdam

📖 **BPS**: Strategic Entrepreneurship: How Managers Translate Opportunities into Strategic Initiatives | **Simon Grand**, U. of St. Gallen; **Florian Bertram**, U. of St. Gallen; **Daniel Bartl**, U. of St. Gallen

➔ 📖 **IM**: How German, Japanese, and U.S. Managers View Markets and Planning as Modes for Coordination | **William G Egelhoff**, Fordham U.; **Erich Frese**, U. of Cologne

📖 **OMT**: Strategic Choice, Chance, and the Persistence of Determinism: An Empirical Investigation | **Raymond-Alain Thietart**, Paris-Dauphine U.-Essec; **Mark de Rond**, Cambridge U.

🌐 **BPS**: The Role of Formality and Dynamism in the Success of Strategic Retreats | **Christopher Russell Clark**, Macquarie U., Sydney; **Richard Dunford**, Macquarie U., Sydney

1250 : (Paper Session) - (IP) Supply Chain Design II

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Anant Ravindra Deshpande**, U. of Texas Pan American

OMT: The "Visible Hand" in Production-Chain Markets: Empirical Study of Harrison White's Network Model | **Tsutomu Nakano**, Kwansai Gakuin U.; **Douglas R White**, U. of California-Irvine

TIM: Component Modularity and Buyer-Supplier Integration in the Air-Conditioning Industry | **Anna Cabigiosu**, U. of Padova; **Arnaldo Camuffo**, U. of Padova; **Andrea Furlan**, U. of Padova

📖 **OM**: Testing a Theory of Effective Buyer-Seller Interaction during Ongoing Service Exchange | **Wendy van der Valk**, RSM Erasmus U.; **Finn Wynstra**, RSM Erasmus U.; **Björn Axelsson**, Stockholm School of Economics

➔ 📖 **OM**: Supply Chain Management Practices in Two Different Cultural and Business Environments | **Uche Okongwu**, Toulouse Business School; **Kristanto Santosa**, PQM Consultants

1251 : (Paper Session) - (IP) The Context of Innovation and Technological Transfer

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty C - Table C4

📖 **BPS**: Managing Innovation and Learning in Dynamic Environments: The Role of Rapid Response Capabilities | **Christoph Grimpe**, Centre for European Economic Research; **Wolfgang Sofka**, Centre for European Economic Research

IM: Stable Institutions & Novel Technologies: Leads & lags between Chinese and Indian Biotechnologies | **Tariq H. Malik**, Birkbeck College, U. of London; **Klaus Nielsen**, Birkbeck College, U. of London

OMT: Social Movements, Regulatory Politics and Technology Evolution | **Kerem Gurses**, IESE Business School

BPS: Mimetic Adoption of R&D Strategy during Economic Transition: The Case of Science Park Firms in China | **Yiyi Su**, Peking U.; **Changhui Zhou**, Peking U.

➔ **TIM**: Opportunities or Constraints? The Effects of Network Embeddedness on Technology Transfer | **Julia L. Lin**, I-Shou U., Taiwan; **Shih-Chieh Fang**, National Cheng Kung U.
Presenter: **Jean Baptiste K. Dodor**, Jackson State U.

1252 📖🌐➔📖📖: (MC) Doing Well By Doing Good: A Town Hall/Working Session to Advance the Management Consulting Division

10:30am - 11:50am Loews Philadelphia: Regency Ballroom C1

Division Chair: **Susan M. Adams**, Bentley College

Program Chair: **C. Ken Weidner**, Saint Joseph's U.

Professional Development Workshop Chair: **Marc Bonnet**, ISEOR, U. of Lyon 3

Professional Development Workshop Coordinator: **Ginka Toegel**, London School of Economics

Facilitators: **W Warner Burke**, Columbia U.; **Miguel Caldas**, Loyola U. New Orleans; **Timothy Clark**, Durham U.; **Bjoern Z. Ekelund**, Human Factors; **Rubina Mahsud**, St. John's U.; **Susan Burgess Miller**, NASA AERO Institute; **Rickie A. Moore**, EM LYON; **Thomas H. Olson**, U. of Southern California; **Brian Peach**, U. of West Florida; **Flemming Poufelt**, Copenhagen Business School; **Georges Trepo**, HEC Paris; **C. Ken Weidner**, Saint Joseph's U.

1253 📖🌐📖: (Paper Session) - (MED) Teaching Management: Using Experience and Practice

10:30am - 11:50am Pennsylvania Convention Center: Room 109A

Chair: **Jane LeMaster**, U. of Texas Pan American

Discussant: **Marjorie L McInerney**, Marshall U.

📖🌐 Differences in Roles of Core Academic and Executive MBA Faculty: Time to Explore Assumptions | **Svetlana Madzar**, University of Minnesota; **Paul Citron**, Medtronic, Inc.

📖🌐➔📖📖 EU Research-oriented Participatory Undergraduate Advisement-Education: Copenhagen Business School | **Charles Thomas Tackney**, Copenhagen Business School; **Toyoko Sato**, Copenhagen Business School; **Ole Strömgren**, Copenhagen Business School

📖 Management Learning at the University – Challenging Social Defences. | **Lars-Erik Norbäck**, Gothenburg U.; **Torbjorn Stjernberg**, Gothenburg U.; **Axel Targama**, Goteborg U.

➔ Conditions for the Emergence of Communities of Practice in Private Higher Education Organizations | **Jader Cristino de Souza-Silva**, Feira de Santana State U. / Unifacs / CNPq

1254 📖🌐📖: (Paper Session) - (MED) Online Learning: Student Satisfaction and Achievements

10:30am - 11:50am Pennsylvania Convention Center: Room 109B

Chair: **Ellen L West**, Portland State U.

Discussant: **Bryan A Booth**, U. of Maryland U. College

📖📖 Knowledge Transfer and Enjoyment in Classroom vs. Online Settings | **Louise Anne Nemanich**, Arizona State U.; **Michael Banks**, U. of Houston; **Dusya M. Vera**, U. of Houston
Winner of MED Division Best Paper in Management Education (sponsored by Wiley Publishing)

📖📄 Does the Community of Inquiry Framework Predict Outcomes in Online MBA Courses? | **J B Arbaugh**, U. of Wisconsin, Oshkosh

Winner of MED Division Best Paper in Graduate Management Education (sponsored by GMAC)

📖 Asynchronous Discussions in the Virtual Classroom: The Power of Reflection | **Jacquelyn Wright Palmer**, Wright State U.

📖🗣️ Performance Monitoring Through Online Gradebooks: Enhancing Self-Regulated Learning and Achievement | **Deanna Geddes**, Temple U.; **Jiu Chang**, Temple U.

1255 🗣️📄: (Paper Session) - (MH) **Organizational Systems: Learning from Success and Failure**

10:30am - 11:50am Loews Philadelphia: Congress A

Chair: **Paul L Govekar**, Ohio Northern U.

Discussants: **Peter B Petersen**, Johns Hopkins U.; **W. Trexler Proffitt**, Franklin & Marshall College; **Anne Nelson**, Ecole Superieure de Commerce de Pau; **Alfred A. Bolton**, Averett U.

🗣️ Groupthink and the Innovator's Dilemma: France's Sudden and Shocking Defeat in 1940 | **David Ahlstrom**, Chinese U. of Hong Kong; **Linda Chang Wang**, Chinese U. of Hong Kong

➔📖 TepMeH He MpeT: A Fractional Biography of Failure | **Charles Booth**, U. of the West of England

🗣️ Cornish Miners in California: One Hundred and Fifty Years of a Unique Socio-Technical System | **Frederick Wolf**, Pacific Lutheran U.; **Bruce Finnie**, Pacific Lutheran U.; **Linda K Gibson**, Pacific Lutheran U.

📖 The Intellectual History of Organization Theory, 1960-2000 | **William McKinley**, Southern Illinois U., Carbondale

1256 📄: (Paper Session) - (MOC) **Decision Making: The Role of Confidence**

10:30am - 11:50am Pennsylvania Convention Center: Room 110A

Chair: **Davide Secchi**, U. of Wisconsin, La Crosse

Discussant: **William P. Bottom**, Washington U. in St. Louis
Not Just Another Hot Hand Paper: An Investigation into the Meaning of the Belief | **Elizabeth Boyle**, National U. of Singapore; **Zur Shapira**, New York U.

📖 The Probability Weighting Function for Confidence Estimates | **Emily Celia Haisley**, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.

🗣️ Bayesian Overconfidence | **Don Moore**, Carnegie Mellon U.; **Paul J. Healy**, Ohio State U.

📖 The Effect of Overconfidence on the Sorting Efficiency of Pay-for-Performance | **Fei Song**, Ryerson U.; **Bram Cadsby**, U. of Guelph; **Francis Tapon**, U. of Guelph

1257 SHCS: (MOC, OMT) **Leadership in Institutions: Paradox or Prerequisite**

10:30am - 11:50am Pennsylvania Convention Center: Room 108B

Organizer: **Rich DeJordy**, Boston College

Chair: **Mary Ann Glynn**, Boston College

Discussant: **Matthew Kraatz**, U. of Illinois

Power and Leadership in Institutional Theory: A Review and Research Agenda | **Tammar B. Zilber**, Hebrew U. of Jerusalem

Positive Leadership: Infusing Value Through Institutional Bricolage | **Mary Ann Glynn**, Boston College; **Jane E. Dutton**, U. of Michigan, Ann Arbor

Institutional Leadership: Exploiting Entrepreneurial Opportunities | **Chad Navis**, Emory U.

Institutional Leadership: Value, Visibility, and Volition | **Rich DeJordy**, Boston College

1258 🗣️: (MSR) **Affect & Spirituality at Work: Feeling Well by Doing Good**

10:30am - 11:50am Loews Philadelphia: Congress B

Chair: **Jacob Eisenberg**, U. College Dublin

Discussant: **Yochanan Altman**, London Metropolitan U.

Religiosity and Workplace Behavior: A Manifestation of Emotional Intelligence | **Melita Prati**, East Carolina U.;

Yongmei Liu, U. of Texas, Arlington; **Kenneth Ernest Bass**, East Carolina U.

Executives' Fractured Spirits and Dissociation at Work | **Charlotte Roberts**, Blue Fire Partners

Congruence and Clash of Scientific and Spiritual Identities: Causes and Consequences | **Keith James**, Portland State U.

E-Spirituality: Spiritually Engendered Emotions in Virtual Organizations | **Karin Klenke**, Regent U.

1259 📄: (Paper Session) - (OB) **Leadership: Extending the Frontiers**

10:30am - 11:50am Philadelphia Marriott: Independence I

Chair: **Jerry Kopf**, Radford U.

Discussant: **Abhishek Srivastava**, West Virginia U.

Leadership Authenticity: Contextual Influences and Performance Implications | **Marjolijn Dijksterhuis**, U. of Stellenbosch; **Raymond Van Wijk**, RSM Erasmus U.

📖 Leadership Coherence: A Social-Cognitive Approach to Leadership | **Jesse S. Michel**, Wayne State U.; **James M. LeBreton**, Purdue U.

➔🗣️ The Effects of Humor on the Relationship Between Leader Influence and Individual Outcomes | **Yair Berson**, U. of Haifa; **John J. Sosik**, Pennsylvania State U., Great Valley

📖 An Empirical Investigation of the Antecedents, Behaviors, and Outcomes of Bad Leadership | **Anthony Don Erickson**, Bond U.; **Ben Shaw**, Bond U.; **Zha Agabe**, Bond U.

1260 📄: (Paper Session) - (OB) **Expertise and Learning in Teams**

10:30am - 11:50am Philadelphia Marriott: Independence II

Chair: **Raymond N. C. Trau**, Monash U.

Discussant: **Stephen E. Humphrey**, Florida State U.

Expertise in Teams: A Longitudinal Field Study in Professional Software Design | **Judith Volmer**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Sabine Sonnentag**, U. of Konstanz

Expertise Utilization in Project Teams: The "Push & Pull" Effects of Group Conflict | **Heidi K. Gardner**, London Business School

Attributing Task Expertise in Temporary Teams | **Michelle Barton**, U. of Michigan, Ann Arbor

📖 Ad Hoc Team Learning: The Proposed Effects of Swift Psychological Safety and Team Leadership | **Ronald L. Dufresne**, St. Joseph's U.

1261 → 📄: (Paper Session) - (OB) **What We Know: Knowledge in Teams, Groups, and Communities of Practice**

10:30am - 11:50am Philadelphia Marriott: Independence III

Chair: **Jeffrey Glen Peterson**, U. of Washington

Discussant: **Gilad Chen**, U. of Maryland

📄 Cross-Level Tradeoffs of Centralized Knowledge Structures in Work Teams | **Siyuan Huang**, Duke U.; **Jonathon N. Cummings**, Duke U.

📄 The Knowledge Ecosystem: A Multilevel Model of Team Performance in a Fortune 100 Tech Company | **John E. Sawyer**, U. of Delaware; **Terri Griffith**, Santa Clara U.

📄 Successfully Managed Communities of Practice | **Gilbert Probst**, U. of Geneva; **Stefano Borzillo**, U. of Geneva

📄 Knowledge Sharing Within Workgroups: The Role of Contextual Factors and Motivational Processes | **Tuna Dagli**, Koc U.; **Zeynep Aycan**, Koc U.

1262 📄: (Paper Session) - (OB) **Power, Politics, and the Self**

10:30am - 11:50am Philadelphia Marriott: Room 301

Chair: **Marianna Fotaki**, Manchester U.

Discussant: **Cesar Douglas**, Florida State U.

📄 Power and Positive Expectations: The Future Looks Brighter from the Top | **Nathanael Fast**, Stanford U.; **Deborah Gruenfeld**, Stanford U.

🗨️ Does Power Change People? Effects of Power on the Self | **Fiona Lee**, U. of Michigan; **Larissa Z. Tiedens**, Stanford U.

📄 The Role of Self-Esteem in the Relationship Between Stress and Ingratiation | **Keke Wu**, U. of Alabama, Tuscaloosa; **Diane E. Johnson**, U. of Alabama, Tuscaloosa

📄 The Emotional Implications of Perceived Organizational Politics | **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Ken Harris**, Indiana U., Southeast

1263 → 📄: (Paper Session) - (OB) **Leaders and Followers**

10:30am - 11:50am Philadelphia Marriott: Room 309

Chair: **Dean F. Frear**, Wilkes U.

Discussant: **Robert A. Dengler**, Roosevelt U./Benedictine U./Hawaii Pacific U.

📄 Psychological Need Fulfillment and Leadership Effectiveness | **Bennett J. Tepper**, Georgia State U.; **Lisa Schurer Lambert**, Georgia State U.; **Jon C. Carr**, U. of Southern Mississippi

→ 📄 Effects of Peer and Leader-Member Relationships on Group Identification and Intra-Group Cooperation | **Duanxu Wang**, Zhejiang U.; **Wei He**, Indiana State U.

Mentoring in Supervisor-Subordinate Dyads: Test of a Mediation Model of Mentorship | **Kiran Mirza Ismail**, U. of Texas, Dallas; **Orlando C. Richard**, U. of Texas, Dallas; **Shahid Bhuiyan**, Louisiana Tech U.; **Edward C. Taylor**, Piedmont College

→ Supervisory Communication and Employee Outcomes: Examining the Mediating Processes | **Weiling Hsu**, INSEAD; **Changya Hu**, National Taiwan U. of Science and Technology

1264 📄: (Paper Session) - (OB) **Whistle While You Work: Positivity and Optimism**

10:30am - 11:50am Philadelphia Marriott: Room 310

Chair: **Arlise P. McKinney**, U. of North Carolina, Greensboro

Discussant: **James D. Oldson**, Salisbury U.

📄 Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

📄 Don't Worry, Be Happy: Examining Moderators and Mediators of the Impact of Positivity | **James B. Avey**, Central Washington U.; **Tara Wernsing**, U. of Nebraska, Lincoln; **Fred Luthans**, U. of Nebraska, Lincoln

📄 State or Trait: Effects of State Optimism on Job-Related Outcomes | **Donald H. Kluemper**, Louisiana State U.; **Laura McAndrews Little**, Oklahoma State U.

🗨️ Taking a Positive Approach to Organizational Downsizing | **Francine Schlosser**, U. of Windsor; **Marjorie Armstrong-Stassen**, U. of Windsor

📄 Linking Productive Organizational Energy to Firm Performance and Individuals' Satisfaction | **Heike Bruch**, U. of St. Gallen; **Michael S. Cole**, Texas Christian U.; **Bernd Vogel**, U. of St. Gallen; **Jochen I. Menges**, U. of St. Gallen

1265 📄: (OB) **Feedback Seeking Behavior in Organizations**

10:30am - 11:50am Pennsylvania Convention Center: Room 103C

Organizers: **Susan J. Ashford**, U. of Michigan; **Katleen E. M. De Stobbeleir**, Vlerick Leuven Ghent Management School; **Mary F. Sully De Luque**, Thunderbird School of Global Management

Discussant: **Don Vandewalle**, Southern Methodist U.

The Effects of Attribution of Motives for Feedback-Seeking Behavior | **Wing Lam**, Hong Kong Polytechnic U.

The Impact of Feedback-Seeking Pattern and Feedback Source's Characteristics on Impression Formation | **Susan J. Ashford**, U. of Michigan; **Mary F. Sully De Luque**, Thunderbird School of Global Management; **Katleen E. M. De Stobbeleir**, Vlerick Leuven Ghent Management School

The Influence of Goal Interdependence on Feedback-Seeking Behavior | **Joe Krasman**, York University

The Impact of Feedback Sign and Regulatory Focus on Feedback Seeking Behavior. | **Megan Medvedeff**, U. of Akron; **Jane Brodie Gregory**, U. of Akron; **Paul E. Levy**, U. of Akron

1266 → 📄: (Paper Session) - (OB) **Psychological Contract Development**

10:30am - 11:50am Pennsylvania Convention Center: Room 110B

Chair: **Rebecca A. Bull**, Purdue U., West Lafayette

Discussant: **Marjo-Riitta Parzefall**, Swedish School of Economics and Business Administration

Idiosyncratic Deals: Coworkers as Interested Third Parties | **Lei Lai**, Carnegie Mellon U.; **Denise M. Rousseau**, Carnegie Mellon U.; **Klarissa Chang**, Carnegie Mellon U.

📄 The Development of Psychological Contracts During the First Year of Employment | **Stephanie C. Payne**, Texas A&M U.; **Satoris S. Youngcourt**, Kansas State U.; **Yvette P. Lopez**, Texas A&M U.; **Wendy R. Boswell**, Texas A&M U.; **Eric Jacob Barger**, Discovery Communications, Inc.

→ Firm Culture as an Antecedent of the Employee Psychological Contract: Its Alignment and Fulfillment | **Guillermo E. Dabos**, U. de San Andres & UNICEN; **Denise M. Rousseau**, Carnegie Mellon U.; **Cynthia Lee**, Northeastern U.; **Chun Hui**, Chinese U. of Hong Kong; **Hui Wang**, Peking U.

📄 Pursuit of a Cause: Antecedents of the Ideology-Infused Psychological Contract Through Socialization | **Heather R. Dixon-Fowler**, U. of Arkansas

1267 📖 JS: (OB, CM) **Justice and Trust: Disentangling Their Connection**

10:30am - 11:50am Philadelphia Marriott: Liberty Ballroom B

Organizer: Jason Colquitt, U. of Florida

Chair: Roy J. Lewicki, Ohio State U.

Discussant: Roy J. Lewicki, Ohio State U.

Are Fair Supervisors Trusted or Trusted Supervisors Fair? A Longitudinal Study of Justice and Trust | Jason Colquitt, U. of Florida; Jessica Mueller, U. of Florida

Fairness Heuristic Theory: The Influence of Justice on Trustworthiness and Trust Perceptions | Michael Lance Frazier, Oklahoma State U.; Paul Johnson, Oklahoma State U.; Mark Gavin, Oklahoma State U.; Janaki Gooty, Oklahoma State U.

Justice and Performance: Trust as Social Exchange or Trust as Uncertainty Reduction? | Ronald F. Piccolo, U. of Central Florida; Cindy P. Zapata-Phelan, U. of Florida; Jeffrey LePine, U. of Florida; Jason Colquitt, U. of Florida; Bruce Louis Rich, U. of Florida

Paid Employment vs. Voluntary Membership: Implications for the Justice-Trust Relationship | Suzanne S. Masterson, U. of Cincinnati; Joshua R. Knapp, U. of Cincinnati; Christina L. Stamper, Western Michigan U.

1268 🗣️📖 JS: (OB, HR) **Who Cares? Collaboration, Job Crafting and Commitment Among Direct Care Workers**

10:30am - 11:50am Pennsylvania Convention Center: Room 103A

Organizers: Carrie R. Leana, U. of Pittsburgh; Eileen Appelbaum, Rutgers U.

Emotional Labor and Organized Emotional Care: Two Managerial Approaches to Nursing Home Work | Steven Lopez, Ohio State U.

Work Discretion, Job Crafting and Turnover in the Child Care Industry | Eileen Appelbaum, Rutgers U.; Carrie R. Leana, U. of Pittsburgh; Sherry Cleary, City U. of New York; Anushri Rawat, U. of Pittsburgh; Christie Hudson, U. of Pittsburgh; Deb Lancaster, Rutgers U.; Sharon Ryan, Rutgers U.

Organizational Collaboration and the Quality of Health Care Delivery | Charles Heckscher, Rutgers U.; Saul Avery Rubinstein, Rutgers U.

An Exploration of How Individuals Craft their Jobs: Work Context Influences and Outcomes | Brenda E. Ghituлесcu, Rochester Institute of Technology; Carrie R. Leana, U. of Pittsburgh

1269 📖 JS: (OB, MOC, RM) **Automatic Social Cognition and Organizational Behavior**

10:30am - 11:50am Pennsylvania Convention Center: Room 103B

Organizer: Keith Norman Leavitt, U. of Washington

I Can Change! How People Go About Changing Everyday Behaviors | Anthony Pascoe, Duke U.; Wendy Wood, Duke U.

Predictive Validity of the Implicit Association Test | T. Andrew Poehlman, Yale U.; Eric Uhlmann, Yale U.; Anthony G. Greenwald, U. of Washington, Seattle; Mahzarin Banaji, Harvard U.

Implicit Bias and Organizations: The "IAT" meets OB | Dolly Chugh, New York U.

Inherited Ideology: Implicit Puritanism in American Moral Cognition | Eric Uhlmann, Yale U.; T. Andrew Poehlman, Yale U.; John Bargh, Yale U.

Revisiting the Satisfaction/Performance Linkage: Implicit Core-Job Attitudes and Performance | Keith Norman Leavitt, U. of Washington; Christina Fong, U. of Washington; Anthony G. Greenwald, U. of Washington, Seattle

1270 📖 SHCS: (OB, RM, OMT) **Social Networks and Leadership**

10:30am - 11:50am Loews Philadelphia: Regency Ballroom A

Coordinators: Lili Duan, U. of Maryland, College Park; Daniel A. Newman, Texas A&M U.

Leader Attributes, Performance, and Networks: Does Centrality Lead to Performance or Vice Versa? | Joyce Bono, U. of Minnesota; Emily E. Duehr, U. of Minnesota, Twin Cities; Stacy Eitel, U. of Minnesota; Mark Snyder, U. of Minnesota, Twin Cities

Human Capital, Social Capital, or a Combination of the Two? | Andy Cohen, U. of Pennsylvania

Guanxi Networks as Social Capital for Leaders in China | Lili Duan, U. of Maryland, College Park

Distributed Leadership in Groups: The Origins and Evolution of the Network of Leadership Perceptions | Ajay Mehra, U. of Kentucky; Daniel J. Brass, U. of Kentucky; Giuseppe Labianca, U. of Kentucky; Ted K. Dass, U. of Cincinnati; Alexandre Barsi Lopes, U. of Cincinnati

Emergent Leadership Structures in Organizations | Andrew J. Slaughter, Texas A&M U.

1271 📖: (Paper Session) - (OCIS) **Innovation Diffusion**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom J

Chair: Joao Cunha, U. Nova de Lisboa

Discussant: Jon Jaspersen, Texas A&M University

📖 Chasing the Hottest IT: Effects of Information Technology Fashion on Organizations | Ping Wang, U. of Maryland
OCIS Division Best Paper Award - Finalist

📖 IT Innovation Persistence: An Exploratory Analysis | Theophanis C. Stratopoulos, U. of Waterloo; Jee-Hae Lim, U. of Waterloo

📖 Promoting the Penguin: Who is Advocating Open Source Software in Commercial Settings? | Oliver Alexy, Technical U. of Munich; Joachim Henkel, Technical U. of Munich
OCIS Division Best Paper Award - Finalist

1272 📖: (Paper Session) - (OCIS) **Networks of Practice**

10:30am - 11:50am Philadelphia Marriott: Room 307

Chair: Ann Majchrzak, U. of Southern California

Discussant: Brian S. Butler, U. of Pittsburgh

📖 Investigating the Relationship between Presentation of Self and Contribution to Network of Practice | Emmanuelle Vaast, Long Island U.

Tie Formation and Knowledge Proximity in Electronic Networks of Practice | Paola Criscuolo, Imperial College London; Ammon Salter, Imperial College London; Jonathan David Sapsed, Imperial College London

📖 The Structure of Collaboration in Electronic Knowledge Networks | Sri Kudaravalli, U. of Maryland
OCIS Division Best Student Paper Award - Finalist

1273 : (Paper Session) - (ODC) Narrative, Metaphor, and Discourse

10:30am - 11:50am Loews Philadelphia: Commonwealth D

Chair: **Mary Ann Hazen**, U. of Detroit MercyDiscussant: **Marilyn Jane Carter**, Benedictine U.Organizational Inertia: The Role of Grand Narratives | **Daniel Geiger**, U. of Liverpool; **Elena P. Antonacopoulou**, U. of Liverpool; **Swetketu Patnaik**, U. of Liverpool

→ 🗨️ Appreciative Inquiry as a Charmed Loop through Reflexive Consciousness: Integrating the Shadow | **Christine Oliver**, Queen Mary, U. of London.; **Stephen P Fitzgerald**, Touro U. International; **Joan Hoxsey**, Relationship Resources, LLC

🗨️ An Embodied Metaphor View of Organizational Levels | **Loizos Th. Heracleous**, U. of Warwick; **Claus D Jacobs**, U. of St. Gallen

🗨️ A Discursive Approach to Action Research for Local Development | **Tore Omholt**, BI Norwegian School of Management

1274 : (Paper Session) - (ODC) Change Impact and Outcomes

10:30am - 11:50am Loews Philadelphia: Congress C

Chair: **David Jamieson**, Pepperdine U.Discussant: **Dorothy F Olshfski**, Rutgers U.

🗨️ The Impact of Different Tuition Reimbursement Plans: When Corporations Play Mom and Dad | **Lisa M. Amoroso**, Roosevelt U.; **Thomas C. Head**, Roosevelt U. Chicago-Schaumburg; **Henrik Holt Larsen**, Copenhagen Business School

🗨️ 70% of Organizational Change Initiatives Fail, Or do They? A Multi-Case Study of Success Criteria | **Susan Kochanowski**, U. at Albany; **Thomas D Taber**, U. of Albany, SUNY; **Angela Gordon**, College of Saint Rose

🗨️ The Impact of Role Clarity and Anticipated Manager Tenure on Employee & New Manager Performance | **Curtis L Wesley II**, Texas A&M U.

🗨️ Is Responsible Downsizing Strategy a Panacea to Firm Performance? | **Philip C.F. Tsai**, Wen-Tzao College; **Chih-Ting Shih**, National Pingtung Institute of Commerce

1275 🗨️ → 🗨️ JS: (ODC, MC, OMT) From Leadership to Leadership Culture: How to Generate & Institutionalize Double-Loop Learning

10:30am - 11:50am Loews Philadelphia: Commonwealth C

Organizer: **Sandra M. Martinez**, US Army War CollegePresenters: **Tex Gunning**, Unilever Bestfoods Asia; **Patricia M. G. O'Connor**, Center for Creative Leadership; **William Torbert**, Boston College**1276 🗨️: (Paper Session) - (OM) Research & Practice in Operations Management**

10:30am - 11:50am Philadelphia Marriott: Franklin 13

Chair: **Martha M. Perryman**, Florida A& M U.Discussant: **Linda L Brennan**, Mercer U.

🗨️ Evolution of Inductive Case Studies in Operations Management: Where are we now? | **Mark Barratt**, Arizona State U.; **Thomas Y. Choi**, Arizona State U.; **Mei Li**, Arizona State U.

🗨️ Best Practices in Sustainable Supply Chain Management: Building Theory Using Case Studies | **Mark Pagell**, Schulich School of Business, York U.; **Zhaohui Wu**, Oregon State U.; **David Johnson**, Schulich School of Business, York U.

🗨️ Response Rates and Survey Design: A Statistical Analysis of the Effectiveness of Techniques | **Steven Alexander Melnyk**, Michigan State U.; **Thomas J. Page**, Michigan State U.; **Sarah Jinhui Wu**, Fordham U.

🗨️ Strategic Enrollment Management (SEM) in Higher Education: Multivariate and Nonlinear Optimization | **Karen Popovich**, Saint Michael's College

1277 🗨️: (Paper Session) - (OMT) Agents and Agency in Institutional Analysis: Alternative Perspectives

10:30am - 11:50am Philadelphia Marriott: Franklin 5

Chair: **Bryant A Hudson**, U. of Utah

🗨️ Institutionalisms and the Contested Role of Human Agency in the Process of Institutional Change | **Kyle Bruce**, Aston Business School; **Peter von Staden**, Bristol Business School

Reconsidering the Paradox of Institutional Agency on a Critical Realist Framework | **Stratos E Ramoglou**, Cambridge U.

🗨️ Initiating Divergent Organizational Change: The Enabling Role of Actors' Social Position | **Julie Battilana**, Harvard U.

🗨️ Fetishists, Politicians and Resisters: Role Theory as a Lens for Understanding Institutional Actors | **Jaco Lok**, Cambridge U.

1278 🗨️: (Paper Session) - (OMT) Interorganizational Ties and Firm Performance

10:30am - 11:50am Philadelphia Marriott: Franklin 7

Chair: **Maxim Sytch**, Northwestern U.

→ 🗨️ The Liability of Strangers: Performance Consequences of Non-local Partnering | **Andrew V. Shipilov**, INSEAD; **Stan X. Li**, U. of Alberta; **Joel A.C. Baum**, U. of Toronto

🗨️ An Empirical Test of Free Riding in Co-Producing Networks | **Ragnhild Silkoset**, BI Norwegian School of Management; **Roland E. Kidwell**, U. of Wyoming

🗨️ Long-term Brokerage: Relationship Duration and Returns to Brokerage in the Staffing Sector | **Matthew J. Bidwell**, INSEAD; **Isabel Fernandez-Mateo**, London Business School

🗨️ The Contingent Role of Small World Networks on Firm Performance: Evidence from Venture Capital Firms | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Yi Tang**, Hong Kong U. of Science and Technology

1279 🗨️: (Paper Session) - (OMT) Determinants of Motivation and Productivity in Organizations

10:30am - 11:50am Philadelphia Marriott: Room 401

Chair: **Terry W. Conry**, Ohio U.

No More Polarization, Please! Towards a More Nuanced Perspective on Motivation in Organizations | **Mia Reinhold**, CBS

🗨️ Knowledge Creation and Sharing in Organizational Contexts: A Motivation-based Perspective | **Alice Lam**, Royal Holloway, U. of London; **Jean-Paul Lambermont-Ford**, Royal Holloway, U. of London

🗉 Broad-Based Stock Options Program, Organization Capital, and Productivity | **YU Peng Lin**, State U. of New York, Buffalo; **James Sesil**, Rutgers U.

🗉 Institutional and Cognitive Antecedents of Junior Faculty's Publication Productivity | **Marina Fiedler**, U. of Munich; **Isabell Melanie Welpe**, Ludwig-Maximilians U., Munich

1280 🗉: (Paper Session) - (OMT) **Social Capital, Collaboration, and Organizational Performance**

10:30am - 11:50am Philadelphia Marriott: Room 402

Chair: **Maura A. Belliveau**, Emory U.

🗉 Social Capital in Organizations: Understanding the Link to Firm Performance | **Ryan Smerek**, U. of Michigan; **Daniel Denison**, IMD

🗉 The Impact of Organization Destruction on Social Capital Value | **R. Drew Sellers**, Case Western Reserve U.; **David Deeds**, U. of Texas at Dallas

🗉 Social Capital and the Vitality of Community-Based Organizations | **Gregory D. Saxton**, State U. of New York, Brockport

How Researchers Define Collaboration Matters: Collaboration and Firm Performance - A Meta-Analysis | **Stephanie Christine Schleimer**, Griffith U.

1281 🗉: (Paper Session) - (OMT) **Networks and their Effects on Research Productivity**

10:30am - 11:50am Philadelphia Marriott: Room 403

Chair: **Polly S. Rizova**, Boston U.

🗉 Collaborative Networks and Inventors's Productivity | **Gino Cattani**, New York U.; **Simone Ferriani**, U. of Bologna

➔ 🗉 Scientific Collaborations in Business and Management: Network Structure and Research Performance | **Pietro Panzarasa**, Queen Mary College, U. of London; **Tore Opsahl**, Queen Mary College, U. of London

Heterogeneity, Network Position and Performance: Endogenous Formation of Inventor Network | **Jeongsik Jay Lee**, Georgia Institute of Technology

🗉 Learning to Produce Knowledge: Whose Networks Matter? | **Mary Dunn**, U. of Texas at Austin

1282 🗉: (Paper Session) - (OMT) **Learning in Organizations: Mechanisms and Outcomes**

10:30am - 11:50am Philadelphia Marriott: Room 404

Chair: **Pablo Martin de Holan**, IE and INCAE

🗉 Ambidextrous Learning in Organizational Innovation: The Case of R&D Consortia | **James C. Hayton**, Bocconi U.; **Paul M Oik**, U. of Denver

🗉 Drawing Lessons from Ambiguous Outcomes in Product Development Processes | **Carlo Salvato**, Bocconi U.; **Claus Rerup**, U. of Western Ontario

🗉 Learning While Innovating: The Abandonment of Corporate Venture Capital Programs | **Vibha Gaba**, INSEAD

🗉 Organizational Unit ACAP: Social Context and Performance Outcomes | **Konstantinos Kostopoulos**, Athens U. of Economics and Business; **Dimitrios Brachos**, Athens U. of Economics and Business; **Alexandros Papalexandris**, Athens U. of Economics and Business; **Sophia Philippidou**, Athens U. of Economics and Business; **Gregory P. Prastacos**, Athens U. of Economics and Business

1283 🗉: (Paper Session) - (OMT) **Learning and Information**

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - OMT 1

Presented on Panels 12-21

🗉 🗉 A Model of Organizational Unlearning: A Prerequisite for Adaptation in a Turbulent World | **Leticia Salinas Andrade**, U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

🗉 🗉 Strategic Organizational Conditions for Risks Reduction and Earnings Management | **Loi Teck Hui**, Malaya U

🗉 A Theoretical Framework of Perceived Information Quality | **Michael D. Pfarrer**, U. of Maryland, College Park

🗉 🗉 🗉 Family Ties and Emotions: A Missing Piece in the Knowledge Transfer Puzzle? | **Rosa Nelly Trevinyo-Rodriguez**, IESE Business School

🗉 🗉 Organizing Doubt: Key Element in Organizational Learning to Learn | **Eric-Hans Kramer**, Netherlands Defense Academy; **Joan Ernst Van Aken**, Eindhoven U. of Technology

🗉 🗉 Stakeholder Engagement as A Facilitator of Competence Building through Organizational Learning | **Minyu Wu**, Massey U. Auckland; **Gabriel Eweje**, Massey U.

🗉 Entrepreneurial Actions and the Market Process: A Multi-Stage Communication Perspective | **Adrian Yeow**, U. of Maryland, College Park

🗉 🗉 The Anatomy of Organizational Learning: Towards an Integrative Framework of Performance Effects | **Xavier Martin**, Tilburg U.; **Mario Schijven**, Tilburg U.

🗉 🗉 Learning Corruption: A Percolation-based System Dynamics Model on Corruption Process | **Sang-Joon Kim**, Worcester Polytechnic Institute

1284 🗉: (Paper Session) - (OMT) **Organizational Knowledge**

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - OMT 2

Presented on Panels 25-30

🗉 🗉 Narrative and Discursive Knowledge in Organizations. The Paradoxical Nature of Organ. Narratives | **Daniel Geiger**, U. of Liverpool

🗉 🗉 A Critique on the Definition and Measurement of Intellectual Capital | **Gloria H.W. Liu**, National Central U. Taiwan

🗉 🗉 Knowledge Integration and Coordination through Imperfect Common Knowledge | **Dirk Martignoni**, U. of St. Gallen

🗉 The Management of Knowledge Stickiness within a Community of Practice | **Lori T. Peterson**, Texas Tech U.

🗉 🗉 Improving Intra-Firm Knowledge Reuse: A Marketing Perspective | **Kah-Hin Chai**, National U. of Singapore; **James F. Nebus**, U. of North Carolina, Charlotte

🗉 🗉 Accountability Systems in Collaborative Knowledge Work | **Carlos Martin-Rios**, U. Carlos III de Madrid

1285 🗉 JS: (OMT, BPS) **Comparative Organizations: Its History, Promise, and Future Directions**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom D

Chair: **Brayden G King**, Brigham Young U.

Participants: **David A. Whetten**, Brigham Young U.; **W. Richard (Dick) Scott**, Stanford U.; **Howard Aldrich**, U. of North Carolina

1286 🗉 JS: (OMT, MOC, BPS) **Getting Boxed In: Firm and Market Perspectives in Categorization**

🗉 Teaching-oriented | 🗉 Practice-oriented | ➔ International-oriented | 🗉 Theme-oriented | 🗉 Research-oriented | 🗉 Visual Presentation | 🗉 Best Paper Proceedings

10:30am - 11:50am Philadelphia Marriott: Franklin 6

Organizer: Anne Fleischer, U. of Michigan

Discussant: Joseph Porac, New York U.

Food Fights: Critics, Competition and Categories in French Cuisine | **Hayagreeva Rao**, Stanford U.; **Philippe M. Monin**, EM Lyon

Is there Equity in Equity Analysis? Categorization Systems in U.S. Broker-Dealers, 1992-2000 | **Anne Fleischer**, U. of Michigan

Seeing the Wind: Boundaries, the Imaginary, and Categorical Organization Theory | **Christopher Wheat**, Massachusetts Institute of Technology

Cognition and Market Dynamics: Market Entry, Forgetting, and Saturation Dependence | **Mark Kennedy**, U. of Southern California

1287 → 🗄️: (Paper Session) - (ONE) International Environmental Perspectives

10:30am - 11:50am Loews Philadelphia: Regency Ballroom C2

Chair: Michael Toffel, Harvard U.

→ 🗄️ Pollution Haven of MNE? Evidence from China | **Xiaolan Feng**, Guanghua School of Management, Peking U.; **Changhui Zhou**, Peking U.

→ 🗄️ Responsible Environmental Strategies and Export Performance | **Inmaculada Martin-Tapia**, U. of Granada (Spain); **Petra Christmann**, Rutgers U.; **J. Alberto Aragón-Correa**, U. of Granada (Spain)

→ 🗄️ The Connections Between Environmental Strategies and the Practices for the Involvement of Employees | **J. Alberto Aragón-Correa**, U. of Granada (Spain); **M. Eugenia Senise-Barrío**, U. of Granada (Spain); **Inmaculada Martin-Tapia**, U. of Granada (Spain); **Nuria Hurtado-Torres**, U. of Granada (Spain)

→ 🗄️ Industrial Parks and Environmental Performance in Trinidad and Tobago | **Kalim U. Shah**, George Mason U.; **Jorge Rivera**, George Washington U.

1288 🗄️: (Paper Session) - (PNP) Leadership and Motivation in the Management of Well-Being

10:30am - 11:50am Loews Philadelphia: Howe

Chair: Gregory Aarons, U. of California, San Diego

Discussant: Bradley E. Wright, U. of North Carolina, Charlotte

🗄️ Consequences & Interactions of Leadership & Motivation: Empirical Evidence from US Federal Agencies | **Sung Min Park**, U. of Georgia; **Hal G. Rainey**, U. of Georgia

🗄️ Performance and Resistance: The Impact of Shared Leadership Within a Hierarchical Structure | **Robert Vecchio**, U. of Notre Dame; **Joseph E. Justin**, Claremont Graduate U.; **Craig L. Pearce**, Claremont Graduate U.

🗄️ → 🗄️ Work Change, Wellbeing, Job Satisfaction and Commitment of Community Health Workers. | **Andrew James Noblet**, Deakin U.; **Cary L. Cooper**, Lancaster U.; **John Hunter McWilliams**, Deakin U.

→ 🗄️ Differences between Private and Public Sector Employees' Psychological Contracts | **Annick Willem**, Ghent U.; **Ans De Vos**, Vlerick Leuven Ghent Management School

1289 🗄️: (Paper Session) - (RM) Research Methods in Strategic Management

Chair: Scott D. Graffin, U. of Georgia

Discussant: Bersant Hobdari, Copenhagen Business School

🗄️ Research Methods in Negotiation: A State-of-the-Art Review | **Marc Buelens**, Ghent U.; **Mieke Van De Woestyne**, Vlerick Leuven Gent Management School; **Steven Mestdagh**, Vlerick Leuven Gent Management School; **Dave Bouckenoghe**, Vlerick Leuven Gent Management School

🗄️ Advancing Research in Strategy Under a Coevolutionary Perspective Using Coupled Agent-Based Models | **Adrian Atilio Caldart**, Warwick Business School; **Fernando Oliveira**, Warwick Business School

🗄️ Effect Size and Power in Entrepreneurship Research | **Brian Connelly**, Texas A&M U.; **R. Duane Ireland**, Texas A&M U.; **Christopher Ray Reutzell**, Texas A&M U.; **Joseph E Coombs**, Texas A&M U.

→ 🗄️ Using Neuro-Fuzzy as an Alternative to Explain Strategic Fit | **Chin-Shien Lin**, National Chung Hsing U.; **Po-Yuan Chen**, National Cheng Chi U.; **Tzu-Ju Ann Peng**, Providence U.

🗄️ A Pilot Bare-bones Meta-analysis of International Joint Venture Studies: Performance and Control | **Sheryllynn Roberts**, U. of Texas at Arlington

1290 🗄️: (Paper Session) - (SIM) Institutional Perspectives, Corporate Social Responsibility, and Corruption

10:30am - 11:50am Loews Philadelphia: Washington B

Facilitator: Gary R. Weaver, U. of Delaware

→ 🗄️ Uncover the Myths of Organizational Legitimacy in China-An Operational Management Perspective | **Sophie H Xiao**, U. of Sydney, Australia

Corporate Social Performance as Institutional Isomorphism: A Longitudinal and Spatial Perspective | **Joachim Boll**, Copenhagen Business School

→ 🗄️ Organizational Isomorphism and Corruption. | **Bertrand Venard**, Audencia Nantes

🗄️ Corporate Social Responsibility: Institutional Response to Labor, Legal and Shareholder Environments | **Justin I. Miller**, New York U.; **Douglas Guthrie**, New York U.

1291 🗄️: (Paper Session) - (SIM) Ethics, Corporate Social Responsibility, and Strategy

10:30am - 11:50am Loews Philadelphia: Washington C

Facilitator: Philip L Cochran, Indiana U.

🗄️ Strategic Management and Ethics: Restoring the Conversation | **David Weitzner**, American U.; **James L Darroch**, York U.

🗄️ Integrating Corporate Social Responsibility into Business Strategy: Concept and Implications | **Mario Minoja**, Bocconi U.

🗄️ 🗄️ Doing Well by Doing Good v. Doing Good by Doing Well: A Market Failures Perspective | **Michael K Moch**, Michigan State U.

🗄️ Look Who's Talking: Corporate Philanthropy and Firm Disclosure | **Sara A Morris**, Old Dominion U.; **Barbara R Bartkus**, Old Dominion U.

1292 🗄️ JS: (SIM, CM) New Developments in Ethical Leadership: Multilevel and International Perspectives

10:30am - 11:50am Loews Philadelphia: Washington A

Chair: David Mayer, U. of Central Florida

How Low Does Ethical Leadership Flow? Examining the Effects of Supervisors and Top Management | **David Mayer**, U. of Central Florida; **Maribeth Kuenzi**, U. of Central Florida; **Rebecca L. Greenbaum**, U. of Central Florida; **Mary Bardes**, U. of Central Florida; **Rommel O. Salvador**, U. of Central Florida; **James Caldwell**, U. of Central Florida

Ethical Leader Behavior From a Levels-of-Analysis Perspective | **Deanne N. DenHartog**, U. of Amsterdam; **Annebel H.B. De Hoogh**, Free U. Amsterdam

Relationship Between Transformational Leadership and Moral Problem Solving Orientation | **Sheldene K Simola**, Wilfrid Laurier U.; **Julian Barling**, Queen's U.; **Nick Turner**, U. Manitoba

International Ethical Leadership: The Moderating Effect of Cultural Values | **Bindu Arya**, U. of Missouri - St. Louis; **Michael E. Brown**, Pennsylvania State U.; **Steven Grover**, U. of Otago; **Karianne Kalshoven**, U. van Amsterdam; **Douglas R May**, U. of Kansas; **Leigh Patricia Schmitt**, U. of New Orleans; **Dana Yagil**, U. of Haifa

1293 → 📄: (TIM) **How Firms Search, Appropriate and Use Knowledge from Universities – the European Perspective**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom L

Chair: **Markus Perkmann**, Loughborough U.

Discussants: **Michelle Gittelman**, New York U.; **Maryanne P Feldman**, U. of Georgia

Academic Patenting in Europe: New Evidence from the KEINS Database | **Francesco Lissoni**, Brescia U. & CESPRI-Bocconi U.; **Patrick Llerena**, BETA - L. Pasteur U.; **Maureen D McKelvey**, Chalmers U. of Technology; **Bulat Sanditov**, Maastricht U.

Impact of University Collaboration on Firms' Innovative Performance: Insights from New Survey Data | **Kate Bishop**, Imperial College London; **Pablo D'Este**, SPRU - U. of Sussex

Investing in Proximity to Research Universities: Perceived Benefits to MNE Subsidiaries | **Anders Broström**, Royal Institute of Technology - KTH; **Maureen D McKelvey**, Chalmers U. of Technology; **Christian Sandström**, Chalmers U. of Technology

In The Know: Exploring the Effect of Geography on Industry-University Collaboration in the UK | **Keld Laursen**, Copenhagen Business School; **Toke Reichstein**, Tanaka Business School; **Ammon Salter**, Imperial College London

1294 📄: (Paper Session) - (TIM) **Organizational Adaptation and Change**

10:30am - 11:50am Philadelphia Marriott: Room 303

Chair: **Virginia Acha**, Tanaka Business School

Discussant: **Celine Abecassis-Moedas**, U. Catolica Portuguesa

→ Building Innovative Organizations in China: The "Execution" Organization | **Ming Gu**, Stanford U.; **Edison Tse**, Stanford U

📄 Breaching Merton's Code: Public Sector Research Scientists Confronting Commercialisation | **Rose HC Wong**, Massey U. Wellington; **Robert Westwood**, U. of Queensland

Financial Market Reactions after Technological Discontinuities: A Non-event Study in Two Industries | **Mary J. Benner**, U. of Pennsylvania

📄📄 Neutrality, Categorization, and the Evolvability of Organizations | **Amit Jain**, INSEAD; **Bruce Kogut**, INSEAD

1295 📄: (Paper Session) - (TIM) **Network Effects: Diffusion and Adoption**

10:30am - 11:50am Philadelphia Marriott: Room 304

Chair: **Danielle D Dunne**, Rutgers U.

Discussant: **Tobias Fredberg**, Chalmers U. of Technology

📄 An Evolution Process Study of iPod and Music on iTunes Using the Network Effect and Diffusion Model | **Chih-Ning Chu**, Chung Yuang Christian University; **Hung Kuan Chu**, National Taiwan U.; **Chi Ting Su**, National Taiwan U.

📄→ 📄 Market Potential for Interacting Telecommunication Technologies in the Presence of Network Effects | **Veneta Andonova**, U. de los Andes, Colombia; **Antonio Ladron de Guevara**, Pompeu Fabra U.

→ Competing Technologies in the Database Management Systems Market | **Tobias Kretschmer**, U. of Munich

📄📄 Indirect Network Effects, Network Quality and the Success of a Platform | **Feng Zhu**, Harvard U.; **Marco Iansiti**, Harvard U.

TIM Division Best Student Paper Award Finalist

1296 📄: (Paper Session) - (TIM) **Strategic Management of Information and Technology**

10:30am - 11:50am Philadelphia Marriott: Room 305

Chair: **Yuqing Ren**, Carnegie Mellon U.

Discussant: **Johannes M Pennings**, U. of Pennsylvania

📄 Architectural Innovation as an Incumbent's Strategic Weapon | **Jin-Kyu Park**, Florida International U.; **Chan-Chai Tangpong**, North Dakota State U.; **Young Kyun Ro**, U. of Michigan - Dearborn

Innovation Implementation Effectiveness: A Multiorganizational Test of Klein Con and Sorra's Model | **Sukanlaya Sawang**, Queensland U. of Technology; **Kerrie Unsworth**, Queensland U of Technology

📄 When to Broadcast Intentions and When to Exploit Relationships: An Information Sharing Case Study | **Susan Cohen**, U. of Pittsburgh; **Jodi Potter**, Robert Morris U.

→ 📄 Externally Leveraging Knowledge Assets: The Impact of a Strategic Approach | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management; **Holger Ernst**, WHU - Otto Beisheim School of Management

1297 👁📄: (Paper Session) - (TIM) **Adaptation and Change**

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - TIM 1

Presented on Panels 32-39

👁📄 LEP Management Theory Meets Reality or How Options Logic Informs Evolutionary Strategic Planning | **Ronald Klingebiel**, U. of Cambridge

👁 Inside the Black Box of User Firms: Promoting Innovative Behavior through a Climate for Innovation | **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne

👁 Absorptive Capacity in Exploration and Exploitation Settings: A Cognitive Approach | **Reut Livne-Tarandach**, Boston College; **Nicole C. Jackson**, Boston College

👁 Flexible Development Processes in the Software Industry: Agile Methods | **Anne Marie Woolstenhulme**, U. of Utah

- 👁️ Environmental Scanning and Corporate Strategy: Differences between High Tech and Low Tech Firms | **Maheshkumar P Joshi**, George Mason U.; **Ravi Kathuria**, Chapman U.
- 👁️ Information Technology as a Barrier and Enabler of Change in Organizational Routines | **Mikko Valorinta**, Helsinki U. of Technology
- 👁️ A Routine-Based Framework of Technology Spinout | **Michael P. Ciuchta**, U. of Wisconsin-Madison

1298 📄📄: (Paper Session) - (TIM) Management of Technology

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - TIM 2
Presented on Panels 42-48

- 👁️📄 Reconsidering the Impact of Information Technology on Organizational Structure | **Adam Seth Litwin**, MIT Sloan School of Management
- 👁️ Increasing Returns to Adoption: A Multilevel Approach | **Raul Barroso**, U. of Lausanne; **Sabine Cacciatore**, U. of Lausanne
- ➔👁️📄 Communication Before Invention: Boundary Spanning and Competence in a Firm-Hosted Online Community | **Linus Dahlander**, Imperial College London; **Lars Frederiksen**, Imperial College London
- 👁️📄 Gaining from Corporate Venture Capital Investments: Technology Push vs. Market Pull | **Sergey Anokhin**, Kent State U.; **William S Schulze**, U. of Utah; **Shaker A. Zahra**, U. of Minnesota
- 👁️📄 Holistic Innovation: Innovation as an Inter-related, Complementary and Concurrent Process | **Jeremy Richard Howells**, Manchester Business School; **Bruce Tether**, Manchester Business School
- 👁️📄 The Role of Stakeholders in Innovating Complex Systems: Evidence from Airport Systems | **Nuno A Gil**, Manchester Business School; **Marcela Miozzo**, U. of Manchester
- 📄👁️➔👁️📄 Profiting from Innovations: The Role of New Game Strategies in a Firm | **Allan N Afuah**, U. of Michigan; **Jina Kang**, Seoul National U.

1299 ➔📄JS: (TIM, BPS, OCIS) Offshoring Intangibles: Contingencies, Coordination, and Capabilities

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom K

Organizers: **Andrea Prencipe**, U. G. d'Annunzio; **Alessandro Grandi**, U. of Bologna

Moderator: **Stefano Brusoni**, Bocconi U.

Discussants: **Deependra Moitra**, Infosys Technologies; **Omar Toulan**, McGill U.

- Trends in Global Research and Development: The Shift Towards Type 2 Internationalization | **Maximilian von Zedtwitz**, Tsinghua U.
- Offshoring in UK Financial Services: Seeking Value in the Global Service Market | **Stephen Flowers**, CENTRIM, Brighton U.
- Offshoring Tasks or Modules? Different Approaches in International Collaboration for Innovation | **Jan Van Den Ende**, RSM Erasmus U.
- Toward the 24-Hour Knowledge Factory | **Amar Gupta**, U. of Arizona, Tucson; **Elisa Mattarelli**, U. of Modena and Reggio Emilia

📄 Teaching-oriented | 👁️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

Furthering Offshoring | **Rosa Grimaldi**, U. of Bologna; **Maria Rita Tagliaventi**, U. of Bologna

Tuesday 12:00PM

1300 : (AAA) Presidential Luncheon

12:00pm - 2:15pm Philadelphia Marriott: Grand Ballroom E-H
Distinguished Speaker: **Ken G. Smith**, U. of Maryland
Chair: **Thomas W. Lee**, U. of Washington

Tuesday 2:15PM

1301 : (AAA) Conference Registration

2:15pm - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.
Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

Tuesday 2:30PM

1302 : (AAA) Membership

2:30pm - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Mem.
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: **James Calvin**, Johns Hopkins U.

1303 : (AAA) Membership Debriefing Meeting

2:30pm - 4:00pm Pennsylvania Convention Center: Room 308
Organizer: **James Calvin**, Johns Hopkins U.

1304 : (AAS) Positive Approaches to Leadership: Doing Well by Doing Good

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom C
Organizer: **Michael E. Brown**, Pennsylvania State U.
Discussant: **Linda K. Trevino**, Pennsylvania State U.
Achieving Sustained and Veritable Performance through Authentic Leadership: Translation—"Doing Well by Doing Good" | **William L. Gardner**, Texas Tech U.
Doing Well by Doing Good: Maximizing Human Well-Being and Performance Excellence Through Spiritual Leadership | **Louis W. (Jody) Fry**, Tarleton State U. Central Texas
Doing Well by Doing Good Through Ethical Leadership | **Michael E. Brown**, Pennsylvania State U.

1305 🗨️➔🗨️: (AAS) Doing Well by Doing Good – Impact of Coordinated vs. Non-Coordinated Market Economy Approaches on HR

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom B
Chair: **Michael C. Nippa**, Freiberg U.
Discussant: **Susan E. Jackson**, Rutgers U.
Presenters: **Sven Berggoetz**, Altana AG; **Johannes Bugla**, Knuerr AG; **David Finegold**, Rutgers U.; **Henrik Holt Larsen**, Copenhagen Business School; **Thomas Ruddy**, Siemens AG
Participant: **Erika E. Harden**, Rutgers U.

1306 : (AAS) Leadership, Ethics, Future

2:30pm - 3:50pm Pennsylvania Convention Center: Room 108A
Organizer: **Kimberly A Wade-Benzoni**, Duke U.
Bounded Ethicality and Leadership | **Dolly Chugh**, New York U.; **Max H. Bazerman**, Harvard U.

What makes a "good" leader? Integrating Ethical Criteria into Definitions of Leadership | **Francisco J Benzoni**, Duke U.
 The Three Faces of Leadership Vision | **Sim B. Sitkin**, Duke U.; **James Denton Emery**, Duke U.
 Behavioral Determinants of Stewardship in Organizations | **Morela Hernandez**, U. of Washington
 Generativity in Social Entrepreneurs | **Kimberly A Wade-Benzoni**, Duke U.

1307 📄: (BPS) **Behavioral Strategy**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 1
 Organizers: **Jerker C. Denrell**, Stanford U.; **Christina Fang**, New York U.
 Discussant: **Sidney G. Winter**, U. of Pennsylvania
 Participants: **John Sterman**, Massachusetts Institute of Technology; **Cade Massey**, Duke U.; **Zur Shapira**, New York U.; **Daniel Lovallo**, U. of Western Australia

1308 : (Paper Session) - (BPS) **Stakeholder Theory of Strategic Management**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 10
 Chair: **Charles Finn**, College of Saint Rose
 Discussant: **Heli Wang**, Hong Kong U. of Science and Technology
 🗨️📄 Stakeholder Theory and Competitive Advantage | **Jeffrey S. Harrison**, U. of Richmond; **Doug Bosse**, U. of Richmond; **Robert A. Phillips**, U. of Richmond
 🗨️➔📄 National Governance Systems, Stakeholder Power, and Post-Acquisition Dynamics. | **Laurence Capron**, INSEAD; **Mauro F Guillen**, U. of Pennsylvania
 ➔🗨️📄 Stakeholder Interaction Effects on Firm Performance in Emerging Economies: The Case of Brazil. | **Rodrigo Bandeira-de-Mello**, U. do Vale do Itajaí - UNIVALI; **Rosilene Marcon**, U. do Vale do Itajaí - UNIVALI; **Anete Alberton**, U. do Vale do Itajaí - UNIVALI
 The Stakeholders' Common Goal and its Effect on Board Composition in Young, Post-IPO Firms | **Son Anh Le**, Marshall U.; **Mark Kroll**, Louisiana Tech U.; **Bruce Walters**, Louisiana Tech U.

1309 : (Paper Session) - (BPS) **Economic Foundations of Strategy: Agency, RBV and TCE Perspectives**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 2
 Chair: **David B Jemison**, U. of Texas at Austin
 Discussant: **Steven C. Michael**, U. of Illinois, Urbana-Champaign
 🗨️📄 Both Market and Hierarchy: A Multi-Task Synergy Theory of Hybrid Organizational Forms | **Richard Makadok**, Emory U.; **Russell Coff**, Emory U.
 🗨️📄 Are Capability-based Theories of Firm Boundaries Really Distinct from Transaction Cost Theory? | **Nicholas Argyres**, Boston U.; **Todd Zenger**, Washington U.
 Exploring the Information Asymmetry Gap: Evidence from FDA Regulation | **Jeff Macher**, Georgetown U.; **Jack A Nickerson**, Washington U.; **John Mayo**, Georgetown U.
 🗨️📄 Vertical Integration and the Industry Lifecycle: Evidence from the Early U.S. Auto Industry | **Nicholas Argyres**, Boston U.; **Lyda S. Bigelow**, U. of Utah

1310 : (Paper Session) - (BPS) **A Network-Based Theory of Strategic Interaction**

2:30pm - 3:50pm Philadelphia Marriott: Room 406

Chair: **Meir Russ**, U. of Wisconsin, Green Bay
 Discussant: **Jinyu He**, Hong Kong U. of Science and Technology
 📄 Horizontal Alliances and Competitive Aggressiveness: A Strength-of-Ties Perspective | **Ahmad M. Hassan**, Morehead State U.; **James J Chrisman**, Mississippi State U.; **Fatma Ahmed Mohamed**, Morehead State U.
 📄 Multimarket Contact Posture and Nonprice Competition: A Firm Level Test of Forbearance Parameters | **Thomas Will**, Agnes Scott College
 The Influence of Network Resources on Strategic Renewal of Declining Firms | **Toyah L. Miller**, Texas A&M U.; **Dan Li**, Indiana U.
 Ownership and Control: A Small-World Analysis | **Martin J. Conyon**, Wharton School; **Mark Muldoon**, Manchester U.

1311 : (Paper Session) - (BPS) **Mergers and Acquisition Processes**

2:30pm - 3:50pm Philadelphia Marriott: Room 407
 Chair: **Kevin C Banning**, Auburn U. Montgomery
 Discussant: **Mark Shanley**, U. of Illinois, Chicago
 Understanding the Performance of Corporate Acquisitions | **Maurizio Zollo**, INSEAD and Bocconi U.; **Degenhard Meier**, Aachen U. (RWTH)
 📄 The Impact of Cultural Differences and Acculturation Factors on Post-Acquisition Conflict | **Riikka Sarala**, Swedish School of Economics and Business Administration
 🗨️📄 Organizational Commitment to Employees and Acquisition Performance: A Resource-Based Perspective | **Margaret Cording**, Rice U.; **D. Brent Smith**, London Business School
 📄 The Effect of Prior Bidder-Target Alliance Experiences on Post-acquisition Performance of Bidders | **Ming-Tse Tsai**, National Cheng Kung U.

1312 : (Paper Session) - (BPS) **Individual Decision-Making Processes of CEOs**

2:30pm - 3:50pm Philadelphia Marriott: Room 408
 Chair: **Monica Yang**, Adelphi U.
 Discussant: **Yuri Mishina**, Michigan State U.
 ➔📄 The Role of CEO Social Networks in Ambidexterity of Entrepreneurial Firms | **Qing Cao**, U. of Connecticut; **Hongping Zhang**, Shandong U.
 📄 Exploring the Effects of Expansive and Operational CEO Leadership on Innovation | **Marianna Makri**, U. of Miami; **Terri A. Scandura**, U. of Miami
 CEO Regulatory Focus, Strategic Decision Making Processes, Outcomes, and Strategic Change | **Dan S. Chiaburu**, Pennsylvania State U.
 From Fiction to Fact: The Impact of CEO Social Networks | **Tom Kirchmaier**, Manchester Business School

1313 : (Paper Session) - (BPS) **Top Management Teams and Boards of Directors**

2:30pm - 3:50pm Philadelphia Marriott: Room 409
 Chair: **Gene F. Brady**, Southern Connecticut State U.
 Discussant: **Larry Stimpert**, Colorado College
 🗨️🗨️📄 Do Firms Do 'Worse' by Doing 'Bad'? Financial Misrepresentation and Subsequent Firm Performance | **Jared D. Harris**, U. of Virginia - Darden

☐ A Socio-Cognitive Theory of Governance: The Role of Directors' Knowledge Structures | **Jeongil Seo**, KDI School of Public Policy and Management; **Mason A Carpenter**, U. of Wisconsin, Madison

→ ☐ How do Board/CEO Relationships Make Firms More Innovative? | **Hsueh Liang Wu**, National Cheng Kung U.

☐ The Impact of Board Incentives and Processes on Board Task Performance: Empirical Analysis of SMEs | **Luca Gnan**, Torvergata; **Morten Huse**, BI Norwegian School of Management; **Alessandro Zattoni**, SDA Bocconi - Parthenope U.

1314 ☐ JS: (BPS, OMT, CM) **The Contracting Process in Interfirm Relationships: Towards a Meeting of Minds**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 9

Organizers: **Dries Faems**, Catholic U. of Leuven; **Paul W. L. Vlaar**, Vrije U. Amsterdam

Facilitator: **Laura Poppo**, University of Kansas

Discussant: **Michael Ryall**, Melbourne Business School

Come, Let Us Reason Together: Some Challenges in Alliance Contracting Processes | **Arvind Parkhe**, Temple U.

Negotiating Contracts in Interfirm R&D Relationships:

Addressing the Need-Ability Tension | **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Dries Faems**, Catholic U. of Leuven

Contract Design: Transaction Characteristics, Lock-ins, or Knowledge Management? | **Thomas Mellewigt**, Free U., Berlin; **Bjoern Eckhard**, Free U., Berlin

Contractual Complexity: Beyond a Simple Count of Provisions | **John Hagedoorn**, Maastricht U.; **Geerte Heslen**, U. of Maastricht

Firms Have No Minds: Which Minds Must Meet, and When, in CIOR Contracts Between Corporations? | **Peter S Ring**, Loyola Marymount U.

1315 ☐ JS: (BPS, OMT, ENT) **Competing through Business Design**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom I

Chair: **Michael G. Jacobides**, London Business School

Moderator: **Constantinos Markides**, London Business School

Discussants: **Jan W. Rivkin**, Harvard U.; **Kathleen M. Eisenhardt**, Stanford U.; **Christoph Zott**, INSEAD

Fending off Commoditization and Softening Competition through Strategic Boundary Design | **Stephan Billinger**, U. of Southern Denmark; **Michael G. Jacobides**, London Business School

How to Compete in Mature Industries? Boundary Architecture as a Mechanism for Strategic Renewal | **Filipe Manuel Simoes Dos Santos**, INSEAD; **Ana Abrunhosa**, U. of Coimbra; **Inês Costa**, Instituto Superior Tecnico

Designing the Boundaries of the Platform | **Kevin Boudreau**, HEC-Paris School of Management

Competing Through Business Models | **Ramon Casadesus-Masanell**, Harvard U.; **Joan Enric Ricart**, IESE Business School

1316 ☐ SHCS: (BPS, TIM, OMT) **Firm and Industry Evolution in the Context of an Ecosystem**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom B

Organizers: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Preeta Banerjee**, U. of Illinois, Urbana-Champaign

Entry Decisions and Firm Outcomes: An Investigation of the Roles of Complementors and Rivals | **Rahul Kapoor**, INSEAD; **Ron Adner**, INSEAD

"Diagonal Integration" Strategies, Firm Performance and Industry Shakeouts | **Preeta Banerjee**, U. of Illinois, Urbana-Champaign; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Steve Sonka**, U. of Illinois, Urbana-Champaign

Technology, Identity, and Image: The Life and Times of 'The Digital Photography Company' | **Mary Tripsas**, Harvard U. The Evolution of Technology through the "Bricolage" of Knowledge | **Johannes M Pennings**, U. of Pennsylvania; **Filippo Carlo Wezel**, U. of Lugano

Participants: **Ron Adner**, INSEAD; **Constance E Helfat**, Dartmouth College; **Rahul Kapoor**, INSEAD; **Johannes M Pennings**, U. of Pennsylvania; **Steve Sonka**, U. of Illinois, Urbana-Champaign; **Mary Tripsas**, Harvard U.; **Filippo Carlo Wezel**, U. of Lugano

1317 → ☐ (CAR) **The Catalytic 1970s: Implications for the 2000s? A Dialogue on the Future of the Careers Division**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 111B

Chair: **Cherlyn Skromme Granrose**, Berry College

Discussants: **C. Brooklyn Derr**, Brigham Young U.; **Jon P. Briscoe**, Northern Illinois U.

Perspectives from the 1970s and the "Birth" of the Careers Division | **C. Brooklyn Derr**, Brigham Young U.; **Douglas T. Hall**, Boston U.; **Barbara S. Lawrence**, U. of California, Los Angeles; **Jeffrey Alan Sonnenfeld**, Yale U.

Perspectives from the Emerging Generation of Careers Scholars | **Katharina Chudzikowski**, WirtschaftsU. Wien; **Shoshana Dobrow**, Fordham U.; **Peter A. Heslin**, Southern Methodist U.; **Yan Shen**, Boston U.; **Svenja Tams**, U. of Bath

1318 CAU: (CAU) **Promoting Inter-group Cooperation, Understanding and Conflict Resolution: Academy Members Initiative**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 106A

Organizer: **Jacob Eisenberg**, U. College Dublin

Participants: **Kathleen Getz**, American U.; **Mustafa F Ozbilgin**, U. of East Anglia; **Eleanor O'Higgins**, U. College Dublin; **Ravi Chinta**, American U. of Sharjah; **Jennifer Oetzel**, American U.

1319 CAU: (CAU) **Interpersonal Workplace Exclusion**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 106B

Organizers: **Kristin L. Scott**, U. of Kentucky; **Daniel E. Lockhart**, U. of Kentucky

Participants: **Daniel J. Brass**, U. of Kentucky; **Brian R. Dineen**, U. of Kentucky; **Giuseppe Labianca**, U. of Kentucky; **Michelle K. Duffy**, U. of Minnesota; **Jason D. Shaw**, U. of Minnesota; **Bennett J. Tepper**, Georgia State U.

1320 CAU: (CAU) **Images, Metaphors, and Classroom Conversations**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 107A

Organizer: **Matthew Roy**, U. of Massachusetts Dartmouth

Participants: **Madan Annavarjula**, Bryant U.; **Susanne G Scott**, U. of Massachusetts, Dartmouth; **Maheshkumar P Joshi**, George Mason U.; **Sanjiv Dugal**, U. of Rhode Island; **Sam Beldona**, Wichita State U.; **Kellyann Berube Kowalski**, U. of Massachusetts, Dartmouth

1321 📄: (Paper Session) - (CM) **Who Wins Arbitration, and the Impact It Has on Subsequent Work Performance.**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 105A

Chair: **Terry W. Conry**, Ohio U.

Discussant: **Angela Hall**, Florida State U.

📄 High Performance Work Systems and Organizational Dispute Resolution | **Alexander Colvin**, Pennsylvania State U.

🗨️ 23 Years of Discharge & Discipline Arbitrator Awards: Multinomial Analysis of Wins, Losses, & Splits | **Mario F. Bognanno**, U. of Minnesota; **Jonathan Edward Booth**, U. of Minnesota; **Thomas Norman**, U. of Minnesota; **Stephen F Befort**, U. of Minnesota; **Laura J Cooper**, U. of Minnesota
Pay, Performance, and Organizational Justice in Salary Arbitration | **Allison Binns**, Harvard U.

1322 🗨️ JS: (CM, OB) **Remedying, Restoring, and Recovering Organizational Justice**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 105B

Chairs: **Laurie J. Barclay**, Wilfrid Laurier U.; **Tyler G. Okimoto**, Flinders U. of South Australia

Peering into the Soul of Discontent: Revenge and Forgiveness in the Workplace | **Robert Bies**, Georgetown U.
Do Punishments Address Value Concerns?: Achieving Value Consensus through Labeling and Offender Reform | **Tyler G. Okimoto**, Flinders U. of South Australia; **Michael Wenzel**, Flinders U. of South Australia

Restoring Justice Through Apologies | **Jochen Reb**, Singapore Management U.

Recovering From Injustice: Integrating the Perspectives of the Organization and the Victim | **Laurie J. Barclay**, Wilfrid Laurier U.

1323 🗨️ JS: (CMS, OMT) **Happiness & Goodness in Organisations and Society? Ideas and Challenges from Psychoanalytic Thinking**

2:30pm - 3:50pm Philadelphia Marriott: Room 405

Organizers: **Marianna Fotaki**, Manchester U.; **Alessia Contu**, U. of Warwick

Chair: **Russ Vince**, U. of Hull

Discussant: **Hugh Willmott**, U. of Cardiff

Neither Good nor Happy | **Michaela Driver**, East Tennessee State U.

Marcuse's Psychoanalytic Redefinition of 'Good Work' | **Peter Fleming**, U. of Cambridge

Leadership Theory: A Promise of Happiness and Goodness | **Nancy Harding**, U. of Leeds; **Jackie Ford**, U. of Bradford School of Management

Market Efficiency Versus Public Value in Psychoanalytic Thinking | **Marianna Fotaki**, Manchester U.

1324 📄: (Paper Session) - (ENT) **Entrepreneurial Risk and Uncertainty**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 11

Chair: **Stuart Read**, IMD, Lausanne

Discussant: **Saras Sarasvathy**, U. of Virginia

📄 The Effects of Market and Technological Uncertainty on Academic Spinout Formation | **Djordje Djokovic**, City U. London

🗨️ Incumbent Capability Reconfiguration under Uncertainty: The Role of Entrepreneurial Capabilities | **Ikenna S. Uzuegbunam**, Rensselaer Polytechnic Institute
📄 Entrepreneurial Decision-Making under the Knightian Uncertainty | **Andre C. R. Martins**, U. of Sao Paulo; **M Sylvia Macchione Saes**, U. of Sao Paulo
📄 A Behavioral Agency View of Pay Incentives and Risk-Taking Actions by the Upper Echelons of Spinoffs | **Elizabeth Ngah-Kiing Lim**, U. of Connecticut

1325 📄: (Paper Session) - (ENT) **Academic Entrepreneurship**

2:30pm - 3:50pm Philadelphia Marriott: Room 410

Chair: **Ronald G Cheek**, Academy of Entrepreneurship Journal

Discussant: **Keith H. Brigham**, Texas Tech U.

Does One Size Fit All? The Organizational Forms Leading to Successful Academic Entrepreneurship | **Matthew Steven Wood**, Southern Illinois U., Carbondale

➔ 📄 Voodoo Institution Or Entrepreneurial University? Academic Spin-outs And The Entrepreneurial System | **Richard T. Harrison**, Queen's U. Belfast; **Claire M Leitch**, Queen's U. Belfast

➔ 📄 Knowledge Resources for University Spinoffs: The Role of the Academic Entrepreneur | **Marcus W. Y. Ho**, Auckland U. of Technology; **Marie Wilson**, U. of Auckland

📄 Getting to Know the Academic Entrepreneur | **Caroline Wigren**, Jönköping Int'l Business School

1326 📄: (Paper Session) - (ENT) **Knowledge in Entrepreneurship, Intrapreneurship, and Family Business**

2:30pm - 3:50pm Philadelphia Marriott: Room 411

Chair: **George S. Vozikis**, California State U. Fresno

Discussant: **Patrick Kreiser**, Ohio U.

➔ 🗨️ Knowledge Acquisition Activities, Prior Knowledge and Experience & the Survival of New Firms | **John C Dencker**, U. of Illinois, Urbana-Champaign; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Sonali K. Shah**, U. of Illinois, Urbana-Champaign

📄 From Knowledge to Value Creation in Family Firms: A Dynamic Capabilities Approach | **Francesco Chirico**, School of Business & Economics, Wilfrid Laurier U.

📄 "Generative Dance" between Tacit Knowledge, Expertise and Organizational Frameworks | **Olga Petricevic**, Georgia State U.; **Susan Houghton**, North Carolina A&T State U.
Learning What You Know: External Contacts, Internal Knowledge & Performance of Business Plan Teams | **Maw-Der Foo**, U. of Colorado, Boulder; **Pengji Wang**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore; **Robert Baron**, Rensselaer Polytechnic Institute

1327 📄: (Paper Session) - (ENT) **Family Firm Heterogeneity**

2:30pm - 3:50pm Philadelphia Marriott: Room 412

Chair: **Alberto Zanzi**, Suffolk U.

Discussant: **Hung-Bin Ding**, Loyola College

➔ 📄 A Typology for Capturing the Heterogeneity of Family Firms | **Pramodita Sharma**, Wilfrid Laurier U.; **Mattias Nordqvist**, Jönköping Int'l Business School

📄 Family Matters: Examining How Self-Employed Blacks and Whites Differ in Having Self-Employed Parents | **Robert P**

Singh, Morgan State U.; **Micah E. S. Crump**, Morgan State U.; **Xingxing Zu**, Morgan State U.

Family Capital: An Explication and Test of the Theory | **Ritch L. Sorenson**, Texas Tech U.; **James J Hoffman**, Texas Tech U.; **Andy Yu**, Texas Tech U.

Family Firm Member Characteristics and Involvement: Effects on Entrepreneurial Behavior | **Franz W. Kellermanns**, Mississippi State U.; **Kimberly Eddleston**, Northeastern U.; **Tim Barnett**, Mississippi State U.; **Allison W Pearson**, Mississippi State U.

1328 [JS]: (ENT, TIM) **Investor Choice, Expertise and Biases: Separating the Good from the Bad and Ugly**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 12

Chair: **Craig Galbraith**, U. of North Carolina- Wilmington

Research on Predicting the Future Commercialization

Success of Early Stage Technologies | **Alex Frank DeNoble**, SDSU; **Sanford B Ehrlich**, SDSU; **Craig Galbraith**, U. of North Carolina- Wilmington

Venture Capitalists' Conduct in Selecting Portfolio Companies and Early-Stage Technologies | **Michael W. Lawless**, INSEAD

Picking Winners: The Impact of the Venture Capitalists Decision Process | **Andrew Zacharakis**, Babson College

1329 [P]: (Paper Session) - (GDO) **Gender, Race, and Age Influences on Performance Evaluations and Rewards**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 104A

Chair: **Margaret A. Lucero**, Texas A&M U.

Discussant: **Loriann Roberson**, Teachers College, Columbia U

An Examination of Race and Sex-Based Biases in

Professional Employee Performance Evaluations | **David R. Hekman**, U. of Washington; **Karl Aquino**, U. of British Columbia

Beyond Employee Demographics: Assessing the Network Mechanisms behind Performance Evaluations | **Emilio J.Castilla**, Massachusetts Institute of Technology

The Gender Logic of Executive Compensation | **Brayden G King**, Brigham Young U.; **Marie Cornwall**, Brigham Young U.

Perceptions of Age Discrimination Among Younger Workers and the Effects in Organizations: A Two Study Constructive Replication | **Eileen Kwesiga**, Bryant U.

1330 [P]: (Paper Session) - (GDO) **Navigating Work and Family: Policies, Time Norms, and Enrichment**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 104B

Chair: **Beverly J. DeMarr**, Ferris State U.

Discussant: **Jeanine K. Andreassi**, Sacred Heart U.

Work-Life Policies: Determinants of Individual Option and Overall Provision | **Sadia Nadeem**, NUCES; **Hilary Metcalf**, NIESR

Work-Family Enrichment Theory: A Qualitative Pilot Study of the Greenhaus & Powell Model | **Timothy Shaw**, U. of Texas

Beyond Actual Work Hours: Exploring the Relationship between Time Norms and WF Conflict | **Linda M. Dunn-Jensen**, New York U.

1331 [P]: (Paper Session) - (GDO) **Diversity Climate: Variations by Gender, Position, Community, and Culture**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 107B

Chair: **Mary Fambrough**, Alliant International U.

[B] Teaching-oriented | [C] Practice-oriented | [I] International-oriented | [T] Theme-oriented | [R] Research-oriented | [V] Visual Presentation | [P] Best Paper Proceedings

Discussant: **C Douglas Johnson**, Georgia Gwinnett College

Gender Differences in Perceptions of Organizational

Climate | **Christine Brown Mahoney**, Hamline U.; **Paul L Schumann**, Minnesota State U., Mankato; **Kathryn Ready**, Winona State U.

The Interaction of Subordinates' and Managers'

Diversity Climates on Store Unit Sales Performance |

Patrick F. McKay, U. of Wisconsin, Milwaukee; **Derek R. Avery**, Rutgers U.; **Mark Allen Morris**, JCPenney

Dorothy Harlow Distinguished Paper Award

Stereotyping of Business Leaders: Does Culture Matter? | **Jeanine Prime**, Catalyst; **Martha L Maznevski**, IMD

The Impact of Employee and Community Demographic Composition on Organizational Climate for Diversity | **S.**

Douglas Pugh, U. of North Carolina, Charlotte; **Joerg Dietz**, U. of Western Ontario; **Arthur P. Brief**, U. of Utah

1332 [P]: (Paper Session) - (HCM) **Who Runs This Organization and to What End? Governance in Health Care Organizations**

2:30pm - 3:50pm Loews Philadelphia: Commonwealth A2

Chair: **Reed L. Morton**, American College of Healthcare Executives

Discussant: **Nancy Borkowski**, South U.

Using Hospital Sales Data to Value Organizational Efficiency and Not-For-Profit "Mission" | **Jennifer Kuan**, Stanford U.; **Paul J Gertler**, U. of California, Berkeley

Governance & Community Benefit: Are Nonprofit Hospitals Good Candidates for Sarbanes-Oxley Reforms? | **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Gary J. Young**, Boston U.; **Bryan J. Weiner**, U. of North Carolina at Chapel Hill; **Larry R. Hearld**, U. of Michigan

A Taxonomy of Hospital Governing Boards | **Shou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill; **Virginia Wang**, U. of North Carolina at Chapel Hill

HCM Best Paper Award Nominee

1333 [P]: (Paper Session) - (HCM) **Collaboratively Pursuing the Common Good**

2:30pm - 3:50pm Loews Philadelphia: Commonwealth B

Chair: **Margarete Arndt**, Clark U.

Discussant: **Kathleen Montgomery**, U. of California, Riverside

Strategic Leadership and Health Disparities: Collective Change Agents Partnering to Close the Gap | **Lynn Perry Wooten**, U. of Michigan, Ann Arbor; **Elizabeth Anderson**, U. of Michigan; **Joy Pinkerton**, U. of Michigan; **Tamiko Noll**, U. of Michigan; **Jodi Lori**, U. of Michigan; **Scott Ransom**, U. of North Texas

Learning in Quality Improvement Collaboratives: Which Collaborative Model Features Matter Most? | **Ingrid M. Nembhard**, Yale U.

HCM Best Paper Based on a Dissertation Nominee

Interorganizational Coordination in Health Care Emergency: A Social Network Analysis | **Daniele Mascia**, Catholic U. Rome; **Americo Cicchetti**, Catholic U. Rome

What Affects Community-Based Coalition Impact? | **Rebecca Wells**, U. of North Carolina; **Mark Feinberg**, Penn State U.; **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Ann J Ward**, U. of Edinburgh

1334 [P]: (Paper Session) - (HR) **Perspectives on Training**

2:30pm - 3:50pm Loews Philadelphia: Commonwealth C

Chair: **Rebecca Wells**, U. of North Carolina

Discussant: **Mark Feinberg**, Penn State U.; **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Ann J Ward**, U. of Edinburgh

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

2:30pm - 3:50pm Pennsylvania Convention Center: Room 112A

Chair: **Marcia Simmering**, Louisiana Tech U.

Discussant: **Nancy E. Waldeck**, U. of Toledo

An Agentic Model of Training and Development | **Jake**

Messersmith, U. of Kansas

📖 A Review and Meta-Analysis of the Nomological Network of Trainee Reactions | **Traci Sitzmann**, Advanced Distributed Learning; **Kenneth G. Brown**, U. of Iowa; **Wendy J. Casper**, U. of Texas, Arlington; **Katherine Ely**, George Mason U.; **Ryan D. Zimmerman**, Texas A&M U.; **Kristina Bauer**, Advanced Distributed Learning

👉➔ The Influence of Employee Training Programs on Team Empowerment and Attitudinal Outcomes | **Christian Voegtlin**, Konstanz U.; **Stephan Alexander Boehm**, U. of St. Gallen

📖 Vertical Transfer of Training: Can One Person Make a Difference? | **Marie-Helene Budworth**, York U.; **Gary P. Latham**, U. of Toronto

1335 : (Paper Session) - (HR) Job Analysis and Design

2:30pm - 3:50pm Pennsylvania Convention Center: Room 112B

Chair: **Rebecca A. Thacker**, Ohio U.

Discussant: **John Cordery**, U. of Western Australia

📖 The “Inferential Leap” in Work Analysis: Exploring Differences Across Work Role Requirements | **Erich C. Dierdorff**, DePaul U.; **Frederick P. Morgeson**, Michigan State U.

📖 Cognitive and Motivational Approaches on Employee Participation: Unifying the Two Approaches | **Rhokeun Park**, Rutgers U.

👉➔📖 The Influences of Org. Culture & Job Involvement on Job Specification Ratings: A Multilevel Analysis | **Wen-Dong Li**, Institute of Psychology, Chinese Academy of Sciences; **Yongli Wang**, Sun Yat-Sen U.; **Paul J. Taylor**, U. of Waikato; **Kan Shi**, Chinese Academy of Sciences

Winner of HR Division Best Student Paper Award

📖 Managerial-enacted Empowerment: Dimensionality and Effects on Service Workers | **Michal Biron**, Technion- Israel Institute of Technology; **Peter Bamberger**, Technion Israel Institute of Technology

1336 : (Paper Session) - (HR) Applicant and Organizational Perspectives on Selection

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113C

Chair: **Chu-Hsiang Chang**, Roosevelt U.

Discussant: **Michael Wesson**, Texas A&M U.

📖 Understanding Job Applicant Reactions: Test of Applicant Attribution Reaction Theory | **Khaldoun I. Ababneh**, McMaster U.; **Aaron C. H. Schat**, McMaster U.

Effects of Ingratiation and Similarity on Judgments of P-O Fit, Hiring Recommendations and Job Offer | **Chun-Hsi Vivian Chen**, National Central U., Taiwan; **Hsu-Mei Lee**, National Central U., Taiwan

👉📖 The Effects of Resume Contents on Hiring Recommendations: The Roles of Recruiter Fit Perceptions | **Wei-Chi Tsai**, National Chengchi U., Taiwan; **Nai-Wen Chi**, National Chengchi U., Taiwan; **Tun-Chun Huang**, National Taiwan U. of Science and Technology; **Ai-Ju Hsu**, National Chiao Tung U.

Organization Personality Perceptions and Attraction: The Role of PO Fit and Recruitment Information | **Crystal M. Harold**, Indiana U. Purdue U. Indiana; **Jerel Slaughter**, U. of Arizona

1337 📖➔📖📖 JS: (HR, IM) **Knowledge and Learning Aspects of International HRM**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113B

Chair: **Carlos Martin-Rios**, U. Carlos III de Madrid

Discussant: **Sully Taylor**, Portland State U.

Toward a Knowledge-Based View of International Assignments: Review of 25 Top Management Journals | **Jaime Alfonso Bonache**, Carlos III U.; **Luigi Stirpe**, U. of Carlos III Madrid

Knowledge Work in Global Teams: A Prescriptive Framework and Empirical Test | **Carlos Martin-Rios**, U. Carlos III de Madrid; **Niclas Erhardt**, Rutgers U.

Global Knowledge Management by Design? Managing the Appropriate Organizational Forms. | **Paul Sparrow**, Lancaster U.

Dual Knowledge Flows and Organizational Learning Mechanisms | **Saba Colakoglu**, Rutgers U.

Knowledge and Learning of Spanish Firms in China: Strategic Development of Human Resources | **Simon L. Dolan**, Esade U.; **Yingying Zhang**, Esade U.

1338 ➔📖: (Paper Session) - (IM) **The Role of Firm Resources and Capabilities**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 3

Chair: **Sonia Ketkar**, Towson U.

Discussant: **Nandini Lahiri**, U. of North Carolina, Chapel Hill

➔ Influences on the Performance of U.S.-Mexico Border Firms | **Ananda Mukherji**, Texas A&M International U.; **John D. Francis**, San Diego State U.; **Jyotsna Mukherji**, Texas A&M International U.

👉➔📖 Learning to Acquire Abroad: The Impact of Prior Experience and TMT Composition | **Anna Nadolska**, RSM Erasmus U.

IM Division Best Paper Award Finalist

📖 Organizational Slack Forms and Internationalization: A Longitudinal Study of High-Technology Firms | **Wen-Ting Lin**, National Taiwan U.; **Kuei-Yang Cheng**, National Taiwan U.

➔📖 Buyer-Supplier Integration Capability & Cultural Distance: Evidence from Brazilian Auto Industry | **Ronaldo C. Parente**, Rutgers U.; **Janet Y. Murray**, U. of Missouri - St. Louis; **Masaaki Kotabe**, Temple U.

1339 ➔📖: (IM) **Brain Circulation or International Talent Flow: The Human Resource Challenge in the 21st Century**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 4

Chair: **Rosalie L. Tung**, Simon Fraser U.

Brain Drain or Brain Circulation: Global Careers in Action | **Yehuda Baruch**, U. of East Anglia; **Pawan S. Budhwar**, Aston U.

The Role of the Indian Diaspora in Facilitating Bilateral Trade between the U.S. and India | **Rosalie L. Tung**, Simon Fraser U.; **Masud Chand**, Simon Fraser U.

An Emerging Issue in IHRM: Outward FDI by Chinese Multinational Enterprises | **Peter J. Dowling**, Victoria U. of Wellington; **Helen DeCieri**, Monash U.

Career Capital and International Work Experiences: The Employee Viewpoint | **Tiina Jokinen**, U. of Vaasa; **Chris Brewster**, Henley Management College; **Vesa Suutari**, U. of Vaasa

1340 → 📄: (Paper Session) - (IM) **Offshoring: Determinants and Effects**

2:30pm - 3:50pm Philadelphia Marriott: Room 414

Chair: **Charles C. Snow**, Penn State U.

Discussant: **Shih-Fen S. Chen**, U. of Western Ontario

🗨️ Explaining Propensity Toward Offshoring in IT Industry: A Firm and Country Level Analysis | **Sumit Kumar Kundu**, Florida International U.; **Naveen Kumar Jain**, Florida International U.; **Fred A Niederman**, St Louis U.

📄 → 📄 Coordination in the Remote Delivery of Services | **Kannan Srikanth**, London Business School

→ 📄 How Offshoring Drives Innovation: Relocation of Non-core and Core Activities | **Anna Oliwia Szczygielska**, Rotterdam School of Management - Erasmus U.; **Justin J.P. Jansen**, Erasmus U.

→ 📄 The Effect of Human Capital Investment on the Offshoring of Commercial Services | **Farok Contractor**, Rutgers U.; **Susan Mudambi**, Temple U.

1341 → 📄: (Paper Session) - (IM) **Global Human Resource Development**

2:30pm - 3:50pm Philadelphia Marriott: Room 415

Chair: **Vas Taras**, U. of Calgary

Discussant: **Margaret Shaffer**, U. of Wisconsin, Milwaukee

→ The Power of Individual Cultural Values in Global Virtual Teams | **Audra I. Mockaitis**, Victoria U. of Wellington; **Elizabeth L. Rose**, Victoria U. of Wellington; **Peter Zettinig**, Victoria U. of Wellington

→ MNC's Human Resources Architectures: A New Conceptual Model Beyond Expatriation | **Debra Da Silva**, Charles Sturt U.

🗨️ → 📄 Developing Cultural Intelligence as a global competence: Construct, measurement and antecedents | **Lu Miao**, U. College Dublin, Ireland; **Thomas M Begley**, U. College Dublin

→ Managerial Characteristics and Willingness to Send Expatriates Abroad | **George Benson**, U. of Texas, Arlington; **Liliana Pérez-Nordtvedt**, U. of Texas at Arlington; **Deepak K Datta**, U. of Texas, Arlington

1342 → 📄 SHCS: (IM, BPS, OMT) **Far-Reaching Problems of Being Foreign: Exploration of Where and How Liability of Foreignness is Felt**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom A

Chairs: **Mikelle A. Calhoun**, Ohio State U.; **John Mezias**, U. of Miami

Discussant: **Srilata Zaheer**, U. of Minnesota

Coping with LOF: Mitigating Host Country Employee Goal Misalignment and Information Asymmetry | **Mikelle A. Calhoun**, Ohio State U.

Man Without a Country: Is There a Liability of Foreignness in Individual Outcomes? | **John Mezias**, U. of Miami; **Stephen Mezias**, New York U.

Liability of Foreignness and Imitation Strategies of Host Country Multinationals | **Lorraine Eden**, Texas A&M U.; **Stewart R Miller**, U. of Texas, Austin; **Douglas E. Thomas**, U. of New Mexico; **Paige Fields**, Texas A&M U.; **Hong Zhu**, Texas A&M U.

When Is Foreignness An Asset? | **Lilach Nachum**, Baruch College

1343 → JS: (IM, BPS, SIM) **Local Corporate Governance in a Globalized World: Toward Inclusive Theorizing**

2:30pm - 3:50pm Philadelphia Marriott: Room 413

Organizer: **Marguerite Schneider**, NJIT

Moderator: **Marguerite Schneider**, NJIT

Discussants: **Ann K. Buchholtz**, U. of Georgia; **Philip L Cochran**, Indiana U.; **Lori Versteegen Ryan**, San Diego State U.; **Cynthia Clark Williams**, Bentley College

Corporate Governance in the US: One Step Forward and Two Steps Back, or Vice Versa? | **Marguerite Schneider**, NJIT

Corporate Governance in the UK: Context, Practice, and Implications for Theorizing | **Stephen Brammer**, U. of Bath; **Andrew I. Millington**, U. of Bath

Corporate Governance in Southeast Asia: Competing Pressures of Global Markets and Local Institutions | **Michael N. Young**, Hong Kong Baptist U.

Corporate Governance in India: The Influence of Culture and National Institutions | **Shanthi Gopalakrishnan**, New Jersey Institute of Technology

1344 → 🗨️ 📄 SHCS: (IM, BPS, SIM) **New Political Risks and Perspectives**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom A

Organizer: **Paul M Vaaler**, U. of Illinois, Urbana-Champaign

Chair: **Hildy Teegen**, George Washington U.

Discussant: **Hildy Teegen**, George Washington U.

The Role of NGOs in MNE Risks in Developing Countries | **Jonathan P Doh**, Villanova U.; **Jennifer Oetzel**, American U.

Local Versus Global Legitimacy Of Institutional Reform | **Witold Jerzy Henisz**, U. of Pennsylvania; **Bennet Zelner**, Duke U.; **Guy Holburn**, U. of Western Ontario

Counting the International Banker Vote | **Paul M Vaaler**, U. of Illinois, Urbana-Champaign; **William Bernhard**, U. of Illinois, Urbana-Champaign; **Shawn M. Riley**, U. of Illinois, Urbana-Champaign

Natural Catastrophes and Their Impact on Sovereign Bond Spreads | **Burkhard N. Schrage**, Singapore Management U.; **Banu Ozcan**, Merrill, Lynch & Co., London

1345 🗨️ 🗨️ → SHCS: (IM, MED, MC) **Facing the Brutal Facts of Global Leadership Development**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom C

Chair: **Mark E. Mendenhall**, U. of Tennessee, Chattanooga

The Phenomenon of Global Leadership and Development Challenges | **Joyce Osland**, San Jose State U.

The Disconnect between GL Development Programs and GL Competency Acquisition Processes | **Mark E. Mendenhall**, U. of Tennessee, Chattanooga

Facing the Brutal Facts of Global Leadership Development Programs in Japan | **Allan Bird**, U. of Missouri, St. Louis; **Norihito Furuya**, IGB Network Co., Ltd.

What Brutal Facts do External Consultants Face in GLDP Design and Implementation? | **Schon Beechler**, Duke Corporate Education

Brutal Facts We Addressed in Creating an Internal Global Leadership Development Program | **Michael D. Hill**, Spansion, Inc.

Winner of MED Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School)

1346 : (Paper Session) - (IP) Challenges in a Diverse Workforce II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Susan Mary Vinnicombe**, Cranfield U.

🗉 **CMS**: The Case of Vanishing Borders: A Study of Workplace Diversity as Assimilation and Border Control | **Viktorija Kalonaityte**, Lund U.

Best CMS Paper Nominee

➔ **GDO**: Managing Diversity and Discrimination in France | **Alain Klarsfeld**, Groupe ESC Toulouse Business School

🗉 **HR**: Assessing Employee Equity: Preliminary Development of a Measure | **Aimee Dars Ellis**, Arizona State U.; **Janice S. Miller**, U. of Wisconsin, Milwaukee; **Robert L. Cardy**, U. of Texas, San Antonio

GDO: Gender Differences on Work Samples: Implications for Social Skills Research and Adverse Impact | **Philip L. Roth**, Clemson U.; **Philip Bobko**, Gettysburg College; **Maury Allen Buster**, Alabama State Personnel Department; **Janet L Barnes-Farrell**, U. of Connecticut

1347 : (Paper Session) - (IP) Creativity in the Organizational Context

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Bernard Goitein**, Bradley U.

🗉 **OB**: Conflict and Creativity: Moderating Effects of Psychological Safety and Openness to Experience | **Greg R. Oldham**, U. of Illinois, Urbana-Champaign; **Diana Jimeno-Ingurum**, U. of Illinois, Urbana-Champaign

🗉 **ODC**: An Organization Level Diagnostic Model For Creativity | **Leslie Stager Jacques**, Massey U. - Auckland

OB: A Qualitative Examination of Creativity Leadership | **Pamela Tierney**, Portland State U.

🗉 **MOC**: Business Creativity: An Evolutionary Approach | **Zoltán Baracska**, Doctus Co.; **Viktor Dorfler**, U. of Strathclyde; **Jolán Velencei**, Budapest U. of Technology and Economics

➔ 🗉 **ODC**: Facilitating Serious Play | **Matt Statler**, New York U.; **David Oliver**, Imagination Lab Foundation

1348 : (Paper Session) - (IP) Entrepreneurial Process II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Jay J Janney**, U. of Dayton

🗉 **ENT**: Reconsidering Entrepreneurship: Origins, History, and Prognostications | **JC Spender**, U. of Leeds

🗉 ➔ **ENT**: Transition and Entrepreneurship in Central Asia | **Leo Paul Dana**, U. of Canterbury; **Frank Lasch**, GSCM, Montpellier Business School

➔ **IM**: Guanxi, Guanxi Practice, and Entrepreneurial Development in China | **Chun Guo**, U. of Massachusetts Amherst

➔ **IM**: Entrepreneurial Investment Climate: A cross-country Scale Development | **Daeil Nam**, Washington State U.; **Jonathan D. Arthurs**, Washington State U.

1349 : (Paper Session) - (IP) Global Economy

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Elitsa R. Banalieva**, Northeastern U.

🗉 **IM**: Strategy and Structure in Matrix MNCs | **Joachim Wolf**, Christian-Albrechts-U. of Kiel; **William G Egelhoff**, Fordham U.; **Mihael Adzic**, Christian-Albrechts-U. of Kiel

➔ 🗉 **IM**: Global Multimarket Contact, Firm Salience, and Aggressive Action in Market Investment | **Jiaying Xiao**, Penn State U.; **Wenpin Tsai**, Pennsylvania State U.

➔ 🗉 **IM**: Comparative Economic Globalization: Validity and Comparison of Formative and Reflective Models | **Ronald M Rivas**, Canisius College; **Carter Rakovski**, California State U. Fullerton; **Maria Skaletsky**, Bentley U.

➔ **IM**: Global Integration and the Performance of Chinese Firms: An Empirical Assessment | **Nitin Pangarkar**, National U. of Singapore; **Jie Wu**, National U. of Singapore

🗉 **MH**: "It Does Not Hurt to Learn a Little History": Lessons from the Sea-farers | **Kathy Mack**, Winston-Salem State U.

1350 : (Paper Session) - (IP) Learning Across National Boundaries

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Augustine A. Lado**, Clarkson U.

➔ **IM**: Nation-based and Subsidiary-based Institutional Intelligences and Transnational Product Improvement | **C. Annique Un**, U. of South Carolina

🗉 **MOC**: Managing Knowledge across Boundaries: The Paradox of Inter-Organizational Communities of Practice | **Fabrice Lumineau**, HEC-Paris School of Management; **Alexandre Perrin**, Audencia Nantes School of Management; **Bertrand Moingeon**, HEC-Paris School of Management

➔ 🗉 **IM**: Assimilative and Exploitative Dimensions of Country Level Absorptive Capacity and Cross-border M&A | **Rajiv Krishnan Kozhikode**, Hong Kong U. of Science & Technology

➔ **IM**: Inter-subsidiary Competition for Knowledge Flow Position: Knowledge Flows and Intellectual Capital | **Cher-Min Fong**, National Sun Yat-Sen U.; **Hua-Lun Ho**, National Sun Yat-Sen U.; **Hua-Chin Ho**, National PingTung U. of Science and Technology

IM: How Do Multinational Enterprises Manage the Discrepancy between Home- and Host-Country Institutions? | **Donal Crilly**, INSEAD

1351 : (Paper Session) - (IP) Outsourcing and Offshoring

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Rakesh B. Sambharya**, Rutgers U.

➔ **IM**: Offshoring as a Source of International Competitiveness for SMEs | **Dante DiGregorio**, U. of New Mexico; **Martina Musteen**, San Diego State U.; **Douglas E. Thomas**, U. of New Mexico

HR: Applying Institutional Theory to Explain why Organizations Outsource Business Functions | **Bill Castellano**, Rutgers U.

→ **OMT:** Explaining Offshoring: A Framework Based on Disintegration, Location and Externalization Advantages | **Ben L Kedia**, U. of Memphis; **Debmalya Mukherjee**, U. of Memphis

→ **OM:** Proposed Total Value-based Outsourcing - Doing Well by Doing Good Evaluation | **Vijay Vanarase**, Touro U. International

OM: Strategic Considerations in Outsourcing: Enhancing the Effects of Supplier Innovativeness | **Arash Azadegan**, Arizona State U.; **Kevin Dooley**, Arizona State U.

1352 : (Paper Session) - (IP) Power in Organizations

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Henry Allan Hornstein**, CGI/Hornstein Teamworks Inc/Norwich U.

→ **CMS:** Revisiting Rules. An Ontological Study of Social Rules | **Ismael Al-Amoudi**, U. of Reading

OB: Bounded Empowerment: Main and Joint Effects of Supervisory Power Sharing and Management Control | **Yan Zhang**, Peking U.; **Chao C. Chen**, Rutgers U.; **Hui Wang**, Peking U.

→ **CMS:** Utrunque Paratus : A Case Study of Discourse and Identity in the British Parachute Regiment | **Thomas Thornborrow**, Nottingham U. Business School; **Andrew D. Brown**, U. of Bath

→ **CMS:** Artifacts in Interaction: The Production and Politics of Boundary Objects | **Leisa D. Sargent**, U. of Melbourne; **Robyn Thomas**, Cardiff U.; **Cynthia Hardy**, Melbourne U.

CMS: Explaining Politics in Organizations: A Critique of Organizational Politics and Political Economics | **Andreas Georg Scherer**, U. of Zurich; **Guido Palazzo**, U. of Lausanne; **Boris Alexander Ricken**, U. of Zurich

1353 : (Paper Session) - (IP) Psychological Ownership and Commitment

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Kevin W. Rockmann**, George Mason U.

→ **OB:** Exploring The Routes and Boundaries of Psychological Ownership in High-Technology Firms | **Nai-Wen Chi**, National Chengchi U., Taiwan; **Tzu-Shian Han**, National Chengchi U., Taiwan

OCIS: Exploring Organizational Identification in Road Warrior Consultants | **Mamta Bhatt**, Boston College

→ **OB:** Psychological Ownership: Theoretical Extensions, Measurement and Relation to Work Outcomes | **James B. Avey**, Central Washington U.; **Bruce Avolio**, U. of Nebraska; **Craig D. Crossley**, U. of Nebraska, Lincoln; **Fred Luthans**, U. of Nebraska, Lincoln

→ **HCM:** Human Resource Practices & Structural Factors affecting Public Health Official Commitment in India | **Sunil Maheshwari**, Indian Institute of Management Ahmedabad; **Ramesh Bhat**, Indian Institute of Management Ahmedabad; **Amit Dhiman**, IIM Ahmedabad; **Somen Saha**, Indian Institute of Management, Ahmedabad

MC: The Meaning of Financial Consultants' Commitment Behaviors, Foci and Motives | **Elfi Ettinger**, U. of Linz; **Rolf**

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

Van Dick, U. of Frankfurt; **Thomas W. Kent**, College of Charleston; **Johannes M Lehner**, U. of Linz

1354 : (Paper Session) - (IP) Role of Organizational Leaders in Innovation

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Richard W. Stackman**, U. of San Francisco

→ **TIM:** Leadership, Innovation and Time: The Implications of Convergence | **Brigid Jan Carroll**, U. of Auckland; **Amy Van Beusekom**, U. of Auckland

BPS: Leadership in Knowledge-Intensive Organizations: Does it Take an Expert to Lead Experts? | **Amanda H. Goodall**, Warwick Business School

→ **ODC:** Decision Making in Organizational Learning | **Mary Ann P. Wangemann**, George Washington U.

OM: Perceptions of Sponsor Behaviors During Project Initiation: Project Manager and Sponsor Differences | **Patrick Stubblebine**, Xavier U.; **Tim Kloppenborg**, Xavier U.; **Debbie Tesch**, Xavier U.

→ **PNP:** Transforming Police Organizations Through Spiritual Leadership | **Melissa Nisiewicz**, Tarleton State U. - Central Texas; **Steve Vitucci**, Tarleton State U. - Central Texas; **Marie Cedillo**, Tarleton State U. - Central Texas

1355 : (Paper Session) - (IP) Team Processes

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

→ **GDO:** Workgroup Inclusion, Diversity, and Performance | **Avi Avigdor**, Alliant International U.; **Deborah Braun**, Alliant International U.; **Jennifer Konkin**, Alliant International U.; **Daniel Kuzmycz**, Alliant International U.; **Bernardo M. Ferdman**, Alliant International U.

ODC: Making Sense of Change Within Committees | **Shalini Lal**, UCLA

→ **GDO:** Managing Workplace Diversity: When and How Does Diversity Increase Group Performance? | **Marie-Elene Roberge**, Ohio State U.; **Rolf Van Dick**, U. of Frankfurt

CM: The Producer-Competitor Dilemma: How Employees Choose Coworkers Based on Relative Competence | **Madan M. Pillutla**, London Business School; **Sarah Ronson**, London Business School; **Heidi K. Gardner**, London Business School

1356 : (Paper Session) - (IP) The Strategic Planning Process II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Gerry Johnson**, Lancaster U.

→ **MC:** Emergent Consulting : Consulting in Times of Real-Time Strategy | **Rickie A. Moore**, EM LYON

TIM: An Exploratory Study of the Dominant Design of the Business Model of Dedicated Foundries | **Yea-Huey Su**, National Central U.; **Guan-Fu Guo**, National Central U.

→ **OM:** Business Continuity Practices within the Risk Management Profession | **Adela Jana McMurray**, RMIT U.; **Jean Cross**, U. of New South Wales; **Carlo Caponecchia**, U. of New South Wales

BPS: Variable Strategic Objectives Based on a Complex Adaptive Cycle | **Russell Fralich**, HEC Montreal

🗨️ **BPS: Ownership as a Special Transaction: Implications for the Corporate Objective** | **James L Darroch**, York U.; **David Weitzner**, American U.

1357 : (Paper Session) - (IP) Top Management Influence II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **David V. Day**, Singapore Management U.

📖 **BPS: Top Management Teams in Large Family Controlled Companies: The Impact of 'Familliness'** | **Alessandro Minichilli**, Bocconi U.; **Guido Corbetta**, Bocconi U.

📖 **BPS: Do Top Management Teams Matter in the Pre-market Valuation of IPOs?** | **Ram Mudambi**, Temple U.; **Rakesh B. Sambharya**, Rutgers U.; **Monica Zimmerman Treichel**, Temple U.

➔ 📖 **IM: Scandinavian Management and Management Behavior** | **Mikael Sondergaard**, U. of Arhaus

BPS: TMT Diversity, Network Ties, Collaborative Decision Making and Organizational Innovation | **Li-Qun Wei**, Hong Kong Baptist U.; **Chung-Ming Lau**, Chinese U. of Hong Kong

BPS: Win, Lose, or Draw: How Attributions of Causality Shape the Evolution of TMT Potency | **Adam Joseph Wowak**, Pennsylvania State U.

1358 ➔ 📖 **JS: (MC, ODC, BPS) Management Consultants – from Translators to Creators of Management Knowledge?**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C1

Organizers: **Larry E. Greiner**, U. of Southern California; **Andreas Werr**, Stockholm School of Economics

Moderator: **Larry E. Greiner**, U. of Southern California

Presenters: **Alfred Kieser**, Mannheim U.; **Michael Beer**, Harvard U.; **Andreas Werr**, Stockholm School of Economics

1359 📖 🗨️ 📖: (Paper Session) - (MED) **Leadership Qualities and Service Learning**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 109A

Discussants: **Johanna P. Bishop**, Wilmington College;

Christopher Meisenhelter, York College of Pennsylvania

📖 🗨️ **Service-learning and Ethics: A Review of the Field Ten Years After JOBE's Seminal Special Issue** | **Amy L Kenworthy-U'Ren**, Bond U.

📖 **Predictors of Agreement in Self-Other Ratings of Leader Effectiveness** | **Robert Vecchio**, U. of Notre Dame; **Robert J. Anderson**, The Leadership Circle

📖 **Service Learning in a Leadership Course: Assessing What Students Learn and How Deep They Learn It** | **Valerie I. Sessa**, Montclair State U.; **Cristina Matos**, Metrus Group

📖 🗨️ 📖 **Images of Leadership: The Story Emerging Leaders Tell** | **Anne Merrill Greenhalgh**, Wharton, U. of Penn; **Christopher Ian Maxwell**, Wharton, U. of Penn

1360 📖 **JS: (MED, OCIS, TIM) A Strategic Institutional Approach to Online Learning**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 109B

Organizer: **Ruth C May**, U. of Dallas

Participants: **J. Lee Whittington**, U. of Dallas; **Stanley L. Kroder**, U. of Dallas; **Vanessa K Cox**, U. of Dallas

1361 🗨️ 📖: (Paper Session) - (MH) **Historical Performance, Strategy, and Evolution**

2:30pm - 3:50pm Loews Philadelphia: Congress A

Chair: **Andrew Cardow**, Massey U.

Discussants: **James C Spee**, U. of Redlands; **Grace K. Dagher**, U. of Texas-Pan American; **Joseetta McLaughlin**, Roosevelt U.

The Temporal Nature of the Evolution of Capabilities in the U.S. Brewing Industry 1950-2000 | **Lynn W Bakstran**, Boston U.

Ronald B. Shuman Best Graduate Student Paper Award

📖 **Long Waves of Development and Their Implications for Management Research** | **Chris Papenhausen**, U. of Massachusetts, Dartmouth

➔ **The Multidivisional Firm, Accounting and Pension Fund Investment Policy: A Relational Reassessment** | **Yally Avrahampour**, U. of Essex

📖 **The Evolution of Evolution: A Bibliometric Study on Evolutionary Research** | **Joonas Martti Juhani Järvinen**, Helsinki U. of Technology; **Antti Kullervo Sillanpää**, Helsinki U. of Technology

1362 📖: (Paper Session) - (MOC) **Mental Models and Collective Logics**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 110A

Chair: **Ramon J. Aldag**, U. of Wisconsin, Madison

Discussant: **Michael K Moch**, Michigan State U.

📖 **Classic and Fashionable Management Concepts: A Study of Mental Models** | **Annick Hortense, Dominique Van Rossem**, Hogeschool Gent; **Marc Buelens**, Ghent U.

➔ **Hybrid Institutional Logic: Content Analyses of Technological and Cultural Logics in Five Industries** | **Micki Eisenman**, Baruch College; **Antti Ainamo**, Turku U.

📖 **Evolutionary Patterns of Dominant Logic and their Impact on Strategic Inertia** | **Daniela Blettner**, U. of North Carolina, Chapel Hill

📖 **Cultivating Taste: Constructing the Importance of Product Aesthetics in Technological Industries** | **Micki Eisenman**, Baruch College

1363 📖: (Paper Session) - (MOC) **Emotions and Emotional Intelligence**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113A

Chair: **Karen J. Crooker**, U. of Wisconsin, Parkside

Discussant: **Ronald H. Humphrey**, Virginia Commonwealth U.

📖 **Emotional Involvement: Conceptualization and Organizational Implications** | **Sushil Nifadkar**, Arizona State U.; **Kevin G. Corley**, Arizona State U.

📖 **Examining Thinking Style, EQ, and Organizational Commitment in the Context of Emotional Labor** | **Kevin S. Groves**, California State U. Los Angeles; **Charles M. Vance**, Loyola Marymount U.

Short Term Trust, Emotion, and Control: A Model | **Anne Christie**, Griffith U

📖 **The Positive Effect of Sharing Negative Emotions** | **Inju Yang**, U. College Dublin; **Aidan Kelly**, U. College Dublin; **Jacob Eisenberg**, U. College Dublin

1364 📖: (MSR) **Teaching Non Linearity in a Linear Environment: Cutting-Edge Reports from the Field**

2:30pm - 3:50pm Loews Philadelphia: Congress B

Organizer: **Gerald Biberman**, U. of Scranton

📖 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📖 Research-oriented | 🗨️ Visual Presentation | 📖 Best Paper Proceedings

Teaching Nonlinearity Using Guided Meditation, Drawing, Music and Visualization | **Gerald Biberman**, U. of Scranton
 Reflection and Learning: What Current Needs Require of Business Education | **Keiko Krahnke**, U. of Northern Colorado
 Deep Ecology, Art and Management Education | **Kathryn Pavlovich**, U. of Waikato
 Creating Space for Non-Conventional Learning in Management Education | **Sanjoy Mukherjee**, Indian Institute of Management, Calcutta

1365 → 📄: (Paper Session) - (OB) **Interpersonal and Team Dynamics: The Role of Trust and Empowerment**

2:30pm - 3:50pm Philadelphia Marriott: Independence I

Chair: **Anita D. Bhappu**, Southern Methodist U.

Discussant: **Marlene E. Turner**, San Jose State U.

Status in Interpersonal Interactions: Effects on Trust, Reciprocity and Favor Exchanges | **Jayanth Narayanan**, National U. of Singapore; **Madan M. Pillutla**, London Business School

🗣️ Two Thieves and Two Girl Scouts: Effects of Observed Third-Party Treatment on Interpersonal Trust | **Joel M. Evans**, U. of Arizona

→ 📄 Structural Empowerment's Effect on Team Performance: The Mediating Role of Team Empowerment | **Paul Hempel**, City U. of Hong Kong; **Zhi-Xue Zhang**, Peking U.; **Yulan Han**, Peking U.

🗣️ Mediated and Differential Effects of Trust on Team Performance: A Study of Ongoing Work Teams | **Bart A. de Jong**, Free U. Amsterdam; **Tom Elfring**, Free U. Amsterdam

1366 📄: (Paper Session) - (OB) **Leadership: Links Across Levels**

2:30pm - 3:50pm Philadelphia Marriott: Independence II

Chair: **Steven D. Berkshire**, Regis U.

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

📄 Trickle-Down: The Effects of Top Management Behavior on Line Employees' Turnover Intent | **Ying Chen**, Vanderbilt U.; **Ray Friedman**, Vanderbilt U.; **Tony Simons**, Cornell U.

The Development of Social Capital in Managerial Groups: The Effects of Values-Based Leadership | **Paul Varella**, Mount Royal College

→ 🗣️ Leadership Across Hierarchical Levels: Multiple Levels of Management and Multiple Levels of Analysis | **Jae Uk Chun**, Pennsylvania State U., Great Valley; **Francis J. Yammarino**, Binghamton U.; **Shelley D. Dionne**, Binghamton U.; **John J. Sosik**, Pennsylvania State U., Great Valley; **Hyoung Koo Moon**, Korea U.

The Manager's Manager: The Influence of the "Up-Line" on Support, Identification, and Trust | **David M. Sluss**, U. of South Carolina; **Malayka Klimchak**, Winthrop U.; **Jeanne Johnson**, U. of South Carolina

1367 → 📄: (Paper Session) - (OB) **Contextual Performance and Performance Measurement**

2:30pm - 3:50pm Philadelphia Marriott: Independence III

Chair: **David Brown**, La Trobe U. Australia

Discussant: **Roger McGrath**, Queens U. of Charlotte

📄 Predictors of Contextual Performance Across Time | **Julie Hetzler**, Auburn U.; **Kristin L. Cullen**, Auburn U.; **Daniel J. Svyantek**, Auburn U.

📄 Dimensionality and Stability of Contextual Performance Across Time | **Julie Hetzler**, Auburn U.; **Kristin L. Cullen**, Auburn U.; **Daniel J. Svyantek**, Auburn U.

📄 Predicting Contextual Performance: The Role of Psychological Empowerment | **Mahmut Bayazit**, Sabanci U.; **Zeynep Aycan**, Koc U.; **Lale Muazzez Çelik**, Koc U.; **Eda Aksoy**, Koc U.; **Tuna Dagli**, Koc U.; **Asli Goncu**, Middle East Technical U.

🗣️ Attitudes Toward Developmental Performance Measurement: Professionalism, Team Trust and Leadership | **Celeste P. M. Wilderom**, U. of Twente; **Marc Wouters**, U. of Twente; **Jerrick Van Brussel**, U. of Twente

1368 📄: (Paper Session) - (OB) **Knowledge Sharing: New Perspectives**

2:30pm - 3:50pm Philadelphia Marriott: Room 301

Chair: **Marilyn Jane Carter**, Benedictine U.

Discussant: **Vikas Anand**, U. of Arkansas

📄 Knowledge Sharing Impact on Rewards, Performance and Turnover Intention | **Iris Reyachav**, Bar Ilan U.; **Jacob Weisberg**, Bar Ilan U.

Employment Relationships and Employees' Knowledge Sharing | **Chen-Chang Tsai**, I-Shou U.; **Ching-Chih Chou**, Chinese Military Academy

🗣️ A Conceptual Model of Prior Experience Diversity, Knowledge Processes, and Group Performance | **Xiumei Zhu**, Duke U.; **Jonathon N. Cummings**, Duke U.

1369 📄: (Paper Session) - (OB) **Political Will and Skill: Machiavellianism and Political Capability**

2:30pm - 3:50pm Philadelphia Marriott: Room 309

Chair: **Connon Chou Locke**, U. of California, Berkeley

Discussant: **Kelly Delaney-Klinger**, Pennsylvania State U.

📄 When Machiavellianism Is and Is Not Advantageous for the Organization | **Frank D. Belschak**, U. of Amsterdam; **Willem Verbeke**, Erasmus U. Rotterdam; **Richard P. Bagozzi**, U. of Michigan

📄 Effects of Politics and Fit on Job Satisfaction: The Role of Political Skill as a Moderator | **Robyn L. Broer**, Florida State U.; **Vickie Coleman Gallagher**, Northern Kentucky University; **Chris J. Sablinski**, California State U. Sacramento

📄 Political Skill as a Moderator of Contextual Performance: A Test of the "Good Actors" Hypotheses | **Rebecca Monette Guidice**, U. of Nevada, Las Vegas; **Neal P. Mero**, Association to Advance Collegiate Schools of Business

📄 The Development and Validation of the Organizational Machiavellian Scale (OMS) | **Stacey Robin Kessler**, U. of South Florida/Montclair State U.; **Adam C. Bandelli**, U. of South Florida; **Walter Borman**, U. of South Florida; **Carnot Nelson**, U. of South Florida; **Lisa Penney**, U. of Houston

1370 📄: (OB) **Contemporary Work Stress Research: Examining Challenge and Hindrance Stressors in Organizations**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103B

Chairs: **Nathan Philip Podsakoff**, U. of Florida; **Jeffrey LePine**, U. of Florida

Challenge and Hindrance Stressors, Situational Strength, and Employee Performance: A Field Study | **Nathan Philip Podsakoff**, U. of Florida; **Jessica Saul**, U. of Florida; **Bruce Louis Rich**, U. of Florida; **Jeffrey LePine**, U. of Florida

Work Characteristics, Challenge Appraisal, and Proactive Behavior: A Multi-Level Study | **Sandra Ohly**, U. of Frankfurt; **Charlotte Fritz**, Bowling Green State U.

Pushed Past the Threshold: Examining the Effects of Challenge and Hindrance Stressors in Teams | **Matthew Pearsall**, U. of Arizona; **Aleksander P. J. Ellis**, U. of Arizona; **Jordan Stein**, U. of Arizona

On the Development and Validation of Multidimensional Measures of Challenge and Hindrance Stressors | **Nathan Philip Podsakoff**, U. of Florida

1371 → 📄: (Paper Session) - (OB) **Empowered to Create: The Role of Leadership in Promoting Creativity**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 110B

Chair: **John P. Meyer**, Iona College

Discussant: **David Longstreet**, Avila U.

📄 Empowered to Perform Creatively: The Relevance of Person-Oriented Support and Self-Concepts | **An-chih Wang**, National Taiwan U.

📄 Empowerment and Creativity: A Mediation Exploration | **Xiaomeng Zhang**, U. of Maryland, College Park; **Kathryn M. Bartol**, U. of Maryland, College Park

📄 Learning Mind and Stimulating Leader: How Do They Affect Creative Performance? | **Yaping Gong**, Hong Kong U. of Science and Technology; **Jia-Chi Huang**, Soochow U.; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Siu Yin Cheung**, Hong Kong U. of Science and Technology

📄 The Impact of Trust from Supervisors and Customers on the Creativity of Service Employees | **Nora Madjar**, U. of Connecticut; **Rowena Ortiz-Walters**, Quinnipiac U.

1372 🗣️📄 SHCS: (OB, CM, SIM) **Antecedents & Consequences of Moral Transgressions in the Workplace: A Behavioral Ethics Perspective**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 108B

Chairs: **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign;

Abhijeet K. Vadera, U. of Illinois, Urbana-Champaign

Discussant: **Marshall Schminke**, U. of Central Florida

Power and the Moralization of the Social Affective Environment | **Chris Bell**, York U.; **Justin Hughes-Jones**, York U.

Personal Experiences and Perceived Moral Intensity of Unethical Behavior | **Robert Folger**, U. of Central Florida; **Gergana T. Markova**, Wichita State U.

Delivering Bad News Fairly: Effects of Empathy and Moral Development on Interactional Justice | **David L. Patient**, Catholic U. of Portugal - FCEE; **Daniel Skarlicki**, U. of British Columbia

Invisible Justice: A Form of Corrective Justice in the Workplace | **Thierry Nadisic**, HEC School of Management, Paris; **Daniel Skarlicki**, U. of British Columbia

1373 📄 JS: (OB, HR) **In Order to Form a More Perfect Employment Relationship: Managing Psychological Contracts at Work**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103C

Chair: **Dana Glenn**, George Washington U.

Impact of Perceptions of Organizational Policies on the Psychological Contract–CWB Relationship | **Jaclyn M. Nowakowski**, George Washington U.; **Ann Marie Ryan**, Michigan State U.; **Richard Andrew Opland**, Michigan State U.

Impact of Psychological Contract Breach and Perspective Taking on Task and Contextual Performance | **Neil Conway**, London U., Birkbeck; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

Moderators of the Relationship Between Social and Economic Exchanges and Organizational Attitudes | **Dana Glenn**, George Washington U.; **Lois Tetrick**, George Mason U.

Organizational Commitment and Psychological Contracts: Expected Socialization Matters | **Krista Langkamer**, George Mason U.; **Kelly Ervin**, U.S. Army Research Institute

Can Causal Attributions Save the Day? Psychological Contract Violation Revisited | **Katherine Elder**, George Mason U.; **Tine Koehler**, George Mason U.; **Eleni Vagia**, George Mason U.; **Chris Grygo**, George Mason U.

1374 📄 JS: (OB, HR, CAR) **Pushing the Envelope: Extending the Boundaries in Goal Orientation Research**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103A

Chairs: **Jennifer Nahrgang**, Michigan State U.; **Daniel Scott DeRue**, Michigan State U.

Discussant: **Don Vandewalle**, Southern Methodist U.

Goal Orientations as Predictors of Well-Being, Career Satisfaction, and Workplace Relationships | **Thomas S. Bateman**, U. of Virginia; **Robert L. Cross**, U. of Virginia

Collective Goal Orientations as Predictors of Adaptability in Responses to Workload Imbalance | **Christopher O. L. H. Porter**, Texas A&M U.; **Justin Wolfgang Webb**, Texas A&M U.; **Celile Itir Gogus**, Bilkent U.

Understanding the Contingencies in the Emergence and Consequences of State Goal Orientation | **Lisa Dragoni**, U. of Iowa

Goal Orientation in Teams: Examining the Impacts of State Goal Orientations | **Jennifer Nahrgang**, Michigan State U.; **Daniel Scott DeRue**, Michigan State U.; **John Hollenbeck**, Michigan State U.; **Matthias Spitzmueller**, Michigan State U.; **Dustin K. Jundt**, Michigan State U.; **Daniel R. Ilgen**, Michigan State U.

1375 📄 JS: (OB, ODC) **Reactions to Organizational Change**

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom B

Chairs: **Shaul Oreg**, U. of Haifa; **Maria Vakola**, Athens U. of Economics and Business

Discussant: **Jean M. Bartunek**, Boston College

Studying the Complexities of Influences on Individual Reactions to Organizational Change | **Steven D. Caldwell**, U. of South Carolina, Upstate

Assessing a Top Management Team's Reactions to Organizational Transformation | **Achilles A. Armenakis**, Auburn U.; **Michael S. Cole**, Texas Christian U.; **Stanley G.**

Harris, Auburn U.; **Larry Fillmer**, Auburn U.; **Dennis Self**, Troy U.

Predicting Employee Intentions to Support and Identify with a Re-Branded Hotel | **Nerina L. Jimmieson**, U. of Queensland; **Katherine Marie White**, Queensland U. of Technology; **Leah Zajdlwicz**, U. of Queensland

Employees' Reactions to Organizational Change: A Review of Empirical Findings | **Shaul Oreg**, U. of Haifa; **Maria Vakola**, Athens U. of Economics and Business

1376 📄JS: (OB, OMT) Dynamic Social Norms: Exploring How Work Group Norms Change in Meaning and Influence

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom A

Chair: **William Self**, U. of California, Berkeley

Intergroup Threat Increases Conformity to Group Norms | **Kimberly Rios Morrison**, Stanford U.; **Oscar Ybarra**, U. of Michigan

Norm Durability in Work Groups with Changing Membership | **William Self**, U. of California, Berkeley; **Jennifer A. Chatman**, U. of California, Berkeley

Dynamic Conflict Norms and Creative Synergy in Interdisciplinary Teams | **Kevyn Yong**, Cornell U.; **Stephen Sauer**, Cornell U.; **Elizabeth A. Mannix**, Cornell U.

Newcomer Innovation in Work Teams | **Thomas Hansen**, U. of Pittsburgh; **John Levine**, U. of Pittsburgh

1377 📄: (Paper Session) - (OCIS) Innovation Implementation -- Adaptation and Resistance

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom J

Chair: **Maris G. Martinsons**, City U. of Hong Kong

Discussant: **JoAnn M Brooks**, MITRE Corporation

📄 Boundary Relations: Technological Objects and the Restructuring of Workplace Boundaries | **Michael Barrett**, U. of Cambridge; **Eivor Oborn**, Imperial College London; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **JoAnne Yates**, Massachusetts Institute of Technology

🗣️ The Role of Emergent Strategies in Managing the Implementation of an Industry IOIS | **Juan Rodon**, ESADE-Ramon Llull U.; **Joan Antoni Pastor**, U. Politecnica de Catalunya; **Feliciano Sese**, ESADE- Ramon Llull U.

📄 "Omega is a Four-Letter Word": Discursive Constitution of Workplace Resistance to Technologies | **Guowei Jian**, Cleveland State U.

🗣️ The Surprise of Candor: Employee Cynicism and Technological Change in Late Modernity Work | **Lisen Selander**, Lund U.; **Thomas Kalling**, Lund U.

1378 📄: (Paper Session) - (OCIS) Knowledge Management - Seeking and Sharing

2:30pm - 3:50pm Philadelphia Marriott: Room 307

Chair: **Mani R. Subramani**, U. of Minnesota

Discussant: **Molly Wasko**, Florida State U.

📄 Knowledge Sharing in Distributed Teams: A Psychological Contract Perspective | **Klarissa Chang**, Carnegie Mellon U.

🗣️ Taking a Hit for the Team: Differential Effects of Citizenship Behavior on Performance | **Inga Carboni**, Boston College; **Kate Ehrlich**, IBM Research; **Tiziana Casciaro**, Harvard U.

📄 Organizational Climate and Knowledge Sharing: The Mediating Role of Individual Motivations | **Wai Fong Boh**, Nanyang Technological U.; **Sze-Sze Wong**, Nanyang Technological U.

'We Won't Get Involved (Or Will We?) Unless We Are Rewarded': An Organizational Rewards Program | **M.N. Ravishankar**, Loughborough U.; **Poornima Luthra**, National U. of Singapore

1379 : (Paper Session) - (ODC) Discourse and Change

2:30pm - 3:50pm Loews Philadelphia: Commonwealth C

Discussant: **Charles McClintock**, Fielding Graduate U.

"Sub-cutaneous" Change: Introducing Fast Track Surgery in the Context of Multiple Discourses | **Harald Tuckermann**, U. of St. Gallen; **Widar von Arx**, U. of St. Gallen; **Johannes Rüegg-Stürm**, U. of St. Gallen

🗣️ From the Dialectic to the Dialogic: A New Framework for Studying Change Paradox | **Latha Poonamallee**, Case Western Reserve U.

Winner of ODC Division Rupert F. Chisholm Best Theory to Practice Paper

📄 Constructing a strategist actor: strategic dialogue and organizational transformation | **Patrick Besson**, ESCP-EAP European School of Management

🗣️ Creating Energy for Action through Conversation | **Marie Di Virgilio**, Benedictine U.; **James D Ludema**, Benedictine U.

1380 : (Paper Session) - (ODC) Stages of Change

2:30pm - 3:50pm Loews Philadelphia: Congress C

Chair: **Jean E. Neumann**, Tavistock Institute

Discussant: **David C. Marker**, ESC Clermont Graduate School of Management

📄 Competencies, Path Dependence, and Organizational Decline – Some New Pieces of the Bankruptcy Puzzle | **Heike Rindfleisch**, Free U., Berlin; **Klaus Heine**, Free U., Berlin

→ 📄 Repertoires of Legitimacy: The Life Cycle of a Dot.Com | **Israel Drori**, College of Management, Israel; **Benson Honig**, Wilfrid Laurier U.

Rigidity versus Innovation Strategy for Turnaround: The Moderating Effect of Organization Stage | **Pin Fang**, National Cheng Kung U.

📄 Stage Theory Is Dead! Long Live the New Stages Theory of Organizational Change | **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston; **Jonathan Levie**, U. of Strathclyde; **Michael Hay**, London Business School

1381 🗣️📄JS: (ODC, OB, OMT) Positive and Negative Emotions as Drivers of Positive Change: Perspectives from Multiple Levels

2:30pm - 3:50pm Loews Philadelphia: Commonwealth D

Chair: **Seung-Yoon Rhee**, KAIST Graduate School of Management

Discussant: **Monica C. Worline**, Emory U.

How Positive Affect Can Facilitate Proactive Behavior in the Workplace | **Sharon Parker**, U. of New South Wales

Positive Experiences Off the Job: An Intervention Study on Changes in Psychological Well-Being | **Saskia-Maria Weh**, Kienbaum Management Consultants; **Sabine Sonnentag**, U. of Konstanz

Group Resilience Process: Bouncing Back from a Negative Emotional State Through Member Interactions | **Seung-Yoon Rhee**, KAIST Graduate School of Management
Emotional Aperture | **Jeffrey Sanchez-Burks**, U. of Michigan; **Quy Nguyen Huy**, INSEAD

1382 📄: (Paper Session) - (OM) **Project Management & Firm Success**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 13
Chair: **William H. A. Johnson**, Bentley College
Discussant: **Norma L. Davis**, Connective Edge Resources
📄 Does Mastering Business Administration Prepare Project Management Professionals? | **Arthur Rutledge**, Mercer U.; **Linda L Brennan**, Mercer U.
Project Management, Resource Development Pathway Typology, and the Quest for Competitive Advantage | **Dev K. Dutta**, U. of Western Ontario; **Kam Jugdev**, Athabasca U.
📄 Managing Project Flexibility Through Slack Resources: Buffers, Discipline, and Discretion | **Mahmood Rahimi**, U. of Calgary; **Frances E Bowen**, U. of Calgary; **Thomas R Rohleder**, U. of Calgary
🗨️📄 Six Sigma Projects as Avenues of Knowledge Creation | **Gopesh Anand**, U. of Illinois at Urbana-Champaign; **Mohan V. Tatikonda**, Indiana U.; **Peter T Ward**, Ohio State U.

1383 📄: (Paper Session) - (OMT) **Institutional Practices and Institutional Change**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 5
Chair: **Bryant A Hudson**, U. of Utah
Changing the Focal: Crafting a Wider Lens to Study Endogenous Institutional Change | **Bernard Leca**, Nottingham U. Business School
➔📄 Uncovering the Antecedents of Order-Reinforcing and Order-Weakening Changes | **Rodolphe Durand**, HEC Paris; **Berangere Szostak-Tapon**, Universite Lyon 2
Unpacking Institutional Bricolage | **Guilhem Bascle**, HEC Paris
🗨️📄 Towards a Practice-based Approach to Institutional Change | **Simone Schiller-Merkens**, U. of Mannheim

1384 📄: (Paper Session) - (OMT) **Categorization, Agency, and Institutions in Organizations and Markets**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 6
Chair: **Mark Kennedy**, U. of Southern California
Category Grading and its Implications for Institutional Models of Choice and Agency | **Peter Cebon**, U. of Melbourne; **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign
🗨️📄 Agency Theory and the Effects of Cognitive Social Categorization | **Joshua R. Knapp**, U. of Cincinnati; **Thomas Dalziel**, Arizona State U.
🗨️📄 Certifying the Harvest: The Role of Standards-based Certification Organizations in New Markets | **Brandon H. Lee**, London Business School
🗨️📄 'Similar, yet Distinct'. The Influence of Categorical Properties on Entry in Film Production | **Greta Hsu**, U. of California, Davis; **Giacomo Negro**, Bocconi U.; **Fabrizio Perretti**, Bocconi U.

1385 📄: (Paper Session) - (OMT) **Network Dynamics and Evolution**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 7
📄 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

Chair: **Simon A. Rodan**, San Jose State U.
🗨️➔📄 Career-related Network Building Behaviours: Range Social Capital and Career Outcomes | **Andrew V. Shipilov**, INSEAD; **Giuseppe Labianca**, U. of Kentucky; **Yuri Kalnysh**, Ukrainian Academy of Public Service; **Valentyn Kalnysh**, Ukrainian Institute of Public Health
Winner of OMT Division Best Paper Award

📄 The Epistemic Structure and Dynamics of Social networks | **Mihnea Calin Moldoveanu**, U. of Toronto; **Joel A.C. Baum**, U. of Toronto

📄 Leaving in Doves: Exit Chains in Network Attrition | **Stoyan V. Sgourev**, ESSEC, Paris

🗨️ Network Structures, Individual Behavior and Performance in Organizations | **Vanina Jasmine Torlò**, U. of Bologna; **Christian Steglich**, U. of Groningen; **Alessandro Lomi**, Bologna U.; **Tom A.B. Snijders**, U. of Groningen

1386 📄: (Paper Session) - (OMT) **Complexity In Organizations: Theory and Applications**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom D
Chair: **Naim Kapucu**, U. of Central Florida
🗨️📄 Extreme Events, Power Laws, and Adaptation: Towards an Econophysics of Organization | **Max Boisot**, U. of Birmingham; **Bill McKelvey**, U. of California, Los Angeles
🗨️ Putting the Organization Back into Computational Organization Theory: A Multiple-Perspective Model | **Brian W. Kulik**, Central Washington U.; **Timothy Baker**, Washington State U., Tri-Cities
📄 The Emergence, Evolution, and Dissolution of a Network System: A Complexity Theory Perspective | **Christoph F. Lechner**, U. of St. Gallen; **Frank T. Rothaermel**, Georgia Institute of Technology; **Shanti Dewi Anak Agung Istri**, Georgia Institute of Technology
🗨️📄 From Dynamical Patterns to Developmental Motors: Linking Mathematical Orders and Process Theories | **Alexander Alscher**, U. of St. Gallen/U. of California, Los Angeles

1387 📄: (Paper Session) - (OMT) **Top Management and Leadership Behavior and Outcomes in Organizations**

2:30pm - 3:50pm Philadelphia Marriott: Room 401
Chair: **Jerry G. Hunt**, Texas Tech U.
🗨️📄 Structure, Process, and Psychosocial Characteristics in Executive Teams: The Multi-Business Group | **Jeffrey A. Martin**, U. of Texas, Austin
📄 Environmental Turbulence as an Antecedent of Organisational Leadership Behaviour. | **Vincent McDonald**, U. College Dublin, Ireland; **Teresa Brannick**, U. College Dublin, Ireland
🗨️📄 Second Acts: Exploring the Postacquisition Mobility of Acquiring and Target CEOs | **Kathleen Park**, Massachusetts Institute of Technology
➔📄 CEO Tenure as Antecedent of Resilience | **Patrick Reinmoeller**, Erasmus U.

1388 📄: (Paper Session) - (OMT) **Trust Within and Between Organizations**

2:30pm - 3:50pm Philadelphia Marriott: Room 402
Chair: **Amir Sasson**, U. College Dublin, Ireland

TUESDAY

An Integrated Model of Trust, Ex Ante Opportunism, and Ex Post Opportunism on Procurement Governance | **Steven S. Lui**, City U. of Hong Kong; **Ping Kwong Yeung**, Open U. Hong Kong

Measuring Swift Trust: A Step Toward Improving Effectiveness in Temporary Organizational Groups | **Tammy E. Beck**, U. of Houston, Clear Lake; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

Antecedents and Effects of Private Knowledge and Trust in Bank-Small Firm Relationships | **Patrick Saporito**, Drexel U.
 Wary Managers/Investors: Vulnerability, Control, Trust, and Distrust in Foreign Enterprises in China | **Lai Si Tsui-Auch**, Nanyang Technological U.; **Guido Moellering**, Max Planck Institute for the Study of Societies

1389 (Paper Session) - (OMT) Knowledge Transfer and Knowledge Management

2:30pm - 3:50pm Philadelphia Marriott: Room 404

Chair: **Carla Maria Marques Curado**, Technical U. of Lisbon
 The Interdependence of Knowledge Transfer Determinants | **Mia Reinhold**, CBS

Organizational Learning through Imperfections in Knowledge Transfer | **Dirk Martignoni**, U. of St. Gallen; **Simon Grand**, U. of St. Gallen

Knowledge Recombination under Uncertainty | **Dirk Martignoni**, U. of St. Gallen

Environmental Uncertainty and Supply Chain Knowledge in U.S. versus Chinese Firms | **Richard Germain**, U. of Louisville; **Xiaohua Howard Lin**, Ryerson U.

1390 JS: (OMT, MH) The Dynamics of Firm and Industry Evolution: Historians' Perspectives

2:30pm - 3:50pm Philadelphia Marriott: Room 403

Organizer: **Daniel Wadhvani**, U. of the Pacific

Coordinator: **David A. Kirsch**, U. of Maryland

Participants: **Matthias Kipping**, Schulich School of Business, York U.; **Kenneth Lipartito**, Florida International U.; **David Sicilia**, U. of Maryland; **Rowena Olegario**, Vanderbilt U.

1391 (Paper Session) - (ONE) Environmental Performance and Investment

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C2

Chair: **Perry Sadorsky**, York U.

Why do some firms link environmental performance to executive compensation? Does it matter? | **James J Cordeiro**, State U. of New York, Brockport; **Joseph Sarkis**, Clark U.

Does it really pay to be green? Determinants and Consequences of Proactive Environmental Strategies | **Peter M Clarkson**, U. of Queensland, Australia; **Gordon G. Richardson**, J.L. Rotman School of Management, U. of Toronto; **Florin P Vasvari**, London Business School; **Yue Li**, J.L. Rotman School of Management, U. of Toronto

Examining the Relationship Between FDI and Informal Institutional Change | **Trevor Davis Hunter**, King's U. College

Business Models for Distributed Energy Technologies – Evidence from German Cleantech Firms | **Jasper Boehnke**, U. of St. Gallen; **Rolf Wuestenhagen**, U. of St. Gallen

1392 (Paper Session) - (PNP) Bards, Maestros and Masterpieces: The Management of Cultural Arts Organizations

2:30pm - 3:50pm Loews Philadelphia: Howe

Chair: **Alex Turrini**, Bocconi U.

Discussant: **William A. Brown**, Texas A&M U.

The Effects of Metropolitan Characteristics on Fundraising Efficiency of Symphony Orchestras | **Ruey-Der Twu**, Indiana U.

The Impact of Social Traditions on Creative Industries: A Case Study of Traditional Irish Music | **Bradley A. Almond**, Boston College; **Rich DeJordy**, Boston College

Stakeholder Influence on Idea Finding for New Exhibitions at Art Museums | **Anne H. Koch**, U. of California, Berkeley

Induced Coopetition and Emergent Cooperation: An International Study on the Opera Houses Sector | **Marcello M Mariani**, U. of Bologna

1393 (Paper Session) - (PNP) Challenges and Crises in Fundraising for Nonprofit Organizations

2:30pm - 3:50pm Loews Philadelphia: Lescaze

Chair: **Eric C. Martin**, Eastern Connecticut State U.

Discussant: **Robert Pearson**, U. of Pennsylvania

Strategic Responses by a Nonprofit When a Donor Becomes Tainted | **Paul Dunn**, Brock U.

Misreporting Fundraising: How Do Nonprofit Organizations Account for Telemarketing Campaigns? | **Elizabeth Keating**, Harvard U.; **Linda M Parsons**, U. of Alabama; **Andrea A Roberts**, Boston College

Past Changes and Perceptions of Crisis Management: The Case of Israel's Non-profit Organizations | **Rita S Mano**, Haifa U.; **Zachary Sheaffer**, Open U. of Israel

Exploring the Likelihood and Reality of MBA Alumni Financial Donations | **Grady Bruce**, California State U. Fullerton

1394 (Paper Session) - (RM) Regression, SEM, LCGA, & Factor Analysis

2:30pm - 3:50pm Philadelphia Marriott: Franklin 8

Chair: **Jodi S. Goodman**, U. of Connecticut

Discussant: **Daniel A. Newman**, Texas A&M U.

Exact Analysis of Squared Cross-Validity Coefficient in Predictive Regression Models | **Gwonen Shieh**, National Chiao Tung U.

Moderated Structural Equation Models: A Simulation Study of Parcels and Latent Variable Scores | **Thomas D. Fletcher**, U. of Missouri, St. Louis

On the Applicability of Latent Class Growth Analysis | **Robert J. Vandenberg**, U. of Georgia; **Laura J. Stanley**, U. of Georgia; **Christian Vandenberghe**, HEC Montreal; **Kathleen Bentein**, U. of Quebec at Montreal

Experience Sampling and Multimode Factor Analysis: The Dynamic Structure of Job Performance | **Seth Spain**, U. of Illinois, Urbana-Champaign; **Andrew Miner**, Honeywell

1395 (Paper Session) - (SIM) Business and Economic Development

2:30pm - 3:50pm Loews Philadelphia: Washington A

Facilitator: **Timothy Michael Devinney**, Australian Graduate School of Management

→ 🗨️ Fortune at the Bottom of the Pyramid: A Mirage | **Aneel Karnani**, U. of Michigan, Ann Arbor

🗨️ Doing Well by Doing Good: Commercial Success Through Social Good in Subsistence Markets | **Madhubalan Viswanathan**, U. of Illinois; **Anju Seth**, U. of Illinois; **Roland Gau**, U. of Illinois; **Avinish Chaturvedi**, U. of Illinois

🗨️ → Assessing the Impact of Base-of-the-Pyramid Enterprises on Poverty Alleviation | **Ted London**, U. of Michigan

🗨️ The Tourism Paradox in Emerging Economies: Panacea for Economic Development or Social Exclusion? | **Jeremy K Hall**, U. of Calgary; **Stelvia Matos**, U. of Calgary; **Lorn Sheehan**, U. of Calgary

1396 🗨️: (Paper Session) - (SIM) **Stakeholder Management and Organizational Effectiveness**

2:30pm - 3:50pm Loews Philadelphia: Washington B

Facilitator: **Jeffrey S Frooman**, U. of New Brunswick, Saint John

🗨️ Stakeholder Theory And Managerial Discretion | **Robert A. Phillips**, U. of Richmond; **Shawn Berman**, Santa Clara U.; **Michael E Johnson-Cramer**, Bucknell U.; **Heather Elms**, American U.

🗨️ → Unrequited Profit: Evidence for Stakeholder Theory | **Nathan T. Washburn**, Arizona State U.; **Mary F. Sully De Luque**, Thunderbird School of Global Management; **David Waldman**, Arizona State U.

🗨️ Towards A Typology of Stakeholder Management Strategies | **Michael Banks**, U. of Houston; **Dusya M. Vera**, U. of Houston

🗨️ Organizational Effectiveness: Have We Lost Our Way? | **Joel Marcus**, School of Business & Economics, Wilfrid Laurier U.; **Darren Deering**, School of Business & Economics, Wilfrid Laurier U.

1397 → 🗨️: (Paper Session) - (SIM) **Corporate Social Responsibility - The Cross-Cultural Experience**

2:30pm - 3:50pm Loews Philadelphia: Washington C

Facilitator: **Joachim Boll**, Copenhagen Business School

🗨️ → Insights Into Classical Vs. Modern Managerial CSR Perspectives | **Dima Jamali**, American U. of Beirut; **Yusuf M. Sidani**, American U. of Beirut

→ 🗨️ Corporate Social Orientation, National Origin, and Foreign Exposure: A Cross-Cultural Comparison | **Wanda Smith**, Virginia Tech; **Manisha Singal**, Virginia Tech; **William Lamb**, Ohio U.

🗨️ (Re)discovering the Social Responsibility of Business in Germany | **Ariane Berthoin Antal**, Social Science Research Center Berlin (WZB); **Maria Oppen**, Social Science Research Center Berlin (WZB); **André Sobczak**, Audencia Nantes

→ 🗨️ CSR Engagement: Examining the Roles of Private, Public & Civil Society Sectors | **Jennifer J Griffin**, George Washington U.

1398 🗨️: (Paper Session) - (TIM) **Appropriability, Patents, and Intellectual Property**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom K

Chair: **Ashley Anne Gray**, U. of South Florida

Discussant: **Anuja Gupta**, U. of Pennsylvania

🗨️ Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

→ 🗨️ Can't Block, Must Run: Small Firms and Appropriability | **Aija Elina Leiponen**, Cornell U.; **Justin Byma**, Cornell U.

→ The Effects of National Patent Protection on Firm Innovation | **Brent B Allred**, College of William and Mary

🗨️ → Protection without Patents: How Firms in China Earn Rents from Innovation by 'Factual' Protection | **Marcus M Keupp**, U. of St. Gallen; **Oliver Gassmann**, U. of St. Gallen; **Angela Beckenbauer**, U. of St. Gallen

🗨️ Classification System Volatility and the Determination of a Patent's Effective Scope | **David Tan**, Emory U.; **Peter W Roberts**, Emory U.

1399 🗨️: (Paper Session) - (TIM) **Organizational Design and Knowledge**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom L

Chair: **Ravi Patnayakuni**, U. of Alabama in Huntsville

Discussant: **Srikanth Paruchuri**, U. of Florida

🗨️ Modularity Implementation Across Governance-, Process-, Organization-, and Product-Design Domains | **Alan O'Sullivan**, U. of Ottawa

Designing for Incompleteness | **Raghu Garud**, Penn State U.; **Sanjay Jain**, U. of Wisconsin, Madison; **Philipp Tuertscher**, U. of St. Gallen

🗨️ Determining Moderating Effects of Virtuality on Predictors of Product Development Team Satisfaction | **Eric M. Stark**, James Madison U.; **Paul Bierly**, James Madison U.

🗨️ The Role of Virtual Design Tools on Knowledge Replication and Recombination | **Antonino Vaccaro**, Carnegie Mellon U.; **Stefano Brusoni**, Bocconi U.; **Francisco Veloso**, Carnegie Mellon U.

1400 🗨️: (Paper Session) - (TIM) **Technology, Innovation, and New Venturing**

2:30pm - 3:50pm Philadelphia Marriott: Room 303

Chair: **Darlene Alexander-Houle**, U. of Phoenix

Discussant: **Lynda Aiman-Smith**, NCSU

→ 🗨️ Incubators as Interpretive Spaces for Innovation | **Joanne L Scillitoe**, Michigan Technological U.; **Alok K Chakrabarti**, New Jersey Institute of Technology

Organizational Vicarious Learning and International Patterns in University Start-ups | **Anne S Miner**, U. of Wisconsin, Madison; **Yan Gong**, U. of Wisconsin, Madison; **John Surdyk**, U. of Wisconsin, Madison; **Anthony Sadler**, U. of Wisconsin, Madison; **Scott D. Graffin**, U. of Georgia

🗨️ Championship Behaviors and Innovation Success: An Empirical Investigation of University Spin-Offs | **Achim Walter**, U. of Kiel; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Felix Riesenhuber**, U. of Kiel; **Martin Hoegl**, WHU - Otto Beisheim School of Management

🗨️ Technological Diversification, Cumulativeness and Venture Capital Exit: M&A versus IPO | **Marianna Makri**, U. of Miami; **Marc T. Junkunc**, U. of Miami; **Jon T Eckhardt**, U. of Wisconsin, Madison

1401 🗨️: (Paper Session) - (TIM) **Knowledge Communities**

2:30pm - 3:50pm Philadelphia Marriott: Room 304

Chair: **Anne W. Fuller**, Georgia Institute of Technology

Discussant: **Steven R. Harper**, U. of Illinois, Urbana-Champaign

TUESDAY

- Innovating Knowledge Communities | **Samuel Phineas Upham**, U. of Pennsylvania; **Lori Rosenkopf**, U. of Pennsylvania; **Lyle Ungar**, U. of Pennsylvania
- 📄 External/Internal Collaboration and Performance of R&D Researchers in the Pharmaceutical Firms | **Kazuhiro Asakawa**, Keio U.; **Hiroshi Nakamura**, Keio U.
- 📄 Critical Curse: Variegated Social Influences in Blocking Critical Mass of Users | **Ruey-Lin Hsiao**, National U. of Singapore; **Se-Hwa Wu**, National Chengchi U., Taiwan; **Sheng-Tsung Hou**, Asia U., Taichung, Taiwan
- 🗣️ The Empirical Analysis on Knowledge Spillover Effects on a University Science Park in China | **Wei Yao**, Zhejiang U.; **Chenggang Li**, Zhejiang U.; **Jin Chen**, Zhejiang U.

1402 📄: (Paper Session) - (TIM) **Knowledge Seeking: Exploitation and Exploration**

2:30pm - 3:50pm Philadelphia Marriott: Room 305

Chair: **Anne Nelson**, Ecole Supérieure de Commerce de Pau

Discussant: **Jennifer Spencer**, George Washington U.

The Role of Exploitative and Exploratory Search in the Liquidity Events of Medical Device Ventures | **Geraldine A. Wu**, New York U.

🗣️ Towards a Failure Trichotomy in Knowledge Exploration and Exploitation | **Robin Gustafsson**, Helsinki U. of Technology; **Erkko Autio**, Imperial College London

🗣️ 📄 Understanding the Mechanisms of Bridging the Science and Technology Domains for Better Innovation | **Annpoornima M Subramanian**, National U. of Singapore; **Pek-hooi Soh**, National U. of Singapore

→ Exploration and Exploitation in Technology-based Alliance Networks | **Victor Gilsing**, Eindhoven U. of Technology; **Wim Vanhaverbeke**, Eindhoven U. of Technology; **Geert Duysters**, Eindhoven U. of Technology

- Resources and Institutions Driving Growth Patterns of Business Groups | **Danchi Tan**, National Chengchi U., Taiwan; **Klaus Meyer**, U. of Reading
- 🗣️ 📄 Does Downstream FDI Benefit All Firms Equally? The Moderating Effect of Local Firms' Capabilities | **Garrick Blalock**, Cornell U.; **Daniel H. Simon**, Cornell U.
- 📄 The Performance Impact of Product and Multinational Conglomerate Diversification | **Protiti Dastidar**, George Washington U.

1406 📄 📄: (BPS) **BPS Dissertation Award**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 2

Organizer: **Russell Coff**, Emory U.

Collaboration for Innovation: Processes of Governance and Learning in R&D Alliances | **Dries Faems**, Catholic U. of Leuven

Financial Misrepresentation: Antecedents and Performance Effects | **Jared D. Harris**, U. of Virginia - Darden

Essays on the Replication of Organizational Routines: The Effect of Templates on Knowledge Transfer, The Mechanism Underlying Knowledge Transfer Methods, and Variation through Replication | **Robert Jensen**, BYU

When is Trust Produced and when does it Matter? Taking a Closer Look at Trust and International Alliance Performance | **Rekha Krishnan**, Simon Fraser U.

Dynamics in Executive Labor Markets: CEO Effects, Executive-Firm Matching, Rent Sharing | **Alison Mackey**, California Polytechnic State U., San Luis Obispo

From Common to Uncommon Knowledge: An Investigation into the Socio-Cognitive Foundations of Inter-Firm Heterogeneity in the Use of Knowledge as a Resource | **Rajiv Nag**, U. of Arkansas

1407 : (Paper Session) - (BPS) **The Behavioral Theory of the Firm: Strategic Applications**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 9

Chair: **Rossana C. Alvarez-Diemer**, New Mexico State U.

Discussant: **Gordon Walker**, Southern Methodist U.

🗣️ 📄 Effects of Slack Resources on Corporate Citizenship Activities | **Perry Sadorsky**, York U.; **Irene Henriques**, York U.

→ 📄 Business Group Affiliation and Firm Search Behavior - Evidence from Indian Business Groups | **Balagopal Vissa**, INSEAD; **Henrich R. Greve**, BI Norwegian School of Management; **Weiru Chen**, INSEAD

📄 Sellers' Discretion: How Firms Execute Asset Sales | **Rolf Bühner**, U. of Passau; **Miriam Nicole Flickinger**, U. of Passau; **Bärbel Münsterer**, U. of Passau

The Influence of Owners' Divergent Interests on R&D Investment | **Camille Madelon**, HEC Paris

1408 : (Paper Session) - (BPS) **Alliances, Joint Ventures and Networks**

4:10pm - 5:20pm Philadelphia Marriott: Room 406

Chair: **Ji-Ren Lee**, National Taiwan U.

Discussant: **Isin Guler**, Boston U.

🗣️ 📄 What Determines the Performance of Strategic Alliance Managers? Two Lens Model Studies | **Baniyelme David Zoogah**, Morgan State U.; **Mike Peng**, U. of Texas at Dallas

Tuesday 2:45PM

1403 : (AAA) **Conference Break**

2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall C - Break Area

Organizer: **Ayman Tarabishy**, George Washington U.

Tuesday 3:30PM

1404 : (OB) **A Thank-You Coffee**

3:30pm - 4:30pm Philadelphia Marriott: Room 310

An opportunity for the members of our various Division committees to relax. Please join us for a coffee.

Host: **Maureen L. Ambrose**, U. of Central Florida

Tuesday 4:10PM

1405 : (Paper Session) - (BPS) **International Strategies: Diversification and Market Entry**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 10

Chair: **John Clarry**, The College of New Jersey

Discussant: **Javier Gimeno**, INSEAD

→ 📄 Who Benefits from Business Group Affiliation: A Value Appropriation Perspective | **Hicheon Kim**, Korea U.; **Robert E. Hoskisson**, Arizona State U.; **William P. Wan**, Texas Tech U.

- 📖 Towards a Theory of Strategic Alliances as Organizational Form | **Sascha Albers**, U. of Cologne; **Edward Zajac**, Northwestern U.
- 📖 Role of Underwriter Reputation and Lockup on Post-IPO Acquisition Returns to Newly Public Firms | **Asli Musaoglu Arikan**, Georgia State U.; **Laurence Capron**, INSEAD
- 📖 The Effect of Competitive Overlap and Relationship Duration on Client Retention Post-Acquisition | **Michelle A. Rogan**, INSEAD

1409 : (Paper Session) - (BPS) Certification, Prestige, Reputation, and New Ventures

4:10pm - 5:20pm Philadelphia Marriott: Room 407

Chair: **Joseph Heinzman**, International College

Discussant: **Todd Zenger**, Washington U.

- 📖 Reputation for Cooperation: Contingent Benefits in Alliance Activity | **Richard J Arend**, U. of Nevada, Las Vegas
- 📖 Certification and Substantive Resources: The Value of Multiple Types of Prestigious Affiliates | **Guoli Chen**, Pennsylvania State U.
- 📖 Polychronicity In Top Management Teams: The Impact On New Venture Strategy And Outcomes | **Marcello Maestro**, Tanaka Business School; **Grace Liu**, Tanaka Business School; **Vangelis Souitaris**, Cass Business School
- 📖 Substance, Symbolism and the 'Signal Strength' of Venture Capitalist Prestige | **Peggy M. Lee**, Arizona State U.; **Tim Pollock**, Pennsylvania State U.; **Kyuhoo Jin**, Arizona State U.

1410 : (Paper Session) - (BPS) Learning Theory and Absorptive Capacity

4:10pm - 5:20pm Philadelphia Marriott: Room 408

Chair: **Sung Min Kim**, Loyola U. Chicago

Discussant: **Frances H Fabian**, U. of North Carolina, Charlotte

- 📖 The Paradoxes of Learning from Failures | **Katsuhiko Shimizu**, U. of Texas, San Antonio
- 📖 Social Integration Mechanisms and Absorptive Capacity: Different Mechanisms and Different Outcomes | **Craig E. Armstrong**, Dickinson College; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio
- 📖 Organizational Knowledge Transfer: A Meta-analytic Review of its Antecedents and Outcomes | **Raymond Van Wijk**, RSM Erasmus U.; **Marjorie A Lyles**, Indiana U.
- 📖 An Individual Perspective of Absorptive Capacity: The Role of CEO and Knowledge Transfer Mechanisms | **Vincent Chauvet**, Polytech Savoie

1411 : (Paper Session) - (BPS) Mergers and Acquisition Strategy

4:10pm - 5:20pm Philadelphia Marriott: Room 409

Chair: **Arthur Rasher**, U. of Tulsa

Discussant: **M.V. Shyam Kumar**, Baruch College

- 📖 Learning from Mergers and Acquisitions: The Roles of Acquirer and Target Experience | **Ilya Cuypers**, Tilburg U.; **Youtha Cuypers**, Tilburg U.; **Xavier Martin**, Tilburg U.
- 📖 Rhythm and Synchronization of Firms' M&A and Alliance Behaviors: An Entrainment View | **Weilei (Stone) Shi**, U. of Pittsburgh; **John E Prescott**, U. of Pittsburgh

- 📖 A Meta-analytic Answer to an Old Dilemma: Do M&As Create Value? Evidence from European Banks | **Laura Toschi**, U. of Bologna; **Federica Angeli**, U. of Bologna; **Enrica Bolognesi**, U. of Bologna
- 📖 How, How Much, and to Whom Does Strategic Relatedness Matter in Horizontal Acquisitions | **Yuping Zeng**, Guanghua School of Management, Peking U.; **Changqi Wu**, Peking U.

1412 JS: (BPS, OMT) Strategists' Identity and the Impact on the Practice of Strategy

4:10pm - 5:20pm Philadelphia Marriott: Franklin 1

Organizers: **Julia Balogun**, Cass Business School, City U.; **Phyl Johnson**, Strathclyde U.

Chair: **Julia Balogun**, Cass Business School, City U.

Discussant: **Anne S. Huff**, Technische U., München

- 📖 Interlocking Cycles of Strategy Practice and Identity Work | **Phyl Johnson**, Strathclyde U.; **Nic Beech**, Strathclyde U.
- 📖 Strategizing through Gender Identity | **Linda Rouleau**, HEC Montreal
- 📖 The Practice of Identity and Strategy | **David Sims**, Cass Business School

1413 : (CAR) Everett Cherrington Hughes Award Speech: Careers in Interdisciplinary Inquiry

4:10pm - 5:20pm Pennsylvania Convention Center: Room 111B

Introduction of Michael B. Arthur | **Maury Peiperl**, IMD

Examining Careers: Possibilities and Pitfalls for Interdisciplinary Research | **Michael B. Arthur**, Suffolk U.

1414 CAU: (CAU) Small and Medium Enterprises (SMEs) - Unique Applications From Across the Management Disciplines

4:10pm - 5:20pm Pennsylvania Convention Center: Room 106A

Organizer: **Heather Christine Banham**, Okanagan College

Participants: **Sherry Lee Price**, Okanagan College; **Yunke He**, Okanagan College; **Graham K Kenny**, Strategic Factors

1415 CAU: (CAU) Emonet: The Network for the Study of Emotion in Organizations

4:10pm - 5:20pm Pennsylvania Convention Center: Room 106B

Organizer: **Neal M. Ashkanasy**, U. of Queensland

1416 CAU: (CAU) Women on Boards Research: Can New Research Do Good by Changing the Representation and Treatment of Women Directors for Organizations to Do Better?

4:10pm - 5:20pm Pennsylvania Convention Center: Room 107A

Organizer: **Rosanne Hawarden**, Massey U.

Participants: **Susan Mary Vinnicombe**, Cranfield U.; **Susan M. Adams**, Bentley College; **Diana Bilimoria**, Case Western Reserve U.; **Ralph Stablein**, Massey U.; **Heather Foust-Cummings**, Catalyst; **Claartje J Vinkenburg**, Vrije U. Amsterdam; **Morten Huse**, BI Norwegian School of Management; **Heather Shields**, Texas Tech U.

1417 : (Paper Session) - (CM) Who Mediates, How and Why? Reluctant, Informal and Formal Mediators

4:10pm - 5:20pm Pennsylvania Convention Center: Room 105A

Chair: **Gregory K. Stephens**, Texas Christian U.

Discussant: **Bernadine VanGramberg**, Victoria U. of Technology

- ☒ Mediation Tactics and Strategies in a French Context: French Joint Commissions Presidents | **Georges Trepo**, HEC Paris; **Francois Grima**, U. of Paris XII
- ☒☑ An Investigation of Organizational Reluctance to Mediate Employee Disputes | **Barry M Goldman**, U. of Arizona; **Matthew Pearsall**, U. of Arizona; **Stephen Gilliland**, U. of Arizona; **Debra L. Shapiro**, U. of Maryland
- Winner of CM Division Best Paper Award - Conflict in Context**
- Informal Dispute Resolution: The Emergent Mediator in Social Networks | **Felice Williams**, Virginia Polytechnic Institute

1418 ☒: (Paper Session) - (CM) **Culture, Personality, and Negative Emotion in Negotiations.**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 105B

Chair: **Min Li**, Duke U.

Discussant: **Susan Crotty**, Northwestern U.

- ☒ How Do Personality and Cultural Values Shape Negotiation Processes: The Role of Negotiator Cognition | **Zhenzhong Ma**, U. of Windsor
- ☒☑☒ Culturally Intelligent Negotiators: The Impact of CQ on Intercultural Negotiation Effectiveness | **Lynn Imai**, U. of Maryland; **Michele J. Gelfand**, U. of Maryland
- ☒☑ Attachment to Cultural Groups and Integrative Negotiation: The Role of Negative Emotion | **Sujin Lee**, Northwestern U.; **Mary Kern**, Baruch College; **Jeanne M Brett**, Northwestern U.

1419 ☑: (CMS) **CMS Theme Session: The Past and Future of CMS**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom I

Facilitator: **Bill Cooke**, Lancaster U.

Presenters: **Paul Adler**, U. of Southern California; **Hugh Willmott**, U. of Cardiff; **Eduardo Ibarra-Colado**, U. Autónoma Metropolitana-Cuajimalpa; **Sarah Stookey**, Central Connecticut State U.

1420 ☒: (Paper Session) - (ENT) **Expanding the Frontier of Entrepreneurship Research**

4:10pm - 5:20pm Philadelphia Marriott: Room 410

Chair: **Carin Holmquist**, Stockholm School of Economics

Discussant: **Rita Gunther McGrath**, Columbia U.

- ☒☑☒ Strategies for Dealing with Heterogeneity in Entrepreneurship Research | **Per Davidsson**, Queensland U. of Technology
- ☒ Entrepreneurial Self-Efficacy: Refining the Measure and Examining Its Relationships | **Jeffrey E McGee**, U. of Texas, Arlington; **Stephen L Mueller**, Northern Kentucky U.; **Mark Peterson**, U. of Texas at Arlington; **Jennifer Marlene Sequeira**, U. of Southern Mississippi
- ☒ Simulating Serial Entrepreneurship as a Temporal Portfolio | **Dietmar Grichnik**, Witten/Herdecke U.; **Graciela Rodriguez Mariné**, Witten/Herdecke U.; **Anil Menon**, ACM; **Saras Sarasvathy**, U. of Virginia
- ☒ How Do We Know Who We Are Until We See What We Do? A Snapshot Of Research In Entrepreneurship | **Tatiana S. Manolova**, Bentley College; **Linda F. Edelman**, Bentley College; **Candida G Brush**, Babson College

1421 ☒: (Paper Session) - (ENT) **Expanding the Entrepreneurial Cognition Research Repertoire**

4:10pm - 5:20pm Philadelphia Marriott: Room 411

☒ Teaching-oriented | ☑ Practice-oriented | ☒ International-oriented | ☑ Theme-oriented | ☒ Research-oriented | ☑ Visual Presentation | ☒ Best Paper Proceedings

Chair: **Judith W. Tansky**, Ohio State U.

Discussant: **Andrew C. Corbett**, Rensselaer Polytechnic Institute

- ☒ Understanding Novice, Serial, and Portfolio Entrepreneurship: A Cognitive Approach | **Keith H. Brigham**, Texas Tech U.; **Ritch L Sorenson**, Texas Tech U.
- ☑☒ Deliberate Practice and Entrepreneurial Success | **Jens M. Unger**, Justus-Liebig U. Giessen; **Michael Gielnik**, Justus-Liebig U. Giessen; **Nina Keith**, Florida State U.; **Christine Hilling**, Johann Wolfgang Goethe U. Frankfurt
- ☑☒ Entrepreneurial Capabilities and Deliberate Practice | **Shruti R Sardeshmukh**, Rensselaer Polytechnic Institute; **Manli Chen**, Rensselaer Polytechnic Institute; **Ikenna S. Uzuegbunam**, Rensselaer Polytechnic Institute; **Gautam Kasthurirangan**, Rensselaer Polytechnic Institute
- ☒ Cognitive Scripts of Corporate Entrepreneurs: The Importance of Concomitance and Alignment | **Andrew C. Corbett**, Rensselaer Polytechnic Institute; **Heidi M. Neck**, Babson College

1422 ☒: (Paper Session) - (ENT) **Small Business**

4:10pm - 5:20pm Philadelphia Marriott: Room 412

Chair: **Janice A. Black**, New Mexico State U

Discussant: **John T. Lambert**, U. of Southern Mississippi

- ☒ Exploring Organizational Mindfulness and Strategic Decision Processes in Small Business | **LaKami T. Baker**, Mississippi State U.; **Donde Ashmos Plowman**, U. of Tennessee
- ☒ The Effect of Information Technology Competency on the Performance of Small Businesses | **Timothy Pett**, Wichita State U.; **James A Wolff**, Wichita State U.
- ☒ Small Business E-commerce Adoption Through a Qualitative Lens: Theory and Observation | **J. Stephen Childers**, Radford U.; **Evan Hayden Offstein**, Frostburg State U.
- ☒ The Relationship Between State and Small Businesses Related to Public Aid | **Christophe Estay**, Bordeaux Business School
- 1423** ☒☑JS: (ENT, HCM) **Teaching Innovation in Healthcare**
- 4:10pm - 5:20pm Philadelphia Marriott: Franklin 11
- Moderator: **Jon Chilingirian**, Brandeis U.
- Presenters: **Regina Herzlinger**, Harvard U.; **Richard Hamermesh**, Harvard U.; **Richard Bohmer**, Harvard U.; **Robert Higgins**, Harvard U.

1424 ☒☑☒☑☒JS: (ENT, IM) **Community Entrepreneurship in the International Context**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 12

Organizers: **Vanessa Ratten**, Duquesne U.; **Leo Paul Dana**, U. of Canterbury; **Mary Han**, Ryerson U.

Discussant: **Robert D Hisrich**, Thunderbird, American Graduate School of International Mgmt.

Indian Immigrants and Entrepreneurship in the US | **Nachiket Bhawe**, U. of Minnesota, Twin Cities

Chinese Immigrant Entrepreneur in the Canadian Real Estate Industry | **Mary Han**, Ryerson U.

The Impact of Globalization on Sámi Entrepreneurship | **Robert Brent Anderson**, U. of Regina; **Leo Paul Dana**, U. of Canterbury

Turkish Entrepreneurs in Germany – The Role of Ethnicity, Gender, and Entrepreneurship |

Participants: **Robert Brent Anderson**, U. of Regina; **Nachiket Bhawe**, U. of Minnesota, Twin Cities

1425 📄: (Paper Session) - (GDO) **Mentoring within Diverse Ethnic and Sexual Identity Relationships**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 104B

Chair: **Marjorie L McInerney**, Marshall U.

Discussant: **Bernardo M. Ferdman**, Alliant International U.

➔ 📄 Sexual Orientation Discrimination and Mentoring Relationships of Gay and Lesbian Protégés | **Robin Church**, U. of Winnipeg

🗣️ 📄 The Moderating Effects of Organizational Culture and Racial Similarity in Formal Mentoring Programs | **Yi A. Ou**, Arizona State U.; **Atira Cherise Charles**, Arizona State U.

📄 Identity Orientations and Peer Supportive Relationships in Demographically Diverse Organizations | **Raymond N. C. Trau**, Monash U.; **Charmine E. J. Hartel**, Monash U., Clayton

1426 📄: (Paper Session) - (GDO) **More Than Meets the Eye: Faultline Perceptions and Realities**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 107B

Chair: **Robyn A. Berkley**, Southern Illinois U., Edwardsville

Discussant: **Jo Ann E. Brown**, Radford U.

➔ 🗣️ 📄 Doing Well by Doing Good and the Inability to Explain Non-Gender Diversity in Organizations | **Elisabeth K Kelan**, London Business School

🗣️ 📄 Where Perception Meets Reality: Effects of Different Types of Faultline Perceptions and Realities | **Lindred Greer**, Leiden U.; **Karen A. Jehn**, Leiden U.

Emerald's Best Student Paper Award

Surface and Deep level Faultlines and Network Ties in Multicultural Teams | **Hong Ren**, Pennsylvania State U.

1427 📄: (Paper Session) - (GDO) **Diversity Management and Performance**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 108A

Chair: **Ceasar Douglas**, Florida State U.

Discussant: **Ron Ophir**, York U.

🗣️ 📄 An Investigation of the Relationship between Organizational Diversity and Financial Performance | **Rebecca R. Kehoe**, Cornell U.; **Christopher Collins**, Cornell U.; **Quinetta Roberson**, Cornell U.

Honorable Mention for Best Student Paper

📄 Apples and Oranges: Comparing the Impact Diversity Types on Group Process and Performance | **Alexis Nicole Smith**, Tulane U.

📄 Organizational Diversity and Performance: The Role of Organizational Diversity Climate | **Jorge A. Gonzalez**, U. of Wisconsin, Milwaukee

➔ 🗣️ 📄 Gender Composition and Organizational Performance: Evidence from an East Asian Context | **I-Chieh Hsu**, National Changhua U. of Education; **John Lawler**, U. of Illinois

1428 🗣️ 📄 JS: (GDO, SIM) **Are Organizations Doing Well by Disabled Workers?**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 104A

Organizers: **Karen S Markel**, Oakland U.; **Lizabeth A Barclay**, Oakland U.

Discussant: **Adrienne Colella**, Tulane U.

The Effects of the Type of Ability Limitations on Job-related Stereotypes and Expectancies | **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Dianna L. Stone**, U. of Texas at San Antonio; **Megumi Hosoda**, San Jose State U.

Utilizing Research on Inclusion of Workers with Disabilities to Enhance Employer Openness | **Dennis D Gilbride**, Syracuse U.

Best Practices in Hiring and Retaining People with Disabilities | **Mark L. Lengnick-Hall**, U. of Texas, San Antonio

The Ethics of Disability Accommodation: Legal but Not Necessarily Doing Well? | **Karen S Markel**, Oakland U.; **Lizabeth A Barclay**, Oakland U.

1429 🗣️ 📄: (Paper Session) - (HCM) **Dynamic Perspectives on the (Re-)Structuring of Health Care Organizations**

4:10pm - 5:20pm Loews Philadelphia: Commonwealth B

Chair: **Joanna Jiang**, Agency for Healthcare Research and Quality

Discussant: **Carol VanDeusen Lukas**, U.S. Department of Veterans Affairs

Employee Responses to Hospital Restructuring: Mediating and Moderating Effects | **Jose Proenca**, Widener U.

🗣️ 📄 Restructuring in Response to Case-mix Reimbursement in Nursing Homes: A Contingency Approach | **Jacqueline Zinn**, Temple U.; **Zhanlian Feng**, Brown U.; **Vincent Mor**, Brown U.; **Orna Intrator**, Brown U.; **David Grabowski**, Harvard U.

HCM Best Paper Award Nominee

➔ 🗣️ The Effect of Organizational Structure on the Operating Room Scheduling Process | **Maresi Berry**, U. of Heidelberg; **Thomas Berry-Stölzle**, U. of Cologne; **Alexander Schleppers**, U. of Heidelberg

1430 : (Paper Session) - (HR) **HR and Teams**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 112A

Chair: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

Discussant: **Michael David Johnson**, U. of Washington

🗣️ 📄 The Team Role Test: Development and Validation of a Team Role Knowledge Situational Judgment Test | **Troy Victor Mumford**, Utah State U.; **Chad H. Van Iddekinge**, Florida State U.; **Michael A. Campion**, Purdue U.

🗣️ 📄 Towards a "Big Shoes To Fill" Theory of Succession: An Empirical Test for Teams | **Subrata Chakrabarty**, Texas A&M U.; **Dwayne Whitten**, Texas A&M U.; **Bradley L. Kirkman**, Texas A&M U.

🗣️ ➔ 🗣️ 📄 The Effectiveness of Teams in Organizations: A Meta-Analysis | **Andreas W. Richter**, Instituto de Empresa; **Jeremy Dawson**, Aston U.; **Michael West**, Aston U.

Exploring Team Innovation: The Role of Team Intangible Assets and Exploratory Search | **Erika E. Harden**, Rutgers U.

1431 : (Paper Session) - (HR) **Predictors of Individual Performance**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 112B

Chair: **James V. Neblett**, Chapman U.

Discussant: **Brian R. Dineen**, U. of Kentucky

- 📖 An Examination of Ability-based Emotional Intelligence and Job Performance | **Donald H. Kluemper**, Louisiana State U.; **Timothy DeGroot**, Oklahoma State U.
- 🗣️ Predicting NFL Performance: The Role of Can-do and Will-do Factors | **Brian D. Lyons**, California State U. Fresno; **John W. Michel**, Towson U.; **Kevin J. Williams**, U. of Albany, State U. of New York
- 📖 A Fresh Perspective on Extraversion and Automobile Sales Success | **Richard Robert Bacha**, Pennsylvania State U., York; **Cathy Dubois**, Kent State U.
- 📖 Auditor Effectiveness and Efficiency in Workpaper Review: The Impact of Regulatory Focus | **Huigang Liang**, Temple U.; **Yajiong Xue**, Florida Atlantic U.; **Liansheng Wu**, Peking U.

1432 : (Paper Session) - (HR) HRM in Different Contexts

4:10pm - 5:20pm Pennsylvania Convention Center: Room 113C

Chair: **Martin R. Camarata**, U. of Akron

Discussant: **Nancy E. Day**, U. of Missouri, Kansas City

- 🗣️ Understanding the "I" in Virtual Teams: Individual Characteristics and Virtual Team Member Outcomes | **N. Sharon Hill**, U. of Maryland; **Kathryn M. Bartol**, U. of Maryland, College Park
- 🗣️ Employee Attitudes, Customer Satisfaction, and Sales: Assessing the Linkages in US Grocery Stores | **Daniel H. Simon**, Cornell U.; **Miguel Gomez**, Cornell U.; **Ed McLaughlin**, Cornell U.
- 🗣️ Exploring Boundaries of the Effects of Corporate Image: The Role of Applicant Individual Differences | **Wei-Chi Tsai**, National Chengchi U., Taiwan; **Irene W. F. Yang**, National Chiao Tung U.
- 🗣️ Temporary Workers as Customers: Defining Temporary Work Agencies' Service Quality | **Cindy Wu**, Baylor U.; **Chung-Tzer Liu**, Soochow U.; **Chun-Wei Hu**, Soochow U.

1433 🗣️JS: (HR, MED, ODC) Using Action Learning to Develop Shared Leadership Skills

4:10pm - 5:20pm Pennsylvania Convention Center: Room 113B

Chair: **Skipton Leonard**, George Washington U.

Discussant: **Craig L. Pearce**, Claremont Graduate U.

- Action Learning and Shared Leadership – a Complementary Fit | **Skipton Leonard**, George Washington U.
- Questions and Shared Leadership | **Michael Marquardt**, George Washington U.
- Action Learning and Organization Development & Change | **Arthur Freedman**, U. of Pennsylvania
- Developing Shared Leadership Practices Through Action Learning Projects | **Cynthia D. McCauley**, Center for Creative Leadership; **Patricia M. G. O'Connor**, Center for Creative Leadership
- Developmental Interventions for Shared Leadership | **Jay Alden Conger**, U. of Southern California; **Susan E. Murphy**, Kravis Leadership Institute

1434 → 📖: (Paper Session) - (IM) Firm Diversification, Governance and Internationalization

4:10pm - 5:20pm Philadelphia Marriott: Franklin 3

Chair: **Mo Yamin**, U. of Manchester

Discussant: **Thomas Roehl**, Western Washington U.

- 📖 Firm Governance, International Diversification and Performance | **Ajai S Gaur**, National U. of Singapore
- 📖 Assessing Half a Century Of Research on International Diversification and Firm Performance | **Leslie E Palich**, Baylor U.; **Laura B. Cardinal**, Tulane U.; **Chet Miller**, Wake Forest U.
- 📖 Do Investors Value Globalization? The Effects of Firm Internationalization on IPO Underpricing | **William Ross O'Brien**, U. of Texas, Arlington; **Hussam Ahmad Al-Shammari**, Indiana U. of Pennsylvania; **Yousuf Hamed AlBusaidi**, Sultan Qaboos U.
- Product Strategy and Industrial Leadership: Firm and Country Effects in the Floppy Drive Industry | **David McKendrick**, U. of Durham; **Anand Swaminathan**, U. of California, Davis; **James Wade**, Rutgers U.

1435 → 📖: (IM) Barry Richman Dissertation Award Finalists Session

4:10pm - 5:20pm Philadelphia Marriott: Franklin 4

Division Chair: **Ravi Ramamurti**, Northeastern U.

Chair: **Julian Birkinshaw**, London Business School

- The Evolution of International JVs: Multiple Waves of Structural Change, Performance, and Survival | **Chris Changwha Chung**, Florida International U.
- Strategic Responses to Low Cost Country Competition: Conceptual and Empirical Analyses of Manufacturing Industries in US and Germany | **Peter Koerte**, Otto Beisheim Graduate School of Management (WHU)
- Top Management Team Diversity: A Multilevel Exploration of Antecedents and Consequences | **Sabina Tacheva**, Copenhagen Business School
- The Social Underpinnings of Absorptive Capacity: External Knowledge, Social Networks, and Individual Innovativeness | **Marco Tortoriello**, HEC Paris

1436 → 📖: (Paper Session) - (IM) MNC Subsidiaries in the Spot Light

4:10pm - 5:20pm Philadelphia Marriott: Room 414

Chair: **Rajaram Veliyath**, Kennesaw State U.

Discussant: **Lilach Nachum**, Baruch College

- 📖 Inter-Subsidiary Collaboration for Knowledge: A Conceptual Model | **Devi R Gnyawali**, Virginia Tech; **Manisha Singal**, Virginia Tech; **Shaohua Mu**, Baylor U.
- Understanding Subsidiary Autonomy by A Network Perspective: An Examination of Taiwanese Manufacturers | **Yu-Ching Chiao**, National Chung-Hsing U.; **Kung-Pao Ying**, National Chengchi U.; **Chow-Ming Yu**, National Chengchi U., Taiwan
- 📖 The Impact of Headquarters' Attention on Subsidiary Performance | **Tina Claudia Ambos**, Vienna U. of Economics and Business Administration
- 📖 The Structure of Multinational Subsidiary Networks: An Exploratory Social Network Analysis | **Tohyun Kim**, U. of Hawaii

1437 : (Paper Session) - (IP) Social Capital Benefits for Organizational Learning

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Nora Misiolek**, Marist College

BPS: Internal and External Knowledge Sources of Innovation and the Role of Knowledge Acquisition | **Alexander S. Alexiev**, RSM Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

BPS: Social Capital and Innovation: Assessing the Mediating Role of Knowledge-Processing Capabilities | **Hsueh Liang Wu**, National Cheng Kung U.; **Shih-Chieh Fang**, National Cheng Kung U.; **Ming-Te Lai**, National Cheng Kung U.

TIM: Knowledge and Social Network Contingencies in Organizational Innovation: A Process Perspective | **Eric Quintane**, U. of Melbourne; **B. Sebastian Reiche**, U. of Melbourne; **R Mitch Casselman**, U. of Melbourne

TIM: Winning the Race | **Xing Zhong**, U. of Chicago

→ **OMT:** In Search of Innovation: Beyond Local Neighborhoods and Rigid Ties | **Riitta Katila**, Stanford U.; **Risto Miikkulainen**, U. of Texas, Austin

1438 : (Paper Session) - (IP) Supply Chain Design III

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Laura Rock Kopczak**, Dartmouth College

🗨️ **OM:** Supply Chain Collaboration: Measurement and Determinants | **Jean-Marc Frayert**, Ecole Polytechnique Montreal; **Sophie D'Amours**, Universite Laval

🗨️ → **OM:** Financial Evaluation: The Next Step in Supply Chain Design | **Peter D Ball**, Cranfield U.; **Pavel Albores**, Aston Business School; **Doug Love**, Aston Business School

→ **OCIS:** Buyer-Supplier Relationships under Uncertainty: An Economic Perspective | **Liang-Chuan Wu**, National Taiwan U.; **Chong-Shyong Ong**, National Taiwan U.

TIM: The Costs of Interorganizational IT Innovation Adoption: RFID Technologies in Supply Networks | **Raluca Bunduchi**, U. of Aberdeen; **Alison Smart**, Manchester Business School; **Martina Gerst**, U. of Edinburgh

1439 : (Paper Session) - (IP) Team Leadership

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Karl Galen Kroeck**, Florida International U.

🗨️ **OB:** How Conflict Mediates Between Leadership Network Structures and Turnover Intentions | **Prasad Balkundi**, State U. of New York, Buffalo; **Judd Michael**, Pennsylvania State U.; **Zoe Barsness**, U. of Washington, Tacoma

ODC: Exploring The Impact of Changes in Group-Level Leadership On Change Implementation | **Karen S. Whelan-Berry**, Utah Valley State College; **Patricia L Alexander**, Texas Wesleyan U.

MSR: Project Spirit Expression-Components, Building-Blocks and Impact on Success: Managing Spirit | **Zvi H. Aronson**, Stevens Institute of Technology; **Aaron J. Shenhar**, Stevens Institute of Technology; **Richard R Reilly**, Stevens Institute of Technology

→ **HR:** The Effects of Team Coaching and Team Reflexivity on R&D Team Effectiveness: Evidence from Taiwan | **Chin-Yun Liu**, Tainan U. of Technology / National Sun Yat-sen U.; **Andrew Pirola-Merlo**, Monash U.; **Ing-Chung Huang**, National Kaohsiung U.; **Chin-Ann Yang**, National Sun Yat-Sen U.

1440 : (Paper Session) - (IP) The Context of Ethical Behavior

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Gary R. Weaver**, U. of Delaware

🗨️ **BPS:** Households' Willingness to Pay for Public Goods: Evidence from Patagonia's Organic Cotton | **Ramon Casadesus-Masanell**, Harvard U.; **Michael Crooke**, Revolution Living; **Forest Reinhardt**, Harvard U.; **Vishal Vasisht**, Revolution Living

🗨️ **ONE:** Corporate Strategy, the Environment and Mintzberg's Strategic Framework | **Shima Barakat**, Manchester U.

→ 🗨️ **SIM:** Confucian Business Ethics in Practice: The Case of Sinyi Real Estate | **Terence Soo-hung Tsai**, Chinese U. of Hong Kong; **Michael N. Young**, Hong Kong Baptist U.; **Bor-Shiuan Cheng**, National Taiwan U.

MSR: Can the Fair Trade Movement Enrich Traditional Business Ethics? | **Luc K Audrebrand**, HEC Montreal; **Thierry Pauchant**, HEC Montreal

SIM: Moral Organizational Learning by Discursive Struggle: Citigroup and the Rainforest Action Network | **Heiko Spitzbeck**, St. Gallen U.

1441 : (Paper Session) - (IP) Challenges in a Diverse Workforce I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Mary Hogue**, Kent State U.

🗨️ **OB:** Cox and Blake Revisited: Empirical Evidence of the Advantages of Diversity in Organizations | **Jamie A. Gruman**, U. of Guelph; **Joanna Heathcote**, U. of Toronto at Scarborough; **Kristyn A. Scott**, U. of Toronto at Scarborough

→ **GDO:** A Relational Framework for Equal Employment Opportunity: The Case of the Asia Pacific Context | **Jawad Syed**, Macquarie U., Sydney; **Mustafa F Ozbilgin**, U. of East Anglia

🗨️ **GDO:** A Value-Based Contextualist Approach to Diversity | **Mary Fambrough**, Alliant International U.

→ 🗨️ **GDO:** Legal Recognition of Same-Sex Domestic Partnerships: The Challenge to MNCs | **Kathryn Lee Blackmon**, Oxford U.

1442 : (Paper Session) - (IP) Management Education

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Carolyn Wiley**, Roosevelt U.

🗨️ **MED:** Class Attendance and Student Performance in Management Education: An Exploratory Analysis | **Luis Antonio Perez-Batres**, Central Michigan U.; **Jim W. Westerman**, Appalachian State U.; **Betty S Coffey**, Appalachian State U.; **Richard Pouder**, Appalachian State U.

🗨️ 🗨️ **CAR:** Analysis of Work Preferences among Business Majors: Enabling Students to Do Well In Their Careers | **G Ronald Gilbert**, Florida International U.; **Ravi Sohi**, U. of Nebraska; **Dana Farrow**, Florida International U.

→ **CAR:** An Exploratory Study of Regional Effects on MBA Student Career Preparation | **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Regina F. Bento**, Harvard U.; **Alvin Hwang**, Pace U. **Nominee for The Careers Division Applied Paper Award**

🗨️ **MED:** The Integrative Logic and Skill Development in Teaching Strategic Management As a Capstone Course | **John Chong**, Savannah State U.

🗨️ **GDO:** Using Experiential Learning Theory to Counter-Balance Diversity Education | **J. Goosby Smith**, Butler U.

1443 : (Paper Session) - (IP) Executive Succession and Influence

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **John Stephan**, Marist College

📖 **BPS**: Hubris and Firm Performance: Driving Growth, But at What Price? | **David Kern**, Northeastern State U.; **Margaret A White**, Oklahoma State U.

🗣️ **MH**: 75 Years of Lessons Learned: Chief Executive Officer Values and Corporate Social Responsibility | **Carol-Ann Tetrault Sirsly**, Concordia U.

BPS: The Good Soldier as the Good General: Agent Selection in New Venture TMTs | **B. Jaron Harvey**, U. of Oklahoma

📖 **MOC**: The Past is Present: Historical Precedent and CEO Succession | **John Stephan**, Marist College; **Seema Pissaris**, Florida Atlantic U

OMT: The Model of Right-hand People: CEO Power and Turnover in the Japanese Automobile Assemblers | **Hitoshi Mitsuhashi**, U. of Tsukuba

1444 : (Paper Session) - (IP) Governance Structure and Process I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Allard C.R. Van Riel**, U. of Liège

🗣️ **OMT**: Compliance with Corporate Governance Codes in The Netherlands | **Gerwin Van der Laan**, U. of Groningen; **Hans Van Ees**, U. of Groningen; **Arjen Van Witteloostuijn**, U. of Antwerp

BPS: CEO Option Pay and CEO Risk Taking: The Moderating Effects of Corporate Governance | **Hussam Ahmad Al-Shammari**, Indiana U. of Pennsylvania; **Abdul Rasheed**, U. of Texas, Arlington

OB: Corporate Governance: Determinants of Effective Decision-Making | **Beverley Judith Edlin**, Massey U. Palmerston North

📖 **BPS**: The Adoption of Supermajority-Independent Boards in the Post-Enron Era | **Xia Zhao**, California State U. Dominguez Hills; **Richard Harrison**, U. of Texas at Dallas

1445 : (Paper Session) - (IP) Career Paths

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Yoav Vardi**, Tel Aviv U.

📖 **OB**: Unpacking Prior Experience: How Career History Affects Job Performance | **Gina Dokko**, New York U.; **Steffanie L. Wilk**, Ohio State U.; **Nancy Rothbard**, U. of Pennsylvania

📖 **OB**: Cultural Differences in Feedback Seeking Intentions: A Policy Capturing Study | **Heather Anne MacDonald**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo; **Lorne M. Sulsky**, Wilfrid Laurier U.

CAR: Rebounding from a Loss: Network Composition and the Subsequent Career Moves of Ousted Leaders | **Daniel S. Halgin**, Boston College

1446 : (Paper Session) - (IP) Organizational Learning II

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Karynne L. Turner**, Georgia State U.

📖 **OMT**: Organizational Experience and Market Creation | **June-Young Kim**, Marquette U.; **Anne S Miner**, U. of Wisconsin, Madison

TIM: Champions of Revealing – The Role of Open Source Developers in Commercial Firms | **Joachim Henkel**, Technical U. of Munich

BPS: Resource Bundling, Exploitative and Exploratory Learning, and Strategic Change Capabilities | **Yaqun Yi**, Xi'an Jiaotong U.; **Yuan Li**, Xian Jiaotong U.; **Hong Zhu**, Texas A&M U.

➔ **TIM**: Business Concept as the Map of Technology: Determinants of Performance in Corporate R&D | **Yasuo Sugiyama**, Kyoto U.

➔ **ODC**: In the Pursuit of Understanding How Balancing Lower and Higher-Order Learning May Happen | **Bjarne Espedal**, Norwegian School of Economics and Business Administration

1447 : (Paper Session) - (IP) Public Policy Influence on Firms

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Angela L. Bies**, Texas A&M U.

🗣️ **PNP**: Public Management Policy Change in Italy: Political Turnover, Entrepreneurs and Routines | **Valentina Mele**, Bocconi U.

➔ **IM**: Southeast Asian Regulatory Environments and FDI Inflows | **George O. White III**, U. of Texas at El Paso; **Lance Brouters**, U. of Texas at El Paso

MH: Business, Government, and Society: An Evolving Social Contract | **Robin Taylor Byerly**, Appalachian State U.

➔ **BPS**: Thinking Locally, Acting Locally: Crony Capitalism and the Strategy of Brazilian Domestic Actors | **Sergio Giovanetti Lazzarini**, Ibmec São Paulo

📖 **PNP**: Emergent Management Strategies in the Public Sector: A Case Study of Alternative Fuel Vehicles | **Benoy Jacob**, U. of Illinois - Chicago; **Terence Simms**, U. of Illinois - Chicago; **Eric Welch**, U. of Illinois - Chicago

1448 : (Paper Session) - (IP) Recruitment and Selection

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Donna Maria Blancero**, National Society of Hispanic MBAs

🗣️ **GDO**: The Role of Sociolinguistic Cues in the Evaluation of Job Candidates | **Eileen Kwesiga**, Bryant U.

HR: Recruitment as Information Search: The Role of Need for Cognition in Employee Application Decisions | **Tobias Michael Huning**, U. of Memphis; **Karen R. Moffitt**, U. of Memphis

HCM: A House Divided: Cooperative and Competitive Recruitment in Vital Industries | **Ivan Muslin**, U. of Memphis; **Matthew James Hargrove**, U. of Memphis

📖 **OMT**: The Practice of Sense-Making and Repair during Recruitment Interviews | **Nick Llewellyn**, U. of Warwick

➔ **OB**: Overqualified Employees: Too Good to Hire or Too Good to Be True? | **Berrin Erdogan**, Portland State U.; **Talya N. Bauer**, Portland State U.

1449 (MC) Coaching Education in Academia: Does it Fit and Where?

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom B

Participants: **John L. Bennett**, Queens U. of Charlotte; **Dianne Stober**, Fielding Graduate U.; **Robert Hicks**, U. of Texas at Dallas

1450 📄➔📄: (Paper Session) - (MC) Relationships in Consulting: Building Theory and Developing Research

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom C1

Chair: **Gary Wagenheim**, Simon Fraser U.

Discussants: **Derrick E. D'Souza**, U. of North Texas; **Rubina Mahsud**, St. John's U.; **Mary S. Logan**, London School of Economics and Political Science

The Consultant-Client Relationship: A Systems-Theoretical Perspective | **Michael Mohe**, U. of Oldenburg; **David Nils Seidl**, U. of Munich

📄📄Beyond Agency: Institutional and Strategic Management Perspectives on Segment Reporting Regulation | **Petri J. Karisto**, U. of Tampere; **Kari A Lohivesi**, U. of Tampere

📄📄The Relationship between Approach and Avoidance Goal Orientation and Salespeople's Performance | **Kang-Ning Xia**, National Chengchi U.; **Yu-Tse Lin**, National Chengchi U.

1451 📄📄📄: (Paper Session) - (MED) Teaching Strategy: Different Options

4:10pm - 5:20pm Pennsylvania Convention Center: Room 109A

Chair: **Lori A. Peterson**, Augsburg College

Discussant: **Jon Billsberry**, Open U.

To Boldly Go Where Few Have Gone Before: Teaching Strategy with Moving Images | **Veronique Ambrosini**, Cranfield U.; **Jon Billsberry**, Open U.; **Nardine Collier**, Cranfield U.

📄📄Assessing MBA Program Effectiveness in Developing Strategic Thinking Skills: A Pre/Post Study | **Lynn Harland**, U. of Nebraska, Omaha; **Rebecca Morris**, U. of Nebraska at Omaha; **Anne Elizabeth Herman**, U. of Nebraska, Omaha

📄📄Undergraduate Business Students and the Strategic Management Capstone | **Stephane A. Tywoniak**, Queensland U. of Technology; **Robert Waldersee**, QUT

📄📄Using Experts' Learning to Inform Executive Education | **Ellen F. Goldman**, George Washington U.

1452 📄: (MED) Preparing Students for the 21st Century: A Service Dominant Logic for Management Education

4:10pm - 5:20pm Pennsylvania Convention Center: Room 109B

Organizer: **Robert C. Ford**, U. of Central Florida

Participants: **David E Bowen**, Thunderbird, American Graduate School of International Mgmt.; **Mark Davis**, Bentley College; **Lynda Aiman-Smith**, NCSU; **Duncan Dickson**, U. of Central Florida

1453 📄: (Paper Session) - (MOC) Organizational Identification

4:10pm - 5:30pm Pennsylvania Convention Center: Room 110A

Chair: **Johanna P. Bishop**, Wilmington College

Discussant: **C. V. Harquail**, Independent Scholar

Need for Identification and Identity Salience: The Effects on Multiple Work-Related Identities | **Melissa Mayhew**, U. of Queensland; **John Gardner**, U. of Queensland

📄Mechanisms of Identification: Why Employees Identify with Professions, Organizations, and Workgroups | **Heather C. Vough**, U. of Illinois, Urbana-Champaign

Interaction of Collective Identity and Social Identification on Professional Employee Performance | **David R. Hekman**, U. of Washington

Meaningfulness, Organizational Identification, Positive Experiences, and Creative Performance | **Ravit Cohen-Meitar**, Bar-Ilan U.; **Abraham Carmeli**, Bar Ilan U.

1454 📄JS: (MOC, BPS) Time, Cognition, and Action: Developing a Multi-Level Perspective

4:10pm - 5:30pm Pennsylvania Convention Center: Room 113A

Chair: **Sucheta Nadkarni**, U. of Nebraska

Discussant: **Gregory G Dess**, U. of Texas, Dallas

Some People Like Clocks and Some People Don't | **Sally Blount**, New York U.; **Sophie Leroy**, New York U.

Temporal Individual Differences, Temporal Cognition, and Performance in Teams: A Field Study | **Susan Mohammed**, Pennsylvania State U.

Industry Velocity, Mental Maps and Speed of Strategic Response | **Pamela S. Barr**, Georgia State U.; **Sucheta Nadkarni**, U. of Nebraska

Organizational and Strategic Processes Underlying Strategic Agility: Lessons from Two Field Studies | **Vadake Narayanan**, Drexel U.

1455 📄: (Paper Session) - (OB) Pulling Back the Curtain: What Makes Teams Work Well

4:10pm - 5:20pm Philadelphia Marriott: Independence I

Chair: **Rhetta Long Standifer**, U. of Wisconsin, Eau Claire

Discussant: **Anthony Pescosolido**, U. of New Hampshire

📄📄Holding the Group Together, Getting Little of the Credit: The Role of the "Glue Guy" | **Alexander Bolinger**, U. of Utah

📄Harmful Help: The Cost of Backing Up Behavior in Teams | **Christopher M. Barnes**, Michigan State U.; **John Hollenbeck**, Michigan State U.; **David T. Wagner**, Michigan State U.

Does More Than One Cook Spoil the Broth? An Examination of Shared Team Leadership | **Jonathan C. Ziegert**, Drexel U.

📄Pressure Points and Pressure Sores in Multifunctional Healthcare Teams | **Niti Pandey**, U. of Illinois, Urbana-Champaign; **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign

1456 ➔📄: (Paper Session) - (OB) Executives and Leadership

4:10pm - 5:20pm Philadelphia Marriott: Independence II

Chair: **Brigid Jan Carroll**, U. of Auckland

Discussant: **Tiffany Hansbrough**, Baldwin Wallace College

📄Executive Job Demands: Definition and Measurement | **Jennifer Jordan**, Kellogg School of Management, Northwestern U.; **Michael E. Brown**, Pennsylvania State U.; **Linda K. Trevino**, Pennsylvania State U.; **Sydney Finkelstein**, Dartmouth College

📄Change Leader Retention: Social Capital, Organizational Commitment and Balancing Career Commitment | **Zara F. Larsen**, Case Western Reserve U.

📄Mergers and Acquisitions: The Role of Leadership | **Aleksey A. Tikhomirov**, Binghamton U.; **William D. Spangler**, State U. of New York, Binghamton

📄Relating CEO Values to Follower Affective Commitment: The Role of Value-Behavior Congruence | **Ping Ping Fu**, Chinese U. of Hong Kong; **Anne S. Tsui**, Arizona State U.; **Jun Liu**, Renmin U.

1457 📄: (Paper Session) - (OB) Breaking New Conceptual Ground: Duty, Humility, and Docility

📄 Teaching-oriented | 📄 Practice-oriented | ➔ International-oriented | 🗨 Theme-oriented | 📄 Research-oriented | 🗨 Visual Presentation | 📄 Best Paper Proceedings

4:10pm - 5:20pm Philadelphia Marriott: Independence III

Chair: Catherine Flynn, Kaplan U.**Discussant: Ruth Wageman**, Harvard U.Humility in Organizational Contexts: Scale Development and Construct Validation | **Bradley Paul Owens**, U. of Washington☞ Making Duty Work: A Qualitative Study of Duty in the Workplace | **Connie Boudens**, U. of Michigan, Ann Arbor📄 Super-Docility in Organizations: An Evolutionary Model | **Davide Secchi**, U. of Wisconsin, La Crosse; **Emanuele Bardone**, U. of Pavia**1458** → 📄: (Paper Session) - (OB) **Venus and Mars: Gender Dynamics in Organizations**

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom A

Chair: Robert G. DelCampo, U. of New Mexico**Discussant: Sandra Spataro**, Cornell U.An Exploratory Study of Gender Stereotyping and Sexism: Measuring Organizational Climate & Behavior | **Janet Bell Crawford**, St. Mary's U.→ The Values of Males and Females in the East and West: Are They Diverging or Converging? | **Edward F. Murphy**, Embry Riddle Aeronautical U.; **Regina Greenwood**, Kettering U.; **Sankalp Chaturvedi**, National U. of Singapore; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Mui Dora Luk**, City U. of Hong Kong; **Sergio Madero**, Tec De Monterrey; **Terrell G. Manyak**, Nova Southeastern U.; **Bahaudin Mujtaba**, Nova Southeastern U.; **Arnel Onesimo O. Uy**, De La Salle U.; **Shaista Ehsan Khilji**, George Washington U.; **Mark David Woodhull**, Touro U. International📄 Competitive Rivalries Between Women Executives: An Impetus for Negative Biases Toward Each Other | **Ashleigh Shelby Rosette**, Duke U.; **Leigh Plunkett Tost**, Duke U.; **Morela Hernandez**, U. of Washington; **Sim B. Sitkin**, Duke U.📄 The Effect of Gender Dissimilarity on the Relationships Between Person-Group Fit and Work Attitudes | **Min-Soo Kim**, Ewha Women's U.; **Sun Young Kim**, Samsung Electronics; **Yuhung Shin**, Sung Kyun Kwan**1459** → 📄: (Paper Session) - (OB) **Just Desserts: Outcomes of Justice**

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom B

Chair: Alisa Mosley, Jackson State U.**Discussant: David L. Patient**, Catholic U. of Portugal - FCEEOrganizational Justice and Employee Creativity | **Jaepil Choi**, Hong Kong U. of Science and Technology→ How Does Distributive Justice Affect Work Attitudes? The Moderating Effects of Autonomy | **Jarrod M. Haar**, U. of Waikato; **Chester S. Spell**, Rutgers U.☞ 📄 Task-Goal Interdependence Congruence and Social Exchanges: Exploring a Procedural Justice Framework | **Daniel Gregory Bachrach**, U. of Alabama; **Brian J. Collins**, U. of Alabama; **Philip M. Podsakoff**, Indiana U.📄 The Influence of Justice History on Fairness Effects: A Test of Uncertainty Management Theory | **Christopher O. L. H. Porter**, Texas A&M U.; **Sandra Wolverton DeGrassi**, Texas A&M U.; **Donald E. Conlon**, Michigan State U.**1460** 📄: (Paper Session) - (OB) **Person-Organization Fit: New Directions**

📄 Teaching-oriented | ☞ Practice-oriented | → International-oriented | ☞ Theme-oriented | 📄 Research-oriented | 🗨 Visual Presentation | 📄 Best Paper Proceedings

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom C

Chair: Charles K. Parsons, Georgia Institute of Technology**Discussant: Margaret Diddams**, Seattle Pacific U.Going Beyond Current Conceptualizations of P-E Fit and Presenting a Status Report on the Literature | **Aarti Ramaswami**, Indiana U. Bloomington📄 Outcomes of Multidimensional Misfit: An Empirical Test of a Theoretical Model | **Anthony R. Wheeler**, Bradley U.; **Robyn L. Brouer**, Florida State U.; **Vickie Coleman Gallagher**, Northern Kentucky University; **Chris J. Sablinski**, California State U. Sacramento📄 FIT: Scale Development and Initial Validation of a New Measure | **Kevin Carlson**, Virginia Tech; **Andrew O. Herdman**, Virginia Tech📄 Considering the Contextualized Person: A Person-In-Context Approach to Goal Commitment | **Stephanie Marie Merritt**, Michigan State U.; **Neal Schmitt**, Michigan State U.; **Alyssa Jill Friede**, DePaul U.; **Anna L. Imus**, Michigan State U.; **Frederick L. Oswald**, Michigan State U.; **Brian Kim**, Occidental College**1461** 📄: (Paper Session) - (OB) **Social Networks: New Research Directions**

4:10pm - 5:20pm Philadelphia Marriott: Room 301

Chair: Lu Jiang, Tsinghua U.**Discussant: Edward W. Rogers**, NASA Goddard Space Flight CenterSocial Networks and Group Effectiveness: The Role of External Network Ties | **Diego Maria Macri**, U. of Modena and Reggio Emilia; **Maria Rita Tagliaventi**, U. of BolognaStructural Facilitators of Organizational Network Change | **Keith O'Neil Hunter**, Carnegie Mellon U.; **David Krackhardt**, Carnegie Mellon U.📄 Social Network Positions and Social Undermining Roles | **Ruolian Fang**, U. of Minnesota; **Michelle K. Duffy**, U. of Minnesota; **Jason D. Shaw**, U. of Minnesota; **Jonathan Lewis Johnson**, U. of Arkansas; **Daniel E. Lockhart**, U. of Kentucky**1462** 📄: (Paper Session) - (OB) **Organizational Citizenship Behaviors: Fundamental Issues**

4:10pm - 5:20pm Philadelphia Marriott: Room 309

Chair: J. Bret Becton, Winthrop U.**Discussant: Jerry Bryan Fuller**, Louisiana Tech U.Does The Correlation Between Affect and Organizational Citizenship Behavior Exist? A Meta-Analysis | **Jonathan D. Raelin**, George Washington U.; **Melissa Knott**, George Washington U.☞ → 📄 Understanding, Explaining and Correctly Measuring Citizenship Behavior | **Luis Ortiz**, New Mexico Highlands U.The Influence of Collectivism and Rater Error on Organizational Citizenship Behaviors | **Philsung Kim**, Korea Advanced Institute of Science & Technology; **Ji-Hwan Lee**, Korea Advanced Institute of Science & TechnologyToward a Theory of Role Breadth in Organizations | **Magda Donia**, Concordia U.**1463** ☞ 📄: (OB) **Values in Management**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103A

Chairs: Shaul Oreg, U. of Haifa; **Yair Berson**, U. of Haifa**Discussant: Joyce Bono**, U. of Minnesota

Executive Values: Relationships with Perceptions of Charisma and Followers' Affective Commitment | **Shaul Oreg**, U. of Haifa; **Yair Berson**, U. of Haifa

Workplace Olympics: Inspiring Great Performance through Fundamental Values-in-Use | **Alexandros Papalexandris**, Athens U. of Economics and Business; **Maria Vakola**, Athens U. of Economics and Business; **Gregory P. Prastacos**, Athens U. of Economics and Business

Toward an Understanding of Leadership and Values Congruence at the Upper Echelons of Organizations | **David Waldman**, Arizona State U.; **Nathan T. Washburn**, Arizona State U.; **Mary F. Sully De Luque**, Thunderbird School of Global Management

Values of Managers: What, How, and Why? | **Lilach Sagiv**, Hebrew U. of Jerusalem; **Sonia Roccas**, Open U. Israel; **Sharon Arieli**, Hebrew U. of Jerusalem; **Adi Amit**, Hebrew U. of Jerusalem

1464 📄: (Paper Session) - (OB) **Leadership: Nature Versus Nurture**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103B

Chair: **Stephen C. Betts**, William Paterson U.

Discussant: **Russ Marion**, Clemson U.

📄 Affectivity, Core Self-Evaluations and Leadership Role

Occupancy: A Genetic Perspective | **Jing Zhu**, U. of Minnesota; **Richard Arvey**, U. of Minnesota

➔ 📄 Global Leader Effectiveness: Big 5 Personality and Adaptive Competencies | **Soon Ang**, Nanyang Technological U.; **Linn Van Dyne**, Michigan State U.; **Jean Leslie**, Center for Creative Leadership

📄 Leader Attunement: A Critical Component of Leader Self-Awareness | **Scott N. Taylor**, Boston U.

The Leader's Call of Solitude: Solitude as a Mechanism for Authentic Leadership Development | **Dimitris Bourantas**, Athens U. of Economics and Business; **Olga Epitropaki**, ALBA Business School; **Evi Papalois**, Athens U. of Economics and Business

1465 📄: (Paper Session) - (OB) **Stress and Well-Being**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 110B

Chair: **Mina Westman**, Tel Aviv U.

Discussant: **Angela Miles**, North Carolina A&T State U.

The Moderating Effects of Reputation on the Accountability as Stressor-Strain Relationship | **Mary Dana Laird**, Florida State U.; **Robert Zinko**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **Gerald R. Ferris**, Florida State U.

📄 The Attenuating Effect of Work Environment Perceptions on the Stressor-Strain-Performance Framework | **Artur Baldauf**, U. of Bern; **David W. Cravens**, Texas Christian U.; **Simone Zeller**, U. of Bern

📄 Work Stress: A Sketch of the Dispositional Causes of Work Stress | **Carrie Blair**, U. of Tennessee, Knoxville; **John Meriac**, U. of Tennessee, Knoxville; **Michael Lane Morris**, U. of Tennessee, Knoxville

Asymmetrical Effects of Positive Job Experiences and Generalized Workplace Harassment on Well-Being | **Jenny M. Hoobler**, U. of Illinois, Chicago; **Kathleen R. Rospenda**, U. of Illinois, Chicago; **Grace Lemmon**, U. of Illinois, Chicago

1466 📄🗣️📄: (OCIS) **Emergent Communication and Knowledge Creation & Sharing under Risk**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom J

Organizer: **Kuo Frank Yu**, U. of California, Berkeley

Chair: **Karlene H. Roberts**, U. of California, Berkeley

Discussant: **William H. Starbuck**, U. of Oregon

Communicating in Distributed Decision-making Contexts: Integrating Situated Cognitions | **Kuo Frank Yu**, U. of California, Berkeley; **Karlene H. Roberts**, U. of California, Berkeley

Resilient Sense-making and Knowledge Sharing during Patient Care Transition in Healthcare | **Jenny W. Rudolph**, Boston U.; **Sarah Goldhaber-Fiebert**, Massachusetts General Hospital

The Link between Incident Reporting and Organizational Learning | **Rangaraj Ramanujam**, Purdue U.

How Social Knowledge Processes Enable Responses to Risk, Surprise and Uncertainty | **David Obstfeld**, U. of California, Irvine

Effect of Social Structure and Innovation Processes on Risk of Entrepreneurship | **Andrew B. Hargadon**, U. of California, Davis; **Rodney Lacey**, U. of California, Irvine / U. of California, Davis / London School of Business

1467 📄: (Paper Session) - (OCIS) **E-Commerce and E-Government**

4:10pm - 5:20pm Philadelphia Marriott: Room 307

Chair: **Pamela S. Galluch**, Clemson U.

Discussant: **Anca Metiu**, ESSEC, France

➔ 📄 The Impact of Web Technologies on Firm Performance: An International Perspective | **José Manuel Hurtado González**, Pablo de Olavide U.; **Sebastian Bruque**, U. of Jaen; **Jose Luis Galan**, U. of Seville

📄 When Does E-commerce Matter for Firm Performance? And How Long Does it Take? | **Andrea Ordanini**, Bocconi U.; **Gaia Rubera**, Bocconi U.

🗣️➔ 📄 Online Reverse Auctions Use and the Dance of Trust: Maintaining or Deteriorating Relationships | **Mohamed Hedi Charki**, EDHEC Business School/Paris Dauphine University - Crépa Research Center; **Emmanuel Josserand**, U. of Geneva

➔ 📄 Assessing E-Government Success: Integrating Trust and Delone and Mclean's IS Success Model | **Thompson SH Teo**, National U. of Singapore; **Shirish C Srivastava**, National U. of Singapore; **Li Jiang**, National U. of Singapore

1468 : (Paper Session) - (ODC) **Change Management Skills**

4:10pm - 5:20pm Loews Philadelphia: Commonwealth D

Chair: **Richard W. Stackman**, U. of San Francisco

Middle Management Skills in Planned Change | **Ole Hope**, Norwegian School of Economics and Business Administration

🗣️🗣️📄 The Important Role of Change Management in Environmental Management System Implementation | **Shannon K. Graves**, Clarkson U.; **Mary E. Graham**, Clarkson U.; **Farzad Mahmoodi**, Clarkson U.

🗣️ Managing Integrators Where Integration Matters: Insights from Symbolic Industries | **Rossella Cappetta**, Bocconi U.; **Paola Cillo**, Bocconi U.

📄 'Kill Bill' and the Change Agent: The Genre Bending Of Organizational Stories | **Jennifer Frahm**, U. of Melbourne; **Melanie Bryant**, Monash U.

1469 : (ODC) ODC Distinguished Speaker, David Cooperrider: "Business as an Agent of World Benefit"
4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom A
Program Chair: **Frank J. Barrett**, Naval Postgraduate School
Distinguished Speaker: **David L. Cooperrider**, Case Western Reserve U.

1470 📄: (Paper Session) - (OM) The Human Side of Operations Management

4:10pm - 5:20pm Philadelphia Marriott: Franklin 13

Chair: **Sandra Moffett**, U. of Ulster

Discussant: **Nancy E. Waldeck**, U. of Toledo

📄 Interdependent Supply Relationships as Institutions: The Role of HR Practices | **Alan Harrison**, Cranfield U.; **Marie Koulikoff-Souviron**, Ceram Sophia Antipolis

📄 The Role of Human Interaction in the Relationship Between Supplier Development Activities and Goals | **Stephan M. Wagner**, WHU - Otto Beisheim School of Management; **Daniel R. Krause**, Queen's U. Belfast

Modeling the Dynamics of Process Improvement: Stretch Goals that Fail | **J. Bradley M. Morrison**, Brandeis U.

📄 Customer Involvement in Service Operation and Its Impact on Job Stress and Work Place Injury | **Sanjib K. Chowdhury**, Eastern Michigan U.; **Megan Lee Endres**, Eastern Michigan U.

1471 📄: (Paper Session) - (OM) Supply Chain Strategy

4:10pm - 5:20pm Philadelphia Marriott: Room 405

Chair: **Norma L. Davis**, Connective Edge Resources

Discussant: **Keith L. Kutner**, South Texas College

📄 Supply Chain Dimensions, Performance and Organizational Performance: An Integrated Framework | **Anant Ravindra Deshpande**, U. of Texas Pan American

➔ 📄 Aligning Supply Chain Strategy with Competitive Strategy: Evidence from Chinese Manufacturers | **Yinan Qi**, U. of International Business and Economics; **Xiande Zhao**, Chinese U. of Hong Kong; **Chwen Sheu**, Kansas State U.

📄 Supply Chain Challenges and Opportunities for Minority Business Enterprises | **Quintus Jett**, Dartmouth College; **David F Pyke**, Dartmouth College; **M. Eric Johnson**, Dartmouth College

➔ 📄 Impact of Power and Relationship Commitment on Manufacturer-Customer Integration in a Supply Chain | **Xiande Zhao**, Chinese U. of Hong Kong; **Baofeng Huo**, Chinese U. of Hong Kong; **Jeff Hoi Yan Yeung**, Chinese U. of Hong Kong; **Barbara B. Flynn**, Indiana U.

1472 📄: (Paper Session) - (OMT) Institutional Entrepreneurship, Agency, and Identity in Organizational Fields

4:10pm - 5:30pm Philadelphia Marriott: Franklin 5

Chair: **Nina Shah**, SUNY Fredonia

➔ 📄 Operationalizing Institutional Entrepreneurship as a Behavioral and Relational Phenomenon | **Jakomijn van Wijk**, Vrije U. Amsterdam; **Wouter Stam**, VU U. Amsterdam; **Tom Elfring**, Free U. Amsterdam; **Frank den Hond**, Vrije U.

📄 Organizing for Market Constitution: Uncertainty and Collective Institutional Entrepreneurship | **Guido Moellering**, Max Planck Institute for the Study of Societies

➔ Institutional Entrepreneurs as Mediators between Global Ideas and Local Institutions in New Fields | **Nina Granqvist**, Helsinki School of Economics; **Tiina Ritvala**, Helsinki School of Economics

Contested Identity and Institutional Entrepreneurship: Emergence and Action in a Field in Crisis | **Betzaluz Gutierrez**, Boston U.; **Jennifer Howard-Grenville**, Boston U.; **Maureen A. Scully**, U. of Massachusetts

1473 📄: (Paper Session) - (OMT) Network Structure and Dynamics: Alternative Approaches

4:10pm - 5:30pm Philadelphia Marriott: Franklin 7

Chair: **Arik Lifschitz**, U. of Minnesota

📄 The Rise and Fall of Small Worlds | **Ranjay Gulati**, Northwestern U.; **Maxim Sytch**, Northwestern U.; **Adam Tatarynowicz**, U. of St. Gallen

📄 The World is Not Small for Everyone: Outgroup Status & Homophily as Barriers to Search for Knowledge | **Morten Hansen**, INSEAD; **Joel M Podolny**, Yale School of Management; **Jasjit Singh**, INSEAD

📄 The Antecedents and Consequences of Tie-Breaking in Social Networks | **Meena Andiappan**, Boston College
Contacts and Contracts: Network Dynamics in the Development of an Aircraft Material | **Hans Berends**, Eindhoven U. of Technology; **Elco van Burg**, Eindhoven U. of Technology; **Erik van Raaij**, Erasmus U. Rotterdam

1474 📄: (Paper Session) - (OMT) Explaining Corporate Growth and Diversification

4:10pm - 5:30pm Philadelphia Marriott: Grand Ballroom D

Chair: **Peter Murmann**, Australian Graduate School of Management

📄 Path Dependence in the Portfolio Configurations of German Multibusiness Firms | **Alexander Alscher**, U. of St. Gallen/U. of California, Los Angeles; **Matthias F. Brauer**, U. of St. Gallen

📄 Recombination and Variability as Organizations Grow | **Xiaoqu Luo**, Stanford U.; **William P Barnett**, Stanford U

📄 The Un-modernity of Modularity? Restructuring and Patching across Time and Environments | **Stéphane J.G. Girod**, Said Business School; **Richard Whittington**, Said Business School

📄 Exploring Temporal Patterns in Firms' Scale and Scope Activities and their Performance Implications | **Matthias F. Brauer**, U. of St. Gallen; **Alexander Alscher**, U. of St. Gallen/U. of California, Los Angeles

1475 📄: (Paper Session) - (OMT) Exploring Alternative Theories of Leadership in Organizations

4:10pm - 5:30pm Philadelphia Marriott: Room 401

Chair: **Titus Oshagbemi**, Queen's U. Belfast

📄 It's the Thought that Counts: How Managers' Beliefs Shape the Effects of Monitoring | **Matthew J. Bidwell**, INSEAD; **M. Diane Burton**, Massachusetts Institute of Technology

📄 Empirical Relationships between Theories of Servant, Transformational, and Transactional Leadership | **Rynetta Washington**, Auburn U.

- 🖼️ Images of Organizational Leadership: Constructing a Visual Theory | **Eric Guthey**, Copenhagen Business School; **Brad Jackson**, U. of Auckland; **Timothy Clark**, Durham U.
- 📄 Parsing the Influential Increment in language of Complexity: Uncovering Mechanisms of Leadership | **James K. Hazy**, Adelphi U.

1476 📄: (Paper Session) - (OMT) **Knowledge Processes and Structures in Projects and Teams**

4:10pm - 5:30pm Philadelphia Marriott: Room 402

Chair: **Gregory S. Richards**, U. of Ottawa

- 📄 Structural Problems and Knowledge Distribution: Ideal Types of Team-Based Knowledge Work | **Niclas Erhardt**, Rutgers U.
- 🗣️ Stuck in the Middle with You: Managing Market-Based Project Organizing through Nexus Work | **Elizabeth Long Lingo**, Curb Center at Vanderbilt U.
- ➔ 📄 Geographic Dispersion and Knowledge Processes in Teams: The Critical Role of Team Goals | **Anne-Katrin Neyer**, U. of Erlangen, Nuremberg; **Susan A Hill**, London Business School; **Modestas Gelbuda**, London Business School; **Lynda Gratton**, London Business School

1477 📄: (Paper Session) - (OMT) **Exploring and Exploiting The Model of Exploration and Exploitation**

4:10pm - 5:30pm Philadelphia Marriott: Room 404

Chair: **Mary J. Benner**, U. of Pennsylvania

- March-ing Forward to New Explorations: Re-Formulating and Replicating the Organizational Code Model | **Brian F. Tivnan**, George Washington U.
- Modes of Exploration in Response to Decline: Doing Well by Doing Something Different? | **David M Berg**, U. of Wisconsin, Milwaukee
- 📄 The Impact of Organizational Experience on Returns to Exploration | **Dimo Dimov**, U. of Connecticut; **Zeki Simsek**, U. of Connecticut
- 📄 Commercialising Nanotechnology – Antecedents of Cooperative Strategies | **Marina Fiedler**, U. of Munich; **Isabell Melanie Welp**, Ludwig-Maximilians U., Munich

1478 📄JS: (OMT, BPS, TIM) **Classifying Organizational Variation**

4:10pm - 5:30pm Philadelphia Marriott: Franklin 3

Organizers: **Joeri M. Mol**, U. of Melbourne; **Filippo Carlo Wezel**, U. of Lugano

Discussant: **Giovanni Dosi**, Sant'Anna School of Advanced Studies
 Participants: **Greta Hsu**, U. of California, Davis; **László Pólos**, U. of Durham; **Martin Ruef**, Princeton U.

1479 🗣️JS: (OMT, ODC, SIM) **New Directions in Socio-Ecological Thinking**

4:10pm - 5:30pm Philadelphia Marriott: Grand Ballroom C

Chair: **John W Selsky**, U. of South Florida

Discussant: **Ian Mitroff**, Alliant International U./U. of California, Berkeley

Symposium Overview | **John W Selsky**, U. of South Florida
 Ideas in Philanthropic Field Building | **Thomas N. Gilmore**, Center for Applied Research; **Michellana Jester**, Center for Applied Research; **Larry Hirschhorn**, Center for Applied Research

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🖼️ Visual Presentation | 📄 Best Paper Proceedings

- A New Design Principle | **Oguz N Baburoglu**, Sabanci U.; **Rafael Ramirez**, HEC & Oxford; **John W Selsky**, U. of South Florida
- Reframing Corporate Social Responsibility | **Glen Stirling Taylor**, Tampa U.
- Mental Health in the Workplace | **Donald W. De Guerre**, Concordia U.; **Merrelyn Emery**, Concordia U.
- Enabling More Complex Cognition | **Robert W Keidel**, Drexel U.; **Joan Weiner**, Drexel U.

1480 🗣️📄JS: (OMT, TIM, BPS) **Governance In Temporary Organization**

4:10pm - 5:30pm Philadelphia Marriott: Room 403

- From Relational To Associational Contracting: The Case Of Project-Based Strategic Alliances | **Anna Grandori**, Bocconi U.
 - Power Distribution among Project-Partners and Innovation in Project-Based Organization | **Mark Ebers**, U. zu Koeln
 - The Role of Knowledge Sharing and Face-to-Face Interaction among Project Partners | **Peter Maskell**, Copenhagen Business School
 - Knowledge Transfer and Organizational Learning in Inter-organizational Project-based Organizations | **Patrick Vermeulen**, Tilburg U.
- Participants: **Anna Grandori**, Bocconi U.; **Mark Ebers**, U. zu Koeln; **Peter Maskell**, Copenhagen Business School; **Patrick Vermeulen**, Tilburg U.

1481 ➔ 🗣️📄: (Paper Session) - (ONE) **Environmental Entrepreneurship**

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom C2

Chair: **Oana Branzei**, U. of Western Ontario

- 📄 Institutional Entrepreneurs and the Adoption of Environmental Management Standards in Mexico | **Ivan Montiel**, U. of Texas Pan American; **Bryan W Husted**, Tecnológico de Monterrey/Instituto de Empresa
- 🗣️ Investigating the Life Cycle Challenges of Ecopreneurial Businesses | **Eva Marie Collins**, U. of Waikato; **Kate Kearns**, Auckland U. of Technology; **Dale E Fitzgibbons**, Illinois State U.
- 🗣️ Social Entrepreneurship: The Compromise Between Civic and Market Logic | **Chantal Hervieux**, U. du Québec à Montréal; **Eric R Gedajlovic**, U. of Connecticut; **Marie-France B. Turcotte**, Université du Québec a Montreal
- 📄 Motivations, Barriers, and Incentives for Voluntary Environmental Action by Small Business | **Kevin A Fletcher**, Skidmore College

1482 📄: (PNP) **Pushing Boundaries in Leadership Research: Qualitative Investigations**

4:10pm - 5:20pm Loews Philadelphia: Commonwealth A2

Organizer: **Jennifer Dodge**, New York U.

Chair: **Sonia Ospina**, New York U.

- A Social Constructionist View on Leadership in Hospitals | **Nada Endrissat**, U. of Basel
- Theory Building in Network Leadership: A Proposed Design and Methodology | **Angel Saz-Carranza**, New York U.
- Leadership & Local Knowledge in Environmental Policy: Narrative Cases of Four Nonprofits | **Jennifer Dodge**, New York U.

TUESDAY

Participants: **Angel Saz-Carranza**, New York U.; **Nada Endrissat**, U. of Basel

1483 🗄️: (Paper Session) - (PNP) **Governance, Accountability and Adaptation Among Nonprofit Organizations**

4:10pm - 5:20pm Loews Philadelphia: Howe

Chair: **Judith L. Millesen**, Ohio U.

Discussant: **Mary Tschirhart**, Syracuse U.

- ➔ 🗄️ The Intricate Implementation of Performance Measurement in Professional-Service Organizations | **Christine Teelken**, Radboud U. Nijmegen
- 🗄️ Institutional Isomorphism among Indiana Nonprofits: Measuring Homogenization and Formalization | **Richard Michael Clerkin**, North Carolina State U.
- ➔ 🗄️ Nonprofit Governance in the Transition from Introversion to Extroversion | **Karin Kreutzer**, U. of St.Gallen
- 🗄️ Can Value Congruence Substitute For Monitoring In The Workplace? - A Comparative Study | **Ting Ren**, U. of Minnesota, Twin Cities

1484 🗄️ JS: (PNP, OB) **Exploring Organizational Effectiveness in the Educational Sector**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103C

Organizer: **Paul S. Goodman**, Carnegie Mellon U.

Facilitator: **Fernando Oliveira**, Warwick Business School

Participants: **Paul S. Goodman**, Carnegie Mellon U.; **Ray Reagans**, Carnegie Mellon U.; **Carrie R. Leana**, U. of Pittsburgh

1485 🗄️: (Paper Session) - (RM) **Measurement Scales, Statistical Control, & Common Method Variance**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 8

Chair: **Ronald S Landis**, U. of Memphis

Discussant: **Seth A. Kaplan**, George Mason U.

- 🗄️ Psychometric Examination of Work-Family Conflict Measures: A Review and Meta-Analysis | **Beth A. Heinen**, George Mason U. & ICF International; **Whitney E. Botsford**, George Mason U.; **Michael T. Ford**, George Mason U.; **Elizabeth A. Conjar**, George Mason U.
- 🗄️ Sage Publications/RM Division Best Student Paper Winner
- 🗄️ Advancing the Measurement of Organizationally Directed Deviance | **Jaclyn M. Nowakowski**, George Washington U.
- 🗄️ The Use of Statistical Control in Non-Experimental Studies | **James A. Breugh**, U. of Missouri, St. Louis
- 🗄️ A Tale of Three Cities: Examining Assumptions about and Corrections for Common Method Variance | **Hettie A. Richardson**, Louisiana State U.; **Marcia Simmering**, Louisiana Tech U.; **Michael Sturman**, Cornell U.

1486 🗄️: (Paper Session) - (SIM) **Emotions and Ethical Behavior**

4:10pm - 5:20pm Loews Philadelphia: Washington A

Facilitator: **Scott J. Reynolds**, U. of Washington

Unethical Behavior Among Physicians and Students: Testing An Attributional and Emotional Framework | **Paul Harvey**, U. of New Hampshire; **Mark J Martinko**, Florida State U.; **Nancy Borkowski**, South U.

🗄️ Shaming Convicted Managers: Myths, Facts, and a Preliminary Model | **John M. Ivancevich**, U. of Houston;

Robert Konopaske, Florida Atlantic U.; **Jacqueline A. Gilbert**, Middle Tennessee State U.

- 🗄️ Understanding Influences on the Moral Recognition of International Outsourcing by HRM Professionals | **Jennifer Mencl**, U. of Minnesota, Duluth; **Douglas R May**, U. of Kansas
- 🗄️ Exploring the Theoretical Link between Emotional Intelligence and Ethical Decision-Making | **Ariff Kachra**, Pepperdine U.; **Karen E. Schnietz**, Pepperdine U.

1487 ➔ 🗄️: (Paper Session) - (SIM) **Corporate Social Responsibility in the Multinational Business Context**

4:10pm - 5:30pm Loews Philadelphia: Washington B

Facilitator: **Heather Elms**, American U.

- ➔ 🗄️ Globalization and its Consequences for Corporate Social Responsibility | **Andreas Georg Scherer**, U. of Zurich; **Guido Palazzo**, U. of Lausanne
- ➔ 🗄️ Antecedents of Company Attitude to Corporate Social Responsibility In the International Environment | **Cheryl Rivers**, U Sunshine Coast; **Xiaohua Yang**, Queensland U. of Technology
- ➔ 🗄️ A Multinational Social Responsibility Lens For Integrating Market and Non-Market Strategy | **Duane Windsor**, Rice U.
- ➔ 🗄️ Global Corporate Social Responsibility: Toward a Theory for the MNE | **Duane Windsor**, Rice U.

1488 🗄️: (Paper Session) - (SIM) **Stakeholder-Based Perspectives**

4:10pm - 5:20pm Loews Philadelphia: Washington C

Facilitator: **Margaret Cording**, Rice U.

- Managerial Discretion and Online Stakeholder Performance | **Gregory D. Saxton**, State U. of New York, Brockport; **Chao Guo**, Arizona State U.
- ➔ 🗄️ Opportunities and Problems of Standardized Ethics Initiatives – A Stakeholder Theory Perspective | **Dirk Ulrich Gilbert**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Michael Behnam**, Suffolk U.; **Andreas Rasche**, Helmut Schmidt U.; **Ingo Schedel**, U. of Erlangen, Nuremberg
- ➔ 🗄️ CSR Concern of Corporations: A Stakeholder-Based Analysis of Italian Nonfinancial Reports | **Clodia Vurro**, Bocconi U.
- Business Ethics and the Normative Turn in Stakeholder Theorizing | **Ben Wempe**, Erasmus U.

1489 🗄️: (Paper Session) - (TIM) **The Role of the Individual in Innovation**

4:10pm - 5:30pm Philadelphia Marriott: Grand Ballroom K

Chair: **Karim R. Lakhani**, Harvard U.

Discussant: **Nandini Lahiri**, U. of North Carolina, Chapel Hill

- 🗄️ Increasing Innovation through Identity Integration | **Chi-Ying Cheng**, Columbia U.; **Jeffrey Sanchez-Burks**, U. of Michigan; **Fiona Lee**, U. of Michigan
- ➔ 🗄️ A Multilevel Study of the Collective Creativity Process | **Hsi-An Shih**, National Cheng Kung U.; **Yun-Hwa Chiang**, Ming Chuan U.
- 🗄️ Developers' Behavior and its Impact on Open Source Software Development | **Hind Benbya**, GSCM, Montpellier Business School

→ Professional Creativity: Supervisory Support and Professional Personality in An R&D Organization | **Yann-Jy Yang**, National Chengchi U.; **Chih-Chien Wang**, National Taipei U.

Human Resource Practices and Individual Knowledge Sharing Behavior | **Nienchi Liu**, National Central U.; **Min-shi Liu**, National Central U.

1490 : (TIM) **Industry Emergence: Institutional Entrepreneurship and the Commercialization of the Internet**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom L

Discussant: **Brent Goldfarb**, U. of Maryland

Participants: **Shane Greenstein**, Northwestern U.; **Thomas Haigh**, U. of Wisconsin, Milwaukee; **David A. Kirsch**, U. of Maryland

1491 : (Paper Session) - (TIM) **Knowledge, Capabilities, & Learning**

4:10pm - 5:20pm Philadelphia Marriott: Room 303

Chair: **Anupama Phene**, U. of Utah

Discussant: **Ramanath Subramanyam**, U. of Illinois at Urbana-Champaign

A Dynamic Capabilities Perspective on Innovation Management Practices | **Hyunsuk Lee**, Babson College; **Donna Kelley**, Babson College

Success in New Product Development: Are Marketing Managers' Capabilities Critical? | **Weiping Liu**, City U. of Hong Kong; **Steven S. Lui**, City U. of Hong Kong

Contracting, Incentives and Inter-organizational Routines in Information Technology Outsourcing | **Ramanath Subramanyam**, U. of Illinois at Urbana-Champaign; **Anjana Susarla**, U. of Washington, Seattle

Stephan Schrader Best Paper Award Finalist

Learning From What Others Have Learned From You: The Effects of Knowledge Spillovers on Originators | **Hongyan Yang**, U. of Washington; **Kevin Steensma**, U. of Washington; **Corey Phelps**, U. of Washington

1492 : (Paper Session) - (TIM) **Technology and Innovation: Emerging Research Opportunities**

4:10pm - 5:20pm Philadelphia Marriott: Room 304

Chair: **Ruey-Lin Hsiao**, National U. of Singapore

Discussant: **Sharon D. James**, Ohio State U.

Emerging Research Fronts | **Samuel Phineas Upham**, U. of Pennsylvania

The Concept of Modularity within Management Studies: A Literature Review | **Diego Campagnolo**, U. of Padova

The Dynamics of Knowledge Pools and Double-Loop Contributions in Open Source Movement | **Sangmook Yi**, Yonsei U.; **Dongyoub Shin**, Yonsei U.

Design as a Field of Study | **Ileana Stigliani**, SDA Bocconi / Bocconi U.

1493 : (Paper Session) - (TIM) **Adoption of Innovations**

4:10pm - 5:20pm Philadelphia Marriott: Room 305

Chair: **Dedrick A. Smith**, Capella U.

Discussant: **M. Lourdes Sosa**, London Business School

For Whom the Bells Toll? Motivations and Constraints in Adoption of a New Standard. | **Ranjita Majumder Singh**, U. of Toronto

Appropriating Value from External Technology: Absorptive Capacity Dimensions and Innovation Strategy | **Tunji Adegbesan**, Lagos Business School, Pan-African U.

The Role of Information Diffusion in Technology Use | **Gianvito Lanzolla**, Cass Business School; **Fernando Suarez**, Boston U.

The Effect of Financial Structure, Internal R&D and Complementarities on New Technology Adoption | **Jaime Gomez**, U. of Zaragoza; **Pilar Vargas**, La Rioja U.

Tuesday 5:30PM

1494 : (BPS) **BPS Business Meeting**

5:30pm - 6:30pm Philadelphia Marriott: Grand Ballroom B-D

Division Chair: **Anita McGahan**, Boston U.

Division Chair-Elect.: **Russell Coff**, Emory U.

Program Chair: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign

Professional Development Workshop Chair: **Joanne Oxley**, U. of Toronto

1495 : (CAR) **Careers Division Business Meeting**

5:30pm - 6:30pm Pennsylvania Convention Center: Room 111B

Division Chair: **Cherlyn Skromme Granrose**, Berry College

Division Chair-Elect.: **Barbara A. Ribbens**, Western Illinois U.

Program Chair: **Jon P. Briscoe**, Northern Illinois U.

Past Chair: **Kerr Inkson**, U. of Waikato

Secretary: **Schalon Harrison Newton**, Santen Incorporated

Treasurer: **Laurel Newman**, U. of Illinois, Springfield

1496 : (ENT) **Entrepreneurship Division Reviewer Reception**

5:30pm - 7:30pm Philadelphia Marriott: Grand Ballroom A

1497 : (ICW) **Nova Southeastern University DBA Student Meetings**

5:30pm - 7:00pm Philadelphia Marriott: Room 404

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

1498 : (ICW) **Administrative Sciences Association of Canada/Canadian Journal of Administrative Science**

5:30pm - 7:00pm Philadelphia Marriott: Room 405

Organizer: **Albert J. Mills**, St. Mary's U.

1499 →: (IM) **International Management Division Business Meeting**

5:30pm - 7:00pm Philadelphia Marriott: Franklin 4

Business update and award presentations.

Division Chair: **Ravi Ramamurti**, Northeastern U.

Division Chair-Elect.: **Timothy Michael Devinnie**, Australian Graduate School of Management

Program Chair: **Tatiana Kostova**, U. of South Carolina

Professional Development Workshop Chair: **Andrew Delios**, National U. of Singapore

1500 : (MED) **MED Business Meeting & Awards**

5:30pm - 7:00pm Pennsylvania Convention Center: Room 109A

Division Chair: **J B Arbaugh**, U. of Wisconsin, Oshkosh

Division Chair-Elect.: **Laurie Milton**, U. of Calgary/U. of Western Ontario

Program Chair: **Alvin Hwang**, Pace U.

Professional Development Workshop Chair: **Katherine A. Karl**, Marshall U.

1501 : (MOC) MOC Business Meeting

5:30pm - 6:30pm Pennsylvania Convention Center: Room 110A
Division Chair: **Michael Pratt**, U. of Illinois, Urbana-Champaign
Division Chair-Elect.: **Mary Ann Glynn**, Boston College
Program Chair: **Luis Martins**, Georgia Institute of Technology
Professional Development Workshop Chair: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

1502 : (MSR) MSR Business Meeting

5:30pm - 6:30pm Loews Philadelphia: Congress B
Division Chair: **Robert A Giacalone**, Temple U.
Division Chair-Elect.: **Margaret Benefiel**, Andover Newton Theological School
Program Chair: **Kathy Lund Dean**, Idaho State U.
Professional Development Workshop Chair: **Keiko Krahnke**, U. of Northern Colorado

1503 : (OCIS) OCIS Informal Social Event -- Noddinghead Brewery

5:30pm - 10:30pm Philadelphia Marriott: Grand Ballroom J

1504 : (ODC) ODC Awards & Business Meeting

5:30pm - 6:30pm Loews Philadelphia: Commonwealth C
Division Chair: **Ram Tenkasi**, Benedictine U.
Division Chair-Elect.: **Michael R Manning**, New Mexico State U
Program Chair: **Frank J. Barrett**, Naval Postgraduate School
Professional Development Workshop Chair: **Ann E. Feyerherm**, Pepperdine U.
Participants: **Ronald Fry**, Case Western Reserve U.; **Karen Jansen**, U of Virginia; **Sandy Kristin Piderit**, Case Western Reserve U.; **Jude G. Olson**, Lockheed Martin Aeronautics Company; **Quy Nguyen Huy**, INSEAD; **Jose De La Cerda**, ITESO U
Webmaster: **Eric Goodman**, Kaplan U.
Newsletter Editor: **Wayne Boss**, U. of Colorado, Boulder
Treasurer: **Gavin M. Schwarz**, U. of New South Wales

Tuesday 5:45PM**1505 : (CM) Conflict Management Division Business Meeting**

5:45pm - 6:45pm Pennsylvania Convention Center: Room 105B
Division Chair: **Michele J. Gelfand**, U. of Maryland
Division Chair-Elect.: **Susan E. Brodt**, Queen's U.
Program Chair: **Thomas M. Tripp**, Washington State U.
Professional Development Workshop Chair: **Kathleen O'Connor**, Cornell U.
Past Chair: **Catherine Tinsley**, Georgetown U.

1506 : (HR) HR Division Business Meeting

5:45pm - 6:45pm Pennsylvania Convention Center: Room 113C
Presenters: **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign; **John Hollenbeck**, Michigan State U.; **Sandy J. Wayne**, U. of Illinois, Chicago; **Howard J. Klein**, Ohio State U.

Tuesday 6:30PM**1507 : (BPS) Business Policy & Strategy Reception**

6:30pm - 7:30pm Philadelphia Marriott: Grand Ballroom F
Division Chair: **Anita McGahan**, Boston U.
Division Chair-Elect.: **Russell Coff**, Emory U.
Program Chair: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign

Professional Development Workshop Chair: **Joanne Oxley**, U. of Toronto

1508 : (CAR) Careers Division Social

6:30pm - 8:00pm Pennsylvania Convention Center: 13th Street Foyer
Division Chair: **Cherlyn Skromme Granrose**, Berry College
Program Chair: **Jon P. Briscoe**, Northern Illinois U.

1509 : (MOC) MOC Social Hour

6:30pm - 7:30pm Philadelphia Marriott: Liberty Ballroom C
Division Chair: **Michael Pratt**, U. of Illinois, Urbana-Champaign
Division Chair-Elect.: **Mary Ann Glynn**, Boston College
Program Chair: **Luis Martins**, Georgia Institute of Technology
Professional Development Workshop Chair: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

1510 : (MSR) MSR Social

6:30pm - 8:00pm Loews Philadelphia: Congress B
Welcomes: **Robert A Giacalone**, Temple U.; **Margaret Benefiel**, Andover Newton Theological School

1511 : (ODC) ODC Social

6:30pm - 8:00pm Loews Philadelphia: Regency Ballroom A
Organizers: **Frank J. Barrett**, Naval Postgraduate School; **Ann E. Feyerherm**, Pepperdine U.

Tuesday 6:45PM**1512 : (HR) HR Division Reception**

6:45pm - 7:45pm Philadelphia Marriott: Liberty Ballroom A
Presenters: **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign; **John Hollenbeck**, Michigan State U.; **Sandy J. Wayne**, U. of Illinois, Chicago; **Howard J. Klein**, Ohio State U.

Tuesday 7:00PM**1513 : (CM) Conflict Management Division Social Hour**

7:00pm - 8:00pm Pennsylvania Convention Center: 12th Street Foyer
Organizer: **Thomas M. Tripp**, Washington State U.

1514 → : (IM) International Management Division Social

7:00pm - 10:30pm Philadelphia Marriott: Grand Ballroom E
Come and hobnob with the good and the great of the International Management Division - The BEST PARTY in Town!
Division Chair: **Ravi Ramamurti**, Northeastern U.
Division Chair-Elect.: **Timothy Michael Devinney**, Australian Graduate School of Management
Program Chair: **Tatiana Kostova**, U. of South Carolina
Professional Development Workshop Chair: **Andrew Delios**, National U. of Singapore

1515 : (MED) MED Social Event

7:00pm - 10:00pm Philadelphia Marriott: Independence Ballroom
Organizer: **Alvin Hwang**, Pace U.
Hosts: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Laurie Milton**, U. of Calgary/U. of Western Ontario; **Alvin Hwang**, Pace U.; **Katherine A. Karl**, Marshall U.

Wednesday 7:00AM

1516 : (MED) MED Executive Breakfast Planning Meeting

7:00am - 8:10am Pennsylvania Convention Center: Room 109B
Division Chair: **Laurie Milton**, U. of Calgary/U. of Western Ontario
Division Chair-Elect.: **Alvin Hwang**, Pace U.
Program Chair: **Katherine A. Karl**, Marshall U.

1517 : (MSR) MSR Meditation Session

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
Organizer: **Gerald Biberman**, U. of Scranton

Wednesday 7:30AM

1518 →: (IM) International Management Division Membership Program Feedback Meeting

7:30am - 8:30am Philadelphia Marriott: Franklin 4
Come and give feedback on the program to IMD Executive Committee members.
Division Chair: **Ravi Ramamurti**, Northeastern U.
Division Chair-Elect.: **Timothy Michael Devinney**, Australian Graduate School of Management
Program Chair: **Tatiana Kostova**, U. of South Carolina
Professional Development Workshop Chair: **Andrew Delios**, National U. of Singapore

Wednesday 8:00AM

1519 : (AAA) Conference Registration

8:00am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.
Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

1520 : (AAA) Philadelphia 2007 LAC

8:00am - 12:00pm Pennsylvania Convention Center: Room 307A
Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

Wednesday 8:30AM

1521 →: (BPS) International Perspectives on the News Media's Influence on Corporate Reputation

8:30am - 10:20am Philadelphia Marriott: Franklin 10
Chair: **Craig E. Carroll**, U. of North Carolina at Chapel Hill
Moderator: **David Deephouse**, U. of Alberta
Participants: **Stelios C. Zyglidopoulos**, U. of Cambridge; **Eva Goutzamani**, Athens U. of Economics and Business; **Davide Ravasi**, Bocconi U.; **Elena Dalpiaz**, Bocconi U.; **Martin Horacio Kunc**, U. Adolfo Ibanez; **Rosa Chun**, Manchester Business School; **Peter Kjaer**, Copenhagen Business School; **Mette Morsing**, Copenhagen Business School

1522 : (BPS) Absorptive Capacity: Bridging Strategy and OB from a Multi Level Perspective

8:30am - 10:20am Philadelphia Marriott: Franklin 2
Chairs: **Avi Fiegenbaum**, Technion U.; **Miriam Erez**, Technion U.
 Competitive ACAP and Performance: The Impact of Environmental Dynamism and Learning Culture | **Galit Lev Ran**, Technion Israel Intitute of Technology; **Miriam Erez**, Technion U.

Competitive Absorptive Capacity, Top Management Teams and Firm Performance | **Danny Vatrik**, Technion Israel Intitute of Technology

Entrepreneurial Team Characteristics, Team ACAP, and the Opportunity Expected Economic Value | **Tali Sivan**, Technion Israel Intitute of Technology; **Ella Miron-Spektor**, Carnegie Mellon U.; **Uzi De Haan**, Technion-Israel Institute of Technology

Entrepreneurs' Founding Decision: Experience, Personal Dispositions and Opportunity Characteristics | **Oshrat Srabstein**, Technion Israel Intitute of Technology; **Avi Fiegenbaum**, Technion U.; **Moshe Givon**, Tel Aviv U.

1523 : (Paper Session) - (BPS) Competitive Interaction and Contingency Perspectives

8:30am - 10:20am Philadelphia Marriott: Room 406
Chair: **Leonard G Love**, U. of Houston - Clear Lake
Discussant: **Jacqueline Zinn**, Temple U.
 Strategies of Intermediation and Value Chain Dynamics: Lessons Drawn from Electronic Intermediation | **Corentin Curchod**, U. of Paris I Sorbonne
 National Context and Strategy | **Juha-Antti Lamberg**, Helsinki U. of Technology; **Juha S. Laurila**, Helsinki School of Economics; **Henri Schildt**, Imperial College of Science, Technology and Medicine
 What's Changing? Re-Examining The Components Of Environmental Velocity | **Brian Wixted**, Simon Fraser U.; **Ian P. McCarthy**, Simon Fraser U.; **Brian R. Gordon**, Simon Fraser U.
 The Impact of Environmental Characteristics on Firm Performance: A Meta-Analysis | **Nina Rosenbusch**, Friedrich-Schiller-U.Jena; **Andreas Bausch**, Friedrich-Schiller-U.Jena; **Anne Galander**, Friedrich-Schiller-U.Jena

1524 : (Paper Session) - (BPS) Interfirm Coordination: RBV and TCE Perspectives

8:30am - 10:20am Philadelphia Marriott: Room 407
Chair: **Beverly B. Tyler**, North Carolina State U.
Discussant: **Russell Coff**, Emory U.
 Fatal Attraction, Social Pressures, and Joint Venture Termination | **Ithai Stern**, Northwestern U.; **Andrew D Henderson**, U. of Texas, Austin
 Do Alliances With Competitors Improve Product Performance? A Study of the Global Aircraft Industry | **Bernard Garrette**, HEC Paris; **Pierre Dussauge**, HEC Paris; **Xavier Castaner**, HEC Paris; **Louis Mulotte**, HEC Paris
 An Empirical Study of the Structure and the Determinants of IT Outsourcing Governance Provisions | **Yuanyuan Chen**, Emory U.; **Anandhi Bharadwaj**, Emory U.
 Alliance Longevity: Examining Factors from Transaction Cost and Dynamic Capabilities Perspectives | **Noushi Rahman**, Pace U.; **Helaine J Korn**, Baruch College

1525 : (Paper Session) - (BPS) Networks and Social Capital

8:30am - 10:20am Philadelphia Marriott: Room 408
Chair: **Sean Lux**, U. of South Florida
Discussant: **Janice A. Black**, New Mexico State U.
 Middle Managers in the Strategy Process: Group Affiliation, Structural Holes and Tertius Iungens | **Weilei**

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

(*Visual*) **Em, U. of Pittsburgh, Gregory C. Boss, U. of Texas, Dallas**

→ **Are All Board Interlocks Created Equal? The Differential Impact of Sent, Received, and Neutral Ties** | **Anja C. Tuschke**, U. of Bern; **Wm. Gerard Sanders**, Brigham Young U.; **Exequiel Hernandez**, U. of Minnesota; **Susanne Krenn**, KSB AG

Social Capital Accessibility and Innovation: Mobility and Knowledge Flows in Semiconductor Industry | **Rafael A. Corredoira**, U. of Pennsylvania

→ **Social Capital and Competitive Behavior: A Study of Interfirm Networks and Rivalry among Automakers** | **Goce Andrevski**, U. of Kentucky; **Walter J Ferrier**, U. of Kentucky; **Daniel J. Brass**, U. of Kentucky

1526 : (Paper Session) - (BPS) Strategy as Practice: Strategy Implementation

8:30am - 10:20am Philadelphia Marriott: Room 409

Chair: **Kathleen Anders**, Arizona State U.

Discussant: **Rita Gunther McGrath**, Columbia U.

→ **Strategic Planning: Mediating Distributed and Fragmented Interests in the Multi-National** | **Paula Jarzabkowski**, Aston Business School; **Julia Balogun**, Cass Business School, City U.

☉ **Sustaining Strategic Issues: Five Longitudinal Cases in Human Resource Management** | **Basak Yakis-Douglas**, New College, Oxford U.; **Richard Whittington**, Said Business School

Organizational Configurations and Firm Performance: A Research Model | **Jack Militello**, U. of St. Thomas; **Michael Shepeck**, U. of St. Thomas

The Balanced Scorecard & Long-Term Profitability | **Suzanne Christine Tucker**, Innovatia Inc.; **Martin Wielemaker**, U. of New Brunswick

1527 **JS: (BPS, TIM) Path Creation and Industry Architecture Innovation**

8:30am - 10:20am Philadelphia Marriott: Franklin 1

Chair: **Myles P. Gartland**, Rockhurst U.

Discussants: **Raghu Garud**, Penn State U.; **Constantinos**

Markides, London Business School

Organizing Networks for Path Creation and Extension in Semiconductor Manufacturing Technologies | **Joerg Sydow**, Freie U. Berlin; **Arnold Windeler**, Technische U. Berlin; **Cornelius Schubert**, Technische U. Berlin; **Guido Moellering**, Max Planck Institute for the Study of Societies

Path Creation of Market Architectures for Wind Energy in the Danish Energy Sector | **Peter Karnoe**, Copenhagen Business School

Fossilized Routines, Lock-In And Architectural Innovation: The Case Of Physician Record Keeping | **Myles P. Gartland**, Rockhurst U.; **Martin H. Stack**, Rockhurst U.

Insiders, Outsiders and Path Creating Changes in Market Architectures | **Richard J Boland**, Case Western Reserve U.; **Nicholas Berente**, Case Western Reserve U.

1528 → **JS: (BPS, TIM) From Science to Profits: Creating, Managing, and Profiting from Innovation in the Life Sciences**

8:30am - 10:20am Philadelphia Marriott: Franklin 9

Organizer: **Stuart Graham**, Georgia Tech

Entity Dynamics & Network Emergence: The Case of Human Embryonic Stem Cell Research | **Jeffrey Furman**, Boston U.; **Fiona Murray**, Massachusetts Institute of Technology

Falling Awake: The Complexities of Learning from Failure | **Andrew Hess**, Georgia Institute of Technology; **Sam Ransbotham**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology

Managing the Pace of New Product Introductions in the Pharmaceutical Industry | **Stuart Graham**, Georgia Tech; **Matthew J Higgins**, Georgia Institute of Technology

Pharmaceutical Firms' Patent Strategies in Developing Countries: Evidence from India | **Bhaven Sampat**, Columbia U.

8:30am - 10:20am Pennsylvania Convention Center: Room 111A

Chairs: **Sally J. Power**, U. of St. Thomas; **Claartje J Vinkenburg**, Vrije U. Amsterdam

Studies of the Boundaryless Career across Cultures: An Analysis and Ideas for Future Study | **Sally J. Power**, U. of St. Thomas

Boundaryless Careers in Brazil – Challenges for Career Development | **Tania Casado**, U. of Sao Paulo

Boundaryless Careers in Turkey: the Case of Top-Ranking Firms in the Istanbul Stock Exchange | **Mustafa F Ozbilgin**, U. of East Anglia; **Meltem Ozkaya**, Celal Bayar U.

The Belgian Labor Market. The Place to Be When You Lack Mobility? | **Anneleen Forrier**, Lessius Hogeschool - K.U.Leuven

Physical and Psychological Career Mobility Under Transition from the Old to New Deal at Work in Japan | **Tatsuya Uenoyama**, Fukushima U.

Boundaryless Careers in the Russian Context | **Svetlana Khapova**, Vrije U. Amsterdam; **Konstantin Korotov**, ESMT

1530 JS: (CM, HR) Under-Explored and Under-Explained Individual Differences in Organizational Justice

8:30am - 10:20am Pennsylvania Convention Center: Room 105A

Chairs: **Jerald Greenberg**, National U. of Singapore; **Aino Salimaki**, Helsinki U. of Technology

Discussant: **Jerald Greenberg**, National U. of Singapore

Age Differences in the Relationship between Organizational Justice and Absenteeism | **Aino Salimaki**, Helsinki U. of Technology; **Kimmo Vehkalahti**, U. of Helsinki; **Anna Ylikorkala**, Helsinki U. of Technology

The Role of Gender, Justice Orientation, and Interpersonal Treatment on Reactions to a Supervisor | **Elizabeth Eve Umphress**, Texas A&M U.; **Maria Carmen Triana**, Texas A&M U.

Moral Identity and Deontic Justice: Emotional Reactions to Mistreatment Against Self and Others | **Will Felps**, U. of Washington; **Karl Aquino**, U. of British Columbia

Forming and Reacting to Overall Fairness: A Cross-Cultural Comparison | **Tae-Yeol Kim**, City U. of Hong Kong; **Kwok Leung**, City U. of Hong Kong

1531 **JS: (Paper Session) - (CMS) Social Identity and Consumption: Subjectivity in Organizations**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom I

Chair: **Leah Ritchie**, Salem State College

📖 Donuts and Diets: Food and Subjectivity in Organizations | **Michaela Driver**, East Tennessee State U.

📖 Ready-Made Self-Made Men? The Paradox of the Enterprising Self Within Organizations | **Claudia Groß**, U. of Mannheim; **Nicole Reifenscheidt**, U. of Mannheim

➔ Leadership and Boredom: the 'Undiscussable' Imperative | **Brigid Jan Carroll**, U. of Auckland; **Polly Parker**, U. of Queensland

Social Identity and Consumption: A Critical Study of The Use of Fake Luxury Goods | **Suzane Strehlau**, Centro U. da FEI; **Isabella Freitas Vasconcelos**, Centro U. da FEI; **Melby Zuniga Huertas**, Centro U. da FEI

1532 📖: (Paper Session) - (ENT) **Emotion and Entrepreneurship**

8:30am - 10:20am Philadelphia Marriott: Franklin 11

Chair: **Miguel Pereira Lopes**, ISPA

Discussant: **Minet Schindehutte**, Syracuse U.

📖 A Contextual Study of Entrepreneur Dispositional Optimism | **Keith Hmieleski**, TCU

📖 ➔ How entrepreneurs regulate stakeholders' emotions to build new organizations | **Quy Nguyen Huy**, INSEAD; **Christoph Zott**, INSEAD

Role of Emotions in the Entrepreneur's Opportunity Recognition Process | **Malavika Sundararajan**, Rensselaer Polytechnic Institute; **Lois S. Peters**, Rensselaer Polytechnic Institute

📖 ➔ Emotional Intelligence and Corporate Entrepreneurship: A Cross-Cultural Study Using Dyads | **M. Afzalur Rahim**, Western Kentucky U.; **Matthew R. Marvel**, Western Kentucky U.

1533 📖: (Paper Session) - (ENT) **The Sociality of Entrepreneurship**

8:30am - 10:20am Philadelphia Marriott: Franklin 12

Chair: **Dilene Crockett**, Northeastern State U.

Discussant: **James A Wolff**, Wichita State U.

📖 Nations of entrepreneurs: A social capital perspective | **Seok Woo Kwon**, U. of Kentucky; **Pia Maria Arenius**, Turku School of Economics and Business Administration

Does networking work? How industry events shape the social networks and performance of new ventures | **Wouter Stam**, VU U. Amsterdam

📖 Friendship in the founding entrepreneurial team: Creating fortune or courting folly? | **Edith C. Busija**, U. of Richmond; **Robert R Taylor**, U. of Memphis; **Kristin Prien**, Christian Brothers U.

📖 Social Networks and Entrepreneurship: An Empirical Study on Ethnic Professional Associations in SV | **Xiaohong Quan**, San Jose State U.

1534 📖: (Paper Session) - (ENT) **Entrepreneurship and Opportunity**

8:30am - 10:20am Philadelphia Marriott: Room 410

Chair: **Linda F. Edelman**, Bentley College

Discussant: **Dawn R. DeTienne**, Colorado State U.

📖 The Many Faces of Entrepreneurial Opportunities: Exploration & Exploitation in the Quest for

📖 Teaching-oriented | 📖 Practice-oriented | ➔ International-oriented | 🎤 Theme-oriented | 📖 Research-oriented | 👁 Visual Presentation | 📄 Best Paper Proceedings

New Ideas | **Luis Vives De Prada**, ESADE Business School; **Silviya Svejenova**, ESADE Business School

Entrepreneurial Opportunity as Outcome of a Structuration Process: An Exploration | **Sanjay Bhowmick**, U. of Auckland

📖 The Role of Entrepreneurial Alertness in the Opportunity Recognition Process | **Ru-Mei Hsieh**, NSYSU., Kaohsiung, Taiwan; **Chang-Yung Liu**, NSYSU., Kaohsiung, Taiwan

📖 Inside looking out: Individual and situational differences in opportunity evaluation decisions | **J. Robert Mitchell**, U. of Oklahoma; **Dean A Shepherd**, Indiana U.

1535 📖: (Paper Session) - (ENT) **International New Ventures**

8:30am - 10:20am Philadelphia Marriott: Room 411

Chair: **Kathy Fogel**, Northern Kentucky U.

Discussant: **Susanna Khavul**, U. of Texas at Arlington

Decision Making under Resource Constraints: How International New Ventures Achieve More with Less | **Vladislav Maksimov**, Georgia State U.; **Ben Oviatt**, Georgia State U.

➔ How Venture Capitalists Mitigate the Agency Risks of Portfolio Company Internationalization | **Joseph A LiPuma**, Boston U.

➔ 📖 Home-Based Product Strategies and Export Performance in International Entrepreneurial Firms | **Yuan Lu**, Chinese U. of Hong Kong; **Lianxi Zhou**, Lingnan U., Hong Kong; **Weiwen Li**, Chinese U. of Hong Kong

➔ 📖 Drivers of International Entrepreneurship: Efficiency vs. Effectiveness | **Joerg Zimmermann**, Max Planck Institute of Economics, Jena

1536 📖: (Paper Session) - (ENT) **Choices in Family Business**

8:30am - 10:20am Philadelphia Marriott: Room 412

Chair: **Christopher E. Stevens**, Case Western Reserve U.

Discussant: **Luca Gnan**, Torvergata

📖 Work and family conflict: An empirical study of entrepreneurs | **Leon Schjoedt**, Illinois State U.; **Jack L Howard**, Illinois State U.

📖 The Family Business Pipeline: Where Norms and Modeling Make a Difference | **Alan L Carsrud**, Florida International U.; **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **Malin Brannback**, Abo Akademi U.; **Jill Kickul**, Miami U.; **Jennie Elfving**, Abo Akademi U.

Short-Term or Long-Term Efficiency: The Role of Internal Controls in Family Firms Governance Choices | **Lin Ching Hsu**, National Cheng Kung U/ Far East U

📖 With Help from Family: How Entrepreneurs Involve Family throughout the Entrepreneurial Process | **Kim Klyver**, U. of Southern Denmark

1537 📖: (GDO) **Doing Well by Doing a Better Job of Recognizing Gender Effects**

8:30am - 10:20am Pennsylvania Convention Center: Room 104A

Discussant: **Deborah Erdos Knapp**, Kent State U.

Ambivalent Sexism, Social Desirability, and Applicant Evaluations | **Amy-Nicole Salvaggio**, U. of Tulsa; **Michelle Streich**, U. of Tulsa; **Jennifer Hopper**, U. of Tulsa

Differential Prediction of Salary Expectations for Women and Men | **Mary Hogue**, Kent State U.; **Cathy Dubois**, Kent State U.; **Lee Fox-Cardamone**, Kent State U.

Gender and Nationality in 360-degree Feedback | **Debra S Gattton**, Tiffin U.; **Laura Ketter**, Tiffin U.; **Gary A Kustis**, Watterson, Aldridge & Associates, Inc.

Presenters: **Amy-Nicole Salvaggio**, U. of Tulsa; **Mary Hogue**, Kent State U.; **Laura Ketter**, Tiffin U.


Participants: **Michelle Streich**, U. of Tulsa; **Jennifer Hopper**, U. of Tulsa; **Cathy Dubois**, Kent State U.; **Lee Fox-Cardamone**, Kent State U.; **Debra S Gattton**, Tiffin U.; **Gary A Kustis**, Watterson, Aldridge & Associates, Inc.


1538 : (Paper Session) - (HCM) Hospital Strategic Behavior and Performance


8:30am - 10:20am Loews Philadelphia: Commonwealth B

Chair: **Warren L Lyons, FACHE**, Temple U Health System

Discussant: **Sharon Topping**, U. of Southern Mississippi

 Rx for Risk: Evidence on the effects of prior performance on hospital risk decisions | **Joel Ryman**, East Tennessee State U.; **Craig Turner**, East Tennessee State U.

 Evidence-Based Effects of Interorganizational Cooperative Activities on Hospital Performance | **Hanh Q Trinh**, U. of Wisconsin, Milwaukee; **James W Begun**, U. of Minnesota; **Roice D Luke**, Virginia Commonwealth U.

 The Effect of the Hospital Strategic Planning Process on Performance | **Amer Kaissi**, Trinity U.; **James W Begun**, U. of Minnesota


Antecedents to Hospital Bankruptcies: A Political and Economic Framework | **Amy K. Yarbrough**, U. of Florida; **Robert J Landry**, Jacksonville State U.


1539 : (Paper Session) - (HR) Emotions in the Workplace


8:30am - 10:20am Pennsylvania Convention Center: Room 111B


Chair: **Walter Davis**, U. of Mississippi

Discussant: **Nita Chhinzer**, U. of Guelph

 Associations Between Employees' Identification, Emotional Labor Strategy and Consequences | **Yu-Chuan Tung**, National Kaohsiung U. of Applied Sciences; **Yi-Ping Lin**, National Kaohsiung U. of Applied Sciences; **Yi-Jung Chen**, National Kaohsiung U. of Applied Sciences

 An Exploratory Study for Measuring Individual Grieving Stages During a Worksite Closure | **Gary J. Blau**, Temple U.

 Comparing Antecedents of Voluntary Versus Involuntary Layoffs: A Policy Capturing Exploration | **Naresh C. Agarwal**, McMaster U.; **Nita Chhinzer**, U. of Guelph



 HR Managers as Toxin Handlers: The Buffering Effect of Formalizing "Soft" Responsibilities | **Carol T. Kulik**, U. of South Australia; **Christina Cregan**, U. of Melbourne; **Isabel Metz**, U. of Melbourne; **Michelle Brown**, U. of Melbourne

1540 : (Paper Session) - (HR) HR in Small and Medium Size Firms



8:30am - 10:20am Pennsylvania Convention Center: Room 112A

Chair: **Miguel Quinones**, Southern Methodist U.


Discussant: **Hui Liao**, Rutgers U.

  The Reality of Current Human Resource Management Practices in Small Private Firms in China | **Xiaoyun Wang**, U. of Manitoba; **Kun Qiao**, Dalian U. of Technology

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

  Managing Human Resources in Small and Medium-Sized Enterprises | **Chin-Ju Tsai**, U. of Warwick

 The Utilization of Human Capital Enhancing Programs among Small and Medium Enterprises | **Brian S. Klaas**, U. of South Carolina; **Malayka Klimchak**, Winthrop U.; **Matthew Semadeni**, Kelley School of Business, Indiana U.; **Jeanne Johnson**, U. of South Carolina


 HRM in Biotechnology SMEs: The Role of the Founder-Scientist | **Marcus W. Y. Ho**, Auckland U. of Technology; **Marie Wilson**, U. of Auckland

1541 : (Paper Session) - (HR) HRM and Knowledge Workers


8:30am - 10:20am Pennsylvania Convention Center: Room 112B


Chair: **Heather S. McMillan**, U. of Tennessee, Knoxville

Discussant: **Aharon Tziner**, Netanya U. College

 A Case Study of Knowledge Supply and Organizational Effectiveness | **Alan Burton-Jones**, U. of Canberra

A Predictive Model of Employee Self Development: The Effects of Individual and Contextual Variables | **Qiumei Jane Xu**, U. of California, Irvine

 The Crucial Role of HR and IT in Professional Services | **Naresh Khatri**, U. of Missouri, Columbia; **Alok Baveja**, Rutgers U.; **Narendra M. Agrawal**, Indian Institute of Management, Bangalore; **Gordon D. Brown**, U. of Missouri, Columbia


 The Benefits of Human Resource Certification: A Critical Analysis & Recommendations for Research | **Mark L. Lengnick-Hall**, U. of Texas, San Antonio; **Herman Aguinis**, U. of Colorado, Denver

1542 : (Paper Session) - (HR) Antecedents and Outcomes of Compensation Practices


8:30am - 10:20am Pennsylvania Convention Center: Room 113C


Chair: **Claretha Banks**, U. of Arkansas

Discussant: **Peter Thompson**, U. of Illinois at Chicago

 External Labor Market Influences on CEO Pay Design and Disclosure | **Ingrid Fulmer**, Georgia Institute of Technology

 Effects of Wage Dispersion and Wage Compression on Firm Performance in Chinese Enterprises | **Daniel Z. Ding**, City U. of Hong Kong; **Syed Akhtar**, City U. of Hong Kong; **Lianzi Xu**, City U. of Hong Kong

 The Meaning of Pension Incentives and Their Implications for Work Outcomes | **Andrew Luchak**, U. of Alberta; **Dionne Pohler**, U. of Alberta

 How Strategic Is Strategic Pay? The Case of Profit Sharing | **Tony Fang**, School of Administrative Studies, York U.; **Richard J. Long**, U. of Saskatchewan

1543 JS: (HR, OB) The Employment Relationship in China: Western Theory in the Chinese Context

8:30am - 10:20am Pennsylvania Convention Center: Room 105B

Organizers: **Zhike Lei**, George Mason U.; **Lois Tetrick**, George Mason U.

Discussant: **Anne S. Tsui**, Arizona State U.

Presenters: **Cynthia Lee**, Northeastern U.; **Chun Hui**, Chinese U. of Hong Kong; **Peng Chunyan**, Lingnan U.; **Dean Tjosvold**, Lingnan U.; **Jin Zhang**, Tsinghua U.; **Ziming Luo**, Beijing Technology and Business U.

Participants: **Peter Hom**, Arizona State U.; **Lynn Shore**, San Diego State U.; **Joshua B. Wu**, U. of Miami

1544 → 📄: (Paper Session) - (IM) **Country Characteristics and Firm International Performance**

8:30am - 10:20am Philadelphia Marriott: Franklin 3

Chair: **Dominic M. Mwenja**, Pacific Western U.

Discussant: **Miguel Rivera-Santos**, Babson College

- Domestic Rivalry and Export Performance: Theory and Evidence from International Airline Markets | **Joseph A. Clougherty**, Wissenschaftszentrum Berlin (WZB); **Anming Zhang**, U. of British Columbia
- National Cultural Values, Social Capital, Collaborative Exchange, and Micro-Enterprise Performance | **Jasmine Tata**, Loyola U. Chicago; **Sameer Prasad**, U. of Wisconsin, Whitewater
- 🗣️📄 The Impact of National Culture on Corporate Diversification | **Ryan Savitz**, Neumann College; **Stephen P Fitzgerald**, Touro U. International; **Joshua Shackman**, Touro U. International
- 📄 Performance of establishment modes-the influence of host-country characteristics | **Desislava Dikova**, U. of Groningen
- 📄 The Role of Industry Context and Managerial Discretion in the US Industry Exports | **Arvin Sahaym**, U. of Washington, Seattle; **Kevin Steensma**, U. of Washington

1545 → 📄: (Paper Session) - (IM) **Dealing with Institutional Imperfections in Emerging Markets**

8:30am - 10:20am Philadelphia Marriott: Room 413

Chair: **Irina Naoumova**, U. of Tennessee

Discussant: **Ayesha Malhotra**, U. of Calgary

- 🗣️ → 🗣️📄 Anti-counterfeiting, brand positioning and consumer knowledge to discern fakes | **Deli Yang**, Bradford U.; **Gerald Fryxell**, CEIBS
- 🗣️ Networking as Organizational Response to Institutional Upheaval: Evidence from Central Eurasia | **Kiran Mirza Ismail**, U. of Texas, Dallas; **David L Ford Jr**, U. of Texas, Dallas
- IM Division Best Paper Award Finalist**
- 🗣️ → 📄 Institutional Governance and Market Signals: Deceptive Mimicry in Russia's Post-Communist Banking | **Andrew Spicer**, U. of South Carolina; **Livia Markoczy**, U. of Texas, Dallas
- 📄 Strategy and Structure in Emerging Market Business Groups | **Jeffrey Owen Herzog**, Cambridge U.; **Kamal Munir**, U. of Cambridge

1546 → 📄: (Paper Session) - (IM) **Another Glimpse into Internationalization**

8:30am - 10:20am Philadelphia Marriott: Room 414

Chair: **Elisabetta Marafioti**, Bocconi U.

Discussant: **J. Muir Macpherson**, Georgetown U.

- Governance Decisions in the R&D Process: An Integrative Theoretical Framework | **Andrea M. Noya**, U. of Oviedo; **Esteban Garcia-Canal**, U. de Oviedo, Spain
- 📄 Exit Decisions of Entrepreneurs in International Markets | **Ilgaz Arikan**, Georgia State U.
- 📄 Institutional Pressures and the Commencement of Internationalization: Evidence from Taiwanese SMEs | **Hsiang-Lin Cheng**, Feng-Chia University, Taiwan; **Chow-Ming Yu**, National Chengchi U., Taiwan

📄 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 🗣️ Best Paper Proceedings

→ 🗣️ Extending the Staged Model of Foreign Expansion: Cross-Border Syndication by UK PE Firms in Continental Europe, 1990-2005 | **Miguel LCJ Meuleman**, Vlerick Leuven Gent Management School

1547 → 📄: (Paper Session) - (IM) **International OB**

8:30am - 10:20am Philadelphia Marriott: Room 415

Chair: **Leigh Anne Liu**, Georgia State U.

Discussant: **Davina E. Vora**, U. of Texas, Dallas

- 🗣️📄 Cultural differences in the perception of trustworthiness | **Miriam Muethel**, WHU - Otto Beisheim School of Management
- Instrumental and Noninstrumental Voice and Procedural Justice Perceptions for French and Americans | **Katherine Fodchuk**, Old Dominion U.; **Heather Downey**, Old Dominion U.
- A Four-Country Study of Coworker Trust | **Robert D Costigan**, St. John Fisher College; **Richard Charles Insinga**, St. John Fisher College; **Selim S Ilter**, St. John Fisher College; **Jason Berman**, St. John Fisher College
- 📄 Power and Temporal Commitment: An Investigation in Portugal, Turkey, and the United States | **Manuel Anibal Portugal Ferreira**, Instituto Politécnico de Leiria; **Sungu Armagan**, Florida International U.

1548 : (Paper Session) - (IP) **Innovation Diffusion**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Maggie Hui-Fen Chen**, National ChengChi U.

- 📄 **TIM**: Diffusion of Organisational Practices in Turbulent Environments | **Nicola Baldini**, U. of Bologna; **Rosa Grimaldi**, U. of Bologna; **Maurizio Sobrero**, U. of Bologna
- **TIM**: How Do Latecomers Catch Up with Forerunners? | **Shihmin Jimmy Lo**, National Taiwan U.; **Show-Ling Jang**, National Taiwan U.; **Weng-Hau Chang**, National Taiwan U.
- OMT**: The Coevolution of Organizational Diffusion and Mass-Media Communication: The Case of the Business Process Reengineering Fashion | **Eric Abrahamson**, Columbia U.

1549 : (Paper Session) - (IP) **Corporate Social Responsibility: Corporations Doing Good**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Julie Rowney**, U. of Calgary

- CMS**: The Emperor, Newspeak, and Corporations as Agents of Social Change | **Andrew Fergus**, U. of Calgary; **Julie Rowney**, U. of Calgary
- 🗣️📄 **MH**: Now You See it, Now You Don't: Labor-Management Cooperation and the Academic Origins of CSR | **Richard Marens**, California State U. Sacramento
- 📄 **SIM**: Conceptualizing the Dynamics of Social Responsibility: Evidence from the case study of Estonia | **Kylliki Tafel**, Estonian Institute for Futures Studies; **Ruth Alas**, Estonian Business School
- 🗣️📄 **ONE**: Limits to Corporate Social Responsibility | **Knud Sinding**, U. of Southern Denmark; **Philip Peck**, Lund U.

1550 : (Paper Session) - (IP) **Entrepreneurial Process I**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Moren Levesque**, U. of Waterloo

- 📄 **ENT**: The Informal Economy: Entrepreneurship Outside of Institutions | **Justin Wolfgang Webb**, Texas A&M U.; **Laszlo**

Tihanyi, Texas A&M U.; **R. Duane Ireland**, Texas A&M U.; **David G. Sirmon**, Texas A&M U.

→ **ENT**: The State, the Social Sector, and the Market in the Making of China's First Entrepreneurial Venture | **C.H. Tzeng**, Samsung Economic Research Institute

→ **ENT**: The Evolutionary RBV: A Longitudinal Process Study of a Chinese Entrepreneurial Venture | **Jing Zhang**, Lancaster U.; **Wei Zhang**, Tsinghua U.; **Patrick J. Murphy**, DePaul U.

📖 **ENT**: Entrepreneurial Opportunities: Challenges of a Constructivist View | **Didier Chabaud**, Ecole de Management de Normandie; **Joseph Ngijol**, Ecole Supérieure des Sciences Economiques et Commerciales

📖 **ENT**: Serial Entrepreneurship: Differentiating Direct from Latent Re-entrants | **António Miguel Amaral**, Instituto Superior Técnico; **Rui Baptista**, Instituto Superior Técnico

1551 : (Paper Session) - (IP) Governance in Inter-firm Contexts

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Sung Min Kim**, Loyola U. Chicago

📖 **OCIS**: Path Dependent Processes for the Evolution of Vendor-Client Relationships in IT Services | **Mahesh Kumar Ramamani**, Michigan State U.

→ 📖 **BPS**: Role of Interfirm Contexts in the Choice of Alliance Governance Structure | **Senthil K. Muthusamy**, Bowling Green State U.

📖 **BPS**: Alliance Structure Choice: Resource Type or Resource Heterogeneity? | **Thomas Mellewigt**, Free U., Berlin; **TK Das**, Baruch College

📖 **BPS**: Interfirm Governance Mechanisms: A Structure and Process Approach | **Fabrice Lumineau**, HEC-Paris School of Management

1552 : (Paper Session) - (IP) Individual Learning and Knowledge Sharing III

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Jean Phillips**, Rutgers U.

TIM: An Integrative Model: Organizational Climate with Knowledge Transfer and Individual Innovation | **Yi Zhang**, U College Dublin

📖 📖 **MED**: Mentoring as a Learning Tool: Enhancing the Effectiveness of an Undergraduate Mentoring Program | **Caroline P. D'Abate**, Skidmore College; **Erik R. Eddy**, Siena College

CAR: Individuals' Positive Affectivity and Mentoring Network Functions | **Min-Jeong Kim**, Chonnam National U.; **Hongseok Oh**, Yonsei U.; **Min-Soo Kim**, Ewha Women's U.

📖 **ODC**: Expensive leases and disheartened cops – Why employees learn more in change projects than we think | **Gabriele Jacobs**, Erasmus U. Rotterdam; **Anne Keegan**, U. of Amsterdam; **Jochen Christe-Zeyse**, German Police U.; **László Pólos**, U. of Durham

1553 : (Paper Session) - (IP) Institutions and Firms

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Michael K Moch**, Michigan State U.

→ 📖 **OCIS**: Unpacking Strategic Renewal through the Institutional Theory Lens: The Case of KM at the ADB |

Poornima Luthra, National U. of Singapore; **Shan-Ling Pan**, National U. of Singapore

🗣️ **OMT**: "Does Industry Trajectory Impact Profitability?" | **Juliana Bonomi Santos**, Fundacao Getulio Vargas; **Cristina Barbosa do Amaral Gurgel**, Fundacao Getulio Vargas

OMT: Institutional change and professional practices: The case of French doctoral education | **Aubepine Dahan**, Ecole Nationale des Ponts et Chaussées; **Vincent Mangematin**, INRA/UPMF

📖 **BPS**: The 2003 Dividend Tax Cut and Corporate Dividend Policy: How Much Do Agency Problems Matter? | **Mazhar Islam**, U. of Minnesota

ENT: Evolution of the NYC New Media Ecosystem: An Institutional/Entrepreneurial Perspective | **Cliff Wymbs**, Baruch College

1554 : (Paper Session) - (IP) Power in Organizations II

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Kenneth Lee Bettenhausen**, U. of Colorado at Denver and Health Sciences Center

OB: Toward an Understanding of the Nature and Outcomes of Status Inequality in Organizations | **Amy Christie**, Queen's U.; **Julian Barling**, Queen's U.

MOC: Reputation, Power, and Political Skill in Organizational Transfer | **John A. Martin**, Florida State U.

📖 **BPS**: The Impact of Organizational Politics on Strategy Effectiveness | **Jane Gunn**, Australian National U.; **Stephen Chen**, Australian National U.

📖 **OB**: Glorious or Notorious? Patterns of Personal Reputations in the Workplace | **Jennifer Dunn**, Michigan State U.

1555 : (Paper Session) - (IP) Socially Responsible Values on Organizational Behavior

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Robin Taylor Byerly**, Appalachian State U.

📖 **OB**: CSR Influence on Employees' Attitudes, Behaviours, and Performance: An Integrative Model | **Jean-Pascal Gond**, Nottingham U. Business School; **Assaad ElAkremi**, U. of Toulouse; **Jacques Robert Igalens**, IAE, U. of Toulouse I; **Valérie Swaen**, IAG, Louvain School of Management

🗣️ **ONE**: Environmental NGOs: A study of leadership, organizational culture, and effectiveness | **Carolyn Egri**, Simon Fraser U.; **Craig Mayberry**, UBC; **David Thomson**, Training Resources for the Environmental Community

→ 🗣️ **MC**: Corporate Social Responsibility and Value Based Management in a Multinational Company. | **Bjoern Z. Ekelund**, Human Factors

🗣️ **CMS**: DOING GOOD AND WELL. Intrinsic alignment between personal interest, firm goals and societal needs | **Hector O. Rocha**, IAE - Management and Business School of Austral U.

Best CMS Paper Nominee

🗣️ **OB**: Corporate Volunteer Programs & Employee Responses: How Serving the Community Also Serves the Company | **David A. Jones**, U. of Vermont

1556 : (Paper Session) - (IP) Resources, Knowledge, and Firm Performance III

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Sarah J Marsh**, Northern Illinois U.

OCIS: The Development Paths of Non-Strategic Capabilities |

Shan-Ling Pan, National U. of Singapore; **Chee Chang Tan**, National U. of Singapore; **Jimmy Huang**, U. of Warwick; **Brad Poulson**, U. of Warwick

📖 **BPS: A Synoptic View of the RBV: Assetization and Duality of Resources | William Acar**, Kent State U.; **Brian Polin**, Jerusalem College of Technology

📖 **MOC: Making Sense of the Resource-Based View? | Stephane A. Tywoniak**, Queensland U. of Technology

🗣️📖 **HR: Implementing an Organizational Strategy of Sustainability: The Role of Human Resources | Kent D. Fairfield**, Fairleigh Dickinson U.; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC; **Joel I Harmon**, Fairleigh Dickinson U.; **William G. Russell**, SKN Worldwide

1557: (Paper Session) - (IP) Social Networks in a Competitive Environment

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Rajaram Veliyath**, Kennesaw State U.

📖 **BPS: Network Formation and the Emergence of Dynamic Capabilities in Technology Based New Ventures (TBNVs) | Joanne Jin Zhang**, City U. London

IM: Political Ties and Firms' Strategic Reaction to Competitive Foreign Entry in Transition Economies | Weiting Zheng, National U. of Singapore; **Kulwant Singh**, National U. of Singapore

➔📖 **ENT: Goal Interdependence, Social Capital, and Intangible Resources of Entrepreneurial Firms in China | Yi Feng Chen**, Lingnan U.; **Mike C. H. Chao**, Baruch College; **Zuobin Ye**, Hong Kong Perfect Company

📖 **OMT: The Strength of Strong Ties: How Friendships Influence the Degree of Price Competition | Peder Inge Furseth**, BI Norwegian School of Management

🗣️📖 **OMT: Networking Capability and Performance of Multinational Corporations | Nicolas Rolland**, CERAM; **Renata Kaminska-Labbe**, CERAM

1558: (Paper Session) - (IP) Strategic Choice

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Asli Musaoglu Arikan**, Georgia State U.

ENT: Keeping Geographic Expansion Thrusts under Different Environmental Conditions | Hsien-Jui Chung, National Chung Cheng U.; **Chun-Chung Chen**, Yuan Ze U.; **Hsuan Lo**, Chia Nan U. of Pharmacy & Science

BPS: Implementation of Expansion Strategy – Impact of Industry and Firm Context | Arun Kumar Tripathy, Indian Institute of Management Bangalore

📖 **ENT: Toward A Symbiotic Theory of Franchising: Implications for Outlet Location, Ownership, and Size | Alexa A Perryman**, Florida State U.; **Jim Combs**, Florida State U.

🗣️➔📖 **ENT: Business Planning in Uncertain Environment | Lyubov A. Bogun**, Odesa Institute of Entrepreneurship and Law; **Dmitro A. Sokolov**, Independent Researcher

BPS: Understanding the Relation between Environmental Dynamics, Strategic Renewal, and Firm Performance |

Sergei Floricel, U. of Quebec, Montreal; **John L Michela**, U. of Waterloo

1559: (Paper Session) - (IP) Strategic Role of HR

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **David P. Lepak**, Rutgers U.

📖 **HR: Strategic Human Resource Management: Three-Stage Process And Influencing Organisational Factors | Manjari Singh**, Indian Institute of Management Ahmedabad; **Sandeep K. Krishnan**, Indian Institute of Management, Ahmedabad

🗣️ **HR: Human Resources and Strategy in Outsourced and in-house call centers: Empirical findings from Brazil | Pedro Lucas de Resende Melo**, Pontifical Catholic U. of Sao Paulo; **Felipe Mendes Borini**, U of São Paulo; **Moacir de Miranda Oliveira Jr**, U. of Sao Paulo

🗣️ **HR: An Empirical Study on Human Resource Management in Small and Medium Sized Enterprises in China | Li Xue Cunningham**, Cass Business School, City U.

HR: Towards a process-oriented assessment of the HR function: scale development and validation | Jeroen Delmotte, Katholieke U. Leuven; **Luc Sels**, Katholieke U. Leuven; **Sophie De Winne**, Lessius Hogeschool - K.U.Leuven

🗣️📖 **HR: One size does not fit all: Linking customer service strategy with human resource management | Ying Hong**, Rutgers U.; **David P. Lepak**, Rutgers U.

1560 📖🗣️📖: (Paper Session) - (MED) Teaching Management: Issues and Practices

8:30am - 10:20am Pennsylvania Convention Center: Room 109A

Chair: **George A. Redmond**, Franklin U.

Discussant: **Sabine Junginger**, Lancaster Institute for Contemporary Arts, Lancaster U.

📖🗣️ **LATERAL THINKING IN MANAGEMENT EDUCATION: EMIC ANALYSIS OF A GRADUATE PROGRAM PEDAGOGICAL EXPERIENCE | Hiroshi Shimazaki**, U. of Lethbridge; **Atulya Venkatramanan**, U. of Lethbridge

📖 **An Evaluation of "Intensity" in Skill Development Using Experiential Learning Methodologies | Robert C Giambatista**, Lehigh U.; **J Duane Hoover**, Texas Tech U.

Bringing management down from the heavens: Day to day decision making | Greg Clydesdale, Massey U.

📖 **Math anxiety among business students | Barbara L Rau**, U. of Wisconsin, Oshkosh; **Melanie L. Holly**, Kohler Corporation

1561 📖🗣️📖: (MED, SIM, CMS) Doing Well by Doing Good -- and Doing it in the Curriculum

8:30am - 10:20am Pennsylvania Convention Center: Room 109B

Chair: **Tammy MacLean**, Suffolk U.

Discussant: **Barrie E. Litzky**, Pennsylvania State U., Great Valley
Presenters: **Douglas R May**, U. of Kansas; **Rich Wokutch**, Virginia Tech; **Elisa Cobas-Flores**, EGADE-ITESM; **Bryan W Husted**, Tecnológico de Monterrey/Instituto de Empresa; **Danna Greenberg**, Babson College

1562 📖: (Paper Session) - (MOC) Attributions About Performance, Leadership, Wrongdoing, and Morality

8:30am - 10:20am Pennsylvania Convention Center: Room 107B

Chair: **Fran Ackermann**, Strathclyde U.

Discussant: **Jennifer Jordan**, Kellogg School of Management, Northwestern U.

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

Correspondence Bias in Performance Evaluation | **Zachariah Steven Sharek**, Carnegie Mellon U.

→ 📄 Cross Cultural Attributions for Group Performance | **Jack Anthony Goncalo**, Cornell U.; **George Kandathil**, Cornell U.

📄 The Role, Function, and Contributions of Attribution Theory to Leadership: A Review | **Mark J Martinko**, Florida State U.; **Paul Harvey**, U. of New Hampshire; **Scott C. Douglas**, U. of Montana

Halos or Horns? Effects of a Wrongdoer's Status on Attributions of Wrongdoing and Punishments | **Iryna Onypchuk**, U. of North Carolina; **Alison Fragale**, U. of North Carolina; **Benson Rosen**, U. of North Carolina; **Jia (Carol) Xu**, U. of North Carolina

🗣️ 📄 Praise, Denigration, and Moral Identity | **Scott Wiltermuth**, Stanford U; **Benoit Monin**, Stanford U; **Rosalind M. Chow**, Stanford U.

1563 📄: (Paper Session) - (MOC) Learning in Teams

8:30am - 10:20am Pennsylvania Convention Center: Room 110A

Chair: **Suzanne P. Weisband**, U. of Arizona

Discussant: **David V. Day**, Singapore Management U.

→ 📄 Dissimilarity and Learning in Teams: The Role of Relational Identification | **Danielle Cooper**, U. of North Texas
Social Capital, Social Identity, and Willingness of Knowledge Transfer in Blended Workgroups | **Mamta Bhatt**, Boston College

Virtual Team Learning: Reflecting and Acting, Alone or With Others | **Deborah Soule**, Harvard U.; **Lynda M. Applegate**, Harvard U.

Individual Learning in Organizational Groups: An Alternate View of Group Performance. | **Rebecca Mitchell**, U. of Newcastle; **Stephen Nicholas**, U. of Newcastle; **Brendan Boyle**, U. of Sydney

1564 📄: (Paper Session) - (MOC) Heuristics and Biases

8:30am - 10:20am Pennsylvania Convention Center: Room 113A

Chair: **Margaret D Gorman**, George Washington U.

Discussant: **Matthew A. Cronin**, George Mason U.

📄 An Asymmetry in the Value of Past and Future Events | **Eugene M Caruso**, Harvard U.; **Daniel T Gilbert**, Harvard U

📄 Distributed Calculation: Mechanisms of Risk Arbitrage in a World of Uncertainty | **Daniel Beunza**, Columbia U.; **David Stark**, Columbia U.

📄 Examining Managers' Judgments of Performance: A Test of Input Bias in the Field | **Vandana Ramachandran**, U. of Maryland, College Park; **Anand Gopal**, U. of Maryland, College Park

🗣️ 📄 How Thinking about Money and Economics Affects Attitudes about Spending Time | **Sanford Ely DeVoe**, Stanford U.; **Jeffrey Pfeffer**, Stanford U

1565 → 📄: (Paper Session) - (OB) Transformational Leadership: Impact on Individual, Group, and Firm Performance

8:30am - 10:20am Philadelphia Marriott: Room 309

Chair: **Joe Sprangel**, Lawrence Technological U.

Discussant: **Kevin B. Lowe**, U. of North Carolina, Greensboro

📄 Transformational Leadership, Positive Psychological Traits, and Firm Performance | **Suzanne J. Peterson**, Arizona State U.; **Fred O. Walumbwa**, Arizona State U.; **Kristin Byron**, Syracuse U.; **Jason Myrowitz**, Arizona State U.

📄 Transformational Leadership and Subordinates' Performance: Examining Mediating Variables | **Simon C. H. Chan**, Hong Kong Polytechnic U.; **Edward Snape**, Hong Kong Polytechnic U.; **Wai-ming Mac Mak**, Hong Kong Polytechnic U.

→ Unlocking the Performance Potential of Diverse Teams Through Transformational Leadership | **Eric Kearney**, Technical U. Berlin; **Diether Gebert**, Korea U.

→ Examining the Effects of CEO Transformational Leadership on Firm Performance in China | **Dong-il Jung**, San Diego State U.; **John J. Sosik**, Pennsylvania State U., Great Valley; **Chee Chow**, San Diego State U.; **Gong Chen**, Shanghai JiaoTong U.

1566 → 📄: (Paper Session) - (OB) Teams Within Teams: Faultlines, Diversity, and Cross-Cultural Issues

8:30am - 10:20am Pennsylvania Convention Center: Room 110B

Chair: **Jocelyn Louise Steward**, U. of Alabama, Birmingham

Discussant: **Mary D. Zalesny**, PNNL

🗣️ 📄 The Effects of Knowledge Faultlines on Team Cohesion, Learning and Performance | **Yuan Jiang**, Rutgers U.; **Yunhyung (Yun) Chung**, Rutgers U.; **Susan E. Jackson**, Rutgers U.; **Ben Shaw**, Bond U.

→ 📄 Cooperation in Workgroups in US and China: A Cultural Consensus Model | **Josh W. Keller**, U. of Texas, Austin; **Jeffrey Loewenstein**, U. of Texas, Austin

🗣️ 📄 Demographic Faultlines and Team Processes: The Impact of Leadership Climate and Team Longevity | **Andreas Voigt**, London Business School; **Lynda Gratton**, London Business School

📄 Manager Organizational Commitment: A Question of Support or Image? | **Sylvie Guerrero**, ESG-UQAM; **Olivier Herrbach**, U. Montesquieu - Bordeaux IV

→ 📄 A Multilevel Model of Cultural Diversity, Cultural Intelligence and Trust in Teams | **Thomas Rockstuhl**, Nanyang Business School; **Kok-Yee Ng**, Nanyang Technological U.

1567 → 📄 JS: (OB, GDO, HR) How, Where, and Why Diversity Matters: A Contextualized Agenda for Future Research

8:30am - 10:20am Pennsylvania Convention Center: Room 103B

Organizer: **Aparna Joshi**, U. of Illinois, Urbana-Champaign

Participants: **Nancy DiTomaso**, Rutgers U.; **Robin Ely**, Harvard U.;

Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology;

Luis Martins, Georgia Institute of Technology;

Guenter Stahl, INSEAD

Winner of Making Connections Award

1568 🗣️ 📄 JS: (OB, HR, GDO) "On the Sunny Side of the Street": Exploring the Positive Side of the Work-Family Interface

8:30am - 10:20am Pennsylvania Convention Center: Room 103C

Organizers: **Mila B. Lazarova**, Simon Fraser U.; **Mina Westman**,

Tel Aviv U.; **Margaret Shaffer**, U. of Wisconsin, Milwaukee

Facilitator: **Jeffrey H. Greenhaus**, Drexel U.

Coordinator: **Mila B. Lazarova**, Simon Fraser U.

The Effect of Involvement in Nonwork Roles on Job Performance | **Christy Harris Weer**, Radford U.; **Jeffrey H. Greenhaus**, Drexel U.

Multiple Role Engagement, Affective Experience, and Well-Being | **Nancy Rothbard**, U. of Pennsylvania; **Rachel Perl**, U. of Pennsylvania

Work-Family Enrichment: Idealized or Useful Construct? | **Dawn S. Carlson**, Baylor U.; **Joseph Grzywacz**, Wake Forest U.

Workplace Strategies for Creating Positive Spillover between Personal and Professional Life | **Steven A. Y. Poelmans**, IESE, U. of Navarra; **Aline D. Masuda**, IESE, U. of Navarra

A Positive Perspective of the Work-Family Interface on International Assignments | **Mina Westman**, Tel Aviv U.; **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Mila B. Lazarova**, Simon Fraser U.

1569 📄JS: (OB, MOC, HR) **Emotions Research: Pushing Theoretical and Empirical Frontiers**

8:30am - 10:20am Pennsylvania Convention Center: Room 103A
 Chairs: **Sushil Nifadkar**, Arizona State U.; **Kevin G. Corley**, Arizona State U.
 Discussant: **Anat Rafaeli**, Technion-Israel Institute of Technology
 Emotional Intelligence, Positive Emotions Displays, and Leadership Emergence | **Stéphane Côté**, U. of Toronto; **Christopher T. H. Miners**, U. of Toronto
 Operationalization of Emotional Labor: A Tale of Two Measures | **Devasheesh P. Bhave**, U. of Minnesota; **Theresa M. Glomb**, U. of Minnesota
 Show me the money! Integrating Financial Rewards into the Study of Emotional Labor | **Alicia A. Grandey**, Pennsylvania State U.
 Emotional Potential: An Evolutionary Perspective | **Sushil Nifadkar**, Arizona State U.
 Emotion and Sensemaking | **Sally Maitlis**, U. of British Columbia; **Timothy J. Vogus**, Vanderbilt U.

1570 📄: (Paper Session) - (OCIS) **Online Discourse -- Competence, Civility, and Collocation**

8:30am - 10:20am Philadelphia Marriott: Room 307
 Chair: **Elisa Mattarelli**, U. of Modena and Reggio Emilia
 Discussant: **Maria Christina Binz-Scharf**, City College, CUNY
 📄 The Role of Communication Competence in ICT Usage: An Empirical Investigation | **Chei Sian Lee**, Nanyang Technological U.; **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Arkalgud Ramaprasad**, U. of Illinois, Chicago
 Wired and Rude: Cyber Incivility at the Workplace and Individual Responses | **Vivien KG Lim**, National U. of Singapore; **Jen Yuin Chin**, National U. of Singapore
 Communication@Work - Investigating Collocation, Shared Demographics, Work Practices and Media Choice | **Joan Teresa Allatta**, Purdue U.

1571 📄➔📄JS: (OCIS, IM) **Achieving Coordination in Distributed Work**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom J
 Organizer: **Kannan Srikanth**, London Business School
 Global Strategies, Integrative Mechanisms, and Intra-firm Coordination across Borders | **Mary M. Maloney**, U. of St. Thomas; **Minyuan Zhao**, U. of Michigan

📄 Teaching-oriented | 📄 Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

Common Ground as a coordination mechanism across geographic distances and firm boundaries | **Kannan Srikanth**, London Business School

Collaboration across space: is distance dead and the world flat? | **Florian A. Taeube**, Imperial College London

Group Norms and Coordination in Internationally Distributed Teams | **Tine Koehler**, George Mason U.

The role of competing subgroups and numerical minorities in geographically distributed teams | **Mark Mortensen**, Massachusetts Institute of Technology

Stay Tuned: Professional Coordination of Distributed Work in Changing Circumstances | **Paul C Van Fenema**, Netherlands Defense Academy; **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Vinay Tiwari**, RSM Erasmus U.

1572 : (Paper Session) - (ODC) **Exploring Employee Involvement in Change Interventions**

8:30am - 10:20am Loews Philadelphia: Commonwealth C
 Chair: **Ilene Wasserman**, ICW Consulting Group
 🗣️📄 The Effect of Workers' Visibility on Effectiveness of intervention Programs | **Gil Luria**, Haifa U.; **Dov M. Zohar**, Israel Institute of Technology; **Ido Erev**, Technion Israel Institute of Technology
 📄 The "ME-I" Theory of Organizational Consolidations; Avoiding Merger-Encouraged-Individualism | **Michael Gene Stull**, California State U. San Bernardino; **Richard T Creasy**, Case Western Reserve U.; **Simon Peck**, Case Western Reserve U.
 ➔ Organization change: The role of collective bargaining and employee involvement. | **Mary S. Logan**, London School of Economics and Political Science; **Sue Fernie**, London School of Economics and Political Science
 ➔ 📄 Exploring the motives for employee ownership and consequent risk-taking behavior | **Hsueh Liang Wu**, National Cheng Kung U.; **Wei-Chieh Su**, National Cheng Kung U.; **Cheng-Yu Lee**, National Cheng Kung U.

1573 🗣️📄JS: (ODC, MC) **Measuring and Assessing Workplace Civility: Do "Nice" Organizations Finish First?**

8:30am - 10:20am Loews Philadelphia: Congress C
 Discussant: **Linda Belton**, U.S. Department of Veterans Affairs
 The Road to Civility: How VHA Is Transforming Employee Measures | **Sue Dyrenforth**, U.S. Department of Veterans Affairs; **Rita Kowalski**, Work Life Consulting LLC; **Martin P. Charns**, U.S. Department of Veterans Affairs; **Linda Belton**, U.S. Department of Veterans Affairs
 Civility: The Development and Psychometric Assessment of a Survey Measure | **Mark Meterko**, U.S. Department of Veterans Affairs; **David C. Mohr**, U.S. Department of Veterans Affairs; **Nicholas Warren**, U. of Connecticut; **Sue Dyrenforth**, U.S. Department of Veterans Affairs
 The Roots of Civility: Context and Culture in Healthy Organizations | **Nicholas Warren**, U. of Connecticut; **Michael J. Hodgson**, Veterans Health Administration; **David C. Mohr**, U.S. Department of Veterans Affairs; **Sue Dyrenforth**, U.S. Department of Veterans Affairs
 Workplace Civility, Workplace Incivility and Employee Sick Leave Rate Usage | **David C. Mohr**, U.S. Department of Veterans Affairs; **Nicholas Warren**, U. of Connecticut; **Michael**

J. Hodgson, Veterans Health Administration; **Katerine Osatuke**, U.S. Department of Veterans Affairs; **Christopher Ward**, U.S. Department of Veterans Affairs; **Sue Dyrenforth**, U.S. Department of Veterans Affairs

The Association Between Civility and Monetary Organizational Outcomes | **Mark Stephen Nagy**, Xavier U.; **Nicholas Warren**, U. of Connecticut; **Katerine Osatuke**, U.S. Department of Veterans Affairs; **Sue Dyrenforth**, U.S. Department of Veterans Affairs

Civility, Respect, Engagement in the Workforce (CREW): An Organization Development Intervention | **Katerine Osatuke**, U.S. Department of Veterans Affairs; **Christopher Ward**, U.S. Department of Veterans Affairs; **Sue Dyrenforth**, U.S. Department of Veterans Affairs

1574 JS: (ODC, MC, MH) Doing Well Globally:

Corporate Strategies for International OD Work

8:30am - 10:20am Loews Philadelphia: Commonwealth D

Chair: **Peter Sorensen**, Benedictine U.

Coordinator: **Therese F. Yaeger**, Benedictine U.


Participants: **Thomas C. Head**, Roosevelt U. Chicago-Schaumburg; **Robert Kjar**, Takeda Pharmaceuticals; **Linda Sharkey**, GE Capital; **Philip Terry Anderson**, Johnson-Diversey


1575 : (Paper Session) - (OM) Lean Manufacturing & Quality Processes

8:30am - 10:20am Philadelphia Marriott: Franklin 13


Chair: **Dayna Simpson**, U. of Melbourne

Discussant: **Hale Kaynak**, U. of Texas, Pan American

 Six Sigma and Absorptive Capacity: A Review of Literature | **Shirley Ann Hazlett**, Queens U. Belfast; **Rodney McAdam**, U. of Ulster

 Normal Disruptions and Ordinary Processes | **Kathryn Marley**, Ohio U.; **Peter T Ward**, Ohio State U.; **Steven J Spear**, Harvard U.

  Supplier ISO 9000 Certification and its Relationship with Supply Chain Performance | **Mile Terziovski**, U. of Melbourne

 Buyer Beware: Quality Risk in Outsourcing | **John Gray**, Ohio State U.; **Aleda V. Roth**, Clemson U.; **Brian Tomlin**, Kenan Flagler Business School at U. of North Carolina

1576 : (OMT) Does the Dynamics of Fast Change Call for New Organizational Forms?

8:30am - 10:20am Philadelphia Marriott: Franklin 5

Organizer: **Richard M Burton**, Duke U.



Participants: **Dorthe Døjbak Haakonsson**, Aarhus School of Business; **Charles C. Snow**, Penn State U.; **Jay Galbraith**, U. of Southern California; **Henk W. Volberda**, Erasmus U.; **John P Ulhoi**, Aarhus School of Business; **Richard M Burton**, Duke U.



1577 : (Paper Session) - (OMT) Organizations and the State: Institutional and Political Perspectives


8:30am - 10:20am Philadelphia Marriott: Franklin 7


Chair: **Eric J. Neuman**, U. of Michigan, Ann Arbor

Discussant: **Christopher Marquis**, Harvard U.

  Business Responses to the Protective Public Policy Process | **Jorge Rivera**, George Washington U.; **Jennifer Oetzel**, American U.; **Peter DeLeon**, U. of Colorado, Denver; **Mark Starik**, George Washington U.

  Rising insurgencies: The failure of political institutions and new venture survival | **Shon R Hiatt**, Cornell U.; **Wesley Sine**, Cornell U.

 Organizational capture of state actors: How field level characteristics impact regulatory outcomes | **David Eduardo Cavazos**, James Madison U.


 Arbitrator of Science: Institutionalization and Status Effects in FDA Drug Review 1990-2004 | **Jerry W. Kim**, Columbia U. Winner of the **Louis R. Pondy Best Paper Based on a Dissertation Award**


1578 : (Paper Session) - (OMT) Socially Constructed Reality in Organizations and Markets

8:30am - 10:20am Philadelphia Marriott: Room 402

Chair: **Azita Hirsa**, Rensselaer Polytechnic Institute

Discussant: **Mark J Zbaracki**, New York U.

 Different Truths in Different Worlds | **Kent D Miller**, Michigan State U.; **Shu-Jou Lin**, National Taiwan U.

 The Translation of Shareholder Value in the German Business System: A Study of Two German Firms. | **Lazaros Goutas**, U. of Cambridge

 Reading is Believing: Financial News and Market Contingencies | **Stefan Jonsson**, Stockholm School of Economics and Uppsala U.; **Helena Buhr**, U. of Michigan


Applying Institutional Theory to Impression Management: The Case of Stock Option Accounting | **Edward Carberry**, Cornell U.

1579 : (Paper Session) - (OMT) Inter-organizational Imitation: Determinants and Consequences


8:30am - 10:20am Philadelphia Marriott: Room 403


Chair: **David Lanier Major**, U. of Maryland, College Park

Discussant: **Lyda S. Bigelow**, U. of Utah

 Imitative Behavior: Network Antecedents and Performance Consequences | **Giuseppe Soda**, SDA Bocconi U.; **Akbar Zaheer**, U. of Minnesota; **Alessandra Carlone**, Bocconi U.

Copy if you dare: The contingent value of imitation capabilities | **Felipe Csaszar**, U. of Pennsylvania; **Nicolaj Siggelkow**, U. of Pennsylvania

 When to follow the crowd? Organizational moderators of reliance on inter-organizational imitation | **Vinit Desai**, U. of California, Berkeley; **Peter Micah Madsen**, Brigham Young U.

 Organizational Size, Performance, and Frequency-Based Imitation: A Test of Competing Hypotheses | **Ithai Stern**, Northwestern U.; **Jo-Ellen Pozner**, U. of California, Berkeley

1580 JS: (OMT, BPS) Managerial Jobs and Managerial Mobility: Linkages to Organizational Structure and Performance

8:30am - 10:20am Philadelphia Marriott: Franklin 6

Chairs: **Joseph Broschak**, U. of Arizona; **Michael G. Katz**,

Goizueta Business School

Discussant: **Warren Boeker**, U. of Washington Seattle

Participants: **Joseph Broschak**, U. of Arizona; **Michael G. Katz**, Goizueta Business School; **Peter W Roberts**, Emory U.; **Lisa Ellen Cohen**, London Business School; **Heather Haveman**, UC Berkeley; **Anand Swaminathan**, U. of California, Davis; **Damon J Phillips**, U. of Chicago

1581 → 🗨️📄: (Paper Session) - (ONE) Environmental

Regulation and Uncertainty

8:30am - 10:20am Loews Philadelphia: Regency Ballroom C2

Chair: **Joseph A. Petrick**, Wright State U.

Effect of regulatory uncertainty on environmental strategy – a reason to postpone investments? | **Volker H. Hoffmann**, ETH Zurich; **Thomas Trautmann**, ETH Zurich; **Jens Hamprecht**, ETH Zurich

🗨️📄 “Promote the General Welfare”: Environmental Strategy in the Face of Regulatory Intensity | **Bruce Clemens**, Western New England College; **Maria Papakakis**, James Madison U.

🗨️📄 Mandatory Information Disclosure and Environmental Performance in the Electricity Industry | **Magali Delmas**, U. of California, Santa Barbara; **Maria J. Montes-Sancho**, Carlos III U.; **Jay Shimshack**, Tufts U.

Strategic Responses to Regulatory Uncertainty – The Case of Environmental Regulation | **Volker H. Hoffmann**, ETH Zurich; **Thomas Trautmann**, ETH Zurich; **Christian Engau**, ETH Zurich

1582 🗨️📄: (Paper Session) - (PNP) Change, Innovation, and Reform in the Public Sector

8:30am - 10:20am Loews Philadelphia: Commonwealth A2

Chair: **Amy E. Smith**, U. of Albany, SUNY

Discussant: **Dorothy F Olshfski**, Rutgers U.

🗨️➔ Institutional Entrepreneurs in the Public Sector: Towards a Contingency Theory | **Taieb Hafsi**, HEC Montreal; **Luc Bernier**, ENAP Quebec; **Mehdi Farashahi**, Concordia U.

🗨️📄 Implementing Large-Scale Organization Development and Change in the States | **Neil M. Boyd**, Lycoming College

🗨️🗨️📄 Combinative Effects of Innovation Types of Performance: A Longitudinal Study of Public Services | **Richard Mark Walker**, U. of Hong Kong; **Fariborz Damanpour**, Rutgers U.; **Claudia Nancy Avellaneda**, Texas A&M U.

🗨️➔🗨️📄 Institutional Reforms and Strategic Responses in the Public Sector. | **Daniela Cristofoli**, Bocconi U.; **Greta Nasi**, Bocconi U.; **Alex Turrini**, Bocconi U.; **Giovanni Valotti**, Bocconi U.

1583 🗨️📄: (Paper Session) - (PNP) Partnership and other forms of Privatizing Public Services

8:30am - 10:20am Loews Philadelphia: Howe

Chair: **Kun Huang**, New Mexico State U

Discussant: **Sanjay K. Pandey**, U. of Kansas

A Post Keynesian Regulatory Model of Privatization | **Wissam Al-Hussaini**, Concordia U.; **Rick Molz**, Concordia U.

➔ Owner or Holder: A Critical Study of Property Rights in Public Services | **Claudine Desrieux**, U. of Paris I Sorbonne

🗨️➔📄 Prison Governance Structures: Public vs. Private | **Sandro Cabral**, Federal U. of Bahia; **Paulo Furquim Azevedo**, FGV-SP

🗨️🗨️📄 Public-Private Partnerships: Contract Choice and Performance of Water Distribution in Spain | **Hugo Zarco Jasso**, IESE Business School

1584 📄: (Paper Session) - (RM) Philosophy of Science

8:30am - 10:20am Philadelphia Marriott: Franklin 8

Chair: **Christiane Spitzmueller**, U. of Houston

Discussant: **Raza A Mir**, William Paterson U.

🗨️🗨️ Reconstruction and Extension of Kuhn's Views on Social Science: Implications to Management Science | **Janne Petteri Kurtakko**, U. of Lapland

🗨️📄 Social Constructionist Approaches to Research | **Ann L Cunliffe**, U. of Hull

📄 Triangulating Philosophies of Science to Understand Complex Management Problems | **John P. Bechara**, U. of Minnesota, Twin Cities; **Andrew H. Van de Ven**, U. of Minnesota

📄 Paradigm Interplay in Cross-cultural Management with the Kulturstandard Method | **Laurence Romani**, Stockholm School of Economics; **Henriett Primecz**, Corvinus U. of Budapest; **Katalin Topçu**, Corvinus U. of Budapest

1585 🗨️📄: (Paper Session) - (SIM) Predicting Corporate Social Performance

8:30am - 10:20am Loews Philadelphia: Washington C

Facilitator: **Jeanne M Logsdon**, U. of New Mexico

🗨️🗨️ Seeking Social Change Through Shareholder Activism: When Do Corporations Respond Positively? | **Jeanne M Logsdon**, U. of New Mexico; **Kathleen Rehbein**, Marquette U.; **Harry J Van Buren**, U. of New Mexico

🗨️📄 Legitimacy, Visibility and the Antecedents of Corporate Social Performance | **Mark P Sharfman**, U. of Oklahoma; **Shih-chi Chiu**, U. of Missouri - Columbia

🗨️🗨️ Doing Well by Doing Good? Mobilizing Corporate Resources to Disasters | **Matt Statler**, New York U.; **Peter Buergi**, PTB Consulting; **William Raisch**, New York U.

Taking the Time to be Good: The Role of Time in Predicting Corporate Social Performance | **Natalie Slawinski**, U. of Western Ontario; **Jijun Gao**, U. of Western Ontario; **Tom Ewart**, U. of Western Ontario

1586 📄: (Paper Session) - (TIM) University-Industry Knowledge Transfer

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom L

Chair: **Irene Martin-Rubio**, U. Politècnica de Madrid

Discussant: **Douglas J. Miller**, U. of Illinois at Urbana-Champaign

📄 Forms and Impacts of Academic Consulting: A Theoretical Framework | **Markus Perkmann**, Loughborough U.; **Kathryn Walsh**, Loughborough U.

U.S. Faculty Patenting: Inside and Outside the University | **Jerry Thursby**, Emory U.; **Anne W. Fuller**, Georgia Institute of Technology; **Marie Thursby**, Georgia Institute of Technology

📄 How Collaborative Are Public- Versus Private-Science Organizations? | **Andrew Nelson**, Stanford U

➔📄 The Role of University Patents: U.S.-Japan Comparison of University-Industry Knowledge Transfer | **Mariko Sakakibara**, U. of California, Los Angeles

📄 A Taxonomy of Open Innovation Strategies for the Analysis of University-Industry Communities | **Corrado Lostorto**, Naples U.

1587 : (Paper Session) - (TIM) Firm Characteristics and Innovation

8:30am - 10:20am Philadelphia Marriott: Room 303

Chair: **Hind Benbya**, GSCM, Montpellier Business School

Discussant: **Michael David Bedell**, California State U, Bakersfield

➤ Firm Age and Innovation | **Natarajan Balasubramanian**, Florida International U.; **Jeongsik Jay Lee**, Georgia Institute of Technology

The Effects of Spatial Firm Mobility on Firm Performance | **Joris Knob**, Tilburg U.

➔ IT Competency and Financial Performance: Moderated by Managerial Knowledge and Low Cost Strategy | **Jarrold M. Haar**, U. of Waikato; **Jenny Gibb**, U. of Waikato

Virtuousness and Product Innovation Performance | **Todd W. Moss**, Texas Tech U.

📖 Firm Size and Innovation: The Role of Managerial Self- and Competitor-referenced Innovation Motives | **March L. To**, Hong Kong Polytechnic U.; **Eric W.T. Ngai**, Hong Kong Polytechnic U.; **Onne Janssen**, Groningen U.; **Xu Huang**, Hong Kong Polytechnic U.

1588 🗣️📖📄 JS: (TIM, PNP, BPS) **Models of Network-Centric Innovation: Issues for Research & Practice**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom K

Chairs: **Satish Nambisan**, Rensselaer Polytechnic Institute; **Mohanbir Sawhney**, Northwestern U.

Presenters: **John Funk**, Evergreen IP; **Arti Rai**, Duke U.; **David Weaver**, Sun Microsystems

Wednesday 8:50AM

1589 🗣️📖📄 JS: (OMT, SIM) **Optimal Satisficing: Ways to Get Better at Doing Good**

8:50am - 10:20am Philadelphia Marriott: Room 404

Necessary Evils: Doing Good While Doing Harm | **Joshua D Margolis**, Harvard U.; **Andrew Molinsky**, Brandeis U.

Sustainable Implementation of Environmental Initiatives | **Sara B. Soderstrom**, Northwestern U.; **Klaus Weber**, Northwestern U.

Exploration and/or Exploitation: Trade-off (either/or) or Pradox (both/and) | **Martha S. Feldman**, U. of California, Irvine; **Michael R Weeks**, U. of Tampa

Institutional Leadership Revisited | **Matthew Kraatz**, U. of Illinois; **Emily S. Block**, U. of Illinois, Urbana-Champaign

Participants: **Klaus Weber**, Northwestern U.; **Sara B. Soderstrom**, Northwestern U.; **Joshua D Margolis**, Harvard U.; **Andrew Molinsky**, Brandeis U.; **Martha S. Feldman**, U. of California, Irvine;

Michael R Weeks, U. of Tampa; **Matthew Kraatz**, U. of Illinois; **Emily S. Block**, U. of Illinois, Urbana-Champaign; **Stuart Hart**, Cornell U.

1590 🗣️📖📄 JS: (SIM, OB, OMT) **Leadership After the Scandal: Doing Good or Bad After Doing Bad**

8:50am - 10:20am Loews Philadelphia: Regency Ballroom A

Chair: **Jean M. Bartunek**, Boston College

Discussant: **James E. Post**, Boston U.

Organizational Responses to Discovery of Unethical Acts and Outcomes | **Vikas Anand**, U. of Arkansas; **Mahendra Joshi**, U. of Arkansas; **Aaron S. Windeler**, U. of Arkansas

Social Drama and Economic Pressure: Pharmaceutical Companies' Responses to the AIDS Crisis in Africa | **Jordi Trullen**, ESADE; **William B. Stevenson**, Boston College

In the Wake of Scandal and Decline: The Effects of Management Response | **Richard Donald Cotton**, Boston

Redressive Action: Efforts to Put Organizations Back Together Again | **Ronald R. Sims**, College of William and Mary

Wednesday 9:00AM

1591 🗣️➔📖: (Paper Session) - (MC) **Understanding the Unseen: Critical Success Factors in Diagnosis and Intervention**

9:00am - 10:20am Loews Philadelphia: Regency Ballroom C1

Chair: **Sandra M. Martinez**, US Army War College

Discussants: **Sandra Jones**, Royal Melbourne Institute of Technology; **Gregory S. Richards**, U. of Ottawa

➔📖 Use of Qualimetrics Research Methods in Management Consulting Interventions | **Henri Savall**, ISEOR, U. of Lyon 3; **Veronique Zardet**, ISEOR, U. of Lyon 3; **Nouria Harbi**, ISEOR, U. of Lyon

📖🗣️ Mapping the Client's Political Terrain: A Model of Analysis for Consultants | **Alberto Zanzi**, Suffolk U.; **Susan M. Adams**, Bentley College

📖🗣️ Change Management: A Health Care Consultancy Case | **Flavio Romero Macau**, EAESP-FGV

1592 📖: (Paper Session) - (OMT) **Governance Structures and Interorganizational Networks**

9:00am - 10:20am Philadelphia Marriott: Room 401

Chair: **David H. Zhu**, U. of Michigan

➔📖 The Institutional and Social Embeddedness of Governance Arrangements | **Mark Ebers**, U. zu Koeln; **Indre Maurer**, U. zu Koeln

📖 Managerial Turnover and Tie Dissolution: Moderating Effects of Relationship Dependence and Tenure | **Andreas Schwab**, Louisiana State U.; **Yves Damoiseau**, Louisiana State U.; **James Harvey Moore**, Louisiana State U.; **Thongchai Srivardhana**, Louisiana State U.

📖 CEO Network Positions and Replacement Patterns as Antecedents of Corporate Strategic Change | **Nikolaos Kavadis**, HEC Paris

➔📖 Network Perspectives of Governance and FDI: The Effects of Board Interlocks on Entry into China | **Brian Connelly**, Texas A&M U.; **Jonathan Lewis Johnson**, U. of Arkansas; **Laszlo Tihanyi**, Texas A&M U.; **Alan E. Ellstrand**, U. of Arkansas

1593 🗣️📖: (Paper Session) - (SIM) **Organizations and Communities**

9:00am - 10:20am Loews Philadelphia: Washington A

Facilitator: **Ann K. Buchholtz**, U. of Georgia

➤🗣️📖 Working Together, Bowling Alone: The Organizational Roots of Civic Decline | **Michael E Johnson-Cramer**, Bucknell U.

➤➔🗣️📖 From Stakeholder Concern to Social Issue: A Social Network Analysis of Coca-Cola in Kerala, India | **Sridevi Shivarajan**, Temple U.; **Lynne Andersson**, Temple U.; **Michael E Johnson-Cramer**, Bucknell U.

➔📖 How Activist Groups Influence Corporate Social Change Activities: The Global Sports Apparel Industry | **Frank den Hond**, Vrije U.; **Frank G.A. De Bakker**, Vrije U.; **Patricia de Haan**, Vrije U.

🗨️ Organizations as Place Builders | **David Fredric Thomas**, Monfort College of Business, U. of Northern Colorado; **Jenifer E. Cross**, Colorado State U.

1594 📄: (Paper Session) - (SIM) **Coworkers, Cimates, and Unethical Behavior**

9:00am - 10:20am Loews Philadelphia: Washington B

Facilitator: **Anke Arnaud**, Embry-Riddle Aeronautical U.

Reactions to the Extra-Work Deviance of Coworkers: Implications for Individuals in the Workplace | **Kate Rowbotham**, U. of Toronto

🗨️ Ethical Spillovers in the Vehicle Emissions Testing Market | **J. Lamar Pierce**, Carnegie Mellon U.; **Jason Snyder**, Northwestern U.

Hypocrisy through Competing/Divergent Norms: Unethical Behavior in Ethical Organizations | **Steven Brown**, Auburn U.

📄 Discursive Moral Openness: A Theory of the Climate for Moral Sensemaking | **Jason Stansbury**, Vanderbilt U.

1595 📄: (Paper Session) - (TIM) **Collaboration, Networks, and Innovation**

9:00am - 10:20am Philadelphia Marriott: Room 304

Chair: **Aron S. Spencer**, New Jersey Institute of Technology

Discussant: **Jan Hohberger**, ESADE- Ramon Llull U.

📄 Commercialisation of Technology Innovations: An Empirical Study on the Influence of Clusters | **Marina Fiedler**, U. of Munich; **Isabell Melanie Welpe**, Ludwig-Maximilians U., Munich

🗨️ Research Collaboration Networks and Innovation Output | **Irem Demirkan**, U. of Texas at Dallas; **David Deeds**, U. of Texas at Dallas

📄 Studying innovation: Tracing the global network of innovation scholars | **Jan Fagerberg**, U. of Oslo, Norway; **Bart Verspagen**, U. of Oslo, Norway

🗨️ How Intrafirm and Interfirm Expertise Affect Sourcing of Technologically Interdependent Components | **Anne Parmigiani**, U. of Oregon; **William G Mitchell**, Duke U.

1596 📄: (Paper Session) - (TIM) **Management of Technology and Innovation**

9:00am - 10:20am Philadelphia Marriott: Room 305

Chair: **Janice Lynn Thomas**, Athabasca U.

Discussant: **Saikat Chaudhuri**, U. of Pennsylvania

📄 Institutional Rationales on Speed and Level of Web Technology adoption | **José Manuel Hurtado González**, Pablo de Olavide U.; **Sebastian Bruque**, U. of Jaen; **Jose Luis Galan**, U. of Seville

🗨️ Utilizing Use: The Potential Impact of Customer Use Patterns on Technology and Industry Evolution | **Steve Kahl**, Massachusetts Institute of Technology

➔ 📄 From Product Architecture to Innovation Templates: A Changing Logic for Open Innovation | **Markus C. Becker**, U. of Southern Denmark; **Francesco Zirpoli**, U. of Salerno

🗨️ ➔ 📄 Connecting the Dots: Uncovering the Process of Scouting for External Technologies | **Felipe Monteiro**, London Business School

1597 : (Paper Session) - (BPS) **Strategy-Making Processes and Planning**

10:40am - 12:00pm Philadelphia Marriott: Franklin 1

Chair: **Joan Mileski**, Texas A&M U., Galveston

Discussant: **Graham K Kenny**, Strategic Factors

📄 Strategic Consensus, Strategic Alignment, and Organizational Performance | **Javier González-Benito**, Salamanca U.; **Isabel Suarez-Gonzalez**, Salamanca U.; **Herman Aguinis**, U. of Colorado, Denver

A Review of the Strategic Decision Implementation Research: Current Status and the Way Forward | **Maria-Niki Lyriotaki**, Athens U. of Economics and Business; **Vasilis Papadakis**, Athens U. of Economics and Business

🗨️ Sources Of Selection In Strategy Making | **Juan Ignacio Canales**, U. of St. Andrews; **Joaquim Vila**, IESE

🗨️ The Information Content of Strategic Plan Presentations of Italian Listed Companies | **Pietro Mazzola**, IULM U.; **Luca Gnan**, Torvergata; **Claudia Gabbioneta**, IULM U.; **Irene Lisi**, Bocconi U.

1598 : (Paper Session) - (BPS) **Knowledge Creation and Knowledge Management**

10:40am - 12:00pm Philadelphia Marriott: Franklin 10

Chair: **Sarah J Marsh**, Northern Illinois U.

Discussant: **Ann McFadyen**, North Carolina State U.

🗨️ External Knowledge Access Versus Knowledge Protection: A Necessary Trade-Off in Open Innovation? | **Felipe Monteiro**, London Business School; **Julian Birkinshaw**, London Business School; **Michael J. Mol**, London Business School & U. of Reading

Resource Heterogeneity and Managerial Experience: Temporary and Sustained Competitive Advantage | **Peter McNamara**, UCD Dublin; **Simon Peck**, Case Western Reserve U.

➔ Effectiveness and Efficiency of Knowledge Transfer: An Empirical Examination | **Liliana Pérez-Nordtvedt**, U. of Texas at Arlington; **Ben L Kedia**, U. of Memphis; **Deepak K Datta**, U. of Texas, Arlington; **Abdul Rasheed**, U. of Texas, Arlington

Not All Experience Is Created Equal: Evidence from Indian Software Services | **Bradley R Staats**, Harvard U.; **Robert S. Huckman**, Harvard U.; **David M. Upton**, Harvard U.

1599 : (Paper Session) - (BPS) **Corporate Governance and Executive Succession**

10:40am - 12:00pm Philadelphia Marriott: Franklin 2

Chair: **Patricia S. Borchert**, U. of Minnesota, Duluth

Discussant: **Wei Shen**, U. of Florida

🗨️ Symbolic and Substantial Effects of Chinese Corporate Governance Reforms | **Lerong He**, Niagara U.; **Martin J. Conyon**, Wharton School

CEO Dismissal in Turnaround Situation: Role of Social Arbiters in a Framing Contest for a CEO Change | **Guoli Chen**, Pennsylvania State U.

📄 Rough Overturns: Firm Performance, CEO Charisma and CEO Turnover | **Angelo Fanelli**, HEC Paris; **Monika Hamori**, Instituto de Empresa

📄 CEO Succession Planning Revisited | **Scott D. Graffin**, U. of Georgia

Wednesday 10:40AM

📄 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁 Visual Presentation | 🗨️ Best Paper Proceedings

1600 : (Paper Session) - (BPS) Diversification Strategy: Core Competence Leveraged Across Businesses

10:40am - 12:00pm Philadelphia Marriott: Franklin 9

Chair: **Jason Z Yin**, Seton Hall U.Discussant: **Shawn M. Riley**, U. of Illinois, Urbana-Champaign→ Geographic and Product Diversification of Japanese MNCs - Complementary or Substitute Strategies? | **Jonathan Brookfield**, Tufts U.📄 Corporate Synergy Effects in Diversified Firms: Tangible vs. Intangible Relatedness | **Artur Baldauf**, U. of Bern; **Christian Bischof**, U. of BernThe Role of Absorptive Capacity in Diversification Performance | **Jarrett Emory Kotrozo**, Rensselaer Polytechnic Institute📄 What Drives the Profitability of Japanese Multi-Divisional Firms? A Variance Components Analysis | **Yoshitaka Fukui**, Aoyama Gakuin U.; **Tatsuo Ushijima**, Aoyama Gakuin U.**1601 : (Paper Session) - (BPS) Dynamic Capability Development**

10:40am - 12:00pm Philadelphia Marriott: Room 406

Chair: **Moses Acquah**, U. of North Carolina, GreensboroDiscussant: **Gregory G Dess**, U. of Texas, Dallas→ Capability Generation in Hyper-Competitive Environments: Leveraging Strong and Weak Ties. | **Shahzad Mumtaz Ansari**, Erasmus U.; **Pepijn van Neerijnen**, Erasmus U. Rotterdam📄 → 📄 How do Capabilities Emerge and Why do Some Firms Develop Them While Others do Not? | **Christopher B. Bingham**, U. of Maryland; **Jason Davis**, Massachusetts Institute of Technology→ 📄 Business Model R&D for New Market Entry | **Ted London**, U. of Michigan📄 Second-Order Competences, Profitability, and Market Value | **Erwin Danneels**, Worcester Polytechnic Institute**1602 : (Paper Session) - (BPS) Vertical Integration and Strategic Outsourcing**

10:40am - 12:00pm Philadelphia Marriott: Room 407

Chair: **Susan H Godar**, William Paterson U.Discussant: **Anne Parmigiani**, U. of OregonPerformance Implications of Dual Sourcing: Managing the Efficiency and Adaptability Trade-Off | **Carmen Weigelt**, Rice U.; **Mitrabaran Sarkar**, U. of Central FloridaThe Anticipated Performance Effects of Substitution-Based Outsourcing Agreements | **K. Matthew Gilley**, St. Mary's U.; **Robert J. Duesing**, Oklahoma State U.; **Bradley W. Benson**, Louisiana Tech U.; **Wallace N Davidson**, Southern Illinois U.📄 Slack Resources and Competitive Position: Evidence from Hollywood | **Gabriel Natividad**, U. of California, Los Angeles
Strategic Benefits of a Value-Neutral Backward Integration in Cases of Uncertainty | **John Stanley Marsh**, Rensselaer Polytechnic Institute**1603 📄 JS: (BPS, TIM) Markets for technology: why we see them, why we don't see more of them, and why we should care**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom K

Chair: **Ashish Arora**, Carnegie Mellon U.Discussant: **Giovanni Valentini**, Bocconi U.The Impact of Uncertain Intellectual Property Rights on the Market for Ideas | **Joshua Gans**, Melbourne Business School; **David Hsu**, Wharton School; **Scott Stern**, Northwestern U.
Creating Value from Innovation: Entry by Innovative Start-ups | **Andrea Fosfuri**, U. of Carlos III de Madrid; **Alfonso Gambardella**, Bocconi U.Is the Division of Labor limited by the Extent of the Market? Evidence from the Chemical Industry | **Ashish Arora**, Carnegie Mellon U.; **William Vogt**, Carnegie Mellon U.; **Jiwoong Yoon**, Carnegie Mellon U.Are External Technology Sourcing Strategies Substitutes or Complements? | **Bruno Cassiman**, IESE Business School; **Reinhilde Veugelers**, K.U.Leuven**1604 📄 📄: (Paper Session) - (CAR) Understanding and Assisting Career Learning**

10:40am - 12:00pm Pennsylvania Convention Center: Room 111A

Chair: **Daniel S. Halgin**, Boston CollegeDiscussant: **Tania Casado**, U. of Sao Paulo📄 📄 Are Career Centers Worthwhile? A Program Evaluation of a Public Agency Career Center | **Celeste M. Brotheridge**, U. of Quebec, Montreal; **Jacqueline Laura Power**, Brandon U.Nominee for The Careers Division Applied Paper Award
📄 📄 Career-Long Work Experience: It's the Quality and Not Just the Quantity That Counts | **Malayka Klimchak**, Winthrop U.; **Daniel L. Morrell**, U. of South Carolina; **Douglas Mahony**, U. of South Carolina📄 The Determinants of Career-Relevant Knowledge Learning Aspiration | **Liang-Chieh Weng**, Providence U.**1605 📄: (Paper Session) - (CMS) Rhetoric and Organizational Success: Imagery, Creativity, and Innovation**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom I

Chair: **Jan Schapper**, Monash U.📄 Rhetoric and Organizational Success: A Case Study of Bolton Wanderers Football Club | **Sarah Elaine Gilmore**, U. of Portsmouth; **Clive H J Gilson**, U. of Waikato; **James R Barker**, U. of Waikato📄 Digital Images and the Creation of Socio-Organizational Identities in a Product Development Process | **Catelijnne Coopmans**, Imperial College London📄 Configuring the User - The Case of Grid Computing | **Claus D Jacobs**, U. of St. Gallen; **Chris Steyaert**, U. of St. Gallen
From Cultural Industries to Creative Industries | **Pedro Fernando Bendassolli**, Escola Superior de Propaganda e Marketing; **Thomaz Wood Jr.**, Escola de Administracao de Empresas de Sao Paulo**1606 📄: (Paper Session) - (ENT) Entrepreneurship and Economic Development**

10:40am - 12:00pm Philadelphia Marriott: Franklin 11

Chair: **James R. Maxwell**, Indiana State U.Discussant: **Atul Nerkar**, U. of North Carolina, Chapel Hill📄 📄 Does the Internet Spur Regional Economic Development? | **Douglas Cumming**, Rensselaer Polytechnic Institute; **Sofia Johan**, Tilburg U.

- 🗨️ Micro-Credit Programs, Social Capital, and Micro-Business Performance | **Jasmine Tata**, Loyola U. Chicago; **Sameer Prasad**, U. of Wisconsin, Whitewater
- 🗨️ → 🗨️ How does bankruptcy law affect entrepreneurship development around the world? | **Seung-Hyun Lee**, U. of Texas, Dallas; **Yasuhiro Yamakawa**, U. of Texas, Dallas
- 🗨️ Economic Integration and Cross-Border Corporate Entrepreneurial Activity: Evidence from the EU | **Hadi S. Alhorr**, Drake U.; **Curt Moore**, Texas Christian U.; **G. Tyge Payne**, Texas Tech U.; **Greg Bell**, U. of Texas at Arlington

1607 🗨️: (Paper Session) - (ENT) **New Developments in Institutional Entrepreneurship**

10:40am - 12:00pm Philadelphia Marriott: Room 410

Chair: **Jaume Villanueva**, U. of Minnesota

Discussant: **Dara Szyliowicz**, U. of the Pacific

- 🗨️ Institutional and Cultural Drivers of Entrepreneurial Activity: A Multi Nation Study | **Manjula S Salimath**, U. of North Texas; **John B Cullen**, Washington State U.
- 🗨️ Institutions and Entrepreneurship Development in Russia: A Comparative Perspective | **Ruta Aidis**, U. of London; **Saul Estrin**, London Business School; **Tomasz Mickiewicz**, U. College London
- 🗨️ → 🗨️ Institutional entrepreneurship and the transformation of the global air navigation regime | **Michael Carney**, Concordia U.

🗨️ Heroes and legends: How entrepreneurs simultaneously construct new markets and new ventures | **Samuel Holloway**, U. of Oregon; **Helder Sebastiao**, U. of San Diego

1608 🗨️: (Paper Session) - (GDO) **Women's Leadership in Top Management**

10:40am - 12:00pm Pennsylvania Convention Center: Room 104A

Chair: **Eileen Kaplan**, Montclair State U.

Discussant: **Kathleen Campbell**, United States Military Academy
 Promoting Transformational Leaders: Gender and Time Spent 'Doing' Individualized Consideration | **Kara Anne Arnold**, Memorial U. of Newfoundland; **Catherine Loughlin**, Sobey School of Business, St. Mary's U.

🗨️ Gender Diversity in US Top Management: Impact on Risk-taking and Acquirer Performance | **Sudi Sudarsanam**, Cranfield School of Management; **Jian Huang**, Cranfield School of Management

🗨️ → 🗨️ Unleashing Women's Leadership Potential: Types and Transformations | **Gelaye Debebe**, George Washington U.

1609 🗨️ JS: (HCM, HR) **Strategic HRM in Health Care: Challenges and Opportunities**

10:40am - 12:00pm Loews Philadelphia: Commonwealth B

Organizers: **Naresh Khatri**, U. of Missouri, Columbia; **Helen Shipton**, Aston U.

Participants: **Cheryl Rathert**, U. of Missouri, Columbia; **Kent Rondeau**, U. of Alberta; **Karin Sanders**, U. Twente, The Netherlands; **Judy Scully**, Aston U.

1610: (Paper Session) - (HR) **HR and Chinese and Indian Employees**

10:40am - 12:00pm Pennsylvania Convention Center: Room 112A

Chair: **Daniel Gregory Bachrach**, U. of Alabama

Discussant: **Santanu Sarkar**, Tata Institute of Social Sciences

🗨️ Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

→ 🗨️ Outcomes of Intention to Quit of Indian IT Professionals | **Sandeep K. Krishnan**, Indian Institute of Management, Ahmedabad; **Manjari Singh**, Indian Institute of Management Ahmedabad

🗨️ → 🗨️ Strategic Deployment of Scientists in a Public-Funded R&D Laboratory System: The Case of CSIR, India |

Santanu Roy, Vinod Gupta School of Management, Indian Institute of Technology Kharagpur; **Sunita S. Upadhyaya**, Schneider Electric North American Operating Division; **Pratap K.J. Mohapatra**, Indian Institute of Technology

🗨️ Chinese Paternalistic Leadership and Non-Chinese Subordinates' Psychological Health | **Hao-Yi Chen**, National Chengchi U., Taiwan; **Shang-Ren Henry Kao**, Sun-Yat Sen U.

→ 🗨️ How to Deal with International Industrial Relations? Case Studies of Chinese MNEs | **Jie Shen**, U. of South Australia

1611 🗨️ → 🗨️ JS: (HR, BPS) **Processes of Strategic Renewal in Knowledge Intensive Organizations**

10:40am - 12:00pm Pennsylvania Convention Center: Room 105B

Organizer: **Nick Kinnie**, U. of Bath

Chair: **Scott A. Snell**, Cornell U.

Poverty Alleviation through Organizational Learning | **Shad S. Morris**, MIT Sloan School of Management; **Scott A. Snell**, Cornell U.

Strategic Renewal of Knowledge Assets in Professional Service Firms | **Juani Swart**, U. of Bath; **Nick Kinnie**, U. of Bath

Strategic Renewal in Inter-Governmental Organizations | **Marc Thompson**, U. of Oxford

Human Resource Management and Dynamic Capabilities | **Zella King**, U. of Reading

1612 → 🗨️: (Paper Session) - (IM) **MNC Structure and Performance**

10:40am - 12:00pm Philadelphia Marriott: Franklin 3

Chair: **Linghui Tang**, College of New Jersey

Discussant: **Augustine A. Lado**, Clarkson U.

→ Global Integration Strategies of Taiwanese SMES: An Empirical Examination | **Julius H Johnson Jr.**, U. of Missouri, St. Louis; **Dinesh A. Mirchandani**, U. of Missouri, St. Louis; **Bindu Arya**, U. of Missouri - St. Louis

→ 🗨️ Revolutionary Processes of Multinational Adaptation: Why Organizational Restructuring Still Matters | **Stéphane J.G. Girod**, Said Business School

→ Regional Headquarters - Value Creating Alternatives for MNEs in China | **Randi Lunnan**, Norwegian School of Management; **Youzhen Zhao**, Fudan U.

→ 🗨️ Effects of Ownership Structures on Subsidiary Performance: The Moderating Role of Host Environments | **Chiung-Hui Tseng**, National Cheng Kung U.

1613 → 🗨️: (Paper Session) - (IM) **International HRM**

10:40am - 12:00pm Philadelphia Marriott: Franklin 4

Chair: **Paul Hempel**, City U. of Hong Kong

Discussant: **Susan C Schneider**, HEC U. of Geneva

🗨️ The Determinants of Staff Localization by Japanese Electronics Multinationals | **Jaeyong Song**, Seoul National U.; **Wilbur Chung**, U. of Maryland, College Park; **Chaerin Yun**, Seoul National U.

- A Comparative Analysis of Training Method Convergence vs. Divergence in East Asia | **Charles M. Vance**, Loyola Marymount U.; **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Yongsun Paik**, Loyola Marymount U.
- How Does National Culture Predict Preference for Employing Males or Local Nationals? | **Maria Fernanda Garcia**, U. of Texas at El Paso; **Richard A. Posthuma**, U. of Texas El Paso; **Mark V Roehling**, Michigan State U.
- International Approach to Organizational Investment in Training: Country Cluster-Analysis | **Hilla Peretz**, U. of Haifa; **Zehava Rosenblatt**, U. of Haifa

1614 → : (Paper Session) - (IM) Strategic Idiosyncrasies in Emerging Markets

10:40am - 12:00pm Philadelphia Marriott: Room 413

Chair: **Stephanie Hurt**, Meredith College

Discussant: **Andrew Spicer**, U. of South Carolina

- Does Group Affiliation Matter? Evidence from the Dividend Policy Decision of Indian Firms | **Ronny Manos**, College of Management, Israel; **Victor Murinde**, Birmingham Business School; **Chris Green**, Loughborough U

Promotion and Creation of Venture Capital in China: The Role of Foreign Investors | **Qianqian Du**, U. of British Columbia; **Ilan Vertinsky**, UBC

- Middle East Managerial Values: Evidence from Five Countries | **Liesl Riddle**, George Washington U.; **David A. Ralston**, U. of Oklahoma; **Kamel Mellahi**, U. of Sheffield; **Arif Nazir Butt**, Lahore U. of Management Sciences; **Tevfik Dalgic**, UTD
- Investing in Foreign Knowledge: When do Chinese firms make the commitment? | **Kathleen Yi Jia Low**, City U. of Hong Kong; **James A. Robins**, Singapore Management U.

1615 → : (Paper Session) - (IM) IJV: Motivation, Evolution and Performance

10:40am - 12:00pm Philadelphia Marriott: Room 414

Chair: **Malika Richards**, Pennsylvania State U.

Discussant: **Charles Dhanaraj**, Indiana U., Bloomington

- An exploratory analysis of multiple formation motives by international joint venture partners | **Elko Klijn**, RSM Erasmus U.; **Peter J. Buckley**, U. of Leeds; **Keith W. Glaister**, U. of Sheffield
- Ex Post Local Partner Buyout and Foreign Partner Mortality in International Joint Ventures | **Akie Iriyama**, U. of Pittsburgh
- Shared Ownership Control in Multiple Waves of Structural Change | **Chris Changwha Chung**, Florida International U.
- Keeping International Joint Ventures Profitable and Competitive: A Dynamic Capability Perspective | **Wu Zhan**, U. of Sydney; **Yadong Luo**, U. of Miami

1616 → : (Paper Session) - (IM) Expatriate Effectiveness

10:40am - 12:00pm Philadelphia Marriott: Room 415

Chair: **Maya Kroumova**, New York Institute of Technology

Discussant: **Betty Jane Punnett**, U. of West Indies

- Family social networks and their impact on expatriate job outcomes | **Laura Guerrero**, Ivey School of Business; **Mitchell Rothstein**, Ivey School of Business

- Measuring Expatriate Return on Investment: Empirical Evidence from Global Firms | **Yvonne McNulty**, Monash U.; **Helen DeCieri**, Monash U.; **Kate Hutchings**, Monash U.
- Being a stranger in a strange land: Person-organization value congruence and expatriates' success | **Kerstin Annette Aumann**, Columbia
- Psychological contract, HRM efficiency, and expatriate's intention to early return | **Hsi-An Shih**, National Cheng Kung U.; **Chu-Chun Hsu**, National Cheng Kung U.; **Pei-Fen Lin**, National Cheng Kung U.

1617 : (Paper Session) - (IP) Competitive Dynamics of Firms II

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **David C Croson**, Southern Methodist U.

- OB: Canaries in the Coalmine: On the Measurement and Correlates of Organizational Threat Recognition | **Seth A. Kaplan**, George Mason U.; **Alicia A. Stachowski**, George Mason U.; **Lindsay Hawkins**, U. of Houston; **Vivek Khare**, George Mason U.; **James Kurtessis**, George Mason U.

IM: The Competitiveness of Indigenous Chinese Firms: Progress and Problems | **Rachel Z Hang**, Department of Management, The Chinese U. of Hong Kong; **David Ahlstrom**, Chinese U. of Hong Kong; **Linda Chang Wang**, Chinese U. of Hong Kong

- BPS: Impact of Financial Development on Firm Growth and Firm Size Distribution | **James Costantini**, INSEAD
- MC: A Feeling for Fashion: Exploring Market Sensing in Management Consultancies | **Stefan Heusinkveld**, Radboud U. Nijmegen; **Jos Benders**, Radboud U. Nijmegen

1618 : (Paper Session) - (IP) Attributes of Entrepreneurs III

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Kelly Moyers**, U. of Central Oklahoma

- ENT: Entrepreneurial Aspiration and the Pre-Nascent Entrepreneur | **Marc T. Junkunc**, U. of Miami; **Linda J. Sax**, U. of California, Los Angeles
- ENT: A Revised Model of Self-Efficacy and Opportunity in Entrepreneurial Intentions | **Charles K. Waterson**, U. of Nebraska, Lincoln; **Steve M. Norman**, U. of Nebraska
- ENT: Does It Really Take Money To Make Money? The Effect of Wealth and Race on Start-Up Outcomes | **Jeffrey A. Robinson**, New York U.
- ENT: Entrepreneurial Leadership: Defining and Validating a New Construct | **Ayman Tarabishy**, George Washington U.; **Marshall Sashkin**, George Washington U.
- ENT: Angel Investor Motivation: An Exploratory Study | **Richard Sudek**, Chapman U.; **Michael Harnar**, Claremont Graduate U.; **Dreolin Fleischer**, Claremont Graduate U.; **Mitra Asgarian**, Claremont Graduate U.; **Selah Lanka**, Claremont Graduate U.

1619 : (Paper Session) - (IP) Executive Compensation

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Larry Stimpert**, Colorado College

- BPS: Relevance of Past Performance Measures in Chief Executive Compensation | **Rajiv Banker**, Temple U.; **Rong Huang**, Baruch College

BPS: The Antecedents of Pay without Performance | **Amy M. Chew**, Texas A&M U.; **Asghar Zardkoohi**, Texas A&M U.

🗉 **MC:** Top Management Incentives in Chinese State Bank | **Wei Yang**, Otto-von-Guericke U. of Magdeburg/Towers Perrin; **Edward J. Lusk**, SUNY Plattsburgh; **Birgitta Wolff**, Otto-von-Guericke U. Magdeburg

🗉 **PNP:** Healthcare Executive Equity Sensitivity and Employment Sector in the Pacific Northwest | **Matthew Liao-Troth**, Western Washington U.; **Bruce Wonder**, Western Washington U.

1620 : (Paper Session) - (IP) Founders' Influence I

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A4
Facilitator: **Carin Holmquist**, Stockholm School of Economics

🗉 **ENT:** Why For Entrepreneurs, Too, Social Competence Really Matters: Effects on New Venture Performance | **Robert Baron**, Rensselaer Polytechnic Institute; **Jintong Tang**, Saint Louis U.

ENT: Parenting Effects and Founder Influence: The Consequences of Parent Prominence in New Ventures | **Warren Boeker**, U. of Washington Seattle

🗉 **ENT:** Entrepreneurial Control Factors in Smaller Professional Service Firms | **John C Goodale**, U. of Oregon; **Donald F Kuratko**, Indiana U.; **Jeffrey S Hornsby**, Ball State U.

ENT: Hubris and the Subsequent Ventures of Successful Entrepreneurs | **Andrew T. Hinrichs**, Texas A&M U.

🗉 **OMT:** How faculty founders shape their firms' alliance portfolios | **Kelley Packalen**, Queen's U.

1621 : (Paper Session) - (IP) Research on Leadership

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B1
Facilitator: **Kim T. Hinrichs**, Minnesota State U., Mankato

🗉 **PNP:** Leading from the Other Place: Beauty, Discipline and Deliberation in Community Leadership | **Jonathan Gosling**, U. of Exeter; **Lisa Wright**, Church of England

➔ **OMT:** The Event's The Thing: Brief Encounters with the Leaderful Moment | **Donna Ladkin**, U. of Exeter; **Wood Martin**, U. of York

🗉 **PNP:** Establishing a Framework of Transformational Grassroots Military Leadership | **Ravindra Singh Bangari**, EduMetry Inc., Fellow (Indian Institute of Management Bangalore)

🗉 **OB:** What Do Local Union Leaders Do? Understanding Leadership in a Local Labor Union Context | **Julie Sadler**, U. of Delaware

1622 : (Paper Session) - (IP) Resources, Knowledge, and Firm Performance I

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B2
Facilitator: **Mark H Hansen**, Brigham Young U.

🗉 **PNP:** An Intellectual Capital Perspective of Non-profit Strategy Development | **Eric Kong**, Charles Sturt U.

🗉 **BPS:** Managing Firm Resources - The Impact of Resource Practices on Performance | **Leona Achtenhagen**, Jönköping U.; **Lucia Naldi**, Jönköping U.

HR: Revisionist Approach to Strategic Human Resource Management: A People-Focused Perspective | **Christopher**

Harris, U. of Texas at Arlington; **Gary C. McMahan**, U. of Texas, Arlington

➔ **OMT:** Securing the License To Act: The Dynamic Capability of BP | **Terry McNulty**, U. of Liverpool; **Robin Holt**, Leeds U. Business School

1623 : (Paper Session) - (IP) Resources, Slack, and Innovation

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B3
Facilitator: **Margaret Dalziel**, U. of Ottawa

🗉 **TIM:** Technology Diversity, Organizational Slack, and Innovation Performance | **Chung-Jen Chen**, National Taiwan University; **Yi-Fen Huang**, National Cheng Kung U.; **Jing-Wen Huang**, National Cheng Kung U.

🗉 **BPS:** Decline as the Mother of Rigidity or Innovation? Examining Mone, McKinley, and Barker's Framework | **Scott Latham**, Bentley College; **Michael Braun**, U. of Montana

🗉 **TIM:** Is Synergy Always Good? Claryfing the Intellectual Capital and Product Quality in Two Contexts | **Sue-Chin Yang**, National Cheng Kung U.; **Hsin-Hong Kang**, National Cheng Kung U.

🗉 **TIM:** The Role of Organizational Slack and Knowledge for Innovation in NPD Projects | **Pär Åhlström**, Chalmers U. of Technology

🗉 **HCM:** Senior Services: Exploring the Range of Nursing Home Services Provided to Community-Based Seniors | **Juliet A. Davis**, U. of Alabama, Tuscaloosa; **Louis Marino**, U. of Alabama

1624 : (Paper Session) - (IP) Research on Institutions

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B4
Facilitator: **Amit Nigam**, U. Toronto

🗉 **OMT:** Institutionalization and the changing role of institutional entrepreneurship | **Bastiaan A Koene**, Rotterdam School of Management; **Shahzad Mumtaz Ansari**, Erasmus U.

🗉 **OMT:** Contests as enforcement: How institutional practice is maintained with certification contests | **David Eduardo Cavazos**, James Madison U.

🗉 **OMT:** The Organization as a Social Actor | **Brayden G King**, Brigham Young U.; **Teppo Felin**, Brigham Young U.

🗉 **OMT:** Where do institutions come from? |

➔ **IM:** Local vs Emerging Economy Institutions: High Technology SMEs in Three Emerging Economies | **Garry D Bruton**, Texas Christian U.; **Chung-Ming Lau**, Chinese U. of Hong Kong; **Krzysztof Ob³ój**, Warsaw U.

1625 : (Paper Session) - (IP) Innovation and Organizational Design

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C1
Facilitator: **Mark P Kriger**, Norwegian School of Management

🗉 **TIM:** The Impacts of Technological Diversification and Complementary Assets on Divisionalization | **Hsien-Che Lai**, Tunghai U.; **Yi-Chia Chiu**, National Chung Hsing U.; **Yi-Ching Liaw**, National Chung Hsing U.; **Tai-Yu Lee**, National Chung Hsing U.

➔ **IM:** Preparing Global Business Leaders: An Economy-Based Framework for Intercultural Training | **Dharm P. S. Bhawuk**, U. of Hawaii, Manoa; **Vijayan P. Munusamy**, Center for Creative Leadership; **Keith Sakuda**, U. of Hawaii

🗉 Teaching-oriented | 🗉 Practice-oriented | ➔ International-oriented | 🗉 Theme-oriented | 🗉 Research-oriented | 🗉 Visual Presentation | 🗉 Best Paper Proceedings

TIM: A dialectical model of organizational loose coupling:modularity, integration, and innovation | **Stefano Brusoni**, Bocconi U.; **Andrea Prencipe**, U. G. d'Annunzio

1626 : (Paper Session) - (IP) **Leadership Research**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C2

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

OB: Restrictive Vs. Promotive Control, LMX, and Organizational Commitment: A Preliminary Investigation | **Steven M. Elias**, Auburn U. Montgomery; **Scott MacDonald**, Auburn U. Montgomery

OB: Why Doesn't Authoritarian Leadership Necessarily Decrease Subordinates' Performance in China? | **Simon C. H. Chan**, Hong Kong Polytechnic U.; **Xu Huang**, Hong Kong Polytechnic U.; **Edward Snape**, Hong Kong Polytechnic U.

HR: Predicting Perceived Relative Leadership Stature: Validating a General Leadership Competency Model | **Emily Hoole**, Center for Creative Leadership; **Judith Steed**, Center for Creative Leadership; **William A. Gentry**, Center for Creative Leadership

MOC: The Curvilinear Effects of Empowerment through Choice on Leadership Perceptions. | **Roy Yong Joo Chua**, Columbia U.; **Sheena S. Iyengar**, Columbia U.

OB: Early Predictors of Leadership Potential and Performance at the United States Military Academy | **Paul H. Jacques**, Western Carolina U.; **Francis J. Yammarino**, Binghamton U.; **Bruce Avolio**, U. of Nebraska; **John Garger**, Metronome Computer Services

1627 : (Paper Session) - (IP) **Reputation and Legitimacy**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Donde Ashmos Plowman**, U. of Tennessee

→ **IM**: How developing country firms self-represent to establish their global credibility | **Helena Barnard**, U. of Pretoria

OMT: Organizational Structure as Signal | **Mukta Kulkarni**, Indian Institute of Management Bangalore; **Donde Ashmos Plowman**, U. of Tennessee

MOC: Reputation: Could It be Bad? | **Lei Zhang**, U. of Maryland, College Park

ENT: Are We Legitimate Yet? An Exploratory Examination of Financing Options in Young Firms | **Matthew W. Rutherford**, Virginia Commonwealth U.; **Susan Coombes**, Syracuse U.; **Neil Tocher**, Auburn U.

OMT: How Formal Oversight Impacts Informal Oversight: A Reinvigoration of Labeling Theory | **Benjamin M. Cole**, U. of Michigan

1628 : (Paper Session) - (IP) **Research on Industries and Firm Clusters**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Kurt Motamedi**, Pepperdine U.

BPS: Geographic Clusters and Strategic Management: a Relational View | **Holger Schiele**, Leibniz U. of Hanover

→ **OMT**: A Multilevel Model of Regional Cluster Emergence – An Interpretative Case Study on Functional Foods | **Tiina Ritvala**, Helsinki School of Economics; **Birgit Kleymann**, Catholic U. of Lille

OMT: Do Industry Boundaries Matter? | **Christopher Wheat**, Massachusetts Institute of Technology

BPS: Japan's Industrial Groupings: Fair Weather Friends? | **Jean McGuire**, Louisiana State U.; **Sandra Dow**, ESG-UQAM

BPS: Directory interlocking, Resource Concentration, and Unit Charter Expansion for Business Group Growth | **Yu-Chieh Chao**, National Taiwan U.

1629 : (Paper Session) - (MED) **Using Teams in the Classroom**

10:40am - 12:00pm Pennsylvania Convention Center: Room 109A

Chair: **Shima Barakat**, Manchester U.

Discussant: **Emanuele Vendramini**, Catholic U. and SDA Bocconi School of Management

Markets Rule: Team Culture and Strategic Decision-Making in a Virtual Learning Environment | **William J. Ritchie**, Florida Gulf Coast U.; **Stephen A Drew**, Florida Gulf Coast U.; **Charles Matthews**, Florida Gulf Coast U.

Team project design procedures that matter to students and for professors | **Lynn Bowes-Sperry**, Western New England College; **Deborah Kidder**, U. of Hartford; **Anthony F. Chelte**, Midwestern State U.

Team-work training: self-management team ksa and interpersonal team ksa | **Victor Martin Perez**, U. de Valladolid; **Natalia Martin Cruz**, U. de Valladolid; **Pilar Pérez Santana**, U. de Valladolid; **Juan Hernangomez Barahona**, U. de Valladolid; **Celia Martín Sierra**, U. de Valladolid

Bringing it all Together: A Model for Managing Successful Student Project Teams | **Gerald Hunt**, Ryerson U.; **Neil Rothenberg**, Ryerson U.; **Fei Song**, Ryerson U.

1630 : (MED) **Blood & Guts: New Findings for Ethics Pedagogy**

10:40am - 12:00pm Pennsylvania Convention Center: Room 109B

Organizer: **Andrea Hornett**, Pennsylvania State U.

Participants: **Susan Fredricks**, Pennsylvania State U.; **Carol Cirka**, Ursinus College; **Carla M. Messikomer**, Acadia Institute

1631 : (MED, MC) **Executive Coaching Theory and Practice: Doing Well by Developing Good Leaders**

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom C1

Chair: **Mary Wayne Bush**, Pepperdine U.

Participants: **John L. Bennett**, Queens U. of Charlotte; **Jean L. Hurd**, Janus Consulting, Inc.

1632 : (Paper Session) - (MOC) **Social Cognition at the Individual, Group, and Field Levels**

10:40am - 12:00pm Pennsylvania Convention Center: Room 107B

Chair: **Keith L. Kutner**, South Texas College

Discussant: **Robert Phillip Wright**, Hong Kong Polytechnic U.

Public Reflection: Another Kind of Group Dynamics? | **Inge Damen**, Tilburg U.

Validating Ideological Inducements in the Psychological Contract | **John B. Bingham**, Brigham Young U.

Workplace Familism: Its Nature, Measurement, and Cross-Cultural Comparison | **Simon Lloyd D. Restubog**, U. of Queensland; **Prashant Bordia**, U. of South Australia; **Christian Kiewitz**, U. of Dayton; **Robert L. Tang**, De La Salle U.

Strategy is about the Future...or is it? | **Line Bonneau**, HEC Montreal

1633 : (Paper Session) - (MOC) **Team Cognition: Shared Mental Models**

10:40am - 12:00pm Pennsylvania Convention Center: Room 110A

Chair: **John Stephan**, Marist College

Discussant: **Marieke C. Schilpzand**, Georgia Institute of Technology

Expeditions without Maps: Coordination without Shared

Representations | **Phanish Puranam**, London Business School; **Murali Swamy**, Imperial College London

→ Development of Two Types of Shared Mental Models and the Role of Team Performance Feedback | **Xinwen Bai**, Chinese Academy of Sciences; **Erping Wang**, Chinese Academy of Sciences

The Impact of External and Internal Activities on Transactive Memory in Project Teams | **Vesa Matti Peltokorpi**, Komazawa U.

Descriptive Analysis of Sensemaking in Information Technology Project Teams | **Davar Rezanian**, Grant MacEwan College; **Tony Lingham**, ESADE

1634 (Paper Session) - (MOC) **Approaches to Decision Making**

10:40am - 12:00pm Pennsylvania Convention Center: Room 113A

Chair: **Scott G. Johnson**, Oklahoma State U.

Discussant: **Paul Harvey**, U. of New Hampshire

A Matter of Feeling? The Role of Intuition and Affect in Strategic Decision-Making | **Gerard P. Hodgkinson**, U. of Leeds; **Eugene Sadler-Smith**, U. of Surrey; **Marta Sinclair**, Griffith U.

Situation Awareness, Decision Making Style and Performance in Tasks of Varying Complexity | **Bjørn Tallak Bakken**, Norwegian Defence Academy; **Thorvald Haerem**, Norwegian School of Management; **Ingvild Anvina Blytt Holmen**, Bjerke & Luther AS; **Hanne Holvik**, Accenture

The Effects of Decision Aid Support on Mental Model Accuracy and Performance on Complex Tasks | **Michael Shayne Gary**, Australian Graduate School of Management; **Robert E. Wood**, U. of New South Wales

R&D Productivity, Size and Decision-Styles | **Jose Lejarraga**, U. Carlos III de Madrid; **Ester Martinez-Ros**, U. of Carlos III Madrid

1635 JS: (MOC, OMT, ODC) **Good Mourning: Positive Organizing in Response to Experiences of Death in Organizational Life**

10:40am - 12:00pm Pennsylvania Convention Center: Room 111B

Organizers: **Ian Walsh**, Boston College; **Marc Hoffman Lavine**, Boston College

Discussant: **Kim Cameron**, U. of Michigan

On Getting One's House in Order: Certain Death As a Motivator of Extraordinary Performance | **Marc Hoffman Lavine**, Boston College

Forgiveness and Organizational Death | **David S. Bright**, Wright State U.

Organizational Healing: Enablers in Crisis and Trauma | **Edward H. Powley**, Naval Postgraduate School

Creating Organizational Afterlife through Mourning Processes | **Ian Walsh**, Boston College

1636 (Paper Session) - (OB) **Work-Family Conflict: Problems and Opportunities**

10:40am - 12:00pm Philadelphia Marriott: Room 309

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

Chair: **Alison S. O'Brien**, George Mason U.

Discussant: **Susan S. Case**, Case Western Reserve U.

The Role of Justice and Support in Work-Family Conflict and the Psychological Contract | **Pei-Chuan Wu**, National U. of Singapore; **Si-Ying Tan**, National U. of Singapore

Coping With Work-Family Conflict: Integrating Individual and Organization Perspectives | **Anit Somech**, U. of Haifa; **Anat Drach-Zahavy**, U. of Haifa

It's the Nature of Work: Examining Behavior-Based Sources of Work-Family Conflict Across Occupations | **Erich C. Dierdorff**, DePaul U.; **J. Kemp Ellington**, Surface, Ward, & Associates

Cooperative Goals and Constructive Controversy to Integrate Work and Family | **Jiafang Lu**, Lingnan U.; **Kan Shi**, Chinese Academy of Sciences

1637 (Paper Session) - (OB) **Team Performance**

10:40am - 12:00pm Philadelphia Marriott: Room 310

Chair: **Aimee A. Kane**, New York U.

Discussant: **Sharyn D. Gardner**, California State U. Sacramento

Predictors of New Product Development Team Performance: A Meta-Analytic Review | **Nagaraj Sivasubramaniam**, Duquesne U.; **S. Jay Liebowitz**, Duquesne U.; **Conway Lackman**, Duquesne U.

Team Performance: Interaction of Social Network Structure and Environment | **Manu Parashar**, Indian Institute of Management, Bangalore; **Abhoy Kumar Ojha**, Indian Institute of Management, Bangalore

Intermezzos for Thinking Alone: How Suspending Debate Can Enhance Group Problem Solving Performance | **Harry G. Barkema**, Tilburg U.; **Arne De Vet**, Tilburg U.

Inducing Group Success: A Multi-Dimensional Perspective | **Alexander Bolinger**, U. of Utah; **Gerardo Okhuysen**, U. of Utah; **Bryan Bonner**, U. of Utah

1638 (OB) **Emerging Issues in the Study of Transactional Leadership Behavior**

10:40am - 12:00pm Pennsylvania Convention Center: Room 103B

Chairs: **Nathan Philip Podsakoff**, U. of Florida; **Philip M. Podsakoff**, Indiana U.

Discussant: **Henry P. Sims**, U. of Maryland

An Examination of the Validity | **Timothy Hinkin**, Cornell U.; **Chester A. Schriesheim**, U. of Miami

Additional Evidence of the Validity | **Nathan Philip Podsakoff**, U. of Florida; **William H. Bommer**, Cleveland State U.; **Philip M. Podsakoff**, Indiana U.; **Scott B. MacKenzie**, Indiana U.

A Re-consideration of the Augmentation Effect | **Ronald F. Piccolo**, U. of Central Florida; **Joyce Bono**, U. of Minnesota; **Timothy A. Judge**, U. of Florida

Leader Rewards and Punishments: Eliciting OCB Through Trust | **William H. Bommer**, Cleveland State U.; **Robert S. Rubin**, DePaul U.

1639 (Paper Session) - (OB) **Trust: New Perspectives and Extensions**

10:40am - 12:00pm Pennsylvania Convention Center: Room 110B

Chair: **Joel M. Evans**, U. of Arizona

Discussant: **Hwee-Hoon Tan**, Singapore Management U.

- ☒ Trusting the Wrong People: Generalized Trust and Lie Detection in an Employment Interview Context | **Nancy Lynn Carter**, U. of Toronto; **Mark Weber**, U. of Toronto
- ☒ An Integrative Model of How Organizational Trust Benefits Job Performance | **Ning Li**, Zhejiang U.; **Jin Yan**, Zhejiang U.
- Ability-Based Trust Development in Project Teams: The Role of Diversity, Personality, and Justice | **Travis Maynard**, Colorado State U.; **Tammy L. Rapp**, U. of Connecticut, Storrs
- ☒ Relative Performance as a Determinant of Affective and Cognitive Trust Judgments | **Jennifer Dunn**, Michigan State U.; **Nicole E. Ruedy**, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

1640 JS: (OB, HR) Political Influences on Human Resource Management Practices

10:40am - 12:00pm Pennsylvania Convention Center: Room 103C

Chairs: **Jerald Greenberg**, National U. of Singapore; **Gary P. Latham**, U. of Toronto

Discussant: **Jerald Greenberg**, National U. of Singapore

Perceptions of Organizational Politics in Performance-Based Pay Systems | **Aino Salimaki**, Helsinki U. of Technology; **Sini Jämsén**, Helsinki U. of Technology

Coping With Strains and Breaches: Consequences of Organizational Politics | **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Paul E. Levy**, U. of Akron; **Russell E. Johnson**, U. of South Florida

Moderating Effect of Political Environments on the Core Self-Evaluation-Ingratiation Relationship | **K. Michele Kacmar**, U. of Alabama; **Brian J. Collins**, U. of Alabama; **Ken Harris**, Indiana U., Southeast

Prescriptions for Minimizing Organizational Politics in Performance Appraisals | **Gary P. Latham**, U. of Toronto; **Silvia Dello Russo**, U. of Rome La Sapienza

1641 ☒ JS: (OB, HR, CMS) From Queues to Calls: Behaviors, Job Performance, and Attitudes of Front-Line Service Workers

10:40am - 12:00pm Pennsylvania Convention Center: Room 103A

Organizers: **Danielle van Jaarsveld**, U. of British Columbia; **David Douglas Walker**, U. of British Columbia

Chair: **Maeve Houlihan**, U. College Dublin

Discussant: **Stephen Deery**, U. of London

The Role of Personality on Interpersonal Skills, Loyalty and Performance of Call Center Workers | **Lisa M. Moynihan**, U. of London; **Steffanie L. Wilk**, Ohio State U.

When Agents Get Even: How Mistreatment by Customers Relates to Organizational Retaliatory Behavior | **Danielle van Jaarsveld**, U. of British Columbia; **David Douglas Walker**, U. of British Columbia

Emotional Labor, Well-Being and Performance among Front-Line Call Center Workers | **Markus Groth**, Australian Graduate School of Management; **Steve Frenkel**, Australian Graduate School of Management

1642 ☒: (Paper Session) - (OCIS) Project Management and Privacy Issues

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom J

Chair: **Sharen Ann Bakke**, Cleveland State U.

Discussant: **Tamara Dinev**, Florida Atlantic U.

☒ Redundant Communication: Redundancy as a Strategic Practice in Project Management Work | **Paul Leonardi**, Stanford U.; **Tsedal Beyene**, Stanford U.; **Elizabeth M. Gerber**, Stanford U.

☒ Towards a Social Information Processing Model of Clan Control in IS Project Management | **T Rachel Chung**, U. of Pittsburgh

☑ Willingness to Report Bad News on Troubled IT Projects: Impact of Personal and Situational Factors | **ChongWoo Park**, Georgia State U.; **Mark Keil**, Georgia State U.; **Jong Woo Kim**, Georgia State U.

Privacy Considerations in Adoption of Location-Based Services: A Psychological Control Perspective | **Heng Xu**, Pennsylvania State U.

1643 ☒: (Paper Session) - (OCIS) Online Discourse -- Behavior, Rhetoric, and Blogs

10:40am - 12:00pm Philadelphia Marriott: Room 307

Chair: **Carsten S. Osterlund**, Syracuse U.

Discussant: **Rebecca Heino**, Georgetown U.

☒ Motivations for Use of Information and Communication Technologies | **Tom Stafford**, U. of Memphis

☑ ☒ Organizational Information Asymmetry, Media Sociability, and Structural Design | **David Touve**, Vanderbilt U.

Beyond Orality and Literacy: Letters and Online Interactions | **Anne-Laure Fayard**, Polytechnic U.; **Anca Metiu**, ESSEC, France

☒ Tech Blogging: A Discourse-Based Exploration of the Emergence of a Virtual Community and Its Elite | **Elizabeth Davidson**, U. of Hawai'i, Manoa; **Emmanuelle Vaast**, Long Island U.; **Tsu-Chuan Lin**, U. of Hawai'i, Manoa

1644: (Paper Session) - (ODC) Justice and Organizational Change

10:40am - 12:00pm Loews Philadelphia: Commonwealth C

Chair: **Frances A Viggiani**, Alfred U.

Discussant: **Mary D. Sass**, Western Washington U.

☒ Resistance to Change: As an Organizational Justice Issue | **Deshani B. Ganegoda**, Monash U.; **Nell Kimberley**, Monash U.

☒ Change Recipients' Beliefs and Justice: The Moderating Role of Leader-Member Exchange | **Steven Brown**, Auburn U.

Winner of ODC Division Best Doctoral Student Paper

☒ Knowing Might From Right: Strategic and Institutional Considerations for Isomorphic Change | **Ebony N. Bridwell-Mitchell**, New York U.

☑ ☒ Justice as strategy: The role of procedural justice in an organizational realignment | **Joy Humphries Karriker**, East Carolina U.; **Nathan S. Hartman**, John Carroll U.

1645: (Paper Session) - (ODC) Culture, socialization, and enactment

10:40am - 12:00pm Loews Philadelphia: Commonwealth D

Chair: **Mary Lou Kotecki**, Benedictine U./Deere & Company

Discussant: **Erik Monsen**, Max Planck Institute of Economics

☒ Transforming Corporate Culture and Performance | **Dexter Dunphy**, U. of Technology, Sydney; **Quentin Jones**, Australian Director, Human Synergistics Intl.

Breakdowns in Models of Organization Change and Development | **Andrew H. Van de Ven**, U. of Minnesota; **Kangyong Sun**, U. of Minnesota

The Enactment of Strategic Change | **Maria B Gondo**, U. of Memphis; **John Matthew Amis**, U. of Memphis; **Amy Hennington**, U. of Memphis; **Brian Janz**, U. of Memphis

☒ Mental Models and Socialisation: How Do They Impact Upon Change Potential? | **Deborah Blackman**, U. of Canberra; **Paul Corcoran**, U Sunshine Coast

1646 ☒: (Paper Session) - (ODC) capabilities and competencies

10:40am - 12:00pm Loews Philadelphia: Congress C

Chair: **Jeanette Davy**, Wright State U.

Discussant: **Gary Wagenheim**, Simon Fraser U.

☒ Managing Multiple Change Processes: Challenges and Intervention Techniques | **Christine Benedicte Meyer**, Norwegian School of Economics and Business Administration; **Inger G. Stensaker**, Norwegian School of Economics and Business Administration

☒ From Change Management to the Management of Organizational Change Capacity: A Conceptual Approach | **Patricia Klamer**, HEC U. of Geneva; **Richard Soparnot**, ESCEM Tours (France); **Gilbert Probst**, U. of Geneva

☑ An innovative view at organizational competencies: In search of its “collective character” properties | **Grace Vieira Becker**, Pontificia U. Catolica do Rio Grande do Sul; **Roberto Lima Ruas**, U. Federal do Rio Grande do Sul; **Zandra Balbinot**, Centro U. Positivo - UNICENP; **Joel Souza Dutra**, FEA-USP

☒ Dynamic capabilities: what they need to be dynamic? | **Tatiana Andreeva**, Graduate School of Management, St. Petersburg State University; **Victoria Chaika**, St. Petersburg State U.

1647 ☒: (Paper Session) - (OM) The Factory View of Operations

10:40am - 12:00pm Philadelphia Marriott: Franklin 13

Chair: **Lawrence Fredendall**, Clemson U.

Discussant: **Michelle M. Griffin**, Benedictine U./OCE

☒ The Impact Of Exponential Smoothing Forecasting on The Bullwhip Effect | **Erkan Bayraktar**, Bahcesehir U.; **Kazim Sari**, Beykent U.

☑ Impact of inventory policy consistency on the three-stage supply chain performance | **Liang-Chieh Cheng**, U. of Houston

☒ Customer satisfaction improvement with a hybrid dispatching rule in semiconductor back-end factories | **Fan-yun Pai**, National Taiwan U.; **Tsu-Ming Yeh**, Diwan U. Taiwan; **Ruey-Shan Guo**, National Taiwan U.; **David M Chiang**, National Taiwan U.

☒ A Revised and Extended Theory of the Focused Factory | **Mikko Ketokivi**, Helsinki U. of Technology; **Fabrizio Salvador**, Instituto de Empresa Business School

1648 ☒: (Paper Session) - (OMT) Formal Structure, Organizational Designs, and Their Consequences

10:40am - 12:00pm Philadelphia Marriott: Franklin 5

Chair: **Joan Ernst Van Aken**, Eindhoven U. of Technology

☑ → Balanced Organizational Forms: Towards a Strategic Contingency Model | **Sebastian Raisch**, U. of St. Gallen; **Alexander Zimmermann**, U. of St. Gallen

☒ Organizational tradeoffs and the dynamics of search and coordination | **Stephan Billinger**, U. of Southern Denmark; **Nils Stieglitz**, U. of Southern Denmark

Organizational restructuring: formal boundaries, conflicting identities and tie formation | **Susan Lynch**, INSEAD

☒ Longing to Belong: Expanding the Market-Hierarchy-Clan Taxonomy to Include New Organizational Types | **Theodore L. Hill**, Temple U.

1649 ☒: (Paper Session) - (OMT) Demography in Organizations and Teams: Antecedents and Consequences

10:40am - 12:00pm Philadelphia Marriott: Franklin 6

Chair: **Jennifer Woolley**, U. of California, Irvine

→ ☒ Industry, Organizational and Corporate Elites Antecedents of Top Management Team Heterogeneity | **Sabina Tacheva**, Copenhagen Business School

The impact of demographic and relational embeddedness on turnover of professional employees | **Sandy Bogaert**, U. of Antwerp; **Christophe Boone**, U. of Antwerp; **Arjen Van Witteloostuijn**, U. of Antwerp

☑ The Influence of Workforce Demographic Change on Organizational Competitiveness | **Christoph Klaus Streb**, Jacobs University Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen* formerly International U. Bremen; **Marius Leibold**, Stellenbosch U.

☒ Impacts of intrateam diversity on team performance variance: two ways to take chances | **Fabrice L. Cavarretta**, INSEAD

1650 → ☒: (Paper Session) - (OMT) Structure and Institutions in Transition Economies

10:40am - 12:00pm Philadelphia Marriott: Franklin 7

Chair: **Hong-Jen Charles Chiu**, National Taiwan U.

→ Formal and Informal Networks; Characteristics and Adaptation Capabilities in a Transition Economy | **Xufei Ma**, National U. of Singapore; **Xiaotao Yao**, Xi'an Jiaotong U.; **Youmin Xi**, Xi'an Jiaotong U

☑ The Diffusion of Firm Divestment from Burma, 1996-2002 | **Sarah A Soule**, Cornell U.; **Laszlo Tihanyi**, Texas A&M U.; **Anand Swaminathan**, U. of California, Davis

→ Breakout From Bollywood: Globalization, Institutions, And Organizational Change In Indian Film Industry | **Mark Lorenzen**, Copenhagen Business School

→ Interdependence between the state structure and industry structure: The case of the Russian oil | **Olga Suhomlinova**, U. of Leicester, UK

1651 ☒: (Paper Session) - (OMT) Building, Using, and Losing Organizational Reputations

10:40am - 12:00pm Philadelphia Marriott: Room 401

Chair: **Forrest Briscoe**, Pennsylvania State U.

Reputation Building By New Ventures | **Antoaneta Petkova**, San Francisco State U.; **Violina Rindova**, U. of Texas, Austin; **Anil K Gupta**, U. of Maryland, College Park

📖 Organizational reputation as a moderator of observer reaction to organizational controversial action | **Donald A. Lange**, Arizona State U.

The Dynamics of Collective Reputation Management: Lessons from the Woods and the Water | **Patricia A. MacDonald**, U. of Western Ontario; **Charlene E. Zietsma**, U. of Western Ontario; **Monika Winn**, U. of Victoria

➔ Lost Without Deserving: On the Scope and Dynamics of Reputation Loss in Response to Press Reports | **Stefan Jonsson**, Stockholm School of Economics and Uppsala U.; **Henrich R. Greve**, BI Norwegian School of Management; **Takako Fujiwara-Greve**, Keio U. and BI Norwegian School of Management

1652 📖: (Paper Session) - (OMT) Critical Perspectives in Organization Theory

10:40am - 12:00pm Philadelphia Marriott: Room 402

Chair: **Kelly Thomson**, York U.

📖 Institutions, organizations and moral failure | **Masoud Shadnam**, Simon Fraser U.; **Thomas B Lawrence**, Simon Fraser U.

🗣️ Beyond Social Dilemmas and Game Theory Towards a New Theory of Cooperation | **Hector O. Rocha**, IAE - Management and Business School of Austral U.

🌐➔ Globalization Critics vs Postmodernized Free Trade Theory: Implications for MNEs | **Andreas Georg Scherer**, U. of Zurich; **William McKinley**, Southern Illinois U., Carbondale
Hegemony and Its Discontents: A Critical Analysis of Organizational Knowledge Transfer | **Raza A Mir**, William Paterson U.; **Bobby Banerjee**, U. of Western Sydney; **Ali Mir**, William Paterson U.

1653 📖: (Paper Session) - (OMT) Trends in and Approaches to Organization and Management Theory

10:40am - 12:00pm Philadelphia Marriott: Room 403

Chair: **Ralph Stablein**, Massey U.

Trends in Management Research: A Comparative Review Using Latent Semantics | **Grant Miles**, U. of North Texas; **Nicholas Evangelopoulos**, U. of North Texas; **Lisa M. Russell**, U. of North Texas

📖 Mapping management and organization studies: an author co-citation analysis, 1980-2005 | **Francisco J. Acedo**, U. of Seville; **Jose Luis Galan**, U. of Seville; **Carmen Barroso**, U. de Sevilla, Spain; **Cristobal Casanueva**, U. de Sevilla, Spain

📖 Theory Construction as Undisciplined Abduction: Big and little bangs | **Hans Hansen**, Texas Tech U.

1654 🗣️📖: (Paper Session) - (OMT) Doing Good by Doing Well? Exploring Determinants of Corporate Social Responsibility

10:40am - 12:00pm Philadelphia Marriott: Room 404

Chair: **Michael L. Barnett**, U. of South Florida

🗣️📖 Does it Pay to Be Good? What a Meta-analysis of CSP and CFP Can (and Cannot) Tell Us | **Joshua D Margolis**, Harvard U.; **Hillary Anger Elfenbein**, U. of California, Berkeley; **James P. Walsh**, U. of Michigan, Ann Arbor

📖 Ethical Business and Interorganizational Favor Exchange | **Adam Nguyen**, Siena College

🗣️📖 The Adoption of CSR: Competitive strategy as a determinant of firm behavior | **David Chandler**, U. of Texas at Austin; **Nuno Filipe**, U. of Texas at Austin; **Andrew D Henderson**, U. of Texas, Austin

➔📖 Firm Institutional Entrepreneurship as an Impetus for Private Sector Sustainable Development | **Mike Valente**, U. of Victoria

1655 ➔🗣️📖: (Paper Session) - (ONE) Understanding Sustainability

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom C2

Chair: **Mark Starik**, George Washington U.

➔ Conceptualizing a Business Model that Promotes 'Doing Well by Doing Good' | **Wendy Stubbs**, Monash U.

📖 Psychological barriers in the road to sustainability: Evidence from public sector procurement | **Lutz Preuss**, Royal Holloway College, U. of London; **Helen Walker**, U. of Bath

🗣️📖 Business Sustainability: Rhetoric or reality? | **Jijun Gao**, U. of Western Ontario; **Pratima Bansal**, U. of Western Ontario
Subcultures and Sustainability Practices: The Impact on Understanding Corporate Sustainability | **Martina K. Linnenluecke**, U. of Queensland; **Sally Russell**, U. of Queensland; **Andrew Griffiths**, U. of Queensland

1656 🗣️📖: (Paper Session) - (PNP) Voice, Social Justice and Welfare in the Workplace

10:40am - 12:00pm Loews Philadelphia: Commonwealth A2

Chair: **Angel Saz-Carranza**, New York U.

Discussant: **Sarah Stookey**, Central Connecticut State U.

🗣️➔📖 Individual Employee Voice and Performance Management in Public Services | **David W Marsden**, London School of Economics

🗣️📖 Multiple Beliefs of Social Justice: An Empirical Analysis in the Health Care Context | **Kaifeng Yang**, Florida State U.; **Neil De Haan**, Rutgers University, SPAA

🗣️📖 General Feelings Toward Unions And Employers As Predictors Of Union Voting Intent | **Art D. Martinez**, Florida State U.; **Jack Fiorito**, Florida State U.

🗣️🗣️📖 Doing Well While Doing Good: Findings from the Federal Government Child Care Subsidy Program | **Kimberly Wells**, U.S. Office of Personnel Management

1657 🗣️📖: (Paper Session) - (PNP) Harnessing Technology-Led Innovation for Public Purposes

10:40am - 12:00pm Loews Philadelphia: Howe

Chair: **Sang Ok Choi**, California State U. Dominguez Hills

Discussant: **Gordon Kingsley**, Georgia Institute of Technology

🗣️📖 Cognitive Biases in Technology Preferences: The Case of Electronic Voting Machines | **Donald P. Moynihan**, U. of Wisconsin, Madison; **Carol L Silva**, Texas A&M U.

🗣️📖 Evaluating Technological Innovation at Lockheed Martin Defense Contractor: Public Sector Field Study | **Michael K Badawy**, Virginia Tech U.; **Robert J. Casey**, Lockheed Martin

🗣️➔🗣️📖 Business-Driven Lab-Industry Collaboration | **Olli A.T. Vuola**, Georgia Tech

➔📖 Impacts, Legitimacy and Influence of Cluster Policies on Cluster Dynamic and Development | **Christophe Favoreu**, Groupe ESC Toulouse Business School

1658 📄: (Paper Session) - (RM) **Research Design, Measurement, & Context**

10:40am - 12:00pm Philadelphia Marriott: Franklin 8

Chair: **Mark Shanley**, U. of Illinois, Chicago

Discussant: **Alexander Stajkovic**, U. of Wisconsin, Madison

📄 Diverse Meanings and Measurements of Diversity: An Extension of Harrison & Klein's Typology | **Jeremy Dawson**, Aston U.

📄 A Composite Reliability Index for Test-Retest Data | **Cherng G Ding**, National Chiao Tung U.; **Ten-Der Jane**, National Chiao Tung U.

Measurement Insights into the Criterion Problem in Organizational Research | **Kevin Carlson**, Virginia Tech

📄 Predicting the Settings of Top Management Research: Economic Importance vs. Ease of Access | **Michael Boyer O'Leary**, Boston College; **Bradley A. Almond**, Boston College

1659 📄: (Paper Session) - (SIM) **Networks and Partnerships**

10:40am - 12:00pm Loews Philadelphia: Washington A

Facilitator: **Michael Andreas Pirson**, Harvard U

🗑️➔📄 Partnerships Between Businesses and NGOs In the Context of Corporate Social Responsibility | **Tamar Keshishian**, American U. of Beirut; **Dima Jamali**, American U. of Beirut

📄 A Social Networks Approach to Board Composition and Firm Performance. | **Michelle Duguid**, Cornell U.; **Quinetta Roberson**, Cornell U.; **Orlando C. Richard**, U. of Texas, Dallas

🗑️ Doing Better By Doing Good - The Experience Of A Community Network In Brazil | **Claudia Cristina Bitencourt**, UNISINOS; **Adriano Brito**, UNISINOS; **Patricia Cabral**, UNISINOS; **Luis Humberto Villwock**, UNISINOS; **Alfredo Culleton**, UNISINOS; **Ieda Rohden**, UNISINOS

🗑️📄 The Impact of Activist Motivation on Network Formation and Corporate Nonmarket Strategy | **Donald H Schepers**, Baruch College

1660 🗑️📄: (Paper Session) - (SIM) **Corporate Social Responsibility, Stakeholder Relations, and Firm Performance**

10:40am - 12:00pm Loews Philadelphia: Washington B

Facilitator: **Melissa S. Baucus**, U. of Louisville

🗑️➔🗑️📄 What Relationship Between Corporate Social Performance and the Cost of Capital? | **Antonio Tencati**, Bocconi U.; **Paolo Ottone Migliavacca**, Bocconi U.; **Antonello Di Giulio**, Bocconi U.

🗑️ Being Good and Doing Well: A Stakeholder Culture Approach to Competitive Advantage | **Thomas M. Jones**, U. of Washington; **Will Felps**, U. of Washington

🗑️📄 Does the Market Respond to an Institutional Endorsement of Social Responsibility? | **Jonathan P Doh**, Villanova U.; **Shelly W Howton**, Villanova U.; **Shawn D Howton**, Villanova U.

🗑️📄 Does Stakeholder Engagement Promote Innovation Orientation? | **Silvia Ayuso**, IESE, U. of Navarra; **Miguel Angel Rodriguez**, IESE, U. of Navarra; **Roberto Garcia-Castro**, IESE, U. of Navarra; **Miguel A. Ariño**, IESE Business School. U of Navarra

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1661 📄: (Paper Session) - (SIM) **Corporate and Personal Values**

10:40am - 12:00pm Loews Philadelphia: Washington C

Facilitator: **Danielle E. Warren**, Rutgers U.

🗑️📄 Predicting "Doing Good" Using Patterned Moral Behavior | **George Watson**, Southern Illinois U. Edwardsville; **Joseph F Michlitsch**, Southern Illinois U., Edwardsville; **Thomas J Douglas**, Southern Illinois U., Edwardsville

🗑️📄 Can't Get No satisfaction: Effects of Materialism on Work-Related Personal Well-Being | **John R. Deckop**, Temple U.; **Carole L. Jurkiewicz**, Louisiana State U.; **Robert A Giacalone**, Temple U.

➔🗑️📄 Doing Well by Doing Good: Does Economic Development Make a Difference? | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Toto Sutarso**, Middle Tennessee State U.; **Adebowale Akande**, International Institute of Research; **Michael W. Allen**, U. of Sydney; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Mahfooz Alam Ansari**, U. of Lethbridge; **Fernando Arias-Galicia**, U. Autónoma del Estado de Morelos; **Mark G. Borg**, U. of Malta; **Luigina Canova**, U. of Padua; **Brigitte Charles Pauvers**, U. of Nantes; **Bor-Shiuan Cheng**, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Linzi Du**, Nankai U.; **Ilya Garber**, Saratov State Socio-Economic U.; **Consuelo Adelaida Garcia**, EGADE-ITESM; **Rosario Correia Higgs**, Polytechnic Institute of Lisbon-Portugal; **Abdul Hamid Safwat Ibrahim**, Iman U; **Chin-Kang Jen**, National Sun Yat-Sen U.; **Ali Mahdi Kazem**, Sultan Qaboos U.; **Kilsun Kim**, Sogang U.; **Vivien KG Lim**, National U. of Singapore; **Roberto Luna-Arocas**, U. of Valencia; **Eva Malovics**, U. of Szeged; **Anna Maria Manganelli**, U. of Padua; **Alice S. Moreira**, Federal U. of Para; **Anthony Ugochukwu Obiajulu Nnedum**, Nnamdi Azikiwe U.; **Johnsto E. Osagie**, Florida A & M U.; **A Ahad M Osman-Gani**, Nanyang Business School; **Francisco Costa Pereira**, Polytechnic Institute of Lisbon-Portugal; **Ruja Pholsward**, U. of the Thai Chamber of Commerce; **Horia Pitariu**, Babes-Bolyai U; **Marko Polic**, U. of Ljubljana; **Elisaveta Sardzoska**, U. St. Cyril and Methodius; **Petar Skobic**, Middle Tennessee State U.; **Allen F. Stembridge**, Southwestern Adventist U.; **Theresa Li-Na Tang**, Affin Group; **Thompson SH Teo**, National U. of Singapore; **Marco Tombolani**, U. of Padua; **Martina Trontelj**, U. of Ljubljana; **Caroline Urbain**, U. of Nantes; **Peter Vlerick**, Ghent U.

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Chair: **Ednilson Santos Bernardes**, Georgia Southern U.

Discussant: **Floortje P. Blindenbach-Driessen**, Erasmus U. Maryland U.

🗑️📄 Resource Emergence and Evolution and the Organizational Resilience of R&D Ventures | **Renee Rottner**, U. of California, Irvine

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🗑️📄 Variation through Replication: The Extent and Sources of Variance when Replicating Routines | **Robert Jensen**, BYU

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1663 📖: (Paper Session) - (TIM) **Drivers of R&D and Innovation**

10:40am - 12:00pm Philadelphia Marriott: Room 304

Chair: **Julian C. Sulej**, U. of Dundee

Discussant: **Albert David**, Ecole Normale Supérieure

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The Impact of Top Management Characteristics on Innovation: An Empirical Study of German Companies | **Albrecht Enders**, U. of Erlangen, Nuremberg; **Torsten Wulf**, HHL - Leipzig Graduate School of Management; **Harald Hungenberg**, U. of Erlangen, Nuremberg; **Tina Kleehaupt**, U. of Erlangen, Nuremberg

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→ 📖 CEO Ownership and R&D Investment: Considering Contingency and Configurational Views | **Cheng-Yu Lee**, National Cheng Kung U.

1664 📖: (Paper Session) - (TIM) **Theoretical Perspectives on Innovation**

10:40am - 12:00pm Philadelphia Marriott: Room 305

Chair: **Bart Van Looy**, K.U.Leuven

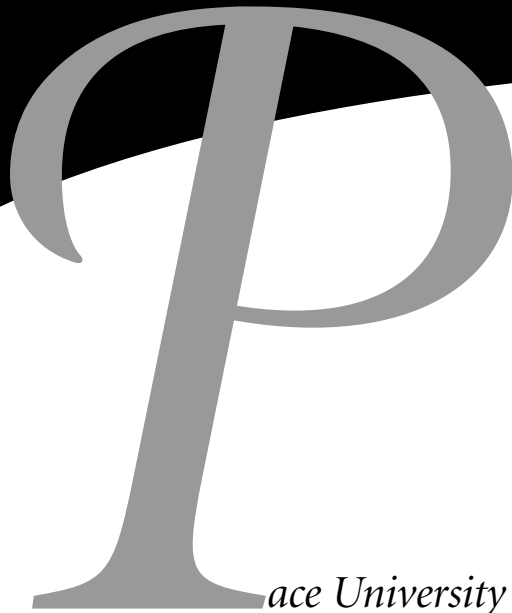
Discussant: **Andrew Watson**, Northeastern U.

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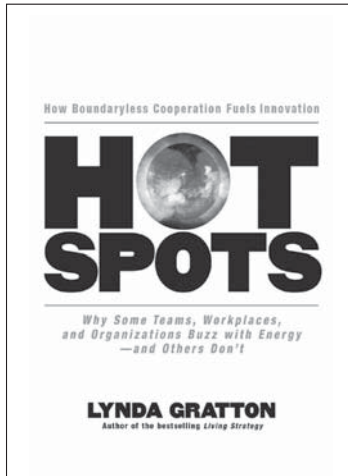
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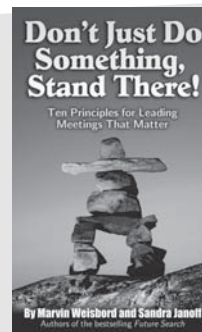
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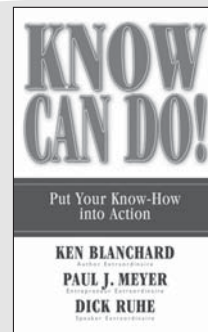
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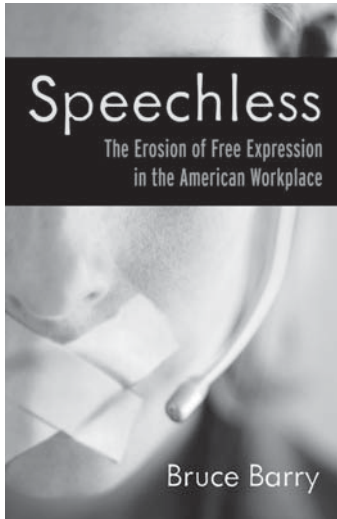


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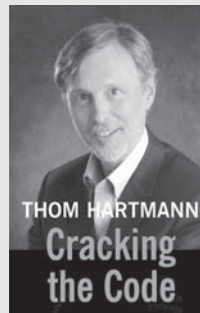
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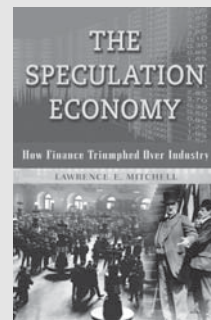
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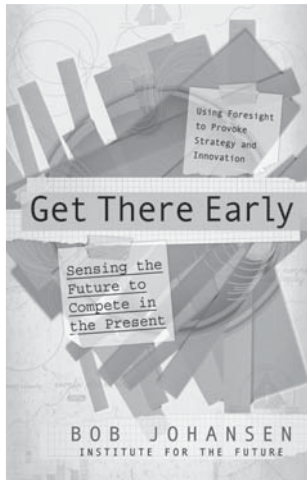
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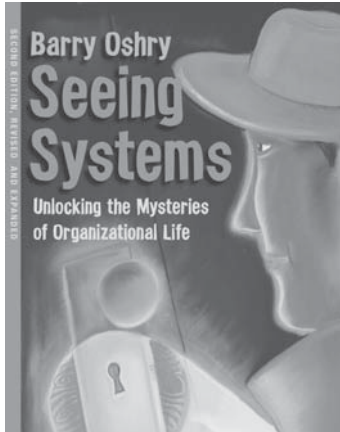
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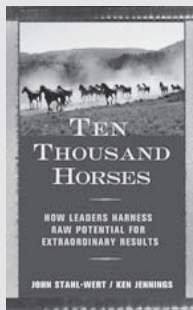
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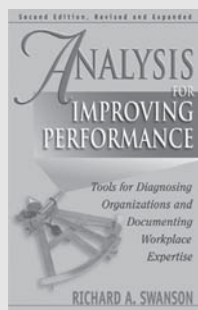
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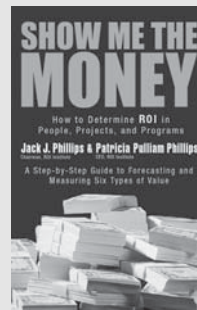
Barry Oshry is the founder of Power + Systems, Inc., and developer of the Power Lab and the Organization Workshop on Creating Partnership. He has conducted systems research at Boston University and with NTL's management programs. He is the author of *Leading Systems*.



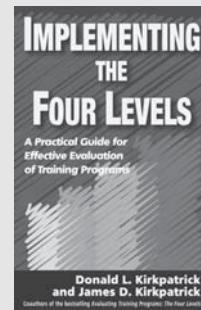
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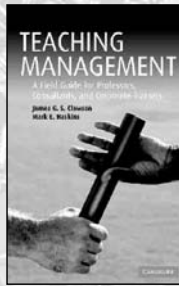
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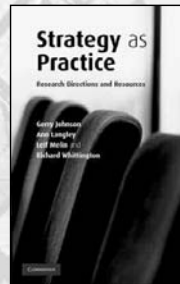
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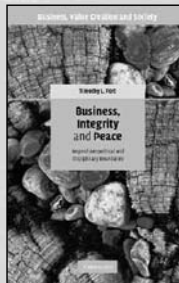
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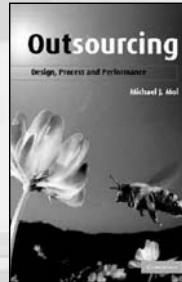
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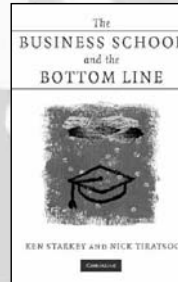
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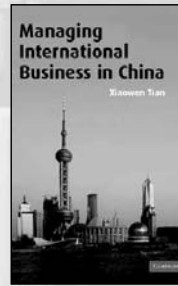
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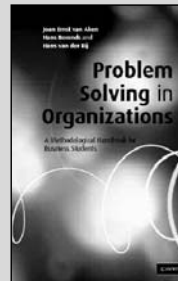


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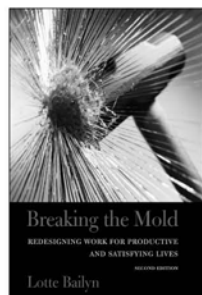
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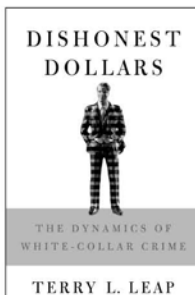
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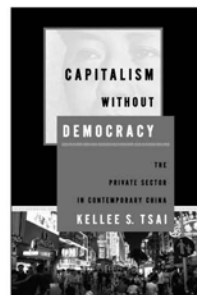
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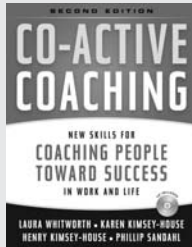
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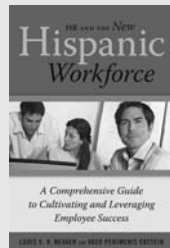
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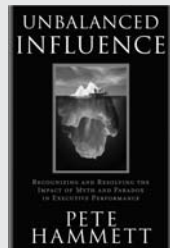


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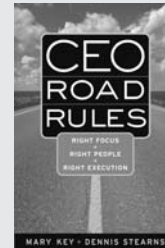
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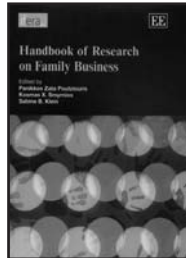
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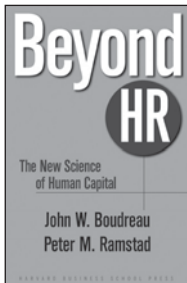


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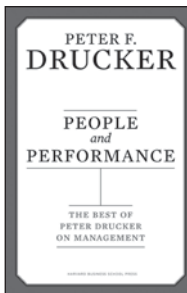


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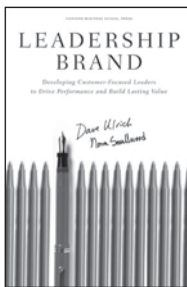


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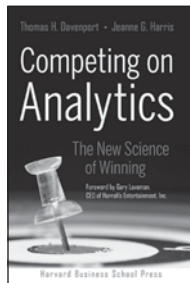
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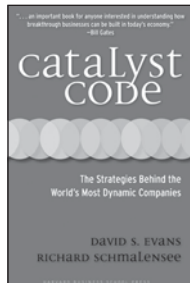
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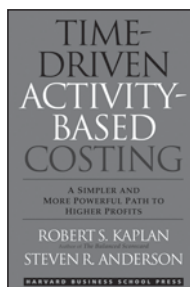
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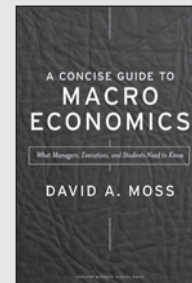
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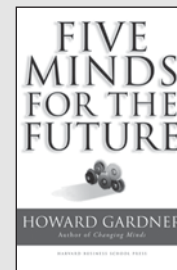
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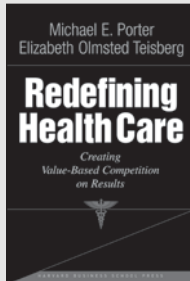
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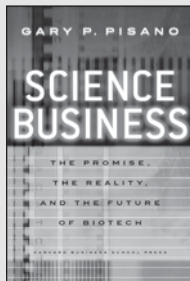
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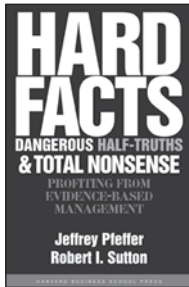
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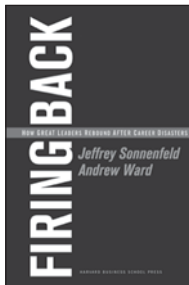
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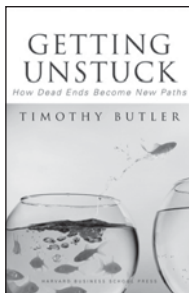
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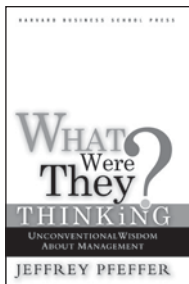
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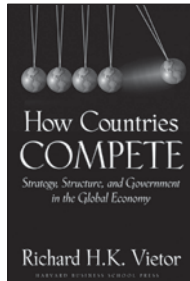
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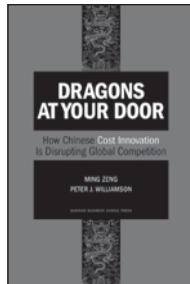
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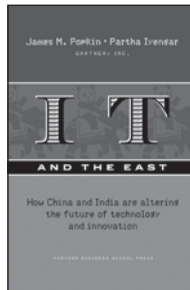
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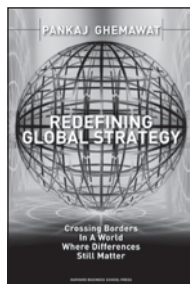
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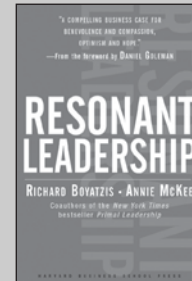
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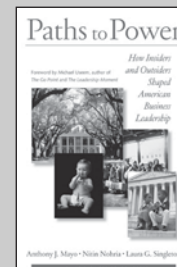
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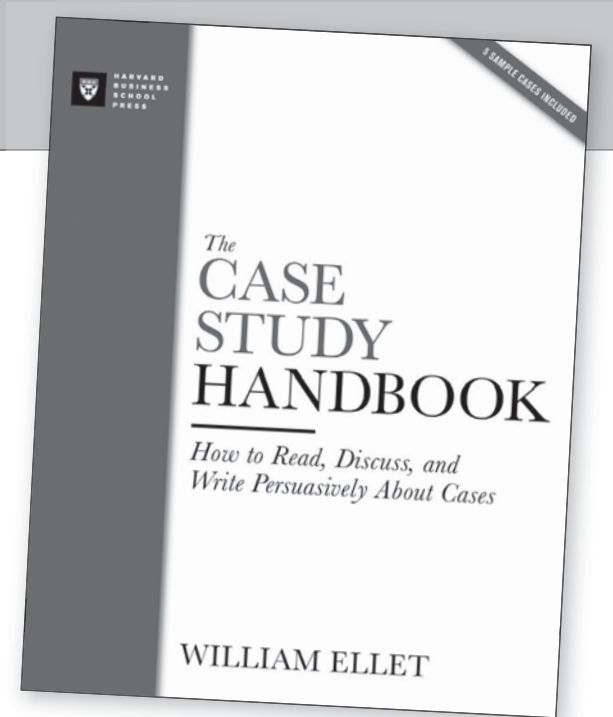
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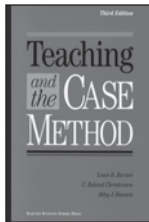
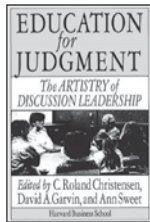
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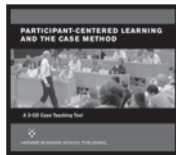


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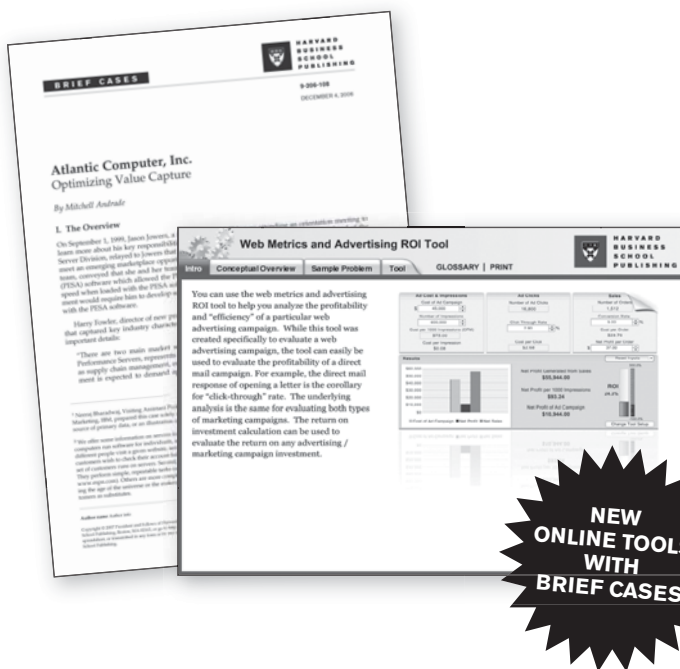
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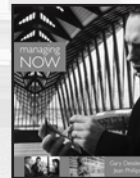
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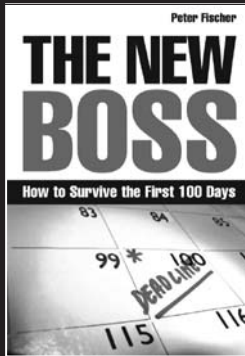
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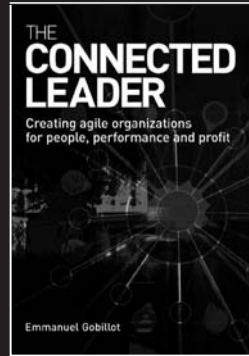
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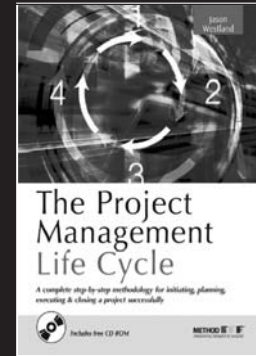
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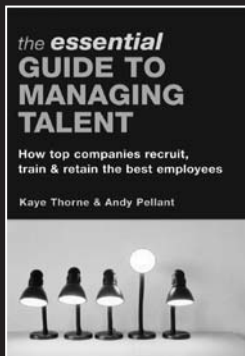
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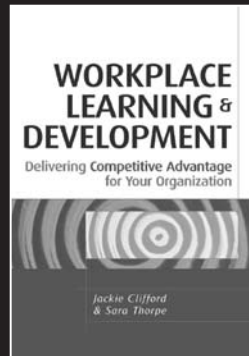
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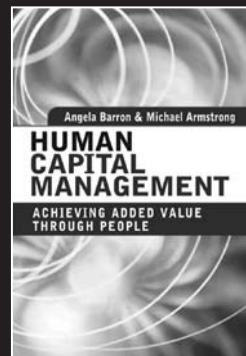
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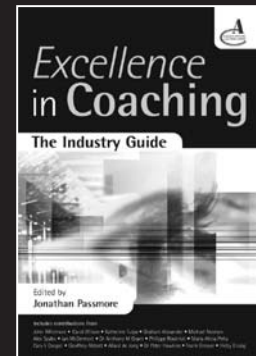
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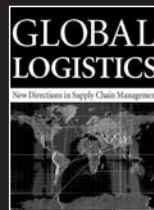
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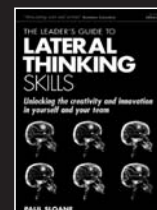
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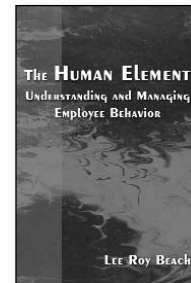
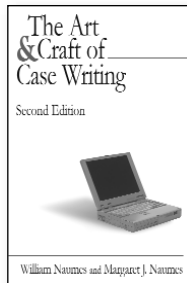
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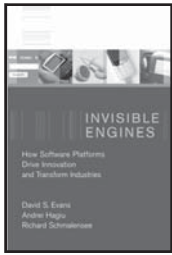
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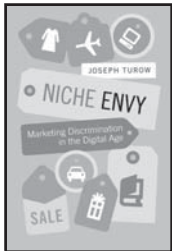
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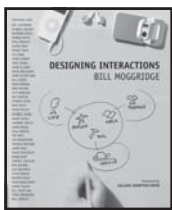
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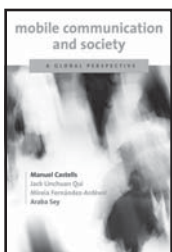
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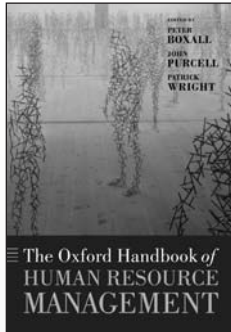


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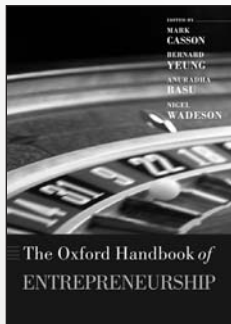
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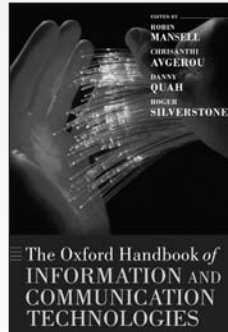
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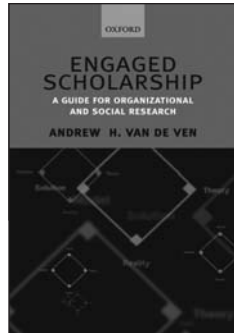


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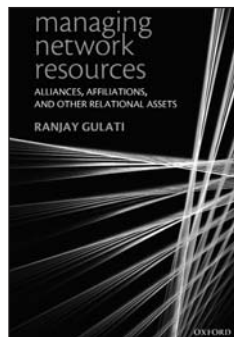
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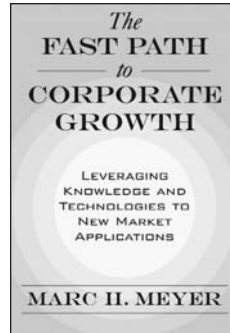
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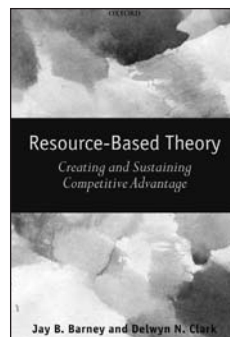
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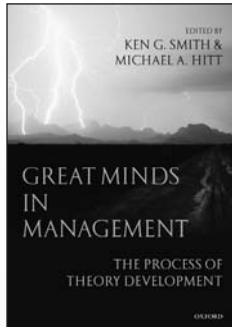
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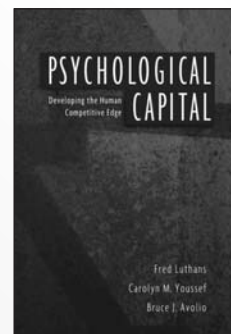
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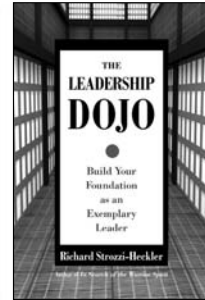
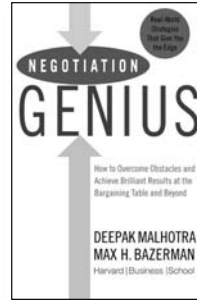
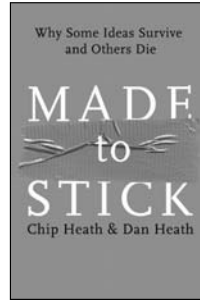
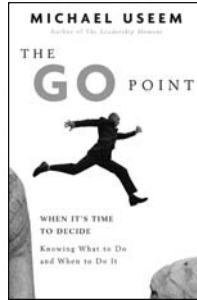
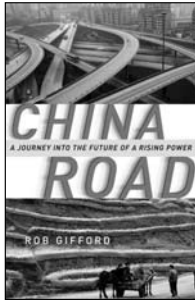
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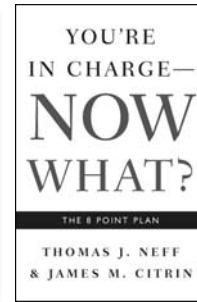
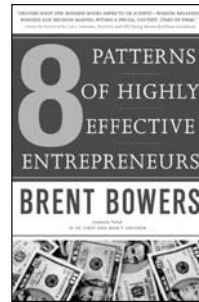
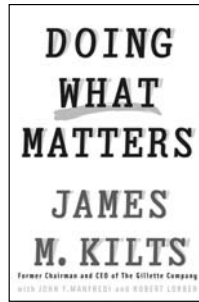
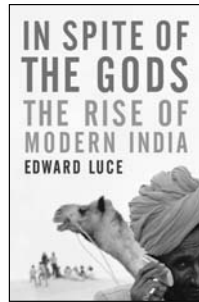
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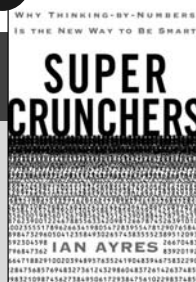
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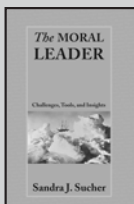
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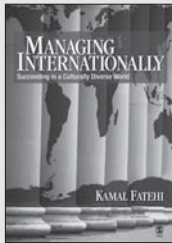


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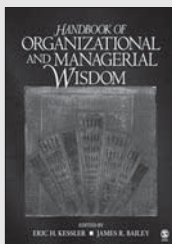
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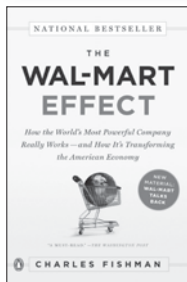
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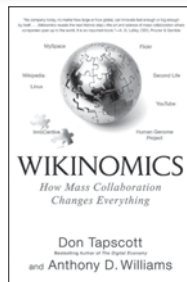
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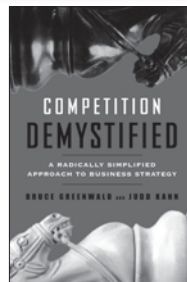
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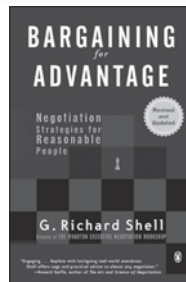
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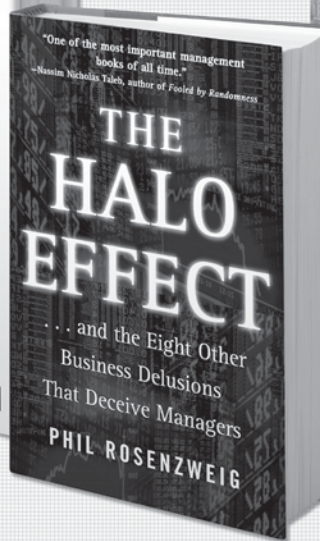
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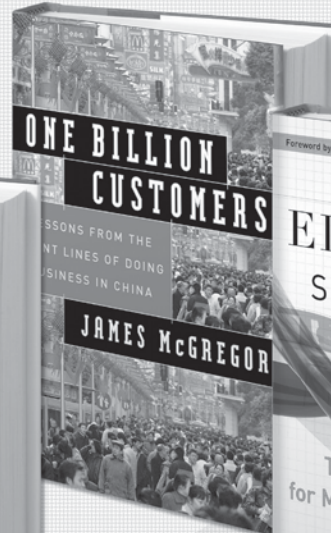
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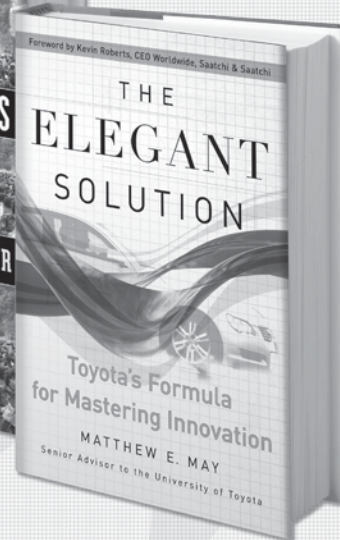
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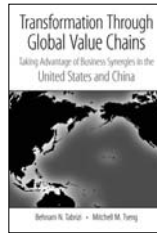
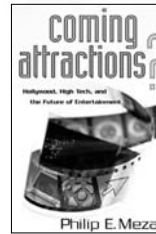
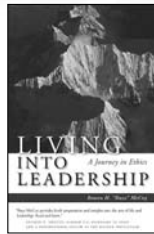
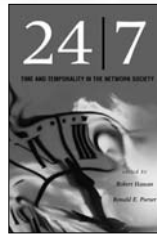
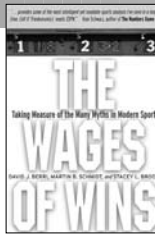
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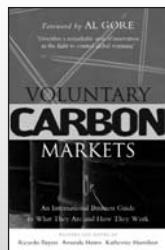
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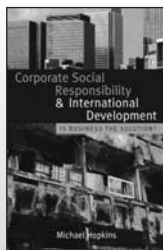
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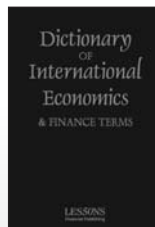
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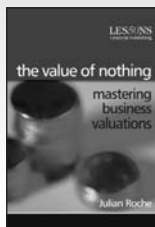
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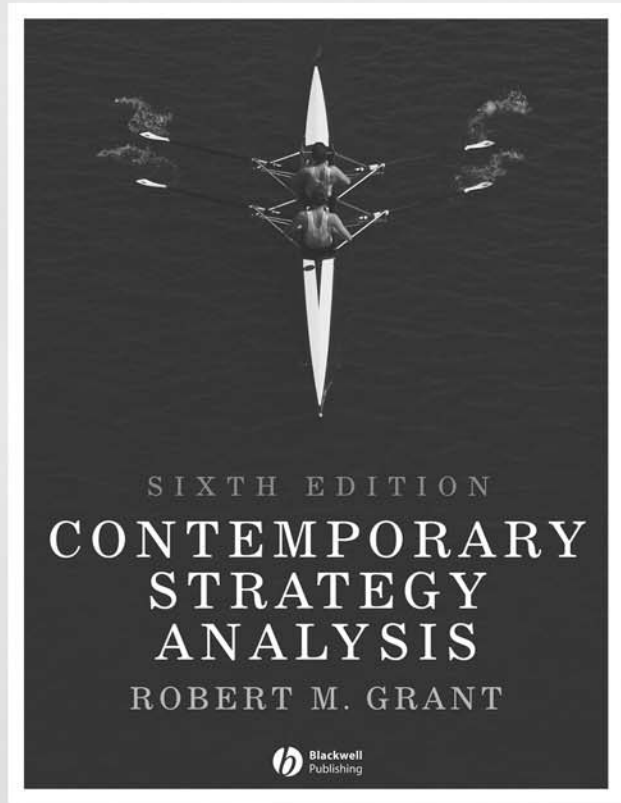
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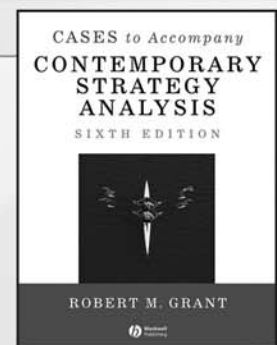
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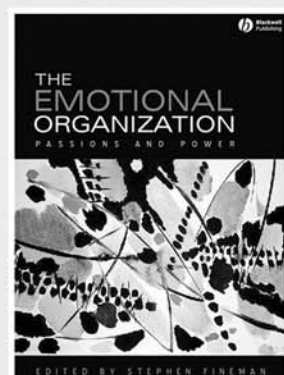
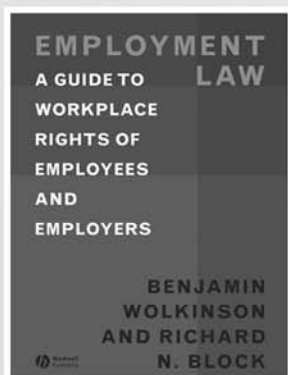
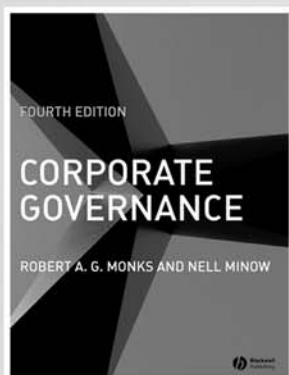
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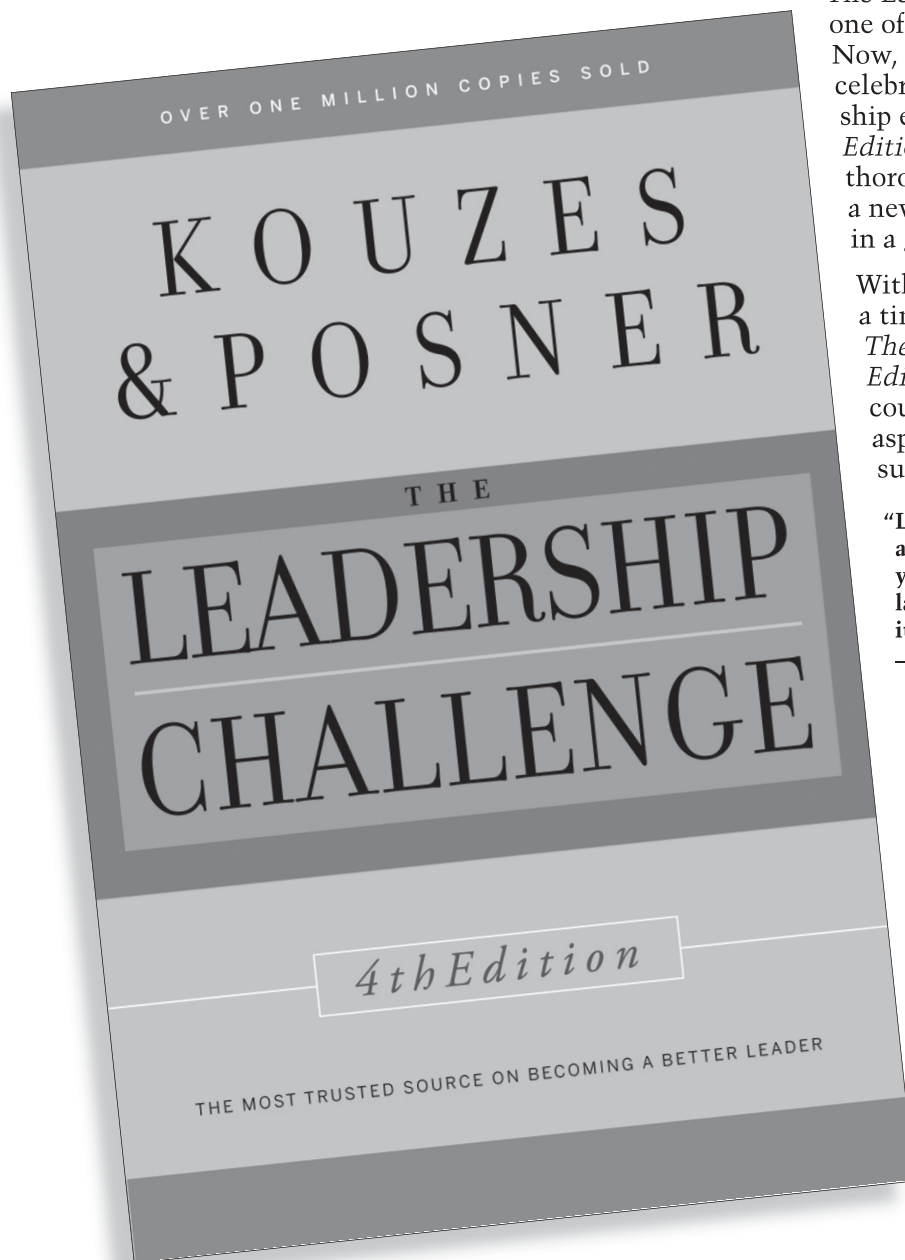
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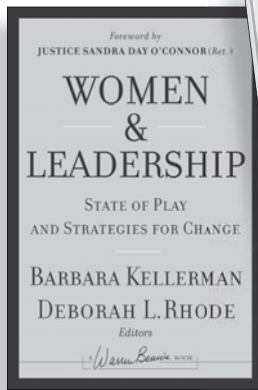


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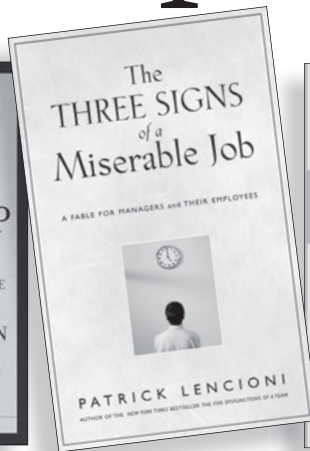


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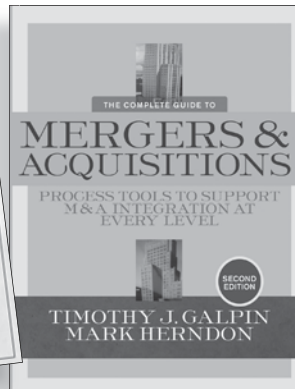
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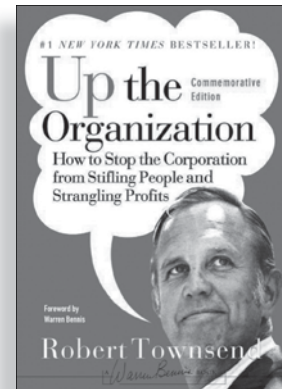
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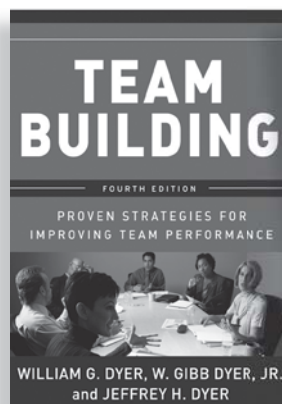
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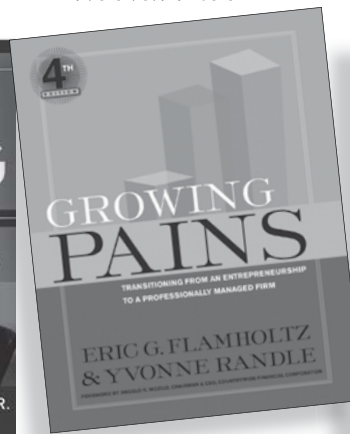
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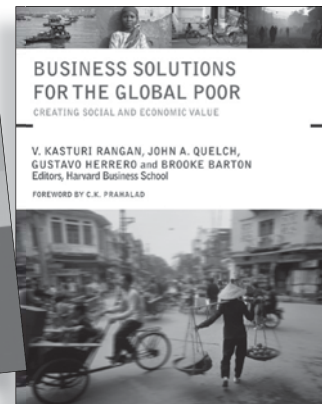
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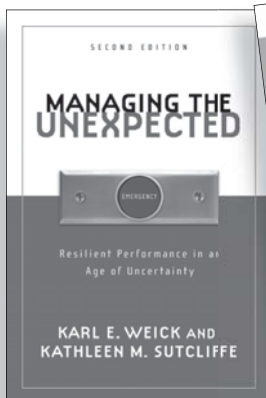
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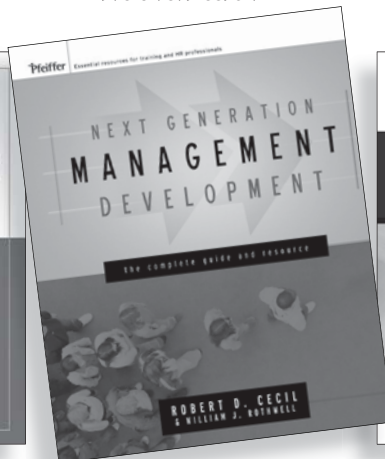
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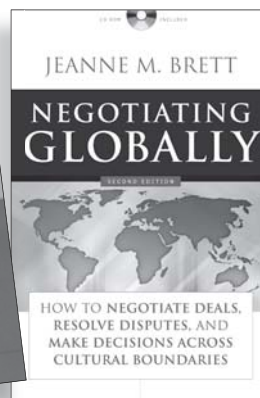
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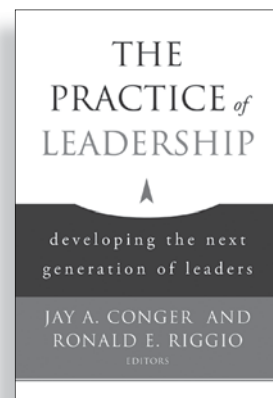
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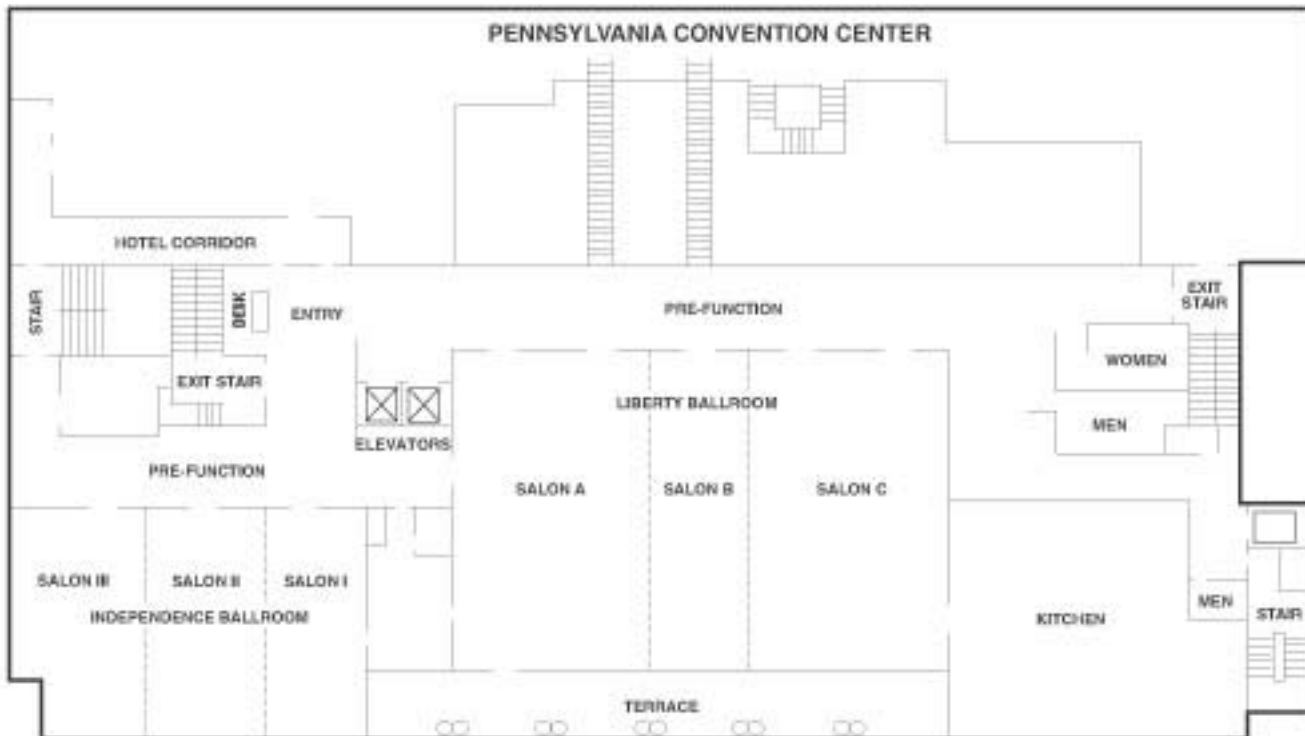
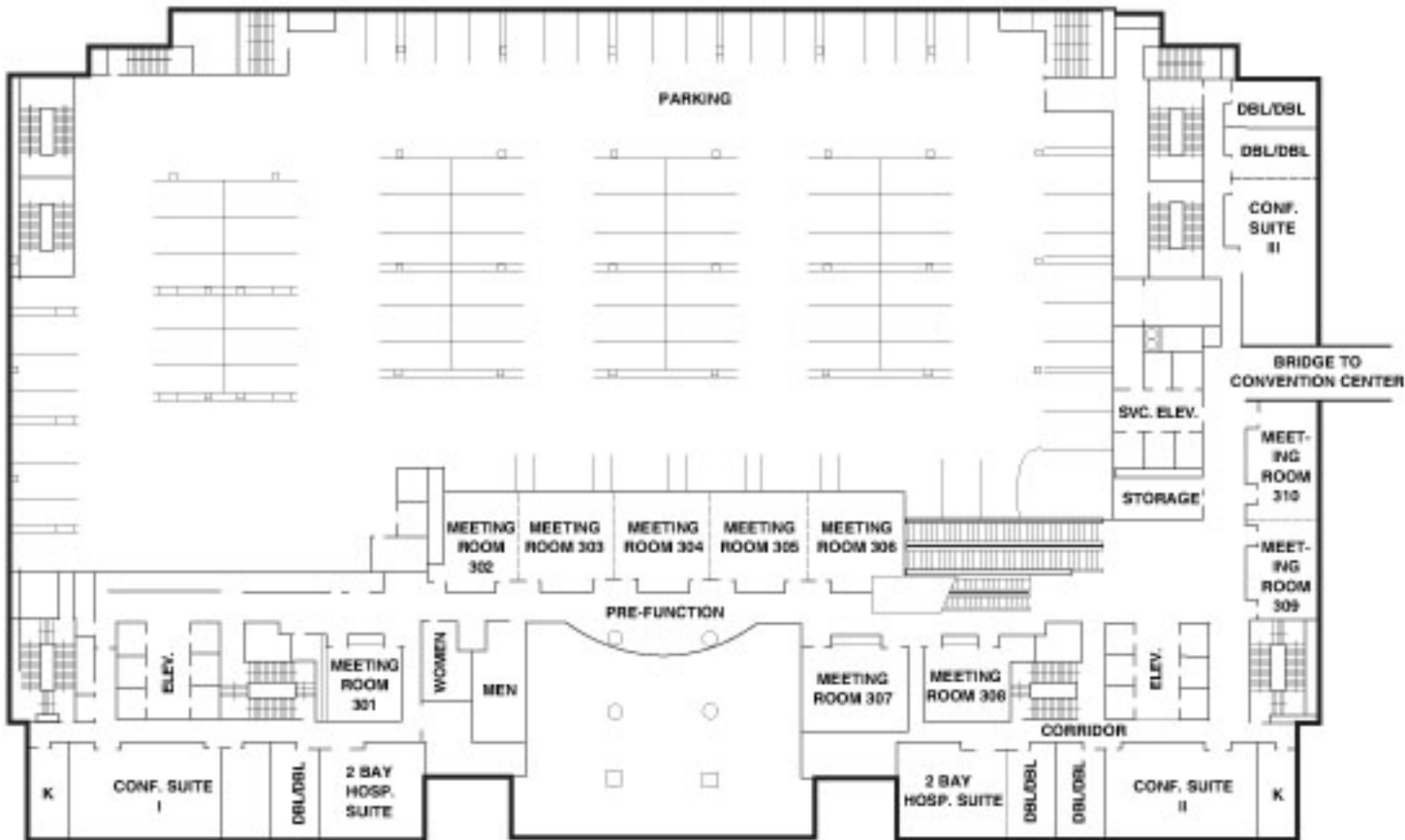
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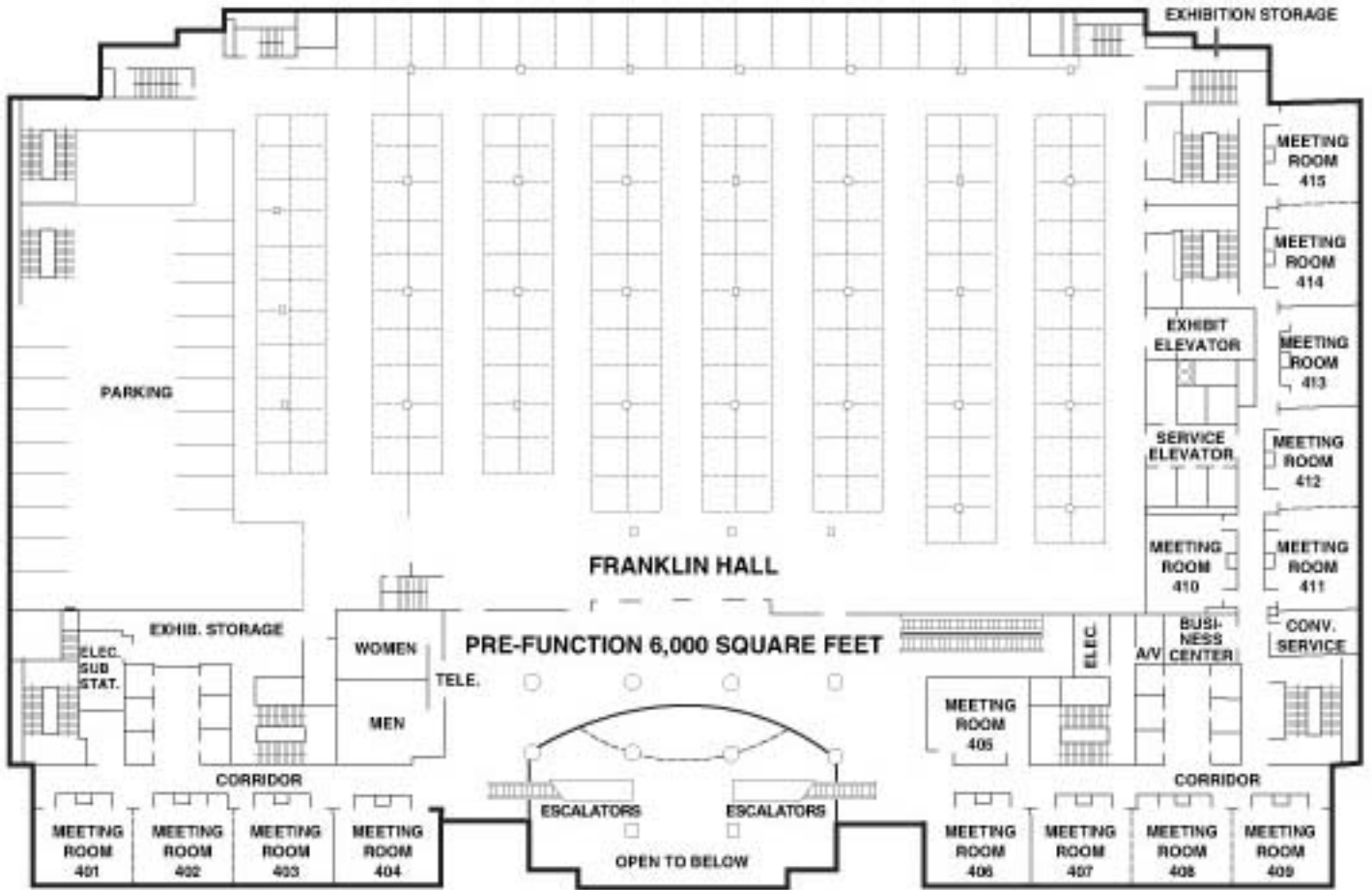
Philadelphia Marriott

LEVEL 3 MEETING ROOMS

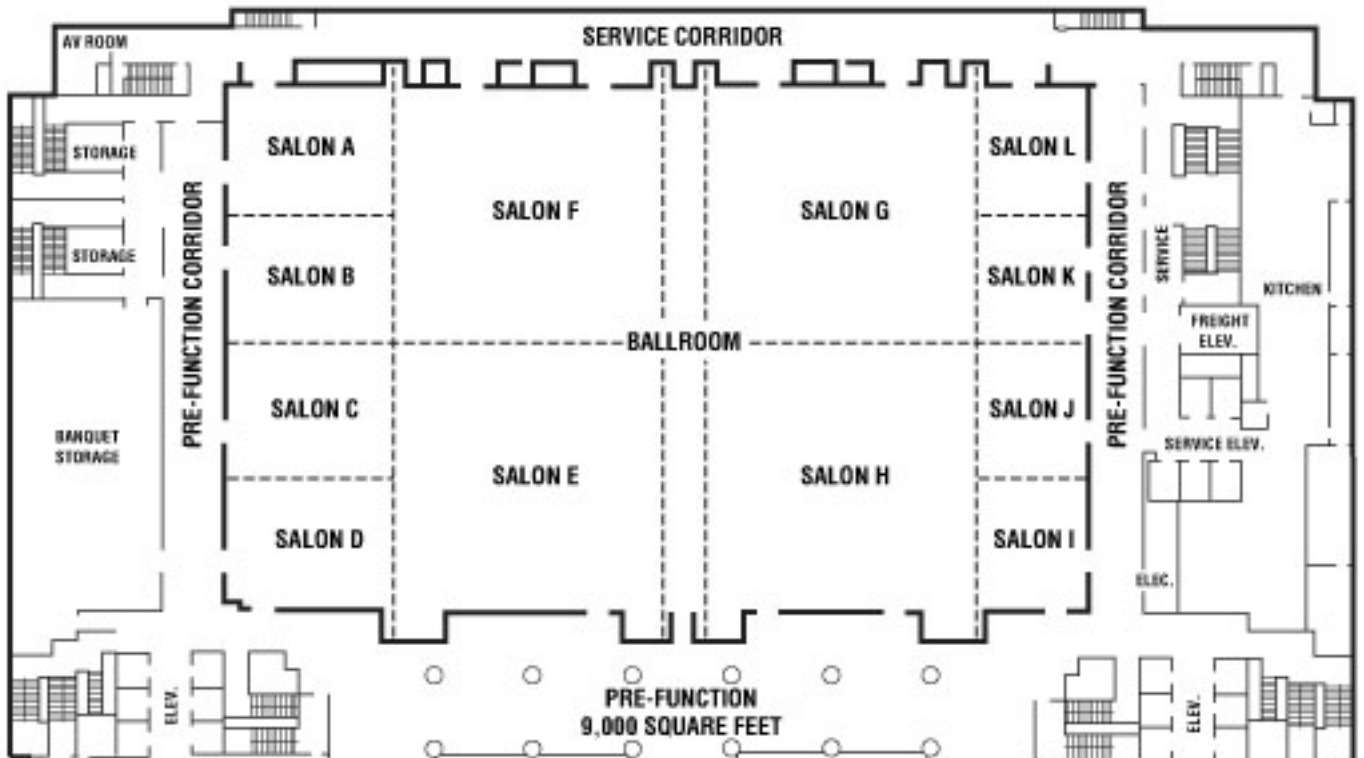


Philadelphia Marriott

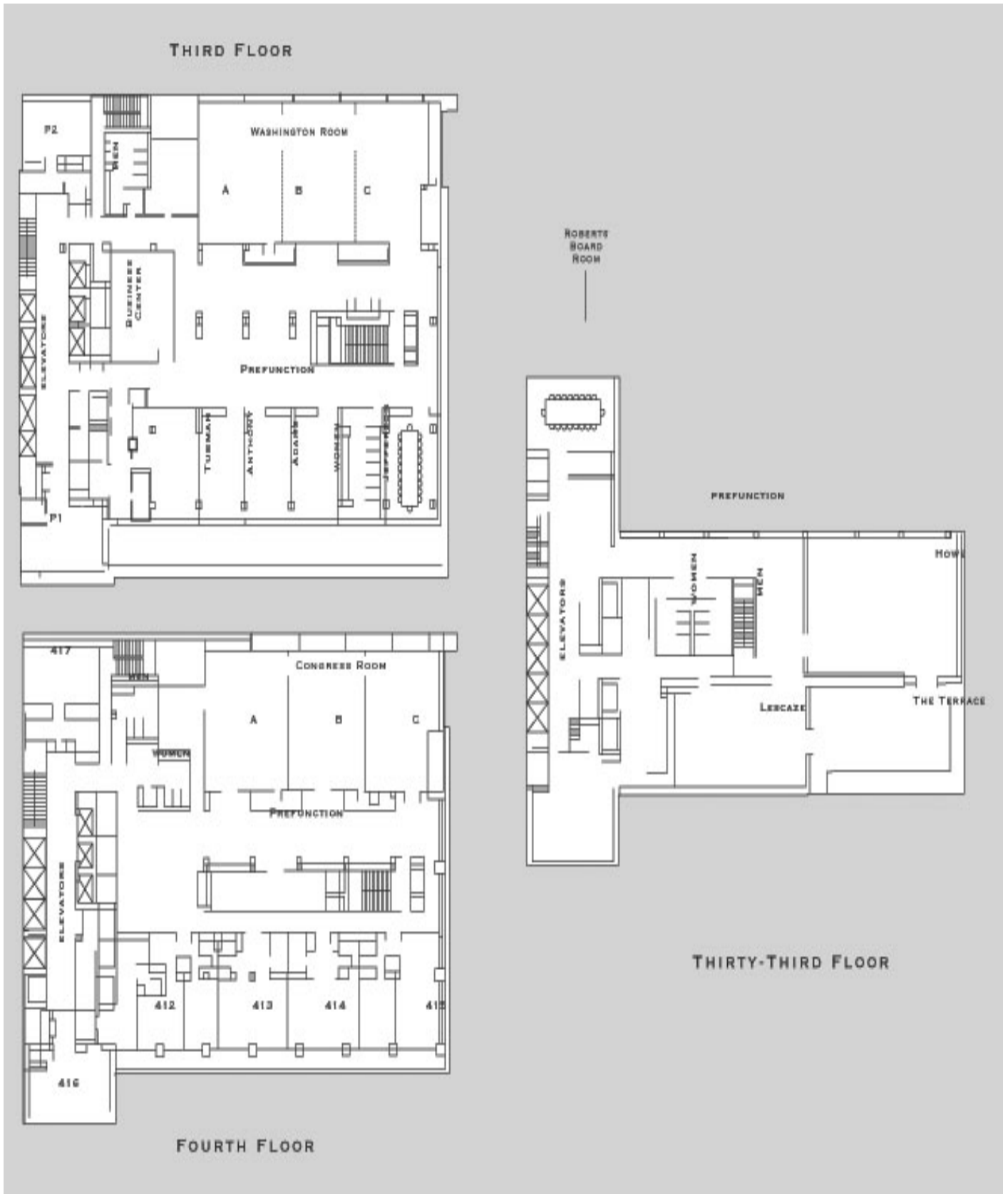
LEVEL 4 FRANKLIN HALL



LEVEL 5 BALLROOM



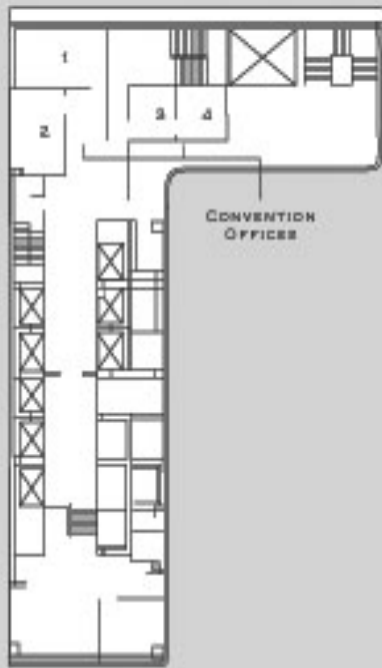
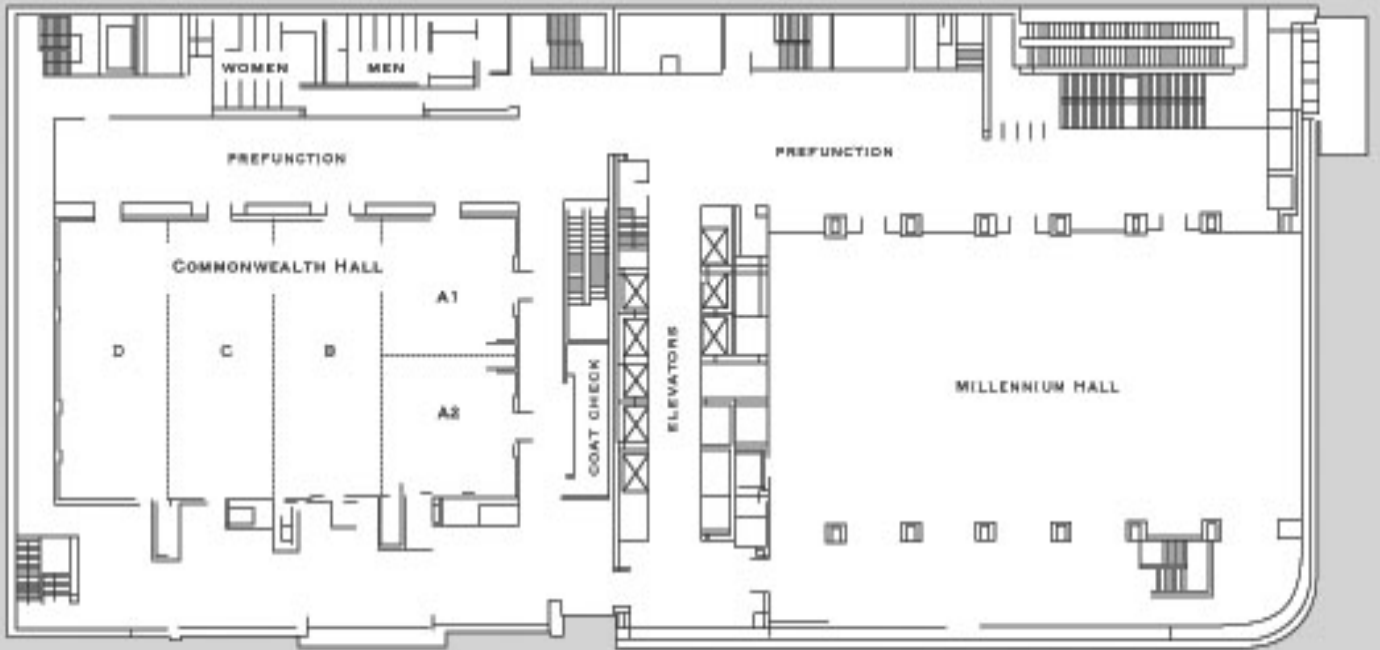
Loews Philadelphia



1200 Market Street, Philadelphia, PA 19107

Loews Philadelphia

SECOND FLOOR



FIRST FLOOR MEZZANINE

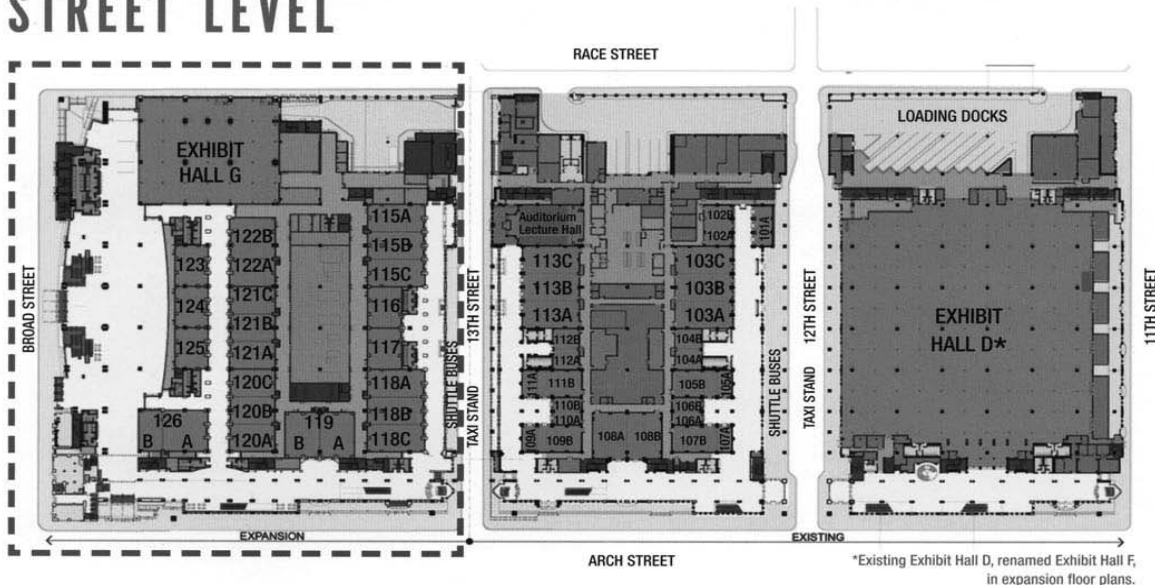


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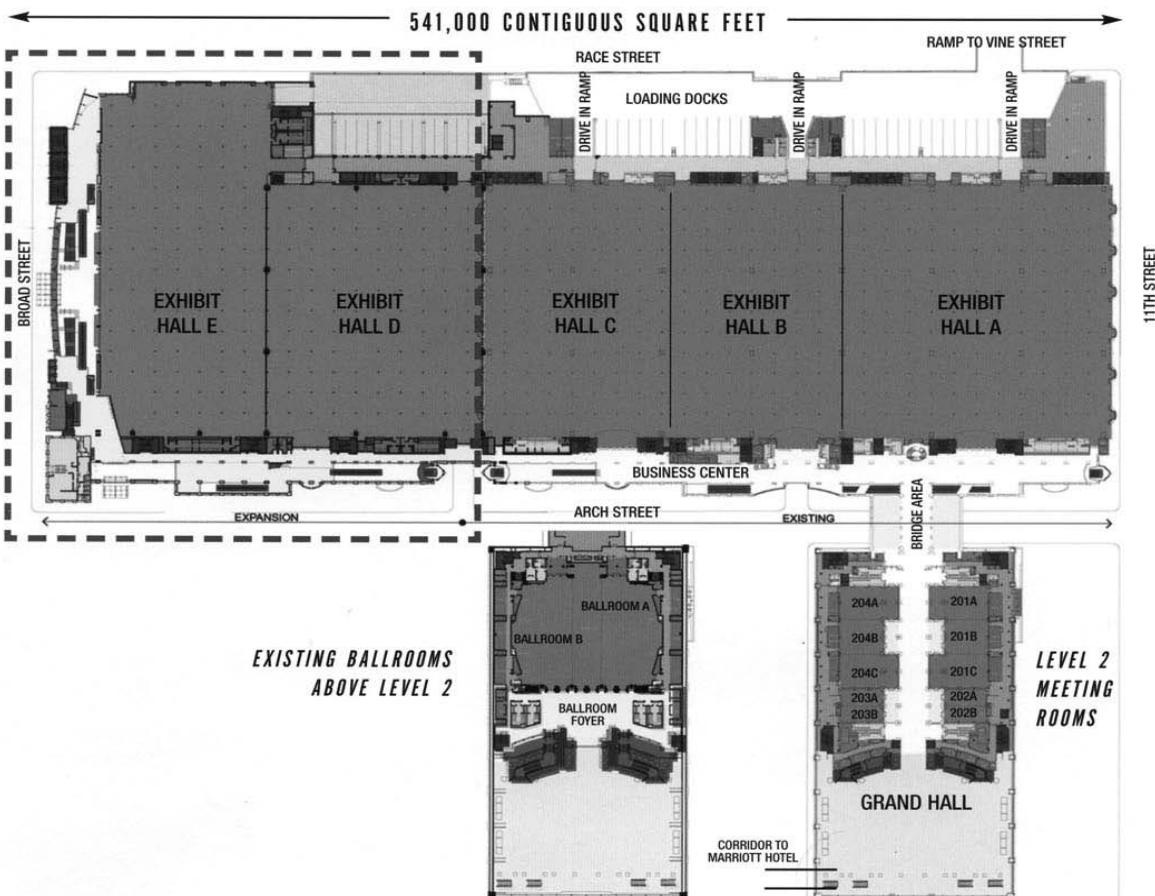
1200 Market Street, Philadelphia, PA 19107

Pennsylvania Convention Center

STREET LEVEL



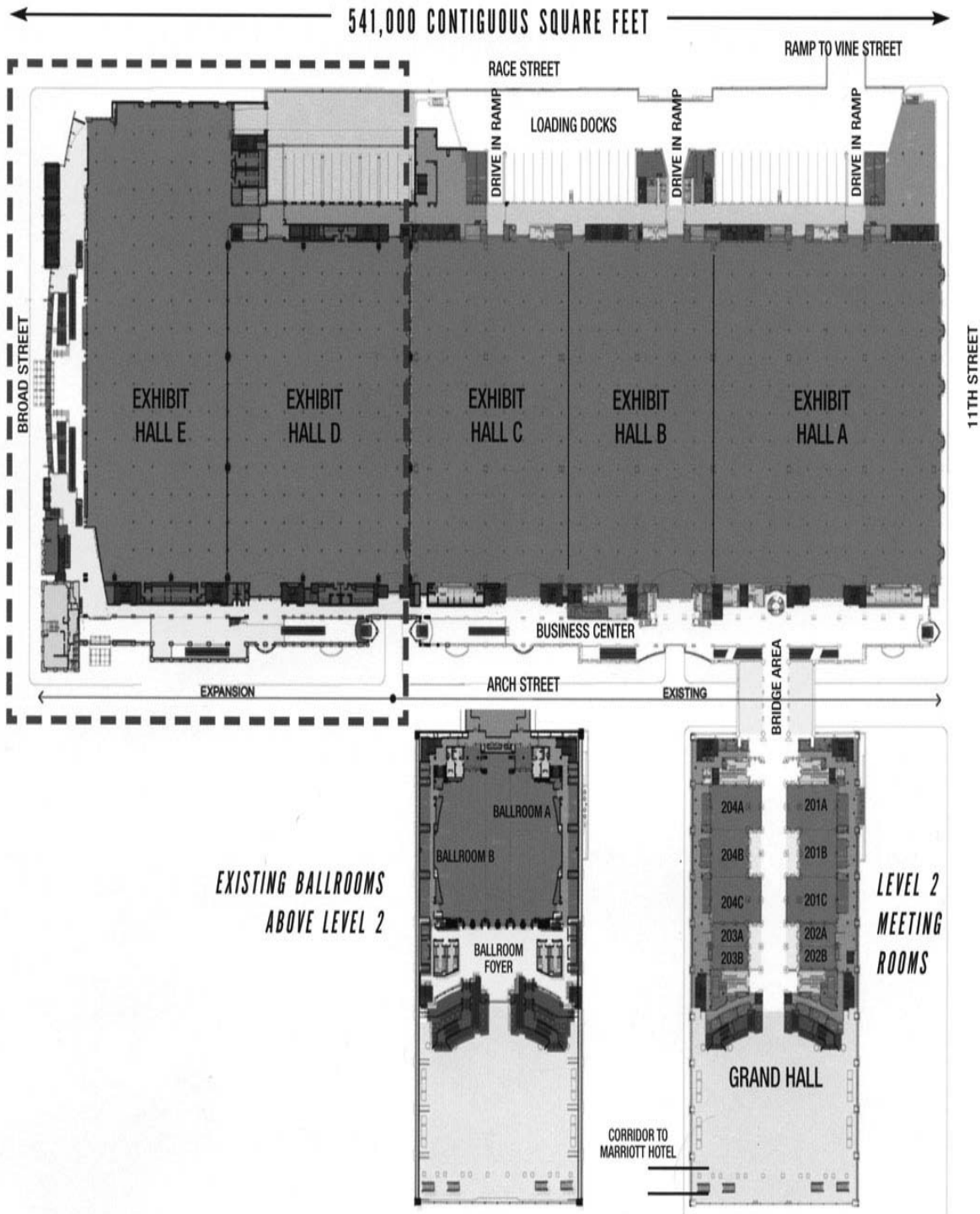
LEVEL 2



1101 Arch Street, Philadelphia, PA 19107

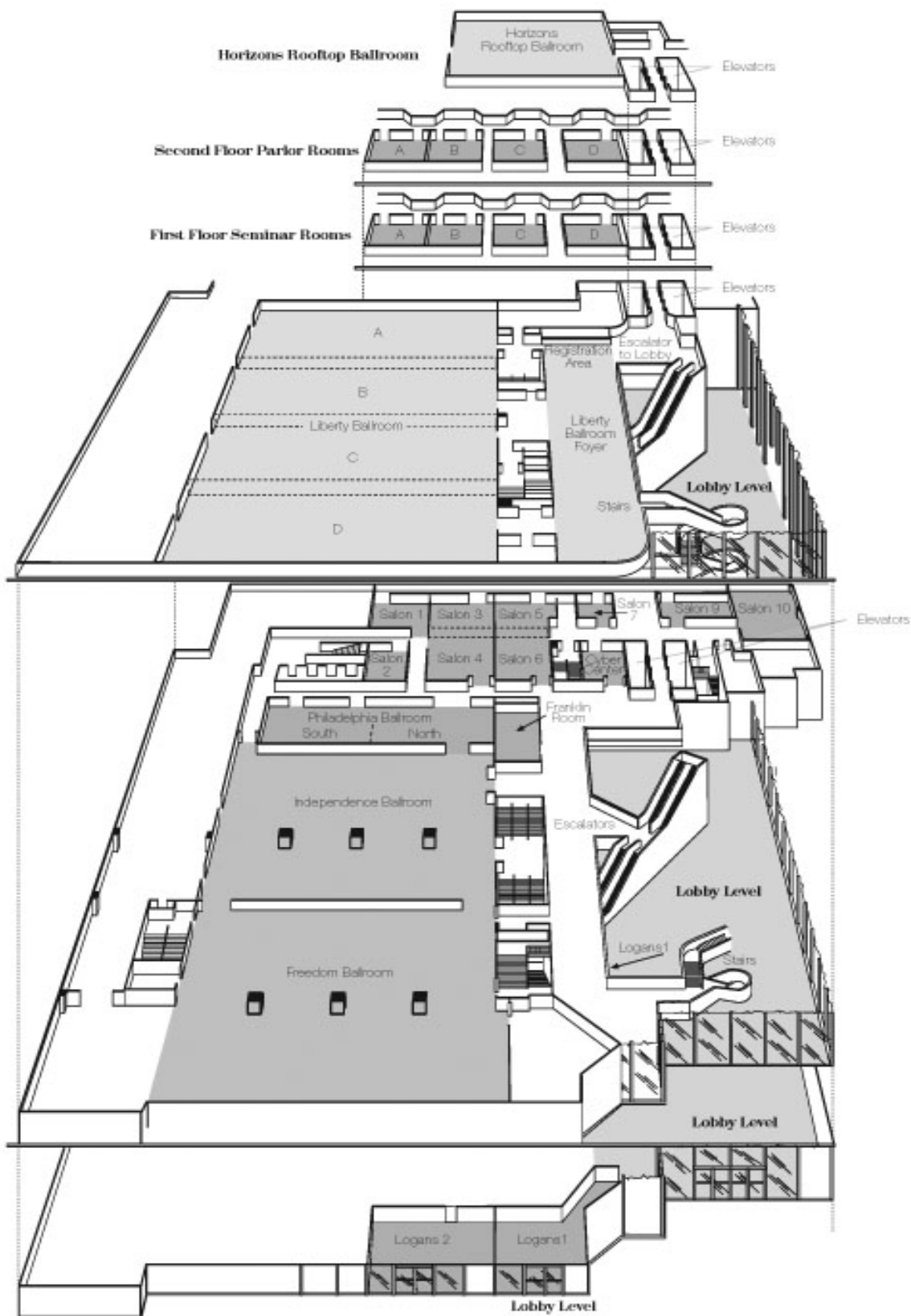
Pennsylvania Convention Center

LEVEL 2



1101 Arch Street, Philadelphia, PA 19107

Sheraton Philadelphia City Center



17th and Race Street, Philadelphia, PA 19103



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
SIM	Social Issues in Management
TIM	Technology & Innovation Management








Other Abbreviations

AAA	All Academy Activities
AAC	Affiliate Activities & Committees
AAM	Asia Academy of Management
AAS	All Academy Symposia
CAU	Caucuses
IAM	Iberoamerican Academy of Management
ICW	In-Conjunction With Activities
IP	Interactive Papers
ITC	International Theme Committee
JS	Joint Symposia
MEN	Mentoring Committee
NDSC	New Doctoral Student Consortium
PTC	Practice Theme Committee
SHCS	Showcase Symposia
TTC	Teaching Theme Committee
-	Affiliation Not Available/Not Specified

Hotels and Other Locations

LW	Loews Philadelphia
MT	Philadelphia Marriott
CC	Pennsylvania Convention Center
SH	Sheraton Philadelphia City Center
OS	Off Site

Symbols

	Theme-oriented paper or session
	Visual Presentation
	Teaching-oriented paper or session
	Management Practice-oriented session
	International-oriented session
	Research-oriented session
	Selected for Best Paper Proceedings



Tulane's Freeman School of Business

Photo by Paula Burch-Celentano

Special Thanks

The Academy of Management gratefully acknowledges the following institutions for their generous support of the 2007 Philadelphia, Pennsylvania Annual Meeting:

